

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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October 30, 2019

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

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

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

- ❖ 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 7, 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**
 - 1. October 22, 2019 Advance Meeting Minutes
 - 2. October 24, 2019 Regular Meeting Minutes
 - B. Business and Financial Reports**
 - C. Personnel Items**
Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. ALICE Training
 - B. Policy 1.2 Public Participation During a Meeting of the Board of Trustees
 - C. Reading Now Network Resolution
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, November 21, 2019**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
October 22, 2019 – Board-Superintendent Advance

President Patti Sholler-Barber called the special meeting to order at 6:25 p.m. in the media center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was for the board to hold a communications workshop, as well as discuss any other matters that may come before the board.

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

1. Advance meeting agenda items discussed:

- Mr. Devers from Communities in Schools (CIS) presented a report on CIS work in KPS buildings, how they were funded, and future ideas for programming;
- Assistant Superintendent Sheila Dorsey-Smith presented a report on teacher and substitute teacher recruitment, teacher shortage, EFE teacher Cadet program, and YES club with KPS teachers;
- Interim Superintendent Gary Start presented an overview of bond financing, bus driver shortage, and an ALICE update. He also presented updates on communication, Edison project, Loy Norrix parking lot, Jeter baseball fields, secure vestibules, request for proposal (RFP) for a website proposal and market and communication study.

No action was taken on the aforementioned items.

President Patti Sholler-Barber adjourned the meeting at 8:30 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
October 24, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the October 24, 2019 regular Board of Education meeting to order at 7:03 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

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

IV. Announcements and Recognitions

Director of Marketing and Communications Susan Coney presented Maple Street Magnet School for the Arts STEAM Fair winners: Cruz Claveria-Armijo, Layla Hemphill, and Izaiah Markel (unable to attend), seventh grade; Daniel Banks, Josiah Thrash (unable to attend), Javon Wilson, and Jazmin Reyes-Armijo (unable to attend), eighth grade; and Zion Bush (unable to attend) and Taisia Thomas (unable to attend), ninth grade.

Also in attendance and introduced by Ms. Coney was Maple Street Magnet School Principal Dr. Jeffery Boggan. The students' parents and family members in the audience were also recognized.

V. School Reports/Committee Reports

Curriculum Committee – *Assistant Superintendent of Teaching and Learning Services (TLS) Cindy Green* stated that the committee had met on October 16 and that she had presented to the committee the process for curriculum adoption, a new reproductive health curriculum, Fast ForWord, courses that would be recommended for board approval, and the Read by Grade 3 Law.

She stated that the process for curriculum adoption begins with staff generated ideas on what additions and changes were needed including state mandates, county initiatives, and local interests. Ms. Green explained that plans were developed and shared with Teaching and Learning Services and Student Services for review and feedback, then forwarded to the superintendent, Board of Education Curriculum Committee, Teaching and Learning Council, and all board members for review and approval. She noted that the board adopts the new, changed, or deleted courses.

Ms. Green stated that this year the district was recommending a new reproductive health curriculum for secondary students. She noted that it had been over ten years since changes had been made to this curriculum. Ms. Green shared that Director of Student Services Nkenge Bergan and the district's Reproductive Health Advisory Committee had been working for the last two years to review and recommend a new curricula. She explained that the committee was recommending "Rights, Respect, and Responsibility." Ms. Green shared that this was a national online resource which was approved by the Michigan Department of Education. She noted that this resource was more inclusive to include dating violence and cyberbullying. Ms. Green stated that there would be a public hearing for the community to review in the future.

Ms. Green stated that Fast ForWord was a software program that combined teacher instruction and online resources to develop skills for struggling readers. She noted that the district's special education department used this tool and after five years they had found it to be very beneficial in meeting the needs of KPS students. Ms. Green shared that the district was seeking to expand the number of licenses to pilot the program in all areas.

