

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent
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April 6, 2026

**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 Wednesday, April 8, 2026, 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

Carol McGlinn, 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 St. Kalamazoo, MI 49008
April 8, 2026 – 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**
March 19, 2026 Regular Meeting Minutes
 - B. Business and Financial Reports**
Purchase Recommendation 2026-39, 2026-40, 2026-41, and 2026-42
 - C. Personnel Items**
Personnel Changes
- IX. Reports and Recommendations**
 - A. Superintendent's Report**
 - B. First Reading of Policy 3.2 Non-Discrimination, 8.1 Equal Employment Opportunity, 8.2 Hiring, 8.4 Staff Evaluation, and 8.7 Layoff and Recall of Teachers**
- X. Persons Requesting to Address the Board (3-minute individual limit)**
- XI. Other Business**
- XII. Comments by Trustees/Superintendent**
- XIII. Closed Session (if needed)**
- XIV. Next Regular Board of Education Meeting: Thursday, April 23, 2026 – 7:00 p.m.**

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
March 19, 2026 - Regular Meeting Minutes

I. Call to Order

President TiAnna 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: Treasurer Karla Murphy, supported by Trustee Yvonne Payton, moved to accept the agenda.

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

IV. Attendance

Board members present: TiAnna Harrison, Carol McGlinn, Karla Murphy, Jennie Hill, Yvonne Payton, and Takisha Johnson (arrived at 7:12 p.m.). Virtually present: Patti Sholler-Barber. Dr. Darrin Slade was also present.

V. Board Recognitions

Milwood Elementary School Principal Craig LeSuer recognized students Jeremie Merci, Yemuel Vasquez-Hernandez, Caesar Simpson, Dakota Verburg, I'Talia Keaton, Ava Fitzpatrick, and Carter Hayes.

Kalamazoo Central High School Principal Valerie Boggan and Athletic Director/Assistant Principal Greg Straka recognized students Javayh Banks, Kahimora Blanchard, Mariah Amos, Yazmyne Morales, Zaeanna Murphy-Ryan, Asia Chambers, Skylar Clay, Taelyn Stiver-Brooks, De'nyah Colbert, Mariah Blanks, Daviya McCoy, Amiriyae Potts, Ty'vaughn Jackson, Kameron Bean, Taveon Vaughn, Timothy Terrentine, Jonathan Edwards, Tyree Burton, Isaiah Theodile, Jon'tee Willhite, Anthony Wilkins, Ja'Veir Word, Elias Vega, Jacob Burrel, Davier White, and Daniel Patterson.

VI. Committee Reports/School Reports

Secretary McGlinn updated from the Communities In Schools Committee. She reported that the recent site visit to Woods Lake Elementary School was successful. The committee also approved revisions to its bylaws. Additionally, James Devers presented an update on progress toward achieving the 2028 Strategic Plan goals.

VII. Correspondence

Secretary McGlinn reported the correspondence for the period of March 4 - March 17, 2026.

- Email received on March 5 from Morgan Stevenson sharing her public comments from the previous board meeting. Secretary McGlinn replied on March 10.
- Email received on March 10 from Brian Ohebshalom requesting a conversation about phone-free initiatives. Secretary McGlinn replied on March 17.
- Email received on March 16 from Corin Tillison regarding a concern with their student's school. Secretary McGlinn replied on March 17.

VIII. Consent Calendar

President Harrison presented the Consent Calendar items: VIII.A March 5, 2026 Regular Meeting Minutes, VIII.B.1 Purchase Recommendation 2026-36, 2026-37, 2026-38, and VIII.C Personnel Changes.

Motion: Secretary McGlinn, supported by Vice President Hill, moved to accept the Consent Calendar.

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

Discussion from the board:

Jennie Hill

- Thanked the voters for supporting the bond.

Yvonne Payton

- Asked for clarification regarding the district chromebooks and if they are going to a specific building or replacing a general lot. Chief Financial Officer Laura Kayser answered the purchase will replace a general lot within the district.

TiAnna Harrison

- Thanked the voters for supporting the bond.

IX. Reports and Recommendations

A. Superintendent's Update

Superintendent Dr. Darrin Slade provided updates on the upcoming Strategic Plan community meetings. He thanked all Saturday School teachers, staff, administrators, students, and parents. Dr. Slade announced the Regional Spelling Bee will take place on Saturday, March 21 at 1:00 p.m. at Chenery Auditorium. He also announced the Global Reading Challenge Finals will take place on Monday, March 23 at 6:30 p.m. at the Kalamazoo Public Central Library.

Superintendent of Kalamazoo RESA Dr. Dedrick Martin presented information on the Special Education Millage Renewal, including KRESA's role in supporting regional programs and services. He reviewed current special education data, funding gaps, and the importance of the millage, noting that the proposed 1.5 million dollar renewal would continue funding support for mandated services. The election is scheduled for May 5, 2026.

