

**Benton Harbor Area Schools  
Community Engagement Advisory Committee  
Agenda**

**Monday, December 2, 2019  
5:00 pm**

Benton Harbor High School  
Library  
870 Colfax Ave.  
Benton Harbor, MI 49022

**I. CALL TO ORDER**

- A. Roll Call
- B. Approval of Agenda
- C. Approval of Minutes
  - 1. November 4, 2019 (Attachment #1)

**II. SCHOOL BOARD PRESENTATION**

**III. OLD BUSINESS**

- A. Approval of Work Plan (Attachment #2)

**IV. NEW BUSINESS**

- A. Subcommittee Reports
  - 1. Budget and Finance (Attachment #3 and 3a)
  - 2. Community Engagement (Attachment #4)
  - 3. Academics and Programs (Attachments #5)
  - 4. Building Facility Technology

**V. BOARD COMMENT/OTHER**

**VI. COMMUNICATIONS – Information Only**

- 1. Shaquille Turner – BHAS Curriculum Equity Initiative Project (Attachment #6)

**VII. PUBLIC COMMENT**

**VIII. ADJOURNMENT**

**Benton Harbor Area Schools  
Community Engagement Advisory Committee  
Meeting Minutes**

**Monday, November 4, 2019  
5:00 pm**

Benton Harbor High School  
Library  
870 Colfax Ave.  
Benton Harbor, MI 49022

Members Present

Joyce Parker  
Lisa Cripps-Downey  
Patrick Muhammad  
Maurice McAfee  
William Pearson  
Patricia Robinson  
Brenda Terrel  
Wayne Watson  
Denise Whatley-Seats

Members Absent

Michael Spencer  
Michael Williams – Excused

**I. CALL TO ORDER**

Chair Parker called the meeting to order at 5:02 pm. Let the record show a quorum is present.

**II. APPROVAL OF MINUTES**

Motion made (McAfee) and supported (Whatley-Seats), the Committee unanimously voted to approve the October 30, 2019 minutes.

**III. DISCUSSION OF WORK PLAN**

Discussion of the work plan was held. Some recommendations for areas of priority for review include:

- a. Addition of mental health as it related to both students and staff
- b. Addition of family engagement as the family component is critical in supporting change
- c. Distinguishing the difference between community and family
- d. Financial analysis to understand environmental factors of student retention and demographics

- e. Benchmarking the Charter Schools compared to the district
- f. Legislation (focus on urban districts)

A summary of the revised workplan will be provided to the Committee for approval at the December meeting.

**IV. SUBCOMMITTEES AND RESPONSIBILITIES**

Four subcommittees were formed:

- a. Budget and Finance
- b. Community Engagement
- c. Academics and Programs
- d. Building Facility Technology

Subcommittees will meet and report out to the full committee. A summary of the subcommittees and responsibilities will be provided to the Committee for approval at the December meeting.

**V. OTHER**

- a. Committee requested documents/reports that exist regarding work that has already been done to please be provided for their use
- b. Proposed list for community meetings was discussed. A revised list will be provided to the Committee at the December meeting
- c. Support service Treasury will provide – will there be support staff for subcommittees
- d. Open Communication and working collaboratively with Board of Education

**VI. PUBLIC COMMENT**

There was no public comment.

**VII. ADJOURNMENT**

There being no further business, the meeting adjourned at 6:02 pm.

**COMMUNITY ENGAGEMENT ADVISORY COMMITTEE  
BENTON HARBOR AREA SCHOOLS**

**PROCESS AND WORK PLAN**

The committee agrees to do the following in order to accomplish its goal.

- The subcommittees will meet between meetings in order to accomplish the responsibilities stated under each subcommittee.
- The subcommittees will establish a work plan in order to meet the responsibilities stated for each subcommittee.
- Subcommittees will provide notice to all members of the Community Engagement Advisory Committee of subcommittee meetings in case other members may have an interest in attending.
- A staff person will be assigned to each subcommittee. The staff person will assist with scheduling meetings, attend all subcommittee meetings, and write reports and summaries for the subcommittee.
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The assessment and operating plan are due by March 31, 2020. The schedule is aggressive in order to meet the deadline of March 31, 2020.

**COMMUNITY ENGAGEMENT ADVISORY COMMITTEE  
BENTON HARBOR AREA SCHOOLS**

**TIMELINE**

**November 4 - December 31, 2019**

- Subcommittee review and due diligence regarding areas of responsibility.
- Bi-weekly updates are to be provided to the CEAC.
- Written monthly reports are to be submitted to the CEAC three days prior to CEAC meeting.
- Subcommittee report will be included on CEAC agenda.

