May 18, 2020 KENT ISD SCHOOL BOARD MINUTES

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 6:14 p.m.

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

Kent ISD Staff Present: Superintendent Caniff, Assistant Superintendents Gardner, Philipps, Sullivan and Recording Secretary Conners; Directors Baine, Brockway, Dymowski, Finkel, Karsten, Kaufman, Lamar, Lovelady-Mitchell, Myers, Peraino and Stamas; Principals Bush, Graham, Hendry and Kiley; Marcey Brown, Chris Glass, Ron Houtman, Sunil Joy, Karen Lezan, Megan McNaughton, Beth O’Donnell, Janice Scharich and Deborah VanDyke

Guests: Brett Laubaugh

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

Upon motion of Member Bajema, supported by Member Rettig, it was resolved to approve the minutes from the Regular School Board Meeting of April 20, 2020.

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

Upon motion of Member Drake, supported by Member Bajema, it was resolved that the bills from April 1, 2020 through April 30, 2020 be allowed and orders drawn on the Treasurer for the amount summarized in the accounts payable report:

a. General Education $7,951,244.85
b. Special Education – Center Programs 276,423.27
c. Special Education 23,916,040.66
d. Community Service 0.00
e. Career Technical Education 664,758.57
f. Cooperative Education 38,125.51
g. Student/School Activity Fund 3,406.68
h. Capital Projects:
   1) General Education 55,468.73
   2) Special Education 61,424.70
   3) Career Technical Education 20,938.00

TOTAL $32,987,830.97
President Haidle noted that the large payout from the Special Education fund was primarily Act 18 and IDEA fund payments to local districts.

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

Upon motion of Member Rettig, 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.

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

Upon motion of Member Bajema, supported by Member Rettig, it was resolved to approve the 2020-2021 school year calendars for the Kent Career Tech Center (KCTC), the Kent Transition Center (KTC), Kent Innovation High (KIH), MySchool@Kent, and the Special Education Center Programs. Assistant Superintendent Sullivan noted that the Adult Education calendar has been completed and will be presented next month. The GSRP calendar will also be presented at a later date.

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

Upon motion of Member Drake, supported by Member Rettig, it was resolved to approve the collection of summer taxes from local cities and townships per existing agreements. Member Haidle asked if the timing of the collections impacted the payouts? Assistant Superintendent Philipps stated that individual districts decide if they will collect twice a year or all at one time.

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

Upon motion of Member Rettig, supported by Member Bajema, it was resolved to approve the recommended 2020-2021 tax levies:

<table>
<thead>
<tr>
<th></th>
<th>Actual 2019-2020</th>
<th>Recommended 2020-2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education Operating</td>
<td>.0884</td>
<td>.0877</td>
</tr>
<tr>
<td>Special Education Operating</td>
<td>3.6558</td>
<td>3.6279</td>
</tr>
<tr>
<td>Vocational Education Operating</td>
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</tr>
<tr>
<td>Enhancement Millage</td>
<td>.8909</td>
<td>.8841</td>
</tr>
<tr>
<td>Total Levy:</td>
<td>5.6113</td>
<td>5.5684</td>
</tr>
</tbody>
</table>
Ayes: Members James, Rettig, Bajema, Drake and Haidle
Nays: None

*Motion declared to have carried.*

Upon motion of Member Bajema, supported by Member Rettig, it was resolved to approve the base bid from Vector Group in the amount of $105,437.19 to upgrade 143 wireless access points for buildings located on the Kent ISD main campus and the KCTC satellite programs and approve the purchase of 15 spare access points at $9,840.00 for a total cost of $115,277.19. Director Finkel explained the rational behind the upgrade at this time. This will come from Category 2 funds and is most likely eligible for a 60% cost reimbursement through e-rate.

