

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

June 30, 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, July 6, 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>.

KALAMAZOO PUBLIC SCHOOLS

Megan Maddock, 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  
**July 6, 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**
    - 1. June 21, 2023 Special Meeting Minutes
    - 2. June 22, 2023 Special Meeting Minutes
    - 3. June 22, 2023 Regular Meeting Minutes
    - 4. June 26, 2023 Regular Meeting Minutes
  - B. Business and Financial Reports**
  - C. Personnel Matters**
    - Personnel Changes
  - D. Other**
- IX. Reports and Recommendations**
  - Superintendent's Update
    - 1. Summer School 2022-2023
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Board of Education Meeting: Thursday, July 20, 2023**

**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  
June 21, 2023 – Special Meeting

**I. Call to Order**

President Harrison called the June 21, 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 Maddock, 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, Jermaine Jackson, Jennie Hill, Megan Maddock, Karla Murphy, and Patti Sholler Barber. Interim Superintendent Cindy Green 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 explained how the board would proceed with the selection process, and at this meeting the board will be selecting the candidates that would like to interview at the board meeting on June 28, 2023.

Each board member was asked to come prepared to provide their top five candidates. The board took turns providing their top five candidates. The board agreed as a whole to move forward with discussing the top six candidates. Board members were given the opportunity to review all the applications of the top six candidates. The top six candidates were, two, four, seven, twelve, sixteen and twenty-two. (Candidates two and four received four votes each, and candidates seven, twelve, sixteen and twenty-two received three votes each).

The board then discussed their concerns with a candidate and also any positive support on how they made their top five.

**MOTION:** Trustee Sholler-Barber, supported by Trustee Hill, made a motion to move the top six candidates to the interview process.

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

President Harrison asked the board that if when they called to set up interviews and they were out of town, would the board be agreeable to virtual interviews. It was agreed that if a candidate was out of town at the time of the interviews, they would be able to do a virtual interview.

**MOTION:** Trustee Jackson, supported by Trustee Maddock, made a motion that if any candidate drops out, that candidate thirteen (the agreed alternate) be interviewed.

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

Vice President Jackson mentioned the groundbreaking ceremony for the baseball and softball fields at Kalamazoo Central.

Trustee Sholler-Barber stated how hard the board member replacement selection was and thanked everyone that applied. She seconded what Vice President Jackson said regarding the ball fields at Kalamazoo Central. She further commented on the moving up ceremonies.

Trustee Murphy stated she was thankful for the opportunity to be a part of this process and looked forward to the interviews next week.

President Harrison stated she was grateful for the groundbreaking ceremony and the Jeter Foundation.. She further commented that the selecting process for the open board member seat on the board has been a big undertaking.

#### **VII. Next Board of Education Meetings**

President Harrison announced the next Board of Education meeting dates:

Special Board of Education Meeting, Thursday, June 22, 2023 at 6:45 p.m.

Regular Board of Education Meeting, Thursday, June 22, 2023 at 7:00 p.m.

Special Board of Education Meeting, Monday, June 26, 2023 at 5:30 p.m.

Special Board of Education Meeting, Wednesday, June 28, 2023 at 6:30 p.m.

President Harrison adjourned the meeting at 7:52 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary,  
on behalf of Megan Maddock,  
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
Special Meeting  
Public Hearing on the Preliminary Budget for 2023-2024  
June 22, 2023 – Special Meeting

President Harrison called the special meeting to order at 6:45 p.m.

Board members present: TiAnna Harrison, Jennie Hill, Jermaine Jackson, Megan Maddock, Karla Murphy, and Patti Sholler-Barber. Interim Superintendent Green was also present.

Michigan law requires that a hearing be held before the board takes action on the 2023-2024 preliminary budget. The purpose of the hearing was to give the board the opportunity to hear public comment on the budget for the next school year.

There were no questions and President Harrison declared the meeting adjourned at 6:49 p.m.

