

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

Regular Meeting of the Board of Education

Monday, June 8, 2026

6:30 PM

Forest Hills Administration Building

Agenda

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. CONSENT GROUPING
 - III.A. Superintendent/Board of Education
 - III.A.1. Approval of Minutes
 - III.B. Business
 - III.B.1. Payment of Bills
 - III.B.2. PowerSchool Renewal
 - III.B.3. Google Plus Renewal
 - III.B.4. Incident IQ Renewal
 - III.B.5. Replacement Water Filters/Inline Sink Filters
 - III.B.6. Flex Roof Replacement
 - III.B.7. Food Service Equipment
 - III.B.8. Paper
 - III.B.9. Tax Reimbursement
 - III.C. Instruction
 - III.C.1. Everyday Math Workbooks
 - III.C.2. Connected Mathematics 3 Online Licenses
 - III.C.3. Supplemental Instructional Resources Requests
 - III.D. Human Resources
 - III.D.1. Employment of New Professional Staff
 - III.D.2. Employment of New Administrative Staff
- IV. RATIFICATION OF EMPLOYMENT CONTRACTS - FOREST HILLS EDUCATION ASSOCIATION
- V. RATIFICATION OF EMPLOYMENT CONTRACTS - FOREST HILLS SUPERVISORS
- VI. RATIFICATION OF EMPLOYMENT CONTRACTS - FOREST HILLS CHILD CARE AND PRESCHOOL
- VII. RATIFICATION OF EMPLOYMENT CONTRACTS - FOREST HILLS ADMINISTRATORS
- VIII. ADOPTION OF SUPERINTENDENT YEAR-END EVALUATION
- IX. INFORMATIONAL ITEMS
 - IX.A. Resignations
- X. SUPERINTENDENT'S REPORT
- XI. BOARD COMMUNICATION

- XII. PUBLIC COMMENTS
- XIII. ADJOURNMENT

FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

CONSENT GROUPING

June 8, 2026

III. CONSENT GROUPING

A. SUPERINTENDENT/BOARD OF EDUCATION

1. Approval of Minutes – Approve the minutes of the June 3, 2026, Special Meeting and the June 3, 2026, Closed Session.

B. BUSINESS

1. Payment of Bills – Approve expenditures for the payment of bills for April 2026, as presented.
2. PowerSchool Renewal – Renew the annual agreement with PowerSchool in the amount of \$245,620 for the period July 1, 2026, through June 30, 2027.
3. Google Plus Renewal – Approve year three of a three-year agreement with Google through CDW Education for Google Workspace for Education Plus and one year of Amplified Support at a cost of \$41,400.
4. Incident IQ Renewal – Approve the renewal of Incident IQ Helpdesk and inventory Software from Incident IQ in the amount of \$42,744 for the period of July 1, 2026, through June 30, 2027.
5. Replacement Water Filters/Inline Sink Filters – Approve the purchase of replacement water filters and installing inline sink filters from Best Plumbing specialties for an amount not to exceed \$36,238.
6. Flex Roof Replacement – Approve Summit Point Roofing to perform construction work at the Flex Academy facility at a total cost of \$112,869, including allowances, contingency, fees, and general conditions.
7. Food Service Equipment – Approve the necessary updates to the oldest walk-in coolers and freezers from Stafford-Smith for a cost not to exceed \$102,811.
8. Paper – Authorize participation in the Regional Educational Media Center (REMC) statewide purchasing cooperative to purchase paper in 2026-2027 at an estimated cost not to exceed \$160,000.
9. Tax Reimbursement – Authorize reimbursement of \$46,495.44 to Kent County for refunded property taxes.

C. INSTRUCTION

1. Everyday Math Workbooks – Approve the purchase request for *Everyday Math Workbooks* from McGraw Hill at a cost not to exceed \$103,211.
2. Connected Mathematics 3 (CMP3) Online Licenses – Approve the purchase request for Connected Mathematics Project 3 (CMP3) online licenses from Savaas Learning Company at a cost not to exceed \$51,450.
3. Supplemental Instructional Resources Requests – Approve the Supplemental Instructional Resources requests, as presented.

