July 3, 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, July 12, 2018 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.
KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
July 12, 2018 – 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
      June 28, 2018 Board Dinner Minutes
      June 28, 2018 Special Meeting Minutes
      June 28, 2018 Regular Meeting Minutes
      June 28, 2018 Closed Meeting Minutes

   B. Business and Financial Reports
      Purchase Recommendation 2019-1

   C. Personnel Items
      Personnel Changes

   D. Other

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

IX. Reports and Recommendations
   A. Food Service Price Recommendation
   B. Approval of Employee Association Agreements

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, July 12, 2018
President Patti Sholler-Barber called the dinner meeting to order at 5:35 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

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

1. Dinner meeting agenda items discussed:
   - Millage rates board recommendation;
   - Short-term notes board recommendation;
   - 2018-19 board budget recommendation;
   - Negotiations board recommendation and update;
   - Board executive session; and
   - Board dinner meeting minutes.

No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Detroit Free Press - Snyder budgets shifted tax burden from corporations to individuals;
   - Letter from Sheila Alles, interim state Superintendent, to congratulate the district on the recent bond proposal;
   - MLive - Proposed social studies standards eliminate climate change mention, scale back KKK references; and
   - The Herald-Palladium - Seeking stability at the top, Benton Harbor schools still looking for new leader.

President Patti Sholler-Barber adjourned the meeting at 6:43 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education
President Patti Sholler-Barber called the special meeting to order at 6:47 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

President Sholler-Barber explained that Michigan law requires that a hearing be held before the board takes action on the 2018-2019 preliminary budget. The purpose of the hearing was to give the board the opportunity to hear public comment on the budget for the next school year.

Ms. Sholler-Barber asked for public comments regarding the proposed 2018-2019 operating budget for Kalamazoo Public Schools.

**Audience comments:** None.

After a call for comments, President Patti Sholler-Barber declared the meeting adjourned at 6:48 p.m.

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill,
Secretary, Board of Education
I. Call to Order
President Patti Sholler-Barber called the June 28, 2018 regular Board of Education meeting to order at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. Announcements and Recognitions
Communications Specialist Linda Mah presented the following students:
- Edison Environmental Science Academy turnaround students: Elder Cruz-Ramirez (unable to attend) and De’Quarius Roberson, second grade; Anthony Leflore, third grade; Dillon Purnell, fourth grade; and Hafez Al Hamoud and James Word III, fifth grade.

Also in attendance and introduced by Ms. Mah were Edison Environmental Science Academy School Principal Julie McDonald and staff members Erika Zavasky, Meaghan Timmons, and Patrice Hillsman. The students’ parents and family members in the audience were also recognized.

V. School Reports/Committee Reports

Committee Reports
Communities in Schools of Kalamazoo, Trustee McGlinn, representative, reported that the CISK board had met on June 15 and had had a strategic planning retreat.

Curriculum Committee, Trustee McGlinn, chair, stated that the committee had met on June 18 and had discussed project-based learning, Adverse Childhood Experiences (ACEs) training, and Eliminating Racism & Creating/Celebrating Equity (ERACCE) training from Western Michigan University.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of June 15 through June 28, 2018. (File #23.)

VII. Consent Calendar

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the purchase requests:
- 2018-34 for $59,499.22 from the Teaching and Learning Services fund for the purchase of elementary school consumable materials to support the elementary writing curriculum.
• 2018-35 for $27,515.67 from the Teaching and Learning Services fund for the purchase of elementary school consumable materials to support the core elementary science units for grades K-5.
• 2018-36 for $109,414.58 from the Teaching and Learning Services fund for the annual printing of the K-3 Eureka Math materials.

MOTION: Implied to approve the Consent Calendar as presented.

Board discussion:
President Sholler-Barber asked for some clarification on the cursive materials included as part of the consumable materials. She stated that she often heard that KPS was not teaching cursive writing.

Assistant Superintendent of Teaching and Learning Services Cindy Green stated that KPS does teach cursive writing and that these materials were printed each year for students to keep.

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

VIII. Persons Requesting to Address the Board
None.

IX. Reports and Recommendations
A. Adoption of the 2018-2019 Preliminary Budget and 2017-18 Close Estimate Budget
Deputy Superintendent of Business, Communications, and Operations Gary Start read the recommendation for the adoption of the 2018-19 preliminary budget and the 2017-18 close estimate budget. He explained that the proposed budget incorporated the recommendations that he had outlined for the board at its June 14 meeting. Mr. Start noted that the budget included assumptions related to revenue and expenditures, and compensation assumptions for step increases plus 2% based on the additional state aid.

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to adopt the 2018-19 preliminary budget and 2017-18 close estimate budget.

Board discussion:
Trustee McGlinn stated that the focus of this budget was on compensation and additional support staff for KPS. She noted that she was happy to see a slight increase in state aid, although public schools still remain underfunded by the state of Michigan. Trustee McGlinn thanked everyone for all of the work done on the budget.

Trustee Hill stated that she was happy to see an increase in state aid this year. She noted that the recent passing of a bond in May, which helped to pay for buildings, buses, and technology, allowed KPS to use this increase for additional staff and student programs.

President Sholler-Barber agreed with Trustee McGlinn and Trustee Hill. She stated that this was a very responsible budget that met both the concerns of KPS staff and community and focused on the needs of its students. President Sholler-Barber noted that this budget included a fair compensation increase for staff and faculty. She thanked Gary Start and Laura Kayser for their hard work and close estimates on this budget.

Dr. Rice stated that this budget included the best compensation increase in many years, three new social worker positions, an ESL teacher position, a Tier II/II interventionist, a math
interventionist/coach, an English language arts interventionist/coach, a climate and culture coach, mentoring support, new grades 4-5 math materials, and new grades K-3 writing materials. In addition, a Michigan Health Endowment Fund grant, applied for and received by Communities in Schools of Kalamazoo in partnership with KPS and Family and Children Services, will permit an increase of six mental health therapists next year. He noted that this was the best increase per-pupil foundation allowance from the state in many years. Dr. Rice explained that this did not address all of KPS compensation and staffing needs; however, it was a significant step in the right direction. He stated that KPS appreciated the improved budget from the state.

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

B. Resolution for Issuance of Notes
Deputy Superintendent Start read the recommendation for the board to adopt a resolution that authorized the district to borrow up to $16 million in anticipation of state aid. He explained that KPS must do this every year to meet its cash flow obligations, as do other districts across the state, because the state had changed its payment schedule many years ago. This change in state disbursement has adversely affected districts across the state.

MOTION: Moved by Trustee McGlinn, supported by Trustee Hill, to approve the Resolution for Issuance of Notes.

Board discussion:
Trustee McGlinn noted that KPS should not have to borrow money while awaiting funds due from the state of Michigan. She stated that school districts had to borrow and spend money on interest, $186,000 in issuance costs and interest last year, while awaiting school aid payments from the state of Michigan. Ms. McGlinn noted that KPS could have used that money to hire two more teachers in the district. She stated that this was not acceptable and expressed her frustration that this was an annual expense for most school districts because of how the state of Michigan scheduled its school aid payments.

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

C. Millage Resolution
Deputy Superintendent Start read the recommendation that the board authorize collection of 17.8704 non-homestead mills and 8.20 debt retirement mills in the winter levy. He noted that these were tax rates that were consistent with what was in the 2018-19 budget. Mr. Start also noted that the 8.20 mills were consistent with the millage rate presented to the voters in connection with the May 2018 $96.7 million dollar bond issue.

MOTION: Moved by Trustee Hill, supported by Trustee Herschleb, to approve the Millage Resolution.

Board discussion:
None

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

D. Approval of Employee Association Agreements
Dr. Rice expressed his appreciation to the members of these groups for the work that they do on a regular basis for KPS students.
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation for the board to approve one-year (2018-19) contractual agreements with the following employee associations:

- Food Service Managers Collective Bargaining Unit;
- Home School Support Specialists/Home School Interventionists;
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists;
- Service Employees International Union Local 586 (custodians);
- Teamsters Local 214 Maintenance; and
- UAW Local 2150 Administrators (Units I and II).

Assistant Superintendent Sheila Dorsey-Smith noted that the members of all of these employee groups provide very important services to our students, families, and school personnel and that the agreements have been ratified by the various memberships and are within the budget parameters of the Board of Trustees.

**MOTION:** It was moved by Trustee Greschak, supported by Trustee McGlinn, to approve the employee association agreements as presented.

**Board discussion:**
Trustee Herschleb stated that he was a member of UAW, though of a different local representing different employees, and requested a motion to separate the UAW agreement from the others so that he would have no conflict with this vote. He noted that he would abstain from voting on that one employee group.

**MOTION:** It was moved by Trustee Harrison, supported by Trustee Greschak, to support Trustee Herschleb in separating out the UAW agreement from the rest of the employee contractual agreements.

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

President Sholler-Barber stated that the first vote would be for the board to approve one-year (2018-19) contractual agreements with the following employee associations:

- Food Service Managers Collective Bargaining Unit;
- Home School Support Specialists/Home School Interventionists;
- Kalamazoo County Education Association/Kalamazoo Behavioral Specialists;
- Service Employees International Union Local 586 (custodians); and
- Teamsters Local 214 Maintenance.

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Hill, to approve the employee association agreements as presented.

**Board discussion:**
President Sholler-Barber commended Assistant Superintendent Dorsey-Smith and Deputy Superintendent Start and the members of the associations for completing these negotiations.

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

President Sholler-Barber stated that the second vote would be for the board to approve a one-year (2018-19) contractual agreement with the following employee association:
- UAW Local 2150 Administrators (Units I and II).

**MOTION:** It was moved by Trustee McGlinn, seconded by Trustee Harrison, to approve the employee association agreement as presented.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 1-abstention (Trustee Herschleb).

X. **Other Business**
None.

XI. **Comments by Trustees**
None.

**Comments by the Superintendent**
Dr. Rice thanked Deputy Superintendent Start and Business Manager Laura Kayser for their substantial work on the budget. He expressed his appreciation to Deputy Superintendent Start, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, legal counsel Marshall Grate, and all others involved in negotiations from the various associations.

XII. **Closed Session**
President Sholler-Barber asked for a motion to move into closed session to discuss a legal matter.

**MOTION:** Moved by Trustee Hill, supported by Trustee Greschack, to move into closed session.

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

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 12, 2018 at 7:00 p.m.

President Sholler-Barber stated that the board may or may not return to the floor and moved to closed session at 7:34 p.m.

President Sholler-Barber reconvened the meeting at 9:10 p.m., at which point the board unanimously adjourned the meeting

Respectfully submitted,

Betse Klepper, Recording Secretary
on behalf of Jennie Hill, Secretary
Board of Education
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: July 12, 2018
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 $23,881 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 purchase that are considered significant to the decision-making process are outlined on the data sheet.
VII.B.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: July 12, 2018
Request Number: 2019-1
Amount: $58,606.00

Item: Asbestos Abatement at Four Buildings

Cost Center: 2013 & 2018 Bonds

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

Description of Need:
Asbestos abatement is required this summer for construction projects at the Administration Building (AIS training lab); El Sol Elementary Room 103; South Westnedge School ceilings in the two-story section; and the existing buildings at 1800 Ravine Road, the future site of Transportation.

Vendor: Taplin Group LLC
Kalamazoo, Michigan

Number of Proposals Requested: 5 Received: 3

Low Bid Accepted? Yes
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: July 12, 2018
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Leah Demcke, Spring Valley Center for Exploration, Special Education Resource Room, 8/27/2018
      Christine Doane, Greenwood Elementary School, PEEP (0.5), 8/27/2018
      Jennifer Macfarlane, Nurse, Student Services, 8/27/2018
      Kayla Partridge, Milwood Elementary School, Special Education Resource Room Teacher, 8/27/2018
   
   B. Classified
      Alexis Plair, Attendance Interventionist, Loy Norrix High School, 8-27-2018
      Shona Espinoza, Home School Support Specialist, Parkwood Upjohn Elementary School, 8-20-2018

II. Promotions/Key Transfers
   A. Professional/Management
   
   B. Classified
      William Blickle, transfer from Assistant Auditorium Manager, Loy Norrix High School to Auditorium and Communication Specialist, Community Education Center, 7-01-2018
      Zachary Rickli, transfer from Attendance Interventionist, Loy Norrix High School, to Assistant School Secretary, Loy Norrix High School, 8-20-2018
      Precious Walker, transfer from PEEP Paraprofessional, The Woodward School for Technology and Research to Special Education Paraprofessional, Lincoln International Studies School, 2018-2019 school year

III. Leaves of Absence
   A. Professional/Management
   
   B. Classified

IV. Terminations
   A. Professional/Management
      Cresenda Blasingame, Grade 3 Teacher, Milwood Elementary School, (resignation)
Jacqueline Denaway, Art Teacher, Arcadia, 6-15-2018, (resignation)
Kristen LaDuke, Physical Therapist, Student Services, 8-24-2018, (resignation)

B. Classified
   George Slomp, Bus Driver, Transportation, 7-1-2018, retirement
   Michael Watson, Custodian, Linden Grove Middle School, 12-28-2018, retirement

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: July 12, 2018  
SUBJECT Food Service Prices for 2018-19  

RECOMMENDATION: It is recommended that the Board authorize the following paid meal prices for the 2018-19 school year:

<table>
<thead>
<tr>
<th></th>
<th>2017-18</th>
<th>2018-19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Breakfast:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secondary</td>
<td>$1.40</td>
<td>$1.50</td>
</tr>
<tr>
<td><strong>Lunch:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Elementary</td>
<td>$2.25</td>
<td>$2.35</td>
</tr>
<tr>
<td>Secondary Tier I</td>
<td>$2.50</td>
<td>$2.60</td>
</tr>
<tr>
<td>Secondary Tier II</td>
<td>$2.75</td>
<td>$2.85</td>
</tr>
<tr>
<td>Secondary Tier III</td>
<td>$3.00</td>
<td>$3.10</td>
</tr>
<tr>
<td><strong>Adult Meals</strong></td>
<td>$3.85</td>
<td>$3.95</td>
</tr>
</tbody>
</table>

RATIONALE: The federal Hunger-Free Kids Act of 2010 establishes minimum prices that school food service programs must charge for paid meals. This federal law requires Kalamazoo Public Schools to increase paid meal prices by at least $0.10 per meal.

It should be noted that all elementary students are eligible for free breakfasts under the federal Universal Breakfast Program. Additionally, most elementary students and many secondary students will continue to receive free lunches, based on their family income levels.
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: July 12, 2018
SUBJECT: Approval of Employee Association Contractual Agreements

RECOMMENDATION: It is recommended that the Board of Trustees approve a one-year (2018-2019) contractual agreements between Kalamazoo Public Schools (KPS) and the following employee associations:

- Food Service Employees Collective Bargaining Unit
- Kalamazoo Public Schools Transportation Association

RATIONALE: The members of these employee groups provide very important services to our students, families, and school personnel.

This agreement has been ratified by the various memberships and are within the budget parameters of the Board of Trustees.
July 17, 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, July 26, 2018 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. Committee Reports
VI. Correspondence
VII. Consent Calendar Items
   A. Minutes
      July 12, 2018 Board Dinner Minutes
      July 12, 2018 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, August 9 2018
VIII.A.1.

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 12, 2018 – Board Dinner Meeting

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

1. Dinner meeting agenda items discussed:
   - Washington Writers’ Academy and The Woodward School for Technology and Research update/July 23 opening of school;
   - District staffing update;
   - Conference update;
   - Update on lawsuit regarding section 152b funding;
   - Numbers of 2018 graduates;
   - Negotiations update; and
   - State social studies standards forum.

   No action was taken on the aforementioned items.

2. Proclamation shared with Board members but not discussed given time constraints:
   - KYD network – Proclamation for 2018 summer learning day.

President Patti Sholler-Barber adjourned the meeting at 6:56 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the July 12, 2018 regular Board of Education meeting to order at 7:06 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. Announcements and Recognitions
Presented in section IX.

V. Committee Reports
None.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of June 28 through July 12, 2018. (File #1.)

VII. Consent Calendar

Deputy Superintendent of Business, Communications and Operations Gary Start reviewed purchase request 2019-01 in the amount of $58,606 from the 2013 and 2018 bonds for asbestos abatement required this summer for construction projects at the Administration Building; El Sol Elementary School Room 103; and the existing buildings at 1800 Ravine Road, future site for the transportation center.

President Sholler-Barber thanked all those who had supported the KPS bonds.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board
None

IX. Reports and Recommendations
A. Dr. Rice welcomed recent graduates of the Kalamazoo Public Schools graduating class of 2018. Executive Director of Communications Alex Lee presented the following students:

Cornez Bell introduced himself as a 2018 graduate of Loy Norrix High School (LNHS). He stated that some of the best years of his life had been at Loy Norrix and had included being a part of Link Crew and Distributive Education Clubs of America (DECA), a student business group, both of which had allowed him to meet new people and gain confidence. Mr. Bell noted that he would attend Western Michigan University (WMU) this fall to study business. He stated that he had received two scholarships to attend WMU.

Jacob Fales stated that he had graduated as valedictorian from Kalamazoo Central High School (KCHS) and that he would be attending Kalamazoo College this fall as a Heyl Scholar, where he would study math and economics. He noted that over his years in KPS he had enjoyed a unique experience with students that truly cared about their community and had stood up to face the injustices that plagued our country. Mr. Fales stated that he was excited to take this passion to the next step of his life.

Da’marius Harp explained that he was a proud graduate of Phoenix High School. He noted that he had loved going to school because of the relationships among the students, teachers, and support staff. Mr. Harp expressed his appreciation for the opportunity to receive one on one help, which had aided him to be successful with his learning. He noted that he would attend Kalamazoo Valley Community College (KVCC) in the fall to study criminal justice.

Judith Castaneda Garcia stated that she was a 2018 graduate of Loy Norrix High School. She noted that what she had most loved about her high school experience was her relationships with teachers, counselors, principals, support staff, and Dr. Rice. Ms. Castaneda Garcia stated that Dr. Rice had shown her that education was the key to her success. She explained that she would be attending WMU this fall to study elementary education and planned to become a teacher. Ms. Castaneda Garcia thanked all those who had helped her reach her goals.

Kendra Parkman introduced herself as a recent graduate of Kalamazoo Central High School and thanked the board, KCHS Principal Valerie Boggan, and Dr. Rice for allowing her to speak at the board meeting. She stated that she had appreciated the diversity of the students, staff, and teachers at KCHS. Ms. Parkman noted that KCHS had prepared her to be successful and that she was proud to be a Maroon Giant. She explained that she would attend Wayne State University in the fall and planned to major in pre-law.

John Mitchell introduced himself as a recent Loy Norrix High School graduate. He stated that he had participated in varsity baseball and football, was a member of the improvisational team, and had taken many advanced placement classes. Mr. Mitchell shared that through his experiences at LNHS, he had gained valuable life lessons and skills. He noted that he would be attending Lyman Briggs College at Michigan State University (MSU) in the fall and planned to major in conservation biology.

Jeremiah Johnson stated that he was a 2018 graduate of Kalamazoo Central High School. He noted that the KCHS staff, administration, and counselors had all helped to provide him with the opportunities and tools to become successful in life. Mr. Johnson advised that he would attend WMU in the fall and planned to study theatre. He stated that his future plans were to move to California to continue research on lung cancer and to pursue an acting career.
Kiwoa Whitfield explained that he was a 2018 graduate of Phoenix High School (PHS). He stated that he liked Phoenix because it was a smaller school and had offered him the opportunity to be mentored by his principal, Mark Hill, who kept him on the right path to be successful. Mr. Whitfield noted that he was currently enrolled in a Youth Opportunities Unlimited (YOU) program in which he would receive a certification to be a mechanic. He noted that in the fall he would attend KVCC to study industrial trades.

Mariah Sarelis introduced herself as a recent graduate of Loy Norrix High School. She stated that she had loved attending LNHS because of the diversity, opportunities, and personal relationships with the teachers. She noted that she had been involved in the We Love Loy Norrix project, which had emphasized different student points of view and the diversity that they see in LNHS. Ms. Sarelis stated that she would be attending Kalamazoo College in the fall and plans to study chemistry.

Alysha White stated that she was a 2018 graduate of Phoenix High School. She explained that she had appreciated the supportive staff and teachers at Phoenix who had helped her to focus and not give up on her education. Ms. White stated that she would attend KVCC in the fall and then transfer to Grand Valley State University to study criminology and pursue her dream of becoming a crime scene investigator.

President Sholler-Barber thanked all of the students and wished them the best in the future. She stated that the board was dedicated to continuing to improve KPS for the students coming.

Dr. Rice presented the following report on KPS graduation rates:

- Summer of 2005: In the last class before the Kalamazoo Promise was announced, KPS had 454 graduates. KPS had declined in enrollment for 33 consecutive years.
- June 2018: KPS had 688 graduates (not including the students who will graduate after summer school).
- June 2018: Kalamazoo Central High School had 318 graduates, the largest graduating class in the Promise era.
- June 2018: Loy Norrix High School had 272 graduates, the second highest in the Promise era.
- June 2018: Phoenix High School had 87 graduates, the second highest in the Promise era.
- June 2018: Kalamazoo Innovative Learning Program (KILP) had 11 graduates in its second year.
- From 2005 to 2018: Not including the 2018 summer graduates, the increase in high school graduates was 52 percent.
- The increase in enrollment from 2005 to 2018 was 24 percent. In other words, KPS is doing a better job with a much larger school district. The state Michigan Merit Curriculum was announced in 2006, effective with the class of 2011. It is now harder to graduate from a Michigan public high school than it used to be. Because the state has cut funding for schools over a period of years, the dollars that KPS has to educate children go less far than in 2005. In fact, in inflation-adjusted terms, the KPS per pupil foundation allowance—the vast majority of our budget—has declined 20 percent since 2005. In spite of the need to achieve Michigan Merit Curriculum requirements and state inflation-adjusted cuts, KPS has increased its enrollment by 24 percent and its number of graduates by 52 percent since 2005.
- KPS has had five years in a row of rising number of graduates.
• This chart below looks at graduation rates in three-year bands for graduating in four years. This rolling rate has increased each of the last six years.

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<tr>
<td>4-Year</td>
<td>63.7%</td>
<td>65.4%</td>
<td>66.2%</td>
<td>67.7%</td>
<td>68.3%</td>
<td>69.6%</td>
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• Some students don’t graduate in four years and take an extra year. The chart below looks at graduation rates in three-year bands for graduating in five years. This rolling rate has also increased each of the last six years.

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<tr>
<td>5-Year</td>
<td>69.4%</td>
<td>70.5%</td>
<td>71.9%</td>
<td>73.5%</td>
<td>73.6%</td>
<td>74.7%</td>
<td>76.0%</td>
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• In 2017 the district four-year graduation rate had risen to 72.9% in a single year. This is a 10-percentage point increase since the president’s visit in 2010.

• KPS is looking forward to learning the 2018 graduation rates when they are released by the Michigan Department of Education this coming winter.

Dr. Rice thanked all of the teachers, support staff, administrators, community members, and community agencies that had helped make possible the higher graduation numbers. He thanked the students who had risen to a higher challenge during a very difficult year.

Dr. Rice thanked Director of Secondary Education Johnny Edwards, on behalf of Loy Norrix High School; Kalamazoo Central High School Assistant Principal Ajamian Gardner; and Phoenix High School Principal Mark Hill, who were in attendance. The students’ parents and family members in the audience were also recognized.

B. Food Service Price Recommendation

Deputy Superintendent of Business, Communications, and Operations Gary Start read the recommendation for the approval of the food service price recommendation.

**MOTION:** Moved by Trustee Herschleb, supported by Trustee Hill, to approve the food service price recommendation.

**Board Discussion:**
None.

**Disposition:** Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.
C. Approval of Employee Association Agreements
Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation for the board to approve one-year (2018-19) contractual agreements with the following employee associations:

- Food Service Employees Collective Bargaining Unit
- Kalamazoo Public Schools Transportation Association

**MOTION:** It was moved by Trustee McGlinn, supported by Trustee Herschleb, to approve the employee association agreements as presented.

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

**Board discussion:** None.

X. Other Business
None.

XI. Comments by Trustees
Trustee Harrison stated how proud she was of the world-changing class of 2018. She noted that the students had all shared how they couldn’t have made it to graduation without the mentoring and support of their teachers. Trustee Harrison thanked all of the teachers and support staff. She also commented on how Phoenix High School students appreciated the school being open on some Saturdays for the extra support that they had needed to complete their work. Trustee Harrison stated that that was something she would like to see increase in the future.

Trustee McGlinn stated that it had been a hot summer and that this would be a good opportunity to enjoy the air conditioning at the library and do some reading. She asked that students select a book and find time each day to read. Trustee McGlinn stated that students could visit the KPS open libraries or their neighborhood library.

President Sholler-Barber asked Assistant Superintendent of Teaching and Learning Services Cindy Green to give an update on open school libraries.

Ms. Green stated that students were able to come twice a week to KPS libraries. She noted that there were people telling stories and book clubs in which students could participate. Ms. Green encouraged students to come and enjoy the activities on Mondays and Wednesdays at Arcadia Elementary School and Lincoln International Studies School from 11:00 a.m. to 1:00 p.m., and at Edison Environmental Science Academy from 1:00 p.m. to 3:00 p.m. She stated that on Tuesdays and Thursdays students could visit Spring Valley Center for Exploration and Washington Writers’ Academy from 11:00 a.m. to 1:00 p.m.

Dr. Rice stated that on July 23, Washington Writers’ Academy and The Woodward School for Technology and Research would open for the 2018-19 school year. He noted that KPS still had spaces available at both schools and that parents could call 337-0161 to enroll their students. Dr. Rice explained that to enroll your pre-kindergarten student, parents could call 337-0095.

President Sholler-Barber thanked all of the mentors in the community, KPS administrators, and support personnel. She noted that there were challenges for all students and that KPS had increased some supports in this year’s budget. President Sholler-Barber shared that the board had
high expectations for the upcoming classes and that they were up to the task. She thanked the Promise donors for fulfilling a dream for so many students by the opportunity of the Promise and that the students speaking tonight were a testimonial of what the Promise does. President Sholler-Barber also thanked the employers that hired KPS students to help give them the self-esteem to be able to help themselves.

Comments by the Superintendent
Dr. Rice thanked Director of Food Services Christina Haller, who was in attendance. He also thanked those who had participated at Bronson Park in Kalamazoo Youth Development Network (KYDNet) Summer Learning Day. Dr. Rice thanked Executive Director of KYDNet Dr. Meg Blinkiewicz, Executive Director of Community in Schools of Kalamazoo Pam Kingery, and the Boys and Girls Club. He noted that the idea of this event was to promote summer learning and that Dr. Blinkiewicz had asked the Kalamazoo Mayor Bobby Hopewell, Portage Mayor Patricia Randall, and him to issue a proclamation for Summer Learning Day:

Whereas: Summer Learning Day is a day to reflect on the importance of keeping youth learning, safe, and healthy every summer, ensuring they return to school in the fall ready to succeed in the year ahead; and

Whereas: Summer learning loss is a significant contributor to the achievement gap – a gap which remains constant during the nine months of the school year but widens during the summer months; and

Whereas: Summer learning programs are proven to maintain and advance students’ academic and social growth, keep children safe and healthy during the summer, and send young people back to school ready to learn. Additionally, summer youth employment programs engage older youth in meaningful activities that allow them to explore careers of interest, take on new responsibilities, contribute to their community, and earn money for the future; and

Whereas: A wide array of public agencies, community-based organizations, schools, libraries, museums, recreation centers, camps, and businesses in our community contribute to the well-being of youth through summer programming; and

Whereas: Summer learning is a critical component of our collective effort to ensure all students graduate from high school prepared for college, careers, and life;

Now, therefore, the Kalamazoo Public Schools Board of Education, and its superintendent, Dr. Michael F. Rice, do hereby acknowledge support of July 12, 2018 as SUMMER LEARNING DAY within the Kalamazoo Public Schools as an important effort to increase awareness around summer reading and summer learning to minimize summer reading and learning loss and to promote summer reading and learning gains.

Dr. Rice thanked Mayor Hopewell and City Manager Jim Ritsema for working with KPS to incorporate literacy in our city recreation programs this summer.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:52 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, July 26, 2018 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: July 26, 2018
SUBJECT: Personnel Changes

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

I. Employment
A. Professional/Management
   Michael Ball, Washington Writers’ Academy, Grade 4 Teacher, 7/18/2018
   Ashley Cantrall, Milwood Magnet School: A Center for Math, Science and Technology, Science Teacher, 7/19/2018
   DeRhonda Edwards, Homeless Liaison & Title I Family Involvement Specialist, Teaching and Learning Services, 7/30/2018
   Jessica Edwards, Edison Environmental Science Academy, Grade 1-2 split class Teacher, 7/24/2018
   Marina Garber, Prairie Ridge Elementary School, Grade 1 Teacher, 7/24/2018
   Angela Stiger, Milwood Magnet School: A Center for Math, Science and Technology, Science Teacher, 7/19/2018
   Julene Wellington, Prairie Ridge Elementary School, Kindergarten Teacher, 7/25/2018
   Erin Welke, Prairie Ridge Elementary School, Grade 1 Teacher, 7/26/2018
   Tess Matheson, Milwood Elementary School, Grade 3 Teacher, 7/26/2018

B. Classified
   Joseph Birdsall, District Data Specialist, Teaching and Learning Services, 7/16/2018
   Dawn Wright, Assistant School Secretary, Parkwood Upjohn Elementary School, 8/20/2018

II. Promotions/Key Transfers
A. Professional/Management

B. Classified

III. Leaves of Absence
A. Professional/Management

B. Classified
IV. Terminations
   A. Professional/Management
      Chad Brady, Loy Norrix High School, Assistant Principal, 8/1/2018 (resignation)
      Zachary Brizendine, Prairie Ridge Elementary School, Grade 1 Teacher, 07/19/2018 (resignation)
      Kelsey Brown, Prairie Ridge Elementary School, Kindergarten Teacher, 07/13/2018 (resignation)
      Lisa DeWind, Kalamazoo Central High School, Science Teacher, 07/25/2018 (resignation)
      Miranda Eldridge, Spring Valley Center for Exploration, Grade 2 Teacher, 06/15/2018 (resignation)
      Amy LaPonsie, Edison Environmental Science Academy, Kindergarten Teacher, 07/13/2018 (resignation)
      Breanna Reynolds, Woods Lake Elementary: A Magnet Center for the Arts, Grade 1 Teacher, 07/19/2018 (resignation)
      Sarah Thomas, Loy Norrix High School, Math Teacher, 7/25/2018 (resignation)
      Emily Ziegler, Woods Lake Elementary: A Magnet Center for the Arts, Grade 5 Teacher, 07/05/2018 (resignation)
   
   B. Classified
      Dana Chambers, Student Responsibility Center Supervisor, Kalamazoo Central High School, 7/19/2018 (resignation)

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

   B. Classified

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

   B. Classified
August 14, 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, August 23, 2018 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.
AGENDA

I. Call to Order
II. Pledge of Allegiance
III. Attendance
IV. Announcements and Recognitions
V. Committee Reports
VI. Correspondence
VII. Consent Calendar Items
   A. Minutes
      1. August 9, 2018 Board Dinner Meeting Minutes
      2. August 9, 2018 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, September 13, 2018
President Patti Sholler-Barber called the dinner meeting to order at 5:35 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

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

1. Dinner meeting agenda items discussed:
   - Negotiations update;
   - Washington Writers’ Academy/The Woodward School for Technology and Research update;
   - Wednesday, August 8 meeting of the Michigan Department of Education regarding the state’s draft social studies standards;
   - Staffing update; and
   - Articles.

   No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Detroit Free Press – *Michigan Supreme Court: Schools can ban guns on school property*;
   - Ann Arbor News – *Schools can ban guns on school property, Michigan Supreme Court rules*; and
   - MLIVE – *Nonprofit continues offer of free shoes to students in need*.

President Patti Sholler-Barber adjourned the meeting at 5:57 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 9, 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, Carol McGlinn, and Patti Sholler-Barber. Absent: Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented the following students:
- Linden Grove Middle School Turnaround students: Samuel Brown, Yakira Holloway (unable to attend), Jeriah Steward, and D’kyra White, ninth grade;
- Loy Norrix High School Boys Division 1 Track and Field MHSAA State finals participants: Jozef Meyers, 11th grade, and Zachary Skinner, 2018 graduate; and
- Loy Norrix High School Michigan High School Baseball Coaches Association Individual Academic All-State First Team: Adam Dorstewitz and Grant Emenheiser (unable to attend), 2018 graduate.

Also in attendance and introduced by Mr. Lee were Linden Grove Middle School Principal Craig McCane, Loy Norrix High School Principal Chris Aguinaga, Loy Norrix High School Athletic Director Andrew Laboe, track Coach Ted Duckett, and baseball Coach Robert Pincus. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
None.

VI. Correspondence
Trustee Harrison reviewed the correspondence received for the period of July 27 through August 9, 2018. (File #3.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. July 26, 2018 Board Dinner Meeting Minutes, VII.A.2. July 26, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

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

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

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

Tandy Moore, 618 Grand Pre Avenue, Kalamazoo, introduced herself as a parent of five children in KPS. She noted that she was a candidate for the upcoming school board election. Ms. Moore spoke about the proposed new state social studies standards and the Michigan Department of Education (MDE) listen and learn session that was held on August 8 at Kalamazoo Central High School. She explained that in addition to concerns about possible elimination of content related to the civil rights movement, she felt that the overwhelming sentiment of the audience was that the presentation, in tone and language, was inaccessible to a large portion of our community. Ms. Moore asked if KPS would offer any other sessions for the community because she felt that MDE was not doing a good job getting this information out.

Jason Morris, 1003 Cambridge Drive, Kalamazoo, introduced himself as a parent of current and former KPS students. He stated that he had attended Washington Elementary School (now Washington Writers’ Academy), and Milwood Elementary School, and had graduated from Loy Norrix High School. Mr. Morris noted that it had been a privilege to serve the last four years as co-president of Parkwood Upjohn Elementary School Parent Teacher Organization, and that he had served on both the special education millage in 2015 and the recent bond millage that had passed in May. Mr. Morris shared that through those experiences, he had developed a greater appreciation for KPS and that he was officially announcing his candidacy for the school board election this fall.

IX. Reports and Recommendations
   None.

X. Other Business
   None.

XI. Comments by Trustees
Trustee Herschleb stated that he would be on the November ballot for re-election for school board. He noted that he had had six years’ experience on the Board of Education, had served as the Parent Teacher Organization (PTO) president at Washington Writers’ Academy, had served on several bond committees, and had helped with Girls on the Run. Trustee Herschleb asked everyone to please remember to vote in November.

