

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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April 8, 2025

**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, April 10, 2025, at 7:00 p.m. in the Boardroom 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

April 10, 2025 – 7:00 p.m.

A G E N D A

(Revised 4/10/25)

- 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**
March 20, 2025 Regular Meeting Minutes
 - B. Business and Financial Reports**
Purchase Request 2025-34
Approval of ORS Salary Schedules
 - C. Personnel Items**
Personnel Changes
- IX. Reports and Recommendations**
 - A. Superintendent's Report**
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
 - A. Travel request for TiAnna Harrison**
 - B. Travel request for Karla Murphy**
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Regular Board of Education Meeting: Wednesday, April 23, 2025 – 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
March 20, 2025 - Regular Meeting Minutes

I. Call to Order

Vice President Carol McGlinn called the meeting to order at 7:00 p.m.

II. Pledge of Allegiance

The Pledge of Allegiance was recited.

III. Acceptance of Agenda

Vice President McGlinn called for a motion to accept the agenda.

MOTION: Secretary Jennie Hill, supported by Trustee Takisha Johnson, moved to accept the agenda.

Disposition: Voice vote; all in favor. The motion was carried unanimously by trustees present.

IV. Attendance

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

V. Board Recognitions

Craig Lesuer, principal of Milwood Elementary, recognized students Junior Arthanas, Justice Robinson, Oakes Hunter, Damaris Clay, Analee Rodriguez Ramos, and Austin Tillman.

VI. Committee Reports/School Reports

None.

VII. Correspondence

Secretary Hill reported the correspondence for the period March 4 - March 18, 2025.

- Email received March 18 from Sydney Kott notifying the board that NowKalamazoo would be visiting the March 20 board meeting. Secretary Hill replied on March 19.
- Email received March 18 from Adam Schumaker regarding concerns with school of choice Secretary Hill replied on March 20.

VIII. Consent Calendar

Vice President McGlinn presented the Consent Calendar items: VIII.A.1 March 5, 2025, Regular Meeting Minutes, VIII.B. Purchase Recommendations 2025-32, 2025-33, and VIII.C. Personnel Changes.

Vice President McGlinn called for a roll call vote to approve the Consent Calendar items: VIII.A.1 March 5, 2025, Regular Meeting Minutes, VIII.B. Purchase Recommendations 2025-32, 2025-33, and VIII.C. Personnel Changes.

Disposition: Roll call vote: Johnson- yes, Murphy- yes, Payton-yes, Hill-yes, McGlinn-yes.

Discussion from the board:

Yvonne Payton

- Asked about the literacy independent reading program. Acknowledged the program is for grades 3-6. Asked if the district provides insight or help for parents so it becomes a learning experience. Director of Curriculum, Instruction and Professional Development, Dr. Angela Justice answered that at parent teacher conferences teachers advise parents how to help at home. The intent with the project is for students to read the book independently.

Jennie Hill

- Showed appreciation that some teachers started the program early and teachers sent postcards home to interact with students. Dr. Justice answered that they have done away with postcards due to not getting many back from students.
- Appreciated the upgrades to Loy Norrix especially the permanent band viewing area.
- Thanked all who voted for the bond.

Karla Murphy

- Mentioned her kids loved getting mail with the independent reading program and that it was a huge incentive in their house.
- Asked for clarification on the Loy Norrix parking lot. The newly purchased land is being used for sports activities. Chief Financial Officer, Laura Kayser answered yes, it is being used for sports activities and will be closer to the baseball fields.

Carol McGlinn

- Thanked everyone who supported the bond. Very excited to see the new upgrades to the district.

IX. Reports and Recommendations

A. Superintendent's Update

Dr. Slade thanked all students, teachers, community and the board for the amazing increase in the district graduation rates. He announced tonight's presentation will be going over the attendance improvements and a report about the truancy officer position.

Director of Student Services Lisa Dewey and Truancy Officer Jermaine Jackson presented on how the truancy officer has improved district attendance. Mr. Jackson handed out a postcard for incoming kindergarten students with information about forming good patterns at an early age.

Discussion from the board:

Jennie Hill

- Thanked the attendance team for connecting with families and students who need encouragement and for having a positive attitude to assist students getting to school.

