

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent  
1220 Howard Street  
Kalamazoo, MI 49008  
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November 13, 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, November 21, 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  
November 21, 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**  
November 7, 2019 Minutes
  - B. Business and Financial Reports**  
Purchase recommendation 2020-13, 2020-14, 2020-15, and 2020-16
  - C. Personnel Items**  
Personnel Changes
  - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
  - A. Reproductive Health Care Curriculum**
  - B. Middle and High School Course and Program Recommendations for 2020-2021**
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, December 5, 2019**

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
November 7, 2019 – Regular Meeting

**I. Call to Order**

President Sholler-Barber called the November 7, 2019 regular Board of Education meeting to order at 7:01 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

**II. Pledge of Allegiance**

The Pledge of Allegiance was recited.

**III. Attendance**

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

**IV. Announcements and Recognitions**

None.

**V. School Reports/Committee Reports**

**Committee Reports**

Policy Committee – *TiAnna Harrison, chair*, stated that the committee had met on October 29 and had discussed Policy 1.2 Public Participation During a Meeting of the Board of Trustees, which would have a first reading during tonight's meeting.

Operations Committee – *Ken Greschak, chair*, stated that the committee had met on November 5 and had discussed superintendent compensation and the updated school funding draft. He noted that, while school funding had increased the past few years, it was still far behind relative to inflation.

Curriculum Committee – *Patti Sholler-Barber, chair*, stated that the committee had met on November 6 and had discussed curriculum changes that would be presented to the board on November 21. She noted that the committee had also discussed the new reproductive health curriculum and that there would be two community meetings to discuss proposed changes.

President Sholler-Barber stated that Assistant Superintendent of Teaching and Learning Services Cindy Green had presented on professional development. She noted that she would like Ms. Green to share this presentation with the board at a later date.

**VI. Correspondence**

Secretary Hill reviewed the correspondence received for the period of October 25 through November 7, 2019. (File #9.)

Trustee Hill stated that she would accept emails to the board through Tuesday evening, 12:00 a.m., before the Thursday board meeting to be included in that week's board correspondence log. She noted that email/mail received after that would be included in the following board meeting correspondence log.

Trustee Moore stated that she did not agree that Tuesday was a reasonable deadline for correspondence to be included in that week's correspondence log. She noted that she thought that Thursday at 8:00 a.m. was reasonable.

## **VII. Consent Calendar**

President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 22, 2019 Advance Meeting Minutes and VII.A.2. October 24, 2019 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.

*Kristy Jones, 4628 Beech Avenue, Kalamazoo*, introduced herself as a parent of a seventh grade student at Hillside Middle School. She stated that she supported the district in ALICE training of all students. Ms. Jones noted that it was important that her child was trained properly to react in an emergency. She stated that KPS was doing an excellent job in keeping children safe.

*Rob Allison, 2255 Benjamin Avenue, Kalamazoo*, introduced himself as a parent of two students at Winchell Elementary School and as a school counselor at a neighboring district. He stated that he was in strong support of ALICE training in the schools as it teaches kids to think for themselves. Mr. Allison noted that he would not want his children to attend a school where this sort of training did not take place.

*Kristen Rice, 816 Newgate Road, Kalamazoo*, introduced herself as a parent of a student at Kalamazoo Central High School. She stated that she supported ALICE training in KPS schools. Ms. Rice noted that it was a disservice to not share this training and conversation with young children. She stated that her 17-year-old had explained to her that ALICE training empowered her to make decisions for her own life.

*Andrea Hubbard, 408 Drexel Place, Kalamazoo*, introduced herself as a grandmother of KPS students and that she was a security guard, and also worked for Northside Association for Community Development. She stated that she was in support of ALICE training. Ms. Hubbard noted that this training prepares our children to make good decisions so that they can come home safely.

*Ian Harper, Winchell Avenue, Kalamazoo*, introduced himself as a parent of four KPS students. He stated that he had asked KPS to provide him with data showing how ALICE would make its children safer. Mr. Harper noted that he still had not seen that data. He stated that he believed KPS was making the wrong decision to implement this program.

*Darius Johnson, 2842 Carsten Avenue, Kalamazoo*, introduced himself as a father of five children. He thanked KPS for having a proactive approach to what is happening today. Mr. Johnson noted that the ALICE program gave its students an opportunity to learn what to do in case of an emergency. He explained that ALICE supported different options to help students make informed decisions.

*Christina Getachew, 1429 Spruce Drive, Kalamazoo*, introduced herself as a parent of twin daughters at Loy Norrix High School (LNHS). She stated that she was inspired by the energy in the board room this evening. Ms. Getachew noted that we needed to prepare our children and teachers for the unthinkable tragedy of an armed gunman in our schools. Ms. Getachew stated that she was grateful for the administrators and teachers in KPS that were willing to put in place and practice ALICE training. She asked that the community contact their state representatives and demand that they work harder to enact sensible gun laws to keep our kids safe from gun violence.

*Chris Aguinaga, 1251 North 5<sup>th</sup> Street, Kalamazoo*, introduced himself as the principal of Loy Norrix High School. He stated that his favorite part of the school day was at 7:00 a.m. when the school doors were opened and 1700 students entered the building. Mr. Aguinaga shared that he stood at the top of the stairs and greeted each student. He noted that the safety and security of his students was his top priority and that he believed that ALICE training for staff and students was an important part of that safety.

*Tina Tabulog, 2420 South Burdick, Kalamazoo*, introduced herself as a parent of three KPS students. She thanked the board for implementing ALICE training because she wanted her kids to feel empowered. Ms. Tabulog stated that she feels better knowing that teachers are trained and know how to handle emergency situations. She noted that her children feel safer having had this training. Ms. Tabulog thanked the board for all the steps they were taking to keep kids safe.

*Morgan Smith, 2420 South Burdick, Kalamazoo*, introduced herself as a student at Loy Norrix High School. She stated that she liked the ALICE training because it made her feel safe.