Trustee McGlinn stated that she had attended the MDE meeting regarding the proposed state social studies standards at Kalamazoo Central High School on August 8. She encouraged people to visit the www.Michigan.gov/mde website, click on the box request for public comments, scroll down to Resources, and click on Social Studies Standards: 2007-2018 Side-by-Side comparison. Trustee McGlinn explained that you could then compare the 2007 current standards to the proposed 2018
standards and see what was proposed to be changed. She noted that MDE was looking for very specific comments by September 30 to help guide it in possible changes to social studies standards.

President Sholler-Barber noted that she had also attended the MDE meeting at Kalamazoo Central High School and a similar meeting earlier in Lansing. She stated that she found these suggested changes in the social studies standards to be very unsettling. President Sholler-Barber noted that the comments and concerns regarding these changes that were voiced in Lansing were the same comments heard here in Kalamazoo. She shared that the MDE was planning to have 30 of these informational sessions because there was such huge pushback and concern. President Sholler-Barber stated that this was not just a public education concern, but that it was a community and state wide concern of educated professionals including lawyers, teachers, parents, and professors. She thanked MDE for reaching out to KPS and Alex Lee for his help in setting up this meeting.

President Sholler-Barber stated this had been a very good week for KPS. She noted that KPS had over 200 partners that support them. President Sholler-Barber explained that First Day Shoe Fund was one of those partners and wanted to share how it was helping KPS children this summer:

- August 6-7, at Northeastern Elementary School, First Day Shoe Fund gave out 234 pairs of new shoes to KPS students;
- August 8-9, at Milwood Elementary School, it gave out 276 pairs of new shoes to KPS students;
- August 8, Community Night at Milwood Elementary School, which was open to all free and reduced-price lunch eligible KPS elementary students, it gave out 338 pairs of new shoes; and
- July 2-26 at the Community in Schools Think Summer program, it gave out 98 pairs of shoes.

President Sholler-Barber shared that this totaled 946 pairs of shoes for KPS children. She stated that it had taken 212 volunteer shifts to fit shoes and to assist parents. President Sholler-Barber thanked the partners that KPS has and the community organizations that had donated either volunteers or funds:

- United Party and Events Services;
- Stryker;
- Flowserve;
- Bronson Hospital;
- Vml Kalamazoo;
- Western Michigan University football team;
- Schupan & Sons;
- Soldano Family Chiropractic;
- Seelye Ford of Kalamazoo;
- Pfizer;
- Bob and Kay’s Auto Wash;
- Laborers Local 355;
- Care N Assist of Kalamazoo;
- United Way Labor Liaison Program;
- Abraxas Worldwide;
- Raymond James Financial Services, Inc.;
- Treystar;
- Big Apple Bagel;
- Costco;
President Sholler-Barber thanked First Day Shoe Fund for providing KPS students with over 5,000 pairs of shoes. She thanked Linda Howard, summer school principal at Northeastern Elementary School, and Mike Hughes, summer school principal at Milwood Elementary School, for their help with the First Day Shoe Fund shoe distribution.

**Comments by the Superintendent**

Dr. Rice stated that First Day Shoe Fund was a once-a-year opportunity for KPS kids. He thanked John Curran and his amazing team of volunteers.

Dr. Rice stated that this was the third week of Washington Writers’ Academy and The Woodward School for Technology and Research new summer slide reduction pilot calendar. He noted that it was always wonderful to start a new program for children. Dr. Rice shared that there were 249 pre-kindergarten through fifth grade students at Washington Writers’ Academy, with 19 more pre-kindergartners on the way for a total of 268 students; and at The Woodward School for Technology and Research, there were 234 pre-kindergarten through fifth grade students, with 21 more pre-kindergartners on the way, for a total of 255 students. He noted that he separates pre-kindergarten (PEEP) and K-5 because PEEP begins its program two weeks after the K-5 program begins. Dr. Rice stated that this means KPS is at the end of the third week for K-5, and at the end of the first week for pre-kindergarten.

Dr. Rice explained that El Sol Elementary School, a dual language school, was started in a formerly shuttered building. Dr. Rice stated that it had started as a K-4 on one floor with 142 children in 2008. He noted that over a period of years, El Sol Elementary School had grown to 330 children on three floors, now a K-5 building, and has a waiting list for student enrollment. Dr. Rice explained that Northglade Montessori Magnet School opened in 2001, with Dr. Terina Harvey as principal. He shared that in its first year as a Montessori program, they had 251 students. He thanked Dr. Natalie Wilson, principal of El Sol Elementary School, and Dale Mogaji, principal of Northglade Montessori Magnet School, for their leadership of two of the most popular magnet schools in KPS.

Dr. Rice thanked Craig McCane, principal of Linden Grove Middle School, who was in the audience, for his leadership over the last nine years as the founding principal of Linden Grove.

Dr. Rice stated that the Michigan Supreme Court, in a close 4-3 opinion, had decided that school districts can ban guns on school property. He noted that the state Supreme Court said that the state legislature had not prevented, under current law, schools or school districts from banning guns from school property. Dr. Rice wanted to be clear that what the Supreme Court was saying was not that the state legislature could not ban guns from school property, but that it had not done so under current law. He stated that guns have no business in schools.
Dr. Rice stated that KPS had a number of exciting upcoming professional development programs for KPS staff. He noted that there would be professional development in fourth and fifth grade as KPS expands its new math series, *Eureka Math*. Dr. Rice also shared that KPS was very excited about its new writing series and would offer professional development for teachers in grades K-3. He thanked the Teaching and Learning Services Department, led by Assistant Superintendent of Teaching and Learning Services Cindy Green, Director of Curriculum and Instruction Dr. Terina Harvey, Coordinator of Mathematics and Science Matt Johnson, and Coordinator of English Language Arts, Social Studies, and Library Services Angela Justice.

Dr. Rice stated that there were four more important professional development programs:
- Trauma-informed care professional development, looking at adverse childhood experiences and helping teachers be aware of what kids are going through and how they can better work with them;
- Restorative practices professional development that began last year;
- Multi-tiered systems of support professional development, both academic and behavioral, a focus on children that struggle academically and/or behaviorally in a mainstream environment; and
- ALICE (Alert, Lockdown, Inform, Counter, Evacuate) school safety training, helping staff members feel and be better prepared in the event of an unwanted armed person.

Dr. Rice noted that ALICE was a very important training. He stated that the recent school shootings were not simply a function of mental health issues. Dr. Rice noted that we do need to better fund mental health; however, we have a responsibility to do something with respect to gun control. He explained that hunting, target shooting, or owning a weapon for self-defense were different than having guns in our schools. Dr. Rice stated that the KPS Board of Education had taken a very strong stance that there should be no guns in schools, with the exception of on a trained police officer.

Dr. Rice stated that he was looking forward to these professional development programs and the new school year. He thanked Assistant Superintendent for Human Resources Sheila Dorsey-Smith for working so hard at hiring new staff for KPS.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session, and adjourned the meeting at 7:43 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 23, 2018 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: August 23, 2018
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      John Burke, Kalamazoo Central High School, Social Studies Teacher, 8/14/2018
      Julie Davis, Kalamazoo Central High School, Science Teacher, 8/20/2018
      Lori Gardner, Spring Valley Center for Exploration, Kindergarten Teacher, 8/21/2018
      Emily Gibbons, Loy Norrix High School, ESL Teacher, 8/14/2018
      Elise LaMore, Northeastern Elementary School, Art Teacher, 8/14/2018
      Emily Leathead, Prairie Ridge Elementary School, Grade 3 Teacher, 8/21/2018
      Thomas Martinic, Hillside Middle School, Strategic Reading Teacher, 8/21/2018
      Michael McCauley, Loy Norrix High School, Math Teacher, 8/13/2018
      Derek Postma, Kalamazoo Central High School, Math Teacher, 8/14/2018
   B. Classified
      Jennifer Diget, Assistant School Secretary, Dr. Martin Luther King Jr. in Westwood Elementary School, 8/20/2018
      Kelly Reimink, Assistant School Secretary, Prairie Ridge Elementary School, 8/20/2018
      Christina Semelbauer, Special Education Paraprofessional, Arcadia Elementary School, 8/30/2018
      Deborah Yarbrough, Student Responsibility Center Supervisor, Kalamazoo Central High School, 8/27/2018

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified
      Debra Jones, transfer from Special Education Paraprofessional, Loy Norrix High School to Special Education Paraprofessional, Maple Street Magnet School for the Arts, 8/30/2018
      Loren Matthews, from Student Behavior Interventionist, Loy Norrix High School to Falcon Recovery Center Monitor, Maple Street School for the Arts, 8/27/2018
      Michelle Mercer, transfer from Assistant School Secretary, Dr. Martin Luther King Jr. in Westwood Elementary School, to School Secretary, Dr. Martin Luther King Jr. in Westwood Elementary School, 8/20/2018
      Carole Offerman, transfer from Special Education Paraprofessional, Maple Street Magnet School for the Arts to Special Education Paraprofessional, Parkwood Upjohn Elementary School, 8/30/2018
III. Leaves of Absence
   A. Professional/Management
   B. Classified

IV. Terminations
   A. Professional/Management
      Sarah Bischoff, Edison Environmental Science Academy, Grade 2, 8/8/2018 (resignation)
      Ashley Curths, Arcadia Elementary School, Grade % Split, 8/8/2018 (resignation)
      Carlotta Frazier, Kalamazoo Central High School, English Teacher, 8/17/2018 (resignation)
      Christine Nicholson, Spring Valley Center for Exploration, Kindergarten Teacher, 8/14/2018 (resignation)
      Heather Nieboer, Hillside Middle School, Math Teacher, 8/7/2018 (resignation)
      Travis Sleight, Middle School Alternative Learning Program, Math Teacher, 8/17/2018 (resignation)
      Alyssa Stemler, Milwood Magnet School: A Center for Math, Science, and Technology, Math Teacher, 8/13/2018 (resignation)
   B. Classified
      Karlo Delos Angeles, Special Education Paraprofessional, Kalamazoo Central High School, 8/24/18 (resignation)
      Vicki DeVould-Cohn, .5 School Library Assistant, Prairie Ridge Elementary School, 8-17-2018, (resignation)
      Brandon Loy, Special Education Paraprofessional, Loy Norrix High School, 8/10/2018 (resignation)
      Steven Rambus, Special Education Paraprofessional, Milwood Magnet School: A Center for Math, Science, and Technology, 8-14-2018, (resignation)
      Christopher Sinclair, Technology Integration Specialist, Milwood Magnet School: A Center for Math, Science and Technology, 8-24-2018, (resignation)

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

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
      Karen Jackson, from Leave of Absence to Assistant School Secretary, Kalamazoo Central High School, 8/20/2018
      Jane Metzler, from Leave of Absence to Special Education Paraprofessional, Parkwood Upjohn Elementary School, 8/30/2018
September 4, 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, September 13, 2018 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. Committee Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      August 23, 2018 Board Dinner Meeting Minutes
      August 23, 2018 Regular Meeting Minutes
   B. Business and Financial Reports
      Purchase Recommendation 2019-2
   C. Personnel Items
      Personnel Changes
   D. Other

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

IX. Reports and Recommendations
    Approval of Employee Association Agreement

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, September 27, 2018
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:
   - Staffing update;
   - Negotiations update;
   - Capital projects updates;
   - First days back for school staff and students:
     a. July 23: Washington and Woodward Students;
     b. August 20: Ten-month administrators and secretaries;
     c. August 27: Teachers and paraprofessionals;
     d. September 4: All students except Washington/Woodward students; and
   - Articles.

No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - Detroit Free Press – Poll: Likely Michigan voters support giving schools more of this;
   - CHALKBEAT – Poll: Most residents want Michigan to change the way it funds schools;
   - Bridge – Opinion-When did stealing from Michigan kids become an easier political decision than raising taxes;
   - Michigan News – Report slams “diversion” of Michigan school aid funds to higher education;
   - Newschannel 3 – Kalamazoo Public Schools conducting ALICE training before starting classes;
   - Detroit Free Press – Back to school coming earlier for more Michigan students;
   - WMUK – What three local school districts found when they tested their water for lead;
   - MLIVE – Michigan drug overdose deaths in 2017 exceed traffic, gun deaths combined; and
   - MLIVE – Southwest Michigan First pushes restaurant tax to fund arena.

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

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the August 23, 2018 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented the following students: Northglade Montessori Magnet School 2018 Kalamazoo Public Library’s Global Reading District Challenge Winners: Christopher Baker (unable to attend), Maya Graham, and Cora Michalski, fifth grade; and Olivia Cramer-Erbes, Clara Dewaele, and Jonah Mechtenberg-Berrigan, sixth grade.

Also in attendance and introduced by Mr. Lee were Director of Elementary Education Judy D’Arcangelis and Coach Danielle Howard. 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 August 10 through August 23, 2018. (File #4.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. August 9, 2018 Dinner Meeting Minutes; VII.A.2. August 9, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

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

Destiny Price, 600 Westbury Lane, Kalamazoo, noted that she worked with Read and Write Kalamazoo and Truth, Racial Healing and Transformation with the Kalamazoo Community Foundation. Ms. Price stated that she wanted to talk about the proposed state social studies curriculum changes and the youth who would be affected. She noted that she was very concerned that important movements, figures, and decisions such as the NAACP, the Black Panther movement, civil rights, the holocaust, and American slavery were important to our history and, with these proposed changes, would be minimized. Ms. Price stated that she would be distributing and collecting suggestion/comment cards at Read and Write Kalamazoo, 802 South Westnedge Avenue, for public input on this decision. Ms. Price asked that you visit the www.michigan.gov website where you could learn more about the proposed social studies standards changes.

IX. Reports and Recommendations

Added on the floor:
Approval of Employee Association Contractual Agreement

Deputy Superintendent for Business, Communications and Operations Gary Start read the recommendation for the board to approve a one-year (2018-2019) contractual agreement with the Kalamazoo Education Association (KEA).

Mr. Start noted that the budget authority for all groups was a payroll increase of steps plus 2 percent. For KEA, the increase amounted to an average increase of 4.309 percent, which was made possible by a better school aid increase from the state. He commended the negotiating teams for working hard to create a different type of salary schedule that, upon approval by the board, would provide all full-time teachers with a starting salary of at least $40,000.

MOTION: It was moved by Trustee Greschak, supported by Trustee Harrison and Trustee Herschleb, to approve the employee association agreement as presented.

Board discussion:
Trustee Freedman stated that she wanted to support what Mr. Start had said about this salary increase being a step in the right direction for teachers, not only in KPS but across the country, who do such an incredible and difficult job.

President Sholler-Barber noted that negotiating was a very difficult and important job. She commended this contract as creative, progressive, and representative of a good salary at the beginning level of teaching. President Sholler-Barber thanked Mr. Start, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, KEA President Amanda Miller, and the entire negotiating team for putting in the long hours and hard work.

Dr. Rice stated that moving the entry level salary from $36,185 to $40,000 was a very healthy increase and helped to create a competiveness for KPS within the county and region. He noted that
the state needed to prioritize compensation for educators. Dr. Rice stated that the state is suffering a profound decline in teacher education candidates in universities across the state. He noted that it cannot be addressed solely with money, but urged the state to continue to make higher teacher salaries a priority.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 2-abstention. Trustee Hill and Trustee McGlinn both abstained as they have family who are members of KEA.

X. Other Business
None.

XI. Comments by Trustees
Trustee McGlinn stated that the beginning of the new school year was approaching quickly. She noted that on August 23, SLD Read had had 23 teachers from KPS and surrounding districts participate in professional development. Trustee McGlinn wanted to share with the public that a lot of professional development goes on throughout the summer. She stated that it was nice to talk with the teachers and hear how excited they were about the new school year. Trustee McGlinn explained that if you have a child that is not signed up for school, now is the time to register him or her. She noted that school would begin on September 4.

Trustee Greschak stated that in the past, when you turned five years old, you would go to kindergarten. He noted that today, school begins at four. Trustee Greschak invited families with four year olds to call schools and get their children enrolled. He shared that KPS teachers are well trained and will prepare their children for their futures.

President Sholler-Barber stated that former school board trustee and president of the KPS Board of Education Tim Bartik had done a lot of research on the earnings of people who had had pre-school and their success in the future. She noted that KPS welcomed perspective PEEP parents to visit its schools, where students are safe, nurtured, and given the coaching to prepare them for the future. President Sholler-Barber stated that pre-school students would learn about socializing, sharing, and many other skills to help them be successful in kindergarten.

President Sholler-Barber thanked the KEA and KPS for a great contract. She stated that teaching is a competitive profession, and that the pool of applicants was getting smaller. President Sholler-Barber stated that KPS was doing everything it could to raise salaries to where they belong.

She stated that Loy Norrix High School was going to be incredible after all of the summer construction. President Sholler-Barber noted that many teachers are now in their classrooms preparing their rooms for the first day of school. She noted that these were dedicated teachers making sure things were ready for all KPS students. President Sholler-Barber asked families and the community to support the upcoming sports season and wished everyone good luck this school year.

Comments by the Superintendent
Dr. Rice stated that Washington Writers’ Academy and The Woodward School for Technology and Research had opened on July 23 and that there were more than 500 children being educated at those buildings. He thanked the educators at Washington Writers’ Academy and The Woodward School for Technology. Dr. Rice asked parents to please call 337-0161 for K-12 registration. He noted that more than 2,700 students had received class schedules in our high schools in the last six days. Dr. Rice stated that it was time for students to pick up their schedules or parents to register their children if not already done. He noted that if you want to enroll your child in PEEP early
childhood education you should call 337-0095. Dr. Rice shared that there were only 57 full-day spaces available and only 100 part-day openings remaining. He noted that school does not begin at five, school begins at four, and it is time to enroll your pre-kindergarten student.

Dr. Rice shared that there was a statewide poll done on school funding in June, the results of which were published recently. He noted that the poll was on the adequacy and the equity of school funding. Dr. Rice shared that the poll was focused on the School Finance Research Collaborative Study (January 2018) that indicated the following:

- Basic funding for a child in Michigan should be $9,590, with additional monies added if a child was poor, had special needs, or was an English Language Learner (ELL);
- 60% of poll participants supported the School Finance Research Collaborative Study once they were given basic information;
- 67% supported the study once they were given more detailed information about additional funding to educate English Language Learners, poor students, and special needs children;
- 70% of likely voters in this poll believe Michigan schools are not adequately funded;
- 63% stated that Michigan’s current school funding system is not fair, particularly for those children whose needs are more costly, and for districts that educate large percentages of children whose needs are more costly; and
- Support for fixing the Michigan school funding system crossed partisan and geographical boundaries.

Dr. Rice stated that how Michigan funds public schools was an important issue. He noted that public education in Michigan used to be funded predominantly by local property taxes; however, in 1994, voters voted to change the system which became predominantly a statewide system. Dr. Rice explained that if you think it should return to a locally funded system, fight for that. He noted that in the meantime, it is state funded and the fight is at the state level. Dr. Rice stated that you should call your state legislator, state representative or state senator, or the candidates running for office. He shared that we should ask them if the state funding is fair, is it adequate, and what if anything are they going to do to change it.

Dr. Rice stated that Gilda Jacobs, former state senator, had written a guest piece for Bridge Magazine. He noted that in 2010 the state legislature had voted to borrow $200 million from the school aid fund for the state general fund and that it had never been repaid. Dr. Rice explained that former state Senator Jacobs had said that she doesn’t regret the vote at the time, but regrets the fact that subsequent legislatures did not repay the loan from the general fund to the school aid fund.

Dr. Rice noted that for this state fiscal school year, beginning October 1, $909 million from the state school aid fund was being siphoned off into the state general fund. He stated that it is true that the state constitution permits school aid fund dollars to go to community college; however, it is also true that it was never the intention of the state legislature that this amount of money would be transferred from pre K-12 to community college. He noted how important community college was and that it deserved its own funding, but not at the expense of 4-18 year olds.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:38 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 13, 2018 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: September 13, 2018
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 $23,881 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 purchase that are considered significant to the decision-making process are outlined on the data sheet.
KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Item:  Land at 803 Lake Street

Cost Center:  2018 Bond

Cost Center Representative(s) Attending Board Meeting:  Gary Start

Description of Need:
The land on 803 Lake Street is at the corner of Cottage and Lake Streets, next to Edison Environmental Science Academy. Acquisition of this land will enhance the site for the new school approved by voters as part of the 2018 bond.

Seller:  Margaret Hayes

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

Low Bid Accepted?  N/A

Additional Information:
The buy and sell agreement stipulates that the seller will contract to remove the residential structure on the property and backfill the site with clean sand. The seller is also required to grade the property and seed the site with grass. Accordingly, Board approval is contingent on completion of this provision to the satisfaction of the district.

A purchase of this size would typically not require the approval of the Board. However, Board approval of the administrator(s) signing the documents is required to facilitate closing. Accordingly, upon approval of this recommendation, the Board is authorizing Superintendent Dr. Michael Rice or Deputy Superintendent for Business, Communications and Operations Gary Start to execute such documents.
TO:            Board of Trustees
FROM:    Michael F. Rice, Ph.D., Superintendent
DATE:    September 13, 2018
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Mathew Alger, Milwood Elementary School, Grade 3 Teacher, 8/31/2018
      Heather Church-Southworth, Middle School Alternative Learning Program, English Teacher, 9/7/2018
      Elizabeth Dodson-Walker, Student Services, Clinical Social Worker, 9/11/2018
      Stephanie Gamble, Arcadia Elementary School, Grade 4/5 Teacher, 8/23/2018
      Jennifer Greenman, El Sol Elementary School, Kindergarten Teacher, 8/29/2018
      Alexandria Hopp, Milwood Magnet School: Center for Math, Science, and Technology, Math Teacher, 8/24/2018
      Catherine Koch, Student Services, Physical Therapist, 9/6/2018
      Lisa Newberry, Northeastern Elementary School, Grade 5 Teacher, 8/24/2018
      Randall Pomeroy, Kalamazoo Central High School, ELA Teacher, 8/24/2018
      Jennifer Russell, Middle School Alternative Learning Program, Math Teacher, 8/31/2018
      John Salem, Maple Street Magnet School for the Arts, Science Teacher, 9/10/2018
      Amanda Sheeran, Dr. Martin Luther King Jr. in Westwood Elementary School, Kindergarten Teacher, 8/27/2018
      Phillip Timko, Hillside Middle School, Math Teacher, 8/24/2018
      Allison Van Deventer, Milwood Elementary School, Kindergarten Teacher, 8/24/2018
      Judy Warren, Student Services, District Itinerant Social Worker, 8/30/2018

       B. Classified
       Scott Forrester, Special Education Paraprofessional, Loy Norrix High School, 8/30/2018
       Keith Jackson, Night Custodian, Milwood Magnet School; A Center for Math, Science and Technology, 8/22/2018
       Liza May, Self-Contained Classroom Paraprofessional, Edison Environmental Science Academy, 8/30/2018
       Mary Thomas, Assistant School Secretary, Community Education Center, Adult Education, 8/29/2018
       Sarah Tidd, PEEP Paraprofessional, Spring Valley Center for Exploration, 8/30/2018
II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified

III. Leaves of Absence
   A. Professional/Management
   B. Classified

IV. Terminations
   A. Professional/Management
      Lacie Brizendine, Spring Valley Center for Exploration, PEEP Teacher, 8/23/2018 (resignation)
      Sheena Clark, Kalamazoo Central High School, Reading Specialist, 8/6/2018 (resignation)
      Renee Herbert, Kalamazoo Central High School, Counselor, 8/27/2018 (resignation)
      Christine Kurtz, Dr. Martin Luther King Jr. in Westwood Elementary School, Kindergarten Teacher, 8/27/2018 (resignation)
      Luckett, Kari A., Kalamazoo Central High School, Science Teacher, (resignation) 9/14/2018
      Kary Mack, Hillside Middle School, Spanish Teacher, 8/22/2018 (resignation)
      Alexander Medvedeff, Maple Street Magnet School for the Arts, Math and Science Teacher, 8/10/2018 (resignation)
      Andrea White, Milwood Elementary School, Grade 3 Teacher, 8/27/2018 (resignation)
   B. Classified
      Amy Chambers, Payroll Clerk, Business, Communications and Operations Department, 9-14-2018 (resignation)
      Leon Coleman III, Achievement and Academic Behavior Support Specialist, Lincoln International Studies School, 9/18/2018 (resignation)
      Lillian Nunley, Bilingual Paraprofessional, Spring Valley Center for Exploration, 8/27/2018 (resignation)
      Vinson Phillips, Special Education Paraprofessional, Maple Street Magnet School for the Arts, 8/28/2018 (resignation)
      Alexis Plair, Attendance Interventionist, Loy Norrix High School, 9/20/2018, (resignation)
      Laura Rothwell, Bus Driver, 9/6/2018 (retirement)

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: September 13, 2018

SUBJECT: Approval of Employee Association Contractual Agreement

RECOMMENDATION: It is recommended that the Board of Trustees approve a one-year (2018-2019) contractual agreement between Kalamazoo Public Schools (KPS) and the Kalamazoo Support Personnel (KSP).

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

This agreement has been ratified by the KSP membership and is within the parameters of the Board of Trustees.
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, October 11, 2018 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. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      September 27, 2018 Board Dinner Meeting Minutes
      September 27, 2018 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
   A. Approval of Employee Association Agreement
   B. June 30, 2018 Financial Audit Report
   C. Capital Projects Report
   D. Resolution Regarding Michigan Ballot Proposals 2 and 3

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, October 25, 2018
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:
   - Mentoring presentation and update;
   - Staffing;
   - Ballot Proposals 2 and 3;
   - Alert-Lockdown-Inform-Counter-Evacuate (ALICE) professional development;
   - Kindergarten Kalamazoo Promise certificate signing at Northeastern;
   - Kalamazoo Public Schools (KPS) – Kalamazoo Public Library (KPL) OneCard kickoff at Washington Writers’ Academy;
   - Race talk panel at Western Michigan University; and
   - Articles.

No action was taken on the aforementioned items.

2. Articles shared but not discussed with board members:
   - WWMT--Promise Signing Day celebrates incoming Kalamazoo kindergartners;
   - The New York Times--As attacks on refugees rise, a link is uncovered: Facebook;
   - The Atlantic—America wakes up from its dream of free college; and
   - MASB—Endorses voters not politicians ballot proposal.

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

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
Call to Order
President Patti Sholler-Barber called the September 27, 2018 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

Pledge of Allegiance
The Pledge of Allegiance was recited.

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

Announcements and Recognitions
Executive Director of Communications Alex Lee presented Family, Career and Community Leaders of America (FCCLA) National Leadership participants: Delores Shackelford, Assia Watson, and Xavion Murphy-Gill (unable to attend), Kalamazoo Central High School 2018 graduates.

Also in attendance and introduced by Mr. Lee were Ms. Pamela Salak, Kalamazoo Central High School dean of students, and FCCLA coach/teacher Lisa Boulding. The students’ parents and family members in the audience were also recognized.

Dr. Rice introduced Mr. Geoffrey Howe, director of school improvement, Title I and assessments and Mr. Jesse Herron, who will coordinate the mentor program for KPS this year.

Committee Reports
Curriculum Committee – Trustee Carol McGlinn, chair, stated that the committee had met on September 18 and had discussed forming a committee to examine two new curricula, K-5 elementary science and middle school English Language Arts. She noted that the committee had discussed both how the committees would be organized and how the programs would be chosen. Trustee McGlinn explained that the committee had also discussed additional topics for 2018-19.

Wellness Committee – Ken Greschak, representative, stated that the committee had met on September 20 and noted that all 21 bottle filling stations that had been purchased had been installed at various KPS buildings. He also noted that the administration building had had a flu shot clinic with 23 participants.

Communities in Schools – Carol McGlinn, representative, stated that the committee had met on September 21 and had discussed strategic planning.

Policy Committee – Trustee Craig Herschleb, chair, stated that the committee had met on September 25 and had discussed a proposed new policy that is required by the state of Michigan. He noted that the committee was waiting for additional clarification on the policy. Trustee Herschleb stated that the committee had also received an update on the ongoing KPS staff professional developments on Alert-Lockdown-Inform-Counter-Evacuate (ALICE) and sexual harassment training. He noted that the committee had also discussed the upcoming ballot proposals
2 and 3 and that the committee hoped to bring a resolution for a board vote. Trustee Herschleb indicated that the committee planned to review parts of the policy book throughout the year.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of September 14 through September 27, 2018. (File #6.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1 September 13, 2018 Board Dinner Meeting Minutes; VII.A.2 September 13, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

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

Lana Stier, 3706 S. Burdick St, Kalamazoo, introduced herself as a parent of two Loy Norrix High School (LNHS) graduates. She stated that she was president of the Pat Stier Foundation and that the foundation had raised over $2,000, which would be used for two $500 scholarships to be awarded to LNHS softball girls in the spring. Ms. Stier noted that she would like to participate on the planning committee for the new LNHS softball field. She stated that her husband, LNHS Coach Pat Steir, had passed away 18 months ago from cancer and that she hoped that the field could be named after him. Ms. Stier shared that her foundation consisted of seven people who continue to come up with ways to raise money for scholarships each year.

IX. Reports and Recommendations
Kalamazoo Public Schools Mentoring
Dr. Rice stated that small-group mentoring had begun in KPS three years ago when he challenged male administrators to mentor five young men each in weekly mentoring sessions. He noted that Deputy Superintendent for Business, Communications, and Operations Gary Start, as well as all male administrators, had accepted the challenge. Dr. Rice stated that a week later he challenged other members of the KPS staff to become mentors.
Dr. Rice shared that in 2015-16, 141 male staff members mentored 629 male students in 2,822 weekly mentoring sessions. He noted that during that school year a number of mothers came to him and stated that they understood the need to mentor young men; however, young ladies also needed mentoring. Dr. Rice shared that the following year, 2016-17, KPS expanded its mentoring to female staff members mentoring female students and male community members mentoring male students. He noted that in 2017-18, KPS expanded its mentoring to female community members mentoring female students.

Dr. Rice stated that in 2017-18, KPS had 413 mentors who mentored 1,168 students in 9,572 weekly mentoring sessions. He noted that multi-student mentoring was important because there was such a large number of students who needed mentoring. Dr. Rice stated that it was hard to imagine, even in such a generous community, reaching all the students one mentor to one student at a time. He noted that in that spirit, KPS began the multi-student mentoring three years ago.

Dr. Rice shared that mentoring:

- Provides students with the opportunity to connect with caring adults in small groups to focus on their strengths, interests, and needs; and
- Gives adults, both staff and community, the opportunity to learn more about and to strengthen relationships with students.

Dr. Rice stated that schools of education would be stronger if they devoted a portion of their work to the establishment of relationships between teachers and students. He noted that there was tremendous value in students in schools of education working with young people in 1-1 sessions, in pairs, in the Boys and Girls Clubs, the Hispanic American Council, East Side Youth Strong, and Douglass Community Association. Dr. Rice explained that this provided opportunities where you could get to know young people prior to educating them in larger groups in class.

Dr. Rice stated that mentoring at Phoenix High School for the past three years had been a rich and learning experience for Gary Start and him. He advised that he hoped that they had contributed to the young men that they had mentored as they had contributed something to their lives.

Community organizations whose members mentored small groups in KPS schools last year:

- Stones Church;
- Centerpoint Church;
- Galilee Baptist Church;
- Kalamazoo College;
- Kalamazoo Department of Public Safety;
- Kiwanis Club;
- Mt. Zion Baptist Church;
- New Life Fellowship Church of God in Christ;
- Redeemed Christian Church of God;
- Trenches Community Church;
- Voyage Church; and
- Western Michigan University.

Community organizations whose members mentored 1:1 in KPS schools last year:

- Big Brothers Big Sisters;
- Communities in Schools-Kalamazoo;
- Kids Hope;
Dr. Rice noted that KPS was pleased to welcome Mr. Jesse Herron to its team. He stated that Mr. Herron would be working with KPS this year to help expand and coordinate the mentoring program. Dr. Rice shared that KPS wanted to have a larger number of mentors and mentees. He noted that KPS was currently recruiting organizations for mentoring this school year and that if you lead an organization that would like to do weekly mentoring in KPS schools, please contact Mr. Jesse Herron at (269) 225-7995.

**Board discussion:**
Trustee McGlinn stated that the mentoring project over the past three years had been a great endeavor. She noted that almost everyone that is successful had someone in their lives on whom he or she could count. Trustee McGlinn stated how important it was for students who struggle to have someone with whom to be able to talk and work things out. She noted that this was a great way of giving kids an outlet and that talking in groups offered conversation with a mentor and other students.

Trustee Hill stated that mentoring allowed students to build relationships with others outside of school. She noted that this relationship helped bring the teacher or adult to a very human level. Trustee Hill stated that students are able to realize that they all have stories to share, which gives them the confidence to come to school.

President Sholler-Barber stated that mentoring was age old and that in our own lives we knew people who had been instrumental in guiding us. She noted that a huge part of successfully educating people is building relationships. Trustee Sholler-Barber stated that she felt the mentee and mentor both benefited from the sharing. She expressed her belief that this was a great opportunity for the community to understand children’s needs. President Sholler-Barber welcomed Mr. Herron.

**X. Other Business**
None.

**XI. Comments by Trustees**
Trustee Freedman stated that there would be four community forums for the school board candidates; Craig Herschleb, Jermaine Jackson, Tandy Moore, and Jason Morris. She noted the scheduled dates for the forums:
- October 3, 5:30 p.m., Edison Neighborhood Association, 816 Washington Avenue;
- October 11, 5:30 p.m., Eastside Neighborhood Association, 1301 E. Main Street;
- October 18, 5:30 p.m., Vine Neighborhood Association, 814 S. Westnedge Avenue; and
- October 25, 6:00 p.m., Allen Chapel AME, 804 W. North Street.

Trustee Herschleb stated that he was running for re-election for the board of education. He noted that he was looking forward to meeting with the community members. Trustee Herschleb stated that he would be at all four forums and would welcome any questions.

Trustee Hill stated that she had attended Parkwood Upjohn Elementary School, Spring Valley Center for Exploration, and Northeastern Elementary School open houses, which had been a lot of fun. She noted that Northeastern had had a Promise signing with students from the class of 2031.
Trustee Hill echoed Trustee Freedman that it was voting season. She noted that she and other members of the League of Women Voters had registered voters at Phoenix High School the week of September 17 and would be registering voters at Kalamazoo Central High School and Loy Norrix High School the week of October 1. Trustee Hill stated that the last day to register voters was October 9. She shared that the Vote 411 voter guide would be available in libraries on October 6.

President Sholler-Barber stated that she had attended the Kalamazoo Promise signing event at Northeastern Elementary, where kindergarten students had signed certificates to make them aware that they would be Promise recipients upon graduation in 2031. She stated that the event had been very well attended and that Principal Mitch Hawkins had worked hard to make the building open and welcoming.

