

Kalamazoo Covenant Academy

Board of Directors

Date: August 13th, 2025
Time: 12:00 PM – 1:30pm
Location: Schupan (Corporate Office) – Conference Room
3400 Covington Road, Kalamazoo, MI 49001

BOARD MEETING MINUTES

MEETING TYPE: Regular Special Proposed Approved

BOARD MEETING AGENDA

A. Call to Order ~ Meeting called at 12:03pm

B. Roll Call

Casey Alger, President	*Present	oAbsent
Marc Schupan, Vice President	*Present	oAbsent
Dr. Luchara Wallace, Secretary	oPresent	xAbsent
Dr. Sandy Standish, Treasurer	*Present	oAbsent
Jason Luke, Member	*Present	oAbsent
Sara Amy, Member	oPresent	xAbsent
Marcus Kole, Member	oPresent	xAbsent

Other Attendees:

Kares Johnson, KCA School Leader	Les Sheldon, CS Partners
Dr. Matt Cawood, GVSU	Laurel Capobianco, Reimagine
Andrew Hulbert, Reimagine	Ben Hoppe, Reimagine

C. Mission Statement: The Kalamazoo Covenant Academy (KCA) provides disengaged, dropout youth, ages 15-22 years, hope and the opportunity to earn their high school diploma. KCA believes that all students are valuable members of our community. KCA students will be guided by a caring, compassionate staff that will provide students with an academic foundation guiding them to post-secondary careers, training and college. KCA believes providing this foundation for our youth will prevent youth homelessness and incarceration. This will be done with absolute respect and unconditional love while offering hope and encouragement to all students.

Meeting paused so Sandy could take the oath of office, Dr. Cawood administered the oath

D. Public Comment on Agenda ~ No Public Comments

E. Approval of Agenda (August, 13, 2025) ~ Passed

Motion: Marc	Second: Sandy
Ayes: 4	Opposed: 0

This is a meeting of the Board of Directors, held in public, for the purpose of conducting the Academy's business, and is not to be considered a public community meeting. A time for public participation during the meeting is indicated in the agenda.

F. Approval/Acceptance of Standard Business

a. Approval of July 2, 2025, Board Meeting minutes:

Motion: Jason

Second: Sandy

Ayes: 4

Opposed: 0

b. School Report (Kares Johnson)

Enrollment & Demographics:

- 123 students re-enrolled; 15 new students enrolled.
- One student did not graduate with Class of 2025 due to incomplete requirements. Average student age: 18.5; 60% are 18 or younger.
- Gender balance is even.
- 25% of students have received special education services.
- 6 English Language Learner (ELL) students.
- 15 students are parents or pregnant.

Technology & Domains:

- New Google domain: **KalamazooPrepAcademy.org**.
- Continuing issues with Google Workspace for Education.
- Background on IP conflict with CAF regarding domain and school name.
- Disruptions occurred during domain transition.

Campus & Staffing:

- Campus rejuvenation underway; seeking to deter illegal property use.
- All staff returned, morale high.
- Second special education teacher hired.
- School start was delayed one week for three days of PD with Reimagine team.
- Shared current staff roster.

PD Highlights:

- Shared PD topics
- Appreciation of open communication between KCA and Reimagine.

Additional Notes:

- Staff are generally positive about the new school's name.
- Clarified changes to school calendar and hours for compliance with state instructional hour requirements.
- Kares announced her personal cancer diagnosis; medical leave scheduled for early September.

c. Financial Update (Andrew Hulbert)

- Commended leadership and staff for dedication to students. Audit preparation in progress; adding budget line items today.
- Technology upgrades:
 - 1) 200 Chromebooks for student use (possible incentive checkout program).
 - 2) Higher-capacity laptops for staff to support morale and student success.
- Graduation rates are the primary measure of success.

Budget & Audit (Les)

- Audit preparation on track; no issues reported.
- Initial budget was conservative; revised budget remains cautious.
- Current FTE for funding: 197.
- Technology purchases and building upgrades factored in lowering fund balance.

Additional Financial Notes (Andrew)

- State budget unresolved and far from resolution; grant funding uncertain.
- Revenue projected at last year's level, potential increase pending.
- Expected increase may be in per pupil allowance or in categorical.
- Included HVAC replacement and other campus improvements in budget.
- Exploring bids from professional security providers.

d. Reimagine Update (Laurel Capobianco)

Pivotal Observations:

- Unified and loyal staff with high passion for mission.
- Strong resilience among staff and students.

Highlights:

- Building trust and collaboration is a priority.
- Delayed school start for PD supported team cohesion.
- Shoutout to Matt at GVSU; bi-weekly meetings and lots of support
- Shoutout to Jen from KRESA for her support.

Key Goals:

- Shift from social-services-first to academics-first focus.
- Identify KPIs, with graduation rates as a central metric.
- Create a scorecard to track key metrics.
- Strengthening systems and procedures (pupil accounting, special education compliance).

Progress to Date:

- Distributed PD agenda and staff breakdown.
- Explained RE's coaching model.
- Initiated PVA assessments for all staff.

