A regular meeting of the School Board of said district was held virtually on the above date. The meeting was called to order by President Haidle at 4:00 p.m.

Members Present: Bajema, Drake, Haidle and James
Member Absent: Rettig

Kent ISD Staff Present: Superintendent Caniff, Assistant Superintendents Gardner, Philipps, Sullivan, and Recording Secretary Conners; Directors Baine, Brockway, Dymowski, Finkel, Karsten, Kaufman, Lovelady-Mitchell, Myers, Peraino and Stamas; Principals Bush, Graham, Hendry and Kiley

Guests: Kelly Bowers, Marcus Deja, Hollin De La Cruz, Julie Guenther; Ron Houtman, Sunil Joy, Karen Lezan, Kathryn O'Hara-Wallis, Matt Reda, Laura Robinson, Craig Steenstra, Kimberly Taylor, Deborah VanDyke, Heidi VanSledright, Liz Witt

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President Haidle welcomed all visitors and provided an opportunity for public comment.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to approve the minutes of the May 18, 2020 Budget Hearing and Regular Meeting of the School Board.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to establish the 2020-2021 organizational board meeting for July 20, 2020 at 4:00 p.m.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved that the bills from May 1, 2020 through May 31, 2020 be allowed and orders drawn on the Treasurer for the amount summarized in the accounts payable report:

a.	General Education	$ 8,204,650.77
b.	Special Education – Center Programs	502,923.75
c.	Special Education	11,908,249.07
d.	Community Service	10,138.86
e.	Career Technical Education	465,476.38
f.	Cooperative Education	28,407.00
g.	Student/School Activity Fund	9,095.64
h.	Capital Projects:	
	1) General Education	489.56
	2) Special Education	549,387.71
	3) Career Technical Education	1,132.26
i.	Internal Service Fund	0.00
	TOTAL	$ 21,679,951.00

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to approve the personnel recommendations regarding resignations and terminations, appointments, new assignments and/or contract adjustments, leaves of absence, and temporary contract employees. A copy of the recommendations is included with the legal minutes of this meeting. Assistant Superintendent Sullivan reported that these recommendations include retirements and are routine for this time of year. Member Bajema noted the Communications Director Allison Kaufman will be retiring and will be missed.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member James, it was resolved to approve Cedar Springs, Kent City, Caledonia, and Sparta School Districts to be included in Kent ISD Early On with staff contracts totaling 4.2 FTE offered by Kent ISD as we transition toward a single provider of Early On programming beginning in 2020-2021. Director Myers reported that Michigan is the only state that has two separate eligibility criteria for Early On and Michigan Mandatory Special Education (MMSE). Most ISDs have moved to a single tier system which creates efficiencies fiscally and allows for an increased frequency of services, easier intake process, increased compliance and increased quality. We currently support 13 districts and the other seven have indicated a desire to transition to the ISD and have a single tire provider system. This does come at some cost to the ISD. We are requesting that Cedar Springs, Kent City, Caledonia and Sparta transition beginning in 2020-2021. Lowell, Kentwood and Rockford would transition the following year. Rockford has indicated a desire to transition earlier due to the retirement of their current Early On provider, but this move has not been finalized.

Ayes: Members James, Bajema, Drake and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the creation of a new 1.0 FTE Teacher Consultant for the Visually Impaired.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to approve the creation of a new Exploring Health position for the KCTC first year health program. Principal Graham stated that this position is driven by enrollment demands and will support CNA students.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member James, supported by Member Bajema, it was resolved to approve the creation of a new Coordinator of Safety & Security position. Superintendent Caniff stated that as Kent ISD facilities and staff size has grown it is important to have a dedicated safety coordinator in charge of the entire campus, center programs and all satellites. President Haidle stated that the job description requirements included many broad areas. Superintendent Caniff stated that this position is not necessarily a law enforcement position and does not replace the school resource officer, therefore we are casting a broad net to find the right fit.

Ayes: Members James, Bajema, Drake and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member James, it was resolved to approve the creation of a new KCTC Marketing position. Principal Graham stated that this recommendation was enrollment driven and we have enough students to support this additional position.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the 2020-2021 calendars for the Great Start to Readiness program, Adult Education and the Deaf and Hard of Hearing program. Assistant Superintendent Sullivan stated that these calendars are in congruence with required attendance days and employee contracts and are coordinated with MEA.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to combine items F.2.a-i and approve the amendments to the following 2019-2020 budgets: General Education Operating, Special Education Operating, Community Service, Career Technical Education Operating, Cooperative Education Operating, Student/School Activity Operating, General Education Capital Projects, Special Education Capital Projects and CTE Capital Projects. A copy of the amendment resolutions is included with the legal minutes of this meeting.

Assistant Superintendent Philipps walked through changes in place since April. These were minimal. Revenue has decreased due to lowered property tax collections which directly affect the Special Education and CTE funds. Expenses to respond to the COVID-19 pandemic crisis have been added in. These included the additional costs of added Chromebooks and additional summer school opportunities that were added.