Ms. Green stated that the district was working on courses that would be recommended in the next two months for board approval. She explained that these included changing the way high school students receive science instruction, the Women's Studies course, Chinese instruction, and KRESA EFE/EFA course changes.

Ms. Green stated that the committee had had an update on the Read by Grade 3 Law in Michigan. Ms. Green explained that reading assessments were collected in September and October and that reading improvement plans were developed for children who were falling below grade level in kindergarten through third grades. She noted that parent/guardian letters had been sent home explaining the process. Ms. Green shared that teachers and principals continued to help students and families to read and would provide parents with additional resources to help their children at the upcoming parent/teacher conferences. She stated that KPS continues to promote reading at the Kalamazoo Public Library and the diverse classroom library sets that were in the schools. Ms. Green noted that there were additional resources on the Michigan Department of Education website.

Superintendent Search Committee – *President Sholler-Barber, representative*, stated that the committee had met on October 22 and had come up with a final calendar. She noted that Michigan Association of School Boards (MASB) was completing its public input sessions and that the last three meetings would be on Monday, October 28. President Sholler-Barber reminded families that there was a superintendent search survey on the KPS website, which would be available through November 8. She thanked the community leaders who had come to the MASB community breakfast on October 22.

Communities in Schools – *President Sholler-Barber, representative*, stated that the committee had met on October 18 and had accepted the KPS financial audit.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of October 11 through October 24, 2019. (File #8.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A.1. October 10, 2019 Regular Meeting Minutes and VII.A.2. October 10, 2019 Closed Meeting Minutes; VII.B. Purchase Recommendations 2020-12; and VII.C. Personnel Changes.

Interim Superintendent Gary Start reviewed the purchase recommendation:

- 2020-12 in the amount of \$94,180 from the Student Services/Special Education cost center for the purchase of 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.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Roll call vote: motion carried, -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.

Kimberly Gregory, 1412 Trails End, Kalamazoo, introduced herself as a KPS parent of two students. She stated her concern for her 5th grade daughter at Spring Valley Center for Exploration, who had been without a full-time teacher since the beginning of the year. Ms. Gregory had been assured that the assigned teacher, Ms. Larson, would return. She noted that the teacher did not return and that the classroom was poorly managed and not conducive to learning due to the long-term sub that was placed in her classroom.

David Anderson, Kalamazoo City Commission, introduced himself as currently running for Kalamazoo mayor. He thanked the board for the work they do for KPS students and staff. Mr. Anderson shared that he had been in this board room when the Kalamazoo Promise was first announced. He stated that he wanted to make sure young people in our city take advantage of the Kalamazoo Promise and that he wanted to work with KPS so that people feel safe, loved, and supported in this community.

IX. Reports and Recommendations

A. Capital Projects Report

Executive Supervisor of Facilities Management Karen Jackson stated that she was pleased to have the opportunity to share the progress of this past summer's capital construction projects.

Ms. Jackson stated that these 14 projects had been funded from two bonds: the \$62 million bond passed on May 7, 2013 for the funding of the Transportation Center and the mechanical system upgrade at the Kalamazoo Area Math and Science Center (KAMSC); and the \$96.7 million bond that had passed on May 8, 2018, which funded the remaining 13 building projects.

Ms. Jackson explained that KPS had spent \$17 million in construction dollars in 2019: \$6.5 million on the Transportation Center; \$6.5 million for Phoenix High School; and \$4 million for the remaining 12 projects. She noted that currently KPS was \$63,000 under the budgeted amount.

Ms. Jackson also explained that from February 2019 – June 2020 there were 48 bond projects totaling \$17 million in construction costs and included: one new building, 20,000 square foot building addition, three new mechanical systems, eight secure vestibules, and 180 security cameras.

Ms. Jackson stated that the Ravine Road facility would house the new Transportation Center and would be complete in the summer of 2020.

