

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
1220 Howard Street
Kalamazoo, MI 49008
Telephone (269) 337-0123 | TDD (269) 337-0152
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August 29, 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 31, 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>.

The Board of Trustees, Superintendent, and senior staff will have an informational meeting at 5:30 p.m. in the Superintendent's office area and will also discuss any matters that may come before the Board.

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
1220 Howard Street
August 31, 2023 – 7:00 P.M.
AGENDA

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Election of Board Secretary and Treasurer**
- IV. Acceptance of Agenda**
- V. Attendance**
- VI. Board Recognitions**
- VII. Committee Reports/ School Reports**
- VIII. Correspondence**
- IX. Consent Calendar Items**
 - A. Minutes**
 - 1. August 2, 2023 Special Meeting Minutes
 - 2. August 3, 2023 Special Meeting Minutes
 - 3. August 10, 2023 Regular Meeting Minutes
 - B. Business and Financial Reports**
 - Purchase Requests 2024-05 and 2024-06
 - C. Personnel Matters**
 - Personnel Changes
 - D. Other**
- X. Reports and Recommendations**
 - 1. Superintendent's Update
 - 2. Approval of a Contractual Agreement with the Campus Safety Officers, Office Personnel, Paraprofessionals, and Montessori Teaching Assistants employee groups within the Kalamazoo Support Professionals
- XI. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - Board Expense Authorization – Karla Murphy
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Board of Education Meeting: Thursday, September 14, 2023 at 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS

Board of Education
1220 Howard Street

August 2, 2023 – Special Meeting

I. Call to Order

President Harrison called the August 2, 2023, special Board of Education meeting to order at 6:30 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Acceptance of Agenda

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

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

IV. Attendance

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

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

Public comments/audience participation. No actions taken.

VI. Other Business

Interview applications for open Board of Education trustee position.

President Harrison explained how the board would proceed with the selection process, and at this meeting the board will be selecting the candidates that they would like to interview at the special board meeting on August 3, 2023, at 6:30 p.m. There were 14 applicants received by the deadline.

Each board member was asked to come prepared to provide their top four candidates and one alternate. The board took turns providing their top four candidates and one alternate candidate.

Board discussion:

Trustee Jackson thanked those who applied and put their name in the hat and stated it is a hard job. Trustee Sholler-Barber echoed what Vice President Jackson said and included the previous applicants in her thank you. She said that it is a tough job. Trustee Murphy thanked everyone who applied to fill the vacancy. Trustee Hill also thanked those who stepped up and applied to fill the positions. President Harrison wanted to thank all those that applied in the last 30 days to fill the two vacancies.

The top four candidates were: three, four, ten, and eleven.

MOTION: Trustee Murphy, supported by Trustee Sholler-Barber, made a motion to move the top four voted candidates from applicant to the interview stage.

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

Board comments:

Vice President Jackson shared that he has been overwhelmed with joy for his extended family to finally get justice in a very long, drawn-out court case for the years of using sales without permission or consent from the family. Trustee Sholler-Barber congratulated Vice President Jackson and his family on their win. She shared she attended the discipline expectations meeting. Trustee Hill shared that the meet and greet at the Promise office went great and she appreciated the Dr. Slade outline for the district. President Harrison took a few moments to encourage current graduates that are unsure of what direction to go, to reach out to the Promise office. Dr. Slade wanted to thank Mr. White who came to the microphone and spoke, and his passion for reading. Dr. Slade also thanked the board for their hard work.

MOTION: Trustee Sholler-Barber, supported by Trustee Murphy, made a motion to adjourn the meeting.

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

VII. Next Board of Education Meeting

President Harrison announced the next Board of Education meeting dates: Special Board of Education Meeting, Thursday, August 3, 2023, at 6:30 p.m. and Regular Board of Education Meeting, Thursday, August 10, 2023, at 7:00 p.m.

