

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
1220 Howard Street
Kalamazoo, MI 49008
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August 8, 2023

**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, August 10, 2023 at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008. The meeting will be live streamed on Public Media Network on the Live TV Channel PMN 5: <https://www.publicmedianet.org/pmn-discover-live>.

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.

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

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

Adopted: December 19, 2019

This policy supersedes all other policies on this issue.

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 10, 2023 – 7:00 P.M.
AGENDA

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Ceremonial Swearing-in of New Trustee**
- IV. Acceptance of Agenda**
- V. Attendance**
- VI. Board Recognitions**
- VII. Committee Reports/ School Reports**
- VIII. Correspondence**
- IX. Consent Calendar Items**
 - A. Minutes**
 - 1. July 20, 2023 Regular Meeting Minutes
 - 2. July 26, 2023 Special Meeting Minutes
 - 3. July 26, 2023 Closed Session Meeting Minutes
 - B. Business and Financial Reports**
 - Purchase Requests 2024-03 and 2024-04
 - C. Personnel Matters**
 - Personnel Changes
 - D. Other**
- X. Reports and Recommendations**
 - A. Superintendent's Update – Student re-engagement
 - B. Administrative Appointment – Interim Coordinator of English Language Arts, Social Studies, and Library Services
 - C. Administrative Appointment – Intern Assistant Principal at Dr. Martin Luther King, Jr. in Westwood Elementary School
 - D. Administrative Appointment – Intern Principal at Greenwood Elementary School
- XI. Persons Requesting to Address the Board (3-minute individual limit)**
- XII. Other Business**
- XIII. Comments by Trustees/Superintendent**
- XIV. Closed Session (if needed)**
- XV. Next Board of Education Meeting: Thursday, August 31, 2023 at 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 20, 2023 – Regular Meeting

I. Call to Order

Secretary Maddock called the July 20, 2023, regular Board of Education meeting to order at 7:00 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

Superintendent Dr. Slade asked to take a moment to recognize two employees that we lost this past week. He asked for a minute of silence for Matt Johnson and Bill Alexander.

III. Acceptance of Agenda

Secretary Maddock asked for a motion to remove line item VI from the agenda.

MOTION: Trustee Sholler-Barber, supported by Trustee Murphy, made a motion to remove line item VI from the agenda.

Board Discussion: None.

Disposition: Voice vote; all in favor. Motion carried unanimously.

MOTION: Trustee Alcalá, supported by Trustee Sholler-Barber, made a motion to accept the agenda as written.

Board Discussion: None.

Disposition: Voice vote; all in favor. Motion carried unanimously.

IV. Attendance

Board members present: Jennie Hill, Megan Maddock, Karla Murphy, Patti Sholler-Barber, and Maricela Alcalá. Absent: TiAnna Harrison and Jermaine Jackson. Superintendent Dr. Darrin Slade was also present.

V. Board Recognitions

None.

VI. Election of Board Treasurer

Removed from the agenda (Please see above motion).

VII. Committee Reports/School Reports

None.

VIII. Correspondence

Secretary Maddock reviewed the correspondence received for the period of June 30, 2023, through July 18, 2023. File #2

IX. Consent Calendar

President Harrison presented the Consent Calendar items: IX.A.1. June 28, 2023, Special Meeting Minutes, IX.A.2. July 6, 2023, Regular Meeting Minutes; IX.B Purchase Recommendations 2024-01, 2024-02; and IX.C. Personnel Matters.

Purchase recommendations were as follows:

- 2024-01 in the amount of \$33,992.00 from Facilities Management cost center for boiler tube replacement at Kalamazoo Central High School and the Community Education Center.
- 2024-02 in the amount of \$38,955.83 from Facilities Management cost center for John Deere Gator for Kalamazoo Central High School.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: all in favor. Motion carried unanimously.

X. Reports and Recommendations

A. Superintendent's Update

District Disciplinary Practices Summer Review

Focus on Common Questions and Concerns Related to student discipline

District Discipline Goals:

Create and maintain strong relationships between students, teachers, and parents.

