

**APPROVED MINUTES OF THE REGULAR MEETING
OF THE
HOLLAND BOARD OF EDUCATION**

**The School District of the City of Holland
Ottawa County, Michigan
November 20, 2023**

- I. CALL TO ORDER - ROLL CALL - WELCOME** – President Colburn welcomed the audience and called the meeting to order at 6:00 p.m. in the District Administration Office, Board Training Room, 320 West 24th Street.

ROLL CALL:

BOARD: Trustees Arendshorst, Colburn, Falstad, Marroquin, Mulder, Woltman and Ybarra

ADMINISTRATORS: Superintendent Cassidy, Associate Superintendents McCloud, Pennington, and Remillard, Director Craner, and Administrative Assistant Kooiker (recorder)

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF CONSENT AGENDA

A. APPROVAL OF AGENDA

1. Regular Business Meeting of November 20, 2023
2. Consent Agenda for November 20, 2023

B. APPROVAL OF MINUTES

1. October 16, 2023, Regular Business Meeting
2. November 13, 2023, Closed Session

Moved by Diane Ybarra, supported by Chris Arendshorst, that the Board of Education approve the Consent Agenda for November 20, 2023. The motion was unanimously approved.

IV. HOLLAND HIGH SCHOOL SENATE

Student Senate President Owen Ceithaml provided an update to the Board.

Student Senate has formed committees to research the following:

- Sport and parking passes
- Open campus lunch
- Event planning

V. HPS CELEBRATES

Holland High School Marching Band. The HHS Marching Band finished 5th in Flight 3 of the MCBA (Michigan Competing Band Association) State competition on November 4, 2023, at Ford Field. It was the band's first year in MCBA. Congratulations to all the HHS Marching Band members, parents, and supporters.

VI. PUBLIC COMMENTS

There were no public comments.

VII. PERSONNEL REPORT AND/OR RECOMMENDATIONS

Associate Superintendent Pennington recommended the following personnel action:

A. Hiring

- **LeeAnne Carr**, Instructional Coach, Holland High School, effective October 30, 2023.
- **Liam Wilson**, Elementary Specials Teacher, Jefferson, Holland Language Academy, and West School, effective October 24, 2023.

Moved by Lois Mulder, supported by Diane Ybarra, that the Board of Education approve a probationary contract for LeeAnne Carr and Liam Wilson. The motion was unanimously approved.

VIII. BOARD COMMITTEES and STUDY SESSION REPORTS AND/OR RECOMMENDATIONS

A. TEACHING FOR LEARNING – The committee met on November 6, 2023.

Agenda Review and Roll Call: The meeting was called to order at 4:56 p.m.

Present:

Board: Trustees Falstad and Marroquin

Administration: Superintendent Cassidy and Associate Superintendents McCloud and Remillard

Guests: Andrea Wiersma & Chase Magsig

Public Comments: There were no public comments.

Office of School Improvement: Associate Superintendent Remillard provided updates on the following:

- November 3rd PD Update
- Family Night Update
 - The next Family Night is November 28, 5:30 p.m. at Jefferson Elementary
- District Data

Office of Student Services: Associate Superintendent McCloud provided updates on the following:

- Out of State/Overnight Field Trip Request from Andrea Wiersma for the DHH Program to visit Gallaudet University, Washington, D.C., on March 18-22, 2024. The committee is in full support of this trip. Approval will be requested at the Board Study Session.

Superintendent Updates: Superintendent Cassidy provided updates on the following:

- OK Conference Updates
- Community Meeting Feedback and Strategic Plan Discussion

Other: No other items were discussed.

Adjournment: The meeting adjourned at 5:42 p.m.

STRATEGIC PLAN FOCUS AREAS

ACADEMICS/PROGRAM GOAL:

Holland Public Schools will provide educational excellence that meets the needs of each student in all district programs in safe, secure and predictable learning environments.

FAMILY AND COMMUNITY PARTNERSHIP GOAL:

Holland Public Schools will support and engage staff, family and community partnerships through ongoing communication, involvement and accountability that lead to student success.

FINANCE AND OPERATIONS GOAL:

Holland Public Schools will establish and implement a sustainable budget that supports district programs, building infrastructure and facility master plan.

HUMAN SERVICES GOAL:

Holland Public Schools will recruit, develop and retain team members who demonstrate a high degree of proficiency, community partners that support the vision/mission and volunteers who assist in the implementation.