*Shari Weber, Kalamazoo*, introduced herself as a parent of two students in KPS. She stated that she had no issue with teachers and administrators having the ALICE training. Ms. Weber noted that her issue was about simulation and role-play. She stated that this experience would be traumatic for her daughter and for younger children. Ms. Weber noted that she was opposed to ALICE training for the students in the way that it was being delivered. She also stated that the political campaign ads in the Excelsior implied endorsement from the schools and that she felt that was inappropriate. Ms. Weber asked the board to please re-work Policy 1.2 as she believed some of the revisions restricted people to come and speak at the podium during board meetings.

*Amanda Miller, Mattawan*, introduced herself as the President of the Kalamazoo Education Association (KEA). She stated her concern regarding the two additional days of teacher professional development that had not been bargained for. Ms. Miller noted that KEA had asked for and received Trauma Informed Care and Restorative Practices professional development. She stated that KPS has more professional development than other school districts in the area and more than the state requires. Ms. Miller noted that members were asked to present at professional development without much preparation or compensation. She stated that she sat through both

ALICE trainings and that, in her opinion and most KEA members' opinions, it was very beneficial training and developmentally appropriate.

*Sanai Plair, Kalamazoo*, introduced herself as a student at Kalamazoo Central High School. She stated that she supports the ALICE training because safety for herself and her classmates was very important to her. Ms. Plair noted that doing the drills helped to prepare them better if an intruder was to walk into their classroom.

*Hilario DeLaPaz, Kalamazoo*, introduced himself as a senior at Kalamazoo Central. He stated that he was in support of ALICE training. Mr. DeLaPaz noted that ALICE teaches students to be prepared and to have a better chance of survival if an intruder were to come into their building.

*Patrice Hillsman, 1321 Banbury Road, Kalamazoo*, introduced herself as parent of a tenth grade student at Kalamazoo Central and a kindergartner at Edison Environmental Science Academy. She also noted that she was a behavior specialist in a KPS elementary building and was in support of ALICE training. Ms. Hillsman stated that having personally gone through the training she appreciated the difference in what they were teaching today and what we were taught to do previously. She noted that the training gave her things to consider and to be more aware of each day. Ms. Hillsman stated that ALICE was presented sensitively to the lower-elementary students and was age appropriate.

*Demi Williams, Kalamazoo*, introduced herself as a senior at Kalamazoo Central. She stated that through ALICE training she now knows what to do if a shooter invades her school. Ms. Williams noted that ALICE training could be applied in many settings other than school. She asked that the board continue ALICE trainings for the safety of KPS students.

*Mark Hill, Kalamazoo*, introduced himself as an administrator with KPS, president of the KPS administrators union UAW Local 2150, and a grandparent of six children in KPS. He stated that administrators felt the importance of ALICE training and its relevance in KPS buildings. Mr. Hill explained that the administrators are very intentional about keeping all KPS children safe. He noted that administrators fully support ALICE training and appreciated the district for understanding their concern about the safety of Kalamazoo's children.

*David Anderson, 513 Stuart Avenue, Kalamazoo*, introduced himself as mayor-elect for the city of Kalamazoo. He stated that he wanted to express his commitment to our collaboration going forward over the next two years during his term as mayor. Mr. Anderson noted that he would welcome a meeting with the board in the future to talk about shared issues.

*James Ray, Kalamazoo*, introduced himself as president of the Kalamazoo Campus and Security Association. He stated that as a former public safety officer he was confident that ALICE training will make a difference in KPS. Mr. Ray noted that from his personal experience at Kalamazoo Central and Maple Street Magnet School for the Arts, ALICE training had made them safer schools.

*Tony Thomas, Kalamazoo*, introduced himself as a campus safety officer at Kalamazoo Central. He stated that the purpose of ALICE training was to provide KPS additional options of dealing with dangerous intruders. Mr. Thomas noted that the challenge we are facing today is the environment of not if something happens, but when it happens. He stated that preparation and training was critical in our schools.

*Yolanda Browning, Kalamazoo*, introduced herself as a parent of a KPS student. She read a statement written by her daughter supporting ALICE training. Ms. Browning stated that as a parent she and her husband teach their children to always be aware of their surroundings. She noted that ALICE training is reinforcing what they are already teaching their children at home. Ms. Browning thanked the board for providing this tool to help keep KPS students safe.

*Aaron and Keshia Dickason, Kalamazoo*, introduced themselves as parents of a Kalamazoo Central senior. Mr. Dickason stated that a failure to plan is definitely a plan to fail. He noted that he and his wife supported ALICE training in KPS. Mr. Dickason stated that it was important to give a picture of what an actual scenario would look like similar to fire drills or tornado drills. He noted that simulation-based trainings are very effective and that they wanted their child to be aware of what exactly he would need to do in an emergency situation.

*Valerie Boggan, Kalamazoo*, introduced herself as the principal of Kalamazoo Central, the mother of five children, and the guardian of over 1700 students at Kalamazoo Central. She stated that she takes her responsibility seriously to serve, protect, educate, lead, and to guide all 1700 students. Ms. Boggan shared a personal experience at a wrestling meet with her son where a gun had been fired in the building. She noted that her ALICE training helped her to react to the situation for herself and others.

*Odis Haynes, 3397 Normandy, Kalamazoo*, introduced himself as a parapro with KPS. He stated that he supports the ALICE training because it offered a proactive training for students. Mr. Haynes explained that ALICE training helped to prepare our students to be aware of emergency options in school, at the mall, and movie theatres.

*Trevon Gunter, Kalamazoo*, introduced himself as a Kalamazoo Central senior. He stated that a parent had shared that if his children make a mistake that parent viewed that as an opportunity to learn. Mr. Gunter explained that if there was a school shooting incident there was no room for mistakes. He stated that ALICE training would help prepare students for that situation. Mr. Gunter explained that he supports ALICE training and hoped that it would continue.

