

Regular Meeting of the Board of Education

Tuesday, April 22, 2025 6:30 PM

Ridge Wood Elementary, 49775 Six Mile Road, Northville, MI 48168

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Adoption of Agenda

5. Consent Resolutions

5.a) Minutes of the April 8, 2025 Board of Education meeting

5.b) Minutes of the April 8, 2025 Closed Session meeting of the Board of Education

5.c) Overnight and / or Out of State Field Trip Requests

5.c)1) NHS Boys' Golf Tournament in Frankenmuth, MI from April 18 - 19, 2025

5.d) Northville High School Furniture Purchase totaling \$42,991.60 funded through Bond 2023 to OMNIA Partners cooperative purchasing

5.e) Hillside Renovation project totaling \$172,317.00 funded through 31aa grant funds

5.f) Audio Visual Systems project totaling \$386,490 funded through Bond 2023 awarded to Advanced Lighting and Sound

5.g) Microsoft License Renewal through CDWG totaling \$100,628.97 funded through General Fund

5.h) 2025-26 Novi Virtual Cooperative Agreement

6. Communications

6.a) npsboe@northvilleschools.org communications

6.b) Wayne RESA Board Highlights - April 16, 2025

7. Ridge Wood School Presentation

8. Superintendent's Report/Update

8.a) ABCD Awards

8.b) Staff Appreciation / Recognition

9. Public Comments

10. New and Revised Policies for First Reading:
1102 - Firearms and Other Weapons; 2157 (New) - Curricular Animals; 3008 - Safety & Security, 4123 - Earned Sick Time; and 4141 (New) - Personal Communication Devices

11. Sinking Fund Millage: Ballot Proposal

Presenter: Ms.

Resolution

Melissa Stuart, Board
Treasurer

12. **2024/2025 Budget Amendment**

Presenter: Ms.
Melissa Stuart, Board
Treasurer

13. **Added Agenda Items**

14. **Public Comments**

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

16. **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, April 8, 2025, beginning at 6:30 PM in the Old Village School, 405 W. Main St, Northville, MI 48167.

1. Call to Order

Meeting called to order by President McIntyre at 6:30 p.m.

2. Pledge of Allegiance

President McIntyre led the Board in the Pledge of Allegiance.

3. Roll Call

Ms. Lisa McIntyre, President	Dr. RJ Webber, Superintendent
Dr. Kim Campbell-Voytal, Vice President	Ms. Beth Santer, Exec. Director of Special Services
Ms. Carin Meyer, Secretary	Ms. Rebecca Pek, Asst. Supt. for Communications, Development, and Equity
Ms. Melissa Stuart, Treasurer	Mr. Devin Kling, Asst. Supt. for Finance & Operations
Mr. Ron Frazier, Trustee	Dr. Sandra Brock, Interim Asst. Supt. for Instructional Programs
Ms. Meredith Riggan Maurer, Trustee	
Ms. Jena Mabrey, Trustee	

4. Adoption of Agenda

Motion No. 24/25-093 by Vice President Campbell-Voytal, supported by Secretary Meyer, that the agenda be adopted as presented. Motion carried 7-0.

5. Consent Resolutions

Motion No. 24/25-094 by Vice President Campbell-Voytal, supported by Trustee Frazier, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the March 18, 2025 Board of Education Meeting
- b) Overnight and / or Out of State Field Trip Requests
 - 1) NHS HOSA State Conference in Traverse City, MI from April 16 - 19, 2025
 - 2) Northville Academic Games National Tournament in Arlington, Virginia from April 25-29, 2025
 - 3) NHS Robostangs State Championship in Saginaw, MI from April 3-5, 2025
 - 4) NHS Football Camp in Bluffton, OH from July 15-17, 2025
- c) Bill Warrants totaling \$2,129,418.25

Motion carried 7-0.

6. Communications

Secretary Meyer reported three communications:

- a) npsboe@northvilleschools.org communications
- b) Wayne RESA Board Highlights - March 19, 2025
- c) Northville Youth Network Program Report - March 2025

7. Superintendent's Report/Update

- a) Mr. Samulski along with several coaches celebrated winter athletes and presented them with Winter Athletic Awards. The following teams were recognized: Gymnastics, Ski, Pom Pon, Wrestling, and Boys Swim & Dive
- b) The Board of Education presented Above and Beyond the Call of Duty (ABCD) Awards to staff members who were nominated by parents, colleagues or students for this recognition. The staff members presented with awards tonight include: Beth Brown, Beth Santer, Christine Hall, Kelly Julien, Kelly Saline, and Rebecca Rosevear.
- c) Ms. Simons and her team provided an Early Childhood Education and Extended Day Program Report. The slides included: Board Gift, Child Observation Record Overview, Our Program Guide, Our Program Growth, Literacy Program Supports, March Reading Madness, Future Program Supports, Mrs. Brown's Half Day Class Growth in Phonological Awareness, Growth in Alphabetic Knowledge, and Program Updates.
- d) Ms. Pek provided an update on planned 2025 Summer Hours. Several departments will work four 10-hour days and have Fridays off. This is the first time the district has offered this opportunity to some 256 day employees. The district will be providing this information to families so they are aware some buildings/departments will be closed on Fridays.
- e) Ms. Santer shared the planned 2025-26 ASD Program classroom relocation from Thornton Creek to Ridge Wood Elementary due to growth in the Thornton Creek area. Parents have been notified and the team is working together for a smooth transition.
- f) Dr. Webber shared a brief Hanover Research Update. The program is in process with the first of five individual projects underway.
- g) Michigan Integrated Continuous Improvement Process (MICIP) District Goals Update was presented by Dr. Webber and Dr. Brock. There is a stakeholder committed with

representation from K-12 buildings and Cooke School. Goals will be both academic and non-academic to support the whole child.

8. Public Comments

None.

9. Added Agenda Items

None.

10. Public Comments

None.

11. Questions/Comments from Board Members

Trustee Frazier shared there is a social media night for 5th-8th graders this Thursday at NHS from 7 – 9 pm. There will also be a panel of NHS students in addition to three speakers.

Secretary Meyer noted testing is this week for students and she shared her support for each of them.

Treasurer Stuart reported Parks & Rec is beginning the planning stages for a potential indoor recreational facility.

Trustee Riggan Maurer thanked the staff supporting students who are testing this week. She also visited Winchester last week and enjoyed the visit.

Vice President Campbell-Voytal shared Mr. Rumbell is on the MDE website and there is a YouTube video about his amazing work. She also noted the State of the Community is this Friday at Schoolcraft.

Trustee Mabrey noted Officer McFadden has been promoted to Sergeant.

12. Closed Session

Motion No. 24/25-095 by Vice President Campbell-Voytal, supported by Trustee Maurer, that the Board convene in Closed Session Pursuant to Public Act 267, of the Open Meetings Act, under Section 8(h) Written Opinion of Legal Counsel. Role Call Vote: Stuart – yes, Meyer – yes, Frazier – yes, Mabrey – yes, Riggan-Maurer – yes, McIntyre – yes, Campbell-Voytal – yes. Motion carried 7-0.

The Board moved to enter Closed Session at 8:58 p.m.

The Board convened in Closed Session from 9:06 p.m. to 10:08 p.m.

The Board returned to Open Session at 10:11 p.m.

13. Adjournment

There being no further business the meeting adjourned at 10:12 p.m.

Carin Meyer, Secretary

Memo

TO: Board of Education
Dr. Ronald J. Webber

FROM: Devin Kling

DATE: April 15, 2025

RE: NHS Furniture Purchase

Background

As part of our ongoing efforts to enhance the learning environment at Northville High School, we are recommending the purchase of new furniture for the common area adjacent to the main office and media center. This space is a central hub for student collaboration, informal learning, and social interaction throughout the school day.

The proposed furniture purchase totals \$42,991.60 and includes flexible seating, collaborative tables, and soft furnishings to support a modern and student-friendly environment.

Discussion

This purchase will be made through an approved vendor under OMNIA Partners cooperative purchasing, which provides competitively solicited pricing and satisfies the district's procurement requirements. As such, a formal bid process is not required.

The furniture was selected to align with the functionality and aesthetics of the surrounding media center and office area, while also supporting flexible use by students and staff.

Funding for this project will come from the 2023 Bond proceeds allocated for high school improvements. No General Fund dollars will be used.

Devin Kling
Assistant Superintendent of Finance & Operations

Cc: Steve Banchemo, Director of Operations



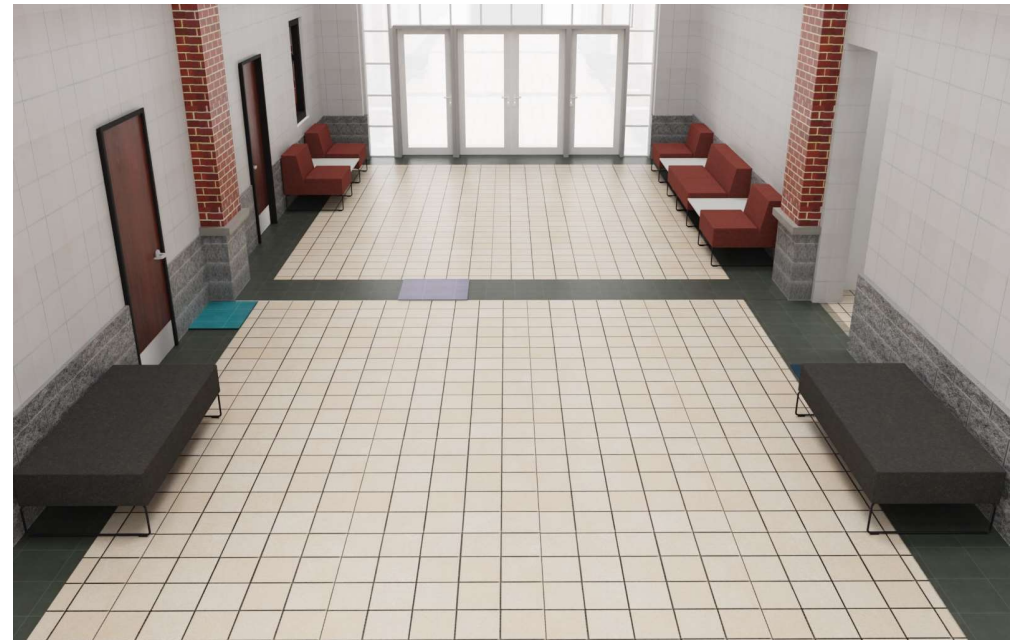
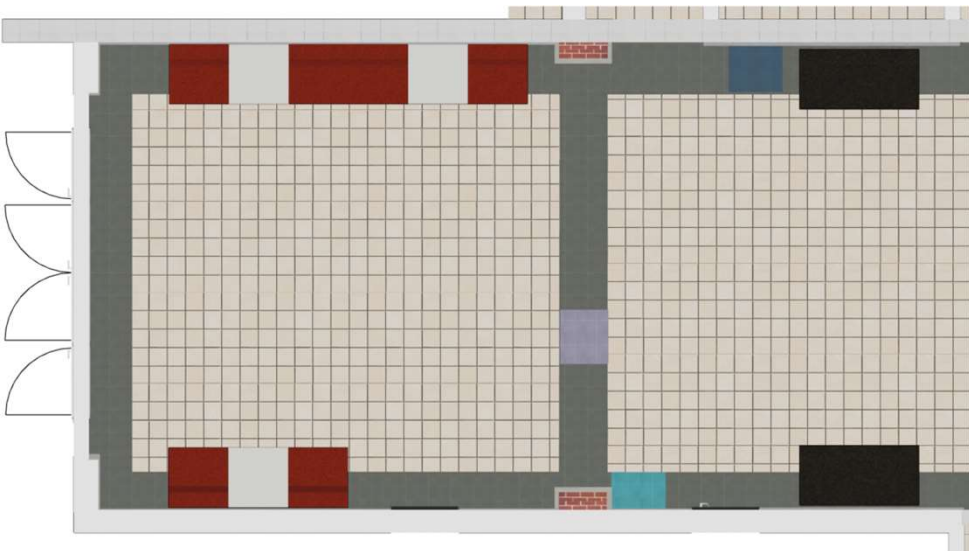
NORTHVILLE HIGH SCHOOL

4 SMALL COMMON LOUNGES

NORTHVILLE HS

4 SMALL COMMON LOUNGES

LOUNGE 3



NORTHVILLE HS

4 SMALL COMMON LOUNGES

LOUNGE4 LAYOUT



NORTHVILLE HS

4 SMALL COMMON LOUNGES

LOUNGE 4 LAYOUT – BOOTH OPTIONS



Nook 1

Nook 2





HEALTHIER, HAPPIER, ACTIVE MINDS.

That's our thing.

RJ Webber
Superintendent



Steve Banchemo
Director of Operations

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: April 10, 2025

RE: 2025 Hillside Renovations

On April 3, 2025, we received bids for an interior reconfiguration construction project at Hillside Middle School. The project includes:

- Installation of a door system to create a secured entry vestibule to the existing exterior entrance
- Reconfiguration of interior partition walls
- Installation of two new interior door systems
- Infill of an existing interior door

After the project is complete, this area of Hillside Middle School will be accessible without gaining entry to the rest of the building. The suite will also have access to a restroom. I have attached a schematic of the new configuration.

Two scopes of work did not receive bids. I have included a budgetary allowance in the cost summary sheet. I will work with our bond contractors to solicit quotes.

The project's anticipated start is at the end of the 2024-2025 school year. The target completion is the end of September 2025.

The total anticipated cost of the project is \$254,853.00. This includes allowances, design fees, and contingency. A breakdown of the costs is included with the recommendation. The bid award amount is \$172,317.00.

I am requesting that the Board of Education approve the bids as indicated in the amount of \$172,317.00. Funding for the project comes from the State of Michigan 2023-2024 Section 31aa grant.

Please let me know if you have any questions.



2025 Hillside Middle School Renovations

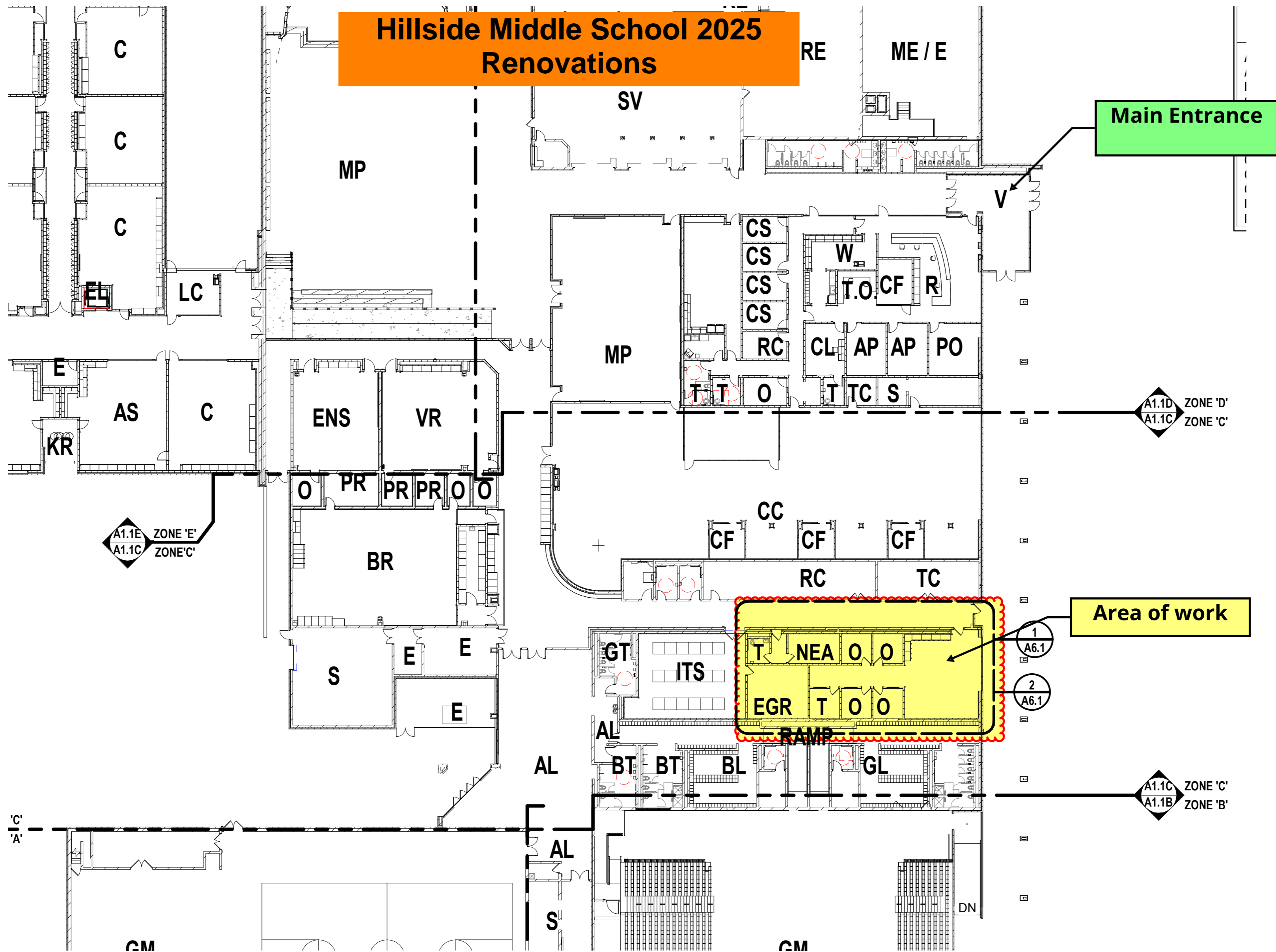
Bid Due Date 4/3/2025

Trade/Scope	Vendor	Amount	Notes
Masonry	DC Beyers	\$24,900.00	Bid
Drywall	No Bid	\$20,000.00	Budget Allowance
General Carpentry	Wally Kosorski	\$53,140.00	Bid
Aluminum Glass and Glazing	Sandhill Glass	\$45,495.00	Bid
Painting	Cornerstone	\$3,882.00	Bid
Flooring	No Bid	\$7,500.00	Budget Allowance
Plumbing	Long	\$6,900.00	Bid
Electrical	Greenline	\$38,000.00	Bid
Temperature Controls	BASS	\$3,036.00	Quote
Door Security Controls	Everon(Budget)	\$6,500.00	Waiting on quote
Data Wiring	Allowance	\$1,500.00	Service Call
	Trades Total	\$210,853.00	
	Design Fees	\$29,000.00	
	Contingency	\$15,000.00	
	Total	\$254,853.00	
Bid Award		\$172,317.00	

Hillside Middle School 2025 Renovations

Main Entrance

Area of work





<http://wriighthunter.com>

818 West 11 Mile Road
Royal Oak, MI 48067
248.594.5850
FAX: 248.594.5851

April 10, 2025

Northville Public Schools
Devin Kling, Assistant Superintendent for Finance & Operations
405 W. Main Street
Northville, MI 48081

Dear Mr. Kling,

As you are aware, bids were received on April 9, 2025, for the Audio Visual Systems project (25-NPS-AVS-01) at Northville Public Schools. The scope of work includes upgrading the Sound Systems, Projectors, and related components in the Gymnasiums and Cafeterias at all Elementary schools, Meads Mill Middle School, and Cooke School.

