



LAKESHORE

Middle School



Grand Haven
Area Public Schools



Special Board Meeting

Lakeshore Middle School | June 4, 2025

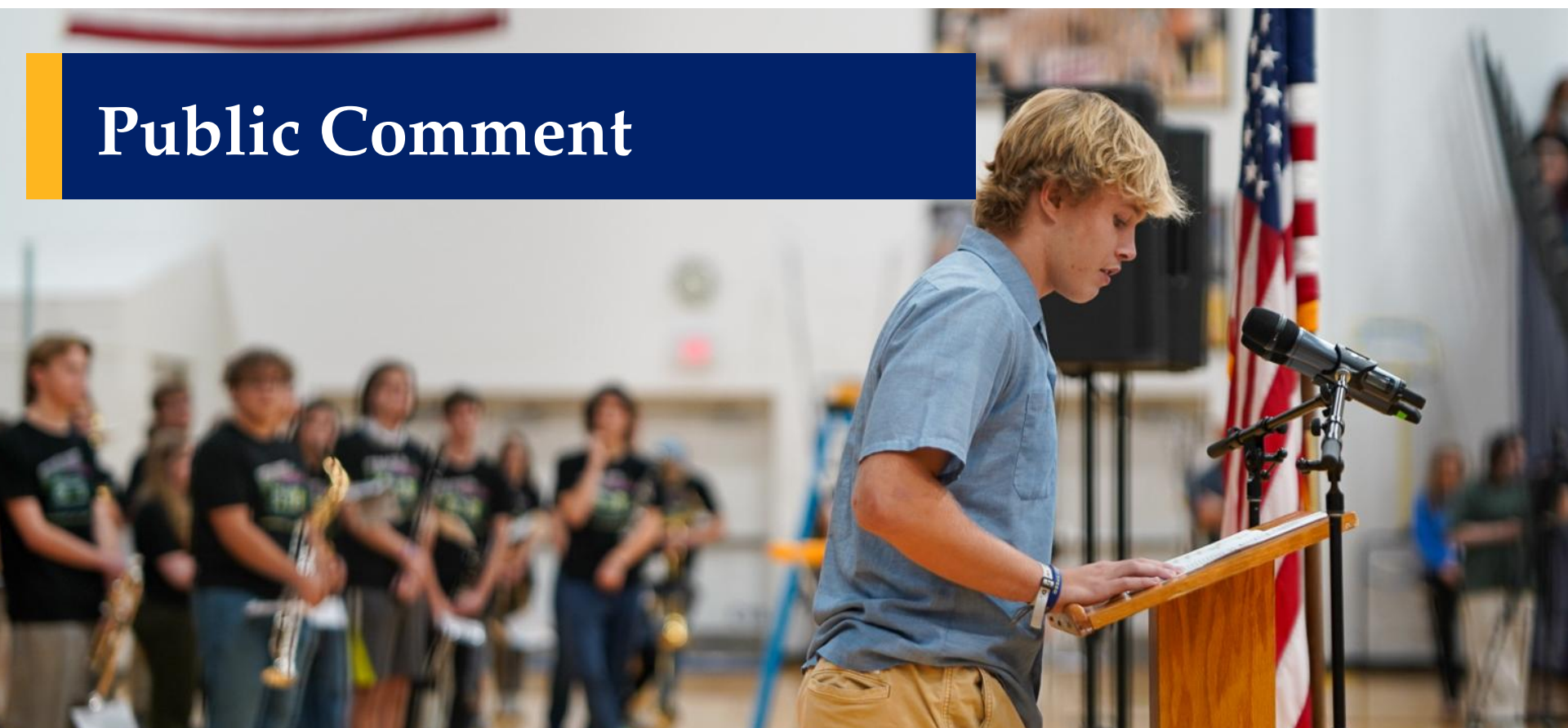
Opening of the Board of Education Meeting

- Call to order
- Pledge of Allegiance
- Roll Call
- Approval of Agenda
- Approval of Minutes
 - a. May 19, 2025 Board of Education Special Workshop
 - b. May 19, 2025 Board of Education Regular Meeting