#### **IX.A. ALICE Training**

Interim Superintendent Gary Start stated that he appreciated the people who had commented on ALICE training at tonight's meeting. He noted that he really hated having to talk about this type of training but that it was a necessary and important conversation. Mr. Start stated that student safety is KPS's most important responsibility.

Mr. Start read the recommendation for the board to approve ALICE training for the nine schools that did not complete the training earlier this fall.

**MOTION:** Moved by Trustee Hill, supported by Trustee Harrison, to approve ALICE training for the nine schools that did not complete training earlier this fall.

#### **Board Discussion:**

Trustee Moore stated her concern that a letter was sent home to parents informing them of ALICE training prior to the board approval. She noted that she felt the decision had already been made.

President Sholler-Barber stated that she understood that training needed to be completed by December 1. She noted that if at tonight's meeting this motion does not pass there were communication vehicles that could be sent out to inform the parents and stop the training.

Trustee Moore stated that sending a letter to parents first and then informing the board was an assumption that this motion would pass.

President Sholler-Barber stated that she understood that if the board chose not to go ahead with the training they could stop the training. She noted that there had been a parent meeting and a revision of the ALICE training after comments from concerned parents

Trustee Hill stated that she supported ALICE training. She noted how emotional and touching the comments were from people who had come to the podium tonight. Trustee Hill was comfortable receiving the email with the letter the same day that it went out to parents.

Trustee Harrison stated that she has always supported the ALICE training. She noted that many community members held her accountable for supporting something that was going to keep their children safe. Trustee Harrison explained that ALICE training was not just for school safety, it could help students make good decisions in any emergency situation.

Trustee Greschak stated that the board approved a motion to suspend ALICE training until there had been adequate input from parents. He noted that that input had been received at a community/parent meeting on October 23. Trustee Greschak stated that the motion did not suggest that ALICE would be suspended until the board reinstated it. He noted that the changes that were made to the program by the administration and team demonstrated that the conversations were heard. Trustee Greschak stated that he had no issue with the letter going out earlier.

Trustee Jackson stated that he appreciated the administration for making changes to the ALICE presentation after listening to parent concerns. He noted that security had been his number one issue for KPS students. Trustee Jackson stated that communication was essential in emergency situations and that he appreciated the letter going out in a timely manner. He thanked the administration and Campus Security Chief Don Webster for making the presentations available to families on the website and stated that he supports the decision for ALICE training to move forward.

Trustee Morris stated that he had had no problem with ALICE training in principal. He noted that his concern was the lack of communication and input from the community. Trustee Morris stated that, with the parent and community input, those issues had been addressed and he was now more comfortable with the training.

Trustee Moore stated that the state law required KPS to have one lockdown drill completed by December 1, not that KPS does an active shooter or ALICE training. She noted that the administration had not shown any data on ALICE training that proved that ALICE would keep our children safe. Trustee Moore stated that we are relying on scare data that tells us our children are unsafe. She noted that school was the safest place for our children to be and that reacting out of fear would not give us what our children need. She asked that KPS give parents more notice on the date of the training to find childcare. Trustee Moore also suggested that for the children who remain in school, but opt out of the training, the schools should not use the PA system so that the children who opted out would not hear the training; increase security at the doors; and have local police sit in KPS parking lots for added safety. She noted that she believed these were reasonable requests.

Trustee Greschak stated that the data that he found most compelling was the collective wisdom and advice of law enforcement, administrators, staff, and visual history. He noted that he also found the people who came to the microphone tonight to be compelling data including parents,



principals, union president, and students who feel better prepared and safer due to the ALICE training.

Chief Webster thanked the community for their input at a wonderful parent/community meeting on October 23. He noted that he had retired from the Kalamazoo Department of Public Safety (KDPS) as a deputy chief two years ago. Chief Webster stated that he was proud of KPS for investing so much in school safety. He noted that the Kalamazoo Township Police and KDPS had put up their own money to go to the ALICE training and then train our staff because they knew how important it was to provide a safe environment for our students. Chief Webster asked parents to look at the PowerPoint and explained that if we continue to do the old lockdown drills in a situation that requires us to save lives, our kids won't survive those situations. He noted that we have to provide options for staff and students and that this is what ALICE training was doing. Chief Webster stated that this is not active shooter training, it is enhanced lockdown in extreme situations, which would empower our staff and students to make decisions for their own safety. He shared that he had children in KPS, an 8<sup>th</sup> grader at Linden Grove Middle School and a daughter who had graduated from Kalamazoo Central High School and that he knows it is difficult to have these conversations with your children. Chief Webster thanked all of his co-workers especially KDPS and the Kalamazoo Township Police for investing their time at no cost to the district because they felt it was very important to put on this training for the safety of our staff and students. He stated that he strongly supports the ALICE program and hoped that the board felt the same way.

President Sholler-Barber stated that people talked, the administration listened, and changes were made to the ALICE training. She thanked the three administrators who had come forward and shared how important this program was to them and their students.

Trustee Morris asked Chief Webster if there was a system for evaluation of ALICE.

Chief Webster stated that he was not sure there was an evaluation system for ALICE or any option-based training unless you were actually involved in an emergency situation. He noted that there was a lot of data that showed what could happen if we do nothing. Chief Webster explained that when considering enhanced lockdown procedures, law enforcement officials and KPS felt that the ALICE training was best for KPS because it allowed staff to have an e-learning portion, which allowed staff to be trained more efficiently.

Trustee Harrison stated to Trustee Moore that in the research that she had done indicated that no shooter has attacked an ALICE trained school to date.

Trustee Moore stated that she can support an option-based program. She noted that she would like more notice of the date of the training, hiring of additional security, not using the PA system, no roll-playing, and no simulation. Trustee Moore stated that she would like to study the effects this training has on students.

**Roll call vote:** motion carried, 6-yes, 1-no, 0-abstentions

**B. Policy 1.2 Public Participation During a Meeting of the Board of Trustees – First Reading**

The board conducts two readings of Policy 1.2 to allow time for board members to carefully consider, ask questions about, and vote on the recommendation.