The District received bid responses from five (5) vendors. The Base Bid amounts for each of the responding vendors are as follows:

Vendor	Base Bid
Advanced Lighting and Sound	\$ 386,490.00
Sound Planning Inc.	\$ 430,854.19
Tel Systems Inc.	\$ 435,633.85
System Operation Solutions	\$ 767,615.01
Bluum USA, Inc.	\$ 984,417.13

Wright & Hunter is carefully reviewing all bid responses for compliance with the specifications, complete understanding of the scope of work, and the financial comparisons. During the bid opening, it was determined that Sound Planning Inc. did not include a Bid Bond or Certified Check with their bid submission and therefore were withdrawn from consideration. In addition, Bluum USA, Inc. did not acknowledge Addendums #1 and #2 on their Bid Forms and were also withdrawn from consideration. In addition Bluum USA, Inc. is significantly more expensive than all other bidders.

As we continue the process of the detailed bid review of pricing, post bid clarifications, vendor references, and terms and conditions of the RFB, Wright & Hunter is confirming Advanced Lighting and Sound is the lowest compliant with the RFB.

Based on the initial information stated above, Wright & Hunter and Northville Public Schools expect the recommendation of award will be to Advanced Lighting and Sound for the Audio Visual Systems project in the amount of \$386,490.00. This will be confirmed once the evaluation is complete and all alternates are evaluated.

Please contact me with any questions regarding this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Scott Brune'.

Scott Brune, President

Memo

To: Devin Kling
From: Andrew Piazza
cc:
Date: April 15, 2025
Re: Microsoft Licensing

Northville Public Schools currently uses Microsoft Office and the Microsoft Windows Operating System for all district personal computers. To support the current version of Office and Windows, we will be renewing our Microsoft Enrollment for Education Solutions (EES) subscription under the REMC contract. This will allow us to install the current software available in Microsoft's catalog such as Windows Desktop, Server, and Office. This subscription will also let us use Microsoft Entra cloud hosting and the full Office 365 suite for all staff and students. This will include Microsoft EDU A5 Security for all users. This subscription provides EDU A5 will help us detect advanced threats with Microsoft Defender for Endpoint EDR for teachers. Endpoint Detection and Response (EDR) is like a security guard for your computer. It watches for unusual activity, raises alarms if something suspicious happens, investigates the issue, and takes action to fix problems. Afterward, it learns from the experience to better protect your device in the future. EDR is an advanced system that keeps your devices safe by monitoring, alerting, investigating, and responding to threats. This annual subscription cost to Microsoft will be \$100,628.97 and will be included initially in the 2025-2026 General Fund budget. The purchase will be from CDWG under the REMC contract.

Description	Quantity	SKU	Price	Total
Microsoft SQL Server Standard Core Edition License & Software Assurance	2	2670099	\$346.04	\$692.08
Microsoft Windows Server Standard Edition - License & Software Assurance	24	4325202	\$6.87	\$164.88
Microsoft Windows Virtual Desktop Access - subscription license - 1 device	100	2540594	\$33.46	\$3,346.00
Microsoft Windows Server Datacenter Edition - license & software assurance	108	4325198	\$43.55	\$4,703.40
Microsoft 365 A3 - subscription license - 1 user	950	5419420	\$56.27	\$53,456.50
Microsoft 365 A3 - subscription license - 1 user	9000	5419376	\$0.00	\$0.00
Microsoft 365 A5 Security - subscription license - 1 user	950	5810587	\$36.45	\$34,627.50
Microsoft 365 A5 Security - subscription license - 1 user	9000	5528700	\$0.00	\$0.00
Microsoft Office 365 (Plan A1) - subscription license - 1 user	1000	2614683	\$0.00	\$0.00
MS EES DEFEND EP P2 DVC SUB	120	7044994	\$29.80	\$3576.00
Microsoft Office Project Professional - license & software assurance - 1 PC	1	2355600	\$62.61	\$62.61
			Total	\$100,628.97



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QUOTE CONFIRMATION

STEVEN MEZZADRI,

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For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PJJT700	3/17/2025	MICROSOFT	1212350	\$100,628.97

QUOTE DETAILS

ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
Microsoft SQL Server Standard Core Edition License & Software Assurance Mfg. Part#: 7NQ-00302 UNSPSC: 43232304 Electronic distribution - NO MEDIA Contract: REMC Software 2024 (REMC SOFT 2024)	2	2670099	\$346.04	\$692.08
Microsoft Windows Server Standard Edition - License & Software Assurance Mfg. Part#: 9EM-00562 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: REMC Software 2024 (REMC SOFT 2024)	24	4325202	\$6.87	\$164.88
Microsoft Windows Virtual Desktop Access - subscription license - 1 device Mfg. Part#: 4ZF-00019-12MO UNSPSC: 43233006 Electronic distribution - NO MEDIA Contract: REMC Software 2024 (REMC SOFT 2024)	100	2540594	\$33.46	\$3,346.00
Microsoft Windows Server Datacenter Edition - license & software assurance Mfg. Part#: 9EA-00039 UNSPSC: 43233004 Electronic distribution - NO MEDIA Contract: REMC Software 2024 (REMC SOFT 2024)	108	4325198	\$43.55	\$4,703.40
Microsoft 365 A3 - subscription license - 1 user Mfg. Part#: AAD-38391-12MO UNSPSC: 43231513 Electronic distribution - NO MEDIA Contract: REMC Software 2024 (REMC SOFT 2024)	950	5419420	\$56.27	\$53,456.50
Microsoft 365 A3 - subscription license - 1 user Mfg. Part#: AAD-38397-B-12mo	9000	5419376	\$0.00	\$0.00

QUOTE DETAILS (CONT.)

UNSPSC: 43231513

Electronic distribution - NO MEDIA

Contract: MARKET

<u>Microsoft 365 A5 Security - subscription license - 1 user</u>	950	5810587	\$36.45	\$34,627.50
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Mfg. Part#: PYQ-00001-12MO

Electronic distribution - NO MEDIA

Contract: REMC Software 2024 (REMC SOFT 2024)

<u>Microsoft 365 A5 Security - subscription license - 1 user</u>	9000	5528700	\$0.00	\$0.00
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Mfg. Part#: PYQ-00002

UNSPSC: 43233203

Electronic distribution - NO MEDIA

Contract: MARKET

<u>Microsoft Office 365 (Plan A1) - subscription license - 1 user</u>	1000	2614683	\$0.00	\$0.00
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Mfg. Part#: M6K-00001-12MO

UNSPSC: 43231513

Electronic distribution - NO MEDIA

Contract: MARKET

<u>MS EES DEFEND EP P2 DVC SUB</u>	120	7044994	\$29.80	\$3,576.00
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Mfg. Part#: NY1-00001-12MO

Electronic distribution - NO MEDIA

Contract: REMC Software 2024 (REMC SOFT 2024)

<u>Microsoft Office Project Professional - license & software assurance - 1 PC</u>	1	2355600	\$62.61	\$62.61
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Mfg. Part#: H30-00237

UNSPSC: 43231507

Electronic distribution - NO MEDIA

Contract: REMC Software 2024 (REMC SOFT 2024)

SUBTOTAL	\$100,628.97
SHIPPING	\$0.00
SALES TAX	\$0.00
GRAND TOTAL	\$100,628.97

PURCHASER BILLING INFO

DELIVER TO

Billing Address:

NORTHVILLE PUBLIC SCHOOLS
 ACCOUNTS PAYABL
 405 W MAIN ST
 NORTHVILLE, MI 48167-1582
Phone: (248) 349-3400

Payment Terms: NET 30 Days-Govt/Ed

Shipping Address:

NORTHVILLE PUBLIC SCHOOLS
 405 W MAIN ST
 NORTHVILLE, MI 48167-1582
Phone: (248) 349-3400

Shipping Method: ELECTRONIC DISTRIBUTION

Please remit payments to:

CDW Government
 75 Remittance Drive
 Suite 1515
 Chicago, IL 60675-1515



Sales Contact Info

Joe Stickelmaier | (866) 224-6439 | josesti@cdwg.com

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**COOPERATIVE EDUCATION AGREEMENT
FOR NOVI VIRTUAL**

THIS COOPERATIVE EDUCATION AGREEMENT (this “Agreement”) is made this ____ day of _____, 2025 (“Effective Date”), by and between **NOVI COMMUNITY SCHOOL DISTRICT**, a Michigan general powers school district, whose address is 25345 Taft Road, Novi, Michigan 48374 (“Novi”) and _____, a Michigan general powers school district, whose address is _____ (the “Participating District”) (individually, a “Party” and collectively, the “Parties”).

WHEREAS, Revised School Code Section 11a, MCL 380.11a, authorizes general powers school districts to enter into agreements, contracts, or cooperative arrangements with other public entities as part of performing the functions of the school district; and

WHEREAS, Revised School Code Section 1282, MCL 380.1282, enables school districts to establish and carry on the grades, schools, and departments they consider necessary or desirable for the maintenance and improvement of their schools and determine the courses of study to be pursued; and

WHEREAS, the Intergovernmental Contracts between Municipal Corporations Act Section 2, MCL 124.2, authorizes school districts, as “municipal corporations,” to join with any other municipal corporation for the operation of any facility or performance of any service that each would have the power to operate or perform separately; and

WHEREAS, State School Aid Act Section 3, MCL 388.1603(7), and Pupil Accounting Manual Section 5-B further authorize school districts to enter into “cooperative education programs,” which are written voluntary agreements to provide certain educational programs for students in certain groups of districts; and

WHEREAS, State School Aid Act Section 21f, MCL 388.1621f, in conjunction with Pupil Accounting Manual Section 5-O-D, authorizes school districts to provide “virtual courses,” which are courses of study that are capable of generating a credit or a grade and are provided in an interactive learning environment where the majority of the curriculum is delivered using the internet and in which pupils may be separated from their instructor or teacher of record by time or location, or both; and

WHEREAS, Novi provides virtual K-12 programming through Novi Virtual (the “Virtual Program”), and the Participating District is desirous of offering the opportunity of enrollment in the Virtual Program to eligible students, who are those students the Participating District has determined meet the requirements for enrollment in the Virtual Program (“Eligible Students”).

NOW, THEREFORE, the Parties agree to the terms and conditions set forth herein.

1. Purpose. Novi will operate a coordinated pilot program through the Virtual Program to deliver virtual educational programming through the use of technology to Eligible Students. The Parties estimate that [REDACTED] Eligible Students from the Participating District will participate in the Virtual Program.
2. Term. The initial term of this Agreement shall begin on the Effective Date first written above and end on June 30, 2026, but the Parties must approve this Agreement on an annual basis pursuant to Pupil Accounting Manual Section 5-B.
3. Termination. Either Party may terminate this Agreement at any time, with or without cause, by providing written notice to the other Party. Termination shall become effective at the end of the current contract year (i.e., June 30) and shall not relieve the terminating Party from its obligations under the Agreement until the effective date of termination. Termination shall not relieve either Party of its legal obligations regarding virtual courses, including but not limited to the requirement that the Participating District compensate Novi for virtual courses provided to Eligible Students.
4. Available Courses. Novi will create a course catalog of virtual courses (the “Virtual Course Catalog”) that is substantially similar to the course catalog attached at Appendix A. The Virtual Course Catalog will satisfy all requirements of the Revised School Code, State School Aid Act, and Michigan Pupil Accounting Manual. For core subject areas, all courses in the Virtual Course Catalog will meet grade-level content standards established by the Michigan Department of Education.

Each Party will present the Virtual Course Catalog to its respective Board of Education for review and approval. Once approved by its Board of Education, Novi and the Participating District will include the Virtual Course Catalog as part of any other course catalog provided to Eligible Students and their families. The Parties will provide syllabi, the Virtual Course Catalog, and other Virtual Program information to the Michigan Virtual University for inclusion in the statewide course catalog only to the extent required by law. Novi will also publish the Virtual Course Catalog on its website.

5. Virtual Course Provider Obligations. Novi shall offer courses from the Virtual Course Catalog through the Virtual Program, which shall be comprised of live instruction, asynchronous instruction, and on-demand work, and which shall be operated in compliance with Section 21f of the State School Aid Act and Section 5-O-D of the Pupil Accounting Manual. Except as otherwise stated in this Agreement, Novi shall provide all learning materials for virtual courses. In addition, Novi shall fulfill all obligations of a virtual course provider, including but not limited to the following:

- a. Assign each pupil a teacher of record and provide the Participating District with the personnel identification code from the Center for Educational Performance and Information (“CEPI”) for the teacher of record. Each “teacher of record” shall be employed directly by Novi and shall:
 - i. Hold a valid Michigan teaching certificate, substitute permit, authorization, or approval issued by the Michigan Department of Education (“MDE”).
 - ii. If applicable, be endorsed in the subject area and grade of the virtual course.
 - iii. Be responsible for providing instruction, determining instructional methods for each pupil, diagnosing learning needs, assessing pupil learning, prescribing intervention strategies and modifying lessons, reporting outcomes, and evaluating the effects of instruction and support strategies.
 - iv. Have a personnel identification code provided by CEPI.
- b. Ensure that the virtual course is academic in nature and approved by Novi’s Board of Education.
- c. Assign grades and other marks to Eligible Students in the Virtual Program course. For a course required by Michigan law for graduation, a teacher of record shall not award credit unless the student has demonstrated the level of content proficiency required by law.
- d. Have the virtual course offer an open entry and exit method, or align to a semester, trimester, or accelerated term format. Unless the Parties agree otherwise, the Virtual Program will align with Novi’s academic calendar.
- e. If required by law, not later than October 1 each fiscal year, provide the Michigan Virtual University with an aggregated count of enrollment for each virtual course the provider delivered during the preceding school year and the number of enrollments in which the pupil earned 60% or more of the total course points for each virtual course. To the maximum extent allowed by law, the Parties intend for the Virtual Program to be available under this Agreement only to “Eligible Students” as that term is defined in this Agreement.
- f. Assist the Participating District with pupil accounting documentation for Eligible

Students, as necessary.

6. Participating District Obligations. The Participating District shall fulfill all obligations of a primary district under Section 21f of the State School Aid Act and Section 5-O-D of the Pupil Accounting Manual, including but not limited to the following:

- a. Assign a “mentor” to each pupil enrolled in a virtual course and supply Novi with the mentor’s contact information before each academic term. Each “mentor” shall be a professional employee of the Participating District who satisfies the requirements for “mentors” established in Section 21f of the State School Aid Act, MCL 388.1621f, and Section 5-O-D of the Michigan Pupil Accounting Manual. Mentors will be granted access to Virtual Program courses in which the mentor’s student is participating.
- b. Provide compatible devices (e.g., ChromeBooks) and internet access thereon, along with “technology protection measures” (i.e., a technology that filters internet access) on its devices to protect minors from visual depictions that are obscene, child pornography, or harmful to minors.
- c. Use foundation allowance or per-pupil funds to pay Novi for the expenses associated with the Virtual Program.
- d. Grant appropriate academic credit for successful course completion and count credit toward graduation and subject area requirements.
- e. The Participating District shall maintain all responsibility for administration of any state-mandated testing or assessments, and for all required reporting of data derived from testing, assessments, or otherwise. Novi shall have no responsibility for such administration or reporting of state-mandated testing or assessments.
- f. Eligible Students may use Novi’s ROAR Center for conducting course-related periodic testing and retrieving learning materials.
- g. The Participating District shall remain solely responsible for the provision of special education and related services, including the evaluation of students for such services, the development of Individualized Education Programs, the development of 504 Plans, the implementation of such plans, providing a free appropriate public education, and all costs associated with providing special education and related services. Upon the Participating District’s request, Novi will

assist with the implementation of supplementary aids and 504 Plan accommodations as necessary for Eligible Students to access the Program.