Respectfully submitted,

Mindi Miller, Recording Secretary  
on behalf of Megan Maddock,  
Secretary, Board of Education



KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
June 22, 2023 – Regular Meeting

**I. Call to Order**

President Harrison called the June 22, 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 Hill, 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, Jermaine Jackson, Jennie Hill, Megan Maddock, Karla Murphy, and Patti Sholler Barber. Interim Superintendent Cindy Green was also present.

**V. Board Recognitions**

Principal Boggan introduced Mr. Patterson from Kalamazoo Central High School and recognized students from the track and field team Kayenn Mabin, Maurice Streeter, Jeremy Dixon, Latay'vion Braxton, Demarcus Owens, Jeremy Dixon as they finished seventh at the state meet. Andrew Wright, Alexander Jones, Annie Alkema, Emilee Rudlaff, Mary England, and Rachel Grice were state qualifiers in track and field.

Principal Boggan and Mr. Patterson recognized Daniella Richards who won regional championships, made it to state quarterfinals in number one singles in tennis.

Principal Boggan introduced Coach Urkie from Kalamazoo Central High School, recognized Aliah Mohmand who won third place in the National History Day competition.

Ms. Saunders, Director of Special Education, honored teachers Heidi Ali and Susanann Harrison who received the KRESA Excellence in Education for Special Education awards.

**VI. Committee Reports/School Reports:**

Trustee Hill reported that Operations and Financial Affairs met on June 15, 2023. There was a busy agenda. They discussed the fields at Kalamazoo Central High School; the wonderful gift from the Jeter Foundation; and the groundbreaking ceremony for the start of construction was June 21, 2023 and several board members were honored to attend. The project should be done in time for the spring 2024 season. Edison Academy is opening in August 2023, and more information on the opening ceremony to come. Summer school starts next week. Back to School events for staff are being planned and will be hosted by Dr. Slade.

Vice President Jackson reported that the Community Relations and Engagement Committee met and discussed the ombudsman position and the job description.

## **VII. Correspondence**

Secretary Maddock reviewed the correspondence received for the period of June 7, 2023 through June 20, 2023. File #18

## **VIII. Consent Calendar**

President Harrison presented the Consent Calendar items: VIII.A.1. June 8, 2023, Regular Meeting Minutes, VIII.A.2. June 9, 2023 Special Meeting Minutes, VIII.A.3. June 15, 2023 Special Meeting Minutes, VIII.A.4. June 8, 2023 Closed Session Meeting Minutes, VIII.A.5. June 9, 2023 Closed Session Meeting Minutes; VIII.B. Purchase Recommendations 2023-36, 2023-37, 2023-38, 2023-39, 2023-40, 2023-41, 2023-42 and 2023-42; VIII.C. Personnel Changes.; and VIII.D. 2023-2024 Board of Education Meetings schedule.

**MOTION:** Implied to approve the Consent Calendar as presented.

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

Purchase recommendations were as follows:

- 2023-36 in the amount of \$99,200.00 from Instruction and Student Services to purchase TCI High School Social Studies Digital Licenses.
- 2023-37 in the amount of \$35,647.50 from ESSER III to purchase TCI History Alive! World Connections: Student Edition Textbook.
- 2023-38 in the amount of \$90,610.00 from Instruction and Student Services to purchase Imagine Learning Mathematics student subscriptions.
- 2023-39 in the amount of \$276,461.31 from Food Service Fund to purchase Food Service Elementary Social Study.
- 2023-40 in the amount of \$48,000.00 from Facilities Management Cost Center to purchase soft surfacing for playgrounds at 18 sites.
- 2023-41 in the amount of \$82,800.00 from ESSER III to purchase 50 Portable Room Air Purifiers.
- 2023-42 in the amount of \$182,091.00 from Facilities Management cost center to purchase one 2023 Ford Pickup Truck, One 2022 Super Duty Ford F250 with Utility Box, and one 2022 Super Duty Ford 550 Dump Truck.
- 2023-43 in the amount of \$113,553.35 from Facilities Management general fund to purchase KILP and KPS Virtual Program furniture.

