

Personnel Committee Meeting  
Monday, August 10, 2026 12:00 PM Eastern

Shirley M. Rodgers Administration Bldg.  
Georgia Brown Board Room  
519 W. Kalamazoo  
Lansing, MI 48933

### **I. Call To Order**

Meeting was called to order at 12:02 PM by Dr. Cavanagh

### **II. Roll Call**

Present:

Dr. Caitlin Cavanagh - Board of Education Chair

Dan Nowiski - Board of Education Trustee

Clayton Ross - Director Human Resources

Kristina Sleight - COO

Lori Brandon - EA to COO

Absent:

Robin Moore - Board of Education Trustee

### **III. Public Comment on Agenda Items**

There were no public comments

### **IV. Approval of 7/13/26 Meeting Minutes**

Minutes from the 7/13/26 Personnel Committee meeting were approved as presented

### **V. Report from Committee Chair**

There were no reports from Committee Chair

### **VI. Report(s) from Staff**

Clayton presented the Board Personnel Report dated August 13, 2026, along with additional formatted reports detailing new hires and resignations or retirements by location, position, and demographic date. Discussion ensued about open positions, new hires, terminations, and resignations.

Clayton advised that the option for District Guest Teacher positions may end next year. Schools may continue to utilize these positions through their individual school budgets, if desired. However, the District will retain the ability to offer this type of position under special circumstances, as needed.

### **VII. Unfinished Business**

#### **VII.A. Review of Employment & Termination Policies**

- po3120 - Employment of Professional Staff
- po4120 - Employment of Support Staff
- po3140 - Termination and Resignation of Professional Staff
- po4140 - Termination and Resignation of Support Staff

Discussion ensued regarding proposed wording revisions to the Staff/Non-Professional policies. It is unclear whether these requests were forwarded to the Policy Committee. Kristina will meet with Sergio this week to discuss the proposed revisions, as the process for submitting policy recommendations is changing.

#### **VII.B. Review of Board Policy po1210; Board - Superintendent Relationship**

Discussion ensued regarding proposed wording revisions to the Board-Superintendent policy. Kristina will meet with Sergio this week to discuss the proposed revisions, as the process for submitting policy recommendations is changing.

#### **VII.C. Review of Board Policies and Staff / Employee Handbook Update**

Clayton presented an outline of the anticipated changes to the Employee Handbook by category and section. The goal is to provide clear and concise guidance to employees across all bargaining groups, while directing employees to their individual bargaining agreements when additional clarification is needed.

Once the revised draft is completed, it will be presented to the Executive Team and Thrun Law for review and approval before being presented to the Board of Education. The final draft is expected to be implemented for the second semester.

#### **VIII. New Business**

No new business items were presented for discussion

#### **IX. Public Comment on Non-Agenda Items**

There were no public comments

#### **X. Committee Member Comments**

Discussion occurred regarding the cell phone off-and-away policy as it pertains to staff and teachers. Discussion also took place regarding orientation and the start of the school year for new staff.

#### **XI. Adjournment**

Meeting was adjourned at 12:47 PM