

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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October 16, 2019

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

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, October 24, 2019 at 7:00 p.m.** in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

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

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
October 24, 2019 – 7:00 P.M.

A G E N D A

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
 - A. Minutes**
October 10, 2019 Meeting Minutes
 - B. Business and Financial Reports**
Purchase Request 2020-12
 - C. Personnel Items**
Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. Capital Project Report
 - B. Home Access Report
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, November 7, 2019**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
October 10, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the October 10, 2019 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

President Sholler-Barber stated that civility in our society was at a premium right now. She apologized to Interim Superintendent Gary Start, senior staff, board members, former board members, the KPS community, and its students for the behavior at the September 26 Board of Education meeting. President Sholler-Barber noted that future meetings would be civil, courteous, and respectful of all voices without disruption.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

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

IV. Announcements and Recognitions

Director of Marketing and Communications Susan Coney presented Northeastern Elementary School Turnaround students: Nathaniel Lehman and Za'Khari Washpun, first grade; Damian Bailey, Ty'nasia Robinson (unable to attend), and Grace Shepherd, second grade; A'Don Woody Atkins, fourth grade; and Airrion Sadler, fifth grade.

Also in attendance and introduced by Ms. Coney was Northeastern Elementary School Principal Mr. Hawkins. The students' parents and family members in the audience were also recognized.

V. School Reports/Committee Reports**Committee Reports**

Superintendent Search Committee – *President Sholler-Barber, representative*, stated that Michigan Association of School Boards (MASB) had scheduled 25 public sessions in the next three weeks to seek input about the qualities, experience, and skills the participants desire for the new superintendent. She noted that the meeting times and locations had been carefully chosen to provide the community multiple opportunities to attend at various locations and times around the district. President Sholler-Barber shared that these meetings would not be attended by the board or school administrators.

Staff Sessions

DATE	TIME	GROUP	LOCATION
Monday, October 14	10:30 a.m.	Central Office	Curriculum Lab
Tuesday, October 15	5:00 p.m.	Non-instructional staff	CEC Room 130

Monday, October 21	3:00 p.m.	Instructional staff	Loy Norrix Cafeteria
Monday, October 21	4:30 p.m.	Instructional staff	Loy Norrix Cafeteria
Wednesday, October 23	3:00 p.m.	Instructional staff	Kalamazoo Central Cafeteria
Wednesday, October 23	4:30 p.m.	Instructional staff	Kalamazoo Central Cafeteria

Community Sessions

DATE	TIME	LOCATION
Monday, October 14	7:00 p.m.	Maple Street Magnet School 922 W. Maple Street
Tuesday, October 15	2:00 p.m.	Friendship Village 14 North Drake Road
Tuesday, October 15	7:00 p.m.	Eastside Neighborhood Association 1301 East Main Street
Thursday, October 17	10:00 a.m.	Kalamazoo Public Library 315 South Rose Street
Thursday, October 17	5:30 p.m.	El Concilio 930 Lake Street (translators available)
Thursday, October 17	7:00 p.m.	Kalamazoo Central High School 2432 North Drake Road
Monday, October 21	7:00 p.m.	Loy Norrix High School 606 East Kilgore Road
Tuesday, October 22	12:00 p.m.	Kalamazoo Public Library, Oshtemo 7265 West Main Street
Tuesday, October 22	7:00 p.m.	Galilee Baptist Church 1216 North Westnedge Avenue
Monday October 28	2:00 p.m.	YWCA 353 East Michigan Avenue
Monday October 28	5:30 p.m.	Northside Association for Community Development 612 North Park Street

President Sholler-Barber stated that input may also be shared via a confidential survey available until November 8 at: bit.ly/KzooSuptSearch. She noted that after all of the meetings, MASB

would provide summaries of what they had heard along with the survey results and would present a report to the board. President Sholler-Barber stated that this information would be used to prepare the selection criteria for the new superintendent.

President Sholler-Barber explained that once the job had been posted and candidates had been invited for interviews, the board would hold the interviews in a public meeting sometime in early 2020. She noted that if there were any questions regarding the superintendent search process that they could contact Trustee Ken Greschak, Trustee TiAnna Harrison, or herself.

President Sholler-Barber thanked Ms. Coney for her help and for keeping the KPS website updated. She noted that if the community had additional questions they could also call the communications department at 269-337-1572.