Ms. Jackson shared a list of projects done by buildings this past summer:

- **Alternative Learning Center**
 - Corridor flooring abatement and replacement.
- **Community Education Center (CEC)**
 - Concrete replacement;
 - Classroom audio-visual systems on the second and third floor;
 - Infrastructure finished this summer;
 - Replacement of drinking fountains;
 - New air handling unit for KAMSC;
 - Security cameras; and
 - New technology in the academically talented classrooms.
- **El Sol Elementary School**
 - Secure vestibule;
 - Exterior fencing;
 - Exterior sign;
 - basketball hoops;
 - Replacement of windows;
 - New lighting;
 - Replacement of ceilings;
 - Remodeled restrooms; and
 - New interior signage throughout the building.
- **Hillside Middle School**
 - Secure vestibule.
- **Lincoln International Studies School**
 - Secure vestibule.
- **Loy Norrix High School**
 - Remodeled four computer labs in the lower K-wing; and
 - Replaced soft surface for the early childhood playground.
- **Milwood Magnet School: A Center for Math, Science and Technology**
 - Secure vestibule; and
 - Office remodel.
- **Northglade Montessori Magnet School**
 - Secure vestibule; and
 - New double doors.
- **Phoenix High School**
 - 20,000 square foot addition;
 - Four classrooms;
 - Offices;
 - Gymnasium;
 - Locker rooms;
 - New digital marquee;
 - Replacement of casework;
 - New lighting;
 - Replacement of HVAC and AC;
 - Electrical service upgrade;

- New generator;
- Emergency lighting; and
- Outdoor seating in the courtyard.
- **Prairie Ridge Elementary School**
 - Secure vestibule; and
 - Classroom audio visual upgrades.
- **South Westnedge School**
 - New digital marquee;
 - Corridor and classroom flooring;
 - New ceiling;
 - New lighting;
 - Classroom audio-visual upgrades;
 - Electrical panels; and
 - Security cameras.
- **Spring Valley Center for Exploration**
 - Secure vestibule;
 - Office remodel;
 - New office furniture;
 - Classroom ceiling fans;
 - New digital marquee; and
 - New interior signage.
- **Transportation**
 - New Ravine Road facility.
- **Woods Lake Elementary: A Magnet Center for the Arts**
 - Secure vestibule; and
 - New front doors.

Ms. Jackson thanked the tradespeople who worked on KPS projects:

- | | | |
|---|--|---------------------------|
| • A&H Private Investigation Security Management | • Battle Creek Glass Works | • Central Tile & Terrazzo |
| • A-1 Refrigeration | • Battle Creek Tile & Mosiac | • Cig Jan Products |
| • Abatement & Demolition Services | • BCI Construction | • Circuit Electric |
| • Acrisure | • Behler-Young | • Columbia Pipe |
| • Aireconomics | • Belden Brick | • Consumers Concrete |
| • All-Phase Electric | • Best Way Disposal | • Consumers Energy |
| • American Hoist Air & Lube Equipment | • Beuschel Sales | • Control Solutions Inc. |
| • Analytical Testing & Consulting | • Bishop Distributing | • ControlNet |
| • Aratherm | • Blakely Products | • CSM Group |
| • Architectural Systems Group | • Blaze Fire Protection | • Cummins Bridgeway |
| • B&L Bolt | • Boles Tree Service | • D&L Industrial Services |
| • Bareman & Associates | • Bolthouse | • Dactronics |
| | • Bracy & Jahr | • Daltile |
| | • Broadmoor Products | • DCA |
| | • Buist Electric | • DeLoof Construction |
| | • Carrier Corporation | • Division 5 Metalworks |
| | • Cenatrie Concrete Cutting & Drilling | |

