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 18, 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 Thursday, November 19, 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
Revised: November 21, 2024
Revised: March 19, 2026

This policy supersedes all other policies on this issue.

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard St. Kalamazoo, MI 49008
November 19, 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. Correspondence

VII. Committee Reports

VIII. Consent Calendar Items
- **A. Minutes**
  November 5, 2026 Regular Meeting Minutes
- **B. Personnel Items**
  Personnel Changes

IX. Reports and Recommendations
- **A.** Superintendent's Report
- **B.** Course Recommendation 2027-2028
- **C.** First Reading, Policy 1.2 Public Participation During a Meeting of the Board of Trustees, 4.1 Curriculum, 5.9 Student Wireless Communication Device use during Instructional Time, and 6.7 Standard Response Protocol for Emergencies

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

XI. Other Business

XII. Comments by Trustees/Superintendent

XIII. Closed Session

XIV. Next Regular Board of Education Meeting: Thursday, December 10, 2026 – 7:00 p.m.

KALAMAZOO PUBLIC SCHOOLS
Board of Education Meeting
1220 Howard Street
November 5, 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: Trustee Patti Sholler-Barber, supported by Vice President Jennie Hill, 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, Karla Murphy, Jennie Hill, Carol McGlinn, Yvonne Payton, Takisha Johnson, and Patti Sholler-Barber. Superintendent Dr. Darrin Slade was also present.

V. Board Recognitions
El Sol Elementary School Principal Dr. Natalie Wilson recognized six students for passing the WIDA English proficiency assessment, which measures proficiency in reading, writing, listening, and speaking. The students recognized were Nohely Alejandra Garcia, Thalia De Jesus Villegas, Eliana Marie Rodriguez, Lisandro Jonael Sandoval-Godoy, Valeria Alejandra Corrales Jara, and Khloe Alexa Santiago. Dr. Wilson noted that students must reach the required proficiency level in all four areas to exit English language support services. Dr. Wilson also gave honorable mention to three former El Sol students who are now in middle school: Alex Bueno (Maple Street), Evelyn Flores Simbron (Maple Street), and Matias Hill Zaracosa (Millwood Middle).

VI. Correspondence
Secretary McGlinn reported the correspondence for the period of October 21 - November 3, 2026. She announced between October 21 and November 3, 2026, the Board received 120 emails from parents, teachers, and community members regarding support for the KEA contract. She requested the Board vote to enter the emails into the minutes rather than read each sender's name individually.

MOTION: Trustee Patti Sholler-Barber, supported by Trustee Takisha Johnson, moved to enter the 120 emails regarding support for the KEA contract into the minutes.
Disposition: Voice vote; all in favor. Motion carried unanimously by trustees present.

- Email received 10/21/26 from Charlie Krug regarding concerns about Kalamazoo Central security. Secretary McGlinn replied 10/21/26.
- Email received 10/22/26 from Jason Sikaundi regarding concerns about Kalamazoo Central security. Secretary McGlinn replied 11/1/26.
- Email received 10/21/26 from Emily Ruimveld regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/24/26 from The McFinton Family regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/28/26 from Rachel Brandenburg regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/28/26 from Ellen Nendorf regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Heidi Wolfe regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Jessie Paré regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Stephanie Weatherspoon regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Alison Bluhm regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Hiyam Afeef regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Emily Betros regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Laura Hoskins regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Erin Tarnutzer regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Elyse Vigiletti regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Nicole Ailes regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Al Hayward regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Trish Skinner regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Nick Gauthier regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Angela Gross regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Kristen Klann regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Christine McCue regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.

- Email received 10/30/26 from Susan O'Connor regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Sarah Tidd regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Jennifer Theisen regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Shelby Barney regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Natalie Nave regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Mollie Germon regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Ashley Klaasen regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Meghan Tetreault Pearson regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Ben Stap regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Cathy Zackery regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Liz Fout regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Andrya Grier regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Danielle Adams regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Sandie Lundquist regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Chrissy Westbury regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Shannon Shell regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Natalie Ullrey regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/30/26 from Patrick Okar regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/31/26 from B. Ameter regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/31/26 from Amanda Militzer regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/31/26 from Megan Poolman-Jones regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/31/26 from Deidre Rounds regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.

