

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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March 4, 2020

**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, March 12, 2020 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
March 12, 2020 – 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**
February 27, 2020 Regular Meeting Minutes
 - B. Business and Financial Reports**
2020-32, 2020-33, 2020-34, 2020-35, 2020-36, and 2020-37
 - C. Personnel Items**
Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, March 26, 2020**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
February 27, 2020 – Regular Meeting

I. Call to Order

President Sholler-Barber called the February 27, 2020 regular Board of Education meeting to order at 7:04 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 Milwood Elementary School Turnaround Students: Jonathan Banjoman (unable to attend) and Alijah Torres, fourth grade; and Tevin Hegler, third grade.

Also in attendance and introduced by Ms. Coney was Mr. Craig LeSuer, principal of Milwood Elementary School, and staff member Anne Stopher. The students' parents and family members in the audience were also recognized.

V. School Reports/Committee Reports

None.

Upcoming committee meetings:

Operations Committee – March 3, 2020

Policy Committee – March 3, 2020

Evaluation/Accountability Committee – March 17, 2020

Curriculum Committee – March 11, 2020

Teaching and Learning Council – March 21, 2020

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of February 12 through February 25, 2020. (File #15.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A.1. February 13, 2020 Regular Meeting Minutes, VII.A.2. February 17, 2020 Special Meeting Minutes, VII.A.3. February 19, 2020 Special Meeting Minutes, and VII.A.4. February 20, 2020 Advance Meeting Minutes; VII.B. Purchase Recommendations 2020-29, 2020-30, and 2020-31; 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.

Interim Superintendent Gary Start reviewed the purchase recommendations:

- 2020-29 in the amount of \$35,503.11 from the 2018 bond for the purchase and installation of audio and video enhancement systems for classrooms, labs, and cafeteria spaces at Phoenix High School.
- 2020-30 in the amount of \$301,723.53 from the 2018 bond for the purchase and installation of audio and video enhancement systems for classrooms, labs, and cafeteria spaces at Loy Norrix High School.
- 2020-31 in the amount of \$33,150.00 from the 2018 bond for new electrical and cabling work 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 to provide better building coverage for all digital radios.

VIII. Persons Requesting to Address the Board

President Sholler-Barber read the new Policy 1.2 and shared the public participation guidelines:

- 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.
- The presiding board officer will invite persons to come to the podium in the order in which the sign-in sheets were completed.
- 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.
- 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 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 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)

Sarah Davis, Kalamazoo, introduced herself as a KPS parent. She noted her disappointment at the last board meeting where it was stated that the board wanted to get away from using labels for students. Ms. Davis recommended that the board take a race training course as a group to fully understand the meaning of different labels and how they affect students.

Christine Babcock, 1224 South Westnedge, Kalamazoo, stated that as a student in 2007 the student code of conduct had no language in it to protect her from student bullying. She asked that the board create and maintain a code of conduct through an anti-bias and anti-race lens.

IX. Reports and Recommendations

Kalamazoo Public Schools Graduation Rates

Assistant Superintendent of Teaching and Learning Services Cindy Green and Director of Secondary Education Johnny Edwards presented the following report on KPS graduation rates:

Ms. Green stated that she was excited to share the continued good news of increasing graduation rates in KPS. She noted that The Center for Education Performance Indicators, otherwise known as CEPI, had released the graduation rates for the Class of 2019 this week.

Ms. Green explained that the Kalamazoo Public Schools Board of Trustees had seven goals and that the fifth goal was to increase graduation rates. She stated that this measure looked at four year cohort rates and five-year cohort rates. Ms. Green noted that, in addition, the district measures three-year rolling averages.

Ms. Green explained that in June of 2019, KPS graduated the largest number of students since the Promise era began. She noted that from 2006 to 2019, the number of students graduating continued to increase. Ms. Green shared that last June, 715 students graduated from KPS high schools.

Ms. Green stated that students were focused on reaching their goals and that there were plans for post-secondary educational options. She noted that KPS staff continued to work hard with research-based practices, learning more about how to make a positive difference, and caring deeply about the students served.

