

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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August 21, 2019

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

A regular meeting of the Board of Education of the Kalamazoo Public Schools will be held on **Thursday, August 29, 2019 at 7:00 p.m.** in the Board Room of the Administration Building, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS

Jennie Hill, Secretary
Board of Education

- ❖ Please contact the Superintendent's Office in advance of the meeting if auxiliary aids or services for individuals with disabilities are needed.
- ❖ Official minutes of Kalamazoo Public Schools Board of Education open meetings are available for inspection within eight working days of the meeting at the Superintendent's Office, 1220 Howard Street, Kalamazoo, MI 49008.

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
August 29, 2019 – 7:00 P.M.

A G E N D A

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Attendance**
- IV. Announcements and Recognitions**
- V. Committee Reports/School Reports**
- VI. Correspondence**
- VII. Consent Calendar Items**
 - A. Minutes**
 - 8-15-19 Regular Meeting Minutes
 - 8-15-19 Closed Meeting Minutes
 - B. Business and Financial Reports**
 - Purchase requests 2020-07, 2020-08, 2020-09, and 2020-10
 - C. Personnel Items**
 - Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A. Graduation Statistics
 - B. Youth Mobility Fund Initiative
 - C. Summer Outreach
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, September 12, 2019**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 15, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the August 15, 2019 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.

III. Attendance

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

IV. Announcements and Recognitions

Interim Superintendent Gary Start introduced the following new administrators: Dwight Quinn Jr., principal of Dr. Martin Luther King, Jr. in Westwood Elementary School and ReQwal Duckworth, principal of Northglade Montessori Magnet School to the board.

V. School Reports/Committee Reports

None.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of July 26 through August 15, 2019. (File #3.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A.1. July 23, 2019 Advance Meeting Minutes, VII.A.2. July 25, 2019 Regular Meeting Minutes; VII.B. Purchase Recommendations 2020-04, 2020-05, and 2020-06; and VII.C. Personnel Changes.

The purchase recommendations were as follows:

- 2020-04 in the amount of \$108,769.40 from the 2018 bond for the purchase of 34 Hatch iStartSmart pre-K 3.0 Computer Learning Centers to be placed in PEEP classrooms.
- 2020-05 in the amount of \$35,026.83 from KRESA EFE funding for the purchase of 36 HP EliteBook laptops and storage cart for Kalamazoo Central's EFE marketing class.
- 2020-06 in the amount of \$325,662.91 from the 2018 bond for the purchase and installation of audio and video enhancement systems for Prairie Ridge Elementary School and the Community Education Center.

MOTION: Implied to approve the Consent Calendar as presented.

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

VIII. Persons Requesting to Address the Board

President Sholler-Barber shared the public participation guidelines:

- According to Board Policy 1.2, speakers should each begin their comments by stating their name, address, and connection to/interest in the Kalamazoo Public Schools and, if applicable, the organization that they represent.
- Speakers should be courteous and professional. The chairperson of this meeting may terminate public comments that are profane, vulgar, or defamatory. Speakers should refrain from identifying individuals when offering criticism.
- Speakers have three minutes each and must stop speaking promptly when signaled.
- Speakers may not address confidential student or personnel matters, but may submit such concerns to the board in writing.
- Speakers are reminded that the board will not respond to public comments, but that the administration may or may not follow up with speakers at some point regarding speaker comments.

Majyck Dee, Kalamazoo, introduced herself as a parent of children in KPS schools. She thanked the board for inviting the community to attend the presentations by the superintendent search firms on August 13. Ms. Dee shared her concern of the search firm Hazard, Young, Attea, & Associates, which included an active superintendent as part of the team. She noted that an active superintendent could be a conflict of interest with the KPS search. Ms. Dee also explained that a non-traditional candidate was not just someone with a different career path but could be someone with an alternative mindset on how to run a district. She asked that community input be included as a part of the follow-up superintendent review/evaluation done by the selected firm.

