

Regular Meeting of the Board of Education

Tuesday, December 17, 2024 6:30 PM

Amerman Elementary School, 847 North Center St., Northville, MI 48167

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Adoption of Agenda

5. Consent Resolutions

- 5.a) Minutes of the December 10, 2024 Board of Education Meeting
- 5.b) Minutes of the December 10, 2024 Closed Session Meeting of the Board of Education
- 5.c) Overnight and/or Out of State Field Trip Requests
 - 5.c)1) Northville High School Cheer Competition in Portage, MI from February 7-8, 2025
 - 5.c)2) Northville Varsity Dance Team Regionals in Chicago, IL on January 4, 2025
 - 5.c)3) Northville Varsity Dance Team National Competition in Orlando, FL from January 28 - February 3, 2025
 - 5.c)4) Northville Middle School Cheer Competition in Frankenmuth, MI from January 10 - 12, 2025
 - 5.c)5) NHS Model UN conference in Grand Rapids, MI from March 5-8, 2025
- 5.d) Instructional Material Purchase for Advanced Placement Environmental Science Course
Environmental Science for the AP Textbook
- 5.e) NHS Course Name Change from Marketing Store Operations I to Retail Store Operations & Marketing Store Operations II to Marketing Store Operations
- 5.f) NHS New Course offering IB Business Management
- 5.g) NHS New Course Offering Unified Physical Education
- 5.h) Palmer Moving contract for \$49,104 for Amerman, Meads Mill, and Northville High School
- 5.i) Three Bluebird 77-passenger buses totaling \$421,605 & one 47-passenger unit totaling \$129,580
- 5.j) Northville High School Fire Alarm Change Oder for Green Line Electric totaling \$83,028.88
- 5.k) Bill Warrants totaling \$2,676,050.64

6. Communications

- 6.a) npsboe@northvilleschools.org communications

6.b) Northville Youth Program Report - November 2024

7. **Amerman Presentation**

8. **Superintendent's Report/Update**

8.a) ABCD Awards

8.b) Board Member Recognition - James Mazurek, Sarah Prescott & Lindsey Wilson

9. **Public Comments**

10. **New Hire: Teacher**

Presenter: Ms. Carin Meyer, Policy & HR Liaison

11. **Bid Award: Meads Mill Middle School**

Presenter: Dr. Kim Campbell-Voytal, Treasurer

12. **2025 Playground Upgrades - Amerman, Thornton Creek & Ridge Wood Elementary**

Presenter: Dr. Kim Campbell-Voytal, Treasurer

13. **Protect MI Kids Bill Package Tobacco Resolution**

Presenter: Ms. Carin Meyer, Policy & HR Liaison

14. **Superintendent's 2023/24 Evaluation Report**

Presenter: Mr. Lindsey Wilson, President

15. **Superintendent's Contract, 2025-28**

Presenter: Mr. Lindsey Wilson, President

16. **Added Agenda Items**

17. **Public Comments**

18. **Questions/Comments from Board Members**

19. **Adjournment**

Minutes of Regular Meeting of the Board of Education

The Board of Trustees Northville Public Schools

A Regular Meeting of the Board of Education of the Board of Trustees of Northville Public Schools was held Tuesday, December 10, 2024, beginning at 6:30 PM in the Hillside Middle School, 775 N. Center St., Northville, MI 48167.

1. Call to Order

Meeting called to order by President Wilson at 6:32 p.m.

2. Pledge of Allegiance

President Wilson led the Board in the Pledge of Allegiance.

3. Roll Call

Mr. Lindsey Wilson, President	Dr. RJ Webber, Superintendent
Ms. Lisa McIntyre, Vice President	
Ms. Melissa Stuart, Secretary	
Dr. Kim Campbell-Voytal, Treasurer	
Mr. James Mazurek, Trustee	
Mr. Carin Meyer, Trustee	
Ms. Sarah Prescott, Trustee (arrived 6:42 p.m.)	

4. Adoption of Agenda

Motion No. 24/25-053 by Vice President McIntyre, supported by Trustee Mazurek, that the agenda be adopted as presented. Motion carried 6-0.

5. Consent Resolutions

Motion No. 24/25-054 by Vice President McIntyre, supported by Treasurer Campbell-Voytal, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the November 19, 2024 Board of Education Meeting

Motion carried 6-0.

6. Public Comments

None.

7. Added Agenda Items

None.

8. Public Comments

None.

9. Closed Session

Motion No. 24/25-055 by Vice President McIntyre, supported by Trustee Mazurek, that the Board convene in Closed Session, pursuant to Public Act 267, Section 8(a) to conduct periodic personnel evaluation of the superintendent of schools as requested by the Superintendent. Roll Call Vote: Wilson – yes; Prescott – absent; Campbell-Voytal -yes; McIntyre – yes; Mazurek – yes; Meyer – yes; Stuart – yes. Motion carried 6-0.

The Board moved to convene in Closed Session at 6:36 p.m.

The Board convened in Closed Session from 6:38 – 10:31 p.m.

The Board returned to Open Session at 10:32 p.m.

10. Adjournment

There being no further business the meeting adjourned at 10: 33 p.m.

Melissa Stuart, Secretary

REQUEST FOR TEXTBOOK APPROVAL

I. **Cours** AP Environmental Science

e: _____

Grade 11-12

: _____

Change from: *(if applicable)*

Change to:

Title: Environmental Science a
Global Concern

Title: Environmental Science for
the AP

Author: Cunningham &
Cunningham

Author: Friedland & Relyea

Publish
er: McGraw Hill

Publishe
r: Bedford, Freeman, &
Worth

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ht: 2016

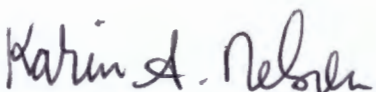
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ht: 2019

II.

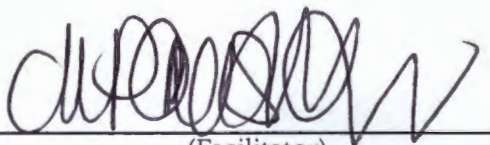
Title of Text, Software, Manipulatives, Etc.	ISBN Number	Quantity
Hard Copy Texts	1319409288	15
Digital Copies	1319409288	50

Note: The Office of Instruction will contact the publishers for exact costs. Please attach any cost estimates or contact information that you feel might be helpful.

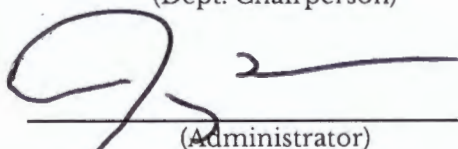
Committee
Members:



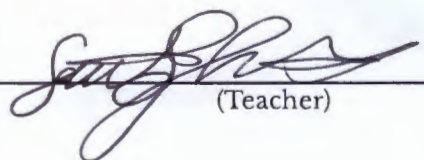
(Dept. Chairperson)



(Facilitator)



(Administrator)



(Teacher)

Northville Public Schools

Date

**Board Instructional Services
Subcommittee:**

Chairperson)

Date

Board of Education:

Chairperson)

Date

Return completed form to the Office of Instruction.

Cc: Building Principal, DCC Administrator, Curriculum Facilitator, Department Chairperson



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Email: highschool@mpsvirginia.com / Phone: (540) 672-7744

Quote Number	00117498	Prepared By	Nickeyta Fisher
Created Date	10/15/2024	Phone	(347) 514-1181
		Email	nfisher@bfwpub.com
Contact Name	Sandra Brock	Ship To	Northville Public School Dist
Bill To	Northville Public School Dist 501 W Main St Northville, Michigan 481671576 United States		501 W Main St Northville, Michigan 481671582 United States

Itemized Products

ISBN	EAN	Product	Edition	Author	Line Item Description	Sales Price	Quantity	Total Price
1319409288	9781319409289	Environmental Science for the AP® Course	4	Andrew Friedland;Rick Relyea		USD 153.98	15.00	USD 2,309.70
1319582664	9781319582661	Achieve for Environmental Science for the AP® Course (Three-Use Online; Add-On)	4	Andrew Friedland;Rick Relyea	#packageprice	USD 27.00	15.00	USD 405.00
1319582656	9781319582654	Achieve for Environmental Science for the AP® Course (Three-Use Online)	4	Andrew Friedland;Rick Relyea		USD 156.98	35.00	USD 5,494.30

Itemized Product Total: USD 8,209.00

Free Product: Please include in your PO:

ISBN	EAN	Free Product	Edition	Author	Net Price	Quantity	Your Price
1319475426	9781319475420	Teacher's Edition with Online Teacher Resources for Environmental Science for the AP® Course	4	Andrew Friedland;Rick Relyea	USD 495.98	1	\$0.00
131957517X	9781319575175	Test Bank for Environmental Science for the AP® Course	4	Andrew Friedland;Rick Relyea	USD 495.98	1	\$0.00

Total Available for Purchase USD 0.00

Shipping Information

Schools are typically tax exempt however if your school is **NOT** tax exempt, please note that your local tax rate will apply to this quote.

Shipping Location Continental US and Puerto Rico

Shipping Fees: USD 410.45

Special Shipping Fees:

Total Shipping Fees: USD 0.00
USD 410.45

Grand Totals

Itemized Products + Shipping Fees: USD 8,619.45

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Print Only Adopters: Instructor resources can be unlocked by visiting www.bfwpub.com/AdopterTRM

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Access to each title will expire on the first to occur of (1) all purchased units which would be available over the course of the number of uses have been utilized, or (2) the number of uses has transpired utilizing the following calculation: utilizing August 1 as the start of a new year, (i) If the invoice date falls between January 1 and September 30, the end date of the subscription term shall be calculated as the invoice year plus the number of uses indicated [Example: 100 units of a 6-use product is invoiced on April 15, 2023. The end date based on uses purchased = July 31, 2029]; and (ii) If the invoice date falls between October 1 and December 31, the end date of the subscription term shall be calculated as invoice year plus the number of uses indicated + 1. [Example: 100 units of a 6-use product is invoiced on November 15, 2023. The end date based on uses purchased = July 31, 2030.]

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HIGH SCHOOL COURSE CHANGE REQUEST FORM

Date Oct. 31, 2024

I. Course Name Change

Projected Date of Implementation:

Fall 2025

II. Existing Course Name:

Change To:

Marketing Store Operations I

Retail Store Operations

III. Rationale For Course Change:

This name change will allow students to more easily identify course content and not require Store Operations I to be taken before Store Operations II. Students will be able to take one or both classes, regardless of order and semester.



Department Chairperson



High School Principal



Curriculum Facilitator

Dates Approved:



Approved by District Curriculum Council

11/6/24

Approved by Board Instructional Services Subcommittee

Approved by Board of Education

Return completed form to the Office of Instruction.

Cc: Building Principal, DCC Administrator, Curriculum Facilitator, Department Chairperson

HIGH SCHOOL COURSE CHANGE REQUEST FORM


Date Oct. 31, 2024

I. Course Name Change Projected Date of Implementation:
Fall 2025

II. Existing Course Name: Change To:
Marketing Store Operations II Marketing Store Operations

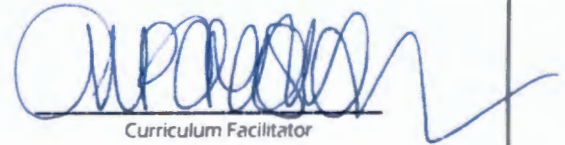
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Department Chairperson

High School Principal



Curriculum Facilitator

Dates Approved



11/6/24

Approved by District Curriculum Council

Approved by Board Instructional Services Subcommittee

Approved by Board of Education

Return completed form to the Office of Instruction.

Cc: Building Principal, DCC Administrator, Curriculum Facilitator, Department Chairperson

NORTHVILLE PUBLIC SCHOOLS
Northville, MI

PROPOSAL FOR DEVELOPMENT OF A NEW COURSE

Purpose of Form: This form is used to propose a new course and/or a restructured course, and to obtain approval to develop the curriculum for the course. Once approval is obtained to develop the course, the curriculum writing process may proceed. Once the curriculum is documented, it then proceeds through the Curriculum Review process for approval prior to the course being taught.

Department Business Date: October 25th, 2024

Proposed Course/Title: IB Business Management

Teacher Requesting Course: Angie Mazurek Angie Mazurek
Please print Signature of Teacher

P.V. Stamoulis [Signature]
Signature of Chairperson Signature of Administrator

[Signature]
Signature of Curriculum Facilitator

Will the course be Required or an Elective? Required Elective

Current Number of Electives in the Department: 29

Current Number of Required Courses in the Department: 0

Current Number of Graduation Requirements from Department: 0

Number of Students Anticipated to take the Proposed Course: 25

Which courses will be impacted by the proposed course?
None

How will these courses be impacted?
N/A

Who will this course appeal to? (Include target group and level of rigor.)
Students with an interest in Business, those on the IB Diploma Track, those planning on having a job/career in business, those majoring in business at the post secondary level, those interested in being an entrepreneur, and those interested in an associates degree in business subjects. The rigor would require a solid understanding of business principles and the ability to apply them in various scenarios.


Identify at least six content specific benchmarks that the proposed course emphasizes:
Curriculum attached

Why should this course be considered? (Explain what this proposed course provides students that existing courses do not. Why do we need this class?)
The IB Business Management class would be an excellent offering to our students because it provides the fundamental business concepts as a year long class and it emphasizes critical thinking, decision-making, and ethical considerations in business, preparing students for real-world business

NORTHVILLE PUBLIC SCHOOLS
Northville, MI

challenges. One reason we need this class is because the Business department does not have an IB offering.

Provide a brief summary of the proposed course.
IB Diploma Programme Subject Brief attached.

Dates Approved:  11/6/24

Approved by District Curriculum Council

Approved by Board Instructional Services Subcommittee

Approved by Board of Education

Return completed form to the Office of Instruction.

Cc: Building Principal, DCC Administrator, Curriculum Facilitator, Department Chairperson

NORTHVILLE PUBLIC SCHOOLS
Northville, MI

Board Instructional Service Subcommittee Considerations

Proposed Course Title: IB Business Management

Monetary Considerations:

Textbooks Used in Courses Impacted by Proposed Course

Textbooks Used: Business Management for the IB Diploma

Copyright Dates: 2022

What Types of Materials/Assessment Tools Are Necessary to Support This Class?

Estimated Cost	Estimated Number	Type of Material
		TEACHER GUIDES
\$74.99 each	25	TEXTBOOKS
		STUDENT WORKBOOKS
		CD'S SITE LICENSE
		CD'S INDIVIDUAL
\$47.99 each	25	SUPPLEMENTAL MATERIALS (Test Prep Book - non consumable)
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS

Approximate Cost: \$3075.00

Individuals and societies: Business management—standard level

First assessments 2024—last assessments 2031

The Diploma Programme (DP) is a rigorous pre-university course of study designed for students in the 16 to 19 age range. It is a broad-based two-year course that aims to encourage students to be knowledgeable and inquiring, but also caring and compassionate. There is a strong emphasis on encouraging students to develop intercultural understanding, open-mindedness, and the attitudes necessary for them to respect and evaluate a range of points of view.

The course is presented as six academic areas enclosing a central core. Students study two modern languages (or a modern language and a classical language), a humanities or social science subject, an experimental science, mathematics and one of the creative arts. Instead of an arts subject, students can choose two subjects from another area. It is this comprehensive range of subjects that makes the Diploma Programme a demanding course of study designed to prepare students effectively for university entrance. In each of the academic areas students have flexibility in making their choices, which means they can choose subjects that particularly interest them and that they may wish to study further at university.

Normally, three subjects (and not more than four) are taken at higher level (HL), and the others are taken at standard level (SL). The IB recommends 240 teaching hours for HL subjects and 150 hours for SL. Subjects at HL are studied in greater depth and breadth than at SL. In addition, three core elements—the extended essay, theory of knowledge and creativity, activity, service—are compulsory and central to the philosophy of the programme.



I. Course description and aims

The business management course is designed to meet the current and future needs of students who want to develop their knowledge of business content, concepts and tools to assist with business decision-making. Future employees, business leaders, entrepreneurs or social entrepreneurs need to be confident, creative and compassionate as **change agents** for business in an increasingly interconnected global marketplace. The business management course is designed to encourage the development of these attributes.

Through the exploration of four interdisciplinary concepts: **creativity, change, ethics** and **sustainability**, this course empowers students to explore these concepts from a business perspective. Business management focuses on business functions, management processes and decision-making in contemporary contexts of strategic uncertainty.

Students examine how business decisions are influenced by factors that are internal and external to an organization and how these decisions impact upon a range of internal and external stakeholders. Emphasis is placed on strategic decision-making and the operational business functions of human resource management, finance and accounts, marketing, and operations management.

Business management is a challenging and dynamic discipline that more than meets the needs of our students growing and developing in a complex business environment. This course prepares students to be global citizens ready to face up to the challenges and opportunities awaiting them in our ever-changing world.

The aims of the DP **business management course** are to enable students to:

1. develop as confident, creative and compassionate business leaders, entrepreneurs, social entrepreneurs and as change agents
2. foster an informed understanding of ethical and sustainable business practices
3. explore the connections between individuals, businesses and society
4. engage with decision-making as a process and a skill.

II. Curriculum model overview

Component	Recommended teaching hours
<p>Unit 1: Introduction to business management</p> <p>1.1 What is a business? 1.2 Types of business entities 1.3 Business objectives 1.4 Stakeholders 1.5 Growth and evolution 1.6 Multinational companies (MNCs)</p>	20
<p>Unit 2: Human resource management</p> <p>2.1 Introduction to human resource management 2.2 Organizational structure 2.3 Leadership and management 2.4 Motivation and demotivation 2.5 Organizational (corporate) culture (HL only) 2.6 Communication 2.7 Industrial/employee relations (HL only)</p>	20
<p>Unit 3: Finance and accounts</p> <p>3.1 Introduction to finance 3.2 Sources of finance 3.3 Costs and revenues 3.4 Final accounts 3.5 Profitability and liquidity ratio analysis 3.6 Debt/equity ratio analysis (HL only) 3.7 Cash flow 3.8. Investment appraisal 3.9 Budgets (HL only)</p>	30
<p>Unit 4: Marketing</p> <p>4.1 Introduction to marketing 4.2 Marketing planning 4.3 Sales forecasting (HL only) 4.4 Market research 4.5 The seven Ps of the marketing mix 4.6 International marketing (HL only)</p>	30

Unit 5: Operations management	15
5.1 Introduction to operations management	
5.2 Operations methods	
5.3 Lean production and quality management (HL only)	
5.4 Location	
5.5 Break-even analysis	
5.6 Production planning (HL only)	
5.7 Crisis management and contingency planning (HL only)	
5.8 Research and development (HL only)	
5.9 Management information systems (HL only)	
Business management toolkit	10
Research time allocated for the pre-released statement in paper 1	5
Internal assessment	20

III. Assessment model

By the end of the business management course, students are expected to achieve the following assessment objectives.

AO1: Knowledge and understanding

Demonstrate knowledge and understanding of:

- business management tools and theories
- course topics and concepts
- business problems, issues and decisions
- HL extension topics (HL only).

AO2: Application and analysis

Apply and analyse:

- business management tools and theories
- course topics and concepts
- business problems, issues and decisions
- business decisions and issues through the selection and use of appropriate data
- HL extension topics (HL only).

AO3: Synthesis and evaluation

Synthesize and evaluate:

- business management tools and theories
- course topics and concepts
- business problems, issues and decisions
- stakeholder interests to reach informed business decisions
- recommendations for competing future strategic options (HL only)
- HL extension topics (HL only).

AO4: Use and application of appropriate skills

- Select and apply relevant business management tools, theories and concepts to support research into a business issue or problem.
- Select, interpret and analyse business materials from a range of primary and secondary sources.
- Create well-structured materials using business management terminology.

- Communicate analysis, evaluation and conclusions of research effectively.

Assessment at a glance

Type of assessment	Format of assessment	Time	Weighting of final grade (%)
External		3 hours	70
Paper 1	Based on a pre-released statement that specifies the <i>context</i> and <i>background</i> for the unseen case study	1 hour 30 minutes	35
Paper 2	Based on unseen stimulus material with a quantitative focus	1 hour 30 minutes	35
Internal			
Business research project	Students produce a research project about a real business issue or problem facing a particular organization using a conceptual lens	20 hours	30

IV. Sample questions

Paper 1

- Explain **one** advantage and **one** disadvantage for *MT* of being a small business. [4]
- Discuss whether Jackie should accept or reject *KC*'s offer to buy *MT*. [10]

Paper 2

- Using the information in the stimulus, evaluate *WM*'s decision to shift from mass production to mass customization. [10]

About the IB: For over 50 years, the IB has built a reputation for high-quality, challenging programmes of education that develop internationally minded young people who are well prepared for the challenges of life in the 21st century and are able to contribute to creating a better, more peaceful world.

For further information on the IB Diploma Programme, visit: www.ibo.org/en/dp.

Complete subject guides can be accessed through the programme resource centre or purchased through the IB store: <http://store.ibo.org>.

For more on how the DP prepares students for success at university, visit: www.ibo.org/en/university-admission.

REQUEST TEXTBOOK APPROVAL FORM

I. **Course:** IB Business Management

Grade: 11th and 12th

Change from: *(if applicable)* _____ **Change to:** _____

Title: _____ **Title:** _____

Author: _____ **Author:** _____

Publisher: _____ **Publisher:** _____

Copyright: _____ **Copyright:** _____

II.

Title of Text, Software, Manipulatives, Etc. <small>(Teacher Edition, Student Edition, other (please specify with detail))</small>	ISBN Number	Quantity
Business Management for the IB Diploma	978-1382016834	25
Business Management Study Guide	978-1382043045	25

Note: The Office of Instruction will contact the publishers for exact costs. Please attach any cost estimates or contact information that you feel might be helpful.

Committee Members: Paula Stamoulis Business
P. V. Stamoulis _____
 (Dept. Chairperson) Department

October 25th, 2024 Angie Mazurek

 Date (Administrator) (Teacher)

DCC: _____
 (Chairperson) Date

Board of Education: _____
 Chairperson) Date

Return completed form to the Office of Instruction.



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NORTHVILLE PUBLIC SCHOOLS 405 W MAIN ST NORTHVILLE MI 48167 USA	NORTHVILLE HS ATTN: ANGIE MAZUREK 45700 SIX MILE ROAD NORTHVILLE MI 48168 USA

QUOTATION

Page 1 of 1

Customer Account Number: 100029745
Date and Tax Point: Oct 16, 2024
Order Number: 322587
Purchase Order Ref: 10/16/24

Quantity	Product Reference	CoO*	Title	Author	List Price	Disc* %	Net Price	Net Val
20	9781382016834	GB	IB DP:BUS MANAGE SB 2022 <small>Sales Tax on 1,499.80 at 6.00% Paperbound Books (MI - STATE SALES/USE)</small>		74.99	0.00	74.99	1,499.80 0.00

*Country of Origin

Sales Tax Summary	Totals
Sales Tax on 1,499.80 at 6.00% = 0.00	Subtotal(USD) 1,499.80
	Sales Tax: 0.00
	Delivery charge: 0.00
	Delivery Charge Sales Tax: 0.00
	Total: 1,499.80

E. & O.E. All goods are sold subject to our Conditions of Sale in force at the date of this order. A copy of the Conditions of Sale applicable to your order are available on request. This is not a tax invoice/receipt

Remittance Advice

Quotation Details	OUP Address	Total Owed
Quotation No: 322587		Value(USD): 1,499.80
Account No: 100029745		
Quotation Date: Oct 16, 2024		

Bank Details: Wells Fargo, 420 Montgomery Street, San Francisco, CA 94104, Swift Code: WFBUS6S, Account No: 2073089786778, Type of Account: Depository
Remit Payment To: Oxford University Press USA, PO Box 935696, Atlanta, GA 31193-5696

**NORTHVILLE PUBLIC SCHOOLS
Northville, MI**

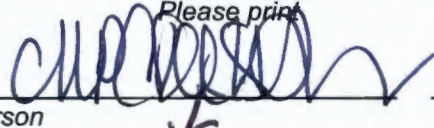
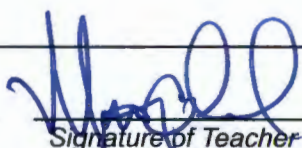
PROPOSAL FOR DEVELOPMENT OF A NEW COURSE

Purpose of Form: This form is used to propose a new course and/or a restructured course, and to obtain approval to develop the curriculum for the course. Once approval is obtained to develop the course, the curriculum writing process may proceed. Once the curriculum is documented, it then proceeds through the Curriculum Review process for approval prior to the course being taught.

Department Physical Education/Special Education Date: 10/15/2024

Proposed Course/Title: Unified Physical Education

Teacher Requesting Course: Kelsey Mikiciuk/Matt Ladach

Please print
Shaun Dicken *9*  
Signature of Chairperson *Signature of Teacher*

 
Signature of Curriculum Facilitator *Signature of Administrator*

Will the course be Required or an Elective? Required Elective

Current Number of Electives in the Department: 10

Current Number of Required Courses in the Department: Health and one other elective of their choice

Current Number of Graduation Requirements from Department: 1 Semester Health 0.5 Credit
1 PE 0.5 Credit- student choice

Number of Students Anticipated to take the Proposed Course: 20-40

Which courses will be impacted by the proposed course?
Other PE Electives

How will these courses be impacted?
If numbers are low in other PE Electives, Unified PE may take that place - 1 Unified PE section per semester

Who will this course appeal to? (Include target group and level of rigor.)
Special Education Students (ASD/Cross-Categorical), Resource Room Students, General Education Students interested in Peer Mentoring in the Gym Setting. This course will allow all students to experience a traditional, yet accommodated PE experience as needed per individual student

Identify at least six content specific benchmarks that the proposed course emphasizes:
All 9-12 Physical Education Standards could be applied to this course: Full list here: [Michigan Physical Education Standards](#)

NORTHVILLE PUBLIC SCHOOLS
Northville, MI

Some benchmarks discussed due to the "team aspect" or ability to accommodate/adjust are:

Standard 1: Demonstrates competency in a variety of motor skills and movement patterns.

1. Demonstrates competency and/or refines activity-specific movement skills in 2 or more lifetime activities (outdoor pursuits, individual performance activities, aquatics, net/wall games, or target games). (S1.1.L1)

2. Demonstrates competency in 1 or more specialized skills in health related fitness activities. (S1.3.L1)

Standard 2: Applies knowledge of concepts, principals, strategies and tactics related to movement and performance

1. Uses movement concepts and principles (e.g. force, motion, rotation) to analyze and improve performance of self and/or others in a selected skill. (S2.2.L1)

Standard 3: Demonstrates the knowledge and skills to achieve a health-enhancing level of physical activity and fitness.

