FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

Minutes of Regular Meeting of the Board of Education
held on August 19, 2024

CALL TO ORDER

The Forest Hills Board of Education met in regular session on August 19, 2024, at the Administration Building. President Fauson called the meeting to order at 6:31 p.m.

ATTENDANCE

Members Present: Fauson, Michaud, Vonck, Terryn, DeBoer, Ninemeier, Covelle

Members Absent: None

PLEDGE OF ALLEGIANCE

The meeting began with the Pledge of Allegiance.

WELCOME

Operations Director Cory Anderson welcomed everyone to the meeting.

DEPARTMENTAL HIGHLIGHT

Mr. Anderson shared an overview of his department's work throughout the district and an update on the construction projects.

PUBLIC COMMENT MOTION

Member DeBoer made a motion to add an additional public comment prior to the consent grouping relating only to Title IX. Member Vonck supported the motion. Board discussion followed. The motion failed by a 1-6 voice vote, with Member DeBoer casting the only supporting vote.

CONSENT GROUPING ITEMS

Member DeBoer asked for separate consideration of Consent Grouping Item V.A.2. – Board Policies.

Motion made by Member Michaud, second by Member Covelle, that the Forest Hills Board of Education approve consent grouping items V.A.1., V.B.1. -V.D.6.

Member Terryn, Curriculum Committee Chair, and Member Michaud, Finance Committee Chair, gave their respective committee reports.

AYES: Michaud, Ninemeier, DeBoer, Vonck, Terryn, Covelle, Fauson

NAYS: None

Motion carried by a 7-0 roll call vote.

APPROVAL OF MINUTES

Approved the minutes of the July 24, 2024, Special Meeting.

PAYMENT OF BILLS

Approved expenditures for the payment of bills for July 2024, as presented.

GENERAL FUND	$13,357,441.59
DEBT FUND	0.00
CAPITAL PROJECTS FUND 2019	0.00
CAPITAL PROJECTS FUND 2021	841,245.07
CAPITAL PROJECTS FUND 2023	0.00

SPECIAL REVENUE FUND	
1. Food Service Fund	28,436.05
2. Child Care Fund	3,946.15
3. Student/School Activity	70,841.41
TOTAL EXPENDITURES	**$14,301,901.27**

DIESEL FUEL

Approved utilizing local purchasing options for diesel fuel throughout the 2024-2025 school year at an amount not to exceed $400,000.

EASTERN SECONDARY POWER LINE RELOCATION

Authorized the relocation of a secondary power line at Eastern Middle by Allied Electric for an amount not to exceed $94,000.

FINE ARTS CENTER RIGGING

Awarded the contract to Parkway Electric to perform construction work at the Fine Arts Center at a total cost of $298,781 including contingency funds.

REFUNDED PROPERTY TAXES

Authorized reimbursement of $10,828.21 to Kent County for refunded property taxes.

EVERYDAY MATH (EM4) DIGITAL SUBSCRIPTIONS

Approved the purchase of the *Everyday Math* (EM4) digital subscriptions from McGraw Hill for an amount not to exceed $79,000.

MATH 180

Approved the purchase of the *Math 180* materials from Houghton Mifflin Harcourt for an amount not to exceed $94,200.

NWEA MAP READING FLUENCY ASSESSMENT MATERIALS

Approved the purchase of the NWEA *MAP Reading Fluency* assessment materials from Heinemann for an amount not to exceed $62,200.

SUPPLEMENTAL INSTRUCTIONAL RESOURCES REQUEST

Approved the following requests for Supplemental Instructional Resources:

- *Killers of the Flower Moon* by David Grann for Eastern High School

RATIFICATION OF EMPLOYMENT CONTRACTS - SUPERVISORS

Approved the wage and benefit agreement for the Forest Hills Supervisors.

RATIFICATION OF EMPLOYMENT CONTRACTS – CHILD CARE AND PRESCHOOL GROUP

Approved the wage and benefit agreement for the Forest Hills Child Care and Preschool Group.

RATIFICATION OF EMPLOYMENT CONTRACTS –

Approved the wage and benefit agreement for the Forest Hills Administrative Support Group.

ADMINISTRATIVE SUPPORT

Approved the wage and benefit agreement for the Forest Hills Custodial, Maintenance, and Food Service Group.