Mr. Edwards explained that the four-year graduation rate for the class of 2019 was 73.4%. The 73.4% is the second highest four-year graduation rate in the 11 years under the new federal formula.

KPS Graduation Rates
(4-Year Cohort)

2013	2014	2015	2016	2017	2018	2019
65.2%	68.8%	71.0%	69.0%	72.9%	75.2%	73.4%

Second highest rate in 11 years under the new federal formula

Mr. Edwards stated that when comparing KPS's four-year graduation rate for the class of 2019 to other Michigan urban districts, you will note that Flint's rate is 64.9%, Grand Rapids is 76.2%, KPS is 73.4%, Lansing is 64.1%, and Saginaw is 81.1%.

Mr. Edwards explained that in KPS, we often measure progress in different ways. He noted that to better understand the graduation trajectory, we use a three-year rolling average. Mr. Edwards shared that the three-year rolling average is a more stable statistic instead of looking at progress from one single graduation year to the other. Mr. Edwards stated that the three-year rolling average for the class of 2009-2011 was 63.7% and that the three-year rolling average for the class of 2010-2012 was 65.4%. He explained that in this case, the three-year rolling average for the class of 2017-2019 is 73.9%. Mr. Edwards noted that the three-year rolling average for the four-year cohort has increased eight years in a row.

KPS Rolling 3-Year Graduation Rates
(4-Year Cohort)

2009-2011	2010-2012	2011-2013	2012-2014	2013-2015	2014-2016	2015-2017	2016-2018	2017-2019
63.7%	65.4%	66.2%	67.7%	68.3%	69.6%	71.0%	72.4%	73.9%

Increasing 8 years in a row

Ms. Green shared that besides four-year cohorts, the district and the State of Michigan measure five-year cohorts. She explained that students learn at different rates and that some students need a fifth year to complete their required credit hours for graduation. Ms. Green stated that it was important that we recognize and help all students graduate from high school with different learning styles, experiences, and time frames. She noted that it is far better to graduate from high school within four or five years then it is to wait longer and try to come back. Ms. Green stated that the five-year cohort in KPS was the highest rate in 11 years under the federal formula.

KPS Graduation Rates
(5-Year Cohort)

2014	2015	2016	2017	2018	2019
72.4%	73.3%	78.3%	76.5%	80.4%	80.7%

Highest rate in 11 years under the new federal formula

Ms. Green shared that as with the four-year cohort, we compare ourselves to like districts. She noted that for the five-year cohort of 2019, KPS was second to other Michigan urban districts. Ms. Green stated that Saginaw Public Schools does not have an alternative education program to support students so their graduation rates are higher.

Graduation Rates: KPS v. Other Districts
(5-Year Cohort)

	2019
Flint	71.0%
Grand Rapids	75.1%
KPS	80.7%
Lansing	67.8%
Saginaw	84.2%

Ms. Green explained that the rolling three-year graduation rates for the five-year cohort clearly show increases eight years in a row. She stated that this was a nice steady increase that demonstrates strong initiatives embedded into the system and represents significant work that continues in the district.

KPS Rolling 3-Year Graduation Rates
(5-Year Cohort)

2009- 2011	2010- 2012	2011- 2013	2012- 2014	2013- 2015	2014- 2016	2015- 2017	2016- 2018	2017- 2019
69.4%	70.5%	71.9%	73.5%	73.6%	74.7%	76.0%	78.4%	79.2%

Increasing 8 years in a row

Ms. Green stated that she and Mr. Edwards appreciated the opportunity to share the good news of continued increases in graduation rates as well as the knowledge that there is room to grow. She noted KPS would stay focused on continual improvements throughout the district.

Trustee Morris stated that the numbers showed a steady upwards trend. He asked Mr. Edwards if there was any specific graduation data on black and brown students.

Mr. Edwards stated that that information was available; however, he did not have it with him for this meeting.

Trustee Moore stated that she would like to see graduation data by building and ethnicity presented at a future board meeting.

Trustee Harrison stated that she was excited about the graduation rates. She asked Mr. Edwards why not having an alternative program at Saginaw Public Schools increases their graduation rates.