D. HUMAN RESOURCES

1. Employment of New Professional Staff – Approve the hire and issue contracts to the new professional staff, as presented.
2. Employment of New Administrative Staff – Approve the hire and issue of administrative contracts, as presented.

**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

June 8, 2026

SUPERINTENDENT/BOARD OF EDUCATION

TOPIC: Approval of Minutes

Board of Education approval is requested for the minutes of the June 3, 2026, Special Meeting and the June 3, 2026, Closed Session.

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the minutes of the June 3, 2026, Special Meeting and the June 3, 2026, Closed Session.

FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

Minutes of Special Meeting of the Board of Education
held on June 3, 2026

The Forest Hills Board of Education held a special meeting on June 3, 2026, at the Administration Building. President Fauson called the meeting to order at 5:01 p.m.

CALL TO ORDER

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

ATTENDANCE

Members Absent: Colley

Member Terryn led the Pledge of Allegiance.

PLEDGE OF
ALLEGIANCE

The special meeting was held to conduct the superintendent's quarterly evaluation.

PURPOSE OF
SPECIAL MEETING

Motion by Member Kermode, support by Member Michaud, to approve the minutes for the May 18, 2026, Regular Meeting and the May 18, 2026, Closed Session. The motion was approved by a unanimous 6-0 voice vote.

APPROVAL OF
MINUTES

There were no public comments.

PUBLIC COMMENTS

Motion by Member Terryn, second by Member Kermode, that the Board of Education move into closed session to conduct the superintendent evaluation pursuant to MCL 15.268(1)(a).

CLOSED SESSION

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

NAYS: None

Motion carried by a unanimous 6-0 roll call vote. Regular session dismissed to closed session at 5:03 p.m.

President Fauson returned the meeting to open session at 6:40 p.m.

President Fauson indicated Superintendent Kirby was rated effective in every section of the evaluation.

Superintendent Kirby thanked the board for their feedback and support.

SUPERINTENDENT'S
REPORT

Superintendent Kirby shared tomorrow, June 4, is the last day of school. District administration has already begun planning for next school year.

There was no additional board communication.

BOARD
COMMUNICATION

President Fauson inquired if there was any other business of the board. Hearing none, she adjourned the meeting at 6:42 p.m.

ADJOURNMENT

Respectfully submitted,

Malorie Ninemeier, Secretary
Forest Hills Board of Education

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

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 April 2026, as presented.

GENERAL FUND	11,403,790.93
DEBT FUND	24,235,834.57
CAPITAL PROJECTS FUND 2023	501,565.23
CAPITAL PROJECTS FUND 2025	3,772,465.45
SPECIAL REVENUE FUND	
Food Service	337,622.00
Childcare	12,823.89
Student/School Activity	194,957.99
TOTAL EXPENDITURES	
	\$40,459,060.06

Forest Hills Public Schools
Disbursements
For Month Ended April 2026

Fund	General Checking			Debt Service ACH Disbursement October / April	Payroll Checking			Flex Checking - Employee Flexible Spending Accounts		Total Disbursements
	Checks	ACH Checks	ACH & Wire Disbursements		Checks	Direct Deposit Payments	ACH & Wire Disbursements	Manual Payments	Debit Card Payments	
	(325315-325579)	(V100768-V100926)			(329660-329661)					
General	\$ 1,887,488.07	\$ 376,466.18	\$ 3,661,731.70		\$ 158.02	\$ 3,759,819.00	\$ 1,402,208.78	\$ 4,484.68	\$ 5,987.15	\$ 11,098,343.58
General, Athletics	23,624.90	35,327.80	15,643.47							74,596.17
General, Grants	29,544.97	196,995.82	4,310.39							230,851.18
GENERAL SUBTOTAL	1,940,657.94	608,789.80	3,681,685.56		158.02	3,759,819.00	1,402,208.78	4,484.68	5,987.15	11,403,790.93
Debt Service	2,934.57			24,232,900.00						24,235,834.57
Capital Projects-2023	64,559.98	436,476.36	528.89							501,565.23
Capital Projects-2025	518,239.17	3,254,226.28								3,772,465.45
Special Revenue Fund										
Food Service	8,272.58	328,944.86	404.56							337,622.00
Child Care	5,047.34		7,776.55							12,823.89
Student/School Activity	116,341.60	12,406.25	66,210.14							194,957.99
	\$ 2,656,053.18	\$ 4,640,843.55	\$ 3,756,605.70	\$ 24,232,900.00	\$ 158.02	\$ 3,759,819.00	\$ 1,402,208.78	\$ 4,484.68	\$ 5,987.15	\$ 40,459,060.06

