

**BATTLE CREEK PUBLIC SCHOOLS BOARD OF EDUCATION**

**Regular Meeting**

**June 22, 2020**

**Meeting held electronically pursuant to Executive Order 2020-15**

**Zoom identification number Meeting ID: 824 4040 7409**

**5:30 p.m.**

**PRESENT – BOARD OF EDUCATION**

Karen Evans

Catherine LaValley

Kyra Wallace

Patty Poole-Gray

Charlie Fulbright

Jackie Slaby

Absent

Art McClenney

**Present – Administration**

Kim Carter – Superintendent

Chandra Youngblood – Director, Elementary Education

Deborah Nuzzi, Director, Secondary Education

Monique Cheeks – Director, Student Services

Nathan Hunt – Communications Manager

Laura Ash – Executive Director

Cheryl Johnson – Chief Executive Officer, Human Resources

Charles Lipsey – Director, Facilities and Operations

**Absent – Administration**

Mitch Fowler – Director, School Data Systems & Innovations

Anita Harvey – Director, District Transformation

Wes Seeley – Coordinator of State/Federal Programs & Grants

Jeff English – Executive Director

**MINUTES**

The meeting was called to order by President Evans at 5:39 p.m. Karen Evans, Catherine LaValley, Kyra Wallace, Patty Poole-Gray, Charlie Fulbright and Jackie Slaby were present. Art McClenney was absent.

## APPROVAL OF AGENDA

Motion by Vice President Catherine LaValley to approve the Agenda as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

## PUBLIC COMMENTS

None.

## CONSENT AGENDA ITEMS

Vice President Catherine LaValley made a motion to approve the following Consent Agenda Items:

- A. Trust Fund/Comerica (Written only)
- B. Minutes of the Work Session on May 11, 2020 and Regular Meeting on May 18, 2020
- C. Bills for the Month of May 2020
- D. Personnel Changes and Recognition of Retirees
- E. Finance Report

Trustee Charlie Fulbright supported the motion.

Roll Call Vote.

**Motion passed 6 – 0**

## REPORTS

### Preliminary Progress Report

Superintendent Carter gave an End-of-the-Year Update on progress and points of pride we can celebrate. She advised due to COVID, the entire AIR Report is not available. The AIR complete review will be available for the July Work Session meeting.

Superintendent Carter advised it was with pleasure, she is providing a Preliminary Progress Review tonight. She noted in 2017 the District hired an external team, AIR, to provide feedback and a summary on the feedback.

We are in Year 3 of the transformation journey.

Our Equity imperative is:

- **Because We** see the value in and respect all cultures in our community,  
**We Will** disrupt the inequities that exist within our system.
- **Because We** choose to acknowledge the individuality of our students and who they are,  
**We Will** acknowledge our own bias and privilege.
- **Because We** believe in the infinite possibilities of our students and their future,  
**We Will** transform our inequitable practices.

Superintendent Carter discussed our Equity Imperative was developed through a collaborative process and truly guides the way we look at our system to better serve students and families.

Superintendent Carter shared the Six Goals for Greatness, adopted 4 years ago.

#### Our Mission

We engage, empower, and collaborate to educate and prepare every Bearcat for college, career and life as a global citizen.

#### Our Vision

100% Success for Every Bearcat.

Superintendent Carter indicated this happens by seeing every child by name, need and strength.

The Six Goals for Greatness include:

1. High Academic Achievement
2. Healthy Organizational Culture
3. Human Capital Strategy
4. Effective and Efficient Use of Resources
5. Active Partnerships With Our Community
6. World-Class Infrastructure

Superintendent Carter shared our Points of Pride from 2019-2020 and how we are Moving from Good to Great. She noted we will not allow COVID to take us off track, instead we will adjust and keep moving. Points of Pride include:

- Strengthen Early Literacy Core

We added new components to KSP, including a math pre-assessment to focus on a math curriculum, we increased classroom libraries, a STEM special (makerspace), visits from service dogs and administrator read-alouds and we are seeing significant growth.

This year we are offering a virtual KSP program to leverage the time this Summer in preparation for Fall.

- Reading Buddies

We leverage partnerships with community members to continue Reading Buddies.

There were 128 Reading Buddies for K-3, with 82 trained adults volunteering. A total of 162.5 hours were dedicated to students. 68% of students increased their reading level and 26% maintained their reading level.

- 2<sup>nd</sup> Annual Academic and Social Emotional Learning Summit

We conducted the 2<sup>nd</sup> Annual Academic and Social Emotional Learning Summit and brought together educators from across the District to learn from experts in literacy, data use, social emotional learning and more. We want all children in Calhoun County to receive a quality education.

- Ensure Rigorous Literacy and Numeracy Instruction

We are supplementing the Core for Catch-Up Growth in order to increase third grade students' reading proficiency. Students most at risk were scheduled into the System 44 Lab where they receive online and face-to-face small-group instruction.

- Challenge Students with Exceptional Talent

Superintendent Carter discussed we provide a unique experience at BCPS because we see every child by name, need, and strength. For those struggling, we will make sure they have what they need.

BCPS also has many students who are excelling and we have created programs for them to continue to move ahead:

- College Board Springboard English and Math has been fully implemented in REACH Grade 6-8 classes. Springboard structures and practices are being embedded in all REACH courses to reinforce a rigorous and accelerated Middle School learning experience.
- 4<sup>th</sup> and 5<sup>th</sup> Grade REACH students experience an integrated curriculum utilizing the Pi-Top Curriculum. Pi-Top focuses on problem-solving with lessons allowing students to build working laptop computers using the Raspberry Pi device.