President Sholler-Barber shared that she had attended several school open houses and that they were always fun. She noted that she had visited the libraries, and had observed cooking classes, snow cone machines, and many different events for the children. President Sholler-Barber stated that school staff really reach out to families to make open houses a welcoming event.

President Sholler-Barber stated that the Loy Norrix/Kalamazoo Central football game had been a wonderful evening. She noted that there were a lot of compliments on the recent building upgrades, a tribute to the bond supporters. President Sholler-Barber noted that Big Brothers Big Sisters had had a fund raising event this week and thanked them for being a community partner of KPS.

President Sholler-Barber stated that this was a very important voting season and that children’s education was at stake. She explained that it was not only voting for school board candidates, which was very important, but also for state and national representatives. President Sholler-Barber stated that respect and encouragement for a strong public education system is vital in this country and that it was important to know how the candidates feel about education, education policy, and education funding.

**Comments by the Superintendent**

Dr. Rice thanked Director of Secondary Education Johnny Edwards for his leadership on the mentoring program over the last three years. He also thanked Amy Kuchta, chief executive officer Big Brothers Big Sisters and Pam Kingery, Executive Director, Communities in Schools of Kalamazoo for all of the work they do for KPS.

Dr. Rice stated that KPS was doing Alert-Lockdown-Inform-Counter-Evacuate (ALICE) professional development. He noted that KPS staff was going through two types of professional development:

- Online professional development, which takes approximately 45 minutes, and is done individually; and
- Group professional development, which would be approximately two hours, and done in groups of staff members at a time.

Dr. Rice thanked Director of Student Services Nkenge Bergan and Chief of Security Donald Webster for their leadership.

Dr. Rice thanked KPL’s Ryan Wieber, Sue Warner, and Kevin King for the Kalamazoo Public Library (KPL) OneCard kickoff at Washington Writers’ Academy on September 26. He also thanked Assistant Superintendent for Teaching and Learning Services Cindy Green and Director
of Elementary Education Judy D’Arcangelis, and Washington Writers’ Academy Principal Lanisha Spiller for their help on this event. Dr. Rice shared that OneCard would provide thousands of children with access to the public library system. He stated that KPS appreciated the rich partnership with the Kalamazoo Public Library.

Dr. Rice stated that it had been good to welcome the class of 2031 at the Kalamazoo Promise certificate signing at Northeastern Elementary. He noted that KPS still had a few part-day early childhood PEEP slots available and to call 337-0095 to enroll your child. Dr. Rice also stated that to enroll your student in grades K-12, please call 337-0161.

Dr. Rice stated that the Kalamazoo Promise is held exclusively by the Kalamazoo Public Schools. He noted that the Promise is not available to you if you attend a private school, charter school, or neighboring district school. Dr. Rice stated that only as a graduate of the Kalamazoo Public Schools can you get the Kalamazoo Promise.

Dr. Rice noted that to explore the possibility of your organization mentoring KPS students once a week, call Mr. Jesse Herron at 225-7995.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:48 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 11, 2018 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: October 11, 2018
SUBJECT: Personnel Changes

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

I. Employment
A. Professional/Management
   Thomas R. Mertz, Grade 4/5 Teacher, Northeastern Elementary School, 10/8/2018
   Jessica L. Roy, Kalamazoo Central High School, Guidance Counselor, 10/15/2018

B. Classified
   Ralph L. Ackley, Jr., Special Education Paraprofessional, Maple Street Magnet School for the Arts, 9/26/2018
   Jennifer L. Briggs, School Library Assistant, 0.5 Prairie Ridge Elementary School, 10/8/2018
   Jacob P. Cieslak, Technology Integration Specialist, Milwood Magnet School: A Center for Math, Science and Technology, 10/1/2018
   Donald J. Ebbitt, Mechanics Helper, Transportation, 9/19/2018
   Sacha D. George, Special Education Paraprofessional, Milwood Magnet School: A Center for Math, Science and Technology, 9/24/2018
   Brenden K. Groggel, Attendance Interventionist, Loy Norrix High School, 10/2/2018
   Hannah C. Reuter, School Library Assistant, 0.2 Edison Environmental Science Academy, 0.3 El Sol Elementary School, 10/8/2018
   Amanda R. White, School Library Assistant, 0.1 Greenwood Elementary School, 10/8/2018

II. Promotions/Key Transfers
A. Professional/Management

B. Classified
   Karen Y. Jackson, Assistant School Secretary, Kalamazoo Central High School, to Instructional Secretary, Teaching & Learning Services, 10/1/2018
III. Leaves of Absence  
A. Professional/Management  
B. Classified  

IV. Terminations  
A. Professional/Management  
  Jennifer L. Dayton, The Woodward School for Technology and Research, Grade 1 Teacher, 10/8/2018 (resignation)  
  Elizabeth A. Jarzambek, Hourly Tutor, Milwood Elementary School, 8/10/2018 (retirement)  
  Meredith L. Spicer, ELA Teacher, Linden Grove Middle School, 10/25/2018 (resignation)  
  Angela K. Stiger, Milwood Magnet School: A Center for Math, Science and Technology, Science Teacher, 10/12/2018 (resignation)  
B. Classified  
  Debra L. Gaugier, 10-month School Secretary, Linden Grove Middle School, 10/18/2018 (retirement)  
  Eloise V. Swinehart, Human Resources Secretary, Human Resources Department, 12/31/2018 (retirement)  

V. Termination from Leave of Absence  
A. Professional/Management  
B. Classified  
  Elaine C. May, Paraprofessional, Linden Grove Middle School, 7/1/2018 (retirement)  

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: October 11, 2018
SUBJECT: Approval of Employee Association Contractual Agreement

RECOMMENDATION: It is recommended that the Board of Trustees approve a one-year (2018-2019) contractual agreement between Kalamazoo Public Schools (KPS) and the Campus Safety Officers and Campus Safety Leads.

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

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

FROM:  Michael F. Rice, Ph.D.

DATE:  October 11, 2018

SUBJECT: June 30, 2018 Comprehensive Annual Financial Report

RECOMMENDATION: It is recommended that the Board receive the accompanying June 30, 2018 Comprehensive Annual Financial Report, Federal Awards Supplemental Information and Report to the Board of Education.

RATIONALE: Each year, the auditors are retained to express an opinion on the audited financial statements. The audit procedures and the audited financial statements have been completed. Jeff Egberts from Plante and Moran will present the statements.
WHEREAS, the Kalamazoo Public Schools Board of Education supports legally mandated redistricting every ten years, done in as objective and nonpartisan a fashion as possible;

WHEREAS, Michigan Ballot Proposal 2, if approved, would create an independent citizens redistricting commission that is more objective and nonpartisan than the current process, which is controlled by the party in political power at the time of redistricting;

WHEREAS, the Kalamazoo Public Schools Board of Education supports efforts to maximize voting in elections;

WHEREAS, Michigan Ballot Proposal 3, if approved, would expand efforts to maximize voting in elections in ways including, but not limited to, the following: the right to be automatically registered to vote when acquiring a driver’s license or identification card from the Michigan secretary of state; the right to register to vote by mail on or before 15 days before an election; the right to register to vote in person at any time with proof of residency; and the right to vote an absentee ballot, by mail or in person, without the need to provide a reason for absentee voting;

NOW, THEREFORE BE IT RESOLVED that the Kalamazoo Public Schools Board of Education does hereby support the passage of Michigan ballot proposals 2 and 3.

AYES:

NAYS:

MOTION DECLARED ADOPTED/REJECTED

Date: October 11, 2018

Jennie Hill Secretary, Board of Education
October 16, 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, October 25, 2018 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. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      October 11, 2018 Board Dinner Meeting Minutes
      October 11, 2018 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
   School Nutrition Programs

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, November 8, 2018
President Patti Sholler-Barber called the dinner meeting to order at 5:55 p.m. in the Superintendent’s Conference Room of the Administration Building, 1220 Howard Street.

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

1. Dinner meeting agenda items discussed:
   - Campus safety officers contract;
   - Financial audit presentation;
   - Capital projects presentation;
   - Ballot proposals 2 and 3;
   - Enrollment;
   - Suicide Prevention Action Network (SPAN); and
   - Kalamazoo County School Officers Association (KCSOA) meeting.

   No action was taken on the aforementioned items.

President Patti Sholler-Barber adjourned the meeting at 6:56 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the October 11, 2018 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Winchell Elementary School turnaround students: Cole Cleveland, fourth grade; and Kani Carter and Amillian Pratt, fifth grade.

Also in attendance and introduced by Mr. Lee were Winchell Elementary School Principal Michael Hughes and staff members Joan Lohner, Tim Smith, John Lehman, Randy Rochester, Kristin Youngs, Dayon Brooks, Mandy Clearwaters, Carla Baublis, and Mary Helen Boehme. The students’ parents and family members in the audience were also recognized.

Committee Reports
Operations Committee – Trustee Ken Greschak, chair, stated that the committee had met on October 2 and had discussed the financial audit with the district’s auditor and the capital projects report.

Teaching and Learning Council – President Sholler-Barber, representative, stated that the committee had met on October 4. She noted that the Teaching and Learning Council is comprised of central office and building administrators, teachers, parents, guardians, community members, and a KPS board member. President Sholler-Barber explained that the focus of the council was to review curriculum, new instructional programs, and changes to existing programs; communicate with parents, guardians, and staff; gather input on district improvement initiatives; and distribute the KPS innovative grants awards. She stated that there were presentations on the Eureka Math system and the elementary writing series, Being a Writer, diverse classroom libraries, PEEP, KPS/KPL OneCard, technology updates, English Second Language updates, and the innovative grants.

Evaluation/Accountability Committee – Trustee Jennie Hill, chair, stated that the committee had met on October 9 and had attended the opening of the Kalamazoo Suicide Prevention Action Network (SPAN) at Mt. Zion Baptist Church. She explained that this was a collaboration that was bringing together:

- Bronson Hospital;
- Borgess Hospital;
- Kalamazoo Mental Health & Substance Abuse Services;
- Gryphon Place;
The network had as a goal to eliminate suicide in the county. Trustee Hill noted that this was not only for survivors, but for the people left behind.

VI. Correspondence
Secretary Hill reviewed the correspondence received for the period of September 28 through October 11, 2018. (File #7.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. September 27, 2018 Board Dinner Meeting Minutes; VII.A.2. September 27, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

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

Tim Russ, 24 Robinhood Dr., Grand Rapids, introduced himself as the UniServ director for the Michigan Education Association (MEA). He thanked the board for reaching an equitable agreement with the Campus Safety Officers Association.

Sharyl Weber, 6421 Trundel Lane, Kalamazoo, introduced herself as a parent of two daughters at Linden Grove Middle School. She thanked the board for publicizing the school board candidate forums, which she found very helpful. Ms. Weber stated that October 8 was Indigenous Peoples Day and that it was not discussed in either of her daughter’s classes. She noted that Kalamazoo was a community that cared about its indigenous people and said that Indigenous Peoples Day should be a part of the curriculum, particularly on that day. Ms. Weber shared that she was
unhappy with the proposed changes in the state’s social studies curriculum and had been in contact with the Michigan Department of Education sharing her concerns.

IX. Reports and Recommendations
   A. Approval of Employee Association Contractual Agreement
      Deputy Superintendent for Business, Communications and Operations Gary Start read the recommendation for the board to approve a one-year (2018-2019) contractual agreement between the Kalamazoo Public Schools and the Campus Safety Officers Association.

      Mr. Start stated that this was a group of employees that work very hard to help ensure safety in KPS buildings. He noted that these employees were very important to KPS and its students. Mr. Start shared that KPS was delighted to have a contract with this group.

      MOTION: It was moved by Trustee McGlinn, supported by Trustee Harrison, to approve the employee association agreement as presented.

      Board discussion:
      President Sholler-Barber stated that bargaining was a much respected process. She noted that the campus safety staff look after and take care of the safety and security issues in KPS buildings.

      Trustee Hill stated that when she attended athletic games at Loy Norrix High School (LNHS), she often noticed campus safety staff that were there when her children attended LNHS in 2004. She believed that this longevity in staff showed commitment to KPS schools and its community.

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

      Dr. Rice thanked Assistant Superintendent for Human Resources Sheila Dorsey-Smith and KPS legal counsel Marshall Grate, who had been part of the bargaining effort. He also thanked the campus safety officers for their work.

   B. June 30, 2018 Financial Audit Report
      Deputy Superintendent Start read the recommendation for the board to receive the June 30, 2018 comprehensive annual financial audit report, federal awards supplemental information, and report to the board.

      Mr. Start stated that these financial statements are extremely important, especially since the public had recently authorized KPS to issue $96.7 million of bonds. He explained that a lot of investors rely on these statements to make their investments. Mr. Start noted that the following characteristics help KPS in its bond rating:

      - A comprehensive Annual Financial Report (CAFR), which is much more detailed than what is required. Within this report, there are certificates of achievement and reporting excellence from the Association of School Business Officials (ASBO) International and the Government Finance Officers Association (GFOA); and
      - KPS retains a very credible CPA firm to perform the audit. KPS wanted this firm to look very closely at these reports to make sure that they present accurate KPS financial information.
Mr. Start thanked Business Manager Laura Kayser and stated that she was an excellent business manager. He noted that the audit had found no exceptions and no adverse findings, and that this happened year after year because Ms. Kayser does an excellent job of preparing the information.

Mr. Start stated that Plante Moran was considered the premiere auditing firm for public schools in Michigan. He introduced Mr. Jeff Egberts, a representative of Plante Moran.

Mr. Egberts noted that he had met with the board operations committee on October 2 and had made a more detailed presentation of the financial report, the audit of federal awards, and the post-audit communications. He reviewed the audit process and explained that the audit’s length was to allow the auditors an opportunity to render an opinion on the financial status of the district. Mr. Egberts stated that their opinion was unmodified, which is the highest level of audit opinion that you can receive.

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

MOTION: It was moved by Trustee Herschleb, supported by Trustee Hill to approve the June 30, 2018 Financial Audit Report.

Board discussion:
Trustee Greschak stated that the comprehensive annual financial report (CAFR) was very important for KPS to receive a great credit rating for the district. He noted that having such a good credit rating demonstrated KPS’s financial security. Trustee Greschak congratulated the staff and administration for achieving this success.

Trustee McGlinn stated that she appreciated all the work that had gone into this report. She noted that KPS was in a good place financially and that not a lot of urban districts can say that. She thanked all the staff that helped put this report together each year.

Trustee Harrison thanked the business office staff and Laura Kayser for the drive and passion that she put into this report every year.

President Sholler-Barber stated that for KPS bonds to pass, citizens have to trust KPS. She thanked Laura Kayser, Deputy Superintendent Start, and the entire business office staff for helping KPS pass those bonds with the trust and transparency of these financial reports.

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

Dr. Rice thanked Deputy Superintendent Gary Start, Business Manager Laura Kayser, and the entire business office staff for contributing to this work. He thanked Jeff Egberts, Plante Moran, and the Board of Education for helping to generate and maintain financial stability each year.
C. **Capital Projects Report**

Facilities Management Executive Supervisor Al Tyler explained that he was pleased to share the progress of work associated with the 2013 and 2018 bonds.

Mr. Tyler noted that this past summer, 2018, work continued on the $5.58 million replacement of exterior windows, doors, and associated heating components at Loy Norrix High School, with final completion of this 2013 bond project expected by early November 2018.

Mr. Tyler stated that the design and bidding for the new transportation complex, a 2013 bond project, had been completed and bids were currently being reviewed and evaluated. He noted that construction was to begin in the late fall and to be completed by August 2019.

Mr. Tyler stated that with the passage of the 2018 bond in May, design had begun on 47 projects at 14 sites, with construction to begin in the summer of 2019. He noted that the total budget for those projects was over $11.6 million. Mr. Tyler explained that the first projects scheduled would be the construction of secure vestibule entrances at eight buildings:

- Lincoln International Studies School;
- Northglade Montessori Magnet School;
- Woods Lake Elementary: A Magnet Center for the Arts;
- El Sol Elementary School;
- Spring Valley Center for Exploration;
- Prairie Ridge Elementary School;
- Hillside Middle School; and
- The Milwood Magnet School: A Center for Math, Science and Technology.

He stated that six additional buildings would have secure vestibule entrances constructed in 2020.

Mr. Tyler explained that additional projects scheduled for construction next summer would include an addition to Phoenix High School, which would consist of a gymnasium, locker rooms, four classrooms, and counseling spaces. He noted that they would also be replacing the HVAC system, casework, and ceilings, and installing a digital marquee at Phoenix.

Mr. Tyler shared that El Sol Elementary School would receive new exterior windows, doors, ceiling, lighting, and remodeled restrooms in the 1924 building. He noted that both Kalamazoo Innovative Learning Program (KILP) on South Westnedge and Spring Valley Center for Exploration would be receiving new classroom ceiling fans. Mr. Tyler explained that security cameras would be installed at the Community Education Center (CEC) and at KILP. He noted that they would be replacing the roof at Maple Street Magnet School for the Arts and at The Milwood Magnet School: A Center for Math, Science, and Technology.

Mr. Tyler thanked TowerPinkster Architects & Engineers, construction managers at the Skillman Corporation and CSM group, school administrators, teachers, and staff for their cooperation and understanding. He also thanked Chief of Security Donald Webster and Director of Student Services Nkenge Bergan for their time, insight, and input. Mr.
Tyler thanked maintenance custodial staff, technology, food service, summer paint crew, transportation, and the business and finance staff for making it happen year after year. He thanked Karen Jackson for her commitment and support, Dr. Rice, Gary Start, members of the Board of Education, and the taxpayers of this community for their continued unwavering support for the students of KPS.

Karen Jackson stated that having a strong financial report reflected on their work as well. She noted that the KPS Facilities Management department had to submit drawings to the state for state approval and that KPS was one of a few districts in the state that do not require state qualification because of its high bond rating.

Ms. Jackson stated that it was always a pleasure to share their work that took place over the past summer, which from a construction standpoint had been mostly at Loy Norrix High School (LNHS). She noted that they had also removed the ceiling and replaced lighting at KILP, one portable classroom at Greenwood Elementary School, and two portable classrooms at Edison Environmental Science Academy.

Ms. Jackson explained that LNHS had been a two-year project that had started in 2017. She noted that they had started in the back of the building with:

- the B wing;
- the C wing; and
- part of the D wing.

Ms. Jackson stated that this work affected:

- 25 classrooms;
- the media center;
- one computer lab;
- two science prep rooms; and
- two courtyards.

Ms. Jackson noted that from December 2017 to May 2018, they had focused during the school year on the corridors, exterior doors, and overhead doors. Ms. Jackson shared that the former corridors were all glass and that now they have brick three feet up from the ground. She explained that they had replaced the heating mechanicals in the corridors, over 100 exterior doors and 12 overhead doors, and all of the glass and metal panel throughout the building.

Ms. Jackson stated that this past summer, 2018, they had focused on the front of the building including:

- the main stair tower;
- wings D, K, and M;
- rooms along Auditorium Drive; and
- the A Wing.

This included:

- 32 classrooms;
- day care area;
- five computer labs;
- girls locker room;
- three science prep rooms;
- main office;
- guidance office;
• athletic office; and
• security office.

Ms. Jackson thanked facilities management, technology, campus safety, and all those people who had helped relocate Loy Norrix staff to the back of the building so that they could maintain an office during the summer project. She noted that they had hired campus safety to watch over the construction site every evening to ensure that the building was safe and secure. Ms. Jackson thanked the entire Loy Norrix staff for being so patient and understanding throughout this huge project.

Ms. Jackson shared that the new transportation building, which would combine the bus garage and offices in one building, would be located on Ravine Road. She noted that the construction would begin soon, with an anticipated completion in August 2019. Ms. Jackson stated that the addition to Phoenix High School would be the first large project from the 2018 bond. She shared that there would be two new classrooms on each side of the new gymnasium. Ms. Jackson noted that she was very excited about working on this project and that it was going to be a very beautiful addition when it was completed.

Board discussion:
President Sholler-Barber stated that it was obvious that Ms. Jackson was passionate about these projects. She noted that the Facilities Department was to be commended for the courtesy it had shown to the staff at Loy Norrix. President Sholler-Barber thanked Mr. Tyler and Ms. Jackson for their presentation.

Trustee Harrison stated that as an alumna of Loy Norrix, it had been so much fun to drive by and watch the construction all summer long. She noted that she had attended the Loy Norrix open house recently and had had a chance to see all of the beautiful renovations. Trustee Harrison wanted to thank facilities for all of their hard work and Mr. Webster for providing the security to keep the building safe during construction.

Trustee Greschak stated that he recalled being in a board operations committee meeting to select colors for the building panels and the glass. He noted how wonderful it was to see this beautiful building completed.

Trustee McGlinn shared that she saw this project every day during the summer on her way to work. She noted that the construction had been amazing and that it looked like a totally different building. Trustee McGlinn stated that it was hard to do a project so disruptive for the staff and students, but so worth the effort in the end.

Trustee Hill stated that her children had gone to Loy Norrix and that this was a beautiful revitalization of the building. She noted that the new transportation center was going to look beautiful on Ravine Road. Trustee Hill stated that the Edison neighborhood would also benefit from KPS constructing a new elementary school.

Dr. Rice stated that Loy Norrix High School had been built in 1960 and a majority of the windows had been 58 years old. He noted that this was a project of necessity for the safety and energy efficiency of the building.

Dr. Rice shared that the transportation center was the last project in the 2013 bond. He explained that it had taken years to find an appropriate site as KPS needed a
considerable amount of acreage to build this center. Dr. Rice agreed that this building would benefit Ravine Road and would especially benefit the Edison neighborhood as the district would no longer have 120 busses coming and going every day.

Dr. Rice stated that the Phoenix High School addition would be a much stronger learning environment for Phoenix students. He noted that there would be eight security projects starting in the summer of 2019, six more in 2020, and one with the new Edison Environmental Science Academy project. Dr. Rice thanked Mr. Tyler, Ms. Jackson, custodians, and everyone in the Facilities Department for all of the work.

D. Resolution Regarding Michigan Ballot Proposals 2 and 3

Trustee Greschak read the following:

WHEREAS, the Kalamazoo Public Schools Board of Education supports legally mandated redistricting every ten years, done in as objective and nonpartisan a fashion as possible;

WHEREAS, Michigan Ballot Proposal 2, if approved, would create an independent citizens redistricting commission that is more objective and nonpartisan than the current process, which is controlled by the party in political power at the time of redistricting;

WHEREAS, the Kalamazoo Public Schools Board of Education supports efforts to maximize voting in elections;

WHEREAS, Michigan Ballot Proposal 3, if approved, would expand efforts to maximize voting in elections in ways including, but not limited to, the following: the right to be automatically registered to vote when acquiring a driver’s license or identification card from the Michigan secretary of state; the right to register to vote by mail on or before 15 days before an election; the right to register to vote in person at any time with proof of residency; and the right to vote an absentee ballot, by mail or in person, without the need to provide a reason for absentee voting;

NOW, THEREFORE BE IT RESOLVED that the Kalamazoo Public Schools Board of Education does hereby support the passage of Michigan ballot proposals 2 and 3.

MOTION: It was moved by Trustee Hill, supported by Trustee Herschleb to approve the Resolution Regarding Michigan Ballot Proposals 2 and 3.

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

Board discussion:
Trustee Greschak stated that as an example to the students of KPS, he felt that it was important to weigh in on non-partisan topics that speak to civic participation.

Trustee Hill agreed with Trustee Greschak and shared that she was happy to see the board supporting Promote the Vote and redistricting.
President Sholler-Barber stated that the board leads the district from a policy perspective. She noted that that included better civic involvement and fairness of voting. President Sholler-Barber agreed that this was a message to students and constituents that the Board of Education believed in the fairness of voting. She thanked Dr. Rice for sharing this resolution with the board.

X. Other Business
None.

XI. Comments by Trustees
Trustee Herschleb apologized for his late arrival to the meeting today. He noted that he had participated in a school board community forum this evening, which had run late. Trustee Herschleb stated that when you vote on November 6, be sure to look to the bottom of the ballot for the school board candidates. He reminded all too please do their research on the candidates before they vote and make sure they support the public schools.

Trustee McGlinn thanked the Winchell staff that had attended tonight’s meeting to support their turnaround students. She noted that she had received the League of Women Voters election guide today, which was a valuable piece of information that would help voters make an educated vote at the upcoming election on November 6. Trustee McGlinn stated that, unfortunately, it did not have information on the school board elections but that you could find that information online.

Trustee Hill thanked Trustee McGlinn for bringing up the League of Women Voters guide. She noted that she had attended The International Walk to School Day at El Sol Elementary School today. Trustee Hill stated that it had been a lot of fun. She stated that she had also attended the 21st annual community prayer breakfast on October 9 at Mt. Zion Baptist Church, which had had many community organizations represented including schools, community religious leaders, and Kalamazoo Public Safety.

President Sholler-Barber stated that it had been a busy two weeks. She commended Linden Grove Middle School for its National Junior Honor Society induction ceremony on October 8, and state Representative Jon Hoadley, who had been the keynote speaker. President Sholler-Barber stated that the Northside Ministerial Alliance (NMA) community prayer breakfast was a great opportunity to gather community partners in one room. She noted that Prairie Ridge Elementary had had a Science, Technology, Engineering, Art, and Math (STEAM) night on October 4, sponsored by its parent teacher organization. President Sholler-Barber stated that some of the participants in this event were:
- Western Michigan University;
- The American Chemical Society;
- Pfizer;
- Stryker;
- Kalamazoo Nature Center;
- Sisters in Science;
- Kalamazoo Air Zoo;
- Kalamazoo Valley Community College; and
- Michigan State University.

President Sholler-Barber stated that the STEAM night had been well attended by teachers, students, and parents. President Sholler-Barber noted that some sports teams were winding down
and asked parents and community members to please come out and support them. She commended Winchell Elementary School for its participation in Art Hop on October 5, and reminded parents to please attend parent/teacher conferences as it was a great opportunity to support their children. She thanked the Suicide Prevention Action Network (SPAN) for helping to make suicide more of a community issue and to Gryphon Place for coordinating SPAN.

Comments by the Superintendent
Dr. Rice announced that KPS had increased its enrollment for its 11th year of the last 13 school years since the Kalamazoo Promise was announced in November 2005. He stated that district enrollment was up more than 2,500 students in 13 years, its highest level since the 1980s, and was approximately 13,250 students. Dr. Rice noted this was a credit to the work that KPS had been doing in a declining enrollment state. He shared that KPS enrollment was up 25% in the last 13 years, and expressed appreciation to the Kalamazoo Promise, KPS teachers, support staff, administrators, parents, and grandparents. Dr. Rice thanked Ms. Maricela Alcala and Ms. Lacee Lyons from Gryphon Place and Mr. Jeff Patton from Kalamazoo County Mental Health & Substance Abuse Services for their work in the creation of the Suicide Prevention Action Network (SPAN), as well as Dr. Lia Gaggino, a fierce champion for the mental health of KPS young people.

Dr. Rice attended the Kalamazoo County School Officers Association (KCSOA) dinner on October 10 at which KCSOA heard from candidates. He thanked Ms. Jen Aniano, a KPS teacher at Loy Norrix High School, who is running for state representative in the 63rd house district. Dr. Rice stated that she did very well at the forum and KPS wished her success with her campaign.

Dr. Rice shared that KPS had a robotics class at Linden Grove Middle School and at Hillside Middle School. He noted that KPS had just received word that KPS would expand robotics to Milwood Magnet School: A Center for Math, Science and Technology and Maple Street Magnet School next year.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:18 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, October 25, 2018 at 7:00 p.m.
RECOMMENDATION: It is recommended that the board approve the following employment changes:

I. Employment
   A. Professional/Management
      Chartanay D. Bonner, Chemistry Teacher, Kalamazoo Central High School, 1/7/2019
      Mary Hatfield-Collison, Grade 4 Teacher, Spring Valley Center for Exploration, 10/22/2018
      Charles G. Hekman, Strategic Reading Teacher, Milwood Magnet School: A Center for Math, Science and Technology, 10/17/2018
   B. Classified
      Abigail J. Acosta, School Library Assistant, 0.5 Parkwood Upjohn Elementary School, 10/22/2018

II. Promotions/Key Transfers
   A. Professional/Management
   B. Classified
      Diana V. Beller, from 0.7 Bilingual Assistant School Secretary, El Sol Elementary School, to Instructional Secretary, Student Services, 10/10/2018
      Joshua Johnson, from Self-Contained Paraprofessional, Maple Street Magnet School for the Arts, to Special Education Classroom Paraprofessional, Kalamazoo Central High School, 10/29/2018

III. Leaves of Absence
   A. Professional/Management
   B. Classified

IV. Terminations
   A. Professional/Management
      Carrie E. Bellen, Grade 4 Teacher, Spring Valley Center for Exploration, 10/16/2018 (resignation)
      Carol E. Bouabdellaoui, French and Spanish Teacher, Kalamazoo Central High School, 11/2/2018 (resignation)
B. Classified
   Michelle M. Conolly, Special Education Paraprofessional, Woods Lake Elementary: A Magnet Center for the Arts, 9/21/2018 (resignation)
   Scott C. Forrester, Paraprofessional, Loy Norrix High School (resignation)
   Karen L. Strobel, Lead Secretary, Winchell Elementary School, 6/21/2019 (retirement)

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

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
October 30, 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, November 8, 2018 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. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      1. October 25, 2018 Board Dinner Meeting
      2. October 25, 2018 Regular Meeting
   B. Business and Financial Reports
      Purchase Recommendations 2019-03 and 2019-04
   C. Personnel Items
      Personnel Changes
   D. Other

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

IX. Reports and Recommendations
    Resolution Authorizing 2019 Refunding Bonds

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, November 29, 2018
President Patti Sholler-Barber called the dinner meeting to order at 5:45 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, Jennie Hill, and Patti Sholler-Barber. Absent: Craig Herschleb and Carol McGlinn. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - October 17 MASB Priority Setting;
   - October 23 SPAN Meeting;
   - October 25 Board of Education Food Presentation;
   - ALICE Training; and
   - Refugee Students and English Language Learners.

No action was taken on the aforementioned items.

2. Articles shared and discussed with board members:
   - *MASB Endorses Voters Not Politicians Ballot Proposal* – MASB Dashboard;
   - *Promise Signing Day Celebrates Incoming Kalamazoo Kindergartners* – News Channel 3 WWMT; and

3. Articles shared but not discussed given time constraints:
   - *America Wakes up from its Dream of Free College* – The Atlantic; and

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 October 25, 2018 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. **Announcements and Recognitions**  
Executive Director of Communications Alex Lee presented King-Westwood Elementary turnaround students Alex Ellis and Zamya Perry, both in fifth grade.

Also in attendance and introduced by Mr. Lee were King-Westwood Elementary Principal Sandie Lundquist; fourth grade teachers Jennifer Tomlinson and Kimberley Mansfield; and fifth grade teacher Abby Cruz-Davis. The students’ parents and family members in the audience were also recognized.

V. **Committee Reports**  
**Operations Committee** – Trustee Ken Greschak, chair, stated that the committee had met on October 23 and had discussed the expansion of providing food and meals for children and families. He noted that there would be a presentation later during this board meeting. Trustee Greschak advised that the committee had also discussed the new KPS transportation center and the timeline and budget for the project.

**Policy Committee** – Trustee Ken Greschak, representative, stated that the committee had met on October 23 and had received an update on KPS procedures for volunteering and hiring in the district. He advised that the committee had also considered topics and policies to be reviewed this school year.

**Communities in Schools of Kalamazoo (CIS)** – President Patti Sholler-Barber, representative, stated that CIS had met on October 19 and had reviewed key elements of the integrated student services model. She noted that CIS Executive Director Pam Kingery, CIS Director of Quality and Evaluation Dr. John Oliver, and CIS Senior Director of Development and Business Engagement Emily Kobza had presented on tier one services and individualized case management, each followed by small group exercises, and had concluded with a round table discussion on key conclusions.

VI. **Correspondence**  
Secretary Hill reviewed the correspondence received for the period of October 12 through October 25, 2018. (File #8.)
VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 11, 2018 Board Dinner Meeting Minutes; VII.A.2. October 11, 2018 Regular Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

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

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

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

Robert Weir, 713 Regency Square, Apt. 205, Kalamazoo, introduced himself as a volunteer for Voters not Politicians, which was working to gain passage of Proposal 2 on the November 6 ballot. He explained that 425,000 signatures throughout Michigan had been obtained to get Proposal 2 on the ballot, and that the proposal had also survived legal challenges and was now being attacked by negative advertisements. He thanked the board for its October 11 resolution in support of Proposal 2. He encouraged everyone to vote yes on Proposal 2, which would be on the back side of the ballot.

IX. Reports and Recommendations
School Nutrition Programs
Director of Food Services Christina Haller, Executive Director of Kalamazoo Loaves & Fishes Jennifer Johnson, and Communities in Schools Kalamazoo Senior Director of Community Engagement and Student Investment Artrella Cohn presented the following report.

We are here today to talk about the availability of food resources at school. Through many partnerships and community support, we are continually expanding food programs.

School meals are beneficial in increasing children’s access to nutritious meals. By increasing the access, we are supporting education by improving behavior and increasing students’ ability to focus and improve academic performance. As we all know, it is very hard to concentrate on an empty stomach.

Every child needs a healthy breakfast to start their day ready to learn. In 2007-08, KPS began implementing universal breakfast. Universal breakfast is breakfast available at no cost to all students.
Research shows that children who eat breakfast:
- perform better in school;
- have lower rates of absence and tardiness;
- are less likely to be sick; and
- have fewer discipline problems.

Universal breakfast was phased in over a series of years throughout KPS:
- 2007-08 – Woods Lake Elementary: A Magnet Center for the Arts;
- 2008-09 – Edison Environmental Science Academy, Lincoln International Studies School, and The Woodward School for Technology and Research;
- 2009-10 – El Sol Elementary School and Washington Writers’ Academy;
- 2010-11 – Greenwood Elementary School, Milwood Elementary School, Northeastern Elementary School, Spring Valley Center for Exploration, Parkwood Upjohn Elementary School, and Winchell Elementary School;
- 2011-12 – Arcadia Elementary School and Prairie Ridge Elementary School;
- 2012-13 – Northglade Montessori Magnet School, King-Westwood Elementary School, and Indian Prairie Elementary School; and

In 2006-07, KPS served 516,467 free breakfasts. This is expected to rise to 1,236,060 free breakfasts in 2018-19. This is an increase of 719,593 free breakfasts annually, a 139% increase.

Looking at our goals of providing more free meals, KPS implemented Community Eligibility Provision (CEP), which adds free lunch for all students in qualified buildings.