Operations Committee – *Trustee Ken Greschak, chair*, stated that the committee had met on October 1 and that the committee had discussed the review of the annual financial reports that would be presented tonight.

Policy Committee – *Trustee Greschak, representative*, stated that the committee had met on October 1 and that the committee had discussed Policy 1.2 Public Participation During a Meeting of the Board of Trustees.

Evaluation/Accountability Committee – *Trustee Jennie Hill, chair*, stated that the committee had met on October 8 and that the committee had discussed a resolution that would be discussed later tonight during the meeting.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of September 27 through October 10, 2019. (File #7.)

VII. Consent Calendar

Trustee Harrison presented the Consent Calendar items: VII.A.1. September 24, 2019 Advance Meeting Minutes, and VII.A.2. September 26, 2019 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.

Darrin Moore, Kalamazoo, introduced himself as the vice president of Kalamazoo Support Professionals (KSP), and leader of transportation bus drivers. He thanked Gary Start for his support of the transportation department and its employees.

Assane Dia, 755 Dragonfly, Kalamazoo, introduced himself as a KPS bus driver. He thanked Mr. Start for his support during the recent media coverage.

Bob Schellenberg, 607 Collins Street, Kalamazoo, introduced himself as a KPS bus driver. He thanked Mr. Start for his kind words and support of bus drivers in light of the recent media coverage.

Eursla Moore-Doyle, 919 Reed Avenue, Kalamazoo, introduced herself as the president of KSP. She thanked the board for approving the 2019-20 KEA contract, which was on the agenda tonight. Ms. Moore-Doyle stated that she was speaking on behalf of KSP employees regarding living wage. She asked the board to consider living wage for all KSP employees in next year's contract. Ms. Moore-Doyle shared that many employees have second jobs and receive state aid such as food stamps

Tanya Bellamy, 2916 Brook Drive, Kalamazoo, introduced herself as a guardian, grandmother, and advocate of eight KPS students. She noted that on October 8 she had attended an education funding town hall meeting at Douglass Community Association. Ms. Bellamy learned that school revenue levels had dropped by 38%. She noted that the Kalamazoo Promise donors had given 127 million to post-secondary education tuition and felt that the Promise donors should help fund K-12 education in Kalamazoo.

Marci Larsen, 715 Wheaton Avenue, Kalamazoo, introduced herself as a parent of a first grade student at Northglade Montessori Magnet School. She read a letter signed by parents from Northglade Montessori Magnet School expressing their concerns about ALICE training. Ms. Larsen stated that the parents wanted more information regarding the ALICE training and advance notice of the day of training so that they could pull their children out of school.

Mr. and Ms. Christopher Miller, 5118 South Fourth Street, Kalamazoo, introduced themselves as parents of a seven-year-old son at Northglade Montessori Magnet School. Mr. Miller stated that their son was sensitive and that they did not want him to participate in the ALICE training. Ms. Miller echoed the other speakers at tonight's meeting. She stated that she felt the media directed our decisions on what to do with our children. Ms. Miller explained that KPS has doors that lock and in her opinion that was more important than ALICE training for kids.

Sarah Davis, 501 South Eighth Street, Kalamazoo, introduced herself as a parent of four students at Northglade Montessori Magnet School. She noted that she had been hesitant to allow her children to go through ALICE training. Ms. Davis stated that the day she decided to pull her kids from the training was the same day her children received ALICE training in their school. She noted that her children have nightmares and are scared because of this training.

Emma Davis, 501 South Eighth Street, Kalamazoo, introduced herself as a Northglade Montessori Magnet School student. She stated that she thought ALICE training was not a good idea for students. Miss. Davis explained that children should be able to feel safe in their schools.

MOTION: Moved by Trustee Greschak, supported by Trustee Hill, to defer item IX.D. Home Access presentation to another meeting date.

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

IX. Reports and Recommendations

A. June 30, 2019 Comprehensive Annual Financial Report

Interim Superintendent Gary Start read the recommendation for the board to receive the June 30, 2019 comprehensive annual financial audit report, federal awards supplemental information, and report to the board.

Mr. Start thanked Laura Kayser and stated that she does an outstanding job running KPS financial operations. He noted 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 stated that they had recently finished the audit for the 2018-2019 fiscal year. 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. He noted that it was important for the board to see that there were good people handling KPS financial operations and that they were making good budget decisions. Mr. Egberts stated that the audit went very smoothly.