- Dominick's Flooring
- Double O Inc.
- Driesenga & Associates
- Earley & Associates
- ELC of West Michigan
- Engineered Floors
- Engineered Protection Systems
- Ersco Construction Supply
- ESR Contractors
- Etna Supply
- Fastenal
- Ferguson Waterworks
- Floor Care Concepts
- Forman Glass
- Foundation Building Material
- Fowler Interiors
- Frederick Construction
- Grand Valley Concrete Products
- Graybar Electric
- Great Lakes Systems
- Gypsum Group Interiors
- Gypsum Supply
- H & H Painting
- Hall Builders
- Havel
- Hazelhoff Builders
- Integrated Exteriors
- Interface Americas Inc.
- Interkal
- Itrailer
- Johns to Go
- Johnson Controls Fire Protection
- Justice Fence
- Kalamazoo Mechanical
- Kasten Insulation
- Kendall Electric
- Kerkstra Precast
- Lounsbury Excavating
- MacAllister Rentals
- Marshall & Wells Company
- Martin & Associates Environmental
- Mason Pro
- Michigan Air Products
- Michigan Paving & Materials
- Midwest Wall
- Migala Carpet One
- MLive Media Group
- Modernistic Carpet
- Moss Telecommunications
- Mulder's Moving & Storage
- N/S Corporation
- Northern Concrete Pipe
- Orchard Hills Landfill
- Overhead Door Company of Battle Creek
- Partillon Systems
- Peterman Concrete
- Pioneer Inc.
- Precision Ladder
- Prein & Newhof
- Premier Caulking
- Quality Roofing
- RAM
- Rayhaven
- Republic Services
- Rfactor
- Ricardo Ramos
- Rigid Steel
- Ritsema Associates
- Riverside Integrated Systems
- RJO Mechanical
- RL Deppman
- RW LaPine
- S.A. Morman & Co
- Sahr
- Sam's Custom Floors
- Schepers Brothers
- Schut Mechanical
- Senneker
- Signs Now
- Slager Restoration & Sealants
- Soil & Materials Engineers
- Soils and Structures
- Steel Systems
- Structure Tec
- Summit Advertising
- The Skillman Corporation
- Total Energy Systems
- Total Fire Protection
- TowerPinkster
- Universal Spiral Air
- Van Laan Construction
- Versatile
- Virginia Tile
- Visser Construction
- Vulcraft
- Wesco Distribution
- West Michigan Painting

Ms. Jackson also thanked the Kalamazoo community for supporting KPS bonds and TowerPinkster, The Skillman Corporation, and CSM Group for their creative, collective minds that have helped KPS produce some beautiful spaces. She thanked school employees who had been so patient during construction, the stockroom, custodial, technology, Director of Student Services Nkenge Bergan and Campus Security Chief Don Webster for providing security staff when needed, food service, summer paint crew, Teaching and Learning Services, Student Services, transportation, the business and finance office, Gary Start and the Board of

Education. Ms. Jackson especially thanked Mr. Al Tyler, whose knowledge of the district was amazing.

Trustee Greschak stated that KPS schools were improved and well maintained. He noted how it lifts the spirits of everyone including staff going to work and students going to school. Trustee Greschak shared that tax dollars benefit the students of our district and also employ local contractors in our community.

Trustee Morris thanked Ms. Jackson for what she and her staff had done for this district. He noted that her dedication and love for this district was obvious. Trustee Morris thanked the community for supporting KPS.

Trustee Hill explained that bond money could only be used for construction projects such as these, not for curriculum or salaries. She noted that if KPS had to use its general fund to pay for these projects it would take away from necessary items for students.

Trustee Jackson thanked KPS for its concern surrounding security. He appreciated this effort as a parent and felt that his child was safe at school.

President Sholler-Barber stated that Ms. Jackson was instrumental in helping to pass these bonds. She noted that this was about educating children and agreed that spirits were uplifted by these beautiful upgrades. President Sholler-Barber noted that she was thankful that KPS had the funds to provide these kinds of things.

Mr. Start stated that he was proud of KPS facilities and thanked the community for their support of KPS.

