

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

November 19, 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, November 21, 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://publicmedianet.org/pmn-five/>.

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
November 21, 2024 – 7:00 p.m.
A G E N D A
(revised 11/20/2024)

- 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**
November 7, 2024 Regular Meeting Minutes.
 - B. Business and Financial Reports**
Purchase Request 2025-15
 - C. Personnel Items**
Personnel Changes
- IX. Reports and Recommendations**
 - A. Superintendent's Report**
 - B. First Reading, Policy 1.1 Board Leadership Through Policy and Policy 1.2 Public Participation During a Meeting of the Board of Trustees**
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - A. Travel Request for Karla Murphy**
 - B. Travel Request for Karla Murphy**
 - C. Travel Request for Karla Murphy**
 - D. Travel Request for TiAnna Harrison**
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Regular Board of Education Meeting: Thursday, December 12, 2024 – 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
November 7, 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 called for a motion to accept the agenda.

MOTION: Trustee Sholler-Barber, supported by Secretary Hill, 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

Meaghan Timmons, Principal of Arcadia Elementary, recognized students TeDarrius Daniels, Paradise Cisuaka, Juman Zuhour, Mohamad Aldrobi, Jai'vierre Hightower, Madisynn Maline, and Adam Campbell.

Dionna Roberts, Principal of Lincoln International Studies School, recognized students Jahseh Hall, Macaire Dunning, Sara Mauwa, Chance White, Kaniya Walker, and Marilyn Salazar-Asbeury.

Tom Hohm, President of Bike Friendly Kalamazoo, recognized Kalamazoo Public Schools and Woodward teacher, Katie Kelly, with a Civic Leadership Award.

Maggie Hesketh, Executive Director of First Day Shoe Fund, was recognized by Kalamazoo Public Schools. Founder Valerie Denghel was present along with several staff and board members.

VI. Committee Reports/School Reports:

Trustee Johnson provided updates from the Community Engagement Committee. The committee plans to host two community events. The December meeting topic will include an introduction to PowerSchool and other KPS digital media platforms, and the January meeting topic will be artificial intelligence (AI).

Treasurer Murphy provided an update from the Governance Committee. The committee plans to review all board policies section-by-section and finalize Policies 1.1 and 1.2 by the next board meeting. They also discussed the bylaws, potentially adopting a policy for fund balance, and reviewed the board operating procedures.

Vice President McGlinn provided updates from the Operations/Financial Affairs Committee. She announced the committee has met twice so far. During the first meeting, there was an in-depth discussion regarding the district audit. The second meeting focused on bond projects and timelines.

President Harrison provided an update from the Superintendent Evaluation Committee. A new evaluation tool will be used. All trustees will receive training and a timeline to participate in the evaluation process. The evaluation committee will soon make a recommendation about the superintendent.

Trustee Sholler-Barber reported on the Communities in Schools (CIS) committee. At the most recent meeting, they reviewed their audit report. They also discussed recent initiatives, including the business leaders breakfast, Walking with a Purpose, and CHAMPS. The Ugly Sweater Party will be held the first week in December.

VII. Correspondence

Secretary Hill reported the correspondence for the period October 11 - November 7, 2024.

- Email received November 5 from Hollie Sutton regarding an invitation to Washington Writers' Academy Giving Thanks for Literacy dinner. Secretary Hill replied on November 6.

VIII. Consent Calendar

President Harrison presented the Consent Calendar items: VIII.A.1 October 10, 2024, Regular Meeting Minutes, VIII.B. Purchase Recommendations 2025-11, 2025-12, 2025-13, 2025-14, and VIII.C. Personnel Changes.

MOTION: Vice President McGlinn, supported by Treasurer Murphy, moved to accept the Consent Calendar.

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

Discussion from the board:

Takisha Johnson

- Asked a question regarding 2025-12 seeking clarification if the contract was a three-year contract because one bid award appeared to be a two-year contract. Director of Facilities Karen Jackson confirmed it was a three-year contract with bids awarded by different regions of the district. One bid award was for two regions, not two years.

Jennie Hill

- Asked for payment clarification regarding the snow plows. Karen Jackson confirmed the district does not have to pay if there is no snow to plow.

Patti Sholler-Barber

- Shoutout to Karen Jackson.
- Very happy the district kitchen is being built. Thanked all involved for finding the perfect location.

Yvonne Payton

- Asked Karen Jackson how the district determines if any of the companies being used are minority-owned. She replied that a question is asked on the bid form, and companies can choose to check the box that lists them as being minority-owned.

Carol McGlinn

- Acknowledged how much money things like snow removal, the brand new kitchen, building updates, and other repairs cost and how important they are. Thanked the community for supporting all of the bonds.

TiAnna Harrison

- Thanked Karen Jackson for her hard work.
- Very excited to see the new kitchen space.

IX. Reports and Recommendations

A. Superintendent's Update

Dr. Slade congratulated the three board members who were re-elected and thanked the community for participating in the election process.