Amanda Miller, Mattawan, introduced herself as the Kalamazoo Education Association (KEA) president. She stated that she agreed with Majyck Dee that KPS needed to hire a non-biased superintendent search firm. Ms. Miller asked that the board consider a simpler, more direct way for the community to be able to communicate with all of the board members via email. She also noted that KEA members had sent a letter to the board regarding their concerns about the two additional professional development work days this year. Ms. Miller explained that KEA would like to see the district provide professional development that was more applicable for teachers in different subject areas.

IX. Reports and Recommendations

A. New Teacher and Administrator Orientation

Assistant Superintendent Dorsey-Smith stated that she had spent last week with new teachers and administrators. She noted that there were four days of orientation for teachers and three days with administrators. Ms. Dorsey-Smith shared that KPS had provided a school bus tour for new teachers and administrators to show them the outline of the KPS district and its boundaries.

Administrative Personnel Officer Steve Leland stated that KPS had hired 60 new staff members, which included teachers, coaches, interventionists, speech pathologists, and psychologists. He noted that these staff members represented 28 colleges and universities including Western Michigan University, Grand Valley State University, University of Michigan, Spring Arbor University, and University of Ohio. Mr. Leland shared that KPS had hired two Fulbright Scholars, one to teach Spanish at the middle school and one to teach Spanish at the high school level. He noted that these teachers had had experience teaching Spanish in Colombia, Peru, Cuba, Ecuador, and the Dominican Republic. Ms. Dorsey-Smith stated that new teachers and new administrators had received training from every department in the district to give them a sound foundation for the rest of the school

year. She noted how important it was for teachers and administrators to have faces to put with the many names they will hear throughout the year.

Ms. Dorsey-Smith shared that secretaries had had a voluntary training this week. She noted that there had been an excellent turn-out for that training and that many secretaries asked if they could receive more training in the future.

Trustee comments:

Trustee Hill stated that she was excited about the hiring of a Grand Valley teacher who had been a Promise student and had come back to Kalamazoo to teach. She also shared that secretaries were the glue of the buildings and was happy to hear that they wanted more training.

President Sholler-Barber stated that she was pleased for Human Resources to have hired new teachers from a wide variety of education backgrounds. She noted that KPS was attractive for teachers and she was confident that KPS was going in the right direction.

B. Administrative Recommendation-Director of Marketing and Communications

Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Ms. Susan Coney to the position of Director of Marketing and Communications.

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

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

C. Administrative Recommendation-Director of Curriculum, Instruction, and Professional Development

Assistant Superintendent Sheila Dorsey-Smith read the recommendation to appoint Mr. Matthew McCullough to the position of Director of Curriculum, Instruction, and Professional Development.

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

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

Trustee Hill noted that Mr. McCullough had been a teacher and a soccer coach at Loy Norrix High School when her children attended high school there. She welcomed Mr. McCullough back to KPS.

D. Administrative Appointment-Hillside Middle School Assistant Principal

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Ms. Sally DeVisser to the position of Assistant Principal at Hillside Middle School.

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

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

E. Search Committee Report

President Sholler-Barber stated that the board had held a special meeting on August 13 and had interviewed three superintendent search firms. She noted that this had been a very important meeting. President Sholler-Barber stated that the board was ready to make a decision on a superintendent search firm.

MOTION: Moved by Trustee Greschak, supported by Trustee Moore, to employ Michigan Association of School Boards (MASB) to lead the board in its search for the next superintendent of KPS.

Trustee discussion:

Trustee Greschak stated that the board had interviewed three superintendent search firms on August 13. He noted that each firm had been very qualified to do the job. Trustee Greschak stated that the board had used a rubric to score each firm and that Hazard, Young, Attea, & Associates had actually scored the highest, with MASB very close behind. He stated that he had agreed with the public comment on the challenge of a sitting superintendent being a part of the search. Trustee Greschak shared that he felt MASB was the best fit for KPS.