- Email received 10/31/26 from Katie Banicki regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 10/31/26 from Aubriel Terry regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 11/1/26 from Maigan Baker regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 11/1/26 from Nicola Tippman regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 11/1/26 from Ellie Shenker regarding concerns about the KEA contract. Secretary McGlinn replied 11/1/26.
- Email received 11/1/26 from Gayla Papesh regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from Christy Doane regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from Christine McCue regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from Quentin Solis regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from AJ Hartman regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from Lauren Brady regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/1/26 from Courtney Horn regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Bekah Shaler regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Norma-Jean Forshey regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kendall Capparelli regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Rachel Baird regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Sara Gurney regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Amanda & Ryan Casanova regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Erin Storm regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Aaron Roman regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Jordan Appleyard regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Brianna English regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.

- Email received 11/2/26 from Amanda Coleman regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Alexandra Thomason regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kate Ripley regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Karrigan Nelson regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kayleigh Lillis regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from KaRynn Nelson regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Abby Pettit regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Stewart Fritz regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kim Miller regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Carrie Peterson regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Allyn S. P. Witchell regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Carie Barry regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Jeremy Cronk regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Victoria McDuffey regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Angela Friend regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Carol Russell regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Melissa Beck regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kris Alleman Stahl regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Laura Ruelas regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Caleb Alger regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Madeline Farley regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Amanda Kutzler regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.

- Email received 11/2/26 from Dana Underwood regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from CJ Gilbert regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from The DeVries Family regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kristen Stevens regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Sara McClellan regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Dr. A. Michelle Wright regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/2/26 from Kim Miller regarding concerns about the KEA contract. Secretary McGlinn replied 11/2/26.
- Email received 11/3/26 from Joan Anglin regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Charlotte Hollinger regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Emily Boyer regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Caroline Martin regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Tim Nendorf regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Angela Morrison regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Brandi V Whitten regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Erin Arwady regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Rusty Northrop regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Gautier Debyser regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Jonathan Doane regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Marta Grabowski regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Ellen Foley regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Roxanne Everbearing regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Sarah K Johnson regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.

- Email received 11/3/26 from Mercedes Tasende regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Mandy Elkins regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Anise K. Strong regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Kate Strong regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Matt Tenenbaum regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Jesse Fernandez regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Emily Regan regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Rebecca Tenenbaum regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Liam Franco regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Brian Wolfe regarding concerns about the KEA contract. Secretary McGlinn replied 11/3/26.
- Email received 11/3/26 from Scott Makohn regarding concerns about the KEA contract and better student pricing for student athletic events. Secretary McGlinn replied 11/3/26.
- Email received 11/2/26 from Travis Mann regarding concerns about the KEA contract and Superintendent compensation. Secretary McGlinn replied 11/4/26.
- Email received 10/22/26 from Kalamazoo Central Student regarding safety concerns in their building. Secretary McGlinn replied 11/1/26.
- Email received 10/25/26 from Benjamin Oakley regarding requesting data to be provided by the Special Education Department. Secretary McGlinn replied 11/1/26.
- Email received 11/1/26 from Thomas Sutton regarding requesting KEA contract timelines and budget transparency. Secretary McGlinn replied 11/1/26.
- Email received 10/28/26 from Antonina LaBrie regarding sharing concerns after the Kalamazoo Central Safety Meeting. Secretary McGlinn replied 11/1/26.
- Email received 10/29/26 from Adelita Gamble regarding submitting a formal appeal for an excluded student. Secretary McGlinn replied 11/1/26.

VII. Committee Reports

President Harrison announced the Academic Excellence Committee is scheduled to meet November 9, 2026. She announced the Community Engagement Committee met November 4, 2026, and will provide a report at the next Board meeting. President Harrison reported the Superintendent Evaluation Committee met and will provide a timeline and date for the mid-year check-in.

VIII. Consent Calendar

President Harrison presented the Consent Calendar items: October 22, 2026, Regular Meeting Minutes; Purchase Recommendation 2027-18; and 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.