Focus on modeling and teaching students appropriate behavior.

Ensure that all student discipline comes with meaningful conversation.

Maintain safe and orderly learning environments for all students.

Consistency and increased visibility.

Provide appropriate interventions for students. Fully utilize district and community partnerships to provide support for families.

Ensure that students receive appropriate consequences.

Focus on teaching and learning.

Maintain respect for teachers and the profession of teaching.

General Misconduct (Level 1)

Examples: dress code violation, violations of cell phone policy, disruptive behavior in the classroom

School Responses (Level 1)

Parent Phone Calls

Parent Conferences

Lunch /After School Detention

Saturday Detention/Saturday Opportunity

Repeated Offenses May Result in Out of School Suspension

Restorative Practices

Home Visits

Restorative Practices

Restorative Practices (RP) is an approach that helps people to strengthen relationships, build community, and prevent conflict.

Examples of restorative practices include:

- Family group conferencing
- Victim and offender mediation
- Classroom peace circles
- Behavior coaching

Community Partners:

- Communities in Schools of Kalamazoo
- Gryphon Place
- Western Michigan University
- Advocacy Services for Kids
- Family and Children's Services
- Kalamazoo County Health Department
- Many more

Serious Misconduct (Level 2)

Examples: fighting, leaving classroom or building, repeated disruptive behavior

Phone Calls to Guardians

Parent Conferences

Detention

Team Conferences

Home Visits

Out of School Suspension

Restorative Practices

Violent behavior will result in serious consequences.

Extreme disrespect toward staff and related behaviors will be addressed.

Handling Conflict:

Students should always try to avoid conflict and physical altercations

Students must tell an adult if they are experiencing any type of conflict or issue with another student that could possibly result in a fight or physical altercation

Group fights will be addressed with serious consequences

Illegal Misconduct

Examples: weapons, arson, cyber crime, assault, refusal to stop fighting

School Responses (Illegal Level)

- Out of School Suspension

- Alternative Placement

- Expulsion

Scenario 1:

It's the end of January and Jimmy, a 10th grader, just received his third out of school suspension for disrespecting the teacher. The principal conducts a home visit to speak to the parent directly.

Jimmy's mother says, "He was a great student in elementary and middle school, but now that he is in high school he does not listen to me. I don't know what to do. I need support."

Possible School Responses

Counseling Support

Mentoring

Referrals to District and Community Resources

Increased Focus on School-Based Relationships

Scenario 2:

Susan is sent to the office for getting caught in a hall sweep. This is Susan's very first time violating school rules this year.

How should the school respond?

Possible School Responses

Phone call to guardian

Conference with guardian

Detention, etc.

Repeated behavior could result in more progressive discipline

District Goal: Provide a High-Quality Education for All Students

It is imperative that we create and provide safe learning environments for all students.

It is imperative that we maintain environments where teachers can effectively deliver quality instruction.

School Year 2023-2024 Discipline-Related Focus:

Cell phones cannot be seen or used inside of classrooms during instructional time (Districtwide)

Enforce the district's dress code (No hoods on in class, inappropriate or revealing shirts/pants, etc.)

Discipline Q&A Sessions

6:00-7:30 p.m. Aug. 1, Linden Grove Middle School, Media Center

6:00-7:30 p.m. Aug. 7, Maple Street Magnet School for the Arts, Media Center

Meeting the Community

Earlier this month: KPL Mobile Library Douglass Community Association; Urban Alliance Youth March; Black Arts Festival; Meet Up and Eat Up; Bagels and Books. Today: Maranda Recess Party; KYDNet Celebration.

Upcoming Meet and Greet Opportunities

Community Meet and Greet at The Kalamazoo Promise: July 27, 5:30-7:30 p.m.

Ongoing summer school, Meet Up and Eat Up, and local church visits.