Mr. Edwards explained that graduation rates tended to be lower at alternative schools. He noted that not having to include those lower alternative school rates as part of your overall graduation rates would help to increase their graduation rates.

President Sholler-Barber shared that graduation rates were something the board took very seriously. She noted that the board was dedicated to improving graduation rates. President Sholler-Barber shared that the hard work of increasing graduation rates was being done by staff, community, and families.

X. Other Business
None.

XI. Comments by Trustees

Trustee Morris stated that he appreciated the presentation on graduation rates by Ms. Green and Mr. Edwards.

Trustee Greschak stated that he had heard nothing but praise on the selection of Dr. Rita Raichoudhuri for the next KPS superintendent. He shared that he was not running for re-election for school board trustee this November.

Trustee Jackson stated that he appreciated that KPS continued the work of increasing graduation rates.

Trustee Moore stated that she had visited Northglade Montessori Magnet School to see their Black History Month wax museum, which included a biography and a speech by children dressed in character. She said it had been so much fun to see what the students had learned about these historical figures.

Trustee Hill thanked Governor Whitmer for attending the Susan G. Komen Winter Blast half marathon at Loy Norrix High School on February 23. She noted that she had attended her first wrestling meet at Hillside Middle School. Trustee Hill shared that she had been very impressed with the camaraderie amongst all of the teams. She reminded parents and community to log on to Vote411.org for the League of Women Voters information on candidates.

Trustee Harrison stated that she strongly valued post-secondary education. She noted that as a former Northglade Montessori Magnet School parent she had loved the wax museum event. Trustee Harrison reminded families to support the upcoming elementary literacy nights on March 4th. She shared that she was running for re-election to the Board of Education this November.

Trustee Jackson stated that on February 29 Western Michigan University (WMU) was hosting the state's inaugural Inspiring Future Teachers of Color Conference. He noted the event would have dual purposes: offer workshops for students and bring together Michigan educators and officials for what organizers are characterizing as an alliance. Trustee Jackson shared that the conference will be co-hosted by WMU's College of Education and Human Development, Future Teachers of Color student organization, KPS, and the Kalamazoo Promise. He also noted that he would be attending the Maroon Foundation Dinner on February 29.

President Sholler-Barber stated that she had spoken at length with WMU Vice President of Diversity and Inclusion Dr. McCorkle about what could be done to encourage the recruitment of diverse teachers. She encouraged families to support upcoming student activities and thanked the community for supporting KPS bonds.

Ms. Green shared that Bronco B.U.D.S. (Building Unique Dynamic Students) is an annual program at WMU created to promote a college-going culture for over 1,000 sixth-grade students from the KPS district. She noted that all sixth grade students in the district attend this event.

Ms. Green shared the Bronco B.U.D.S. schedule:

- Linden Grove Middle School – February 25, and February 26;
- Hillside Middle School – March 10, and March 11;
- Maple Street Magnet School for the Arts – March 16, and March 18;

- Milwood Magnet School: A Center for Math, Science and Technology – March 24, and March 25; and
- Middle School Alternative Learning Program – March 11 (with Hillside).

President Sholler-Barber stated that she had attended the Moms of Black Boys on February 22 at Milwood Magnet School: A Center for Math, Science and Technology. She noted that she had received an incredible amount of texts and emails in support of the selection of Dr. Raichoudhuri as the new superintendent of KPS. President Sholler-Barber thanked the board for their hard work in making this decision and shared that she was going to run for re-election to the Board of Education this coming November.

Comments by the Interim Superintendent

Mr. Start thanked Ms. Green and Mr. Edwards for their presentation on KPS graduation rates. He also thanked parents, staff, and the community for all of their help in improving our graduation rates. Mr. Start thanked Executive Supervisor of Facilities Management Karen Jackson for keeping our KPS buildings updated. He also thanked the board for such an amazing superintendent search process. Mr. Start shared that he was looking forward to working with Dr. Raichoudhuri.

XII. Closed Session (if needed)

President Sholler-Barber did not call for a closed session and adjourned the meeting at 7:48 p.m.