**January 1 – January 15, 2020**

- Final written reports are due from each subcommittee.

**January 16 - January 30, 2020**

- Final written assessment report completed.

**February 1 - March 15, 2020**

- Develop proposed operating plan

**March 15 - March 31, 2020**

- Public meetings regarding proposed Operating plan.

**March 31 - April 15, 2020**

- Final revisions to operating plan and Submission to Treasury, School Board And MDE

**COMMUNITY ENGAGEMENT ADVISORY COMMITTEE  
BENTON HARBOR AREA SCHOOLS**

**AREAS OF PRIORITY FOR REVIEW**

- Finances and Plans related to Finance
- Instruction
- Systems
- After school programs
- Student activities/sports
- Staffing/Use of Substitute Teachers
- Salaries
- Superintendent
- Community Involvement
- Business Partner
- BH Owned Buildings for Sell
- Facility Plan
- Pre-school
- Previous Proposals/Agreements between School District and State
- Student Achievement/Academics
- Student Population Trends
- Legislative Issues
- Community College Partnership
- Mental Health
- Discipline
- Family/Student Engagement
- Student Retention/Demographics
- Benchmarking with students who attend charter schools

**COMMUNITY ENGAGEMENT ADVISORY COMMITTEE  
BENTON HARBOR AREA SCHOOLS**

**SUBCOMMITTEES AND RESPONSIBILITIES**

**Budget and Finance**

(Chair Lisa Cripps-Downey, Sam Irrer, Jessica Thomas, Denise Whatley-Seats)

- Review and evaluate Deficit Elimination Plan
- Review contracts and proposals
- Review and evaluate budget projections
- Legislative Issues
- Leadership and Organizational Status
- Systems and Technology
- Salary
- Staffing
- Retention and Demographics
- Operational Issues
- Benchmarking
- Magnet Schools

**Academics and Programs:**

Chair William Pearson, Patricia Robinson, Brenda Terrell, Wayne Watson, Paul Williams

- Student Achievement/Instruction
- Pre-school
- Staffing/Use of Subs
- After School Programs
- Student Activities/Sports
- Student Population Trends
- Student Attraction/Retention
- Legislative Issues
- Community College Partnerships
- Benchmarking
- Mental Health
- Discipline
- Family/Student Engagement
- Special Education
- CTE Programs
- ROTC
- Workforce Development

**Community Engagement**

Chair Maurice McAfee, Patrick Muhammad, Joyce Parker, Stephan Welke

- Marketing and communication
- Community meetings and public hearings
- Community and Business Partnerships
- Video and Survey Information
- Family and Student Engagement
- Mental Health (Bullying)
- Mentoring Programs

**Facility Planning and Management:**

Chair Michael Spencer, Patrick Muhammad, Jessica Thomas

- Review Current Plans
- Review Building Utilization
- Review Building Condition
- Review contracts related to facilities and operations
- Potential BH buildings for sell
- Review Capital Improvement Plans
- Identify and Evaluate Cost to Maintain buildings and facilities including risk management



Community Engagement Advisory Committee  
Benton Harbor Area Schools  
Budget and Finance Subcommittee

**Finance**

- BHAS continued to remain on budget for the 2019-20 year
- BHAS files monthly EDEP (Deficit Elimination) reports with Treasury
- BHAS finished its Annual Financial Audit (which was submitted by deadline) performed by Hungerford
- BHAS has developed a Plan of Corrections for the minor findings identified
- BHAS (through the Board Finance and Operations Committees) are developing a 3-year Capital Improvement plan for expenditures from the Sinking Fund
- BHAS Finance and Human Resources are updating the District Payroll and Accounts Payable procedures with transition of all Finance Office services in-house (versus long standing contract with Berrien RESA)
- BHAS finalizing list of contracts (with scope of contract, term, cost)

**Physical Plan. (Operations)**

- BHAS has updated the Property Inventory and reprioritized into 3 categories (Schools/support facilities in use; 2 vacant schools for potential future use; buildings/lots to be sold)
- BHAS (through the Board Finance and Operations Committees) are developing a 3-year Capital Improvement plan for expenditures from the Sinking Fund
- Plan underway to get facilities/grounds of 4 best buildings ready for sale
- Plan to identify new commercial real estate broker
- Finalized cost report for annual maintenance for vacant properties: \$38,708 total including all 12 vacant properties.