Mr. Egberts concluded by thanking Interim 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.

Trustee Greschak asked Mr. Egberts to explain the certificate of achievement.

Mr. Egberts explained that the Comprehensive Annual Financial Report (CAFR) was much more detailed than what was required. He noted that, within this report, there were certificates of achievement and reporting excellence from the Association of School Business Officials (ASBO) International and the Government Finance Officers Association (GFOA). He noted that this was a lot of extra work for Ms. Kayser and that for the past six years KPS had received certificates of excellence.

Trustee Greschak noted that this CAFR certificate of excellence improved KPS bond ratings and helped them receive a better interest rate. He also noted that this credit rating demonstrated KPS's financial security and would look stable to superintendent candidates.

MOTION: Moved by Trustee Greschak, supported by Trustee Morris, to approve the recommendation as presented.

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

Mr. Start stated how much he appreciated Ms. Kayser for all of her hard work, particularly during his interim role this year.

B. Resolution Authorizing 2020 Refunding Bonds

Mr. Start read the recommendation to adopt the resolution authorizing the issuance of an amount not to exceed \$20,250,000 in refunding bonds. He noted that this process is estimated to save tax payers around two million dollars over the life of the bond.

MOTION: Moved by Trustee Jackson, supported by Trustee Hill, to approve the recommendation as presented.

Board discussion:

Trustee Hill asked Mr. Start why we needed these bonds.

Mr. Start stated that periodically KPS asked the public to vote for a bond issue for money to do capital projects such as the Edison Environmental Science Academy. He explained that KPS had these bonds with different issuances and that this step is to see if you can get a better deal going back to the market. Mr. Start stated that this was a lot of work to sell bonds. He noted that bonds cannot be used for operating costs like salaries and supplies. Mr. Start stated that you can use bonds for school buses, technology, and construction of new buildings. He explained that if you had to use the general fund to purchase these necessary items you would have to cut salaries and supplies in order to fund things that were mandatory such as buses, roofs, and boilers.

President Sholler-Barber stated that if KPS didn't have the support of the community for our bonds the general fund would have to pay for those buses and roofs. She thanked all those that support KPS.

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

C. Resolution Declaring Support for Career and Technical Education Millage

Mr. Start read the recommendation declaring support for the Career and Technical Education (CTE) Millage.

MOTION: Moved by Trustee Morris, supported by Trustee Hill, to approve the recommendation as presented.

Board discussion:

Trustee Morris asked KRESA Superintendent Mr. David Campbell why this millage was so critical for our district.

Mr. Campbell explained that the reason it was so critical was the changing nature of the economy and the need for more skilled credentials. He noted how important it was for kids to see what they could be and the many opportunities and possible jobs available. Mr. Campbell stated that Kalamazoo County currently does not have many students going into CTE and that there was a severe shortage of skilled talent.

Mr. Campbell stated that kids are visual learners and that we have to shift instruction to be more visual. He noted that business community leaders were very interested in helping to get more students involved in this program.

Trustee Greschak stated there was a lot of community discussion on the importance of CTE. He noted that this was an opportunity to back a proposal that would move Kalamazoo County and its school districts into being a provider of CTE. Trustee Greschak explained that this

would create one site, in one centrally located place, which would make transportation and equity less of an issue for students. He noted that our community supports education.

Mr. Campbell stated that this millage request had been tried before in the 60's and it didn't pass. He noted that the community had felt Kalamazoo Valley Community College (KVCC) should provide that type of CTE. Mr. Campbell explained that there was also a try for a millage in 2004. He noted that it was the beginning of a recession and mass lay-offs, the millage did not pass. Mr. Campbell shared that as the economy evolved, kids needed a higher level of skill. He shared that this was a good time for this millage as there would be a lot of open jobs in the next seven years.

President Sholler-Barber stated that a centrally located career center would mean shorter bus rides for students in all districts and would increase enthusiasm in the CTE program. She reminded everyone to get out and vote. President Sholler-Barber thanked Mr. Campbell for his presentation.

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

D. Resolution on KPS Related Meetings

Trustee Hill read the resolution on KPS Related Meetings.

President Sholler-Barber stated that this resolution had been presented to the board in April and went back to the evaluation committee to be finalized.

MOTION: Moved by Trustee Greschak, supported by Trustee Hill, to approve the recommendation as presented.