- Transform the Middle School Experience

We have provided new opportunities for Middle School students with the creation of the BC STEM Innovation Center, a technology-rich school focused on learning through design thinking.

Launching the STEM and sHaPe Camps connecting underserved student populations to early college experiences.

Shifting the instructional core (ELA and Math) at NWMS in order to support students who are performing below grade level with a focus on catch-up growth.

Added a Dean of Climate and Culture for NWMS to improve the school experience for students and adults.

Partnering with Learning to Give to launch a service learning theme at SMS that will help students see themselves as contributors to our community at large while increasing student engagement.

- Launched Fremont International Academy

We completed our first year with an ability to provide an International Baccalaureate Curriculum Framework for Grades Kindergarten through 2<sup>nd</sup>. We are adding 3<sup>rd</sup> Grade next year and have waiting list. Students learn 2<sup>nd</sup> language with Spanish.

- Expanding Our Portfolio of Schools and Programs

High School Career Academies – we are creating small learning communities within the school and focusing on different career outcomes to provide a college or career ready guarantee for our students. We are integrating traditional coursework with work-based learning so all kids have a post-secondary plan and ensure they are prepared to access whatever plan is put in place.

- BCCHS Career Academies and Pathways

#### Academy of Business, Engineering & Industrial Technology

- Information Technology
- Finance
- Business
- Engineering & Skilled Trades

#### Academy of Health & Human Services

- Nursing
- Health Care
- Public Safety
- Education

- Develop Systems to Monitor Progress

We are not waiting until the last minute to ensure we are seeing every student through name, need, strength. To support that effort, we have:

- Implemented an EWIMS (Early Warning Intervention Monitoring System) at Secondary level.
- Continued IAPs (Individualized Achievement Portfolios) at Elementary level.
- Individual graduation consultations at the Middle School to help students understand the importance of earning credits.

In addition, we have weekly staff meetings to decide what the children need in order to stay on track for on-time Graduation. This allows for quick intervention and to provide support when and where needed.

We are not one size fits all at BCPS, we make sure kids have what they need to progress at a level and speed they need to in order to reach their full potential.

- Strengthen Relational Trust Between Kids and Adults

We implemented the Trauma-Informed Schools Guidebook, which serves as a comprehensive guide to the positive school environment and behavior support structures at BCPS. This provides for a full whole child system approach, not just seeing the academic needs of our students but their social/emotional needs as well. The Guidebook has created an alignment and coherence. This has become a model that people are asking us to share our learning across the state. BCPS developed the Trauma-Informed Schools Guidebook with STARR Commonwealth.

We have trained 40 staff members, including Bearcat Coaches, Student Success Specialists, Behavior Interventionists, and Counselors in facilitating Restorative Practices.

Over 50 students have received wraparound support through the Bearcat Health Team, a cross-system collaborative team that meets monthly to discuss and problem-solve student and family challenges. Superintendent Carter noted this is one of her biggest points of pride and that of others. In BCPS, it is amazing to meet with others in the community to discuss children and their families in order to avoid opportunity gaps.

- Develop a Human Capital Plan

We continue to work on a Human Capital Plan by offering several financial incentives to encourage teachers to stay in the District. These include:

- Retention bonuses for teachers with effective ratings
- Tuition Reimbursement
- Priority school stipends
- Transformational Teacher Institute payments
- Teacher attendance incentives
- Housing and rental incentives

BCPS launched a new way to interview potential teacher and administrator candidates with the Haberman Interview Protocol. This approach screen candidates for the best fit in urban school districts.

- Improve Professional Practice

We successfully implemented a Virtual Learning Summit to support teacher preparation for distance learning in response to the COVID-19 crisis. The Virtual Learning Summit was pulled together in less than a week. Superintendent Carter shared that she heard in most all of the Spring Listening Tours that this was the #1 thing teachers appreciated and it helped them prepare to teach in a different way. We learned a lot from this process and we are thinking about what we can continue in the Fall.

- Partnerships with Schools and Families

We have continued our partnership with CIS and Schools and Families, resulting in a significant impact on things we can do to close the gap for student needs.

We expanded our adult education programming to area businesses and organizations and received recognition from the Michigan Association of Community & Adult Education for quality programming and our “immense impact on the area and State”.

- Partnerships with the Community

We have 70 Official BCCHS Career Academies Partners who are committed to participating in a minimum of 2 Engagement Events, 1 Celebration Event, 1 Professional Development.

Superintendent Carter reported the end result is that the District is “On Track”. We had a progress review by the Michigan Department of Education in March of 2019 and received a status of “On Track”. This was our 18 month review and we received some impressive feedback identified as “Promising Feedback”. They were identified as being:

- Systems implementation is inclusive within the BCPS’ Six Goals of Greatness.
- BCPS Board of Education is strongly committed to the success of the BCPS’ Six Goals of Greatness.
- There is strong community involvement and multiple community partnerships (i.e. Bearcat Health Team).
- BCPS engages all stakeholder and adjusts programming based on the feedback received.
- BCPS is intentional on the use of available community resources.
- Two-way communication between staff and administration, school/community to home, school/district to community (i.e. Listening Tours, feedback apps, Battle Creek Education Association is included in the process, Instructional Leadership Teams at each building).

Superintendent Carter finished by saying we are celebrating Great Things Happening at BCPS and she thanked the Board for the opportunity to share the Preliminary Progress Review.

President Karen Evans said what stands out to her is the Board needs to be committed to the Six Goals of Greatness. She came on board 7 years ago when the goals were created. She noted the need to have a Board Retreat around the Six Goals to acclimate new Board Members with the goals.

Trustee Jackie Slaby asked if Superintendent Carter knows, right now, what our proficiency target for reading is. Superintendent Carter said she did not have that information with her, it is on our scorecard and she can get it. She said it is normally a 5% increase over the prior year.