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Novi expressly disclaims any responsibility to provide special education or related services to Eligible Students.

Novi will promptly notify the Participating District if Novi has reason to suspect that an Eligible Student participating in the Virtual Program may be a student with a disability. Novi will, at the request of a Participating District, provide information necessary for the Participating District to complete an evaluation or Individualized Education Program (“IEP”) for an Eligible Student participating in the Virtual Program who is or may be a student with a disability.

- h. If the pupil is enrolled in more than two (2) virtual courses in an academic term, semester, or trimester, the Participating District must meet each of the following conditions:
 - i. The Participating District determines that enrollment is in the best interest of the pupil.
 - ii. The pupil agrees with the Participating District’s recommendation.
 - iii. The Participating District must develop an educational development plan (“EDP”) with the pupil following MDE guidance. For pupils in grades K-6, the EDP should include the following:
 - (1) The pupil’s preferred learning style.
 - (2) The pupil’s interests.
 - (3) Areas of academic development.
 - (4) Areas of personal/social development.
 - (5) A timeline and measures for the development of the above items.
 - (6) Postsecondary and career goals as applicable.
- i. The Participating District shall assume responsibility under applicable law for

obligations that are not expressly set forth in this Agreement.

7. Enrollment in Program. Novi allows Eligible Students to enroll in the Virtual Program in accordance with Section 21f of the State School Aid Act. Novi and the Participating

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District, as provided above, shall ensure that each student's participation is consistent with all State School Aid Act and Pupil Accounting Manual requirements, including any parent consent requirement, virtual course limits, technology access requirement, mentor requirement, and EDP requirements. The Participating District shall allow its students to enroll in Virtual Program courses, except as prohibited by Section 21f(5) of the State School Aid Act. If a student is denied enrollment in the Virtual Program, the Participating District will provide the student with all legally required appeal opportunities.

8. Counting Pupils in Membership. Eligible Students who enroll in the Virtual Program shall remain enrolled and counted in membership of the Participating District. The requirements of Section 5-O-D of the Pupil Accounting Manual shall be met in order to claim pupils in membership and receive state aid for the participation in Virtual Program courses. As part of those requirements, the Participating District shall report through CEPI's Teacher Student Data Link ("TSDL") a complete listing of all courses provided to all pupils in membership, each pupil's course enrollment information using local coding and the school codes for the exchange of data, and the names of the teacher of record and mentor for each course. Upon request from the Participating District, Novi shall provide any other information needed from CEPI that Novi has in its possession.

The Participating District expressly acknowledges that the failure to comply with reporting requirements may result in a loss of state aid. The Participating District is solely responsible for any loss of state aid related to an audit or other finding that a student participating in the Virtual Program was not eligible to be counted in the Participating District's membership.

9. Payment. The Participating District shall pay to Novi a fixed amount per virtual course per student on our [25-26 pricing model](#), which is generally based on a proration of all FTE. Unless both Parties agree otherwise, payments will be made quarterly. Late payment will bear interest at the maximum rate statutorily permitted. The Participating District remains responsible for payment at the above rate after October 1, even if an Eligible Student exits the Program after that date for any reason.
10. Program Administration. Novi shall have sole and exclusive authority to administer the Virtual Program as it sees fit, including but not limited to establishing operating policies

for the Virtual Program; determining the type, quality, schedule, and scope of courses offered; calculating operating costs; and performing other functions necessary to operate the Virtual Program. Eligible Students will be subject to the NCSD Handbook and Code of Ethics and Acceptable Internet Use Policies while participating in the Virtual Program. Eligible Students may be exited from the Virtual Program and returned to in-person instruction at the Participating District if the student (a) is not making adequate progress in

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the virtual setting, as solely determined by Novi; or (b) has violated a condition of the Virtual Enrollment Consent Form. To the extent possible and to minimize student disruptions, Novi will endeavor to exit students at the end of the semester or other marking period. In the event a student is exited, Novi shall provide advance written notice to the Participating District. Such action is not intended nor shall it be construed as a change of placement.

11. Student Education Records. Novi will receive Eligible Students' personal data, including "personally identifiable information" or "education records", as defined by the Family Educational Rights and Privacy Act ("FERPA"), 20 USC 1232g, 34 CFR Part 99, as an incident of the Virtual Program. The Participating District shall ensure that its annual FERPA notices (e.g., its opt-out form for directory information disclosures, per Revised School Code Section 1136, MCL 380.1136) are consistent with this provision. In addition, Novi Virtual administrators and teachers shall be deemed "school officials determined to have a legitimate educational interest" under 34 CFR 99.31(a)(1), within the Participating District's policies and procedures. In accordance with this "school official" exception, Virtual Program administrators and teachers: (1) are performing an institutional function or service that the Participating District has outsourced to it and which would otherwise be performed by Participating District personnel; (2) have a legitimate educational interest in the FERPA-protected information; (3) are under the direct control of the Participating District with respect to the use and maintenance of education records; and (4) will comply with the applicable regulations concerning re-disclosure of personally identifiable information.
12. Transportation. Novi shall not be responsible for the transportation of any Eligible Students.
13. Athletics. Eligible Students may participate in or join the Participating District's clubs, activities, and athletics. The Participating District shall be responsible for any MHSAA eligibility or NCAA clearinghouse issues.
14. Liability. Each Party shall have and retain liability to third parties for injuries sustained or damages incurred on its own premises and through the actions of its own employees or

agents, any of its obligations under this Agreement, or under law, except such liability that may arise by reason of the actions or omissions of the other Party, its agents, or employees. Nothing herein shall be construed as a waiver of governmental immunity.

15. Insurance. Each Party shall maintain the following insurance coverages covering all insurable risks associated with the obligations under the Agreement:

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- a. Workers' Compensation Insurance that meets Michigan statutory requirements.
 - b. Comprehensive General Liability Insurance, covering actions, activities, and performance of obligations assigned under this Agreement; coverage to be broad form including contractual liability and not excluding sexual harassment and molestation.
 - c. Errors and Omissions and Professional Liability Insurance for the Party's respective employees.
 - d. Umbrella Excess Liability, including Commercial General Liability.
 - e. Any other insurance coverage each Party may determine appropriate in consultation with its respective insurance carrier.
16. Financial Compliance. The Virtual Program shall be operated in accordance with the Uniform Budgeting and Accounting Act, MCL 141.421 *et seq.*; the State School Aid Act, MCL 388.1601 *et seq.*; and all other laws pertaining to the financial operation of such a program.
17. Dispute Resolution. The Parties will meet in good faith to resolve any disputes related to this Agreement. If a meeting does not resolve the dispute to both Parties' satisfaction, the Parties will participate in facilitated mediation with a mutually agreed-upon mediator. If the Parties cannot agree on a mediator, or if mediation does not resolve the dispute to both Parties' satisfaction, the dispute may be submitted to binding arbitration, the decision from which shall be the sole and exclusive remedy for disputes between the Parties under this Agreement. Such arbitration shall be conducted in accordance with the rules of the American Arbitration Association. The arbitrator's fee shall be shared equally between the Parties. All Parties may have legal representation, but shall be individually responsible for their respective legal expenses. A judgment on the arbitrator's award may be entered in any court of competent jurisdiction. The Parties expressly agree that this arbitration agreement precludes them from filing claims against the other in court and

effectively waives any right to a jury trial.

18. Successors and Assigns. This Agreement shall not be assigned, or subcontracted, without the written consent of the other Party, which may be reasonably withheld. If consent has been provided in advance of any assignment or subcontract, this Agreement shall inure to the benefit of and shall be binding upon the successors and permitted assigns of the Parties.

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19. No Joint Employment. The terms of this Agreement will not be construed in any manner whatsoever so as to create a joint employer relationship between Novi and the Participating District. Novi employees will not be considered employees of the Participating District at any time, or vice versa, because of this Agreement.

20. Bargaining. This Agreement is an intergovernmental agreement to consolidate or otherwise collaborate regarding one or more functions or services through the use of technology to deliver educational programs and services, as permitted by Public Employment Relations Act Section 15, MCL 423.215(11) and MCL 423.215(3)(h).

21. Nondiscrimination. The Parties agree not to discriminate against any employee or applicant for employment with respect to hire, tenure, terms, conditions, or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex, height, weight, or marital status. The Parties further agree not to discriminate against any individual, including any Eligible Student, because of race, color, religion, national origin, age, sex, height, weight, or marital status. Breach of this paragraph may be regarded as a material breach of contract.

22. Waiver. Failure by either Party, at any time, to require performance by the other Party, or to claim a breach of any provision of this Agreement, will not be construed as a waiver of any subsequent breach, will not affect the validity and operation of this Agreement, and will not prejudice either Party with regard to subsequent action to enforce the terms of this Agreement.

23. Severability. If any provision of this Agreement should be invalid, illegal or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions of this Agreement will not be affected, impaired, or prejudiced thereby, unless the provision(s) removed materially impact the basic intent of this Agreement.

24. Governing Law. This Agreement and the rights and obligations of the parties hereunder will be governed by and construed in accordance with the laws of the State of Michigan.

25. Counterparts. This Agreement may be executed in one or more counterparts, including facsimile and electronic signatures, each of which will be deemed to be an original, but all of which constitute one and the same agreement.
26. Entire Agreement. This Agreement sets forth the entire understanding between the parties with respect to the subject matter of this Agreement and supersedes all previous oral or written agreements and understandings on the subject matter between the parties. No provision of this Agreement may be modified except in writing executed by both Parties.

[SIGNATURES APPEAR ON FOLLOWING PAGE.]

This Cooperative Education Agreement has been executed by the duly authorized officers of the Parties as of the date first above written.

**NOVI COMMUNITY SCHOOL
DISTRICT, a Michigan general powers
school district**

By: _____
Benjamin Mainka

Its: Superintendent

_____, a
Michigan general powers school district

By: _____ Its: _____

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Appendix A

See attached Novi Virtual Catalog.

Highlights from the April 16, 2025, Regular Meeting of the Wayne RESA Board of Education.

The Wayne RESA Board of Education approved the following items as part of the Consent Agenda:

Approved the following external applicant(s) for the position(s):

- Sharda Edwards, Administrative Assistant, effective March 31, 2025
- Tiffany Cichowski, Application Support Technician, effective April 14, 2025

Approved the following leave(s):

- Sabrina Rudy, Special Populations Consultant, Family/Medical Leave, effective April 22, 2025

Approved the following actual and necessary expenses incurred by Wayne RESA Board members in discharging their official duties and in performing functions as authorized by the Board March 1, 2025 through March 31, 2025:

Mary Blackmon: \$ 0
Danielle Funderburg: \$ 0

Lynda Jackson: \$ 0
James Petrie: \$ 172.35

Authorized administration to enter into an agreement with Barton Malow, Southfield, MI for the Burger Baylor Great Start Readiness Program (GSRP) Classroom renovation project in the amount not to exceed \$265,690 which includes \$252,101 for architectural design and \$13,589 construction labor costs, liability insurance and fees.

Authorized administration to enter into an agreement with Environmental Maintenance Engineers, Inc. (EME), Inkster, MI to provide asbestos removal services at the Beacon Day Center in an amount not to exceed \$37,300.

Authorized an amendment to Board Recommendation #309-23-24 to increase the purchase of instructional and training materials from Complete Book and Media Supply, LLC in compliance with federal procurement requirements and board policy from \$100,000 to \$173,500 for the period July 1, 2024 through September 30, 2025.

Authorized an amendment to Board Recommendation #8-24-25 to increase the purchase of University of Florida Literacy Institute (UFLI) Classroom and Intervention Kits, Math Kits, and Literacy Lab Kits from ECA Educational Services Inc in Commerce Township, Michigan from \$221,000 to \$913,373 for the period June 1, 2025 through May 31, 2026.

Authorized an amendment to Board Recommendation #81-24-25 to amend the ILO Group, Providence, Rhode Island contract for project management support throughout the process of opening a new Career Technical Education (CTE) dual enrollment program, focused on aviation and aeronautics, in an amount not to exceed \$185,500 for the period July 1, 2024 through June 30, 2025.

Authorized an amendment to Board Recommendation #167-24-25 to increase the Positive Behavioral Interventions and Supports (PBIS) activity funds allocated for Dearborn City School District from \$28,200 to \$29,900 for the period July 1, 2024 through June 30, 2025.

Board Highlights
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Authorized an amendment to Board Recommendation #244-24-25 to amend the following subrecipient contracts for one-time payments for start-up funding for the Great Start Readiness Program (GSRP) in the amounts indicated, for a total amount not to exceed \$2,450,000 for the period July 1, 2024 through June 30, 2025.

Subrecipient	Original Amount	Amended Amount
Academy for Business and Technology	\$50,000	\$50,000
Advanced Technology Academy	\$75,000	\$75,000
Alawie Educational Services	\$50,000	\$50,000
Allen Park Public Schools	\$100,000	\$100,000
Blossom Learning Center	\$25,000	\$25,000
Child Star Development Center	\$75,000	\$75,000
Children of the Rising Sun Empowerment Center	\$25,000	\$25,000
Childtime Childcare	\$175,000	\$175,000
Christios Child Care & Academy	\$25,000	\$25,000
Commonwealth Community Development Academy	\$0	\$0
Creative Montessori Academy	\$50,000	\$50,000
Crestwood School District	\$25,000	\$25,000
Detroit Academy of Arts and Sciences	\$50,000	\$50,000
Detroit Public Schools Community District	\$525,000	\$525,000
Detroit Service Learning Academy	\$50,000	\$50,000
Development Centers - MiSide	\$25,000	\$25,000
Dk's Childcare and Academy	\$25,000	\$25,000
Early Learning Prep	\$50,000	\$50,000
Ecorse Public Schools	\$25,000	\$100,000
Flat Rock Community Schools	\$50,000	\$50,000
For Kids Sake Montessori	\$25,000	\$25,000
Frontier International Academy	\$25,000	\$25,000
Growing Minds Learning Center Inc.	\$125,000	\$125,000
High Achievers Montessori Learning Center	\$0	\$0
Jade Child Development Center	\$25,000	\$25,000
Kid's Purpose Learning Center	\$25,000	\$25,000
KinderCare Learning Centers	\$100,000	\$100,000
Kristy's Child Development Center	\$25,000	\$25,000
LACC Child Care Academy	\$0	\$0
Little Jungle Learning Center	\$25,000	\$25,000
Little Seeds Child Development Center (Northville)	\$25,000	\$25,000
Livonia Public Schools School District	\$0	\$0
New Paradigm College Prep	\$0	\$0
New Paradigm Glazer-Loving Academy	\$0	\$0
Order THY Steps Learning Center	\$0	\$0
Plymouth-Canton Community Schools	\$50,000	\$50,000

Board Highlights
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Redford Union Schools, District No. 1	\$25,000	\$25,000
Riverview Community School District	\$25,000	\$25,000
South Redford School District	\$0	\$0
Stepping Stones of Grosse Ile	\$25,000	\$25,000
The Basilica of Saint Mary Montessori Academy	\$25,000	\$25,000
The Dearborn Academy	\$75,000	\$75,000
Tutor Time (Child Time Group)	\$25,000	\$25,000
Van Buren Public Schools	\$150,000	\$150,000
Wayne Metro Community Action Agency	\$25,000	\$25,000
Woodhaven-Brownstown School District	\$75,000	\$75,000
Total:	\$2,375,000	\$2,450,000

Authorized an amendment to Board Recommendation #245-24-25 to amend the following subrecipient contracts for operating the Great Start Readiness Program (GSRP) in the amounts indicated, for a total amount not to exceed \$106,239,681 for the period October 1, 2024 through September 30, 2025.

