

**FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN**

Regular Meeting of the Board of Education
Monday, March 17, 2025
6:30 PM
Forest Hills Administration Building

Agenda

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE - Girl Scout Troop 8878
- III. INSTRUCTIONAL HIGHLIGHT - Meadow Brook Elementary
- IV. CONSENT GROUPING
 - IV.A. Superintendent/Board of Education
 - IV.A.1. Approval of Minutes
 - IV.B. Business
 - IV.B.1. Payment of Bills
 - IV.B.2. Microsoft EES License
 - IV.B.3. Central High Cabling
 - IV.B.4. Lawn Maintenance
 - IV.B.5. Lawn Fertilizer & Weed Control
 - IV.B.6. Refunded Property Taxes
 - IV.B.7. Bond Refunding Ratifying Resolution
 - IV.C. Human Resources
 - IV.C.1. Employment of New Professional Staff
- V. BOARD POLICY
- VI. SUPERINTENDENT'S REPORT
- VII. BOARD COMMUNICATION
- VIII. PUBLIC COMMENTS
- IX. CLOSED SESSION - Pursuant to MCL 15.268 (1)(c)
 - IX.A. Collective Bargaining Strategy
- X. ADJOURNMENT

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR INSTRUCTION

TOPIC: Instructional Highlight: PBIS – Meadow Brook Elementary

All Forest Hills schools have implemented a PBIS, or Positive Behavioral Interventions and Supports, program in the past few years. PBIS is a proactive, evidence-based framework designed to promote positive behavior, create a supportive school climate, and ensure that all students have the opportunity to succeed academically, socially, and emotionally. The core of PBIS is prevention through “catching” students doing the right thing. PBIS focuses on teaching and reinforcing positive behaviors rather than just addressing misbehavior after it happens. It creates clear expectations for students and provides consistent reinforcement when they meet those expectations. Implementing PBIS at Meadow Brook has been impactful for both our students and staff. The Meadow Brook PBIS team is excited to share what PBIS looks like at Meadow Brook Elementary!

FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

CONSENT GROUPING

March 17, 2025

IV. CONSENT GROUPING

A. SUPERINTENDENT/BOARD OF EDUCATION

1. Approval of Minutes – Approve the minutes of the February 10, 2025, Regular Meeting, with any added changes or revisions.

B. BUSINESS

1. Payment of Bills – Approve expenditures for the payment of bills for February 2025, as presented.
2. Microsoft EES License – Approve year three of a three-year agreement with Microsoft Corporation through CDW-G for Microsoft Enrollment for Education Solutions (EES) and the Microsoft Windows Server Datacenter suite of products at a cost of \$52,523.
3. Central High Cabling – Approve the award of Central High structured cabling to Digital Age Technologies Inc. for an amount not to exceed \$124,000, including contingency funds.
4. Lawn Maintenance – Approve the final one-year extension to VanVossen Outdoors for lawn maintenance services in 2025 for an amount not to exceed \$122,736.
5. Lawn Fertilizer & Weed Control – Approve a final one-year extension to TruGreen, Inc. to perform district-wide fertilizer and weed control services in 2025 for an amount not to exceed \$63,800.
6. Refunded Property Taxes – Authorize reimbursement of \$10,086.19 to Kent County for refunded property taxes.
7. Bond Refunding Ratifying Resolution – Adopt the ratifying resolution finalizing the sale of the first series of bonds from the November 2023 authorization.

C. HUMAN RESOURCES

1. Employment of New Professional Staff – Approve the hire and issue a contract to Cara DeNuccio for the 2024-2025 school year beginning on April 1, 2025.

**Items included in consent grouping are those that previously have been considered by the Board either in committee or at a prior meeting, or are of such a routine nature that discussion is not required. Board members may request that any item be removed from consent grouping for further discussion if additional information is needed or available.*

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

SUPERINTENDENT/BOARD OF EDUCATION

TOPIC: Approval of Minutes

Board of Education approval is requested for the minutes of the February 10, 2025, Regular Meeting, with any added changes or revisions.

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the minutes of the February 10, 2025, Regular Meeting, with any added changes or revisions.

FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

Minutes of Regular Meeting of the Board of Education
held on February 10, 2025

The Forest Hills Board of Education met in regular session on February 10, 2025, at the Administration Building. President Fauson called the meeting to order at 6:30 p.m.

CALL TO ORDER

Members Present: Michaud, Kermode, Ninemeier, Colley, Terryn, Fauson

ATTENDANCE

Members Absent: DeBoer

Member Kermode led the Pledge of Allegiance.

PLEDGE OF
ALLEGIANCE

Scott Haid, the assistant superintendent for instruction, welcomed everyone to the meeting.

WELCOME

Mr. Haid shared a presentation on the NWEA Fall to Winter Growth Data which analyzes K-6 student progress in reading and math between the fall and winter assessment periods. The data highlights growth trends, identifies areas of strength, and pinpoints skill gaps for targeted intervention. Based on this data, Mr. Haid also explained how students are grouped for tier 2 interventions.

