

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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May 6, 2020

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

A remote meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, May 14, 2020 at 7:00 p.m.** Kalamazoo Public Schools will be live-streaming the April 30 board meeting at 7:00 p.m. on Public Media Network:

<https://www.publicmedianet.org/live-streams>

Additional details will be posted on the Kalamazoo Public Schools website.

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
May 14, 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**
April 30, 2020 Remote Meeting Minutes
 - B. Business and Financial Reports**
Purchase Requests 2020-43, and 2020-44
 - C. Personnel Items**
Personnel Changes
 - D. Other**
MCACA Grant Recommendation
- 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, May 28, 2020**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
April 30, 2020 – Remote Meeting

I. Call to Order

President Sholler-Barber called the April 30, 2020 remote Board of Education meeting to order at 7:00 p.m.

II. Attendance

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

III. Announcements and Recognitions

None.

IV. Committee Reports

Curriculum Committee, Patti Sholler-Barber, chair, stated that the committee had met remotely on April 15 and had discussed the Continuity of Learning Plan.

V. Correspondence

Secretary Hill reviewed the correspondence received for the period of April 15 through April 28, 2020. (File #19.)

VI. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A. March 12, 2020 Regular Meeting Minutes; VII.B. Purchase Recommendations 2020-39, 2020-40, 2020-41, and 2020-42; and VII.C. Personnel Changes.

The purchase recommendations were as follows:

- 2020-39 in the amount of \$1,199,800.00 from the 2018 Bond for the purchase of 4,000 Chromebooks to replace end-of-life Chromebooks in elementary and secondary buildings.
- 2020-40 in the amount of \$79,999.68 from the Teaching & Learning Services budget for the purchase of *Science and Sustainability* teacher and student resources, both paper and online, which pair with our new Environmental Science course for 9th-grade students.
- 2020-41 in the amount of \$145,014.37 from the Teaching & Learning Services budget for the purchase of 30,000 books, which will allow all rising 3rd, 4th, 5th, and 6th grade students to receive seven self-selected books and one district-selected book to read at home during the summer.
- 2020-42 in the amount of \$72,687.00 from the 2013 Bond for the purchase of furniture for the new Ravine Road Transportation Office and Garage.

MOTION: Implied to approve the Consent Calendar as presented.

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

VII. Persons Requesting to Address the Board

President Sholler-Barber shared the public participation guidelines:

Shari Weber, Kalamazoo, introduced herself as a parent of two KPS students. She shared her concerns for the inequity of online education for some of Kalamazoo's most vulnerable population.

Carol McGlenn, Kalamazoo, introduced herself as a former KPS board member. She stated how much she appreciated all of the KPS staff who had stepped up to help in this unprecedented time. Ms. McGlenn noted her confidence in KPS educators and administration to find solutions to meet the needs of all KPS students.

Michelle Miller-Adams, Kalamazoo, introduced herself as a parent of an 11th grade student at Loy Norrix High School. She thanked KPS teachers, support staff, and administration for the passion they had shown to KPS students. Ms. Miller-Adams noted that this was not an ideal time for education but was impressed with how KPS had stepped up to face these challenges.

Marshall Kilgore, Kalamazoo, introduced himself as running for the upcoming election of KPS board members in November. He applauded the work of the current board and of the parents at home working with their children.

Hayward Babineaux, Kalamazoo, introduced himself as a parent of two students in KPS. He commended KPS and the teachers at Arcadia Elementary School for doing such a good job communicating with families. He noted that his six-year-old was learning to navigate on a computer, which he had been unable to do before this mandated isolation.

Mark Hill, Kalamazoo, introduced himself as principal of Phoenix High School and president of the UAW 2150. He noted that KPS was embarking on new territory and wanted to commend the district for its support to principals/assistant principals during this difficult time. Mr. Hill thanked Director of Elementary Education Judy D'Archangelis, Director of Secondary Education Johnny Edwards, and Technology Services for their outstanding support of all staff.