Board discussion:

Trustee Moore asked for the definition of what a KPS related meeting was.

KPS legal counsel Mr. Marshall Grate stated that a KPS related meeting would be one that would require public notice to receive information or deliberate on various issues.

Trustee Moore stated that if we have a quorum it would be hosted by KPS. She noted that the intent was not to prohibit or discourage board members in numbers of three or less from participating in meetings elsewhere.

Trustee Hill stated that Trustee Moore was correct. She noted that as individuals we have no power, our power was to listen to our constituents. She explained that as a full board they had power. Trustee Hill stated that it was important to respect other opinions when brought to the board floor.

Mr. Grate stated that the board had to follow the open meetings act. He explained that the board must conduct its meetings in public and to be transparent in the way that it conducts its meetings. Mr. Grate noted that when there was a quorum of the board there had to be public notice and public comment had to be provided. He stated that board committees that are less than a quorum and make a recommendation or a decision for the board would also have to be noticed. Mr. Grate also explained that in a social gathering, where there are less than a quorum of the board and they do not make decisions for the board, they just receive information, those do not need to be posted under the open meetings act.

President Sholler-Barber asked Mr. Marshall to define receiving information and deliberation.

Mr. Grate explained that receiving information would be where a group of board members would listen to people make public comment, receive reports and information, whether it's verbal or written. He noted that deliberation would be when board members begin to discuss school related issues. Mr. Grate stated that when there are four board members at any gathering discussing school business it had the potential of qualifying as a meeting that should be noticed under the open meetings act. He clarified that for a quorum of the board there are two reasons where the meeting would have to be noticed: one, deliberation, which may or may not lead to any decision; and the other is if the board makes a decision then that meeting also needs to be noticed. Mr. Grate shared that a committee of three that is simply receiving information can deliberate; however, they cannot decide.

President Sholler-Barber stated that all board committee meetings are posted.

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

X. Other Business

None.

XI. Comments by Trustees

Trustee Jackson stated that he was excited about the CTE millage that would go to the polls in November. He noted that it would be a huge benefit for Kalamazoo County and its public schools to have a center like this in our city. Trustee Jackson encouraged community members to attend the Black Refractions Community-Wide Celebration of African American Art at the Kalamazoo Institute of Arts (KIA). He suggested that you check the KIA website to get the full schedule of events running September through November, 2019.

Trustee Moore stated that after looking at the superintendent search input sessions for instructional staff and non-instructional staff there was only one session for non-instructional staff. She asked President Sholler-Barber to see if MASB could schedule another meeting for non-instructional staff. Trustee Moore thanked those people who had spoken at the podium tonight. She also asked that the operations committee take a look at wages across the district and work to see that KPS wages started at \$10 an hour.

Trustee Morris thanked the community for speaking at the meeting tonight. He noted that KPS would do better for its children. Mr. Morris echoed what Trustee Moore said and stated that it was important to have a minimum living wage of \$10 an hour. He thanked Emma for speaking to the board tonight. Trustee Morris stated that it was important to pass the millage for the CTE to help end generational poverty in Kalamazoo County. He asked that the community get out and vote.

Trustee Hill echoed her fellow trustees' comments and thanked those who had come to the meeting and spoken to the board. She noted how important a living wage was for KPS employees. Trustee Hill shared that the CTE millage was very important to this community. She noted that students need to know that two years of education can open many doors for them. Trustee Hill also thanked Kalamazoo College students for volunteering their time to work with students in KPS at Lincoln International Studies School, The Woodward School for Technology and Research, and El Sol Elementary School.

Trustee Greschak, chair of the operations committee, stated that the committee would address the wage issue. He expressed his appreciation for Trustee Moore's comments on the limited meeting choices for non-instructional staff and hoped MASB could find additional meeting times. Trustee Greschak reminded teachers and community that they could attend any meeting that they want.

President Sholler-Barber stated that all of the listening meetings by MASB were open to anyone that wanted to attend them at any location.

President Sholler-Barber stated that CTE was about voting. She reminded you to educate yourself and be vocal.

President Sholler-Barber stated that First Day Shoe Fund had distributed 3500 pairs of shoes to KPS students. She reminded parents to get out and support athletic events this weekend. President Sholler-Barber thanked Ms. Coney for all of her work with the superintendent search.