## BHAS Property Inventory - updated 11/20/19

	Building	Status	Address	Primary Use	Square Footage	Acres	Comments			
<b>ACTIVE USE</b>										
1	Benton Harbor High School	Open	870 Colfax, BH	High School Gr 9-12; Floors 1 & 2	159,550		includes production kitchen, gym, auditorium			
				Charles Gray Teen Center	27,000		Weight training for football; majority unused			
				Central District Admin Floor 3	60,000		3rd floor partially remodeled - year?; partially air conditioning			
2	Dream Academy	Open	636 Pipestone, BH	Alternative High School	9,000		Appraisal 2016			
3	Arts & Communication Academy (ACA)	Open	120 E Napier, BH	Middle School Gr 6-8	51,645					
4	Fair Plain East	Open	1995 Union Ave, BH	Elementary School Gr 4-5	28,000					
5	Hull	Open	1716 Territorial, BH	Elementary School Gr 1-3	53,400					
6	MLK	Open	750 E Britain	IT Center	52,150		Main kitchen facilities			
7	DEC - Discovery Enrichment Center	Open	465 S McCord	Kindergarten and Pre-K	38,350					
8	Skill Center	Open	Fair Avenue	District Vehicle Storage & Repair						
9	Transportation Facility	Open	600 McKann St	Bus Storage & Maintenance	12,500					
<b>CLOSED but POTENTIAL for FUTURE USE (previously labeled "Don't Sell")</b>										
				<b>Comments</b>	<b>Sq Feet</b>	<b>Acres</b>	<b>Annual Maint</b>		<b>Appraisal</b>	
1	Boynnton	Closed	1700 E Britain	Possible future Magnet School	23,265	8.2	\$4,260		2015	
2	Fair Plain West	Closed	1901 Fair Plain	Highly residential, nice lot & frontage	29,000	8.5	\$4,488		2015	
3	Farmland	Leased	Napier & Blue Creek (US 31)		n/a	136				



Community Engagement Advisory Committee  
Benton Harbor Area Schools  
Community Engagement Subcommittee

Call - 11/12/2019 at 3pm

Present: Deputy Treasurer Joyce Parker, Pastor Maurice McAfee, Stephan Welke

- Tentative schedule for outreach events will include the larger denomination churches, senior centers, and high school.
- The subcommittee would like to have the larger events catered with either light refreshments or a light lunch/dinner.
- During each event, a brief presentation will be done to inform the audience of how the CEAC is structured, the goal plan, where we (the CEAC) is currently, and the overall assessment.
- It was brought to the subcommittee's attention that an overwhelming opinion is that the community wants to do more speaking rather than listening, the community has a lot to say, we will keep our presentation brief and provide more time to listen to the community opinions.
- Tentatively, the events are scheduled (discussed at the time of the meeting) for December 2<sup>nd</sup> and 3<sup>rd</sup>, and the following week December 9<sup>th</sup> and 10<sup>th</sup>. Target dates are taking into consideration the holidays.
- Moving forward:
  - Pastor McAfee will contact the churches and discuss our intent. Contact information will be then sent to Stephan to have the details and dates/times set.
  - Stephan will contact the senior centers in the area and plan/ discuss presenting at their resident homes. A goal to have two or three scheduled.
  - Stephan will reach out to Patricia Robinsons and navigate the best way to speak to the high schoolers – either in the classrooms or an assembly style presentation.

Current status

- Currently, the tentative dates for our December outreach events will take place on December 10<sup>th</sup> and 17<sup>th</sup>, both a Tuesday, at the Benton Harbor Local Library. They have an auditorium that can seat 150 people. Those dates are open and the CEAC outreach committee will have them booked all day.
- The intended plan is to have a presentation at 12pm with a light lunch and time allotted for public comment. Another presentation will be held at 5pm. The library closes at 7

and starting at 5 will give enough time to present and open for comments. This is the plan for both the 10<sup>th</sup> and 17<sup>th</sup>.

- The intended plan is to be present all day and allow the community to filter in throughout the day. There will be some literature as to what we are doing, and the treasury will be on site to answer questions.
- The intended plan is to reach a couple senior centers on December 2<sup>nd</sup>, before the CEAC meeting, to get the outreach events started. The two tentative senior centers are Harbor Point and the Benton Township Housing Commission.