Trustee Harrison read policy 1.2:

**POLICY**  
**of the**  
**BOARD OF EDUCATION**  
**KALAMAZOO PUBLIC SCHOOLS**

***1.2 Public Participation During a Meeting of the Board of Trustees***

***(Draft #4 dated 10/30/19)***

***Policy***

*While balancing legitimate privacy interests of students and staff, the Board of Trustees welcomes community input at public meetings of the Board of Trustees.*

***Specifics***

- 1. The public is required to exercise common courtesy during the meeting and must follow rule of order. If a person engages in disruptive conduct or is out of order, the board presiding officer will strike his or her gavel and warn the person to discontinue their behavior. Further disruptions will result in the person being asked to leave and may be escorted out of the building. (MCL 380.1808)*
- 2. Persons requesting to address the board will be asked to complete a sign-in sheet before the beginning of the public comment period. The portion of that sign-in sheet requiring completion will include: name, school district in which the person resides, and connection to/interest in the Kalamazoo Public Schools. The optional portion will include: mailing address, email address, phone number, topic about which they will be speaking and, if authorized and applicable, the organization they represent.*
- 3. Based on the sign-in sheets completed by the beginning of the public comment period, the presiding board officer will invite persons to come to the podium in the order in which the sign-in sheets were completed.*
- 4. The public comment period will last no more than 30 minutes. If everyone who has completed a sign-in sheet has not had the opportunity to address the board, then a second opportunity will be made available before adjournment.*
- 5. The presiding board officer may terminate public comments that are profane, vulgar, or defamatory, especially if these comments result in a disturbance or breach of peace. Personal attacks against an employee or board member that are totally unrelated to his or her duties may be prohibited.*
- 6. Speakers have three minutes each and must stop speaking promptly when signaled.*
- 7. Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.*

8. *Speakers are encouraged to provide the board with a written copy of their comments and other appropriate supporting documentation, which will be copied and distributed as needed to appropriate staff/personnel.*

**C. Reading Now Network Resolution**

Assistant Superintendent of Teaching and Learning Services Cindy Green read the Reading Now Network Resolution.

*WHEREAS, the Board of Education for KALAMAZOO PUBLIC SCHOOLS along with education leaders throughout West Michigan, understands the importance of developing talent that is career ready and college capable;*

*WHEREAS, one in six children who do not read proficiently in third grade fail to graduate from high school on time, four times the rate for children with proficient third grade reading skills;*

*WHEREAS, there is a moral and economic imperative to the relentless pursuit of early literacy;*

*WHEREAS, the Reading Now Network is an alliance of school and community organizations from across West Michigan dedicated to collaboratively raising literacy rates;*

*WHEREAS, the Reading Now Network has adopted the goal of realizing a minimum of 80% of third graders reading proficiently at grade level and systematically implementing intervention strategies for the 20% who, due to normal developmental differences, take a little longer;*

*WHEREAS, the involvement of KALAMAZOO PUBLIC SCHOOLS in the Reading Now Network will promote the sharing of successful, research-based literacy instruction;*

*WHEREAS, all children in Michigan deserve educational opportunities that allow them to compete on a national and international basis;*

*NOW THEREFORE BE IT RESOLVED, that the Board of Education for KALAMAZOO PUBLIC SCHOOLS fully supports the goal of the Reading Now Network; and*

*BE IT FURTHER RESOLVED that the Board directs the Superintendent to collaborate in the work of the Reading Now Network for the support of students in the district and across the region.*

**MOTION:** Moved by Trustee Greschak, supported by Trustee Moore and Trustee Harrison, to approve the resolution as presented.

**Board Discussion:**

Trustee Moore stated that she was impressed by the study and the methods they used to evaluate and study these schools. She noted that she really appreciated that.

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

**X. Other Business**

None.

## **XI. Comments by Trustees**

Trustee Moore stated that there were a few changes to Policy 1.2 Public Participation During a Meeting of the Board of Trustees that the board may want to reconsider.

Trustee Morris thanked the community members who had come out to discuss the sensitive topic of ALICE training. He noted that on November 8 at 6:00 p.m. Parkwood Upjohn Elementary School would be hosting their annual Hoopla at Loy Norrix High School.

Trustee Greschak stated that he had loved participating on the design committee for the new Edison Environmental Science Academy. He noted that the new building was going to be fabulous.

Trustee Harrison thanked Chief Webster and the Campus Safety Team members who had spoken at tonight's meeting. She shared that they had been her campus security when she was in high school and that she trusted them to keep all students safe. Trustee Harrison thanked the administrators who had come tonight in support of the ALICE training program. She noted that it was important to her as a board trustee to stay in her roll of governance and not the day-to-day duties of the administrator's.

Trustee Jackson stated that he had been in support of suspending ALICE training because of the way it had been rolled out. He noted that the administration had corrected those issues and he appreciated their effort. Trustee Jackson stated that he appreciated that a letter was sent to parents that would have the information they needed for ALICE training. He noted that PUSHOUT would be at the YWCA on November 9, 12-3:30 p.m. Trustee Jackson stated that it was sponsored by Western Michigan University Lewis Walker Institute, KydNet, ONEplace, Truth, Racial Healing and Transformation (TRHT) , and the NAACP.

Trustee Hill thanked everyone who had come to the meeting and spoken at the podium. She noted that one speaker had brought up a conversation with Congressman Fred Upton. Trustee Hill shared that she had seen a billboard that stated that there were 36,000 guns in households that were loaded, unprotected, and able to be touched by children in the state of Michigan. She stated that we need stricter gun control.

President Sholler-Barber stated that there had been a decision to extend the superintendent search online survey to November 13. She noted that Director of Marketing and Communications Susan Coney shared that the board wanted the community to comment on the qualifications they were looking for in the next superintendent. Ms. Coney explained that in addition to the 25 input meetings around the community they had had the online survey translated into Spanish and Arabic for our community. President Sholler-Barber stated that Michigan Association of School Boards (MASB) would present their results to the board on November 19.