## **IX. Reports and Recommendations**

### **A. Interim Superintendent's Update**

Thank you, President Harrison, Board of Education Trustees and community. I appreciate the opportunity to share what has been accomplished for the 2022-2023 school year and report on academic achievement. In collaboration with others, we have accomplished a lot. I would like to thank the executive cabinet team of Ms. Sheila Dorsey-Smith, Dr. Amy Vondra, Mrs. Laura Kayser, Ms. Rikki Saunders, Mrs. Caycee Sledge, and Mrs. Susan Coney. In addition, there are many others including directors Mr. Matt Johnson, Mr. Geoff Howe, Dr. Micole Dyson, and Mr. Craig McCane worked intensely on the academic side of the district. Ms. Karen Jackson, Mrs. Terri Aman, Mr. Don Webster, Mr. Rhoan Ruddock, Mr. Steve Leland, Mr. Ian Haight, and union presidents Mark Hill, Heather Reid, and Joanna Miller. It takes all of them plus many more to educate our students. It has been an honor to serve with them.



#### Areas of Focus - Three Cs

As we conclude this school year, I will be summarizing what has been done. We started by focusing on three major areas called the three Cs. By creating a focus, staff were able to refer to where the concentration needed to be.

The first area is climate/culture for academic success and social emotional learning. The central office administrative team collaborated with building principals in the Instructional Leadership Team meetings. I greatly appreciate the executive cabinet members who worked hard to connect academics as the primary focus. Information was shared to concentrate on literacy and numeracy.

The high school courses now have more diverse authors and literature. This is extremely helpful so our students can dream and set goals to accomplish what they would like to do. Instructional Rounds were conducted in all buildings so teams of educators can collaborate in improving student achievement.

A number of summer school opportunities have increased so we can meet students where they are in building a better future. We updated Policy 4.5 Testing Out of Courses to help meet current standards. We continued the work called "Problem of Practice" and social emotional learning supports. The SEL work is nationally recognized.

#### Areas of Focus - Three Cs Career Pathways

This year, Dr. Tracy Miller has been instrumental in working with career pathways. She has written and received grants, worked intensively with local business partners, and collaborated with other support agencies.

KPS received a \$101,000 grant in March 2023 for expansion and development of Career Launch Kalamazoo (CLK) based on Strategic Plan for Youth Apprenticeships (YAs) in collaboration with national partners and alliances on youth apprenticeships.

In partnership with KVCC, Developing YA Pathway for Cybersecurity at KVCC.

Increasing employer and partner training and support on YAs with The Kalamazoo Promise in critical occupation areas.

Exploring Career Exploration Virtual Reality Technology in apprenticeable career pathways - High Schools - Beginning Fall 2023.

In partnership with The Kalamazoo Promise and KVCC, growing CLK Employer Partnerships: Business and Industry Information Session and Tour of KVCC's Advanced Technology Center, July 25, 2023. Lunch and Discussion (More info to come)

CLK Aspiring Apprentice Academy, July 19 and 20, 2023, at KVCC for accepted students. (More info to come)

This school year, in partnership with The Kalamazoo Promise, all Secondary KPS counselors participated in a six-day Chicago College Career Advising training (and received their credential [all but one]) in examining and addressing equity issues in coaching and postsecondary planning, practiced youth-centered coaching strategies such as goal setting and cultural responsiveness, learned about postsecondary pathways, gained insight and understanding of labor market, and developed tools to help

youth explore their passions that also included sessions on the importance of YAs.

#### Areas of Focus - Three Cs Communication

December, there has been an intentional plan to make regular visits to the schools. This has been very well received. The board of education has received weekly updates as well as emergency communications. I have attended numerous school and community events creating a sense of inclusiveness and visibility. We worked together to create a Contact Guide for better communication at the district level. I assisted Western Michigan University with the search for the new dean in the College of Education and Human Development. We had a number of special board workshops to develop a cohesive team.

In addition, I sought input from the Instructional Leadership team which is comprised of building level principals and assistant principals as well as central office administrators.