Subrecipient	Original Amount	Amended Amount
Above & Beyond Learning Ctr Nina Hodge	\$211,196	\$211,196
Academy for Business and Technology	\$434,125	\$434,125
Advanced Technology Academy	\$527,990	\$527,990
Alawie Educational Service	\$664,877	\$664,877
Al Hadi Child Care Center Inc	\$332,438	\$332,438
Allen Park Public Schools	\$938,650	\$938,650
Al-Wali Child Care Center Sameerah Saadiq	\$156,442	\$156,442
American International Academy	\$527,990	\$527,990
American Montessori Academy	\$563,190	\$563,190
Angel Land Child Care & Parent Institute	\$234,662	\$234,662
Arab American Children Center	\$715,720	\$715,720
Audrey's Little Love Bugs	\$187,730	\$187,730
Bambi Land Learning Center	\$1,243,711	\$1,243,711
Blessed Beginnings Learning Center	\$375,460	\$375,460
Blossom Learning Center LLC	\$625,766	\$625,766
Brainiacs Clubhouse CDC	\$187,730	\$187,730
Bridge Academy	\$469,325	\$469,325
Bright Beginnings Montessori Child Development Center	\$469,325	\$469,325
Bright Star Learning Center LLC A&W Day Care Center	\$625,766	\$625,766
Busy Minds Child Care Center, Inc. Beverly Hogan	\$187,730	\$187,730
Caniff Liberty Academy	\$156,442	\$156,442
Caring Hands Childcare Academy	\$187,730	\$187,730
Chandler Park Academy	\$782,208	\$782,208
Chapel Hill Early Childhood Education	\$211,196	\$211,196
Children First Learning Center	\$136,886	\$136,886

Board Highlights
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Children of the Rising Sun Empowerment Center	\$156,442	\$156,442
Children's Paradise Learning	\$977,760	\$977,760
Childrens Garden II LLC	\$175,997	\$175,997
Children'z Place 2	\$152,531	\$152,531
Childrens Garden LLC	\$625,766	\$625,766
Child Star Development Center	\$610,122	\$610,122
Childtime Learning Center #614 Childtime Childcare	\$1,830,367	\$1,830,367
Christios Child Care & Academy	\$351,994	\$351,994
Commonwealth Community Development Academy	\$156,442	\$156,442
Creative Academics Learning Center	\$140,797	\$140,797
Creative Kidz Learning Center	\$187,730	\$187,730
Creative Learning Children's College	\$156,442	\$156,442
Creative Montessori Academy	\$391,104	\$391,104
Crestwood School District	\$750,920	\$750,920
Cross Bridge Action Network	\$312,883	\$312,883
David Ellis Academy West	\$750,920	\$750,920
David Ellis Academy	\$375,460	\$375,460
Dearborn City School District	\$5,944,781	\$5,944,781
Dearborn Heights School District #7	\$469,325	\$469,325
Dee's Little Angels C.C.C	\$422,392	\$422,392
Detroit Academy of Arts and Sciences	\$782,208	\$782,208
Detroit Community Schools	\$293,328	\$293,328
Detroit Edison Public School Academy	\$750,920	\$750,920
Detroit Leadership Academy	\$469,325	\$469,325
Detroit Public School Community District	\$23,945,342	\$23,945,342
Detroit Service Learning Academy	\$586,656	\$586,656
Development Centers Inc	\$312,883	\$312,883
Dk's Childcare and Academy	\$156,442	\$156,442
Dove Academy of Detroit	\$312,883	\$312,883
Dreamy Children's Center	\$782,208	\$782,208
Dreamy Day Care 4 LLC	\$187,730	\$187,730
Dreamy Daycare 2, LLC	\$633,588	\$633,588
Early Learning Prep Greater Sonora Missionary Baptist	\$469,325	\$469,325
Ecorse Public Schools	\$938,650	\$938,650
Education Consulting Solutions It Takes a Village Academy	\$782,208	\$782,208
Empowered Community Learning Center	\$211,196	\$211,196
Flat Rock Community Schools	\$938,650	\$938,650
Focus Hope	\$555,383	\$555,383
For Kids Sake	\$156,442	\$156,442

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Franklin-Wright Settlements, Inc.	\$156,442	\$156,442
Froebel Child Care Inc.	\$375,460	\$375,460
Frontier International Academy	\$156,442	\$156,442
Garden City Public Schools	\$1,407,974	\$1,407,974
George Washington Carver Academy	\$633,588	\$633,588
Gibraltar School District	\$351,994	\$351,994
Global Heights Academy	\$312,883	\$312,883
Greater Ebenezer MISS BPT Church Childcare Greater Ebenezer Christian Child Care Center & KIN	\$187,730	\$187,730
Growing Minds Learning Center Inc	\$977,760	\$977,760
Hanley International Academy	\$469,325	\$469,325
High Achievers Montessori Learning Center L.L.C.	\$156,442	\$156,442
Highland Park Public School Academy System	\$563,190	\$563,190
Hope Academy	\$293,328	\$293,328
International Child Care Center International Language Solutions	\$175,997	\$175,997
Jade Development Center, Inc	\$625,766	\$625,766
John Evans Montessori Academy Inc	\$187,730	\$187,730
Joy Preparatory Academy	\$187,730	\$187,730
Jude Family Childcare Learning CTR	\$156,442	\$156,442
Kid Connection Kid Connection, Inc	\$187,730	\$187,730
Kiddie Kingdom	\$187,730	\$187,730
Kids' Avenue Christian Learning Center	\$187,730	\$187,730
Kids Cottage Early Learning LLC	\$136,866	\$136,866
Kid's Purpose Daycare LLC	\$156,442	\$156,442
Kingdom Kare Learning Center	\$351,994	\$351,994
Kristy's Early Childhood Development CTR	\$398,926	\$398,926
KUEHG Corp - KinderCare Education LLC	\$782,208	\$782,208
LACC Childcare Academy INC	\$563,190	\$563,190
Learning Links Academy	\$156,442	\$156,442
Little Jungle Learning Center, LLC	\$187,730	\$187,730
Little Owl Tree House	\$156,442	\$156,442
Little Scholars Day Care Center	\$703,987	\$703,987
Little Seeds Northville Little Seeds Child Development Center, LLC.	\$175,997	\$175,997
Livonia Public Schools School District	\$782,208	\$782,208
Lovin' Touch Learning Center	\$187,730	\$187,730
Martin Luther King JR Day Care	\$457,592	\$457,592
Matrix Human Services	\$312,914	\$312,914
Meadowbank	\$156,442	\$156,442
Metropolitan Children and Youth INC	\$312,914	\$312,914

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My Child Learning Center Greater Harvest Ministries	\$156,442	\$156,442
IndividualME Early Learning Academy LLC Lakisha Yancey	\$211,196	\$211,196
Nene's Little Angel's Daycare LLC	\$211,196	\$211,196
NES Teddybear Daycare and Preschool, LLC	\$117,331	\$117,331
New Great Bethlehem Temple We Care Child Development Center	\$211,196	\$211,196
New Paradigm College Prep	\$187,730	\$187,730
New Paradigm Glazer-Loving Academy	\$187,730	\$187,730
New St Paul Head Start Agency Inc	\$391,412	\$391,142
Oakland International Academy	\$312,883	\$312,883
Oakman Child Care & Development	\$469,325	\$469,325
Old Redford Academy	\$469,325	\$469,325
Order THY Steps Learning Center	\$156,442	\$156,442
PattiCake's Early Learning Center LLC	\$156,442	\$156,442
Plymouth-Canton Community Schools	\$1,368,864	\$1,368,864
Quality Child Care & Learning Center	\$211,196	\$211,196
R.A.C.E Reaching All Children Equally	\$703,987	\$703,987
Ready 2 Learn Childcare Center	\$375,460	\$375,460
Redford Union School District	\$563,190	\$563,190
Reign Development Center	\$175,997	\$175,997
Rhemas Child Care Center	\$375,460	\$375,460
Riverside Academy	\$312,883	\$312,883
Riverview Community School District	\$703,987	\$703,987
Romulus Community Schools	\$1,055,981	\$1,055,981
School District of the City of Hamtramck	\$527,990	\$527,990
School District of the City of Lincoln Park	\$1,583,971	\$1,583,971
School District of the City of River Rouge	\$527,990	\$527,990
School District of the City of Wyandotte	\$879,984	\$879,984
Smart Start Learning Center	\$312,883	\$312,883
Someplace Else Learning Factory LLC	\$187,730	\$187,730
Southgate Community School District	\$1,055,981	\$1,055,981
South Redford School District	\$1,407,974	\$1,407,974
St Paul Child Development Center	\$469,325	\$469,325
St. Matthew Lutheran School	\$156,442	\$156,442
Star International Academy	\$938,650	\$938,650
Starfish Family Services	\$1,554,696	\$1,554,696
Stepping Stones of Grosse Ile LLC	\$234,662	\$234,662
Summer Preschool Early Learning Center	\$175,997	\$175,997
Summit Academy North	\$527,990	\$527,990
Sunrise Education Center	\$211,196	\$211,196
Sweet Peas Early Childhood Center Inc	\$156,442	\$156,442

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Taylor School District	\$1,935,965	\$1,935,965
The Basilica of Saint Mary Montessori Academy	\$187,730	\$187,730
The Dearborn Academy	\$586,656	\$586,656
The Learning Tree Child Care Center Inc North	\$375,460	\$375,460
The Learning Tree Child Care Center Inc South	\$187,730	\$187,730
The School District of the City of Harper Woods	\$625,766	\$625,766
The University of Michigan (Dearborn) UMD	\$312,883	\$312,883
Tipton Academy	\$703,987	\$703,987
Trenton Public Schools	\$175,997	\$175,997
Trillium Academy	\$469,325	\$469,325
Tutor Time Learning Care LLC	\$469,325	\$469,325
Universal Academy	\$375,460	\$375,460
Universal Learning Academy	\$375,460	\$375,460
University Yes Academy	\$187,730	\$187,730
Van Buren Public Schools	\$1,173,312	\$1,173,312
Village of Shiny Stars Child Care Center	\$422,392	\$422,392
Wayne Metropolitan Community Action Agency	\$782,239	\$782,239
Wayne State University	\$391,104	\$391,104
Wayne-Westland Community School District	\$2,346,624	\$2,346,624
Woodhaven-Brownstown School District	\$879,984	\$879,984
Total:	\$106,239,951	\$106,239,681

Accepted the following grant(s) for the terms, amounts, and purposes noted:

Grant	Grantor	Amount	Term	Purpose	Responsible Party
State Aid Section 99s3 and 99s4 Advisory Council Grant	Michigan Department of Education through Washtenaw Intermediate School District	\$11,380	10/01/2024 – 09/30/2025	To provide STEM education services and support to the Science and Engineering Strategic Plan Alignment Outcome 2 (By 2026, the Collaborative will increase professional learning and ongoing support in Project, Problem, and Place-Based pedagogy by 15% in every	Educational Services

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				region of the state)	
Title III, Part A – Language Instruction for English Learners	Federal grant through Michigan Department of Education (MDE) – Elementary and Secondary Education Act of 1965	\$502,576	07/01/2024 – 09/30/2025	The Consolidated Application supports English learners in consortium districts and PSAs, K-12 and their parents attending ESL evening classes. Facilitators and EL Consultants serve approximately 2000 students annually.	Educational Services

The Board also considered and approved the following Action Items:

1. Teacher Appreciation Week Proclamation (May 5 – May 9, 2025)
2. Wayne RESA 2025-2026 Board Meeting Schedule

Superintendent’s Comments

Dr. Colbert shared:

- April kicks off Spring assessments. RESA wishes all Wayne County students well as they demonstrate growth and proficiency. We also wish our Wayne County educators well during this testing period.
- RESA acknowledges and recognizes that State Superintendent, Dr. Michael Rice, has announced his retirement. We thank him for his service and for being a champion for equity and excellence in all things education.
- During the month of April, RESA also honors and uplifts:
 - Autism Acceptance Month, as we celebrate the experiences and identities of the Autistic community and individuals, emphasizing understanding, inclusion, and support to move beyond awareness and into meaningful acceptance of all people and learners. This was displayed during the amazing April board presentation on Unified Sports by both the Livonia and Northville School Districts.
 - Week of the Young Child (April 5-11), when we recognize the work of our Early Childhood team and the many departments who promote a safe, accessible, and engaging learning environment for our youngest students. We celebrate our enrollment growth in the Great Start Readiness Program and leading the state's vision of PreK for All! We must continue to promote early childhood education.
 - National Administrative Professionals Day (April 23) and Administrative Professionals Week (April 21-25), when we acknowledge and celebrate our administrative assistants who keep RESA moving in the right direction.

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April 16, 2025

- Arab American Heritage Month, as we celebrate the rich culture and history as significant contributions of the Arab American community.
- Dr. Colbert had the opportunity to speak at the NAACP Detroit Branch's Third Annual Education Symposium. Thank you to RESA Board Vice President Mary Blackman who was in attendance. Also, thanks to both Mike Lavis and Beth Gonzalez for their contributions to an amazing slide deck and to Andrell Williams for his onsite technology support. The topic that Dr. Colbert was asked to speak to was "The Educational Systems Response to Public Education." Other speakers included Dr. Nikolai Vitti, Detroit Public Schools Community District Superintendent and Shirley Stancato from the Wayne State Board of Governors.
 - The community wants to hear more about the impact of Executive Orders on public education and they are calling on RESA to speak in a variety of settings.
- Thursday, April 17 is the Wayne County Parent Advisory Committee's (PAC) recognition of amazing staff that continue to pour in to and support individuals with education plans. This event is always a highlight for the month of April because it is a shout out to the great work of amazing teachers, paraeducators, administrators, transportation and food service specialists, and others throughout Wayne County.
- Thursday, April 24 is the Michigan Association of School Boards (MASB) Awards celebration where the Redford Union School District will serve as the host. RESA board members and leadership will be in attendance to celebrate the outstanding boards of education in Wayne County and all their awards.
 - Congratulations to each of our Wayne County elected members of the local boards and their accomplishments, as well as the RESA Board of Education and Board Secretary Danielle Funderberg for her presidential award of recognition.
- Saturday, April 26, the Excellence in Transportation awards dinner will take place in Southgate. This event recognizes transportation specialists including Kelli Schultz, RESA Transportation Consultant, and her phenomenal wisdom, vision, and stellar leadership and the team that continues to support Wayne County transportation specialists which includes bus drivers, aides, mechanics, dispatch, and more.
 - We are encouraged by and appreciate that Wayne County students are being transported to and from school, including all activities, safely by our outstanding transportation specialists.
- The Orange Frog | Happiness Advantage training for the RESA organization has started. This training is about positive psychology. Thus far, attendees are walking away from the training with the mindset of paying gratitude forward, saying thank you and bringing joy to the workplace. RESA looks forward to the entire organization being trained and the impact that the training has on its' culture. We recognize that culture is everything. The joy bomb experienced today is just one way of encouraging and maintaining a thriving work environment.
- The RESA master facilities plan is in motion. Communications outlining the facility upgrades, anticipated construction, and greater investment to advance the RESA mission are being shared widely.
 - The project was derived from years of data on renting venues, environmental studies, constituent requests to use the property, feedback over the years about not having adequate space for internal meetings/trainings, and the aesthetics and safety of the grounds/property, as well as being one of the only Intermediate School Districts who did not serve students directly, and more.
 - Through a combination of a \$10 million one-time state appropriation and strategic investments from Wayne RESA's General Fund, we are making purposeful updates to our

properties and infrastructure that align with our mission and vision for the future and in response to more than a decade of feedback. Together, these improvements will improve the way we collaborate and lead to furthering our mission.

- Burger Baylor Campus Conversion
 - The Wayne RESA Office and Conference Space at the Burger Baylor Campus in Inkster will be converted into a four-classroom Great Start Readiness Program (GSRP) PreK school, tentatively opening in Fall 2026. This site will serve as a model PreK program, include one-way observation spaces, and support our Teacher Apprentice program, Talent Together. This change is driven by data identifying this zip code as an underserved area for early childhood education in our county and in service of meeting our PreK for All expansion goals. This will offer Wayne RESA the opportunity to directly serve students, and we are excited!
- Special Education and Early Intervention Services (SEEIS) Department Relocation
 - At our newly purchased Wayne RESA Annex, the office space previously occupied by The Senior Alliance will become the new home for our Special Education and Early Intervention Services Department. This will allow us to bring the full team under one roof to improve collaboration and the way we work together in service of our communities. Our Assistive Technology team, student-specific items, and Make-and-Take space will also be relocated to the Annex. This also offers an opportunity for more intentional collaboration and proximity between Instructional Technology and Assistive Technology teams. Work on this project is already underway. This will also make additional space available at the Education Center, allowing other teams to move into offices and bring teams together.
- Annex Renovation and Meeting Rooms
 - Also at the Annex, we will renovate current meeting spaces, Annex Rooms 1, 2, and 3, and add new ones, anticipated to be Room 4, 5, and 6. The updated space will flexibly accommodate up to six meeting rooms, or one large space when the moveable walls are opened, with capacity for approximately 396 people (configuration dependent). This will allow Wayne RESA to hold an in-person All Staff Meeting on our own campus. This will also support our colleagues hosting expanded professional learning, conferences, and community events within our own space.
- Annex Auditorium Conversion
 - The final phase of these projects will focus on remodeling the auditorium at the Annex. This auditorium will be converted into a flat meeting space for professional learning, with capacity for up to 150 people.
- The recertification for CPR, AED and First Aid Training continues for RESA staff. The entire organization was previously trained and now the recertification process is taking place where individuals can remain certified. This is an example of one of the things RESA continues to do to have a healthy and safe environment inside the organization.
- In closing, the April board meeting presentation on Unified Sports was amazing.
 - Thanks to Dr. Jennifer Taiariol, Assistant Superintendent of Special Education and Early Intervention Services, who also presented at the state board meeting on Tuesday, April 8 along with one of our constituent districts.
 - What was lifted by Livonia and Northville was self-acceptance, diversity, tolerance and inclusion.

Board Highlights
April 16, 2025

- Like Livonia and Northville, we need to continue to work together to ensure that Wayne County is inclusive of each of our students and supportive of all of them thriving.

Board Highlights are published by the Office of the Superintendent following monthly meetings of the Wayne RESA Board of Education.

**Ridge Wood Elementary
Board Presentation
April 22nd, 2025
6:30pm**



“Ridge Wood Rockets Learn and Lead Together!”