IX. Reports and Recommendations

A. Superintendent's Update

Dr. Slade presented elementary mathematics performance data in alignment with the Strategic Plan's Academic Excellence pillar. He reported that M-STEP mathematics performance improved in third and fourth grades, and that fourth-grade performance improved in comparison with the state. Performance declined in fifth grade for both KPS and the state. Dr. Slade discussed the importance of elementary mathematics as the foundation for later problem-solving and algebraic thinking, real-world skills, and future academic and career opportunities. He noted that elementary schools improved in five of the six tested reading and mathematics areas and thanked students, teachers, principals, support staff, paraprofessionals, and Dr. Dyson.

Dr. Slade reviewed the district's strategic goal of maintaining a balanced budget and positive fund balance. He reported a General Fund balance of $42,470,440, or 19.73% of expenditures, within the recommended 15%–20% range identified by Michigan School Business Officials and rating agencies. He explained that the fund balance serves as an operating reserve to protect against unexpected events, including state funding reductions, declining enrollment, and unforeseen building or weather issues. He also noted that maintaining an adequate reserve helps the district avoid short-term borrowing; before the pandemic, the district historically borrowed $15 million to $18 million annually, with estimated borrowing fees of $200,000 to $300,000.

Dr. Slade emphasized that fund balance should be reserved for one-time expenses rather than ongoing costs, and that recurring expenditures should not exceed recurring revenues. He referenced the district's AA- credit rating and its standing among the top 10% of Michigan school districts. He also reviewed the district's strategic goal of providing competitive compensation and benefits while making sound financial decisions. He shared teacher salary comparison information and district staffing data, noting that KPS employs 789 teachers.

Dr. Slade provided an update on attendance initiatives, including a November 7 Knock and Talk event involving 103 students with 18 or more absences. He also announced district-sponsored Saturday detention for students in grades 6–12 as an alternative intended to reduce out-of-school suspensions. The first session is scheduled for

November 21, with another session planned for December 12; sessions are expected to occur biweekly.

B. June 30, 2026 Annual Comprehensive Financial Report

Chief Financial Officer Laura Kayser introduced John Ringland, Senior Manager with Maner Costerisan, the district's auditor, to present the June 30, 2026 Annual Comprehensive Financial Report and Board Governance Letter. The audit resulted in an unmodified opinion on the financial statements. The presentation also reported no material weaknesses or significant deficiencies in internal controls. The auditors reviewed the governmental funds balance sheet, revenues and expenditures, General Fund budget comparison, revenue and expenditure trends, and fund balance trends. The presentation noted that the district received an ASBO award for its June 30, 2025 ACFR.

The audit presentation reported a General Fund balance equal to 19.73% of expenditures for 2025–2026, compared with 20.22% in 2024–2025 and 18.70% in 2023–2024. The FY2026 foundation allowance was $10,050 per pupil, an increase of $424 from FY2025. The presentation also noted that the State's 2026–2027 foundation allowance was budgeted at $10,300 per pupil, a 2.5% increase from 2025–2026.

Board discussion included questions about the foundation allowance increase and whether it had been included in the district's budget. Mrs. Kayser confirmed that the June budget included a 2.5% increase. In response to a question about the classification of General Fund expenditures, Mr. Ringland explained that the State's accounting categories place certain student-facing staff and school administration within support services, and that a portion of those expenditures directly supports classroom instruction. Board members also discussed the three-year expenditure and fund balance trends. Mrs. Kayser clarified that the 2025–2026 General Fund deficit was $979,383 before a $750,000 transfer from Food Service to cover indirect costs, resulting in a $229,383 deficit.

Mrs. Kayser explained that the General Fund revenue presentation includes the budgetary fund used for supplies and teacher salaries, as well as grant funding. She clarified that local revenue primarily consists of property taxes and explained that the district levies 18 mills on non-homestead property, subject to the Headlee adjustment. Intermediate revenue includes funds received through the Kalamazoo Regional Educational Service Agency (KRESA) for the countywide special education and enhancement millages. She also clarified that the federal revenue shown includes Title I, 21st Century, Title II, Title III, and Title IV grants; the nutrition program is accounted for separately in the Food Service Fund.