#### Feedback from Instructional Leadership Team:

- Need to increase monitoring and accountability measures
- Practice implementing higher order thinking questions
- Encouraging teachers to work in teams
- Conducting regular data meetings
- Provide equity training to reach all students
- Help staff develop positive, supportive relationships with students

#### Benchmark Goals

P.A. 48 Section 104a requires districts to implement benchmark assessments to measure student proficiency in reading and mathematics. School districts are required to administer these benchmark assessments within the first nine weeks of the year and again prior to the last day of the school year. Data from the assessments may not be used for accountability purposes, rather they are intended to measure meaningful progress toward mastery of grade-level content standards. School districts are required to report on attainment of proficiency and/or growth goals in both February and June.

#### High School Goal: Students 13/15 Courses by School

Data suggests that at LN and KC students are doing slightly better in 22-23 than they were in 21-22 and far better than they were in 20-21. Phoenix numbers are adjusted to show the percentage of students who successfully complete classes in 85% of their opportunities to do so over the course of the school year.

#### High School Goal: Student Grades of C+ or Better by School

Issuance of grades of C+ or better is relatively the same across KC, LN, and Phoenix

#### High School Goal: Students 13/15 Grade

The percentage of students meeting the goal has steadily increased over three years for 9th graders. 10th and 11th grade numbers have stabilized. Seniors have a significant drop in the percentage of students who don't meet the goal, but as you'll see in the next slide they are the group that is most likely to earn grades of C+ or better by a significant margin.



#### High School Students Grades of C+ or Better by Grade

As students progress through the HS grade levels they tend to earn higher grades.

#### High School Students 13/15 by Ethnicity

The two groups least likely to meet the goal (Black/AA, paid and Black/AA, Free/Reduced) have shown steady gains over the past three years.

#### High School Students C+ or Better by Ethnicity

Each racial subgroup (Black/AA, Hispanic, White) is far more likely to earn grades of C+ or better if their family income is higher (14-24 points higher). The achievement gap between poor black students and middle/high income white students is alarmingly high.

#### K-3 Goal 1: At or Above Grade Level in Reading

All grades have significantly more students who score at or above grade level than they did at the start of the school year. As you look at K-3 data you'll notice that a higher percentage of students are identified as on grade level with each grade.

#### 4-8 Goal 1: At or Above Grade Level in Reading

The percentage of students who score at grade level stabilizes through the 4-8 grade bandwidth the exception of 6th grade, which can be a challenging transition year.

#### K-8 Goal 1: At or Above Reading % Point change in scores (ethnicity & F/R)

Overall, and across all subgroups, a greater percentage of students score at or above grade level in the spring than in the fall.

#### K-3 Goal 1: At or Above Grade Level in Mathematics

All grades have more students who score at or above grade level than they did at the start of the school year. Growth is highest in grades K-1.

#### 4-8 Goal 1: At or Above Grade Level in Mathematics

The percentage of students who score at grade level is relatively stable through the 4-8 grade bandwidth, with a slight dip in 5th grade.

#### K-8 Goal 1: At or Above Mathematics % Point change in scores (ethnicity & F/R)

Overall, and across all subgroups, a greater percentage of students score at or above grade level in the spring than in the fall. Black/AA and Free/Reduced subgroups have the highest rate of growth in Math.

#### K-3 Goal 2: Students Making 1+ years of Growth in Reading

In grades K-2, more than half of our students make 1+ year of growth in a single year.

#### 4-8 Goal 2: Students Making 1+ years of Growth in Reading

In grades 4-8, the percentage of students who make 1+ year of growth in a single year is relatively stable with a dip in 6th grade and a jump in 7th as they transition further into middle school.



#### K-8 Goal 2: Students Making 1+ years of Growth in Reading (ethnicity & F/R)

In K-8, 52% of all students make 1+ years growth in reading. Students with IEPs (as a stand-alone group) are the least likely to experience normal or high rate of growth in reading, and students on paid lunch (as a stand-alone group) are most likely to experience normal or high growth in reading.

#### K-3 Goal 2: Students Making 1+ years of Growth in Mathematics

In grades K-1, more than half of our students make 1+ year of growth in a single year.

#### 4-8 Goal 2: Students Making 1+ years of Growth in Mathematics

In grades 4-8, the percentage of students who make 1+ year of growth in a single year is relatively stable with a jump in 5th, 7th, and 8th grades.