President Harrison adjourned the meeting at 7:04 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 3, 2023 – Special Meeting

I. Call to Order

President Harrison called the August 3, 2023, special Board of Education meeting to order at 6:34 p.m. in the Board Room of the Administration Building, 1220 Howard Street.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Acceptance of Agenda

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

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

IV. Attendance

Board members present: TiAnna Harrison, Jennie Hill, Jermaine Jackson, Karla Murphy and Patti Sholler-Barber. Maricela Alcala joined via zoom. Superintendent Dr. Darrin Slade was also present.

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

Public comments/audience participation. No actions taken.

VI. Other Business

Interview applications for open Board of Education trustee positions.

President Harrison read key points to the interview process.

Dr. Todd Ellis

Board members took turns asking questions of the trustee candidate finalist.

Dr. Manuel Brenes

Board members took turns asking questions of the trustee candidate finalist.

President Harrison called for a break at 7:23 p.m. The meeting resumed at 7:35 p.m.

Takisha Jones

Board members took turns asking questions of the trustee candidate finalist.

President Harrison asked trustees to tally their votes and there would be a short break at 7:50 p.m. The meeting resumed at 8:00 p.m.

Board discussion: None.

MOTION: Trustee Sholler-Barber, supported by Trustee Murphy and Vice President Jackson, made a motion to appoint Takisha Johnson to fill the vacant board seat.

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

Board comments:

Trustee Hill thanked those that interviewed tonight. She encouraged everyone to get out and volunteer.

Trustee Sholler-Barber thanked those that interviewed and those in attendance. She encouraged the community to get involved and there is a meeting Monday, August 7, 2023, at 6:00 p.m. at Maple Street for discipline review.

Trustee Murphy thanked everyone that applied and interviewed. She welcomed the newest appointed board member, Takisha Johnson.

Trustee Alcalá thanked those that applied, and she is excited to work with Takisha Johnson and that they have a full board.

President Harrison congratulated Takisha Johnson and thanked those in attendance and is glad that they have a full board. She thanked the people that came to the meeting. She also encouraged everyone to become involved.

Superintendent Dr. Slade thanked everyone that took part in the process. He congratulated the new board trustee, Takisha Johnson.

MOTION: Trustee Hill, supported by Trustee Sholler-Barber, made a motion to adjourn the meeting.

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

VII. Next Board of Education Meeting

President Harrison announced the next Board of Education meeting date: Regular Board of Education Meeting, Thursday, August 10, 2023, at 7:00 p.m.

President Harrison adjourned the meeting at 8:11 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary,
on behalf of Jennie Hill,
Interim Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 10, 2023 – Regular Meeting

I. Call to Order

President Harrison called the August 10, 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.

III. Ceremonial Swearing in of New Trustee

The ceremonial swearing in of recently appointed Trustee Takisha Johnson was done by her son, R'Shaun Palmer.

IV. Acceptance of Agenda

President Harrison asked for a motion to accept the agenda.

MOTION: Trustee Jackson, supported by Trustee Murphy and Trustee Johnson, made a motion to accept the agenda.

Board Discussion: None.

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

V. Attendance

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

VI. Board Recognitions

None.

VII. Committee Reports/School Reports

None.

VIII. Correspondence

Trustee Sholler-Barber reviewed the correspondence received for the period of July 19, 2023, through August 8, 2023. (File #3)

IX. Consent Calendar

President Harrison presented the Consent Calendar items: IX.A.1. July 20, 2023, Regular Meeting Minutes, IX.A.2. July 26, 2023, Special Meeting Minutes, and IX.A.3. July 26, 2023, Closed Session Meeting Minutes; IX.B Purchase Recommendations 2024-03 and 2024-04; and IX.C. Personnel Matters.

Purchase recommendations were as follows:

- 2024-03 in the amount of \$65,000 from the 2022 bond for the purchase of 5229 Lovers Lane.
- 2024-04 in the amount of \$156,625 from the general fund for the purchase of ARGISS Managed Endpoint Detection and Response.

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 – Student Re-engagement

Two presentations.

District Calendar: Four days this year, student's will be released 1.5 hours early to allow all employee groups to participate in training.