Discussion from the board:

Carol McGlinn

- Stated how important the millage is to the district. Encouraged the community to vote in support of the millage.

B. Second Reading and Adoption of Policy 1.1 Board Leadership Through Policy, Policy 1.2 Public Participation During a Meeting of the Board of Trustees, 1.4 Indemnification, 2.1 Superintendent Authority and Establishment of Procedures, 3.1 Philosophy of Learning, and 3.8 Safety & Crisis Management

Treasurer Murphy conducted the second reading of the following policies:

- Policy 1.1: Board Leadership Through Policy
- Policy 1.2: Public Participation During a Meeting of the Board of Trustees
- Policy 1.4: Indemnification
- Policy 2.1: Superintendent Authority and Establishment of Procedures
- Policy 3.1: Philosophy of Learning
- Policy 3.8: Safety & Crisis Management

Treasurer Murphy stated all policies will be updated as of March 19, 2026.

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

- Attended the Global Reading Challenge competition. King-Westwood won the event. Shared the finals will take place at the Kalamazoo Public Central Library on Monday at 6:30 p.m.
- Shared that March is Women's History Month.
- Shared that Monique Grayson, a Kalamazoo Public Schools graduate, will be the keynote speaker at a luncheon at Western Michigan University.

Karla Murphy

- Stated the board appreciated all public comments and requested that members of the public email the board with any additional comments not raised during the meeting.
- Thanked Dr. Martin for speaking at the meeting and presenting information about the KRESA millage, and stated the importance of passing the millage.
- Congratulated all staff members who filed for retirement.

Takisha Johnson

- Extended wishes to the community for a Happy Women's History Month.
- Recognized Jamar, a hurdler at Kalamazoo Central and talented singer.
- Reminded the community of the April 1 event at the Douglass Community Center.
- Shared that the Young Kings and Queens Masquerade Ball will take place on Saturday.

TiAnna Harrison

- Thanked Superintendent Dr. Martin for attending the board meeting and for sharing information about the KRESA Millage.
- Urged the community to vote yes on the millage.

- Shared she had the privilege of coaching the Lincoln Global Reading Challenge team. Congratulated all participating students who advanced.
- Announced the spelling bee is scheduled for this weekend.
- Wished everyone a safe and enjoyable spring break.

Dr. Slade

- Encouraged parents to check PowerSchool for their student's grades and attendance.

XIII. Closed Session

Not needed.

XIV. Next Board of Education Meeting

The next Regular Board of Education meeting is Wednesday, April 8, 2026, at 7:00 p.m.

MOTION: Trustee Johnson, supported by Secretary McGlinn 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 7:53 p.m.

Respectfully submitted,

Nicole DeGraaf, Recording Secretary,
on behalf of Carol McGlinn,
Secretary, Board of Education

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 8, 2026

Request Number: 2026-39

Amount: \$693,935.00

Item: Secure Vestibule and Remodeling at Lakewood / Valley Center

Cost Center: 2022 Bond

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

Description of Need:

Installing a new secure vestibule and replacing all windows at Valley Center (formerly Lakewood Elementary School) will take place this summer at the Lake Street property. A placeholder for improvements was included in the 2022 bond for this building.

Vendor: See attached spreadsheet

Number of Proposals Requested: 122 **Received:** 12

Low Bid Accepted: Yes

Additional Information:

Bid Amount \$630,850.00

Contingency 63,085.00

Total \$693,935.00

CONTRACTOR RECOMMENDATIONS

Project: LAKEWOOD / VALLEY CENTER Secure Vestibule and Remodeling

Owner: Kalamazoo Public Schools

Architect: TowerPinkster

Construction Manager: The Skillman Corporation

Bid Date: March 10, 2026

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>
General Trades	Miller-Davis Company Kalamazoo, MI	\$417,700.00
Aluminum Entrances, Storefronts and Glazing	Daves Glass Service Kalamazoo, MI	\$131,650.00
Electrical	Circuit Electric, Inc. Belmont, MI	\$81,500.00
TOTAL AMOUNT:		<u>\$630,850.00</u>

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 8, 2026

Request Number: 2026-40

Amount: \$2,454,547.00

Item: Chenery Auditorium Lighting Upgrade

Cost Center: Irving S. Gilmore Foundation Grant and 2022 Bond

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

Description of Need:

This purchase recommendation is for lighting upgrades to LED lighting at Chenery Auditorium. This includes 16,000 square feet in the auditorium and 44,000 square feet for spaces outside the house including ticketing, lobby, green room, dressing areas, meeting rooms and storage.

