

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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September 18, 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, September 26, 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
September 26, 2019 – 7:00 P.M.

A G E N D A
Amended 9-25-19

- 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**
September 12, 2019 Regular Meeting Minutes
 - B. Business and Financial Reports**
Purchase Request 2020-11
 - C. Personnel Items**
Personnel Changes
 - D. Other**
- VIII. Persons Requesting to Address the Board (3 minutes individual limit)**
- IX. Reports and Recommendations**
 - A.** Approval of Employee Association Agreement
 - B.** ALICE Training
 - C.** Career and Technical Education Millage
- X. Other Business**
- XI. Comments by Trustees/Superintendent**
- XII. Closed Session (if needed)**
- XIII. Next Regular Board of Education Meeting: Thursday, October 10, 2019**

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
September 12, 2019 – Regular Meeting

I. Call to Order

President Sholler-Barber called the September 12, 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, TiAnna Harrison, Jennie Hill, Jermaine Jackson, Tandy Moore, Jason Morris, and Patti Sholler-Barber. Interim Superintendent Gary Start was also present.

IV. Announcements and Recognitions

Executive Director of Communications Susan Coney presented the Hillside Middle School Robotics Team: Annalise Alkema, Nicholas Alkema, Maxwell Johnson, Justin Nguyen, and Kaitlyn Ozanich, seventh grade; and Sean Willoughby, eighth grade.

Also in attendance and introduced by Ms. Coney were Hillside Middle School Principal Mr. Atiba McKissack, Hillside Middle School Assistant Principal Ms. Sally DeVisser, and Robotic Team Coaches Hiep Nguyen, Steve Alkema, James Johnson, and Scott Willoughby. The students' parents and family members in the audience were also recognized.

**V. School Reports/Committee Reports
Committee Reports**

Evaluation Committee - *Trustee Hill, chair*, stated that the committee had met on September 10 and had discussed plans to support KPS schools in the upcoming year. She shared that the committee had received information on Adverse Childhood Experiences (ACES) day; Alert, Lock Down, Inform, Counter, Evacuate (ALICE) training; Read by Grade Three Law; diverse classroom libraries; and the partnership agreement with the Michigan Department of Education (MDE), Washington Writers' Academy, and The Woodward School for Technology and Research. Trustee Hill explained that the committee had also received updates on instructional technology, the new teacher center training for mentor teachers, attracting talent to our district, and how to handle school tragedies and crisis situations.

Superintendent Search Committee

President Sholler-Barber stated that the Superintendent Search Committee had been created to begin the process of selecting a search firm. She noted that the committee was a facilitating committee, not a deciding committee. President Sholler-Barber stated that decisions would be made by the entire board, not just the committee. She noted that the first meeting with Michigan Association of School Boards (MASB) would be on September 24 at the West Main Professional Development Center at 6:15 p.m.

VI. Correspondence

Secretary Hill reviewed the correspondence received for the period of August 30 through September 12, 2019. (File #5.)

VII. Consent Calendar

President Sholler-Barber presented the Consent Calendar items: VII.A.1. August 29, 2019 Regular Meeting Minutes and VII.A.2. August 29, 2019 Closed Meeting Minutes; and VII.C. Personnel Changes.

MOTION: Implied to approve the Consent Calendar as presented.

Disposition: Voice vote: motion carried, 7-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.

Majyk Dee, Kalamazoo, introduced herself as a citizen of Kalamazoo. She read a letter that she had sent to MASB and the board regarding her request for community involvement and input in the superintendent search. Ms. Dee stated that she had questions regarding the upcoming ALICE training for KPS students.

Tanya Bellamy, 2916 Brook Drive, Kalamazoo, introduced herself as a former parent in KPS. She thanked the board for all of the work that it does for KPS children. Ms. Bellamy noted that she was now the guardian of her grandson and would be active in the educational community.

IX. Reports and Recommendations

A. Employee Group Agreement

Assistant Superintendent for Human Resources Sheila Dorsey-Smith read the agreement to approve the Employee Association Agreement with Campus Safety.

Discussion:

Trustee Harrison stated that she was excited that KPS was moving forward in settling contract agreements.

President Sholler-Barber stated that many campus safety employees had important relationships with KPS students. She thanked both sides for settling this agreement.

Trustee Greschak stated that KPS had passed a budget based on an assumption of what the state budget would be. He noted that the longer it takes to settle the state budget, the less likely it would be that the budget would include additional educational funding. Trustee Greschak stated that the board may need to look at cuts in programs and services as a result of the state budget.