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Public Comment



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Business Services

Michael MacDonald, Executive Director of Business Services

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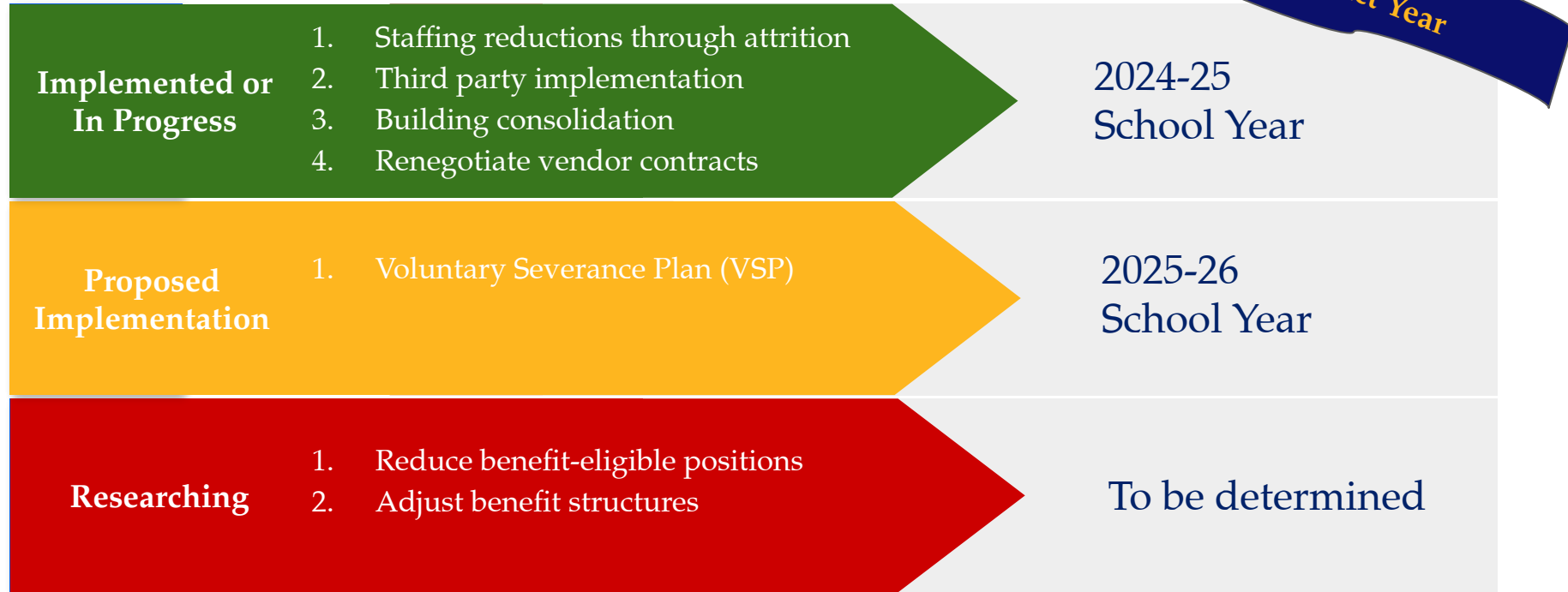


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Cost Containment Strategies



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Fiscal Responsibility & Sustainability: We manage our resources responsibly today to meet the needs of our students, staff, schools, and broader community, while planning carefully to ensure long-term stability.

Voluntary Severance Plan (VSP)

What is being offered:

- GHEA and GHAPSAA employees 50 years of age and older with at least 8 years of service to GHAPS are eligible
- **\$50,000 severance payout** split over two equal payments
 - 403b or check will be options for the employees
- At least 10 GHEA employees must participate for the plan to move forward for the GHEA
- At least 3 GHAPSAA employees must participate in the plan to move forward for the GHAPSAA

Note: the minimums are independent of each other.



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Human Services

Jason Reinecke, Assistant Superintendent

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Investing in People, Impacting Every Classroom

We recognize that **staffing** — both in the short term and long term — is **critical to the continued success of our schools**. While we are aware of the potential for a wave of retirements in the coming years, this is something our Leadership Team is actively planning for, not reacting to.

We are committed to keeping the community informed and involved as these plans unfold.



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Talent Acquisition Strategies

Proactive Recruitment:

1. Strengthening our partnerships with teacher preparation programs;
2. Utilize pathways to attract the best candidates possible
3. Exploring earlier recruitment timelines to ensure we're attracting high-quality educators ahead of peak hiring season

Retention Strategies:

1. Supporting our current staff remains a top priority;
2. Investing in coaching and mentorship programs, leadership development opportunities, and prepare them for possible leadership roles

Succession Planning:

1. For roles likely to be affected by retirements, we are identifying future leaders and providing them with the training and support they need to be ready when those transitions occur

2. Strategic Hiring Forecasts:

- a. Using data to anticipate vacancies and ensure hiring aligns with student enrollment trends and curriculum needs, so we maintain a strong teaching staff without overextending resources



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