

Regular Meeting of the Board of Education

Tuesday, May 13, 2025 6:30 PM

Meads Mill Middle School, 16700 Franklin Rd, 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 22, 2025 Board of Education Meeting

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

5.b)1) NHS Boys Hockey camp in Glen Arbor, MI from July 28-30, 2025

5.b)2) NHS Boys Volleyball tournament in Grand Rapids, MI from April 25-26, 2025

5.c) 2025-26 Livonia Career Technical Education Cooperative Agreement

5.d) 2025-26 Special Education Livonia Transition Program (LTP) Cooperative Agreement

5.e) Second Reading and Adoption of Policy 1102 - Firearms & Other Weapons; 2157 - Curricular Animals; 3008 - Safety & Security; 4123 - Earned Sick Time; and 4141 - Personal Communication Devices

5.f) Bill Warrants totaling \$3,727,570.15

6. Communications

6.a) npsboe@northvilleschools.org communications

6.b) Northville Youth Network Program Report - April 2025

7. Meads Mill Middle School Presentation

8. Superintendent's Report/Update

8.a) NHS Yearbook Presentation

8.b) ABCD Awards

9. Public Comments

10. New Hire: Teachers

Presenter: Ms. Carin Meyer, Policy & HR Liaison

11. Added Agenda Items

12. Public Comments

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

14. **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 22, 2025, beginning at 6:30 PM in the Ridge Wood Elementary, 49775 Six Mile Road, Northville, MI 48168.

1. Call to Order

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

2. Pledge of Allegiance

Ridge Wood student leaders 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. 24/25-096 by Vice President Campbell-Voytal, supported by Treasurer Stuart, that the agenda be adopted as presented. Motion carried 7-0.

5. Consent Resolutions

Motion No. 24/25-097 by Vice President Campbell, supported by Trustee Riggan Maurer, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the April 8, 2025 Board of Education meeting
- b) Minutes of the April 8, 2025 Closed Session meeting of the Board of Education
- c) Overnight and / or Out of State Field Trip Requests
 - 1) NHS Boys' Golf Tournament in Frankenmuth, MI from April 18 - 19, 2025
- d) Northville High School Furniture Purchase totaling \$42,991.60 funded through Bond 2023 to OMNIA Partners cooperative purchasing
- e) Hillside Renovation project totaling \$172,317.00 funded through 31aa grant funds
- f) Audio Visual Systems project totaling \$386,490 funded through Bond 2023 awarded to Advanced Lighting and Sound
- g) Microsoft License Renewal through CDWG totaling \$100,628.97 funded through General Fund
- h) 2025-26 Novi Virtual Cooperative Agreement

Motion carried 7-0.

6. Communications

Secretary Meyer reported two communications:

- a) npsboe@northvilleschools.org communications
- b) Wayne RESA Board Highlights - April 16, 2025

7. Ridge Wood School Presentation

Ms. Amy Terry, Ridge Wood Principal, along with student leaders, presented a slideshow to highlight the happenings of Ridge Wood Elementary. The slides include: What is Blast Time?, Blast, Getting To Know You, The 8 Habits, Focus: Habit 4, Think Win Win, Reflection Page

The Board and gallery broke up into breakout session focusing on: Young 5's, Soft Starts, and Girls Who Math.

The Board asked several questions and shared feedback on the wonderful presentation.

8. Superintendent's Report/Update

- a) The Above and Beyond the Call of Duty Awards were presented to the following staff members: Cassie Baron, Ridge Wood, Young 5's Teacher, Debbie LaLonde, Ridge Wood, Kindergarten Teacher, Debra Rivera, Ridge Wood, Admin Aide, Tania Nevelos, Ridge Wood, Admin Asst, Olivia Giampaola, Ridge Wood, 4th Grade Teacher, Kim Gall, Ridge Wood, Young 5's Teacher, Devon Madigan, Ridge Wood, 1st Grade Teacher.

