

KALAMAZOO PUBLIC SCHOOLS  
Office of the Superintendent  
1220 Howard Street  
Kalamazoo, MI 49008  
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November 16, 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, November 16, 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 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**  
**November 16, 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 18, 2023, Academic Excellence Meeting Minutes
    - October 26, 2023, Regular Meeting Minutes
  - B. Business and Financial Reports**
  - C. Personnel Matters**
    - Personnel Changes
  - D. Other**
- IX. Reports and Recommendations**
  - Superintendents Update
    - A. Course Bulletin
    - B. Revised Attendance Plan
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
  - Travel Request- Trustee Murphy
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Board of Education Meeting: Thursday, November 30, 2023; at 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
September 18, 2023 – Academic Excellence Meeting Minutes

Meeting called to order on September 18, 2023, at 5:00 p.m. in the Board Conference Room, 1220 Howard Street, Kalamazoo, MI 49008.

Attendance: Dr. Slade, Trustee Johnson, Trustee Murphy, Trustee Sholler-Barber, and Dr. Dyson.

Dr. Slade introduced possible focus areas for this academic year's work for our committee:

- Review of policies and practices that may negatively impede student achievement.
- Exploration of latest best practices related to student academic achievement.
- Review, develop, and assist in the academic area in the creation of the 2023-28 Kalamazoo strategic plan.
- Student Achievement / Academic presentations for 2023-2024 board meetings.

Additional suggestions for our work this year were:

- Explore and research work that this committee can be of assistance in increasing literacy levels in the district.
- Special Educations presentations for the committee's information and awareness.
- Assist in Preschool and PEEP enrollment and working on greater awareness of these great programs in the community and district.
- Monitoring, assisting, and receiving reports on efforts to "catch" students up to grade level.
- Examine tutoring possibilities through our community partners.

Each committee member gave insights and opinions on the areas of work the committee needs to address. The committee discussed our options with the idea of putting a calendar of action topics together at the October meeting.

Agenda for the October 16, 2023, meeting:

- A. Finalize our own AE plan of action for 2023-2024 academic year
- B. Dr. Slade's updates on academic issues in the district
- C. Committee input on areas of concern

KALAMAZOO PUBLIC SCHOOLS  
Board of Education  
1220 Howard Street  
October 26, 2023 – Regular Meeting

**I. Call to Order**

President Harrison called the October 26, 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 Johnson, supported by Trustee Sholler-Barber, made a motion to accept the agenda as presented. Trustee Murphy opposed due to needing to modify the next board meeting to November 16.

**MOTION TO AMEND AGENDA:** Trustee Sholler-Barber supported by Trustee Murphy made a motion to change board meeting to November 16.

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

**IV. Attendance**

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

**V. Board Recognitions**

Dr. Natalie Wilson from El Sol Elementary recognizing students Dontrea Hart, Rigoverto Sandoval, Jayk Chavez-Hernandez, Dylan Militzer, and Allison Chacaj-Melchor.

Mrs. Valerie Boggan from Kalamazoo Central High School recognizing staff Rex Hafer, Ryan Kasperski, and Deveta Gardner. Also recognizing students Liberty Cottick, Mackenzie (Atlas) Brooks, Marion Finjap, Javon Wilson, Connor VanDam, Cole VanDam, Natalie Brack, Angelina Moak, Airah Stovall, CorNise Shepard. And Mariah Smith.

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

Trustee Sholler-Barber reported that the Academic Excellence met on October 16, 2023, at 5:00pm.

President Harrison reported that the Governance Committee is meeting November 13, 2023.

Trustee Alcala reported that Operations and Financial Affairs Committee met earlier this week. Operations Committee requested weekly financial reports.

Trustee Sholler-Barber reported that the Community Relations and Engagement Committee met at Milwood Magnet School on Monday October 23, 2023, discussing the Board's rules and the Board's relationship with Superintendent. They also discussed the importance of teaching students how to thrive not just to survive.