INSTRUCTIONAL
HIGHLIGHT

Motion made by Member Michaud, second by Member Ninemeier, that the Forest Hills Board of Education approve consent grouping items V. A.-C.

CONSENT GROUPING
ITEMS

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

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS: None

Motion carried by a 6-0 roll call vote.

Approved the minutes of the January 20, 2025, Regular Meeting.

APPROVAL OF
MINUTES

Approved expenditures for the payment of bills for January 2025, as presented.

PAYMENT OF BILLS

GENERAL FUND	\$14,500,441.31
DEBT FUND	0.00
CAPITAL PROJECTS FUND 2023	2,969,240.58
SPECIAL REVENUE FUND	
1. Food Service Fund	175,565.12
2. Child Care Fund	3,445.89
3. Student/School Activity	133,261.37
TOTAL EXPENDITURES	<u>\$17,781,954.27</u>

Approved the purchase and installation of interactive flat panels from Digital Age Technologies (DAT) for an amount not to exceed \$379,654. INTERACTIVE FLAT PANELS

Awarded the contract for roofing work at Food Service to Modern Roofing for an amount not to exceed \$125,190, including contingency funds. FOOD SERVICE ROOFING

Awarded the contract for roofing work at Pine Ridge to Division 7 Building Contractors Inc. for an amount not to exceed \$569,176, including contingency funds. PINE RIDGE ROOFING

Awarded the contract for roofing work at Eastern Middle/High to Advanced Construction Group Inc. for an amount not to exceed \$547,924, including contingency funds. EASTERN ROOFING

Approved the purchase of new playground equipment from GameTime for an amount not to exceed \$5,223,076. PLAYGROUNDS

Approved the purchase of classroom furniture from Custer Inc., Dew-El Corporation, Great Lakes Furniture Supply, Inc., Interphase Interiors, and VS America for an amount not to exceed \$2,303,911. CLASSROOM FURNITURE

Approved the purchase of four new seventy-seven passenger school bus units from Midwest Transit Equipment at a cost of \$646,464. BUS REPLACEMENT

Authorized the Secretary of the Board of Education to sign the Waiver and Consent forms from Cascade Charter Township, City of Grand Rapids, City of Kentwood, and Grand Rapids Charter Township to strike delinquent personal property taxes. (Ref. No. 25-02/10-A, B, C, and D) DELINQUENT PERSONAL PROPERTY TAXES

Approved relinquishing of the federal Title III Immigrant funds allocated to Forest Hills Public Schools. FEDERAL TITLE III IMMIGRANT FUNDS

Superintendent Kirby gave an overview of the Schools of Choice Resolutions. SCHOOLS OF CHOICE

Board Member Michaud moved that the Board of Education of the Forest Hills Public School District, exercising the option permitted by Section 105 of the State School Aid Act of 1979, as amended by Public Act 300 of 1996, will not RESOLUTIONS FOR 2025-2026

accept Section 105 applications of non-resident students from outside our district, for purposes of operating an intermediate school district-wide schools SECTION 105

of choice program in accordance with Section 105 for the 2025-2026 school year. The motion was supported by Member Ninemeier. SECTION 105c

KENT ISD COLLABORATIVE SCHOOLS OF CHOICE

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS:

Motion carried by a 6-0 roll call vote. (Ref. No. 25-02/10-E1)

Board Member Michaud moved that the Board of Education of the Forest Hills Public School District, exercising the option permitted by Section 105c of the State School Aid Act, Public Act 119 of 1999, as amended by Public Act 297

of 2000, will not accept applications for enrollment from residents of contiguous intermediate school districts for the 2025-2026 school year. The motion was supported by Member Kermode.

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS:

Motion carried by a 6-0 roll call vote. (Ref. No. 25-02/10-E2)

Board Member Kermode moved that the Board of Education of the Forest Hills Public School District will participate in the Kent Intermediate School District Collaborative Schools of Choice Program for the 2025-2026 school year. The motion was supported by Member Terryn.

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS:

Motion carried by a 6-0 roll call vote. (Ref. No. 25-02/10-E3)

Superintendent Kirby discussed the Operating Millage proposal.

RESOLUTION
CALLING SPECIAL
ELECTION

Motion by Member Kermode, support by Member Colley, to adopt the resolution setting the date of May 6, 2025, for the purpose of putting before the voters a six-year renewal of the 18-mill operation millage and setting the ballot wording and election registration notice forms.

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS:

Motion carried by a 6-0 roll call vote. (Ref. No. 25-02/10-F)

President Fauson provided an overview of the policy changes. She shared that all of the policies presented for consideration were provided to the board members for review in advance of the meeting.

BOARD POLICIES

Motion by Member Michaud, support by Member Ninemeier, that the Forest Hills Board of Education adopt and/or delete the policies as presented. Board discussion followed.