Winter break: December 25, 2023 - January 5, 2024

Spring Friday: March 22, 2024

Spring break: March 25 - March 29, 2024

Enrollment: It is still not too late. Administration Building at 1220 Howard Street, Monday through Friday, 8:00 a.m. - 4:00 p.m. First day of school is August 28, 2023, which is a half day.

Outreach, Collaboration and District Support Overview:

- Re-Engagement of our students
- Collaborate with school teams and Kalamazoo Department of Public Safety to identify students for community outreach and support students with chronic absenteeism, removals, and not currently active
- Dr. Slade, Chief Webster, Director of Secondary Education Mr. Craig McCane - Home visits
- Executive Cabinet Administrators - Parent phone outreach
- Pathways to Potential Partnership

Parents/guardians can call the Instruction and Student Services Department to enroll: 269-337-0161.

31aa Mental Health Grant:

Governor Whitmer and the Michigan Legislature have allocated funding for 2022-2023 and 2023-2024 school year for districts to carry out activities to improve student mental health.

Lisa Dewey is the district grant consultant supporting this initiative.

Goals:

- Develop a comprehensive district plan for providing mental health services for all KPS students.
- Increase direct services for secondary and elementary students.
- Collaborate with our community partners to avoid duplication of services.
- Provide additional training and supports for KPS staff.

Initiatives:

- Provide direct services with additional therapists (independent contractors) at secondary sites.
- Develop partnership with Western Michigan University (WMU) College of Social Work to host master's in social work (MSW) and bachelor's in social work (BSW) interns for service in elementary sites.
- Partner with Gryphon Place to provide additional training on Restorative Practices and Conflict Resolution for identified KPS staff groups.

- Collaborate with Communities in Schools (CIS) and Integrated Services of Kalamazoo (ISK) for complimentary services.

Secondary Program:

Goal: contract with therapists to provide direct services for 360 middle and high school students.

- To date 24 therapists have been hired to support this caseload.
- Collaborate with administrators and CIS site coordinators to develop a consistent referral process to maximize student services and eliminate duplication of services.

Secondary Supports:

- Monthly team meetings with therapists and school teams
 - What is going well?
 - What are the challenges?
 - What additional supports can help maximize their work?
- Participate periodically in Child Study Teams (CST)/Multi-Tiered System of Supports (MTSS) meetings.

Elementary Program:

- Develop partnership with WMU Social Work Department to host MSW interns.
- Interns work 20 hours per week in a clinical capacity in seven targeted elementary buildings: Parkwood, Milwood, Edison, Spring Valley, Woodward, Northeastern, and Lincoln.
- Supervised by KPS social workers and school psychologists.

Responsibilities to include:

- Individual/group therapy, collaboration with CST meetings, shadow clinical/school social workers, partner with behavior specialists for conflict resolution sessions with students.
- Connect with caseload of students for check-in/check-out.
- Collaboration with behavior team to develop and implement individualized student behavior plans.
- Partner with teachers for positive behavior supports.

Elementary Supports:

- Monthly meetings with field supervisors of interns.
 - Caseload
 - Duties and Responsibilities
- Monthly meetings with interns.
 - Training using Charlotte Danielson Social Work Rubric
- Participate periodically in CST meetings.

Community Partnerships:

- ISK - Twice monthly meetings
- Gryphon Place
- CIS
- Helping Hands
- KRESA

Common questions:

*How many hours per week will a therapist be on site at my school:

Varies depending on the staff and schedule.

*Isn't CIS already doing this work?

This is an addition to the therapy services CIS is putting in place. There is no shortage of student need, and special collaboration must be in place within school teams to avoid duplication of service.

*How long will this grant be in place?

Set to expire September 2025, though we will actively seek out sustainability efforts/renewal, additional funding, etc.

*Do students need to have insurance to participate?

No, the grant covers all services and insurance will not be billed.

Board discussion:

Trustee Sholler-Barber stated she was over the moon that there was no charge for the students/families. She further stated that it was important for all students to feel welcome in our schools. She thanked everyone involved.