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: PowerSchool Renewal

It is recommended that the Board of Education renew the annual agreement with PowerSchool in the amount of \$245,620 for the period July 1, 2026 through June 30, 2027. 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 renew the annual agreement with PowerSchool in the amount of \$245,620 for the period July 1, 2026 through June 30, 2027.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Google Plus Renewal

It is recommended that the Board of Education approve year three of a three-year agreement with Google through CDW Education for Google Workspace for Education Plus and one year of Amplified Support at a cost of \$41,400. 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 Google through CDW Education for Google Workspace for Education Plus and one year of Amplified Support at a cost of \$41,400.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS

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TOPIC: Incident IQ Renewal

It is recommended that the Board of Education approve the renewal of Incident IQ Helpdesk and Inventory Software from Incident IQ in the amount of \$42,744 for the period July 1, 2026 through June 30, 2027. This has been reviewed by the Board Finance Committee and is recommended for Board approval.

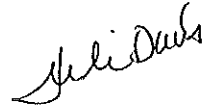
PROPOSED MOTION:

I move that the Forest Hills Public Schools Board of Education approve the renewal of Incident IQ Helpdesk and Inventory Software from Incident IQ in the amount of \$42,744 for the period July 1, 2026 through June 30, 2027.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Replacement Water Filters/Inline Sink Filters

It is recommended that the Board of Education approve the purchase of replacement water filters and installing inline sink filters from Best Plumbing Specialties for an amount not to exceed \$36,238. 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 purchase of replacement water filters and installing inline sink filters from Best Plumbing Specialties for an amount not to exceed \$36,238.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Flex Roof Replacement

It is recommended that the Board of Education approve Summit Point Roofing to perform construction work at the Flex Academy facility at a total cost of \$112,869, including allowances, contingency, fees, and general conditions. 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 Summit Point Roofing to perform construction work at the Flex Academy facility at a total cost of \$112,869, including allowances, contingency, fees, and general conditions.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Food Service Equipment

It is recommended that the Board of Education approve the necessary updates to the oldest walk-in coolers & freezers from Stafford-Smith for a cost not to exceed \$102,811. 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 necessary updates to the oldest walk-in coolers & freezers from Stafford-Smith for a cost not to exceed \$102,811.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Paper

It is recommended that the Board of Education authorize participation in the Regional Educational Media Center (REMC) statewide purchasing cooperative to purchase paper in 2026-2027 at an estimated cost not to exceed \$160,000. 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 participation in the Regional Educational Media Center (REMC) statewide purchasing cooperative to purchase paper in 2026-2027 at an estimated cost not to exceed \$160,000.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR FINANCE AND OPERATIONS



TOPIC: Tax Reimbursement

It is recommended that the Board of Education authorize reimbursement of \$46,495.44 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 \$46,495.44 to Kent County for refunded property taxes.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR INSTRUCTION

TOPIC: Request for the Purchase of *Everyday Math Workbooks* *SB*

The Instruction Department is recommending that the Board of Education approve the purchase of *Everyday Math* workbooks for the 2026-2027 school year from McGraw Hill for Grades 1-5 for an amount not to exceed \$103,211.00.