Recognitions

Bagels and Books Guest Readers: April Enicks, Joyce Gibson, Elizabeth Jackson-Spaner, Kristen Miller, Katherine Mills, Sara Ware, Dr. Angela Justice

Maranda Recess Party Event - Thank you to Maranda, WOOD-TV, Fifth Third Bank, and the participating organizations

KYDNet - Summer Learning Celebration in Bronson Park

Louis Parker - Community Meeting Maple Park

B. Approval of Contractual Agreement with the bus drivers' component of the Kalamazoo Support Personnel bargaining unit

MOTION: Trustee Murphy, supported by Trustee Hill, made a motion to accept the contractual agreement with the bus drivers' component of the Kalamazoo Support Personnel bargaining unit.

Board discussion:

Trustee Hill thanked all those involved with settling this agreement. Trustee Sholler-Barber agreed, and said it was a win for both sides, it is a good agreement, and shows incredible respect for the bus drivers.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

C. Approval of Contractual Agreement with the Service Employees International Union, Local 517M-Unit 84

MOTION: Trustee Sholler-Barber, supported by Trustee Hill, made a motion to accept the contractual agreement with the Service Employees International Union, Local 517M-Unit 84.

Board discussion:

Trustee Hill said she was pleased that the custodians in this union are KPS employees and hats off to all those involved. Trustee Sholler-Barber gave a hats off to the custodians and the cleanliness of the buildings, they are the unsung heroes of the district. Trustee Murphy said that she is proud to be a board member at this time, and this contract is the right thing to do and it makes us a more attractive place to work. Trustee Alcalá said that she appreciated all the efforts of Dr. Slade and addressing the concerns of the community. Secretary Maddock echoed everything said.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

D. Approval of Contractual Agreement with the Food Service Managers

MOTION: Trustee Hill, supported by Trustee Alcalá, made a motion to approve the contractual agreement with the Food Service Managers.

Board discussion:

Trustee Sholler-Barber asked for clarification that the negotiations settled for one amount, but this was for the percentage called for in the budget. Trustee Hill gave a shout out to both teams. Trustee Murphy recognized that the state signed a line item that all students will receive breakfast and lunch and that the increase is deserved. Secretary Maddock recognized the food service workers and how they interact with the students and it is a pleasure to see.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

XI. Persons Requesting to Address the Board (3-minute individual limit)

Public comments/audience participation. No actions taken.

XII. Other Business

- A. Board Expense Authorization – Karla Murphy
- B. Board Expense Authorization – Karla Murphy
- C. Board Expense Authorization – TiAnna Harrison
- D. Board Expense Authorization – TiAnna Harrison
- E. Board Expense Authorization – Maricela Alcalá

MOTION: Trustee Sholler-Barber, supported by Trustee Hill, made a motion to authorize the board expenses for board members Trustee Murphy, President Harrison, and Trustee Alcalá.

Board discussion: None.

Disposition: Roll call vote: motion carried, 5-yes, 0-no, 0-abstentions.

XIII. Comments by Trustees/Superintendent

Secretary Maddock read comments sent in from Vice President Jackson. Apologized he could not be at the meeting. Wanted to express his support for the recommendation of the transportation department contract. He further thanked Terri Aman and the entire transportation department for their hard work and their efforts to minimize route disruptions. Thanked Dr. Slade for going out into the community and being present. He reminded everyone about the upcoming meet and greet at the Promise Office.

Trustee Hill attended the Black Arts Festival. She thanked Secretary Maddock for her service; her work with the LGBTQ+ community; and wished her luck, joy, and peace in her new life.

Trustee Alcalá thanked Dr. Slade for his efforts and involvement in the community. She reminded everyone of the upcoming meet and greet at El Concilio and she will be translating in Spanish. She then addressed the group that attended the meeting tonight regarding gun violence. Wanted to thank community members for bringing attention to the matter. She also thanked Shari Weber for her access to board members' comments tonight. Thanked Secretary Maddock for her service and involvement.