#### 2020-2025 Facilities Plan Update

Charles Lipsey presented the 2020-2025 Facilities Plan.

Charles reported the 2020-2025 Five Year Plan consists of maintaining our current BCPS Facilities and to utilize all space and keep what we currently have with “butts in seat” and preserve our Bearcat spirit throughout the District.

Facility Considerations include: Safety of Students and Staff, Climate and Environment, Building Assessments and Concerns Expressed During Walkthroughs, Kingscott Facilities Study.

A breakdown of the projects for each building are:

- NWMS – Roof Replacement and Remodel Renovation Evaluation.

Charles noted that NWMS needs a lot of attention in this building and remodeling or rebuilding that building.

- SMS – Paint Lockers and Lighting Upgrade.

Charles noted the lighting upgrade would be to LED lights.

- BCCHS – Secured Vestibule and Security Camera.

Charles noted the secured vestibule will be on the Van Buren side and will be an enclosed entrance that goes directly to the office. It will include a metal detector and security cameras in the office as well.

Sim Lab Photos – Charles noted the Simulation Lab will be set up to look like the back of ambulance. The room next to it is the training area and there will be a classroom set up in the larger room with a video monitor.

- OEC – there are several projects going on at the OEC, which include:
  - Main Lodge roof replacement
  - North bath house rebuilt
  - Ceiling and lighting replacement
  - Eaves replacement
  - Fire Suppression system upgrade (Evaluation phase)
  - Backup Generator (Evaluation phase)

Charles' presentation included photos of the OEC projects.

- Verona – Lockers Painted, Hallways Painted, Exterior Masonry Repairs.

Charles reported there is a deterioration on the front fascia of the building (picture provided) and we are looking at how to repair that.

- Ann J Kellogg – Mold Remediation, Elevator Repair, Auditorium HVAC Replacement.



- WK Prep – Elevator Repair, Paint Lockers.
- Miller Stone – Roof Repair, Steam Damage Remediation, HVAC Cleaning, Ceiling Replacement, Paint Hallway, Floors Waxed.
- Fremont – Floor Replacement, Resolve Gym Floor Moisture Issue.

Trustee Jackie Slaby asked if this is the full Facilities Plan and if so, she wondered why the Auditorium lighting was not listed in the Plan. Charles responded this is the Facilities Plan based on the things that are in place and we had to prioritize the projects taking place over the next 5 years.

Superintendent Carter discussed the Auditorium work will be covered under the Kellogg Grant and that's why it was not part of the Facilities Plan, it was part of the Arts and Entertainment Plan. Laura Ash noted there were significant improvements at Auditorium, the first was the sound system, the second was cameras and the third is the lighting and amplifier; all funded through the WK Kellogg Grant.

Trustee Slaby commented she remembers voting on that, but noted if we are looking at a Facilities Plan, even if those improvements/projects were under a different specific budget, she thinks they should be included. She wondered if there are other maintenance projects that were not listed in the Facilities Plan because they are covered under a different budget. Trustee Slaby would like to see a plan that includes all projects in one place so if parents asks her questions, she can go to that document and have the big overall list of things included.

Charles Lipsey advised he will go back and evaluate all the projects out there and include them in the Facilities Plan, so it is one source.

Vice President Catherine LaValley asked if Miller Stone is ready to use this Fall. Charles Lipsey responded that is the plan, they are currently wrapping up work and the lower level is ready. Vice President LaValley said that is fantastic.

Treasurer Patty Poole-Gray commended Charles Lipsey for the work he has done on the Facilities Plan to provide the Board with an idea of what we are doing.

President Karen Evans asked if we were looking at the Facilities Plan from the perspective of projects being funded by the Sinking Fund when this Plan was created and is that why the projects being funded by the Kellogg Grant or other funds are not included. Charles Lipsey replied yes, but he can include those projects in the Facilities Plan as an FYI.

Trustee Charlie Fulbright asked about ADA accessibility for Fremont, noting it was not in the Facilities Plan and some parents have asked about it. Charles Lipsey advised it is not in the Facilities Plan but is being looked at. Charles Lipsey noted the parking or bus drop off is also a topic, but the cost of that has pushed it out of the picture for a bit. Charles noted that if ADA accessibility is added for entering Fremont, then we have to make access to the building ADA and we currently do not have the finances to do that. Superintendent Carter commented that once you start the work, you have to do all of the work. It is not something we can do in phases and we do not currently have the finances to do it all. It is on our wish list and this work would need to be done as part of a significant Bond. It was further noted that right now, Fremont is grandfathered in, but once we start ADA work, we open ourselves up to having to do everything.

Trustee Jackie Slaby said in follow-up to Trustee Fulbright's comment she thinks it would be great for the community to hear what the Board is doing and having the community work with us to decide on projects. It would help building the community's trust and make them feel heard and could help with pushing forward with their support on a Bond.

Trustee Slaby discussed the Kingscott Facilities Plan be re-shared with the Board over the next week so the Board can look at this plan, nothing this request is similar to the request to Director Mitch Fowler as far as the rollout plan for Chromebooks, etc. and it would be great to take a look at the bigger picture for the Facilities Plan in that manner. Trustee Slaby commented this was a great presentation from Charles Lipsey. It mentions the projects for each building, the security camera for the High School. She would like to see something the Board can use as a tool to look at each building, i.e. which buildings have cameras, which ones have ADA accessible entry, ADA bathrooms, how much parking if there per building. This would provide for a sense of where there is room for improvement and which buildings have what stuff, which will help give the Board a better sense of what is happening when proposals come.