The Board thanked Ms. Amy Terry for her leadership in her new role as Principal of Ridge Wood Elementary.

- b) Superintendent Webber shared Teacher / Staff Appreciation & Recognition is planned over the next few weeks. The Kona Ice truck will be visiting buildings over the next few weeks.
- c) The Children’s Art Exhibit is this Thursday, April 24, 2025 at Old Village School from 5:30 – 7:30 p.m.
- d) The STEAM Fair Community Night is tomorrow evening, April 23rd, at Northville High School.
- e) A brief Wellness Committee update was provided sharing the progress the committee has made after their first two meetings.
- f) The Finals site website redesign is underway and Superintendent Webber shared what the district is working on with the Finals site team to refresh and rebrand the Northville Public Schools website and logos / images.
- g) The iReady pilot has been successful and there will be a detailed update provided at the May Committee of the Whole.
- h) Dr. Webber noted the State of the Community event occurred on April 11, 2025 and he presented the district presentation to the community at Schoolcraft. Mayor Turnbull and Supervisor Abbo also provided presentations regarding the City of Northville and Northville Township.
- i) Amerman Elementary recently received their Lighthouse recertification.

9. Public Comments

None.

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**

Motion No. 24/25-098 by Secretary Meyer, supported by Trustee Frazier, that the Board approve the following new and revised policies for First Reading: 1102 - Firearms and Other Weapons, 2157 Curricular Animals, 3008 - Safety, Security, School Crisis Team, and Threat Evaluation and Suicide Intervention Team, 4123 - Earned Sick Time, 4141 - Personal Communication Devices. Motion carried 7-0.

11. **Sinking Fund Millage: Ballot Proposal Resolution**

Motion No. 24/25-099 by Treasurer Stuart, supported by Vice President Campbell-Voytal, that the Board approve the August 5, 2025 Sinking Fund Millage Ballot language as presented. Roll Call Vote: Meyer – yes, Frazier – yes, Mabrey – yes, Riggan Maurer – yes, McIntyre – yes, Campbell-Voytal – yes, Stuart – yes. Motion carried 7-0.

12. **2024/2025 Budget Amendment**

Motion No. 24/25-100 by Treasurer Stuart, supported by Trustee Riggan Maurer, that the Board approve the 2024/25 April Budget Amendment as presented. Motion carried 7-0.

13. Added Agenda Items

None.

14. Public Comments

None.

15. Questions/Comments from Board Members

President McIntyre received good feedback on the Young 5's program.

Superintendent Webber provided a strategic plan / MICIP handout to Board members.

Trustee Frazier would like to see the Committee of the Whole meeting agendas published in advance of the meetings. He also attended a meeting last week and one of the topics related to healthy lunch meals and offering those things in school buildings.

Treasurer Stuart reported the NHS musical is this weekend and the production is Anything Goes.

Trustee Frazier will be recognized as a Level 1 Board member this Thursday.

President McIntyre is looking forward to hearing the upcoming podcast with our bus driver Phyllis White.

Secretary Meyer was impressed by the Professional Development offered to our teachers last week and the depth of offerings.

16. Adjournment

There being no further business the meeting adjourned at 9:08 p.m.

Carin Meyer, Secretary

COOPERATIVE EDUCATION PROGRAM AGREEMENT

Career Technical Education 2025-2026

THIS AGREEMENT is entered into this 1st day of July 2025, between Northville School District (hereinafter referred to as "Northville School District") and Livonia Public Schools (hereinafter referred to as "Livonia").

1. **PURPOSE.** Northville School District and Livonia and their respective Boards of Education have determined that it is in the best interests of both school districts to permit certain Northville School District students to receive career-technical education services provided by and through Livonia in accordance with the terms of this Cooperative Education Program Agreement, and consistent with the pertinent provisions of the Revised School Code of 1995 and the State School Aid Act as amended. It is further the purpose of this Agreement to permit career technical students from Northville School District to utilize classroom positions at the Livonia Career Technical Center for career technical education opportunities in the Livonia Public Schools.

