Kenowa Hills Public Schools
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BOARD OF EDUCATION

Regular Meeting Minutes
Monday, August 24, 2026 at 6:00 pm
Kenowa Hills Middle School
3950 Hendershot NW, Grand Rapids MI 49544

I. Routine and Organizational Business

A. President LaBotz called the meeting to order at 6:00 p.m. at the Middle School Cafeteria, 3950 Hendershot NW, Grand Rapids, MI. 49544. — CALL TO ORDER

B. President LaBotz opened the meeting with a moment of silence. — MOMENT OF SILENCE

D. Members Present: Courtade, Hart, LaBotz, Roberts, Robinson, and Turner are present. Superintendent Horner and Director of Finance Long are also present. — ROLL CALL

E. Motion by Member Hart supported by Member Courtade to approve the agenda. **Motion carries 6-0** — APPROVE AGENDA

II. Recognition and Correspondence

A. Recognition — CORRESPONDENCE

B. Correspondence

C. Board Communication - Members reported on various district events in which they participated. — BOE COMMUNICATION

1 Discussion of Board Vacancy and Interview Process- President LaBotz noted that Letters were received from 6 applicants for the Board Vacancy, all of whom will be interviewed.

2 MASB Delegates; It was decided that Melissa Courtade would be a Delegate, and that Members LaBotz and Turner would both serve as a backup delegate.

III. Discussion/Information Items

A. Finance — FINANCE

1. Board Investment Income Update
2. KHEA Tentative Agreement
3 KH Support Staff Tentative Agreement
4 KH Ad Building Support Staff Tentative Agreement
5 Kenowa Hills Contracted Administrators Tentative Agreement

B. Superintendent Report

1. Dr. Horner announced the termination charges against Ross Willick. She announced a two game suspension for Coach Fellows. She advised that these actions were taken upon advice of legal counsel as reflected in the investigation report reviewed by the Board in closed session. She requested that the Board waive attorney-client privilege and allow Marshall Grate to make comments to the Board and the community members present regarding the investigation report.

IV Action Item

A. The following motion was by Trustee Courtade and supported by Trustee Robinson. It is so moved to waive attorney-client privilege regarding two investigation reports, which have been redacted for publication, one dated October 22, 2025 and a second one dated August 21, 2026, and it is further moved that the Superintendent will adopt and implement the recommendations if August 21, 2026 investigation report. A roll call vote was taken. **Motion carries 6-0** — WAIVING OF ATTORNEY-CLIENT PRIVILEGE REPORT #26-051

	Y	N	A		Y	N	A		Y	N	A		Y	N	A
Courtade				Hart	Y	__	__	Roberts	Y	__	__	Turner	Y	__	__
LaBotz				Robinson	Y	__	__								

V. Discussion of Investigation; Marshall Grate of Clark Hill gave an overview of the Title IX investigation process and findings that resulted in the disciplinary measures against the High School Principal and the Head Football Coach and the termination of the Athletic Director.

VI. **Public Comment: 8** audience member(s) addressed the Board. **PUBLIC COMMENT**

The purpose of this meeting is to conduct Board of Education business. There will typically be no attempt to comment or give answers at this meeting. Audience members who wish to make comments are invited to complete the appropriate form located at the entrance. Each speaker has a maximum of three (3) minutes to address the board. Inquiries requiring a response will be referred to the superintendent in the cases where contact information is provided. We ask all individuals making public comments to follow our board policy.

VII. **Action Items**

A. Motion by Member Hart supported by Member Courtade to approve the Consent Agenda. **Motion carries 6-0** **CONSENT AGENDA**

1. August 11, 2025 Committee of the Whole Workshop Minutes

2. Certified Staff Personnel Recommendations

New Hires

Nathan Braun; Math Teacher, Pathways (effective August 25, 2026)

Western Michigan University; BSE Mechanical Engineering, minor in mathematics

Graduate Teaching Certificate, 6-12 math

Kimberly Andres; Director of Human Resources (effective August 31, 2026)

MS Human Resources Administration, Central Michigan University; BS Merchandising Management, Michigan State University

Predictive Index Professional Certification, Predictive Index Talent Optimization Certification, Korn Ferry 360 & Leadership Architect Certified, Achieve Global Certified Facilitator, DDI Targeted Selection Facilitator, Inforum Executive Leadership Program

Professional Affiliations: Society for Human Resource Management (SHRM), Association for Talent Development, West Michigan Association for Talent Development, Inforum

Todd VandenHeuvel; Success Coach, Middle School (effective August 25, 2026)

Associates, Muskegon Community College; BS Education, Aquinas

Resignations

Ann Pacanovsky- High School ASD Teacher

Anneka Katje - 6th Grade Science Teacher

Disciplinary Action: Recommending the following certified personnel action for board action tonight; read Board policy 2260; termination charges for approval against Ross Willick. Jjob action -Coach Fellows -two game suspension; taking those on advice of legal counsel. Asked Motion from Board to waive attorney client privilege.

3 MASB Voting Delegates Courtade, LaBotz, and Turner

B. Motion by Member Turner and support by Member Robert to approve the Kenowa Hills Education Association Tentative Agreement as shown in Report 26-052. **Motion carries 6-0** **KHEA TENTATIVE AGREEMENT REPORT #26-052**

C. Motion by Member Courtade and supported by Member Hart to approve the pay increase of 4% for Kenowa Hills Support Staff to align with the KHEA Tentative Agreement. Report 26-053 **Motion carries 6-0** **KH SUPPORT STAFF PAY INCREASE REPORT #26-053**

D. Motion by Member Hart and supported by Member Turner to approve the pay increase of 4% for Kenowa Hills Ad Building Support Staff to align with the KHEA Tentative Agreement. Report 26-054 **Motion carries 6-0**

KH AD BUILDING SUPPORT STAFF PAY INCREASE REPORT #26-054

E. Motion by Member Hart and supported by Member Turner to approve the pay increase of 4% for Kenowa Hills Contracted Administrators to align with the KHEA Tentative Agreement. Report 26-055 **Motion carries 6-0**

KH CONTRACTED ADMINISTRATORS PAY INCREASE REPORT #26-055

VII. Future Items for Consideration

FUTURE MEETINGS

A. Future Meetings

1. 09/14/2026 6:00 pm Committee of the Whole Meeting @ Administration Building
2. 09/17/2026 6:00 pm School Board Finance Bootcamp @, Kent ISD
3. 09/28/2026 6:00 pm Regular Meeting @Zinser Elementary School
4. 10/12/2026 6:00 pm Committee of the Whole Meeting @ Administration Building
5. 10/26/2026 6:00 pm Regular Meeting @ Kenowa Hills Middle School

B. Go Around; President LaBotz read a statement: "Thank you to everyone who came tonight and to those who took the time to share their thoughts. I also want to be clear that the concerns and investigations discussed tonight were put in motion well before Dr. Horner became superintendent. She inherited some very difficult issues, and I appreciate the way she has approached them directly, thoughtfully, and with a commitment to transparency and accountability. As a Board, we support her leadership and hopefully we can turn our focus back where it belongs: on our students. We all care deeply about Kenowa Hills and want our students and programs to be successful. At the same time, our commitment to student safety, equal opportunity, academics, and the integrity of this district has to come first. My hope is that we can move forward together with those priorities clearly in mind."

GO AROUND

VIII. Adjournment

ADJOURNMENT

A. Seeing no additional agenda items, President LaBotz adjourned the meeting at 7:18 pm.

Respectfully submitted,

_____, Secretary