President Harrison reported that the Superintendent Evaluation Committee met and discussed the Superintendent's 90-day plan.

## **VII. Correspondence**

Secretary Murphy reviewed the correspondence received for the period of October 11, 2023, through October 24, 2023. File #8

## **VIII. Consent Calendar**

President Harrison presented the Consent Calendar items: VIII.A.1., October 12, 2023, Regular Meeting Minutes, VIII.B. Purchase Recommendations 2024-10 and 2024-11, and VIII.C. Personnel Changes., VIII.D. Other

Purchase recommendations were as follows:

- 2024-10 in the amount of \$238,241.46 from K-5 and ESL Wonders/Wonderworks Materials
- 2024-11 in the amount of \$28,996.80 from kindergarten through 5<sup>th</sup> grade Amplify Kits and Teacher Editions

### **Board discussion:**

Trustee Sholler-Barber gave a shout out regarding the purchase of the Wonders material.

**MOTION:** All Trustees made a motion to approve the Consent Calendar as presented.

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

## **IX. Reports and Recommendations**

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

Elementary Reading Program Kindergarten - Implemented Wonders during the 2022-2023 school year.

Components and Alignment to Research - Many strands are woven into skilled reading.

- Science of Reading LETRS
- Common Core State Standards
- Essential Instructional Practices in Literacy

Professional Development - Continuous support for principals, assistant principals, classroom teachers, resource room teachers and Multilingual learner teachers with:

- Implementing components of Wonders with fidelity
- Whole group instruction
- Small group instruction
- Embedded interventions
- Organizing instruction block to maximize instructional minutes
- Analyzing data to inform instruction

Highlights of Wonders -

- Research and inquiry opportunities
- In-depth genre focus for grades 2-5
- Decodable readers grades K-2

- Decodable passages for grades 3-5
- Foundational skill kit for grades 2-3
- Wonderworks program utilized by special education teachers that support weekly core objectives.
- Reading writing companion with opportunities for note taking, text annotations, and peer sharing grades K-5.
- Embedded student goal setting for grades K-5.
- Cross curricular connections to science and social studies.
- Embedded Tier 2 interventions in areas of fluency, phonemic and phonological awareness, vocabulary and comprehension.
- Embedded spelling for grades K-5
- Embedded social emotional learning activities.

KPS Literacy Support/Resources - KPS: interventionist, tutors (CIS, Title 1), Tier 2 interventions from Wonders, Wonderworks, Fast Bridge lessons, UFLI, Heggerty, Lexia Lessons, and foundational skills kit. Community-based support: SLD read, Dorothy J. McGinnis Reading Clinic (WMU), and community-based groups.

What caregivers can do at home - Make books at home, engage in conversation, play word games, monitor screen time, establish a reading routine (let your child see you reading, read with your child, listen to your child read)

Dr. Slade stated that students that aren't giving 100% during the school year will receive summer school. They also are going to start having Saturday School for students who aren't giving 100% or just need some extra help.

#### X. Financial Audit Presentation

Audit Results - Financial Statement: unmodified opinion Internal Controls: no material weaknesses and no significant deficiencies

Balance Sheet - Governmental Funds

Statement of Revenues, Expenditures and Changes in Fund Balance – Governmental Funds

Budget Comparison - General Fund

Revenue - General Fund: 65.7% for state, 8% for intermediate, 15% for local and 12% for federal

Revenue - General Fund (3-year trend)

Expenditures - General Fund: 69% for other, 27% for support, 2% for instructional, and 2% capital outlay

Expenditures - General Fund (3-year trend)

## Fund Balance - General Fund (3-year trend)

### Additional Highlights -

ASBO Award for June 30, 2022, ACFR – KPS was 1 in 17 districts in the state of Michigan to receive the awards.

