

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

**The School District of the City of Holland
Ottawa County, Michigan
November 17, 2025**

- I. CALL TO ORDER - ROLL CALL - WELCOME** – President Colburn welcomed the audience and called the meeting to order at 5:00 p.m.

ROLL CALL:

BOARD: Trustee Arendshorst, Colburn, Ybarra, Mulder and Veliz

ADMINISTRATORS: , Deputy Superintendent Pennington, Associate Superintendents McCloud, Remillard and Murphy-DuBay, and Administrative Assistant Boes (recorder)

II. PLEDGE OF ALLEGIANCE

III. APPROVAL OF CONSENT AGENDA

A. APPROVAL OF AGENDA

1. Regular Business Meeting of November 17, 2025
2. Consent Agenda for November 17, 2025

B. APPROVAL OF MINUTES

1. October 20, 2025, Regular Business Meeting

Moved by Diane Ybarra, supported by Martin Veliz, that the Board of Education approve the Consent Agenda for November 17, 2025. The motion was unanimously approved.

IV. HOLLAND HIGH SCHOOL SENATE

Student Senate President Maggie Telgenhof provided an update to the Board.

V. HPS CELEBRATES

HHS Girls Cross Country Team: Qualified for the state finals for the first time in 25 years.

Congratulations to the team for not only their athletic accomplishment, but also for being awarded Academic All State Honors. Congratulations to Johanna Mulder, Olivia Weiss, Lexi Gibson, Ashlyn DePoy, Harper Schoon-Tanis, Eisele Prutch and Tessa Nienhuis.

Individual Accomplishment: All State, Finishing 25th overall, Olivia Weiss.

Individual Accomplishment: State Qualifier for the boys Cross Country team, Aiden Lambers.

VI. PUBLIC COMMENTS

- Alicia O'conner- 146 E. 25th St, Holland Michigan, 49423 -HEA update
- Megan Herzog-74 E.23rd St. Holland Michigan, 49423 -recess time

VII. HOLLAND MIDDLE SCHOOL BUILDING PRESENTATION

Principal Rene Bair and Assistant Principle Kyle Kreps presented celebrations, Challenges, and Data for Holland Middle School.

VIII. PERSONNEL REPORT AND/OR RECOMMENDATIONS

Deputy Superintendent. Pennington will recommend the following personnel actions:

1. Retirements:

- **Deborah Demerest**, Science Teacher, Holland Middle School, effective December 19, 2025.
- **Kenneth Ogle**, English Teacher, Holland High School, effective January 16, 2026.

Moved by Martin Veliz, supported by Lois Mulder, that the Board of Education approve, with regret, the retirement of: Deborah Demerest, and Kenneth Ogle. The motion was unanimously approved.

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

- A. TEACHING FOR LEARNING: Chairperson Mulder reported on the November 3, 2025, meeting of the Teaching for Learning Committee.

Agenda Review and Roll Call: Meeting was called to order at 8:00 a.m.

Present:

Board: Trustees Mulder and Marroquin

Administration: Superintendent Cassidy and Associate Superintendents McCloud and Remillard

Public Comments: There were no public comments

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

- [November 7, 2025 PD](#)
- November 12, 2025-First 75-minute vertical alignment day. Continuation from November 7.
- [Spring 2025 District Data Review Summary](#)
- [Fall 2025-26 District Data Review Summary](#)
- Consolidated Application

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

- Special Education Data
- Special Education Funding

Superintendent Updates: Superintendent Cassidy provided updates on the following:

- 31aa funds

Other: The following items were discussed:

- High School Counseling
- Shared-time
- Communication focus group

Adjournment: The meeting adjourned at 8:40 a.m.

STRATEGIC PLAN FOCUS AREAS

ACADEMICS/PROGRAM GOAL:

Holland Public Schools will provide educational excellence through relevant and innovative programming

that maximizes the potential of each student in safe, supportive, and respectful learning environments.