Vice President Jackson thanked Ms. Saunders and Dr. Slade for the presentation and he is grateful for the additional 24 therapists. He stated that color matters, and representation absolutely matters. He shared that the Douglas Community Association is under a major renovation and they are installing washers and dryers for the youth.

President Harrison thanked Ms. Saunders for the presentation. She wanted to thank Ms. Dewey for leading the charge and securing the 24 therapists. She further thanked Ms. Saunders for her services in this project and always putting students first.

Trustee Alcala stated she was thankful for the presentation. She did ask what is the district doing for basic needs for the students?

Trustee Murphy stated that there are 55 secondary students that do not have access to First Day Shoe Fund. She asked, for those families that do not have transportation access, will they get bus tokens? She also asked how exactly a student is referred?

Trustee Johnson stated that having a mental health background, the presentation was important to her, and she hoped that they would connect so that she could provide information on over 100 organizations in the community that meet those basic needs that you are concerned about.

B. Administrative Appointment – Interim Coordinator of English Language Arts, Social Studies, and Library Services

Assistant Superintendent of Human Resources Sheila Dorsey-Smith read the recommendation to appoint Nina LeSuer to the position of Interim Coordinator of English Language Arts, Social Studies, and Library Services.

MOTION: Trustee Sholler-Barber, supported by Trustee Jackson, made a motion to appoint Nina LeSuer to the position of Interim Coordinator of English Language Arts, Social Studies, and Library Services.

Board discussion: None.

Disposition: Roll call vote; all in favor 5, all against 0, abstentions. Motion carried.

C. Administrative Appointment – Interim Assistant Principal at Dr. Martin Luther King, Jr. in Westwood Elementary School.

Assistant Superintendent Dorsey-Smith read the recommendation to appoint Aaron D. Mason to the position of Intern Assistant Principal at Dr. Martin Luther King, Jr. in Westwood Elementary School.

MOTION: Trustee Sholler-Barber, supported by Trustee Jackson, made a motion to appoint Aaron D. Mason to the position of Intern Assistant Principal at Dr. Martin Luther King, Jr. in Westwood Elementary School.

Board discussion: None

Disposition: Roll call vote; all in favor 5, all against 0, abstentions 1. Motion carried.

D. Administrative Appointment – Interim Principal at Greenwood Elementary School

Assistant Superintendent Dorsey-Smith read the recommendation to appoint Ebony Sikaundi to the position of Intern Principal at Greenwood Elementary School.

MOTION: Trustee Alcala, supported by Trustee Sholler-Barber, made a motion to appoint Ebony Sikaundi to the position of Intern Principal at Greenwood Elementary School.

Board discussion: None.

Disposition: Roll call vote; all in favor 5, all against 0, abstentions 1. Motion carried.

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

Public comments/audience participation. No actions taken.

XII. Other Business

None.

XIII. Comments by Trustees/Superintendent

Trustee Alcala welcomed Trustee Johnson and was impressed by her first comments sitting on the board and it shows her compassion and courage for KPS and the children. She questioned that the PowerPoint was not viewable. She acknowledged the teachers and the frustration at this difficult time. And she hears them.

Trustee Johnson thanked everyone and said she was happy to be there. She congratulated those that were newly appointed. She stated her heart goes out to those that spoke, and wished there was more she could do.

Trustee Murphy welcomed Trustee Johnson. She stated that she hears those that came tonight, and she appreciates them. When she ran, she was endorsed by the KEA. She stated she comes from a union family and appreciated them coming and being visible. She stated that she did hear what was said and it did not fall on deaf ears.

Trustee Jackson welcomed Trustee Johnson to the board and he appreciated the gifts and talents that she brings and her investment in the community. He stated he was thankful for her foundation, Kings and Queens, and the work she is doing.