In response to President Harrison's question about the potential COVID funding cliff, the auditor explained that federal relief funding was provided in several rounds. The first round had fewer restrictions and a smaller allocation, while later rounds provided larger amounts with increasingly restrictive requirements. The auditor noted that the temporary flexibility to use some relief funds for costs that would otherwise be paid from the General Fund was unusual. Districts that used temporary grant funds to establish ongoing staffing, supply, or curriculum expenses could face a funding shortfall when those grants ended. The auditor emphasized the importance of using one-time funds for one-time expenses to avoid ongoing costs that could cause the fund balance to decline. In response

to President Harrison's question, the auditor affirmed that the district's financial planning helped it avoid a COVID funding cliff.

MOTION: Trustee Payton, supported by Trustee Sholler-Barber, moved to accept the audit presentation as presented.

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

Carol McGlinn

- Congratulated Trustee Sholler-Barber, President Harrison, and Mariah Bryant on their election to the Board.
- Commented that additional school funding is needed at the state level and expressed hope that the KEA contract would be settled.

Patti Sholler-Barber

- Acknowledged critical issues facing the district and expressed her desire to see the teacher contract resolved.
- Shared district athletics updates provided by the athletic director: Loy Norrix High School's football team finished the season with a winning record; Allison Frank-Cart set a school record in diving; and London Schmidt and Cody Lamb qualified for the cross-country state meet.
- Thanked the community for providing a safe Halloween for children and reported that she had not heard of any incidents. Encouraged community members to support those in need by signing up for the Communities In Schools (CIS) Community Feast through the CIS website.
- Recognized KPS bus drivers, noting that they are often the first and last district employees students see each day, and emphasized the important role of parents, bus drivers, and support personnel in serving KPS students.
- Thanked district staff, Board members, and community members for their support and for encouraging her to run for reelection.

Yvonne Payton

- Expressed appreciation for the community's participation and emphasized that Board meetings provide an opportunity for community input and transparency.
- Expressed her desire to see the KEA contract settled and noted her experience as a teacher, principal, and assistant superintendent.

Karla Murphy

- Congratulated the El Sol students recognized during the meeting and thanked the educators who supported them.
- Congratulated Mrs. Kayser and the Business Office on the audit results.

- Recognized November as Native American Heritage Month and reflected on the importance of making decisions that support students and future generations.
- Encouraged community members to consider the impact on students and staff when evaluating potential budget reductions and to contact newly elected state and federal representatives regarding school funding.

Jennie Hill

- Congratulated Mrs. Kayser and her team and expressed appreciation that the district no longer needs to rely on short-term borrowing to meet cash-flow needs.

TiAnna Harrison

- Thanked the Kalamazoo community for its continued support and for reelecting her to the Board.
- Discussed the importance of maintaining a healthy fund balance as a financial safeguard and distinguished one-time reserves from funding for ongoing expenses.
- Emphasized that supporting educators and maintaining the district's long-term financial stability are both important responsibilities, and stated her respect for the collective bargaining process.

XIII. Closed Session

President Harrison called for a motion to enter closed session pursuant to Section 8(c) of the Michigan Open Meetings Act, MCL 15.268(c), for strategy and negotiation sessions connected with the negotiation of collective bargaining agreements when requested by a negotiating party.

MOTION: President Harrison, supported by Trustee Johnson, moved to enter closed session.

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

The Board entered closed session at 8:48 p.m. Trustee Johnson left the meeting at 8:53 p.m. The Board returned to open session at 9:48 p.m.

XIV. Next Board of Education Meeting

The next Regular Board of Education meeting is scheduled for Thursday, November 19, 2026, at 7:00 p.m.

MOTION: President Harrison, supported by Trustee Sholler-Barber, moved to adjourn the meeting.

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

The meeting adjourned at 9:49 p.m.

Respectfully submitted,

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

KALAMAZOO PUBLIC SCHOOL
Office of the Superintendent

TO: Board of Trustees

FROM: Dr. Darrin Slade, Superintendent

DATE: November 19, 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
      Tristan J. Koole, Culinary Specialist, District Kitchen, Resignation, 10/22/2026
      Kyle Robertson, Assistant School Secretary - Behavior Office, Loy Norrix High School, Resignation, 11/12/2026
      Maegan A. Sargeant, Assistant Auditorium Manager, Chenery Auditorium, Resignation, 11/15/2026
      Evangelia Sypris, Special Education ASD Self-Contained Paraprofessional, Milwood Elementary School, Resignation, 11/04/2026
      Ronda M. Thompson, Custodian, Facilities Management, Retirement, 12/31/2026
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

KALAMAZOO PUBLIC SCHOOLS
Office of the Superintendent

To: Board of Trustees
From: Dr. Darrin Slade, Superintendent
Date: November 19, 2026
Subject: Course Recommendation 2027-2028

RECOMMENDATION:
It is recommended that the Board of Trustees receive for review the following additions, deletions, and other changes to the course and program offerings for incorporation into the 2026-2027 Bulletin of Courses. Actual course offerings are contingent upon staffing, budget, and scheduling.