Staff Presenters/Helpers:

**Mrs. Gall, Mrs. Baron, Ms. Glotfelter, Mrs. Cook,
Mrs. Pietrandrea, Mrs. Bravo, and Mr. Boomer**

Agenda:

- Kindergarten Pledge of Allegiance
- Introduction
- BLAST Activity
- Breakout sessions (15 minutes each), 3 minute transition in-between
 - a. Girls Who Math
 - b. Young 5s
 - c. Soft Starts
- Return to cafeteria for closing remarks/reflections



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Cassie Baron
Young 5's Teacher, Ridge Wood

Dear Cassie,

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):

Mrs. Baron is a new teacher at Ridge Wood Elementary and we are so blessed to have her. She has been a fabulous asset to the new Young 5's program. She has a heart of gold and is so very kind, caring and patient. We recently had a Young 5 student who fell and bumped their mouth during Gym. They were inconsolable. Mrs. Baron heard about it and left her prep to come and see the student. She gave up her prep time to take him and play a card game with him until she was sure he was emotionally ready. She loves all of her students like they are her own.

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: Tania Nevelos

Date: 1/27/25

My role: Colleague

The person being nominated is: Cassie Baron

School or Department: Young 5's Teacher, Ridge Wood Elementary

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 Baron is a new teacher at Ridge Wood Elementary and we are so blessed to have her. She has been a fabulous asset to the new Young 5's program. She has a heart of gold and is so very kind, caring and patient. We recently had a Young 5 student who fell and bumped their mouth during Gym. They were inconsolable. Mrs Baron heard about it and left her prep to come and see to the student. She gave up her prep time to take him and play a card game with him until she was sure he was emotionally ready. She loves all of her students like they are her own.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Debbie LaLonde
Kindergarten Teacher, Ridge Wood

Dear Debbie,

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

My kindergartener broke his leg and came to school in a wheelchair for weeks (followed now by a walker). She made it very easy for him to get back into the classroom immediately after his injury and made special accommodations for him. She took on this extra responsibility while having to also take care of and teach 23 other kindergarteners by herself. She always has a smile on her face and has been incredibly supportive to our son and to us. He has been able to continue learning despite this temporary obstacle and he has felt incredibly comfortable in her class.

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: Hend Abdul-Jauwad

Date: 12/13/24

My role: Parent

The person being nominated is: Debbie LaLonde

School or Department: Kindergarten Teacher, Ridge Wood

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:

My kindergartener broke his leg and came to school in a wheelchair for weeks (followed now by a walker). She made it very easy for him to get back into the classroom immediately after his injury and made special accommodations for him. She took on this extra responsibility while having to also take care of and teach 23 other kindergarteners by herself. She always has a smile on her face and has been incredibly supportive to our son and to us. He has been able to continue learning despite this temporary obstacle and he has felt incredibly comfortable in her class.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Debra Rivera
Admin Aide, Ridge Wood

Dear Debra,

I am pleased to notify you that the administration received a couple “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: She is always a welcoming face in the office. She goes above and beyond to help the students. My kindergartener broke his leg and was in a wheelchair for weeks and she never hesitated to help him. She also took the initiative to follow up on a specific issue that I had brought up without me having to ask.

Colleague: Deb has made this transition for a new principal so seamless. In addition to her admin duties, she brings joy and light to the office. She advocates for what is right by all our kids, and takes on all tasks she thinks might make someone's life easier.

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: Amy Terry

Date: 9/24/24

My role: Principal, Ridge Wood

The person being nominated is: Deb Rivera

School or Department: Admin Aide, Ridge Wood

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:

Deb has made this transition for a new principal so seamless. In addition to her admin duties, she brings joy and light to the office. She advocates for what is right by all our kids, and takes on all tasks she thinks might make someone's life easier.



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: Hend Abdul-Jauwad

Date: 12/13/24

My role: Parent

The person being nominated is: Debra Rivera

School or Department: Admin Aide, Ridge Wood Elementary

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:

She is always a welcoming face in the office. She goes above and beyond to help the students. My kindergartener broke his leg and was in a wheelchair for weeks and she never hesitated to help him. She also took the initiative to follow up on a specific issue that I had brought up without me having to ask.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Devon Madigan
1st Grade Teacher, Ridge Wood

Dear Devon,

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

Mrs. Madigan has been such a wonderful influence and comfort to my child at Ridgewood Elementary. Since the first day of school, she has been very responsive to parents on their questions and concerns that they may have in the classroom. She goes above and beyond making sure that every child feels that they are special and loved. Her compassion for education is unbelievable. I cannot see anyone more deserving. Thank you, Miss Madigan, for being such a wonderful educator.

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: Monya Ibrahim

Date: 11/3/24

My role: Parent

The person being nominated is: Devon Madigan

School or Department: 1st Grade Teacher, Ridge Wood

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. Madigan has been such a wonderful influence and comfort to my child at Ridgewood Elementary. Since the first day of school, she has been very responsive to parents on their questions and concerns that they may have in the classroom. She goes above and beyond making sure that every child feels that they are special and loved. Her compassion for education is unbelievable. I cannot see anyone more deserving. Thank you, Miss Madigan, for being such a wonderful educator.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Kim Gall
Young 5's Teacher, Ridge Wood

Dear Kim,

I am pleased to notify you that the administration received a couple "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: Mrs. Gall has gone above and beyond in her leadership of the young 5's program at Ridge Wood elementary school. She has gone above and beyond in making the classroom feel like a family for our young 5s and getting them comfortable in the elementary school environment. The amount of learning that has happened and the growth we have seen is remarkable from writing, reading, math and most importantly simply a joy in learning new things. Mrs. Gall allows the young 5's to follow their interests and my child comes home each day talking about what he has learned, built, explored and fun he has had with friends during school. She is the definition of going above and beyond for her students, their families and the entire faculty at Ridge Wood elementary.

Parent: She encourages her students to play as they learn and learn as they play. The mutual respect between Mrs. Gall and her students is so evident in the classroom. I will always appreciate the way Mrs. Gall has connected with my son to build such a solid foundation for success in his elementary school years.

On behalf of our administration leadership team and Board of Education, thank you for your contributions and efforts to enhance our school community. 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: Megan Silverman

Date: 4/1/25

My role: Parent

The person being nominated is: Kim Gall

School or Department: Young 5's Teacher, Ridge Wood Elementary

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. Gall has gone above and beyond in her leadership of the young 5's program at Ridge Wood elementary school. I believe the young 5's program has been such a success because of Mrs. Gall's leadership both within the classroom and throughout Ridge Wood. She has gone above and beyond in making the classroom feel like a family for our young 5s and getting them comfortable in the elementary school environment. This year has been such an enriching experience for our young 5. The amount of learning that has happened and the growth we have seen is remarkable from writing, reading, math and most importantly simply a joy in learning new things. Mrs. Gall allows the young 5's to follow their interests and my child comes home each day talking about what he has learned, built, explored and fun he has had with friends during school. Her management of the classroom is truly remarkable. We are so thankful for everything Mrs. Gall does. She is the definition of going above and beyond for her students, their families and the entire faculty at Ridge Wood elementary. Thank you Mrs. Gall for your leadership and care of young 5. We are SO thankful for you.



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: Nora Errickson

Date: 4/2/25

My role: Parent

The person being nominated is: Kim Gall

School or Department: Young 5's Teacher, Ridge Wood Elementary

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. Gall is the perfect Young 5s teacher. She is patient and supportive; nothing phases her. She encourages her students to play as they learn and learn as they play. The mutual respect between Mrs. Gall and her students is so evident in the classroom. I will always appreciate the way Mrs. Gall has connected with my son to build such a solid foundation for success in his elementary school years.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Olivia Giampaola
4th Grade Teacher, Ridge Wood

Dear Olivia,

I am pleased to notify you that the administration received a couple "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 *students who made separate submissions on your behalf state (paraphrased):

Student: Ms. Giampaola is kind and helpful making sure every single student understands. If they don't, she will take as much time as needed to make sure you understand.

Student: Ms. Giampaola went above and beyond by teaching her students with effort and hard work making sure her students succeed in every subject she teaches. Ms. Giampaola also helps her students making sure they understand what they are learning and makes sure her students are having a little bit of fun while learning at the same time and makes sure the year is special and a good learning opportunity for each and every student. Ms. Giampaola also makes sure that if a student doesn't understand she will take time and effort to make sure this student understands fully and can succeed.

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: Zayna Abu-Isa

Date: 4/14/25

My role: Student

The person being nominated is: Olivia Giampaola

School or Department: 4th Grade Teacher, Ridge Wood Elementary

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. Giampaola is kind and helpful making sure every single student understands. If they don't, she will take as much time as needed to make sure you understand.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

April 22, 2025

Tania Nevelos
Admin Assistant, Ridge Wood

Dear Tania,

I am pleased to notify you that the administration received MANY "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 *SIX individuals who made separate submissions on your behalf state (paraphrased):

Parent: She was there to assist in my concerns with class placement for my son as he was being bullied prior to the beginning of school and has always been prompt and available anytime we call for assistance throughout the school year.

Parent: Always helpful. My son had forgotten his sweatshirt outside at school in the rain and she went down to his classroom to retrieve it after school hours so it wouldn't stay at school over the weekend.

Colleague: Tania has made this transition for a new principal so seamless. In addition to her admin duties, she is counselor, confidant, mama bear, cheerleader, nurse, and friend to all. She advocates for what is right by all our kids, and takes on all tasks she thinks might make someone's life easier.

Parent: Tania is the backbone of Ridge Wood. She is the core of our school and what makes everyone's day run functional and smoothly. As a sub in the district, there is no one as welcoming and prepared as Tania. From the moment my day starts to the last moment she is there to support me in anything I need. If a child is hurt she is there to give the love and care they need. Tania's love for the children at Ridge Wood is phenomenal. The kids feel all better by just her comfort and motivation.

Parent: Mrs. Nevelos is often the first happy face you see at Ridge Wood. She is very welcoming and helpful to parents, staff and students. She goes above and beyond daily to make sure everyone is happy, safe being helped and listened to. As a guest teacher, she always assures that I have everything I need to make my day easy and successful. We couldn't have asked for a better representative of our school!

Parent: My kindergartener broke his leg and came to school in a wheelchair for weeks. She immediately put my mind at ease when I was worried how he would manage to get back to school. She reassured me that it would all be possible. She helped to wheel him to his classroom on a daily basis and kept in contact with me for any of his needs. She has also been a source of encouragement and comfort to him.

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,

A handwritten signature in black ink, appearing to read "Dr. RJ Webber". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

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.

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This nomination is submitted by: Neelesh Welling

Date: 9/12/24

My role: Parent

The person being nominated is: Tania Nevelos

School or Department: Ridge Wood, Admin

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:

She was there to assist in my concerns with class placement for my son as he was being bullied prior to the beginning of school and has always been prompt and available anytime we call for assistance throughout the school 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: Parent

Date: 9/12/24

My role: Parent

The person being nominated is: Tania Nevelos

School or Department: Ridge Wood, Admin

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:

Always helpful. My son had forgotten his sweatshirt outside at school in the rain and she went down to his classroom to retrieve it after school hours so it wouldn't stay at school over the weekend. She's the first smiling face the kids see when they come into school. She's an asset to Ridge Wood.



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: Amy Terry

Date: 9/24/24

My role: Principal, Ridge Wood

The person being nominated is: Tania Nevelos

School or Department: Admin Assistant, Ridge Wood

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:

Tania has made this transition for a new principal so seamless. In addition to her admin duties, she is counselor, confidant, mama bear, cheerleader, nurse, and friend to all. She advocates for what is right by all our kids, and takes on all tasks she thinks might make someone's life easier.



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: Monya Ibrahim

Date: 11/4/24

My role: Colleague/Parent

The person being nominated is: Tania Nevelos

School or Department: Admin Assistant, Ridge Wood

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:

Tania is the backbone of Ridge Wood. She is the core of our school and what makes everyone's day run functional and smoothly. As a sub in the district, there is no one as welcoming and prepared as Tania. From the moment my day starts to the last moment she is there to support me in anything I need. If a child is hurt she is there to give the love and care they need. Tania's love for the children at Ridge Wood is phenomenal. The kids feel all better by just her comfort and motivation. We are blessed to have Tania at Ridge Wood.



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: Ayat Haidar

Date: 11/4/24

My role: Parent and Guest Teacher

The person being nominated is: Tania Nevelos

School or Department: Admin Assistant, Ridge Wood

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. Nevelos is often the first happy face you see at Ridge Wood. She is very welcoming and helpful to parents, staff and students. She goes above and beyond daily to make sure everyone is happy, safe being helped and listened to. As a guest teacher, she always assures that I have everything I need to make my day easy and successful. We couldn't have asked for a better representative of our school!



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: Hend Abdul-Jauwad

Date: 12/13/24

My role: Parent

The person being nominated is: Tania Nevelos

School or Department: Admin Assistant, Ridge Wood

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:

My kindergartener broke his leg and came to school in a wheelchair for weeks. She immediately put my mind at ease when I was worried how he would manage to get back to school. She reassured me that it would all be possible. She helped to wheel him to his classroom on a daily basis and kept in contact with me for any of his needs. She has also been a source of encouragement and comfort to him. She is the absolute best!

Memo

TO: RJ Webber, Superintendent

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

CC: COLT Administrators

DATE: April 22, 2025

RE: Board Policies 1102, 3008 and 4123 Proposed Updates
Board Policies, 2157 and 4141 Proposed New Policy

Policy Update/New Overview:

- **Policy 1102 Firearms and Other Weapons:** *Safe Storage of Firearms* The Governor recently signed legislation aimed to protect students from gun violence by mandating that information on the safe storage of firearms, developed by the Michigan Department of Health and Human Services by July 1, 2025, be distributed to parents of students by Districts beginning October 1, 2025, and every October 1 thereafter.
- **Policy 2157 <NEW> Curricular Animals:** The district currently works with a non-profit agency that brings in trained therapy dogs throughout the district for short visits throughout the week. The district is adding another, more consistent option to having an approved, employee-owned therapy dog on site in the counseling offices on a regular/daily basis. This new policy provides for guidance and assurances for key expectations of all Curricular Animals on school property
- **Policy 3008 Safety and Security:** The Governor recently signed legislation that requires a standardized response terminology to be used by schools in response to emergency situations, developed by the Department of State Police by July 1, 2026. The District must implement the standardized response terminology beginning with the 2026-2027 school year. Additionally, the Governor recently signed legislation requires the establishment of a behavior threat assessment and management team. While this is new legislation which must be implemented by October 1, 2026, the districts Threat Assessment and Suicide Intervention process already incorporated a team within the process and Beth continues to work with the teams on ensuring compliance.
- **Policy 4123 Earned Sick Time:** The six-year litigation saga relative to the Earned Sick Time Act is finally over. In order to comply with the terms of the re-instated Earned Sick Time Act, the Policy

relative to sick leave requires revision.

- **Policy 4141 <NEW> Personal Communication Devices:** A recent policy review revealed that the District has some confidentiality and FERPA violation exposure due to the absence of Board Policy on the employees use of personal devices in the course of their work and work day. After consulting with the Thrun policy service, this new policy is presented for your consideration.

**NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan**

BOARD POLICY

FIREARMS AND OTHER WEAPONS

The District prohibits firearms and other weapons on District premises and at District-related functions, except for: persons with written approval from the District's current Superintendent, and weapons in the possession and under control of law enforcement personnel. District employees and students who violate this policy are subject to discipline, including permanent expulsion or discharge. Others who violate this policy are subject to being banned from District premises and District-related functions. The Superintendent shall refer a person who knowingly violates this policy to law enforcement officials and may take any necessary steps to exclude the person from Board property and Board-sponsored events.

The term "weapon" means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting bodily harm, property damage, or endangering the health and safety of any persons.

Staff members shall report knowledge of dangerous weapons and or/threats of violence by students, staff members, or visitors to the building administrator. Failure to report such information may subject the staff member to disciplinary action, up to and including termination.

This policy does not prevent the appropriate use of starter pistols in sporting events.

Safe Storage of Firearms Beginning October 1, 2025, and every October 1 thereafter, the District shall distribute (by electronic or mail) information regarding the safe storage of firearms, developed by the Michigan Department of Health and Human Services, to the parent or legal guardian of each student enrolled in the District. By not later than October 1, 2025, the District shall post links to the Michigan Department of Education's webpages describing the English, Spanish, and Arabic versions of the informational notice on the website of the District.

Adopted: May 2017
Revised: October 2018
Revised: May, 2025

**NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan**

BOARD POLICY

CURRICULAR ANIMALS

An animal is not allowed on District property except as provided in this Policy, Policy [2156](#), with the Superintendent's or designee's approval, or as otherwise required by law. Nothing in this Policy diminishes any rights a person with a disability may have to be accompanied by a service animal or other therapy animal on District property. If an animal's handler is not a student or employee, the handler must undergo a criminal history check and any other background check required for employees and volunteers by state law or Policy before being allowed to regularly access District facilities as the handler.

A. Use of Animals for Instructional Purposes

An animal that supports a District program or curriculum or that is otherwise used for instructional purposes is allowed on District property with the Superintendent's or designee's prior written permission.

It shall be the responsibility of the building's Principal or their designee to develop a plan of care for those animals housed in District buildings in the event of a school closing (i.e., snow day, breaks). Animal-specific guidelines established by the Centers for Disease Control must be followed at all times.