B. FINANCE AND PROPERTY COMMITTEE – The committee met on November 7, 2023.

Agenda Review and Roll Call: The meeting was called to order at 4:00 p.m.

Present:

Board: Trustees Arendshorst, Woltman, and Ybarra

Administration: Superintendent Cassidy, Associate Superintendent Pennington, and Chief Financial Officer Powers

Public Comments: There were no public comments.

Finance & Property: Chief Financial Officer Powers will provide updates on the following:

- Financial Reports for October 2023
- Payroll/ORS Update
- Summer Tax Collection Resolution. Approval will be requested at the regular board meeting.

Moved by Mark Woltman, supported by Linda Falstad, that the Board of Education approve the 2024 Summer Tax Collection Resolution as presented. [Attachment A]

Roll Call Vote:

Ayes: Arendshorst, Colburn, Falstad, Marroquin, Mulder, Woltman and Ybarra

Nays: None

The motion was unanimously approved.

Human Resources Report: Associate Superintendent Pennington provided an update on the following:

- Vacancies and Postings Update
- New Hires
- Health Insurance Renewals and Open Enrollment Period
- Professional Development Update

Superintendent Updates: Superintendent Cassidy provided an update on the following:

- Big Opportunities Marketing Plan
- Business Office Structure

Other: No other items were discussed.

Adjournment: The meeting adjourned at 4:34 p.m.

STRATEGIC PLAN FOCUS AREAS

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C. EXECUTIVE COMMITTEE – The committee met on November 7, 2023.

Agenda Review and Roll Call: The meeting was called to order at 5:02 p.m.

Present:

Board: Trustees Colburn, Woltman, and Ybarra

Administration: Superintendent Cassidy

Public Comments: There were no public comments.

Superintendent Updates:

- Superintendent Evaluation Documents
- OK Conference Updates
- Community Meeting Feedback and Strategic Plan Review
- Out of State/Overnight Field Trip Request from Andrea Wiersma for the DHH Program to visit Gallaudet University, Washington, D.C., on March 18-22, 2024. Approval will be requested at the Board Study Session.

Organizational Meeting for 2024: Committee members discussed the timeline, format, and calendar options for the 2024 Board Organizational Meeting. Approval was requested at the regular board meeting.

Moved by Lois Mulder, supported by Linda Falstad, that the date, time, and location for the 2024 Organizational Meeting for the HPS Board of Education be set as December 18, 2023, 5:30 p.m., with the Board Meeting following at 6:00 p.m. in the Administration Building, Board Training Room located at 320 W. 24th Street, Holland, MI 49423. The motion was unanimously approved.

Study Session Agenda Construction: Committee members planned the agenda for the November Study Session Meeting based upon the discussions at Teaching for Learning, Finance & Property, Executive Committee, and matters arising.

Other: No other items were discussed.

Adjournment: The meeting adjourned at 5:55 p.m.

STRATEGIC PLAN FOCUS AREAS

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HUMAN SERVICES GOAL:

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D. BOARD STUDY SESSION – The committee met on November 13, 2023.

Agenda Review and Roll Call: President Colburn welcomed all participants and called the meeting to order at 5:30 p.m. in the Board Training Room of the District Administration Building, 320 West 24th Street.

ROLL CALL:

BOARD: Trustees Arendshorst, Colburn, Falstad, Mulder, Woltman, and Ybarra

EXCUSED: Trustee Marroquin

ADMINISTRATION: Superintendent Cassidy and Associate Superintendents Pennington, McCloud, Remillard, Principal Mehall, Assistant Principals Kapla and Rumpsa, and Director Muller

Public Comments: There were no public comments.

High School Building Presentation: Principal Mehall, Assistant Principals Kapla and Rumpsa, and Director Muller provided an update.

Committee Reports:

a. Teaching for Learning Committee: The committee met on November 6, 2023.

b. Finance & Property Committee: The committee met on November 7, 2023.

c. Executive Committee: The committee met on November 7, 2023. The committee recommended approval of the following at the Study Session meeting

- Gallaudet University Field Trip Request

Moved by Chris Arendshorst, supported by Lois Mulder, that the Board of Education approve the Overnight/Out of State Field Trip request by Andrea Wiersma for the DHH Secondary Program to visit the campus of Gallaudet University, Washington, D.C., on March 18-22, 2024 be approved as presented. The motion was unanimously approved.

d. Holland Educational Foundation Report: Trustee Mulder provided an update.

e. HEA Communications Update: President Colburn and Trustee Arendshorst provided an update on the HEA Communications meeting from October 26, 2023.