I. Middle School
Add the following courses:

A. Leadership
Add the following courses:
WEB Leadership & Service I
Elective ● 1 Semester
Course #:
Prerequisite: Current WEB Leader
WEB Leadership & Service I is a student-centered course focused on developing leadership, communication, and organizational skills through real-world application. Students serve as leaders and role models, supporting 6th graders and helping to build a positive, inclusive school environment.

WEB Leadership & Service II
Elective ● 1 Semester
Course #:
Prerequisite: Current WEB Leader and successful completion of WEB Leadership & Service I.
WEB Leadership & Service II is a continuation of WEB Leadership and Service I.

B. Music
Add the following course:
Music Production I
Elective ● 1 Semester
Course #:
Music Production I is a project-based elective, utilizing technology and music software to teach the foundational skills for students to create and edit their own music and audio files. Students will learn how to navigate and use the different components of a Digital Audio Workstation (DAW), learn how to use a MIDI keyboard and controller, and learn about the fundamental components of music: Rhythm, Beat, Melody, Harmony, and Bass Lines.

II. High School

A. Career and Technical Education (CTE)
Update titles, descriptions, and location of courses as identified by KRESA

B. Computer Science
Add the following course:
Computer Science Foundations
1 Semester • 0.5 Credit
Course #:
Computer Science Foundations introduces students to the foundations of computer science, including computational thinking, algorithms, software design, and programming. Students will explore how technology works, develop problem-solving skills, and examine technology's impact on society. Through hands-in learning experiences, students will move beyond consuming technology to designing, creating, and applying technology to solve real-world problems

C. Early Middle College (EMC)
Update titles, descriptions, and location of courses as identified by KRESA

D. Education for the Arts (EFA)
Update titles, descriptions, and location of courses as identified by KRESA

E. English Language Development
Change the title of the following courses:
ELD 1: Entering A → ELD 1A
ELD 1: Entering B → ELD 1B
ELD 2: Emerging A → ELD 2A
ELD 2: Emerging B → ELD 2B

Change the title and descriptions of the following courses:
ELD 3: ~~Developing~~ A → ELD 3A
1 Semester • 0.5 Credit
Course #: 3530-7
Prerequisite: Must have approval of the ~~bilingual~~ Multilingual Learners staff and Dean of Students
This course focuses on developing skills to analyze literature and informational texts. Students will learn to identify themes, central ideas, and key details in grade-appropriate texts. Writing instruction emphasizes constructing organized multi-paragraph essays, including argumentative and narrative forms. Speaking and listening activities include collaborative discussions and short oral presentations. Grammar instruction targets sentence variety, coherence, and the correct use of conventions. Successful completion of ELD 3: ~~Developing~~ A earns English 9A or English 10A credit.

ELD 3: ~~Developing~~ B → ELD 3B
1 Semester • 0.5 Credit
Course #: 3530-8
Prerequisite: Must have approval of ~~bilingual~~ Multilingual Learners staff and Dean of Students
This course builds on the skills from ELD 3~~: Developing~~ A. Students will analyze complex texts, evaluate arguments, and synthesize information across multiple sources. Writing instruction includes argumentative essays with supporting evidence and narrative writing that uses dialogue and descriptive details. Students will also deliver structured oral presentations, integrating multimedia where appropriate. Advanced grammar topics such as verb tenses, parallel structure, and transitions are introduced. Successful completion of ELD 3: ~~Developing~~ B earns English 9B or English 10B credit.