Karla Murphy

- Appreciates that good attendance is one absence a month or less.
- Asked what is the quantitative number of extreme cases that they are currently working with. Lisa Dewey answered there are 215 referrals and there are 59 active cases.
- Asked for clarification that there are 59 active cases out of 12,000 students. Ms. Dewey answered there are attendance teams who work to determine the most extreme cases. Attendance plans are created before referring to the truancy officer.
- Asked what resources are available to families who struggle to get students to school. Ms. Dewey answered some barriers are transportation, family schedules, before or after school challenges, individual medical needs or mental health challenges, physical health scenarios, resources needed through McKinney-Vento programs, and helping families realize the importance of school. All students who are referred to Mr. Jackson are also referred to Prevention Works for additional resources if needed.
- Asked if students who are becoming chronically absent, can they reach out to Mr. Jackson for support. Ms. Dewey answered that they can reach out but it might not always be Mr. Jackson who will be working specifically with the student. Principals or other members from Student Services can also assist.
- Asked what the escalation of service looks like. After the teacher and principal, what happens next? Ms. Dewey answered that the attendance policy can be found on our website. Explained what happens at 3, 5, and 10 absences. At 15 unexcused absences, the attendance team will reconvene and refer to the truancy officer.
- Dr. Slade asked Mr. Jackson what was the number one reason why students were not coming to school was. Mr. Jackson answered that there is not one specific answer for all students but he wants to support each case individually and create a plan for each student.

Takisha Johnson

- Grateful for the two-step approach with Dr. Slade in the buildings and Mr. Jackson out in the field and is very thankful for the truancy officer position.

Yvonne Payton

- Asked how parents are being held accountable. Ms. Dewey answered that face-to-face conversations take place with continued follow up. They are working with the 9th Circuit Court for pre-referrals for truancy and educational neglect. For students in sixth grade and up chronic absenteeism is considered truancy, and for fifth grade and below it is considered educational neglect.

Carol McGlinn

- Acknowledged this is a time to focus on attendance and to be in the community.
- Very happy Mr. Jackson is willing to work together with the community and help get students to school.

B. Trimester to Semester Change

Dr. Slade made a recommendation that the district transition from trimesters to semesters beginning in the 2025-2026 school year.

Vice President McGlinn called for a motion to accept the recommendation.

MOTION: Secretary Hill, supported by Trustee Johnson, moved to accept the transition from trimesters to semesters.

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

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

Yvonne Payton

- Thanked Art Lead Teacher, Mandy Clearwaters for the invitation to attend the Young Artists of Kalamazoo County Exhibit. Was able to attend on Saturday.

Karla Murphy

- Congratulated students and teachers from Milwood Elementary who were recognized at tonight's meeting.
- Attended Family Engagement event at Washington Writers' Academy.
- Attended the Great Start Collaborative event.
- Thanked Dr. Justice for the books that were sent over the summer.
- Grateful for the facilities improvements happening at Loy Norrix.
- Thanked the truancy team for their hard work.
- Attending the 100 Year Celebration at Chenery Auditorium this weekend.

Jennie Hill

- Attended the Young Artists Exhibit on Saturday.
- Went to the Kalamazoo RESA School Board meeting. Announced the CTE open house is May 22.
- Announced Girls on the Run has begun. The big race is May 17.
- Shoutout to the parent teacher conference beginning soon.
- Provided music updates:
 - This past month, the middle school and high school bands and orchestras attended MSBOA Band & Orchestra Festival, and the choirs attended MSVMA

Choral Festival. Every KPS music ensemble that performed for a rating received either a Division "I" or a Division "II" rating.

- KPS hosted MSVMA Choral Festival at Chenery Auditorium for the first time this year, with 61 different area school choirs and over 1,800 students performing on stage over the course of two days.
- For the second year in a row, Dr. Mary Land and the Western Michigan University's School of Music hosted our KPS bands and orchestras for a Pre-Festival Clinic Concert in preparation for Festival. Students and directors were able to perform on stage in the Dalton Center Recital Hall and rehearse with multiple music professors following their performance. We thank the WMU School of Music and Dr. Mary Land for all of their support.

Takisha Johnson

- Young Kings and Queens masquerade ball is taking place at the Radisson on March 29.
- Urged the community to watch out for all children over spring break.
- CIS Champs celebration is taking place on April 30 at the Radisson.
- JABS is doing their annual youth event over spring break on April 2 at the Douglass Community Association.

Patti Sholler-Barber (read by Carol McGlinn)

- Congratulated El Sol student Josiah Loehrke for winning the Kalamazoo Regional Spelling Bee.
- Thanked all the bus drivers, crossing guards and playground helpers.
- Congratulated the Kalamazoo Symphony and other organizations who are helping us celebrate the fantastic 100 Year Anniversary of Chenery Auditorium this Saturday.
- Thanked Dr Slade for conducting a fabulous board advance on March 15. Shout out to Director of KAMSC, Heather Kortlandt, who gave a thorough update on KAMSC and planning for its future.
- Provided sports updates for Loy Norrix High School:
 - Junior Isaac Patrick finished 6th place at the Diving State Finals and earned All State Honors.
 - All spring sports are practicing for their first events next week or the week after Spring break.
- Provided sports updates for Kalamazoo Central High School:
 - Winter season came to a close with our varsity boys basketball team making it to the Regional Finals. Unfortunately they lost to East Lansing, which is the team that won the state championship.
 - Azaylin Lindsay-Allen, senior, made it to the state tournament in girls wrestling and put her name in the KC record book for being the first female to place at state, finishing 7th in her weight class.
 - Spring season is in full swing. We are happy to announce that KC now has boys volleyball.
 - In our nine spring sports, we currently have 335 athletes participating. Our largest sport by far is track where we have 107 boys and 69 girls participating.