2. **TERM.** The term of this Agreement shall be from July 1, 2025, through June 30, 2026, subject to Paragraph 3 of the Agreement.

3. **RENEWAL.** This Agreement will not be automatically renewed for any periods. Northville School District and Livonia agree, however, to use their best efforts to negotiate in good faith a renewal hereof, but in the event a renewal does not occur, this Agreement shall terminate upon the expiration of the term in Paragraph 2 above.

4. **NORTHVILLE SCHOOL DISTRICT STUDENTS.** Northville School District hereby agrees to permit selected students of Northville School District to enroll at the Livonia Career Technical Center of Livonia, and Livonia hereby agrees to such enrollment, for the purpose of career-technical education. The number of Northville School District students allowed to enroll at the Livonia Career Technical Center shall be within the discretion of Northville School District, subject to acceptance by Livonia. Such students shall be considered Northville School District's students for the purpose of earning credits for high school graduation, however, while in attendance at the Livonia Career Technical Center, such students shall be subject to the Livonia Student Code of Conduct. Students who have violated the "Weapons-Free School Zone Requirements" and/or have been expelled are prohibited from enrolling in the Livonia Career Technical Center.

5. **MEMBERSHIP.** For the purpose of state aid eligibility, the students enrolled and attending the instructional program at the Livonia Career Technical Center shall be recorded in membership by Livonia and

Northville School District, according to state approved pupil accounting practices. It is the responsibility of Northville School District, only, to assure that Northville School District students are counted in membership in Northville School District on the necessary official state aid membership count days as determined by the State of Michigan.

6. PAYMENT FOR COOPERATIVE EDUCATION SERVICES. For each Northville School District's student enrolled and attending the instructional program at the Livonia Career Technical Center on the official state aid membership count date of each school year subject to this Agreement, Northville School District agrees to accept and to pay an invoice or invoices issued by Livonia to Northville School District in the amount equivalent to the fractional F.T.E. (full-time equivalent) of the total of the Northville School District Foundation Grant for the school year in question that the student is enrolled at the Livonia Career Technical Center. One-half to be paid for the first semester of the 2025-2026 school year. Northville School District hereby agrees to remit payment of said invoice(s) within thirty (30) business days of receipt of same. Within the discretion of Livonia, the failure of Northville School District to remit timely payment of such invoice(s) may result in the discontinued enrollment and attendance of Northville School District's students in the career technical program at the Livonia Career Technical Center.

Northville School District also accepts and agrees to pay an invoice or invoices issued by Livonia in the amount equivalent to one-half of the fractional F.T.E. of the total of the Northville School District Foundation Grant, for the second semester of the 2025-2026 school year for each Northville School District's student similarly enrolled and attending the career technical program at the Livonia Career Technical Center on the official winter supplemental state aid membership count each school year subject to this Agreement. The terms and conditions of the preceding Paragraph similarly apply to Northville School District's obligations with regard to such enrollment and attendance on this official winter supplemental state aid membership count date of each subject year.

Livonia Career Technical Center classes are based on a six-period day. Therefore, each class is either a two or three-period block. For calculation purposes, a two-period block is one-third F.T.E. and a three-period block is one-half F.T.E.

Northville School District's payment obligations under this Section of the Agreement are independent of the amounts it receives in state aid under the Revised State School Aid Act as amended.

Program costs for Northville School District students that are not enrolled at the Livonia Career Technical Center on the official fall and winter count dates will be pro-rated and charged the average daily rate of the total

program costs for each day officially enrolled. The average daily rate is determined by dividing the annual Northville School District Foundation allowance by the total number of scheduled days of the program.