Trustee Moore stated that Hazard, Young, Attea, & Associates and MASB had been very close. She noted that MASB had really spoken not just to the board but to the public in the room as well. Ms. Moore explained that both firms offered comparable services; however, cost was a consideration and MASB was almost half the cost of Hazard, Young, Attea, & Associates.

Trustee Morris stated that the scoring rubric the board had used was a baseline and was not definitive. He agreed with his fellow trustees and public comment that an acting superintendent on the Hazard, Young, Attea, & Associates search committee had been a consideration for him. Trustee Morris noted how often MASB had used terms such as diversity, inclusion, and stakeholders in their presentation, which had been very important in his decision.

Trustee Hill stated that she had liked Ray and Associates because they were a national search firm and had led the search for the state of Michigan superintendent. She noted that Hazard, Young, Attea, & Associates also had a large national presence. Trustee Hill shared that MASB was Michigan-based and had worked with KPS for board trainings and conferences. She stated that MASB would be better qualified to provide KPS with a superintendent because they understood KPS and how unique the district is.

President Sholler-Barber stated that she felt that Ray and Associates and Hazard, Young, Attea, & Associates had done very little research on KPS. She noted that she would not want our KPS superintendent to have a second job. President Sholler-Barber explained that some of her reasons for choosing MASB was that they know KPS, they brought their complete team who would work with the board to the presentation, and they had addressed the board and the community in the room during their presentation. She also noted that MASB was aware of Michigan law, Michigan challenges, and of our funding source. President Sholler-Barber indicated that MASB explained that they would help KPS organize, while the other firms said they would show KPS how to do the work.

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

X. Other Business

None.

XI. Comments by Trustees

Trustee Hill stated that she had attended Black Voters Matter at Mt. Zion Baptist Church on August 2. She shared that Black Voters Matter travel around to cities like Kalamazoo and encourage everyone to register to vote, educate themselves on the candidates, and then vote. Trustee Hill stated that you should align yourself with the shared beliefs of the person for whom you are voting.

Trustee Moore thanked everyone who had come to the special meeting on August 13, giving their input, and listening to the presentations. She noted that she thought that the board had made a very good decision on MASB, and encouraged the community to visit the MASB website. Trustee Moore thanked those who had reached out to the board with their communications. She asked that the board consider an easier way for people to contact the board on the KPS website. Ms. Moore stated that she looked forward to reading more letters from the community.

President Sholler-Barber stated that the board would give the suggestion of an easier way for the public to communicate with the board to the evaluation committee.

Trustee Greschak stated that he agreed that it was a good idea to move the suggestion of an easier way for the community to contact the board to the evaluation committee.

President Sholler-Barber stated that she had attended a design team meeting at Edison Environmental Science Academy and that the project was going very well. She noted that there had been active discussion on many of the things needed which include technology and security.

President Sholler-Barber stated that she had also attended the KydNet and Promise event at the Northside Association of Community Development. She thanked the Foundation for Excellence for their partnership which would provide free public rides to KPS high school students this fall. President Sholler-Barber stated that she had also attended the Family Health Center backpack give away, which had been very well attended. She reminded families of the Beyond the Backpack School Readiness Fair to be held on August 17 in Bronson Park from 11:00 a.m. to 3:00 p.m., which would be hosted by Collaboration Kalamazoo, the Kalamazoo Promise office, Communities in Schools (CIS), Charlie's PLACE, KPS, and the Black Arts and Cultural Center.

President Sholler-Barber thanked the board for taking the selection of a superintendent search firm process so seriously. She also thanked Ms. Dorsey-Smith for helping the board with the process. President Sholler-Barber stated that the board was working hard for the community and staff of KPS.

Comments by the Interim superintendent

Mr. Start stated that he wanted to thank KPS staff for their hard work all summer preparing the district to be ready for the school year:

- Summer school staff including teachers, paraprofessionals, administrators, office workers, food service workers, activity helpers, and bus drivers;
- Contractors and facilities management personnel;
- Summer paint crew;
- Food service employees working in the summer Meet Up and Eat Up program;
- Teachers engaged in curriculum development;

- Finance staff closing the books and undergoing the annual audit;
- Human Resource staff hiring district employees;
- Transportation staff designing new routes and preparing for bus driver training;
- Administrative staff preparing for teacher professional development, and
- The Woodward School for Technology and Research and Washington Writers' Academy which had started school on July 22.

