

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
1220 Howard Street
Kalamazoo, MI 49008
Telephone (269) 337-0123 | TDD (269) 337-0152
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September 24, 2024

**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, 2024, 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

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.

**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 Meeting
1220 Howard Street, Kalamazoo, MI 49008
September 26, 2024 – 7:00 p.m.
A G E N D A

- 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 5, 2024 Regular Meeting Minutes, September 13, 2024 Special Meeting Minutes, and September 14, 2024 Special Meeting Minutes.
 - B. Personnel Items**
Personnel Changes
- IX. Reports and Recommendations**
 - A. Superintendent's Report**
 - B. Approval of the 2024-2025 contractual agreement with the Kalamazoo Support Professionals bargaining unit**
 - C. Approval of the 2024-2025 contractual agreement with Kalamazoo Education Association bargaining unit**
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - A. Travel Request for TiAnna Harrison**
 - B. Travel Request for Jennie Hill**
 - C. Travel Request for Yvonne Payton**
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Regular Board of Education Meeting: Thursday, October 10, 2024 – 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
September 5, 2024 – Regular Meeting Minutes

I. Call to Order

President Harrison called the meeting to order at 7:00 p.m.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Acceptance of Agenda

President Harrison asked the community to take a moment of silence for those involved with the tragedy in Georgia. After the moment of silence, President Harrison called for a motion to accept the agenda.

MOTION: Trustee Sholler-Barber, supported by Vice President McGlinn, moved to accept the agenda.

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

IV. Attendance

Board members present: TiAnna Harrison, Carol McGlinn, Jennie Hill, Karla Murphy, Yvonne Payton, Takisha Johnson, and Patti Sholler-Barber. Superintendent Dr. Darrin Slade was also present.

V. Board Recognitions

None.

VI. Committee Reports/School Reports:

President Harrison announced there will be new committee assignments after the retreat.

VII. Correspondence

Secretary Hill reported the correspondence for the period of August 14 - September 5, 2024.

- Email received August 14 from Shona Espinoza regarding a union event. Secretary Hill replied on August 23.
- Email received August 20 from Kate Loftus regarding an Algebra 1 test-out concern. Secretary Hill replied on August 23.
- Email received August 26 from Riel Manriquez regarding adjusting secondary school start times. Secretary Hill replied on August 26.
- Email received August 28 from Sharon Craun regarding a communication concern with her daughter's school. Secretary Hill replied on August 30.

VIII. Consent Calendar

President Harrison presented the Consent Calendar items: VIII.A.1 August 22, 2024 Regular Meeting Minutes and VIII.B. Personnel Changes.

MOTION: Trustee Johnson, supported by Trustee Sholler-Barber and Vice President McGlinn, moved to accept the Consent Calendar.

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

IX. Reports and Recommendations

A. Superintendent's Update

Dr. Slade presented several opening reminders for parents. He went over open houses, student handbooks, encouraged parents to check the PowerSchool Parent Portal, and announced Academic and Behavior Expectations Parent Meetings that will be happening later in September.

He announced Kalamazoo Public Schools student achievement outcomes will be announced at the next board meeting on September 26, 2024.

Dr. Slade thanked the community and Chief Don Webster for a great job last school year with all sporting event expectations.

Dr. Slade reminded parents they cannot enter school buses or school buildings with threatening behavior.

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

Public comments/audience participation. No actions taken.

XI. Other Business

None

XII. Comments by Trustees/Superintendent

Carol McGlinn

- Welcomed all students back to school.
- Acknowledged this is a time of transition for all students. She gave advice to parents to pay attention to bed times, read books or have students read to them, talk about changes happening in school, get excited and be a cheerleader about school, monitor school work. She recommended using the tools the schools have and keeping open communication with the school.
- Gave her condolences to those impacted by the tragedy in Georgia. Showed support for increased school safety plans and procedures.