Charles Lipsey mentioned when dealing with buildings the ages of ours when you tap into the buildings there are lots of things to consider. Trustee Jackie Slaby responded that she understands that, but it would be great to have basic information on each building, including what the current and maximum capacity for each building is. This would be great information to have readily available. Charles Lipsey indicated he was taking notes to get this information for the Board.

President Karen Evans pointed out the need to keep questions at the Board level and not pass judgment on to employees.

### High Fidelity Manikin for BCCHS Simulation Lab

Laura Ash discussed the recommendation in the Board Packet to purchase a High Fidelity Manikin for the Simulation Lab at BCCHS. The District worked collaboratively with Kellogg Community College to identify the specifications for a manikin that best fits our need. The source of funds, not to exceed \$50,000, for the purchase of the manikin is the Marshall Plan Grant.

The HAL S3000 multipurpose adult simulator including the following options: simulated learning experiences 10 scenario package, facilitators guide, Microsoft Tablet PC preloaded with UNI control software, UNI software license, communications modular and accessories kit including a storage case. The District is purchasing various components for simulation services: real blood pressure simulator that allows a normal blood pressure cuff to be used on the manikin, bone marrow leg infusion, oxygen saturation simulation, and a pacing option to provide heart vitals. The District recommends purchasing a three year service agreement along with 8-10 hours of training. Estimated delivery is 6-8 weeks once order is received.

Gaumard Scientific Company is a sole source provider and the only one that make this particular manikin, so we didn't have to go out to bid.

### Clorox 360 Disinfectant Sprayers

Laura Ash discussed the recommendation for the Clorox 360 Disinfectant Sprayers. This purchase will be funded from the CARES ACT funds. Laura reported that we received two bids, but one company declined because they could not deliver by August 13<sup>th</sup>. Kalamazoo Sanitary Supply was the lower bid. The purchase price for sixteen (16) disinfectant sprayers, in total, was \$63,999.84.

Secretary Kyra Wallace asked to hear the price of proposal again. Laura Ash replied \$63,999.84 and noted that the Board Agenda and the recommendation in the Board Packet indicate \$72,000 because, at the time of writing the recommendation, the bids were not in. Laura advised the bids were due today at 2:00pm and this was the lowest bid at \$63,999.84.

### WK Kellogg Auditorium Lighting and Amplifier Equipment

Laura Ash discussed the District's to update the projection and sound system for the WK Kellogg Auditorium. She reported the final phase for updating the Auditorium are the lighting and amplifier equipment. Laura advised we have hired an expert from Three Rivers who provided a list of equipment to be ordered from various vendors, which includes amplifiers, digitalled signalled amplifiers, LED CYC stage lights, bulbs, and lighting consoles with touch monitors and remotes.

Laura indicated the recommendation asks for the Board to give the Executive Director of Business and Finance the authority to issue Purchase Orders, not to exceed \$70,500.00, for the purchase of this equipment. The funding source will be the WK Kellogg Foundation Grant.

## NEW BUSINESS

### Administrative Appointment

Superintendent Carter noted it was with great pleasure she brings forward the recommendation that the Board appoint Mr. David Fooy as the Northwestern Middle School Principal.

Superintendent Carter discussed the rigorous interview process, advising that Mr. Fooy went thru five (5) different rounds, including interviews with BCPS Administrators, Central Office, Building level teachers and instructional coaches, the Instructional Leadership Team, a Meet and Greet with family and parents and a Meet and Greet with the entire NWMS Staff. Only one parent (Mr. Melvin McKnight) participated and had conversation with Mr. Fooy. Mr. McKnight gave positive feedback to Superintendent Carter.

Superintendent Carter shared that Mr. Dave Foy is an administrator for Kalamazoo Public Schools. He has served in educational leadership roles for KPS for twelve years at both its High School and currently at Maple Street Magnet School for the Arts.

Prior to his leadership roles with KPS, Mr. Fooy was a special education teacher at Georgetown Middle School in Georgetown, Kentucky.

Mr. Fooy is a native of southwestern Michigan, having graduated from Comstock High School. He attended the University of Kentucky and found his passion for education. He obtained a B.A. in special education. As a continuous learner, he also received two Masters Degrees in educational leadership from the University of Kentucky and Eastern Kentucky University.

Superintendent Carter indicated that Mr. Dave Fooy has the experience and educational experience that makes him the optimal person to lead the transformation of NWMS and she recommends that the Board approve this appointment.

Motion by Vice President Catherine LaValley to appoint Mr. Dave Fooy as the Northwestern Middle School Principal.

Secretary Kyra Wallace supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Superintendent Carter said it was with great pleasure she introduces Mr. Dave Fooy.

Mr. Dave Fooy apologized for having to meet the Board over the computer screen, noting that he wishes he could have met them in person. Mr. Fooy advised he appreciates the opportunity to become the Principal for NWMS. He noted the interview process was long and grueling but he met some great people along the way who are passionate about our students and he is passionate about students himself. Mr. Fooy indicated he starts having meetings tomorrow and he is glad to be part of the BCPS Family. He said NWMS will continue to be a family and continue their work to have high expectations for every student. Mr. Fooy commented he loves the Six Goals for Greatness. He believes every student is great and that we will find greatness for each student. Mr. Fooy shared that he learned from the Facilities Plan Update this evening that the NWMS building is at 50% capacity and he want to work to fill that capacity in the future. He finished by saying he hopes to meet everyone in person soon.

President Karen Evans welcomed Mr. Dave Fooy to the District.

Tentative Agreement with Battle Creek Educational Secretaries

Cheryl Johnson discussed the Tentative Agreement with Battle Creek Educational Secretaries. This is a one (1) year Contract and provides for secretaries to have the Wednesday before Thanksgiving off when teachers are not working that day.

