

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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September 26, 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 28, 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/pmnn-discover-live>.

The Board of Trustees, Superintendent, and senior staff will have an informational dinner 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 28, 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**
September 14, 2023 Regular Meeting Minutes
 - B. Business and Financial Reports**
Purchase Request 2024-07
 - C. Personnel Matters**
Personnel Changes
 - D. Other**
- IX. Reports and Recommendations**
 - A. Superintendent's Update
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - A. Board Expense Approval – Takisha Johnson
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Board of Education Meeting: Thursday, October 12, 2023 at 7:00 p.m.**

KPS Board of Education
Correspondence Log
September 13, 2023 – September 26, 2023

U.S. Mail Correspondence					
Date Rec'd	Date of Corres.	From	Subject	Disposition	Date of final disposition
			No correspondence received.		
E-Mailed, Faxed, or Hand-Delivered Correspondence					
9/22/23		Megan Amsbury	Concerning the Board of Education	Board Secretary Murphy responded	9/26/23
9/23/23		Shari Weber	KAMSC Challenge Success Program	Board Secretary Murphy responded	9/26/23
Status of Past Correspondence					
			No correspondence received.		

KALAMAZOO PUBLIC SCHOOLS
Board of Education
1220 Howard Street
September 14, 2023 – Regular Meeting

I. Call to Order

Vice President Jackson called the September 14, 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. 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: Maricela Alcala, Jermaine Jackson, Jennie Hill, Takisha Johnson, Karla Murphy, and Patti Sholler-Barber. Absent: Tianna Harrison. Superintendent Dr. Darrin Slade was also present.

V. Board Recognitions

None

VI. Committee Reports/School Reports

None

VII. Correspondence

Secretary Murphy reviewed the correspondence received for the period of August 23, 2023, through September 12, 2023. File #5

VIII. Consent Calendar

President Harrison presented the Consent Calendar items: VIII.A.1., August 31, 2023, Regular Meeting Minutes, VIII.B. Purchase Recommendations VIII.C. Personnel Changes., VIII.D. Other

Board discussion: None

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

Chronic Absenteeism

Chronic absenteeism is defined as a student missing more than 10 percent of the school year. Normally, this equals more than 18 days during the academic calendar.

- Michigan schools have the fourth highest chronic absenteeism rate in the country.
- Kalamazoo has a 27 percent chronic absenteeism rate.

Studies show that chronic absenteeism negatively impacts students of color and economically disadvantaged students the most.

We are going to intensify our efforts to address chronic absences, including having more contact with students and parents when pupils are chronically absent.

All Schools Will Implement the Following to Address Absenteeism:

- Attendance Committees - These groups will meet at least twice a month to identify and address students with attendance and truancy issues.
- Improved Communication - Schools will increase phone calls and parent conferences related to attendance and truancy. (Specifics will be shared at a later date.)
- “Knock and Talk Events” - These will occur throughout the year. The first will be held after the October 4th Student Count Day for all “no shows” and students with more than 10 absences as of October 1st.
- Consequences - Student grades and participation in extracurricular events may be impacted by poor attendance.

We have to take attendance seriously. Students cannot learn if they are not in school.

Questions?

Trustee Sholler-Barber stated she was pleased to see this, pleased to see the compassion and concern and calls being made and if there is anything we can do to facilitate the children getting to school more often, she was sure that Dr. Slade and his staff will accommodate those things.

Trustee Murphy asked Dr. Slade to share more information on the October 4th “Knock and Talk Event”.

Trustee Hill how do we currently reach out to student to notify them about enrollment for the next year.

Trustee Alcalá asked if the district is going to shelters?

Vice President Jackson would like to know what is the state law on state mandated reporting.

B. Approval of a contractual agreement with the Kalamazoo Education Association

MOTION: Trustee Sholler-Barber, supported by Trustee Johnson made a motion to approve the contractual agreement with the Kalamazoo Education Association.

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

Discussion:

Trustee Sholler-Barber stated that she was so excited and enthusiastic about the contract settlement. She stated she believes in collective bargaining and is glad that there is a settlement. She thanked the team and the KEA team for working hard and believing in the process, it's not easy and gets ugly and is time consuming. She further congratulated all involved.

Trustee Alcala asked if it was a two- or one-year contract. She stated that she agreed with everything that Trustee Sholler-Barber said. She wanted to acknowledge there was a lot of anxiety and it took a long time and that as a board she would encourage ourselves to look at the process next year.

Trustee Murphy stated that she is enthusiastic to ensure that they are getting paid.