Trustee Sholler-Barber thanked Dr. Slade for his visibility and it is appreciated. She stated she was impressed with his comments on discipline in tonight's presentation. She stated that she was glad the Be Smart group was at tonight's meeting. Gave a shout out to KYDNet event. She further stated there are a lot of sports camps going on right now and encouraged students to get involved. She recognized Secretary Maddock's husband. She wished Secretary Maddock good luck and success.

Trustee Murphy expressed her joy over the bus drivers' contract and the parity it gives to them. She thanked the gun control group for coming and speaking. She echoed that there needs to be work for the community to access the board. She then thanked Secretary Maddock for her service and wished her all the best.

Secretary Maddock gave her final comments as a trustee. She stated KPS was rich with those with a passion. She stated the district is headed in the right direction with the expertise of Dr. Slade. She reflected on her time as a trustee on the board. She stated she was greatly disappointed in the dysfunction and influence of interpersonal conflict by key players in this work to prevent the innovation push this district needs to gain a more equitable and effective school system. She has witnessed a rejection of those who challenge the status quo. She stated that board leadership and our legal counsel have used tactics to shut down my suggestions including providing false information about what is legal or what hasn't been legal. She said she feels like the over reliance on the board's legal team has increased the distrust between the community and among the board trustees. She stated that she strongly suggests that the board give Dr. Slade the latitude to make leadership decisions and to stand by him as the leader of the Kalamazoo educational community. She encouraged everyone to be better listeners to one another and our superintendent and look at things through a different lens and to work together. She appreciated the work they have done with Dr. Karika Parker on helping them with their interpersonal relationships and dynamics. She further stated that she hopes the board considers finding a suitable replacement who will advocate and speak on areas she has been vocal about and this includes LGBTQ+ inclusion, special education rights, and racial inequity. She stated she will be sharing with the board after the meeting an

outline of recommendations which will include a suggestion of shortening the term of trustee terms from six years to three. She also suggested that the board employ a new legal firm to represent the board and the district. She suggested that the board develops measurable board work related goals with measurement in progress. She thanked the elected officials that mentored her, community members, the young people who make the district come alive, the KPS staff and people within the district that work hard every day.

Dr. Slade thanked Secretary Maddock for her service and wished her the best as she moves forward. He thanked her for her honest and forthright opinion. He thanked everyone for the work on the collective bargaining agreements. He thanked the board, Mrs. Dorsey-Smith, Mrs. Kayser, and those on the other side of the bargaining table for their work. He thanked staff currently working the summer school program.

XIV. Closed Session (if needed)

Secretary Maddock did not call for a closed session, and adjourned the meeting at 8:37 p.m.

XV. Secretary Maddock announced the next regular Board of Education meeting date: Thursday, August 10, 2023, at 7:00 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary,
on behalf of Megan Maddock,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
July 26, 2023 – Special Meeting

I. Call to Order

President TiAnna Harrison called the July 26, 2023 Special Board of Education meeting to order at 6:30 p.m. in the Media Center of the West Main Professional Development Center, 1627 West Main Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Attendance

Board members present: Maricela Alcala, TiAnna Harrison, Jennie Hill, and Karla Murphy. Participating via Zoom: Patti Sholler-Barber. Absent: Jermaine Jackson. Superintendent Dr. Darrin Slade, Assistant Superintendent of Human Resources Sheila Dorsey-Smith, Chief Financial Officer Laura Kayser, and Attorney Marshall Grate of Clark-Hill were also present.

V. Other Business

Appointment of an Interim Board Secretary

President Harrison stated that she would like to appoint Trustee Hill as Interim Secretary until the regular board meeting on August 24, 2023, for the purpose of keeping meeting minutes and signing necessary district documents. At the August 24, 2023 regular meeting an election will be held by the board to fill the treasurer and secretary positions left open by two board members that have recently stepped down.

MOTION: Trustee Murphy, supported by Trustee Alcala made a motion to appoint Trustee Jennie Hill as Interim Secretary until the August 24, 2023 board meeting.