Carol McGlinn

- Attended the Young Artists Exhibit at the Kalamazoo Institute of Arts.

- Attended the Science Fair at Winchell.
- Acknowledged the federal executive order that came out today is currently not backed up by law. Feels it is another way to look at public education. We need to be behind public education for students with disabilities or needing more support. We are working with our legislators to talk about the importance of public education and encouraged parents to contact legislators in the state.

Dr. Slade

- Thanked students, teachers, support staff, bus drivers, food service, principals, and senior leadership for a very successful second trimester.
- Urged parents to make sure their students are in good standing as they begin the third trimester and encouraged them to check grades on PowerSchool and to attend conferences.

XIII. Closed Session

Not needed.

XIV. Next Board of Education Meeting

The next Regular Board of Education meeting is Thursday, April 10, 2025, at 7:00 p.m.

MOTION: Trustee Johnson, supported by Treasurer Murphy, made a motion to adjourn the meeting.

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

Vice President McGlinn adjourned the meeting at 7:54 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: April 10, 2025
Request Number: 2025-34
Amount: \$284,823.00

Item: Loy Norrix High School Pool Surge Tank Replacement

Cost Center: 2022 Bond

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

Description of Need:

This purchase recommendation is for the replacement of the surge tank located in the tunnel for the Loy Norrix High School pool. The current surge tank is undersized and in poor condition.

Vendor: Baruzzini Contracting LLC
Brighton, MI

Number of Proposals Requested: 5 **Received:** 1

Low Bid Accepted? N/A

Additional Information:

Budget:	\$ 66,000.00
Bid Amount:	\$258,930.00
Contingency	<u>\$ 25,893.00</u>
Total	\$284,823.00
Over(Under) Budget:	\$218,823.00

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: April 10, 2025

SUBJECT: Approval of ORS Salary Schedules

RECOMMENDATION It is recommended that the Board approve the attached salary schedules for non-unionized district job classifications for the purpose of ensuring that compensation increases are included in final average compensation calculation by the Office of Retirement Services, pursuant to MCL 38.1303a(3)(f).

RATIONALE: Approval of these salary schedules will enable the inclusion of normal salary increases in the calculation of final average compensation at the time of an employee's retirement. Normal salary increases include steps and base pay increases previously approved by the board as a part of the district's preliminary budget. Historically these schedules have been the basis for determining compensation; however, approval of the salary schedule is now required by the Office of Retirement Services.

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: April 10, 2025

SUBJECT: Personnel Changes

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

- I. Employment
 - A. Professional/Management
 - 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
 - Montrell D. Baker**, Special Education Teacher, Kalamazoo Central High School, Resignation, 04/03/2025
 - Jeffrey W. Birkes**, Business Teacher, Loy Norrix High School, Resignation, 06/30/2025
 - Patricia A. Bolton**, Fourth Grade Teacher, Woods Lake Elementary: A Magnet Center for the Arts, Retirement, 03/16/2025
 - Natishia R. Ledesma**, Social Worker, Itinerant, Resignation, 03/09/2025
 - B. Classified
 - Sierra G. Horton**, Special Education Resource Room Paraprofessional, Hillside Middle School, Termination, 03/19/2025
 - Samuel Marseille**, Multilingual Paraprofessional, Lincoln International Studies School, Resignation, 06/30/2025
- 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

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

4/10/25

Request Date

2025 CUBE Annual Conference

Name of Event

9/11/25 - 9/13/25

Date of Conference/Class

CONFERENCE INFORMATION

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

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.**
2025 CUBE Annual Conference

LODGING INFORMATION

Lodging required? ☒ Yes ☐ No Check-in and check-out dates? 9/10/25 - 9/14/25

Conference hotel name JW Marriott Los Angeles

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.

Karla Murphy

Name

4/10/25

Request Date

2025 CUBE Annual Conference

Name of Event

9/11/25 - 9/13/25

Date of Conference/Class

CONFERENCE INFORMATION

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

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.**

2025 CUBE Annual Conference

LODGING INFORMATION

Lodging required? ☒ Yes ☐ No Check-in and check-out dates? 9/10/25 - 9/14/25

Conference hotel name JW Marriott Los Angeles

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 _____