XII. Closed Session (if needed)

President Sholler-Barber called for a closed session meeting. As board president, I move that the board convene in closed session to consider the recommendation of nonrenewal of a probationary teacher, to review strategy and negotiation sessions connected with collective bargaining negotiations, and to review a written legal opinion of counsel Clark Hill PLC, which written legal opinion is exempt from disclosure as privileged and confidential documents pursuant to attorney client privilege

MOTION: President Sholler-Barber, supported by Trustee Morris, to move into a closed session meeting at 7:55 p.m.

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

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

Returned to regular session at 9:37 p.m.

MOTION: Moved by Trustee Greschak, supported by Trustee Morris, to approve the resolution for dismissal of a probationary teacher.

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

President Sholler-Barber adjourned the meeting at 9:40 p.m.

XIII. President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, August 29, 2019 at 7:00 p.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: August 29, 2019

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: August 29, 2019**Request Number:** 2020-07**Amount:** \$38,314.20**Item:** System 44 Next Generation**Cost Center:** Teaching & Learning Services**Cost Center Representative(s) Attending Board Meeting:** Cindy Green**Description of Need:**

System 44 is a language arts intervention for students struggling to read. It has been used in the district for students with special needs. The bilingual department will utilize this intervention for students for whom English is a second language.

System 44's instructional model is holistic, providing everything students and teachers need for simple, clear instruction, and classroom engagement. The licenses provide online tools, real-time data, support, and professional development. It is a collaborative way of combining technology and instruction to help students become proficient readers, writers, speakers, and critical thinkers.

Vendor: Houghton Mifflin Harcourt
Geneva, IL**Number of Proposals Requested:** 1 **Received:** 1**Low Bid Accepted?** Yes**Additional Information:**

This program will benefit the students for whom English is a second language to provide supports for reading. It is an intervention that is geared for different age levels and provides consistent instruction to learn at a faster pace. System 44 is used for students who do not have enough reading background or English language skills to use Read 180.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 29, 2019
Request Number: 2019-08
Amount: \$60,613.00

Item: Underground Utilities for the District Kitchen

Cost Center: 2018 Bond

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

Description of Need:

This purchase is to extend underground utilities from the Transportation Center project to accommodate the future expansion of buildings on the Ravine Road site. Adding sanitary sewer, extending the water main service, providing a hydrant, and increasing the electrical service duct bank along the west drive while constructing the Transportation Center will allow the district to save costs, materials, and time when construction begins on the district kitchen.

Vendor: Buist Electric \$29,050.00
 Kalamazoo, MI

 Lounsbury Excavating \$26,053.00
 Paw Paw, MI

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

Low Bid Accepted: N/A

Additional Information:

Bid Amount	\$55,103.00
Contingency	<u>5,510.00</u>
	\$60,613.00

The district's architects, engineers and construction manager have reviewed pricing and determined that it is the most efficient and effective way to complete this work.

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 29, 2019
Request Number: 2019-09
Amount: \$41,091.40

Item: One 2020 GMC Sierra 3500HD Pickup Truck

Cost Center: Other Systemwide Costs – Vehicle Replacement

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

Description of Need:

This purchase would replace one maintenance truck. Due to the age, mileage, and regular maintenance requirements, replacement of this vehicle is considered essential.

Vendor: Todd Wenzel Buick GMC of Westland
Westland, MI

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

Low Bid Accepted: N/A

Additional Information:

The MiDEAL program is an extended purchasing program that allows Michigan local units of government to use state contracts to buy goods and services. Local governments benefit directly from the reduced costs of goods and services. The MIDEAL Program is authorized by Michigan legislation and has been in existence since 1984.