Takisha Johnson

- Thanked the community and those who were able to attend the Back to School events.
- Reminded community about the Gun Violence Resource and Resilience Rally at Urban Alliance located at 1009 Stockbridge tomorrow at 2 p.m.
- Announced Community In Schools representative, Atrella Cohn and Read and Write Kalamazoo representative, Dr. Kandace Lavender will be attending the 34th Annual National Dropout Conference. They are presenting a talk titled "Better Together, Developing a Multi-Generational Model of Literacy Support Through Collective Impact".

Yvonne Payton

- Shoutout to Northglade for receiving their Montessori accreditation for another seven years.

- Recognized the NAACP. Attended a meeting on Tuesday where she is on the Education Committee.

Patti Sholler-Barber

- Congratulated KAMSC on their successful open house.
- Shoutout to Linden Grove and Hillside for their open houses.
- Urged the community to support and encourage the celebration of school.
- Shoutout to Susan Coney for the new calendar.
- Shoutout to all employees who started back in the fall, especially the bus drivers. She appreciated they were at the ice cream socials.
- Spoke about Early/Middle College and encouraged students to get involved.
- Shoutout about the labor event in Bronson Park this Saturday.
- Congratulated Northglade for their accreditation and hard work.
- Remembered Millie Lambert, Former KEA President who recently passed away.
- Acknowledged many students in the district come to school for the ability to be involved in athletics.
- Announced sports updates.
 - Attended Loy Norrix Soccer game.
 - Record numbers at all levels of Kalamazoo Central Football
 - Varsity soccer is 6-0.
 - Loy Norrix women's swim and dive scored 41st win in a row.
 - Loy Norrix men's varsity soccer is 5-1.
 - Varsity and JV football had big wins to start the season.
 - Shoutout to all parents who support athletic activities.

Jennie Hill

- Was honored to be a guest greeter on the first day of school.
- Communities In Schools after school program starts on September 9.
- First Day Shoe Fund is still in open enrollment. As of now, they have delivered over 10,000 pairs of shoes around the county.

Karla Murphy

- Reminded the community we do have updated handbooks in the district. Encouraged families to become familiar with them.
- Looking forward to seeing the student achievement numbers .
- Welcomed all candidates running for school board.
- Encouraged families to reach out to the board with any concerns or help they need.
- Excited for the community rally and went over how important it is to be aware of gun safety.
- Endorsed Early Middle College. Reminded families sign up is required by the end of ninth grade.
- Offer congratulations to Kate Grimm who won her event in the Paralympics.

TiAnna Harrison

- Reminded district we do follow the chain of command and referred people to the website to view the chain of command.

- Announced on September 10, the Superintendent Rater Evaluation training will be held virtually.
- Announced on September 18, there is a Behind the Scenes event at the Capitol.
- Announced on September 24, at KRESA there is a Region 6 Legislative Priority Meeting.
- Announced that October 24-27 is the Annual Leadership Conference in Lansing.
- Gave updates to laws in the school year. Changes to the read by grade 3 law will be implemented. There will be support for students struggling to read, and standards for literacy coaches.
- Shoutout to Smile Savers, who are dedicated to students' dental health.
- This school year is election year. There are two seats up on the State Board of Education.
- Welcomed all students back to school.

Dr. Slade

- Very impressed with the number of Back to School events that took place around the community.
- Commended Loy Norrix girl's volleyball team. Attended match against Hackett yesterday.
- Went over basic expectations at community meetings. Thanked the school board, staff, and administration for community feedback.
- Acknowledged any parent who goes through the problem-solving chain of command, he will meet with them in-person.

XIII. Closed Session
Not needed.

XIV. Next Board of Education Meeting

The next Regular Board of Education meeting is Thursday, September 26, 2024, at 7:00 p.m.

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

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

President Harrison adjourned the meeting at 7:48 p.m.