President Sholler-Barber stated that a graduate and a teacher of KPS, Stephanie Hampton, was named the 2019 Middle School English Teacher of the Year. She noted the nice article in MLive.

President Sholler-Barber thanked Mr. Start for his work as interim superintendent. She noted that the superintendent search would have been much longer had he not accepted this position.

### **Comments by the Interim superintendent**

Mr. Start stated that he appreciated the boards support at tonight's meeting. He noted that he was doing a lot of new things that he had not done before. Mr. Start stated that KPS has an excellent

administrative staff and that, after having been around KPS for 36 years, he knows who to call when he has a question.

Mr. Start thanked the educators that presented and the teachers that attended the October 25 secondary staff professional development sessions and those who will attend the November 21 professional development for elementary staff.

Mr. Start stated that KPS was going to miss Mayor Bobby Hopewell and congratulated newly elected Mayor David Anderson, Commissioners Patrese Griffen, Jeanne Hess, and Chris Praedel. Mr. Start stated that the Career and Technical Education (CTE) millage approval was amazing. He thanked Kalamazoo voters for voting about 73 percent yes and noted that it won in every precinct. Mr. Start shared that our students and students across the county would receive great things.

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

President Sholler-Barber did not call for a closed session and adjourned the meeting at 9:25 p.m.

**XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, November 21, 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: November 21, 2019

SUBJECT: Approval of the Attached Purchase Recommendations

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

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

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

**KALAMAZOO PUBLIC SCHOOLS  
PURCHASE RECOMMENDATION DATA SHEET**

**Board Meeting Date:** November 21, 2019  
**Request Number:** 2020-13  
**Amount:** \$41,313.84

**Item:** Two Combi Gas Ovens for the CEC Kitchen

**Cost Center:** 2018 Bond

**Representative Attending Board Meeting:** Christina Haller

**Description of Need:**

This recommendation is to replace two Combi gas ovens needed to prepare food for multiple locations.

**Vendor:** Stafford-Smith Inc.  
Kalamazoo, MI 49001

**Number of Proposals Requested:** 3    **Received:** 3

**Low Bid Accepted:** Yes

**Additional information:**

The Combi Gas Ovens will be moved to the new district kitchen at the Ravine Road location upon its completion.

**PURCHASE RECOMMENDATION DATA SHEET  
KALAMAZOO PUBLIC SCHOOLS**

**Board Meeting Date:** November 21, 2019  
**Request Number:** 2020-14  
**Amount:** \$32,750.00

**Item:** Card Access Server Upgrade

**Cost Center:** Facilities Management Cost Center

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

**Description of Need:**

This purchase is for the replacement of the network server and software (Winpak) that is necessary for the use of keyfob access by all district staff. Keyfobs allow staff entry into the district buildings. The existing server and software were purchased and installed nine years ago and are not compatible with the newer keyfob technology.

**Vendor:** Engineered Protection Systems  
Kalamazoo, MI

**Number of Proposals Requested:** 1      **Received:** 1

**Low Bid Accepted:** N/A

**Additional Information:**

The Winpak Card Access Server was originally purchased through and installed by EPS. To minimize the cost and complexity of upgrading this system, it is necessary to utilize EPS to upgrade the existing system to avoid the need to replace the card readers and other door hardware that were already installed throughout the district over the last nine years.



**PURCHASE RECOMMENDATION DATA SHEET  
KALAMAZOO PUBLIC SCHOOLS**

**Board Meeting Date:** November 21, 2019  
**Request Number:** 2020-15  
**Amount:** \$153,742.00

**Item:** Exterior Speakers @ 21 Schools

**Cost Center:** Michigan State Police  
Competitive School Safety Grant Program (CSSGP) \$125,000.00  
2018 Bond \$ 28,742.00

**Cost Center Representative(s) Attending Board Meeting:** Nkenge Bergan, Don Webster. and Karen Jackson

**Description of Need:**

Exterior speakers will be installed at twenty-one (21) schools to cover main entrances, playgrounds and bus loop areas. These speakers will tie in the public address system at each building and allow for communication outside of our buildings. The buildings include: Edison Environmental Science Academy, El Sol Elementary School, Indian Prairie Elementary School, Lincoln International Studies School, Milwood Elementary School, Northglade Montessori School, Parkwood Upjohn Elementary School, Prairie Ridge Elementary School, Spring Valley Center for Exploration, Washington Writers' Academy, Winchell Elementary School, Woods Lake Elementary: A Magnet Center for the Arts, The Woodward School for Technology and Research, Hillside Middle School, Linden Grove Middle School, Maple Street Magnet School for the Arts, Milwood Magnet School: A Center for Math, Science and Technology, Community Education Center, Alternative Learning Program, Kalamazoo Central High School, and Loy Norrix High School.

**Vendor:** Buist Electric, \$107,030.00  
Kalamazoo, MI  
SVT Technologies \$ 39,390.36  
Kalamazoo, MI

**Number of Proposals Requested:** 11      **Received:** 3

**Low Bid Accepted:** Yes

**Additional Information:**

Bid Amount \$146,420.36  
Contingency 7,321.64  
\$153,742.00

**PURCHASE RECOMMENDATION DATA SHEET  
KALAMAZOO PUBLIC SCHOOLS**

**Board Meeting Date:** November 21, 2019  
**Request Number:** 2020-16  
**Amount:** \$84,849.00

**Item:** Bi-Directional Amplifiers for six (6) Buildings

**Cost Center:** Michigan State Police  
Competitive School Safety Grant Program (CSSGP) \$42,424.00  
2018 Bond \$42,425.00

**Cost Center Representative(s) Attending Board Meeting:** Nkenge Bergan, Don Webster and Karen Jackson

**Description of Need:**

Bi-directional amplifiers are needed at Linden Grove Middle School, Lincoln International Studies School, Northeastern Elementary School, Prairie Ridge Elementary School, Spring Valley Center for Exploration, and The Woodward School for Technology and Research. This device supports two-way communications and amplifies the signal. It will extend the range of the radio systems to cover the entire building at each of these locations.