Cheryl Johnson reported the Tentative Agreement was ratified by the secretaries on June 18<sup>th</sup>.

Motion by Trustee Charlie Fulbright to approve the Tentative Agreement with the Battle Creek Educational Secretaries as presented.

Trustee Jackie Slaby supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Contract with Battle Creek YMCA for Before/After Care for Fremont

Dr. Chandra Youngblood discussed the request to renew the YMCA Contract for Before/After School care. The cost is \$112,000.00 and the funding source is the Kellogg Grant.

Vice President Catherine LaValley asked if the Contract is for one (1) year. Dr. Youngblood indicated it is.

Motion by Vice President Catherine LaValley to approve the 2020-2021 Contract with the Battle Creek YMCA for Before/After Care for Fremont in the amount of \$112,000.00 with the Kellogg Grant as the funding source.

Secretary Kyra Wallace supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Communities In Schools Renewal

Monique Cheeks discussed the CIS Renewal and presented the 2020 CIS End of the Year Report.

Highlights included:

- Case Management cases for the Mid-Year was 179 cases and 238 for Year-End.
- Attendance was 145 for both Mid-Year and Year-End.
- Behavior cases were 14 for Mid-Year and 44 for Year-End.
- Course Progression was 9 for Mid-Year and 57 for Year-End.
- Basic Needs - \$33,841.09 worth of basic needs items were provided to families between August and December 2019. This included food, hygiene products, clothing and school supplies. Almost all of these items were donated. Another \$21,010.13 worth of basic need items were provided to families between January and March 13, 2020.

- Emergency Weekend Packs totaling 1,222 were distributed to 75-100 students weekly from September 2019 to March 13, 2020.
- Initiatives included Reading Buddies with 96% of students who participated weekly either sustaining their reading level or achieving their reading growth.
  - 128 students Kindergarten through 3<sup>rd</sup> Grade were assigned Reading Buddies.
  - There were 82 adult volunteer Reading Buddies, 40 of whom were BCPS Firefighters.
  - A total of 162.5 hours were dedicated to student literacy growth.
- Development of almost 80 new partnerships across the City, including the Battle Creek Fire Department, Grace Health, The Rotary of Battle Creek to name a few.
- Attendance Monitoring of 136 hours was conducted by CIS.
- Coordinated over 80 Family Engagement Events in partnership with 21<sup>st</sup> Century and Parent University.
- COVID 19 Response efforts included:
  - \$18,203.00 worth of supplies put in the hands of students and families. This included food, home cleaning products, clothing items and school supplies.
  - 924 Weekend Packs to BCPS Students.
  - 800 Emergency Packs distributed during Spring Break to students and their families.
  - 3,913 Books distributed to BCPS Students.
  - 941 Case Managed Students completed groups and developed specialized clubs.
  - 227 Students received Social-Emotional Checks-Ins by CIS Site Coordinators.
  - 647 Family Wellness Checks
  - Reading Buddies was transformed into a virtual reading program. 8 Reading Buddy Mentors participated / 12 Case Managed and Non-Case Managed were supported. Students were provided with a home library of 6 books and CIS launched with the Don't Worry Book.

Monique Cheeks briefly discussed the CIS Goals for Year 2.

Monique Cheeks reminded the Board the Contract is for \$619,644.00 but we are asking the Board to approve a total of \$710,000.00 total which includes additional fees associated with programming (incentives, events, etc.) and programming costs.

Superintendent Carter added clarification to a statement made in the last Board Meeting, which was in error, that being the total cost is the total compensation report. Superintendent Carter advised the compensation is close to what was received when the program was run under BCPS. One of the reason why we switched to CIS was to create a more comprehensive opportunity to respond to the needs of the public. BCPS specializes in academic achievement and CIS partners with experts in providing basic needs and social/emotional needs. Prior to our partnership with CIS, we had a lot of concerns from community organizations that were seeking to partner with BCPS but we didn't have a specialized opportunity. CIS provided that opportunity to have greater connections with community and coordinate resources to children. CIS was able to do it better than we could do when trying to manage internally. Superintendent Carter said that is not to say the Family Advocates weren't doing a good job, but rather the District was not able to provide support, coordinate all work and provide professional development.

Superintendent Carter noted the Family Advocates worked 35 hours per week and were only able to work during the school year when the program was run by the District. This resulted in a lost income for them during the Summer. Under CIS, they received a small hourly increase (from \$15.00 per hour to \$15.50) and CIS is able to provide benefits for them. This was important to the District as we want to invest in our employees. The cost for switching to CIS was only about \$6,000.00 different from what we were trying to accomplish on our own.

Treasurer Patty Poole-Gray requested a copy of the Year-End Report. Monique Cheeks advised it was included in the Board Packet.

Trustee Jackie Slaby mentioned that the CIS Goals for Year 2 were not included in the Board Packet. Trustee Slaby commented that the presentation was very well put together and was a very solid proposal. It really showed the impact on families and why the District is going this direction and should continue our work with CIS. She appreciates this information from a Board Member perspective. Trustee Slaby thanked Monique Cheeks and Superintendent Carter for this information.

Motion by Trustee Charlie Fulbright to approve the Communities in School Renewal in the amount of \$710,000.00 with the funding source being the WKKF Grant and Title I Funds.

Treasurer Patty Poole-Gray supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

#### 2020 Technology Purchases

Superintendent Carter noted that Mitch Fowler took a much-needed vacation and she was presenting the Technology Purchase recommendation on his behalf. She noted, as presented in Board Work Session, we are asking the Board to approve up to \$1,500,000.00 to support the goals of increasing the ratio of 1:1 for student technology and equipping the Simulation Lab with the necessary technology to increase virtual learning and allow us to close the opportunity gaps we learned about when we launched the initial distance learning.