B. Home Access Center

Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of Secondary Education Johnny Edwards presented the following report on the Home Access Center.

Ms. Green stated that the link to the Home Access Center could be found on the KPS website under “Student/Family” links.

Mr. Edwards stated that students and families could also download the Home Access Center app on their mobile device from the Google Play or Apple Store. He shared that you could search eSchoolPLUS to find the app. Mr. Edwards noted that instructions for accessing this program had been mailed home to all families.

Mr. Edwards explained that to access the student’s information a parent or student must type in their username and password. He noted that in the event that the username or password had been forgotten, the student or family could click the “Forgot My Username or Password” link and an email would be sent to their email address on how to set up a new password. Mr. Edwards stated that families could not retrieve their username or password from the school over the phone.

Mr. Edwards shared that once the student or family had logged into the Home Access Center, the first tab at the top of the ribbon was the home tab. He noted that the home tab would show the student’s current grades. Mr. Edwards stated that you could click on the current average to see a detailed breakdown on how the grade had been calculated.

Mr. Edwards explained that along the top banner next to the home tab, the student or parent would see the attendance tab. He noted that a legend was provided at the bottom of the screen to help students and families understand the color-coded system.

Mr. Edwards shared that the next tab along the top ribbon was the classes tab. He noted that there were two options, classwork and schedule. Mr. Edwards explained that an alert could be scheduled to be sent to the email address and/or the mobile device letting the family know if their student's grade average dropped below a certain percentage point.

Mr. Edwards stated that next to the classwork tab was the schedule tab. He noted that this tab displayed the student's schedule for the entire school year.

Mr. Edwards explained that the fourth tab on the top ribbon next to "classes" was the "grades" tab. He noted that under the grades tab, a student or parent could check the final grades that would appear on the student's report card along with the grade point average.

Ms. Green stated that KPS had hoped more students and families would utilize Home Access Center as it was a great tool to keep up-to-date on grades and attendance. She shared that school success was important and that staying in touch with current grades was helpful. Ms. Green noted that attendance was a strong indicator of students being successful now as well as later in life.

Trustee Moore asked Ms. Green if there could be a tab on the website that would be easier to access for students and parents. She noted that as a parent it seemed that teachers were not able to update grades on a regular basis and that the information was not accurate or up-to-date.

Trustee Hill stated that this sounded like a great system for families and students. She noted what a useful tool this could be for accountability.

Trustee Morris stated that he appreciated that you could download this app on your phone for easy access to this information for parents.

Trustee Jackson stated he had the app on his phone and that it had been a challenge at times because it seemed that his son may have assignments missing, when actually the data had not been updated.

Mr. Edwards clarified that there was a date on the screen that indicated the last time the teacher had upgraded their gradebook. He stated that parents should reach out to the teacher directly if they saw an issue or were concerned that an assignment was missing.

President Sholler-Barber stated that teachers entered grades at various times. She noted that the visible date would be helpful for parents and students to see when they were last updated.

Trustee Greschak stated that he liked that the Home Access Center created conversation between parent and child. He noted that this conversation demonstrated to the student that the parent was interested and involved in the student's success. Trustee Greschak stated that it was important for students to see interest from their parents or guardians in their education.

Trustee Moore stated that she didn't want to suggest that teachers were not doing their jobs. She explained that the grade book was presented at the beginning of the year with teachers

instructing parents to check the Home Access Center regularly. Trustee Moore suggested that Home Access Center not be promoted as having up-to-date information.

Ms. Green stated that teachers were encouraged to have information posted in Home Access Center within two weeks.

Mr. Edwards agreed that different teachers input grades at different times depending on the work graded. He stated that if parents had any concerns with a grade or assignment to please reach out directly to that teacher.

Mr. Start thanked Ms. Green and Mr. Edwards for the information on the Home Access Center.

X. Other Business

None.

