

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
1220 Howard Street
Kalamazoo, MI 49008
Telephone (269) 337-0123 | TDD (269) 337-0152
Fax (269) 337-0149

September 12, 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, September 14, 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

Karla Murphy, 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
September 14, 2023 – 7:00 P.M.
AGENDA

- I. Call to Order**
- II. Pledge of Allegiance**
- III. Acceptance of Agenda**
- IV. Attendance**
- V. Board Recognitions**
- VI. Committee Reports/ School Reports**
- VII. Correspondence**
- VIII. Consent Calendar Items**
 - A. Minutes**
 - August 31, 2023 Regular Meeting Minutes
 - B. Business and Financial Reports**
 - C. Personnel Matters**
 - Personnel Changes
 - D. Other**
- IX. Reports and Recommendations**
 - A. Superintendent's Update
 - B. Approval of a contractual agreement with the Kalamazoo Education Association
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - A. Board Expense Approval – TiAnna Harrison
 - B. Board Expense Approval – Patti Sholler-Barber
 - C. Board Expense Approval – Jennie Hill
 - D. Board Expense Approval – Maricela Alcala
 - E. Board Expense Approval – Karla Murphy
 - F. Board Expense Approval – Karla Murphy
 - G. Board Expense Approval – Maricela Alcala
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Board of Education Meeting: Thursday, September 28, 2023 at 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
August 31, 2023 – Regular Meeting

I. Call to Order

President Harrison called the August 10, 2023, regular Board of Education meeting to order at 7:02 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

President Harrison asked for a motion to accept the agenda.

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

Board Discussion: None.

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

IV. Attendance

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

V. Board Recognitions

None

VII. Committee Reports/School Reports

None

VII. Correspondence

Secretary Hill reviewed the correspondence received for the period of August 9, 2023, through August 26, 2023. (File #4)

VIII. Consent Calendar

Vice President Jackson presented the Consent Calendar items: IX.A.1. August 2, 2023, Special Meeting Minutes, IX.A.2. August 3, 2023, Special Meeting Minutes, and IX.A.3. August 10, 2023, Regular Meeting Minutes; IX.B Purchase Recommendations 2024-05 and 2024-06; and IX.C. Personnel Matters.

Purchase recommendations were as follows:

- 2024-05 in the amount of \$704,455.24 from the 2022 bond for the purchase of Kyocera TASKalfa6054ci plus PaperCut
- 2024-06 in the amount of \$206,101.07 from the MDE Section 97 Safety Grant for the purchase of Security Cameras at Six Elementary Schools.

Board discussion:

Trustee Sholler-Barber thanked all that helped pass the bonds, and Dr. Rice from the MDE.

Trustee Murphy wanted to note that it is an exceptional price on the printer. And glad the money for the security cameras is staying local.

Vice President Jackson is thankful for the security camera and how far the clarity of the security cameras has come.

MOTION: Implied to approve the Consent Calendar as presented.

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

IX. Reports and Recommendations

A. Superintendent's Update

Open day video was shown.

Goals:

Increase student achievement outcomes for all students;

- 5% reading and 5% math proficiency improvement for all schools on the state test
- The goal is to be above the state and national average in student proficiency.

Improve student attendance.

Create and maintain safe, orderly and clean learning environments that are conducive for learning.

Maintain ongoing transparent, respectful, professional, and timely communication with all stakeholders.

Ensure that stakeholders are provided multiple opportunities during the school year to provide input.

Teacher feedback session in October. Date, time and location to be announced soon.

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

MOTION: Trustee Sholler-Barber, supported by Trustee Hill, made a motion to approve the contractual agreement as presented.

Board discussion:

Trustee Sholler-Barber stated she was ecstatic about this contract, and glad it has come to a finish, and pleased to vote on the recommendation.

Trustee Hill stated that she was glad that they were voting on this contract and the number that they were provided. The connection this group has with the students is undeniable.

Trustee Murphy is so glad that security officers are getting a living wage, the office staff and paraprofessionals are going to be paid a living wage. She further thanked everyone for approving the contract.

Trustee Alcala said shame on us for waiting this long to give these salaries and let's keep this group moving forward.

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

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

Public comments/audience participation. No actions taken.

XI. Other Business

- A. Board Expense Authorization – Karla Murphy
- B. Board Expense Authorization – TiAnna Harrison
- C. Board Expense Authorization – TiAnna Harrison
- D. Election of Board Secretary and Treasurer

MOTION: Trustee Sholler-Barber and Trustee Jackson, supported by Trustee Hill and Trustee Johnson, made a motion to approve the expense authorizations.

Board discussion:

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

MOTION: Vice President Jackson, supported by Trustee Johnson, made a motion to nominate Trustee Karla Murphy to take on the responsibility of secretary.

Board discussion:

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

MOTION: Vice President Jackson, supported by Trustee Johnson, made a motion to recommend Trustee Alcalá to take on the responsibility of treasurer.