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the purchase request for *Everyday Math workbooks from McGraw Hill* at a cost not to exceed \$103,211.00.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR INSTRUCTION

TOPIC: Request for the Purchase of *Connected Mathematics 3 (CMP3) Online Licenses* §4

The Instruction Department is recommending that the Board of Education approve the renewal of one-year online licenses for Connected Mathematics 3 (CMP3) from Savaas Learning Company for Grades 6-8 for an amount not to exceed \$51,450.00. This is a one-year renewal for the 2026-2027 school year.

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the purchase request for *Connected Mathematics Project 3* online licenses from Savaas Learning Company at a cost not to exceed \$51,450.00.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT FOR INSTRUCTION

TOPIC: Supplemental Instructional Resources Requests *SH*

The Instruction Department would like to recommend that the following books be added to the supplemental instructional resources collection. The books have been reviewed by the Board Curriculum Committee and are recommended for Board approval.

Schools: Eastern Middle School
Grade(s): 7-8 PLTW
Title: *Everything is Tuberculosis: The History and Persistence of Our Deadliest Infection*
Author: John Green
Reviewed by: Yvonne North, Kristine Yelding, Jon Gregory, Tamasha James, Sarah Dawson, and Scott Haid

Schools: Northern High School
Grade(s): 11-Project Next English, Environmental Science, and Economics
Title: *The Secret Life of Groceries*
Author: Benjamin Lorr
Reviewed by: Heather McKinney-Rewa, Jon Gregory, Tamasha James, Sarah Dawson, and Scott Haid

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the above Supplemental Instructional Resources requests.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Employment of New Professional Staff



The administration is recommending the employment for the following new staff members with the start of the 2026-2027 school year:

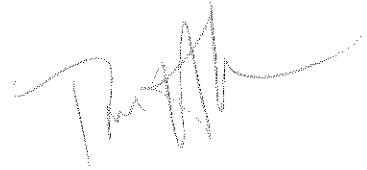
New Hire	Position	Building	Vacancy Due to:
James Alexander	Orchestra Teacher	Eastern High/Eastern Middle	Retirement
Esther Belli	English Teacher	Northern High	Retirement
Melissa Benoit	English Teacher	Northern High	Retirement
Jessie Crawford	English Teacher	Central High	Resignation
Peggy Denman	Business Teacher	Central High	Transfer
Margaret Edison	Math and Computer Science Teacher	Northern High	New position
Terri Fenske	MLL Teacher	District	New position
Lauren Hackerd	2 nd Grade Teacher	Pine Ridge	Retirement
Katie Rae Hayduck	Orchestra Teacher	Central High/Central Middle/Central Woodlands	Retirement
Heather Kelley	Special Education Teacher	Eastern High	Transfer
Sarah Rosema	6 th Grade Teacher	Northern Trails	Retirement

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the hire and issue contracts to James Alexander, Esther Belli, Melissa Benoit, Jessie Crawford, Peggy Denman, Margaret Edison, Terri Fenske, Lauren Hackerd, Katie Rae Hayduck, Heather Kelley, and Sarah Rosema beginning with the 2026-2027 school year.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026



ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Employment of New Administrative Staff

The administration is recommending the employment of the following new staff members:

New Hire	Position	Building	Vacancy Due to:
Gabrielle Kokenakes	Principal	Ada Elementary	Retirement
Josh White	Assistant Principal	Eastern High	Transfer

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the hire and issue of administrative contracts to Gabrielle Kokenakes and Josh White for the 2026-2027 school year.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026



ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Ratification of Employment Contracts – Forest Hills Education Association

The Forest Hills Board of Education and the Forest Hills Education Association reached an agreement on wages and benefits from July 1, 2026 – June 30, 2027 and is being presented for approval.

- One-year agreement
 - 2026-27: Step will be granted, 5.0% increase on the salary schedule
- 2026-27 Teacher Work Calendar
- Additional information as attached in the wage and benefit agreement

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the teacher work calendar and the wage and benefit agreement for the Forest Hills Education Association.