RATIFICATION OF EMPLOYMENT CONTRACTS – CUSTODIAL, MAINTENANCE AND FOOD SERVICE

Approved the hire and issue of contracts to the following new professional staff for the 2024-2025 school year:

EMPLOYMENT OF NEW PROFESSIONAL STAFF

- Samantha Billings, Teacher, Meadow Brook Elementary
- Ashley Buchinger, Teacher, Central Woodlands 5/6
- Marina Budinsky, Teacher, Eastern High
- Suzanne Jacoby, Counselor, Central High
- Ashley Jones, Instructional Coach, District
- Julie Lensink, Teacher, Knapp Forest Elementary
- Angela Maynard, Counselor, Eastern High
- Salena Spoelstra, Social Worker, Student Services

Approved the hire and issue of administrative contracts to the following:

EMPLOYMENT OF NEW ADMINISTRATIVE STAFF

- Natalie Bice, Assistant Principal, Central Middle
- Richard Wiersma, Assistant Principal, Northern High
- Robert Hull, Athletic Director, Eastern High

BOARD POLICIES

Superintendent Kirby provided an overview of the Title IX policies and the district's responsibility regarding compliance, complaints, and discrimination. He shared that all of the policies presented for consideration were provided to the board members for review in advance of the meeting and the Board Committee Chairs and Board President met with the administration to discuss the policies for consideration.

Member DeBoer made a motion to table series 3000, specifically 3115A and all of the components within Title IX's new recommended regulations from the Department of Education. Member Terryn supported the motion. It was clarified that the motion would include tabling all policy approvals until next month since they are presented as a group.

AYES: DeBoer, Terryn

NAYS: Michaud, Ninemeier, Vonck, Covelle, Fauson

Motion failed by a 2-5 roll call vote.

Motion to approve Consent Grouping item V.A.2. – Board Polices was made by Vonck and supported by Covelle. Board discussion followed regarding policy 4105A.

AYES: Michaud, Ninemeier, Vonck, Covelle, Fauson

NAYS: DeBoer, Terryn

Motion passed by a 5-2 roll call vote.

With the approval of the motion, the Board adopted, revised, and/or deleted the following board policies:

Section 2200 Board Powers
- 2201 Board Powers – General Powers (Revised Policy)
- 2203 Authority to Establish Curriculum (Revised Policy)

Section 2300
- 2302 Board Code of Ethics (Revised Policy)
- 2303 Violations of Board Code of Ethics (Revised Policy)

Section 2400
- 2401 Board Member Elections (Revised Policy)
- 2405 Board Officers (Revised Policy)

Section 2500
- 2501 Meetings (Revised Policy)
- 2504 Public Participation at Board Meetings (Revised Policy)

Section 3100 General Operations
- 3102 Smoking Tobacco Products, Drugs and Alcohol (Revised Policy)
- 3104 School Cameras and Monitoring (Revised Policy)
- 3105 Visitors and Volunteers (Revised Policy)
- 3106 Booster Clubs, PTOs, and Other Support Groups (Revised Policy)
- 3107 Use of Detection Dogs (Revised Policy)
- 3108 Service Animals (Revised Policy)
- 3115 Nondiscrimination and Retaliation (Revised Policy)
- 3115A Definitions for 3115 Series (New Policy)
- 3115B Designation of Coordinators (New Policy)
- 3115C Supportive Measures (New Policy)
- 3115D Informal Resolution (New Policy)
- 3115E Grievance Procedure and Remedies (New Policy)
- 3115F Complaint Dismissal and Appeals (New Policy)
- 3115G Additional Requirements to Prevent and Address Pregnancy Discrimination (New Policy)
- 3115H Training Requirements, Recordkeeping, and Policy Notice (New Policy)
- 3116 District Technology and Acceptable Use (Revised Policy)
- 3118 Title IX Sexual Harassment (Revised Policy)
- 3119 Experimental or Pilot Program (Revised Policy)

Section 3200

- 3201A Financial Management for Federal Awards (New Policy)
- 3207 School Activities Fund (Revised Policy)
- 3208 Surety Bonds of District Officials (Revised Policy)
- 3211 Post-Issuance Tax Compliance (Revised Policy)