XI. Comments by Trustees

Trustee Moore thanked everyone who had attended the community ALICE meeting on October 23. She noted that she disagreed with the data from Kalamazoo Department of Public Safety (KDPS) citing 300 school shootings since the Columbine High School shooting in 1999. Trustee Moore noted you can find more information on school shootings from the CHDS K-12 data base. She also stated that parents wanted advance notice of ALICE trainings so that they could arrange alternate care for their children on those days. Trustee Moore suggested that KPS provide mental health professionals to be on-site during ALICE trainings to help students feel safe and to have someone to go to if there was a need. Trustee Moore stated that she does not feel this is a good training program for KPS students.

Trustee Moore stated that there was one email that had not been on the correspondence log. She noted that it was sent to board members on October 24th at 12:00 a.m. from Conor Moore and should have been included on this log.

Trustee Morris encouraged KPS families to join the Loy Norrix High School Choir for their Cabaret on November 1st and 2nd, 7:00 p.m., Kasdorf Auditorium. He also reminded families to come to the Parkwood Upjohn Elementary School Hoopla on November 8. Trustee Morris stated that this was Parkwood Upjohn's main fundraiser that supported many of their activities.

Trustee Harrison stated that she was excited about the superintendent search forums. She encouraged the KPS community to come to the MASB informational meetings and voice their opinions. Trustee Harrison noted that there was a superintendent search survey on the KPS website that parents and community members could fill out.

Trustee Jackson stated that Western Michigan University Lewis Walker Institute was sponsoring PUSHOUT on November 9, 12-3:30 p.m. at the YWCA. He noted that this program addressed the policies, practices, and cultural illiteracy that push countless students out of school and into unhealthy, unstable, and often unsafe futures.

Trustee Hill thanked the Kalamazoo donors, Community in Schools Executive Director James Devers for coming to the board advance meeting on October 22, and parents, staff, administrators, and Kalamazoo police officers who had attended the ALICE meeting on October 23.

Trustee Hill responded to Trustee Moore that she has full-time employment and was unable to respond to Mr. Moore's email until 1:00 p.m. today. She noted that she had informed Mr. Moore that his correspondence would be on the November 7 board meeting correspondence log. Ms. Hill stated that she would speak with KPS counsel Marshall Grate and would adjust the deadline date to avoid that conflict in the future.

President Sholler-Barber stated that the ALICE meeting had gone well on October 23. She thanked Campus Safety Chief Don Webster for his data and Nkenge Bergan who had been very helpful answering questions. President Sholler-Barber noted that ALICE training was out of the board's hands at this point and that senior leadership would report their decisions to them.

President Sholler-Barber stated that the search calendar was now on the website. She noted that on October 28, 2:00 p.m. at the YWCA there would be another public superintendent search input meeting.

President Sholler-Barber encouraged families to support their schools and their Parent Teacher Organization (PTO). She noted that she had had such fun attending recent library visits with elementary students. President Sholler-Barber stated that legislation in Lansing was attempting to lower the regulation on concealed weapons carry. She asked the community to please call legislators and let them know that we cannot make guns any easier to be owned.

President Sholler-Barber shared a letter from a parent thanking the principal of Loy Norrix High School, Chris Aguinaga, and teacher Mr. McCauley for supporting their child in school.

Comments by the Interim superintendent

Mr. Start stated that he had been impressed with the ALICE meeting and felt that there had been good dialog with the community. He thanked Ms. Bergan, Mr. Webster, KDPS officers Ryan Shank and Andrew Howes, the board, and President Sholler-Barber, who had done an outstanding job leading the meeting and setting the right tone. Mr. Start stated that keeping kids safe was the most important thing KPS does. He noted that KPS needed to consider better communications with its families; however, he was convinced that ALICE training was necessary in this day. Mr. Start explained that KPS would fine tune the ALICE program.

Mr. Start congratulated Maple Street English Language Arts teacher Stephanie Hampton, who had been named the 2019 Middle School English Teacher of the year by the Michigan Council of Teachers of English.