B. Therapy Dogs

1. Definition of Therapy Dog

A "therapy dog," differs from an "emotional support animal," "comfort animal," or "companion animal." Therapy dogs are not "service animals" under the Americans with Disabilities Act (ADA) or Board Policy. Therapy dogs are those that have been:

- a. individually trained and certified by an approved therapy dog training organization;
- b. engaged in animal assisted activities and interactions under the direct supervision of a handler; and
- c. managed by a handler who has been individually trained, evaluated, and registered with their therapy dog to provide animal assisted activities and animal-assisted interactions on District property.

A therapy dog must be well-behaved and have a temperament that is suitable for interaction with students and other persons in a public school. A therapy dog is the personal property of its owner, not the District.

2. Standards and Procedures for Therapy Dogs

The following requirements must be satisfied before a therapy dog is allowed on District property:

- a. Request. An owner who wants to bring a therapy dog on District property must submit a written request to the Superintendent or designee. The request must be renewed each school year or whenever a different therapy dog will be used.
- b. Training and Certification. The owner must submit any training or certification information requested by the Superintendent or designee. Any certification required by the District must remain current at all times.
- c. Health and Vaccination. The therapy dog must be clean, well-groomed, in good health, house broken, and immunized against diseases common to such animals. The owner must submit proof of current required licensure from the county or other licensing authority and proof of the therapy dog's current vaccinations and immunizations from a licensed veterinarian, if applicable.
- d. Control. A therapy dog must be under the owner's or handler's control at all times.
- e. Handler. If the therapy dog's handler is a District employee, the therapy dog will not interfere with the employee's primary job responsibilities.
- f. Ownership. Therapy dogs may be provided by a third party, or independently owned by a District employee. Therapy dogs If owned by a District employee, the therapy dog must be approved and purchased by the District for the employee through the District Employee Therapy Dog program and must be trained - Required training- for accreditation through the District approved therapy dog provider at the District expense. All other third-party therapy dog accreditation must be at the owner's expense. All therapy dogs servicing the District must meet the standards of health described above at the owner's expense. The District bears no financial responsibility for the care or feeding of the therapy dog. The District is not responsible for providing any care, supervision, or assistance of the therapy dog.
- g. Transportation. Animals, other than service animals, are not to be transported on school buses. It is the responsibility of the therapy dog's handler to transport the dog to and from school property.
- h. Identification. The therapy dog must wear appropriate identification identifying it as a therapy dog.
- i. No Disruption. The therapy dog's behavior must not disrupt the educational process.
- j. Health/Safety. The therapy dog must not pose a health or safety risk to any student, employee, or other person.

- k. Supervision/Care of Therapy Dogs. The owner or handler is responsible for the supervision and care of a therapy dog, including feeding, exercising, and clean up while the dog is in a District building or on District property. The District is not responsible for providing any supervision, care, or assistance for a therapy dog.
- l. Authorized Area(s). The owner or handler will only allow the therapy dog to be in those areas that have been pre-authorized by the Superintendent or designee.
- m. Insurance. The owner or handler must submit a copy of an insurance policy that provides liability coverage for any damage or injury caused by the therapy dog while on District property.

3. Exclusion or Removal from School

A therapy dog may be excluded from District property if the Superintendent or designee determines that:

- a. the handler does not have control of the dog;
- b. the dog is not housebroken;
- c. the dog presents a direct and immediate threat to others; or
- d. the dog's presence otherwise disrupts the educational process.

~~d.e.~~ The District reserves the right to eliminate or cancel the Curricular Animals program at any time.

The owner or handler must remove the therapy dog from District property immediately upon such a determination.

4. Allergic Reactions

If any student or employee assigned to a classroom in which a therapy dog is permitted suffers an allergic reaction to the therapy dog, the owner or handler must remove the dog to a different location designated by the Superintendent or designee.

5. Damages to District Property and Injuries

The owner of a therapy dog is solely responsible and liable for any damage to property or injury to persons caused by the therapy animal.

C. Emotional Support Animals

An "emotional support animal" is an animal that has not been individually trained to perform a specific job or task for a person with a disability, but its presence provides comfort or emotional support to others. Emotional support animals are not "service animals" under the ADA or Board Policy.

An emotional support animal is not allowed on District property except as otherwise required by law.

Legal authority: 28 CFR 35.136

Date adopted: May, 2025

Date revised:

**NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan**

BOARD POLICY

**SAFETY, SECURITY, SCHOOL CRISIS TEAM, AND THREAT
EVALUATION AND SUICIDE INTERVENTION TEAM**

The Board strives to provide a safe environment for students, employees and School District visitors. School District facilities and grounds will be kept reasonably safe, clean and functional. The Superintendent will develop and implement a maintenance program for the safe and efficient operation of the School District. The program will provide for the regular inspection and periodic maintenance of all School District facilities and be legally compliant with all safety, health and environmental requirements.

The Superintendent or his/her designee will be responsible for maintaining an Emergency Operations Plan (EOP) to be implemented in the event of an emergency. Beginning with the 2026-2027 school year, the District shall adopt and implement the standardized response terminology developed by the department of state police, in collaboration with the school safety and mental health commission.

Threat Evaluation and Suicide Intervention Team

The Superintendent will develop a threat evaluation and suicide intervention team, including duties ~~protect~~ aimed at addressing situations which may pose a threat to the health, safety, and welfare of themselves or the school community pursuant to MCL 380.1308e. The goal of the threat evaluation and suicide intervention team process is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to any student or staff member being assessed.

Adopted: March 2016
Revised: March 2019
Revised: March 2024
Revised May 2025

**NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan**

BOARD POLICY

~~PAID MEDICAL LEAVE EARNED SICK TIME~~

The School District will provide ~~paid medical leave~~earned sick time (PML-EST) to eligible employees pursuant to Michigan law. The Superintendent, or designee will determine, by employee classification, whether PML-EST will accrue over the course of each benefit year or will be ~~provided frontloaded~~ at the beginning of each benefit year and will promulgate administrative regulations concerning the use of PML-EST. Payment and use of accrued or ~~provided frontloaded~~ PML-EST will be coordinated with all types of paid leave available to an eligible employee pursuant to collective bargaining agreements, individual contracts, or ~~the other~~ School Districts policies and administrative regulations. This policy and any implementing administrative regulations will be automatically rescinded, without further action by the Board or the Superintendent, if paid medical leave is mandated by federal law.

Adopted: March 2019

Updated: May 2025

*NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan*

BOARD POLICY

EMPLOYEE PERSONAL COMMUNICATION DEVICES

“Personal communication devices” include employee-owned cell phones, computers, tablets, wearable technologies, or any other device that enables an employee to access the internet or engage in communications through an application, social media, or any other communication method. Employee use of personal communication devices during the work day, including school-sponsored activities, and to conduct school-related business, is limited as follows:

- A. except in emergencies, an employee’s use of personal communication devices shall not interfere with instructional activities or work-related duties. Employees taking an authorized break may use personal communication devices in a manner that does not disrupt the District’s operations or violate the confidentiality of students or others;
- B. employees shall not use personal communication devices to access inappropriate content or engage in unlawful activities while on duty, on District property, or attending a District-related event;
- C. employees must not use personal communication devices to inappropriately communicate with other employees, students, and Parents;
- D. employees must ensure that the District’s records and files, including confidential student information, are only maintained on District-provided technology and that confidentiality is maintained. District records and files must not be stored on a personal communication device;
- E. employees recognize that when a personal communication device accesses the District’s network, the employee’s use may become subject to the District’s Acceptable Use Policy;
- F. employees may not use their personal communication devices to record communications or images during the work or school day or at a school-sponsored event other than a public performance or sporting event, unless the employee has received permission from the Superintendent or designee. Dissemination of any recording is prohibited unless the Superintendent or designee approves that action in writing; or
- G. unauthorized recording of communications or images of students, Parents, co-workers, or non-public meetings is prohibited, unless there is an educational purpose to do so, and may result in discipline, including discharge.

Legal authority: MCL 380.11a(3), 380.601a

| Adopted: ~~April~~May 2025



U.S. MAIL ADDRESS
P.O. Box 2575, EAST LANSING, MI 48826-2575
PHONE: (517) 484-8000 FAX: (517) 484-0041

ALL OTHER SHIPPING
2900 WEST ROAD, SUITE 400
EAST LANSING, MI 48823-6386

JEFFREY J. SOLES
MICHAEL D. GRESENS
CHRISTOPHER J. IAMARINO
RAYMOND M. DAVIS
MICHELE R. EADDY
KIRK C. HERALD

ROBERT A. DIETZEL
KATHERINE WOLF BROADDUS
DANIEL R. MARTIN
JENNIFER K. STARLIN
TIMOTHY T. GARDNER, JR.
IAN F. KOFFLER

FREDRIC G. HEIDEMANN
RYAN J. NICHOLSON
CRISTINA T. PATZELT
PHILIP G. CLARK
PIOTR M. MATUSIAK
JESSICA E. MCNAMARA

RYAN J. MURRAY
ERIN H. WALZ
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KATHRYN R. CHURCH
MARYJO D. BANASIK
CATHLEEN M. DOOLEY

AUSTIN M. DELANO
KELLY S. BOWMAN
BRIAN D. BAAKI
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LISA L. SWEM (OF COUNSEL)
ROY H. HENLEY (OF COUNSEL)

FREDRIC G. HEIDEMANN
(517) 374-4535
fheidemann@thrunlaw.com

April 18, 2025

Via Email and U.S. Mail

Mr. Devin Kling
Assistant Superintendent, Finance &
Operations
Northville Public Schools
405 West Main Street
Northville, Michigan 48167

Re: Special School Election on Tuesday, August 5, 2025

Dear Mr. Kling:

Enclosed are the following:

1. Four copies of a resolution relative to calling the special election to be adopted by your Board at its upcoming meeting. **Before adopting the resolution, the name of the newspaper of general circulation in the District the Board prefers for publication of notices must be inserted in Paragraph 3a.** Upon adoption, have all copies completed and provide one copy to the election coordinator and one copy to your election clerk or clerks, if designated by the county clerk, retain one copy with the minutes of your Board meeting and return the remaining copy to me. If one or more board members will participate in the board meeting virtually due to military service, please contact me.

READ THE BALLOT PROPOSITION LANGUAGE CAREFULLY BEFORE THE BOARD ADOPTS THE RESOLUTION TO ENSURE THE LANGUAGE IS CORRECT. *Please do not re-type the ballot language in the resolution or remove any of the exhibits from the resolution.* The deadline for certification of the ballot to the election coordinator and election clerk(s) is **Tuesday, May 13, 2025, before 4:00 p.m.**

2. A form of Certification which, along with a copy of the adopted resolution, must be filed with the District's election coordinator and election clerk(s), if designated, by personal delivery, facsimile or other type of delivery utilizing a tracking system (i.e., express, FedEx, UPS, etc.) **for receipt on or before 4:00 p.m. on Tuesday, May 13, 2025.** The purpose of the Certification of Ballot Proposition form is to provide the District with documentation that the certified copy of the ballot language was forwarded to the election coordinator and election clerk(s) before the applicable election law deadline. **FAILURE TO FILE THE RESOLUTION AND**



Mr. Devin Kling
April 18, 2025
Page 2

CERTIFICATION ON A TIMELY BASIS WILL JEOPARDIZE THE DISTRICT'S ABILITY TO PLACE A PROPOSITION ON THE BALLOT FOR THE ELECTION ON TUESDAY, AUGUST 5, 2025. Be sure to verify the hours of operation for the offices of the election coordinator and election clerk(s) to ensure timely delivery.

Please return a copy of the resolution and the signed Certification to this office for our file.

3. A suggested calendar.
4. A copy of a detailed document addressing campaign financing requirements, particularly with respect to a governmental entity's compliance with the requirements of the Campaign Finance Act.

Under Section 57 of the Campaign Finance Act, a public entity may not use public dollars for advocacy in relation to a ballot question. As such, a public entity may not spend public dollars or use public resources/assets (including staff time) on communications that urge a "yes" vote on that question. Should you have any questions regarding the attached or if you would like to schedule a conference call to discuss the implications of Section 57 on your particular election, please contact me.

Further, please forward to me any materials to be issued for the informational campaigning for review prior to distribution.

Posting Notices

While the election law does not require registration and election notices to be posted, it is our recommendation that because a millage proposition will be presented at this election, notices be posted as a safeguard against an error in or a failure of publication.

Proof Ballots

It is essential that a proof copy of the ballot language be obtained prior to publication of the ballots. When the proof copy is received, please immediately forward a copy to me for review. If you do not receive a ballot proof by Friday, June 6, 2025, please contact me immediately. As the election clerks know, ballots must be available to be sent to voters serving in the military or living overseas for absentee voting not later than Saturday, June 21, 2025 and generally available on or before Thursday, June 26, 2025.


You should begin discussions as soon as possible with the District's election coordinator and election clerk(s) for the purpose of coordinating this election under the election consolidation law and to determine if there are additional requirements with which we may assist your election coordinator and election clerk(s).



Mr. Devin Kling
April 18, 2025
Page 3

Very truly yours,

THRUN LAW FIRM, P.C.

By 
Fredric G. Heidemann

FGH/vqt
Enclosures

Northville Public Schools, Wayne, Oakland and Washtenaw Counties, Michigan (the “District”)

A regular meeting of the board of education of the District (the “Board”) was held in the Ridge Wood Elementary School, within the boundaries of the District, on the 22nd day of April, 2025, at 6:30 o’clock in the p.m. (the “Meeting”).

The Meeting was called to order by _____, President.

Present: Members

Absent: Members

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

WHEREAS:

1. This Board intends to submit a proposition at a special election to be held on Tuesday, August 5, 2025.

2. On or before 4:00 p.m. on Tuesday, May 13, 2025, the Board shall certify any ballot proposition to be submitted to the voters at such election to the election coordinator or coordinators designated to conduct elections within the District (the “Election Coordinator”).

NOW, THEREFORE, BE IT RESOLVED THAT:

1. A special election of the school electors of the District be called and held on Tuesday, August 5, 2025.

2. The proposition to be voted on at the special election shall be stated on the ballots in substantially the form as set forth in Exhibit A with the Superintendent of Schools authorized to adjust the language of Exhibits A and B, upon consultation with election counsel, to the extent necessary to seek the restoration of millage lost in 2025 as a result of the “Headlee” amendment to the Michigan Constitution of 1963, in order to achieve the total millage stated in Exhibits A and B, if permitted by law.

3. The Election Coordinator is requested to:

- a. Utilize Northville Record, a newspaper published or of general circulation within the District, for publication of notices in accordance with the election law requirements.
- b. Utilize ballot proposition summary information, as prepared by legal counsel, in the forms of the notices of last day of registration and election in substantially the form as set forth in Exhibit B attached hereto.
- c. Provide a proof copy of the ballot to the District and its legal counsel in sufficient time to allow the ballot to be proofread prior to printing.

4. The Secretary of this Board is hereby authorized and directed to file a copy of this resolution with the Election Coordinator and with any Election Clerk or clerks designated to conduct elections within the District by 4:00 p.m., on Tuesday, May 13, 2025.

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

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

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

Secretary, Board of Education

FGH/vqt

EXHIBIT A

NORTHVILLE PUBLIC SCHOOLS SINKING FUND MILLAGE RENEWAL PROPOSAL

This proposal will allow the school district to continue to levy the building and site sinking fund millage that expires with the 2025 tax levy.

Shall the currently authorized millage rate of .9357 mill (\$0.9357 on each \$1,000 of taxable valuation) which may be assessed against all property in Northville Public Schools, Wayne, Oakland and Washtenaw Counties, Michigan, be renewed for a period of 10 years, 2026 to 2035, inclusive, to continue to provide for a sinking fund for the construction or repair of school buildings; for school security improvements; for the acquisition or upgrading of instructional technology; and all other purposes authorized by law; the estimate of the revenue the school district will collect if the millage is approved and levied in 2026 is approximately \$4,157,946 (this is a renewal of millage that will expire with the 2025 tax levy)?

EXHIBIT B

**SUMMARY OF BALLOT PROPOSITION TO BE INSERTED IN THE
NOTICES OF LAST DAY OF REGISTRATION AND ELECTION:**

**NORTHVILLE PUBLIC SCHOOLS
SINKING FUND MILLAGE RENEWAL PROPOSAL
.9357 MILL FOR 10 YEARS**

Full text of the ballot proposition may be obtained at the administrative offices of Northville Public Schools, 405 West Main Street, Northville, Michigan 48167, telephone: (248) 344-3500.

Dr. RJ Webber
Superintendent



CERTIFICATION OF BALLOT PROPOSITION

TO: _____

In compliance with Public Act 116, Public Acts of Michigan, 1954, as amended (the "Act"), attached is a certified copy of the ballot proposition language approved by the Board of Education of Northville Public Schools to be placed before the voters at the election to be held on Tuesday, August 5, 2025.

Pursuant to the Act, a summary of the ballot proposition and an address where the full text of the proposal may be obtained must be included in the registration and election notices. The notice language is included in Exhibit B of the attached resolution. Please contact us if you would like the ballot proposition and summary language in an unprotected Word format.

Kindly provide us with a proof copy of the ballot proposition language prior to printing the ballots.