Section 3300 Facilities, Real and Personal Property

- 3301 Purchasing and Procurement (Revised Policy)
- 3303 Gifts and Donations (Revised Policy)
- 3306 Construction Bidding (Revised Policy)
- 3307 Construction Administration (Revised Policy)

Section 3400 School Safety and Security

- 3402 Drills, Plans, and Reports (Revised Policy)
- 3403 Reporting Accidents (Revised Policy)
- 3406 Integrated Pest Management (Revised Policy)
- 3407 Asbestos Management (Revised Policy)
- 3408 Firearms and Weapons (Revised Policy)
- 3410 Opioid Antagonist (Revised/New Policy Number – Formerly 5706)

Section 4100

- 4101 Non-Discrimination (Revised Policy)
- 4102 Anti-Harassment, Including Sexual Harassment (Revised Policy)
- 4104 Employment Complaint Procedure (Revised Policy)
- 4105 Disability Workplace Accommodations (Revised Policy)
- 4105A Pregnancy-Related Workplace Accommodations (New Policy)
- 4105B Religion Workplace Accommodations (New Policy)
- 4106 Family and Medical Leave Act (Revised Policy)
- 4107 Military Leave (Revised Policy)
- 4109 Break Time for Nursing Mothers (Revised Policy)

Section 4200 Employee Conduct and Ethics

- 4201 Employee Ethics and Standards (Revised Policy)
- 4202 CPS and APS Reporting (Revised Policy)
- 4204 Confidentiality of Student Information (Revised Policy)
- 4206 Employment Contracts (Revised Policy)
- 4207 Third Party Contracting (Revised Policy)
- 4209 Prohibition Against Abortion Referrals and Assistance (Delete Policy)
- 4213 Anti-Nepotism (Revised Policy)
- 4214 Outside Activities and Employment (Revised Policy)
- 4215 District Technology and Acceptable Use Policy (Revised Policy)
- 4216 Personal Communication Devices (Revised Policy)
- 4217 Social Media (Revised Policy)
- 4221 Employee Speech (Revised Policy)

- 4228 No Expectation of Privacy (Revised Policy)
- 4229 Acceptable Use of Generative AI (New Policy)

Section 4400
- 4401 Definition (Revised Policy)
- 4402 Assignment and Transfer (Delete Policy)
- 4402-R Placement (Revised Policy)
- 4403 Performance Evaluation (Delete Policy)
- 4403-R Performance Evaluation (Revised Policy)
- 4405 Reduction in Force and Recall (Delete Policy)
- 4405-R Reduction in Force and Recall (Revised Policy)
- 4408 Termination (Revised Policy)
- 4409 Non-Renewal (Delete Policy)
- 4409-R Non-Renewal (Revised Policy)

Section 4500
- 4503 Performance Evaluation (Delete Policy)
- 4503-R Performance Evaluation (Revised Policy)
- 4507 Termination (Revised Policy)

Section 4600
- 4603 Performance Evaluation (Revised Policy)

Section 5100 Student Rights
- 5101 Student Expression (Revised Policy)
- 5102 Lockers (Revised Policy)
- 5103 Search and Seizure (Revised Policy)
- 5104 Age of Majority (Revised Policy)
- 5105 Collaboration with Outside Entities (Revised Policy)

Section 5200 Student Conduct and Discipline
- 5201 Investigations Arrests and other Law Enforcement Contact (Revised Policy)
- 5202 Unlawful Discrimination, Harassment, and Retaliation Against Students (Revised Policy)
- 5203 Hazing (Revised Policy)
- 5204 Student Appearance and Dress Code (Revised Policy)
- 5206 Student Discipline (Revised Policy)
- 5206A Student Discipline – Due Process (Revised Policy)
- 5206B Student Discipline – Students with Disabilities (Revised Policy)
- 5206C Student Discipline – Reinstatement Following Expulsion (Revised Policy)
- 5206D Student Discipline – Enrollment Following Misconduct at Another Public or Nonpublic School (Revised Policy)
- 5206E Student Discipline – Suspension from Class, Subject, or Activity by Teacher (Revised Policy)
- 5208 Student Acceptable Use and Internet Safety Policy (Revised Policy)