Wage and Benefit Agreement
By
The Forest Hills Public School District
For
The Forest Hills Education Association

Duration of Contract

One-year agreement, July 1, 2026 through June 30, 2027

Compensation Wages

- **2026-2027 School Year**
 - Step and five percent (5%) increase on the salary schedule

Benefits

- **Cash-In Lieu**
 - In lieu of subscribing to the Board provided health insurance, a full-time teacher may elect a cash option equal to the dollar amount listed below. Those employed less than full-time may elect a prorated cash option. Cash in lieu will be disbursed over 24 pay periods and will not be paid on the third pay of the month. If 30 employees district-wide change from medical coverage to cash-in-lieu for January 1, 2027, the cash-in-lieu amount increases to \$6,000. If 30 employees district-wide do not change for January 1, 2027, it remains at \$3,500.
- **Accumulated Sick Leave Upon Retirement**
 - \$35 per day for having accumulated 25-99 sick leave days
 - \$45 per day for having accumulated 100-150 sick leave days
 - \$65 per day for having accumulated 151-200 sick leave days
 - \$80 per day for having accumulated 201-300 sick leave days
 - 300 sick leave days is the maximum number of days eligible for a sick leave payout upon retirement
- **Immediate Family Funeral**
 - Employees will be granted four (4) days by the District for immediate family, which is defined as the teacher's spouse or domestic partner, child/step child, parent/parent-in-law/step parent, sibling/step sibling, or grandparent/grandparent-in-law for bereavement without deduction from sick leave. One (1) additional days of personal illness may be used, upon notification, for the death in the immediate family.

2026-2027 Important Dates

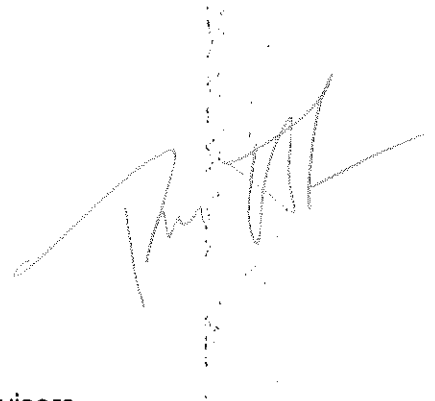
August 19: Professional Learning & Collaboration Around Learning January 15: 2 Hour Release Building Level Learning

August 20: Professional Learning & Collaboration Around Learning	January 18: No School
August 24: Teacher Work Day (In Classroom)	February 12: 2 Hour Release, Building-Level Learning
August 25: Teacher Work Day (In Classroom)	February 15: No School, Midwinter Break
September 4 & 7: No School, Labor Day	March 12: No Students, Professional Learning
September 21: 2 Hour Release, Building-Level Learning	March 22: 2 Hour Release, Building-Level Learning
October 15: 2 Hour Release, Building-Level Learning	April 1-9: No School, Spring Break
October 16: No Students, Professional Learning	May 6: 2 Hour Release, Building-Level Learning
October 19: No School	May 31: No Students, Professional Learning
November 9: 2 Hour Release, Building-Level Learning	May 31: No School, Memorial Day
November 25-27: No School, Thanksgiving	June 7: Student ½ day, Exams (Teacher Collab)
December 16: Student ½ day, Exams (Teacher Collab)	June 8 & 9: Student ½ day, Exams (Record Marking)
December 17 & 18: Student ½ day, Exams (Record Marking)	

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BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

A handwritten signature in black ink, appearing to be 'Timothy', is written over a faint, large, stylized graphic that resembles a cross or a star.

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Ratification of Employment Contracts – Forest Hills Supervisors

The Forest Hills Board of Education and the Forest Hills Supervisors reached an agreement on wages and benefits from July 1, 2026 – June 30, 2028 and is being presented for approval.

- Two-year agreement
 - 2026-27: Step will be granted, 5.0% increase on the salary schedule
 - 2027-28: Contract reopener for wages and insurance benefits
- Additional information as attached in the wage and benefit agreement

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the wage and benefit agreement for the Forest Hills Supervisors.