ELD 4: ~~Expanding~~ A → ELD 4A
1 Semester • 0.5 Credit
Course # 35024
Prerequisite: Must have approval of ~~bilingual~~ Multilingual Learners staff and Dean of Students
Scheduling Note: This course is designed to support students in developing foundational academic skills and English language proficiency.
This course focuses on refining academic language skills. Students will engage in detailed analysis of literary and informational texts, identifying how authors use structure, figurative language, and rhetorical devices to achieve purpose. Writing assignments emphasize constructing persuasive, expository, and narrative essays with textual evidence. Collaborative discussions and debates are designed to enhance speaking and listening skills. Grammar instruction includes complex sentence structures and advanced usage of conventions. Successful completion of ELD 4: ~~Expanding~~ A earns an English 11A ~~elective~~ credit.

ELD 4: ~~Expanding~~ B → ELD 4B
1 Semester • 0.5 Credit
Course # 35025
Prerequisite: Must have approval of ~~bilingual~~ Multilingual Learners staff and Dean of Students
Scheduling Note: This course is designed to support students in developing foundational academic skills and English language proficiency.
Building upon ELD 4~~: Expanding~~ A, this course prepares students for mainstream academic coursework. Students will analyze themes and arguments across texts, compare multiple perspectives, and evaluate authorial choices. Writing tasks include research-based essays and formal reports, integrating citation and evidence. Speaking and listening activities include delivering persuasive presentations and participating in formal debates. Instruction emphasizes nuanced grammar use, such as conditional clauses and passive voice. Successful completion of ELD 4: ~~Expanding~~ B earns an English 11B ~~elective~~ credit.

Add the following courses:

ELD 5A
1 Semester • 0.5 Credit
Course #
Prerequisite: Approval of Multilingual Learners staff and Dean of Students
Scheduling Note: This course is designed to support students in developing foundational academic skills and English language proficiency.
This course focuses on developing deeper analysis of literary and informational texts. Students will learn to analyze multiple themes and central ideas, evaluate textual evidence, examine author's choices and perspectives, and integrate information from multiple sources and formats. Writing instruction emphasizes developing and supporting argumentative claims with relevant evidence, addressing alternate perspectives, and revising writing for task, purpose, and audience. Speaking and listening activities include collaborative discussions that require students to explain, question, challenge, and build on ideas using evidence. Language instruction focuses on precise academic vocabulary, complex sentence structures, cohesion, and the conventions of standard English. Successful completion of ELD 5A earns English 12A credit.

ELD 5B
1 Semester • 0.5 Credit
Course #
Prerequisite: Approval of Multilingual Learners staff and Dean of Students
Scheduling Note: This course is designed to support students in developing foundational academic skills and English language proficiency.
This course focuses on applying independent and advanced literacy skills to complex literary and informational texts. Students will learn to synthesize ideas across multiple texts and sources, evaluate arguments and perspectives, and support analysis with strong and thorough textual evidence. Writing instruction emphasizes developing well-supported arguments, addressing counterclaims, and revising writing for purpose and audience. Speaking and listening activities include sustained collaborative discussions in which students evaluate reasoning and evidence, synthesize diverse perspectives, and communicate ideas clearly and persuasively. Language instruction focuses on precise word choice, academic vocabulary, varied syntax, fluency, and consistent command of standard English conventions. Successful completion of ELD 5B earns English 12B credit.

ELD Science (Biology: Cells, Evolution, and Biotechnology)
1 Semester • 0.5 Credit
Course #:
Prerequisite: Approval of Multilingual Learners staff and Dean of Students
This course will enable students to understand key life science principles including DNA, heredity, ecology, and evolution. This is a laboratory hands-on course that requires extensive writing, teamwork, and use of technology. Students develop academic language skills to explain scientific phenomena, interpret data, and describe natural processes.

Instruction is scaffolded with hands-on activities and visual support to make complex content accessible for multilingual learners. Successful completion of ELD Science (Biology: Cells, Evolution, and Biotechnology) earns an Environmental Science credit.

F. English Language Development Integrated

Add a scheduling note to the following courses:

ELD Literacy A
1 Semester • 0.5 Credit
Course #: 354307
Scheduling Note: This course may be repeated.

ELD Literacy B
1 Semester • 0.5 Credit
Course #: 354308
Scheduling Note: This course may be repeated.

G. KAMSC

Add the following course:

AP Cybersecurity

AP Cybersecurity trains students in the field and aligns closely with standard first-year collegiate cybersecurity courses. Students explore defense in-depth strategies and learn to address specific vulnerabilities, attacks, mitigations, and detection measures across a variety of domains, including physical spaces, computer networks, devices, applications and data. The Code HS AP Cybersecurity course is a year-long course designed to help students master the basics of cybersecurity and equip them to successfully pass the College Board AP Cybersecurity Exam at the end of the school year.