Trustee Hill thanked all parties involved.

Vice President Jackson he is a champion for educators, and he is glad that it was able to come to a great negotiation settlement.

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

Public comments/audience participation. No actions taken.

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

MOTION: Trustee Sholler-Barber, supported by Trustee Johnson, made a motion to approve the expense reports as presented.

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

XII. Comments by Trustees/Superintendent

Trustee Murphy stated she has not gone to any community events but is hoping to make the one this Saturday. She stated she is very grateful for being here to hear and participate in the future of all the students in the Kalamazoo Public Schools. She further thanked everyone for allowing her to be there. She stated she was incredibly grateful that she was allowed to choose a superintendent who is looking into attendance every day, who is looking into teacher pay and equity.

Trustee Sholler-Barber stated that she went to several open houses including Phoenix, King Westwood, Kalamazoo Central. There is a food frenzy at Kalamazoo Central tomorrow (September 15th). All food donations have to be there by 1:00 p.m. Indian Prairie was amazing. She visited Milwood Elementary along with Vice President Jackson and it was wonderful. She further stated that she visited Parkwood Upjohn and there were giving away books. She was able to attend the Loy Norrix football game along with Vice President Jackson, Dr. Slade, and trustee Hill. She asked for support for student sports, musicals and extracurricular things student's participate in. She gave a shout out to Jane Holtgreed for the senior athlete photos that line the fences at Loy Norrix.

Trustee Hill stated that she went to the football and soccer games at Loy Norrix. She also stated she went to Hillside where the library was dedicated to Dorothy Young, and she saw a lot of trustees there.

Trustee Alcala thanked those that spoke at the mic and brought up the equity issues. She further stated that when she had spoken to Dr. Slade, he has taken immediate action. She congratulated the teachers again and thanked Mrs. Dorsey-Smith for their efforts on the KEA contract.

Trustee Johnson stated she attended the Beyond Backpack event last Saturday at Bronson Park. She also stated that she wanted to let Dr. Slade know that the community is aware of his presence in the community, and they are rooting for him. She stated she was excited about what is happening and will continue to happen and she is encouraged because she thinks that by the end of the school year we are going to see significant changes.

Vice President Jackson echoed what some of his fellow trustees stated and that it will take time for change, but he is excited that change is already happening. He stated that he is hearing it (change) from parents, but drivers, teachers and he is hearing it in PTO meetings, and he is hearing that there is a shift that people feel and it is a good shift. He stated he appreciates the efforts of the new superintendent.

Dr. Darrin Slade thanked everybody for their support, and he is very humbled by that. He further thanked everyone for another great week. He thanked the students, parents, teachers, assistant principals, paraprofessionals, bus drivers, leadership teams, and school board. He stated that he was able to tour Kalamazoo Valley Community College and he thanked the president. He thanked the Kalamazoo Promise. He stated that the district is going to keep promoting respect and great behavior in the schools.

XIII. Closed Session (if needed):

None

XIV. Next Board of Education Meeting

Vice President Jackson announced the next Board of Education meeting date: Regular Board of Education Meeting, Thursday, September 28, 2023, at 7:00 p.m.

Vice President Jackson adjourned the meeting at 8:00 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary,
on behalf of Kathy Murphy,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: September 28, 2023

SUBJECT: Approval of the Attached Purchase Recommendation

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

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 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 28, 2023
Request Number: 2024-07
Amount: \$68,464.00

Item: Community Education Center - Access Control

Cost Center: MDE Section 97 Safety Grant

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

Description of Need

The Community Education Center has a variety of programs and departments located throughout four floors of the building with people coming and going all day long. This purchase recommendation is for the installation of cabling, card readers and door hardware on five (5) exterior doors and three (3) interior doors, allowing for the ability to keep the exterior of the building locked at all times.

Vendor: Buist Electric
 Byron Center, MI

Number of Proposals Requested: 11

Received: 3

Low Bid Accepted: Yes

Additional Information

Budget

Bid Amount	\$62,240.00
Contingency	\$6,224.00
	\$68,464.00

Under/(Over)

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: 09/28/2023

SUBJECT: Personnel Changes

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

I. Employment

A. Professional/Management

Sarah E Cavis, Music Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 10/9/2023

LaRita R Childress, Special Education Teacher, Arcadia Elementary School, 09/18/2023

Rachel Morris, Math Teacher, Kalamazoo Central High School, 10/9/2023

Alisa A Watkins-Monroe, Behavior Specialist, Washington Writers' Academy, 09/25/2023