Trustee Sholler-Barber talked about negotiations, and she believes in collective bargaining and has a lot of respect for those that came tonight and those that spoke. Gave a shout out to the community and encouraged all to take ownership for the start of the school year and make donations to community organizations/partners. She shared that on 8/12/2023, Loy Norrix High School is having a day of giving for athletes. She welcomed Trustee Johnson. She thanked everyone that came to the events at Maple Street and Linden Grove.

President Harrison thanked Trustee Johnson for stepping up and providing some service to the community. She wished safe travels to board members traveling to MASB training. Thanked the board for allowing board members to take advantage of the training. She stated she is looking forward to a full board being in attendance at the annual conference in November. She stated she would like to put in a request that they become an honor board. She invited the community to the ribbon cutting ceremony at Edison on Monday at 11:00 a.m. and is looking forward to celebrating Edison. She shared that she is attending a conference.

Superintendent Dr. Slade thanked Trustee Johnson for joining the board. He shared that the Edison ribbon cutting ceremony is August 14, 2023, He further shared that he visited Lincoln and recognized the low enrollment. He shared that there is an upcoming football game, and it is a big rivalry, and we will aggressively address those that do not act appropriately. He stated he has the utmost respect for the employees of KPS.

XIV. Closed Session

President Harrison asked for a motion to go into closed session to review a written legal opinion of counsel Clark Hill.

MOTION: President Harrison, supported by Trustee Sholler-Barber, made a motion to go into closed session to review a written legal opinion of counsel Clark Hill.

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

Board went into closed session at 8:21 p.m.

XV. President Harrison announced the next regular Board of Education meeting date: Thursday, August 31, 2023, at 7:00 p.m.

Respectfully submitted,

Mindi Miller, on behalf of
Jennie Hill, Interim Secretary,
Board of Education

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: August 31, 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: August 31, 2023
Request Number: 2024-05
Amount: \$704,455.24

Item: Kyocera TASKalfa 6054ci plus PaperCut

Cost Center: 2022 Bond

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

Description of Need

Our printer fleet is aging out and instead of having six different vendors in the district we are consolidating down to a single vendor and model throughout the district. This will save us approximately \$230,000 dollars in printing costs per year.

Vendor: DL Gallivan
Kalamazoo, MI

Number of Proposals Requested: 7

Received: 6

Low Bid Accepted: Yes (lowest responsive)

Additional Information

The lowest responsive bidder was awarded the contract.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: August 31, 2023
Request Number: 2024-06
Amount: \$206,101.07

Item: Security Cameras at Six Elementary Schools

Cost Center: MDE Section 97 Safety Grant

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

Description of Need

This purchase recommendation is for the installation of structured cabling and security cameras at six elementary buildings. The buildings include: Arcadia (15), Milwood El. (18), Northeastern (17), Northglade (21), Parkwood-Upjohn (30) and Spring Valley (13).

Vendor: See attached spreadsheet
N/A

Number of Proposals Requested: 15

Received: 8

Low Bid Accepted: Yes

Additional Information

Budget \$300,000.00

Bid Amount \$187,365.07

Contingency	\$18,736.00
	<hr/>
	\$206,101.07

Under/(Over) \$93,898.93

CONTRACTOR RECOMMENDATIONS

Project: SECURITY CAMERAS AT SIX ELEMENTARY SCHOOLS

Owner: Kalamazoo Public Schools

Architect: TowerPinkster

Bid Date: July 21 , 2023

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>
STRUCTURED CABLING	ELECTROMEDIA INC. Spring Lake, MI	\$51,728.07
SECURITY CAMERAS	KNIGHT WATCH Kalamazoo, MI	\$135,637.00

TOTAL AMOUNT OF AWARD:	<u>\$187,365.07</u>
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KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: August 31, 2023

SUBJECT: Personnel Changes

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

I. Employment

A. Professional/Management

Michael W. Buskner, Science Teacher, Linden Grove Middle School, 08/22/2023

Allie M Creamer, Clinical Social Worker, Student Services, 08/22/2023

Amanda M. Dabideen, Special Education Teacher, Arcadia Elementary School, 08/22/2023