The coordinator of Postsecondary Pathways, Instruction, and Student Services, Dr. Tracy Miller, presented on the district's dual enrollment partnership with Western Michigan University. Dr. Miller reviewed the benefits of participating in dual enrollment in high school, including minimal cost to students and families and early degree completion.

Wessam Abdelaziz, coordinator of Multilingual Learners Services and World Languages, also presented the district's dual enrollment partnership with Western Michigan University for Spanish. Through this program, students will gain a college-level Spanish experience while in high school, removing financial and logistical barriers to earning college credits.

Comments from the board:

Takisha Johnson

- Loved that the first pathway presented was for Spanish. Very proud that career and community readiness is a focus.
- Appreciates the increase in SEL skills.

Yvonne Payton

- Commended Dr. Miller and Mr. Abdelaziz for their excellent work.
- Asked how many students are enrolled in the program at Western. Mr. Abdelaziz answered that the program is starting in the spring and there are currently 13 students enrolled.
- Trustee Payton asked how many students are currently enrolled in any program for career pathways. Dr. Miller said all grade levels are currently involved in some portion of the program.

Karla Murphy

- Asked if ten courses under dual enrollment is the limit for students. Dr. Miller clarified that if students are enrolled in the Early/Middle College program or another partnership with a university, the limit can be increased to more than ten classes.

Jennie Hill

- Thanked both Dr. Miller and Mr. Abdelaziz for their efforts and hard work in offering this new program.

Patti Sholler-Barber

- Very passionate about Early/Middle College and loves how enthusiastic the leaders are in this program.
- Acknowledged how important the ESL portion of the program is.

Carol McGlinn

- Questioned how Spanish is included at the high school and if AP Spanish will still be offered at the high school. Mr. Abdelaziz responded that the classes at WMU will most likely happen after AP classes and all other courses are completed in high school.

TiAnna Harrison

- Loves how this program allows students to alleviate student loan debt and allows them to go into a career program more easily.
- Appreciates how this program allows new ways for students to experience and attend college.

B. June 30, 2024 Annual Comprehensive Financial Report

John Bierlein, Senior Manager with Maner Costerisan Accounting Firm, presented the data from the June 30, 2024, audit done for the district. Financial statements received an unmodified opinion. The audit did not find any concerns needing to be brought to the board for further discussion. Mr. Bierlein also announced that Kalamazoo Public Schools received an award from the Association of Business Officials for its budget practices, which is given only to 17 school districts in the state.

Comments from the board:

Jennie Hill

- Thanked the auditors for their hard work and the partnership with the Business Office.

Patti Sholler-Barber

- Loved the presentation that was put together and how easy it was to comprehend.
- Wanted to highlight that such a large amount of the district funding comes from the State.

Carol McGlinn

- Appreciated the in-depth report at the Operations Committee.
- Emphasized how proud the board is of the district and their fiscal responsibility.

Takisha Johnson

- Very proud of Laura Kayser and acknowledged how much hard work managing the budget is for the entire district.

Karla Murphy

- Showed appreciation for the auditors and Laura Kayser.
- Loves how easy the format presented in the report is to understand.

TiAnna Harrison

- Asked for confirmation that there are over 900 districts in the state and that the award is given only to 17 districts.
- Very appreciative of Laura Kayser to keep the district in the top 1% of the state for budget management and fiscal responsibility.

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

Public comments/audience participation. No actions taken.

XI. Other Business

- A. Travel Request for TiAnna Harrison
- B. Travel Request for TiAnna Harrison
- C. Travel Request for Karla Murphy
- D. Travel Request for Patti Sholler-Barber

XII. Comments by Trustees/Superintendent

Carol McGlinn

- Shoutout to First Day Shoe Fund for their amazing work.
- Very grateful for the balance bikes in the schools.
- Congratulated the board members who were re-elected.
- Thanked everyone who ran for school board.
- Attended the ISAAC banquet, Northside Ministerial Alliance Prayer breakfast, and the NAACP banquet.

Patti Sholler-Barber

- Thanked the community for supporting the bond.
- Very appreciative of the financial reports and the outcome.
- Shoutout to First Day Shoe Fund.
- Thanked the community for allowing the board the funds to be able to attend national conventions.
- Congratulated the board members who were re-elected
- Sports shoutouts:
 - Both varsity football teams had wonderful football seasons.
 - Kalamazoo Central made it to the playoffs.

Jennie Hill

- Shoutout to the three newly re-elected board members.
- Was able to attend the Loy Norrix vs. Kalamazoo Central football game.
- Very impressed with the marching band.

Karla Murphy

- Congratulations to the re-elected trustees.
- Thanked everyone who ran for school board.
- Attended the NAACP Banquet.
- Thanked Lincoln Principal Deonna Roberts for the building invitation.
- Attended the CUBE Conference for NSBA and the Annual Leadership Conference for MASB.

Yvonne Payton

- Thanked everyone who voted in the school board election.
- Thanked Dr. Miller and Mr. Abdelaziz for their work with dual enrollment.
- Wants to make sure the district highlights this month is Native American Heritage Month.