18.5% fund balance as a percentage of expenditures in-line with MSBO recommendation of 15-20%

1. Better credit ratings for favorable rates on debt.
2. No need for short-term cash borrowing.
3. Reserves on hand for macroeconomic uncertainties: inflation, rising cost of energy/construction and unknown events.

Question - Trustee Hill gave Mrs. Laura Kayser a huge shout out for being so spot on with our financials and how great they did with budgeting.

Trustee Murphy asked who MSBO was and why they recommend so much money in the bank account. She also asked why we need a credit rating when we work at a school.

Trustee Alcalá wanted to acknowledge that the fund that we have is not common. We can't count on the fund always being the same when it isn't consistent.

Trustee Sholler-Barber gave a shout out to the many awards received and how hard it is to get those awards.

**MOTION:** Trustee Alcalá, supported by Trustee Hill, moves to accept the financial report.

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

Public comments/audience participation. No actions taken.

### **XII. Other Business:**

Appoint delegates and alternates for the MASB ALC.

### **XIII. Comments by Trustees/Superintendent**

Trustee Murphy went to a Kalamazoo Promise meeting for seniors at Loy Norrix. If you missed the meeting it is available on YouTube. She reminded everyone about the musicals that the High Schools are putting on. Kalamazoo Central is doing "Percy Jackson and the Lightning Thief" and Loy Norrix is doing "Oklahoma" in December

Trustee Sholler-Barber asked for people to support our athletic teams. She gave a shout out to Dr. Justice for the presentation she presented on behalf of Wonders. She said she forgot to hand out KPS contact guides, so she is going to get them out. She asked several people to watch out for children during Halloween.

Trustee Hill attended First Day Shoe Fund and stated it went great and it was very neat seeing all the kids get excited over their new shoes.



Trustee Alcala thanked El Sol's principal for speaking English and Spanish while presenting each student today and thanked Mrs. Coney for posting flyers in English and Spanish on Facebook. She reminded everyone that on Tuesday nights you can get help with filling out your FASFA. She gave a huge shout out to K Central soccer team.

Trustee Johnson wanted to suggest that people keep their lights on in the evening so that the children leaving school a little late can still see and can be safe. She also asked the community to make sure the kids are safe during the Halloween weekend.

President Harrison wanted the community to know that the Board is preparing binders regarding protocols, calendars, meeting schedules, and other essential board information.

Dr. Slade thanked everyone who helped with the Walk and Talk event. He mentioned that if any coaches are paying for things out of their own pocket, that is unacceptable, because the district has enough money to be able to pay for these expenses. He thanked the coaches and thanked the students that are advocating for what they think is right. Also thanked the school board for being with us especially since it's a volunteer job.

**XIV. Closed Session (if needed):**

**XV. Next Board of Education Meeting**

President Harrison announced the next Board of Education meeting date: Regular Board of Education Meeting, Thursday, November 16th, 2023, at 7:00 p.m.

President Harrison adjourned the meeting at 8:15 p.m.

Respectfully submitted,

Shelby Kroeze, Recording Secretary,  
on behalf of Karla Murphy,  
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOL  
Office of the Superintendent

TO: Board of Trustees  
FROM: Dr. Darrin Slade, Superintendent  
DATE: 11/16/2023  
SUBJECT: Personnel Changes

