

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

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**The School District of the City of Holland  
Ottawa County, Michigan  
December 15, 2025**

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- 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:** Trustees Arendshorst, Schipper, Woltman, Colburn, Ybarra, Mulder and Veliz

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

**II. PLEDGE OF ALLEGIANCE**

**III. APPROVAL OF CONSENT AGENDA**

**A. APPROVAL OF AGENDA**

1. Regular Business Meeting of December 15, 2025
2. Consent Agenda for December 15, 2025

**B. APPROVAL OF MINUTES**

1. November 17, 2025, Regular Business Meeting
2. November 24, 2025 Special Meeting
3. December 8, 2025 Organizational Meeting

**Moved by Martin Veliz, supported by Lois Mulder, that the Board of Education approve the Consent Agenda for December 15, 2025.** The motion was unanimously approved.

**IV. HOLLAND HIGH SCHOOL SENATE**

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

- Hot Chocolate Days
- Freshman Senate

**V. HPS CELEBRATES**

**Downtown Holland Businesses and Coldwell Banker Woodland Schmidt**

Thank you to the teams of Kara de Alvare and Joe Soto for partnering with Holland Public Schools to organize a very successful winter clothing drive for our Power H Shop. 87 families and 220 kids were impacted by the generosity of the greater Holland community. Participating downtown businesses include: Apothecary Gift Shop, Borr's Shoes and Accessories, Frances Jaye, Jean Marie's, LVZ Financial Planning, Next Creative, Postcards from Paradise, Pretties Intimate Apparel, Salon Cheveux, The Bridge, The Poppy Peach, The Stow Company, Tip Toes, Valeo Training.

**VI. PUBLIC COMMENTS**

- Katie Kuja, 431 Central Ave, Holland Mi 49423- elementary recess

- Carl VanFaasen, 660 Blackbass, Holland Mi 49423- HEA recognition of Dan Telgenhof and performing arts teachers.

## VII. GDK/GMB UPDATE

**Ross Kruithof and Chad Geenan(GDK), with Matt Hidelof and Alex Stuckey (GMB),** gave an update on the planning and estimated costs for the updates to Holland athletic facilities.

## VIII. DISTRICT DATA PRESENTATION

Associate Superintendent Remillard provided an update to the board.

## IX. PERSONNEL REPORT AND/OR RECOMMENDATIONS

Superintendent Pennington recommended the following personnel action:

### A. Retirements:

- **Dana Loveland**, School Counselor, Holland High School, effective December 19, 2025.

**Moved by Lois Mulder, supported by Mark Woltman that the Board of Education approve, with regret, the retirement of: Dana Loveland.** The motion was unanimously approved.

### B. Resignations:

- **Kara Thomazin**, School Social Worker, Jefferson School, effective December 19, 2025.

**Moved by Martin Veliz, supported by Chris Arenddshorst that the Board of Education approve, with regret, the resignation of: Kara Thomazin.** The motion was unanimously approved.

### C. Hiring:

- **Kenneth Whitcomb**, Science Teacher, Holland Middle School, effective January 5, 2026.

**Moved by Lois Mulder, supported by Martin Veliz that the Board of Education approve a probationary contract for: Kenneth Whitcomb.** The motion was unanimously approved.

## X. BOARD COMMITTEES and STUDY SESSION REPORTS AND/OR RECOMMENDATIONS

- A. TEACHING FOR LEARNING: Chairperson Mulder reported on the December 1, 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 Veliz

Administration: Superintendent Cassidy, Associate Superintendents McCloud and Remillard, Assistant High School Principal Zack Kapla

**Public Comments:** There were no public comments

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

- District Data Presentation December 15, 2025

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

- Human Restoration Project (HRP)
  - Holistic approach to addressing disproportionality with student voice.

**Superintendent Updates:** Superintendent Cassidy provided updates on the following:

- Superintendent Evaluation and Contract
- 31aa
- Onboarding of Rebekah Schipper
- Communities in Schools
- Elementary Recess

**Other:** The following items were discussed:

- Title IX
- Bullying/Harassment presentation on Dec. 10, 4:00pm-6:00pm

**Adjournment:** The meeting adjourned at 8:44 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 December 2, 2025 meeting of the Finance and Property Committee.