- 5209 Student Use of Cell Phone and Electronic Communication Devices (Revised Policy)
- 5210 GPS Tracking Device with Audio Surveillance Capabilities (Revised Policy)
- 5212 Registered Sex Offenders (Revised Policy)
- 5213 Personal Protection Orders Against Students (Revised Policy)

Section 5300 Student Enrollment, Attendance, and Records

- 5301 Compulsory Attendance, Absenteeism, and Truancy (Revised Policy)
- 5302 Enrollment in Kindergarten (Revised Policy)
- 5303 Student Enrollment and Withdrawal (Revised Policy)
- 5304 Nonpublic School Students; Parttime Attendance (Revised Policy)
- 5305 Schools of Choice (Revised Policy)
- 5306 Foreign Students (Revised Policy)
- 5307 Homeless Students (Revised Policy)
- 5308 Protection of Pupil Rights (Revised Policy)
- 5309 Student Records and Directory Information (Revised Policy)

Section 5400 Curriculum, Instruction, and Parent/Guardian Involvement (Remove "/Guardian" from Section Title in all policies)

- 5401 Parent Involvement in Education (Revised Policy)
- 5402 Communication with Parents (Revised Policy)
- 5403 Rights of Non-custodial Parents (Revised Policy)
- 5404 Free Textbooks Materials and Charging of Fees and Fines (Revised Policy)
- 5405 Title I Parent and Family Engagement Policy (Revised Policy)
- 5406 Title I Funds (Revised Policy)
- 5407 Instructional Program and Curriculum Development (Revised Policy)
- 5409 Academic Credits and Graduation (Revised Policy)
- 5410 Commencement (Revised Policy)
- 5411 Student Promotion, Retention, and Placement (Revised Policy)
- 5415 Summer School (Revised Policy)
- 5416 Homebound and Hospitalized Instruction (Revised Policy)
- 5417 Homework (Revised Policy)
- 5418 Grades (Revised Policy)
- 5419 Reading Instruction, Intervention, and Retention (Revised Policy)
- 5420 Sex Education (Revised Policy)
- 5421 Work-Based Learning Experience (Revised Policy)

Section 5500 School Sponsored and Extracurricular Activities

- 5502 Student Government (Revised Policy)

- 5503 Bulletin Board and Other Student Postings (Revised Policy)
- 5506 Field Trips (Revised Policy)
- 5507 Extracurricular Activities (Revised Policy)
- 5509 Public Appearances at School Groups (Updated copyright date)
- 5510 Student-Initiated Non-Curricular Clubs (Revised Policy)

Section 5600 Student Support Services

- 5601 Special Education (Revised Policy)
- 5602 Independent Educational Evaluation (Revised Policy)
- 5603 Section 504 (Revised Policy)

Section 5700 Student Health and Safety

- 5701 Child Abuse and Neglect (Revised Policy)
- 5702 Student Illness and Injury (Revised Policy)
- 5703 Medications (Revised Policy)
- 5704 Student Insurance (Revised Policy)
- 5705 Emergency Anaphylaxis (Revised Policy)
- 5706 Opioid Antagonist (Delete – Policy Renumbered to 3410)
- 5707 School Wellness Policy (Revised Policy)
- 5709 Lice, Nits, and Bed Bugs (Revised Policy)
- 5710 Student Suicide Prevention (Revised Policy)
- 5711 Toilet Training (Revised Policy)
- 5712 Concussion Awareness (Revised Policy)
- 5713 Immunizations and Communicable Diseases (Revised Policy)
- 5714 Cannabidiol Use and Administration (Delete Old Policy 5714)
- 5714 Threat Assessment and Response (New Policy 5714)
- 5715 Student Oral Health Assessment (New Policy)

Section 5800

- 5804 Work Permits (Revised Policy)
- 5805 Student Audio and Video Recording (Revised Policy)
- 5806 Recording of District Meetings (Revised Policy)

5807 Flag Display and Pledge of Allegiance (Revised Policy)

The administrative assignments for the 2024-2025 school year are as follows:

2024-2025 ADMINISTRATIVE ASSIGNMENTS

Anderson, Cory	Director of Operations
Annese, Christine	Assistant Superintendent of Human Resources
Balingit, Mitchell	Principal, Collins Elementary School
Bice, Natalie	Assistant Principal, Central Middle School
Brant, Daniel	Director of Student Services
Brink, Elizabeth	Director of Communications
Burton-Major, Amy	Principal, Central Woodlands 5/6 School