Darrin Moore, Kalamazoo, introduced himself as having been a part of transportation for the past 17 years. He thanked KPS bus drivers and food service employees for their hard work delivering over 413,126 lunches to KPS students. Mr. Moore thanked Interim Superintendent Gary Start and Assistant Superintendent of Teaching and Learning Services Cindy Green for organizing this amazing task of delivering food to students.

Julie Rogers, Kalamazoo, thanked the administration, teachers, staff, and Board of Education for their huge hearts and creative thinking. Ms. Rogers was impressed with the 413,126 meals provided by KPS. She noted that she was asking state legislators for help with upcoming educational needs.

Jen Strebs, Kalamazoo, introduced herself as a parent of a sophomore at Kalamazoo Central High School. She noted that she had been moved by the commitment from KPS to its students. Ms. Strebs shared her concern that inequity for students exists and noted the need to seek solutions to deal with this current issue.

James Devers, Kalamazoo, introduced himself as the executive director of Community in Schools (CIS) that is a partner with KPS. He shared that his coordinators were working hard calling KPS students weekly to see what their needs were and also providing resources for families to access free internet services. Mr. Devers stated that CIS also was doing porch drops of academic packets and food. He shared that there would be a six-week summer program for KPS students, which

would have remote learning opportunities as well as in-person learning maintaining social distance guidelines.

LaToya Gleaves, Kalamazoo, introduced herself as a parent of a daughter at Dr. Martin Luther King, Jr. in Westwood Elementary School. She noted what a wonderful job KPS was doing and was grateful for online learning. Ms. Gleaves thanked KPS for providing Chromebooks for students.

Tina Tabulog, Kalamazoo, introduced herself as a parent of three children in KPS. She stated that she appreciated everything KPS and its teachers had done to provide online learning for her children. Ms. Tabulog noted that her children were loving the way they were learning now and that she was grateful to have her children in KPS.

Amanda Miller, Mattawan, introduced herself as the president of Kalamazoo Education Association (KEA). She noted her concern for the current online instruction site and shared that she felt Zoom had more features and was the safest classroom platform for teachers. Ms. Miller stated that families had requested that they receive only one academic package per week so that they would not have to go to the site to pick them up multiple times each week.

Majyck Dee, Kalamazoo, commended parents, teachers, and support staff for stepping up to come up with alternative ways to teach students while not in school. She noted that her child did not want to learn online and looked to the district to come up with other ways for them to learn. Ms. Dee asked that the board and central office listen to the community.

Stephanie Moore, Kalamazoo, introduced herself as a parent and grandparent of students in KPS. She noted that her senior at Kalamazoo Central had finished his classes early before the pandemic, and was denied a Chromebook. Ms. Moore stated that her freshman was doing well but had no clear academic schedule. She noted that she had received a report card with errors and hoped that could be cleared up.

Doreen Gardner, Kalamazoo, wanted to commend KPS for being so innovative during times like this. Ms. Gardner cautioned KPS to not be in a hurry and to think of children's safety first when planning on students coming back to the school classroom.

Jasha Smith, Kalamazoo, introduced herself as a parent of three KPS students. She appreciated how swiftly KPS had been in putting students first. Ms. Smith noted that the teachers were supportive and that she was very appreciative of them keeping her children's education on track.

VIII. Reports and Recommendations

A. Continuity of Learning Plan (CLP)

Mr. Johnny Edwards presented the following information on the Continuity of Learning Plan:

- Governor executive order 2020-35 requires every school district to have a CLP;
- The CLP includes several components within the plan including addressing the graduation components for seniors acknowledging the fact that they lost their last trimester of classes.
- KPS made available Chromebooks for students;
- KPS launched a Learning Hub through the district's website for students and families as a resource; and
- KPS launched a Knowledge Center as a resource for teachers who need help on how to use various platforms and how to incorporate resources from the internet.

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

Discussion:

Trustee Jackson asked for more clarification on exactly what was being asked of the board.

KPS Attorney Marshall Grate stated that the recommendation came from him. He noted that given the circumstances that KPS was faced with the closure and time constraints it was his recommendation that for the next 60 days the board set aside board policy in order to move forward with the CLP. Mr. Grate explained that this recommendation protects the board, administration, and KPS. He noted that this does not mean that the board has surrendered oversight and that at any time they can ask questions if they believe a policy is being incorrectly applied or they can revoke or modify this recommendation at a future board meeting.