1. Discusses the benefits of a physical activity active lifestyle as it relates to college or career productivity. (S3.1.L1)

Standard 4: Exhibits responsible personal and social behavior that respects self and others.

1. Rules and etiquette: Exhibits proper etiquette, respect for others, and teamwork while engaging in physical activity and/or social dance. (S4.2.L1)

2. Uses communication skills and strategies that promote team or group dynamics. (S4.3.L1)


Why should this course be considered? (Explain what this proposed course provides students that existing courses do not. Why do we need this class?)

Currently, our students in the ASD Classroom or categorical classroom would be in a general education physical education class that includes students with disabilities as well as neurotypical peers. In addition to these students in class, Peer to Peer Links also come to the class with them to help support them, thus making the class that much larger. Oftentimes, these students are taken to the weight room, other gym or to walk outside due to not being able to participate in the large group setting safely. The proposed class makeup and setup to be Unified would solve the problem of too many peers with students, but also create a Unified, inclusive environment for all students to participate in a gym class together.

Provide a brief summary of the proposed course.

UPE provides a unique opportunity for students with and without disabilities to come together on equal terms through ongoing fitness, sports, leadership and wellness activities. This course focuses on the physical, intellectual and social growth of all participants. Engaging in physical activity and sports alongside peers helps to foster important social relationships. Students without disabilities are not meant to serve as helpers but to be equatable classmates. All students are encouraged to use their unique skills to support each other. Students participating also have the opportunity to participate in Unified sports and special olympic activities within the league and surrounding schools. This class may be taken more than once for credit.

Dates Approved:

 11/6/24

Approved by District Curriculum Council

Approved by Board Instructional Services Subcommittee

Approved by Board of Education

Return completed form to the Office of Instruction.

Cc: Building Principal, DCC Administrator, Curriculum Facilitator, Department Chairperson

NORTHVILLE PUBLIC SCHOOLS
Northville, MI

Board Instructional Service Subcommittee Considerations

Proposed Course Title: Unified PE

Monetary Considerations:

Textbooks Used in Courses Impacted by Proposed Course

Textbooks Used: _____

Copyright Dates: _____

What Types of Materials/Assessment Tools Are Necessary to Support This Class?

Estimated Cost	Estimated Number	Type of Material
		TEACHER GUIDES
		TEXTBOOKS
		STUDENT WORKBOOKS
		CD'S SITE LICENSE
		CD'S INDIVIDUAL
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS
		SUPPLEMENTAL MATERIALS

Approximate Cost: \$0



Date: November 27, 2024

To: Devin Kling

From: Michelle Kerns, AIA

Re: 2024 and 2025 Moving - recommendation

A bid was prepared for furniture and equipment moving for three separate projects;

1. Moving related to the construction/remodeling at Amerman Elementary School.
2. Moving related to the construction/remodeling at Meads Mill Middle School.
3. Moving related to the HVAC project at Northville High School.

A pre-bid walk through was conducted by 5 firms. Bids were received from 4 firms.

A post bid interview was conducted with the low bidder. While their bid was lower than the rest, it was found to be complete, and they are comfortable with the project. It is recommended the Board of Education award a contract to Palmer Moving in the amount of \$44,640 plus a 10% contingency for a total contract of \$49,104.

END

Funding from the proceeds of the 2023 Bond.

BID PROPOSAL FORM –

My signature certifies that the Proposal as submitted complies with all of the terms and conditions set forth in the Request for Proposal unless specifically enumerated as an exception as part of our Proposal.

COMPANY NAME: Palmer Moving Services

ADDRESS: 24660 Dequindre Road, Warren, MI, 48091

AUTHORIZED SIGNATURE/DATE: *Rob Reilly* 11/27/2024

AUTHORIZED NAME/TITLE (please print): Rob Reilly, Commercial Sales

PHONE #: (248) 270-0719 CELL PHONE #: (248) 270-0719

E-MAIL: rreilly@palmermoving.com

The projects will be awarded to one bidder.

Amerman Total Bid \$ 31,080.00

Meads Mill Total Bid \$ 13,560.00

TOTAL \$44,640.00

Add Alternate - Northville High School

Man Hours Included \$ N/A

TOTAL INCLUDING ALTERNATE \$ 44,640.00

Bid Questions:

Acknowledge receipt of Addendums: Addendum received on 11/26/2024Can you complete this project in the time line specified? Yes NoFamilial Disclosure Affidavit included? Yes NoIran Linked Business Affidavit included? Yes NoPlease state your warranty: N/ADo you conduct background checks on your employees? Yes NoAre you on the Excluded Parties List, which excludes you from receiving Federal Contracts or certain sub contracts, pursuant to the provisions of 31 U.S.C. 6101, note E.O. 12549, E.O. 12689, 48 C.F.R. 9.404? Yes No UnknownProvide your DUNS number, if you have one: 00-655-3515

At least three (3) references with contact person:

Contact: Joe Bowers, Brandon Schools Phone: (248) 240-3036Contact: James Temple, Clark Construction Phone: (616) 560-4861Contact: Dayna Heym, Nematik Phone: (248) 877-8841**Unit Pricing**Speedpak \$ \$10.00Labor hour Weekday \$ \$60.00Labor hour Weekend \$ \$70.00 (Saturday); \$80.00 (Sunday)Truck (panel) \$ 35.00 per hour

CONSTRUCTION BID DISCLOSURE STATEMENT – FAMILIAL RELATIONSHIP

Pursuant to MCL 380.1267, a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the bidder and any member of the Northville Public Schools Board or the Northville Public Schools Superintendent must be accompanied with the bid. **Proposal without this disclosure statement may not be accepted.**

The members of the Northville Public Schools Board are: Sarah Prescott, Carin Meyer, James Mazurek, Lisa McIntyre, Linsey Wilson, Melissa Stuart, Kimberly Campbell-Voytal

The Northville Public Schools Superintendent is; RJ Weber

The Following are the familial relationships:

N/A

There are none.

STATE OF MICHIGAN)

) ss

COUNTY OF Macomb)

The undersigned, authorized representative of bidder (insert name) Palmer Moving Services does hereby acknowledge that bidder has read the foregoing disclosure statement and the statements herein contained are true.

Rob Reilly Signature of Bidder Representative

Rob Reilly Print Name

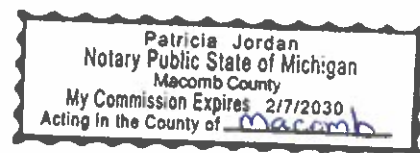
Sales Title

Subscribed and sworn to before me this 25th day of November, 2024.

[Signature]

Notary Public, Macomb County, Michigan

My commission expires: 02/07/2030



AFFIDAVIT OF COMPLIANCE – IRAN ECONOMIC SANCTIONS ACT

Michigan Public Act No. 517 of 2012

The undersigned, the owner or authorized officer of the below named contractor (the "Contractor"), pursuant to the compliance certification requirement provided in the Northville Public Schools (the "School District") Request For Proposals For Furniture and Equipment Moving 2025 (the "RFP"), hereby certifies, represents and warrants that the Contractor (including its officers, directors and employees) is not an "Iran linked business" within the meaning of the Iran Economic Sanctions Act, Michigan Public Act No. 517 of 2012 (the "Act"), and that in the event Contractor is awarded a contract as a result of the aforementioned RFP, the Contractor will not become an "Iran linked business" at any time during the course of performing the Work or any services under the contract.

The Contractor further acknowledges that any person who is found to have submitted a false certification is responsible for a civil penalty of not more than \$250,000.00 or 2 times the amount of the contract or proposed contract for which the false certification was made, whichever is greater, the cost of the School District's investigation, and reasonable attorney fees, in addition to the fine. Moreover, any person who submitted a false certification shall be ineligible to bid on a request for proposal for three (3) years from the date the it is determined that the person has submitted the false certification.

CONTRACTOR:

Palmer Moving Services

Name of Contractor

By: Rob Reilly Rob Reilly

Its: Sales

Date: 11/25/2024

STATE OF MI)

COUNTY OF Macomb)

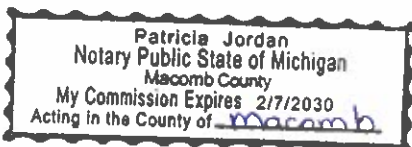
This instrument was acknowledged before me on the 25th day of November, 2024 by

[Signature]
_____, Notary Public

Macomb County, MI

My Commission Expires: 2/7/2030

Acting in the County of: Macomb



Palmer Moving Services

Completed Projects

Project Name: Fitzgerald Public Schools 2019 Bond Program – BP22-1
Owner/Customer: Fitzgerald Public Schools/Clark Construction Company
Project Completion Date: 8/30/2023
Contract Amount: \$98,848.00
Completed with Palmer Personnel: 100%

Project Name: Brandon School District – Harvey Swanson School Move
Owner/Customer: Brandon School District
Project Completion Date: 8/30/2023
Contract Amount: \$87,000.00
Completed with Palmer Personnel: 100%

Project Name: Dearborn Public Schools – HVAC #1
Owner/Customer: Dearborn Public Schools/Clark Construction Company
Project Completion Date: 8/30/2023
Contract Amount: \$248,500.00
Completed with Palmer Personnel: 100%

Project Name: Green Standards – Cole 5
Owner/Customer: Green Standards LTD
Project Completion Date: 7/6/2019
Contract Amount: \$950,590.60
Completed with Palmer Personnel: 100%

Project Name: Marelli/Lee Machinery
Owner/Customer: Lee Machinery Movers
Project Completion Date: 3/16/2021
Contract Amount: \$434,783.40
Completed with Palmer Personnel: 100%

Project Name: West Bloomfield High School Moving/Storage
Owner/Customer: West Bloomfield School District
Project Completion Date: 4/6/2018
Contract Amount: \$345,970.00
Completed with Palmer Personnel: 100%

Project Name: USAO Alterations
Owner/Customer: Albert M. Higley Company
Project Completion Date: 9/20/2019
Contract Amount: \$312,699.77
Completed with Palmer Personnel: 100%

WBENC

WOMEN'S BUSINESS ENTERPRISE
NATIONAL COUNCIL

JOIN FORCES. SUCCEED TOGETHER.

hereby grants

National Women's Business Enterprise Certification

to

Palmer Moving Services

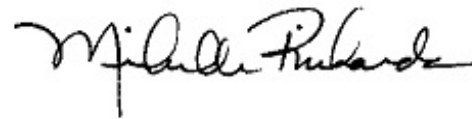
who has successfully met WBENC's standards as a Women's Business Enterprise (WBE).
This certification affirms the business is woman-owned, operated and controlled and is valid through the date herein.

WBENC National WBE Certification was processed and validated by Great Lakes Women's Business Council, a WBENC Regional Partner Organization.

Certification Granted: June 2, 2022

Expiration Date: June 2, 2025

WBENC National Certification Number: WBE2201350



Authorized by Michelle Richards, President
Great Lakes Women's Business Council

Great Lakes
Women's
Business
COUNCIL

NAICS: 484210, 484110, 484121, 484122, 484220, 484230, 488510, 561210

UNSPSC: 78101802, 78141500, 81141601



WBENC FLORIDA
WOMEN'S BUSINESS ENTERPRISE COUNCIL



WBENC METRONY
WOMEN'S BUSINESS ENTERPRISE CENTER

WBENC GREATER DMV
WOMEN'S BUSINESS ENTERPRISE CENTER



WBENC EAST
WOMEN'S BUSINESS ENTERPRISE CENTER

WBENC ORV
WOMEN'S BUSINESS ENTERPRISE COUNCIL
OHIO RIVER VALLEY

WBENC PACIFIC
WOMEN'S BUSINESS ENTERPRISE COUNCIL

WBDC
IGNITES BUSINESS GROWTH

WBENC SOUTH
WOMEN'S BUSINESS ENTERPRISE COUNCIL

WBENC WEST
WOMEN'S BUSINESS ENTERPRISE COUNCIL



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

1/31/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

Table with 2 main columns: PRODUCER (The Selzer Company) and CONTACT NAME (Arch Insurance Company, Guideone National Insurance Company, Wesco Insurance Company). Includes phone, fax, and address information.

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

Main table listing insurance coverages: COMMERCIAL GENERAL LIABILITY, AUTOMOBILE LIABILITY, UMBRELLA LIAB, WORKERS COMPENSATION AND EMPLOYERS' LIABILITY, and Inland Marine. Includes columns for INSR LTR, TYPE OF INSURANCE, POLICY NUMBER, POLICY EFF, POLICY EXP, and LIMITS.

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required) Excess Umbrella: NHA106509, RSUI Indemnity Company, \$1,000,000 over the General Liability Policy in excess of \$4,000,000, 2/1/24 - 2/1/25 umbrella. Total umbrella limit is \$5,000,000.

CERTIFICATE HOLDER CANCELLATION

Table with 2 columns: CERTIFICATE HOLDER (Palmer Moving & Storage Co., Inc.) and CANCELLATION (SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE signature).



RJ Webber
Superintendent

Steve Banchemo
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations

DATE: November 25, 2024

RE: Bus Purchase Request

I recommend we purchase, through the MSBO Bus Purchase Program, three Bluebird 77-passenger buses. The price per bus is \$140,535 for a total of \$421,605. I am also requesting the purchase of one 47-passenger unit. The cost of this unit is \$129,580.

This recommendation continues with the conversion of the fleet from the Thomas bus line to Blue Bird. The transportation department has been pleased with the performance of the Blue Bird units and has experienced fewer warranty issues.

Listed below are the units we will be replacing with this purchase. The total recommendation is \$551,185.00. This purchase will be funded from the proceeds of the 2023 Bond.

Asset	Description	Site	Year/Bus#	Passenger	Milage	Year
50637	2015 THOMAS SAF-T-LINER C2	4076	15-14	77	93512.29	2015
51007	2016 THOMAS SAF-T-LINER C2	4076	16-09	77	89693.35	2016
34506	2017 THOMAS SAF-T-LINER C2	4076	17-27	77	93682.12	2017
51121	2017 THOMAS SAF-T-LINER C2	4076	17-36	48	108199.07	2017

Michigan Bus Purchasing
Price Comparison Report - Spec #23263
 Nov 21, 2024 2:30 PM

Buying Organization	Holland 670 E 16th St Holland MI 49423-3738
Notes	Northville 47 diesel, air brakes ,
Product Category	Conventional (2024-25 Phase 1)
Product	47 Passenger
Quantity	1

	Option	Option SKU	Buyer Comments	Hoekstra	Holland	Midwest Transit
Product Base Price				\$113,386.00	\$122,735.00	\$138,324.00

Chassis Options

Air Dryer

Bendix AD-IP dryer w/spin-on filter	C101	N/C	(\$231.00)	N/A
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Alternator

240-amp, Leece-Neville	C123	\$140.00	S/E	\$149.00
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Axle, Front: minimum load

12,000 lbs.	C142	\$159.00	S/E	N/A
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Axle, Rear: minimum load

21,000 lbs.	C152	\$328.00	S/E	\$140.00
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Batteries

3 12-volt, 950-CCA each	C163	S/E	S/E	\$240.00
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Brake Dust Shield

Brake dust shield on all wheels	C170	S/E	S/E	S/E
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Brakes, ESC

Electronic Stability Control for Air Brakes	C172	S/E	S/E	S/E
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Brakes, Traction Control

For air brakes	C184	S/E	S/E	S/E
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Engine

Cummins ISB 200 hp w/PTS2500 trans	C200	(\$568.00)	S/E	(\$687.00)
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Exhaust System

Exhaust Exit, Left Side	C241	N/A	(\$120.00)	\$37.00
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Fan Drive

Electromagnetic On/Off Type	C195	\$98.00	S/E	S/E
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Full Instrumentation Package (Engine)

Low Coolant indicator with audible alarm	C260	S/E	S/E	S/E
Headlights				
LED Headlamps	C266	S/E	S/E	\$616.00
Idle Management Control				
Programmable	C280	S/E	N/C	S/E
Motor, Starting				
Thermal overcrank protection	C290	S/E	S/E	S/E
Paint, Wheels				
Wheels finish coated black inside and out	C300	S/E	N/C	(\$46.00)
Pedals, Adjustable				
Adjustable brake and accelerator pedals	C310	\$917.00	\$912.00	\$500.00
Steering				
Telescoping steering wheel	C320	S/E	S/E	N/C
Switches, Ignition				
Keyed alike	C350	N/C	\$5.00	\$22.00
Tires				
11R22.5 steer front mud/snow rear, Michelin XZE	C362	\$269.00	\$308.00	N/A
Turn Signals				
Fender-mounted, LED	C422	\$171.00	S/E	\$124.00
Warranty, Extended				
3 year/unlimited miles	C451	S/E	\$1,425.00	N/A
Wheels				
Iron hub	C480	S/E	S/E	S/E

Body Options

All Light Monitor System				
Add all light monitor system	B160	S/E	S/E	S/E
Antenna				
Flexible rubber radio antenna	B170	S/E	S/E	N/A
Battery Cut Off Switch				
Add battery cut off switch	B190	S/E	S/E	\$80.00
Booster Pump				
Add booster pump	B210	\$116.00	\$220.00	\$73.00
Bus Lock Up System				
All doors	B222	\$123.00	\$259.00	\$77.00
Color, Interior				
Walls white	B234	N/A	S/E	S/E
Defogger Fans				
Increase from 2 to 3	B250	N/A	\$65.00	\$66.00
Electrical Equipment and Wiring				

Camera System, Front/Rear Back-up View, exterior	B275	\$2,722.00	S/E	\$2,449.00
Exit, Evacuation Step				
Step & handle at rear door	B310	\$225.00	S/E	\$108.00
Exit, Roof Hatch				
2 Specialty ProLo 9240 series	B324	(\$62.00)	(\$360.00)	N/A
Fenderettes				
Metal fenderettes	B350	S/E	S/E	N/A
Fuel Filler Door				
Latching	B392	S/E	S/E	S/E
Heater, Auxiliary				
Webasto, 17,000 BTU, quartz timer	B415	\$1,778.00	\$1,427.00	\$1,310.00
Heater, Mid-body Rear				
80,000 BTU	B431	\$372.00	\$474.00	\$332.00
Heater, Shut-Off Valve				
Locate valve on engine block	B440	S/E	S/E	S/E
Light Visor				
Overhead flasher light visor	B455	S/E	S/E	S/E
Light, Exterior				
Light check system	B460	S/E	S/E	S/E
Mirror System				
Lever-lock adjustable 6" x 30"	B521	S/E	\$64.00	\$86.00
Mirror, Timer				
Timer for heated mirror	B525	S/E	S/E	S/E
Mirrors, Crossview				
Rosco, Eye-Max LP, heated	B537	N/C	S/E	N/A
Mirrors, Crossview, Arms				
Stainless steel arms	B555	S/E	\$38.00	\$50.00
Mirrors, Rearview				
Rosco Open View ES, remote, heated, split view	B575	\$178.00	\$265.00	\$123.00
Mirrors, Rearview, Arms				
Stainless steel arms	B590	S/E	\$38.00	\$50.00
Power Source				
12-volt power source in driver's area	B615	S/E	S/E	S/E
Radio & Public Address System				
AM/FM radio, PA System inside & outside	B623	\$526.00	\$597.00	\$292.00
Rust Proofing				
All interior doors	B645	S/E	S/E	S/E
Rust Proofing, Bumper				
Anti-corrosion spray coating, inside & outside.	B649	\$291.00	\$305.00	\$467.00
Sashes, Side				

Painted flat black	B650	\$78.00	\$110.00	\$169.00	
Seat, Driver's					
National, air ride w/1 arm rest	B664	\$137.00	\$225.00	\$35.00	
Seats, Passenger: Color					
Gray	B713	S/E	S/E	S/E	
Severe Service Package					
Must meet Colorado Racking Test	B740	S/E	S/E	S/E	
Stepwell					
Stainless steel	B755	N/A	\$545.00	\$791.00	
Stop Arm Signals					
Transpec 7000, electric LED lights, front & rear	B764	S/E	\$258.00	\$157.00	
Storage Pouch					
Mounted on barrier behind driver	B782	\$21.00	\$16.00	\$47.00	
		Configured Price	\$121,405.00	\$129,580.00	\$146,181.00
			<u>Hoekstra</u>	<u>Holland</u>	<u>Midwest Transit</u>
		Unit Price	\$121,405.00	\$129,580.00	\$146,181.00
		Total Price	\$121,405.00	\$129,580.00	\$146,181.00
		Grand Total	\$121,405.00	\$129,580.00	\$146,181.00

Michigan Bus Purchasing
Price Comparison Report - Spec #23261
 Nov 21, 2024 2:34 PM

Buying Organization	Holland 670 E 16th St Holland MI 49423-3738
Notes	Northville 77 pass diesel air brakes
Product Category	Conventional (2024-25 Phase 1)
Product	77 Passenger
Quantity	3

Option	Option SKU	Buyer Comments	Hoekstra	Holland	Midwest Transit
Product Base Price			\$131,695.00	\$132,190.00	\$143,685.00
Chassis Options					
<i>Air Dryer</i>					
Bendix AD-IP dryer w/spin-on filter	C101	N/C	(\$231.00)		N/A
<i>Alternator</i>					
240-amp, Leece-Neville	C123		\$140.00	S/E	\$149.00
<i>Axle, Front: minimum load</i>					
12,000 lbs.	C142		\$159.00	S/E	N/A
<i>Axle, Rear: minimum load</i>					
23,000 lbs.	C153		\$623.00	S/E	\$181.00
<i>Batteries</i>					
3 12-volt, 950-CCA each	C163		S/E	S/E	\$240.00
<i>Brake Dust Shield</i>					
Brake dust shield on all wheels	C170		S/E	S/E	S/E
<i>Brakes, ESC</i>					
Electronic Stability Control for Air Brakes	C172		S/E	S/E	S/E
<i>Brakes, Traction Control</i>					
For air brakes	C184		S/E	S/E	S/E
<i>Engine</i>					
Cummins ISB 220hp, 520 torque, PTS2500 trans	C201		N/A	N/A	N/A
<i>Cummins ISB 220hp, 600 torque, PTS2500 trans</i>	C204		S/E	---	---
<i>Cummins ISB 220hp, 600 torque, PTS2500 trans</i>	C204		---	\$1,192.00	---
<i>Cummins ISB 240 hp wPTS2500 trans</i>	C202		---	---	S/E
<i>Fan Drive</i>					
Electromagnetic On/Off Type	C195		\$98.00	S/E	S/E

Fuel Tank					
Increase to 100-gallon diesel tank	C251	\$352.00	\$364.00	\$488.00	
Full Instrumentation Package (Engine)					
Low Coolant indicator with audible alarm	C260	S/E	S/E	S/E	
Idle Management Control					
Programmable	C280	S/E	N/C	S/E	
Motor, Starting					
Thermal overcrank protection	C290	S/E	S/E	S/E	
Paint, Wheels					
Wheels finish coated black inside and out	C300	S/E	N/C	(\$46.00)	
Steering					
Telescoping steering wheel	C320	S/E	S/E	N/C	
Switches, Ignition					
Keyed alike	C350	N/C	\$5.00	\$22.00	
Tires					
11R22.5 steer front mud/snow rear, Michelin XZE	C362	\$269.00	\$308.00	N/A	
Turn Signals					
Fender-mounted	C421	S/E	N/C	N/A	
Warranty, Extended					
3 year/unlimited miles	C451	S/E	\$1,425.00	N/A	
Warranty, Corrosion & Structural					
10 years	C460	\$1,263.00	N/A	N/A	
Wheels					
Iron hub	C480	S/E	S/E	S/E	
Winter Warmup Equipment					
Winter front	C490	\$33.00	\$100.00	S/E	

Body Options

All Light Monitor System					
Add all light monitor system	B160	S/E	S/E	S/E	
Antenna					
Flexible rubber radio antenna	B170	S/E	S/E	N/A	
Battery Cut Off Switch					
Add battery cut off switch	B190	S/E	S/E	\$80.00	
Booster Pump					
Add booster pump	B210	\$116.00	\$220.00	\$73.00	
Bus Lock Up System					
All doors	B222	\$123.00	\$259.00	\$77.00	
Color, Interior					
Walls white	B234	N/A	S/E	S/E	
Exit, Emeraencv Window					

Increase from 2 to 4	B290	S/E	\$25.00	S/E
Exit, Evacuation Step				
Step & handle at rear door	B310		\$225.00	S/E \$108.00
Exit, Roof Hatch				
2 Specialty ProLo 9240 series	B324		(\$62.00)	(\$360.00) N/A
Fenderettes				
Metal fenderettes	B350	S/E	S/E	N/A
Fuel Filler Door				
Latching	B392	S/E	S/E	S/E
Heater, Auxiliary				
Webasto, 17,000 BTU, quartz timer	B415		\$1,778.00	\$1,427.00 \$1,310.00
Heater, Mid-body Rear				
80,000 BTU	B431		\$372.00	\$474.00 \$332.00
Light Visor				
Overhead flasher light visor	B455	S/E	S/E	S/E
Light, Exterior				
Light check system	B460	S/E	S/E	S/E
Mirror System				
Lever-lock adjustable 6" x 30"	B521	S/E	\$64.00	\$86.00
Mirror, Timer				
Timer for heated mirror	B525	S/E	S/E	S/E
Mirrors, Crossview				
Rosco, Eye-Max LP, heated	B537	N/C	S/E	N/A
Mirrors, Crossview, Arms				
Stainless steel arms	B555	S/E	\$38.00	\$50.00
Mirrors, Rearview				
Rosco Open View ES, remote, heated, split view	B575		\$178.00	\$265.00 \$123.00
Mirrors, Rearview, Arms				
Stainless steel arms	B590	S/E	\$38.00	\$50.00
Noise Reduction System				
Perforated ceiling, full bus	B595	S/E	\$641.00	S/E
Power Source				
12-volt power source in driver's area	B615	S/E	S/E	S/E
Radio & Public Address System				
AM/FM radio, PA System inside & outside	B623		\$599.00	\$597.00 \$292.00
Rust Proofing				
All interior doors	B645	S/E	S/E	S/E
Rust Proofing, Bumper				
Anti-corrosion spray coating, inside & outside.	B649		\$291.00	\$305.00 \$467.00
Sashes, Side				

Painted flat black	B650	\$103.00	\$145.00	\$276.00
Seat, Driver's				
National, air ride w/1 arm rest	B664	\$137.00	\$225.00	\$35.00
Seats, Passenger: Color				
Gray	B713	S/E	S/E	S/E
Severe Service Package				
Must meet Colorado Racking Test	B740	S/E	S/E	S/E
Stepwell				
Stainless steel	B755	N/A	\$545.00	\$791.00
Stop Arm Signals				
Transpec 7000, electric LED lights, front & rear	B764	S/E	\$258.00	\$157.00
Storage Pouch				
Mounted on barrier behind driver	B782	\$21.00	\$16.00	\$47.00
		Configured Price	\$138,513.00	\$140,535.00
				\$149,073.00

Dealer Options

back up camera - NOT AVAILABLE		\$899.00		
back up camera - NOT AVAILABLE				\$899.00
		Hoekstra	Holland	Midwest Transit
		Unit Price	\$139,412.00	\$140,535.00
		Total Price	\$418,236.00	\$421,605.00
		Grand Total	\$418,236.00	\$421,605.00
				\$449,916.00

RJ Webber
Superintendent



Steve Banchemo
Director of Operations

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations

DATE: November 21, 2024

RE: NHS Fire Alarm-Change Order for Green Line Electric

In 2015, the fire alarm equipment was replaced at Northville High School. At that time, the project's scope was to replace the control panels, power supplies, initiating devices, and signal devices. The existing wiring connecting all the equipment was to remain in place and be used for the new system. Since that work was completed, we have been experiencing issues with the system. The fire alarm will intermittently go into trouble and either stay in that condition or clear itself. The new equipment supplier is National Time and Signal. These same systems are installed in all our other buildings and normally function well without any issues. We have ruled out an issue with the hardware.