Jordan L. De Boer, Math Teacher, Linden Grove Middle School, 08/22/2023

Lisa D Diaz, Kindergarten Teacher, Spring Valley Center for Exploration, 08/22/2023

Kaijsa Johnson, Grade 4 Teacher, Winchell Elementary School, 08/22/2023

Erin M. Jordan-Rial, Elementary Music Teacher, Woodward School and Indian Prairie Elementary School, 08/22/2023

Kelley D. Kocher, Grade 1 Teacher, Washington Writers' Academy, 08/22/2023

Jamie R. Korinek, Climate and Culture Coach, Linden Grove Middle School, 08/22/2023

Dominic A. Rivera, Social Studies Teacher, Phoenix High School, 08/22/2023

Nora A. Snead, School Counselor, Linden Grove Middle School, 08/22/2023

B. Classified

Lisa M. Akins, Assistant School Secretary, Athletic Office, Loy Norrix High School, 08/14/2023

Barbara Burry, Lead Secretary, Lincoln International Studies School, 08/14/2023

Patrick D. Duff, District Technology Technician, Technology Services Department, 08/21/2023

Linda S. Fish, Lead Secretary, Parkwood Upjohn Elementary School, 08/14/2023

Ar'reon Hemphill, Assistant School Secretary-Receptionist, Loy Norrix High School, 08/14/2023

Jennifer Losey, Assistant School Secretary, Dr. Martin Luther King, Jr. in Westwood Elementary School, 08/14/2023

Debra K. Netz, 10-Month Assistant District Receptionist, Human Resources, 09/05/2023

Brenda Richards, Assistant School Secretary, Milwood Magnet School: A Center for Math, Science and Technology, 08/14/2023

Jeffrey M. Swalec, Carpenter Foreman, Facilities Management, 08/01/2023

II. Promotions/Key Transfers

A. Professional/Management

Ajamian D. Gardner, from Assistant Principal, Kalamazoo Central High School to Interim Principal, Phoenix High School, 08/28/2023

B. Classified

Carresha R. Dawson, from Special Education Paraprofessional, Linden Grove Middle School to Special Education Behavior Technician, Student Services, 08/28/2023

Gloria A. Lightning, from Classroom Paraprofessional, Hillside Middle School to Home Support Specialist, Hillside Middle School, 08/21/2023

Ashlie S. Stecker, from District Lead Receptionist, Human Resources to Administrative Assistant, Human Resources, 08/01/2023

Lenise Vaughan-Williams, from Character Development Paraprofessional, Maple Street Magnet School for the Arts to Student Behavior Interventionist, Loy Norrix High School, 08/22/2023

Morgan Weaver, from Special Education Paraprofessional, Loy Norrix High School to Restorative Justice Interventionist, Loy Norrix High School, 08/22/2023

III. Leaves of Absence

A. Professional/Management

B. Classified

IV. Terminations

A. Professional/Management

Kristin F. Covault, Teacher, Hillside Middle School, Resignation, 08/15/2023

Jodi S. Glover, Behavior Specialist, Washington Writers' Academy, Resignation, 09/04/2023

Ashley M. Hall, Music Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 08/21/2023

Mark A. Hill, Principal, Phoenix High School, Retirement, 08/31/2023

Kelson R. Perez, Science Teacher, Linden Grove Middle School, Resignation, 08/27/2023

Sean M. Reilly, Grade 2 Teacher, Arcadia Elementary School, Resignation, 08/08/2023

Christopher M. Selva, Math Teacher, Hillside Middle School, Resignation, 08/18/2023

Arielle C. Sims, Grade 1 Teacher, Parkwood Upjohn Elementary School, Resignation, 08/18/2023

Courtney Smith Wiersema, Spanish Teacher, Hillside Middle School, Resignation, 08/14/2023

Jessica N. Smith, Teacher, Kalamazoo Central High School, Resignation, 09/06/2023

Levarn Smith, Jr., Teacher, Washington Writers' Academy, Resignation, 08/18/2023

Stacey L. Smith, Grade 8 Teacher, Milwood Magnet School: A Center for Math, Science and Technology, Resignation, 08/11/2023