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

- I. Employment
  - A. Professional/Management  
Brianna L. Wiacek, PEEP Teacher, Indian Prairie Elementary, 11/13/2023
  - B. Classified  
Fatima Elmansouri, PEEP Paraprofessional, Arcadia Elementary School, 10/16/2023  
Cassidy B. Ferguson, ASD Paraprofessional, Edison Academy, 10/16/2023  
Jennifer K. French, Special Education Paraprofessional, Dr. Martin Luther King, Jr. in Westwood Elementary School, 10/30/2023  
Jessica L. Jones, Special Education Paraprofessional, Lincoln International Studies School, 10/30/2023  
Dawn C. Thomas, Center Manager, Loy Norrix Daycare Center, 11/28/2023
- II. Promotions/Key Transfers
  - A. Professional/Management
  - B. Classified
- III. Leaves of Absence
  - A. Professional/Management
  - B. Classified
- IV. Terminations
  - A. Professional/Management  
Hayley J. Fuhriman, Math Teacher, Loy Norrix High School, Resignation, 11/21/2023  
Corey R. Kendal, Math Teacher, Milwood Magnet School: A Center for Math, Science, and Technology, Resignation, 11/9/2023  
Kelley D. Kocher, Grade 4 Teacher, Washington Writers' Academy, Resignation, 10/27/2023  
Eric M. Kudla, Social Studies Teacher, Kalamazoo Central High School, Resignation, 11/21/2023  
Jennifer M. Macfarlane, Nurse, Special Education, Resignation, 10/13/2023  
Misty R. Maina, Teacher, Hillside Middle School, Resignation, 11/3/2023

- B. Classified
  - Jennifer A. Huff, Grant & Compliance Specialist, Business and Finance Office, Resignation, 12/01/2023
  - Kari A. Shepherd, Center Manager, Loy Norrix Daycare Center, Resignation, 11/10/2023

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

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

- VI. Lay-offs
  - A. Professional/Management
  - B. Classified

## CONFERENCE / TRAVEL REQUEST FORM

(Requests must be made 14 days prior to early registration deadline)

Board Policy 1.3 and The Revised School Code (MCL Act 451 §380.1254) permits the school district to pay actual, reasonable, and necessary expenses incurred by a board member in performing functions as authorized by the Board of Trustees. Registration and travel arrangements can only be completed after board approval.

Karla Murphy

10/27/23

Name

Request Date

NSBA Equity Symposium and Advocacy Institute

Jan 27-30, 2024

Name of Event / Location

Date of Conference/Class

### CONFERENCE INFORMATION

Is this an MASB conference? ☐ Yes ☒ No If no, please indicate: NSBA

Is this request in time to receive early registration discount on conference? ☐ Yes ☒ No

Attending: ☒ In person ☐ Virtual ☐ Other; please explain: \_\_\_\_\_

List courses/sessions you plan to attend. \*NOTE: Registration **cannot** be finalized unless this section is completed.\*

Sat Jan 27 2024: NSBA Equity Symposium 8a-5p includes breakfast, lunch, and beverages

Sun Jan 28 - Tue Jan 30 2024: NSBA Advocacy Institute, includes breakfast, lunch, and beverages

### LODGING INFORMATION

Lodging required? ☒ Yes ☐ No Check-in and check-out dates? Jan 26-Jan30

Conference hotel name Courtyard by Marriott Washington

Is this request in time to receive the discounted room rate? ☐ Yes ☒ No

### OTHER

Dietary requirements? \_\_\_\_\_

Any additional information? We are a NATCON district in a member state for cost purposes. Will also need flight

Hotel - Courtyard Washington Downtown/Convention Center OR Residence Inn Washington Downtown/Conventic

For office use only: Date received \_\_\_\_\_

Approval date? \_\_\_\_\_

☐ Registration \_\_\_\_\_

☐ Hotel \_\_\_\_\_

☐ Confirmation(s) sent \_\_\_\_\_

☐ Per Diem (?) \_\_\_\_\_

☐ Other \_\_\_\_\_

**Board Expectations Subsequent to Attendance at Conference/Classes**

1. Thorough report during the board comment section at the next Board of Education meeting.
2. If handouts are provided at the conference, please pass out to trustees at this time.
3. Presentation should include:
  - a. Conference name and date
  - b. How applicable to KPS Board of Education
    - ☒ Governance
    - ☐ Approving district budget
    - ☐ Hiring and evaluating superintendent
  - c. Summary of conference

It is the attending trustee's responsibility to remind the board president/secretary of intent to present.

Mileage reimbursement should be requested in writing after returning from the conference/travel.