Disposition: Roll call vote: All in favor. Motion carried unanimously.

VI. Closed Session

President Harrison called for a motion to hear a legal opinion from Attorney Grate.

MOTION: Trustee Hill, supported by Trustee Murphy, made a motion for the board to convene in closed session to hear a legal opinion from Attorney Grate.

Board Discussion: None.

Disposition: Roll call vote; all in favor. Motion carried unanimously.

The board returned from closed session at 8:00 p.m.

VII. Persons Requesting to Address the Board (3-minute individual limit)

None.

VIII. Other Business Resumed

President Harrison read the Resolution Declaring an Impasse in the KEA Collective Bargaining Negotiations Regarding the 2023-2024 School Calendar and Authorizing Publication of the Calendar.

MOTION: Trustee Alcala, supported by Trustee Murphy, made a motion for the board to pass the Resolution.

Board Discussion: None.

Disposition: Roll call vote: All in favor. Motion carried unanimously.

IX. Comments by Trustees/Superintendent

Trustee Murphy commented that she is grateful that the public will have access to the KPS calendar up to the winter holidays so that people can plan.

Trustee Sholler-Barber echoed those comments about getting the calendar out to the families, students, and other groups that partner with the district.

President Harrison stated that she appreciates the comments by trustees and the efforts made on both sides of the contract negotiations. She called for a motion to adjourn the meeting.

MOTION: Trustee Murphy, supported by Trustee Alcala, made a motion for the board to adjourn.

Board Discussion: None.

Disposition: Roll call vote. All in favor. Motion carried unanimously.

President Harrison adjourned the meeting at 8:25 p.m.

Respectfully submitted,

Jennie Hill, Secretary
KPS Board of Education

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: August 10, 2023

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 \$28,048 for materials, supplies, equipment, building construction, renovation, or repairs 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: July 20, 2023
Request Number: 2024-03
Amount: \$65,000.00

Item: Purchase of 5229 Lovers Lane

Cost Center: 2022 Bond

Cost Center Representative(s) Attending Board Meeting: Laura Kayser

Description of Need

This purchase recommendation is for the purchase of 0.77 acres of land at 5229 Lovers Lane. This property is currently vacant land and will be used to develop a parking lot for the baseball field at Loy Norrix High School. Currently, visitors to the baseball field either park across the street on Lovers Lane or park in the student parking area of the main lot and walk behind the football field to get to the baseball field. This purchase will allow for a closer and safer area to park vehicles.

Vendor: Eric B. Arnold
Portage, MI

Number of Proposals Requested: N/A

Received: N/A

Low Bid Accepted: N/A

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 10, 2023
Request Number: 2024-04
Amount: \$156,625.00

Item: ARGISS Managed Endpoint Detection and Response

Cost Center: General Fund

Cost Center Representative(s) Attending Board Meeting: Caycee Sledge

Description of Need

Cybersecurity insurance requirements have increased this year and this product will protect us and is needed to maintain our current insurance.

Vendor: NTP
Missouri

Number of Proposals Requested: 5

Received: 5

Low Bid Accepted: Yes

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: August 10, 2023

SUBJECT: Personnel Changes

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

I. Employment

A. Professional/Management

Sherri M. Barwegen, Autism Spectrum Disorder Teacher, TBD, 08/22/2023
Hennessy Coons, Grade 2 Teacher, El Sol Elementary School, 08/22/2023
Timothy J. Erskine Jr., Spanish Teacher, Loy Norrix High School, 08/22/2023
Tamara L. Horobik, Autism Spectrum Disorder Teacher, TBD, 08/22/2023
Karl Meinema, Math Teacher, Loy Norrix High School, 08/22/2023
Jill Penhorwood, ELA Teacher, Maple Street Magnet School for the Arts, 08/22/2023
Linda Plair, School Social Worker, Student Services, 08/22/2023
Kaneesha R. Rolan, PEEP Teacher, Spring Valley Center for Exploration, 08/22/2023
Dannie L. Van Gent, ESCE Teacher, Spring Valley Center for Exploration, 08/22/2023