Community Engagement Advisory Committee  
Benton Harbor Area Schools  
Academic and Programing Subcommittee

Call - 11/13/19 3:15pm

Led by Dr. William Pearson

Present: Dr. William Pearson - Brenda Terrell – Dr. Wayne Watson – Dr Patricia Robinson – Sam Irrer

Missing: Paul – student representative

Pearson emailed Kevin Ivers from ISD to get someone on committee. Lots of info from ISD– provided Lisa Pattison contact Regional Assistance Grant implementation 269-471-7725 ext 1134 EMAIL: [lisa.pattison@berrienresa.org](mailto:lisa.pattison@berrienresa.org).

Organize meeting and get calendar together today. Discuss what we want to prepare and discuss with the full committee. Possibly get December meeting or phone call. But definitely want to schedule Jan and Feb.

January 13<sup>th</sup> at 3:15 to 5:15

February 10<sup>th</sup> at 3:15 to 5:15

March 9<sup>th</sup> at 3:15 to 5:15

Topics:

- Student Achievement/Instruction
  - M-step
  - NWEA
  - Professional development plan
- Pre-school
  - Great Start Readiness Program
  - Other preschool programs
- Staffing/Use of Subs
  - Student to Teacher Ratios
    - Current
    - Goal?
  - Certified Teachers, Substitutes, what are our needs
    - Certified in subject they teach?
  - Demographics

- Are staff residents or not
    - Gender, age, race, etc. of staff
  - Salary
    - Need to be above county average
      - Equitable resources
      - Provide incentives to work at BHAS
      - Possible tax or housing incentives? <- to finance committee
- After School Programs
  - Need list of current programs from district
  - What we think would be beneficial?
    - Athletics
      - Football, basketball, volleyball, baseball, softball, track, wrestling.
      - Additional programs needed?
    - Academic
      - Former academic after school program
      - Possible use of grant carryover for academic programs?
      - Didn't get a 21<sup>st</sup> century grant that could help programs. Applied in 2018 but denied. Possibly federal grant
- Student Activities/Sports
  - See above^
  - Have data coach to assist pulling this data - Dawn
- Student Population Trends
  - Sam will provide school of choice trends
- Student Attraction/Retention
  - Possible marketing?
  - Benton Harbor Promise
    - Use resources first – promise will cover the rest
    - Funded by donors
    - Certain criteria – live in BH – salary bracket restrictions
    - More info?
  - Possible other funding for scholarships outside promise
- Family and Student Engagement
  - **Cultural changes are needed**
    - **How can we define and improve district and school culture?**
  - Discipline – actions needed
  - Distractions – cell phones, headphones, etc.
  - Student and Parent culture changes important but long-term goal
  - Overlap with community engagement subcommittee
    - Ask about parent involvement and community engagement role
  - Parent – Teacher conferences

- Requirement? Must pick up report card
- Legislative Issues
  - What we need to present to legislature for changes
  - Equitable finances resources
- Mental Health
  - Social & Emotional learning interventionists
  - Each building has 1 except high school
  - What we need
  - Professional development plan – several year plan
  - Multi-teared system of support staff – currently have staff
- Special Education
  - Certified staff challenges
  - Non-compliance
    - 1 by 1 corrections
  - Statewide shortage issue
  - Need certified special ed director with plan
- Curriculum committee?
  - There is a subcommittee- which includes three board members
  - Possibly ask for board members input
- ISD Assistance
  - Lisa Pattison – see contact info above – will join the committee as ISD representative
  - How can we use their support and help
  - What services can they provide
- AUSL out of Illinois?
  - Have emailed Joyce
  - Inequities in school district
  - Strategic planning
  - Committee members currently reviewing information
- Preparing students for life after graduation
  - Meet the standards and requirements for the next step
  - Credits and courses needed to prepare them
  - Partner with universities or community college
    - Lake Michigan Community College?
    - Andrews University?
    - Western Michigan?
  - Career and Tech Programs
    - Partner with companies?
    - Prepare students to meet needs of companies
    - Match school programs with future plans -example – police/fire/teachers



- Need to plan on what this final report will look like
  - Format
  - Goals
  - How it will be presented to committee

**Parker, Joyce (TREASURY)**

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**From:** Shaquille Turner <shaquille\_turner@yahoo.com>  
**Sent:** Thursday, November 7, 2019 7:12 PM  
**To:** Patricia Rush; Joseph Taylor; Parker, Joyce (TREASURY)  
**Subject:** Curriculum Equity Initiative