Comments by the Interim superintendent

Mr. Start stated that school funding was critical as such a high percentage of KPS funding was dependent on the state. He noted that he had been very happy with Governor Whitmer's budget, which had recognized the need for a weighted funding formula. Mr. Start explained that different students have different needs, which have different costs in these particular areas; special needs students, English Second Language (ESL), economically disadvantaged students, and early childhood education. He stated that we have to keep working with the legislature on this funding issue. Mr. Start suggested going to the School Finance Research Collaborative (SFRC) website www.fundmischools.org to see a study that focused on what kids need.

Mr. Start thanked the board search committee and Ms. Coney for the tremendous amount of work it took to coordinate 25 MASB superintendent search input events,

Mr. Start shared that there would be a parent information session before any further ALICE training in KPS schools. He noted that it would be on October 23, 6:00-7:30 p.m. at Lincoln International Studies School, 912 North Burdick Street, in their auditorium. Mr. Start looked forward to hearing that dialogue.

XII. Closed Session

President Sholler-Barber called for a closed session meeting. As board president, I move that the board convene in closed session to consider the recommendation to approve a one-year (2019-2020) contractual agreement between Kalamazoo Public Schools (KPS) and Kalamazoo Education Association (KEA) and Kalamazoo Support Professionals (KSP).

MOTION: President Sholler-Barber, supported by Trustee Jackson, to move into a closed session meeting at 8:55 p.m.

President Sholler-Barber stated that they may or may not return to the floor.

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

Returned to regular session at 9:39 p.m.

MOTION: Moved by Trustee Morris, supported by Trustee Jackson, to approve the one year contractual agreement between Kalamazoo Public Schools (KPS) and Kalamazoo Education Association (KEA) and Kalamazoo Support Professionals (KSP).

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

President Sholler-Barber adjourned the meeting at 9:41 p.m.

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

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: October 24, 2019

SUBJECT: Approval of the Attached Purchase Recommendation

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

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

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

**KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET**

Board Meeting Date: October 24, 2019
Request Number: 2020-12
Amount: \$94,180.00

Item: Fast ForWord subscription renewal and expansion purchase for 500 licenses for Reading Plus, 500 licenses for Assistant Plus, and four days of on-site professional development/services.

Cost Center: Student Services/Special Education Department

Representative Attending Board Meeting: Rikki Saunders

Description of Need: *Fast ForWord* language and reading intervention is designed to improve the underlying memory, attention, and processing skills in learners with a specific learning disability. By directly targeting the root causes of reading and learning difficulty, *Fast ForWord* enables children with learning disabilities to improve learning quickly — sometimes even graduating from special education interventions and services altogether.

Fast ForWord focuses on:

- Cognitive skill exercises target improved memory, attention and processing rate;
- Foundational language, grammar, phonics, multisyllabic words, decoding; and
- Online guided reading tools to build fluency, reading comprehension and confidence reading aloud.

The licenses provide online tools, real-time data, support, and professional development. It is a collaborative way of combining technology and instruction to help students become proficient readers, writers, speakers, and critical thinkers.

Vendor: Scientific Learning
PO Box 847668
Dallas, TX 75284-7668

Number of Proposals Requested: 1

Received: 1

Low Bid Accepted: Yes

Additional Information: This program will benefit the students with disabilities at the elementary, middle, and high school levels to provide evidence-based support for reading. It is an intervention that is geared for various age levels and provides consistent instruction to learn at a faster pace.

This recommendation will require a budget increase of approximately \$60,000; however, there is sufficient savings in other categories to provide for this increase without requiring an overall budget increase for the district. The increase will be recommended as part of the 2019-20 close estimate budget in June.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees
FROM: Gary L. Start, Interim Superintendent
DATE: October 24, 2019
SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
Jennifer L. Gann, Third Grade Teacher, Milwood Elementary School,
10/16/2019
 - B. Classified
Earl F. Mortimore, Grounds Supervisor, Facilities Management, 10/11/2019
- 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
Brenden K. Groggel, Attendance Interventionist, Loy Norrix High School,
10/25/2019, Resignation
- V. Termination from Leave of Absence
 - A. Professional/Management
Sarah M. McGlenn, Speech Language Pathologist, Special Education, 10/7/2019,
Resigned
 - B. Classified
- VI. Return from Leave of Absence
 - A. Professional/Management
 - B. Classified