FAMILY AND COMMUNITY PARTNERSHIP GOAL:

Holland Public Schools will unite our community around increasing opportunities and success for ALL students through dialogue, networking, and learning among families and community members.

FINANCE AND OPERATIONS GOAL:

Holland Public Schools will maximize resources for student learning, engagement, and safety.

HUMAN SERVICES GOAL:

Holland Public Schools will recruit, retain, and invest in highly qualified staff.

- B. FINANCE AND PROPERTY COMMITTEE: Chairperson Ybarra reported on the November 4, 2025 meeting of the Finance and Property Committee.

Agenda Review and Roll Call: The meeting was called to order at 4:01 p.m.

Present:

Board: Trustees Woltman, Ybarra and Arendshorst

Administration: Superintendent Cassidy, Associate Superintendent Murphy-Dubay, and Deputy Superintendent Pennington.

Guest: Jeff Hoan

Public Comments: There were no public comments.

Finance & Property: Associate Superintendent Murphy-DuBay provided an update on the following:

- Financial Reports for August 2025: Associate Superintendent Murphy-DuBay will review the general fund budget to actual report and the capital project listing report for the month of August.
- Authorizing resolution- issuance of the bond-structure, debt fund, capital projects fund, who can sign documents, sale method.

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

- Vacancies and Postings Update
- Other Personnel Items

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

- Enrollment Numbers
- 2025 Bond Partners- GMB and RFP for Construction Managers
- Draft Lease Agreement with Holland Christian

Other: No other items were discussed.

Adjournment: The meeting adjourned at 5:09p.m

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- C. EXECUTIVE COMMITTEE: President Colburn reported on the November 4, 2025, meeting of the Executive Committee. The minutes for said meetings are enclosed.

Agenda Review and Roll Call: The meeting was called to order at 5:00 p.m.

Present:

Board: Trustees Colburn, Woltman and Ybarra

Administrators: Superintendent Cassidy

Public Comments: There were no public comments

Superintendent Updates:

- Superintendent Evaluation Documents
- 31aa
- VanRaalte appraisal
- November meeting schedule

Organizational Meeting for 2026: Committee members discussed the timeline, format, and calendar options for the 2026 Board Organizational Meeting.

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: The following Items were discussed:

- Robotics
- Athletics
- Board Building Visits/Learning Walk

Adjournment: The meeting adjourned at 5:43 p.m.

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- D. **BOARD STUDY SESSION:** President Colburn reported on the November 10, 2025, Study Session. The minutes for said meeting are enclosed.

Agenda Review and Roll Call: President Colburn welcomed all participants and called the meeting to order at 5:00 p.m. in the Board Training Room of the District Administration Building, 320 West 24th Street.

ROLL CALL:

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

ADMINISTRATION: Superintendent Cassidy, Deputy Superintendent Pennington, Associate Superintendents Murphy-DuBay and McCloud.

Public Comments: There were no public comments

Holland High School Building Presentation: The High School Administrative team provided an update on High School celebrations, challenges, and data.

Committee Reports:

- a. **Teaching for Learning Committee:** Chairperson Mulder provided updates with items discussed at the Teaching for Learning Committee meeting on November 3, 2025.
- b. **Finance & Property Committee:** Chairperson Woltman provided updates with items discussed at the Finance & Property Committee meeting on November 4, 2025.
- c. **Executive Committee:** Chairperson Woltman provided updates with items discussed at the Finance & Property Committee meeting on November 4, 2025.
- d. **Holland Educational Foundation Report:** Trustee Mulder provided an update.

Personnel Report: Deputy Superintendent Pennington updated the committee on personnel items.