Trustee Moore read the following statement into the record:

Good evening. Due to the nature of this virtual meeting format, I have prepared the following statement with the intent of expressing my thoughts all in one go, in order to hopefully avoid confusion and minimize the need for the kind of back and forth conversation that is cumbersome on this platform. I appreciate your patience, as it is a bit long. A written copy will be provided to Ms. Klepper for distribution to all trustees and inclusion in the public record.

During our last meeting on March 12, much of our board discussion was focused on how the district would respond to looming school closures as a result of the COVID-19 pandemic. I had many questions about the district's preparedness for such an event, sought information from administration, and asked that the board be better informed of the district's crisis response plans going forward. I also encouraged my colleagues to provide input as representatives of the community, and to engage more actively in overseeing preparedness efforts. As a public body elected by and directly accountable to the public, whose primary responsibility is to ensure that our students' needs are identified and met, the board has not only the right but also, as I see it, the responsibility to play an active role in shaping the district's response to a crisis impacting our students.

Responses were varied then, but the message I and the public received during that meeting was that this board, overwhelmingly, does not agree with me on this. One of my colleagues expressed her opinion that the board does not "deal with day to day workings of the district." Another objected on the grounds that he did not feel qualified to offer suggestions as he didn't "know enough about district operations." Overall, the board expressed confidence in the district's handling of the crisis and that they would prefer to defer to, rather than work with, our administration.

That is a problem. It was then, it always has been, and it is now especially.

I applaud our district's quick response to the need for food for our children during the shutdown, ongoing distribution of Chromebooks, the individual support so many of our teachers and staff are providing families and students, and overall, the massive effort that has gone into the development of the Continuity of Learning Plan we are receiving tonight. The fact is that the result of these efforts is a plan that, however well-intentioned, does not serve our students equitably. With unrealistic schedules, unclear expectations for participation, and disparities in the quality of content provided in printed materials vs online, this plan effectively closes the door on our most vulnerable children, and leaves it wide open to harmful bias, deficit thinking, and further

marginalization. The fallout from this will be long-lasting as it alienates families and students, threatens to widen the achievement gap, and will likely create an increased burden on teachers next year. It puts us even further behind on our mission to ensure that every child has access to every opportunity, every time. Let me be clear: I do not attribute the shortcomings of this plan to malice or neglect. I am aware of how complex the issues we're facing are, and I respect our administrators' expertise in their respective areas. But there is expertise outside of this institution, all over our community. Whether backed by a degree or by personal experiences and relationships, these perspectives are important and regardless of the letters or title, they have much to offer those who are tasked with making difficult decisions.

I can't help but think that if this board, being (presumably) well attuned to the needs of our constituents, had been more actively involved that many of these issues could have been addressed. We could - and should - have taken a seat at the table, to offer our own input, and to represent those who can't even get past the doors. Instead, this board:

- Canceled board meetings, on the advice of our employee-superintendent, during a time when our community needed us to be there;*
- Suspended committee meetings, barring a curriculum committee meeting on April 15th, which other Trustees were not permitted to participate in or observe;*
- Discouraged public discussion among trustees. This was the case at the meeting over six weeks ago, and in the lead up to this one as our board president has asked us explicitly, multiple times, to limit our comments and discussion tonight;*
- Published no collective invitation or encouragement to families to provide input or express concerns to the board; and*
- Demonstrated complacency in regards to timeliness and detail of information provided by the superintendent.*

And now, this evening, we are being asked to approve a statement suspending our policies, not specific ones individually but any that the district determines to be not in alignment with their plan in its current form or future revisions. From a group of individuals who like to tell me time and time again that our job is POLICY first and foremost, the response to this request should be a simple one: No.