Respectfully submitted,

Nicole DeGraaf, Recording Secretary,
on behalf of Jennie Hill,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
September 13, 2024 – Board Advance Minutes

President TiAnna Harrison called the special meeting to order at 6:20 p.m on September 13, 2024 at the Honor Credit Union, 4400 Stadium Drive, Kalamazoo, MI 49008. The purpose of this meeting was to participate in an ice breaker and kick off day one of the Board Advance.

Board members present: TiAnna Harrison, Jennie Hill, Karla Murphy, Takisha Johnson, Yvonne Payton, and Patti Sholler-Barber. Board members absent: Carol McGlinn. Superintendent Dr. Darrin Slade was also present.

President TiAnna Harrison adjourned the meeting at 7:50 p.m.

Respectfully submitted,

Nicole DeGraaf, Recording Secretary
On behalf of Jennie Hill,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
September 14, 2024 – Board Advance Minutes

President TiAnna Harrison called the special meeting to order at 9:30 a.m on September 14, 2024 at the Pretty Lake Camp, 9123 W Q Avenue, Mattawan, MI 49071. The purpose of this meeting was to go over student data, academic results, reading programs, discipline and supports offered. There was also a discussion on student count, bond updates, school finance updates, board focus, code of conduct, and small group committees.

Board members present: TiAnna Harrison, Jennie Hill, Karla Murphy, Takisha Johnson, Yvonne Payton, and Patti Sholler-Barber. Board members absent: Carol McGlinn. Superintendent Dr. Darrin Slade, Dr. Angela Justice, Lisa Dewey, Karen Jackson, and Laura Kayser were also present.

President TiAnna Harrison adjourned the meeting at 1:30 p.m.

Respectfully submitted,

Nicole DeGraaf, Recording Secretary
On behalf of Jennie Hill,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent
(Revised 9/24/2024)

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: September 26, 2024

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Maggie L. de Bautista**, Spanish Teacher, Linden Grove Middle School, 09/03/2024
 - Jeremy D. Cronk**, Science Teacher, Kalamazoo Central High School, 09/16/2024
 - Jamie Hsieh-Lesman**, ESL Teacher, Kalamazoo Central High School, 09/16/2024
 - Bailey A. Towns**, Speech Language Pathologist, Itinerant, 09/09/2024
 - Alexis R. Victoria**, Spanish Teacher, Loy Norrix High School, 09/03/2024
 - B. Classified
 - Celeste P. Borders**, Multilingual Paraprofessional, Spring Valley Center for Exploration, 09/23/2024
 - Allan M. Macaulay**, Special Education Paraprofessional, Indian Prairie Elementary School, 08/23/2024
 - Deborah A. Meinema**, Special Education Paraprofessional, Dr. Martin Luther King Jr. in Westwood Elementary School, 08/23/2024
 - Theresa C. Ray**, Multilingual Paraprofessional, El Sol Elementary School, 08/23/2024
 - China D. Robinson**, Assistant School Secretary, Kalamazoo Central High School, 09/23/2024
 - Christina R. Steensma**, Restorative Justice Interventionist, Loy Norrix High School, 10/01/2024
 - Patricia A. VanNiman**, Assistant School Secretary, Kalamazoo Central High School, 08/19/2024
 - Keith R. Whitt**, Multilingual Paraprofessional, Maple Street Magnet School for the Arts, 09/09/2024
 - Aaryn Wilson**, Falcon Recovery Center Monitor, Maple Street Magnet School for the Arts, 10/07/2024
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
 - Alexandra L. Miller**, transfer from Coordinator of Educational Technology to Executive Assistant of Information Systems and Technology, 08/31/2024
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified

- IV. Terminations
 - A. Professional/Management
 - Amanda M. Miller**, Elementary Teacher, Prairie Ridge Elementary School, Retire, 09/06/2024
 - Brock A. Reynolds**, Behavior Specialist, Milwood Elementary School, Resignation, 09/19/2024
 - B. Classified
- V. Termination from Leave of Absence
 - A. Professional/Management
 - B. Classified
- VI. Return from Leave of Absence
 - A. Professional/Management
 - B. Classified
- VII. Lay-offs
 - A. Professional/Management
 - B. Classified

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: September 26, 2024

SUBJECT: Approval of the 2024-2025 contractual agreement with the Kalamazoo Support Professionals bargaining unit.