#### K-8 Goal 2: Students Making 1+ years of Growth in Mathematics (ethnicity & F/R)

In K-8, 50% of all students make 1+ years growth in reading. Hispanic students are the least likely to experience normal or high rate of growth in math, and students with two or more races, white, and paid lunch (as stand-alone groups) are most likely to experience normal or high growth in math.

#### Goal Update

In prior years, the district has used some other means to increase student achievement. We are not able to report on the state M-Step scores until late summer. I would like to share where we are with two focus points.

#### Grade 8 Algebra

We know that the more students in advanced courses or with a more rigorous curriculum, the better students do. It is important that we have high expectations for all students.

#### Advanced Placement Courses

High school students taking advanced placement courses are better prepared for post secondary options.

#### Equity Task Force

For the last two years, KPS has partnered with the National Equity Task Force to work on equity in the district. This was a team of staff, parents, and community selected to participate in 2021.

The group focused on two areas. One was academic rigor and the second area was social emotional learning/mental health of students.

High school students were asked to gather input on how things are going. Students overwhelmingly spoke of the importance of the relationship with their teachers. This is considered to be essential for learning and social wellbeing. Students appreciate a caring and “knowing me as a person” teacher. Students added that extracurricular activities help and they would appreciate more help in being better prepared to take the ACT/SAT testing.

A survey was conducted by the task force for teachers. Teachers identified barriers that prevent students from having access to rigor. They cited student attendance and behavior, lack of encouraging students to

take advanced classes, large class sizes, lack of staffing, and lower teacher expectations for students of color.

Task Force members interviewed parents for input at one high school. Parents would like a greater connection with the school. They would like to hear more from teachers. Safety is one of the concerns. Task force members would like to see more parents interviewed.

The overall results from the task force focused on a proposal of short term next steps to include:

- Focus on relationship building (staff-student)
- Explore how more students can connect to extracurricular activities
- Explore curricular changes to help students with higher level thinking skills and better prepared for the next step
- Explore why some students do not feel safe or do not feel like they belong at school

#### Summer School

Kalamazoo Public Schools Summer programming will include a variety of opportunities for kindergarten through high school students. At the high school level students will participate in two, eleven day credit recovery sessions where they will be able to earn credits in core science, math, ELA and Social Studies courses. High school students will also have an opportunity to use an online program for credit recovery purposes. At the middle school level we will have programming for current 5th graders (rising sixth graders) and two programs for current 8th graders (rising ninth graders) to help prepare them for the transition to a new secondary school. At the elementary level we will have a program for students who will enter into kindergarten for the 2023-2024 school year and two elementary sites for current kindergarten through fourth grade students. All summer programming will meet four days per week, Monday through Thursday. There will be an ESL Newcomers program for students at the elementary, and secondary levels. Special education programming will be available for students that qualify. Students will be recommended by their classroom teachers rising 1-5th grade according to an established criteria. Students will be enrolled in the program based on an assessment of greatest need. Students in rising 9th grade will be automatically enrolled in lieu of retention. The program will run in partnership with CIS. CIS will supplement the classroom staffing model to allow for lower student to adult ratios, support our enrichment programming and coordinate services for students as appropriate.

#### Other Summer Programs

We highly recommend that parents and family members encourage students to read. Reading is critical to success. I want to encourage all students and families to use the public library this summer. They have fabulous reading opportunities and incentives as well as events. The Kalamazoo Symphony Orchestra continues to provide support for our students. There are camp opportunities at Pretty Lake Camp and Y Sherman Lake Camp. Read and Write Kalamazoo has many initiatives this summer. Students may also participate in the KAMSC Summer programs and the Michigan Colleges Alliance.

#### Enrollment

Welcome to KPS! We know you will love it here and find many opportunities to learn. We continue a focus on enrollment with our marquee and summer school programs.



### Summary

During the last six months, a lot has happened. I wish to thank the board of education for your support in leading the district. We brought back students to be recognized under “Excelsior Students”. We have received additional funding to focus on literacy and numeracy. Our partnerships with the community have been strengthened; especially the Promise and Communities In School. The finances are stabilized.