The 2017-18 pilot sites were:
- Edison Environmental Science Academy;
- Lincoln International Studies School;
- Northeastern Elementary School;
- Washington Writers’ Academy; and
- The Woodward School for Technology and Research.

The 2018-19 CEP sites are:
- Arcadia Elementary School;
- Edison Environmental Science Academy;
- El Sol Elementary School;
- Greenwood Elementary School;
- Lincoln International Studies School;
- Milwood Elementary School;
- Northeastern Elementary School;
- Northglade Montessori Magnet School;
- Prairie Ridge Elementary School;
- Spring Valley Center for Exploration;
- Washington Writers’ Academy;
- Woods Lake Elementary: A Magnet Center for the Arts;
- The Woodward School for Technology and Research;
- Middle School Alternative Learning Program;
- Milwood Magnet School: A Center for Math, Science and Technology;
- Kalamazoo Innovative Learning Program;
• Phoenix High School; and
• Adult Education.

In 2006-07, KPS served 820,146 free lunches. This is expected to rise to 1,268,250 free lunches in 2018-19. This is an increase of 448,104 free lunches annually, a 55% increase.

In partnership with Communities in Schools, KPS began serving free dinners in 2010-11. In that year, KPS served 3,539 free dinners. This is expected to rise to 99,263 free dinners in 2018-19.

In 2006-07 24, sites served free summer meals, 26,691 free breakfasts and 62,760 free lunches, for a total of 89,451 total free meals.

In 2018-19, 32 sites served free summer meals: 38,856 free breakfasts, 65,606 free lunches, and 8,109 free dinners, for a total of 110,571 total free meals. This was a 24% increase over 2006-07.

Kalamazoo Loaves & Fishes has been around for quite some time and its largest program provides groceries for the most vulnerable of this community. It began a wonderful collaboration with Kalamazoo Public Schools and Communities in Schools more than 10 years ago in an attempt to fill a gap by providing weekend food packs to food insecure elementary school children during the weekend hours. We define food insecurity as not knowing from where your next meal will come, or not having adequate food on a regular basis. The weekend food pack has to be small enough for kids as young as five years old to carry home and contains about 2.5 meals worth of food.

Over time, we found that weekend food packs did not do what we had hoped they would do.
• A weekend food pack was not a lot of food for the weekend, especially for children who are food insecure on a regular basis;
• For those who would take it home, it wasn’t enough to share with siblings or family members;
• Much of the time it didn’t make it home. It was eaten on the spot or more often the snacks were taken out and eaten, while the rest was thrown away; and
• It was and is expensive to create. It has to be light, which meant the items needed to be small. Anyone who has shopped for small items for lunches knows that they are some of the most expensive you will find.

About 10 years ago, Loaves and Fishes looked to its own grocery pantry model and simply asked the question: Can we replicate the grocery distribution model at the school level? By doing so, we could:
• Provide food in greater quantity, variety, and nutritional content by leveraging the buying power of Kalamazoo Loaves & Fishes;
• Provide for the student and every member of their family; and
• Provide food for students at all levels: elementary, middle, and high school.

Those ideas led to the first KPS school-based pantry at El Sol Elementary School. Here’s how it works:
• A student would be identified by a Communities in Schools site coordinator;
• The coordinator would reach out to the family to make contact and see if the family was in need of food resources;
• If the family was in need, the coordinator would provide a time to shop at the school for a food order for the family;
• Communities in Schools provided bilingual services, which Kalamazoo Loaves & Fishes does not have; and
• Communities in Schools also offered an opportunity to see if other resources, such as clothes or shoes, were needed.

The food pantry system worked well; however, not every school was ready to be a full-service pantry due to lack of available space, lack of proper refrigeration or freezer capabilities, and/or lack of appropriate staffing/volunteer systems in place.

There are now two types of food pantries:
• Full-service pantries provide food in several ways and distribute more overall food per site. This requires adequate refrigerator and freezer space.
• Hybrid pantries provide mostly small meals or snacks and often do not have adequate space for shelves or refrigeration/freezer space.

In 2011-12 food was distributed at the following pantry locations:
• El Sol Elementary School;
• Hillside Middle School;
• Linden Grove Middle School;
• Maple Street Magnet School for the Arts;
• Kalamazoo Central High School; and
• Loy Norrix High School.

In 2018-19 there are 10 school-based pantries operating in KPS, seven of which are full-service, with one more pantry on the way for this school year:

Elementary
*El Sol Elementary School – full-service
Northeastern Elementary School – full-service
Washington Writers’ Academy – full-service
*The Woodward School for Technology and Research – full-service
*Spring Valley Center for Exploration – Fall 2018

Middle
*Hillside Middle School - hybrid
*Maple Street Magnet School for the Arts – full-service
*Milwood Magnet School: A Center for Math, Science and Technology - hybrid
*Linden Grove Middle School- full-service

High School
*Kalamazoo Central High School – full-service
*Loy Norrix High School - hybrid

*Operated by Communities in Schools of Kalamazoo

Over the years, we have learned that not every food insecure student needs the same food response. Some may need a light meal or healthy snack to get them through the day and into after-school activities, some may need the full food order for themselves and their family members, and others may just need some supplemental items for the evening weekend.
There are four ways that a student can receive food in a full-service pantry:

- **Four-day food order:** based on the traditional Kalamazoo Loaves & Fishes food order. Variety and choice across four food categories (proteins, fruits/vegetables, grains, and other).
  
  **Goal:** To meet the food security needs of students and entire households, to improve the healthy functioning of families, and to set the stage for the improved student behavior and academic performance during school hours.

- **Light Meal:** Heat and eat protein plus a healthy snack.
  
  **Goal:** To improve the food security needs of students who regularly miss meals, for those who have missed a meal during the school day, and to prepare students for success in after-school activities.

- **Healthy Snack:** Fruit, granola or protein bar, 100% processed fruit snack, or cheese/peanut butter cracker.
  
  **Goal:** To reduce the distraction of grumbling stomachs and provide the fuel to improve in-class behavior and academic performance.

- **Emergency Food Pack:** (Example: 1-day pack = protein, fruit, vegetable, grain, and healthy snack)
  
  **Goal:** To meet the food security needs of students who often do not have the adequate amount of food for the evening and/or weekend hours.

Pantry orders provide more food for less cost. A weekend pack of food costs $3.75, and one four-day food order costs $2.70.

As the need for food resources grows, Kalamazoo Loaves & Fishes plans to decrease food packs and increase school-based pantry sites in an effort to provide more food in more ways to students and their families.

Kalamazoo Loaves & Fishes recognizes other opportunities to be proactive about fighting hunger.

- Holidays and spring break are some of the most difficult times for children;
- Snow days aren’t happy days for all kids; and
- Work continues to expand the Summer Feeding Service Program.

Together, Kalamazoo Public Schools, Communities in Schools, and Kalamazoo Loaves & Fishes are working to eliminate food insecurity for all of our students. Together, we are leveraging resources and seeking the community’s help to support this important work.

**Board discussion:**

Trustee McGlinn noted that it was exciting to hear how the program had grown based on the needs of our community and how we continue to grow the program and look at how we can do more in better ways. She expressed her appreciation for the partnership with Kalamazoo Loaves & Fishes and Communities in Schools and what our partner provides to our students and their families.

Trustee McGlinn asked how KPS funds free lunches.

Ms. Christina Haller explained that the CEP identifies students from those who qualify for free meals, without the use of household applications.

Trustee McGlinn asked how universal breakfast was possible.

Ms. Haller stated that universal breakfast had started before CEP was implemented and was made possible through the federal USDA student meals program. She explained that now that KPS...
participated in CEP, it was no longer labeled universal breakfast because the funding came from a different federal source.

Trustee Hill thanked everyone involved in the KPS food programs. She noted that it was wonderful that KPS was able to reach out to provide for families. Trustee Hill added that KPS was becoming a community center that is trusted and depended upon for the whole family, not just for our students.

Trustee Greschak noted that there was always a lot of discussion about the academic performance of our students and why they can’t achieve more. He stated that this presentation underscored that education is not just about teachers and buildings; education is about how young people come to us and, to a point made earlier, it is hard to concentrate on an empty stomach. Trustee Greschak continued that if you do not know from where your next meal is coming, it affects how well you can do. He explained that it takes a village and that KPS cannot do it on its own. Trustee Greschak stated that the partnerships with Kalamazoo Loaves & Fishes and Communities in Schools get to the root of food insecurity, and that we can begin to raise outcomes and our young people can be successful. He noted that these food programs take a lot of effort, volunteers, and coordination and that he appreciated the work being done on behalf of our students and families.

Trustee Harrison noted that silent partnerships make it possible for our students to be fed three times a day. She explained that having a grocery/pantry model as opposed to handouts restores dignity by providing people the ability to choose their own food and plan their own meals. Trustee Harrison expressed her appreciation for the community partnerships.

President Sholler-Barber expressed her appreciation for the tremendous partnerships with Kalamazoo Loaves & Fishes and Communities in Schools. She noted that Communities in Schools providing bilingual services at El Sol Elementary School was a brilliant way to welcome families and make them feel comfortable. Ms. Sholler-Barber stated that the food programs were leading by example and were to be celebrated. She asked how Kalamazoo Loaves & Fishes was funded.

Ms. Jennifer Johnson explained that the funding was mostly through support from the local community, people giving back to others.

Dr. Rice added to the chorus of thanks and appreciation for the partnerships around the food pantries. He noted that the in-school pantries were more efficient and that more families were able to get food over the weekend. Dr. Rice explained that the food programs could not be done without Kalamazoo Loaves & Fishes and Communities in Schools. He noted that a decade ago there were no food pantries in KPS and now there were ten, with more to come. Dr. Rice advised that the pantries reach out in a sense to individual communities to serve them where they live and where their children went to school.

Dr. Rice clarified the difference in funding for school meals and for the food pantries. He explained that school meals are provided in large part through federal funding; however, the funding for Kalamazoo Loaves & Fishes and Communities in Schools was overwhelmingly based on local financial support.

Dr. Rice highlighted some of the numbers that had been presented during the presentation. He noted that as we have added ten pantries in the last eight years, we have also added:

- 719,593 breakfasts, a 39% increase since 2006-07;
- 448,104 lunches, a 55% increase since 2006-07;
95,724 more dinners since we began serving dinners in 2010-11 in partnership with Communities in Schools and a 21st Century grant for after-school programs; and
21,120 more summer meals, a 24% increase since 2006-07.

Dr. Rice noted that it is not that our children cannot succeed, they most certainly can and do. However, they can do better if they have the supports that middle class children have. He explained that our students are already improving academically and that the food programs will help them improve academically all the more. Dr. Rice stated that by working to create middle class supports for all of our children, working class and poor among them, we will have children who are far more capable of doing their best in school. He expressed his appreciation for our partnerships with Loaves and Fishes and Communities in Schools and support of our children and families.

X. Other Business
None.

XI. Comments by Trustees

Trustee Greschak reminded everyone that Election Day was November 6 and encouraged every voter to get out and vote. He reminded everyone that every vote counts and noted that the last few elections had turned on a handful of votes. Trustee Greschak concluded that if you don’t vote, you cannot complain about the results.

Trustee McGlinn encouraged everyone, when considering the candidates, to please look at their stands on education. She suggested asking questions such as “What will schools look like in the future?” and “How will they support all children to be successful?” Trustee McGlinn noted that this was an important mid-term election and that every voter needed to get out to vote.

Trustee McGlinn reminded everyone that October 31 was Halloween and to be extra cautious and watch out for children trick or treating.

Trustee Harrison echoed the comments of her fellow trustees on the importance of the November 6 election. She explained that the local elections were vital to the stability and longevity of communities and expressed her wish to see diversity and equity brought back to our community. Trustee Harrison noted that the back of the ballot included community members running for community boards and suggested that voters start with the back of the ballot, whose outcomes would affect them directly, and then go to the state level on the front of the ballot.

Trustee Hill congratulated Trustee Harrison on her brilliant suggestion to start with the back of the ballot. She stated that she was a member of the League of Women Voters and had participated in voter education programs at KPS high schools, which explained why it is so important to vote, how to educate yourself about the candidates, how to register to vote, and how to cast a ballot. Trustee Hill explained that the League of Women Voters had partnered with Kalamazoo County Clerk Tim Snow and Deputy City Clerk Shelby Moss to hold mock elections at Kalamazoo Central High School, Loy Norrix High School, and Phoenix High School. She advised that students had worked as poll workers and had had the opportunity to vote and put their ballots in a real tabulator.

Trustee Hill explained that the League of Women Voters is a non-partisan group; however, it does do studies on policies and proposals. She advised that the league does support Proposal 2 to implement an independent commission to establish district boundaries.
President Sholler-Barber congratulated Trustee Hill for the success of the mock elections. She stated that she had attended the mock election at Loy Norrix and that it had been great fun, with many community and student volunteers. Ms. Sholler-Barber noted that the students were educated about voting in a hands-on demonstration.

President Sholler-Barber noted that The Taste of El Sol was held this evening before the board meeting and that it had been very well attended, with many delicious foods available. She also stated that she had attended some parent-teacher conferences and had had a lot of good ideas shared with her.

President Sholler-Barber encouraged voters to please educate themselves on who were the candidates that would support and promote public education. She asked every voter to please vote.

President Sholler-Barber congratulated Loy Norrix teacher Sveri Stromsta May and her Peace Jam students for another successful pumpkin painting party. She explained that the decorated pumpkins would be donated to local hospitals and senior facilities around the city.

President Sholler-Barber concluded her comments by reminding families to read to your children and to have them read to you.

Comments by the Superintendent
Dr. Rice announced that there were seven half-day PEEP slots still available in KPS. He welcomed parents/guardians to enroll their four-year-old children in this great early childhood program by calling 337-0095.

Dr. Rice stated that The Taste of El Sol had been a terrific event and that he hoped to be able to attend longer next year.

Dr. Rice commented that the mock elections are always a high point in election years. He thanked the League of Women Voters for providing the mock elections for our students to experience.

Dr. Rice stated that the board had approved a resolution in support of Proposals 2 and 3 at its October 11 board meeting. He explained that Proposal 2 would create an independent citizens redistricting commission. He said that Proposal 3 was a voting rights initiative that would allow absentee voting without having to provide a reason and voter registration would automatically take place when a person received a Michigan driver’s license or state I.D. card. Dr. Rice explained that the emphasis was on getting everyone to vote. He noted that he was not interested in telling anyone how to vote; he was interested in everyone voting. Dr. Rice said that he believes that we are a better country when everyone has the opportunity to vote, and that he believed that it was in this spirit that the board had passed its resolution supporting Proposals 2 and 3.

Dr. Rice thanked this evening’s guests: Jennifer Johnson, executive director of Kalamazoo Loaves & Fishes and Artrella Cohn, Communities in Schools Kalamazoo senior director of community engagement and student investment, both outstanding partners in helping support our young people; Christina Haller, district director of food services; Ray Gipson, district director of dining services; and Chris Bolda, district general manager of Chartwells School Dining Services.
Dr. Rice read the results of the mock elections:

<table>
<thead>
<tr>
<th>Position</th>
<th>Candidate / Number of Votes</th>
<th>Candidate / Number of Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Bill Schuette / 157</td>
<td>Gretchen Whitmer / 516</td>
</tr>
<tr>
<td>Secretary of State</td>
<td>Mary Lang / 149</td>
<td>Jocelyn Benson / 559</td>
</tr>
<tr>
<td>Attorney General</td>
<td>Tom Leonard / 150</td>
<td>Dana Nessel / 491</td>
</tr>
<tr>
<td>U.S. Senator</td>
<td>John James / 179</td>
<td>Debbie Stabenow / 469</td>
</tr>
<tr>
<td>U.S. Congress 6th District</td>
<td>Fred Upton / 252</td>
<td>Matt Longjohn / 523</td>
</tr>
<tr>
<td>State Senator</td>
<td>Margaret O’Brien / 219</td>
<td>Sean McCann / 551</td>
</tr>
<tr>
<td>State Representative 60th District</td>
<td>William Baker / 238</td>
<td>Jon Hoadley / 625</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ballot Proposals</th>
<th>No Votes</th>
<th>Yes Votes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proposal 1</td>
<td>152</td>
<td>770</td>
</tr>
<tr>
<td>Proposal 2</td>
<td>296</td>
<td>559</td>
</tr>
<tr>
<td>Proposal 3</td>
<td>185</td>
<td>714</td>
</tr>
</tbody>
</table>

Dr. Rice mentioned that a debate had been held at Loy Norrix High School, which had been the brainchild of one of the students. He gave kudos to that student and thanked the League of Women Voters and others that had supported an active debate between two candidates. He noted that this debate represented the best spirit of our country: to hear out the candidates, hear them on issues, and to decide whom you want to represent you.

XII. Closed Session (if needed)
President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:58 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 8, 2018 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: November 8, 2018

SUBJECT: Approval of the Attached Purchase Recommendations

RECOMMENDATION: It is recommended that the board approve the purchase 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: November 8, 2018
Request Number: 2019-03
Amount: $425,685.00

Item: District wide snow removal

Cost Center: General Fund – Facilities Management Cost Center

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

Description of Need:
This purchase recommendation is for a three-year contract for district wide snow removal.

Vendors:

Bennett Property Services LLC – Region 6
Kalamazoo, MI

Irish Ayres Enterprises LLC, dba Earth Works Lawn & Landscape – Region 4
Vicksburg, MI

Powers Property Management LLC – Regions 1, 2, 3 & 5
Portage, MI

Number of Proposals Requested: 38  Received: 5

Low Bid Accepted? Yes
VII.B.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: November 8, 2018
Request Number: 2019-04
Amount: $6,401,246.00

Item: Transportation Center

Cost Center: 2013 Bond

Cost Center Representative(s) Attending Board Meeting: Gary Start and Al Tyler

Description of Need:
Construction of a new transportation center was approved by voters as part of the 2013 bond. The center will be relocated from its present site next to Edison Environmental Science Academy to a new facility at 1800 Ravine Road. This relocation will create a much better environment for the students at Edison Environmental Science Academy and for the Edison neighborhood. This is particularly important since the voters approved a new building for Edison students as part of the 2018 bond. Elimination of the transportation center at the site will greatly enhance the educational environment at the new school.

Vendor:
See attached spread sheet.

Number of Proposals Requested: 292 Received: 73

Low Bid Accepted? Yes

Additional Information: Bid Amount $6,096,424.41
                      Contingency  304,821.59
                      $6,401,246.00

The original budget for the transportation center was developed in 2012. However, acquisition of a site suitable for the district’s transportation center proved to be much more difficult and time consuming than originally anticipated. Six years have elapsed since the budget was developed. Over those years, costs have increased due to a variety of factors. There were changes to the energy code to require construction of a brick building instead of less expensive metal building currently in use. A wash bay is now required, and inflation in the construction market has been significant.

As a result of these changes, the cost of this center exceeds the original budget. However, there are adequate funds generated from savings in other projects within the 2013 bond to cover the cost of this recommendation relative to the original budget. Accordingly, this project will be accommodated from funds available within the 2013 bond.
## Construction Recommendations

**Project:** TRANSPORTATION FACILITIES  
**Owner:** Kalamazoo Public Schools  
**Architect:** TowerPinkster  
**Construction Manager:** CSM Group  
**Bid Date:** September 11, 2018

<table>
<thead>
<tr>
<th>BID CATEGORY</th>
<th>RECOMMENDED CONTRACTOR</th>
<th>BID AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building Demolition &amp; Earthwork</td>
<td>LOUNSbury Excavating, Paw Paw, MI</td>
<td>$1,371,850</td>
</tr>
<tr>
<td>Concretes Foundations &amp; Flatwork</td>
<td>EARLEY &amp; ASSOCIATES, INC., Kalamazoo, MI</td>
<td>$407,410</td>
</tr>
<tr>
<td>Precast Concrete</td>
<td>KERKSTRA PRECAST, INC., Grandville, MI</td>
<td>$19,500</td>
</tr>
<tr>
<td>Masonry</td>
<td>INTEGRATED EXTERIORS, Byron Center, MI</td>
<td>$391,150</td>
</tr>
<tr>
<td>Structural Steel &amp; Miscellaneous Metals</td>
<td>DIVISION 5 METALWORKS, Kalamazoo, MI</td>
<td>$311,156</td>
</tr>
<tr>
<td>General Trades</td>
<td>HAZELHOFF BUILDERS, Kalamazoo, MI</td>
<td>$164,850</td>
</tr>
<tr>
<td>Membrane Roofing</td>
<td>GREAT LAKES SYSTEMS, INC., Jenison, MI</td>
<td>$113,726</td>
</tr>
<tr>
<td>Specialty Overhead Doors</td>
<td>OVERHEAD DOOR OF BATTLE CREEK, Battle Creek, MI</td>
<td>$48,530</td>
</tr>
<tr>
<td>Aluminum Glass &amp; Glazing</td>
<td>BATTLE CREEK GLASS WORKS, INC., Battle Creek, MI</td>
<td>$133,500</td>
</tr>
<tr>
<td>Metal Studs / Drywall / Acoustical</td>
<td>SCHEPERS BROTHERS COMPANY INC., Grand Rapids, MI</td>
<td>$172,393</td>
</tr>
<tr>
<td>Floor Covering</td>
<td>BATTLE CREEK TILE &amp; MOSAIC CO., Battle Creek, MI</td>
<td>$104,635</td>
</tr>
<tr>
<td>Painting</td>
<td>WEST MICHIGAN PAINTING, Kalamazoo, MI</td>
<td>$39,820</td>
</tr>
<tr>
<td>Vehicle Lifts</td>
<td>AMERICAN HOIST AIR &amp; LUBE EQUIPMENT CO, INC., Kalamazoo, MI</td>
<td>$16,276</td>
</tr>
<tr>
<td>Bus Wash Equipment</td>
<td>N/S CORPORATION, Inglewood, CA</td>
<td>$0</td>
</tr>
<tr>
<td>Fire Suppression</td>
<td>TOTAL FIRE PROTECTION, INC., Grand Rapids, MI</td>
<td>$67,440 ($)</td>
</tr>
<tr>
<td>Plumbing &amp; HVAC</td>
<td>R.W. LAPINE, Kalamazoo, MI</td>
<td>$536,462</td>
</tr>
<tr>
<td>Electrical &amp; Structured Cabling</td>
<td>BUET ELECTRIC, Kalamazoo, MI</td>
<td>$882,505</td>
</tr>
<tr>
<td>Asphalt Paving</td>
<td>MICHIGAN PAVING &amp; MATERIALS, CO., Kalamazoo, MI</td>
<td>$665,500</td>
</tr>
<tr>
<td>Landscaping</td>
<td>GREENSCAPE SERVICES, Springfield, MI</td>
<td>$141,835</td>
</tr>
<tr>
<td>Fencing</td>
<td>JUSTICE FENCE CO., Battle Creek, MI</td>
<td>$89,980 ($6,798)</td>
</tr>
</tbody>
</table>

**Total Amount of Award:** $6,096,424.41
TO: Board of Trustees
FROM: Michael F. Rice, Ph.D., Superintendent
DATE: November 8, 2018
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Patricia M. Gardenhire-Lamar, Clinical Social Worker, Student Services, 11/12/2018
   B. Classified
      Laura M. Alsup, Assistant School Secretary, Parkwood Upjohn Elementary School, 11/2/2018
      Paula J. Hawkes, Assistant School Secretary, Linden Grove Middle School, 11/5/2018
      Lizabel Rivera-Coriano, Assistant Bilingual School Secretary 0.7, El Sol Elementary School, 11/5/2018

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

III. Leaves of Absence
    A. Professional/Management
    B. Classified

IV. Terminations
    A. Professional/Management
    B. Classified
       Myrna T. Phillips, Lead Secretary, El Sol Elementary School, 11/14/2018,
       Resigned

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

   B. Classified
      Lisa Varnesdeel, return from maternity leave to Special Education
      Paraprofessional, Hillside Middle School, 10/29/2018
TO:        Board of Trustees
FROM:     Michael F. Rice, Ph.D.
DATE:     November 8, 2018
SUBJECT:  Resolution Authorizing 2019 Refunding Bonds

RECOMMENDATION: It is recommended that the Board adopt the attached resolution to
authorize the issuance of an amount not to exceed $12,500,000 in
refunding bonds.

RATIONALE: The resolution authorizes the issuance of bonds to refinance all or a
portion of our callable 2009 School Building and Site Bonds to the extent
that a certain degree of savings can be achieved. The resolution
establishes parameters under which the bonds will be issued. Miller,
Canfield, Paddock and Stone, bond counsel, prepared the resolution. In
general, the resolution does the following:

1. Authorizes the issuance of bonds, in one or more series, in the
aggregate principal amount of not to exceed $12,500,000, in
denominations of multiples of $5,000, maturing on May 1 of each
year, with interest payable on May 1 and November 1 of each year.

2. Authorizes the refinancing of all or a portion of the district’s 2009
bonds if the savings, on a net present value basis, are not less than
2.00% of the principal amount of the bonds to be refunded. The true
interest cost of the bonds shall not exceed 3.50%.

3. Authorizes the sale of the bonds at competitive sale. The minimum
purchase price would be 99% and the maximum price would be
105%.

4. Establishes the accounts in which the bond proceeds will be held and
from which the bonds will be repaid, consistent with state and
federal law, and provides for the use and allocation of the proceeds
of the bonds. Authorizes an escrow agreement to provide for the
retirement of the 2009 bonds at their earliest redemption.

5. Provides for the form of the bonds.

6. Contains promises to levy debt millage in an amount sufficient to
pay the bonds when due, and to take all actions within the district’s
control to maintain the tax-exempt status of the bonds.
7. Authorizes the superintendent and deputy superintendent to take the necessary steps to bring the bonds to market, including filing applications with the Department of Treasury; applying for ratings and, if desirable, bond insurance; preparing preliminary and official statements for use in connection with the sale; and publishing the notice of sale, if required.

8. Delegates to the superintendent and deputy superintendent the authority to select the dates of sale and delivery of the bonds; approve the interest rates, the maturity schedule for the bonds, and the terms and conditions under which the bonds will become subject to redemption prior to maturity; and sell the bonds pursuant to a notice of sale and a sale order to the bidder whose bid conforms to the notice of sale and provides the lowest true interest cost on the bonds.

9. Includes an undertaking to update, on an annual basis, certain financial and operating information about the district, which will be contained in the official statement.
RESOLUTION AUTHORIZING
2019 REFUNDING BONDS
(UNLIMITED TAX GENERAL OBLIGATION)

Kalamazoo Public Schools
County of Kalamazoo, State of Michigan

Minutes of a regular meeting of the board of education of the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan held on November 8, 2018 at 7:00 p.m., local time, in the board of education offices in the school district.

PRESENT: Members ________________________________________________________

____________________________________________________________________________

ABSENT: Members ________________________________________________________

The following preamble and resolution were offered by Member _____________ and supported by Member ________________.

WHEREAS, Part VI of Act 34, Public Acts of Michigan, 2001, as amended (the “Act”), permits the school district to refund all or a portion of the funded indebtedness of the school district; and

WHEREAS, the school district wishes and determines that it is in the best interest of the school district to refund all or a portion of its 2009 School Building and Site Bonds (Unlimited Tax General Obligation) (Federally Taxable - Build America Bonds - Direct Payment), dated September 8, 2009, callable on or after May 1, 2019 (the “2009 Bonds”), a summary of which is provided in Exhibit A hereto.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Bonds of the school district designated 2019 Refunding Bonds (Unlimited Tax General Obligation) (the “Bonds”), with such changes to the bond name, designation or suffix as may be appropriate, may be issued in one or more series, in the aggregate principal amount of not to exceed Twelve Million Five Hundred Thousand Dollars ($12,500,000), or such lesser amount as shall be determined by the Superintendent or the Deputy Superintendent (each an “Authorized Officer”), upon sale of the Bonds, for the purpose of refunding all or a portion of the 2009 Bonds. The issue shall consist of bonds registered as to principal and interest of the denomination of $5,000 or integral multiples thereof, be dated as of such date as shall be determined by the Authorized Officer at the time of sale of the Bonds, and numbered as determined by the Transfer Agent (as hereinafter defined). The Bonds shall mature on May 1 in the years and in the principal amounts as determined by the Authorized Officer at the time of sale. The Bonds shall bear interest at a rate or rates to be determined upon the sale thereof, but in any event not exceeding a rate of 5% per annum or a true interest cost of 3.50%, payable semi-annually on May 1 and November 1 in the years as determined by the Authorized Officer at the time of sale, provided that the net present value savings to be realized by the school district shall not be less than 2.00% of the principal amount of the 2009 Bonds to be refunded.
Interest on the Bonds shall be paid by check drawn on the Transfer Agent mailed to the registered owner of the Bonds at the registered address, as shown on the registration books of the school district maintained by the Transfer Agent. Interest shall be payable to the registered owner of record as of the fifteenth day of the month prior to the payment date for each interest payment. The date of determination of registered owner for purposes of payment of interest as provided in this paragraph may be changed by the school district to conform to market practice in the future. The principal of the Bonds shall be payable at a bank or trust company selected by the Authorized Officer, as registrar and transfer agent for the Bonds (the “Transfer Agent”) upon presentation and surrender of the appropriate Bond.

The Bonds may be issued in book-entry-only form through The Depository Trust Company in New York, New York.

The Bonds shall be sold at public competitive sale at a price not less than 99% and no more than 105% of the principal amount thereof. The Bonds may be issued as serial or term bonds or both in the manner provided in paragraphs 5 and 6 of this resolution, and if term bonds are designated by the original purchaser of the bonds, then such bonds will be subject to mandatory redemption in accordance with the maturity schedule as provided in the form of notice of sale as set forth in paragraph 6 hereof. The school district shall reserve the right to adjust, at the time of sale, the aggregate principal amount of bonds of any maturity in increments of $5,000 per maturity, as is determined to be necessary or desirable.

Unless waived by any registered owner of Bonds to be redeemed, official notice of redemption shall be given by the Transfer Agent on behalf of the school district. Such notice shall be dated and shall contain at a minimum the following information: original issue date; maturity dates; interest rates; CUSIP numbers, if any; certificate numbers (and in the case of partial redemption) the called amounts of each certificate; the redemption date; the redemption price; the place where Bonds called for redemption are to be surrendered for payment; and that interest on Bonds or portions thereof called for redemption shall cease to accrue from and after the redemption date.

In addition, further notice shall be given by the Transfer Agent in such manner as may be required or suggested by regulations or market practice at the applicable time, but no defect in such further notice nor any failure to give all or any portion of such further notice shall in any manner defeat the effectiveness of a call for redemption if notice thereof is given as prescribed herein.

The Bonds shall be signed by the manual or facsimile signatures of the president and secretary of the board of education of the school district. No Bond shall be validated until authenticated by an authorized signatory of the Transfer Agent. The Bonds shall be delivered to the Transfer Agent for authentication and be delivered by it to the purchaser in accordance with instructions from the treasurer of the school district upon payment of the purchase price for the Bonds. Executed blank bonds for registration and issuance to transferees shall simultaneously, and from time to time thereafter as necessary, be delivered to the Transfer Agent for safekeeping.

2. Unless the school district establishes a common debt retirement fund as provided by law for all bonds of like character of the school district, the treasurer shall open a special
depositary account for the Bonds with a bank to be designated the 2019 Refunding Bonds Debt Retirement Fund (the “Debt Retirement Fund”). All proceeds from taxes levied for the payment of the principal of, interest on and redemption premium, if any, for the Bonds shall be deposited into the Debt Retirement Fund or the common debt retirement fund, if one is established. If a Debt Retirement Fund is established, the moneys deposited in the fund shall be used solely for the purpose of paying the principal of, interest on and redemption premium, if any, for the Bonds. If the school district establishes a common debt retirement fund, the moneys deposited in that fund shall be used solely for the payment of the principal of and interest on the Bonds and other bonds of like character of the school district payable from the common debt retirement fund. The accrued interest, if any, and to the extent not deposited in the Escrow Fund (defined below), any premium received upon delivery of the Bonds shall also be deposited in the Debt Retirement Fund.

3. Proceeds of the Bonds shall be used to pay the costs of issuance of the Bonds and to secure payment of the 2009 Bonds to be refunded as provided in this paragraph. From the proceeds of the Bonds there shall be set aside a sum sufficient to pay the costs of issuance of the Bonds in a fund designated the 2019 Refunding Bonds Costs of Issuance Fund (the “Costs of Issuance Fund”) which shall be established with the Trustee identified below. Moneys in the Costs of Issuance Fund shall be used solely to pay expenses of issuance of the Bonds. Any amounts remaining in the Costs of Issuance Fund after payment of issuance expenses shall be transferred to the Debt Retirement Fund for the Bonds. The balance of the proceeds of the Bonds, together with any moneys transferred by the school district at the time of sale of the Bonds from the debt retirement fund for the 2009 Bonds, and any other available funds provided by the school district, shall be held in cash or invested in direct obligations of or obligations the principal of and interest on which are unconditionally guaranteed by the United States of America or other obligations the principal of and interest on which are fully secured by the foregoing (the “Escrow Funds”) and used to pay principal of and interest on the 2009 Bonds to be refunded. The Escrow Funds shall be held by a bank or trust company, as Trustee (the “Trustee”), in trust pursuant to an Escrow Agreement (the “Escrow Agreement”) which shall irrevocably direct the Trustee to take all necessary steps to call for redemption that portion of the 2009 Bonds specified by the Authorized Officer upon sale of the Bonds, including publication and mailing of redemption notices, on any date specified by the Authorized Officer on which the 2009 Bonds may be called for redemption. The investment held in the Escrow Funds shall be such that the principal and interest payments received thereon will be sufficient, without reinvestment, to pay the principal of and interest on the 2009 Bonds to be refunded as they become due pursuant to maturity or the call for redemption required by this paragraph, and the Authorized Officer is hereby authorized to select and retain on behalf of the school district a Trustee to serve under the Escrow Agreement.

4. Commencing with the fiscal year beginning July 1, 2019, it shall be the duty of the school district to levy a tax annually in an amount sufficient so that the estimated collections therefrom will be sufficient to pay promptly when due the principal of and interest becoming due on the Bonds prior to the time of the next year’s tax levy, which tax levies shall not be subject to limitation as to rate or amount.