Good Afternoon BHAS Board Members and BHAS Community Engagement Board. My name is Shaquille Turner, and I am a volunteer within BHAS. This is my first year as a volunteer. I have said it in the past and will continue to say it. I volunteer not for money nor for a title. I do it cause its a need and its from a heart. I believe in policy that works for all Americans. Please review the 2020-2023 Curriculum Equity Initiative Plan that I drafted, and I am asking each of you as board members to please review. Please forward it to each member on your board due that fact that i do not have there emails nor could I locate on the BHAS Website. Further questions please fill free to email me back and I will do my best to respond as soon as I can. I will be out of my office until Tuesday cause i will be attending a Veterans event, and I will have limited email access from my cellphone and laptop as I will be in training for Community Emergency Respond Training and participating in a parade.

**Benton Harbor Area School Curriculum Equity Initiative Project:**

Benton Harbor Public School Board and Benton Harbor Community Engagement Board should seek to build a Curriculum Equity Initiative to ensure that students in every part of Benton Harbor can benefit from high-quality curriculum and instructional resources. While some teachers currently have access to instructional materials, quality and access vary greatly among district schools. The Curriculum Equity Initiative will create a standards-aligned, culturally relevant library of teacher resources that educators across all grade levels and subjects will be able to utilize to supplement their instruction and ensure the needs of all students are met, especially English learners and students receiving specialized services.

The Curriculum Equity Initiative should be a key component of BHAS district five year vision, which outlines a series of strategies to promote equity throughout the school district.

Benton Harbor Public School has made incredible progress in recent years, and to continue that momentum and most importantly, ensure all students can share in that success, we must guarantee equitable access to the strongest instructional materials. Through our groundbreaking Curriculum Equity Initiative, we must ensure that every student in every neighborhood benefits from culturally relevant instructional resources that are aligned to their unique needs and prepares them for success.

While schools and educators will continue to have the autonomy to implement their own lesson plans, the Curriculum Equity Initiative will ensure teachers at all schools in Benton Harbor to have guaranteed access to high-quality, culturally responsive curriculum to supplement or serve as a basis for instruction. These new resources, which will be accompanied by robust professional development, will ensure students can access high quality lessons while enabling educators to devote more time to classroom culture and one-on-one instruction. The design will ensure that schools with robust curriculum can continue offering high quality instruction that works for them, while also offering schools the opportunity to access, personalize, and implement a robust curriculum at no cost to themselves.

*Providing Teachers the Resources They Need and Deserve:*

National research from the RAND Corporation shows that nearly all math and language arts teachers rely on materials they've developed themselves, with the most common sources for these materials being Google, Pinterest, and TeachersPayTeachers. The survey also found that nearly all educators also relied on materials developed or selected by their district.

Benton Harbor school district could provide more guidance and support in the selection and development of high-quality instructional materials aligned with standards, including additional guidance on practice and key content for each grade level in order to bolster instruction.

In order to assess the needs of BHAS educators, the district should design and distribute an anonymous survey at network meetings to gauge the challenges and opportunities surrounding classroom instruction. BHAS teachers should spend an average of 250 hours per year searching for and developing instructional materials.

*Promoting Equity and Meeting All Student Needs:*

In order to ensure the optional curriculum effectively supports students from all backgrounds and challenges them to reach their full potential, BHAS Board and BHAS Community Engagement Board must ensure the curriculum will be inclusive, reflecting the rich cultural diversity of our students, and combine rigor and support with strategies for addressing diverse learning needs, including those of English learners and students with disabilities.

Key customized features of the curriculum will include:

- *Cultural Responsiveness:* The content will reflect and celebrate the rich cultural diversity of our students.
- *Support for Diverse Learners:* The curriculum will contain specific modifications for student lessons and guidance for teachers to meet the individual needs of their students.
- *Multi-Tiered System of Supports (MTSS) Framework:* The district's existing system of identifying students in need of additional support and ensuring they have what they need to be successful will be incorporated.
- *Social Emotional Learning (SEL):* Curriculum will incorporate SEL so that every subject incorporates holistic elements.
- *Spanish Translation:* All documents containing prompts or instructions for students will be available in Spanish.