Ayes: Members James, Bajema, Drake and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member James, it was resolved to approve the resolutions for the following 2020-2021 budgets as presented at the May 18, 2020 Budget Hearing:

a. General Education: Revenue - $47,846,752 Expenditures - $48,451,349

b. Special Education: Revenue - $236,050,080 Expenditures - $233,914,544

c. Community Service
Revenue - $22,727,918 Expenditures - $22,727,918

d. Career Technical Education:
Revenue - $31,682,328 Expenditures - $32,533,159

e. Cooperative Education:
Revenue - $5,446,581 Expenditures - $5,562,409

f. Student/School Activity:
Revenue - $155,096 Expenditures - $236,161

g. General Education Capital Projects:
Revenue - $1,500 Expenditures - $159,635

h. Special Education Capital Projects:
Revenue - $2,605,731 Expenditures - $2,000,920

i. Career Technical Education Capital Projects:
Revenue - $2,594,920 Expenditures - $3,500,920

A copy of the resolutions is included with the legal minutes of this meeting. Assistant Superintendent Philipps stated that these numbers have not changed and match the numbers presented in April and at the May budget hearing.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake it was resolved to approve the committed funds designation for June 30, 2020. These include $1 million for phase 3 of the WAN fiber project; and CTE funds for capital improvement projects (up to $4 million). These committed funds require board approval to alter or change the amounts in each category.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member James, it was resolved to approve donations received from various donors for the 2019-2020 school year in the amount of $225,972.58

Ayes: Members James, Bajema, Drake and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the capital outlay purchase of 75 HP Elitebooks for the KCTC Information Technology program in the amount of $55,169.25 and office furniture for the KTC main office and the KCTC student services office in the amount of $27,834.38 and $45,961.05, respectively. These purchases use REMC and state cooperative pricing and are not required to be bid out separately. They are part of the capital outlay process and approved expenses.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member James, supported by Member Bajema, it was resolved to approve the purchase and installation of replacement flooring in D Wing at KCTC in the amount of $93,788.74. Director Peraino stated that this is the final phase of the KCTC flooring replacement and includes the largest wing of the renovation.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Drake, supported by Member Bajema, it was resolved to approve the purchase of 800 licenses from Apex Learning, Inc. at $50.00 each for a total purchase price of $40,000 to be used for digital curriculum for Kent ISD summer school. Principal Hendry stated that these licenses are necessary to meet the increased demand in our summer school program. Enrollment has increased from the normal 400 students to around 1200 students this summer. While the school year program requires students on-site twice weekly, the summer school program is completely remote except for the final exam. Final exams will start to be offered July 1 and protocols are in place for curbside testing if needed. Principal Hendry outlined many typical students that take advantage of MySchool@Kent. Assistant Superintendent Sullivan thanked Principal Hendry and her staff for the many hours of work to accommodate so many students this summer.

Ayes: Members James, Bajema, Drake and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member James, supported by Member Bajema, it was resolved to adopt a resolution in support of adequate school funding in response to the COVID-19 pandemic. The board thanked Chris Glass for his informational meeting offered last week to school board members and for helping to put together this resolution for state legislators.

Ayes: Members Bajema, Drake, James and Haidle
Nays: None
Motion declared to have carried.

Upon motion of Member Bajema, supported by Member Drake, it was resolved to approve the list of classes offered by MySchool@Kent through the Apex Learning Management System and eDynamics/Buzz.

Ayes: Members Drake, James, Bajema and Haidle
Nays: None
Motion declared to have carried.

Assistant Superintendent Sullivan reported that Kent ISD has grown from 600 employees to 1600 employees in the past ten years. Kent ISD was accepted into the second cohort for Hire Reach, a new initiative to improve hiring and advancement processes. She stated that this process will help address some of the advancement concerns expressed at the last board meeting. She provided a video on Hire Reach which outlined their goals to improve the quality of hire, reduce first year turnover and increase workforce diversity. Hire Reach uses evidence-based hiring practices that are data driven and assess skills and reduce unconscious bias in the selection process. This is an extensive task as job classifications and related competencies are developed for each position. The Early Childhood department has been piloting a test group and is working with staff to develop competencies and look for vendors for testing modules. Kent ISD started this work last January/February, but it was delayed due to the COVID-19 pandemic. She stated that we are approximately 3 months into the 12-month implementation process and hope to roll this out to the entire organization by the spring of 2021. President Haidle stated that there are clear expectations for promotions with testing and pre-screening in place, and that they use a scaled score so candidates that may be weak in a certain area are not automatically disqualified from consideration.

Superintendent Caniff reviewed letters received from staff and community organizations regarding the diversity and equity practices and policies at Kent ISD. He thanked staff for sharing their concerns and reiterated Kent ISD's commitment to this important work. He stated that Dr. Brandy Lovelady-Mitchell had operationalized the KISA equity statement and provided action steps that will enable us to undertake training of all staff, including the onboarding of new staff. He stated that the board is eager to develop a Racial Equity policy and had a board training scheduled with the National Equity Project prior to the pandemic which was canceled due to travel difficulties. The closure period has delayed this important work, but development of this policy will remain a priority.

Superintendent Caniff acknowledged that more support is needed in the Office of Diversity, Equity and Inclusion and that current recommendations have this position reporting directly to the superintendent as it involves system-wide work. Plans for developing a comprehensive strategic plan that also addresses diversity and inclusion were also delayed due to the closure but will resume as soon as it is safely possible. Talent attraction and reflecting the community we serve are important, and the Hire Reach initiative is designed to help reach these goals. Hiring managers and selection teams will undergo implicit bias training. We actively support the goal of diversifying our leadership. President Haidle stated that she was part of the first cohort for DEI lead by Dr. Lovelady-Mitchell and she looks forward to being able to meet in person again soon. Due to the closure this important diversity work, the restructuring work and strategic planning has all been put on hold, but we hope to pick these up soon. She thanked Sunil Joy for his composition and presentation of the data received from the KISA survey on plans for reopening schools.

President Haidle stated that the organizational meeting will be held on July 20, 2020 at 4:00 p.m. The next regular meeting is tentatively scheduled for August 17, 2020 at 6:00 p.m.

Upon motion of Member Bajema, supported by Member James, the meeting was adjourned by President Haidle at 5:31 p.m.

Minutes Approved: July 20, 2020

Andrea Haidle

Andrea Haidle, President

Claudia Bajema

Claudia Bajema, Secretary

/cc