5. The Bonds shall be in substantially the following form, with such changes as are authorized by the terms of this resolution or necessary to complete the provisions thereof:

RESOLUTION AUTHORIZING 2019 REFUNDING BONDS
UNITED STATES OF AMERICA  
STATE OF MICHIGAN  
COUNTY OF KALAMAZOO

KALAMAZOO PUBLIC SCHOOLS  
2019 REFUNDING BOND  
(UNLIMITED TAX GENERAL OBLIGATION)

<table>
<thead>
<tr>
<th>INTEREST RATE</th>
<th>MATURITY DATE</th>
<th>ORIGINAL ISSUE</th>
<th>CUSIP</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>May 1, 20__</td>
<td>____________, 2019</td>
<td></td>
</tr>
</tbody>
</table>

Registered Owner: ______________

Principal Amount: ____________________________ Dollars

The Kalamazoo Public Schools, County of Kalamazoo, State of Michigan (the “school district”), acknowledges itself to owe and for value received hereby promises to pay to the Registered Owner specified above, or registered assigns, the Principal Amount specified above, in lawful money of the United States of America on the Maturity Date specified above, unless prepaid prior thereto as hereinafter provided, with interest thereon (computed on the basis of a 360-day year consisting of twelve 30-day months) from the Date of Original Issue specified above or such later date to which interest has been paid, until paid, at the Interest Rate per annum specified above, first payable on _______ 1, 20__ and semiannually thereafter. Principal of this bond is payable at the __________ office of ______________, _______, Michigan, or such other transfer agent as the school district may hereafter designate by notice mailed to the registered owner hereof not less than sixty (60) days prior to any interest payment date (the “Transfer Agent”). Interest on this bond is payable by check or draft mailed by the Transfer Agent to the person or entity who is, as of the 15th day of the month preceding each interest payment date, the registered owner, at the registered address.

This bond is one of a series of bonds of even date of original issue aggregating the principal sum of $________ issued under and in pursuance of the provisions of Act 451, Public Acts of Michigan, 1976, as amended, and Act 34, Public Acts of Michigan, 2001, as amended, and a resolution duly adopted by the board of education of the school district on November 8, 2018 for the purpose of refunding a portion of a certain outstanding prior bond issue of the school district.

The full faith, credit and resources of the school district are pledged for the payment hereof, and the school district is obligated to levy annually sufficient taxes to provide for the payments of the interest when due and principal of the bonds of this issue as they mature or become subject to redemption, without limitation as to rate or amount.

Bonds of this issue shall not be subject to optional redemption prior to maturity.
[Insert mandatory term bond redemption provisions, if needed]

In case less than the full amount of an outstanding bond is called for redemption, the Transfer Agent, upon presentation of the bond called in part for redemption, shall register, authenticate and deliver to the registered owner of record a new bond in the principal amount of the portion of the original bond not called for redemption.

Notice of redemption of any bond shall be given at least 30 days and not more than 60 days prior to the date fixed for redemption by mail to the registered holder or holders at the registered addresses shown on the registration books kept by the Transfer Agent. Bonds shall be called for redemption in multiples of $5,000, and bonds of denominations of more than $5,000 shall be treated as representing the number of bonds obtained by dividing the denomination of the bond by $5,000, and such bonds may be redeemed in part. The notice of redemption for bonds redeemed in part shall state that upon surrender of the bond to be redeemed a new bond or bonds in aggregate principal amount equal to the unredeemed portion of the bond surrendered shall be issued to the registered holder thereof. No further interest shall accrue on the bonds or portions of bonds called for redemption after the date fixed for redemption, whether presented for redemption or not, provided funds are on hand with the Transfer Agent to redeem the same.

Any bond may be transferred by the registered owner, in person or by the registered owner’s authorized attorney or legal representative, upon surrender of the bond to the Transfer Agent for cancellation, together with a duly executed written instrument of transfer in a form approved by the Transfer Agent. Whenever any bond is surrendered for transfer, the Transfer Agent shall authenticate and deliver a new bond or bonds, in like aggregate principal amount, interest rate and maturity. The Transfer Agent shall require the registered owner requesting the transfer to pay any tax or other governmental charge required to be paid with respect to the transfer. The Transfer Agent will not be required to (i) issue, register the transfer of or exchange any bond during a period beginning at the opening of business 15 days before the day of the mailing of a notice of redemption of bonds selected for redemption and ending at the close of business on the day of that mailing, or (ii) register the transfer of or exchange any bond selected for redemption in whole or in part, except the unredeemed portion of bonds being redeemed in part.

It is hereby certified and recited that all acts, conditions and things required to be done, exist and happen, precedent to and in the issuance of this bond and the series of bonds of which this is one, in order to make them valid and binding obligations of said school district have been done, exist and have happened in regular and due form and time as provided by law, and that the total indebtedness of said school district, including this bond and the series of bonds of which this is one, does not exceed any constitutional or statutory limitation.

This bond is not valid or obligatory for any purpose until the Transfer Agent’s Certificate of Authentication on this bond has been executed by the Transfer Agent.
IN WITNESS WHEREOF, the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan, by its board of education has caused this bond to be signed in the name of the school district by the facsimile signatures of the President and the Secretary of the board of education, all as of the Date of Original Issue.

KALAMAZOO PUBLIC SCHOOLS

By: [Facsimile] Its President

By: [Facsimile] Its Secretary

[FORM OF TRANSFER AGENT’S CERTIFICATE OF AUTHENTICATION]

Certificate of Authentication

This bond is one of the bonds described in the within-mentioned resolution.

____________________________________
Transfer Agent

By: ________________________________
Authorized Signature

Date of Authentication: ________________

[End of Bond Form]

6. The Authorized Officer is authorized to fix a date of sale for the Bonds and to publish a notice of sale of the Bonds in the Bond Buyer, New York, New York, which notice of sale shall be in substantially the form attached hereto as Exhibit C. The Authorized Officer is hereby authorized on behalf of the school district to award the sale of the Bonds to the bidder whose bid meets the requirements of law and which produces the lowest true interest cost to the school district computed in accordance with the terms of the official notice of sale as published. The Authorized Officer is hereby authorized to execute a sale order approving the sale and to
adjust the final Bond details to the extent necessary or convenient to complete the transaction authorized in this Resolution, and in pursuance of the foregoing are authorized to exercise the authority and make the determinations authorized pursuant to Section 315(1)(d) of the Act, including but not limited to, determinations regarding interest rates, prices, discounts, maturities, principal amounts, denominations, dates of issuance, interest payment dates, redemption rights, the place of delivery and payment, designation of series, and other matters, all subject to the parameters established in this Resolution.

7. The Authorized Officer shall cause preliminary and final official statements describing the Bonds to be prepared and circulated to prospective purchasers of the Bonds, and are individually authorized to apply for bond ratings from such municipal bond rating agencies if deemed appropriate, and apply for and purchase a policy of municipal bond insurance, if deemed appropriate by the school district’s municipal advisor and bond counsel.

The Authorized Officer is individually authorized to approve preliminary and final official statements relating to the Bonds as is deemed appropriate by the school district’s municipal advisor and bond counsel. The president of the board of education, Superintendent or the Deputy Superintendent are authorized and directed to execute and deliver an Official Statement on behalf of the school district and to approve, execute and deliver any amendments and supplements to any Official Statement necessary to assure that the statements therein are, and as of the time the Bonds are delivered to the Underwriter will be true, and that it does not contain any untrue statement of a material fact and does not omit to state a material fact necessary in order to make the statements therein, in light of the circumstances under which they were made, not misleading.

8. The school district hereby covenants, in accordance with the provisions of Rule 15c2-12, as may be amended (the “Rule”), promulgated by the Securities and Exchange Commission (the “SEC”), to provide or cause to be provided the information set forth in Exhibit B attached hereto as such Exhibit may be revised by the Authorized Officer as required by the Rule prior to delivery of the Bonds.

9. The school district hereby covenants that, to the extent permitted by law, it shall take all actions within its control necessary to maintain the exclusion of the interest on the Bonds from adjusted gross income for federal income purposes under the Internal Revenue Code of 1986, as amended (the “Code”) including, but not limited to, actions relating to the rebate or arbitrage earnings, if applicable, and the expenditure and investment of Bond proceeds and moneys deemed to be Bond proceeds.

10. The representation of the school district by Miller, Canfield, Paddock and Stone, P.L.C. as bond counsel is hereby approved, notwithstanding Miller Canfield’s periodic representation in unrelated matters of other potential parties to the transaction authorized herein.

11. The school district hereby appoints PFM Financial Advisors LLC to act as municipal advisor to the school district with respect to the Bonds.
12. The officers, administrators, agents and attorneys of the school district are authorized and directed to execute and deliver all other agreements, documents and certificates and to take all other actions necessary to complete the issuance and delivery of the Bonds in accordance with this Resolution, including filing applications for prior approval or waivers, including rating waivers, and a Security Report with the Michigan Department of Treasury pursuant to the Act. The officers, administrators, agents and attorneys of the school district are authorized and directed to pay costs of issuance including bond counsel fees, municipal advisor fees, rating agency fees, transfer agent fees, escrow agent fees, verification agent fees, costs of printing the preliminary and final official statements, purchase of securities for the purpose of funding the Escrow, and any other costs necessary to accomplish the sale and delivery of the Bonds.

13. 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.

____________________________________
Jennie Hill 
Secretary, Board of Education

I hereby certify that the foregoing constitutes a true and complete copy of a resolution adopted by the Board of Education of the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan, at a regular meeting held on November 8, 2018, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

____________________________________
Jennie Hill 
Secretary, Board of Education
### EXHIBIT A

**SUMMARY OF THE BONDS TO BE REFUNDED**

2009 School Building and Site Bonds  
(Unlimited Tax General Obligation)  
(Federally Taxable - Build America Bonds - Direct Payment)

<table>
<thead>
<tr>
<th>Principal Maturity Date</th>
<th>Amount</th>
<th>Interest Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>$ 925,000</td>
<td>5.100%</td>
</tr>
<tr>
<td>2021</td>
<td>1,000,000</td>
<td>5.250</td>
</tr>
<tr>
<td>2022</td>
<td>1,025,000</td>
<td>5.430</td>
</tr>
<tr>
<td>2023</td>
<td>1,050,000</td>
<td>5.550</td>
</tr>
<tr>
<td>2026*</td>
<td>3,450,000</td>
<td>5.875</td>
</tr>
<tr>
<td>2029*</td>
<td>3,800,000</td>
<td>6.100</td>
</tr>
</tbody>
</table>

* Term Bonds

The 2009 Bonds or portions of the 2009 Bonds maturing on or after May 1, 2020 are subject to redemption prior to maturity, at the option of the school district, in any order of maturity and by lot within a single maturity, on any date on or after May 1, 2019, at par and accrued interest to the date fixed for redemption.
EXHIBIT B

FORM OF CONTINUING DISCLOSURE UNDERTAKING

This Continuing Disclosure Undertaking (the “Undertaking”) is executed and delivered by the Kalamazoo Public Schools, County of Kalamazoo, State of Michigan (the “School District”), in connection with the issuance of its 2019 Refunding Bonds (Unlimited Tax General Obligation) (the “Bonds”). The School District covenants and agrees for the benefit of the Bondholders, as hereinafter defined, as follows:

(a) **Definitions.** The following terms used herein shall have the following meanings:

   “Audited Financial Statements” means the annual audited financial statement pertaining to the School District prepared by an individual or firm of independent certified public accountants as required by Act 2, Public Acts of Michigan, 1968, as amended, which presently requires preparation in accordance with generally accepted accounting principles.

   “Bondholders” shall mean the registered owner of any Bond or any person (a) with the power, directly or indirectly, to vote or consent with respect to, or to dispose of ownership of, any Bond (including any person holding a Bond through a nominee, depository or other intermediary) or (b) treated as the owner of any Bond for federal income tax purposes.

   “EMMA” shall mean the MSRB’s Electronic Municipal Market Access District, or such other District, Internet Web site, or repository hereafter prescribed by the MSRB for the submission of electronic filings pursuant to the Rule.

   “MSRB” means the Municipal Securities Rulemaking Board.

   “Rule” means Rule 15c2-12 promulgated by the SEC pursuant to the Securities Exchange Act of 1934, as amended.

   “SEC” means the United States Securities and Exchange Commission.

(b) **Continuing Disclosure.** The School District hereby agrees, in accordance with the provisions of the Rule, to provide or cause to be provided to the MSRB through EMMA, on or before the last day of the 6th month after the end of the fiscal year of the School District, commencing with the fiscal year ending June 30, 2019, in an electronic format as prescribed by the MSRB:

   (1) Certain annual financial information and operating data reasonably available to the School District in form and substance similar to the information contained in the official statement of the School District relating to the Bonds (the “Official Statement”) appearing in the Tables in the Official Statement as described below: [Headings to be conformed to Official Statement when available.]
a. ENROLLMENT – Historical Enrollment;
b. STATE AID PAYMENTS;
c. PROPERTY VALUATIONS – History of Valuations;
d. MAJOR TAXPAYERS;
e. SCHOOL DISTRICT TAX RATES - (Per $1,000 of Valuation);
f. TAX LEVIES AND COLLECTIONS;
g. RETIREMENT PLAN – MPSERS CONTRIBUTION;
h. LABOR RELATIONS;
i. DEBT STATEMENT – DIRECT DEBT;
j. LEGAL DEBT MARGIN;
k. General Fund Budget Summary.

(2) The Audited Financial Statements. Provided, however, that if the Audited Financial Statements are not available by the date specified above, they shall be provided when available and unaudited financial statements will be filed by such date and the Audited Financial Statements will be filed as soon as available.

Such annual financial information and operating data described above are expected to be provided directly by the School District or by specific reference to other documents available to the public through EMMA or filed with the SEC, including official statements of debt issues of the School District or related public entities.

If the fiscal year of the School District is changed, the School District shall send a notice of such change to the MSRB through EMMA, prior to the earlier of the ending date of the fiscal year prior to such change or the ending date of the fiscal year as changed.

(c) Notice of Failure to Disclose. The School District agrees to provide or cause to be provided, in a timely manner, to the MSRB through EMMA, in an electronic format as prescribed by the MSRB, notice of a failure by the School District to provide the annual financial information with respect to the School District described in subsection (b) above on or prior to the dates set forth in subsection (b) above.

(d) Occurrence of Events. The School District agrees to provide or cause to be provided to the MSRB through EMMA, in an electronic format as prescribed by the MSRB, in a timely manner not in excess of ten business days after the occurrence of the event, notice of the occurrence of any of the following events listed in (b)(5)(i)(C) of the Rule with respect to the Bonds:

(1) principal and interest payment delinquencies;
(2) non-payment related defaults, if material;
(3) unscheduled draws on debt service reserves reflecting financial difficulties;
(4) unscheduled draws on credit enhancements reflecting financial difficulties;
(5) substitution of credit or liquidity providers, or their failure to perform;
(6) adverse tax opinions, the issuance by the Internal Revenue Service of
proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the Bonds, or other material events affecting the tax status of the Bonds;

(7) modifications to rights of holders of the Bonds, if material;
(8) bond calls, if material, and tender offers;
(9) defeasances;
(10) release, substitution, or sale of property securing repayment of the Bonds, if material;
(11) rating changes;
(12) bankruptcy, insolvency, receivership or similar event of the School District, which is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for the School District in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the School District, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the School District;
(13) the consummation of a merger, consolidation, or acquisition involving the School District or the sale of all or substantially all of the assets of the School District, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material; or
(14) appointment of a successor or additional trustee or the change of name of a trustee, if material.

(e) Materiality Determined Under Federal Securities Laws. The School District agrees that its determination of whether any event listed in subsection (d) is material shall be made in accordance with federal securities laws.

(f) Identifying Information. All documents provided to the MSRB through EMMA shall be accompanied by the identifying information prescribed by the MSRB.

(g) Termination of Reporting Obligation. The obligation of the School District to provide annual financial information and notices of material events, as set forth above, shall be terminated if and when the School District no longer remains an “obligated person” with respect to the Bonds within the meaning of the Rule, including upon legal defeasance of all Bonds.

(h) Benefit of Bondholders. The School District agrees that its undertaking pursuant to the Rule set forth in this Undertaking is intended to be for the benefit of the Bondholders and shall be enforceable by any Bondholder; provided that, the right to enforce the provisions of this
Undertaking shall be limited to a right to obtain specific enforcement of the School District’s obligations hereunder and any failure by the School District to comply with the provisions of this Undertaking shall not constitute a default or an event of default with respect to the Bonds.

   (i) Amendments to the Undertaking. Amendments may be made in the specific types of information provided or the format of the presentation of such information to the extent deemed necessary or appropriate in the judgment of the School District, provided that the School District agrees that any such amendment will be adopted procedurally and substantively in a manner consistent with the Rule, including any interpretations thereof by the SEC, which, to the extent applicable, are incorporated herein by reference. Such interpretations currently include the requirements that (a) the amendment may only be made in connection with a change in circumstances that arises from a change in legal requirements, change in law, or change in the identity, nature, or status of the School District or the type of activities conducted thereby, (b) the undertaking, as amended, would have complied with the requirements of the Rule at the time of the primary offering of the Bonds, after taking into account any amendments or interpretations of the Rule, as well as any change in circumstances, and (c) the amendment does not materially impair the interests of Bondholders, as determined by parties unaffiliated with the School District (such as independent legal counsel), but such interpretations may be changed in the future. If the accounting principles to be followed by the School District in the preparing of the Audited Financial Statements are modified, the annual financial information for the year in which the change is made shall present a comparison between the financial statements as prepared on the prior basis and the statements as prepared on the new basis, and otherwise shall comply with the requirements of the Rule, in order to provide information to investors to enable them to evaluate the ability of the School District to meet its obligations. A notice of the change in accounting principles shall be sent to the MSRB through EMMA.

   (j) Municipal Advisory Council of the State of Michigan. The school district shall also file by electronic or other means any information or notice required to be filed with the MSRB through EMMA pursuant to this Undertaking in a timely manner with the Municipal Advisory Council of the State of Michigan.

IN WITNESS WHEREOF, the School District has caused this Undertaking to be executed by its authorized officer.

KALAMAZOO PUBLIC SCHOOLS
County of Kalamazoo
State of Michigan

By _____________________________
Its ______________________________

Dated: _____________, 2019
EXHIBIT C

FORM OF
OFFICIAL NOTICE OF SALE

$9,920,000*
KALAMAZOO PUBLIC SCHOOLS
COUNTY OF KALAMAZOO, STATE OF MICHIGAN
2019 REFUNDING BONDS
(UNLIMITED TAX GENERAL OBLIGATION)
*Subject to adjustment as set forth in this Notice of Sale

SEALED BIDS for purchase of the above bonds will be received by the undersigned at the offices of the School District located at 1220 Howard Street, Kalamazoo, Michigan 49008 on ____________, the ___ day of ___________, 2019 until __:__ a.m., local time, at which time and place said bids will be publicly opened and read. The award or rejection of bids will occur within twenty-four hours after the time of sale.

SEALED BIDS will also be received on the same date and until the same time at the offices of the Municipal Advisory Council of Michigan (the “MAC”), 535 Griswold, Suite 1850, Detroit, Michigan 48226, when, simultaneously, the bids will be opened and read.

FAXED BIDS: Signed bids may be submitted by fax to the School District at fax number (269) 337-0115, Attention: Deputy Superintendent or to the MAC at (313) 963-0943, provided that faxed bids must arrive before the time of sale, the bidder bears all risks of transmission failure.

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 PROVISIONS OF THIS NOTICE OF SALE SHALL CONFLICT WITH THE INFORMATION PROVIDED BY BIDCOMP/PARITY, AS THE APPROVED PROVIDER OF ELECTRONIC BIDDING SERVICES, THIS NOTICE OF SALE SHALL CONTROL.

Bidders may choose any means or location to present bids but a bidder may not present a bid in more than one location or by more than one means.

BOND DETAILS: The bonds will be registered bonds of the denomination of $5,000 or multiples thereof not exceeding for each maturity the maximum principal amount of that maturity, originally dated as of the date of delivery, numbered in order of registration, and will bear interest from their date payable on November 1, 2019 and semiannually thereafter.
The bonds will mature on the 1st day of May in each of the years and in the amounts, as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>$ 655,000</td>
<td>2025</td>
<td>$ 1,035,000</td>
</tr>
<tr>
<td>2021</td>
<td>855,000</td>
<td>2026</td>
<td>1,085,000</td>
</tr>
<tr>
<td>2022</td>
<td>890,000</td>
<td>2027</td>
<td>1,140,000</td>
</tr>
<tr>
<td>2023</td>
<td>920,000</td>
<td>2028</td>
<td>1,175,000</td>
</tr>
<tr>
<td>2024</td>
<td>980,000</td>
<td>2029</td>
<td>1,185,000</td>
</tr>
</tbody>
</table>

*ADJUSTMENT OF TOTAL PAR AMOUNT OF BONDS AND PRINCIPAL MATURITIES:* The School District reserves the right to adjust the aggregate principal amount of the bonds after receipt of the bids and prior to final award, if necessary, so that the purchase price of the bonds will provide an amount determined by the School District to be sufficient to defease and refund the bonds to be refunded within the parameters established by the School District’s board of education and to pay costs of issuance of the bonds. The adjustments, if necessary, will be in increments of $5,000 per maturity. The purchase price will be adjusted proportionately to the increase or decrease in issue size, but the interest rates specified by the successful bidder for all maturities will not change. The successful bidder may not withdraw its bid as a result of any changes made within these limits.

*ADJUSTMENT TO PURCHASE PRICE:* Should any adjustment to the aggregate principal amount of the bonds be made by the School District, the purchase price of the bonds will be adjusted by the School District proportionally to the adjustment in principal amount of the bonds. The adjusted purchase price will reflect changes in the dollar amount of the underwriter’s discount and original issue discount/premium, if any, but will not change the per-bond underwriter’s discount as calculated from the bid and initial reoffering prices.

INTEREST RATE AND BIDDING DETAILS: The bonds shall bear interest at rate or rates not exceeding five percent (5%) per annum, to be fixed by the bids therefor, expressed in multiples of 1/8 or 1/100 of 1%, or both. The interest on any one bond shall be at one rate only and all bonds maturing in any one year must carry the same interest rate. THE INTEREST BORNE BY BONDS MATURING IN ANY ONE YEAR SHALL NOT BE LESS THAN THE INTEREST RATE BORNE BY BONDS MATURING IN THE PRECEDING YEAR. The difference between the highest and lowest interest rates bid shall not exceed two percent (2%) per annum. No proposal for the purchase of less than all of the bonds or at a price less than 99% or more than 105% of their par value will be considered.

NO OPTIONAL REDEMPTION OF BONDS: The Bonds shall not be subject to optional redemption prior to maturity.

TERM BOND OPTION: The initial purchaser of the bonds may designate any one or more maturities as term bonds and the consecutive maturities to be aggregated in the term bonds. The amounts of the maturities which are aggregated in a designated term bond shall be subject to mandatory redemption on May 1 of the years and in the amounts set forth in the above maturity schedule at a redemption price of par, plus accrued interest to the date of mandatory redemption. Term bonds or portions thereof mandatorily redeemed shall be selected by lot. Any such
designation must be made within one hour after the deadline for the submission of bids.

**BOOK-ENTRY ONLY:** The bonds will be issued in book-entry only form as one fully registered bond per maturity and will be registered in the name of Cede & Co., as bondholder and nominee for The Depository Trust Company ("DTC"), New York, New York. DTC will act as securities depository for the bonds. Purchase of the bonds will be made in book-entry-only form, in the denomination of $5,000 or any multiple thereof. Purchasers will not receive certificates representing their interest in bonds purchased. It will be the 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 bonds.

**TRANSFER AGENT AND REGISTRATION:** Principal shall be payable at the principal corporate trust office of [____________________________________________] Detroit, Michigan, or such other transfer agent as the School District may hereafter designate by notice mailed to the registered owner of record not less than 60 days prior to an interest payment date. Interest shall be paid by check mailed to the registered owner of record as shown on the registration books of the School District as of the 15th day prior to an interest payment date. The bonds will be transferred only upon the registration books of the School District kept by the transfer agent.

**PURPOSE AND SECURITY:** The bonds are authorized for the purpose of refunding a portion of a certain outstanding prior bond issue of the School District. The bonds will be a full faith and credit unlimited tax general obligation of the School District. The principal of and interest on the Bonds are payable from the proceeds of ad valorem taxes levied on all taxable property in the School District which may be levied without limitation as to rate or amount. The rights or remedies of bondholders 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.

**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 one percent (1%) of the final aggregate principal amount of the Bonds, 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 as instructed by 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 Bonds. 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 Bonds shall be made at the closing.

**AWARD OF BONDS-TRUE INTEREST COST:** The bonds 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 November 1, 2019 and semiannually thereafter) necessary to discount the debt service payments from their respective
payment date to ____________, 2019, in an amount equal to the price bid, excluding accrued interest, if any.

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 bonds at the delivery thereof. The fees of Miller, Canfield, Paddock and Stone, P.L.C. for services rendered in connection with such approving opinion are expected to be paid from bond proceeds. Except to the extent necessary to issue its approving opinion as to validity of the above bonds, 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 bonds, and accordingly will not express any opinion with respect to the accuracy or completeness of any such financial documents, statements or materials. In submitting a bid for the bonds, the bidder agrees to the representation of the School District by Miller, Canfield, Paddock and Stone, P.L.C., as bond counsel.

TAX MATTERS: In the opinion of Miller, Canfield, Paddock and Stone, P.L.C., bond counsel, under existing law, assuming compliance with certain covenants, interest on the bonds is excludable from gross income for federal income tax purposes as described in the opinion, and the bonds and interest thereon are exempt from all taxation by the State of Michigan or any taxing authority within the State of Michigan except inheritance and estate taxes and taxes on gains realized from the sale, payment or other disposition thereof.

ISSUE PRICE: As set forth in the Preliminary Official Statement, each bidder agrees by submission of its bid to assist the School District in establishing the issue price of the bonds under the terms outlined in Appendix ___ of the Preliminary Official Statement and the winning bidder shall execute and deliver to the School District at closing written evidence identifying the “Issue Price” as defined in the provisions of Treasury Regulation Section 1.148-1 for the bonds or similar certificate setting forth the reasonably expected initial offering price to the public or the sales price or prices of the bonds, together with the supporting pricing wires or equivalent communications, with such modifications as may be appropriate or necessary, in the reasonable judgment of the Purchaser, the School District and Bond Counsel. All actions to be taken by the School District to establish the Issue Price of the bonds may be taken on behalf of the School District by the School District’s municipal advisor identified in the Official Statement (PFM Financial Advisors LLC) and any notice or report to be provided to the School District may be provided to the School District’s municipal advisor.

The School District intends that the provisions of Treasury Regulation Section 1.148-1(f)(3)(i) (defining “competitive sale” for purposes of establishing the issue price of the bonds) will apply to the initial sale of the bonds (as set forth below, the “Competitive Sale Requirements”), such that the issue price of each maturity of the bonds is established based on the initial offering prices of such maturities. The Competitive Sale Requirements will be met if:

a. the School District disseminates this Notice of Sale to potential underwriters in a manner that is reasonably designed to reach potential underwriters;
b. all bidders have an equal opportunity to bid;

c. the School District receives bids from at least three underwriters of municipal bonds who have established industry reputations for underwriting new issuances of municipal bonds; and

d. the School District awards the sale of the bonds to the bidder who submits a firm offer to purchase the bonds at the lowest true interest cost, as set forth in this Notice of Sale.

However, in the event that the Competitive Sale Requirements are not met, and the lowest qualified bidder is purchasing the Bonds as an Underwriter (as defined in Appendix __ of the Preliminary Official Statement) and is not purchasing the bonds with the intent to hold the Bonds for its own account (such that the issue price of the bonds will equal the purchase price of the Bonds), then on the date the School District awards the sale of the bonds the School District and the purchaser shall agree to the process by which issue price will be established, as described in Appendix __ of the Preliminary Official Statement, and execute the Agreement in Schedule II of Appendix __ of the Preliminary Official Statement on the date the School District awards the sale of the bonds. The winning bidder must agree to execute the applicable Issue Price Certificate in Appendix __ of the Preliminary Official Statement depending on the sale results.

DELIVERY OF BONDS: The School District will furnish bonds ready for execution at its expense. Bonds will be delivered without expense to the purchaser through DTC in New York, New York, or such other place to be agreed upon. The usual closing documents, including a certificate that no litigation is pending affecting the issuance of the bonds, will be delivered at the time of delivery of the bonds. If the bonds are not tendered for delivery by Noon, prevailing Eastern Time, on the 45th day following the date of sale, or the first business day thereafter if said 45th day is not a business day, the successful bidder may on that day, or any time thereafter until delivery of the bonds, withdraw its proposal by serving notice of cancellation, in writing, on the undersigned in which event the School District shall promptly return the good faith deposit. Payment for the bonds shall be made in immediately available funds.

CONTINUING DISCLOSURE: As described in greater detail in the Official Statement, the School District will agree to provide or cause to be provided, in accordance with the requirements of Rule 15c2-12, as may be amended, promulgated by the Securities and Exchange Commission, (i) on or prior to the first day of the sixth month following the end of the fiscal year of the School District, commencing with the fiscal year ending June 30, 2019, certain annual financial information and operating data or data of substantially the same nature, including audited financial statements for the preceding fiscal year, (or if audited financial statements are not available, unaudited financial statements) generally consistent with the information contained or cross-referenced in the Official Statement relating to the bonds, (ii) timely notice of the occurrence of certain material events with respect to the bonds and (iii) timely notice of a failure by the School District to provide the required annual financial information on or before the date specified in (i) above.

BOND INSURANCE AT PURCHASER’S OPTION: If the Bonds qualify for issuance of any policy of municipal bond insurance or commitment therefor at the option of the bidder/purchaser, the purchase of any such insurance policy or the issuance of any such commitment shall be at the
sole option and expense of the purchaser of the Bonds. Any increased costs of issuance of the bonds resulting from such purchase of insurance shall be paid by the purchaser, except that, if the School District has requested and received a rating on the bonds from a rating agency, the School District will pay the fee for the requested rating. Any other rating agency fees shall be the responsibility of the purchaser. FAILURE OF THE MUNICIPAL BOND INSURER TO ISSUE THE POLICY AFTER THE BONDS HAVE BEEN AWARDED TO THE PURCHASER SHALL NOT CONSTITUTE CAUSE FOR FAILURE OR REFUSAL BY THE PURCHASER TO ACCEPT DELIVERY OF THE BONDS FROM THE SCHOOL DISTRICT.

CUSIP NUMBERS: It is anticipated that CUSIP identification numbers will be printed on the bonds, but neither the failure to print such numbers on any bonds nor any error with respect thereto shall constitute cause for a failure or refusal by the purchaser thereof to accept delivery of and pay for the bonds. All expenses in relation to the printing of CUSIP numbers on the bonds shall be paid for by the School District; provided, however, that the CUSIP Service Bureau charge for the assignment of such numbers shall be the responsibility of and shall be paid for by the purchaser.

OFFICIAL STATEMENT: The School District will provide the winning bidder with a reasonable number of final Official Statements within 7 business days from the date of sale so as to permit the underwriter to comply with the Securities and Exchange Commission Rule 15c2-12. Additional copies of the Official Statement will be supplied by PFM Financial Advisors LLC, Ann Arbor, Michigan, municipal advisor to the School District, upon request and agreement by the underwriter to pay the cost of additional copies. Requests for additional copies should be made to the municipal advisor within 24 hours of the date of sale.

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.

MUNICIPAL ADVISOR: Further information relating to the bonds may be obtained from PFM Financial Advisors LLC, 555 Briarwood Circle, Suite 333, Ann Arbor, Michigan, 48108. Telephone: (734) 994-9700, Facsimile: (734) 994-9710.

ENVELOPES: containing the bids should be plainly marked “PROPOSAL FOR KALAMAZOO PUBLIC SCHOOLS 2019 REFUNDING BONDS (UNLIMITED TAX GENERAL OBLIGATION).”

THE RIGHT IS RESERVED TO REJECT ANY OR ALL BIDS.

Michael F. Rice, Ph.D.
Superintendent
KALAMAZOO PUBLIC SCHOOLS
November 20, 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, November 29, 2018 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

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. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      November 8, 2018 Board Dinner Meeting Minutes
      November 8, 2018 Regular Meeting Minutes
   B. Business and Financial Reports
      Purchase Recommendations 2019-05, 2019-06, and 2019-07
   C. Personnel Items
      Personnel Changes
   D. Other

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

IX. Reports and Recommendations
   A. Policy 8.10 - State Mandated Prohibition on Abortion Referral or Assistance – First Reading
   B. Policy 4.3 – Graduation Requirements – First Reading
   C. Middle and High School Course and Program Recommendations for 2019-20 – First Reading
   D. Annual State of the Schools Report

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, December 20, 2018
President Patti Sholler-Barber called the dinner meeting to order at 5:40 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:
   - The Kalamazoo Abraham Lincoln Project;
   - Sister Act at Kalamazoo Central (November 9,10,11,16 and 17);
   - Mamma Mia! At Loy Norrix (November 9,10,11,16, and 17);
   - Bond refinancing;
   - ALICE on-line and hands-on training;
   - Diverse Classroom Libraries; and
   - Article.

   No action was taken on the aforementioned items.

2. Article shared with Board members but not discussed given time constraints:
   - **Bridge** – What Michigan schools will look like under Governor Whitmer or Schuette.

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 November 8, 2018 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

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

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

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented:

- Greenwood Elementary School turnaround students: Delaney Bennett, Camille Lambert, Taylor Lindsey (unable to attend), and Bentley Sutton (unable to attend), first grade; and Devon’nier Hamilton, Adriana Nonato, and Jai’sean Page, second grade.


Also recognized but unable to attend:

- Seth Bilbrey, Jr., Amari Dixon, Jr., Deondre Falls, Jr., Elijah Foster, Justin Reed, and Antwon Rolland II, juniors; Kavon Ford, Sam Henley, Kevin Moore, William Reed II, Jayquan Thompson, Mai’er Trice, and Maurice Wasson, seniors.

Also in attendance and introduced were Greenwood Elementary School Principal Sylvia Washington and staff members Gail Bunschoten, Christy Roth, Kira Griggs, Katie Call, Katie Fawley, and Kelly DeLorge; Kalamazoo Central High School Principal Valerie Boggsan; Kalamazoo Central Athletic Director Dylan Patterson; Kalamazoo Central head football coach Carlton Brewster; and football staff Lamar Marshall, Montrell Baker, Amonte McDonald, Uriel Tyler, Mark McCoy, Sean Bradshaw, and Oscar Hall. 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 October 26 through November 8, 2018. (File #9.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 25, 2018 Board Dinner Meeting Minutes; VII.A.2. October 25, 2018 Regular Meeting Minutes; VII.B. Purchase Recommendations 2019-03 and 2019-04; and VII.C. Personnel Changes.

The purchase requests were as follows:
- 2019-03 in the amount of $425,685 from the general fund to provide districtwide snow removal; and
- 2019-04 in the amount of $6,401,246 from the 2013 bond for the construction of a new transportation center at 1800 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.