Takisha Johnson

- Thanked the community for voting and their community support for her in the election.
- Acknowledged the importance of dual enrollment. Very excited to see this program promoted in the schools.

TiAnna Harrison

- Encouraged the board to have all board members certified in CBA courses 1-9 as well as specialty certifications including advocacy.
- Attended the Annual Leadership conference, where the district presented the gains made with attendance. Also attended NSBA's CUBE conference.

- Gave gratitude to the community for allowing board members to attend conferences and to learn and grow.
- Congratulated the recently elected board members.
- Shoutout to Dr. Miller and her dedication to learning.
- Thanked Laura Kayser for her dedication to the district.

XIII. Closed Session
Not needed.

XIV. Next Board of Education Meeting

The next Regular Board of Education meeting is Thursday, November 21, 2024, at 7:00 p.m.

MOTION: Trustee Johnson, supported by Secretary Hill, 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 8:36 p.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOLS
PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: November 21, 2024
Request Number: 2025-15
Amount: \$171,007.37

Item: Weapon Detection Systems

Cost Center: Sec 31aa Security & Safety/Mental Health Grant

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

Description of Need:

This purchase recommendation is for eleven (11) OpenGate weapon detection systems. These units will be installed at seven secondary buildings throughout the district to be used for special events and extra curricular activities. Those buildings are: Hillside Middle, Linden Grove Middle, Maple Street Magnet, Milwood Magnet, Kalamazoo Central High School, Loy Norrix High School and the Community Education Center.

Vendor: CEIA USA
Hudson, OH

Number of Proposals Requested: 4 **Received:** 4

Low Bid Accepted? Yes

Additional Information:

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: November 21, 2024

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - Joan R. Lohner**, Literacy Coach/Interventionist, Itinerant, 11/11/2024
 - B. Classified
 - Sabagul Akobirova**, Multilingual Paraprofessional, Lincoln International Studies School, 11/11/2024
 - Britny J. Blackmun**, Self-Contained Special Education Paraprofessional, Edison Academy, 11/25/2024
 - Connie L. Graham**, Library Assistant (.3), Arcadia Elementary School, 11/19/2024
- II. Promotions/Key Transfers
 - A. Professional/Management
 - B. Classified
- III. Leaves of Absence
 - A. Professional/Management
 - B. Classified
- IV. Terminations
 - A. Professional/Management
 - Jeremy D. Cronk**, Science Teacher, Kalamazoo Central High School, Resignation, 11/15/2024
 - Amber M. Lester**, Kindergarten Teacher, Lincoln International Studies School, Resignation, 11/26/2024
 - B. Classified
 - Graciela A. Arevalo**, Lead Secretary, El Sol Elementary School, Resignation, 12/20/2024
 - Suzann M. Middleton**, Assistant School Secretary, Winchell Elementary School, Retirement, 12/31/2024
- V. Termination from Leave of Absence
 - A. Professional/Management
 - B. Classified
 - Selena R. Montalvo**, Attendance Interventionist, Loy Norrix High School, Resignation, 11/10/2024
- VI. Return from Leave of Absence
 - A. Professional/Management
 - B. Classified
- VII. Lay-offs
 - A. Professional/Management
 - B. Classified

**POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS**

1.1 Board Leadership Through Policy

Policy

The District will be governed by the Board of Education through Board policies and state laws.

Specifics

1. The Board of Trustees will have a standing policy committee that will work closely with the Superintendent or designee to establish and review policies on a regular basis.
2. The Superintendent or designee will design correlating procedures as relevant, within a reasonable time frame, to be received by the Board and updated on a regular basis, with appropriate input.

MCL 380.11a

Adopted: February 13, 2003

Revised: November 12, 2009

Revised: June 25, 2013

This policy supersedes all other policies on this issue.

POLICY
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KALAMAZOO PUBLIC SCHOOLS

1.2 Public Participation During a Meeting of the Board of Trustees

Policy

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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.
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Adopted: February 13, 2003

Revised: December 17, 2009

Revised: June 25, 2013

Adopted: December 19, 2019

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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.

Karla Murphy

Name

11/18/2024

Request Date

MASB Board Operating Procedures Course

Name of Event

11/19/2024

Date of Conference/Class

CONFERENCE INFORMATION

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

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 Board Operating Procedures Course

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)

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Karla Murphy

Name

11/18/2024

Request Date

MASB Board Labor Relations Workshop

Name of Event

02/21/2025

Date of Conference/Class

CONFERENCE INFORMATION

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

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 Board Labor Relations Workshop

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)

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Karla Murphy

Name

11/06/2024

Request Date

NSBA Annual Conference

Name of Event

4/4/25 - 4/6/25

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 Annual Conference

LODGING INFORMATION

Lodging required? ☒ Yes ☐ No Check-in and check-out dates? 4/3/25 - 4/6/25

Conference hotel name Hyatt Place Atlanta / Centennial Park

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.

TiAnna Harrison

Name

11/06/2024

Request Date

Legal Issues In Interscholastic Athletics

Name of Event

12/11/2024

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.**

CBA 330: Legal Issues In Interscholastic Athletics

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 _____