Superintendent Carter reported the funds for this purchase will come from combined sources, being the WKKF Grant, the Marshall Plan and ESSER (CARES Act) Funds. The purchase does not impact the General Fund.

Motion by Vice President Catherine LaValley to approve the 2020 Technology Purchase in the amount of up to \$1,500,000.00 with the funding sources being the WKKF Grant, the Marshall Plan and ESSER (CARES Act) Funds.

Secretary Kyra Wallace supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Curriculum Resource Adoption for Practical Law Course at BCCHS

Dr. Deborah Nuzzi discussed the recommendation to adopt the Practical Law Course entitled Street Law, A Course in Practical Law by McGraw-Hill. This textbook will support the Health and Human Services Academy for Sophomores interested in the public safety pathway.

Trustee Jackie Slaby commented that, due to only receiving the link to check out the textbook last night, she will abstain from voting because she is not comfortable approving something for the community that she was not able to take a look at.

Vice President Catherine LaValley asked if there was a dollar amount to be added. President Karen Evans indicated she wondered too.

Dr. Nuzzi indicated the funding would come from the General Fund because it is a textbook and they only need one class set of books. The entirety of the purchase will be less than \$4,000.00 so it does not require Board approval for the amount since it is less than \$10,000.00. Dr. Nuzzi said the reason it is being brought to the Board is because it is the purchase of a textbook, noting the textbook does not change the curriculum because it will be used as a resource.

President Karen Evans noted that an abstain is a no vote. Trustee Jackie Slaby said to abstain is not a vote either way.

Motion by Vice President Catherine LaValley to approve the purchase of the Practical Law Course textbook for BCCHS.

Secretary Kyra Wallace supported the Motion.

A Roll Call Vote was taken.

**Motion passed 5-1.**

Central High School Vestibule Renovation

Charles Lipsey discussed the purpose of the vestibule renovation being security for students and staff and to help with flow of traffic.

Motion by Vice President Catherine LaValley to approve the Vestibule Renovation for BCCHS in the amount of \$85,207.00 with the funding source being the Sinking Fund.

Treasurer Patty Poole-Gray supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**



### Dreambox Renewal

Dr. Chandra Youngblood noted this matter was presented at the last meeting. She is asking for an early renewal for July 1<sup>st</sup> of the Dreambox program so it can be used in the Summer School program. This would be for a one (1) year subscription.

Motion by Vice President Catherine LaValley to approve the renewal of the Dreambox program in the amount of \$54,524.00 with the funding source being the WK Kellogg Grant Funds.

Secretary Kyra Wallace supported the Motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Dr. Youngblood thanked the Board for approving the Dreambox renewal.

### 2020-2021 NEP Contract

Superintendent Carter discussed, as presented at the last Board meeting, the purpose of the work with NEP is to continue to disrupt inequity difference and as the recommendation indicates, we are asking the Board to approve the Contract with NEP for services not to exceed \$175,000.00, which includes anticipated travel and expenses.

The District can celebrate the result of work thus far is the accomplishment that many District leaders have been trained and that includes several Board members. This work has helped with racial tensions at BCAMSC. NEP came and did several sessions with the staff to train them on how to help students empower themselves, adopting an equity imperative and create systems to design and reduce inequity.

NEP helped train all coaches for equity. They helped develop a lens to be responsible in the classroom and to help teachers with teaching. With effective teaming, implementation of effective teams across all school, we are disrupting inequities that were occurring in all classrooms. NEP provided professional development and addressing stereotype threats and the impact on student learning and social and emotional learning. Superintendent Carter indicated these are just a few of the things we have accomplished, and we look forward to doing more. She not this is not a destination, but a process.

Vice President Catherine LaValley commented she looks forward to how lucky we are in BCPS to have the expertise and talents of NEP. We are so fortunate over the last few years they continue to be problems solvers, increase capacity to deal with tensions, and like Superintendent Carter she looks forward to the work in the upcoming year.

Trustee Charlie Fulbright asked if there was a way to have everything Superintendent Carter just shared with the Board put into a writing published to the community. He feels like the community doesn't know all the equity work we do and it would be great to share with the community so they can see we have a plan and are doing the things that need to be done. Trustee Fulbright thinks especially now, it would be great for the community to know.

Superintendent Carter thanked Trustee Fulbright and noted we heard the same feedback from Trustee Jackie Slaby. She indicated we should celebrate and communicate to get the word out. Superintendent Carter reported she is working with the Communications Teams to get the word out and they are discussing actually having this information live somewhere on our website. She noted she appreciates the Board bringing this to our attention.

Motion by Vice President Catherine LaValley to approve the 2020-2021 NEP Contract in the amount of \$175,000.00 with the funding source being WKKF Grant Funds.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

#### OEC Main Lodge Renovations

Laura Ash discussed the recommendation to the Board to support the renovations at the Outdoor Education Center for the roof replacement (new roof and eaves troughs) in an effort to protect our investments from the Battle Creek and Barry County Foundation.

President Karen Evans commented the pictures of the roof in the Five Year Facilities Plan were horrendous and much needed.

Motion by Vice President Catherine LaValley to approve the Outdoor Education Center Main Lodge Renovations in the amount of \$230,000.00 with various funding sources being the BCPS Sinking Fund and the Battle Creek and Barry County Community Foundations.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

#### High Fidelity Manikin for BCCHS Simulation Lab

Laura Ash highlighted the recommendation to the Board.