In 2023, we replaced a section of the wiring to correct the ongoing issues with the fire alarm system. There are two fire alarm circuits feeding from panel #1. We replaced the fire alarm loop circuit #1 from that panel. That project was completed, and the trouble condition at the panel appeared to be corrected.

Early in the 24/25 school year, we started to experience similar troubles, but they were coming from the #2 circuit of panel #1 this time. At 1am November 17th, the fire alarm panel triggered a false alarm condition and the NTFD was dispatched to the building. The system will not clear its troubled condition.

Working with the equipment vendor, they are recommending we change the wiring from panel #1, but this time change the #2 loop.

Currently, Green Line Electric is working in the evenings performing the LED lighting retrofit work at NHS. They are very experienced at fire alarm systems and have performed fire alarm upgrades at a number of buildings in our district. I solicited a quotation from Green Line Electric to replacing the wiring for Panel #1, Loop#2. The pricing is in line with with the previous work done on Loop #1. The cost of the previous work was \$117,558.00.

I recommend a change order be awarded to **Green Line Electric**, in the amount of **\$83,028.88**. The project will be funded by the Building Site Sinking Fund. Because of the urgent nature of the work. I would like to give them authorization to proceed on Monday November 25th and receive formal board action for the change order on December 17, 2024.

As always, if you have any questions, please feel free to contact me.

Green Line Electric, LLC
9278 General Drive Suite 200
Plymouth Mi 48170

Quotation For Change of Scope

Date:	11/22/2024	Project Name:	Northville District Wide Lighting Upgrades
Contractor:	Green Line Electric, LLC	PO #	
Scope:	High School Fire Alarm P1L2	CM:	Auch

Replace existing addressable fire alarm cable that is currently serving Panel 1 Loop 2 per the drawings and list provided. 123 existing devices to receive new 18/2 FPLP Shielded wiring between them from the existing panel using either open cable or in existing conduit runs if feasible.

A. MATERIALS and PURCHASED EQUIPMENT		Enter negative quantity for deleted work items.		DO NOT INCLUDE State Sales Tax.		
Description	Quantity	Measure	Charge Price	Per	TOTAL	
1 - Misc Material	1	Lot	\$ 6,500.00	Lot	\$	6,500.00
2 - Fire Alarm Qoute	1	Lot	\$ 4,222.00	Lot	\$	4,222.00
3 -		Each	\$ 1.00	Each	\$	0.00
4 -		Each	\$ 1.00	Each	\$	0.00
5 -		Each	\$ 1.00	Each	\$	0.00
6 -		Each	\$ 1.00	Each	\$	0.00
7 -		Each	\$ 1.00	Each	\$	0.00
	2				\$	0.00
Sub-Total Material Amount =						\$ 10,722.00
6% State Sales Tax Amount =						\$ 643.32
Sub-Total Material Amount =						\$ 11,365.32
10% Mark Up						\$ 1,136.53
Total Material Amount =						\$ 12,501.85

B. LABOR		Approved HOURLY Straight Time RATE (a)	TOTAL Straight Time HOURS (b)	Approved Hourly 1-1/2 Time Rate (c)	TOTAL 1-1/2 Time HOURS (d)	Approved Hourly Double Time Rate (e)	TOTAL Double Time HOURS (f)	TOTAL Straight Time AMOUNT = a x b	TOTAL 1-1/2 Time AMOUNT = c x d	TOTAL Double Time AMOUNT = e x f
Craft/Trade:	Foreman	\$ 105.00	220	\$ -		\$ -		\$ 23,100.00	\$ -	\$ -
Craft/Trade:	Journeyman	\$ 95.00	420	\$ -		\$ -		\$ 39,900.00	\$ -	\$ -
Craft/Trade:	Overtime premium	\$ 50.00	0	\$ -		\$ -		\$ -	\$ -	\$ -
Craft/Trade:		\$ -		\$ -		\$ -		\$ -	\$ -	\$ -
Total Hrs			640					Sub-Totals =	\$ 63,000.00	\$ -
Sub-Total Field Labor Amount (Straight time + x1.5 time + x2 time) =										\$ 63,000.00
10% Mark Up										\$ 6,300.00
Total Labor Amount =										\$ 69,300.00

C. FIELD EQUIPMENT RENTALS		Enter negative quantity for deleted work items.		Charge Price	Per	TOTAL
Field Equipment Description (i.e. Backhoe, manlift, etc. - Not Job Vehicles)	Quantity	Measure				
1 -						\$0.00
2 -						\$0.00
3 -						\$0.00
Sub-Total Field Equipment Amount =						\$ 0.00
10% Mark Up						\$ 0.00
Total Field Equipment Amount =						\$ 0.00

D. UNIT PRICES: Include material, labor, all taxes other costs and fees		Enter negative quantity for deleted work items.		Charge Price	Per	TOTAL
Field Equipment Description (i.e. Backhoe, manlift, etc. - Not Job Vehicles)	Quantity	Measure				
1 - Manlift delivery and pick up	0			\$ 278.30		\$0.00
2 - Manlift rental	0			\$ 649.68		\$0.00
Total Unit Price Amount =						\$ 0.00

E. SUBCONTRACTOR MARK-UP		Subcontractor	Amount
Name of Subcontractor			
1 -			\$ 0.00
2 -			\$ 0.00
3 -			\$ 0.00
Sub-Total Subcontractor Amounts =			\$ 0.00
10% Mark Up			\$ 0.00
Total Subcontractor Amount =			\$ 0.00

Unless indicated above, no overtime, shipping or delivery premiums have been included. Additional contract authorization will be need if those added costs are required.

Full acceptance per terms of contract required (fully executed Change Order) with-in 21 days.

Bond % 1.50%

A.	Total Material Amount =	\$ 12,501.85
B.	Total Labor Amount =	\$ 69,300.00
C.	Total Field Equipment Amount =	\$ 0.00
D.	Total Unit Price Amount =	\$ 0.00
E.	Total Subcontractor Mark-up Amount =	\$ 0.00
F.	Bond Premium =	\$ 1,227.03
TOTAL AMOUNT FOR WORK ITEM =		\$ 83,028.88

Quote No: **55584-01**

Quote Date: 11/19/2024

ELECTRICAL CONTRACTOR
ATTN: ESTIMATOR

Subject: NORTHVILLE HIGH SCHOOL
PANEL 1: LOOP 1 REWIRE
45700 SIX MILE RD
NORTHVILLE MI 48168

The following is a quote for services related to rewiring the Panel 1,SLC loop2 of the fire alarm.

Included:

- Technician field technical support (16 hours max)
- CAD produced as-built drawings
- System programming, as required
- Final system inspection/certification

Assumptions/Clarifications:

Price does *not include*:

- NATSCO labor for: Installation, Termination of panels and/or Inspections with AHJs or other field inspectors
- Any permit costs
- BFS submittals, if required

Our contract is for ONE (1) Final Test and Inspection to certify your system and field tech support as described. Any added trips to the site for added inspections, added phasing or due to incomplete work are not included.

Clear red line drawings are required to produce CAD as built drawings.

Qty	Item Key	Description
1	PROG	PROGRAMMING FIELD TECH SUPPORT CAD PRODUCED AS-BUILT DRAWINGS

Total: \$3,983.00

By: **KEITH RUFF**
Sales Engineering Division



Job Condition Acceptance Form

28045 Oakland Oaks Court • Wixom, MI 48393 • Tel: (248) 380-6264 • (800) 326-8456 • Fax: (248) 380-6268

www.natsco.net

NORTHVILLE HIGH SCHOOL

3,983.00

55584-1

KEITH RUFF

Project Name

Total Price

Quote No.

Sales Person

- Price does not include sales tax. A Tax I.D. must be provided if tax exempt.
- Price is valid for 30 days.
- Price includes engineered system drawings and documentation. Price does not include any cost for AutoCAD files/drawings unless noted.
- Price does not include permits or plan review fees unless noted. Preparation of plan review documentation is included when required.
- Freight is not included unless otherwise noted on the quotation.
- Shipments are checked thoroughly and documented prior to delivery. Shortages **MUST** be reported, in writing, within 10 business days of RECEIPT. Failure to forward notification within 10 business days after arrival shall constitute an absolute and unconditional waiver of all claims for any shortage, loss or damage. Bill of material shortages, if caused by National Time & Signal Corporation, will be provided at no cost. Upon completion of the project, **ALL** Bill of Material overages are property of National Time & Signal Corporation and shall be returned to National Time & Signal free of charge.
- System programming shall be completed using bid documents and available in formation at the time of Engineering system.
- Price includes one (1) final test & inspection at the completion of the project. Price does not include provisions for phased construction unless noted. Additional charges will be assessed for project phasing. Our system certification documentation will be available 5 business days upon completion of the final test & inspection.
- Scheduling for final test & inspection requires a minimum of 10 business days notice. Earlier scheduling, if possible, is recommended.
- All final test & inspections are rescheduled between 7:30 AM- 4:30 PM Monday thru Friday. Overtime is available with written authorization only and additional charges will apply.
- Owner training is included.
- Engineered documentation and submittal books will be shipped within 3 weeks of receipt of PO, plans, and specifications.
- Cancelled orders are subject to charges for work completed and restocking fees if applicable.
- Final test & inspection is required to be completed 5 business days prior to acceptance testing by the State/Local Authority.
- National Time & Signal Corporation accepts no responsibility for Buyer's labor and material costs associated with this project. Any and all requests for charges back to National Time & Signal Corporation are expressly rejected unless accompanied by written approval from National Time & Signal Corporation prior to commencement of work.

*** REQUIRED INFORMATION:**

Print Name of Purchasing Company:

*

Print Purchase Order Number:

*

Print Name of Representative:

*

Print Title of Representative:

*

Signature of Representative:

*

Print Date of Signature:

*

General Contractor Construction Manager Information

Company Name:

*

Contact Name:

*

Title:

*

Phone:

*

Mobile:

*

Fax:

*

Address:

*

Email:

City:

*

State:

*

Zip:

*

Owner Contact Information

Company Name:

*

Contact Name:

*

Title:

*

Phone:

*

Mobile:

*

Fax:

*

Address:

*

Email:

City:

*

State:

*

Zip:

*

Requested Dates of Release

Back-boxes:

*

Materials:

*

Target Date of Completion:

*

**Northville Public Schools
Northville, MI**

MEMORANDUM

DATE December 2, 2024

TO: Dr. R.J. Webber
Superintendent

FROM: Mr. Devin Kling
Assistant Superintendent of Finance and Operations

RE: November 2024 Warrants

Building & Site 2011	-
Building & Site 2020	17,966.08
Cafeteria	67,621.29
Debt	-
Early Childhood	2,407.85
General Fund	1,276,008.30
Grant Fund	11,487.00
Miscellaneous	-
Special Education	48,440.41
Student Activities	139,069.37
Public Improvement	-
Health Care Fund	-
2019 BOND SERIES II	-
2020 BOND SERIES III	-
2023 Bond Series I	1,113,050.34
TOTAL	\$2,676,050.64

TO: Northville Youth Network Commission, Northville City Council, Northville Township Board of Trustees, Northville Public Schools Board of Education

CC: Glenn Caldwell, George Lahanas

FROM: Amy Prevo

DATE: December 4, 2024

**NORTHVILLE YOUTH NETWORK PROGRAM REPORT
November 2024**

PROGRAMS, SERVICES & COMMUNITY PARTNERSHIPS

This month we held a number of successful Wellness Wednesday workshops. **Zumba Kids** had 12 participants aged 5-8 and is always a favorite! The kids danced, played games, and learned some fun rhythms while exploring themes of team work, confidence building, and enhancing self-esteem. Our program on executive functioning titled **The Organized Mind: Building Better Habits**, presented by Dr. Julie Galvin from Galvin Growth Group, had 20 participants aged 9-12 learning about time management, organization, focusing, and self-regulation. **Friendship & Fun: Navigating Middle School Vibes** had 10 Meads Mill Middle School student participants. This program, facilitated by Dr. Hasti Raveau, Clinical Director of Mala Child & Family Institute, helped to empower youth with the skills to build strong friendships, navigate social situations, develop empathy, and advocate for themselves and others. We also held a workshop in partnership with the Northville High School Wellness Club titled **Balancing the Pressure: A Teen's Guide to Survival** with 15 participants. This workshop, facilitated by Blaise Fayolle, a therapist and sports psychology coach from Reset Brain and Body, taught participants about coping with the stress and pressure of everyday life in positive ways.

In partnership with the Northville High School PTSA we held the Overbooked parent book club meeting with nine participants discussing the book **Never Enough: When Achievement Culture Becomes Toxic and What We Can Do About It**, facilitated by Kerri Ann Sondreal. Since youth from high-achieving schools fall into a risk category for self-harm and negative mental health outcomes, discussions like these are important as they support parents in helping their children balance high expectations while leading happy and healthy lives. And at the request of the Winchester Elementary PTA, I presented a workshop titled **Community Builders: Guiding Kids Toward Cultural Competence and Humility** to over 35 parents to address increased incidents of racial/cultural insensitivity at the school. This presentation provided parents/caregivers with practical ways they can use to teach their children that the diversity among us is what makes our community strong, how to interact with one another using words and deeds that uplift rather than hurt, and to help them grow into empathetic, respectful individuals.

We also held our first cohort of Prime for Life, a substance use prevention program in partnership with Oakland Community Health Network with five participants who were referred from police or school administration for underage substance use. This new partnership with the Oakland Community Health Network is proving to be an effective intervention receiving positive feedback from the participants. We also held a cohort each of Teen Talk and Project Respect with eight and four participants, respectively.

GENERAL OPERATIONS

We participated in the onboarding of two new NTPD officers to introduce them to NYN programs and services and how they can utilize our support with youth encounters. I also participated in the orientation

of newly elected Northville Township Trustee Roland Hwang. Finally, I presented the FY2025 NYN budget at the Northville Township Board of Trustees Budget Study Session.

YOUTH SUPPORT SERVICES

The tables below indicate the status of referrals for the month of November. The first table shows the number of clients who are new, in progress, or have been discharged during this period. The second table shows a more detailed breakdown of Youth Assistance Program (diversion program) referrals by reason as well as behavioral health support referrals from all other sources (i.e., parent/school) by reason and type to date. During the month of November, staff collectively had 12 individual appointments with referred youth and/or parents.

NYN November 2024 Referrals			
	New	In Progress	Discharged
Youth Assistance Program	6	25	0
Case Management	7	9	15
Resource Referral	10	-	-

REFERRALS FOR YOUTH ASSISTANCE PROGRAM (SOURCE: NPS OR LAW ENFORCEMENT)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Substance use	14	19%			1			7	1		1	2	2	
Vape/tobacco	5	7%	3		1			1						
Anger management	6	8%			1	3	1				1			
Assault	0	0%												
Peer conflict/fighting	1	1%					1							
Harassment/bullying	2	3%											2	
Racial/cultural insensitivity	21	28%	1	5	3		5	2				3	2	
Truancy	0	0%												
Decision making	16	21%			2	1		1	5	5	2			
Destruction of property	8	11%		3					1				4	
Retail fraud	2	3%			1								1	
Theft/larceny	0	0%												
Other	0	0%												
TOTAL YAP REFERRALS TO DATE	75		4	8	9	4	7	11	7	5	4	10	6	0
REFERRALS FOR BEHAVIORAL HEALTH SUPPORT (SOURCE: PARENTS/OTHER)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Behavioral health issues (depression/anxiety)	62	61%	2	4	5	7	6	1	4		10	15	8	
Substance use	3	3%						2					1	
Suicidal Ideation	11	11%		2	1	1	2				2	1	2	
Self-harm	0	0%												
Eating disorder	2	2%										1	1	
School performance/avoidance issue	4	4%		2		1					1			
Relational issues-family/peer conflict	8	8%	1	2								1	4	
Social Skills	2	2%				2								
Behavior/conduct/anger management issues	7	7%	1	2			1				1	1	1	
Grief/loss	1	1%										1		
Other	2	2%	1		1									
Type of Support														
Case Management (More complex/comprehensive)		58												
Referral Services (Resource recommendation)		44												
TOTAL PARENT/OTHER REFERRALS TO DATE	102		5	12	7	11	9	3	4	0	14	20	17	0
			JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
TOTAL OF ALL REFERRALS TO DATE	177		9	20	16	15	16	14	11	5	18	30	23	0

Amerman Elementary

Presentation for NPS Board of Education
Tuesday, December 17, 2024



6:30 – School Board Meeting in our MPR

Pledge of Allegiance & Amerman Pride Pledge – *via video recording led by Amerman K-2 leaders*

Amerman Elementary School Presentation – Once Upon a Magical Year

Mrs. Caudill and Student Leaders

- Welcome
- Breakout Sessions
 - Problem Solving
 - Imagination
 - Creativity & Community
- Closing Comments

Aspire! Achieve! Amaze!



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Sarah Eichenberg

Date: 9/13/24

My role: Parent

The person being nominated is: Cynthia Mandjack

School or Department: Amerman, First/Second Grade Teacher

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Thank you Cindy for all the patience of us new parents trying to understand the 1/2 combo class, what that entails, and how best to support our kiddos. Our son has been beaming after the first few weeks of school, excited for the opportunity to be with the 2nd graders, have a teacher who challenges him in a productive and caring manner, and recognizes the daily wins. We have felt welcomed from day 1 and are very grateful for a teacher who cares so much for her students! Thank you for all you do!



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond the Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Zuey Malde

Date: 10/9/24

My role: Student

The person being nominated is: Cindy Mandjack

School or Department: 1st/2nd Grade Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Mrs. Mandjack goes above and beyond every single day. She was my teacher last year in second grade and this year, I changed schools for 3rd grade ALPS. Mrs. Mandjack has come to our shuttle bus line to see us and check in on us and give us hugs. She gave us stickers. She is amazing. I think everyone in her class is lucky they are in her class this year because she is so great, kind, and caring.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

12/17/24

Cynthia Mandjack
1st/2nd Grade Teacher, Amerman

Dear Cynthia,

I am pleased to notify you that the administration received two “Above and Beyond the Call of Duty” submissions on your behalf, which are attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *student and parent who made separate submissions on your behalf state (paraphrased):

Student: Mrs. Mandjack goes above and beyond every single day. She was my teacher last year in second grade and this year, I changed schools for 3rd grade ALPS. Mrs. Mandjack has come to our shuttle bus line to see us and check in on us and give us hugs.

Parent: Thank you Cindy for all the patience of us new parents trying to understand the 1/2 combo class, what that entails, and how best to support our kiddos. Our son has been beaming after the first few weeks of school, excited for the opportunity to be with the 2nd graders, have a teacher who challenges him in a productive and caring manner, and recognizes the daily wins. We have felt welcomed from day 1 and are very grateful for a teacher who cares so much for her students!

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Dr. RJ Webber
Superintendent

***Above and Beyond
the Call of Duty***

12/17/24

Devon Caudill
Principal, Amerman

Dear Devon,

I am pleased to notify you that the administration received two "Above and Beyond the Call of Duty" submissions on your behalf, which are attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *parent and colleague who made separate submissions on your behalf state (paraphrased):

Parent: My daughter has shared with me that Mrs. Caudill reads stories to all of the children about how everyone is different and to be kind and respect differences. I feel this makes a huge impact on how all of the children treat each other at Amerman. There is always a sense of respect and this little action of reading these stories means the world to me and my family.

Colleague: Mrs. Caudill is an amazing leader for Amerman. She has high expectations for both her staff and students, fostering an environment where everyone is encouraged to do their best every day. She is capable, relatable and present. She understands the important role teachers have and the challenges we face. Mrs. Caudill has an uncanny ability to know and remember each student, identifying their strengths and areas for growth. Mrs. Caudill always has a listening ear and is positive and supportive.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Amanda Brown

Date: 9/13/24

My role: Parent

The person being nominated is: Devon Caudill

School or Department: Amerman, Principal

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Mrs. Caudill seems to truly care about the children. My daughter is a complete tom-girl, wears boys clothes and overall, doesn't conform to society's expectations of who a girl should be. My daughter has shared with me that Mrs. Caudill reads stories to all of the children about how everyone is different and to be kind and respect differences. I feel this makes a huge impact on how all of the children treat each other at Amerman. There is always a sense of respect and this little action of reading these stories means the world to me and my family. My daughter loves Mrs. Caudill and looks forward to her spending time in her classroom.



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

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This nomination is submitted by: Julie Willerer

Date: 10/30/24

My role: Colleague, Teacher

The person being nominated is: Devon Caudill

School or Department: Principal, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Mrs. Caudill is an amazing leader for Amerman. She has high expectations for both her staff and students, fostering an environment where everyone is encouraged to do their best every day. She is capable, relatable and present. She understands the important role teachers have and the challenges we face. Mrs. Caudill has an uncanny ability to know and remember each student, identifying their strengths and areas for growth. Mrs. Caudill always has a listening ear and is positive and supportive. Mrs. Caudill goes above and beyond and her tireless efforts make Amerman the wonderful school community that it is.



Dr. RJ Webber
Superintendent

Above and Beyond
the Call of Duty

12/17/24

Hannah Kinzler
3rd Grade Teacher, Amerman

Dear Hannah,

I am pleased to notify you that the administration received two “Above and Beyond the Call of Duty” submissions on your behalf, which are attached. The *ABCD* designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. *ABCD* accolades can come from parents, students or colleagues.

The *parents who made separate submissions on your behalf state (paraphrased):

Parent 1: As a returning family to Amerman after being out of state for 2 years, Hannah went above and beyond as a new teacher to ensure that my daughter felt comfortable and confident as she started her new school. My daughter has struggled in the past year with feeling included and seen for who she is and Hannah has made sure that she's shining right from the beginning. As a new teacher, we love the energy she brings to her students as it is evident that she cares for her class and their success.

Parent 2: In the short time my son has been in her class, I've had more communication with a teacher than I ever had in any of his previous year classes. My son had historically been written off as the class clown and his learning difficulties not addressed in a meaningful or impactful manner. Ms. Kinzler has proven that with a little direct attention, consistency, and close collaboration with parents, success is not only possible, but can be achieved—my son is finally beginning to excel.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Sarah Eichenberg

Date: 9/13/24

My role: Parent

The person being nominated is: Hannah Kinzler

School or Department: Amerman, Third Grade Teacher

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

As a returning family to Amerman after being out of state for 2 years, Hannah went above and beyond as a new teacher to ensure that my daughter felt comfortable and confident as she started her new school. My daughter has struggled in the past year with feeling included and seen for who she is and Hannah has made sure that she's shining right from the beginning. As a new teacher, we love the energy she brings to her students as it is evident that she cares for her class and their success. Thanks for all you do, Hannah! Here's to a great year!!



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond the Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Holly Qualman

Date: 10/28/24

My role: Parent

The person being nominated is: Hannah Kinzler

School or Department: 3rd Grade Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Ms. Kinzler has taken extra care in communicating with me about my son's progress in her class, and proactively has taken steps to support his success. She directly addresses key issues and it's clear that she genuinely cares about my child, as well as all the children in her class. In the short time my son has been in her class, I've had more communication with a teacher than I ever had in any of his previous year classes. My son had historically been written off as the class clown and his learning difficulties not addressed in a meaningful or impactful manner. Ms. Kinzler has proven that with a little direct attention, consistency, and close collaboration with parents, success is not only possible, but can be achieved—my son is finally beginning to excel. I have Ms. Kinzler to thank for this.



Dr. RJ Webber
Superintendent

***Above and Beyond
the Call of Duty***

12/17/24

Jessica Winne
Admin. Assistant, Amerman

Dear Jessica,

I am pleased to notify you that the administration received two "Above and Beyond the Call of Duty" submissions on your behalf, which are attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *colleagues who made separate submissions on your behalf state (paraphrased):

Colleague 1: Jessica Winne makes remarkable contributions in our school office. She is truly a treasure to have at Amerman. Jessica is professional and positive, always greeting everyone with a smile. Her organizational skills, patience, and ability to listen and assist others are invaluable. She has transformed our school into a warm and inviting environment with her great style and endless talents. If she does not know how to do something, she will find a way, and will stay late to get the job done!

Colleague 2: Mrs. Winne goes above & beyond with everything & for everyone- colleagues, students, families, & for the whole of Amerman. She is kind and helpful in everything- assisting staff, ensuring new & current families feel welcome, making Amerman beautiful, supporting the kids to feel strong & capable, and so much more! Mrs. Winne has a way of making everything beautiful & making everyone feel beautiful.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond the Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Julie Willerer

Date: 10/30/24

My role: Colleague, Teacher

The person being nominated is: Jessica Winne

School or Department: Admin Assistant, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Jessica Winne Makes remarkable contributions in our school office. She is truly a treasure to have at Amerman.

Jessica is professional and positive, always greeting everyone with a smile. Her organizational skills, patience, and ability to listen and assist others are invaluable. She has transformed our school into a warm and inviting environment with her great style and endless talents. If she does not know how to do something, she will find a way, and will stay late to get the job done!

We are incredibly fortunate to have Jessica making a difference at Amerman.



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Colleague

Date: 12/9/24

My role: Colleague

The person being nominated is: Jessica Winne

School or Department: Admin Assistant, Amerman

Do you wish for the staff member nominated to know who submitted this form? No

Please describe how this staff member went "above and beyond" and what impact it has had:

Mrs. Winne goes above & beyond with everything & for everyone- colleagues, students, families, & for the whole of Amerman. She is kind and helpful in everything- assisting staff, ensuring new & current families feel welcome, making Amerman beautiful, supporting the kids to feel strong & capable, and so much more! Mrs. Winne has a way of making everything beautiful & making everyone feel beautiful. Amerman staff & families love Mrs. Winne!