RECOMMENDATION: It is recommended that the Board of Trustees approve a 2024-2025 contractual agreement with the Kalamazoo Support Professionals bargaining unit.

RATIONALE: This bargaining unit includes bus drivers, campus safety officers, office professionals, paraprofessionals and Montessori teaching assistants. These employee groups provide services that are critical to meeting the needs of district students. They deliver essential functions such as transporting students to and from school, ensuring a safe environment, operating efficient and effective offices, and assisting with providing high quality educational experiences.

This agreement has been ratified by the bargaining unit. It is within the financial parameters approved by the Board in the 2024-2025 preliminary budget.

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: September 26, 2024

SUBJECT: Approval of the 2024-2025 contractual agreement with Kalamazoo Education Association bargaining unit.

RECOMMENDATION: It is recommended that the Board of Trustees approve a 2024-2025 contractual agreement with the Kalamazoo Education Association bargaining unit.

RATIONALE: This bargaining unit includes teachers, ancillary staff, and behavior specialists. They provide high quality instruction and educational experiences to the students of Kalamazoo Public Schools.

This agreement has been ratified by the bargaining unit. It is within the financial parameters approved by the Board in the 2024-2025 preliminary budget.

KALAMAZOO PUBLIC SCHOOLS

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.

TiAnna Harrison

Name

09/20/2024

Request Date

NSBA Equity & Advocacy Institute

Name of Event

02/02/25 - 02/04/25

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.**
NSBA Equity & Advocacy Institute

LODGING INFORMATION

Lodging required? ☒ Yes ☐ No Check-in and check-out dates? 02/01/25 - 02/05/25

Conference hotel name Marriott Marquis Washington DC

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

OTHER

Dietary requirements? _____

Any additional information? _____

For office use only.

Date received _____

Approval date? _____

☐ Registration _____

☐ Hotel _____

☐ Confirmation(s) sent _____

☐ Per Diem (?) _____

☐ Other _____

KALAMAZOO PUBLIC SCHOOLS

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.

Jennie Hill

Name

09/20/2024

Request Date

MASB Superintendent Evaluation and Rater Reliability Training

Name of Event

11/06/2024

Date of Conference/Class

CONFERENCE INFORMATION

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

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.**

MASB Superintendent Evaluation and Rater Reliability Training Webinar

LODGING INFORMATION

Lodging required? ☐ Yes ☒ No Check-in and check-out dates? _____

Conference hotel name _____

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

OTHER

Dietary requirements? _____

Any additional information? _____

For office use only. Date received _____ Approval date? _____

☐ Registration _____ ☐ Hotel _____ ☐ Confirmation(s) sent _____

☐ Per Diem (?) _____ ☐ Other _____

KALAMAZOO PUBLIC SCHOOLS

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.

Yvonne Payton

Name

09/20/2024

Request Date

MASB Superintendent Evaluation and Rater Reliability Training

Name of Event

10/01/2024

Date of Conference/Class

CONFERENCE INFORMATION

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

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.**

MASB Superintendent Evaluation and Rater Reliability Training Webinar

LODGING INFORMATION

Lodging required? ☐ Yes ☒ No Check-in and check-out dates? _____

Conference hotel name _____

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

OTHER

Dietary requirements? _____

Any additional information? _____

For office use only. Date received _____ Approval date? _____

☐ Registration _____ ☐ Hotel _____ ☐ Confirmation(s) sent _____

☐ Per Diem (?) _____ ☐ Other _____