Policies for First Reading: Superintendent Cassidy submitted the following policies for first reading:

- Policy1422 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy1422.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy1623 Prohibition Against Disability Discrimination in Employment (Technical Correction)
- Policy1662 Anti-Harassment (Rescind)
- Policy2210 Curriculum Development-Approved Courses (Revised)
- Policy2260 Nondiscrimination and Access to Equal Education Opportunity (Technical Correction)
- Policy2260.01 Prohibition Against Discrimination Based on Disability (Technical Correction)
- Policy2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)
- Policy2412 Homebound Instruction Program (Revised)
- Policy3122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy3122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy3123 Prohibition Against Disability Discrimination in Employment (Technical Correction)
- Policy3362 Anti-Harassment (Rescind)
- Policy4122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy4122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy4123 Prohibition Against Disability Discrimination in Employment (Technical Correction)

- Policy4162 Controlled Substance and Alcohol Policy for Commercial Motor Vehicle ("CMV") Drivers and Other Employees Who Perform Safety Sensitive Functions (Revised)
- Policy4362 Anti-Harassment (Rescind)
- Policy5120 Assignment Within District (Revised)
- Policy5517.01 Bullying and Other Aggressive Behavior toward Students (Revised)
- Policy7540.02 Digital Content and Accessibility (Revised)
- Policy8300 Continuity of Organizational Operations Plan (Revised)
- Policy8305 Information Security (Revised)

Superintendent Updates:

- 31aa Update and resolution
- Board Vacancy – Resignation letter and timeline for posting
- Sinking Fund Renewal Discussion
- GDK/HPS Contract
- Transportation update
- High school counseling
- DLT Training

Moved by Diane Ybarra, supported by Chris Arendshorst, that the Board of Education accept the resignation of Tim Marroquin as the secretary of the School Board upon receipt of his letter of resignation. The motion was unanimously approved.

Board Secretary Appointment: With Board Secretary Marroquin's resignation, the board must appoint a new secretary. President Colburn will ask for nominations for the office of Board Secretary.

Moved by Mark Woltman, supported by Chris Arendshorst, that Lois Mulder be nominated as Board of Education Secretary for 2025. The motion was unanimously approved.

Moved by Mark Woltman, supported by Martin Veliz that Lois Mulder be elected Board of Education Secretary for 2025. The motion was unanimously approved.

Board Meeting Agenda Construction: Board Members planned the agenda for the November 17, 2025 Board Meeting.

Other: Board Vacancy Timeline was discussed.

- Applications Due November 21, 2025
- Interviews at a Special Meeting, Monday, November 24, 2025

Adjournment: The meeting adjourned at 6:34 p.m.

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HUMAN SERVICES GOAL:

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X. POLICIES FOR SECOND READING AND ADOPTION

Superintendent Cassidy recommends the following policies for second reading and adoption:

- Policy1422 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy1422.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy1623 Prohibition Against Disability Discrimination in Employment (Technical Correction)
- Policy1662 Anti-Harassment (Rescind)
- Policy2210 Curriculum Development-Approved Courses (Revised)
- Policy2260 Nondiscrimination and Access to Equal Education Opportunity (Technical Correction)
- Policy2260.01 Prohibition Against Discrimination Based on Disability (Technical Correction)
- Policy2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities (Revised)
- Policy2412 Homebound Instruction Program (Revised)
- Policy3122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy3122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy3123 Prohibition Against Disability Discrimination in Employment (Technical Correction)
- Policy3362 Anti-Harassment (Rescind)
- Policy4122 Nondiscrimination, Equal Employment Opportunity, and Anti-Harassment (Replacement)
- Policy4122.02 Nondiscrimination Based on Genetic Information of the Employee (Rescind)
- Policy4123 Prohibition Against Disability Discrimination in Employment (Technical Correction)
- Policy4162 Controlled Substance and Alcohol Policy for Commercial Motor Vehicle ("CMV") Drivers and Other Employees Who Perform Safety Sensitive Functions (Revised)
- Policy4362 Anti-Harassment (Rescind)
- Policy5120 Assignment Within District (Revised)
- Policy5517.01 Bullying and Other Aggressive Behavior toward Students (Revised)
- Policy7540.02 Digital Content and Accessibility (Revised)
- Policy8300 Continuity of Organizational Operations Plan (Revised)
- Policy8305 Information Security (Revised)

Moved by Chris Arendshorst, supported by Diane Ybarra that the Board of Education adopt the policies as presented. The motion was unanimously approved. [ATTACHMENT A]

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

- A. CONSIDERATION OF GDK Construction AGREEMENT: Deputy Superintendent Pennington brought forward a recommendation to approve the Standard Form of agreement between Holland Public School and GDK Construction.