Dr. RJ Webber
Superintendent

***Above and Beyond
the Call of Duty***

12/17/24

Julie Willerer
2nd Grade Teacher, Amerman

Dear Julie,

I am pleased to notify you that the administration received two "Above and Beyond the Call of Duty" submissions on your behalf, which are attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *parents who made separate submissions on your behalf state (paraphrased):

Parent 1: It is clear how much she loves teaching but I don't think she fully understands how much a positive learning environment she provides for her students. She is so nurturing and she has allowed my son to fall in love with school again. She has helped foster his self-confidence and self-esteem. Every day he comes home with a smile and a story about Mrs. Willerer.

Parent 2: Mrs. Willerer cares deeply about developing the whole child. She understands that education is not just about academics but also about nurturing the social, emotional, and personal growth of her students. She brings a contagious enthusiasm to the classroom every day, creating a joyful and encouraging environment for her students. Her compassion for all students is evident in the way she listens to their concerns, celebrates their successes, and supports them through challenges.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Kristen Higgins

Date: 10/17/24

My role: Parent

The person being nominated is: Julie Willerer

School or Department: 2nd Grade Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

I'm not sure where we would be without Mrs. Willerer and her profound impact she has had on our son. It is clear how much she loves teaching but I don't think she fully understands how much a positive learning environment she provides for her students. She is so nurturing and she has allowed my son to fall in love with school again. She has helped foster his self-confidence and self-esteem. Every day he comes home with a smile and a story about Mrs. Willerer. We are truly blessed that she is our son's teacher.



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond the Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Griffin Hartnett

Date: 11/8/24

My role: Parent

The person being nominated is: Julie Willerer

School or Department: 2nd Grade Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Dear NPS board of Ed and Northville community,

I am writing to nominate Mrs. Willerer for the Above and Beyond the Call of Duty Award. Mrs. Willerer has been an extraordinary teacher, and her dedication to her students is truly inspiring.

Mrs. Willerer cares deeply about developing the whole child. She understands that education is not just about academics but also about nurturing the social, emotional, and personal growth of her students. Her approach ensures that each child feels valued and supported in all aspects of their development.

One of the most remarkable qualities of Mrs. Willerer is her unbelievable positivity. She brings a contagious enthusiasm to the classroom every day, creating a joyful and encouraging environment for her

students. Her compassion for all students is evident in the way she listens to their concerns, celebrates their successes, and supports them through challenges.

Mrs. Willerer is also dedicated to keeping childhood fun and engaging. She incorporates creative and interactive activities into her lessons, making learning an enjoyable experience for her students. Her ability to balance educational rigor with playful exploration helps foster a love for learning that extends beyond the classroom.

We are incredibly grateful for the positive impact Mrs. Willerer has had on our child's education and overall well-being. Her commitment to going above and beyond in her role as a teacher makes her a perfect candidate for this award.

Thank you for considering Mrs. Willerer for the Above and Beyond the Call of Duty Award.

Sincerely,
Griffin Hartnett and the entire Hartnett family



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

12/17/24

Kathleen McMaster
Kindergarten Teacher, Amerman

Dear Kathleen,

I am pleased to notify you that the administration received an “Above and Beyond the Call of Duty” submission on your behalf, which is attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *parents who made separate submissions on your behalf state (paraphrased):

Parent 1: What sets Mrs. McMaster apart is her unwavering positivity. She approaches each day with a smile and an encouraging word, creating a warm and welcoming environment for all her students. Her commitment to supporting the growth of the whole child is truly remarkable. She understands that education extends beyond academics and works tirelessly to nurture the social, emotional, and personal development of her students.

Parent 2: Help our daughter transition from daycare to Kindergarten and brought joy to our entire family.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond the Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

How does it work? Students, staff or parents may complete this form detailing something truly Above and Beyond the Call of Duty by an NPS staff member. Submissions are received by the district and will be reviewed by the Board of Education's Policy/Personnel Sub-Committee for award consideration. Recognition may include presentation at public Board of Education meetings and/or inclusion in District communications.

This nomination is submitted by: Griffin and Bernadette Hartnett

Date: 11/8/24

My role: Parent

The person being nominated is: Kathleen McMaster

School or Department: Kindergarten Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Dear NPS board of Ed and Northville Community,

We are writing to nominate Mrs. McMaster for the Teacher Appreciation ABCD Award. Mrs. McMaster has had both of our children now, and has been an exceptional teacher to our daughter this year. , and We believe she deserves this recognition.

Mrs. McMaster is incredibly thoughtful and caring. She consistently goes out of her way to ensure that our daughter feels supported and valued in her classroom. Her dedication to the craft of teaching is evident in the creative and engaging lessons she prepares, which not only cover the academic curriculum but also foster a love for learning.

What sets Mrs. McMaster apart is her unwavering positivity. She approaches each day with a smile and an encouraging word, creating a warm and welcoming environment for all her students. Her commitment to supporting the growth of the whole child is truly remarkable. She understands that education extends beyond academics and works tirelessly to nurture the social, emotional, and personal development of her students.

Mrs. McMaster goes above and beyond to ensure that every child in her class feels seen and heard. Her ability to connect with her students on a personal level and her dedication to their overall well-being make her an outstanding educator.

We are incredibly grateful for the positive impact Mrs. McMaster has had on our son and daughter's education and personal growth. It is with great enthusiasm that we nominate her for this award.

Thank you for considering Mrs. McMaster for the Teacher Appreciation ABCD Award.

Sincerely,
The entire Hartnett Family



Do you want the world to know how a wonderful NPS staff member goes **Above and Beyond** the **Call of Duty** to support you, other students, staff and/or our community? Please tell us about that person by nominating them for an ABCD Award! Students, parents and colleagues are ALL encouraged to nominate an NPS staff member for this award.

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This nomination is submitted by: Claudia Burlacu

Date: 9/12/24

My role: Parent

The person being nominated is: Kathleen McMaster

School or Department: Kindergarten Teacher, Amerman

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Help our daughter transition from daycare to Kindergarten and bring joy to our entire family.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

12/17/24

Keith Gall
5th Grade Teacher, Amerman

Dear Keith,

I am pleased to notify you that the administration received an “Above and Beyond the Call of Duty” submission on your behalf, which is attached. The ABCD designation was established to provide an avenue of recognition and appreciation for staff contributions that are believed to rise beyond the norm, making significant contributions to the classroom, school and/or community. ABCD accolades can come from parents, students or colleagues.

The *colleague who made this submission on your behalf states (paraphrased):

Keith's enthusiasm for teaching and learning shines through in all that he does. His students love to be in his classroom and respond beautifully to his personal love of learning.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. The contributions noted here on your behalf exemplify Northville Public Schools and contribute to our mission to open a World of Possibilities for and with each and every student.

It is well documented that educators dedicate themselves to the profession seeking to make a difference. We would like to congratulate you and thank you for your dedication to the students, families and staff of Northville Public Schools. Your contribution to our school community has been noticed!

Sincerely,

Dr. RJ Webber
Superintendent



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This nomination is submitted by: Robin Long

Date: 9/13/24

My role: Teacher

The person being nominated is: Keith Gall

School or Department: Amerman, Fifth Grade Teacher

Do you wish for the staff member nominated to know who submitted this form? Yes

Please describe how this staff member went "above and beyond" and what impact it has had:

Keith's enthusiasm for teaching and learning shines through in all that he does. His students love to be in his classroom and respond beautifully to his personal love of learning.

Memo

TO: RJ Webber, Superintendent

FROM: Brian Sumner, Director of Human Resources and Employee Relations

CC: Rebecca Pek, Assistant Superintendent
Beth Santer, Executive Director of Special Services
Aaron Baughman, Assistant Superintendent of Instruction

DATE: December 11, 2024

RE: Teacher Hire

Background:

With the November 1 resignation a Cooke Dual Diagnosed teacher, we proactively posted this position for a replacement teacher. We intend to recommend to the Board of Education a replacement candidate during the December 17 Board meeting, feeling very fortunate to have quickly secured such a qualified candidate in a hard-to-fill position. As shared in the December 6 Board memo, the recommended candidate did start with the District on Monday, December 9, pending Board approval, as she had a competing offer from another local district and we did not want to lose the opportunity to secure her.

Cooke Dual Diagnosed Teacher

Yvonne Champoux began her career in the automotive industry, and in fact holds a Bachelor of Science in Business Administration. During the recent pandemic, she had the opportunity to revisit her career trajectory and began substitute teaching. Quickly, she discovered a passion and reward in teaching and working with young people, and, as a result, decided to pursue her teaching degree via a Masters program through Eastern Michigan University. She has found a niche in working with students with emotional impairments. Unsolicited, in speaking with two of Yvonne's references, they both shared how she has a calming presence and the inherent knack for de-escalating behaviors and situations – characteristics and skills that are critical to teachers working at Cooke School. Both references also shared Yvonne's reflective nature and overall desire to learn and grow in the teaching profession. Our interview team has been very impressed with Yvonne and we are excited to recommend her for hire this evening.

Recommendation:

On behalf of the central office administrative team, I recommend the Board of Education approve a probationary teacher contract for Yvonne Champoux for the remainder of the 2024-2025 school year. Please refer to the supporting reference documents for additional information about this candidate.

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Yvonne Champoux

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BA</u>	<u>Ferris State University</u>	<u>1992</u>

MAJOR(S): Business Administration

MINOR(S): Marketing

CERTIFICATION/LICENSE: Interim Certificate

EXPERIENCE: 0 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: BA20 Step 1

SALARY INFORMATION: \$52,506.00

EFFECTIVE DATE OF ASSIGNMENT: 2024/2025

BUILDING ASSIGNMENT: Cooke School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: December 10, 2024

RJ Webber
Superintendent



Steve Banchemo
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: November 27, 2024

RE: Meads Mill 2025 Additions and Renovations Bid Award #1

On November 14, 2024, we received 96 bids for the 2025 Meads Mill Additions and Renovations project. Our bond team conducted review meetings with the low bid contractors and, when necessary, interviewed the second or third low vendor to confirm they had a complete and accurate bid.

Two categories of work, for which we did not receive any bids, will be re-bid. We plan to bring the final recommendation to the January 2025 meeting.

A summary table comparing budgeted funds to bid results is included. Please note that the table includes allowances for the categories not being recommended at this time.

A schematic outline highlighting significant items of work is also attached for your reference.

Recommendation:

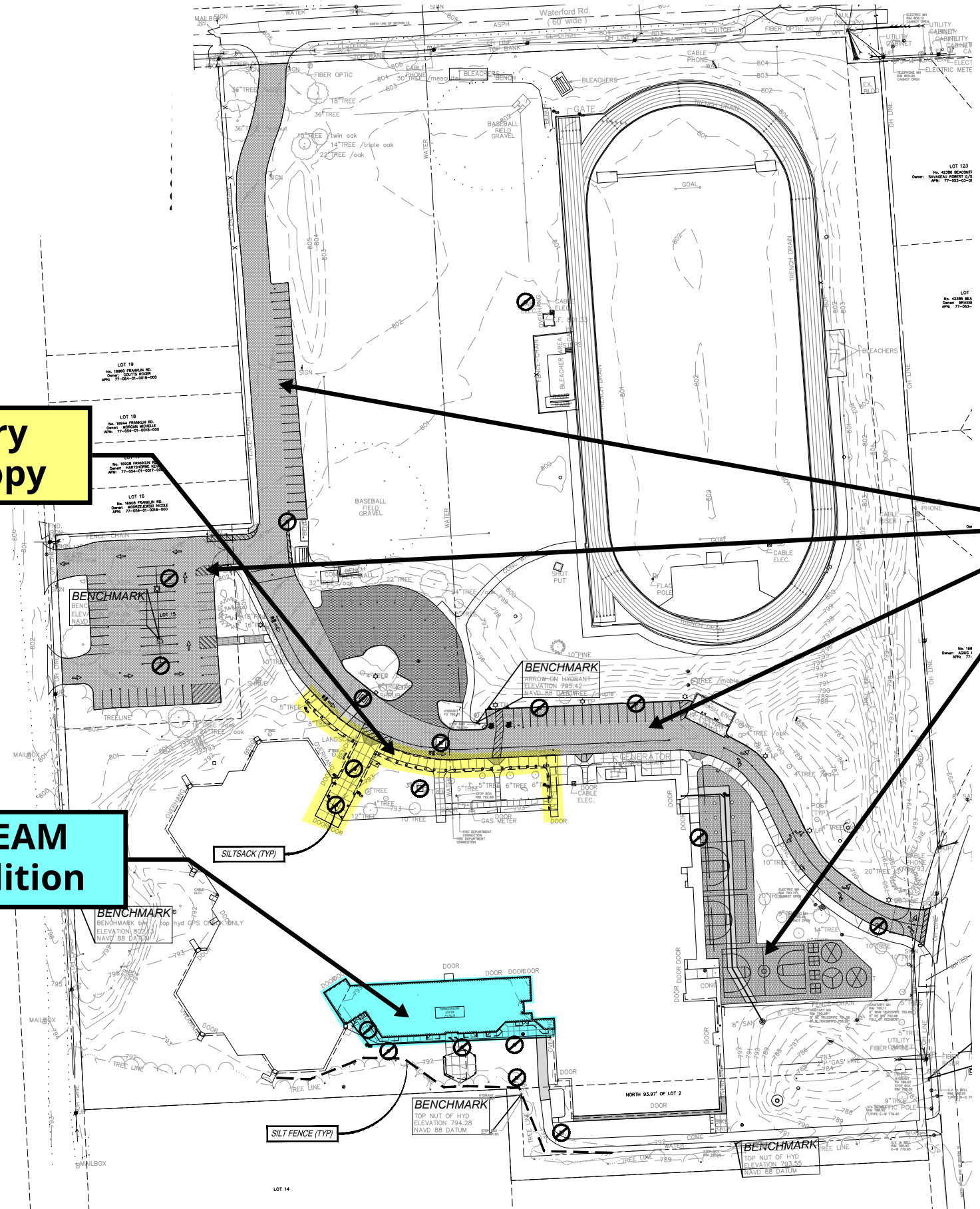
I recommend that the Board of Education award contracts totaling \$16,258,776, as outlined in the Auch Construction Recommendation Letter dated November 27, 2024. Funding for this project will come from the proceeds of the 2023 Bond and the Building Site Sinking Fund.

Please let me know if you have any questions.

**Entry
Canopy**

**Pavement
Rehabilitation
and
Select Concrete
Replacement**

**STEAM
Addition**





2025 Meads Mill Addition and Renovation						
	Budget	Contract Award	Future Award Estimate	Contingency Budget	(Budget-(Award +Contingency))	
2025 Meads Mill Addition and Renovation	\$16,407,062.00	\$16,258,776.00	\$188,642.00	\$1,275,537.00	-\$1,315,893.00	
Sinking Fund Allocation	\$1,315,893.00		\$0.00	\$0.00	\$1,315,893.00	
			\$0.00	\$0.00	\$0.00	
			\$0.00	\$0.00	\$0.00	
			\$0.00	\$0.00	\$0.00	
Total	\$17,722,955.00	\$16,258,776.00	\$188,642.00	\$1,275,537.00	\$0.00	(variance)

Meads Mill Bid Results

	Budget	Base Bid	Alternate 1 - Outdoor Learning Space	Alternate 2 - Tile and Partition Replacement	Alternate 3 - Collaboration Room J105	Alternate 4 - Remodel Restrooms	Alternate 5 - Exterior FRP Doors	Alternate 6 - Domestic Water Pipe Replacement	Voluntary Alternate	Base Bid Alternate Variance
Base Bid Budget	\$ 14,030,907.00									
Transfer from LED Budget	\$ 472,618.00									
Transfer from Roof Budget	\$ 278,000.00									
Transfer from Food Service Budget	\$ 350,000.00									
Meads Mill Base Bid Bond Scope	\$ 15,131,525.00	\$ 15,094,033.00							\$ 115,800.00	\$ (78,308.00)
Transfer Funds from BSSF for Bathrooms	\$ 600,000.00									
Meads Mill with DD Alternates	\$ 15,731,525.00	\$ 15,094,033.00		\$ 127,877.00		\$ 555,443.00			\$ 115,800.00	\$ (161,628.00)
Meads Mill with all Alternates	\$ 15,731,525.00	\$ 15,094,033.00	\$ 74,165.00	\$ 127,877.00	\$ 39,310.00	\$ 555,443.00	\$ 158,000.00	\$ 282,790.00	\$ 115,800.00	\$ (715,893.00)
							<i>Alt added after dd</i>	<i>Alt added after dd</i>		



November 27, 2024

65 University Drive
Pontiac, Michigan 48342

Devin Kling
Assistant Superintendent for Finance & Operations
Northville Public Schools
405 West Main Street
Northville, MI 48167

**RE: Recommendation for Award # 01 (Partial)
Northville Public Schools
GWA #9476 – Meads Mill Middle School Addition and Renovation**

Dear Mr. Kling,

We have completed our review and evaluation of the bids received on November 14, 2024 at 1:00pm for the Northville Public Schools – Meads Mill Middle School Addition and Renovation Project.

Based on the review conducted in conjunction with the District's consultants, we are recommending to the District approval of award of trade contract, which is based on the low responsive bid, and is included in the attached schedule with the following clarifications:

We have included Alternate #1 Outdoor Learning Center, Alternate #2 Bathroom Tile and Partition Replacement, Alternate #3 Collaboration Room J105, Alternate #4 Remodel Restrooms, Alternate #5 Replace Exterior FRP Doors, and Alternate #6 Copper Pipe Replacement as reviewed and recommended by the Administration team.

The low bidder for Proposal 3.1, Concrete Footings and Foundations withdrew their bid. The low bidder for Proposal 9.2 Flooring also withdrew their bid. The District's consultants recommend the acceptance of the 2nd low responsive bidder for each category, North Channel Construction and NBS Commercial Interiors, respectively.

Recommendation #1 (Partial) –Trade cost that totals \$16,258,776

Enclosed is a copy of the bid recommendation summary and bid tabulation sheets. If you have any questions, please do not hesitate to contact me.

Best Regards,

AUCH CONSTRUCTION

A handwritten signature in blue ink, appearing to read "Matt Hamrick", written over the printed name.

Matt Hamrick
Project Manager

Enclosure

Cc: Shawn Verlinden – AUCH Construction
Steve Banchemo – Northville Public Schools
Michelle Kerns – Lecole Planners



AUCH Project #9476			
Trade Proposal	Contractor	Base Bid / Alternate Amount	Total Contract Amount
Proposal 2.1 - Selective Demolition	Blue Star	\$ 340,000	\$ 392,500
Alternate #2 - Bathroom Tile & Partition Repl.	Blue Star	\$ 9,000	
Alternate #3 - Collaboration Room J105	Blue Star	\$ 3,500	
Alternate #4 - Remodel Restrooms	Blue Star	\$ 35,000	
Alternate #5 - Exterior FRP Doors	Blue Star	\$ 5,000	
Proposal 2.2 - Building Demolition	Comet Construction	\$ 40,800	\$ 40,800
Proposal 3.1 - Concrete Footings & Foundations	North Channel Construction	\$ 218,000	\$ 355,800
Alternate #3 - Collaboration Room J105	North Channel Construction	\$ 22,000	
Voluntary Alternate	North Channel Construction	\$ 40,800	
Walkway Cover Foundations Allowance	North Channel Construction	\$ 75,000	
Proposal 3.2 - Concrete Flatwork (Interior)	McCarthy Construction	\$ 142,576	\$ 149,406
Alternate #4 - Remodel Restrooms	McCarthy Construction	\$ 6,830	
Proposal 4 - Masonry	Baker Construction	\$ 1,055,300	\$ 1,111,550
Alternate #2 - Bathroom Tile & Partition Repl.	Baker Construction	\$ 13,650	
Alternate #3 - Collaboration Room J105	Baker Construction	\$ 42,600	
Proposal 5 - Structural and Misc. Steel	Judd Contracting	\$ 420,000	\$ 432,890
Alternate #1 - Outdoor Learning Space	Judd Contracting	\$ 12,890	
Proposal 6 - Carpentry	Kulbacki, Inc.	\$ 427,670	\$ 516,400
Alternate #2 - Bathroom Tile & Partition Repl.	Kulbacki, Inc.	\$ 9,600	
Alternate #3 - Collaboration Room J105	Kulbacki, Inc.	\$ 8,160	
Alternate #4 - Remodel Restrooms	Kulbacki, Inc.	\$ 70,970	
Proposal 7 - Roofing	Unlimited Construction	\$ 256,000	\$ 286,000
Alternate #1 - Outdoor Learning Space	Unlimited Construction Allowance	\$ 30,000	
Proposal 8.1 - Aluminum Entrance, Framing, Windows & Glazing	Aalcor, Inc.	\$ 445,900	\$ 600,300
Alternate #5 - Exterior FRP Doors	Aalcor, Inc.	\$ 154,400	
Proposal 9.1 - Metal Stud, Gyp Board Assemblies, Acoustical Ceilings	Clark Construction	\$ 844,470	\$ 861,870
Alternate #2 - Bathroom Tile & Partition Repl.	Clark Construction	\$ 3,800	
Alternate #3 - Collaboration Room J105	Clark Construction	\$ 4,900	
Alternate #4 - Remodel Restrooms	Clark Construction	\$ 8,700	
Proposal 9.2 - Flooring	NBS Commercial Interiors	\$ 324,013	\$ 330,513
Alternate #3 - Collaboration Room J105	NBS - Allowance	\$ 6,500	
Proposal 9.3 - Wood Stage & Wood Athletic Floors	Foster Specialty Floor	\$ 96,800	\$ 96,800



Proposal 9.4 - Hard Tile & Terrazzo Flooring	DF Flooring	\$ 319,711	\$ 453,011
Alternate #2 - Bathroom Tile & Partition Repl.	DF Flooring	\$ 46,612	
Alternate #4 - Remodel Restrooms	DF Flooring	\$ 86,688	
Proposal 9.5 - Painting	Classic Painting	\$ 276,400	\$ 284,600
Alternate #2 - Bathroom Tile & Partition Repl.	Classic Painting	\$ 2,200	
Alternate #3 - Collaboration Room J105	Classic Painting	\$ 2,600	
Alternate #4 - Remodel Restrooms	Classic Painting	\$ 4,800	
Alternate #5 - Exterior FRP Doors	Classic Painting	\$ (1,400)	
Proposal 10.1 - Visual Display Units	Cig Jan	\$ 21,994	\$ 21,994
Proposal 10.2 - Signage	Spectrum Neon	\$ 13,711	\$ 13,711
Proposal 10.3 - Walkway Coverings	Peachtree Protective Covers	\$ 310,548	\$ 310,548
Proposal 10.4 - Lockers	Product Resource	\$ 224,400	\$ 224,400
Proposal 10.5 - Toilet Partitions & Accessories	RE Leggette	\$ 15,695	\$ 69,185
Alternate #2 - Bathroom Tile & Partition Repl.	RE Leggette	\$ 13,495	
Alternate #4 - Remodel Restrooms	RE Leggette	\$ 39,995	
Proposal 11.1 - Food Service Equipment	Stafford Smith	\$ 608,435	\$ 608,435
Proposal 11.2 - Stage Curtains	Tobins Lake	\$ 24,000	\$ 24,000
Proposal 11.3 - Gym Equipment	C&M Associates	\$ 68,340	\$ 68,340
Proposal 12.1 - Window Shades	Triangle Window Fashions	\$ 8,606	\$ 8,606
Proposal 21 - Fire Suppression	Professional Sprinkler	\$ 171,880	\$ 171,880
Proposal 22 - Plumbing	Long Mechanical	\$ 752,450	\$ 1,226,550
Alternate #2 - Bathroom Tile & Partition Repl.	Long Mechanical	\$ 20,650	
Alternate #4 - Remodel Restrooms	Long Mechanical	\$ 170,660	
Alternate #6 - Copper Pipe Replacement	Long Mechanical	\$ 282,790	
Proposal 23 - HVAC Mechanical Systems	Long Mechanical	\$ 4,502,760	\$ 4,584,480
Alternate #2 - Bathroom Tile & Partition Repl.	Long Mechanical	\$ 14,520	
Alternate #4 - Remodel Restrooms	Long Mechanical	\$ 67,200	
Proposal 26 - Electrical	Green Line Electric	\$ 2,024,000	\$ 2,054,000
Alternate #2 - Bathroom Tile & Partition Repl.	Green Line Electric	\$ 8,000	
Alternate #4 - Remodel Restrooms	Green Line Electric	\$ 22,000	
Proposal 31 - Earthwork and Utilities	Jacklyn Contracting	\$ 439,000	\$ 439,000
Proposal 32.1 - Asphalt Paving	Nagle Paving	\$ 218,375	\$ 218,375
Proposal 32.2 - Site Concrete and Site Furnishings	Midtown	\$ 187,100	\$ 196,375
Alternate #1 - Outdoor Learning Space	Midtown	\$ 9,275	
Proposal 32.3 - Fencing	Nationwide	\$ 20,989	\$ 20,989
Proposal 32.4 - Landscaping	D&B Landscaping	\$ 85,468	\$ 85,468