AYES: Michaud, Kermode, Colley, Terryn, Fauson, Ninemeier

NAYS:

Motion carried by a 6-0 roll call vote.

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

Section 3100 General Operations

- 3115 Nondiscrimination, Anti-Harassment, and Non-Retaliation (Revised Policy)
- 3115A Definitions for 3115 Series (Revised Policy)
- 3115B Designation of Coordinators (Revised Policy)
- 3115C Supportive Measures (Revised Policy)
- 3115D Informal Resolution (Revised Policy)
- 3115E Grievance Procedure and Remedies (Revised Policy)
- 3115F Complaint Dismissal and Appeals (Revised Policy)
- 3115G Additional Requirements to Prevent and Address Pregnancy Discrimination (Delete Policy)
- 3115H Training Requirements and Policy Notice (Revised Policy)
- 3118 Title IX Sexual Harassment (Revised Policy)

Section 4100 Employee Rights and Responsibilities

- 4101 Non-Discrimination (Revised Policy)
- 4102 Anti-Harassment (Revised Policy)
- 4104 Employment Complaint Procedure for Allegations Implicating Civil Rights (Revised Policy)
- 4105A Pregnancy-Related Workplace Accommodations (Revised Policy)
- 4113 Michigan Earned Sick Time Act (ESTA) (New Policy)
- 4305 Michigan Paid Medical Leave Act (MPMLA) (Delete Policy)

Section 5200 Student Conduct and Discipline

- 5202 Unlawful Discrimination, Harassment, and Retaliation Against Students (Revised Policy)
- 5206 Student Discipline (Revised Policy)
- 5309 Student Records and Directory Information (Revised Policy)

Superintendent Kirby shared the following:

- An update on the governor's budget proposal and a general legislative update.
- District staff have been reminded of the process of handling outside agencies seeking information on students.
- The importance of the operating millage.
- Mid-winter break is Friday, February 14 – Monday, February 17.
- The district will be sending an engagement survey to stakeholders in mid-February.
- The district will also be sending a survey in March regarding academic programming.

SUPERINTENDENT'S
REPORT

Member Michaud gave an update from the Forest Hills Foundation.

- The Spring grant cycle is closed, and applications are currently being reviewed. Grant recipients will be notified in March.
- The Foundation is looking for volunteers for its board of trustees. Information is available on the Foundation website.

BOARD
COMMUNICATIONS

Member Michaud shared that Eastern's production of Mary Poppins was excellent, and he was pleased to see many students in the audience supporting fellow students.

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.

PUBLIC COMMENTS

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

- The Naturalization Ceremony at the Fine Arts Center
- Transparency
- Graduate Recognition
- Academic excellence
- Accessible ground cover for elementary playgrounds
- A high school library book
- A curriculum concern
- The status of public education

President Fauson inquired if there was other business of the board. Hearing none, she adjourned the meeting at 7:38 p.m.

ADJOURNMENT

Respectfully submitted,

Malorie Ninemeier, Secretary
Forest Hills Board of Education

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Payment of Bills

The financial report is presented for Board approval and includes the following information:

Summary of Bills Payable

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve expenditures for the payment of bills for February 2025, as presented.

GENERAL FUND	\$10,217,599.73
DEBT FUND	500.00
CAPITAL PROJECTS FUND 2023	1,465,876.20
CAPITAL PROJECTS FUND 2025	415,737.09
SPECIAL REVENUE FUND	
Food Service	306,881.81
Childcare	5,268.16
Student/School Activity	125,762.34
TOTAL EXPENDITURES	\$12,537,625.33

Forest Hills Public Schools

Disbursements

For Month Ended February 2025

Fund	General Checking		Debt Service	Payroll Checking			Flex Checking - Employee Flexible Spending Accounts		Total Disbursements
	Checks (320502-320851)	ACH & Wire Disbursements	ACH Disbursement October / April	Checks (329558-329568)	Direct Deposit Payments	ACH & Wire Disbursements	Manual Payments	Debit Card Payments	
General	\$ 1,901,383.23	\$ 3,459,247.88		\$ 7,824.22	\$ 3,366,215.13	\$ 1,216,477.09	\$ 11,930.52	\$ 6,053.89	\$ 9,969,131.96
General, Athletics	69,667.27	14,215.79							83,883.06
General, Grants	153,466.16	11,118.55							164,584.71
GENERAL SUBTOTAL	2,124,516.66	3,484,582.22		7,824.22	3,366,215.13	1,216,477.09	11,930.52	6,053.89	10,217,599.73
Debt Service		500.00							500.00
Capital Projects-2023	1,465,876.20								1,465,876.20
Capital Projects-2025	415,737.09								415,737.09
Special Revenue Fund									-
Food Service	306,421.42	460.39							306,881.81
Child Care	581.90	4,686.26							5,268.16
Student/School Activity	80,192.68	45,569.66							125,762.34
	\$ 4,393,825.95	\$ 3,535,298.53	\$ -	\$ 7,824.22	\$ 3,366,215.13	\$ 1,216,477.09	\$ 11,930.52	\$ 6,053.89	\$ 12,537,625.33