Moved by Lois Mulder, supported by Chris Arendshorst, that the Board of Education approve the Standard Form of Agreement between Holland Public School and GDK Construction as presented. The motion was unanimously approved. [ATTACHMENT B]

- B. Deputy Superintendent Pennington recommended approval of the following:

Moved by Diane Ybarra supported by Martin Veliz, that the date, time, and location for the 2026 Organizational Meeting for the HPS Board of Education be set as December 8, 2025, at 6:30 p.m. or immediately following the Board Study Session, in the Administration Building Board Training Room at 320 W. 24th Street, Holland, MI 49423. The motion was unanimously approved.

- C. Superintendent Open Office Hours: Superintendent Cassidy has open office hours scheduled for Thursday, November 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 would like to reach Superintendent Cassidy, please email him: ncassidy@hollandpublicschools.org.
- D. Current Legislative and District Initiatives: Deputy Superintendent Pennington will share information on recent district initiatives and legislative action.

Legislative Updates: (provide by MASA)

Macomb ISD is leading **a multi-district lawsuit seeking injunctive relief ahead of the November 30 deadline for districts to accept or decline Section 31aa funds** in the FY 2025-26 School Aid budget. Several districts have signed on as additional plaintiffs. The suit was filed in both the U.S. District Court for the Eastern District of Michigan and the State of Michigan Court of Claims, **challenging that the language violates clauses of the U.S. and State of Michigan Constitutions** respectively.

Since the budget passage in October, districts and legal counsel have **raised significant concerns with the new language tied to dedicated school safety and mental health funds**. Under the statute, any district accepting 31aa funds must agree to comply with an investigation of a "mass casualty event," a term left entirely undefined in law. This ambiguity, combined with questions about waiving immunity and expanding liability exposure, has created substantial legal risk for districts considering acceptance of the funds. Additionally, **the statute is not limited to the FY 2025-26 school year**, raising concerns about long-term implications.

Despite ongoing conversations with lawmakers, **a legislative fix remains unlikely, leaving litigation as the only viable path forward**. The federal case raises constitutional questions under the Fifth and Fourteenth Amendments, arguing that the law was improperly enacted and that the plaintiffs have standing to challenge the provision. Procedurally, school districts must file against the state superintendent as the responsible authority.

If an injunction is granted before November 30, the 31aa funds will be held until a decision is made on the merits of the case. **If no injunction is issued by that date**, the state will need to **determine whether the funds are included in the December state aid payment**.

District Updates:

Football Stadium:

Plans for the football stadium are progressing. Concept drawings are being completed which will feature:

- a north entrance featuring bathrooms, concessions, and an outdoor grilling area
- home bleachers on the west side of the field with team rooms, an official's room, training room, and storage under the bleachers.

GDK is currently working on pricing to make sure the concept fits within our budget.

Interviews are being scheduled for turf companies.

West and Heights:

Administrators were able to tour a local Elementary School to look at furniture options. New furniture will be purchased this year for Heights and Phase 1 of the West project.

Special Board Meeting:

A special board meeting will be held on Monday, November 24th at 5:00pm. The first item on the agenda will be a discussion of 31aa funds and a possible resolution if the district decides to accept those grant funds. Board interviews will begin at 5:30pm in the board training room.

XII. OTHER: No other items were discussed

XIII. ADJOURNMENT: President Colburn will adjourn the meeting at 5:55 p.m.

Approved as presented: _____
Lois Mulder, Secretary