Mr. Start thanked the families who send their children to KPS as its enrollment was strong. He reminded everyone to vote on November 5.

XII. Closed Session (if needed)

President Sholler-Barber did not call for a closed session and adjourned the meeting at 9:09 p.m.

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

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: November 7, 2019

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Natishia R. Smith, Clinical Social Worker, Student Services, 9/30/2019
 - Sarah J. Little, Elementary ESL Teacher, El Sol Elementary School (0.6 FTE), Arcadia Elementary School, (0.4 FTE), 11/18/2019
 - Keegan M. Whitney, Elementary Music Teacher, Lincoln International Studies School (0.4 FTE), Spring Valley Center for Exploration (0.2), Washington Writers' Academy (0.2 FTE), 11/11/2019
 - B. Classified
 - Jessica L. Aldrich, PEEP Paraprofessional, Greenwood Elementary School, 11/01/2019
 - Willie M. Jenkins, Night Custodian, Milwood Magnet School: A Center for Math, Science and Technology, 11/04/2019
 - Sean F. Lancaster, Stage Technician – Chenery Auditorium, CEC, 10/10/2019
 - Shana R. Wolstein, Special Education Paraprofessional, Maple Street Magnet School for the Arts, 11/01/2019
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
 - Janice L. Feller, Clinical Social Worker, Student Services, 11/5/2019, Resigned
 - B. Classified
 - Lance P. Bentley, Special Education Paraprofessional, Loy Norrix High School, 11/13/2019, Resigned
 - Susan E. Daniels, Child Accounting Secretary, Maple Street Magnet School for the Arts, 11/1/2019, Resigned
 - Desiree K Endre, PEEP Paraprofessional, Greenwood Elementary School, 10/18/2019, Resigned
 - Gregory C. Miller, Custodian, Milwood Magnet School: A Center for Math, Science and Technology, 12/16/2019, Retirement

- V. Termination from Leave of Absence
 - A. Professional/Management
Jennifer S. Gougeon-Catarino, English Teacher, Hillside Middle School,
10/31/2019, Retirement
 - B. Classified
- VI. Return from Leave of Absence
 - A. Professional/Management
 - B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary Start

DATE: November 7, 2019

SUBJECT: ALICE Training

RECOMMENDATION: It is recommended that the board approve ALICE training for the nine schools that did not complete the training earlier this fall.

RATIONALE: During the September 26, 2019 board meeting, the board approved a motion to suspend ALICE training until there had been adequate input from parents. Since that meeting, the district has made substantial improvement to the ALICE training process including the following:

1. A parent meeting was held on October 23, 2019 to discuss ALICE training and to engage with the public in meaningful conversations on how it could be improved.
2. The PowerPoint presentations have been substantially modified to reflect public comments as well as other changes considered beneficial. This is particularly true of the lower elementary PowerPoint presentation.
3. A letter was sent this week to parents/guardians of students in the remaining nine schools outlining the ALICE training that will take place. The letter also included an opt-out form to be returned to their child's school if parents/guardians do not want their children to participate in the training. Parents can chose to keep their children home on the day of the training or ask that they be taken to an alternate location in the building during the ALICE presentation.
4. The revised PowerPoint presentation is on our website to enable parents/guardians to review the training prior to making an opt-out decision.
5. The training will be provided through assemblies rather than individual classrooms. This will help to ensure consistent messages.
6. Clinical social workers, school social workers, or school psychologists will be on site to assist any students that need emotional support.

State law requires the district to complete one lock down drill prior to December 1, 2019. ALICE training will take place between November 20 and November 26, 2019.

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. ~~Speakers should begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if authorized and applicable, the organization they represent.~~ **The public must 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 may will** strike his or her gavel and warn the person to discontinue their ~~disruptive conduct~~ **behavior**. Further disruptions will result in the person being asked to leave and may be escorted out of the building. **(MCL 380.1808)**

~~The Revised School Code permits the board president to order the removal of a citizen, who after notice from the President, persists to behave in a “disorderly manner.” (MCL 380.1808) This provision also empowers the president to “order a law enforcement officer or other person to take the disorderly person into custody until the meeting is adjourned” if the person refuses to withdraw from the meeting. Further, the Michigan Penal Code states that a person is guilty of a misdemeanor if he or she “makes or excites any disturbance or contention in any...public meeting where citizens are peaceable and lawfully assembled.” (MCL 750.170)~~

2. ~~Speakers should be courteous and professional. The presiding board Board officer may terminate public comments that are profane, vulgar or defamatory. Speakers should refrain from identifying individuals when offering criticism.~~ **Persons requesting to address the board will be asked to complete a sign-in sheet by before the beginning of that agenda item the meeting 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. ~~Speakers have three minutes each and must stop speaking promptly when signaled.~~ **Based on the sign-in sheets completed at the beginning of the meeting by the beginning of the**

~~public comment period, persons requesting to address the board agenda item, the secretary presiding board officer will invite persons requesting to address the board to come to the podium in the order in which the sign-in sheets were completed. After all persons who initially completed the sign-in sheet have had an opportunity to make their statement, the board president will ask if there is anyone else who has completed the sign-in sheet and not had an opportunity to speak. They will be able to speak in the order that they approach the podium.~~

4. ~~Speakers may not address confidential student or personnel matters, but may submit such concerns to the Board in writing. The public comment period persons requesting to address the board agenda item 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 there are additional persons remaining that completed a sign-in sheet by the beginning of the meeting persons requesting to address the board agenda item and that have not had an opportunity to address the board, that would like to address the board, a second opportunity will be made available before adjournment.~~ ~~at the conclusion of the board meeting.~~
5. ~~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. 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. Speakers should refrain from identifying individuals when offering criticism.~~
6. (formerly paragraph 3) Speakers have three minutes each and must stop speaking promptly when signaled.
7. (formerly paragraph 4) Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
8. (formerly paragraph 5) 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.

Adopted: February 13, 2003

Revised: December 17, 2009

Revised: June 25, 2013

First Reading:

This policy supersedes all other policies on this issue.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Gary L. Start
DATE: November 7, 2019
SUBJECT: Resolution Declaring Support for Participation in the Reading Now Network

RECOMMENDATION: It is recommended that the Board adopt the Resolution for Declaring Support for the Reading Now Network

RATIONALE: If approved the Board of Education along with education leaders throughout West Michigan, understands the importance of developing talent that is career ready and college capable:

- The Reading Now Network is an alliance of school and community organizations dedicated to raising literacy rates;
- The Reading Now Network has adopted the goal of realizing a minimum of 80% of third graders reading proficiently at grade level and implementing intervention strategies for the 20% who take a little longer;
- Kalamazoo Public Schools is a part of the Reading Now Network and uses the information and tools to increase student achievement; and
- All children in Michigan deserve educational opportunities that allow them to compete on a national and international basis.

KALAMAZOO PUBLIC SCHOOLS
BOARD OF EDUCATION

RESOLUTION DECLARING SUPPORT FOR PARTICIPATION
IN THE READING NOW NETWORK

A meeting of the Board of Education of the Kalamazoo Public Schools was held at the Administration Offices on the seventh day of November 2019, at 7:00 PM.

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

Present:

Absent:

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

WHEREAS, the 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.

I hereby certify that the foregoing is a full, true and correct copy of a resolution duly passed and adopted by the Board of Education for KALAMAZOO PUBLIC SCHOOLS at a meeting thereof held on the seventh day of November 2014, by the following vote of the Trustees thereof:

AYES, AND IN FAVOR OF THEREOF:

NAYS:

ABSENT:

Jennifer Hill
Board of Education Secretary

Date