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Microsoft EES License

It is recommended that the Board of Education approve year three of a three-year agreement with Microsoft Corporation through CDW-G for Microsoft Enrollment for Education Solutions (EES) and the Microsoft Windows Server Datacenter suite of products at a cost of \$52,523. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education approve year three of a three-year agreement with Microsoft Corporation through CDW-G for Microsoft Enrollment for Education Solutions (EES) and the Microsoft Windows Server Datacenter suite of products at a cost of \$52,523.

BOARD OF EDUCATION
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GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Central High Cabling

It is recommended that the Board of Education approve the award of Central High structured cabling to Digital Age Technologies Inc. for an amount not to exceed \$124,000, including contingency funds. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education approve the award of Central High structured cabling to Digital Age Technologies Inc. for an amount not to exceed \$124,000, including contingency funds.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS

Juli Davis

TOPIC: Lawn Maintenance

It is recommended that the Board of Education approve the final one-year extension to VanVossen Outdoors for lawn maintenance services in 2025 for an amount not to exceed \$122,736. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education approve the final one-year extension to VanVossen Outdoors for lawn maintenance services in 2025 for an amount not to exceed \$122,736.

BOARD OF EDUCATION
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March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Lawn Fertilizer & Weed Control

It is recommended that the Board of Education approve a final one-year extension to TruGreen, Inc. to perform district-wide fertilizer and weed control services in 2025 for an amount not to exceed \$63,800. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education approve a final one-year extension to TruGreen, Inc. to perform district-wide fertilizer and weed control services in 2025 for an amount not to exceed \$63,800.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS

Juli Davis

TOPIC: Refunded Property Taxes

It is recommended that the Board of Education authorize reimbursement of \$10,086.19 to Kent County for refunded property taxes. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education authorize reimbursement of \$10,086.19 to Kent County for refunded property taxes.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Bond Refunding Ratifying Resolution

It is recommended that the Board of Education adopt the ratifying resolution finalizing the sale of the first series of bonds from the November 2023 authorization. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education adopt the ratifying resolution finalizing the sale of the first series of bonds from the November 2023 authorization.

Forest Hills Public Schools, Kent County, Michigan (the “Issuer”)

A regular meeting of the board of education of the Issuer (the “Board”) was held in the Administration Building, within the boundaries of the Issuer, on the 17th day of March, 2025, at 6:30 o’clock in the p.m. (the “Meeting”).

The Meeting was called to order by _____, President.

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS:

1. By resolution adopted on December 16, 2024 (the “Bond Resolution”), the Issuer authorized the issuance of not to exceed One Hundred Ninety Million Dollars (\$190,000,000) 2025 School Building and Site Bonds, Series I (the “Bonds”); and

2. In the Bond Resolution, the Board authorized the sale of the Bonds and delegated authority to the Superintendent of Schools and/or the Assistant Superintendent for Finance and Operations (each an “Authorized Officer”) to accept the offer of Stifel, Nicolaus & Company, Incorporated to purchase the Bonds subject to parameters established in the Bond Resolution; and

3. Based upon information provided by the Issuer’s financial consulting firm, an Authorized Officer accepted an offer from Stifel, Nicolaus & Company, Incorporated, and the other underwriters listed in the bond purchase agreement (the “Underwriters”) to purchase the Bonds, and the Board desires to ratify and affirm the acceptance of the offer.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Authorized Officer’s acceptance of the offer as set forth in the bond purchase agreement dated March 5, 2025 (the “Bond Purchase Agreement”), and the terms and conditions set forth therein, presented to the Authorized Officer to purchase the Bonds at a purchase price of \$189,996,972.65, which is the par value of the Bonds, plus an original issue premium of \$19,176,132.85, less the Underwriters’ discount of \$519,160.20, is hereby ratified and affirmed. The Bonds shall be issued in the aggregate principal amount of \$171,340,000 and designated 2025 School Building and Site Bonds, Series I (General Obligation - Unlimited Tax). Because the Bonds are being issued at a premium and a portion of such premium is being deposited into the 2025 Capital Projects Fund, the Board hereby acknowledges that only \$150,000,000 of voter authorization remains for any future bond issuance.

2. The Bonds shall be dated April 2, 2025, and shall mature on May 1 of the years 2026 to 2045, inclusive, on which interest is payable commencing November 1, 2025 and semi-annually thereafter on May 1 and November 1, at the rate and in the principal amounts set forth in Exhibit A and shall be subject to optional redemption as set forth herein. The Underwriters have agreed in the Bond Purchase Agreement that they shall initially offer the Bonds to the public at the yields set forth in Exhibit A hereto.