A) Contractor Award 11/27/24:		\$	16,258,776
B) Project Contingency:		\$	1,275,537
Allowance - Overhead Doors		\$	101,477
Allowance - Casework		\$	87,165
C) Contractor Award + Contingency + Allowances		\$	17,722,955
D) Projected Project Cost		\$	17,722,955
E) Bond Project Budget:		\$	16,407,062
F) BSSF:		\$	600,000
G) Total Budget (Line E+F)		\$	17,007,062
Variance (Line G - C)		\$	(715,893)

$$= \$600,000 + \$715,893 = \$1,315,893$$

Total sinking fund allocation



Summary of Alternates:			
Meads Mill Middle School			
Description:	Contractor:	Amount:	Alternate Total:
Alternate #1 - Outdoor Learning Center	North Channel Const. - Footings	\$ 22,000.00	\$ 74,165
Alternate #1 - Outdoor Learning Center	Judd Contracting - Steel	\$ 12,890.00	
Alternate #1 - Outdoor Learning Center	Roofing Allowance	\$ 30,000.00	
Alternate #1 - Outdoor Learning Center	Midtown - Concrete	\$ 9,275.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Blue Star - Demo	\$ 9,000.00	\$ 127,877
Alternate #2 - Bathroom Tile & Partition Repl.	Kulbacki - Carpentry	\$ 9,600.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Clark Constr. - Framing	\$ 3,800.00	
Alternate #2 - Bathroom Tile & Partition Repl.	DF Flooring - Tile	\$ 46,612.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Classic - Painting	\$ 2,200.00	
Alternate #2 - Bathroom Tile & Partition Repl.	RE Leggette - Toilet Partitions	\$ 13,495.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Long Mechanical - Plumbing	\$ 20,650.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Long Mechanical - HVAC	\$ 14,520.00	
Alternate #2 - Bathroom Tile & Partition Repl.	Green Line - Electrical	\$ 8,000.00	
Alternate #3 - Collaboration Room J105	Blue Star - Selective Demo	\$ 3,500.00	
Alternate #3 - Collaboration Room J105	Baker Construction - Masonry	\$ 13,650.00	
Alternate #3 - Collaboration Room J105	Kulbacki - Carpentry	\$ 8,160.00	
Alternate #3 - Collaboration Room J105	Clark Constr. - Framing	\$ 4,900.00	
Alternate #3 - Collaboration Room J105	NBS - Flooring - Allowance	\$ 6,500.00	
Alternate #3 - Collaboration Room J105	Classic - Painting	\$ 2,600.00	
Alternate #4 - Remodel Restrooms	Blue Star - Demo	\$ 35,000.00	\$ 555,443
Alternate #4 - Remodel Restrooms	McCarthy - Interior Concrete	\$ 6,830.00	
Alternate #4 - Remodel Restrooms	Baker Construction - Masonry	\$ 42,600.00	
Alternate #4 - Remodel Restrooms	Kulbacki - Carpentry	\$ 70,970.00	
Alternate #4 - Remodel Restrooms	Clark Constr. - Framing	\$ 8,700.00	
Alternate #4 - Remodel Restrooms	DF Flooring - Tile	\$ 86,688.00	
Alternate #4 - Remodel Restrooms	Classic - Painting	\$ 4,800.00	
Alternate #4 - Remodel Restrooms	RE Leggette - Toilet Partitions	\$ 39,995.00	
Alternate #4 - Remodel Restrooms	Long Mechanical - Plumbing	\$ 170,660.00	
Alternate #4 - Remodel Restrooms	Long Mechanical - HVAC	\$ 67,200.00	
Alternate #4 - Remodel Restrooms	Green Line - Electrical	\$ 22,000.00	
Alternate #5 - Exterior FRP Doors	Blue Star - Selective Demo	\$ 5,000.00	\$ 158,000
Alternate #5 - Exterior FRP Doors	Aalcor - FRP Doors	\$ 154,400.00	
Alternate #5 - Exterior FRP Doors	Classic - Painting	\$ (1,400.00)	
Alternate #6 - Copper Pipe Replacement	Long Mechanical - Plumbing	\$ 282,790	\$ 282,790
		Total	\$ 1,237,585

Northville Public Schools
Meads Mill MS Addition Renovation
AUCH Project #9476

Northville Public Schools

COMPANY	SPECIFICATION SECTION	TRADE	Addendas #1, 2, 3, 4, 5		Base Bid	CONTRACT AMOUNT
Blue Star Demolition 21950 Hoover Warren, MI 48089 PH: 586-427-9933 FX: 586-427-9934 E-mail: skral@bluestardemo.com Scott Krall	DIVISION 00 DIVISION 01 02 4100	PROPOSAL 2.1: SELECTIVE DEMOLITION CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Demolition	Yes	Base Bid Alternate 2 Alternate 3 Alternate 4 Alternate 5	\$340,000.00 \$9,000.00 \$3,500.00 \$35,000.00 \$5,000.00	\$392,500.00
Comet Contracting 4777 Pointe Tremble Algonac, MI 48001 PH: 586-759-2865 FX: 844-360-3303 E-mail: bart@cometdemo.com Bart Trombly	DIVISION 00 DIVISION 01 02 4100 31 2000	PROPOSAL 2.2: BUILDING DEMOLITION CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Demolition Earth Moving	Yes	Base Bid	\$40,800.00	\$40,800.00
North Channel Construction 6137 Lakeshore Lexington, MI 48450 PH: 810-499-7840 FX: N/A E-mail: northchannelco@aol.com David Glowski	DIVISION 00 DIVISION 01 03 3000 31 2000 Appendix 1	PROPOSAL 3.1: CONCRETE FOOTINGS & FOUNDATIONS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-in-Place Concrete Earth Moving Geotechnical Investigation	Yes	Base Bid Alternate 1 Voluntary Alternate Allowance	\$218,000.00 \$22,000.00 \$40,800.00 \$75,000.00	\$355,800.00
McCarthy Construction 11033 Rice Street Commerce, MI 48390 PH: 248-669-0700 FX: N/A E-mail: mcm@mcCarthy-construction.com Michael McCarthy	DIVISION 00 DIVISION 01 03 3000 04 0110 03 3003 07 2100 07 9200 31 2000 Appendix 1	PROPOSAL 3.2: CONCRETE FLATWORK (INTERIOR) CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-in-Place Concrete Cleaning and Staining Existing Block Cast-in-Place Concrete Requirements for Slabs Thermal Insulation Joint Sealants Earth Moving (Fill) Geotechnical Investigation	Yes	Base Bid Alternate 4	\$142,576.00 \$6,830.00	\$149,406.00
Baker Construction 7936 M-36 Whitmore Lake, MI 48189 PH: 810-231-6913 FX: 810-231-6616 E-mail: tcbaker@bakerconstruction.biz T.C. Baker	DIVISION 00 DIVISION 01 04 0110 04 2200 05 5000 07 1113 07 2100 07 2726 07 6200 07 8400 07 9200 07 9513	PROPOSAL 4: MASONRY CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cleaning and Staining Existing Block Unit Masonry Metal Fabrications (Installation only) Blumous Damp proofing Thermal Insulation Fluid Applied Membrane Air Barriers Sheet Metal Flashing & Trim Firestopping Joint Sealants Expansion Joint Cover Assemblies – Exterior Expansion Joint Cover Assemblies	Yes	Base Bid Alternate 3 Alternate 4	\$1,055,300.00 \$13,650.00 \$42,600.00	\$1,111,550.00
Judd Industrial Contracting Inc. 17900 Ryan Rd. Detroit, MI 48212 PH: 248-444-4598 FX: N/A E-mail: markmocer@juddindustrial.com Mark Mocer	DIVISION 00 DIVISION 01 05 1200 05 3100 05 5000 05 5213 08 9100	PROPOSAL 5: STRUCTURAL AND MISC STEEL CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Structural Steel Framing Steel Decking Metal Fabrications Pipe & Tube Rails Louvers (Roof Top Screens)	Yes	Base Bid Alternate 1	\$420,000.00 \$12,890.00	\$432,890.00
Kulbacki Inc. 44800 Trinity Dr. Clinton Twp., MI 48038 PH: 586-792-5960 FX: N/A E-mail: nkulbacki@kulbacki.com Nathan Kulbacki	DIVISION 00 DIVISION 01 06 1000 06 4023 07 9200 08 1113 08 1416 08 3513.23 08 7100 08 8000 12 3600	PROPOSAL 6: CARPENTRY CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Rough Carpentry Interior Architectural Woodwork Joint Sealants Hollow Metal Doors & Frames Flush Wood Doors Accordion Folding Fire Doors Door Hardware Glazing Countertops – As pertinent	Yes	Base Bid Alternate 2 Alternate 3 Alternate 4	\$427,670.00 \$9,600.00 \$8,160.00 \$70,970.00	\$516,400.00
Unlimited Construction 10121 Colonial Industrial Dr. South Lyon, MI 48178 PH: 734-882-7152 FX: N/A E-mail: estimate@unltdconst.com Max Przebienda	DIVISION 00 DIVISION 01 07 4213.23 07 6200 07 9200 08 9100	PROPOSAL 7: Roofing CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Formed Metal Wall panels Sheet Metal Flashing & Trim Joint Sealants Louvers (as pertinent)	Yes	Base Bid Alternate 1 Allowance	\$256,000.00 \$30,000.00	\$286,000.00
Aalcor Inc. 2008 Sherwood Detroit, MI 48234 PH: 313-893-2090 FX: 313-893-2146 E-mail: ibaker@aalcor.com Joe Baker	DIVISION 00 DIVISION 01 07 6200 07 9200 08 1610 08 4313 08 7100 08 8000 10 7113	PROPOSAL 8.1: ALUMINUM ENTRANCE, FRAMING, WINDOWS & GLAZING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Sheet Metal Flashing & Trim Joint Sealants FRP Faced Aluminum Doors & Frames Aluminum Framed Storefronts Door Hardware Glazing Exterior Sun Control Devices	Yes	Base Bid Alternate 5	\$445,900.00 \$154,400.00	\$600,300.00
Clark Contracting Services 3535 Moores River Dr. Lansing, MI 48911 PH: 517-331-5626 FX: N/A E-mail: swink@clarkcc.com Steve Wink	DIVISION 00 DIVISION 01 05 4000 06 1000 07 2100 07 8400 07 9200 07 9513 08 3100 09 2216 09 2900 09 5100 09 8129 09 8433 09 8436 10 4400	PROPOSAL 9.1: METAL STUD, GYP BOARD ASSEMBLIES, ACOUSTICAL CEILINGS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cold Formed Metal Framing Rough Carpentry Thermal Insulation Firestopping Joint Sealants Expansion Joint Cover Assemblies – Interior expansion joint cover assemblies Access Doors and Panels (Install) Non-Structural Metal Framing Gypsum Board Acoustical Ceilings Sprayed Acoustic Insulation Acoustic Wall Units Acoustic Ceiling Units Fire Protection Specialties	Yes	Base Bid Alternate 2 Alternate 3 Alternate 4	\$844,470.00 \$3,800.00 \$4,900.00 \$8,700.00	\$861,870.00

Northville Public Schools
Meads Mill MS Addition Renovation
AUCH Project #9476

Northville Public Schools

<p>NBS Commercial Interiors 2595 Bellingham Rd Troy, MI 48063 PH: 248-755-9037 FX: N/A E-mail: drastique@youmbs.com Dave Rastique</p>	<p>DIVISION 00 DIVISION 01 09 0561 09 6500 09 6513 09 6813</p>	<p>PROPOSAL 9.2: FLOORING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Common Results for Flooring Preparation Resilient Flooring Resilient Base and Accessories Tile Carpeting</p>	<p>Yes</p>	<p>Base Bid Alternate 3 - Allowance</p>	<p>\$324,013.00 \$6,500.00</p>	<p>\$330,513.00</p>
<p>Foster Specialty Floors 30681 Wixom Rd. Wixom, MI 48393 PH: 248-568-0132 FX: N/A E-mail: ben@foster.us Ben Vanaman</p>	<p>DIVISION 00 DIVISION 01 09 0561 09 6410 09 6466 09 6476</p>	<p>PROPOSAL 9.3: WOOD STAGE FLOORING, WOOD ATHLETIC FLOORING AND REFINISHING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Common Results for Flooring Preparation Refinishing of Existing Wood Athletic Flooring Wood Athletic Flooring Wood Stage Flooring</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$96,800.00</p>	<p>\$96,800.00</p>
<p>Omega Floors 35370 Union Lake Rd Harrison Twp., MI 48045 PH: 586-201-2575 FX: N/A E-mail: stacy@myomegafloors.com Stacy Smith</p>	<p>DIVISION 00 DIVISION 01 09 3000 09 6623</p>	<p>PROPOSAL 9.4: HARD TILE AND TERRAZZO FLOORING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Hard Tiling Resinous Matrix Terrazzo Flooring</p>	<p>Yes</p>	<p>Base Bid Alternate 2 Alternate 4</p>	<p>\$319,711.00 \$46,612.00 \$86,688.00</p>	<p>\$453,011.00</p>
<p>Cig Jan Products Caledonia, MI PH: 810-667-6594 FX: N/A E-mail: paular@cig-jan.com Paula Rodriguez</p>	<p>DIVISION 00 DIVISION 01 07 9200 09 9113 09 9123</p>	<p>PROPOSAL 9.5: PAINTING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Joint Sealants Exterior Painting Interior Painting</p>	<p>Yes</p>	<p>Base Bid Alternate 2 Alternate 3 Alternate 4 Alternate 5</p>	<p>\$276,400.00 \$2,200.00 \$2,600.00 \$4,800.00 -1400.00</p>	<p>\$284,600.00</p>
<p>Classic Painting Company, Inc. 10071 Berain Rd. Howell, MI 48843 PH: 517-404-6344 FX: N/A E-mail: classicpaintingco@gmail.com Stephine Shotiv</p>	<p>DIVISION 00 DIVISION 01 10 1100</p>	<p>PROPOSAL 10.1: VISUAL DISPLAY UNITS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Visual Display Units</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$21,994.00</p>	<p>\$21,994.00</p>
<p>Spectrum Neon 1280 Kempar Madison Hqts. MI 48071 PH: 248-342-9675 FX: N/A E-mail: haddad@spectrumneon.com John Haddad</p>	<p>DIVISION 00 DIVISION 01 10 1400</p>	<p>PROPOSAL 10.2: SIGNAGE CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Signage</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$13,711.00</p>	<p>\$13,711.00</p>
<p>Peachtree Protective Covers 3255 South Sweetwater Rd. Lithia Springs, GA 30122 PH: 770-439-2120 FX: 770-439-2122 E-mail: lashley@peachtreecovers.com Logan Ashley</p>	<p>DIVISION 00 DIVISION 01 03 3000 11 7326</p>	<p>PROPOSAL 10.3: WALKWAY COVERINGS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-in-Place Concrete Walkway Coverings</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$310,548.00</p>	<p>\$310,548.00</p>
<p>Product Resource Company 2220 Raymond Dr. Lansing, MI 48906 PH: 517-484-8400 FX: N/A E-mail: jack@productresourcecompany.com</p>	<p>DIVISION 00 DIVISION 01 10 5113</p>	<p>PROPOSAL 10.4: LOCKERS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Metal Lockers</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$224,400.00</p>	<p>\$224,400.00</p>
<p>R.E. Leggett Company 9335 Saint Stephens St. Dearborn, MI 48126 PH: 313-584-2000 Ext. 4600 FX: 313-584-6490 E-mail: mfix@releggett.com</p>	<p>DIVISION 00 DIVISION 01 10 2113.17 10 2800</p>	<p>PROPOSAL 10.5: TOILET PARTITIONS AND ACCESSORIES CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Phenolic Toilet Compartments Toilet, Bath and Laundry Accessories</p>	<p>Yes</p>	<p>Base Bid Alternate 2 Alternate 4</p>	<p>\$15,695.00 \$13,495.00 \$39,995.00</p>	<p>\$69,185.00</p>
<p>Stafford-Smith, Inc. 3414 S. Burdick St. Kalamazoo, MI 49001 PH: 269-343-1240 Ext. 1012 FX: N/A E-mail: jgraves@staffordsmith.com Joan Graves</p>	<p>DIVISION 00 DIVISION 01 11 4000</p>	<p>PROPOSAL 11.1: FOODSERVICE EQUIPMENT CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Food Service Equipment</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$608,435.00</p>	<p>\$608,435.00</p>
<p>Tobins Lake Sales, LLC. 9322 Whitaker Rd. Ypsilanti, MI 48197 PH: 810-813-4691 FX: N/A E-mail: bill@tobinslakesales.com Bill Ebeling</p>	<p>DIVISION 00 DIVISION 01 11 6143</p>	<p>PROPOSAL 11.2: STAGE CURTAINS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Stage Curtains</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$24,000.00</p>	<p>\$24,000.00</p>
<p>C & M Associates 3637 Old U.S.23, Suite 300 Brighton, MI 48114 PH: 810-220-5335 FX: N/A E-mail: bhurst@candmassoc.com Ben Hurst</p>	<p>DIVISION 00 DIVISION 01 11 6623</p>	<p>PROPOSAL 11.3: GYMNASIUM EQUIPMENT CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Gymnasium Equipment</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$68,340.00</p>	<p>\$68,340.00</p>
<p>Triangle Window Fashions 2625-A Buchanan Ave. SW Wyoming, MI 49548 PH: 616-288-6059 FX: N/A E-mail: shanef@twfmi.com Shane Feirick</p>	<p>DIVISION 00 DIVISION 01 12 2400</p>	<p>PROPOSAL 12.1: WINDOW SHADES CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Window Shades</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$8,606.00</p>	<p>\$8,606.00</p>
<p>Professional Sprinkler, Inc. 28214 Beck Rd. Wixom, MI 48393 PH: 248-349-5740 FX: N/A E-mail: bill@prosprink.com William Case</p>	<p>DIVISION 00 DIVISION 01 DIVISION 20 DIVISION 21 DIVISION 20</p>	<p>PROPOSAL 21: FIRE SUPPRESSION CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Common Mechanical Requirements Fire Suppression Complete</p>	<p>Yes</p>	<p>Base Bid</p>	<p>\$171,880.00</p>	<p>\$171,880.00</p>
<p>Long Mechanical 190 East Main Street Northville, MI 48167 PH: 248-349-0373 FX: N/A E-mail: ballantine@longmechinal.com James Ballantine</p>	<p>DIVISION 00 DIVISION 01 02 4119 03 3000 07 7200 07 8413 07 9200 08 3100 11 4000 DIVISION 20 DIVISION 22</p>	<p>PROPOSAL 22: PLUMBING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Selective Demolition Cast in place Concrete Roof Accessories (Equipment Supports) Firestopping Joint Sealants Access Doors and Panels (Furnish) Foodservice Equipment(for coordination & reference) Common Mechanical Requirements Plumbing Complete</p>	<p>Yes</p>	<p>Base Bid Alternate 2 Alternate 4 Alternate 6</p>	<p>\$752,450.00 \$20,650.00 \$170,660.00 \$282,790.00</p>	<p>\$1,226,550.00</p>

Northville Public Schools
 Meads Mill MS Addition Renovation
 AUCH Project #9476

Northville Public Schools

	23 1123 31 2000	Fuel Gas Piping Earth Moving (Trenching & Backfill)				
Long Mechanical 190 East Main Street Northville, MI 48167 PH: 248-349-0373 FX: N/A E-mail: lballantine@longmechinal.com James Ballantine	DIVISION 00 DIVISION 01 02 4119 03 3000 07 8413 08 9100 08 3100 11 4000 DIVISION 20 DIVISION 23	PROPOSAL 23: HVAC MECHANICAL SYSTEM CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Selective Demolition Cast in place Concrete Firestopping Louvers Access Doors and Panels (Furnish) Foodservice Equipment(for coordination & reference) Common Mechanical Requirements HVAC Complete (less 23 1123 Fuel Gas Pipe)	Yes	Base Bid Alternate 2 Alternate 4	\$4,502,760.00 \$14,520.00 \$67,200.00	\$4,584,480.00
Green Line Electric 9278 General Dr. Ste. 200 Plymouth, MI 48170 PH: 248-231-5716 FX: N/A E-mail: abb1@icloud.com Greg Abb	DIVISION 00 DIVISION 01 02 4119 03 3000 07 8413 08 3100 08 7100 11 4000 11 6643 20 2923 DIVISION 26 28 3100 31 2000	PROPOSAL 26: ELECTRICAL CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Selective Demolition - As pertinent Cast in place Concrete - As pertinent Firestopping - As pertinent Access Doors and Panels (Furnish) Door Hardware (coordination & reference) Foodservice Equipment(for coordination & reference) Interior Scoreboards Variable Frequency Controllers (Install) Electrical (Complete) Fire Alarm Earth Moving (Trenching & Backfill)	Yes	Base Bid Alternate 2 Alternate 4	\$2,024,000.00 \$8,000.00 \$22,000.00	\$2,054,000.00
Jacklyn Contracting P.O. Box 149 Dryden, MI 48428 PH: 586-634-9207 FX: N/A E-mail: jacklyncontracting@gmail.com Scott Jacklyn	DIVISION 00 DIVISION 01 02 4110 DIVISION 31 DIVISION 33 Appendix 1	PROPOSAL 31: EARTHWORK AND UTILITIES CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Demolition - As pertinent Earthwork (Complete) Site Utilities (Complete) Geotechnical Investigation	Yes	Base Bid	\$439,000.00	\$439,000.00
Nagle 39525 West 13 Mile Road Novi, MI 48377 PH: 248-553-0600 FX: N/A E-mail: nwilson@naglepaving.com Rob Wilson	DIVISION 00 DIVISION 01 31 1012 31 2000 32 1216 32 1415 Appendix 1	PROPOSAL 32.1: ASPHALT PAVING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Fine Grading Earth Moving Hot Mix Asphalt Concrete Paving Pavement Marking Geotechnical Investigation	Yes	Base Bid	\$218,375.00	\$218,375.00
Midtown Group LLC 9607 Dearborn Detroit, MI 48207 PH: 734-807-1054 FX: 313-924-1939 E-mail: mjg@midtown@gmail.com Matthew Cosby	DIVISION 00 DIVISION 01 31 1012 31 2000 32 1313 32 1373 32 1415 Appendix 1	PROPOSAL 32.2: SITE CONCRETE CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Fine Grading Earth Moving Cement Concrete Pavements, Curbs and Gutters Concrete Paving Joint Sealants Pavement Marking Geotechnical Investigation	Yes	Base Bid	\$187,100.00 \$9,275.00	\$196,375.00
Nationwide Construction Group 69951 Lowe Plank Rd. Richmond, MI 48062 PH: 586-749-6900 FX: 586-749-6909 E-mail: swask@nationwidecos.com Scott Keller	DIVISION 00 DIVISION 01 31 1012 31 2000 32 3113 Appendix 1	PROPOSAL 32.3: FENCING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Fine Grading Earth Moving Chain-Link Fences and Gates Geotechnical Investigation	Yes	Base Bid	\$20,989.00	\$20,989.00
D+B Landscaping, Inc. 13222 Merriman Rd. Livonia, MI 48150 PH: 734-838-6431 FX: 734-524-1031 E-mail: dbwalec@db-landscaping.com Dan Bywalec	DIVISION 00 DIVISION 01 32 9200	PROPOSAL 32.4: LANDSCAPING CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Turfs and Grasses	Yes	Base Bid	\$85,468.00	\$85,468.00

Meads Mill Middle School Addition & Remodeling - Total Trade Contract Award: \$16,258,776.00

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 02 - Selective Demolition

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 02.1 - Selective Demolition										
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #3	Alternate #4	Alternate #5	Clarifications / Voluntary Alternates	
Blue Star	✓	✓	✓✓✓✓	\$340,000.00	\$9,000.00	\$3,500.00	\$35,000.00	\$5,000.00		
Great Lakes Construction Services	✓	✓	✓✓✓✓✓	\$366,300.00	\$11,600.00	\$4,300.00	\$44,500.00	\$5,100.00	Qualification	
Christman Constructors	✓	✓	✓✓✓✓	\$463,700.00	\$17,300.00	\$10,300.00	\$62,400.00	\$8,300.00	Clarifications	
DKI Inc.	✓	✓	✓✓✓✓✓	\$549,000.00	\$12,000.00	\$10,000.00	\$34,000.00	\$8,000.00	Voluntary Alternate	
Comet Contracting	✓	✓	✓✓✓✓	\$595,000.00	\$15,750.00	\$6,125.00	\$61,250.00	\$8,750.00		
Reese Contracting	✓	✓	NO PROPOSAL							

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 2.2 Building Demolition

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 02.2 - Building Demolition					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Comet Contracting	✓	✓	✓✓✓✓	\$40,800.00	
Christman Constructors	✓	✓	✓✓✓✓	\$63,700.00	Clarifications
Reese Contracting	✓	✓	✓✓✓✓✓	\$80,000.00	

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 3.1 Concrete Footings & Foundations

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 03.1 - Concrete Footings & Foundations						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #1	Clarifications / Voluntary Alternates
C.I. Contracting Inc.	✓	✓	✓✓✓✓✓	\$169,220.00	\$223,000.00	
North Channel Construction	✓	✓	✓✓✓✓✓	\$218,000.00	\$22,000.00	Voluntary Alternate
Midtown Group	✓	✓	✓✓✓✓✓	\$245,500.00	\$18,700.00	
Simone Constructing	✓	✓	✓✓✓✓✓	\$276,000.00	\$34,500.00	
Grit Services	✓	✓	NO PROPOSAL			

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 3.2 Concrete Flatwork (Interior)

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 03.2 - Concrete Flatwork (Interior)						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #4	Clarifications / Voluntary Alternates
McCarthy Construction	✓	✓	✓✓✓✓✓	\$142,596.00	\$6,830.00	
Albanelli Cement	✓	✓	✓✓✓✓✓	\$146,700.00	\$7,900.00	Voluntary Alternate
Metropolitan Concrete	✓	✓	✓✓✓✓✓	\$178,398.00	\$4,200.00	
Simone Construction	✓	✓	✓✓✓✓✓	\$206,750.00	\$14,000.00	
Midtown Group	✓	✓	✓✓✓✓✓	\$219,125.00	\$7,500.00	
Grit Services	✓	✓	NO PROPOSAL			

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 4 Masonry

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 4 - Masonry							
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #3	Alternate #4	Clarifications / Voluntary Alternates
Grit Services	✓	✓		NO PROPOSAL			
Baker Construction	✓	✓	✓✓✓✓	\$1,055,300.00	\$13,650.00	\$42,600.00	
Brazen + Greer	✓	✓	✓✓✓✓	\$1,132,500.00	\$10,400.00	\$72,800.00	
Albaugh Masonry	✓	✓	✓✓✓✓	\$1,137,370.00	\$37,400.00	\$17,960.00	
H.M.C. Mason Contractors	✓	✓	✓✓✓✓	\$1,473,370.00	\$14,500.00	\$55,340.00	Clarification

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 5 Structural & Misc. Steel

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 5 - Structural and Misc. Steel						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #1	Clarifications / Voluntary Alternates
Judd Industrial Contracting	✓	✓	✓✓✓✓	\$420,000.00	\$12,890.00	
Casadei Steel	✓	✓	✓✓✓✓	\$481,092.00	\$39,157.00	
B+A Structural Steel	✓	✓	✓✓✓✓	\$487,920.00	\$43,638.00	Qualifications

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 6 Carpentry

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 6 - Carpentry								
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #2	Alternate #3	Alternate #4	Clarifications / Voluntary Alternates
Kulbacki Inc.	✓	✓	✓✓✓✓✓	\$427,670.00	\$9,600.00	\$8,160.00	\$70,970.00	
Clark Contracting	✓	✓	✓✓✓✓	\$584,900.00	N/A	\$11,200.00	\$67,600.00	Clarifications
Graham Construction	✓	✓	✓✓✓✓	\$623,700.00	\$2,617.00	\$10,435.00	\$63,068.00	
City Contracting Services	✓	✓	✓✓✓✓	\$735,000.00	\$7,000.00	\$15,000.00	\$85,000.00	Alternate : \$10,000.00



Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 8.1 Aluminum Entrance, Framing, Windows & Glazing

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 8.1 - Aluminum Entrance, Framing, Windows & Glazing						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #5	Clarifications / Voluntary Alternates
Aalcor Inc.	✓	✓	✓✓✓✓✓	\$445,900.00	\$114,300.00	
Hewett Company	✓	✓	✓✓✓✓✓	\$469,000.00	\$169,000.00	
B+B Glass	✓	✓	✓✓✓✓	\$470,442.00	\$210,184.00	
Daniels Glass	✓	✓	✓✓✓✓	\$514,178.00	\$173,675.00	
Trenko Glass	✓	✓	✓✓✓✓✓	\$596,000.00	\$219,000.00	