Motion by Vice President Catherine LaValley to approve the purchase of the High Fidelity Manikin for the BCCHS Simulation Lab from Gaumard Scientific Company in an amount not to exceed \$50,000.00 with the funding source being the Marshall Plan Grant.

Treasurer Patty Poole-Gray supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Clorox 360 Disinfectant Sprayers

Laura Ash gave a brief overview of the recommendation to the Board.

Motion by Vice President Catherine LaValley to give the Executive Director of Business and Finance the approval to purchase sixteen (16) Clorox 360 Disinfectant Sprayers in the amount of \$63,999.24. The source of the funds will be the CARES Act Funds.

Secretary Kyra Wallace supported the motion.

Trustee Charlie Fulbright asked if there is a cost for refilling the sprayers. Laura Ash replied there is. The cost for refills will be paid from the General Fund custodial supplies. Laura advised we receive four (4) cases of refills free with the purchase of the sprayers, but BCPS would have to purchase refills after those are used.

A Roll Call Vote was taken.

**Motion passed 6-0.**

WK Kellogg Auditorium Lighting and Amplifier Equipment

Laura Ash discussed the recommendation to the Board.

Motion by Vice President Catherine LaValley to give the Executive Director of Business and Finance the approval to order the various Auditorium components not to exceed \$70,500.00 with the funding source being the WK Kellogg Foundation Grant.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Best Estimate 2019-2020 General Fund Final Budget Amendment

Laura Ash reported with regard to all the various reports for 2019-2020 budget revisions and the 2020-2021 preliminary revisions, nothing has changed.

There was one tweak to the General Fund budgets which was moving the revenue from the WK Kellogg Grant which was listed in Local Revenue down to Transfers In from other resources. No other adjustments were made and the estimated deficit for 2019-2020 is roughly \$810,000 at year end. This budget still assumes we will receive a \$700 prorated reduction from the Department of Treasury.

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate General Fund Final Budget Amendment as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Vice President LaValley inquired about putting all these budget items under the Consent Agenda in the future. President Karen Evans indicated she is not sure what the State mandates for Year-End Budget matters. Superintendent Carter noted we did include the budget items under the Consent Agenda for the Mid-Year Budgets and she and Laura Ash went back and forth about doing it this time, but because this is the Budget Hearing and they didn't have an answer, they felt it was best to list each item separately for a vote and approval.

Vice President LaValley requested we check into this matter for the future, in the essence of it saving time. Superintendent Carter agreed.

President Karen Evans asked about the \$810,000 deficit. Laura Ash discussed the General Fund ending balance is 16.12% as of June 30<sup>th</sup>, which is well above the Board Policy of 8%. President Evans commented as history shows, that can go fast, and it makes her nervous when we have to dip into these funds.

Best Estimate 2019-2020 Food Service Final Budget Amendment

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate Food Service Final Budget Amendment as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Best Estimate 2019-2020 Math and Science Center and Outdoor Education Center Final Budget Amendment

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate Math and Science Center and Outdoor Education Center Final Budget Amendment as presented.

Treasurer Patty Poole-Gray supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Best Estimate 2019-2020 Cereal City Science Final Budget Amendment

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate Cereal City Science Final Budget Amendment as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Best Estimate 2019-2020 WK Kellogg Foundation Grant Final Budget Amendment

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate WK Kellogg Foundation Grant Final Budget Amendment as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Best Estimate 2019-2020 Custodial Care Funds Final Budget Amendment

Motion by Vice President Catherine LaValley to accept the 2019-2020 Best Estimate Custodial Care Funds Final Budget Amendment as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary General Fund Budget

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary General Fund Budget as presented.

Treasurer Patty Poole-Gray supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary Food Service Budget

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary Food Service Budget as presented.

Secretary Kyra Wallace supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary Math and Science Center and Outdoor Education Center Budget

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary Math and Science Center and Outdoor Education Center Budget as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary Cereal City Science Budget

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary Cereal City Science Budget as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary WK Kellogg Foundation Grant Budget

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary WK Kellogg Foundation Grant Budget as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

2020-2021 Preliminary Custodial Care Funds

Motion by Vice President Catherine LaValley to accept the 2020-2021 Preliminary Custodial Care Funds Budget as presented.

Trustee Charlie Fulbright supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Addendum to Superintendent Contract

Cheryl Johnson discussed the Addendum to Superintendent Carter's Contract. Cheryl advised there were only two changes, one an extension of the Contract to June 30, 2024 and the second being that, effective July 1, 2020, any Graduate Level Courses Superintendent Carter takes toward her Doctoral Program will be reimbursed.

Cheryl Johnson pointed out that, noticeably absent from the Contract, is Superintendent Carter made no request for a percentage increase in compensation. Cheryl noted this speaks to Superintendent Carter's will to put the District's needs before her own.

Trustee Jackie Slaby asked if this would be a combined vote for both items (extension and Graduate Level Course reimbursement) at same time. President Karen Evans indicated yes, it will be a vote for the full Addendum as presented.

Motion by Trustee Charlie Fulbright to approve the Addendum to Superintendent Contract as presented.

Secretary Kyra Wallace supported the motion.

A Roll Call Vote was taken.

**Motion passed 6-0.**

Vice President Catherine LaValley commended Superintendent Carter for her excellent work ethic, especially for the last four (4) months since COVID-19 struck everywhere. Vice President LaValley agreed with what the Resource Department (HR) said that Superintendent Carter has not asked for anything but to extend her Contract and that the District provide dollars for her Doctoral studies. Vice President LaValley indicated she felt it was pretty nice to have a chance to approve those tonight.

President Karen Evans noted she wanted to make a couple of points. First that Superintendent Carter is a black female Superintendent and is paid less than her three (3) male counter parts in other Districts and knowing that, she has not asked for a raise.