**Vendor:** Roe-Comm, Inc.  
Portage, MI

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

**Low Bid Accepted:** N/A

KALAMAZOO PUBLIC SCHOOL  
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: November 21, 2019

SUBJECT: Personnel Changes

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

- I. Employment
  - A. Professional/Management
  - B. Classified  
Bonnie K. Larhilda, Special Education Paraprofessional, El Sol Elementary School, 11/13/2019
- 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  
Patrice N. Hillsman, Academic and Behavior Support Specialist, Edison Environmental Science Academy, 12/20/2019, Resigned  
Shamon K. Pruitt, Night Custodian, Northeastern Elementary School, 11/01/2019, Resigned
- V. Termination from Leave of Absence
  - A. Professional/Management
  - B. Classified
- VI. Return from Leave of Absence
  - A. Professional/Management
  - B. Classified

KALAMAZOO PUBLIC SCHOOLS  
Board of Education

TO: Board of Trustees  
FROM: Gary Start, Interim Superintendent  
DATE: November 21, 2019  
SUBJECT: Reproductive Health Care Curriculum

RECOMMENDATION: It is recommended that the Board approve the curriculum “Rights, Respect, Responsibility: A K-12 Sexuality Education Curriculum” for fifth grade through high school reproductive health care instruction.

RATIONALE: This is a national online curriculum based on research that views sexuality as normal and healthy and treats young people as a valuable resource. It is based on parents/caregivers being the primary sexuality educators and school districts as partners. Each level is based on age appropriate information about health, sexuality, and relationships through open communication.

The reproductive health care curriculum needed to be updated to meet the needs of today’s students. The reproductive health advisory committee has met over the last two years to review the materials and resources. The advisory committee is comprised of teachers, parents, religious leaders, health care professional, and administrators as outlined in law from the State of Michigan. Two public hearings were held to review the information.

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start

DATE: November 21, 2019

SUBJECT: Middle and High School Course and Program Recommendations for 2020-2021

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 2020-2021 Bulletin of Courses. Actual course offerings are contingent upon budget and scheduling.

**I. MIDDLE SCHOOL**

A. ELECTIVE COURSES

Delete the follow course offerings:

- **Video Productions** (Maple St. Magnet School)
- **Leisure and Lifetime Activities**
- **Introduction to Choir**

B. WORLD LANGUAGES

Add the following new elective course offering for 8<sup>th</sup> grade:

- **Introduction to Chinese**  
Elective • 3 Trimesters (full year)  
Course #: 90851  
This course is an introduction to the basic elements of Chinese and the cultures of the Chinese-speaking world.

## **II. HIGH SCHOOL**

### **A. MATHEMATICS**

Add the following new elective course offering:

- **Discrete Mathematics**  
1 Trimester • 0.5 Credit  
Course #: 5058-1  
Prerequisite: Algebra II B  
This course is designed for students who have completed their core mathematics courses through Algebra II and who have an interest in computer science. The content covers widely applicable mathematical tools for computer science, including topics from logic, set theory, number theory, probability theory, and graph theory. Discrete Mathematics also teaches reasoning and proof techniques that apply to real world mathematics, such as coding, cryptography, and logistics. Students will develop the ability to apply these techniques and acquire a sense of utility and value of mathematics beyond the classroom.

### **B. SCIENCE**

Change the graduation requirements to read as follows:

Students are required to earn three (3.0) science credits to meet the graduation requirements. Students must take at least one trimester in each of the following areas of science: Physical Science, Life Science, and Earth Science.

#### Physical Science Courses

Environmental Science A  
Chemistry  
Honors Chemistry  
Forensics Science A  
Physics  
AP Physics  
AP Chemistry

#### Life Science

Biology  
Human Anatomy and Physiology  
Forensics Science B  
AP Biology

#### Earth Science Courses

Environmental Science B  
Astronomy  
Earth Science  
Geology

## 2019-2020 Course/Program Recommendations

Change the course description for the following courses:

- **Environmental Science A**  
1 Trimester • 0.5 Credit  
Course #: 7052-2  
Prerequisite: None  
This course is the first section of a two-trimester science course for all ninth grade students. Environmental Science A is an integrated course that focuses primarily on physical science concepts, their relationship to the environment and how understanding of the concepts can help humans make informed decisions. Topics will include energy transfer, structure and properties of matter, and chemical reactions.
- **Environmental Science B**  
1 Trimester • 0.5 Credit  
Course #: 7052-3  
Prerequisite: None  
This course is the second section of a two-trimester science course for all ninth grade students. Environmental Science B is an integrated course that focuses primarily on Earth Science concepts, their relationship to the environment, and how understanding the concepts can help humans make informed decisions. Topics will include weather and climate, Earth's systems, and human sustainability.

Add 4<sup>th</sup>-Related Mathematics credit to the following science courses:

- **Chemistry**
- **Physics**
- **Honors Chemistry**
- **AP Chemistry**
- **AP Physics**

### C. SOCIAL STUDIES

Add the following new course offering:

- **Women's Studies**  
1 Trimester • 0.5 Credit  
Course #: 8064-1  
Prerequisite: None  
Students will explore the history and social impact of women throughout American history along with investigations to women around the world. The course will delve into laws regarding women, the suffrage movement, significant women in history and modern times, waves of the feminist movement, and the impact of women on society. The course interweaves history, law, economics, sociology, psychology, government, political policy, culture, anthropology and international relations through the common thread of women past and present.

## 2019-2020 Course/Program Recommendations

Add the following course as fulfillment of the Economics credit required for graduation:

- **Personal Financial Literacy**  
1 Trimester • 0.5 Credit  
Course #: 5054-1  
Economics Credit  
Prerequisite: Geometry B  
This course is designed to help students make responsible financial choices through financial literacy. Students will learn how choices influence occupational options and future earning potential. Students will also learn to apply decision-making skills to evaluate career choices and set personal goals. The course content is designed to help the learner make wise spending, saving, and credit decisions and to make effective use of income to achieve personal financial success. Topics include creating and using a personal budget, understanding credit, personal loans, cost of independent living, being an intelligent consumer through vehicle purchasing and insurance, and understanding taxes.