Wage and Benefit Agreement
By
The Forest Hills Public School District
For
The Forest Hills Supervisors

Duration of Contract

Two-year agreement, July 1, 2026 through June 30, 2028

Compensation Wages

- 2026-2027 School Year
 - Step and five percent (5%) increase on the salary schedule
- 2027-2028 School Year
 - Contract reopener for wages and insurance benefits
- Longevity
 - An additional \$1,750 per year for 5 years of continuous service
 - An additional \$3,000 per year for 10 years of continuous service
 - An additional \$4,250 per year for 15 years of continuous service
 - An additional \$5,750 per year for 20 years of continuous service
 - An additional \$7,000 per year for 25 years of continuous service

Benefits

- Cash-In Lieu
 - In lieu of subscribing to the Board provided health insurance, a full-time supervisor may elect a cash option equal to the dollar amount listed below. Those employed less than full-time may elect a prorated cash option. Cash in lieu will be disbursed over 24 pay periods and will not be paid on the third pay of the month. If 30 employees district-wide change from medical coverage to cash-in-lieu for January 1, 2027, the cash-in-lieu amount increases to \$6,000. If 30 employees district-wide do not change for January 1, 2027, it remains at \$3,500.
- Sick Leave Payoff
 - \$85 per day for having accumulated 226-300 sick leave days
 - 300 sick leave days is the maximum number of days eligible for a sick leave payout upon retirement
- Bereavement Leave
 - Employees may have up to four (4) days paid leave without deduction from sick leave for a death of the employee's spouse or domestic partner, child/step child, sibling/step sibling, parent/parent-in-law/step parent, or grandparent/grandparent-in-law. Additional time may be granted up to one day, to be deducted from sick leave, at the discretion of the Assistant Superintendent of Human Resources. Employees may use up to one (1) day of sick leave to attend a funeral for a non-immediate family as identified in the above paragraph.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

A handwritten signature in black ink, appearing to be 'Tim K...', is located to the right of the date.

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Ratification of Employment Contracts – Forest Hills Child Care and Preschool

The Forest Hills Board of Education and the Forest Hills Child Care and Preschool group reached an agreement on wages and benefits from July 1, 2026 – June 30, 2029 and is being presented for approval.

- Three-year agreement
 - 2026-27: Step will be granted, 5.0% increase on the salary schedule
 - 2027-28: Contract reopener for wages and insurance benefits
 - 2028-29: Contract reopener for wages and insurance benefits
- Additional information as attached in the wage and benefit agreement

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the wage and benefit agreement for the Forest Hills Child Care and Preschool group.

Wage and Benefit Agreement
By
The Forest Hills Public School District
For
The Forest Hills Child Care and Preschool

Duration of Contract

Two-year agreement, July 1, 2026 through June 30, 2029

Compensation Wages

- 2026-2027 School Year
 - Step and five percent (5%) increase on the salary schedule
- 2027-2028 School Year
 - Contract reopener for wages and insurance benefits
- 2028-2029 School Year
 - Contract reopener for wages and insurance benefits

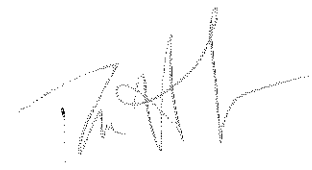
Benefits

- Cash-In Lieu
 - In lieu of subscribing to the Board provided health, dental, and vision insurance, an employee who works (30) hours a week and at least thirty-eight weeks per year may select the cash in lieu option equal to the amount listed below. Cash in lieu will be disbursed over 24 pay periods and will not be paid on the third pay of the month. If 30 employees district-wide change from medical coverage to cash-in-lieu for January 1, 2027, the cash-in-lieu amount increases to \$6,000. If 30 employees district-wide do not change for January 1, 2027, it remains at \$3,500.
- Bereavement Leave
 - Employees may have up to four (4) days paid leave without deduction from sick leave for a death of the employee's spouse or domestic partner, child/step child, sibling/step sibling, parent/parent-in-law/step parent, or grandparent/grandparent-in-law. Additional time may be granted up to one day, to be deducted from sick leave, at the discretion of the Assistant Superintendent of Human Resources. Employees may use up to one (1) day of sick leave to attend a funeral for a non-immediate family as identified in the above paragraph.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES



TOPIC: Ratification of Employment Contracts – Forest Hills Administrators

The Forest Hills Board of Education and the Forest Hills Administrators reached an agreement on wages and benefits from July 1, 2026 – June 30, 2028 and is being presented for approval.

- Two-year agreement
 - 2026-27: Step will be granted, 5.0% increase on the salary schedule
 - 2027-28: Contract reopener for wages and insurance benefits
- Additional information as attached in the wage and benefit agreement

PROPOSED MOTION:

I move that the Forest Hills Board of Education approve the wage and benefit agreement for the Forest Hills Administrators.

Wage and Benefit Agreement
By
The Forest Hills Public School District
For
The Forest Hills Administrators

Duration of Contract

Two-year agreement, July 1, 2026 through June 30, 2028

Compensation Wages

- 2026-2027 School Year
 - Five percent (5%) increase on the salary schedule
 - Athletic Director salary increase
 - 26-27: \$112,000
 - 27-28: match the middle school assistant principal base salary
 - Employer non-elective annuity decreases to \$10,000
 - Elective annuity increases to \$6,000
 - Eliminate vertical lead stipends
- 2027-2028 School Year
 - Contract reopener for wages and insurance benefits
- Longevity
 - An additional \$6,000 per year at the beginning of the 5th year of administrative service in the district
 - An additional \$7,000 per year at the beginning of the 9th year of administrative service in the district
 - An additional \$8,000 per year at the beginning of the 13th year of administrative service in the district

Benefits

- Cash-In Lieu
 - In lieu of subscribing to the Board provided health, dental and vision insurance, an administrator may elect a cash option equal to the dollar amount listed below. Cash in lieu will be disbursed over 24 pay periods and will not be paid on the third pay of the month. If 30 employees district-wide change from medical coverage to cash-in-lieu for January 1, 2027, the cash-in-lieu amount increases to \$6,000. If 30 employees district-wide do not change for January 1, 2027, it remains at \$3,500.
- Bereavement Leave
 - Employees will be granted four (4) days by the District for immediate family, which is defined as the administrator's spouse or domestic partner, child/step child, parent/parent-in-law/step parent, sibling/step sibling, or grandparent/grandparent-in-law for bereavement without deduction from sick leave. One (1) additional day of personal illness may be used, upon notification, for the death in the immediate family.
- Dental Insurance
 - Increase annual maximum limit to \$4,000 for dental and Class 4 lifetime maximum for orthodontics to \$6,000
 - 75% district cost/25% employee cost

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

SUPERINTENDENT/BOARD OF EDUCATION

TOPIC: Adoption of Superintendent Year-End Evaluation

The Board completed the year-end evaluation of Superintendent Kirby at a special meeting on June 3, 2026. Superintendent Kirby was rated effective in every section of the evaluation.

PROPOSED MOTION:

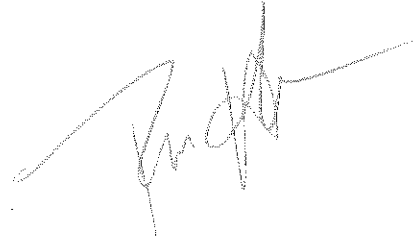
I move that the Forest Hills Board of Education adopt the year-end evaluation of Superintendent Kirby for the 2025-2026 school year.

BOARD OF EDUCATION
FOREST HILLS PUBLIC SCHOOLS
GRAND RAPIDS, MICHIGAN

June 8, 2026

ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES

TOPIC: Resignations



Superintendent Kirby has accepted the following resignation:

Name	Position	Building
Paige Hallock	Teacher	Central High