Kristin N. Youngs, Grade 4 Teacher, Winchell Elementary School, Resignation, 08/08/2023

Mari Anne Zang, Teacher, Kalamazoo Central High School, Retirement, 08/15/2023

- B. Classified
 - Emily J. Suzor**, Early Childhood Paraprofessional, Resignation, 07/31/2023
 - Bruce E. Mills**, Library Assistant, Lincoln International Studies School, Resignation, 08/18/2023
 - Stacy Pauls**, Assistant School Secretary, Prairie Ridge Elementary School, Resignation, 08/12/2023

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

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

DATE: August 31, 2023

SUBJECT: Approval of a Contractual Agreement with the Campus Safety Officers, Office Personnel, Paraprofessionals, and Montessori Teaching Assistants employee groups within the Kalamazoo Support Professionals.

RECOMMENDATION:

It is recommended that the Board of Trustees approve a contractual agreement with the Campus Safety Officers, Office Personnel, Paraprofessionals, and Montessori Teaching Assistants employee groups within the Kalamazoo Support Professionals.

RATIONALE:

These employee groups provide services that are critical to meeting the needs of district students. They deliver essential functions such as ensuring a safe environment, operating efficient and effective offices, and providing high quality educational experiences.

Unfortunately, due to the very tight labor market, the district has been unable to fill many of these positions. In spite the district's best efforts, many of these positions have been vacant for extended lengths of time. For example, vacancy rates for paraprofessional employees have often reached levels of 30 percent or more. After a careful review, it became clear that the pay rates for these employee groups needed to be increased substantially. Upon Board approval, this contract establishes substantially higher pay rates that will ensure consistent staffing and the delivery of much needed services.

The 2022-23 minimum hourly rate for Campus Safety Officers was \$15.00 with a \$17.94 per hour maximum. The 2023-24 minimum hourly rate will be \$17.00 per hour with a \$22.00 per hour maximum. The 2022-23 minimum hourly rate for Office Personnel was \$14.62 per hour with a \$21.64 per hour maximum. The 2023-24 minimum hourly rate will be \$17.00 per hour with a \$23.81 maximum. The 2022-23 minimum hourly rate for Paraprofessionals was \$12.58 per hour with a \$21.73 maximum. The 2023-24 minimum hourly rate will be \$17.00 per hour with a \$23.91 per hour maximum. For Montessori Teaching Assistants, the 2022-23 minimum hourly rate was \$12.24 with a \$15.88 maximum. For 2023-24 the Montessori Teaching Assistants will participate in the Paraprofessional hourly rate schedule with initial placement as agreed upon as part of the tentative agreement.

The district's budget will need to be adjusted for this change in a subsequent budget amendment; however, the overall cost is within the financial resources of the district.

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Karla Murphy

Date: August 31, 2023

Name of Conference/Meeting: MASB Parliamentary Procedure (CBA 223)

Date of Conference/Meeting: September 20, 2023

Location: Virtual

Total Estimated Cost: \$99.00

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Karla Murphy for expenses associated with virtual attendance at the MASB Parliamentary Procedure (CBA 223) on September 20, 2023.

RATIONALE: Board Policy 1.3 and The Revised School Code (MCL Act 451 §380.621) permits a school district to pay actual, reasonable, and necessary expenses incurred by a board member in performing functions authorized by the Board of Trustees.

Travel Expense Estimate

	In-person	Virtual**
Travel (including mileage reimbursement)	<u>N/A</u>	<u>\$ 99.00</u>
Lodging*	<u> </u>	<u> </u>
Registration fees	<u> </u>	<u> </u>
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)	<u> </u>	<u> </u>
Per Diem (days x GSA rate)	<u> </u>	<u> </u>
Total Estimated Cost	<u>\$ -</u>	<u>\$ 99.00</u>

**Actual costs subject to room availability and applicable taxes.*

***For information purposes only.*