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

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

B. Resolution for Interactions with Law Enforcement Agencies

Trustee Moore read the following resolution:

WHEREAS, as a public school district, Kalamazoo Public Schools is legally required to enroll all students eligible for enrollment under the Michigan Revised School Code regardless of the student's national origin or citizenship status;

WHEREAS, school districts have an obligation under the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. §1232g, and under Michigan law, MCL 380.1136, to protect as confidential education records and personally identifying information including but not limited to birth certificates, place of birth, national origin, contact information, medical and financial information;

WHEREAS, Kalamazoo Public Schools is committed to provide a quality education for all of its students, which includes a safe and stable learning environment, means of transportation to and from school sites, the preservation of classroom hours for educational instruction, and the requirement of school attendance;

WHEREAS, the Board believes that it is important to establish protocols for District Administration and staff to address court orders, search warrants, subpoenas, visits and/or inquiries from federal, state or local law enforcement agencies that may be seeking access to or information from the District's students.

NOW, THEREFORE, IT IS RESOLVED that the Interim Superintendent shall review District policies and implement Administrative Guidelines to establish protocols for District administration and staff to address court orders, search warrants, subpoenas, visits and/or inquiries by federal, state or local law enforcement agencies that may involve students and their families.

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

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

X. Other Business

None.

XI. Comments by Trustees

Trustee Moore stated that she understood that there would be an active shooter training at KPS schools.

Director of Student Services Nkenge Bergan stated that it was not an active shooter training for KPS students. She noted that there would be a presentation on the ALICE training and that the language would be edited for young people. Ms. Bergan explained that a letter of explanation would be mailed to all KPS families before any presentation with students. She noted that the goal

was to not show any violence. Ms. Bergan stated that parents should contact Student Services if they want more information on the presentation.

Trustee Greschak stated that he was excited to begin the superintendent search. He noted that he was looking forward to good dialogue, input, and feedback. Trustee Greschak shared that this would be a good opportunity for community to work together.

Trustee Hill asked Ms. Bergan if opting your children out of the ALICE presentation was an option for parents.

Ms. Bergan stated that the presentation would not be a physical event and that student's would not see any videos or violence of any sort. She explained that the presentation would discuss what ALICE stands for and explain how KPS would implement it. Ms. Bergan stated that if a parent did not want their student to be a part of that discussion there would be no problem in having them not participate in the presentation.

Trustee Hill stated that she had been to four middle school open houses on September 11. She noted that the Middle School Alternative Learning Program School (ALP) had had a smile survey and a smile campaign that encouraged people to be kind to others. She thanked ALP Principal Tamika Frison for such a wonderful event.

Trustee Hill shared that Linden Grove Middle School had had student greeters wearing tie-dyed t-shirts with the quote from Mother Teresa "Kind words can be short and easy to speak, but their echoes are truly endless" printed on them.

Trustee Hill stated that Hillside Middle School was very welcoming while parents were visiting their child's classes.

Trustee Hill shared that Milwood Magnet School parents also went to the same classes as their students. She noted how much fun it was to watch the parents go to and from the classes during passing time.

Trustee Hill stated that she had met Kathy Schultz from the Kalamazoo Youth Mobility Fund, which provided bus passes for KPS high school students. She noted that Ms. Shultz shared that there were 11,000 bus rides by KPS students from June 24 to August 23. She also shared that there had been 900 bus rides by KPS students since school began. Trustee Hill stated that this was a wonderful partnership for KPS.

Trustee Hill stated that she had attended the Community in Schools (CIS) open house this evening with new Executive Director James Devers. She noted that CIS was one of the biggest community partners with KPS.

Trustee Jackson stated that he appreciated the clarification regarding the ALICE training with KPS students. He noted that if something was to happen in our schools it was important that students understood the importance of following directions and that KPS had to prepare for this type of situation today.

Trustee Jackson stated that he was excited to see Mr. Devers as the new executive director of CIS. He noted that Mr. Devers would do an exceptional job with CIS and would continue our great partnership. Trustee Jackson shared that he had been excited to see the robotics team before the

meeting tonight and that he had had a great discussion on their process of building their robot for the competition.

Trustee Harrison welcomed the KPS community to a new school year. She noted how much fun she had had being a celebrity greeter on the first day of school at several KPS elementary schools. Ms. Harrison thanked Student Services for their hard work and ability to solve problems.

Trustee Moore urged the district to provide the content of the ALICE presentation in the letter that would be mailed to parents. She also requested that they include in this same letter an option to pull their children out of the presentation. Ms. Moore noted that she wanted to keep students safe but not to traumatize them in the process.

President Sholler-Barber agreed with Trustee Jackson that Mr. Devers would do a phenomenal job at CIS. She noted that he was a KPS graduate.

President Sholler-Barber shared how excited the parents, children, and principals were on the first day of school. She noted that Dr. Addis Moore from Northside Ministerial Alliance of Kalamazoo was at Lincoln International Studies School helping children off the bus. President Sholler-Barber explained that Northside Ministerial Alliance was an important partner with KPS and wished them well in this new year.