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 9.1 Metal Stud, Gyp Board Assemblies, Acoustical Ceilings

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 9.1 - Metal Stud, Gyp Board Assemblies, Acoustical Ceilings								
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #3	Alternate #4	Clarifications / Voluntary Alternates
Clark Contracting	✓	✓	✓✓✓✓	\$844,300.00	\$3,800.00	\$4,900.00	\$8,700.00	Clarification
Diversified Construction	✓	✓	✓✓✓✓	\$860,470.00	\$5,100.00	\$5,625.00	\$14,690.00	
ANM Construction	✓	✓	✓✓✓✓	\$889,675.00	\$6,200.00	\$6,800.00	\$19,800.00	
Ann Arbor Ceiling	✓	✓	✓✓✓✓	\$1,038,660.00	\$3,600.00	\$5,000.00	\$10,700.00	

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 9.2 Flooring

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 9.2 - Flooring						
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #3	Clarifications / Voluntary Alternates
Shock Brothers Flooring	✓	✓	✓✓✓✓	\$165,950.00	\$5,450.00	
Omega Floors	✓	✓	✓✓✓✓	\$352,000.00	\$5,300.00	
NBS Commercial Interiors	✓	✓	✓✓✓✓✓	\$324,013.00	\$0.00	
D.F. Floor Covering	✓	✓	✓✓✓✓✓	\$352,020.00	\$4,615.00	Clarifications / Voluntary Alternates
Continental Interiors	✓	✓	✓✓✓✓✓	\$397,450.00	\$6,500.00	



Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 9.3 Wood Stage Flooring, Wood Athletic Flooring and Refinishing

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 9.3 - Wood Stage Flooring, Wood Athletic Flooring and Refinishing					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Fosters Specialty Floors	✓	✓	✓✓✓✓	\$96,800.00	

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 9.4 Hard Tile and Terrazzo Flooring

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 9.4 - Hard Tile and Terrazzo Flooring							
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #2	Alternate #4	Clarifications / Voluntary Alternates
Omega Floors	✓	✓	✓✓✓✓	\$318,000.00	\$0.00	\$158,000.00	
Arstic Tile + Stone	✓	✓		\$500,000.00	\$80,500.00	\$256,100.00	
Continental Contracting Company	✓	✓	✓✓✓✓✓	\$338,800.00	\$63,800.00	\$91,400.00	
D.F. Floor Covering	✓	✓	✓✓✓✓✓	\$319,711.00	\$46,612.00	\$86,688.00	Clarifications / Voluntary Alternates

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 9.5 Painting

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 9.5 - Painting									
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #3	Alternate #4	Alternate #5 (Remove Painting of FRP Doors)	Clarifications / Voluntary Alternates
Continental Contracting Company	✓	✓	✓✓✓✓✓	\$250,000.00	\$0.00	\$3,500.00	\$0.00	\$7,000.00	
Classic Painting Company	✓	✓	✓✓✓✓✓	\$199,900.00	\$2,200.00	\$2,600.00	\$4,800.00	\$1,400.00	
Conci Painting	✓	✓	✓✓✓✓✓	\$276,400.00	\$850.00	\$960.00	\$5,880.00	-\$1,500.00	Clarifications
Tom Furnari Painting	✓	✓	✓✓✓✓✓	\$303,900.00	\$370.00	\$1,400.00	\$3,585.00	-\$1,100.00	Voluntary Alternates

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 10.1 Visual Display Units

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 19,1 0 Visual Display Units					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Cig Jan Products	N/A	✓		\$21,994.00	
Platinum Visual Systems	✓	✓	✓✓✓✓✓	\$23,886.00	
Product Resource Company	✓	✓	✓✓✓✓✓	\$29,800.00	

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal:10.2 Signage

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 10.2 - Signage						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #4	Clarifications / Voluntary Alternates
Spectrum Neon	N/A	✓		\$13,711.00	None	Clarifications
DMP Sign Co.	N/A	✓	✓✓✓✓	\$14,900.00	N/A	Voluntary Alternates

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 10.5 Toilet Partitions and Accessories

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 10.5 - Toilet Partitions and Accessories							
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #4	Clarifications / Voluntary Alternates
R.E. Leggette	N/A	✓	✓✓✓✓✓	\$15,695.00	\$13,495.00	\$39,995.00	Clarifications
Rayhaven Group	✓	✓	✓✓✓✓✓	\$16,325.00	\$18,585.00	\$54,625.00	Clarifications
Product Resource Company	✓	✓	✓✓✓✓✓	\$20,300.00	\$20,600.00	\$55,400.00	

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 11.1 Foodservice Equipment

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 11.1 - Foodservice Equipment					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Stafford-Smith	✓	✓	✓✓✓✓✓	\$608,435.00	
Great Lakes Hotel Supply Company	✓	✓	✓✓✓✓✓	\$643,261.00	Clarifications



Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal:11.2 Stage Curtains

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 11.2 - Stage Curtains					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Tobins Lake Sales	N/A	✓	✓✓✓✓✓	\$24,000.00	
North Coast Studios	N/A	✓	✓✓✓✓✓	\$27,500.00	
Beck Studios	No Bid Sec.	✓	✓✓✓✓✓	—————	Exclusions

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.

Bid Tabulation Sheet

Trade Proposal 12.1 Window Shades

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 12.1 - Window Shades					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Triangle Window Fashions	N/A	✓	✓✓✓	\$8,606.00	
The Sheer Shop	N/A	✓	✓✓✓	\$9,880.00	Clarifications
Product Resource Company	N/A	✓	✓✓✓✓✓	\$11,100.00	



Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 12.2 Casework & Countertops

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 12.2 - Casework and Countertops					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 22 Plumbing

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 22 - Plumbing								
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #4	Alternate #6	Clarifications / Voluntary Alternates
Long Mechanical	✓	✓	✓✓✓✓	\$752,450.00	\$20,650.00	\$170,660.00	\$282,790.00	
Miller-Boldt	✓	✓	✓✓✓✓	\$885,000.00	\$62,000.00	\$285,000.00	\$290,000.00	

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 23 HVAC Mechanical System

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 23 - HVAC Mechanical System							
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #4	Clarifications / Voluntary Alternates
Long Mechanical	✓	✓	✓✓✓✓✓	\$4,502,760.00	\$14,520.00	\$67,200.00	
Quality Aire Systems	✓	✓	✓✓✓✓✓	\$4,984,500.00	\$4,335.00	\$38,665.00	
Miller-Boldt	✓	✓	✓✓✓✓✓	\$4,999,000.00	\$10,500.00	\$42,900.00	

Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS
George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 26 Electrical

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 26 - Electrical							
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Alternate #2	Alternate #4	Clarifications / Voluntary Alternates
Max Electric	✓	✓	✓✓✓✓✓	\$2,020,000.00	\$30,000.00	\$40,000.00	
Green Line Electric	✓	✓	✓✓✓✓✓	\$2,024,000.00	\$8,000.00	\$22,000.00	
Metro Electric	✓	✓	✓✓✓✓✓	\$2,268,000.00	N/A	\$8,500.00	
Great Lakes Power + Lighting	✓	✓	✓✓✓✓✓	\$2,437,000.00	\$11,000.00	\$27,000.00	

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 32.1 Asphalt Paving

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 32.1 - Asphalt Paving					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
S + J Asphalt	✓	✓	✓✓✓✓✓	\$225,000.00	
Nagle Paving Company	✓	✓	✓✓✓✓✓	\$218,375.00	
Asphalt Specialist Inc.	✓	✓	✓✓✓✓✓	\$262,500.00	
Best Asphalt	✓	✓	✓✓✓✓✓	\$268,560.00	



Northville Public Schools
NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.
Bid Tabulation Sheet

Trade Proposal: 32.2 Site Concrete

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 14, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 32.2 - Site Concrete						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alternate #1	Clarifications / Voluntary Alternates
Modtown Group	✓	✓	✓✓✓✓✓	\$187,100.00	\$9,275.00	
McCarthy Construction	✓	✓	✓✓✓✓✓	\$197,875.00	\$10,890.00	
Albanelli Cement	✓	✓	✓✓✓✓	\$219,800.00	\$29,800.00	Voluntary Alternate



RJ Webber
Superintendent

Steve Banchemo
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: December 13, 2024

RE: Meads Mill 2025 Additions and Renovations Bid Award #2

On December 10, 2024, we received bids for the 2025 Meads Mill Additions and Renovations project 2024. Our bond team conducted review meetings with the contractors to confirm their bids were complete and accurate.

These two contract recommendations represent the final award for the Meads Mill project.

A summary table comparing budgeted funds to bid results is included.

Recommendation:

I recommend that the Board of Education award contracts totaling \$168,935, as outlined in the Auch Construction Recommendation Letter dated December 12, 2024. This project will be funded by the 2023 Bond and the Building Site Sinking Fund.

Please let me know if you have any questions.



2025 Meads Mill Addition and Renovation						
	Budget	Contract Award #1	Contract Award #2	Contingency Budget	(Budget-(Award +Contingency))	
2025 Meads Mill Addition and Renovation	\$16,407,062.00	\$16,258,776.00	\$168,935.00	\$1,275,537.00	-\$1,296,186.00	
Sinking Fund Allocation	\$1,296,186.00		\$0.00	\$0.00	\$1,296,186.00	
			\$0.00	\$0.00	\$0.00	
			\$0.00	\$0.00	\$0.00	
			\$0.00	\$0.00	\$0.00	
Total	\$17,703,248.00	\$16,258,776.00	\$168,935.00	\$1,275,537.00	\$0.00	(variance)



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F (248) 334-3404
www.auchconstruction.com

December 12, 2024

Devin Kling
Assistant Superintendent for Finance & Operations
Northville Public Schools
405 West Main Street
Northville, MI 48167

**RE: Recommendation for Award #02 (Partial)
Northville Public Schools
2023 Bond Program
GWA #9476 – Meads Mill Middle School Addition and Renovation**

Dear Mr. Kling,

We have completed a partial review of the bids received December 10, 2024 for the Northville Public Schools – Meads Mill School Addition and Renovation. Our recommendation to the District for award of contracts is enclosed on the attached schedule.

Our recommendations are based on the low complete bid with no exceptions.

Please contact me if you have any questions.

Very Truly Yours,

GEORGE W. AUCH COMPANY

Jill Price

Project Manager

Enclosures: Recommendation, Bid Tabs

Cc: Shawn Verlinden – AUCH Construction

Steve Banchemo – Northville Public Schools

Michelle Kerns – Lecole Planners



AUCH Project #9476				
Trade Proposal	Contractor		Base Bid / Alternate Amount	Total Contract Amount
Proposal 8.2 - Overhead Doors and Grilles	KVM Doors		\$ 63,450	\$ 63,450
Proposal 12.2 - Casework and Countertops	Kulbacki, Inc.		\$ 105,485	\$ 105,485
A) Contractor Award 12/12/24: \$ 168,935				
B) Project Contingency Recommended 11/27/24 \$ 1,275,537				
C) Previously Awarader Contracts 11/27/24 \$ 16,258,776				
D) Projected Project Cost \$ 17,703,248				
E) Bond Project Budget: \$ 16,407,062				
F) BSSF: \$ 600,000				
G) Total Budget (Line E+F) \$ 17,007,062				
Variance (Line G - C) \$ (696,186)				

**Northville Public Schools
Meads Mill MS Addition Renovation
AUCH Project #9476**

Northville Public Schools

COMPANY	SPECIFICATION SECTION	TRADE	Addendums		Base Bid	CONTRACT AMOUNT
KVM Doors Systems 24387 Sorentino Ct Clinton Twp, MI 48035 PH: 586-231-4524 FX: E-mail: mpeklo@kvmdoor.com Martin Peklo	DIVISION 00 DIVISION 01 07 9200 08 3323 08 3326	PROPOSAL 8.2: OVERHEAD COILING DOORS AND GRILLES CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Joint Sealants Overhead Coiling Doors Overhead Coiling Grilles	None	Base Bid	\$105,485.00	\$105,485.00
Kulbacki Inc. 44800 Trinity Dr Clinton Twp, MI 48038 PH: 586-531-9879 FX: N/A E-mail: jikulbaki@kulbacki.com Jim Kulbacki	DIVISION 00 DIVISION 01 07 9200 12 3216 12 3600	PROPOSAL 12.2: CASEWORK AND COUNTERTOPS CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Joint Sealants Manufactured Plastic Laminate-Clad Casework Countertops- As pertinent	None	Base Bid	\$63,450.00	\$63,450.00

Meads Mill Middle School Addition & Remodeling - Total Trade Contract Award:	\$168,935.00
---	---------------------

Northville Public Schools NPS - MEADS MILL ADDITION & RENOVATIONS

George W. Auch Co.

Bid Tabulation Sheet

Trade Proposal: 12.2 Casework & Countertops

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: December 10, 2024 Time Due: 1:00pm - Time Read: 1:00pm

PROPOSAL 12.2 - Casework and Countertops					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Kulbacki Inc, Clinton Twp	✓	✓	✓	\$63,450.00	

RJ Webber
Superintendent



Steve Banchero
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchero, Director of Operations

DATE: December 13, 2024

RE: 2025 Playground Equipment

Please find attached the bid recommendation from Auch Construction for the 2025 Playground Equipment replacement at Amerman, Ridge Wood and Thornton Creek.

I would like to take this opportunity to elaborate on the assessment, design, and bidding process for the playground equipment. During the bond planning phase, the assessment team established baseline budgets for selected playground equipment replacements and enhancements. The goal was not to replace every piece of equipment but to replace aged equipment and enhance the playgrounds. Many of our buildings have invested substantial time and energy in fundraising to improve the playground equipment, and we wanted to be respectful of those efforts.

In the fall of 2024, the design team performed a review of the existing equipment at Amerman, Ridge Wood, and Thornton Creek. The goal was to evaluate the existing pieces and make basic recommendations on replacement and enhancement opportunities. After the evaluation, we tasked the buildings to establish informal playground committees so that we could review our findings with them and gather feedback on the types of play equipment. The professional team took the information gathered from our initial building meetings and prepared a baseline bid package that outlined the base requirements for the bidding documents.

In November of 2024, we issued bidding documents. In the proposal, we outlined the basic requirements of the scope of work and provided the bidders with the maximum budget for each building. We asked the bidders to fulfill the basic requirements and enhance the project with added equipment up to the

limits of the budget. The vendors were instructed to include their proposed playground design in the bid. Using this bidding strategy, we tasked them to provide as much “play value” as possible.

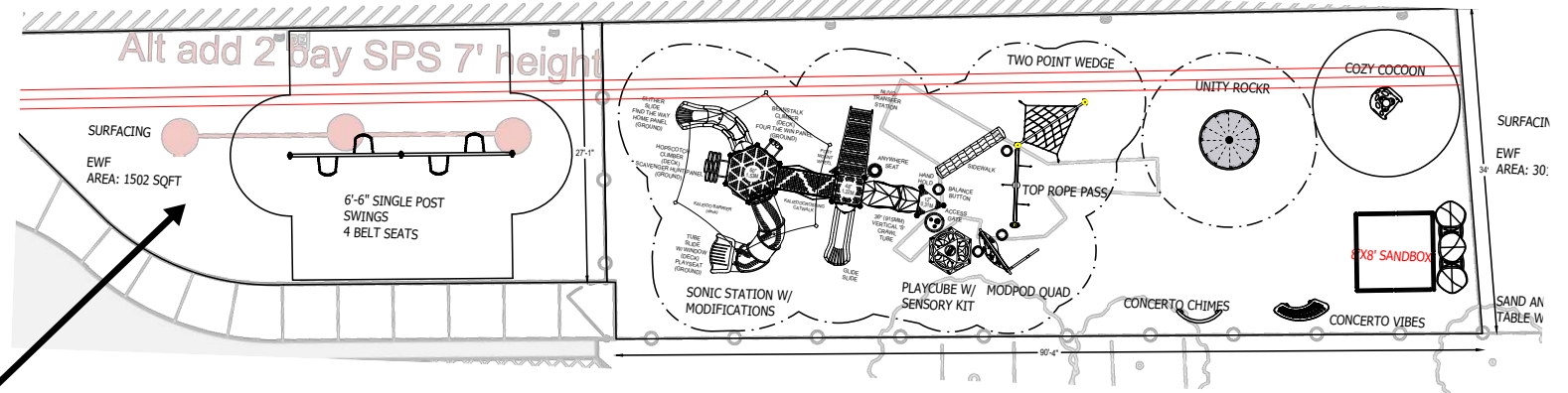
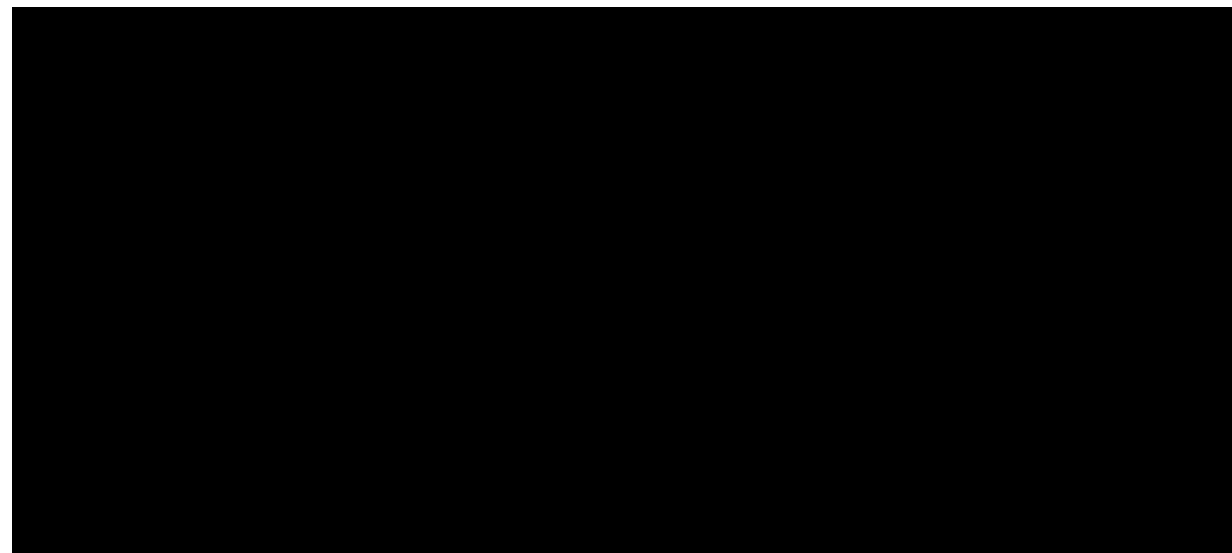
After the proposals were received, the construction team performed a post-bid review with the bidders to ensure they met all the contract requirements. Once that review was completed, we scheduled a design review with the building committee, where the individual bidder was allowed to review the proposed equipment and answer questions from the building teams. The building team selected the recommended vendor based on what they felt was the best solution for their individual building. The recommended vendor reflects the selection from the building.

I have included samples of the designs and equipment in the recommendation.

The funding source for this project would be Bond 2023

Please feel free to reach out if you have any questions or require further clarification.

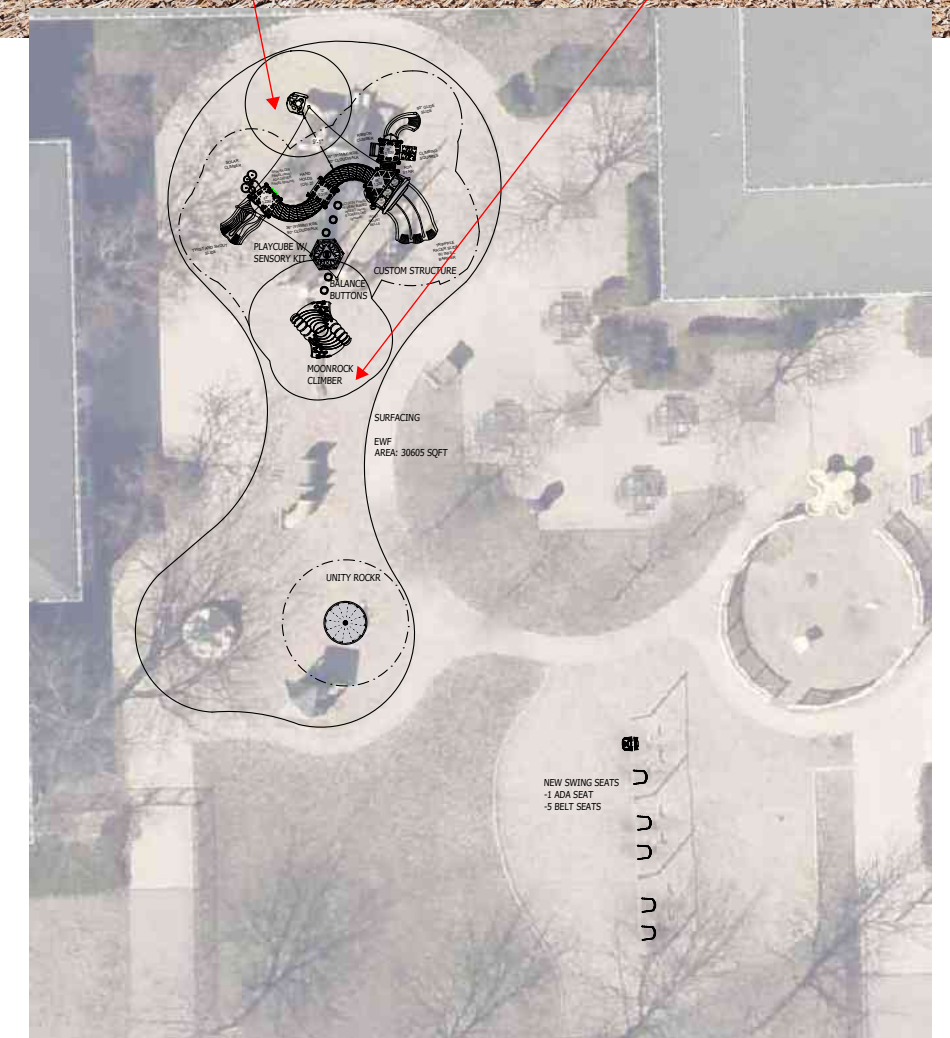
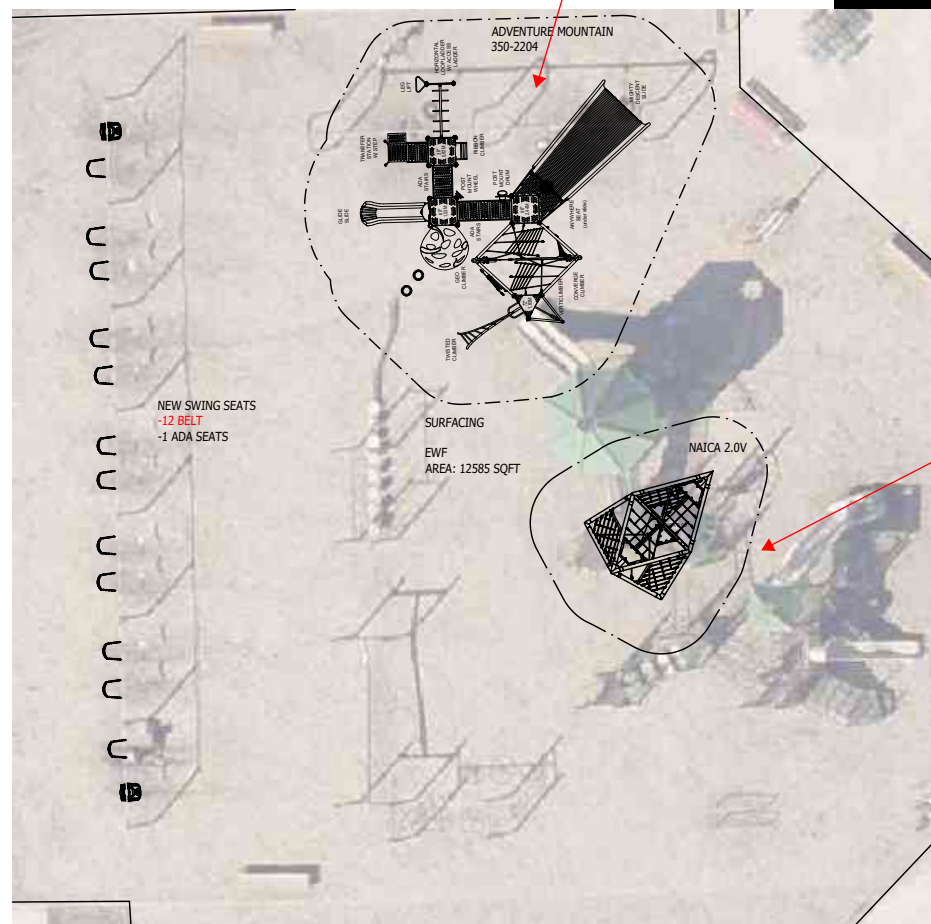
Amerman