There are undoubtedly policies on the books now that do not apply to the Continuity of Learning Plan, as they were designed for an entirely different model than what we're using currently, and there are some that may even impede the district's ability to provide for our children under these circumstances. There are others though that remain crucial to our mission, our values, and our priorities and to the long-term health of this institution. We need to examine each individually, and carefully, as conflicts arise or are anticipated, and temporarily revise or suspend as necessary. Yes, that's more work. But it is OUR work. It is the work we have been elected to do and it is what our children need from us. Everybody else is working around the clock during this crisis, and we should be willing to do the same. If we are not, we are undeserving of this job and unfit for the titles we've been given.

Fortunately, I like to think that we ARE willing to put our noses to the grindstone, and that like our teachers and staff, our families and our students, we, too, can rise to meet this challenge. And because of that I am anxious to hear your thoughts this evening on the recommendation before us. I know that it's a tall order for this Zoom meeting, but for the sake of discussion and to demonstrate due diligence, I think it would also be helpful to know, before we vote, what specific policies you may have already identified that could potentially pose a conflict with Continuity of Learning, and those you might anticipate coming into play later.

Trustee Morris stated that this recommendation would give emergency power to the administration and he felt the board needed to look at this more closely.

Trustee Harrison stated that she was most concerned about the flexibility of grades, assessments, and tests for students.

Mr. Grate shared that grades will not be assigned for the last trimester, attendance will be totally different than the board policy, and the policy dealing with assessments would be totally different. He explained that this puts Interim Superintendent Gary Start in a difficult position: Is he to follow board policy or implement the CLP? Mr. Grate stated that a policy by policy review by the board would take an enormous amount of time that would be difficult to accomplish by June 30. He strongly recommended as KPS legal counsel that the board trust their administration and approve this short-term emergency recommendation.

Mr. Start stated that the biggest issue in his opinion was that if KPS didn't have a CLP they would not be guaranteed state aid. He noted that the district needed to get going on a CLP which could be modified.

Trustee Hill stated that many board policies are not needed during this time because students are not in KPS buildings. She noted that she felt informed by the staff. Ms. Hill shared that she was on the Curriculum Committee with President Sholler-Barber and Trustee Jackson and that on April 15 Trustee Morris and Trustee Moore had also had a meeting to discuss the CLP with Mr. Start. She noted that this CLP was requested by the governor and was necessary for state aid.

Trustee Greschak stated that he was in support of the CLP recommendation. He noted that the unintended outcome of slowing this process down would be to the detriment of KPS students, staff, and teachers. Trustee Greschak stated that the board was not abdicating but empowering the administration to do what they need to do in the next 60 days.

President Sholler-Barber stated that this was an act of agility and by no means an irresponsible move. She noted it was not the board's intent to throw road blocks into anything that would help students be successful. President Sholler-Barber explained that this was for 60 days and that they would keep a close eye on exactly what was going on. She stated it was important to have faith in the administration and its teachers to respect those policies and modify those that will help KPS students graduate or help with grading and assessments.

Trustee Moore stated that she objected to the last regular board meeting cancellation. She noted that she felt it was important that the board meet and discuss this plan while it was forming. Trustee Moore explained that the board not approving this recommendation tonight would not stop the CLP moving forward but it would put the administration in a vulnerable position if they are doing something that is not in accordance with policy then the board may have a problem with that.

Trustee Jackson stated that he appreciated the efforts of the administration and staff. He noted that he agreed with Trustee Moore that he would have liked to have had the board meetings that were cancelled in March. Trustee Jackson stated that he could not make a decision tonight on this recommendation.

Trustee Morris asked Mr. Start what the framework was for revoking this authority if necessary. He also asked how often the board could be updated on the CLP.

Mr. Start stated that if something was in conflict with policy and the board felt it was important to change the plan, they could do that. Mr. Start stated that he had a lot of risk to move forward on a CLP against board policy. He shared that the board could receive a weekly update from him on any changes to the plan.

Mr. Grate stated that the board would not have to take any action on June 30, it will be self-disappearing. He noted that the board can at any time change or modify in a special or general board meeting.

Trustee Harrison stated that she wanted to know what specific policies made the board uncomfortable that would cause them hesitation to support this recommendation.