President Sholler-Barber thanked Ms. Bergan for her expertise in providing helpful information on programs in KPS.

President Sholler-Barber shared that she, Interim Superintendent Gary Start, and Assistant Superintendent of Teaching and Learning Services Cindy Green had been in Lansing on September 12 for the electric school bus event. She noted that KPS had received a grant from the State of Michigan, Consumers Power Company, and DTE Energy which had provided seven public school districts to receive electric school buses. President Sholler-Barber shared that diesel fuel was very harmful to children with asthma. She noted that these buses were cleaner and required less maintenance. President Sholler-Barber stated that KPS would receive one electric bus from this grant.

Comments by the Interim Superintendent

Mr. Start stated that he was very grateful for an extremely smooth school opening this year. He thanked everyone who had helped to make this such a successful first week of school

Mr. Start stated that he had attended the electric school bus event in Lansing with Executive Supervisor of Transportation Terri Aman. He noted that Governor Gretchen Whitmer had spoken at the event. Mr. Start stated that the seven districts receiving the buses were Zeeland, Ann Arbor, Gaylord, Kalamazoo, Oxford, Roseville, and Three Rivers.

Mr. Start stated that the state budget process had been very frustrating. He noted that the KPS budget had been adopted on June 30 and that we still don't know what the state budget would be. Mr. Start stated that the state had a responsibility to adequately fund public education.

XII. Closed Session (if needed)

President Sholler-Barber did not call for a closed session and adjourned the meeting at 8:04 p.m.

- XIII.** President Sholler-Barber announced the next regular Board of Education meeting date: Thursday, September 26, 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: September 26, 2019

SUBJECT: Approval of the Attached Purchase Recommendation

RECOMMENDATION: It is recommended that the board approve the purchase reflected on the attached Purchase Recommendation Data Sheet.

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 sheet includes 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 sheet.

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: September 26, 2019
Request Number: 2020-11
Amount: \$192,156.09

Item: Paging system upgrades at Kalamazoo Central High School and Loy Norrix High School

Cost Center: Michigan State Police Competitive School Safety Program -\$96,078.04
2018 Bond -\$96,078.05

Cost Center Representative(s) Attending Board Meeting: Nkenge Bergan, Don Webster and Karen Jackson

Description of Need:

Kalamazoo Central High School and Loy Norrix High School currently have public address head-end equipment installed in 1998. The Star Call systems have served each building sufficiently for the past 20 years, but they are now obsolete and it is difficult to purchase replacement parts. Expanding or extending each of these systems is not obtainable.

This purchase recommendation will replace the Star Call systems with an internet based Carehawk system. Additionally, new exterior paging speaker additions (including speakers, cabling, input/output electronics and systems programming) will be installed campus-wide. Both schools will receive a wireless point-to-multi-point (PTMB) bridge system to allow analog paging conversion to IP communication for remote outbuildings on campus. This includes parking lots, athletic fields and athletic facilities.

Vendor: Sport View Television, LLC
Kalamazoo, MI

Number of Proposals Requested: 11 **Received** 1

Low Bid Accepted: Yes

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees
FROM: Gary L. Start, Interim Superintendent
DATE: September 26, 2019
SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - B. Classified
Yolanda N. Browning, Assistant Magnet School Secretary (0.5 FTE), Woods Lake Elementary: A Magnet Center for the Arts, 9/23/2019
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
Allison P. Bracken, Second Grade Teacher, Washington Writers' Academy, 9/20/2019 (resignation)
Tonya L. Brown, Third Grade Teacher, Northeastern Elementary School, 9/18/2019 (resignation)
Michelle M. Larson, Fifth Grade Teacher, Spring Valley Center for Exploration, 9/17/2019 (resignation)
Evelene G. Schram, Third Grade Teacher, Milwood Elementary School, 9/20/2019 (resignation)
Tamara K. Sunlin, Early Childhood Special Education (ECSE) Teacher, Milwood Elementary School, 9/27/2019 (resignation)
 - B. Classified
Carleen A. Rieger, Instructional Secretary (Curriculum, Instruction and Professional Development), Teaching and Learning Services, 9/20/2019 (resignation)

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

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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Gary L. Start Interim Superintendent

DATE: September 26, 2019

SUBJECT: Approval of Employee Association Contractual Agreement

RECOMMENDATION: It is recommended that the Board of Trustees approve a one-year (2019-2020) contractual agreement between Kalamazoo Public Schools (KPS) and the following employee association:

- Food Service Employees Collective Bargaining Unit

RATIONALE: The members of this employee group provide very important services to our students, families, and school personnel.

This agreement has been ratified by the membership and is within the budget parameters of the Board of Trustees.