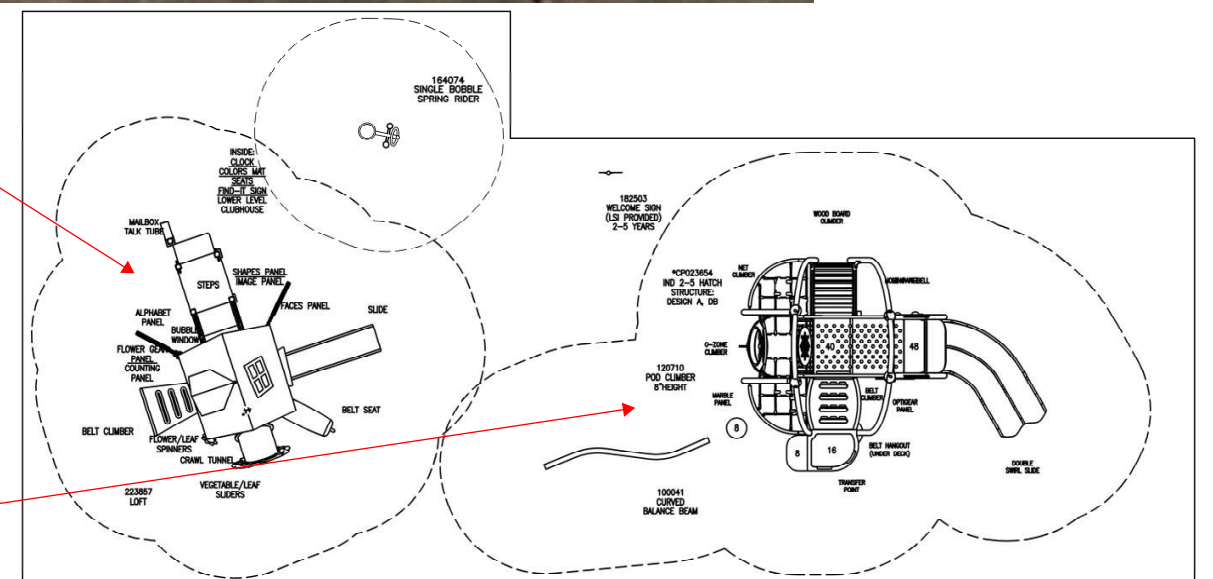
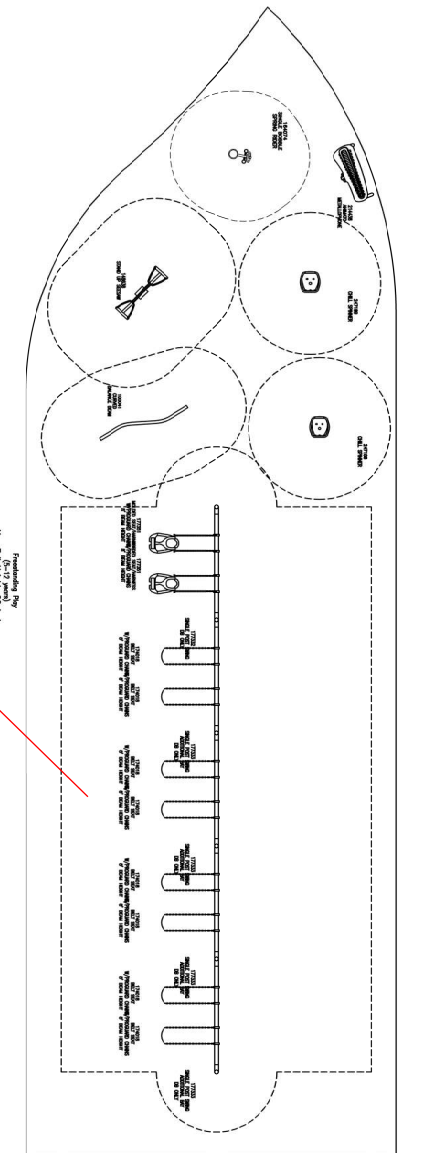
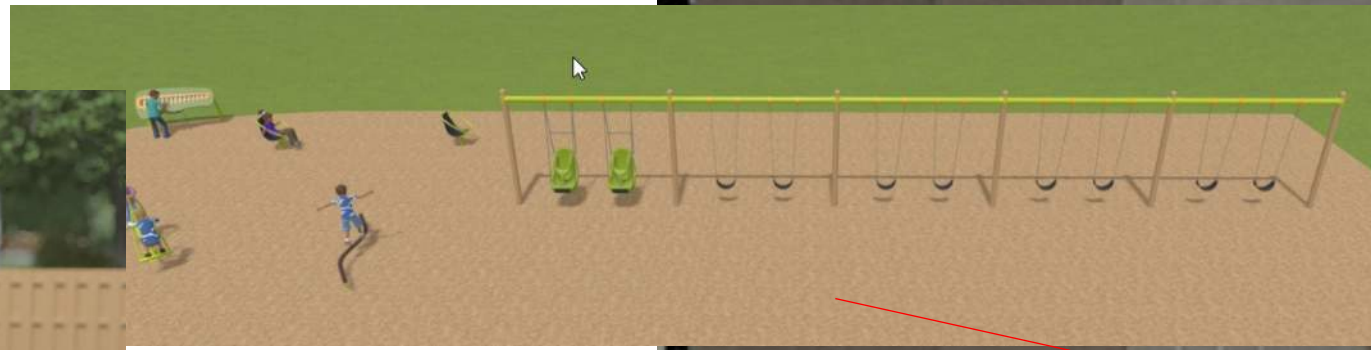
Ridge Wood



Ridge Wo
West Area



Thornton Creek



Smart Play
(2-5 years)
Max Fall Height: 48 inches



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December 12, 2024

Devin Kling
Assistant Superintendent for Finance & Operations
Northville Public Schools
405 West Main Street
Northville, MI 48167

**RE: Recommendation for Award
Northville Public Schools
2023 Bond Program
GWA #9673 – 2025 Playgrounds (Amerman, Ridge Wood, Thornton Creek)**

Dear Mr. Kling,

We have completed a review of the bids received November 26, 2024 for the Northville Public Schools – 2025 Playgrounds. Our recommendation to the District for award of contracts is enclosed on the attached schedule. Each contractor presented their proposed layout to the District's consultants and school's advisory team. Based on the review conducted in conjunction with the District's consultants and each school's advisory team, we are recommending to the District approval of award of trade contract, which is based on the selection of each school's advisory team and is indicated in the attached schedule:

Recommendation #1 Amerman Elementary School (Final) –Trade cost that totals \$218,358

Recommendation #2 Thornton Creek Elementary School (Final) –Trade cost that totals \$254,956

Recommendation #3 Ridge Wood Elementary School (Final) –Trade cost that totals \$300,000

Please contact me if you have any questions.

Very Truly Yours,

GEORGE W. AUCH COMPANY

Jill Price
Project Manager

Enclosures: Recommendation, Bid Tabs
Cc: Shawn Verlinden – AUCH Construction
Steve Banchemo – Northville Public Schools
Michelle Kerns – Lecole Planners



AUCH Project #9673			
Trade Proposal	Contractor	Base Bid / Alternate Amount	Total Contract Amount
Proposal 11.AM - Playground Equipment	Midstates Recreation	\$ 200,000	\$ 218,358
Amerman ES - Alternate #1	Midstates Recreation	\$ 18,358	
Proposal 11.TC - Playground Equipment	Penchura	\$ 178,701	\$ 254,956
Thornton Creek ES - Alternate #2	Penchura	\$ 16,315	
Thornton Creek ES - Alternate #3	Penchura	\$ 59,940	
Proposal 11.RW - Playground Equipment	Midstates Recreation	\$ 300,000	\$ 300,000
A) Contractor Award 12/12/24:			\$ 773,314
B) Project Contingency			\$ -
C) Contractor Award + Contingency			\$ 773,314
D) Projected Project Cost			\$ 773,314
E) Bond Project Budget:			\$ 750,000
F) BSSF:			
G) Total Budget (Line E+F)			\$ 750,000
Variance (Line G - C)			\$ (23,314)



Northville Public School District
Playground Updates at Amerman ES, Thornton Creek ES, Ridge Wood ES
AUCH Project #9673

Contractor Recommendations
 12/12/2024

COMPANY	SPECIFICATION SECTION	TRADE	BID AMOUNT	CONTRACT AMOUNT
Midstates Recreation LLC 5828 Zarley Street New Albany, OH 43054 PH: 614-855-3790 FX: NA E-mail: brionk@midstatesrecreation.com Contact: Brion Kilpela	DIVISION 00 DIVISION 01 DIVISION 03 11 6800 DIVISION 32	Proposal 11 - Amerman Elementary CM Supplementary Conditions General Conditions Procurement and Contracting Requirements General Requirements Complete Playground Equipment Complete BASE BID: ALTERNATE #1	\$200,000.00 \$18,358.00	\$218,358.00
Penchura LLC 889 South Old US Highway 23 Brighton, MI 48114 PH: 810-459-9172 FX: NA E-mail: lance@penchura.com Contact: Lance Shipman	DIVISION 00 DIVISION 01 DIVISION 03 11 6800 DIVISION 32	Proposal 11 - Thornton Creek Elementary CM Supplementary Conditions General Conditions Procurement and Contracting Requirements General Requirements Complete Playground Equipment Complete BASE BID: ALTERNATE #2 ALTERNATE #3	\$178,701.00 \$16,315.00 \$59,940.00	\$254,956.00
Midstates Recreation LLC 5828 Zarley Street New Albany, OH 43054 PH: 614-855-3790 FX: NA E-mail: brionk@midstatesrecreation.com Contact: Brion Kilpela	DIVISION 00 DIVISION 01 DIVISION 03 11 6800 DIVISION 32	Proposal 11 - Ridge Wood Elementary CM Supplementary Conditions General Conditions Procurement and Contracting Requirements General Requirements Complete Playground Equipment Complete BASE BID:	\$300,000.00	\$300,000.00

Playground Updates - Total Trade Contract Award:	\$773,314.00
---	---------------------

Northville Public Schools
Playground Equipment - Amerman, Thornton Creek, & Ridge Wood

George W. Auch Co.
 Bid Tabulation Sheet

Trade Proposal: 11.AM, 11.TC, & 11.RW

Location: 405 W. Main St., Northville, MI 48167 or via PreCon Suite.

Matt Hamrick/Mia Johnson

Date: November 26, 2024 Time Due: 1:00pm - Time Read: 1:00pm

Company	City	Bid Security	Fam/ EEO /Iran/Background	Add 1 , 1-TMP& 2	Base Bid (11.AM)	11.AM Alt 1	Base Bid (11.TC)	11.TC Alt 2	11.TC Alt 3	Base Bid (11.RW)	Comments
Sinclair Recreation		✓	✓	✓✓✓	\$149,000.00	\$19,800.00	\$203,000.00	\$6,300.00	\$14,700.00	\$257,000.00	
Kinetic Recreation		✓	✓	✓✓✓	\$162,289.98	\$16,126.50	\$157,803.46	\$10,734.50	\$10,103.75	\$305,712.08	
Penchura		✓	✓	✓✓✓	\$192,140.17	\$18,478.41	\$178,701.25	\$16,314.90	\$59,940.10	\$300,000.00	
Midstates Recreation		✓	✓	✓✓✓	\$200,000.00	\$18,358.00	\$250,000.00	\$10,000.00	\$31,650.00	\$300,000.00	



Resolution of Support of *Protect Mi Kids Bill Package* in the Michigan Legislature To Address the Lack of Effective Statewide Tobacco Prevention Policies

A regular meeting of the Northville Public Schools (“Entity”) Board of Education (the “Board”) was held on the 17th day of December, 2024 at the following time: 6:30 p.m. (“Meeting”).

The Meeting was called to order by _____

Present:

Absent:

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

WHEREAS, tobacco use is the leading cause of preventable disease, disability and death in Michigan. Tobacco kills more than 16,200 Michiganders annually – more than AIDS, alcohol, car accidents, illegal drugs, murders, and suicides combined; and

WHEREAS, Michigan is one of 12 states that make up “Tobacco Nation” where the smoking prevalence is higher compared to the rest of the country. Tobacco costs Michigan over \$5.33 billion in health care expenditures and \$11.5 billion in lost productivity each year; and

WHEREAS, flavored tobacco increases youth usage. In 2023, 90.3% of high school students and 87.1% of middle school students who use e-cigarettes reported using a flavored e-cigarette. Youth who vape, use the product "because they come in flavors I like."

WHEREAS, historically, cigarette companies have disproportionately marketed menthol products in predominantly Black communities by using culturally tailored advertising images and messages. 85% of African American adult smokers use menthol products. This is three times the rate of menthol use among white adult smokers worsening tobacco-related health disparities; and

WHEREAS, Michigan state law prohibits local governments from enacting policies that regulate the sale of tobacco and nicotine products and require tobacco retailer licensure, preventing local communities from protecting kids’ health; and

WHEREAS, Senate Bill 647 restores local control and repeals state law prohibiting local governments from enacting ordinances and regulations pertaining to the sale or licensure of tobacco products. Allowing localities to pass stronger tobacco control measures; and

WHEREAS, Senate Bill 648 proposes to establish a new tax on e-cigarettes and increase taxes on cigarettes and other tobacco products, with revenue generated dedicated to tobacco prevention and cessation programs, and enforcement of tax and smoke-free air laws, aligning with evidence-based strategies to reduce tobacco use, especially among youth; and

WHEREAS, Senate Bills 649 and 650 aim to prohibit the sale of flavored tobacco products, including flavored e-cigarettes and menthol-flavored cigarettes, recognizing the significant role flavors play in driving tobacco-related inequities and youth initiation; and

WHEREAS, Senate Bills 651 and 652 establishes a statewide Tobacco Retail Licensing program, requiring all establishments selling nicotine or tobacco products to obtain a license. Improving compliance with existing tobacco sales regulations and reducing youth initiation to nicotine and;

WHEREAS, Senate Bills 653 and 654 repeal provisions in the Youth Tobacco Act that impose civil and criminal penalties on minors for purchasing, using or possessing tobacco products; and

WHEREAS, protecting the health and well-being of Northville youth is paramount to ensuring a healthier future for our students by reducing the availability of tobacco, regulating out the flavored tobacco products that are specifically designed to appeal to youth; and allowing localities to enact tougher restrictions and making these products less accessible to the youth in our community.

NOW THEREFORE BE IT RESOLVED, that the Northville Public School District Board of Education supports the Protect MI Kids Bill Package (SB 647-654) and urges the Michigan Senate Committee on Regulatory Affairs begin hearings on these bills as soon as possible.

Be it further resolved, that the Northville Public School District Board of Education calls on the Legislature to swiftly pass these critical bills in their entirety to protect the health and well-being of Michigan's residents.

Be it Further Resolved, that a copy of this resolution be sent to the members of the Senate Committee on Regulatory Affairs, the members of the Michigan Senate who represent the Northville Public School District, and to the Michigan Association of School Boards.

Resolved and adopted this ____ day of _____, 2024

Ayes:

Nays:

Absent:

Motion Passed:

Board Secretary

The undersigned duly qualified and acting Board Secretary 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).

Board Secretary

Date: _____, 202__

Memo

TO: RJ Webber, Superintendent

FROM: Rebecca Pek, Assistant Superintendent of Human Resources & Development

CC: COLT Administrators

DATE: December 10, 2024

RE: Protect Michigan Kids Bill Package (Tobacco) Resolution Recommendation

Vaping (e-cigarettes) use continues to increase with young adults and teens. The University of Michigan 2019 research found that 30% of Michigan High Schoolers have reported vaping. We know that vaping is not safer than smoking as many of the same chemicals are present as a traditional cigarette and that vaping products contain highly addictive nicotine and can be used to deliver marijuana and other drugs.

Unfortunately, manufacturers of vaping products continue to market to youth by using candy flavors and modifying the shape and size of devices. Flavors like bubble gum, blue razzberry and grape blow pop are common in most brands. The electronic devices used to vape are designed to look like flash drives and highlighters making concealment easier.

Michigan retailers are not required to be licensed to sell tobacco products making it difficult to enforce the law prohibiting tobacco sales to adolescents. By passing this resolution, the Northville Board of Education will help to make the needed changes in laws to address tobacco sales to our underage students.

The Senate Regulatory Affairs Committee has heard testimony on **SB 651 (S-1) and SB 652**. Both bills establish a license requirement for nicotine and tobacco retailers. The license establishes fines and penalties for any tobacco or nicotine retailers who sell to minors.

Nicotine, tobacco products, vaping products and flavor enhancers will be covered by these bills. They also update language to include the sale of nicotine and vaping products to minors. A retailer will face a fine of \$1,500 for selling to a minor. If four violations occur within a 36-month period, the retailer pays a \$3,000 fine and will have their tobacco license revoked. Additionally, any person who sells or gives tobacco or vaping products to a minor is subject to fines and penalties of up to \$2,500 for multiple offenses.

HB647-HB650 would repeal Michigan's ban on local governments from passing policies that regulate the sale of tobacco and nicotine products. These bills would establish a new tax on e-cigarettes. This new revenue would specifically be used for tobacco prevention and cessation programs. HB 649 and HB 650 address the

use of flavors in tobacco. Tobacco flavors would be illegal, this also includes rolling papers and filters. The lack of flavors will make vaping less attractive to youth.

HB 651-HB 654 would establish fines for retailers who sell to minors, and modifies the Purchase, Use, Possession (PUP Laws). Retailers who violate these laws would be fined \$1,500 for the first violation. If four violations are found in a 36-month period, the retailer will be fined, and their license will be revoked. Any individual who supplies tobacco products to a minor will be guilty of a misdemeanor and will be fined.

Michigan Association of School Boards (MASB) supports and believes that these bills are important to the health and wellbeing of our youth. Please consider passing this Resolution of Support for Protect Mi Kids Bill Package. This resolution and your collective voice will help in moving this vital legislation forward.



SUPERINTENDENT

EVALUATION INSTRUMENT

Introduction

The Revised School Code requires school boards to evaluate their superintendent's job performance annually as part of a comprehensive performance evaluation system that takes into account student growth and assessment data. MASB is pleased to provide this superintendent evaluation instrument based on the requirements of the Revised School Code. The instrument provides school districts a straightforward option for superintendent evaluation. It may be used alone or in conjunction with a facilitated evaluation.

Professional Standards for Educational Leaders

This evaluation instrument is based in part on two bodies of research: *The Professional Standards for Educational Leaders*, which were reviewed and published by the National Policy Board for Educational Administration in 2015 and *School District Leadership that Works: The Effect of Superintendent Leadership on Student Achievement* which was conducted by Mid-continent Research for Education and Learning (McREL) in 2006. For detailed information on the research base, please consult the appendixes of this document.

Requirements, Process, Timeline and Resources

Please consult the appendixes of this document for considerable supplementary information and guidance on superintendent evaluation.

Scoring

MASB recommends scoring on the rubric be limited to whole numbers (1, 2, 3) and half numbers (1.5, 2.5). Scoring in lesser increments undermines the reliability of the evaluation instrument.

Training

The Revised School Code requires Board of Education members to receive training on the evaluation instrument to be used for the superintendent and rater reliability training. Training must also be provided to the superintendent regarding the measures used in the evaluation system and how each measure will be used.

Posting Requirements

Districts must post comprehensive information on their websites in regards to the evaluation instrument being used. For details in regards to the MASB Superintendent Evaluation instrument's posting requirements, please visit masb.org/postingrequirements.

Who to Contact

Topic	Contact	Contact
Superintendent Evaluation	517.327.5928	search@masb.org
Training on Superintendent Evaluation	517.327.5904	leadershipservices@masb.org
Legal Questions	517.327.5929	legal@masb.org
Facilitated Evaluation	517.327.5904	leadershipservices@masb.org

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A. Governance & Board Relations

Weight: 20%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
A1	Policy Involvement Professional Standards for Educational Leaders: 2, 9	Makes decisions without regard to adopted policy.	Provides correspondence from policy provider with recommendation(s) for adoption. Follows as written.	Is actively involved in the development, recommendation and administration of district policies.	3
A2	Goal Development Professional Standards for Educational Leaders: 1, 9, 10	Goals are not developed.	Goals are defined by implementing state curriculum and seeking to maximize student scores.	Facilitates the development of short-term goals for the district and reports goal progress to board. Provides the necessary financial strategies to meet those goals. Budget practices help to ensure alignment of resources to goals.	3
A3	Information Professional Standards for Educational Leaders: 2, 7, 9	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Has established mutually agreed upon protocols that consistently keeps all board members informed with appropriate information as needed so the Board may perform its responsibilities.	2.5
A4	Materials and Background Professional Standards for Educational Leaders: 7, 9	Meeting materials aren't readily available. Members arrive at meetings without enough prior information regarding agenda or background information.	Meeting materials are incomplete, and don't include adequate background information or historical perspective.	Meeting materials are provided with adequate background and historical perspective included. Recommendations are well thought out.	2
A5	Board Questions Professional Standards for Educational Leaders: 2, 7, 9	Board questions aren't answered fully nor in a timely manner.	Most board questions are answered. All members aren't apprised of all relevant questions/answers.	Board questions are addressed with follow-up to all board members.	2.5
A6	Board Development Professional Standards for Educational Leaders: 6	Doesn't promote and does not budget for board development.	When prompted, provides members with information about board development.	Actively encourages board development by providing board members with information regarding board development opportunities when they arise. Ensures funding is available and aligned to board development plan.	3

Category rating: 2.66667

Artifacts that may serve as evidence of performance in this domain:

- Meeting agendas/minutes
- Board development materials
- Board policies/policy book
- Board development plan
- Board packets
- Memos/communications
- Retreat agendas/minutes
- Communication protocols

A. Governance & Board Relations, continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

B. Community Relations

Weight: 15%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
B1	Communication With Community/Parents Professional Standards for Educational Leaders: 1, 8	Isn't readily available for parents, businesses, governmental and civic groups. Avoids direct communication unless absolutely necessary.	Is available for parents, businesses, governmental and civic groups, providing them with information, but doesn't engage. Is not proactive with communication.	Actively seeks two-way communication with the community and parents as appropriate.	2.5
B2	Community/Parent Input Professional Standards for Educational Leaders: 1, 8	Doesn't accept input or engage community/parents.	Accepts input from community/parents, but fails to seek it. Does not engage community/parents in consideration of decisions or goal setting.	Actively seeks community/parent input and engages community/parents in goal setting and decision-making.	2
B3	Media Relations Professional Standards for Educational Leaders: 1, 8	Communicates with the media only when requested.	Isn't proactive, but is cooperative with the media when contacted.	Actively engages the media to promote the district and provide timely and effective information.	3
B4	District Image Professional Standards for Educational Leaders: 1, 8	Is indifferent or negative about the district. Does not speak well or represent the district well in front of groups.	Doesn't actively promote the district. Speaks adequately in public.	Projects a positive image at all times and is a champion for the district. Knowledgeable and speaks well for the district.	3
B5	Approachability Professional Standards for Educational Leaders: 1, 8	Is neither visible nor approachable by members of the community.	Is not consistently visible at events or in the community. Is not consistently approachable by members of the community.	Is consistently visible at a variety of events and is approachable by members of the community.	3
Category rating:					2.7

Artifacts that may serve as evidence of performance in this domain:

- Third party survey data
- School accreditation survey data
- Meeting invitations, agendas
- Press releases
- Community meeting agendas
- News clips/interviews
- Community engagement calendar
- Strategic planning agenda(s)
- Communications
- Service club membership(s)

B. Community Relations, continued

Weight: 15%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

C. Staff Relations

Weight: 15%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
C1	Staff Input Professional Standards for Educational Leaders: 6, 7	Doesn't accept input or engage teachers and staff in decision-making or goal setting.	Accepts suggestions and input from staff but does not seek it. Does not engage staff in district-wide goal setting or decision-making.	Actively seeks staff input and engages staff in goal setting and decision-making.	2.5
C2	Staff Communications Professional Standards for Educational Leaders: 2, 7, 9	Doesn't inform staff of matters that may be of concern.	Is inconsistent in keeping staff informed of important matters.	Consistently keeps staff informed of important matters.	3
C3	Personnel Matters Professional Standards for Educational Leaders: 9	Personnel matters are not handled in a consistent manner. Some situations may be handled with bias.	Many personnel matters are handled, but not always in a consistent manner.	Personnel matters are handled with consistency, fairness, discretion, and impartiality. Personnel procedures are regularly reviewed, communicated to staff, and updated as needed.	2.5
C4	Delegation of Duties Professional Standards for Educational Leaders: 9, 10	Doesn't delegate duties. Maintains too much personal control over all district operations.	Delegates duties as staff members request additional responsibilities.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	3
C5	Recruitment Professional Standards for Educational Leaders: 6	There is no formal or informal recruitment process and/or hiring is considered in an arbitrary manner.	An informal recruitment and hiring process is in place, but is not used consistently.	A formal recruitment and hiring process is followed for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	3
C6	Labor Relations (Bargaining) Professional Standards for Educational Leaders: 9	Is unable to work with union leadership, doesn't work to improve relations.	Is inconsistent in working with union leadership in regard to bargaining and labor relations.	Proactively works with union leadership to build relationships with staff groups and establishes trust and effective sharing of information in the bargaining process as appropriate.	3
C7	Visibility in District Professional Standards for Educational Leaders: 3, 4, 5, 6	Seldom visits buildings.	Is occasionally present at building programs and special activities.	Consistently visits buildings/classrooms and attends special activities.	3

Category rating: 2.85714

Artifacts that may serve as evidence of performance in this domain:

- Third-party survey data
- School accreditation survey data
- Hiring process documentation
- Personnel policies and procedures
- Recruitment calendar
- Staff leadership development plan
- Negotiations documentation
- School visit calendar
- Communications

C. Staff Relations, continued

Weight: 15%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

D. Business & Finance

Weight: 20%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
D1	Budget Development and Management Professional Standards for Educational Leaders: 1, 2, 9	Budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data while also planning for long-range needs. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	3
D2	Budget Reports Professional Standards for Educational Leaders: 1, 2, 9	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Reports to the board concerning the budget and financial status on a regular basis (monthly, quarterly, etc.) as agreed upon by governance team.	3
D3	Financial Controls Professional Standards for Educational Leaders: 2, 9	Annual audit has revealed areas that are in need of improvement. Financial accounts aren't in order.	Annual audit is used to reveal any discrepancies. Internal controls are inconsistent.	Promotes appropriate financial controls, including third-party audits and reconciliation of accounts. Is up-to-date with GAAP and state accounting procedures. Maintains internal controls.	3
D4	Facility Management Professional Standards for Educational Leaders: 5, 9	A facilities management plan is not created. Maintenance is only performed when absolutely needed.	Facilities needs are discussed internally, but a plan is not created. Issues are addressed on an as-needed basis.	Facilities management plan in place includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.	3
D5	Resource Allocation Professional Standards for Educational Leaders: 1, 9	Resources are allocated inconsistently and without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed consistently based upon district goals/needs and seek to meet both immediate and long-range objectives.	3
Category rating:					3

Artifacts that may serve as evidence of performance in this domain:

- Strategic plan
- Auditor's report
- District budget
- Budget-related communications
- Election results that impact funding or facilities
- Evidence of budgetary alignment to district-wide goals
- Grants received/applied for
- Policies/procedures related to fund management
- Long-term financial forecast data
- Facilities maintenance plan
- Facilities management plan

D. Business & Finance, continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

E. Instructional Leadership

Weight: 30%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
E1	Performance Evaluation System Professional Standards for Educational Leaders: 6, 9, 10	No performance evaluation system is in place and/or not all evaluations have been completed as required.	Most performance evaluations are completed in a timely manner and are in compliance with state law.	Performance evaluation system has been established that is in compliance with state law, provides opportunities for growth to instructional staff, and is applied consistently across the district with consistent results. Individual Development Plans are provided to staff rated as less than effective.	2.5
E2	Building-Level Leadership Professional Standards for Educational Leaders: 4, 6, 7	No effort is made to foster autonomy at school buildings. Expectations regarding learning and instruction have not been identified.	Little effort is made to foster autonomy at school buildings. Expectations regarding learning and instruction are vague or unclear.	Principals are provided defined autonomy consistently with accountability. Goals for learning and instruction are prioritized.	3
E3	Staff Development Professional Standards for Educational Leaders: 6, 10	Staff development isn't consistently provided. Staff members are responsible for their own improvement.	Staff development programs are offered based upon available opportunities.	Staff development programs are offered based upon available opportunities that are targeted toward staff growth and increasing student achievement.	3
E4	School Improvement (MICIP) Professional Standards for Educational Leaders: 6, 9, 10	School improvement (MICIP) efforts are limited. There is no comprehensive plan in place.	School improvement (MICIP) plans are in place at the building level but lack district-wide coordination.	School improvement (MICIP) plans are in place at all buildings and align to the district-wide goals.	3
E5	Curriculum Professional Standards for Educational Leaders: 4, 7	Curriculum isn't a priority in the district and/or is inconsistent across grade levels.	Teachers are allowed to define their own curriculum. There is little coordination.	Curriculum is in place, aligned across grade levels and in compliance with state standards.	3
E6	Instruction Professional Standards for Educational Leaders: 4, 6, 7	There is little to no focus on instruction. Technology is not utilized in classroom instruction.	Teachers are encouraged to enhance their instructional skills and embrace technology, but no comprehensive program(s) is in place.	Effort is made to accommodate diverse learning styles, needs and levels of readiness. Technology is used to enhance teaching and learning.	3
E7	Student Voice Professional Standards for Educational Leaders: 3, 5	Doesn't accept input or seek student feedback.	Accepts suggestions and input from students but does not seek it.	Seeks the student voice through engagement of students in goal development and/or decision-making.	2.5

E. Instructional Leadership, continued

Weight: 30%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
E8	Support for Students Professional Standards for Educational Leaders: 3, 5	Academic supports are in place, but are inconsistent.	Academic supports are in place but social supports to meet the needs of students are lacking.	Programs and activities are available for students. Maintains a safe, caring and healthy learning environment.	3
E9	Professional Knowledge Professional Standards for Educational Leaders: 1, 4, 6	Is uninvolved in current instructional programs. Is unaware of current instructional issues. Does not hold appropriate superintendent certification and is not enrolled in appropriate certification program.	Is somewhat knowledgeable of current instructional programs. Relies on others for information/data. Does not hold appropriate superintendent certification but is currently enrolled in appropriate certification program.	Demonstrates knowledge of current instructional programs, and is able to discuss them. Participates actively in professional groups and organizations for the benefit of the district and personal, professional growth. Holds and maintains appropriate superintendent certification.	3

Category rating: 2.8889

Artifacts that may serve as evidence of performance in this domain:

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> • Staff evaluation calendar • District performance evaluation system • Superintendent professional growth plan • Curriculum • Rtl/MTSS • Superintendent professional development • Teacher analysis of student achievement data • Curriculum audit | <ul style="list-style-type: none"> • Strategic plan/district-wide goals • Staff development plan • Professional development calendar • Instructional model(s) • Documentation of instructional rounds • Curriculum team agendas • Instructional audit • Coaching documentation | <ul style="list-style-type: none"> • Observational data from staff • Positive behavior supports/character programs |
|---|--|--|

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:

F. Determining the Professional Practice Rating

Superintendent Name: _____

School Year: _____

Item	Weight of Category	Category Score (%)	Category Weighted Score
A. Governance & Board Relations	20% (.2)	2.666666667 x 20%	= 0.533333333
B. Community Relations	15% (.15)	2.7 x 15%	= 0.405
C. Staff Relations	15% (.15)	2.857142857 x 15%	= 0.428571429
D. Business & Finance	20% (.2)	3 x 20%	= 0.6
E. Instructional Leadership	30% (.3)	2.888888889 x 30%	= 0.866666667
Total Possible	100%	Score:	2.833571429
		Adjusted (Score / 3) =	94%

G. Other Required Components of Evaluation

Superintendent Name: RJ Webber

School Year: January 1, 2024 to December 31, 2024

Student Growth and Assessment Data or Student Learning Objectives Metrics

Weight: 20%

Student growth and assessment data used for superintendent evaluation may be the combined student growth and assessment data used in teacher/administrator evaluations for the entire district. Districts should establish a student growth model to be used for teacher and administrator evaluations.