B. Classified

Kyle Robertson, Assistant School Secretary, Behavior Office, Loy Norrix High School, 08/14/2023

II. Promotions/Key Transfers

A. Professional/Management

Gregory A. Straka, From Kalamazoo Central High School Assistant Principal to Kalamazoo Central High School Assistant Principal/Interim Athletic Director, 08/14/2023
Erika F. Zavasky, From Dr. Martin Luther King, Jr. in Westwood Elementary School Assistant Principal to Dr. Martin Luther King, Jr. in Westwood Elementary School Interim Principal, 08/14/2023
Angela L. Justice, From Coordinator of English Language Arts, Social Studies and Library Services to Interim Director of Curriculum, Instruction, and Professional Development, 08/14/2023
Tammo M. Nelson, From Winchell Elementary School Assistant Principal to Indian Prairie Elementary School Principal, 08/14/2023

B. Classified

III. Leaves of Absence

A. Professional/Management

B. Classified

- IV. Terminations
- A. Professional/Management
- Holly M. Bruning**, Teacher, Hillside Middle School, Resignation, 07/31/2023
Damon Chambers, Counselor, Phoenix High School, Resignation, 08/14/2023
Alyssa J. Greenberger, Teacher, Indian Prairie Elementary School, Resignation, 07/27/2023
Elizabeth R. Helms, ELA Teacher, Maple Street Magnet School for the Arts, Resignation, 07/11/2023
Braiden W. McEachern, Teacher, Washington Writers' Academy, Resignation, 07/14/2023
Madelyn J. Panganis, Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 08/21/2023
Dwight D. Quinn, Elementary Principal, Dr. Martin Luther King, Jr. in Westwood Elementary School, Resignation, 07/28/2023
Stephanie M. Simpson, School Counselor, Milwood Magnet School: A Center for Math, Science, and Technology, Resignation, 08/20/2023
Hali M. Thompson, Teacher Consultant, Student Services, Resignation, 07/21/2023
- B. Classified
- Angel C. Cooper**, School Secretary, Maple Street Magnet School for the Arts, Resignation, 07/31/2023
Renae E. Evans, Lead Secretary, Maple Street Magnet School for the Arts, Resignation, 07/17/2023
Devarius L. Hill, Athletic School Secretary, Loy Norrix High School, Resignation, 07/17/2023
- V. Termination from Leave of Absence
- A. Professional/Management
- B. Classified
- William E. Alexander**, Custodial Foreman, Retirement, 07/30/2023
- VI. Return from Leave of Absence
- A. Professional/Management
- Gloria P. Foster-Wimbley**, From leave to Kalamazoo Central High School Assistant Principal, 08/14/2023
- B. Classified
- VII. Lay-offs
- A. Professional/Management
- B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Dr. Darrin Slade
DATE: August 10, 2023
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Nina LeSuer to the position of Interim Coordinator of English Language Arts, Social Studies and Library Services.

Ms. LeSuer attended Xavier University of Louisiana where she earned a Bachelor of Arts degree in Early Childhood and Elementary Education. She earned a Master of Education in Curriculum and Instruction from the University of Minnesota.

Ms. LeSuer has worked for Kalamazoo Public Schools (KPS) for 16 years: Three years as a K-5 District Literacy Coach, 10 years as a kindergarten teacher at Washington Writers' Academy, and three years as grade three teacher at Lincoln International Studies Schools. Prior to coming to KPS, Ms. LeSuer was the principal at St. Monica Catholic School.

Ms. LeSuer worked three years at Covert Elementary School in Covert, Michigan and four years in Minneapolis Public Schools in grades one and three.

Ms. LeSuer developed District Pacing Guides for MI Open Book Social Studies curriculum, developed distinct pacing guides for the Wonders curriculum, has provided training for professional development throughout the district, worked as a mentor teacher, and designed summer school ELA curriculum.