3. The Bonds or portions of Bonds in multiples of \$5,000, maturing on or after May 1, 2036, shall be subject to redemption prior to maturity, at the option of the Issuer in such order as the



Issuer may determine and by lot within any maturity, on any date occurring on or after May 1, 2035, at par plus accrued interest to the redemption date.

4. Notice of redemption of any Bond shall be given not less than thirty (30) days and not more than sixty (60) days prior to the date fixed for redemption by mail to the registered owner's or owners' registered address shown on the registration books kept by the Paying Agent (the "Paying Agent"). The Bonds shall be called for redemption in multiples of \$5,000, and Bonds of denominations of more than \$5,000 shall be treated as representing the number of Bonds obtained by dividing the denomination of the Bond by \$5,000, and such Bonds may be redeemed in part. The notice of redemption for Bonds redeemed in part shall state that upon surrender of the Bond to be redeemed a new Bond or Bonds in an aggregate principal amount equal to the unredeemed portion of the Bond surrendered shall be issued to the registered owner thereof.

If less than all of the Bonds of any maturity shall be called for redemption, unless otherwise provided, the particular Bonds or portions of Bonds to be redeemed shall be selected by the Paying Agent, in such manner as the Paying Agent in its discretion may deem proper, in the principal amounts designated by the Issuer. Any Bonds selected for redemption which are deemed to be paid in accordance with the provisions of the Bond Resolution and this resolution will cease to bear interest on the date fixed for redemption. Upon presentation and surrender of such Bonds at the corporate trust office of the Paying Agent, such Bonds shall be paid and redeemed.

5. Blank Bonds with the manual or facsimile signatures of the President and Secretary affixed thereto, shall, at the direction of bond counsel and as necessary, be delivered to the Paying Agent for safekeeping to be used for registration and transfer of ownership.

The Bonds shall be registered as to principal and interest and are transferable as provided in the Bond Resolution only upon the books of the Issuer kept for that purpose by the Paying Agent, by the registered owner thereof in person or by an agent of the owner duly authorized in writing, upon the surrender of the Bond together with a written instrument of transfer satisfactory to the Paying Agent duly executed by the registered owner or agent thereof and thereupon a new Bond or Bonds in the same aggregate principal amount and of the same maturity shall be issued to the transferee in exchange therefor as provided in the Bond Resolution, and upon payment of the charges, if any, therein provided. The Bonds are issuable in denominations of \$5,000 or any integral multiple thereof not exceeding the aggregate principal amount for each maturity.

If any Bond shall become mutilated, the Issuer, at the expense of the holder of the Bonds, shall furnish or cause to be furnished, and the Paying Agent shall authenticate and deliver, a new Bond of like tenor in exchange and substitution of the mutilated Bond, upon surrender to the Paying Agent of the mutilated Bond. If any Bond issued under this resolution shall be lost, destroyed or stolen, evidence of the loss, destruction or theft and indemnity may be submitted to the Paying Agent, and if satisfactory to the Paying Agent and the Issuer, the Issuer at the expense of the owner, shall furnish or cause to be furnished, and the Paying Agent shall authenticate and deliver a new Bond of like tenor and bearing the statement required by Act 354, Public Acts of Michigan, 1972, as amended, being sections 129.131 to 129.134, inclusive, of the Michigan Compiled Laws, or any applicable law hereafter enacted, in lieu of and in substitution of the Bond so lost, destroyed or stolen. If any such Bond shall have matured or shall be about to mature, instead of issuing a substitute Bond, the Paying Agent may pay the same without surrender thereof.

6. Upon delivery of the Bonds, the accrued interest, if any, shall be deposited in the Debt Retirement Fund for the Bonds and the balance of the Bond proceeds shall be used as follows:

A. The approximate sum of \$522,647.12 shall be used to pay the costs of issuance of the Bonds, and any balance remaining from that sum after paying the costs of issuance shall be deposited in the 2025 Capital Projects Fund.

B. The sum of \$189,474,325.53 shall be deposited to the 2025 Capital Projects Fund.

7. The Preliminary Official Statement, dated February 26, 2025, is deemed final for purposes of SEC Rule 15c2-12(b)(1), relating to the Bonds and its use and distribution by the Underwriters is hereby authorized, approved and confirmed.

8. An Authorized Officer is authorized and directed to execute and deliver the final Official Statement on behalf of the Issuer. An Authorized Officer is further authorized to approve, execute and deliver any amendments and supplements to the final Official Statement necessary to assure that the statements therein are true, as of the time the Bonds are delivered to the Underwriters, and that it does not contain any untrue statement of a material fact and does not omit to state a material fact necessary in order to make the statements, in light of the circumstances under which they were made, not misleading. In the absence of an Authorized Officer, the President may execute the above documents.