7. **STUDENTS WITH DISABILITIES.** In the event that a Northville School District's student currently enrolled in the career technical program at Livonia Career Technical Center is or becomes identified as disabled and requires special education and related aid and services pursuant to the Individual with Disabilities Education Act of Section 504 of the Rehabilitation Act, Northville School District agrees to provide such aid and services.

8. **PROGRAM CANCELLATION.** Livonia reserves the exclusive right to cancel any class and/or program at the Livonia Career Technical Center due to insufficient enrollment, and to the extent such cancellation may involve Northville School District's students. However, Livonia agrees not to cancel any class or program after the first official state aid membership count day as determined by the State of Michigan for each school year subject to this Agreement, or, alternatively, after the winter supplemental state aid membership count of each school year subject to this Agreement.

9. **STUDENT MISCONDUCT.** At the discretion of the Livonia Career Technical Center's building administrator, and consistent with due process requirements, a Northville School District's student may be suspended, or permanently removed from the Livonia Career Technical Center program and permanently denied access to the Livonia Career Technical Center program if the student; (a) violates any of the prohibited acts listed under Policy JD of the Livonia Student Code of Conduct; (b) violates the Livonia Career Technical Center's rules or regulations; (c) engages in misconduct which interferes with the good order of the Livonia Career Technical Center, the proper functioning of the educational process or the health and safety of students. The Livonia Career Technical Center's building administrator shall be the person solely responsible for determining if a student has engaged in misconduct warranting suspension or permanent removal from the Livonia Career Technical Center.

10. **ENTIRE AGREEMENT.** This is the entire Agreement of the parties, there being no other written or verbal agreements in substitution for these terms or in supplementation of same.

11. **AMENDMENT.** This Agreement may be amended only upon written mutual agreement of the parties and/or required by the State School Aid Act.

12. **TRANSPORTATION.** Transportation of Northville School District's students to and from the Livonia Career Technical Center is the sole responsibility of Northville School District.

13. **TERMINATION.** This Agreement shall be null and void only to the extent that any provision included herein is prohibited by state law.

14. **NOTICE.** For all purposes under this Agreement, notices shall be in writing to the Superintendents of the respective School Districts.

15. **THIS AGREEMENT** has been authorized by the Board of Education of Northville School District at a public meeting held on the ____ day of _____, 2025, and the Board of Education of Livonia Public Schools on the 21st day of April 2025.

WITNESSES:

NORTHVILLE SCHOOL DISTRICT

By: _____
Dr. RJ Webber

Its: _____
Superintendent

WITNESSES:

Manella Stuart

LIVONIA PUBLIC SCHOOLS

By: Kevin Etue
Kevin Etue

Its: Director of Secondary Programs & District Services

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COOPERATIVE EDUCATION PROGRAM AGREEMENT

Special Education Livonia Transition Program (LTP) 2025-2026

THIS AGREEMENT is entered into this 1st day of July 2025, between NORTHVILLE PUBLIC SCHOOLS (hereinafter referred to as "NORTHVILLE") and Livonia Public Schools (hereinafter referred to as "Livonia").

1. **PURPOSE.** NORTHVILLE Schools and Livonia and their respective Boards of Education have determined that it is in the best interests of both NORTHVILLE Schools to permit certain NORTHVILLE Schools students to receive special education services provided by and through Livonia in accordance with the terms of this Cooperative Education Program Agreement, and consistent with the pertinent provisions of the Revised School Code of 1995 and the State School Aid Act of 1979, as amended. It is further the purpose of this Agreement to permit special education students from NORTHVILLE Schools to utilize classroom positions at the Livonia Transition Program (hereinafter referred to as "LTP").

2. **TERM.** The term of this Agreement shall be from July 1, 2025, through June 30, 2026, subject to Paragraph 3 of the Agreement.

3. **RENEWAL.** This Agreement will not be automatically renewed for any periods. NORTHVILLE Schools and Livonia agree, however, to use their best efforts to negotiate in good faith a renewal hereof, but in the event a renewal does not occur, this Agreement shall terminate upon the expiration of the term in Paragraph 2 above.