Thank you to our Human Resources Department, we expanded our number of substitute teachers to help in this time of a shortage of staff. We continued the equity work of the district.

In many instances, we implemented accountability measures. We focused on enrollment to find our students and grow in numbers.

There are new health services coming to our students. Loy Norrix High School will have a health clinic with the Kalamazoo Health Department. There are added safety measures and mental health services.

The board collaborated to develop an onboarding process for Dr. Darrin Slade. He has been in the district during the month of June. He visited staff and students the last week of school. The district is providing orientation and support in the transition. He is eager to start and will be a huge asset to the district. His official start date is July 1, 2023.

Thank you to the Board of Education

As a token of my appreciation to the board, I would like to invite you to view a video for you.

### B. Millage Resolution

The millage rate has decreased slightly so as required by law, we need to pass a resolution reflecting the change. Here to read the resolution is Laura Kayser.

**MOTION:** Trustee Hill, supported by Trustee Maddock made a motion to approve the millage resolution.

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

### C. 2023-2024 Preliminary Budget and 2022-2023 Close Estimate Budget

Thank you very much to Laura Kayser and her team for preparing the preliminary budget, conducting small group work sessions for board members to review and ask questions, and communicating the process. Here to share the recommendation is Laura Kayser.

**MOTION:** Trustee Sholler-Barber, supported by Trustee Jackson made a motion to approve the 2023-2024 preliminary budget and the 2022-2023 close estimate budget.

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

### D. Contractual Agreement with UAW Administrators

What a great way for our new superintendent, Dr. Darrin Slade, to start in the district. The UAW Administrator Union has ratified a contract for the 2023-2024 school year. Mrs. Laura Kayser will read the recommendation.



**MOTION:** Trustee Maddock, supported by Trustee Murphy made a motion to approve the contractual agreement with the UAW Administrators.

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

E. Arts Council Mini Grant (MACC) Application Submission for a Dance Teaching Artist Residency at Arcadia Elementary School for the 2023-2024 School Year

We are ever grateful for a community that supports our students. The Arts Council is amazing at providing support to students. As a part of one of the mini-grants, the information needs to be brought to the board of education for approval. Arcadia Elementary would like to have a dance instructor. This is a continuation of the dance instructor under a new funding source.

**MOTION:** Trustee Sholler-Barber, supported by Trustee Murphy made a motion to accept the Arts Council Mini Grant (MACC) application submission for a dance teaching artist.

**Disposition:** Voice 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.

President Harrison called for a short break at 8:25 p.m. The meeting resumed at 8:30 p.m.

**XI. Other Business**

None.

**XII. Comments by Trustees**

Trustee Murphy gave a shout out to Mr. Amad, who is the CTE/IT instructor at LNHS, and wished him the best. She thanked the special education teachers that came tonight and received special recognition. She commented on slide number eleven and the free and reduced lunch statistics. She further commented on slides #20 and #23.

Trustee Sholler-Barber talked about the KCHS runner that came to the board and stated how much stamina that took. She further talked about the spectrum of KPS and the honoring of the students, athletes and coaches and they need to be honored. She gave a shout out on the instructional rounds. She loved that someone mentioned summer reading. She shared that she loved that Vice President Jackson mentioned justice and equity and Trustee Murphy asked how can we help. She gave a shout out to those teachers who recognize that students are working hard. Gave a shout out to Mark Hill and his work on the UAW contract and the work he continues to do with the Phoenix students. She recognized the struggles at KAMSC. She recognized Ms. Cindy Green and that she stepped in and tried hard. It was obvious that she cared, and thanked her for coming in and bringing her best.

Trustee Hill commented on the excited information they received on the grant. Wanted to thank the UAW, Mark Hill, Sheila Dorsey-Smith, and Mrs. Kayser on the contract negotiations. She gave a shout out to Laura Kayser and her team for their work on the budget. She thanked Cindy Green for her service the past six months and her whole career.

Secretary Maddock appreciated a lot of the data provided. She stated that the district needs to evaluate the needs of students transitioning to sixth and ninth grades. She is looking forward to hearing what Dr.