Jacob L Witte, Math Teacher, Hillside Middle School, 09/14/2023

B. Classified

Jamie A Anderson, ASD Paraprofessional, Edison Academy, 08/25/2023

Yaressy Y Arevelo-Balboa, ESL Paraprofessional, Lincoln International Studies School, 08/25/2023

Hillary A Cloetingh, Paraprofessional, Kalamazoo Central High School, 09/05/2023

Anitha Dantu, ESL Paraprofessional, Loy Norrix High School, 08/25/2023

Diontey T Davenport, Paraprofessional, Milwood Magnet School: A Center for Math, Science, and Technology, 08/25/2023

Elliot J Grossmann, Paraprofessional, Linden Grove Middle School, 08/25/2023

Gabrielle O Holback, ASD Paraprofessional, Milwood Elementary School, 08/25/2023

April L James, Paraprofessional, Hillside Middle School, 08/25/2023

Trisha L Jansen, PEEP Paraprofessional, Lincoln International Studies School, 08/25/2023

Lisa A Johnson, Paraprofessional, Parkwood Upjohn Elementary School, 08/25/2023

Amy E Kyle, 1:1 Paraprofessional, El Sol Elementary School, 08/25/2023

Samira R Lawrence, Paraprofessional, Kalamazoo Central High School, 08/25/2023

Alyssa N Rainwater, ASD Paraprofessional, Edison Academy, 08/25/2023

Joshua M Roman, Paraprofessional - Transition Services, Phoenix High School, 08/25/2023

Melinda K Shelton, CBVE - Paraprofessional, Loy Norrix High School, 08/25/2023

Trisha N Tate, PEEP Paraprofessional, Winchell Elementary School, 08/25/2023

Diane K Tucker, CBVE Paraprofessional, Loy Norrix High School, 08/25/2023

Norma Vega, ASD Paraprofessional, Prairie Ridge Elementary School, 08/25/2023

Chas S Willis, Self-contained Paraprofessional, Maple Street Magnet School for the Arts, 08/25/2023

II. Promotions/Key Transfers

A. Professional/Management

B. Classified

Kacey M Melnik, Teacher, Woods Lake Elementary: A Magnet Center for the Arts to Paraprofessional, Woods Lake Elementary: A Magnet Center for the Arts, 08/25/2023

Jearleen R Willis, Secretary, Kalamazoo Central High School to ECSE Paraprofessional, Greenwood Elementary School, 08/25/2023

III. Leaves of Absence

A. Professional/Management

B. Classified

IV. Terminations

A. Professional/Management

Orlando “Lance” G Bridges, Special Education Teacher, Virtual Program, Resignation, 09/18/2023

Niesha Brown, Counselor, Phoenix High School, Resignation, 08/22/2023

Elizabeth A Dodson-Walker, Culture and Climate Coach, Kalamazoo Innovative Learning Program, Resignation, 09/26/2023

Jenifer H Rubin, Grade 2 Teacher, Winchell Elementary School, Resignation, 10/13/2023

B. Classified

Emma J Braford, Montessori Teaching Assistant, Northglade Montessori Magnet School, Resignation, 08/14/2023

Susan C Denison, Special Education Paraprofessional, Dr. Martin Luther King, Jr. in Westwood Elementary School, Resignation, 08/24/2023

Shannon M Meegan, Montessori Teaching Assistant, Northglade Montessori Magnet School, Resignation/retire, 08/14/2023

LeAnne (Lee) L Miller, Executive Assistant, Superintendent’s Office, Retirement, 09/30/2023

V. Termination from Leave of Absence

A. Professional/Management

Joseph A Kowalski, Grade 5 Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 08/22/2023

B. Classified

VI. Return from Leave of Absence

A. Professional/Management

B. Classified

VII. Lay-offs

A. Professional/Management

B. Classified

KALAMAZOO PUBLIC SCHOOLS
Board of Education

Board Member: Takisha Johnson

Date: September 28, 2023

Name of Conference/Meeting: MASB CBA classes

Date of Conference/Meeting: 12-31-2023

Location: Virtual

Total Estimated Cost: \$792.00

REQUEST: It is requested that the board authorize expenses that the district will incur and reimbursement to board trustee Takisha Johnson for expenses associated with virtual attendance at eight 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)	_____	\$ 792.00
Lodging*	_____	_____
Registration fees	_____	_____
Miscellaneous (cab fare, service tips, parking fee, business related telephone calls, etc.)	_____	_____
Per Diem (days x GSA rate)	_____	_____
Total Estimated Cost	\$ -	\$ 792.00

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

***For information purposes only.*