Trustee Moore shared several policies that she was concerned about including Policy 2.2 Dissemination of Information to the Board, Policy 3.5 Program and Operation Evaluation, Policy 4.5 Testing Out of Courses, Policy 4.9 Grading, and Policy 7.9 Purchasing.

MOTION: Moved by President Sholler-Barber, supported by Trustee Harrison, to approve the recommendation as presented.

Disposition: Voice vote: motion carried, 4-yes, 3-no, 0-abstentions.

B. Regional Enhancement Millage Resolution

Trustee Greschak read the resolution.

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

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

C. Sale of WKDS 89.9 FM to Western Michigan University Radio Station WMUK 102.1

Interim Superintendent Gary Start read the recommendation to sell WKDS to Western Michigan University radio station.

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

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

IX. Other Business

None.

X. Comments by Trustees

Trustee Greschak stated that the hard work was coming. He noted that the hard work was going to be when the budget hits. Trustee Greschak explained that the budget that the board approved earlier was based on revenue projections from the state. He stated that the board was going to be faced with some very difficult choices.

Trustee Jackson stated that he agreed with Trustee Greschak that post-pandemic was going to be catastrophic for many families in our district. He noted that many things would have to be modified in the budget. Trustee Jackson thanked the parents who called in during the virtual meeting.

Trustee Moore stated that she appreciated the hard work of KPS teachers and staff.

Trustee Hill stated that she appreciated the teachers and staff who have worked so hard to keep students on track during this difficult time.

Trustee Morris stated that he wanted to thank the administration for performing under such trying circumstances. He thanked the teachers for adapting and hitting the ground running and taking care of our students. Trustee Morris thanked the food service staff for their dedication and courage in delivering over 400,000 meals. He noted how proud he was of the community during such a difficult time.

President Sholler-Barber stated that she appreciated the speakers who had called in to tonight's virtual meeting. She shared that KPS was working hard on these decisions. President Sholler-Barber agreed with Trustee Greschak on the cuts in the budget that would have to be decided upon this fall. She thanked Mr. Start and his staff for all the work they have put in trying to get this right.

Comments by the Interim superintendent

Mr. Start stated that he wanted to share briefly what had been done by KPS staff:

- Food service will have delivered over 450,000 meals by this Friday;
- Transportation had provided busses and drivers to help with delivery of food;
- Two employees in payroll had been working every day since the pandemic started;
- Teaching and Learning Services has been creating all of the academic packets that were being handed out at food sites;
- Teaching and Learning Services had provided three days of professional development for approximately 1,000 staff members;
- Chromebook distribution gave away 1,200 tablets to high school students and by the end of this week KPS will have loaned another 4,000 Chromebooks to high school, middle school, and elementary students;
- Continuity of Learn Plan;
- Human Resources has been critical in working with unions and their letters of agreement;
- Student Services has been reaching out to families for emotional support and special education needs;
- Security has been active in making sure that safety practices were followed in buildings;
- School administrators and teachers have done a great job providing educational opportunities to our students; and
- The board was doing a great job fulfilling their duties in these difficult circumstances.

Mr. Start shared that it was no secret that the economy has suffered greatly due to the coronavirus. As a result, entities across the country and the world are expected to make significant cuts, and Michigan school districts are no exception. A month and a half ago he shared that KPS was having one of the best financial years in his 36 years of budget responsibility. That all changed with the advent of the coronavirus. Approximately 85 percent of the KPS budgetary general fund is controlled by the School Aid Act. Information that we have indicates significant state aid cuts. That is alarming. The Federal Cares Act will help; however, given our allocation or level of flexibility, we need to address our financial issues. We are in the early stages of developing a budget process, one aspect of the 2021 budget process will be the opportunities for suggestions that outline the least damaging spending reductions and we will ask for input from a variety of stakeholders. KPS will have to do things that it doesn't want to do. The Enhancement Millage

renewal election is very important. Loss of \$4.6 million of enhancement millage revenue would cripple the district. Most have voted already, if you have a ballot now, please put it in the mail. You can also drop the ballot off at the city or township clerk's office. The clerk's office will be open eight hours Saturday, Sunday, and on Election Day, May 5. Ballots will count if received by the clerk on Election Day by 8:00 p.m. Please vote.