H. Mathematics

Algebra I

Update the note:

~~Students who passed Algebra I while in a KPS middle school or passed the Algebra I test out exam with a score of 70% or better will receive one (1.0) high school credit towards the Michigan Merit Curriculum and will begin their high school math sequence with Geometry.~~ Students who passed Algebra I or passed the Algebra I test-out exam with a score of 76% or higher will receive one (1.0) high school credit towards the Michigan Merit Curriculum and will begin their high school math sequence with Geometry.

I. Science

Add the following course:

Advanced Placement Environmental Science
2 Semesters • 1.0 Credit
Course #:
Prerequisite: Students should have completed two years of high school science with at least one semester of life science and one semester of physical science (chemistry). Additionally, due to the quantitative analysis required in the course, students should also have taken at least one year of algebra.
Advanced Placement (AP) Environmental Science is a two semester, introductory course that explores the interrelationships of the natural world. Students study environmental problems, evaluate risks, and examine solutions through scientific inquiry, data analysis, and hands-on lab investigations.

J. Test Out Exams

Update the following language:

Testing out of a class can provide a student the opportunity to move into more challenging advanced classes, including college dual enrollment, at a quicker pace. Students interested in testing out should be self-directed learners capable of demonstrating an understanding of the subject area content expectations in the course for which they wish to test out.

In some instances, students may test out of either the A or B sections or the entire course. The student must score ~~at least 70% or better~~ 76% or higher on the district designated test in order to test out and receive credit. The testing out credit will appear on the transcript and will count towards the total number of credits needed for graduation. However, the score does not translate into a grade, and is not part of the GPA calculation for any purpose.

When considering the test out option, students need to consider the following: 1) the effect on their GPA calculation (this may mean NOT including a potentially high grade in the GPA; 2) NCAA requirements; and3) other college admission considerations.

See your counselor to inquire about your test out options, test schedule, and/or to register for an exam.

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~~before the public comment period begins. 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 prior to the start of public comment 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~~ any 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 verbally 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
Revised: November 21, 2024
Revised: March 19, 2026

This policy supersedes all other policies on this issue.

POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

4.1 Curriculum

Policy
The District should provide a system-wide education that promotes high expectations and achievement for students and educators, and that aligns with written, taught and tested curricula, and with state grade-level content expectations.

Specifics

1. The District should clearly state grade-level content expectations and should demonstrate strong beliefs that students can succeed.

2. The District should enable students to realize their full potential and move towards higher education and career goals.

3. The District should provide curriculum that is academically rich, broad based, engaging to all students, and culturally diverse.

4. The District should provide opportunities for students to meet and/or exceed grade- level content expectations as a part of each curriculum.

5. The District should continue to develop, modify, and monitor the curriculum to assess relevance and need.

6. The District should keep families informed of any curriculum changes in writing.

7. The District should use State-approved curriculum when required or available. If any curriculum in use by the District is ineffective or non-standard, families will be notified in writing.

Adopted: January 9, 2003
Revised: April 2, 2009
Revised: November 16, 2026

This policy supersedes all other policies on this issue.

POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

5.9 Student Wireless Communication Device Use During Instructional Time

Policy

All students are prohibited from using wireless communication devices during instructional time.

A "wireless communication device" is an electronic device capable of, but not limited to, text messaging, voice communication, entertainment, navigation, accessing the Internet and World Wide Web, sending and receiving photos or videos, or producing email but does not include a basic telephone. Examples include but are not limited to smart watches, smart phones, video capture devices including Meta glasses, tablets, audio recording devices such as .mp3 players and cassette players, and other digital or wireless devices. "School grounds" includes any building, playing field, or property used for school purposes where instruction may take place or used for functions and events sponsored by the school district. This definition explicitly does not include a building used primarily for adult education or college extension courses.
Public Act 2 of 2026, which restricts student cell phone use during instructional time. prohibits students from using wireless communications devices on school grounds during instructional time. Enforcement of policy will take place in school buildings by building staff. Elementary students are prohibited from bringing wireless communications devices to school or district locations and events. Middle school (grades 6-8) are not allowed to have any wireless communication device turned on from start bell to end bell. High school students (grade 9-13) are allowed to bring wireless communications devices to school but must have them powered off during class instruction time or specified school sponsored events. Any student not in compliance with this policy will be referred for discipline according to Kalamazoo Public Schools discipline policy.