KALAMAZOO PUBLIC SCHOOLS**PURCHASE RECOMMENDATION DATA SHEET**

Board Meeting Date: August 29, 2019
Request Number: 2019-10
Amount: \$581,485.00

Item: Additional Soils Work at the Ravine Road Site

Cost Center: 2013 Bond

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

Description of Need:

Before the district purchased 25 acres on the Ravine Road site, Phase I and Phase II environmental site assessments dated May 2007 were provided to the district. Based on those assessments, the district decided to perform its own Phase I and Phase II environmental site assessments. To gain a better understanding of the soil conditions, standard project soil borings were performed which identified organic materials and some contaminated soils. Standard soil borings give an overview of general soil conditions but do not cover every square foot of the site. The Michigan Department of Environmental Quality also identified existing wetlands on site. Based on those preliminary findings, bid documents released to contractors in August 2018 covered mitigation of what we knew at the time.

Since contractors started moving dirt last fall, we have uncovered additional site issues; an additional water source, rubble, concrete, steel, and additional contaminated and organic soils. The majority of these poor soil conditions are found on the lower portion of the property closest to Ravine Road. Additional soil borings and test pits trying to identify other poor soil areas have determined that we will not build on the lower portion of the site for any future buildings. To gain access to the upper portion of the site, the driveways must traverse this area of bad soils. This has resulted in the additional undercutting of 15,000 cubic yards of soils and the need to bring in 30,000 cubic yards of additional fill.

The DEQ permit does not allow for the existing site soils to be removed off site. We have isolated the locations of the poor and contaminated soils and will encapsulate per the DEQ's requirements.

Vendor: See Attached

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

Low Bid Accepted: N/A

Additional Information:

Bid Amount	\$561,485.00
Contingency	<u>20,000.00</u>
	\$581,485.00

Tower Pinkster, Prein & Newhof, and the CSM Group are the districts consultants on this project. All consultants have received and reviewed the pricing submitted by contractors. It is their professional opinion that pricing is accurate and fair.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start, Interim Superintendent

DATE: August 29, 2019

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Beth E. Brickey, Math Teacher, Kalamazoo Central High School, 8/23/2019
 - Melissa L. Boughton, EC Teacher, Northglade Montessori Magnet School, 8/26/2019
 - Amanda L. Brown, Kindergarten Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/26/2019
 - Sara Carroll-Munis, Social Studies Teacher, Kalamazoo Central High School, 8/26/2019
 - Katie I. Crigger, E2 Teacher, Northglade Montessori Magnet School, 8/23/2019
 - Caroline G. Cummings, Elementary Music Teacher, Spring Valley Center for Exploration (0.7 FTE) and Lincoln International Studies School (0.3 FTE), 8/26/2019
 - Jill A. Davis, Kindergarten Teacher, Lincoln International Studies School, 8/26/2019
 - Robert C. Einhardt, Elementary Physical Education Teacher, Arcadia Elementary School (0.3 FTE), Parkwood Upjohn Elementary School (0.1 FTE), 8/26/2019
 - Prescott E. Holbrook, Elementary Physical Education Teacher, Lincoln International Studies School (0.6 FTE), Dr. Martin Luther King, Jr. in Westwood Elementary School, (0.4 FTE), 8/26/2019
 - Christine N. McGuire, Third Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/26/2019
 - Celeste A. Moerman, Elementary Art Teacher Lincoln International Studies School (0.5 FTE), Northeastern Elementary School (0.3 FTE), 8/26/2019
 - Elaine A. Stryker, Fourth Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/26/2019
 - Tamara K. Sunlin, Early Childhood Special Education Teacher, Milwood Elementary School, 8/26/2019
 - B. Classified
 - Amnah Al Shakhori, Special Education Paraprofessional, Arcadia Elementary School, 8/29/2019
 - Jacqueline D. Buchanan, Self-Contained Paraprofessional, Indian Prairie Elementary School, 8/29/2019
 - Shana C. Cole, School Secretary, Indian Prairie Elementary School, 8/19/2019
 - Cynthia D. DeYoung, School Secretary, Northglade Montessori Magnet School, 8/19/2019
 - Jessica A. Griffioen, Special Education Paraprofessional, Winchell Elementary School, 8/29/2019