LED lighting allows for instantaneous color changes, movement, focusing, and a nearly unlimited range of customization. LED lighting is safer, lighter, and has no effect on the stage temperature, unlike conventional lighting. This upgrade will significantly reduce the amount of time required for show setup and tech rehearsal, as the number of required lighting fixtures is reduced and many alterations that currently require physical interaction can be digitally controlled.

Vendor: See attached spreadsheet

Number of Proposals Requested: 80 **Received:** 7

Low Bid Accepted: Yes

Additional Information:

Budget \$2,500,000.00

Bid Amount \$2,272,728.49

Contingency 181,818.51

Total \$2,454,547.00

Under(Over) \$ 45,453.00

CONTRACTOR RECOMMENDATIONS

Project: CHENERY AUDITORIUM Lighting Upgrade

Owner: Kalamazoo Public Schools

Architect: TowerPinkster

Construction Manager: The Skillman Corporation

Bid Dates: February 3 and February 25, 2026

<u>BID CATEGORY</u>	<u>RECOMMENDED CONTRACTOR</u>	<u>BID AMOUNT</u>
General Trades	HALL BUILDERS, LLC. Paw Paw, MI	\$145,500.00
Electrical	BUIST ELECTRIC Kalamazoo, MI	\$1,225,000.00
Theatrical Lighting	FANTASEE INTEGRATION Indianapolis, IN	\$902,228.49
TOTAL RECOMMENDATION:		\$2,272,728.49

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 8, 2026

Request Number: 2026-41

Amount: \$42,229.64

Item: Teacher Workstations for South Westnedge School

Cost Center: 2022 Bond

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

Description of Need:

This purchase recommendation includes twenty-two (22) height adjustable desks and mobile pedestals (file cabinets) as well as twenty (20) document camera tables for the classrooms at South Westnedge School.

Vendor: Michigan Office Environments
Kalamazoo, MI

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

Low Bid Accepted: N/A

Additional Information:

The State of Michigan through the Department of Technology, Management and Budget has a purchasing contract with Michigan Office Environments (#22000000043). MiDeal is the State's extended purchasing program that allows Michigan cities, townships, villages, counties, school districts, etc. to buy goods and services from state contracts. The program is authorized by Michigan legislation and has been in existence since 1984.

KALAMAZOO PUBLIC SCHOOLS

PURCHASE RECOMMENDATION DATA SHEET

Board Meeting Date: April 8, 2026

Request Number: 2026-42

Amount: \$1,154,216.00

Item: Districtwide Lawn Mowing and Leaf Removal for Three Years

Cost Center: Facilities Management General Fund

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

Description of Need:

This purchase recommendation is for lawn mowing and leaf removal at thirty-one (31) district properties for a three-year period. The three-year period begins April 2026 and ends in the fall of 2028 at the end of the mowing season. The total cost is estimated using thirty-one (31) cuts per year and three (3) leaf removals per year. Unit pricing was received per cut and per leaf removal.

Vendor: See attached spreadsheet

Number of Proposals Requested: 145 **Received:** 8

Low Bid Accepted: Yes

Additional Information:

CONTRACTOR RECOMMENDATIONS

Project: DISTRICTWIDE Lawn Mowing & Leaf Removal for Three Years

Owner: Kalamazoo Public Schools

Bid Date: March 5, 2026

<u>CONTRACTOR</u>	<u>REGION</u>	<u>3-YEAR BID AMOUNT</u>	<u>3-YEAR ESTIMATED TOTAL</u>
THREE OAKS GROUND COVER	1	\$376,253.00	
Byron Center, MI	3	<u>\$223,140.00</u>	\$599,393.00
CLARK LOGIC / EARTHWORKS	2	\$263,612.00	
Portage, MI			\$263,612.00
BRIGHTVIEW LANDSCAPES LLC	4	\$291,211.00	
Portage, MI			\$291,211.00
TOTAL ESTIMATED THREE YEAR AMOUNT:			<u>\$1,154,216.00</u>

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: April 08, 2026

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
 - B. Classified
 - Francisca Acquah**, Special Education ASD Self-Contained Paraprofessional, Indian Prairie Elementary School, Resignation, 04/26/2026
 - Ava K. Bernhard**, Special Education Resource Room Paraprofessional, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 04/06/2026
 - Stacey J. Davis**, Assistant School Secretary - Child Accounting, Woods Lake Elementary: A Magnet Center for the Arts, Resignation, 04/03/2026
 - Jiivan Manoharan**, Multilingual Paraprofessional, Kalamazoo Central High School, Resignation, 05/15/2026
 - Erin Y. Quinn**, Instructional Secretary, Multilingual Services and World Languages, Resignation, 04/17/2026
- 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

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

3.2 Non-Discrimination

Policy

Kalamazoo Public Schools welcomes all students and staff of any religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, and disability.

The District will not tolerate or condone any act of bias or discrimination toward any person on the basis of religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, and disability in any of its activities, hiring practices, programs or services.