9. The President and Secretary are authorized to execute a Certificate of the District Regarding Covenants and Representations which, in part, will enable the Underwriter to comply with Rule 15c2-12 under the Securities and Exchange Act of 1934 in connection with the offering and sale of the Bonds.

10. The Issuer hereby ratifies and affirms the appointment of The Huntington National Bank, Grand Rapids, Michigan, as Paying Agent-Bond Registrar and directs an Authorized Officer to execute for and on behalf of the Issuer a Paying Agent-Bond Registrar Agreement.

11. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Forest Hills Public Schools, Kent County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at the Meeting, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the Meeting was given to the public pursuant to the provisions of the Open Meetings Act (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education

JJS/baf

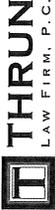
EXHIBIT A

BOND PRICING

Forest Hills Public Schools
 County of Kent, State of Michigan
 2025 School Building and Site Bonds, Series I
 (General Obligation - Unlimited Tax)
 Final Numbers

Bond Component	Maturity Date	Amount	Rate	Yield	Price	Yield to Maturity	Call Date	Call Price	Premium (-Discount)
Serial Bond:									
	05/01/2026	5,250,000	5.000%	2.640%	102.495				130,987.50
	05/01/2027	6,475,000	5.000%	2.640%	104.745				307,238.75
	05/01/2028	8,290,000	5.000%	2.700%	106.752				559,740.80
	05/01/2029	5,855,000	5.000%	2.750%	108.626				505,052.30
	05/01/2030	6,150,000	5.000%	2.750%	110.598				651,777.00
	05/01/2031	6,455,000	5.000%	2.860%	111.863				765,756.65
	05/01/2032	6,775,000	5.000%	2.920%	113.215				895,316.25
	05/01/2033	7,120,000	5.000%	3.000%	114.254				1,014,884.80
	05/01/2034	7,475,000	5.000%	3.060%	115.276				1,141,881.00
	05/01/2035	7,845,000	5.000%	3.110%	116.244				1,274,341.80
	05/01/2036	8,240,000	5.000%	3.220%	115.216 C	3.345%	05/01/2035	100.000	1,253,798.40
	05/01/2037	8,655,000	5.000%	3.300%	114.474 C	3.519%	05/01/2035	100.000	1,252,724.70
	05/01/2038	9,085,000	5.000%	3.350%	114.014 C	3.643%	05/01/2035	100.000	1,273,171.90
	05/01/2039	9,540,000	5.000%	3.390%	113.647 C	3.744%	05/01/2035	100.000	1,301,923.80
	05/01/2040	10,015,000	5.000%	3.490%	112.736 C	3.876%	05/01/2035	100.000	1,275,510.40
	05/01/2041	10,520,000	5.000%	3.650%	111.297 C	4.038%	05/01/2035	100.000	1,188,444.40
	05/01/2042	11,040,000	5.000%	3.770%	110.232 C	4.157%	05/01/2035	100.000	1,129,612.80
	05/01/2043	11,595,000	5.000%	3.860%	109.442 C	4.246%	05/01/2035	100.000	1,094,799.90
	05/01/2044	12,175,000	5.000%	3.910%	109.006 C	4.303%	05/01/2035	100.000	1,096,480.50
	05/01/2045	12,785,000	5.000%	3.990%	108.312 C	4.374%	05/01/2035	100.000	1,062,689.20
<hr/>									
171,340,000									19,176,132.85
<hr/>									

Dated Date	04/02/2025	
Delivery Date	04/02/2025	
First Coupon	11/01/2025	
Par Amount	171,340,000.00	
Premium	19,176,132.85	
Production	190,516,132.85	111.191860%
Underwriter's Discount	(519,160.20)	(0.303000%)
Purchase Price	189,996,972.65	110.888860%
Accrued Interest		
Net Proceeds	189,996,972.65	



BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES



TOPIC: Employment of New Professional Staff

The administration is recommending the employment for the following new staff member:

New Hire	Position	Building	Vacancy Due to:
Cara DeNuccio	Social Worker (General/31N)	Student Services	New position

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the hire and issue a contract to Cara DeNuccio for the 2024-2025 school year beginning on April 1, 2025.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

March 17, 2025

SUPERINTENDENT/BOARD OF EDUCATION

TOPIC: Board Policy

The following Board policy is being submitted to the Board of Education for approval. Policy updates are provided by the district's policy provider, Thrun Law Firm, P.C., and reviewed by district administration.

Section 4100 Employee Rights and Responsibilities

- 4113 Michigan Earned Sick Time Act (ESTA) (Revised Policy)

PROPOSED MOTION:

I move that the Forest Hills Board of Education adopt the revised policy, as presented.

Series 4000: District Employment

4100 Employee Rights and Responsibilities

4113 Michigan Earned Sick Time Act (ESTA)

A. General

~~This Policy will only apply if ESTA is in effect.~~

Eligible employees ~~may will~~ accrue ~~and use~~ paid leave as provided by the ESTA. Applicable provisions of a collective bargaining agreement, individual employment contract, or handbook, ~~which exceed the rights provided to employees under the ESTA,~~ remain in place and may provide additional paid leave time that is not provided by the ESTA.

