



DRAFT Minutes of the Board Personnel Committee Meeting

November 11, 2025 – 12:00 PM

I. Call to Order

The meeting was called to order by President Stack at 12:01 p.m.

Members Present: Herrygers, Holt (sub), Stack

Members Absent: Boyd

Also Present: Jason Reinecke, Kristin Perkowski, Sara VanderZee

II. Public Comment

none

III. Human Services

A. New Hire:

- Jordan Huyser, EL Teacher

B. Enrollment Update

The unofficial fall count is 4,936 students, which is down from our projections. An area that stands out is our Y5/K students being down 77 from our projected numbers. Additional details likely won't be available on MI School Data until the spring.

C. Staffing Update

We are having a difficult time filling Teaching Assistant positions in Special Education roles and at Duneside. Wages are being reviewed, but we're not far off from comps. The elementary science specials teacher will be on leave starting after Thanksgiving break. A long-term sub will be serving in this role for the remainder of the year.

Information on the annual early retirement notification incentive will be sent at the end of this week. Full-time teachers will be offered \$10k; \$5k for part-time teachers; and \$1,000 or \$500 for hourly. Knowing who will be retiring early is helpful for the administration's planning for the next school year.

D. Student Behavior

Since Covid, staff have noticed a large uptick in aggressive behaviors by our younger learners, including Young Five and Kindergarten students. Jason Reinecke recently reviewed Board Policy and the Student Handbook with the Leadership Team related to physical assaults. Policy defines consequences for sixth grade and up, but Kristin and Jason agreed to incorporate a common practice in Y5-5th grade. We are now taking a stance on this issue. If a student assaults another student or staff member, that student will now be sent home for the day.

IV. Board President's Update

President Stack shared an idea to occasionally post a Trustee Spotlight on social media, like a "get to know us." We have onboarded our student representatives, and now we need to determine how we want them involved. A few suggestions were shared. Trustee Tours went well, and some Board members have heard we should continue these, but maybe not as often.

Board members were reminded to turn in any reimbursements from the annual conference and to be prepared to report on their attendance at the next Board meeting. Board members were reminded to

bring their Strengths in Leadership book to the November Board meeting

The next OASBA general session will feature the author of Natural Playgrounds - The Science & Irony Behind an Obvious Social and Climate Solution on December 10th. Trustees will need to register or let Sara know they would like to attend.

V. **Superintendent's Update**

Superintendent Perkowski shared her thanks to the Board for her recent vacation time. Cabinet members and staff were also thanked for continuing their work in her absence.

VI. **Adjournment**

The meeting adjourned at 1:10 p.m.