Case, Susan	Director of Technology
Cataldo, Bill	Principal, Northern Trails 5/6 School
Davis, Julie	Assistant Superintendent for Finance and Operations
DeStefano, John	Assistant Principal, Central High School
Fix, Heather	Principal, Thornapple Elementary School
Goei, Jonathan	Athletic Director, Central High School
Gregory, Jon	Director of Secondary Supports
Haga, Jonathan	Principal, Central High School
Haid, Scott	Assistant Superintendent for Instruction
Hart, Raeanne	Assistant Principal, Northern Hills Middle School
Heerema, Dawn	Principal, Meadow Brook Elementary School
Hoeksema, Melanie	Principal, Ada Elementary School
Hop, Kristina	Assistant Principal, Eastern Middle School
Hull, Robert	Athletic Director, Eastern High School
James, Tamasha	Director of Educational Equity and Inclusion
Kimball, Ryan	Director of School Safety and Security
Kirby, Ben	Superintendent
Loughin-Vance, Kristy	Assistant Principal, Central High School
McElheny, Dan	Assistant Principal, Eastern High School
McKinney-Rewa, Heather	Principal, Northern High School
Mendoza, Christina	Principal, Orchard View Elementary School
Pallo, Amy	Principal, Eastern High School
Peltz, Nathan	Principal, Pine Ridge Elementary School
Roedel, Lisa	Principal, Knapp Forest Elementary School
Romoslawski, Aaron	Assistant Principal, Northern High School
Sherman, Ben	Athletic Director of Northern High School
Simon, Jeff	Principal, Central Middle School
Simpson, David	Principal, Northern Hills Middle School
Van Antwerp, Kimberly	Director of Instructional Services
Whipple, Carrie	Director of Transportation
Wiersma, Rick	Assistant Principal, Northern High School
Woodside, Allison	Principal, Ada Vista Elementary School
Wright, Tina	Director of Transportation
Yelding, Jason	Assistant Principal, Eastern High School; Principal, Goodwillie Environmental School
Yelding, Kristine	Principal, Eastern Middle School

Superintendent Kirby has accepted the following resignations: RESIGNATIONS

- Amy Bush, Teacher, Northern High

- Ryan Culey, Teacher, Knapp Forest Elementary
- Emily Hanlon, Teacher, Knapp Forest Elementary
- Megan Klein, Teacher, Northern High
- Kathleen Pool, Teacher, Ada Vista
- Lisa Webb, Teacher, Central Woodlands 5/6

SUPERINTENDENT'S REPORT

Superintendent Kirby shared he is working through his transition plan and has noticed a lot of pride throughout the district. He will continue to focus on internal and external communications, safety and security, and enrollment opportunities.

Superintendent Kirby shared that there has been a lot of training leading up to the start of the school year. The district also held an open house for the new Administration Building and a meet-and-greet with the new administrators.

Superintendent Kirby expressed appreciation for the work of the Operations and Transportation departments, which have been diligently preparing for the start of the school year. He also thanked the members of his cabinet, the district leadership team, and the staff for all of their hard work.

Superintendent Kirby shared he is looking forward to Wednesday, the first day of school for students.

BOARD COMMUNICATIONS

President Fauson thanked the board members for their thoughtful discussions and engagement. She also thanked the teachers, staff, and parents for getting ready for the kids to come back to school, and she hopes it will be a great start to the school year for everybody.

PUBLIC COMMENTS

President Fauson shared the format for the public comment portion of the meeting. Students will be given the opportunity to address the board first, followed by staff, and concluding with community members.

The board received comments from 16 members of the audience regarding the following topics:

- Placement of public comment on the board meeting agenda
- Student enrollment
- Title IX
- Book concern and process
- Changes to board policy
- Welcome to Supt. Kirby
- Student safety
- Transportation Department
- Communication
- Technology concerns
- Class rankings for high school students
- Recording board committee meetings

ADJOURNMENT

President Fauson inquired if there was other business of the board. Hearing none, she adjourned the meeting at 9:02 p.m.

Respectfully submitted,

Maggie Terryn, Secretary
Forest Hills Board of Education