Jeremy Anderson, 627 Alecia Ave, Kalamazoo, introduced himself as a parent of a kindergarten student at Northeastern Elementary School. He stated that his child had been restrained with a weighted blanket. Mr. Anderson noted that he had not consented to the use of this blanket on his daughter. He shared that his child was afraid to go to school for fear that the staff would use the weighted blanket on her again. Mr. Anderson expressed his concern that no one at the school seemed to be concerned about the seriousness of this situation. He shared that his daughter was seeing a therapist twice a week, which was causing her to miss school. Mr. Anderson stated that the therapist believed his daughter could be suffering from post-traumatic stress syndrome as a result of this incident.

Brenda Armisted, 627 Alecia Ave, Kalamazoo, introduced herself as the grandmother of Mr. Anderson’s daughter. She noted that her granddaughter had not been herself since this incident. Ms. Armisted wanted to know what the school was doing about the staff member that had used
this equipment without parental permission. She stated that her granddaughter was scared all of the time and did not want to go to school.

Amanda Miller, 34969 CR 652, Mattawan, introduced herself as the KEA president. Ms. Miller stated that she was excited for KPS students and welcomed new board members Jermaine Jackson and Tandy Moore. She thanked Trustee Herschleb for his many years of service to KPS. Ms. Miller explained that KEA promotes a vision that advances inclusion, equity, and racial and social justice in KPS schools. She noted that KEA looked forward to working with the board to address racial and social injustices.

IX. Reports and Recommendations
Deputy Superintendent for Business, Communications and Operations Gary Start read the recommendation for the board to adopt a resolution to authorize the issuance of an amount not to exceed $12,500,000 in refunding bonds. He explained that this resolution authorized the issuance of bonds to refinance all or a portion of KPS school building and site bonds to the extent that a certain degree of savings could be achieved. Mr. Start stated that KPS financial advisors felt that KPS could save $800,000 net present value in interest, which would be a significant benefit to KPS taxpayers.

MOTION: Moved by Trustee Greschak, supported by Trustee Herschleb, to approve the resolution for the issuance of bonds to refinance a portion of KPS building and site bonds.

Board discussion:
Trustee Hill stated that this was such a large amount of money. She asked Mr. Start who KPS worked with to help make these decisions.

Mr. Start stated that KPS worked with financial advisor Paul Stauder, the managing director of PFM Financial Advisors LLC, who had analyzed the market and advised that KPS refinance school building and site bonds. Mr. Start also explained that KPS had also worked with its bond counsel, an attorney who advises KPS on the legal aspects of its bond sales.

President Sholler-Barber asked Mr. Start for an explanation on how this savings could be used.

Mr. Start stated that these savings would affect the millage rate. He noted that the savings were not available for projects; however, they would decrease the cost of repaying the bonds, which would decrease the millage rate that taxpayers pay.

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

X. Other Business
None.

XI. Comments by Trustees
Trustee Freedman read the following statement into the record:

Dear President Sholler-Barber, Trustees McGlinn, Hill, Greschak, Harrison, Herschleb and Superintendent Rice:

It is with mixed feelings that I submit this letter of resignation from my position as trustee of the Kalamazoo Public Schools Board of Education. While I am leaving the board for family reasons that necessitate a move to Seattle, WA, I wish I could somehow be in two places at once. I feel that
I have only just begun to do the work that the KPS community elected me to do in collaboration with my fellow board members, the superintendent, teachers, administrators, staff members, parents, and the wider KPS community.

My goal when I ran for the board was first and foremost to ensure that KPS provide an education for each child in the district that gives them multiple life opportunities in our 21st century world. An education that prepares them to engage in the world as citizens who know their history and value their democracy, as economic participants with the knowledge, skills, and understandings necessary to continue to learn and grow across their careers, as community members who understand how to solve problems, care for each other, and often agree to disagree, as family members who participate in each other's lives with love, honesty, and space, and in a myriad of other roles that we as humans choose to do within our lifetimes such as serving on a school board. Each of these is best done when we wonder, ask questions, seek answers, take risks, make mistakes, think, plan, collaborate with shared power and authority, and do our best with the confidence that our best is pretty darn good.

Before I continue, I want to say that I am proud to have been a KPS board trustee and that through this experience I have had the privilege of working with a number of the many talented educators in the district and members of the wider KPS community including our parents who all care deeply about our children and their education. It is because of these educators and community members that I feel confident that what I say next will be heard in the spirit that it is intended.

We are almost 20 years into the 21st century and in too many ways we continue to educate as if we lived in the 1950's. While things such as less than optimum graduation rates, too much absenteeism, too many children going through the motions, toxic stress, teacher burnout, etc. are national problems, they are best solved locally. I feel very strongly that KPS is in the perfect position to be a role model for not only moving our district forward, but for urging others to do the same. We are small enough to make some fairly major changes doable more quickly than some might think and large enough for other districts to see us as the role model we could be. Yes, a school district is not unlike an ocean liner and turning it is not easy, but it can be done with solid planning, collaboration, a willingness to trust that the many talented people involved can and will do their part, and a willingness to take risks and even make a mistake or two. And, yes, we need more funding and yes, we are an urban district which in my view is code for a district made up of primarily of children of color many of whom live in poverty. Rather than bemoaning this as a problem we should acknowledge and embrace it in our academic work in much the same way we have done with our nutrition programs and our collaboration with Communities in Schools, and the First Day Shoe Fund, etc. One of the biggest mistakes we have made in education nationally and here specifically is to think that we have to skill and drill children who come from less affluent homes, children living in poverty. In reality it is quite the opposite. Our children, and I would argue all children, need stimulation, exploration, discovery; they need to be given opportunities to get up to speed on the wide world in which they live. They need the freedom and guidance to grow unencumbered with reading levels and test scores. They need to build the background knowledge necessary for rigorous academic learning.

We need to focus primarily on enabling each child to become the most productive and efficacious learner they can be. In order to even begin to do this we must first know our children and assure that we are teaching OUR children. Knowing our children begins with administrators, teachers, and staff who are anti-racist, culturally competent, understand trauma informed practices and how to build resiliency strategies and how to speak with children in ways that calm rather than escalate, and ways that provide the child with choices rather than ultimatums. While many of the
adults in KPS understand and practice this in their work with children and while I am proud to say that KPS is beginning to do more professional development in these areas, it is not enough. It needs to be wall to wall so to speak. We need to engage with community organizations and provide professional development through such things as the Race Talk Panels. Another example would be to have some of the professional development teacher-led within teacher learning communities. This could be done on-line, and teachers could share ideas and practices that are helping them to build true learning communities in their classrooms, communities of children who know each other and feel connected to each other, groups of children who assist in each other’s learning, who willingly and knowingly collaborate rather than compete.

Next, it is imperative that each child wants to come to school, that school is a place that builds confidence, provides a safe space to be wrong, to grow without comparisons to others or some norms which are first of all inaccurate as there really is no such thing as a reading test. But that is a discussion for another time. In other words, school needs to be fun! Fun that includes hard work that is seen by the learner as purposeful and interesting and useful and yes, enjoyable! We need to watch kindergarteners engage in orchestrated play and talk with them in order to determine what they know and understand and how best to build on that knowledge and understanding. Children are vulnerable and if we show them they can't, they won't. But, if we build on what they can do and help them develop the confidence to know themselves as learners what they are good at and what they need help with, they will be more than willing participants in their education-- a necessity that is too often missing. Rather than beginning the school year with testing to sort and label our elementary students into reading levels, we should be spending the first couple of weeks building the learning communities I spoke of earlier, playing games, singing songs, choosing books, telling stories - all of these things will also provide the teacher with ample information to know their students, their needs, and their strengths.

Now that we have the children loving school and feeling appreciated and understood and now that they understand the rules because they had a hand in making them, and are willing to be accountable, we can talk about academic learning. I didn't say just learning because children are learning every minute of every day. We have to be careful that they aren't learning things that might interfere with their academic learning such as they aren't smart enough or good enough. In the early grades, children need to be learning about the world in which they live and learning to use literacy and mathematics to do just that. As Karen Thomas, a dear friend and colleague, says, "We don't read reading and we don't write writing." And, I would add, we don't math, "mathing". What this means to me is that we should be teaching the skills of reading, writing, and math through the study of content - science, social studies, arts, technology, etc. And further, we should be embedding content in problem-based instruction so that our children see again the need for collaboration and building knowledge and skills purposefully. This would mean not using a basal reading program, but rather building text sets of real books (trade books, library books) that are about the content under study. In the early grades, while children are learning the code (phonics), teachers would still focus on this but within the meaningful context being studied. They could also use what is called the language experience approach to learning to read. Briefly, this approach has a child tell a story that is recorded using their language/vocabulary and background. This ensures that the words used to teach the code are in the child's speaking vocabulary. In other words, the words hold meaning. In my view, it is critical that children always see reading as a meaningful skill not a pronunciation game or word calling exercise. But, back to text sets: It is my understanding that while bond money cannot be spent on text books, it can be spent on what I call real books, trade books, library books. Rather than teachers spending their summers developing pacing guides that meet nobody's needs that I can see, they could spend time building text sets and developing problems for students to delve into as they study mammals in first grade or biomes in middle school or government in high school. We need to end strategic reading and math classes
in middle and high school and embed more reading and math instruction in all classes. This is critical for two reasons. The first is to enable our children to see that the purpose of reading is to learn stuff often through non-fiction, but there is much to be learned about life from novels as well. However, to read in isolation of actual content the learner is responsible for does not make sense to me and often it just makes them hate reading and school even more. This also applies to math. The second reason is that all of our children need to have their electives especially now that we are more focused on career and technical education, we need this time in every student's schedule. We can easily embed literacy and math into these classes as well. And I know that our Teaching and Learning administrators and coordinators as well as our teachers K-12 are highly capable of developing these 21st century instructional strategies. In fact, much of this is already going on in KPS classrooms. Again, though, to mix my metaphors, it needs to be wall to wall, and the ship needs to do a full turnaround from skill and drill worksheets and read the chapter and answer the questions to classroom work that is problem based, purposeful, challenging, literacy and math rich, and closely guided.

Ok. Now how about when relationships falter and kids get angry or upset and do things that kids do because they are learning how to get along and how to be community members and are too often grappling with stuff going on outside of school? This is where restorative practices and trauma informed practices mentioned earlier come in. The Michigan Department of Education has strongly urged districts to engage in restorative practices and I am happy to say, KPS is beginning to use these. But again, if we build learning communities in every classroom and begin each day with a few minutes in a restorative circle, children learn how to talk about the things that are bugging them. Further, if every administrator, teacher, staff member and any other adults who spends time with children in the schools were trained in restorative practices and how to talk with children, we could catch most of the negative behavior before it escalates. Restorative conferences can often eliminate the need for suspension which does no one any good as the child suspended often comes back angrier than before and even less enamored with school as the place that is enjoyable, useful, safe, etc. Restorative conferences can also help our students learn how to negotiate and make agreements with peers they don’t really like or even get along with. It is a powerful tool that needs to be in use in every school in KPS. And we have just the people in our senior administration to make it happen in collaboration with such community groups as Gryphon Place.

As we work toward these goals, I want us to remember that our teachers are the ones in our classrooms with the children each day; they are the ones who will orchestrate our children's classroom activity and learning. Therefore, we must provide them with respect, honor their commitment, give them the autonomy to make decisions that best serve the needs of the children in their classrooms, provide them with the support and professional development they require, and, of course, hold them accountable—accountability, though, not for test scores, but for real learning. Therefore, I would like to suggest that in holding teachers accountable, we should include them in the evaluation process. Teams of lead teachers should be the ones who do on-going classroom observations and provide documentation for the principals.

Finally, as I understand it, the role of the board is twofold: to make policy and to evaluate the superintendent. In my view, the only way to accomplish either of these things effectively is to know and understand education for the 21st century, know and understand what is currently going on in the classrooms and schools, and to know and understand what the demands are of the community and the state. To gather this knowledge and these understandings, board members should visit schools and classrooms during school hours as well as for specific events, they should talk with senior administrators, building administrators, teachers, the KEA president and board members as well as other union presidents and board members, attend meetings with the superintendent and
business and community leaders, be ever available to speak with parents and community members, and be as transparent as possible as they do their work.

In closing, I want to say again how much I have learned by being a trustee on the KPS board of education and to, again, thank my fellow trustees, Carol McGlinn, Ken Greschak, Jenni Hill, Craig Herschleb, TiAnna Harrison, President Patti Sholler-Barber, and Dr. Michael Rice.

Respectfully submitted,

Lauren Freedman, Ph.D.
Trustee, Kalamazoo Public Schools Board of Education

President Sholler-Barber stated that this statement was very thoughtful. She expressed that Trustee Freedman was a passionate, dedicated, well rounded teacher who cared a lot about KPS. President Sholler-Barber thanked Trustee Freedman for such an admiral job of serving as a KPS board member. She noted that Trustee Freedman would remain on the Board of Education through the December 20, 2018 meeting.

Trustee Herschleb thanked his supporters who had helped him with his campaign. He congratulated Jermaine Jackson and Tandy Moore on their newly elected positions

Trustee McGlinn stated that she had really appreciated having Trustee Freedman on the Board of Education. She noted that Trustee Freedman’s letter was full of things that she had communicated to them as a board and that she appreciated her comments.

Trustee McGlinn congratulated Tandy Moore and Jermaine Jackson. She stated that both of them would learn a lot in the next few months and hoped that they took the time to get some resources they needed and to attend some of the Michigan Association of School Boards (MASB) trainings.

Trustee McGlinn thanked Trustee Herschleb for his perspective and all the work he had done for KPS.

Trustee McGlinn congratulated Jon Hoadley on his re-election as State Representative. She expressed that Mr. Hoadley had always been a strong supporter of KPS. Trustee McGlinn also congratulated Sean McCann, former 60th District representative, on his election to State Senator. She noted that Gretchen Whitmer, Michigan’s newly elected governor, shared similar views on education as did KPS.

Trustee Harrison echoed her fellow board members congratulations to Tandy Moore and Jermaine Jackson for their election to the KPS Board of Education. She thanked Trustee Freedman for her service and for spotlighting that we as a community need to collaborate more in establishing relationships. Trustee Harrison noted that last weekend she had had the opportunity to be a voting delegate at the MASB conference. She also shared that she had completed her last board member certification class and was now a MASB certified board member.

President Sholler-Barber thanked all of the teachers who work hard in their classrooms every day. She noted that she loved Trustee Freedman’s idea about making your classroom enjoyable and a fun place to learn. President Sholler-Barber thanked Trustee Herschleb for his six years of service on the board.
President Sholler Barber stated that she had attended Cradle Kalamazoo’s third annual meeting on November 8. She noted that the keynote speaker, Dr. Joia Crear-Perry, was the founder and president of the National Birth Equity Collaborative, and had discussed the national efforts to reduce infant mortality. She noted that Dr. Perry shared that it is now baby and mom, not just baby alone. Dr. Perry explained that the mother who suffers stress during pregnancy can really play into pre-mature births. President Sholler-Barber explained that KPS had young mothers in stressful situations. She thanked the YWCA, Bronson Hospital, and everyone that was involved in this program for helping KPS families.

President Sholler-Barber thanked Community in Schools. She noted how vital to KPS they were with their clothes closets, mobile medical and dental labs, and crisis intervention. President Sholler-Barber asked that you please donate to their upcoming campaign.

President Sholler-Barber welcomed its two new board members, Jermaine Jackson and Tandy Moore. She also congratulated Jon Hoadley and Sean McCann on their successful elections.

**Comments by the Superintendent**

Dr. Rice shared what fun it had been to have an entire football team at a board meeting and to honor the entire Kalamazoo Central High School football staff for their signature season. He noted that he had attended a student safety symposium on November 1 in Lansing. Dr. Rice stated that he had had the opportunity to hear from Dr. Joe Erardi, former superintendent in Newtown Connecticut, which he would report on at a later date. He noted that the ALICE (alert, lockdown, inform, counter, and evacuate) security training for all KPS staff was going very well. Dr. Rice explained that almost every staff member had had online training and half of KPS schools had had a two hour training. He thanked the efforts of Director of Student Services Nkenge Bergan and Campus Security Chief Don Webster. Dr. Rice also thanked the many staff members that had agreed to a new way of looking at school security.

Dr. Rice congratulated the two new board members, Tandy Moore and Jermaine Jackson. He also thanked Trustee Herschleb for his service on the board.

Dr. Rice thanked Trustee Freedman for her service to the district and wished her well with the new chapter in her life. He thanked the NAACP for its annual banquet and the KPS choir teachers for a wonderful fall festival concert at Chenery Auditorium on October 30. Dr. Rice shared that *Sister Act, the musical*, would be presented at Kalamazoo Central on November 9, 10, 11, 16, 17, and 18. He also shared that *Mama Mia* would be presented at Loy Norrix High School on November 9, 10, 11, 16, and 17. He wished everyone a safe holiday.

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

President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:10 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 29, 2018 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: November 29, 2018

SUBJECT: Approval of the Attached Purchase Recommendations

RECOMMENDATION: It is recommended that the board approve the purchase 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: November 29, 2018
Request Number: 2019-05
Amount: $75,000.00

Item: Lexia Learning Systems

Cost Center: State Early Literacy Grant and Federal Title I Funds

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

Description of Need:
Lexia Learning is a Tier II intervention for educators to provide literacy instruction for students in grades K–5. Lexia’s research-proven program provides explicit, systematic, personalized learning in the six areas of reading instruction, targets skill gaps, and provides teachers with the data and student-specific resources they need for individual or small-group instruction. This adaptive resource assists students in learning how to read and can be used in after-school and tutoring supports for students. This request is to provide reading supports to K-5 students below grade level on the NWEA-MAP to help students rise to grade level.

Vendor: Lexia Learning Systems
300 Baker Avenue
Suite 320
Concord, Massachusetts 01742

Number of Proposals Requested: 1
Received: 1

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

Board Meeting Date: November 29, 2018
Request Number: 2018-06
Amount: $1,254,047.50

Item: 3375 Lenovo N42-20 Yoga 14” touchscreen Chromebooks @ $334.94 each and 91 varied charging carts @ $123,625.00 total. This pricing includes Google provisioning, asset inventory integration, etching of the KPS logo on the lid, three-year extended warranty, Lightspeed web filtering agent, and complete onsite delivery services.

Cost Center: 2018 Bond

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

Description of Need: This purchase is for Chromebooks and charging carts for all secondary English language arts (ELA) and social studies classrooms. With this purchase, all secondary core subject teachers (mathematics, science, English language arts, and social studies) will have classroom sets of Chromebooks to use for instruction and assessment.

Vendor: CDWG.com
Chicago, IL.

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

Low Bid Accepted? N/A

Additional Information: The REMC statewide cooperative acquisitions project is provided as a service for the schools of Michigan. This program has been established through legislation (Michigan Compiled Laws Act 451 Section 380.671) and the rules and regulations of the Michigan Board of Education. The project provides large-volume bid prices on a variety of educational resources, which enables schools and school districts statewide to aggregate purchases and generate savings in tax dollars and staff time.

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: November 29, 2018
Request Number: 2019-07
Amount: $2,031,085.00

Item: Remodeling at El Sol Elementary School, South Westnedge School, and four computer labs at Loy Norrix High School.

Cost Center: 2013 and 2018 Bonds

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

Description of Need: This purchase recommendation is for the following:

El Sol Elementary School: secure vestibule, install new exterior signage and new basketball hoops, and replace the retaining wall and fence. In the 1924 three-story section: replace exterior doors, windows, ceiling, and lighting; and remodel student restrooms.

South Westnedge School: install digital marquee, classroom ceiling fans, and infrastructure for classroom audio-visual systems; replace ceiling in two-story area, corridor glass, and clock system.

Loy Norrix – Remodel computer labs K4, K5W, K5C, and K5E.

Vendor: See attached spreadsheet

Number of Proposals Requested: 103 Received: 13

Low Bid Accepted? Yes

Additional Information:

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<tr>
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### CONTRACTOR RECOMMENDATIONS

Projects:  EL SOL ELEMENTARY, LOY NORRIX HIGH SCHOOL & SOUTH WESTNEDGE SCHOOL
Owner:  Kalamazoo Public Schools
Architect:  TowerPinkster
Construction Manager:  The Skillman Corporation
Bid Date:  October 23, 2018

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**Total Bid Amount:** $1,981,085
TO: Board of Trustees

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

DATE: November 29, 2018

SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Chartanay D. Bonner, PhD, Chemistry Teacher, Kalamazoo Central High School, 1/7/2019
      Elaine R. Brown, Spanish Teacher, Kalamazoo Central High School, 11/27/2018
      Amy L. Hiss, Kindergarten Teacher, Northeastern Elementary School, 11/5/2018
      Calvin O. Rushford, Music Teacher, 0.4, Northeastern Elementary School, 11/27/2018
   B. Classified
      Carlos C. Clay, Academic Support Paraprofessional, Phoenix High School, 11/12/2018
      Leonard J. Duke, Special Education Paraprofessional, Loy Norrix High School, 11/16/2018
      Jeannette M. Krueger, Special Education Paraprofessional, Woods Lake Elementary: A Magnet Center for the Arts, 11/26/18
      Elizabeth M. Riley-Spreitzer, School Secretary, Northglade Montessori Magnet School, 11/26/2018
      Patrice N. Hillsman, Achievement and Academic Behavior Support Specialist, Edison Environmental Science Academy, 11/14/2018

II. Promotions/Key Transfers

II. Leaves of Absence
   A. Professional/Management

   B. Classified
      Graciela A. Arevalo, from Assistant School Secretary, Maple Street Magnet School for the Arts, to School Secretary, El Sol Elementary School, 11/29/2018
IV. Terminations
   A. Professional/Management
      Patrice J. Buchholz, 3rd Grade Teacher, Parkwood Upjohn Elementary School, 12/31/2018, Retired
      Heather A. Church-Southworth, ELA Teacher, Alternative Learning Program, 11/30/2018, Resigned
   B. Classified

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

VI. Return from Leave of Absence
   A. Professional/Management
   B. Classified
      Mary E. Belliotti, Assistant School Secretary, Maple Street Magnet School for the Arts, 11/26/2018
POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

8-10 - State-Mandated Prohibition on Abortion Referral or Assistance

Policy
As required by Michigan statute, a school official, member of the Board of Education, employee, or other person who violates Section 1507 of the Michigan Revised School Code by referring a student for an abortion or by assisting a student in obtaining an abortion is subject to discipline, including a mandated financial penalty.

If it is determined that a school official, board member, or employee of the district has violated this policy, the board shall apply a financial penalty against such individual in an amount that is consistent with the Michigan statute. The district shall refund to the State School Aid Fund an amount of money equal to the financial penalty.

M.C.L. 388.1766

Effective __________, 2018
Preamble to Policy 4.3 – Graduation Requirements

The KPS Board of Education aims to make sure that all students will pass the new Michigan Merit Curriculum state graduation requirements, use the Kalamazoo Promise, and succeed in postsecondary institutions, college and careers readiness, and life. KPS should challenge all students to exceed the new graduation requirements.

Flexibility is a key principle that should guide KPS in helping students meet these new graduation requirements. There should be flexibility in how, when, and where students will meet graduation requirements. Some students may meet graduation requirements in 3 years, whereas other students may require 5 years.

KPS should allow students to get high school credit in middle school, and encourage high school students to be challenged by dual enrollment, online courses, and advanced KPS courses. Students will be allowed to test out of courses and take more difficult courses. Students will meet the new graduation requirements for online learning in many ways. KPS will make it easy for students to take online courses through the Michigan Virtual High School.

If students cannot pass courses in the regular high school, they should have options to meet the requirements at different times and places, and in different formats. Options might include: alternative school; afterschool or Saturday programs; summer school; classes at community institutions; or online courses. Although we want all students to get a diploma, we will also work with KVCC, KPS Adult Ed, and community institutions to help students who do not get a diploma to get the credentials they need to succeed in life.

We expect other institutions to help ensure that KPS students will have maximum flexibility in meeting graduation requirements. We urge KRESA to explore ways to allow students to meet core requirements in math, science, and other areas through EFE and EFA courses.

KPS should challenge all students to benefit from the Kalamazoo Promise. Hence, we expect all students to take the Michigan Merit exam, which includes the ACT SAT. KPS will work with students, parents, and community groups from middle school on in preparing students for success on the ACT SAT/Merit exam. This includes specific test prep programs.

The state graduation requirements do not address the area of writing. All KPS graduates should have received sufficient writing instruction, and have produced sufficient writing samples and revisions in response to teacher comments, to become proficient writers. Therefore, the Board directs the Superintendent, through the curriculum process, to ensure that each course have explicit minimum standards for student production of writing samples, and for student revision of writing in response to teacher comments. Although these minimum standards will differ across different types of courses, they will extend across the curriculum, and will be uniform across different sections of the same course.

Adopted: January 11, 2007
Revised: December 4, 2014
4.3 Graduation Requirements

**Policy**
The district shall meet federal and state standards and consider the Kalamazoo community’s values in setting and reviewing graduation requirements.

**Specifics**

1. District graduation requirements should be flexible enough to allow well planned adjustments to meet each student’s needs and interests.

2. The Board-Superintendent team will establish and approve district graduation requirements.

3. The Board-Superintendent team will establish and approve district certificate of completion requirements.

*Adopted: November 14, 2002
Revised: June 23, 2011

This policy supersedes all other policies on this issue.
KALAMAZOO PUBLIC SCHOOLS
Board of Education
Supplement to Policy 4.3 – Graduation Requirements

A minimum of 26 credits are required for graduation from Kalamazoo Central High School and Loy Norrix High School.

A minimum of 19 credits are required for graduation from Phoenix High School and Kalamazoo Innovative Learning Program (KILP).

GUIDANCE FOR CREDIT COURSES
A course selection plan for meeting graduation requirements over a three-to-five 3 – 5-year period is required for all students.

With the approval of the Dean of Students (Principal for Phoenix High School and KILP): students

- Students may take additional credits toward graduation that may be earned from other institutions (e.g., community college, college, university, or Michigan Virtual High School).
- Students may make up credits through summer school, virtual online learning, or other means.
- Students may audit a course for no credit and have it on their transcript.

All deviations from specific course requirements must meet state-mandated graduation requirements or fall within the limited flexibility allowed under those state mandates, and must have the approval of parents/guardians and the Dean of Students (Principal for Phoenix High School and KILP students).

Students transferring into the Kalamazoo Public Schools during the 10th, 11th, or 12th grades are required to take no fewer than 6 credits each year they attend KPS.

It is the responsibility of the Dean of Students (Principal for Phoenix High School and KILP students) to certify that a student has met the requirements for graduation.

REQUIRED NUMBER OF CREDITS – Kalamazoo Central High School and Loy Norrix High School

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### REQUIRED NUMBER OF CREDITS – Phoenix High School

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**REQUIRED NUMBER OF CREDITS** – Kalamazoo Innovative Learning Program (KILP)

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*Revised: January 11, 2007
Revised: February 25, 2010
December 4, 2014*
Supplement to Policy 4.3 – Requirements for Certificate of Completion for Students with an Individualized Educational Plan (IEP)

The following criteria must be met for a student in Kalamazoo Public Schools to walk participate with his or her peers at graduation and to receive a Certificate of Completion:

1. The student must have or must have had an Individualized Educational Plan (IEP) and must have been working toward goals and objectives in accordance with his or her current IEP.

2. The student must have attended school in a consistent manner as determined by district administration.

3. The student must have used an extended curriculum and alternate assessment(s) as indicated in his or her current IEP.

4. The student must require life-long services.

Students who continue services beyond 18 years of age may elect to receive the Certificate of Completion as long as their age is within the state-mandated limits and they are attending school and working toward their IEP goals and objectives. The Certificate of Completion would be granted at the end of the school year of the request.

For all recipients of the Certificate of Completion:

1. Students who complete the requirements for the Certificate of Completion may participate in graduation ceremonies. No ceremonial distinction will be made between those who receive Michigan Merit Curriculum (MMC) diplomas and those who receive Certificates of Completion.

2. All students who are recommended for a Certificate of Completion will receive verification from the dean of students, building principal, and/or central office administrator.

3. A Certificate of Completion is not the equivalent of a Michigan Merit Curriculum diploma. Students who receive a Certificate of Completion may work toward a General Equivalency Degree (GED) or other post-secondary options.

Approved: June 23, 2011
TO:       Board of Trustees
FROM:    Michael F. Rice, Ph.D., Superintendent
DATE:   November 29, 2018
SUBJECT: Middle and High School Course and Program Recommendations for 2019-2020

RECOMMENDATION:

It is recommended that the Board of Trustees receive for review the following additions, deletions, and other changes to the course and program offerings for incorporation into the 2019-2020 Bulletin of Courses. Actual course offerings are contingent upon budget and scheduling.

I. MIDDLE SCHOOL

A. MUSIC

Add the follow new course offering:

• Music Technology and Performance
  Elective • 1 Trimester (12 weeks)
  Course #: 6067-876
  Offered at Milwood Magnet School: A Center for Math, Science and Technology only
  This is a project-based course. Students will use technology to explore music recording, finishing, producing, and performing techniques.

Change the description and length of the following course offerings:

• Beginning Band
  Elective • 1 Trimester (12 weeks) or 3 Trimesters (full year)
  Course #: 60635
  Grade: 6
  Prerequisite: None
  Scheduling Note: Must be taken 1st trimester
  This class gives students their first opportunities to play band instruments. No previous experience is necessary. Students will be fitted to suitable instruments, which are available through KPS or area music stores. In addition to playing instruments, this class will focus on music-reading skills and musicality. Students will also be introduced to ensemble skills such as blend, balance, intonation, and technique. Performing at concerts is an integral part of this class.
2019-2020 Course/Program Recommendations

• **Intermediate Band**  
  Elective • 3 Trimesters (full year)  
  Course #: 60735  
  Grade: 7  
  Prerequisite: Beginning Band or equivalent  
  This class builds upon playing skills and musical knowledge of students who have completed a full year of Beginning Band. Concert performances, solo and small ensemble performance opportunities will be available. Performing at concerts is an integral part of this class.

• **Advanced Band**  
  Elective • 3 Trimesters (full year)  
  Course #: 60835  
  Grade: 8  
  Prerequisite: Intermediate Band or equivalent  
  This class builds upon playing skills and musical knowledge of students who have completed Intermediate Band. Students will study more complex pieces of music. Concert performances, solo and small ensemble performance opportunities will be available. Performing at concerts is an integral part of this class.

**Change the description and location of the following course offerings:**

• **Music 6**  
  Elective • 1 Trimester (12 weeks)  
  Course #: 60665  
  Grade: 6  
  Offered at Maple Street Magnet School for the Arts only  
  This is a non-performance class where students will learn about music of different cultures around the world. They will also utilize technology (GarageBand) and learn basic piano skills.

• **Music 7**  
  Elective • 1 Trimester (12 weeks)  
  Course #: 60765  
  Grade: 7  
  Offered at Maple Street Magnet School for the Arts only  
  This is a non-performance class. Many styles of music, from jazz to rock ‘n’ roll to hip-hop will be discussed and critiqued. Students will experience and gain a better understanding of music past and present by completing projects and utilizing technology.

• **Music 8**  
  Elective • 1 Trimester (12 weeks)  
  Course #: 60865  
  Grade: 8  
  Offered at Maple Street Magnet School for the Arts only  
  This is a project-based, non-performance course. Students will complete projects using pianos, computers, and possibly guitars. Projects will include units on hip-hop and music in film.
2019-2020 Course/Program Recommendations

B. OTHER

Expand the following course offering to all middle schools:

- **Automation and Robotics**
  Elective • 1 Trimester
  Course #: 15820
  Prerequisite: None
  Grade: 6, 7, 8
  Students will explore 21st Century skills related to technology, online communication and productivity tools to produce presentations related to the engineering design process. Students will use programming software VEX Robotics®, to invent and innovate solution to technological problems. Students will also learn about careers related to the history, development and influence of engineering and robotics.

II. HIGH SCHOOL

A. ACADEMIC INSTRUCTION

Change the title of the following course:

- **College Readiness**
  Change to **College and Career Readiness**

B. ART

Add the following new course offering:

- **Product Design**
  1 Trimester • 0.5 credit
  Course #: 10641
  Prerequisite: Basic Design
  Site: Loy Norrix High School
  This course is an in-depth study of how to draw three-dimensional forms and the technical drawing of products. There will be a focus on drawing from observation. Students will be introduced to the fundamentals of product design.
2019-2020 Course/Program Recommendations

C. BUSINESS EDUCATION

**Add the following new course offering:**

- **Business Career and Professional Development Capstone Experience**
  1 Trimester • 0.5 Credit
  Course #: 15771
  Prerequisite: 11th and 12th Grade Business Program Completers
  Student will have the opportunity to earn Microsoft Specialist, Expert, and Master certifications while they embark on a business career and professional development capstone journey. Students will participate in an internship, job shadowing, and or field experience in their community to specialize their focus on their desired career area as they research, synthesize, assess, and apply learned business concepts and competencies. Students will include components such as career mobility, education, training, and preparation, as they develop a six-year personal career and life plan to meet their goals and objectives. Students will complete a research project, portfolio, and presentation on their findings. Students will utilize career advancement activities to enhance professional development and maintain a career portfolio to document knowledge, skills, and experience in their chosen career field. Students will work on job seeking skills and preparation and examine licensing, certifications and credentialing requirements to maintain compliance with industry standards.

**Change the title of the following course:**

- **Business Academy**
  Change to:
  Business Academy (I/S) – International Business and Sports and Entertainment Management
  Business Academy (S/B) – Sports and Entertainment Management and Business Finance
  Business Academy (B/I) – Business Finance and International Business

D. MUSIC

**Change the title of the following course:**

- **Music Today**
  Change to: **American Popular Music**

**Change the description of the following course offerings:**

- **Concert Band**
  1 Trimester • 0.5 credit
  Course #: 6050-45
  Grades: 9, 10, 11, 12
  Prerequisite: Experience playing wind or percussion instrument
  Scheduling Note: Offered 2nd and 3rd trimesters
  This course may be repeated
  Students will rehearse and perform a wide variety of wind band literature with specific emphasis on technical improvement and ensemble development. Performing at concerts is an
integral part of this class. The Concert Band may perform at Michigan Schools Band and Orchestra Association (MSBOA) festival. Grading will be based on performance tests and on attendance and participation in class, at extra rehearsals, and at concerts.

- **Marching Band**  
  [MAC] Physical Education Credit  
  1 Trimester • 0.5 credit  
  Course #: 6051-1  
  Prerequisite: Experience playing wind or percussion instrument  
  Scheduling Note: Offered 1st trimester  
  This course may be repeated  
  Students will rehearse and perform a variety of music and learn related marching and maneuvering routines for performances. Grading will be based on performances tests along with attendance and participation in class and at extra rehearsals, concerts, festivals, football games, and competitions.