Slade has planned for the middle schools. Pleased to see the AP information, but in the future I would like the racial make up on this data. She talked about lead poisoning and the effects on students.

Vice President Jackson backed up Trustee Murphy and her comments on justice and equity. He talked about a comment made at the meeting regarding lead poisoning in the water and the effect on our students, along with the effects of health and nutrition. He stated he was thankful for the list given to them regarding concerns at KAMSC. He reminded the board that he wanted additional information regarding student suspension and hall sweeps that was brought up previously.

**MOTION:** Trustee Jackson, supported by Trustee Maddock made a motion to have an additional board meeting exclusively to continue a conversation around communication amongst the board and from the board to the new superintendent.

**Disposition:** Voice vote: 4 in favor, 2 not in favor. Motion did not pass.

Discussion on motion: Trustee Hill asked if this is more of an advance or more of a board meeting.

Trustee Sholler-Barber clarified that Vice President Jackson is wanting a meeting to continue the conversation around communication. (2nd bite) Trustee Sholler-Barber stated the communication meeting was to discuss Dr. Slade's 90 day plan.

Trustee Murphy stated that at the last advance, they discussed having a one hour meeting on Monday led by Dr. Slade. It is a special meeting notice, and an email that asked everyone to provide input.

Maddock stated that at the advance one of the two things they planned to accomplish was to establish a communication protocol. She stated it has been six months and they are still without a communication plan and she doesn't know when meetings are. (2nd bite) This is a board issue and nothing else. How often can she expect to be contacted and updated as a Trustee, because right now, the answer is she does not know?

Trustee Jackson stated that Monday's meeting is not the meeting he is requesting in his motion.

President Harrison made reference to the track team at Kalamazoo Central High Schools and the accolades presented tonight. She stated that communication was not her strongest strength and has only been President for six months. She apologized to any of the board members who feel frustrated for going through these hurdles with her. She stated that she had asked for grace and it was denied, and publicly asked for grace again. She apologized to any of the board members who feel frustrated for going through these hurdles with her.

### **XIII. Closed Session (if needed)**

President Harrison did not call for a closed session.

**XIV.** President Harrison announced the next Board of Education meeting date: Special meeting June 26 at 5:30 p.m.; Special meeting June 28, 2023 at 6:30 p.m.; and Regular Board of Education Meeting, Thursday, July 6, 2023 at 7:00 p.m.

President Harrison adjourned the meeting at 9:20 p.m.

Respectfully submitted by Mindi Miller, Recording Secretary on behalf of  
Megan Maddock, Board of Education Secretary



KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
June 26, 2023 – Special Meeting

**I. Call to Order**

President Harrison called the June 26, 2023 special Board of Education meeting to order at 5:30 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 Maddox, 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, Jermaine Jackson, Megan Maddock, Karla Murphy, and Patti Sholler Barber. Jennie Hill participated virtually. Incoming superintendent, Dr. Darrin Slade, was also in attendance.

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

Public comments/audience participation. No actions taken.

**VI. Board Workshop**

Superintendent Workshop

Dr. Slade presented his 90-day entry plan with the board and community.

Introduction:

- Establish superintendent goals/focus areas for the year
- Finalize communication protocols
- Discuss 90-day plan

Suggested goals (tentative):

- Improve student achievement outcomes in every school
- Improve student achievement outcomes all subgroups
- Improve attendance all students
- Improve culture and climate outcomes where needed
  - (based on data – quantitative and qualitative)
- Improve graduation rates for all students
- Continue to improve overall perception of the district among stakeholders
- Make improvements based on stakeholder input (summer school payments)

Suggested communication protocols – Superintendent:

- Immediate supervisors can communicate with their employees at any time
- Board members can contact me at any time directly
- The superintendent shares immediate concerns with the president / vice president
- Board members do not discuss district business directly with district staff
- Board members do not direct district staff



90-day plan goals:

- Meet with school and district stakeholders
- Create and build relationships
- Identify needs of the district
- Plan for opening school
- Begin to address needs of the district
- Focus on areas related to student achievement / school climate and safety (community)

Things I feel strongly about:

- People performing the professional duties for which they were hired
- Accountability at every level
- Fiscal responsibility
- Chain of command
- Respectful behavior at all levels
- Insubordination
- Data informed decision making

Trustee Sholler-Barber stated that she was impressed with the presentation so far, the forthright and the respect pieces that Dr. Slade presented stood out.