~~If a~~Unless otherwise agreed with union representation, the ESTA does not apply to employees subject to a conflicting collective bargaining agreement ~~is in effect on February 21, 2025, the ESTA does not apply to employees subject to that collective bargaining agreement until the collective bargaining agreement's expiration date~~agreement expires.

The ESTA does not ~~preempt or override the terms of~~apply to an employee subject to a collective bargaining agreement~~conflicting individual employment contract in effect on February 21, 2025, until that contract expires, if all of the following are satisfied:~~

- the District and the employee signed the contract on or before December 31, 2024;
- the contract is effective for not longer than 3 years; and
- the District notified the Michigan Department of Labor and Economic Opportunity (LEO) of the contract.

B. Definitions

1. ~~Benefit~~“ESTA benefit year:” means the 12-month period from July 1 to June 30.
2. “Eligible employee” means an employee engaged in service to the District. The following, however, are not eligible employees:
 - a. an unpaid trainee or unpaid intern;
 - b. a person employed in accordance with the Michigan Youth Employment Standards Act, MCL 409.101, et seq; or
 - c. positions when the employee may schedule their own working hours as approved by the Superintendent or designee. For those approved positions,

the District will not take adverse personnel action for failure to schedule a minimum amount of working hours.

If a collective bargaining agreement or contract meets the requirements in Section A above, then an employee covered by that contract is not an eligible employee until the contract expires.

2.3. "Family member" is defined as:

- a. biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the eligible employee stands *in loco parentis*;
- b. biological parent, foster parent, stepparent, or adoptive parent or legal guardian of an eligible employee or an eligible employee's spouse (under the laws of any state) or domestic partner or a person who stood *in loco parentis* when the eligible employee was a minor child;
- c. an individual to whom the eligible employee is legally married under the laws of any state or a domestic partner;
- e-d. grandparent, grandchild, and biological, foster, or adopted sibling; or
- e. any other an -individual related by blood; or affinity
- e-f. an individual whose close association with the eligible employee is the equivalent of a family relationship.

4. "Earned sick time" means paid leave as allowed by the ESTA.

3.5. All other ESTA-defined terms apply to this Policy.

C. Eligibility Wait Period and Leave Reinstatement Upon Re-Employment

A newly hired eligible employee may not use accrued earned sick time until 90-120 calendar days after the employee's start date, unless otherwise provided in a collective bargaining agreement, individual employment contract, employee handbook, or ESTA. ~~If a collective bargaining agreement is in effect on February 21, 2025, bargaining unit members are not eligible employees until the collective bargaining agreement's expiration date the ESTA.~~

D. Accrual of ESTA Leave

Unless subject to a grandfathered collective bargaining agreement, an Upon discharge or other separation from employment, an employee automatically loses accrued earned sick time unless the employee is rehired by the District within 2 months of the separation.

Accrued earned sick time that is not used before an employee's separation from employment will have no monetary value. If an employee separates from employment and is rehired by the District not more than two (2) months after

separation, the District will reinstate previously accrued and unused earned sick time and allow the employee to use that earned sick time and accrue additional earned sick time upon reinstatement. This paragraph does not apply if the District paid the employee the value of the employee's unused accrued earned sick time at the time of separation.

D. ESTA Leave Accrual and Frontloading

1. Leave Accrual

Unless the District frontloads earned sick time under Section D(2), an eligible employee begins accruing earned sick time on February 21, 2025, or the employee's start date, whichever is later.

An eligible employee will ~~receive~~ accrue 1 hour of earned sick time for every 30 hours worked, but the eligible employee may only use up to 72 hours of earned sick time in a single ESTA benefit year. An FLSA-exempt eligible employee is assumed to work 40 hours per workweek unless the employee's normal workweek is less than 40 hours.

~~Accrued leave~~ Up to 72 hours of unused accrued earned sick time will carry over from ESTA benefit year to ESTA benefit year. ~~The~~

2. Frontloading Leave

~~For each ESTA benefit year, the District may frontload earned sick time in increments that comply~~ consistent with the ESTA this policy, a collective bargaining agreement, or individual employment contract.

~~If ESTA is in effect, leave for any ESTA-qualifying circumstances up to a maximum of 72 hours per benefit year~~ frontloading, the District will run concurrently with other paid leave benefits as allowed by ESTA. When ~~grant a full-time eligible employee uses other paid leave benefits for an~~ 72 hours of earned sick time at the beginning of an ESTA benefit year. For a part-time eligible employee, the District will provide the employee with:

- a written notice of how many hours the employee is expected to work during the ESTA qualifying circumstance, benefit year at the employee's paid time of hire;
- an amount of earned sick time at the beginning of the ESTA benefit year that is first deducted proportional to the earned sick time the employee would accrue if the employee worked all the hours in that written notice; and
- 1 hour of earned sick time for every 30 hours worked after the employee exceeds the work hours in that written notice.