- **Symphonic Band**  
  1 Trimester • 0.5 credit  
  Course#: 6053-45  
  Prerequisite: Audition  
  Scheduling Note: Offered 2nd and 3rd Trimesters  
  This course may be repeated  
  Participants will rehearse and perform a wide variety of significant and advanced wind band literature. Performing at concerts and Michigan Schools Band and Orchestra Association (MSBOA) festival is an integral part of this class. Grading will be based on performances tests and on attendance and participation in class, at extra rehearsals, and at concerts and festivals.

E. EDUCATION FOR THE ARTS (EFA)

Add the following new course offerings:

- **3D Computer Animation and Game Design**  
  3 Trimesters • 1.5 credits  
  Course #: 2057-789  
  Prerequisite: None  
  Grades: 9, 10, 11, 12  
  Site: All High Schools  
  Introduction to the technical and creative fundamentals of 3D animation software. Students will learn core concepts such as modeling, mapping, storyboard/scripting, and rendering. Students will create original characters and environment designs, animate characters in a game landscape, and design storyboards using gaming logic and strategies.
2019-2020 Course/Program Recommendations

- **Advanced Creative Writing - Online**
  1 Trimester • 0.5 credit
  Course #: 20931
  Prerequisite: Creative Writing - Online
  Grades: 9, 10, 11, 12
  Site: All High Schools
  This class is open to motivated writers who have successfully completed the Creative Writing Online class. Students will submit an individualized writing project to the instructor in any creative writing genre. The instructor will develop with students, a relevant research plan and writing / revision calendar. Students will receive feedback from instructor and peer student writers. Final writing product will be shared in an online portfolio and submitted to student writing festivals.

*Change the title of the following courses:*

- **Media Arts Creative Suite**
  Change to **KVCC Media Arts**

- **Jewelry and Metallurgy**
  Change to **Metal and Jewelry Art**

*Delete the following course offerings:*

- **Advanced Multi-Media Arts**

- **Media Literacy**

*F. EDUCATION FOR EMPLOYMENT (EFE)*

*Add the following new course offerings:*

- **Introduction to Automotive Technology**
  1 Trimester • 0.5 credit
  Course #: 25331
  Prerequisite: None
  Grades: 9, 10, 11, 12
  Site: Loy Norrix High School
  Introduction to Automotive Technology is designed to teach students the basic theory and hands-on experience necessary to perform automotive maintenance, basic automotive system repairs, use of automotive shop tools and equipment, along with career exploration within the automotive industry. Classroom and laboratory experience includes tool and equipment usage, shop safety, engine construction, operation and service for electrical and electronic systems, steering systems, and braking systems. This course provides a good introduction into the automotive field, before taking Automotive Technology.
2019-2020 Course/Program Recommendations

- **Introduction to Cybersecurity**
  1 Trimester (1 period) • 0.5 credit
  Course #: 25791
  Prerequisite: None
  Grades: 10, 11, 12
  Site: Loy Norrix High School
  This course introduces students to the principles of cybersecurity, online safety, cybersecurity ethics, and protection against cyber-attacks.

- **Media Production**
  [MAC] Visual, Performing and Applied Arts
  3 Trimesters (2 periods) • 3 credits
  Course #: 2576-789
  Prerequisite: None
  Grades: 11, 12
  Site: Public Media Network, Epic Center
  Scheduling Note: May be elected for two years
  This course is ideal for students who want to learn how to create media content using visual, audio, graphic and storytelling production techniques for internet, podcasting, television, film, and radio. Students will gain work experience in such skills as video editing, audio production, video composition, graphic composition, effective communication, and more. This class provides students with the opportunity to enter local and national competitions as well as airing student work on Public Media Network stations.

Change the description of the following courses:

- **Cybersecurity**
  2 Trimesters (1 period) • 2 credits
  Course #: 2579-23
  Prerequisite: Introduction to Cybersecurity, Introduction to I.T.A., or Computer Technology prior to taking this course is strongly encouraged.
  Grades: 10, 11, 12
  Site: Loy Norrix High School
  This course covers Network Security, Compliance and Operational Security, Threats and Vulnerabilities, Application, Data and Host Security, Access Control and Identity Management, and Cryptography. Upon completion of the course students are given the opportunity to take the CompTIA Security+ and TEstOut Security Pro certifications. Both are nationally recognized certifications necessary for most entry level I.T. security positions.

- **Culinary Arts**
  [MAC] Visual, Performing and Applied Arts
  [4th Related Math]
  3 Trimesters (2 periods) • 3 credits
  Course #: 2554-789
  Prerequisite: None
  Grades: 11, 12
  Site: Community Education Center (CEC)
  This program provides students with the opportunity to learn about the restaurant and food service industry. The curriculum, ProStart, was created by the National Restaurant Association and provides students with the skills necessary to be restaurant and foodservice leaders.
Students learn basic food preparation and explore different fields of the culinary trade. Instruction and learning activities are provided in a food lab using hands-on experiences. The curriculum includes, but is not limited to, front-of-the-house duties (server or host manager) as well as back-of-the-house duties (Head chef, sous chef, or line cook). Additional activities provide instruction in a wide range of topics from management and employability skills to catering. Students participate in culinary competitions and acquire industry recognized certifications needed to succeed in the industry and post-secondary education.

Delete the following course offerings:

- Digital Video Production
- Radio Broadcasting

Offer 3rd Science credit for completion of any EFE state-approved CTE program (regardless of content)

Offer one World Language credit for completion of any EFE state-approved CTE program (for 2020-2024 graduates).

G. EARLY/MIDDLE COLLEGE (E/MC)

Add the following new program offerings:

- **Welding Constant Current (CC) Processes**
  6 credits • Certificate of Achievement
  This program includes skill training in the Shielded Metal Arc Welding (SMAW) and Gas Tungsten Arc Welding (GTAW) welding processes and welding symbols and print reading. Courses in the welding Constant Current (CC) processes certificate of achievement program guide the student through a series of process skills using various current welding processes. The types of welding process training include SMAW, GTAW Tungsten Inert Gas (TIG), and OXY-FUEL and PLASMA cutting. Materials welded include mild steel, stainless steel, and aluminum. Courses offered can provide the skill set necessary to successfully complete welder certification testing required by many welding companies.

- **Welding Constant Voltage (CV) Processes**
  6 credits • Certificate of Achievement
  This program includes skill training in the Gas Metal Arc Welding (GMAW) and Flux-cored Arc Welding (FCAW) welding processes and welding symbols and print reading. Courses in the welding Constant Voltage (CV) processes certificate of achievement program guide the student through a series of process skills using various current welding processes. The types of welding process training include GMAW Metal Inert Gas (MIG), FCAW (Flux cored), and OXY-FUEL and PLASMA cutting. Materials welded include mild steel, stainless steel, and aluminum. Courses offered can provide the skill set necessary to successfully complete welder certification testing required by many welding companies.
Change the description of the following programs:

- **IT Support Technician**  
  **62 credits • Associate of Applied Science (AAS)**  
  This hands-on program will prepare students for employment supporting operating systems along with networking and security requirements for local area networks (LANs). Students also learn to install, configure and troubleshoot PCs, networks, and hardware and software, including the Microsoft Office Suite applications. Database concepts, systems analysis and design, and writing and communication skills are also included in this program as it prepares students for several CompTIA and Microsoft certification tests.

- **Network Manager**  
  **15 credits • Certificate of Achievement**  
  This hands-on program prepares the student for employment as a Microsoft network manager who can support operating systems, hardware, and software along with the ability to provide installation, configuration, security, and troubleshooting skills for Microsoft networking installations. Students with this certificate of achievement are also prepared for CompTIA and Microsoft certifications.

Change the title and description of the following program:

- **Help Desk**  
  Change to: **Desk Side Support**  
  **18 Credits • Certificate of Achievement**  
  This program is taught in a hands-on environment to prepare students to provide computer support, troubleshooting, and security services for PC hardware and software, and installation and management of operating systems, computer components, and peripheral devices. Students also learn network installation, configuration, and support along with the ability to provide assistance with word processing, spreadsheet, and database and presentation software.

Delete the following program offerings:

- **Fisheries/Natural Resources**

- **Welding Technologies Certificate of Achievement**
December 11, 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, December 20, 2018 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.
KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
December 20, 2018 – 7:00 P.M.

A G E N D A
Amended 12-20-18

I. Call to Order

II. Pledge of Allegiance

III. Attendance

IV. Announcements and Recognitions

V. Committee Reports/School Reports

VI. Correspondence

VII. Consent Calendar Items
   A. Minutes
      November 29, 2018 Board Dinner Meeting Minutes
      November 29, 2018 Regular Meeting Minutes
   B. Business and Financial Reports
   C. Personnel Items
      Personnel Changes
   D. Other
      Trustee Expenses

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

IX. Reports and Recommendations
   A. Policy 8.10 – State-Mandated Prohibition on Abortion Referral or Assistance - Second Reading
   B. Policy 4.3 – Graduation Requirements – Second Reading
   C. Middle and High School Course and Program Recommendations for 2019-20 -Second Reading

X. Other Business

XI. Comments by Trustees/Superintendent

XII. Closed Session (if needed)

XIII. Next Regular Board of Education Meeting: Thursday, January 10, 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: Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: Jennie Hill and Dr. Lauren Freedman. Superintendent Dr. Michael Rice was also present.

1. Dinner meeting agenda items discussed:
   - Recommended middle and high school curriculum course changes;
   - Chromebooks purchase recommendation;
   - Policy 8.10 state-mandated prohibition on abortion referral or assistance;
   - Policy 4.3 graduation requirements;
   - Annual state of the schools address; and
   - Articles.

   No action was taken on the aforementioned items.

2. Articles shared with Board members but not discussed given time constraints:
   - MASA – MASA, Education Leaders, ACLU Michigan and Parent Groups File Appeal Asking Michigan Supreme Court to Prohibit Using State Funds for Private Schools;
   - MASB – ACLU, Education Leaders and Parent Groups File Appeal Asking Michigan Supreme Court to Prohibit Using State Funds for Private Schools;
   - The Washington Post – GM to lay off 15 percent of salaried workers, halt production at five plants in U.S. and Canada;
   - Lansing State Journal – Marijuana will be legal in Michigan, but landlords can still bar tenants from smoking it;
   - WOTV4 – Exploring careers with hands-on experiences at MiCareerQuest; and
   - MLIVE – In-school food pantries expand reach to Kalamazoo students.

President Patti Sholler-Barber adjourned the meeting at 6:30 p.m.

Respectfully submitted,

Jennie Hill, Secretary
Board of Education
I. Call to Order
President Patti Sholler-Barber called the November 29, 2018 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: Dr. Lauren Freedman, Ken Greschak, TiAnna Harrison, Craig Herschleb, Carol McGlinn, and Patti Sholler-Barber. Absent: Jennie Hill. Superintendent Dr. Michael F. Rice was also present.

IV. Announcements and Recognitions
Executive Director of Communications Alex Lee presented Northeastern Elementary School turnaround students: Jeremy Robinson (unable to attend) and La’Niah Ware-Smith, second grade; Colten Bengelink, Rahmir Edmonds, and Alexis Vasquez (unable to attend), third grade; and Warren Morris, fourth grade.

Also in attendance and introduced by Mr. Lee were Northeastern Elementary School Principal Mitch Hawkins and staff members Marty Bielby, Taalea Fluellen, Tyronda Goree, Judy Morin, O’Neal Ollie, Jenna Warnsley, and Karen Wright. The students’ parents and family members in the audience were also recognized.

V. Committee Reports
Evaluation Committee – Trustee McGlinn, representative, stated that the committee had met on November 13 and had discussed diverse classroom libraries, Lexia Learning Systems, and Panorama Education surveys.

Curriculum Committee – Trustee McGlinn, chair, stated that the committee had met on November 15 and had discussed the proposed middle and high school course and program recommendations for 2019-20. She shared that the committee had also discussed diverse classroom libraries, which are scheduled to be in second and third grade classrooms this year, and in kindergarten, first grade, fourth grade, and fifth grade in a year. Trustee McGlinn explained that the committee had had a presentation on the Lexia learning program, and that Trustee Freedman had shared picture books that she had used in her graduate classrooms to illustrate the ability to use picture books in middle and high schools.

Communities in Schools – Trustee McGlinn, representative, stated that the committee had met on November 16 and had had an audit presentation and a discussion on the work being done on the strategic plan.

Wellness Committee – Trustee Greschak, representative, stated that the committee had met on November 15 and had discussed flu clinics, financial wellness, and staff receiving presentations on pensions. He noted that there had been a Red Cross blood drive in October. Trustee Greschak shared that the committee was looking to initiate a district versus district health challenge put on
by HealthyWage. He explained that districts would compete nationwide against each other in
teams of five people over 12 weeks with a top prize of $10,000.

Operations Committee – Trustee Greschak, chair, stated that the committee had met on November
27 and had received a presentation from the communications team on the efforts of KPS to build
awareness of the strengths of KPS. He noted that the committee discussed Excelsior, Facebook,
billboards, school videos, simplification of the school calendar, and continued improvements of
the KPS website. Trustee Greschak shared that the committee had also talked about the Edison
Environmental Science Academy school design team.

Policy Committee – Trustee Herschleb, chair, stated that the committee had met on November 27
and had discussed Policy 8.10, a state-mandated policy prohibiting any school official, board
member, or employee of the district from referring a student for abortion or assisting a student in
obtaining an abortion. He noted that the committee had also discussed Policy 4.3 graduation
requirements. Trustee Herschleb explained that this revision of Policy 4.3 was a clean-up of the
existing policy with a few minor changes.

VI. Correspondence
Trustee McGlinn reviewed the correspondence received for the period of November 9 through
November 29, 2018. (File #10.)

VII. Consent Calendar
President Sholler-Barber presented the Consent Calendar items: VII.A.1. November 8, 2018 Board
Dinner Meeting Minutes; VII.A.2 November 8, 2018 Regular Meeting Minutes; VII.B. Purchase

Deputy Superintendent for Business, Communications and Operations Gary Start reviewed the
purchase recommendations:
- 2019-05 in the amount of $75,000.00 from the State Early Literacy Grant and Federal Title
  I Funds for the purchase of Lexia Learning Systems to provide literacy instruction for
  students in grades K-5;
- 2019-06 in the amount of $1,254,047.50 from the 2018 bond for the purchase of 3,375
  touchscreen Chromebooks and 91 charging carts for all secondary English language arts
  and social studies classrooms; and
- 2019-07 in the amount of $2,031,085.00 from the 2013 and 2018 bonds for the remodeling
  at El Sol Elementary School and the South Westnedge School and four computer labs at
  Loy Norrix High School.

MOTION: Implied to approve the Consent Calendar as presented.

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

President Sholler-Barber stated that without bond money, these technology items would have had
to come out of the general fund. She thanked the community and those who supported the bond.
President Sholler-Barber asked Mr. Start to explain the secure vestibule.

Mr. Start explained that currently many KPS schools had entrances into hallways. He stated that
those entrances would be reconstructed to flow directly into an office.
VIII. Persons Requesting to Address the Board

President Sholler-Barber shared the public participation guidelines:

- According to 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.

Rebecca Layton, 106 Lanark Court, Kalamazoo, introduced herself as a psychology/sociology teacher at Loy Norrix High School. She explained that she was here to support a plan for a women’s studies course. Ms. Layton stated that she and two KPS students had worked hard on this project. She noted that she had taught a similar women’s studies class while teaching in Maryland and that the boys had enjoyed the class as much as the girls. Ms. Layton believed that classes like this one allow students to dig deep into content. Ms. Layton asked that the board consider what the students are requesting and understand why this class is important to them.

Emma Hilgart-Griff, 2125 Aberdeen Drive, Kalamazoo, introduced herself as a junior at Loy Norrix High School. She stated that she was very aware of the sexism in the current history curriculum. Ms. Hilgart-Griff noted that in her government, AP US history, and world history classes, she had studied mostly about white men. Ms. Hilgart-Griff explained that the importance of a women’s studies class conceived of Issac Moss, Ms. Layton, and herself. She stated that this was a very important proposal and that it was imperative to teach people about what women had done in the past and how their achievements had led to the many amazing things happening today. Ms. Hilgart-Griff asked that the board consider how much good would come from this class.

Hannah Sherman, 2125 Sheffield Drive, Kalamazoo, introduced herself as a senior at Loy Norrix High School. She stated that high school was a place where students learn what is needed for the next step in life. Ms. Sherman explained that she believed a women’s studies class would be an opportunity to educate the generations to come by participating in discussions on history, clearing up misconceptions, and providing role models of people who had stood up for their rights. She stated that it was time to give recognition and spread awareness of women across the globe.

Issac Moss, 440 Montrose Ave., Kalamazoo, introduced himself as a senior at Loy Norrix High School. He stated that he and Emma Hilgart-Griff were very different people. Mr. Moss noted that Ms. Hilgart-Griff was very active in the Democratic Party and that he considered himself to be more of a conservative. He wanted it to be clear that this course concept was not developed by people who wanted to push liberal values. Mr. Moss stated that he had taken AP government and AP US History and felt it was important to learn about all history, including women’s history.

Amiri Sykes, 509 Davis St., Kalamazoo, introduced herself as an eighth grade student at Milwood Magnet School: A Center for Math, Science and Technology. She stated that Milwood had a
problem with a shortage of substitute teachers. She began to read a letter, written by teachers from Milwood Magnet School that expressed concerns regarding the shortage of substitute teachers in the state, district, and particularly their school.

Shannon Sykes-Nehring, 509 Davis St., Kalamazoo, introduced herself as a parent of KPS students. She noted that she would read the remaining portion of the letter written by Milwood teachers regarding concerns about the inadequacy of the supply of substitute teachers.

Amanda Miller, 34969 CR 652 Mattawan, introduced herself as the KEA president. She noted the lack of substitute teachers throughout the district. Ms. Miller stated that teachers are having to sub for each other and that this was not fair to students as classes are being divided into other classrooms, and art, music and physical education were being cancelled. She noted that if KPS would stop the professional development meeting pull-outs during instruction time, KPS could mostly cover its substitute teacher needs.

Ms. Miller stated that she had received numerous reports from many buildings that staff were dealing with violence in the classrooms. Ms. Miller noted that this issue must be addressed with consistent consequences, targeted interventions, and increased supports.

Ms. Miller thanked Trustee Freedman for her time on the board. She stated that Trustee Freedman had advocated for public education and KPS students, restorative practices, project-based learning, trauma-informed education, and love of reading. Ms. Miller shared that Trustee Freedman would be missed.

Jen Aniano, 109 West Van Buren St., Augusta, introduced herself as KEA vice president of and an English teacher at Loy Norrix High School. She noted that last year KEA had asked KPS to do more in terms of school safety. Ms. Aniano thanked KPS for the ALICE school training provided for staff this year. She noted that according to the Education Law Center, one-half to two thirds of all children in the United States suffer from some form of trauma. Ms. Aniano explained that traumas impact brain development and cause something that is called toxic stress. She noted that trauma can lead to delayed social skills, delayed academic progress, and ultimately violence. Ms. Aniano believes that it is time to make restorative justice and trauma-informed schools a reality. She stated that KPS needed to adopt these programs throughout the district.

Jeremy Anderson, 627 Alecia Ave., Kalamazoo, introduced himself as a parent of a kindergarten student at Northeastern Elementary. He stated that his child was forced to wear a restraint for crying. Mr. Anderson noted that two different tools were used on his daughter and both required parental consent that was never given to the school. He explained that the one aide had been removed from the school but felt that the behavior specialist and teacher should be removed as well. Mr. Anderson noted that he had spoken with KPS administrators who did not feel that this one incident was enough to remove the behavior specialist or the teacher. He requested that both employees be removed from the district or transferred to other schools so that his child could go back to school without fear of this situation happening again.

Cynthia Whitelord, 807 S. Rose Street, Kalamazoo, introduced herself as the grandmother of Jeremy Anderson’s daughter. She stated that educators and leaders are supposed to help children to not be afraid to come to school. Ms. Whitelord noted that her granddaughter was not the same since this incident and that she no longer wanted to go to school. Ms. Whitelord stated that educators need to think about the child’s welfare.
Lolisa Stewart, 2824 Heatherdowns LN, Kalamazoo, introduced herself as the mother of Jeremy Anderson’s daughter at Northeastern Elementary. She stated that she was told that a teacher was overheard to say that if Ms. Stewart had felt her daughter was being mistreated, she should homeschool her daughter. Ms. Stewart noted that after speaking with the principal about this conversation, she was assured that this teacher would not be around her daughter at the school at any time. She stated that this teacher was her daughter’s substitute teacher on November 28 and 29 and that she was not confident with what is being done on her daughter’s behalf.

IX. Reports and Recommendations

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

Trustee Herschleb stated that this policy was the result of a law made in 2016 that Michigan school districts could not refer students for abortion counseling. He noted that the new law required a board policy change within three years to the same effect, and that this draft policy fulfilled that requirement.

Trustee Greschak read the policy:

As required by Michigan statute, a school official, member of the Board of Education, employee, or other person who violates Section 1507 of the Michigan Revised School Code by referring a student for an abortion or by assisting a student in obtaining an abortion is subject to discipline, including a mandated financial penalty.

If it is determined that a school official, board member, or employee of the district has violated this policy, the board shall apply a financial penalty against such individual in an amount that is consistent with the Michigan statute. The district shall refund to the State School Aid Fund an amount of money equal to the financial penalty.

Board discussion:

Trustee McGlinn stated that this was a state-mandated policy.

B. Policy 4.3 – Graduation Requirements – First Reading

Trustee Herschleb stated that the committee had gone over this policy and updated some language and made this policy a more current document. He noted that students are no longer taking the ACT so the committee changed the language to the SAT and updated the policy to current standards. Trustee Herschleb stated that this policy now included Kalamazoo Innovative Learning Program (KILP) graduation requirements as well.

Board discussion:

None

C. Middle and High School Course and Program Recommendations for 2019-20 – First Reading

Assistant Superintendent of Teaching and Learning Services Cindy Green reviewed the proposed course bulletin changes for 2019-20:

- At the middle school level, Teaching and Learning Services (TLS) recommends that music technology and performance be added to Milwood Magnet School only. This is a project-based course developed at Milwood Magnet to explore music recording, finishing, producing, and performing techniques. The course would support Milwood’s efforts to attract students to technology.
At the middle school level, TLS recommends that the course titles and length of courses be changed for band. Beginning band would be one trimester or three trimesters to give students in sixth grade the opportunity to play a band instrument. Intermediate band would be for seventh graders and advanced band would be for eighth graders. Both intermediate and advanced bands would be all three trimesters.

At Maple Street Magnet School for the Arts, music 6, 7, and 8 are being proposed for one trimester each so students could explore different forms of music. The courses would be non-performance-based where students could use the piano, computers, and guitars.

In addition, the Automation and Robotics courses would be expanded to all middle schools. This year, the course has been offered at Maple Street and Milwood Magnet Schools where students have found the class to be exciting. Next year, Hillside and Linden Grove would offer the course.

At the high school level, the college readiness course would be recommended to change to college and career readiness. Product Design would be added as an art course at Loy Norrix High School. This art course would be an in-depth study of how to draw three-dimensional forms and technical drawing of products.

In the business education area, business career and professional development capstone experience is recommended for one trimester. Students would participate in an internship and job shadow experience or a field experience as a part of the course as well as other details to learn business concepts and competencies. Course title change recommendations would include business academy to international business and sports and entertainment management, sports and entertainment management.

Music today is recommended to change to the title of American Popular Music. Course description changes are recommended for concert, marching, and symphonic band. Marching band would count as a physical education credit.

Additional courses are being recommended through Kalamazoo Regional Education Service Agency Education for Arts (EFA) and Education for Employment (EFE) areas. For EFA, 3D computer animation and game design and advanced creative writing online courses are being added. Course title changes will occur to now say KVCC media arts and metal and jewelry art. In EFE, three new courses are being added. They include introduction to automotive technology, introduction to cybersecurity, and media production. Course title changes will be cybersecurity and culinary arts. EFE-CTE courses can be offered as a third science credit. For 2020 through 2024 graduates, EFE-CTE can be offered for one world language credit.

The early middle college programs through Kalamazoo Valley Community College continue to be offered for KPS students. There are 36 courses offered for the 2019-2020 school year to include opportunities for high school students to earn both a high school diploma and an associate of arts degree, associate of science degree, associate of applied science degree, a certificate, or a certificate of achievement. Desk Side Support is being added instead of Help Desk. Welding Constant Current and Welding Constant Voltage are being added while Welding Technologies is being eliminated. Fisheries/Natural Resources is being eliminated. This year, Kalamazoo Public Schools has 40 students enrolled in an early middle college program. KPS continues to actively promote early middle college through parent forums and student informational sessions.
Board discussion:
Trustee Freedman stated that she would like to know more about the women’s studies course before the board votes on the recommended changes at the next meeting.

Trustee McGlinn asked how classes are recommended and changed.

Assistant Superintendent Cindy Green responded that KPS has a process where teachers can recommend courses and course changes. She stated that KPS looks to see if it is a new course or an updated course. Ms. Green noted that when it is a new course, KPS looks to see that it meets the state standards, and what requirements KPS needs to meet the Michigan Merit Curriculum. She explained that the course would then be reviewed at the building by the building administrators and by the curriculum team at the Administration Building. Ms. Green noted that KPS also needs to explore if it has the resources and the budget for the proposed program.

Trustee Greschak stated that he would love to see KPS look into the women’s studies class. He noted that he appreciated the curriculum development and approval process.

President Sholler-Barber stated that she appreciated the concern from the women who spoke at the meeting tonight regarding the women’s history class. She stated this was a great learning experience for these students to understand the process of adding a new course.

Trustee Freedman stated that one of the authors of the curriculum was a young man. She also noted that the teacher, Ms. Layton, was very involved in this process as well. Trustee Freedman expressed that she would like to see the board get the information on what had been done so far.

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

1. Who We Are
- We are an open arms district. We’re about building bridges, not building walls.
- KPS has 143 refugee students, enrolled in the last two and a half years, from Syria, Congo, Malawi, Central America and other challenged countries.
- KPS has 1,058 English language learners.
- KPS has 1,596 special needs students.
- KPS students are:
  - 38.3% African American;
  - 36.3% White;
  - 13.1% Latino;
  - 10.5% Multi-ethnic;
  - 1.5% Asian American; and
  - 0.3% Native American.
- KPS is 71% free or reduced-price lunch eligible.
- Some KPS schools – Lincoln International Studies School, Edison Environmental Science Academy, Washington Writers’ Academy, The Woodward School for Technology and Research, Woods Lake Elementary: A Magnet Center for the Arts, Spring Valley Center for Exploration, and Northeastern Elementary – are 85% - 97% free or reduced-price lunch eligible, depending upon the year.
- We are the Promise district.
- More than 5,000 students have gone to college on Promise Scholarships.
• KPS has grown by more than 2,500 (25%) students in 13 years, the greatest growth of any district on the west side of the state.
• KPS is gay and straight, bisexual and transgender.
• KPS is first-generation, second-generation, and multi-generation American.
• KPS is first-generation, second-generation, and multi-generation college going.
• KPS is the largest, most diverse district in the region, and the second largest and the most diverse district on the west side of the state.
• KPS appreciates and values its diversity, and views it as part of its richness.
• KPS fights for public education.

II. Where we are
• Every major academic indicator has risen in the last several years.

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

M-STEP results spring 2016 v. spring 2018
• The Michigan Department of Education has established very high proficiency bars for M-STEP, which has produced low percentages of students statewide at or above proficiency.
• There is no grade in no subject in which students in the state test at more than 50% proficient.
• Across the country, state test results and socioeconomic status are strongly correlated.
• KPS is approximately 50% poorer than the state as a whole.
• From 2016 to 2018, KPS narrowed the gap with the state in all M-STEP grade levels tested in elementary and middle schools (grades 3-8) in both reading and math.
• From 2016 to 2018, KPS raised its M-STEP math results in all grade levels tested in elementary and middle school (grades 3-8).

NWEA-MAP
• NWEA-MAP is a norm-referenced test, on which half the students nationally are above median or grade level and half below.
• NWEA-MAP is used in districts across the country. Millions of children take these assessments annually.
• KPS versus the nation. The percentage of KPS K-8 students at or above grade level in reading increased from 42% in the spring of 2015 to 49% in the spring of 2018, a seven percentage point increase. Nationally, the percentage was 50%.
• The percentage of K-8 students at or above grade level in math increased from 38% in the spring of 2015 to 43% in the spring of 2018. Nationally the percentage was 50%.
Board Goal 3 – Writing
- From 2008 to 2013, KPS increased writing achievement on low-bar and high-bar state MEAP tests at rates faster than state increases.
- In 2015, the state moved to M-STEP testing with an English language arts test instead of separate reading and writing tests. This makes it impossible to measure writing achievement separate from reading achievement.
- KPS implemented a new elementary writing series last year in grades 4 and 5 and this year in grades K-3.

Board Goal 4 – Advanced Placement Progress
- In 2007-08 through 2018-19, the number of KPS students taking Advanced Placement (AP) courses increased by 156%.
- In 2007-08 through 2018-19, the number of African American/multi-ethnic students taking AP courses increased by 313%.
- In 2007-08 through 2018-19, the number of economically disadvantaged students taking AP courses increased by 402%.
- In 2007-08 through 2018-19, the number of Hispanic students taking AP courses increased by 1212%.
- In 2007-08 through 2018-19, the number of AP courses taken by KPS students increased by 226%.
- In 2007-08 through 2017-18, the number of AP tests earning college credit increased 10 consecutive years, from 143 to 566 tests (a total increase of 296%).
- In each of the last six years, the percentage of tests earning college credit increased, with last year’s percentage at 49%.

Board Goal 5 – KPS Graduation Rates
- KPS looks at graduation rates in many ways. Below are graduation rates in three-year intervals for graduating in four years:
  - In 2009-11, the average annual graduation rate was 63.7%.
  - In 2010-12, the average annual graduation rate was 65.4%.
  - In 2011-13, the average annual graduation rate was 66.2%.
  - In 2012-14, the average annual graduation rate was 67.7%.
  - In 2013-15, the average annual graduation rate was 68.3%.
  - In 2014-16, the average annual graduation rate was 69.6%.
  - In 2015-17, the average annual graduation rate was 71.0%.
- This three-year rolling graduation rate metric has increased six years in a row and is a signature accomplishment of the school district. When the board first approved long-term goals in January 2009, we noted that graduation rates would be the last measurement to move because it takes 18 years to make a college graduate.
- You can see this increasing same trend in three-year intervals for graduating in five years:
  - In 2009-11, the average annual graduation rate was 69.4%.
  - In 2010-12, the average annual graduation rate was 70.5%.
  - In 2011-13, the average annual graduation rate was 71.9%.
  - In 2012-14, the average annual graduation rate was 73.5%.
  - In 2013-15, the average graduation rate was 73.6%;
In 2014-16, the average graduation rate was 74.7%; and
In 2015-17, the average graduation rate was 76%.
This three-year rolling graduation rate for students graduating in five years also increased six years in a row.
The following list shows the KPS one-year graduation rates for students graduating in five years:
- In 2013, 65.2%;
- In 2014, 68.8%;
- In 2015, 71.0%;
- In 2016, 69.0%; and
- In 2017, 72.9%, the highest rate in ten years under the new uniform federal formula.
The new uniform federal formula permits districts to compare against one another within a state and across states as well.
Below is the KPS one-year graduation rate for students graduating in four years, compared with our socioeconomic peers within the state in 2017:
- Flint - 67.0%;
- Grand Rapids - 66.0%;
- KPS - 72.9%;
- Lansing - 62.1%; and
- Saginaw - 77.3%.
Saginaw has no alternative education. If a child requires alternative education, he or she must leave Saginaw Public Schools for this opportunity. Saginaw’s graduation rates are non-analogous to the other four districts, including KPS, as a result.
KPS five year graduation rates:
- In 2014, 72.4%;
- In 2015, 73.3%;
- In 2016, 78.3% the highest rate in ten years under the new uniform federal formula which dates to 2008; and
- 2017 – 76.5%.
Below is the KPS one-year graduation rate for students graduating in five years, compared with our socioeconomic peers within the state in 2017:
- Flint – 67.8%;
- Grand Rapids – 70.0%;
- KPS – 76.5%;
- Lansing – 58.6%; and
- Saginaw – 78.1%.
KPS is higher than Flint, higher than Grand Rapids, higher than Lansing, and 1.6% lower than Saginaw which has no alternative education. KPS has Phoenix High School and Kalamazoo Innovative Learning Program (KILP). More than 90 percent of high school students attend Kalamazoo Central or Loy Norrix.
More students graduated in 2018 than in any year post-Promise.
KPS had 454 graduates in 2005, the last year of graduates before the Promise.
KPS had 692 graduates in 2018.
• From 2005-2018, the number of KPS graduates grew from 454 to 692, a 52% increase, more than double the increase in district enrollment (25%) during the same period.
• The Michigan Department of Education will announce 2018 graduation rates in the winter.

**Board Goal 6: Continuation of the improvement of district marketing and of service to our children and families**
• “Turn here for free college” ad campaign.
• “KPS: Where your present meets your promise” banners.
• “School begins at 4!” campaign.
• School counter cards and KPS yard signs.
• Growth of the district Facebook page, with added news, pictures, and video.
• Introduction of an updated website and training of building personnel on school webpages.
• Expansion of Early Middle College programs with Kalamazoo Valley Community College from 4 to 8 to 35 from 2010 to 2018.
• Adoption of a new K-5 math series.
• Adoption of a new K-5 writing series.
• Michigan Health Endowment fund Grant to CIS-Kalamazoo, in collaboration with KPS and Family and Children Services, for 6 mental health therapists.
• Michigan Department of Health and Human Services Pathways to Potential: Spring Valley Center for Exploration, Northeastern Elementary School, Lincoln International Studies School, Edison Environmental Science Academy, and The Woodward School for Technology and Research.
• Addition of 3 new social workers in this year’s budget.
• Addition of 2 reading coaches, 1 math coach, 1 reading interventionist/coach, and 1 math interventionist/coach in this year’s budget.
• Kindergarten Kalamazoo Promise events the last three years.
• 32,000 books sent to 4,000 3rd to 6th graders in the summer.
• Mirrors of Me: Children Seeing Themselves in their Literature conference.
• Reading Now Network/Western Michigan University Grant/7 schools in cohort.
• KPS – Kalamazoo Public Library One Card Program.
• KPS open libraries in the summer.
• Revised summer school.
• More classroom Chromebooks.
• Take home resources made available for K-3 students with reading improvement plans.
• An increase from no food pantries in our schools in 2011 to 10 food pantries currently, in partnership with Loaves and Fishes and Communities in Schools-Kalamazoo.
• Universal Breakfast: An increase in free breakfasts from 516,467 in 2006-07 to an estimated 1,236,060 this year, a 139% rise.
• Expansion of Free Lunch: An increase in free lunches from 820,146 in 2006-07 to an estimated 1,268,250 this year, a 55% rise.
• KPS and college job fairs.
• Activity Helper Training.
• Staff professional development in:
  • Adverse Childhood Experiences (ACES)/Trauma-Informed Care;
• Restorative Practices;
• Culturally relevant education.
• Alert, Lockdown, Inform, Counter, Evacuate (ALICE) training;
• Sexual Harassment Law; and
• Multi-Tiered System of Support Foundations Training.
• More than 200 partners in the community.