Vice President Jackson thanked Dr. Slade for his 90-day plan. He further stated that everything presented can be applied to Kalamazoo. He expressed that climate and culture is the key to the success of the district. He stated that the respect piece he presented stood out. He thanked Dr. Slade for his presentation.

Trustee Murphy thanked Dr. Slade for breaking his 90-day plan out, it is incredibly detailed and impressive. She stated she was looking forward to her one-on-one meeting very soon.

Trustee Maddock stated that she appreciated the number of times Dr. Slade used “meet” on his plan and the number of personal contacts he was going to make. She further made mention that Dr. Slade stated he was going to use data when making decisions. She loved the fact that he stated he was going to ride the bus.

President Harrison stated that Dr. Slade shared things that touched each board member personally, and she was excited that stakeholders are going to be pleased and these changes will in turn help the climate and culture in the Kalamazoo Public Schools.

## **VII. Other Business**

Board Candidate Open Position – Decision will be made on Wednesday, June 28, 2023 following the interviews.

## **VIII. Next Board of Education Meetings**

President Harrison announced the next Board of Education meeting dates: Special Board of Education Meeting, Wednesday, June 28, 2023, at 6:30 p.m.; Regular Board of Education Meeting, Thursday, July 6, 2023, at 7:00 p.m.

President Harrison adjourned the meeting at 6:21 p.m.

Respectfully submitted,  
Mindi Miller, Recording Secretary,  
on behalf of Megan Maddock,  
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOL  
Office of the Superintendent

TO: Board of Trustees

FROM: Cindy Green, Interim Superintendent

DATE: 07/06/2023

SUBJECT: Personnel Changes

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

- I. Employment
  - A. Professional/Management
    - Amanda J Almy**, Grade 3 Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 08/22/2023
    - Zainab Awad**, Elementary Art Teacher, Location to be determined, 08/22/2023
    - Kelly M Brinkert**, Grade 3 Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 08/22/2023
    - Staci B Hendershott**, Elementary PE Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 08/22/2023
    - Dan Ho**, Special Education Teacher, Linden Grove Middle School, 08/22/2023
    - Andrea Kinloch**, Grade 1 Teacher, Northeastern Elementary School, 08/22/2023
    - John L Korinek**, Social Studies Teacher, Linden Grove Middle School, 08/22/2023
    - Theodore LaCross**, Science Teacher, Milwood Magnet School: A Center for Math, Science, and Technology, 08/22/2023
    - Daniel M Pipe II**, Social Studies Teacher, Hillside Middle School, 08/22/2023
    - Ashley A Rhodes**, Art Teacher, Milwood Magnet School: A Center for Math, Science, and Technology, 08/22/2023
    - Cynthia M Shiller**, Psychology Teacher, Loy Norrix High School, 08/22/2023
    - Courtney Slucter**, ELA Teacher, Maple Street Magnet School for the Arts, 08/22/2023
    - Kelly Wright**, Grade 3 Teacher, Northeastern Elementary School, 08/22/2023
  - B. Classified
- II. Promotions/Key Transfers
  - A. Professional/Management
  - B. Classified
- III. Leaves of Absence
  - A. Professional/Management
  - B. Classified
- IV. Terminations
  - A. Professional/Management
    - Kelsey M Calton**, Grade 3 Teacher, Woods Lake Elementary: A Magnet Center for the Arts, 06/30/2023, Resignation
    - Kaitlyn E Flesher**, Teacher, Linden Grove Middle School, 08/14/2023, Resignation
    - Kendall L Schneider**, Grade 2 Teacher, Prairie Ridge Elementary School, 06/28/2023,

## Resignation

- B. Classified  
**Jaime O Gordon**, Home School Interventionist, Hillside Middle School, 06/16/2023,  
Retirement

- 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