Ayes: Members Rettig, 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 transition plan for Kent Innovation High School (KIH) which calls for the gradual phase out of the operation of KIH over the next three years. Principal Bush reviewed the history of KIH and what has been accomplished over the past nine years. KIH was developed as a laboratory school that was a project-based learning (PBL) model across the county, the state and nationally. It is a PBL national demonstration site that has hosted a lot of visitors. More importantly, KIH became a student-focused family and had great impact on students. Principal Bush reviewed the historical KIH enrollment data. KIH was designed to run with 400 students, but enrollment has steadily declined over the past seven years. Current enrollment is 240 students and projections for next year are very low. Several local districts that have historically sent many students to KIH have now started their own PBL classrooms. Current year shadow visits are trending down, even pre COVID-19. With schools shut we are unable to continue shadow visits, and parents may be reluctant to send students to KIH due to increased exposure to students across the county. The reduction in enrollment has created an untenable situation regarding KIH’s future sustainability.

The proposed transition plan allows all KIH students in the system to have an opportunity to finish at KIH, but new enrollment will be closed. Teaching staff will be redeployed and work for both KIH and available positions at MySchool@Kent and KCTC. Staff will be held harmless for the upcoming 2020-2021 school year. While this closure is disappointing, Superintendent Caniff expressed his sincere appreciation to Principal Bush and all KIH staff for the tremendous work and many student opportunities created through this laboratory school.

Ayes: Members Bajema, Drake, James, Rettig and Haidle
Nays: None

*Motion declared to have carried.*

Superintendent Caniff reviewed the Kent ISD Vision, Mission and Beliefs/Core Values and presented a restructuring overview for future consideration. This recommendation was developed with the input of an outside consultant who reviewed the current structure and gathered input from many staff to provide recommendations, and with input from Expanded Cabinet.
Superintendent Caniff reviewed the current administrative structure which has been in place since 2011. Our organization has grown and evolved significantly since then. He reviewed the proposed structure which would add more voices to the cabinet by elevating two director positions to the assistant superintendent level (their positions would not be backfilled) and would add two assistant superintendent positions, replacing those vacated by Bill Smith and Ron Koehler. The Assistant Superintendent of Secondary Programs would have an internal/student focus and the Assistant Superintendent of Constituent Instructional Services would have an external/community, local district focus. He provided a Plan B that would postpone filling one of the assistant superintendent positions until next year due to budget constraints and provided the rationale for each proposal. He reviewed the input received from Expanded Cabinet in support of these proposals.

The proposed organization structure was reviewed and analyzed by Rahmberg, Stover & Associates. They compared the recommendations to ISD profiles across the state and the structure of similar sized ISDs. In conclusion they stated that “based upon the organization structure of the nine ISDs reviewed, our experience working with ISDs, and the programs and services provided by Kent ISD, we believe the proposed Kent ISD organization structure is highly appropriate.”

Member James asked about succession plans in place for the organization and if all staff were aware of what these are and have opportunities for upward mobility. Member Bajema thanked the staff for presenting a proposal that is cost neutral during these current budgetary constraints. She asked if KISA had an opportunity to view the proposal and provide input. This has not been presented to KISA as Superintendent Caniff felt it should be presented first to the Kent ISD board. Member Bajema asked if job descriptions have been developed for the new positions, and if the staff recommended for promotions have the qualifications for their new roles? These job descriptions will be provided prior to voting on the proposed changes. Superintendent Caniff stated that promoting from within without backfilling current positions will help contain costs.

President Haidle provided an opportunity for staff comments and feedback. She asked for a process for staff to submit feedback to the board via email. President Haidle asked all staff to submit any comments or feedback to Cindy Conners by Tuesday, May 26. Cindy will then forward all input received to the board. Anonymous feedback will not be reviewed.

President Haidle asked about plans being put into place for all students and for staff returning to work. Facilities and administration continue to develop these based on current health recommendations. Superintendent Caniff thanked the KISA futures committee for their work on fall opening scenarios and Director Brockway for her work developing summer learning opportunities for students throughout the entire county. The committee plans to survey parents and staff to get input and provide a framework for next steps in the reopening process.

The meeting was adjourned by President Haidle at 8:02 p.m.

Minutes Approved: June 15, 2020

Andrea Haidle, President

Claudia Bajema, Secretary