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

Present:

Board: Trustees Arendshorst, Colburn And Ybarra

Administration: Superintendent Cassidy, Associate Superintendent Murphy-Dubay, Deputy Superintendent Pennington and Athletic Director Blake Muller

**Public Comments:** There were no public comments

**Finance & Property:** Associate Superintendent Murphy-DuBay provided updates on the following:

- **Financial Reports for November 2025:** Associate Superintendent Murphy-DuBay will review the general fund budget to actual report and the capital project listing report for the month of November.
- Bond Accounting Proposals
- Sinking Fund Renewal Discussion -Nick will reach out to Christopher Iamorino about language

- Food Service Equipment – Being addressed through Bond

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

- Vacancies, Postings, Resignations, Hires
- Open Enrollment Update

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

- Athletics Update- Boosters, Advertisements, Field Updates
- Bond 2025 Updates
- Bond 2021 Updates
- 31aa
- Communities in Schools

**Other:** No other items were discussed

**Adjournment:** The meeting adjourned at 5:15p.m.

### **STRATEGIC PLAN FOCUS AREAS**

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- C. EXECUTIVE COMMITTEE: President Colburn reported on the December 2, 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 5:17 p.m.

Present:

Board: Trustees Colburn, Woltman and Ybarra

Administrators: Superintendent Cassidy

**Public Comments:** There were no public comments

#### **Superintendent Updates:**

- Organizational Meeting Discussion
- Superintendent Evaluation and Contract
- 31aa
- Onboarding of Rebekah Schipper
- Communities in Schools
- Overnight/out of state field trip- Orchestra to Chicago.

**Moved by Mark Woltman, supported by Lois Mulder, that the Board of Education approve the field trip request by Evan Supplee for the Holland High School Orchestra to travel to the Chicago Symphony in Chicago, Illinois from May 1 – May 2, 2026.**

**Organizational Meeting for 2025:** Committee members reviewed a draft agenda for the organizational meeting on December 8, 2025. The meeting will be held immediately following the Board Study Session.

**Study Session Agenda Construction:** Committee members planned the agenda for the December Study Session Meeting based upon the discussions at Teaching for Learning, Finance & Property, Executive Committee, and matters arising. (Heights building presentation, superintendent evaluation)

**Other:** The following items were discussed:

- Fundraising Requests -what are the common standards?

**Adjournment:** The meeting adjourned at 6:01p.m.

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- D. BOARD STUDY SESSION: President Colburn reported on the December 8, 2025, Study Session.

**Agenda Review and Roll Call:** President Colburn will welcome all participants and call the meeting to order at 5:00 p.m. in the Board Training Room of the District Administration Building, 320 West 24<sup>th</sup> Street.

#### **ROLL CALL:**

**BOARD:** Trustees Arendshorst, Veliz, Colburn, Ybarra and Schipper

**ADMINISTRATION:** Superintendent Cassidy, Deputy Superintendent Pennington, Associate Superintendents Murphy-Dubay, McCloud and Remillard, and Administrative Assistant Boes (recorder)

#### **OATH OF OFFICE**

- A. CONSTITUTIONAL OATH OF OFFICE - District board recorder and District notary Megan Boes administered the Oath of Office to Rebekah Schipper, appointed on November 24, 2025.

**I, Rebekah Schipper, do solemnly swear that I will support the Constitution of the United**

**States and the Constitution of this State, and that I will faithfully discharge the duties of the Office of Member of the Board of Education of the School District of the City of Holland, Michigan, according to the best of my ability.**

B. BOARD OF EDUCATION OATH OF OFFICE - Superintendent Cassidy administered the HPS Board of Education Oath of Office to Rebekah Schipper.

**As an elected member of the Board of Holland Public Schools, I accept the high honor and trust that has been placed in me to ensure that the children of this district receive the best education possible with an uncompromising commitment to student achievement in a 21<sup>st</sup> Century learning environment. In accepting this position, I hold the pursuit of that goal as my sacred duty. To that end, I hereby swear that I will:**

- **Place the interests of children above all others in every decision that I make;**
- **Uphold all applicable federal and state laws and regulations;**
- **Abide by the policies of the Board, and work with my fellow Board members to change those policies as needed to improve student learning;**
- **Maintain board focus on the achievement of all students in accordance with our non-discrimination policy;**
- **Not use my position for personal or partisan gain;**
- **Model continuous learning in my role as a member of the governance team;**
- **Maintain a strategic plan for the district that clearly defines success and accountability for the board, the staff, and our students;**
- **Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff;**
- **Base my decisions upon available facts, vote my convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made;**
- **Work to build trust between and among board members and the superintendent by treating everyone with dignity and respect, even in times of disagreement;**
- **Maintain the confidentiality of privileged information, including that shared in executive sessions of the board;**
- **Recognize that the authority rests only with majority decisions of the board and will make no independent commitments or take any independent actions that may compromise the board as a whole;**
- **Refer constituent complaints and concerns to the appropriate person within the district chain of command; and**
- **Respect the leadership roles of the board chair and superintendent.**