Adopted: December 11, 2003

Revised: July 13, 2006

October 25, 2007

March 11, 2010

This policy supersedes all other policies on this issue.

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

8.1 Equal Employment Opportunity

Policy

The District is committed to the fair treatment of and equal opportunity for all applicants and employees in all categories of employment in the District regardless of religion, race, color, national origin, age, sex, pregnancy, gender identification, height, weight, familial status, marital status, sexual orientation, disabilities, or other legally protected factors except where age, sex, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient performance of the duties and responsibilities inherent in the position.

Adopted: March 13, 2003

Revised: December 11, 2003

October 11, 2007; friendly amendment approved October 25, 2007

January 14, 2010

This policy supersedes all other policies on this issue.

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

8.2 Hiring

Policy

Hiring of personnel by the District will be fair and non-discriminatory, and should be conducted in a manner that best positions the District to hire the most effective candidates.

Specifics

1. The District's hiring decisions should be based on the person's likely effectiveness in the position, and hiring procedures that use appropriate methods for ascertaining the likely effectiveness of different candidates will be developed for each type of position.
2. The District's hiring practices will fully comply with the District's non-discrimination policy.
3. The District's process for hiring the Superintendent and building-level administrators should solicit and consider student, parent, staff and community input.
4. The District hiring process should coincide with the most opportune times to hire the most qualified candidates.
5. The Superintendent will give the Board pertinent information about recommended administrative candidates, and allow ample time for Board review prior to Board approval.

Adopted: April 10, 2003

This policy supersedes all other policies on this issue.

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

8.4 Staff Evaluation

Policy

The District will evaluate all staff for the purpose of ongoing improvement.

Specifics

1. All employees of the District should be regularly evaluated, and such evaluations will comply with legal restrictions.
2. The effectiveness of student learning should be the main criterion for evaluating the District's professional staff members.
3. The District expects that all persons advanced for tenure will exhibit high quality performance in advancing student learning.
4. Evaluations will provide timely feedback for staff, in both written and oral form.
5. Evaluations should be used as a tool to help staff become more effective.
6. Evaluations should consider customer feedback.
7. The superintendent will be responsible for incorporating customer service into District-wide evaluations.
8. The District's evaluation process will include training for the evaluators in appropriate evaluation approaches.

Adopted: May 26, 2005

This policy supersedes all other policies on this issue.

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

8.7 Layoff and Recall of Teachers

Policy

For teachers, as defined in section 1 of article 1 of the Michigan Teachers' Tenure Act, all personnel decisions when conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position, when conducting a recall from a staffing or program reduction, or in making any other personnel determination resulting in the elimination of a position, or in hiring after a staffing or program reduction, or any other personnel determination resulting in the elimination of a position, the Board of Education shall ensure that such decisions are based on retaining effective teachers.

Effectiveness shall be measured by the performance evaluation system under section 1249 of the Michigan Revised School Code and shall be made based on the following factors:

- (i) Individual performance, which shall be the majority factor in making such decisions and which shall consist of but not be limited to all of the following:
 - (A) Evidence of student growth, which shall be the predominant factor in assessing an employee's individual performance.
 - (B) The teacher's demonstrated pedagogical skills, including at least a special determination concerning the teacher's knowledge of his or her subject area and the ability to impart that knowledge through planning, delivering rigorous content, checking for and building higher-level understanding, differentiating, and managing a classroom, and consistent preparation to maximize instructional time.
 - (C) The teacher's management of the classroom, manner and efficacy of disciplining pupils, rapport with parents and other teachers, and the ability to withstand the strains of teaching.
 - (D) The teacher's attendance and disciplinary record, if any.
- (ii) Significant, relevant accomplishments and contributions. This factor shall be based on whether the individual contributes to the overall performance of the school by making clear, significant relevant contributions above the normal expectations for an individual in his or her peer group and having demonstrated a record of exceptional performance.
- (iii) Relevant special training. This factor shall be based on completion of relevant training other than the professional development or continuing education that is required by the employer or by state law, and integration of that training into instruction in a meaningful way.

A teacher who has been rated as ineffective under the performance evaluation system shall not be retained over a teacher who has been rated as minimally effective, effective, or highly effective under the performance evaluation system.

Probationary teachers rated as effective or highly effective shall not be displaced by a teacher on continuing tenure solely because the other teacher has continuing tenure.

Except as otherwise provided within this policy, length of service or tenure status shall not be a factor in a personnel decision subject to this policy. However, if that personnel decision involves 2 or more employees and all other factors distinguishing those employees from each other are equal, then length of service or tenure status may be considered as a tiebreaker.

Sources: Public Act 102 of 2011 / Section 380.1248 of the Revised School Code; Public Act 103 of 2011/Section 423.215(3)(k).

Adopted: December 20, 2012

This policy supersedes all other policies on this issue.