XI. Closed Session (if needed)

President Sholler-Barber did not call for a closed session and adjourned the meeting at 9:46 p.m.

XII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, May 14, 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: May 14, 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 included 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: | May 14, 2020 |
| Request Number: | 2020-43 |
| Amount: | \$ 85,284.34 |

Item: Network Equipment and Switches for new transportation property.

Cost Center: 2013 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:

The new transportation property requires new network equipment to provide access to the KPS network and internet. This purchase is for the acquisition and installation of the required switches and wireless equipment necessary for the computer network inside as well as outside for the bus parking area.

Vendor: Presidio
Grand Rapids, MI

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

Low Bid Accepted? Yes

Additional Information:

The 2013 bond included funds for technology at the new transportation building.

| | |
|-----------------|-----------------|
| Base Bid | \$ 77,531.22 |
| Contingency 10% | <u>7,753.12</u> |
| Total | \$ 85,284.34 |

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: May 14, 2020
Request Number: 2020-44
Amount: \$571,500.00

Item: 750 HP EliteDesk 800 G5 Mini PC's with 24 inch monitors and mounting brackets @ \$762.00 each.

Cost Center: 2018 Bond

Cost Center Representative(s) attending Board meeting: Nathan McLaughlin

Description of Need:

This purchase is for the replacement of Administrator and Support Staff PCs throughout the district. These computer replacements are consistent with the district's six-year replacement cycle.

Vendor: InaCOMP
Southfield, MI

Number of Proposals Requested: N/A

Low Bid Accepted? N/A

Additional Information:

The REMC statewide cooperative acquisitions project is provided as a service for the schools of Michigan. This program has been established through legislation (Michigan Compiled Laws Act 451 Section 380.671) and the rules and regulations of the Michigan Board of Education. The project provides large-volume bid prices on a variety of educational resources, which enables schools and school districts statewide to aggregate purchases and generate savings in tax dollars and staff time.

The 2018 bond included a system-wide budget for purchase and replacement of technology. This purchase is within the overall parameters of the budget.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: May 14, 2020

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Kassidy M. Albers**, Second Grade Teacher, Edison Environmental Science Academy, 8/25/2020
 - Sarah L. Casanto**, Special Education Teacher, Kalamazoo Central High School, 8/25/2020
 - Carrie I. Curry**, Third Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/25/2020
 - Lisa C. Dabrowski**, Elementary Music Teacher, Spring Valley Center for Exploration (0.7 FTE) and Lincoln International Studies School (0.3 FTE), 8/25/2020
 - Ashley A. Heystek**, Fifth Grade Teacher, Edison Environmental Science Academy, 8/25/2020
 - Kelly N. Hutchings**, Third Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/25/2020
 - Gina R. Weaver**, Special Education Teacher, Hillside Middle School, 8/25/2020
 - B. Classified
 - Paige Cronenwett**, Human Resources Specialist Secretary, Human Resources Department, TBD
 - Arica M. Keeley**, Assistant School Secretary, Parkwood Upjohn Elementary School, 8/17/2020
 - Kathleen A. VanOrsdol**, School Secretary, Greenwood Elementary School, 8/17/2020
- II. Promotions/Key Transfers
 - A. Professional/Management
 - Tamica Frison**, from Principal at Middle School Alternative Learning Program to Assistant Principal at Linden Grove Middle School, 8/17/2020
 - William M. Hawkins**, from Principal at Northeastern Elementary School to Principal of Milwood Magnet School: A Center for Math, Science and Technology, 8/17/2020
 - B. Classified
 - Bailey A. Russell**, from Payroll Clerk to Assistant Payroll Supervisor, Business Office, 5/4/2020
- III. Leaves of Absence