**I will maintain fidelity to these commitments and will be held accountable by my fellow board members should I fail to live up to this oath. So help me, God.**

**Public Comments:** There were no public comments

**Holland Heights Building Presentation:** Principal Kevin Derr provided an update on Heights Elementary 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 December 1, 2025.

b. **Finance & Property Committee:** Chairperson Ybarra provided updates with items discussed at the Finance & Property Committee meeting on December 2, 2025.

c. **Executive Committee:** Chairperson Ybarra provided updates with items discussed at the Finance & Property Committee meeting on December 2, 2025.

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

e. **HEA Communications Update:** Trustee Arendshorst provided updates on the HEA Communications meeting from December 1, 2025.

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

**Superintendent Updates:**

- 31aa Update, Discussion, and possible resolution
- Discussion on Sinking Fund and possible resolution
- Overnight out of State Field Trip

**Board Meeting Agenda Construction:** Board Members will plan the agenda for the December 15, 2025 Board Meeting. (Maggie Telgenhof, Student Senate president, will provide an update. HPS Celebrates-?

- GDK/GMB Update
- District Data
- Sinking Fund Resolution
- Overnight Field Trip
- New Hires
- Community Member Celebration
- Dan Telgenhof

**Other:** No other items were discussed.

**Adjournment:** The meeting adjourned at 5:53pm

**STRATEGIC PLAN FOCUS  
AREAS**

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

- A. Superintendent Open Office Hours: Superintendent Cassidy has open office hours scheduled for Thursday, January 9 at 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](mailto:ncassidy@hollandpublicschools.org).
- B. Current Legislative and District Initiatives: Superintendent Cassidy shared Information on recent district initiatives and legislative action.

### **Legislative Updates**

We are still waiting on a decision regarding 31aa funding. We should here results from the lawsuit challenging the legality of the wording attached to that funding. At this time, Holland has accepted the 31aa funding with the ability to rescind that acceptance by 12/30/25 at 11:59pm.

### **District Updates**

Half Day for all students on Friday, 12/19

Holiday Break is 12/22-1/2 with our first day back on 1/5/26.

District Administration Office will be open from 8:00-3:00 over the Holiday Break on the following days:

Monday, 12/22

Tuesday, 12/23

Monday, 12/29

Tuesday, 12/30

### **Board Meetings Schedule for 2026-**

1st Monday of the month at 8:00am- T4L

1st Tuesday of the month at 4:00pm- Property and Finance

1st Tuesday of the month at 5:00pm- Executive Committee

2nd Monday of the month at 5:00pm- Board Study Session

3rd Monday of the month at 5:00pm- Board Meeting

**Teachers Live Here** just approved 2 new Teachers, Kristin Constantino (MS ASD teacher) and Sydney Bryer (Elementary EI teacher) for grants of \$27,300 with the possibility of an additional \$2,500 for purchasing a home within our district boundaries.

**Bond Projects-** Across the district we continue to see progress on our 2021 Bond Projects

Holland Heights is on schedule for completion in June of 2026 with students moving back into the building in August of 2026.

Holland West will be working through 4 different phases of construction with a completion date of August 2027. West is currently about 1/2 through Phase 1.

Planning for the 2025 Bond Projects is underway as you heard tonight with the first project being the Athletic complex, including a new football stadium. Ground breaking is scheduled for June of 2026. Planning for renovations to the Jefferson building will start this spring. Renovations will begin in the fall of 2027.



**XII. OTHER:**

- Sinking Fund Language update.

**XIII. CLOSED SESSION:** The Board of Education entered into closed session at 6:40 p.m. under the Open Meetings Act for the purpose of the Evaluation of the Superintendent.

**Moved by Diane Ybarra, supported by Martin Veliz, 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, Schipper, Woltman, Colburn, Ybarra, Mulder, Veliz

**Nays:** None

The motion was unanimously approved.

**Return to Open Session:** The board returned to open session at 7:25 p.m.

**Moved by Chris Arendshorst, supported by Lois Mulder, that the Board of Education approve an effective rating for Superintendent Cassidy.** The motion was unanimously approved.

**XIV. ADJOURNMENT:** President Colburn adjourned the meeting at 7:25 p.m.

Approved as presented: \_\_\_\_\_  
Lois Mulder, Secretary