Dated: _____

By _____
Secretary, Board of Education



**2024-25 April
Budget Amendment
Northville Public Schools**

**Board Meeting
April 22, 2025**

Key 'Take-Aways'



- **Foundation Allowance** – No Increase in State Aid Foundation -\$240/pupil vs. Initial Budgeted
- **Enrollment** – Increase of (138) FTE from Initial Budget. (47) FTE increase year over year.
- **One-Time Funding**
 - Includes \$932,812 (Section 11t) of COVID Relief Funding
- **New Categorical Allocations** – MPSERS Cost Offset UAAL 147a(4) and educator compensation 27I
- **Grants Expected to Sunset**– MPSERS Cost Offset 147f, Enrollment Stabilization, School Safety Sec 97 and Behavioral Intervention 97j
- **Wages & Salaries** – Includes increase in Fund Balance Bonus (\$443,564)
- **General Fund Balance** – Operating deficit reduced from \$(4,384,918) to \$(2,437,626)



2024-25 April Budget Amendment Northville Public Schools

REVENUE

One Time Federal & State Revenue

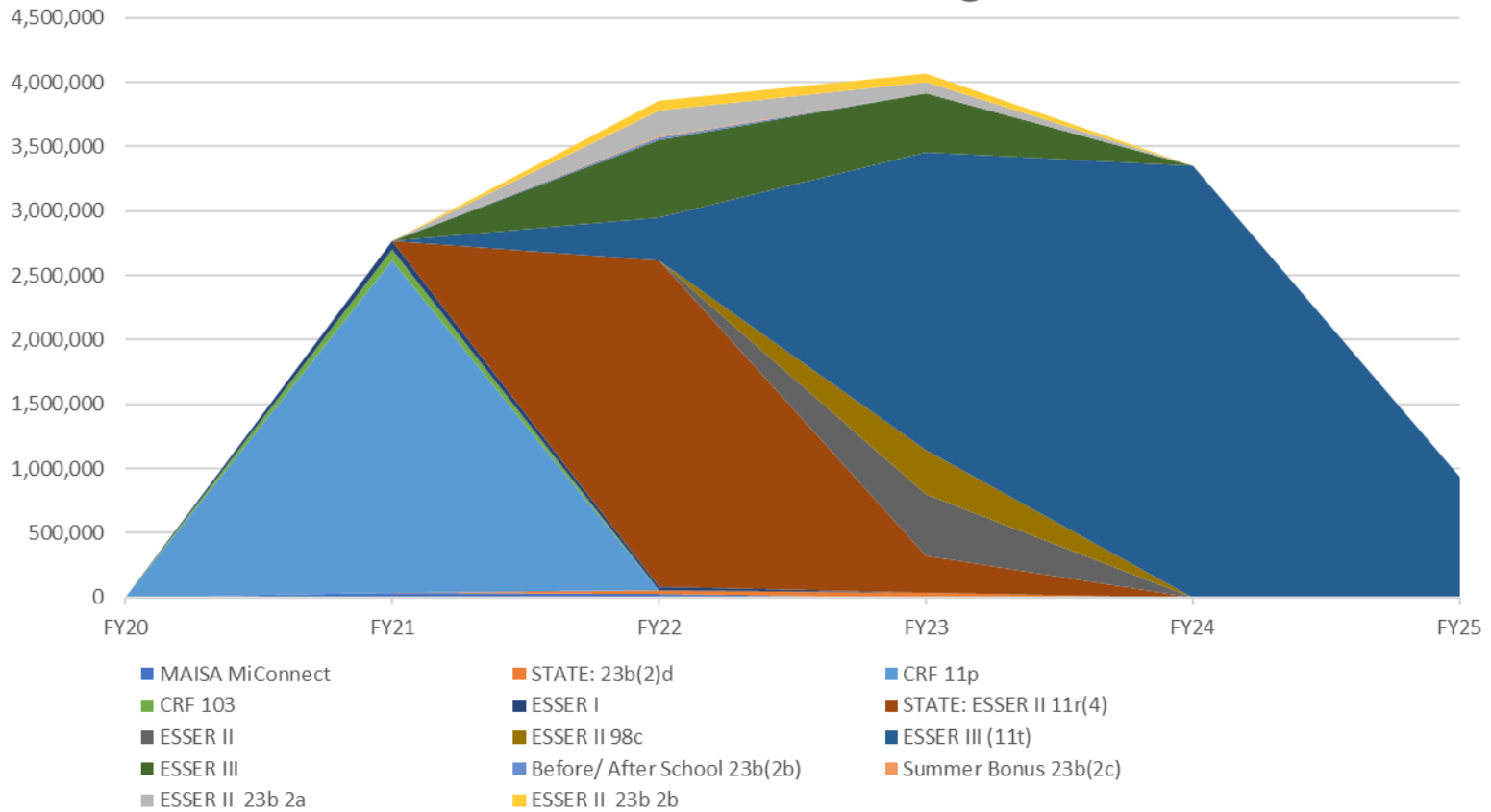


	2021-22	2022-23	2023-24	2024-25	2025-26	Total
- State: SAF Equalization (11r(4))	\$ 2,529,572	\$ 286,750		\$ -	\$ -	\$ 2,816,322
- State: Innovative Summer Programs (sec. 23b(2)d)	29,544	38,024		-	-	67,568
- Federal: Coronavirus Relief Funds (sec. 11p)	-			-	-	-
- Federal: MAISA MiConnect	23,750			-	-	23,750
- Federal: District COVID Costs (sec. 103(2))	-			-	-	-
- Federal: ESSER I	32,545			-	-	32,545
- Federal: ESSER II	-	475,455		-	-	475,455
- Federal: Learning Loss (sec 98c / ESSER II)	-	341,449		-	-	341,449
- Federal: ESSER III	606,472	462,091		-	-	1,068,563
- Federal: ESSER III Equalization (sec. 11t)	332,204	2,312,047	3,349,734	932,811	- a/	6,926,796
- Federal: Summer School (sec. 23b(2a))	201,427	88,933		-	-	290,360
- Federal: Credit Recovery (23b(2b))	81,765	65,895		-	-	147,660
- Federal: Before/After School (23b(2c))	13,416	-	-	-	-	13,416
- Federal: Summer Bonus (23(c))	11,600			-	-	11,600
Total One-Time	3,862,295	\$ 4,070,644	\$ 3,349,734	\$ 932,811	\$ -	\$ 12,215,484

One Time Federal & State Revenue



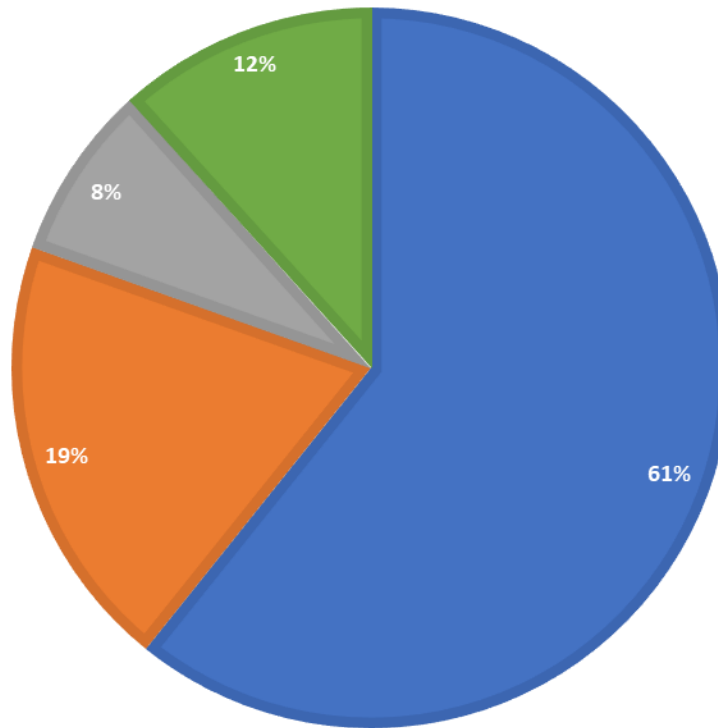
COVID-Related Funding





COVID-RELATED GRANT EXPENDITURES

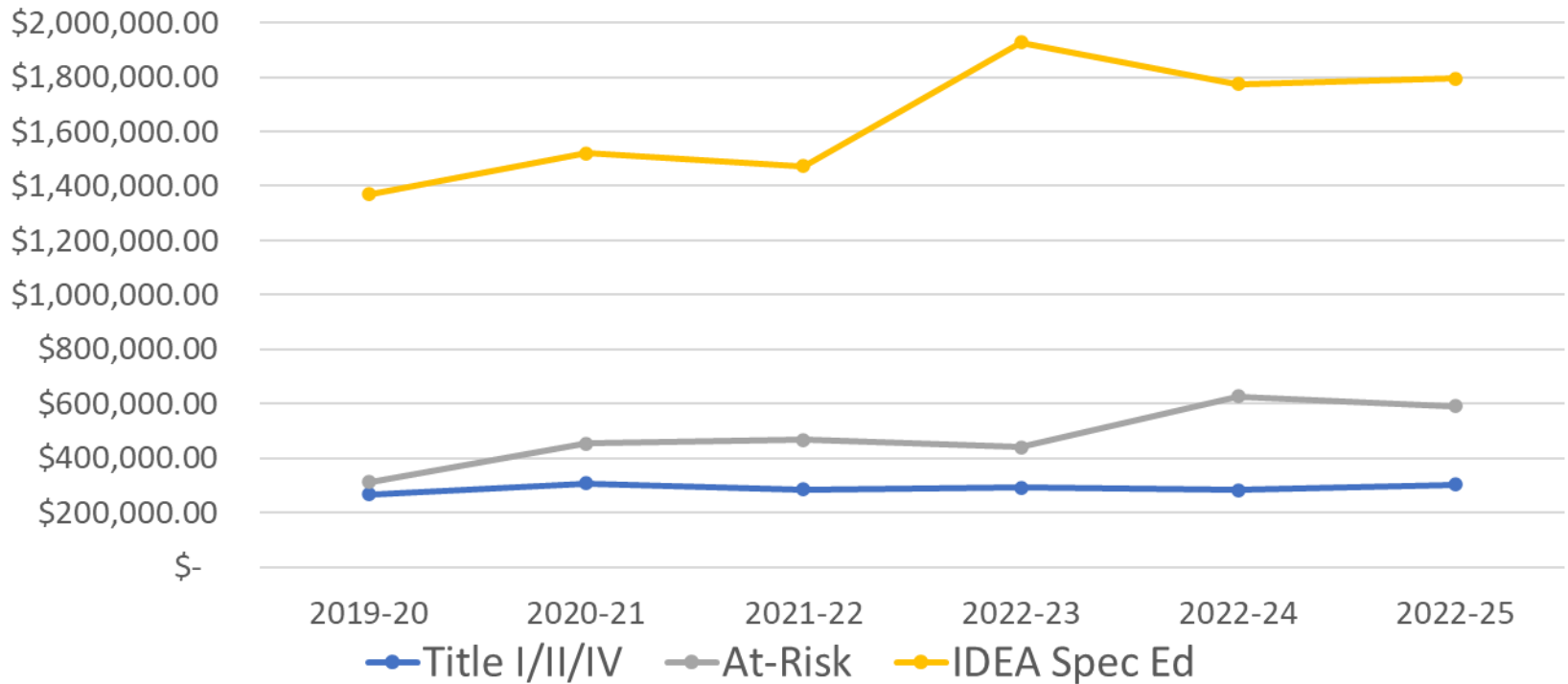
■ Wages & Benefits ■ Purchased Services ■ Supplies ■ Tech & Capital Outlay