**XIII. President Sholler-Barber announced the next regular Board of Education meeting date:
Thursday, March 12, 2020 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: March 12, 2020

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:	March 12, 2020
Request Number:	2020-32
Amount:	\$32,417.00

Item: John Deere 318G Skid Steer Bobcat for Facilities Management Department

Cost Center: Facilities Management

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

Description of Need:

One new John Deere 318G Skid Steer Bobcat will be purchased for Facilities Management. This Skid Steer bobcat will be used by the KPS Grounds Department to move salt, sand, dirt, rocks, play equipment, and deliveries as needed. This new bobcat will replace the existing 20+ year old bobcat, which is unreliable.

Vendor: Greenmark Equipment Inc.
Three Rivers, MI

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

Low Bid Accepted: N/A

Additional Information:

Sourcewell (formerly NJPA) is a national cooperative acquisitions program which serves governmental, educational and nonprofit organizations with a cooperative purchasing program. KPS has been a member since 2004. It provides large volume bid prices on a variety of educational resources, which enables school districts to aggregate purchase and generate savings in tax dollars and staff time.

The district is projecting nonrecurring savings in its 2019-20 expenditures budget sufficient to provide for this purchase without creating a budget imbalance. The board is being asked for approval of this nonrecurring purchase tonight with the expectation that the budget will be adjusted through a future budget amendment.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: March 12, 2020
Request Number: 2020-33
Amount: \$293,068.00

Item: Piping Replacement at Kalamazoo Central High School

Cost Center: 2018 Bond

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

Description of Need:

Piping replacement in the athletic wing at Kalamazoo Central High School will be performed this summer along with the replacement of the pool filter equipment. The existing 45+ year old piping has deteriorated and is beyond repair. The existing pool filter equipment is leaking and cannot be repaired.

Vendor: A-1 Refrigeration Sales & Service
Kalamazoo, MI

Number of Proposals Requested: 8 **Received:** 2

Low Bid Accepted: Yes

Additional Information:

Bid Amount: \$ 273,895.00
Contingency: \$ 19,173.00
\$ 293,068.00

Due to the significant number of leaks in the athletic wing and the degradation of the existing piping system, it is imperative that we replace the piping this summer. The 2018 bond interest earnings will fund this project.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:	March 12, 2020
Request Number:	2020-34
Amount:	\$1,066,255.00

Item: Roof Replacement at Northeastern Elementary School

Cost Center: 2018 Bond

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

Description of Need:

This purchase recommendation is for roof replacement at Northeastern Elementary School. The scope of work includes the entire roof.

Vendor: Hoekstra Roofing
Kalamazoo, MI

Number of Proposals Requested: 15 **Received:** 4

Low Bid Accepted: Yes

Additional Information:

Budget: \$ 1,073,894.00

Bid Amount: \$ 996,500.00

Contingency: \$ 69,755.00
\$ 1,066,255.00

Under/(Over): \$ 7,639.00

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:	March 12, 2020
Request Number:	2020-35
Amount:	\$2,462,790.00

Item: Roof Replacement and Masonry Work at Maple Street Magnet School for the Arts

Cost Center: 2018 Bond

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

Description of Need:

The flat areas of the roof at Maple Street Magnet School for the Arts will be replaced this summer along with required masonry work as identified in the 2018 bond. In addition, the steep slope areas will be recoated.

Vendor: See attached spreadsheet

Number of Proposals Requested: 20 **Received:** 9

Low Bid Accepted: Yes

Additional Information:

Budget: \$ 2,379,005.00

Bid Amount: \$ 2,301,053.00

Contingency: \$ 161,737.00
 \$ 2,462,790.00

Under/(Over):(\$ 83,785.00)

CONTRACTOR RECOMMENDATIONS

Project: MAPLE STREET MAGNET SCHOOL ROOF & MASONRY WORK

Owner: Kalamazoo Public Schools

Consultant: Structure Tec

Bid Date: February 7, 2020

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>	<u>ALTERNATES</u>	<u>TOTAL AMOUNT</u>
MASONRY WORK	D. C. BYERS CO/ DETROIT INC. East Lansing, MI	\$493,598	\$4,000	\$497,598
ROOF REPLACEMENT	BLOOM ROOFING SYSTEMS, INC. Brighton, MI	\$1,800,955	\$2,500	\$1,803,455