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

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

III. Where We Have Been

KPS Highlights: 2008

- Strategic plan expectations for students and supporting adults.
- Curriculum management audit.
- Creation of El Sol Elementary, the only dual language program in the county.
- Creation of the Middle School Alternative Learning Program, the only middle school alternative school in the county.
- Quintupling of full-day kindergarten students and new full-day kindergarten curriculum.
- Construction and opening of Prairie Ridge Elementary, the first newly constructed school in KPS in 36 years.
- Expansion of Advanced Placement courses, course selections, and recruitment.
- Enhancement millage renewal approved 58% - 42%.

KPS Highlights: 2009

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

KPS Highlights: 2010

- New middle school math materials.
- New six-period middle school schedule adopted, in collaboration with our teachers association
- New middle school strategic reading and strategic math courses.
- First year of Bronco Buds, a partnership with Western Michigan University to have 1,000 6th graders annually experience a day on a college campus.
- New five-period, three-trimester high school schedule adopted, in collaboration with our teachers association.
• Expansion of Advanced Placement courses, course selections, and recruitment.
• First year of all sixth grade students receiving books in the summer.
• $62 million bond approval.
• President Obama’s speech at Kalamazoo Central High School graduation as the prize for the Race to the Top Commencement Challenge, in honor of our efforts to create a college-going culture in KPS.

KPS Highlights: 2011
• $6 million budget cut.
• Extensive new teacher evaluation process adopted, in collaboration with our teachers association.
• Lift Up Through Literacy parent education and Family Literacy Program pilot at four sites in the community.
• Enhancement millage renewal approved by more than 70% - 30% margin.

KPS Highlights: 2012
• $1.4 million budget cut.
• Completion of elementary universal breakfast.
• Lift Up Through Literacy parent education and Family Literacy Program expansion throughout the community.
• Expansion of the summer book program to include grades 5 and 6.

KPS Highlights: 2013
• $1.1 million budget cut.
• Restructuring of Phoenix High School.
• New K-5 English language arts materials adopted.

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

KPS Highlights: 2015
• Passage of the countywide special education millage, the only such millage in the state to pass on the same ballot as the state’s transportation millage, which was soundly defeated. The countywide special education millage passed 51% - 49%.
• Opening of the new Washington Writers’ Academy, the third new school in eight years in the district.
• Development of culturally responsive education materials and professional development for secondary school teachers.
• Beginning of KPS mentoring program with male staff and male students.
• Restructuring of the Student Services Department.

KPS Highlights: 2016
• Addition of coaches in literacy and math.
• Creation of Kalamazoo Innovative Learning Program.
• Milwood Elementary, partially renovated, partially newly constructed, re opened for business.
• High school Chinese and Advanced Placement French pilot.
• Expansion of culturally relevant professional development to elementary school staff.
• Expansion of KPS mentoring to female staff and male community members mentoring students.

KPS Highlights: 2017
• 15 capital projects in five schools, including Loy Norrix windows.
• Expansion of high school Chinese to Chinese 2.
• Expansion of AP French language from Norrix to Norrix and Central.
• Expansion of Early Middle College programs from 8 in 2016 to 35 in 2017.
• KVCC Early Middle College offerings:
  Associate degrees
  • Accounting
  • Administrative assistant
  • Art
  • Biology
  • Business administration
  • Computer information systems
  • Computer science
  • Criminal justice
  • Culinary arts and sustainable food
  • Elementary education
  • Engineering
  • Fisheries/natural resources
  • Graphic design
  • Information technology support
  • Machine tool technology
  • Secondary education social work

Certificates
• Administrative support
• Graphic design
• Machinist
• Office management

Certificates of achievement
• Auto brakes
• Auto suspension/steering
• Auto computer-assisted design
• Computer numeric control
• Dietary manager
• Help desk
• Inventor
• Machine tool operator
• Network manager
• Office support specialist
• Personal computer support technician
- Software support specialist
- Welding technologies
- Work processing specialist
- Culinary arts and sustainable food
- New grades K-3 math materials and curriculum guides (grades 4-5 in 2018).
- New grades 4-5 writing materials and curriculum guides (grades K-3 in 2018).
- Bridge Magazine named 54 Michigan high schools as 2017 Academic State Champions. Both Loy Norrix High School and Kalamazoo Central High School made the list.
- In the category in which 55 percent or more of students were eligible for a free or reduced price lunch, Kalamazoo Central High School was 4th among 141 high schools in Michigan.
- In the category in which 55 percent or more of students were eligible for a free or reduced price lunch, Loy Norrix High School was 1st among 141 high schools in Michigan.

KPS Highlights: 2018
- $96.7 million bond, the largest in district history.
- 692 graduates, the largest post-Promise.
- Middle school robotics pilot at Hillside and Linden Grove.
- Washington and Woodward pilot balanced calendar.
- Diverse classroom libraries begun.
- Expansion of high school Chinese to Chinese 3.
- 10th year in a row of rising number of AP tests earning college credit.
- 6th year in a row of rising percentage of AP tests earning college credit.

IV. Where we are going: Selected challenges for the year
A. Dignity and respect for all students, especially those who are poor, special needs, English language learners, lesbian, gay, LGBTQ, or refugees.
B. Continued improvement of student achievement, especially in high-poverty schools.
C. New elementary math series. Grades K-3 last year and grades 4-5 this year, with the exception of Washington Writers’ Academy and The Woodward School for Technology and Research, which both implemented K-5 last year.
D. New elementary writing series. Grades 4-5 last year and grades K-3 this year, with the exception of Washington Writers’ Academy and The Woodward School for Technology and Research, which both implemented K-5 last year.
E. Early literacy/literacy more broadly.
   - Reading Now Network in region. The network stretches through Michigan Association of Superintendents & Administrators Regions III and VII, from Muskegon down to Kalamazoo and over to Battle Creek.
   - Springboarding off the Mirrors of Me/Diversity in Literature Conference.
   - State’s Literacy Essentials.
   - Third grade reading law work:
     - Instructional coaching;
     - Individual reading improvement plans; and
     - Interventions.
F. Strengthening of Multi-Tiered System of Support (Academics).
   - Elementary intervention blocks;
• Differentiation of instruction, especially in language arts and math;
• Secondary strategic courses;
• Academic needs of special needs students; and
• Increased data analysis.

G. Strengthening of Multi-Tiered System of Support (Behavior).
• Restorative practices:
  • Professional development with select staff.
• Mentoring:
  • 414 mentors for 1168 student mentees in 9,572 weekly mentoring sessions last year.
• Culturally relevant education:
  • Fourth year for secondary school staff; and
  • Third year for elementary school staff.
• Trauma-informed care:
  • Professional development with select staff.
• Mental Health Professionals Grant (in partnership with Communities in Schools-Kalamazoo and Family and Children Services):
• Safe and Civil Schools:
  • Training with KPS and KRESA school staff by Dr. Randy Sprick.

H. Refugee Students.
I. Work at the state level to improve state funding through the School Finance Research Collaborative.

J. Capital Projects:
• Bond work in all 26 schools in the last ten years.
• Three newly constructed schools and one partially newly constructed school in the last eleven years.
• Two re-opened, renovated, and re-themed schools and one purchased and renovated school in the last eleven years.
• Addition of 4 classrooms and a gymnasium at Phoenix High School: Expected completion, fall of 2020.
• Beginning of the design work on Edison Environmental Science Academy.
• Addition of 966,000 square feet of air conditioning since 2007, more square feet added during this period than had been installed prior to 2007 (590,000 square feet) in the district’s history.
• Eight secure entrances to be constructed in the summer of 2019:
  • El Sol Elementary School;
  • Lincoln International Studies School;
  • Northglade Montessori Magnet School;
  • Prairie Ridge Elementary;
  • Spring Valley Center for Exploration;
  • Woods Lake Elementary: A Magnet Center for the Arts;
  • Hillside Middle School; and
  • Milwood Magnet School: A Center for Math, Science and Technology.
• Other summer 2019 capital projects:
  • New transportation facility;
  • South Westnedge School; and
  • Community Education Center.
K. School Security:
- Alert Lockdown Inform Counter Evacuate (ALICE) training;
- Expansion of security staff;
- Expansion of cameras; and
- Addition of secure entrances.

Summary:
With the work of our teaching staff, support staff, and administrative staff and with the support of more than 200 community partners, KPS has generated rising reading and math achievement on the NWEA-MAP, doubled advanced placement participation, increased Advanced Placement participation and success, increased enrollment by approximately 25 percent since 2005, and had a 52% increase in high school graduates since 2005. To paraphrase Robert Frost, however, we have miles to go before we sleep.

Dr. Rice thanked KPS teachers, support staff, administrators, community members and organizations that support KPS children, and the Board of Education.

Discussion:
Trustee McGlinn stated that there was no one way to improve schools and that KPS must be creative to continue to move forward. She noted that this presentation showed what the district had done to improve. Trustee McGlinn explained that it takes everyone in the district working together to be successful, all KPS teachers, administrators, support staff, parents, and community partners. She thanked Dr. Rice for the presentation and said that she was very proud of the work that KPS does.

President Sholler-Barber noted the complexity of running a 13,000-student school district. She thanked the staff and administration who are there every day for its students.

President Sholler-Barber also noted that when KPS compared itself to other urban districts, KPS included all of its student population. She indicated that KPS had challenges but continued to make progress and grow as a district. President Sholler-Barber thanked all those committed to KPS children.

Trustee Freedman stated that the board had heard from some unhappy people at tonight’s meeting. She expressed concern regarding the five year old Northeastern student. Trustee Freedman noted that the lack of substitute teachers in the district and the professional developments that pull teachers out of their classrooms are something the district needs to address. She noted that this was an opportunity for the district to collaborate. Trustee Freedman urged the board to think of polices around trauma-informed care and restorative justice.

X. Other Business
None.

XI. Comments by Trustees
None

Comments by the Superintendent
None
XII. **Closed Session (if needed)**  
President Sholler-Barber did not call for a closed session and adjourned the meeting at 9:03 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 20, 2018 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: December 20, 2018
SUBJECT: Personnel Changes

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

I. Employment
   A. Professional/Management
      Thomas S. Bailey, ELA Teacher, Middle School Alternative Learning Program, 11/30/2018
      Megan H. Doorlag, Science Teacher, Milwood Magnet School: A Center for Math, Science and Technology, 12/17/2018
      Anne M. Tuka, 3rd Grade Teacher, Parkwood Upjohn Elementary School, 12/20/2018

   B. Classified

II. Promotions/Key Transfers
   A. Professional/Management

   B. Classified
      Georgio E. Ballentine, Special Education Paraprofessional, Maple Street Magnet School for the Arts, 12/3/2018
      Bianca A. Dixon, Academic Behavior Paraprofessional, Middle School Alternative Learning Program, 12/13/2018
      Selena J. Garcia, Special Education Paraprofessional, Linden Grove Middle School, 12/3/2018

III. Leaves of Absence
    A. Professional/Management

    B. Classified

IV. Terminations
    A. Professional/Management
       Michael J. Ball, 4th Grade Teacher, Washington Writers’ Academy, 1/4/2019
       Resigned
       Katie L. Fawley, 2nd Grade Teacher, Greenwood Elementary School, 1/16/2019,
       Resigned
B. Classified
Lennisha L. Bell, Special Education Paraprofessional, Loy Norrix High School, 1/7/2019, Resigned
Lydia Cole, Special Education Paraprofessional Hillside Middle School, 12/24/2018, Resigned
Lizabel Rivera Coriano, 0.7 Assistant Bilingual Secretary, El Sol Elementary School, 12/7/2018, Resigned
Fredrick Daniel, Special Education Paraprofessional, Sidelines at Middle School Alternative Learning Program, 12/7/2018, Resigned
Matthew Martin, Jr., Bus Driver, Transportation, 1/1/2019, Retired
Sharon K. VanDyke, 10-Month Lead Secretary, Maple Street Magnet School for the Arts, 12/28/2018 Resigned

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

VI. Return from Leave of Absence
A. Professional/Management
B. Classified
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POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

8.10 - State-Mandated Prohibition on Abortion Referral or Assistance

Policy
As required by Michigan statute, a school official, member of the Board of Education, employee, or other person who violates Section 1507 of the Michigan Revised School Code by referring a student for an abortion or by assisting a student in obtaining an abortion is subject to discipline, including a mandated financial penalty.

If it is determined that a school official, board member, or employee of the district has violated this policy, the board shall apply a financial penalty against such individual in an amount that is consistent with the Michigan statute. The district shall refund to the State School Aid Fund an amount of money equal to the financial penalty.

M.C.L. 388.1766

First read: November 29, 2018
Second read: December 20, 2018
Preamble to Policy 4.3 – Graduation Requirements

The KPS Board of Education aims to make sure that all students will pass the Michigan Merit Curriculum state graduation requirements, use the Kalamazoo Promise, and succeed in postsecondary institutions, college and careers readiness, and life. KPS should challenge all students to exceed the graduation requirements.

Flexibility is a key principle that should guide KPS in helping students meet graduation requirements. There should be flexibility in how, when, and where students will meet graduation requirements. Some students may meet graduation requirements in 3 years, whereas other students may require 5 years.

KPS should allow students to get high school credit in middle school, and encourage high school students to be challenged by dual enrollment, online courses, and advanced KPS courses. Students will be allowed to test out of courses and take more difficult courses. Students will meet the state graduation requirements for online learning in many ways. KPS will make it easy for students to take online courses through the Michigan Virtual High School.

If students cannot pass courses in the regular high school, they should have options to meet the requirements at different times and places, and in different formats. Options might include: alternative school; afterschool or Saturday programs; summer school; classes at community institutions; or online courses. Although we want all students to get a diploma, we will also work with KVCC, KPS Adult Ed, and community institutions to help students who do not get a diploma to get the credentials they need to succeed in life.

We expect other institutions to help ensure that KPS students will have maximum flexibility in meeting graduation requirements. We urge KRESA to explore ways to allow students to meet core requirements in math, science, and other areas through EFE and EFA courses.

KPS should challenge all students to benefit from the Kalamazoo Promise. Hence, we expect all students to take the Michigan Merit exam, which includes the SAT. KPS will work with students, parents, and community groups from middle school on in preparing students for success on the SAT/Merit exam. This includes specific test prep programs.

The state graduation requirements do not address the area of writing. All KPS graduates should have received sufficient writing instruction, and have produced sufficient writing samples and revisions in response to teacher comments, to become proficient writers. Therefore, the Board directs the Superintendent, through the curriculum process, to ensure that each course have explicit minimum standards for student production of writing samples, and for student revision of writing in response to teacher comments. Although these minimum standards will differ across different types of courses, they will extend across the curriculum, and will be uniform across different sections of the same course.

Adopted: January 11, 2007
Revised: December 4, 2014
First read: November 29, 2018
Second read: December 20, 2018
4.3 Graduation Requirements

Policy
The district shall meet federal and state standards and consider the Kalamazoo community’s values in setting and reviewing graduation requirements.

Specifics
1. District graduation requirements should be flexible enough to allow well planned adjustments to meet each student’s needs and interests.

2. The Board-Superintendent team will establish and approve district graduation requirements.

3. The Board-Superintendent team will establish and approve district certificate of completion requirements.

Adopted: November 14, 2002
Revised: June 23, 2011
First read: November 29, 2018
Second read: December 20, 2018

This policy supersedes all other policies on this issue.
A minimum of 26 credits is required for graduation from Kalamazoo Central High School and Loy Norrix High School.

A minimum of 19 credits is required for graduation from Phoenix High School and Kalamazoo Innovative Learning Program (KILP).

GUIDANCE FOR CREDIT COURSES
A course selection plan for meeting graduation requirements over a 3 – 5-year period is required for all students.

With the approval of the dean of students (principal for Phoenix High School and director for KILP):

- Students may take additional credits toward graduation that may be earned from other institutions (e.g., community college, college, university, or Michigan Virtual High School).
- Students may make up credits through summer school, virtual online learning, or other means.
- Students may audit a course for no credit and have it on their transcript.

All deviations from specific course requirements must meet state-mandated graduation requirements or fall within the limited flexibility allowed under those state mandates, and must have the approval of parents/guardians and the dean of students (principal for Phoenix High School and director for KILP).

It is the responsibility of the dean of students (principal for Phoenix High School and director for KILP) to certify that a student has met the requirements for graduation.

REQUIRED NUMBER OF CREDITS – Kalamazoo Central High School and Loy Norrix High School

<table>
<thead>
<tr>
<th>Required Subjects</th>
<th>Graduating Class of 2016-2021 # of credits</th>
<th>Graduating Class of 2022 and Beyond # of credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Mathematics</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Science</td>
<td>3</td>
<td>3</td>
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<tr>
<td>Social Studies</td>
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<td>4</td>
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<tr>
<td>Physical Education</td>
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<td>0.5</td>
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<tr>
<td>Health</td>
<td>0.5</td>
<td>0.5</td>
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<tr>
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</tr>
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<td>Computer Applications</td>
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</tr>
<tr>
<td>Online Experience (College Readiness)</td>
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<td>-</td>
</tr>
<tr>
<td>Online Experience (College and Career Readiness)</td>
<td>-</td>
<td>0.5</td>
</tr>
<tr>
<td>World Language</td>
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<td>2</td>
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### REQUIRED NUMBER OF CREDITS – Phoenix High School

<table>
<thead>
<tr>
<th>Required Subjects</th>
<th>Graduating Class of 2016-2018 # of credits</th>
<th>Graduating Class of 2019-2022 # of credits</th>
<th>Graduating Class of 2022 and beyond # of credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
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<td>4</td>
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<tr>
<td>World Language</td>
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<tr>
<td>Electives</td>
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<tr>
<td><strong>Totals</strong></td>
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<td><strong>19</strong></td>
<td><strong>19</strong></td>
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### REQUIRED NUMBER OF CREDITS – Kalamazoo Innovative Learning Program (KILP)

<table>
<thead>
<tr>
<th>Required Subjects</th>
<th>Graduating Class of 2017 and Beyond # of credits</th>
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</thead>
<tbody>
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<td>English</td>
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<tr>
<td>Visual, Performing, and Applied Arts</td>
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<tr>
<td>World Language</td>
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</tr>
<tr>
<td>Electives</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
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Revised: January 11, 2007
Revised: February 25, 2010
December 4, 2014
First read: November 29, 2018
Second read: December 20, 2018
Supplement to Policy 4.3 – Requirements for certificate of completion for students with an Individualized Educational Plan (IEP)

The following criteria must be met for a student in Kalamazoo Public Schools to participate with his or her peers at graduation and to receive a certificate of completion:

1. The student must have or must have had an Individualized Educational Plan (IEP) and must have been working toward goals and objectives in accordance with his or her current IEP.

2. The student must have attended school in a consistent manner as determined by district administration.

3. The student must have used an extended curriculum and alternate assessment(s) as indicated in his or her current IEP.

4. The student must require life-long services.

Students who continue services beyond 18 years of age may elect to receive the certificate of completion as long as their age is within the state-mandated limits and they are attending school and working toward their IEP goals and objectives. The certificate of completion would be granted at the end of the school year of the request.

For all recipients of the certificate of completion:

1. Students who complete the requirements for the certificate of completion may participate in graduation ceremonies. No ceremonial distinction will be made between those who receive Michigan Merit Curriculum (MMC) diplomas and those who receive certificates of completion.

2. All students who are recommended for a certificate of completion will receive verification from the dean of students, building principal, and/or central office administrator.

3. A certificate of completion is not the equivalent of a Michigan Merit Curriculum diploma. Students who receive a certificate of completion may work toward a General Equivalency Degree (GED) or other post-secondary options.

Approved: June 23, 2011
First read: November 29, 2018
Second read: December 20, 2018
TO:        Board of Trustees
FROM:     Michael F. Rice, Ph.D., Superintendent
DATE:     November 29, 2018
SUBJECT: Middle and High School Course and Program Recommendations for 2019-2020

RECOMMENDATION:

It is recommended that the Board of Trustees receive for review the following additions, deletions, and other changes to the course and program offerings for incorporation into the 2019-2020 Bulletin of Courses. Actual course offerings are contingent upon budget and scheduling.

I. MIDDLE SCHOOL

A. MUSIC

Add the follow new course offering:

• Music Technology and Performance  
  Elective • 1 Trimester (12 weeks)  
  Course #: 6067-876  
  Offered at Milwood Magnet School: A Center for Math, Science and Technology only  
  This is a project-based course. Students will use technology to explore music recording, finishing, producing, and performing techniques.

Change the description and length of the following course offerings:

• Beginning Band  
  Elective • 1 Trimester (12 weeks) or 3 Trimesters (full year)  
  Course #: 60635  
  Grade: 6  
  Prerequisite: None  
  Scheduling Note: Must be taken 1st trimester  
  This class gives students their first opportunities to play band instruments. No previous experience is necessary. Students will be fitted to suitable instruments, which are available through KPS or area music stores. In addition to playing instruments, this class will focus on music-reading skills and musicality. Students will also be introduced to ensemble skills such as blend, balance, intonation, and technique. Performing at concerts is an integral part of this class.
• Intermediate Band
  Elective • 3 Trimesters (full year)
  Course #: 60735
  Grade: 7
  Prerequisite: Beginning Band or equivalent
  This class builds upon playing skills and musical knowledge of students who have completed a full year of Beginning Band. Concert performances, solo and small ensemble performance opportunities will be available. Performing at concerts is an integral part of this class.

• Advanced Band
  Elective • 3 Trimesters (full year)
  Course #: 60835
  Grade: 8
  Prerequisite: Intermediate Band or equivalent
  This class builds upon playing skills and musical knowledge of students who have completed Intermediate Band. Students will study more complex pieces of music. Concert performances, solo and small ensemble performance opportunities will be available. Performing at concerts is an integral part of this class.

Change the description and location of the following course offerings:

• Music 6
  Elective • 1 Trimester (12 weeks)
  Course #: 60665
  Grade: 6
  Offered at Maple Street Magnet School for the Arts only
  This is a non-performance class where students will learn about music of different cultures around the world. They will also utilize technology (GarageBand) and learn basic piano skills.

• Music 7
  Elective • 1 Trimester (12 weeks)
  Course #: 60765
  Grade: 7
  Offered at Maple Street Magnet School for the Arts only
  This is a non-performance class. Many styles of music, from jazz to rock ‘n’ roll to hip-hop will be discussed and critiqued. Students will experience and gain a better understanding of music past and present by completing projects and utilizing technology.

• Music 8
  Elective • 1 Trimester (12 weeks)
  Course #: 60865
  Grade: 8
  Offered at Maple Street Magnet School for the Arts only
  This is a project-based, non-performance course. Students will complete projects using pianos, computers, and possibly guitars. Projects will include units on hip-hop and music in film.
B. OTHER

Expand the following course offering to all middle schools:

- **Automation and Robotics**
  Elective • 1 Trimester
  Course #: 15820
  Prerequisite: None
  Grade: 6, 7, 8
  Students will explore 21st Century skills related to technology, online communication and productivity tools to produce presentations related to the engineering design process. Students will use programming software VEX Robotics®, to invent and innovate solution to technological problems. Students will also learn about careers related to the history, development and influence of engineering and robotics.

II. HIGH SCHOOL

A. ACADEMIC INSTRUCTION

Change the title of the following course:

- **College Readiness**
  Change to **College and Career Readiness**

B. ART

Add the following new course offering:

- **Product Design**
  1 Trimester • 0.5 credit
  Course #: 10641
  Prerequisite: Basic Design
  Site: Loy Norrix High School
  This course is an in-depth study of how to draw three-dimensional forms and the technical drawing of products. There will be a focus on drawing from observation. Students will be introduced to the fundamentals of product design.
C. BUSINESS EDUCATION

Add the following new course offering:

- **Business Career and Professional Development Capstone Experience**
  1 Trimester • 0.5 Credit
  Course #: 15771
  Prerequisite: 11th and 12th Grade Business Program Completers
  Student will have the opportunity to earn Microsoft Specialist, Expert, and Master certifications while they embark on a business career and professional development capstone journey. Students will participate in an internship, job shadowing, and/or field experience in their community to specialize their focus on their desired career area as they research, synthesize, assess, and apply learned business concepts and competencies. Students will include components such as career mobility, education, training, and preparation, as they develop a six-year personal career and life plan to meet their goals and objectives. Students will complete a research project, portfolio, and presentation on their findings. Students will utilize career advancement activities to enhance professional development and maintain a career portfolio to document knowledge, skills, and experience in their chosen career field. Students will work on job seeking skills and preparation and examine licensing, certifications and credentialing requirements to maintain compliance with industry standards.

Change the title of the following course:

- **Business Academy**
  Change to:
  Business Academy (I/S) – International Business and Sports and Entertainment Management
  Business Academy (S/B) – Sports and Entertainment Management and Business Finance
  Business Academy (B/I) – Business Finance and International Business

D. MUSIC

Change the title of the following course:

- **Music Today**
  Change to: **American Popular Music**

Change the description of the following course offerings:

- **Concert Band**
  1 Trimester • 0.5 credit
  Course #: 6050-45
  Grades: 9, 10, 11, 12
  Prerequisite: Experience playing wind or percussion instrument
  Scheduling Note: Offered 2nd and 3rd trimesters
  This course may be repeated
  Students will rehearse and perform a wide variety of wind band literature with specific emphasis on technical improvement and ensemble development. Performing at concerts is an
integral part of this class. The Concert Band may perform at Michigan Schools Band and Orchestra Association (MSBOA) festival. Grading will be based on performance tests and on attendance and participation in class, at extra rehearsals, and at concerts.

- **Marching Band**  
  **[MAC] Physical Education Credit**  
  1 Trimester • 0.5 credit  
  Course #: 6051-1  
  Prerequisite: Experience playing wind or percussion instrument  
  Scheduling Note: Offered 1st trimester  
  This course may be repeated  
  Students will rehearse and perform a variety of music and learn related marching and maneuvering routines for performances. Grading will be based on performances tests along with attendance and participation in class and at extra rehearsals, concerts, festivals, football games, and competitions.

- **Symphonic Band**  
  1 Trimester • 0.5 credit  
  Course#: 6053-45  
  Prerequisite: Audition  
  Scheduling Note: Offered 2nd and 3rd Trimesters  
  This course may be repeated  
  Participants will rehearse and perform a wide variety of significant and advanced wind band literature. Performing at concerts and Michigan Schools Band and Orchestra Association (MSBOA) festival is an integral part of this class. Grading will be based on performances tests and on attendance and participation in class, at extra rehearsals, and at concerts and festivals.

E. EDUCATION FOR THE ARTS (EFA)

**Add the following new course offerings:**

- **3D Computer Animation and Game Design**  
  3 Trimesters • 1.5 credits  
  Course #: 2057-789  
  Prerequisite: None  
  Grades: 9, 10, 11, 12  
  Site: All High Schools  
  Introduction to the technical and creative fundamentals of 3D animation software. Students will learn core concepts such as modeling, mapping, storyboard/scripting, and rendering. Students will create original characters and environment designs, animate characters in a game landscape, and design storyboards using gaming logic and strategies.
2019-2020 Course/Program Recommendations

- **Advanced Creative Writing - Online**
  1 Trimester • 0.5 credit
  Course #: 20931
  Prerequisite: Creative Writing - Online
  Grades: 9, 10, 11, 12
  Site: All High Schools
  This class is open to motivated writers who have successfully completed the Creative Writing Online class. Students will submit an individualized writing project to the instructor in any creative writing genre. The instructor will develop with students, a relevant research plan and writing / revision calendar. Students will receive feedback from instructor and peer student writers. Final writing product will be shared in an online portfolio and submitted to student writing festivals.

**Change the title of the following courses:**

- **Media Arts Creative Suite**
  Change to **KVCC Media Arts**

- **Jewelry and Metalsmithing**
  Change to **Metal and Jewelry Art**

**Delete the following course offerings:**

- **Advanced Multi-Media Arts**

- **Media Literacy**

**F. EDUCATION FOR EMPLOYMENT (EFE)**

**Add the following new course offerings:**

- **Introduction to Automotive Technology**
  1 Trimester • 0.5 credit
  Course #: 25331
  Prerequisite: None
  Grades: 9, 10, 11, 12
  Site: Loy Norrix High School
  Introduction to Automotive Technology is designed to teach students the basic theory and hands-on experience necessary to perform automotive maintenance, basic automotive system repairs, use of automotive shop tools and equipment, along with career exploration within the automotive industry. Classroom and laboratory experience includes tool and equipment usage, shop safety, engine construction, operation and service for electrical and electronic systems, steering systems, and braking systems. This course provides a good introduction into the automotive field, before taking Automotive Technology.
• **Introduction to Cybersecurity**
  1 Trimester (1 period) • 0.5 credit  
  Course #: 25791  
  Prerequisite: None  
  Grades: 10, 11, 12  
  Site: Loy Norrix High School  
  This course introduces students to the principles of cybersecurity, online safety, cybersecurity ethics, and protection against cyber-attacks.

• **Media Production**  
  [MAC] Visual, Performing and Applied Arts  
  3 Trimesters (2 periods) • 3 credits  
  Course #: 2576-789  
  Prerequisite: None  
  Grades: 11, 12  
  Site: Public Media Network, Epic Center  
  Scheduling Note: May be elected for two years  
  This course is ideal for students who want to learn how to create media content using visual, audio, graphic and storytelling production techniques for internet, podcasting, television, film, and radio. Students will gain work experience in such skills as video editing, audio production, video composition, graphic composition, effective communication, and more. This class provides students with the opportunity to enter local and national competitions as well as airing student work on Public Media Network stations.

Change the description of the following courses:

• **Cybersecurity**
  2 Trimesters (1 period) • 2 credits  
  Course #: 2579-23  
  Prerequisite: Introduction to Cybersecurity, Introduction to I.T.A., or Computer Technology prior to taking this course is strongly encouraged.  
  Grades: 10, 11, 12  
  Site: Loy Norrix High School  
  This course covers Network Security, Compliance and Operational Security, Threats and Vulnerabilities, Application, Data and Host Security, Access Control and Identity Management, and Cryptography. Upon completion of the course students are given the opportunity to take the CompTIA Security+ and TEstOut Security Pro certifications. Both are nationally recognized certifications necessary for most entry level I.T. security positions.

• **Culinary Arts**  
  [MAC] Visual, Performing and Applied Arts  
  [4th Related Math]  
  3 Trimesters (2 periods) • 3 credits  
  Course #: 2554-789  
  Prerequisite: None  
  Grades: 11, 12  
  Site: Community Education Center (CEC)  
  This program provides students with the opportunity to learn about the restaurant and food service industry. The curriculum, ProStart, was created by the National Restaurant Association and provides students with the skills necessary to be restaurant and foodservice leaders.
Students learn basic food preparation and explore different fields of the culinary trade. Instruction and learning activities are provided in a food lab using hands-on experiences. The curriculum includes, but is not limited to, front-of-the-house duties (server or host manager) as well as back-of-the-house duties (Head chef, sous chef, or line cook). Additional activities provide instruction in a wide range of topics from management and employability skills to catering. Students participate in culinary competitions and acquire industry recognized certifications needed to succeed in the industry and post-secondary education.

Delete the following course offerings:

- Digital Video Production
- Radio Broadcasting

Offer 3rd Science credit for completion of any EFE state-approved CTE program (regardless of content)

Offer one World Language credit for completion of any EFE state-approved CTE program (for 2020-2024 graduates).

G. EARLY/MIDDLE COLLEGE (E/MC)

Add the following new program offerings:

- **Welding Constant Current (CC) Processes**
  6 credits • Certificate of Achievement
  This program includes skill training in the Shielded Metal Arc Welding (SMAW) and Gas Tungsten Arc Welding (GTAW) welding processes and welding symbols and print reading. Courses in the welding Constant Current (CC) processes certificate of achievement program guide the student through a series of process skills using various current welding processes. The types of welding process training include SMAW, GTAW Tungsten Inert Gas (TIG), and OXY-FUEL and PLASMA cutting. Materials welded include mild steel, stainless steel, and aluminum. Courses offered can provide the skill set necessary to successfully complete welder certification testing required by many welding companies.

- **Welding Constant Voltage (CV) Processes**
  6 credits • Certificate of Achievement
  This program includes skill training in the Gas Metal Arc Welding (GMAW) and Flux-cored Arc Welding (FCAW) welding processes and welding symbols and print reading. Courses in the welding Constant Voltage (CV) processes certificate of achievement program guide the student through a series of process skills using various current welding processes. The types of welding process training include GMAW Metal Inert Gas (MIG), FCAW (Flux cored), and OXY-FUEL and PLASMA cutting. Materials welded include mild steel, stainless steel, and aluminum. Courses offered can provide the skill set necessary to successfully complete welder certification testing required by many welding companies.
Change the description of the following programs:

- **IT Support Technician**
  62 credits • **Associate of Applied Science (AAS)**
  This hands-on program will prepare students for employment supporting operating systems along with networking and security requirements for local area networks (LANs). Students also learn to install, configure and troubleshoot PCs, networks, and hardware and software, including the Microsoft Office Suite applications. Database concepts, systems analysis and design, and writing and communication skills are also included in this program as it prepares students for several CompTIA and Microsoft certification tests.

- **Network Manager**
  15 credits • **Certificate of Achievement**
  This hands-on program prepares the student for employment as a Microsoft network manager who can support operating systems, hardware, and software along with the ability to provide installation, configuration, security, and troubleshooting skills for Microsoft networking installations. Students with this certificate of achievement are also prepared for CompTIA and Microsoft certifications.

Change the title and description of the following program:

- **Help Desk**
  Change to:  **Desk Side Support**
  18 Credits • **Certificate of Achievement**
  This program is taught in a hands-on environment to prepare students to provide computer support, troubleshooting, and security services for PC hardware and software, and installation and management of operating systems, computer components, and peripheral devices. Students also learn network installation, configuration, and support along with the ability to provide assistance with word processing, spreadsheet, and database and presentation software.

Delete the following program offerings:

- **Fisheries/Natural Resources**

- **Welding Technologies Certificate of Achievement**