### III. EDUCATION FOR THE ARTS (EFA)

Title change for the following course:

- **Modern/Jazz Dance Studio**

Change to:

- **Beginning Dance Studio**

Delete the following course offerings:

- **Metal and Jewelry Art**
- **Studio Art Weekend**
- **Digital Storytelling Online Web-Based**
- **Digital Graphic Art**
- **Digital Film Art**
- **Advanced Dance Company**
- **Music Studio I**
- **Advanced Music Studio**



IV. EDUCATION FOR EMPLOYMENT (EFE)

Delete the following course offerings:

- **Registered Apprenticeship**
- **Theatre Technology**

Add the following new course offerings:

- **Mechatronics**  
[MAC] 4<sup>th</sup> Related Math  
[MAC] 3<sup>rd</sup> Science  
3 Trimesters • 1.5 Credits  
Course #: 2549-789  
Prerequisite: None  
Grades: 10, 11, 12  
Site: Vicksburg High School  
Scheduling Note: Class runs on Vicksburg High School bell schedule, students must provide own transportation.  
Electronics and mechanical components work together to make up complex systems from a car to a robot to automation lines. This course allows students to design, build, program, and troubleshoot a variety of systems using the principles of mechanics, electronics, and computer science. Students will learn about hydraulics/pneumatics, CAD/CAM, basic machining, and CNC.
- **AP Computer Science Principles**  
[MAC] 4<sup>th</sup> Related Math  
[MAC] 3<sup>rd</sup> Science  
3 Trimesters • 1.5 credits  
Course #: 1594-789  
Prerequisite: None  
Grades: 10, 11, 12  
Site: Vicksburg High School  
Scheduling Note: Students must provide own transportation.  
AP Computer Science Principles is an introductory college-level computing course. Students cultivate their understanding of computer science through working with data, collaborating to solve problems, and developing computer programs as they explore concepts like creativity, abstraction, data and information, algorithms, programming, the internet, and the global impact of computing. Students who earn a qualifying score on the AP exam at the end of the course are typically eligible, in college, to receive credit, placement into advanced courses or both.

## 2019-2020 Course/Program Recommendations

Title change for the following course:

- Furniture and Cabinet Making

Change to:

- **Engineering in Wood Technology**

Change the course description for the following courses:

- **Dental Assisting**

[MAC] 3<sup>rd</sup> Science

3 Trimesters (2 periods) • 3 Credits

Course #: 2555-789

Prerequisite: Students must meet minimum requirements defined in the KVCC Health packet (SAT scores, completion of physical, proof of immunizations, and successfully drug screen and live Scan fingerprinting.)

Grade: 12

Site: KVCC Texas Township Campus and local dental offices

Students will be dually enrolled through KVCC having the opportunity to earn both high school and KVCC credit.

Dental Assisting I teaches the basic background knowledge and skills needed for an entry-level dental assistant. The dental assisting student is introduced to the importance of a variety of delegated tasks including infection control, medical history assessment, and four-handed dentistry for restorative and surgical procedures. On an opposing day, students will be enrolled in Safety and First Aid where they will learn the practical aspects of first aid and cardiopulmonary resuscitation. Second semester students continue to build on the previously learned skills while developing competency in advanced skills needed for servicing patients along with an introduction to office management and patient scheduling. Dental Imaging and Techniques includes a series of x-ray demonstrations and laboratory practice sessions for dental diagnostic purposes and radiographic charting procedures. Cognitive knowledge includes radiobiological effects and radiation protection. Students conclude second semester on a supervised on-the-job learning experience designed to provide students the opportunity to apply dental assisting competencies in a dental office environment.

## 2019-2020 Course/Program Recommendations

Change the course description for the following courses:

- **Emergency Medical Technology (EMT)**

[MAC] 3<sup>rd</sup> Science

3 Trimesters (2 periods) • 3 Credits

Course #: 2558-789

Prerequisite: Students must meet minimum requirements defined in the KVCC Health packet (SAT scores, completion of physical, proof of immunizations, and successful drug screen and live Scan fingerprinting.)

Grade: 12

Site: KVCC Culinary/Allied Health Building

Students in this class are dually enrolled having the opportunity to earn both high school and 10 KVCC college credits.

Students begin the course by studying the topics and learning the skills necessary to make life saving interventions and stabilizing patients in an out of hospital environment while awaiting the arrival of more advanced care. Next, students focus on assessing both medical and traumatic patients and treating any condition that interferes with airway, breathing, and circulation, including some drug therapy. The EMT clinical experience concludes the experience by providing students with the opportunity to encounter the care of patients not only at the scene of an emergency, but during the transport and transfer of patients to higher levels of care. This clinical experience requires that EMTs serve as an EMS team member during emergency care for 10 patients utilizing a combination of Advanced Life Support and Emergency Room clinical time. Successful students are eligible for Michigan Department of Health and Human Services licensing as an MFR and also eligible for licensing as an EMT Basic.

- **Introduction to Information Technology (I.T.)**

1 Trimester – 0.5 credit

Course #: 2578-4

Grades: 9,10,11,12

Prerequisite: None

Site: Loy Norrix High School

Scheduling note: Course repeats each trimester.

This is an entry level course designed to introduce students to basic computing principles. It covers basic IT literacy and ensures the student understands the different terminologies and various concepts involved in the IT industry. The course serves as a great starting point to learning more about computers and is designed to be the first step to pursuing CompTIA A+ or other certifications. Topics covered include hardware basics, troubleshooting, software installation, networking, programming, and security. Eligible certifications include CompTIA's IT Fundamentals.