\$2,301,053

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date:	March 12, 2020
Request Number:	2020-36
Amount:	\$49,610.00

Item: Roof Work at Dr. Martin Luther King Jr. in Westwood Elementary School

Cost Center: 2018 Bond

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

Description of Need:

This recommendation is for roof work at Dr. Martin Luther King Jr. in Westwood Elementary School

Vendor: Division 7 Building Contractors, Inc.
Kalamazoo, MI

Number of Proposals Requested: 15 **Received:** 3

Low Bid Accepted: Yes

Additional Information:

Budget: \$ 48,400.00

Bid Amount: \$ 46,364.10

Contingency: \$ 3,245.90
\$ 49,610.00

Under/(Over):(\$ 1,210.00)

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET
Revised 3-11-2020

Board Meeting Date: March 12, 2020
Request Number: 2020-37
Amount: \$26,426.60

Item: Summer Reading Program All Grade Reads

Cost Center: Teaching & Learning Services

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

Description of Need:

The goal of the program is to provide a book for each rising 3rd, 4th, 5th, and 6th grade student before the end of the school year to encourage and promote reading over the summer. This purchase of approximately 6300 books will allow the students to receive a district-selected book to read in their homes before they start receiving their books from the Summer Reading Program. Each student in a grade receives the same book to read over the summer. The student is then asked to bring the book back to school in the fall to discuss the book as a class.

Vendor:

Bulkbook
Store
Portland OR

Number of Proposals Requested: 8 **Received:** 6

Low Bid Accepted? Yes

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: March 12, 2020

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
Ryan A. Kasperski, Music Teacher, Maple Street Magnet School for the Arts - Band (0.5 FTE), Milwood Elementary School - General Music (0.4 FTE), Northeastern Elementary School – General Music (0.1 FTE), 3/16/2020
 - B. Classified
Tamra M. Flowers, Assistant School Secretary (0.5 FTE), Edison Environmental Science Academy, 3/9/2020
Olivia P. Pelton, Communications Assistant, Business Office, 3/2/2020
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
John A. Burke, Social Studies Teacher, Kalamazoo Central High School, 6/30/20, Resignation
Judith B. D’Arcangelis, Director of Elementary Education, Teaching and Learning Services, 8/31/2020, Retiring
Ramona L. Fletcher, Coordinator of English as a Second Language (ESL) and World Languages, Teaching and Learning Services, 6/30/2020, Retiring
Debora K. Gant, Second Grade Teacher, Arcadia Elementary School, 6/30/2020, Retiring
Alyssa J. Greenberger, Grade 2/3 Teacher, Indian Prairie Elementary School, 6/15/2020, Resignation
Angela R. Johnson, Special Education Teacher, Maple Street Magnet School for the Arts, 6/15/2020, Retiring

Christine N. McGuire, Third Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 3/21/2020, Resignation

Morgan J. Minisee-Barber, Science Teacher, Linden Grove Middle School, 6/30/2020, Resignation

Trista M. Straube, Sixth Grade English Language Arts Teacher, Linden Grove Middle School, 6/30/2020, Resignation

B. Classified

Mary A. Banks, Special Education Paraprofessional, Kalamazoo Central High School, 6/12/2020, Retiring

Cindy J. Johnson, HR Specialist Secretary, Human Resources, 3/6/2020, Resignation

James P. Johnson, Stockroom, Facilities Management, 6/30/2020, Retiring

Brian G. Pratt, Culture & Climate Facilitator, Indian Prairie Elementary School, 6/19/2020, Retiring

V. Termination from Leave of Absence

A. Professional/Management

Derek R. Douglas, Physical Education Teacher, Maple Street Magnet School for the Arts, 3/2/2020, Resignation

B. Classified

VI. Return from Leave of Absence

A. Professional/Management

B. Classified