

THE GROSSE POINTE PUBLIC SCHOOL SYSTEM
Grosse Pointe, Michigan
June 22, 2026

AGENDA NUMBER & TITLE:

**Approval to hire Chief Personnel Officer
(CPO)**

Recommendation: Nicole Pilgrim

Nicole Pilgrim brings more than two decades of leadership experience in human resources, labor relations, organizational development, and executive leadership across both public education and nonprofit sectors. Her career has been defined by a commitment to building strong organizations through trust, collaboration, accountability, and a deep investment in people.

Many members of our school community will already know Nicole from her previous service to Grosse Pointe as the Director of Human Resources and Executive Director of Employee and Labor Relations. During her eight years with the district, she worked closely with district leadership, administrators, employee groups, and the Board of Education to support staffing, labor relations, employee engagement, compliance, and organizational effectiveness.

Since her service in Grosse Pointe, Nicole has continued to expand her leadership experience in executive roles with Matrix Human Services, one of Southeast Michigan's leading nonprofit organizations. Most recently serving as Chief Operating Officer, she has overseen workforce strategy, organizational operations, leadership development, and community-focused services across a complex, multi-site organization. This experience leading large teams and aligning people strategies with strategic goals has further strengthened her ability to serve educational organizations at the highest level.

Nicole holds a Bachelor of Science in Business Management, a Master of Arts in Education, and a Graduate Certificate in Human Resource Management. She is certified through the Society for Human Resource Management (SHRM) and has been recognized for her contributions to workforce development, organizational excellence, and community impact.

Ms. Pilgrim's return to Grosse Pointe Public Schools reflects both the strength of her professional qualifications and the positive culture of our district. Her combination of institutional knowledge, established relationships, and expanded executive leadership experience uniquely positions her to provide immediate and effective leadership as Chief Personnel Officer. Her expertise in labor relations, compliance, investigations, and collective bargaining will further enhance the district's ability to manage complex personnel matters while supporting strategic workforce initiatives.