## 2019-2020 Course/Program Recommendations

Change the course title and description change for Introduction to Cybersecurity to:

- **Info Tech: Information Technology I**

**3 Trimesters – 1.5 credits**

Course # 2538-789

Prerequisite: None

Grades: 10, 11, 12

Site: Loy Norrix High School

Students enrolled in this course will be exposed to numerous Information Technology specialty areas. First year students will choose one of the following career paths to focus on for the year.

**Info Tech: PC Technician**

This path provides a thorough overview of what it means to work as a Tier 1 technician for an I.T. department. Students will learn about hardware, Windows and Linux operating systems, printers, scripting, networking, security and troubleshooting.

**Info Tech: Cisco Networking**

This is a comprehensive introduction to the networking field and in-depth exposure to fundamental networking, LAN switching, wireless LANs, basic routing, Cybersecurity, WAN concepts, VPNs, QoS, virtualization, and network automation.

Change the course title and description for Cybersecurity to:

- **Info Tech: Information Technology II**

1-3 Trimesters (Second year students will be in class with year 1 students)

Course#:2579-456

Prerequisite: Info Tech: Information Technology I

Grades: 11, 12

Site: Loy Norrix High School

Students returning for second year will dive deeper into opportunities, work semi-independently and focus on one or more of following areas of IT.

**Info Tech: Cybersecurity**

Students will explore the world of cybersecurity. Topics include an introduction/refresher into Python coding, Linux, and IoT devices. Students will then dive into ethical hacking. (Ethics will be heavily enforced.) Students will become aware of network attack strategies and common countermeasures.

**InfoTech: Servers**

The course is designed to prove mastery of the skills required to administer Windows Server, including installation and implementation of storage solutions, networking, IP address management, and advanced infrastructure.

**InfoTech: Linux**

Linux is everything from cars and smartphones to servers and supercomputers, as a vast number of enterprises use Linux in cloud, cybersecurity, mobile and web administration applications.

**InfoTech: Cloud**

This course is conditional upon current applications with Microsoft and Amazon partnerships. Students will learn what the cloud is and how it works, differentiate between cloud computing and deployment models, and describe the basic global infrastructure of the cloud.

V. EARLY MIDDLE COLLEGE (EMC)

Change the program description for the following programs:

Associate of Arts (AA) Options Updates

**Business Administration** – The study of business administration refers to all aspects of managing and operating a business organization. It is a broad field of study covering basic principles related to the area of business, such as accounting, economics, finance, management, and marketing.

**Computer Information Systems** – Computer information systems is the study of the application of computers in a business environment with an emphasis on the analysis and design of business information systems. This program differs from computer science in that it focuses more on the application of software programs rather than their design.

**Criminal Justice** – Criminal Justice is the study of the system through which crimes and criminals are identified, apprehended, judged, and punished.

**Elementary Education** – The study of elementary education covers knowledge of basic skills in order to teach language arts, mathematics, sciences, and social studies, preparing the student for teacher certification in grades K-8.

**Social Work** – Social work is a broadly defined profession encompassing many different kinds of professionals who all serve people in need. The International Federation of Social Workers calls social work “an interrelated system of values, theory and practice.” Social workers are unique in the way that they look at many different aspects of a problem, from the individual to the societal, from the psychological to the political. Common ways of serving clients include providing counseling, therapy, and education, as well as connecting clients to appropriate public or private resources.

**Studio Art** – This degree program is designed to be a transfer option for a Bachelor of Fine Arts, Bachelor of Arts, or Bachelor of Science in art education. A Bachelor of Fine Arts program in visual art and design focuses on intensive work in the visual arts supported by a program of general studies, whereas the Bachelor of Arts is broader with less studio art time required.

Associate of Science (AS) Options Updates

**Biological Sciences** – The study of biological science is the study of all living organisms including anatomy, genetics, microbiology, and physiology. This degree program is designed to transfer to a bachelor’s degree with a major in any biology related field, including biology, biomedical sciences, molecular biology, medical laboratory science, and secondary education/biology. This major also prepares students for graduate degrees and professional programs in medicine, dentistry, and veterinary medicine.

**Computer Science** – Computer scientists design and develop the software programs that IT professionals use and maintain. Computer science emphasizes the software aspects both in theory and application rather than the physical construction of computers (hardware aspects). The computer science program includes core courses in programming, systems, algorithms, databases, web technologies, and software product development.

## 2019-2020 Course/Program Recommendations

**Engineering** – Engineering is the use of science and mathematics to design or make things. Engineers work in the innovation, design, construction, operation, and maintenance of structures, machines, materials, devices, systems, processes, and organizations.

Add the following new programs:

### Associate of Science (AS) Options Updates

**Emergency Medical Services** – 69 credits - Emergency medical technicians and paramedics are trained to perform critical emergency medical intervention for both the traumatically injured and the acutely ill patient. Upon successful completion, Kalamazoo Valley's basic EMT and emergency medical services programs qualify students to take the appropriate licensure exams. These programs have separate application processes and can be taken individually, however completion of a basic EMT program is one of the prerequisites for acceptance into the emergency medical services program.

**General Marketing** – 62 credits - This program develops abilities and skills focusing on the marketing functions of a business. It includes a foundation in business as well as internet marketing while providing exposure to differing marketing aspects such as promotions and sales. The program provides the flexibility to allow a student to tailor the program for entry-level retail management, customer service management, and sales positions.

Delete the following programs:

### Certificate of Achievement (COA) Options Updates

**Autodesk Inventor**

**Auto Computer-Aided Design (CAD)**

Add the following new program:

**Emergency Medical Technology-Basic** – 10 credits – This program prepares the student to work in the out-of-hospital setting as an entry level emergency medical technician. Emphasis is placed on mastery of CPR, simple pharmacology for common medical emergencies, patient assessment, bandaging and splinting, vehicle extrication, and emergency childbirth. All credits in this program apply directly toward the emergency medical services AAS degree programs.

Change the following credits:

**Office Support Specialist** – change to 23 credits