Superintendent Updates:

- Be Smart Gun Safety Discussion
- OK Conference Updates
- Community Feedback and Strategic Plan Discussion

Board Meeting Agenda Construction: Board Members planned the agenda for November 20, 2023 Board Meeting.

Other: The board discussed a personnel update.

Closed Session: The Board of Education entered into closed session at 7:16 p.m. under the Open Meetings Act for the purpose of the Evaluation of the Superintendent.

Moved by Lois Mulder, supported by Chris Arendshorst, that the Board of Education enter into closed session under the Open Meetings Act , 1976 PA 267; MCLA 15.261 for the purpose of discussing the evaluation of the superintendent.

Roll Call Vote:

Ayes: Arendshorst, Colburn, Falstad, Mulder, Woltman, and Ybarra

Nays: None

The motion was unanimously approved.

Return to Open Session: The board returned to open session at 8:30 p.m.

Moved by Mark Woltman, supported by Linda Falstad, that the Board of Education approve a highly effective rating for Superintendent Cassidy. The motion was unanimously approved.

Adjournment: The meeting adjourned at 8:32 p.m.

IX. SUPERINTENDENT'S/CABINET REPORT AND/OR RECOMMENDATIONS

1. Superintendent Open Office Hours: Superintendent Cassidy has open office hours scheduled for Thursday, December 7, 8:00 a.m., at the District Administration Office, Lincoln Conference Room. Superintendent Cassidy will host open office hours on the first Thursday of each month at 8:00 a.m. If you want to reach Superintendent Cassidy, please email him at ncassidy@hollandpublicschools.org.

2. 86th Veterans Day Observance: Superintendent Cassidy recognized our past and current serving members of the military and thanked Holland High School Administration for their 86th Veterans Day Observance held on November 10, 2023.
3. Inclement Weather Information: Superintendent Cassidy highlighted the process for determining school closures and the best, fastest, and most accurate way of knowing if school is in session or not.
4. Current Legislative Initiatives: Superintendent Cassidy shared information on recent legislative action.

SB 396 + Sub SB 395 – Polehanki + McDonald Rivet: The legislation makes changes to how teachers and school administrators are evaluated, specifically as it relates to student academic progress.

House adopted a substitute that would require student academic progress to fully account for 20 percent of an evaluation. Which scores are used and how heavy they would weigh in an evaluation would be part of locally bargained negotiations

The new system will reduce the percentage of a teacher's score based on student growth or learning objectives to 20% from the current 40% without requiring state testing data be used. How and what goals are measured will be locally bargained.

Other provisions reduce ratings categories from four to three: effective, developing and needs support; require observations for at least 15 minutes with timely written feedback; and allow effective teachers to be evaluated triannually or biannually (subject to bargaining).

Bullying/Harassment

The Board will vigorously enforce its prohibition against discriminatory harassment based on race, color, national origin, sex (including sexual orientation and gender identity), disability, age (except as authorized by law), religion, height, weight, marital or family status, military status, ancestry, or genetic information (collectively, "Protected Classes") that are protected by Federal civil rights laws (hereinafter referred to as unlawful harassment), and encourages those within the School District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. *The Board will investigate all allegations of unlawful harassment and in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects. Individuals who are found to have engaged in unlawful harassment will be subject to appropriate disciplinary action.*

Other Violations of the Anti-Harassment Policy

The Board will also take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment, or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment.

C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment, when responsibility for reporting and/or investigating harassment charges comprises part of one's supervisory duties.

X. CONSIDERATION OF PETITION FOR REINSTATEMENT: Superintendent Cassidy brought forward the recommendation of the Hearing Committee to reinstate student 1113230800, with conditions.

Moved by Lois Mulder, supported by Linda Falstad, that the Board of Education approve the recommendation to reinstate Student 1113230800, with conditions as presented. The motion was unanimously approved.

XI. OTHER: No other items were discussed.

XII. ADJOURNMENT: President Colburn adjourned the meeting at 6:19 p.m.

Approved as presented: _____
Linda Falstad, Secretary