Board discussion:

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

XII. Comments by Trustees/Superintendent

Trustee Alcalá thanked everyone for supporting her attendance at the MASB conference, she is thankful for that support. She further wanted to update the board and thanked Dr. Slade for his attendance at the event hosted by El Concilio. She has heard all the comments and concerns and they are doing their best to look into them. Thanked everyone for their trust in her position.

Trustee Sholler-Barber is a believer in collective bargaining and thanked everyone that came to the mic. She thanked Mrs. Kayser for her work with the bargaining. She wanted to share how important sports are for students. She gave a shout on the first day of school and she was a greeter at Edison and Parkwood Upjohn. She gave a shout to Gene Hess. She gave a shout out to Pam Roland. She thanked Dr. Slade for his speech at the MLK celebration. Gave a shout out to Big Brothers and Big sister for raising the money they needed for their new building. She gave a shout out to the first day shoe fund. Wanted to recognize NAACP for all they do. She asked everyone to look out for each other this Labor Day weekend and keep each other safe. She gave a shout out to Matt Johnson. She thanked Sue Coney and Dr. Slade for the back-to-school event at the Growlers game.

Vice President Jackson wanted to take a moment to encourage educators to keep in mind the students suffering from trauma. He thanked Pastor Moore and Pastor Scott. He further thanked the Kalamazoo Public Library. Wanted to share that there are washers and dryers and the Douglas Community Association. He wanted to thank the city of Kalamazoo for reaching out to refresh the Black Lives Matters mural. He thanked Dr. Scott for coming to the district and speaking.

Trustee Murphy wanted to share the training she took at the MASB and is thankful for the support in attending this conference. She thanked bus driver Dave for returning a cell phone. She congratulated the Kalamazoo Support Personnel for their contract. She volunteered at Indian Prairie and Milwood Magnet school the first day of school. She attended an event at the Kalamazoo Education Foundation. She thanked the donut lady who donated the profits to ensure middle school and high school students have shoes for the first day of school. She thanked her for her appointment as board secretary.

Trustee Hill stated she was excited for the school year. Proud of the contract approved tonight. She attended all the events she was able to. She stated it is going to be a good year.

Trustee Johnson stated she is still new to public speaking. She stated she is happy to be here. She was at a couple of events. Excited about working with community partners. She stated she looks forward to this year.

President Harrison stated that once they schedule committee meetings, she will update Trustees. She thanked the district for allowing her to attend the MASB conference. She did take a couple classes. She stated she would not be at the September 14, 2023, meeting she will be attending a conference. She stated that the board has committed to reviewing the district's policies. She stated she is excited about the progress that has been made collectively. She further stated she was happy about the contracts that have been settled. She shared that doing board work has been the most rewarding thing she has done. She wanted to encourage all the children that are suffering in silence to find some peace.

Dr. Slade thanked all the teachers, students, parents, support staff members, bus drivers, food service staff and everyone involved for their work in making it a great opening week. He further stated that there is no perfect school district and the concerns he hears are the same with any school district in the state and Kalamazoo is no different. There is no perfect school district or a perfect school. He stated that change takes time. He further stated that once something reaches his level, he likes to investigate. He thanked everybody and especially the board members and that it is a 24/7 job in addition to a regular job.

XIII. Closed Session (if needed)

XIV. President Harrison announced the next regular Board of Education meeting date: Thursday, September 14, 2023, at 7:00 p.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: September 14, 2023

SUBJECT: Personnel Changes

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

I. Employment

A. Professional/Management

Niesha S Brown, Counselor, Kalamazoo Central High School, 09/11/2023
Omar S Buchanan, ELA Teacher, Hillside Middle School, 09/11/2023
Caelen D Cox, Grade 5 Teacher, Arcadia Elementary School, 09/11/2023
Katie P Fotis, ELA Teacher, Linden Grove Middle School, 09/11/2023
Andrew C Kyser, Grade 4 Teacher, Washington Writers' Academy, 09/11/2023
Melinda P Long, Counselor, Hillside Middle School, 09/11/2023
David G Parker, ESL Teacher, Maple Street Magnet School for the Arts, 09/11/2023
Nikita Patel, Science Teacher, Kalamazoo Central High School, 09/11/2023

B. Classified

Sarah O. Joshi, Instructional Secretary - ESL/Bilingual, Instruction and Student Services, 08/28/2023
Ryann M. Manke, Lead District Receptionist, Human Resources, 09/11/2023
Jordan E. Morey, Lead Secretary, Maple Street Magnet School for the Arts, 09/11/2023

II. Promotions/Key Transfers

A. Professional/Management

B. Classified

III. Leaves of Absence

A. Professional/Management

B. Classified

IV. Terminations

A. Professional/Management

Andrea L Kinloch, Teacher, Northeastern Elementary School, Resignation, 09/06/2023
Joseph A. Kowalski, 5th Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 08/23/2023
Lisa J. Newberry, Grade 2 Teacher, Northeastern Elementary School, Resignation, 09/15/2023

B. Classified

Sarah E. Swafford, PEEP Secretary, PEEP Office-Greenwood Elementary, Resignation, 09/08/2023

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- 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: September 14, 2023

SUBJECT: Approval of a contractual agreement with the Kalamazoo Education Association

RECOMMENDATION:

It is recommended that the Board of Trustees approve a contractual agreement with the Kalamazoo Education Association.