Frontloaded earned sick time will not carry over from the earned sick time accrued one ESTA benefit year to the next unless authorized in the

applicable collective bargaining agreement, individual employment contract, or handbook.

3. Compliance Presumption

The District is in compliance with this Section D if it:

- provides an eligible employee with paid time off in at least the same amounts of time off described in the ESTA that may be used for ESTA purposes or any other approved purpose, with the same time used for an ESTA purpose being subject to the ESTA; or
- is a signatory to a collective bargaining agreement that requires contributions to a multiemployer plan under ESTAthe Employee Retirement Income Security Act, subject to certain conditions.

E. Additional Absences

Additional absences, above and beyond earned sick time under the ESTA, are governed by an applicable collective bargaining agreement, individual employment contract, or Board Policy.

~~As used in this subsection, “other paid leave” benefits includes but is not limited to paid vacation days, personal days, sick days, and other paid time off. Earned sick time can be used for the purposes, and subject to the conditions, described below.~~

~~E. Qualifying Circumstances~~

F. Permissible Uses

An eligible employee may use earned sick time for the following reasons:

1. the employee’s mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee’s mental or physical illness, injury, or health condition; or preventative medical care for the employee;
2. for the employee’s family member’s mental or physical illness, injury, or health condition; ~~;~~ medical diagnosis, care, or treatment of the employee’s family member’s mental or physical illness, injury, or health condition; ~~;~~ or preventative medical care for a family member of the employee;
3. if the employee or the employee’s family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability; ~~;~~ to obtain services from a victim services organization; ~~;~~ to relocate due to domestic violence or sexual assault; ~~;~~ to obtain legal services; ~~;~~ or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault;

4. for meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or
5. for closure of the employee's place of business by order of a public official due to a public health emergency; ~~or~~ for an employee's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency; ~~or~~ or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

F. G. Use of ~~ESTA Leave~~ Earned Sick Time

~~When requesting use of earned sick time, if~~ the eligible employee's need to use leave is foreseeable, the employee must provide notice to the District of the employee's intent to use earned sick time at least 7 days prior to the date leave is to begin. If the eligible employee's need to use leave is not foreseeable, the employee must provide notice to the District of the employee's intent to use earned sick time as soon as practicable. For leave of more than 3 consecutive days, upon District request, the eligible employee must provide the District ~~in a timely manner with~~ within 15 days after the request – reasonable documentation that earned sick time was used for an ESTA purpose. The District will be responsible for paying the eligible employee's ~~expenses~~ costs in obtaining the requested documentation.

In cases of domestic violence or sexual assault, ~~sufficient~~ reasonable documentation includes any of the following:

- a police report indicating that the employee or the employee's family member was a victim of domestic violence or sexual assault;
- a signed statement from a victim and witness advocate affirming that the employee or the employee's family member is receiving services from a victim services organization; or
- a court document indicating that the employee or the employee's family member is involved in legal action related to domestic violence or sexual assault.

All health, sexual assault, and domestic violence information and documentation received from an employee about earned sick time remains confidential and will not be disclosed, except to the employee, with the employee's written permission, or as and to the extent required by law.

Failure to comply with notice procedures or document requests to support the use of earned sick time, or using earned sick time for a non-permissible use, may result in discipline, including discharge.

Unless otherwise provided in an employee's collective bargaining agreement, individual employment contract, or handbook:

- earned sick time must be used in ~~minute~~ hourly increments; and
- an employee using earned sick time will not receive overtime pay, holiday pay, or bonuses for the earned sick time;
- ~~upon discharge or other separation from employment, an employee automatically loses accrued earned sick time unless the employee is rehired by the District within 6 months of the separation; and~~
- ~~accrued earned sick time that is not used before an employee's discharge or any other separation from employment will have no monetary value, subject to the ESTA requirement to reinstate previously accrued and unused earned sick time if the employee is rehired by the District within 6 months of the separation.~~

~~G.~~ H. Notice and Recordkeeping

The District will:

- 1. provide an ESTA notice created by ~~the Michigan Department of Labor and Economic Opportunity~~ LEO to each eligible employee at hire or by ~~February 24~~ March 23, 2025, whichever is later (see 4113-F);
- 2. display in a conspicuous location in each of its buildings the ESTA poster created by the ~~Michigan Department of Labor and Economic Opportunity~~ LEO; and
- 3. retain for not less than 3 years records documenting hours worked and earned sick time taken by eligible employees.

Legal authority: MCL 408.934b, 408.961 et seq., *Mothering Justice v Attorney General*, 2024 Mich LEXIS 1454 (July 31, 2024)

Date adopted: 02/10/2025

Date revised: