

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
December 19, 2019 – 7:00 P.M.

A G E N D A
Amended 12-17-19

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
 - A. Minutes**
 - 12-4-19 Advance Meeting Minutes
 - 12-5-19 Regular Meeting Minutes
 - 12-5-19 Closed Session Minutes
 - B. Business and Financial Reports**
 - Purchase Recommendation 2020-17
 - C. Personnel Items**
 - Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. Policy 1.2 Public Participation During a Meeting of the Board of Trustees - Second Reading**
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, January 9, 2020**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
December 4, 2019 – Board-Superintendent Advance

President Patti Sholler-Barber called the special meeting to order at 6:15 p.m. in the media center of the West Main School Professional Development Center, 1627 West Main Street. The purpose of the meeting was for the board to hold a communications workshop, as well as discuss any other matters that may come before the board.

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

1. Advance meeting agenda items discussed:
 - Presentation from Trustee Hill regarding the Leadership Conference; and
 - Education and Public Health Equity presentation from Karika Parker.

No action was taken on the aforementioned items.

President Patti Sholler-Barber adjourned the meeting at 9:15 p.m.

Respectfully submitted by,

Jennie Hill, Secretary
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
December 5, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the December 5, 2019 regular Board of Education meeting to order at 7:02 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

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

IV. Announcements and Recognitions

Director of Marketing and Communications Susan Coney presented Stephanie Hampton, Michigan Council of Teachers of English 2019 Middle School English Teacher of the Year.

Also in attendance and introduced by Ms. Coney was Dr. Jeffery Boggan, principal of Maple Street Magnet School for the Arts.

V. School Reports/Committee Reports

Committee Reports

Operations Committee – *Ken Greschak, chair*, stated that the committee had met on December 3 and had discussed the budget update, enrollment, and state funding. He noted that KPS was in a good spot. Trustee Greschak stated that the committee had also discussed with the Communications Department the KPS social media presence and reviewing proposals from design firms for rebranding and redeveloping the KPS website.

Policy Committee – *TiAnna Harrison, chair*, stated that the committee had met on December 3 and had discussed Policy 1.2 Public Participation During a Meeting of the Board of Trustees. She noted that the committee had worked together to craft a public policy that was reflective of how they all felt.

Superintendent's Search Committee, *Patti Sholler-Barber, representative*, stated that applications were coming in and that the district would stop accepting them on January 2.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of November 19 through December 3, 2019. (File #10.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A.1. November 19, 2019 Advance Meeting Minutes, and VII.A.2. November 21, 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.

Sarah Davis, 501 South Eighth Street, Kalamazoo, introduced herself as a parent of four students at Northglade Montessori Magnet School. She noted that the PTO was concerned that literature including LGBTQ characters was excluded from the diverse classroom libraries. Ms. Davis stated that the message we give our students should be accepting of all students.

Rebecca Macleery, 1425 Grand Ave, Kalamazoo, introduced herself as a parent of a student at Winchell Elementary School and Northglade Montessori Magnet School. She noted her concern for the lack of LGBTQ characters in the diverse classroom libraries.

IX. Reports and Recommendations

A. Reproductive Health Care Curriculum – Second Reading

Mr. Start read the recommendation for board approval of the Reproductive Health Care Curriculum.

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

Board discussion

None.

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

B. Professional Development

Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of Student Services Nkenge Bergan presented the following report on professional development:

Ms. Green stated that the purpose of the presentation was to provide the community with an update on how professional development was being conducted within the district. She noted that they would share the challenges faced, the charge given, and the changes made.

Ms. Green stated that like all other districts in the nation, KPS faces a serious shortage of guest or otherwise referred to as substitute teachers. She noted that there was a sharp decline in the number of teacher candidates. Ms. Green explained that there were days KPS could not find substitute teachers for normal illness, personal business, or family supports so pulling teachers out for professional development was challenging. She noted that teacher candidates come from universities without being fully formed and need additional supports through professional development, coaching, and guidance. Ms. Green stated that there were requests for training on trauma informed care, culturally responsive education, and restorative practices. She noted that if teachers are pulled out during the school day, students lose instructional time with their teachers. Ms. Green stated that KPS was given the charge to problem-solve a way to provide needed professional development without taking teachers out of the classroom during instructional time.

Ms. Bergan shared that a team including Kalamazoo Education Association (KEA), United Auto Workers (UAW), and central office administrators had worked to problem-solve ways to meet the professional development needs.

Ms. Bergan stated that the team needed to take into consideration the challenges of finding substitute teachers. She noted they also wanted to find ways to decrease the amount of instructional time students were missing during the school day. Ms. Bergan stated that the team determined that KPS needed to conduct professional development outside of instructional time at the KEA request of providing pro rata pay (pay at the staff member's daily rate) for teachers. She shared that there had been numerous meetings to negotiate this as an item for the 2019-20 budget and increasing the contract days to accomplish this. Ms. Bergan stated that this adjustment was approved at the June 13, 2019 Board of Education meeting.

Ms. Bergan explained that for the 2019-20 school year KPS added two additional days to provide professional development for its staff in the topic areas requested. She noted that they had also sought to ensure that there were a continuum of choices offered in each area to ensure KPS was meeting the various needs of its teachers. Ms. Bergan stated that sessions were offered in trauma informed care, restorative practices, instructional technology, and specific content areas (math, social studies, writing, etc.).

Ms. Bergan explained that Mr. Kirk Lewis, a trained specialist from the Starr Global Learning Network provided training on understanding trauma and how to respond to it in the classroom. She noted that this was a three-hour session with Gryphon Place and KPS teacher Heather Misner providing instruction to staff on restorative practices. Ms. Bergan stated that Gryphon Place had focused on the foundation of restorative practices and why it was valuable in the school setting. She noted that Ms. Misner provided instruction on ways her colleagues could build a positive classroom culture through the use of restorative circles.

Ms. Bergan explained that KPS had been focused on culturally responsive education for the last six years. She noted that KPS continued to provide its secondary teachers with a wide variety of sessions in this area. Ms. Bergan stated that this work was supported by Truth and Titus, a collective out of Battle Creek that equips individuals and institutions to implement effective racial equity strategies. She noted that the Infinity Consultation Group, a local collective of psychologists who are dedicated to providing individuals and organizations strategies to be stronger through introspection, had been a resource for this topic. Ms. Bergan also shared that ERACCE, Eliminating Racism and Creating/Celebrating Equity, another local organization had provided two half-day sessions on anti-bias, anti-racism education.

Ms. Green stated that KPS covered topics under instructional technology as well as content specific areas. She noted that there were choices in the session covering Google, using interactive projectors, learning more about the details of learning related to phonics, phonemic awareness, comprehension, and specific reading interventions. Ms. Green explained that there had been sessions to learn more details on using the new science curriculum called Amplify, and the new Eureka Math series. She noted that secondary staff had choices for instructional technology, SIOP training, Science, Technology, Engineering, and Math (STEM) equity, Newsela, and No Red Ink which are new programs for every secondary staff in the district. Ms. Green stated that counselors attended a session on the military to cover the new State of Michigan requirements.

Ms. Green stated that the results were very positive and that teachers and staff report being able to readily use the information learned in their classrooms. She noted that KPS conducted surveys following the sessions which indicated that teachers were very satisfied and found the sessions to be beneficial.

Board discussion

Trustee Moore asked Ms. Bergan how many staff members had received training in restorative justice and trauma informed care.

Ms. Green stated that trauma informed care was taken by all KPS teachers during a three-hour session.

Trustee Harrison asked what was meant by pro rata pay.

Ms. Green stated that teachers wanted to be paid for these professional development days at their daily rate (pro rata) that they would get during the school year.

Trustee Harrison thanked Gryphon Place, Truth and Titus, and KEA for being a part of this training.

Ms. Green stated that it was important that teachers have the opportunity for input as to what they were going to learn. She noted some teachers didn't know much about technology so KPS offered Google 101 as well as advanced Google sessions.

Trustee Harrison stated that she appreciated that KPS was listening to teachers and providing professional development sessions that they had requested.

President Sholler-Barber stated that the professional development sessions that were offered came from the surveys requested and filled out by staff members. She noted that this was both inclusive and collaborative. Ms. Sholler-Barber thanked Ms. Green and Ms. Bergan for their report

X. Other Business

None.

XI. Comments by Trustees

Trustee Harrison congratulated Ms. Hampton, who had been her son's teacher last year.

Trustee Moore thanked the people who had spoken at the podium regarding the diverse classroom libraries. She asked for more information on how the process of selection worked.

Trustee Morris thanked the speakers for coming forward to the podium and speaking on such a sensitive topic. He also thanked Ms. Coney for her hard work with the media and the KPS website. Mr. Morris stated that he looked forward to working with her in the future with communications and the KPS website.

Trustee Hill thanked Ms. Green and Ms. Bergan for their presentation on KPS professional development. She also thanked Dr. Karika Parker for her presentation on Education and Public Health Equity at the board-superintendent advance on December 4.

President Sholler-Barber stated that it was important to support our students at sporting events, plays, and musicals. She noted that these events were published on the KPS website. President Sholler-Barber shared that reading with your child every day and children seeing adults reading was very important for their academic success.

President Sholler-Barber stated that Dr. Karika Parker had presented to the board at their board-superintendent advance on December 4. She noted that she had discussed health equity, social justice, board goals, and board direction. President Sholler-Barber stated that she would like Mr. Start and KPS counsel Mr. Marshall Grate to draft a resolution on social justice.

Comments by the Interim Superintendent

Mr. Start congratulated Ms. Hampton for receiving the Michigan Council of Teachers of English 2019 Middle School English Teacher of the Year award. He also thanked Ms. Green and Ms. Bergan for such a comprehensive presentation on professional development.

Mr. Start stated that KPS had just released its major dates for 2020. He noted that both KEA and the district had worked together to announce those dates so early. Mr. Start shared that the entire county was starting school before Labor Day because it is so late this year. He thanked the board for their work and noted that KPS was doing very well as a result of this work.

XII. Closed Session (if needed)

President Sholler-Barber called for a closed session meeting. As board president, I move that the board convene in closed session to review a written legal opinion of counsel Clark Hill PLC, which written legal opinion is exempt from disclosure as privileged and confidential documents pursuant to attorney client privilege

MOTION: Moved by President Sholler-Barber, supported by Trustee Jackson, to move into a closed session meeting at 7:48.

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

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

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, December 19, 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: December 19, 2019

SUBJECT: Approval of the Attached Purchase Recommendation

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

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

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

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: December 19, 2019
Request Number: 2020-17
Amount: \$24,612.80

Item: Elevator Power Unit at Kalamazoo Central High School

Cost Center: 2018 Bond

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

Description of Need:

This emergency purchase recommendation is to replace the power unit to the 3-story elevator at Kalamazoo Central High School. The elevator stopped working Thursday, December 4. Otis Elevator was called and upon inspection discovered that a valve in the existing power unit had failed. A new power unit was ordered Friday, December 5 and released for manufacturing. The unit is being expedited and Otis worked the weekend to return the unit to service as quickly as possible. Paperwork has also been filed with the State to expedite the inspection once the repair is complete.

Vendor: Otis Elevator Company
Kalamazoo, MI

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

Low Bid Accepted: N/A

Replacement of the 3-Story elevator is a 2018 bond project and is scheduled for the summer of 2021. This power unit will be reused in the new elevator design.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: December 19, 2019

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - B. Classified
 - Dillon P. Boyd, Assistant School Secretary, Maple Street Magnet School for the Arts, 12/11/2019
 - Mitchell A. Courtney, Mechanics Helper, Transportation, 12/2/2019
 - Joseph W. Cullinane, Night Custodian, Milwood Magnet School: A Center for Math, Science and Technology, 12/9/2019
 - Rena E. Evans, Assistant School Secretary, Prairie Ridge Elementary School, 12/9/2019
 - Lacy M. Petersen, Special Education Paraprofessional, Kalamazoo Central High School, 12/13/2019
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
 - B. Christopher G. Caldwell, Special Education Teacher, Kalamazoo Central High School, 6/15/2019, Retirement
 - Jennifer R. Savage, Special Education Teacher, Kalamazoo Central High School, 1/3/2020, Resigned
 - C. Classified
- V. Termination from Leave of Absence
 - A. Professional/Management
 - B. Classified

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

POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

IX.

1.2 Public Participation During a Meeting of the Board of Trustees

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. Persons requesting to address the board will be asked to complete a sign-in sheet by the end 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 be held private and will include: mailing address, email address, phone number, topic about which they will be speaking and, if authorized and applicable, the organization they represent.
2. The presiding board officer will invite persons to come to the podium in the order in which the sign-in sheets were completed.
3. If after 30 minutes everyone who has completed a sign-in sheet has not had the opportunity to address the board, the public comment period will be tabled and resume before adjournment.
4. Speakers have three minutes each and must stop speaking promptly when signaled.
5. Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
6. 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.
7. The public is required to exercise common courtesy during the meeting and must follow rule of order. 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 are prohibited. 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. Refusal to leave will result in being escorted out of the building. (MCL 380.1808)

Adopted: February 13, 2003

Revised: December 17, 2009

Revised: June 25, 2013

First Reading: November 7, 2019

Second Reading: December 19, 2019

This policy supersedes all other policies on this issue.