There are six exceptions to this policy, in accordance with PA 2 revised:

- medically necessary devices (e.g., glucose monitors/applications);
- school-owned devices (e.g., laptops and tablets);
- devices designated by the school to be used for instructional purposes;
- devices used for special education programming or devices otherwise provided as an accommodation under Section 504 of the Rehabilitation Act of 1973, or as part of an IEP under the IDEA;
- devices used in lesson-specific assignments, at the limited discretion of the classroom teacher; and
- emergency situations, as described in the school's emergency plan adopted under RSC 1308b; use of a wireless communication device, however, cannot interfere with the school's emergency protocols or the actions of first responders, and must not endanger students or staff.

This policy supersedes all other policies on this issue.

POLICY
of the
BOARD OF EDUCATION
KALAMAZOO PUBLIC SCHOOLS

6.7 – Standard Response Protocol for Emergencies

(PA 270 of 2024, PA 271 2024 [MCL 380.1308c and 380.1308d)

1. Purpose
The Board of Education is committed to maintaining a safe and secure learning environment for all students, staff, and visitors. In accordance with the Michigan Revised School Code and rules promulgated by the Michigan State Police Office of School Safety, the District adopts Standardized Response Terminology (SRT) to establish clear, uniform, all-hazards emergency communication across all school buildings and with local law enforcement and first responders. [1, 2]

2. Standardized Response Directives
Beginning with the 2026–2027 school year, all District schools, staff, and students shall utilize the following five standardized response terms, directives, and associated state-mandated color codes during emergency incidents and drills: [1, 2]

Directive	Public Announcement	Required Action
HOLD	*"Hold! In your room or area. Clear the halls."*	Used when hallways must remain clear for medical incidents, spills, or administrative matters. Students and staff remain in current rooms, classroom doors are locked, and instruction continues.
SECURE	*"Secure! Get inside. Lock the outside doors."*	Used for potential external threats or hazards outside the building. All exterior doors are locked, exterior activities cease, perimeter awareness increases, and indoor instruction continues normally.
LOCKDOWN	*"Lockdown! Locks, lights, out of sight."*	Used when an active or imminent threat exists inside or immediately approaching the building. Staff and students lock interior doors, turn off lights, move out of sight, maintain silence, and do not open the door.
EVACUATE	*"Evacuate! To the announced location."*	Used when students and staff must move rapidly and systematically to a safer indoor or off-site location. Staff bring attendance rosters and emergency go-bags, leave non-essential belongings behind, and account for all individuals.
SHELTER	*"Shelter! For a hazard using a safety strategy."*	Used when indoor protection is required for severe weather (e.g., tornado) or hazardous materials. Specific protective actions are announced based on the hazard.

3. Integration with Existing Safety Plans

- **Emergency Operations Plans (EOP).** Standardized Response Terminology enhances, rather than replaces, the District's comprehensive Emergency Operations Plan and tactical response protocols (such as ALICE or options-based active assailant training). [1, 2, 3]
- **Interagency Coordination.** The Superintendent or designee shall ensure that local law enforcement, fire departments, and emergency medical services serving District buildings are briefed on the District's SRT implementation and building-specific reunification sites. [1, 2]

4. Training, Drills, and Notification

- **Staff and Student Training.** Each building principal shall ensure that staff and students receive annual instruction on the five SRT directives, corresponding color-coding, and expected behavioral actions. [1, 2, 3]
- **Emergency Drills.** All statutorily required fire, tornado, and lockdown/safety drills under MCL 29.19 shall incorporate the Standardized Response Terminology. [1, 2]
- **Visual Signage and Materials.** Every classroom, office, and common area shall prominently display state-compliant SRT reference posters. Staff shall be issued SRT quick-reference ID cards. [1, 2, 3]
- **Family Communication.** The District shall annually distribute plain-language SRT informational materials to parents and guardians and utilize standardized terms in emergency parent notifications

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Standardized Response Terminology – www.michigan.gov/msp/divisions/grantscommunityservices/school-safety/standardized-response-terminology
(all 3 of the cited sources direct to the above URL)

This policy supersedes all other policies on this issue.