- A. Professional/Management
 - B. Classified
- IV. Terminations
- A. Professional Management
 - Marielle M. Bellow**, Special Education Teacher, Lincoln International Studies School, 6/13/2020, Resignation
 - Melissa A. Wilson**, Psychologist, Woods Lake Elementary: A Magnet Center for the Arts, 6/30/2020, Retirement
 - B. Classified
- V. Termination from Leave of Absence
- A. Professional/Management
 - B. Classified
- VI. Return from Leave of Absence
- A. Professional/Management
 - B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary Start, Interim Superintendent

DATE: May 14, 2020

SUBJECT: Approval of the Michigan Council for the Arts and Cultural Affairs (MCACA) Grant Application Submission for an Artist in Education Residency (AIER) Program Grant from Woods Lake Elementary: A Magnet Center for the Arts

RECOMMENDATION: It is recommended that the Board approve the submission of a grant application to MCACA for an Artist in Education Residency Program for Woods Lake Elementary: A Magnet Center for the Arts.

RATIONALE: MCACA requires board approval of a grant application to support a dance artist in residence.

During the grant period, October 1, 2020– September 30, 2021, all students and teachers from Woods Lake would engage in activities in the dance studio led by Debra Norton. Ms. Norton created the dance program at Woods Lake and has worked with our students since 2004. Woods Lake has been able to maintain her position through arts grant seeking along with the districts contracted services budget. This grant award would assist with the effort to keep a vibrant dance program at Woods Lake.

The purpose of the grant is to provide dance instruction for all students once a week, and a more intense dance program for 65 students who commit to the dance company and rehearse during two recess periods a week. Ms. Norton would collaborate with classroom teachers to continue to offer a dance program that is integrated with the core curriculum, to include literacy skills, math, science, and social studies. In her program, Ms. Norton also promotes critical thinking skills and develops students' abilities to describe, analyze, and interpret content through an exploration of dance.

The grant request is for \$20,000, which would be totally allocated to pay Ms. Norton. Other grant monies would be pursued for student's attendance at Education for the Arts (EFA) dance performances, artistic fees for guest dance workshops at Woods Lake, and instructional dance materials.

**MICHIGAN COUNCIL FOR ARTS AND CULTURAL AFFAIRS
ARTS IN EDUCATION RESIDENCY (AIER) PROGRAM**

Application Deadline: June 1, 2020

Project Must Take Place: October 1, 2020 – September 30, 2021

Applicant: Woods Lake Elementary: A Magnet Center for the Arts

Authorized Official: Micole Dyson, Principal

Project Director: Diane Eberts, Project Director

Project Summary

This project will provide much needed funding for the continuation of the outstanding dance program at Woods Lake Elementary: A Magnet Center for the Arts for the grant term October 1, 2020 – September 30, 2021. Professional Dance Artist Debra Norton will reside at Woods Lake Elementary teaching a core group of 65 students, a total group of 650 students and 30 teachers the elements of dance and creative movement. She will stage performances, facilitate student choreography, and collaborate with teachers to create inquiry-based lessons to connect movement and dance with the core curriculum. Students will demonstrate their understanding of both through classroom and performance assessments. Students will also have the opportunity to experience a professional dance performance, sponsored by Education for the Arts. Dance instruction enriches the students artistically at Woods Lake, helps to balance the arts experience and enhances the teaching and learning across the curriculum. This program is essential to maintaining credibility as an Arts Magnet School.

Debra Norton is a performer with Kalamazoo’s Ballet Arts Ensemble, faculty member at Ballet Arts and Western Michigan University, and has worked extensively as a choreographer. She is a Teaching Artist for the Lincoln Center Institute (LCI) for Aesthetic Education Affiliate, a highly competitive and selective program. Ms. Norton’s work with elementary-age children has been celebrated for her ability to take children to a new level of dance performance while instilling a passion for the art form.

Proposed Budget:

We are requesting the maximum grant amount of \$20,000 to fund Debra Norton. Transportation to the EFA performances, artistic fees for guest artists and instructional materials for the dance program will be funded with other grant monies.

This grant requires no “new money” from the Kalamazoo Public Schools or Woods Lake Elementary School. Components of the project that are not listed below will be funded with other grant monies.

Expenses:

| | |
|-----------------------------------|----------|
| Debra Norton, Contracted Services | \$20,000 |
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