RATIONALE:

This employee group is the heartbeat of our district. They provide high quality educational experiences to meet the needs of all of our students. This group includes teachers, ancillary staff, and behavioral specialists.

In this agreement, KEA members were given a 6.5% increase on base, a 4% increase on Schedule B, a step on the salary schedule, and a 1% off schedule payment. In addition, they were given a \$250.00 signing bonus and their Health Savings Account contribution was increased to the 80% limit.

The overall cost is within the financial resources of the district.

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: TiAnna Harrison

Date: September 14, 2023

Name of Conference/Meeting: MASB Preparing for Your Organizational Meeting Workshop

Date of Conference/Meeting: 10/12/23

Location: Lansing, MI

Total Estimated Cost: \$488.33

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee TiAnna Harrison for expenses associated with attendance at the MASB Preparing for Your Organizational Meeting Workshop, Lansing MI as outlined below.

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)	\$ 97.33	\$ -
Lodging*	129.00	
Registration fees	198.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	64.00	
Total Estimated Cost	\$ 488.33	

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

***For information purposes only.*

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Patti Sholler-Barber

Date: September 14, 2023

Name of Conference/Meeting: MASB 2023 Annual Leadership Conference

Date of Conference/Meeting: 11/9/23-11/12/23

Location: Lansing, MI

Total Estimated Cost: \$1,157.26

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Patti Sholler-Barber for expenses associated with attendance at the MASB 2023 Annual Leadership Conference, Lansing MI as outlined below.

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)	\$ 82.66	\$ -
Lodging*	369.60	
Registration fees	577.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	128.00	
Total Estimated Cost	\$ 1,157.26	

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

***For information purposes only.*

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Jennie Hill

Date: September 14, 2023

Name of Conference/Meeting: MASB 2023 Annual Leadership Conference

Date of Conference/Meeting: 11/9/23-11/12/23

Location: Lansing, MI

Total Estimated Cost: \$920.66

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Jennie Hill for expenses associated with attendance at the MASB 2023 Annual Leadership Conference, Lansing MI as outlined below.

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)	\$ 82.66	\$ -
Lodging*	339.00	
Registration fees	403.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	96.00	
Total Estimated Cost	\$ 920.66	

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

***For information purposes only.*

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Maricela Alcala

Date: September 14, 2023

Name of Conference/Meeting: MASB 2023 Annual Leadership Conference

Date of Conference/Meeting: 11/9/23-11/12/23

Location: Lansing, MI

Total Estimated Cost: \$1,189.26

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Maricela Alcala for expenses associated with attendance at the MASB 2023 Annual Leadership Conference, Lansing MI as outlined below.

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)	\$ 82.66	\$ -
Lodging*	369.60	
Registration fees	577.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	160.00	
Total Estimated Cost	\$ 1,189.26	

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

***For information purposes only.*

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Karla Murphy

Date: September 14, 2023

Name of Conference/Meeting: MASB 2023 Annual Leadership Conference

Date of Conference/Meeting: 11/9/23-11/12/23

Location: Lansing, MI

Total Estimated Cost: \$985.66

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 attendance at the MASB 2023 Annual Leadership Conference, Lansing MI as outlined below.

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)	\$ 82.66	\$ -
Lodging*		
Registration fees	775.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	128.00	
Total Estimated Cost	\$ 985.66	

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

***For information purposes only.*

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Karla Murphy

Date: September 14, 2023

Name of Conference/Meeting: MASB Preparing for your organizational meeting workshop

Date of Conference/Meeting: 10-12-2023

Location: Lansing, MI

Total Estimated Cost: \$355.80

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 attendance at the MASB Preparing for your organizational meeting workshop, Lansing MI as outlined below.

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)	\$ 93.80	\$ -
Lodging*		
Registration fees	198.00	
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)		
Per Diem (days x GSA rate)	64.00	
Total Estimated Cost	\$ 355.80	

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

***For information purposes only.*

**KALAMAZOO PUBLIC SCHOOLS
Board of Education**

Board Member: Maricela Alcala

Date: September 14, 2023

Name of Conference/Meeting: MASB CBA classes

Date of Conference/Meeting: 12-31-2023

Location: Virtual

Total Estimated Cost: \$891.00

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Maricela Alcala for expenses associated with virtual attendance at seven MASB CBA classes as outlined below.

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)	_____	\$ 891.00
Lodging*	_____	_____
Registration fees	_____	_____
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)	_____	_____
Per Diem (days x GSA rate)	_____	_____
Total Estimated Cost	\$ -	\$ 891.00

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

***For information purposes only.*