	Needs Support (1pt)	Developing (2 pt)	Effective (3 pt)	Rating
	Locally determined	Locally determined	Locally determined	3
Growth:				
Evidence:	District Growth Model			
Component score:				3

Progress Toward District-Wide Goals

Weight: 15%

Progress made by the school district in meeting the goals set forth in the school district's school improvement (MICIP) plans or district goals.

	Needs Support (1pt)	Developing (2 pt)	Effective (3 pt)	Rating
	Progress was made on fewer than 67% of goals	Progress was made on 67-84% of goals	Progress was made on 85-100% of goals	3
Progress:				
Evidence:	As indicated in District-Wide Improvement Plan or District Goals			
Component score:				3

H. Compiling the Summative Evaluation Score

Component	Weight of Component	Component Score (%)	Component Weighted Score
Professional Practice (Adjusted score, pg. 14)	65% (.65)	2.833571429 x 65%	= 1.841821429
Student Growth (Component score, pg. 15)	20% (.20)	3 x 20%	= 0.6
Progress Toward District-Wide Goals (Component score, pg. 15)	15% (.15)	3 x 15%	= 0.45
Total Possible	100%	Total Score:	2.891821429
		Total Score / 3=	96%

Evaluation rating as follows: 85% - 100% = Effective; 67% - 84% = Developing; Less than 67% = Needing Support

Comments by Board of Education:	Comments by the Superintendent:

Board President's Signature: _____ Date: _____ Superintendent's Signature: _____ Date: _____

(Superintendent's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily indicate agreement with the evaluation.)

Appendix A – Research Base

National Policy Board for Educational Administration (2015). Professional Standards for Educational Leaders 2015. Reston, VA: Author.

The 2015 Standards are the result of an extensive process that took an in-depth look at the new education leadership landscape. It involved a thorough review of empirical research (see the Bibliography for a selection of supporting sources) and sought the input of researchers and more than 1,000 school and district leaders through surveys and focus groups to identify gaps among the 2008 Standards, the day-to-day work of education leaders and leadership demands of the future. The National Association of Elementary School Principals, National Association of Secondary School Principals and American Association of School Administrators were instrumental to this work. The public was also invited to comment on two drafts of the Standards, which contributed to the final product. The National Policy Board for Education Administration, a consortium of professional organizations committed to advancing school leadership (including those named above), has assumed leadership of the 2015 Standards in recognition of their significance to the profession and will be their steward going forward.

Mid-continent Research for Education and Learning (2006). School District Leadership that Works: The Effect of Superintendent Leadership on Student Achievement. Denver, CO: Author.

To determine the influence of district superintendents on student achievement and the characteristics of effective superintendents, McREL, a Denver-based education research organization, conducted a meta-analysis of research—a sophisticated research technique that combines data from separate studies into a single sample of research—on the influence of school district leaders on student performance. This study is the latest in a series of meta-analyses that McREL has conducted over the past several years to determine the characteristics of effective schools, leaders and teachers. This most recent meta-analysis examines findings from 27 studies conducted since 1970 that used rigorous, quantitative methods to study the influence of school district leaders on student achievement. Altogether, these studies involved 2,817 districts and the achievement scores of 3.4 million students, resulting in what McREL researchers believe to be the largest-ever quantitative examination of research on superintendents.

Appendix B – Process for Completing Year-End Evaluation for Superintendent

Planning: At the beginning of the year in which the evaluation is to occur, the Board of Education and superintendent convene a meeting in public and agree upon the following items:

- Evaluation instrument
- Evaluation timeline and key dates
- Performance goals (if necessary beyond performance indicators outlined in rubric, district-wide improvement goals and student growth model)
- Appropriate benchmarks and checkpoints (formal and informal) throughout year
- Artifacts to be used to evidence superintendent performance
- Process for compiling the year-end evaluation
- Process and individual(s) responsible for conducting the evaluation conference with the superintendent
- Process and individual(s) responsible for establishing a performance improvement plan for the superintendent, if needed
- Process and individual(s) responsible for sharing the evaluation results with the community

Checkpoints: The Board of Education and superintendent meet at key points in the evaluation year as follows:

- **Three months in – *Informal update*** – Superintendent provides written update to the board. Board president shares with the superintendent any specific concerns/questions from the board.
- **Six months in – *Mid-Year Progress Report*** – Superintendent provides update on progress along with available evidence prior to convening a meeting in public. Board president collects questions from the board and provides to superintendent prior to meeting. Board and superintendent discuss progress and make adjustments to course or goals, if needed. **THIS MID-YEAR PROGRESS REPORT IS A REQUIREMENT**
- **Nine months in – *Informal update*** – Superintendent provides written update to the board. Board president shares with the superintendent any specific concerns/questions from the board.
- **11-12 months in – *Formal evaluation*** – Superintendent conducts self-evaluation; presents portfolio with evidence to Board of Education (made available prior to meeting). Board members review portfolio prior to evaluation meeting; seek clarification as needed. Board president (or consultant) facilitates evaluation. Formal evaluation is adopted by Board of Education.

Appendix C – Conducting the Formal Evaluation & Conference

Prior to meeting:

- 1) Superintendent prepares self-evaluation, compiles evidence and provides to Board of Education.
- 2) Board members seek clarity, as needed, regarding self-evaluation or evidence provided.
- 3) Board of Education members receive blank evaluation instrument and make individual notes about their observations.

During meeting:

- 4) Superintendent presents self-evaluation and evidence. Superintendent remains present throughout the meeting.
- 5) Board president or Facilitator reviews with Board of Education superintendent's self-evaluation and evidence provided for each domain and facilitates conversation about performance.
- 6) Score is assigned for each performance indicator via consensus of the Board of Education.
- 7) Upon completion of all performance indicators within all domains, the tool will calculate the overall professional practice score and identify the correlating rating.
- 8) The Board of Education reviews evidence provided related to progress toward district-wide goals and assigns a score via consensus.
- 9) The Board of Education reviews evidence provided related to the District Student Growth Model and assigns a score via consensus.
- 10) The tool will calculate the overall evaluation score based on professional practice, progress toward district-wide improvement goals and student growth ratings.
- 11) The Board President or Facilitator makes note of themes/trends identified by the Board of Education during the evaluation.
- 12) The Board reconvenes in open session if they have done the evaluation in closed session
- 13) Board president calls for vote to adopt completed year-end evaluation for superintendent.
- 14) After approval of the evaluation, the Superintendent notes their comments on evaluation if desired.
- 15) Board president and superintendent sign completed evaluation form and it goes into the personnel file and the overall rating is reported in the REP.

Appendix D – Considerations Related to the Closed Meeting

The Board of Education may go into closed session for certain aspects of the superintendent’s evaluation but ONLY at the request of the superintendent. A superintendent who has requested a closed session may rescind the request at any time. The following table identifies which aspects of the process need to be in open and closed session:

OPEN PHASE

- Scheduling the evaluation
- Choosing and modifying the evaluation instrument
- Establishing performance goals or expectations
- Determining process for the evaluation
- Voting to go into closed session

CLOSED PHASE ***only if requested by employee***

Discuss & deliberate about evaluation/performance of the superintendent

OPEN PHASE

- Adoption of the evaluation
- Related board actions and discussions

Consensus That Involves a Closed Session

1. Superintendent requests a closed session for the purpose of their evaluation.
2. Board of Education votes to go into closed session.
3. Board of Education moves into closed session: the superintendent remains present throughout the session unless they choose to excuse themselves.
4. Board president or facilitator reviews with the Board of Education the superintendent’s self-evaluation and evidence provided for each domain and facilitates a conversation about performance. A consensus of the Board of Education is identified for each domain score.
5. Board president reviews with Board of Education evidence provided related to progress towards district-wide goals. A consensus of the Board of Education is identified for progress towards district-wide goals via consensus of Board of Education.
6. Board president reviews with Board of Education evidence provided related to district’s student growth model. A consensus of the Board of Education is identified for student growth.
7. Upon completion of all areas, the tool will calculate the overall score and identify the correlating rating.
8. Board president or facilitator makes a note of themes that were identified by the Board of Education during the evaluation.
- 9. Board of Education comes out of Closed Session and returns to an Open Meeting.**
10. Board president asks for a motion to approve the evaluation (since the work was completed in closed session, it is confidential until approved by the Board).
Once approved by the Board:
 - The consensus score/rating for the overall evaluation can be identified and a public statement can be announced.
11. Superintendent notes their comments on the evaluation, if desired.
12. Board president and superintendent sign the completed evaluation form.
13. Board president works with the superintendent to coordinate further public statement about the superintendent’s performance if needed.

The completed evaluation form reflects the Board of Education’s assessment of the superintendent’s performance and is subject to FOIA.

The forms used by individual board members for notes are not subject to FOIA providing they are not calculated into an average score.

Appendix E – Possible Timelines for Evaluation of the Superintendent

Key dates and deliverables for superintendent evaluation should be mutually agreed upon by the Board of Education and the superintendent at the *beginning* of the evaluation cycle. Timeline scenarios and key benchmark descriptions are provided below.

January – December		June – July		March – April	
Activity	Month	Activity	Month	Activity	Month
Tool, process, timeline and goals mutually established	January	Tool, process, timeline and goals mutually established	July	Tool, process, timeline and goals mutually established	May
Informal update	April	Informal update	October	Informal update	August
Mandatory Mid-year Progress Report	June	Mandatory Mid-year Progress Report	December	Mandatory Mid-year Progress Report	October
Informal update	August	Informal update	February	Informal update	December
Annual evaluation	November	Annual evaluation	May	Annual evaluation	March
Advantage: Aligns with election cycle. Board members who establish goals are likely the same board members evaluating performance.		Advantage: Aligns with the school year. Is compatible with natural flow of the school year as well as hiring cycle for most superintendents.		Advantage: Aligns with contract renewal cycle in many cases. Boards of Education must provide superintendents 90 days’ notice in the event of nonrenewal of contract.	

Beginning of Cycle	Informal Update	Mid-cycle Formal Update	Annual Evaluation
<p>Board of Education and superintendent mutually agree upon:</p> <ul style="list-style-type: none"> • System (tool) to be used • Timeline and key dates • Goals, benchmarks and evidence • How evaluation will be compiled • How evaluation will be shared with superintendent • How evaluation will be shared with the community 	<ul style="list-style-type: none"> • Board president shares any specific questions or concerns from board members • Superintendent provides a written update to the board on goals, expectations and indicators of success • Board offers input on status/progress to-date 	<ul style="list-style-type: none"> • Board president provides questions from the board prior to meeting • Superintendent provides update on progress with available evidence • Board seeks clarification if needed • Discussion on progress and growth • Adjustments to course or goals are discussed 	<ul style="list-style-type: none"> • Superintendent performs self-evaluation; presents portfolio with evidence to Board of Education • Board members review portfolio prior to evaluation, seek clarification as needed • Board president or consultant facilitate evaluation • Formal evaluation is presented to and adopted by Board of Education • Board president and superintendent coordinate public statement regarding superintendent performance

Appendix F – Establishing Performance Goals for the Superintendent

The MASB Superintendent Evaluation instrument provides a framework for evaluating the superintendent in critical areas of professional practice as well as the state-required components of student growth and progress towards district-wide goals. Additional performance goals should be established in exceptional circumstances to clarify the board’s expectations and give priority to the work being done. For this reason, performance goals should be limited in number, aligned to district goals and assist in clarifying accountability.

Superintendent performance goals may be developed from:

- A specific district goal
- A job performance indicator within an evaluation instrument
- Student performance data

When establishing performance goals, the following guidelines should be considered:

- Involve all board members and superintendent
- Decide on desired results
- Develop performance indicators
- Identify supporting documentation (evidence)
- Review and approve final performance goals, indicators and evidence
- Monitor progress at scheduled checkpoints

Performance Goal Fundamentals

Performance goals should be S-M-A-R-T:

Specific – Goals should be simplistically written and clearly define what is expected.

Measurable – Goals should be measurable and their attainment evidenced in some tangible way.

Achievable – Goals should be achievable given the circumstances and resources at hand.

Results-focused – Goals should measure outcomes not activities.

Time-related – Goals should be linked to a specific timeframe.



Process for Goal Development

1. Identify the district goal/priority/indicator/student performance data the superintendent’s goal is intended to support
2. Ask the superintendent:
 - a. What will we see next year toward the accomplishment of this that we don’t see now?
 - b. What measure will we use to know that the difference represents meaningful progress?
3. Allow superintendent time to craft a response
4. Once agreed upon, board and superintendent develop SMART goal statements

Appendix G – Evidence

Validity, reliability and efficacy of the MASB Superintendent Evaluation Instrument relies upon board members using evidence to score superintendent performance.

- Artifacts to serve as evidence of superintendent performance should be identified at the beginning of the evaluation cycle and mutually agreed upon by the Board of Education and the superintendent.
- Artifacts should be limited to only what is needed to inform scoring superintendent performance. Excessive artifacts cloud the evaluation process and waste precious time and resources.
- Boards of Education and superintendents should establish when artifacts are to be provided, i.e., as they originate, at designated checkpoints, during self-evaluation, etc.

A list of possible artifacts that may be used as evidence is provided at the end of each professional practice domain rubric. See the appendixes of this document for additional artifacts that may serve as evidence of performance.

Appendix H – Possible Evidence of Performance

Evidence helps to demonstrate performance of the superintendent and remove guess work and subjectivity from evaluation. The following artifacts may be used as evidence of performance. This list is not comprehensive.

- 1 Administrative “calendar” – critical dates calendar (RE: due dates, etc.) and board presentation cycle/annual reports
- 2 Administrative team book study (agendas and minutes)
- 3 Administrative team meeting agendas
- 4 Affirmative action plan
- 5 Agendas and/or minutes from community planning meetings, including key communicators meetings
- 6 Auditor’s report
- 7 Background checks verification
- 8 Board and administrative goals
- 9 Board meeting agendas
- 10 Board policy and administrative policy enforcement that’s reflective of a “new” vision with supporting materials
- 11 Bullying/harassment programs
- 12 Character education program data
- 13 Civic group presentations
- 14 Collaboration/sharing incentives/opportunities for efficiency/effective learning (documentation)
- 15 Collaborative partners (documentation)
- 16 Collaborative sharing of programs, etc. (agendas and minutes)
- 17 Common teacher instructional planning time
- 18 Communication “vehicles” that make the school vision visible to stakeholders including using technology
- 19 Communications with parents
- 20 Community survey
- 21 Comprehensive School Improvement Plan
- 22 Customer satisfaction indices
- 23 Curriculum team meeting agendas
- 24 Curriculum and instructional audit
- 25 Data on outreach programs
- 26 Department of Education site visit summative report
- 27 Dynamic Indicators of Basic Early Literacy Skills (DIBELS) Data
- 28 Development of wikis, blogs, etc., to collect feedback on specific issues in the district
- 29 District Budget
- 30 District-wide School Improvement Plan
- 31 Distribution of research to administrative team and teachers
- 32 Diversity training/awareness plan
- 33 Documentation of coaching for instruction, curriculum or assessment
- 34 Documentation of coaching and evaluation of principals
- 35 Economic vision (participation with community development groups)
- 36 Election results that impact tax levies
- 37 Emergency/Crisis Plans
- 38 Employee handbooks
- 39 Enrollment plans
- 40 Equity district-wide program results
- 41 Evidence of annual review of district’s mission statement and alignment to practice
- 42 Evidence of implementation of formal project management techniques
- 43 Evidence of relationship building (notes, cards, emails, etc.)
- 44 Evidence of teachers examining student achievement data
- 45 Feedback from a wide variety of stakeholders about performance as the superintendent
- 46 Formal and informal community partnership agreements and plans
- 47 Formative assessments to inform instruction
- 48 Grants received/applied for – alignment to goals of the district; sustainability
- 49 Growth goals for administrators
- 50 Hiring process (guidelines, procedures, schedules)
- 51 House calls – contact with parents and partners (documentation)
- 52 Induction plan of board members for understanding of school finance (confidence of board members’ understanding)
- 53 Involvement with “school safety” organizations (documentation)
- 54 Instructional model
- 55 Instruction-related professional development/growth plans
- 56 iPod audible book study
- 57 Job-embedded PD on instruction

Appendix H – Possible Evidence of Performance, continued

58 Leadership library (documentation)	74 Number of visits to website	91 Record of solicitation of feedback
59 Level of volunteerism (documentation)	75 Observational data from board, staff, etc.	92 Reports and celebrations of student achievement to board and other audiences
60 Linkage of Professional Development Model to student achievement goals (documentation)	76 Open houses (documentation)	93 School comparisons charts from CEPI
61 Log of school visits and conversations with staff (includes emails)	77 Opening day PowerPoint-type presentation	94 Special Education delivery plan
62 Log of school visits and presentations	78 Parenting classes - numbers	95 Staff handbook
63 Meaningful interpretive reports of student achievement data delivered in lay language	79 Parent-teacher conference numbers	96 School Improvement Plans
64 Media – Newsletter/paper articles/Web site	80 Participation in social/fraternal organizations (documentation)	97 Staff recruitment plan
65 Meeting logs of times with administrative staff/support staff	81 Participation in youth-oriented organizations (documentation)	98 Student achievement data
66 Membership and service to service clubs (documentation)	82 Participation on state, regional, national initiatives (documentation)	99 Surveys of staff/community
67 Michigan Student Test of Educational Progress Data	83 PBS – Positive Behavior Supports – control/theory/SAFE/Olweus/CHAMPS implementation plans	100 Symbolic “pins,” other symbols – celebrations, etc.
68 Michigan Top-to-Bottom School Rankings	84 Podcasts/video communicating district vision and accomplishments	101 Teacher mentor program
69 Minutes of the School Improvement Advisory Committee meetings	85 Policies/procedures for management of funds	102 Trends in Career Development Plan growth goals for teachers
70 Monthly calendars	86 Preschool – community partnership plans	103 Work with city council on city/school initiatives (documentation)
71 National Assessment of Educational Progress Data	87 Presentations to groups, including teachers (shareholders/stakeholders)	104 Work with School Improvement Advisory Committee (SIAC) (documentation)
72 Needs assessments/satisfaction surveys/focus groups	88 Professional Development Plan	105 Written communications
73 Notes from state officials	89 Program evaluation and process result	106 Written proposals for innovative practices
	90 Reflective journals	107 Written recommendations on difficult issues

Appendix I – Contingencies

If a superintendent receives a rating of **developing** or **needing support**, the Board of Education must develop and require the superintendent to implement an improvement plan to correct the deficiencies. The improvement plan must recommend professional development opportunities and other actions designed to improve the rating of the superintendent on their next annual evaluation. See the appendixes of this document for more information on developing an Individual Improvement Plan for the superintendent.

If a superintendent receives a rating of **effective** on three consecutive annual evaluations, the Board of Education may choose to conduct an evaluation biennially instead of annually. However, if a superintendent is not rated as effective on one of these biennial evaluations, the superintendent must again be evaluated annually.

Appendix J – Student growth and assessment data or student learning objectives metrics

For all superintendents, the evaluation system has to take into account multiple measures of student growth and assessment data. For superintendents who are *regularly involved in instructional matters*—and this includes all but the most exceptional situations—the following specific expectations must be met with regard to student growth and assessment data or student learning objectives metrics :

Beginning in the 2024-2025 school year, 20% of the year-end evaluation must be based on student growth and assessment data or student learning objectives metrics.

Student growth and assessment data used for superintendent evaluation may be the combined student growth and assessment data used in teacher annual year-end evaluations for the entire district.

Student Growth Versus Student Achievement

Student growth and student achievement are not the same measurement. Student achievement is a single measurement of student performance while student growth measures the amount of students' academic progress between two points in time.¹

Student Achievement Example: A student could score 350 on a math assessment.

Student Growth Example: A student could show a 50-point growth by improving their math score from 300 last year in the fourth grade to 350 on this year's fifth grade exam.

It's important to note that, in order to measure student growth, the data considered must be from a single group of students, i.e., this year's fourth graders and next year's fifth graders.

What is a Student Growth Model?

School districts should establish a student growth model to be used in educator and administrator evaluations. A growth model is a collection of definitions, calculations or rules that summarizes student performance over two or more time points and supports interpretations about students, their classrooms, their educators or their schools.²

Michigan law requires that multiple research-based growth and assessment or student learning objective metrics be used in student growth models that are used for evaluation purposes. This may include state assessments, alternative assessments, student learning objectives, nationally normed or locally adopted assessments that are aligned to state standards or based on individualized program goals.

¹ Measuring student growth: A guide to informed decision making, Center for Public Education

² A Practitioner's Guide to Growth Models, Council of Chief State School Officers

Appendix K – Developing an Individual Improvement Plan for the Superintendent

Individual Improvement Plans are an excellent way of helping employees develop their skills. Boards of education should encourage superintendents to develop an IIP in order to foster professional development.

In the event that a superintendent receives a rating that is less than effective, the law requires the creation of an IIP. The following process is a framework for creating and implementing an IIP for the superintendent.

- During the evaluation conference, the Board of Education provides clear feedback to the superintendent in the domain(s) in which they received a less than effective rating.
- A committee of the Board of Education is established to support and monitor the superintendent's development.
- The superintendent drafts an Improvement Plan and presents it to the committee for feedback and approval. The Improvement Plan outlines clear growth objectives, as well as the training and development activities in which the superintendent will engage to accomplish objectives. The committee reviews, provides feedback and approves the Improvement Plan.
- The committee meets quarterly with the superintendent to monitor and discuss progress.
- The superintendent reports progress on their Improvement Plan with their self-evaluation prior to the formal annual evaluation.

Appendix L – Training

MASB provides training on its Superintendent Evaluation instrument to board members and superintendents via a cadre of certified trainers. Training is as follows:

Instrument-Specific Training/Rater Reliability Training

This training covers the use of the MASB Superintendent Evaluation instrument including the cycle and processes of evaluation, rating superintendent performance on the rubric, rater reliability training, as well as the use of evidence to evaluate superintendent performance. This training fulfills the requirement of evaluator training for board members as well as evaluatee training for superintendents whose districts are evaluating their superintendent with the MASB Superintendent Evaluation instrument. It is conducted on-location in districts with board members and superintendent present.

Authors

The Michigan Association of School Boards has served boards of education since its inception in 1949. In the decades since, MASB has worked hands-on with tens of thousands of school board members and superintendents throughout the state. Evaluation of the superintendent has been a key aspect of that work – MASB developed superintendent evaluation instruments and trained board members in their use nearly half a century before the requirements.

MASB staff and faculty involved in creating the MASB Superintendent Evaluation instrument Include:

- Rodney Green, Ph.D., Superintendent of Schools (retired), East China School District
- Olga Holden, Ph.D., Director of Leadership Services (retired), MASB
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New York Council of School Superintendents staff and leadership involved in creating the Council's Superintendent Model Evaluation (which significantly influenced MASB's instrument):

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