Marlan J. McClendon, Character Development Coach, Phoenix High School, 8/26/2019

Larry W. McCullin, Self-contained Classroom Paraprofessional, Loy Norrix High School, 8/29/2019

Carleen Rieger, Instructional Secretary, Curriculum – Teaching and Learning Services, 8/26/2019

Mayra Villarreal, Bilingual Paraprofessional, Kalamazoo Central High School, 8/29/2019

II. Promotions/Key Transfers

A. Professional/Management

Brian A. LaLiberte, from Hourly Teacher at Kalamazoo Innovative Learning Program, to Social Studies Teacher at Middle School Alternative Learning Program, Transfer, 8/23/2019

B. Classified

Janice A. Garneau, transfer from Assistant School Secretary, Woods Lake Elementary: A Magnet Center for the Arts, to School Secretary, Woods Lake Elementary: A Magnet Center for the Arts, 8/19/2019

III. Leaves of Absence

A. Professional/Management

B. Classified

IV. Terminations

A. Professional/Management

Christopher J. Adams, Computer Applications Teacher, Hillside Middle School, 8/22/2019, Lay-off

Caitlin E. Bunker, Kindergarten Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/16/2019, Resigned

Ashley K. Crawford, Fourth Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 8/25/2019, Resigned

Christina A. Duchene, Elementary Physical Education Teacher, 8/20/2019, Resigned

Tyronda L. Goree, Second Grade Teacher, Northeastern Elementary School, 8/21/2019, Resigned

Tessa E. Heidel, Math Teacher, Kalamazoo Central High School, 8/13/2019, Resigned

Tina M. Knighten, Kindergarten Teacher, Lincoln International Studies School, 8/22/2019, Resigned

Samantha J. Maxwell, Math Teacher, Loy Norrix High School, 8/23/2019, Resigned

Elizabeth J. Perkins, Music Teacher, Spring Valley Center for Exploration, 8/20/2019, Resigned

Matthew C. Price, Social Studies Teacher, Kalamazoo Central High School, 8/13/2019, Resigned

Jessica L. Wallace, Vocal Teacher (0.8 FTE), Woods Lake Elementary: A Magnet Center for the Arts, Strings Instrumental Teacher (0.2 FTE) Washington Writers' Academy, 8/16/2019, Resigned

Allison C. Wells, Kindergarten Teacher, Milwood Elementary School, 8/22/2019, Resigned

Lisa D. Wolf, Social Worker, Prairie Ridge Elementary School, 8/22/2019, Resigned

- B. Classified
 - Shafiq Amini, Paraprofessional, Kalamazoo Central High School, 8/9/2019, Resigned
 - Chad M. Campbell, Special Education Paraprofessional, Loy Norrix High School, 7/16/2019, Resigned
 - Maria A. Chalas, Special Education Paraprofessional, El Sol Elementary School, 8/22/2019, Resigned
 - Sarah J. Guritz, Training Manager for Kalamazoo Public Schools Food Service, 8/23/2019, Resigned
 - Julia K. Librizzi, Special Education Paraprofessional, Edison Environmental Science Academy, 8/21/2019, Resigned
 - Dudley O. Ollie, Family & Parent Liaison, Northeastern Elementary School, 8/26/2019, Resigned
 - Luke W. Sidwell, Special Education Paraprofessional, Milwood Magnet School: A Center for Math, Science and Technology, 8/26/2019, Resigned
 - Tameka Y. Sims, Special Education Paraprofessional, Kalamazoo Central High School, 8/19/2019, Retiring

- V. Termination from Leave of Absence
 - A. Professional/Management

 - B. Classified

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

 - B. Classified