The Curriculum Equity Initiative will level the playing field so that all BHAS and all students in all parts of the city will all have access to the same high-quality instructional resources, our teachers are excited to for this multi-functional resource, which will allow them to design coursework and instruction with ease and creativity.

*Designed With Teachers in Mind:*

The Curriculum Equity Initiative is a multi-year effort to design a suite of digital curricular resources with a wide range of functionality to help support all of the content and instructional needs of every educator. While most instructional materials are already available in digital format, this new resource will have advanced functionality to enable teachers to copy and modify materials to meet the unique needs of their students and support all of the content and instructional needs of every educator.

Not only will this resource include culturally relevant, interactive content, but it will also include scope and sequence, units of study, learning activities, assessments, and guides that will allow every educator to customize lessons to fit their classroom environment. Teachers will have the flexibility to adopt the full curriculum or supplement their current curriculum with the modern resources included in the digital library. This new resource will give teachers the ability to utilize digital and print-based learning activities, lessons, assessments and materials for their students to complete.

The Curriculum Equity Initiative will save teachers time and money so they can focus on student learning. The initiative will be released in phases, beginning in September 2020 with the release of a content package of digital learning resources, which will include interactive lessons that can be used to build on existing instructional materials. The district should begin rolling out the first phase of the custom curriculum, which will include the full digital suite of units and lessons, in September 2020, with a full target completion date of September 2021. When complete, the suite of instructional resources will span every grade from Pre-K through grade 12 in all core subject areas.

In order to ensure that BHAS teachers are able to shape the new curriculum, the district should be establishing the BHAS Curriculum Collaborative, a group of more than 100 BHAS teachers from every grade that will provide feedback on the curriculum content as part of the district's formal review process. The district should be launching an application in December 2019 for teachers interested in joining the Curriculum Collaborative.

*Multi-Year Proposal:*

Currently, BHAS, through a combination of discretionary school funds and central spending, spends approximately million(s) a year on instructional resources, which do not currently benefit all classrooms. In order to provide a complete and multi-functional curriculum and digital platform, the district should seek to enter into multi-year contracts with several vendors for a not-to-exceed amount of \$45 million on a yearly basis for three years. These costs will cover curriculum content development for every core subject, professional learning, project management, translation, support and maintenance, and allow schools that currently spend their own discretionary funds on curriculum to instead spend those funds on other educational resources. Following the first three years of the initiative, during which the curriculum and digital platform will be implemented, the costs are expected to drop to approximately \$20 million per year, which will primarily cover licensing and maintenance to ensure the curriculum stays relevant for years to come.

The vendors should be selected based on the recommendations of evaluation teams, which will be comprised of teachers, content experts, and district staff. Nearly half of the evaluation team(s) will be comprised of BHAS teachers, and all evaluation teams featured representatives with a background in educating diverse learners and English learners.

BHAS Board should seek to execute contracts with the following vendors, following a competitive solicitation process: Amplify, Illuminate, McGraw-Hill, Public Consulting Group (PCG) and Vista Higher Learning. If approved, BHAS district curriculum leaders and teachers will then work with the vendors to develop custom curriculum for BHAS students.

The teachers and support staff who serve in our district have been essential to the rise of Benton Harbor Public School, and I. Shaquille Turner, a BHAS Volunteer. I am committed to honoring and supporting their service by offering the most comprehensive and significant contract proposal in district history, proposing steps to address classroom overcrowding, and committing to hire hundreds of additional teachers, staff, nurses, security officers, social workers, mental health counselors and case managers. We all must continue to work to create a safe and nurturing environment for our children.

While we are doing everything in our power as residents of Benton Harbor and as Volunteers of BHAS to reach a fair deal that prevents a strike and teachers leaving BHAS, I am fully prepared for a work stoppage should one occur. In the event of a strike, all BHAS school buildings will remain open during their normal school hours to ensure students have a safe and welcoming place to spend the day and warm meals to eat. I am asking BHAS Board as well as BHAS Community Engagement Board to bargain at an aggressive pace to reach a deal that is fair to our teachers and staff, supports the record-setting progress, and promotes the best interests of Benton Harbor families, so that we do not have to open our school buildings without the educators and staff members who are so crucial to our district's success. I look forward to working with each of you for the betterment of our children.

Respectfully Yours Truly,  
Shaquille Turner  
Yours For Better Education  
Email: Shaquille\_turner@yahoo.com  
Cell Phone #: 407-795-7645

\*\*\*Sent from my NOTE10: Please excuse any typos\*\*\*