One Time Federal & State Revenue



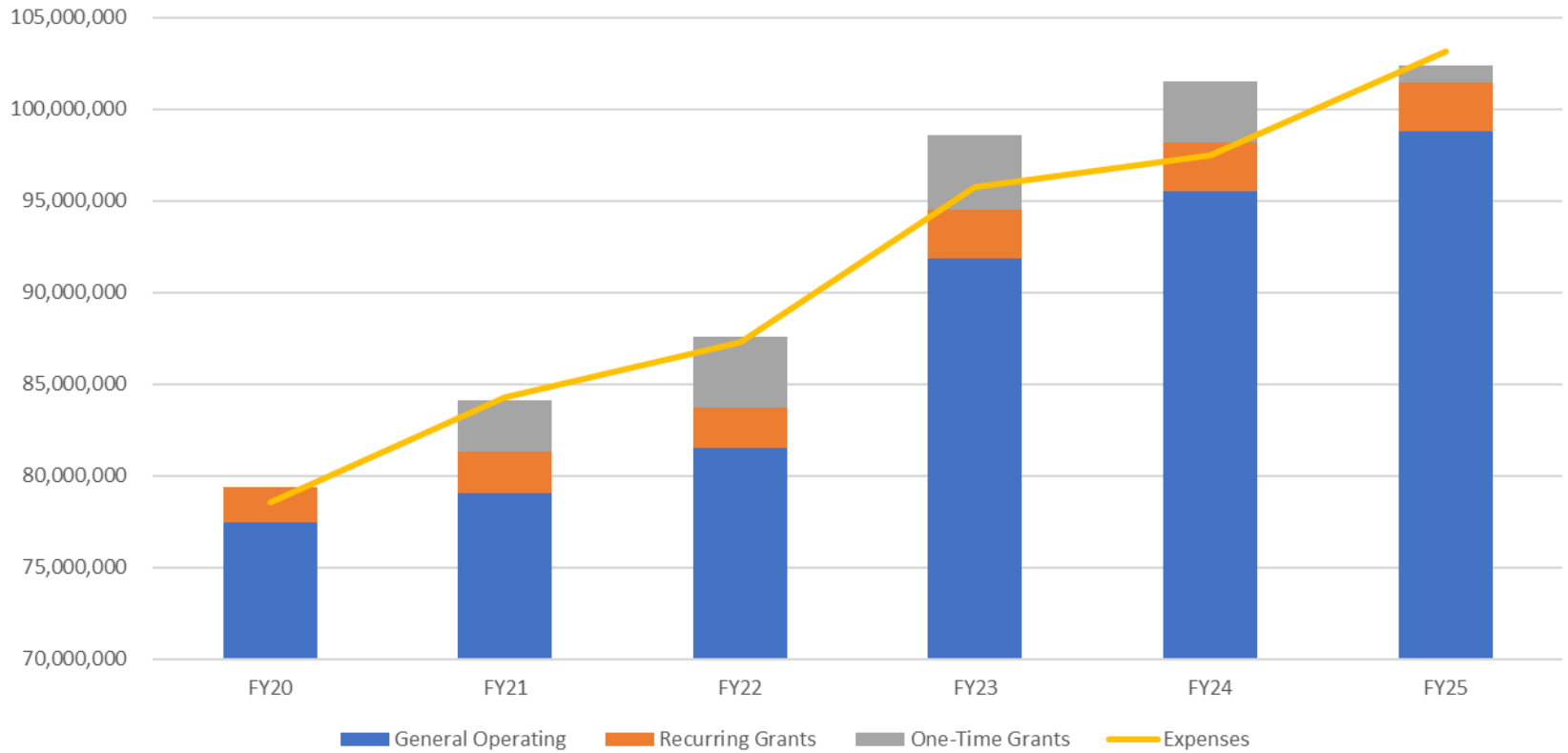
Recurring Grants



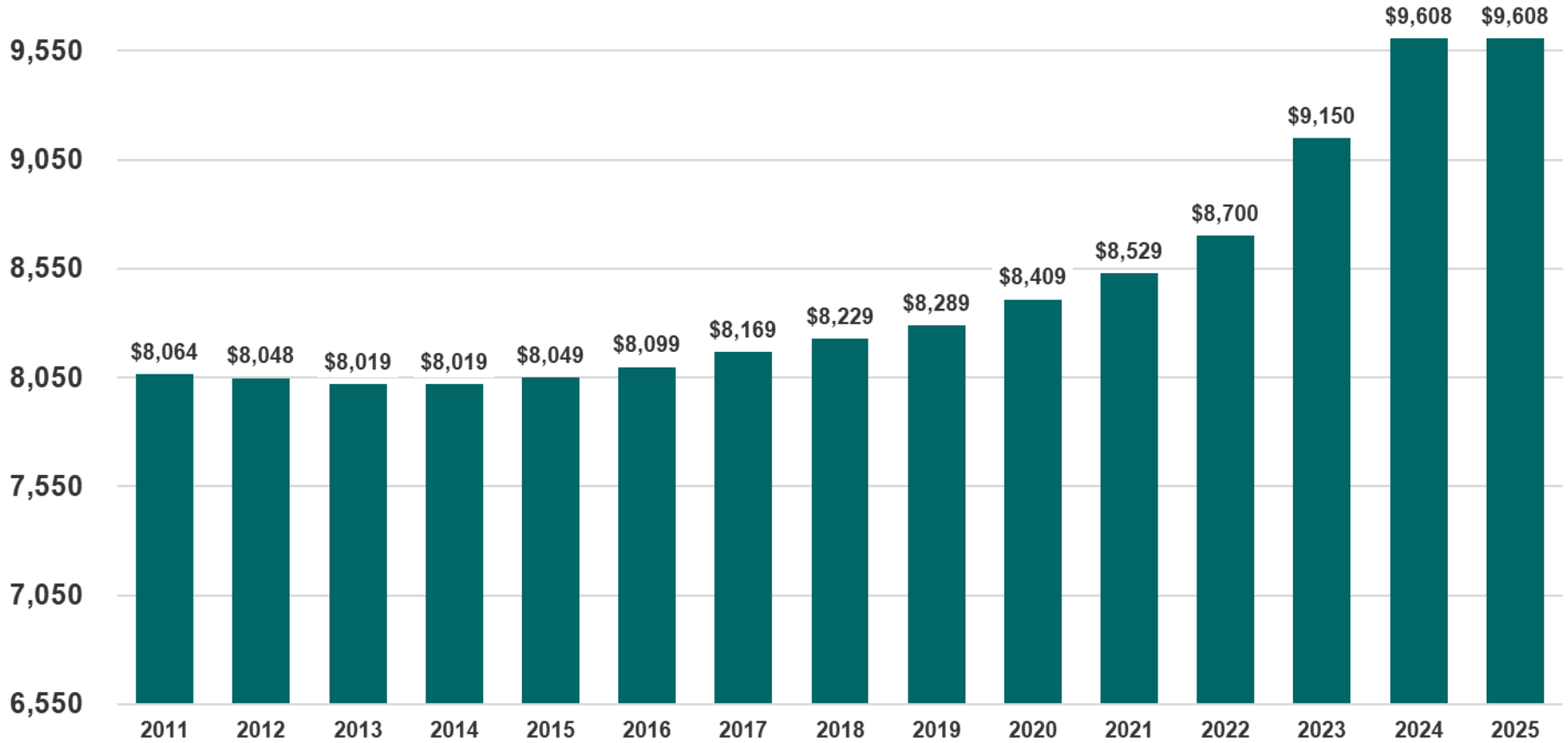
One Time Federal & State Revenue



Revenue Sources



Foundation Allowance - \$/Pupil





2024-25 Budget

Enrollment

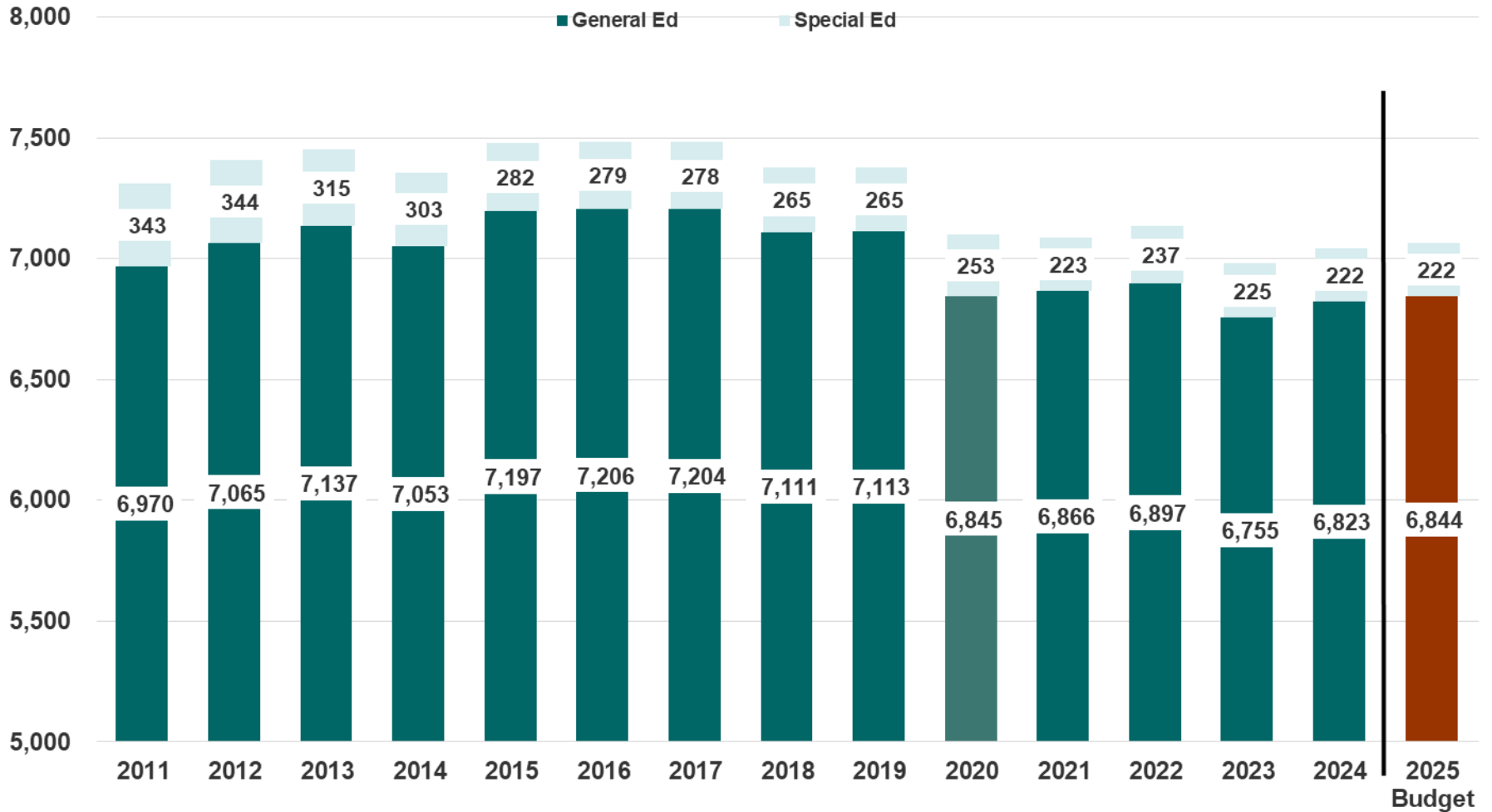
Enrollment – Fall FTE Trend



	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
Kindergarten	377	400	420	359	410	407	361	453
First Grade	471	400	431	420	410	432	430	394
Second Grade	478	490	422	435	452	449	452	456
Third Grade	508	469	502	433	472	491	468	478
Fourth Grade	565	522	481	496	460	493	496	487
Fifth Grade	537	582	542	480	517	478	508	517
Elementary School	2,936	2,863	2,798	2,624	2,721	2,750	2,716	2,785
Sixth Grade	601	551	622	560	507	545	494	536
Seventh Grade	625	614	553	618	582	525	558	509
Eighth Grade	631	615	632	554	625	604	537	573
Middle School	1,856	1,779	1,807	1,732	1,714	1,674	1,589	1,618
Ninth Grade	597	618	623	634	552	632	624	566
Tenth Grade	628	614	623	633	637	565	626	637
Eleventh Grade	605	637	623	610	632	646	568	633
Twelfth Grade	582	601	639	613	609	630	632	583
High School	2,411	2,470	2,508	2,490	2,430	2,473	2,450	2,419
Total Gen Ed	7,204	7,111	7,113	6,845	6,865	6,897	6,756	6,823
<u>Memo:</u>								
Special Ed	278	265	265	253	223	237	225	222
Total Membership	7,482	7,376	7,378	7,097	7,088	7,134	6,980	7,044

(438) x \$9608 = \$(4.2) million

Fall Enrollment Trend (FTE)



2024-25 Revenue Changes v. Initial Budget



2024-25 April Amendment
Over / (Under)
2024-25 Initial Budget

Revenue Changes

• Property Tax	\$	854,945	
• Other Local Revenue		146,054	
• Foundation Allowance (\$/Pupil)		(1,771,452)	• Decrease of \$240 on State Aid Increase of (138) FTE vs Initial Budget
• MPSERS One Time 147a4		2,979,407	• One Time Funding
• MPSERS 147f 0.5 UAAL Payment		(259,528)	
• MPSERS Normal Cost Offset 147c1		(4,489,310)	
• MPSERS Normal Cost Offset 147c2		1,245,572	
• Title I		(31,997)	
• Title II		(2,211)	
• Title III		2,906	
• Wraparound Services (Section 31o)		88,064	• EPSDT (Early and Periodic Screening, Diagnostic and Treatment)
• Mental Health Grant (Section 31aa)		209,383	• Carryover from 2023-24
• 35j Literacy Grant		434,214	
• At Risk 31a		65,757	
• ESSER 11t		432,812	
• IDEA		87,341	
• IDEA Preschool		5,289	
• IDEA CTR		(56,636)	
• ARP Homeless II Grant		8,557	
• All Other		300	
Total Revenue Changes	\$	(50,533)	



**2024-25 April
Budget Amendment
Northville Public Schools**

EXPENDITURES



2024-25 Salary & Benefit Changes v. Initial Budget

2024-25 April Amendment Over / (Under) 2024-25 Initial Budget

- **Salary & Benefit Changes**

- Contractual Wage & Salary Adjustments	\$	202,850	
- Salary Differential Savings from Attrition		Incl.	
- Section 11t Provision		-	
- Increase to Fund Balance Bonus		443,564	
- Other Benefit Changes:			
a) Medical/Dental		178,717	• Hard cap increase
b) MPSERS - UAAL		(3,243,738)	• Pass through
c) MPSERS Rate		(110,242)	•
e) All Other		21,006	
	\$	<u>(2,507,843)</u>	

2024-25 Non-Personnel Changes v. Initial Budget



2024-25 April Amendment
Over / (Under)
2024-25 Initial Budget

• **Purchased Services**

- Provision for Section 11t	\$	100,056	• Summer School
- 35J		(8,003)	
- 31aa		563,465	• Mental Health Training & Other
- 31a		12,000	• Image Learning
- Title II		(15,000)	
- Summer School		8,657	
- All Other		<u>(79,875)</u>	

\$ 581,300

• **Supplies / Utilities**

- Utilities	\$	111,666	
- Section 11t	\$	(224,509)	
- 31aa	\$	65,809	
- 35J	\$	257,097	• Textbooks
- Benchmark 104i	\$	(55,063)	• Lost State Aid Funding
- Economics Adjustment		<u>(6,014)</u>	

\$ 148,986

• **Other**

- Capital Outlay		(200,000)	
- MISC Expenses		(20,269)	

Total Expenditure Changes \$ (1,997,826)



2024-25 April Budget Amendment Northville Public Schools

SUMMARY

2024-25 Amended General Fund Budget (by Object)



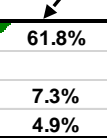
General Fund Budget	2023-24 Actual	2024-25 Initial Budget	2024-25 April Amendment	2024-25 April Amendment Over/(Under):	
				2023-24 Actual	2024-25 Initial Budget
Total Revenues (Incl. Net Transfers)	\$ 101,520,689	\$ 98,753,961	\$ 98,703,428	\$ (2,817,261)	\$ (50,533)
Expenditures					
Salaries & Wages	\$ 43,877,841	\$ 46,459,214	\$ 47,105,628	\$ 3,227,787	\$ 646,414
Benefits	33,291,719	34,591,811	31,437,554	(1,854,165)	(3,154,257)
Purchased Services	12,723,466	13,920,445	14,501,745	1,778,279	581,300
Supplies & Materials	5,320,267	5,637,581	5,786,567	466,300	148,986
Capital Outlays	1,724,811	1,632,103	1,521,083	(203,728)	(111,020)
All Other Expenditures	534,110	897,725	788,476	254,366	(109,249)
Total Expenditures	\$ 97,472,215	\$ 103,138,879	\$ 101,141,053	\$ 3,668,838	\$ (1,997,826)
Surplus / (Deficit)	\$ 4,048,475	\$ (4,384,918)	\$ (2,437,625)	\$ (6,486,100)	\$ 1,947,293
Fund Balance - Beginning of year	\$ 29,064,570	\$ 28,862,102	\$ 33,113,045		
Fund Balance - End of year	\$ 33,113,045	\$ 24,477,184	\$ 30,675,420		
Fund Balance - Pct. Of Revenue	33.97%	23.73%	30.33%		

2024-25 Amended General Fund Budget (by Function)



	Function Code	2023-24 Actual	2024-25 April Amendment	% of Spending	Salaries	Benefits	Purchased Services	Supplies & Materials	Capital Outlays	All Other Expenditures
REVENUE										
LOCAL	1xx	\$ 13,662,792	\$ 14,760,299							
STATE	3xx	76,412,833	75,056,975							
FEDERAL	4xx	5,432,813	3,037,050							
INTERDISTRICT	5xx	5,702,252	5,144,104							
OPERATING TRANSFRS	6xx	310,000	705,000							
TOTAL REVENUE		\$ 101,520,690	\$ 98,703,428							
EXPENSE										
INSTRUCTION										
BASIC PROGRAMS	11x	\$ 51,959,698	\$ 51,916,738		\$29,359,233	\$19,140,641	\$1,775,708	\$1,295,597	\$52,334	\$293,225
ADDED NEEDS	12x	9,666,496	10,544,609		5,894,604	4,127,825	397,243	44,109	828	80,000
SUBTOTAL		\$ 61,626,194	\$ 62,461,347	61.8%	\$35,253,837	\$23,268,466	\$2,172,951	\$1,339,706	\$53,162	\$373,225
SUPPORT SERVICES										
PUPIL SERVICES	21x	6,859,367	7,364,421	7.3%	3,863,243	2,807,617	362,081	328,092	3,388	-
INSTRUCTIONAL SERVICES	22x	4,319,810	4,977,147	4.9%	1,559,167	975,755	1,656,844	742,879	11,695	30,807
GENERAL ADMINISTRATION	23x	1,013,207	1,158,773	1.1%	472,753	228,151	368,305	19,080	52,521	17,963
SCHOOL ADMINISTRATION	24x	5,021,763	4,961,593	4.9%	2,864,118	1,914,243	117,489	46,118	7,500	12,125
BUSINESS SERVICES	25x	933,835	1,250,465	1.2%	503,464	353,343	84,345	-	200,000	109,313
OPER & MAINTENANCE	26x	9,014,024	10,149,788	10.0%	837,844	558,429	5,396,981	2,867,300	286,734	202,500
TRANSPORTATION	27x	3,219,245	3,441,949	3.4%	35,000	3,518	3,113,329	239,709	42,440	7,953
CENTRAL SERVICES	28x	3,244,752	3,040,479	3.0%	1,198,960	869,900	675,218	72,303	223,708	390
ATHLETICS	29x	1,199,358	1,434,358	1.4%	352,706	367,789	529,634	119,619	30,410	34,200
COMMUNITY SERV	37x	242,618	281,208	0.3%	164,536	90,343	15,568	10,761	-	-
CAPITAL IMPROVEMENTS	45x	778,042	619,525	0.6%	-	-	10,000	-	609,525	-
TOTAL EXPENSES		\$ 97,472,214	\$ 101,141,053	100%	\$47,105,628	\$31,437,554	\$14,502,745	\$5,785,567	\$1,521,083	\$788,476
REVENUE OVER/(UNDER)		4,048,476	(2,437,625)							
BEGIN FUND BALANCE		29,064,569	33,113,045							
ENDING FUND BALANCE		\$ 33,113,045	\$ 30,675,420							
MILL RATES-ALL PROPERTY										
-NONHOMESTD		STATE 6.0	STATE 6.0							
		LOCAL 18.0	LOCAL 18.0							
		34%	30%							

Spending on Student Instruction = 74.0%



2024-25 Expenditures as a Percent of Revenue



General Fund						
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
	Actual	Actual	Actual	Actual	Actual	April Amendmnet
Total Revenues (Incl. Net Transfers)	\$ 79,397,718	\$ 83,676,622	\$ 87,575,227	\$ 98,596,781	\$ 101,520,690	\$ 98,703,428
Expenditures						
Salaries & Wages	\$ 39,858,352	\$ 41,252,881	\$ 41,890,748	\$ 43,003,637	\$ 43,877,841	\$ 47,105,628
Benefits	25,876,447	27,516,103	29,420,545	36,035,049	33,291,719	31,437,554
Purchased Services	8,091,630	9,164,895	10,256,025	11,453,590	12,723,466	14,501,745
Supplies & Materials	3,715,777	4,465,933	3,803,448	4,311,342	5,320,267	5,786,567
Capital Outlays	533,434	1,030,607	1,341,688	211,062	1,724,811	1,521,083
All Other Expenditures	460,688	423,443	588,358	704,694	534,110	788,476
Total Expenditures	\$ 78,536,328	\$ 83,853,862	\$ 87,300,812	\$ 95,719,374	\$ 97,472,214	\$ 101,141,053
Surplus / (Deficit)	\$ 861,390	\$ (177,240)	\$ 274,415	\$ 2,877,407	\$ 4,048,476	\$ (2,437,625)
Memo: % of Revenue a/						
Salaries & Wages	50.2%	49.3%	47.8%	43.6%	43.2%	47.7%
Benefits	32.6%	32.9%	33.6%	36.5%	32.8%	31.9%
Purchased Services	10.2%	11.0%	11.7%	11.6%	12.5%	14.7%
Supplies & Materials	4.7%	5.3%	4.3%	4.4%	5.2%	5.9%
Capital Outlays	0.7%	1.2%	1.5%	0.2%	1.7%	1.5%
All Other Expenditures	0.6%	0.5%	0.7%	0.7%	0.5%	0.8%
	98.9%	100.2%	99.7%	97.1%	96.0%	102.5%
a/ Structural balance at 100% of revenue						