Training she has completed include Healing the Inside Child, Capturing Kids Hearts, Adaptive Schools, Cognitive Coaching and Elements of Professional Learning Communities.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Dr. Darrin Slade, Superintendent
DATE: August 10, 2023
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Aaron D. Mason to the position of Intern Assistant Principal at Dr. Martin Luther King, Jr. in Westwood Elementary School.

RATIONALE: This recommendation completes a thorough process used to select the candidate for this position. The job was posted internally and externally, and all qualified applicants were considered.

Interviews were conducted by teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Director of Elementary Education Dr. Micole Dyson; Woods Lake Elementary: A Magnet Center for the Arts Principal Linda Mitchell; Assistant Superintendent of Instruction & Student Services Dr. Amy Vondra; Indian Prairie Elementary School teachers Christine Payne, Kristen Limban, and Virginia Rakowski; Teachers at Woods Lake Elementary: A Magnet Center for the Arts, Dawn Hosler, Emily Okar, and Melanie Lockett; Kalamazoo Public Schools Parents Susan Andrews, Ashley Klaasen, Megan Aubry, Amber Nettleton, Bridget Benton, and Paul Frazier.

Aaron Mason attended Western Michigan University where he earned a Bachelor of Science in Elementary Education, with minors in Language Arts and Social Studies and a Master of Arts in Educational Leadership.

Mr. Mason has taught fourth and fifth grade here in the Kalamazoo Public Schools at Washington Writers' Academy for ten years. While at Washington Writers' Academy, Mr. Mason organized the Loaves and Fishes Food Pantry, he served on the Multi-Tiered System of Support team, developed and implemented the Stingers Athletic Department, created and organized math field day, organized Trunk or Treat, and assisted in the teacher-student mentoring initiative.

Mr. Mason also serves on the Read and Write Kalamazoo Board and as the academic director for Premier Athletics.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees
FROM: Dr. Darrin Slade, Superintendent
DATE: August 10, 2023
SUBJECT: Administrative Appointment

RECOMMENDATION: It is recommended that the board appoint Ebony C. Sikaundi to the position of Intern Principal at Greenwood Elementary School.

RATIONALE: This recommendation completes a thorough process used to select the candidate for this position. The job was posted internally and externally, and all qualified applicants were considered.

Interviews were conducted by me and teams consisting of Assistant Superintendent of Human Resources Sheila Dorsey-Smith; Director of Elementary Education Dr. Micole Dyson; Director of School Improvement, Title 1 & Accountability, Geoffery Howe; Coordinator for Early Childhood Education Elizabeth Jackson-Spaner; Principal at Woods Lake Elementary: A Magnet Center for the Arts Linda Mitchell; Assistant Superintendent of Instruction & Student Services Dr. Amy Vondra; Teachers at Indian Prairie Elementary School, Christine Payne, Kristen Limban, and Virginia Rakowski; Special Education Teacher at Greenwood Elementary School DezRaii Phillips; Teacher at Greenwood Elementary School Heather Cloetingh; Kalamazoo Public Schools Parents Susan Andrews, Ashley Klaasen, and Megan Aubry.

Ebony Sikaundi attended Western Michigan University where she earned a Bachelor of Science in Education and Early Childhood Education, a Master's in Literacy Studies and a Master's in Educational Leadership.

She is returning to Kalamazoo Public Schools after a one-year assignment in Portage Public Schools as a Family and Student Engagement Specialist. Prior to working in Portage, she worked for thirteen years at Woods Lake Elementary: A Magnet School for the Arts: five years as a literacy interventionist, and nine years in grades 1, 2, a 1-2 split, and 5, and also a summer literacy coach for seven years.

In addition, she has been an after-school instructor in the bilingual program, a Lift Up Through Literacy Instructor, and worked at the McGinnis Reading Center and Clinic as a tutor.

Ms. Sikaundi has served on many building level teams at Woods Lake to include, High Impact Leadership team, mentor teacher, Multi-Tiered Systems of Support team member, and the School Improvement Team.