President Evans indicated she hopes the Board can look at this in the future. BCPS is one of the biggest Districts and she thinks our Superintendent should be compensated for the work that she does.

President Evans pointed out that Superintendent Carter is the only employee in the District who does not get reimbursement credit for her education, although it is part of her Evaluation that she continue to do self-growth by the Board. Reimbursement will help Superintendent Carter be successful in that area of her Evaluation.

President Evans noted that the Board decided not to do an Evaluation this year, due to COVID-19 and that fact that Superintendent Carter received a Highly Successful rating last year. By extending her Contract, it keeps the Contract whole for the entire four (4) years. If the Board didn't extend, it would leave the Contract at three (3) years and that would put out the message that the Board was not as happy with Superintendent Carter as they say.

President Evans also pointed out that Superintendent Carter could be looking at a three (3) Board Member turnover this next year and could end up with three (3) brand new Board Members, that is half her Board changing due to turnover.

President Evans ended by thanking Superintendent Carter for all the extremely good work she has done with the District, especially with COVID-19. She noted that Superintendent Carter work hard for the Board every day. She was able to take some personal leave this last week and President Evans knows she was working even though she had time away. President Evans is excited to support the Addendum to the Contract.

Treasurer Patty Poole-Gray agreed with President Karen Evans, but commented we shouldn't play the race card, that was all she wanted to say.

### **PUBLIC COMMENTS**

President Evans noted the first Public Comment was kind of a long one. She asked now that we are doing Board Meeting virtually, did the Board still want to limit the time to 3 minutes.

Vice President Catherine LaValley commented she felt the Board should limit it to the 3 minutes because that is what is said in the By-Laws.

President Evans asked Vice President LaValley to time her as she reads this first one and said she will try to read as fast as she can.

Rebecca Ramon

312 Capital Avenue NE

According to a report by Trace Christenson in the Battle Creek Enquirer, the shooting that took place on Orchard Place in Battle Creek had something to do with a "Detectives are seeking information about the shooting, which police said may have stemmed from a dispute at school early this year."

<https://www.battlecreekenquirer.com/story/news/crime/2020/06/13/police-fire-two-arrested-reckless-shooting/3181878001/>

Neighbors of mine whom also work for the district leaked that the victim may be a student of BCPS.

Do you believe this stemmed from a dispute that happened in your school?

Why did I not see any educators representing the BCPS district this weekend at events such as the racial healing circle hosted by the Southwest MI Urban League and The Battle Creek Coalition for Racial Healing and Transformation?

If the school district is truly committed to the equity, why isn't that evident in the community?

I personally believe that the educators should have been represented as were the educators of the Lakeview School District...Seen at the following link...This is great modeling and I just want to know why aren't the BCPS district teachers not doing that?

<https://www.facebook.com/watch/?v=356160908683047>

If there are issues at the district involving kids getting shot, then who cares about learning strategies or lighting components?

We know that socio-emotional needs need to be met first.

But if kids are getting shot and nobody can ensure that this isn't an issue stemming from the lack of equity that exists in the classroom, hence the unresolved issues that get out of hand then how can kids focus on learning?

The same neighbor who mentioned the shooting victim/student being from the school district informed me that I can't report on it because I worked for the school district. However, I never signed any contract waiving or forfeiting any of my rights.



Additionally, after reporting on this incident myself, I received communication from my employer, Edustaff, that my contract with your school district was terminated. This decision was made without any investigation into this matter and feels like retaliation.

The communications added that I was not dependable, however, Edustaff... (3 minute time limit was up)

Anthony Pennock

125 Surby Ave, Battle Creek, MI 49015

In the facilities plan is there a plan to add adequate A/C, heat, and ventilation in all buildings?

Brittani Havenaar

1417 capital Ave NE apt 23

Will Fremont Floors be upgraded this summer? Has the discussion been made to add a/c to the classrooms that don't currently have them at Fremont? Will there be any change to the safety and security regarding the entrance to Fremont?

President Karen Evans advised the Board doesn't respond to Public Comments right away and that if any answer is required, someone will respond.

### **SUPERINTENDENT'S COMMENTS**

Superintendent Carter thanked the Board for their continued support, noting we cannot do this work unless we are all in the same boat, working together, and rowing in the same direction. She knows the success of the District is the collaboration of the Board of Education; she hears about a lot of issues in other Districts, but knows our Board is committed to the success of every student and hold one another accountable and the District.

Superintendent Carter thanked BCPS staff members who are continuing to work, even though Summer has begun; standing up with students, attending events, having 1:1s. She is proud to work in a District that sees every student by name, need and strength.

### **BOARD MEMBER COMMENTS**

Trustee Jackie Slaby commented as someone who served on the Core Leadership Team for Truth and Racial Hearing, she was excited for the work done this past weekend with the June Tenth event. She looks forward to continued participation and listening to the community about how to show up and be visible.

Secretary Kyra Wallace echoed what Trustee Slaby talked about, noting she also attended and hosted several events this past weekend. As a Board Member and supporter of BCPS, she wants to very much be present and is always looking at ways to show up and show support for equity matters and looks forward to the opportunity to do more.

President Karen Evans said we hear all over social media and, in the news, thank you to the essential workers, the emergency workers and grocery store clerks, but you never hear about the educators. President Evans believes our educators are truly the unsung essential workers. Educators are working just as hard and she thanks them, noting they are not getting the recognition they deserve. As a Board Member, President Evans wanted educators to know that she appreciates each and every one of them and they are the unsung essential workers of COVID-19.

The meeting was adjourned at 7:58pm.

Submitted by  
Patti Worden

Kyra Wallace  
Board Secretary