4. **NORTHVILLE Schools STUDENTS.** NORTHVILLE Schools hereby agrees to permit selected students of NORTHVILLE Schools to enroll at the LTP of Livonia, and Livonia hereby agrees to such enrollment, for the purpose of special education. The number of NORTHVILLE Schools students allowed to enroll at the LTP will be limited to 10 students unless agreed to by Livonia. Students who have violated the "Weapons-Free School Zone Requirements" and/or have been expelled are prohibited from enrolling. While in attendance such students shall be subject to the Livonia Student Code of Conduct.

5. **MEMBERSHIP.** For the purpose of state aid eligibility, the students enrolled and attending the LTP shall be recorded in membership by Livonia and NORTHVILLE Schools according to state approved pupil accounting practices. It is the responsibility of LPS, only, to assure that NORTHVILLE Schools students are counted in Livonia's membership count on the necessary official state aid membership count days as determined by the State of Michigan.

6. **PAYMENT FOR COOPERATIVE EDUCATION SERVICES.** For each NORTHVILLE Schools student enrolled and attending the LTP on the official state aid membership count date of each school year subject to this Agreement, NORTHVILLE Schools agrees to accept and to pay an invoice or invoices issued by Livonia to NORTHVILLE Schools in the amount equivalent to \$8,000 per student. One-half to be paid for the first semester of the 2025-2026 school year and the second in second semester. NORTHVILLE Schools hereby agrees to remit payment of said invoice(s) within thirty (30) business days of receipt of same. Within the discretion of Livonia, the failure of NORTHVILLE Schools to remit timely payment of such invoice(s) may result in the discontinued enrollment and attendance of NORTHVILLE Schools students in the LTP.

NORTHVILLE Schools's payment obligations under this Section of the Agreement are independent of the amounts Livonia receives in state aid under the Revised State School Aid Act of 1979, as amended.

7. **STUDENT MISCONDUCT.** At the discretion of the LTP administrator, and consistent with due process requirements, a NORTHVILLE Schools student may be suspended, or permanently removed from the LTP and permanently denied access to the LTP if the student; (a) violates any of the prohibited acts listed under Policy JD of the Livonia Student Code of Conduct; (b) violates the LTP's rules or regulations; (c) engages in misconduct which interferes with the good order of the LTP, the proper functioning of the educational process or the health and safety of students. The LTP administrator shall be the person solely responsible for determining if a student has engaged in misconduct warranting suspension or permanent removal from the LTP.

10. **ENTIRE AGREEMENT.** This is the entire Agreement of the parties, there being no other written or verbal agreements in substitution for these terms or in supplementation of same.

11. **AMENDMENT.** This Agreement may be amended only upon written mutual agreement of the parties and/or required by the Revised School Code and/or State School Aid Act.

12. **TRANSPORTATION.** Transportation of NORTHVILLE Schools students to and from the Livonia Transition Program is the sole responsibility of NORTHVILLE Schools.

13. **TERMINATION.** This Agreement shall be null and void only to the extent that any provision included herein is prohibited by state law.

14. **NOTICE.** For all purposes under this Agreement, notices shall be in writing to the Superintendents of the respective NORTHVILLE Schools.

15. **THIS AGREEMENT** has been authorized by the Board of Education of NORTHVILLE Schools at a public meeting held on the ____ day of _____, 2025, and the Board of Education of Livonia Public Schools on the __ day of __ 2025.

WITNESSES:

_____ **Schools**

_____ By: _____

_____ Its: Superintendent _____

WITNESSES:

LIVONIA PUBLIC SCHOOLS

_____ By: _____
Andrea Oquist

_____ Its: Superintendent _____

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

**Northville Public Schools
Northville, MI**

MEMORANDUM

DATE May 1, 2025

TO: Dr. R.J. Webber
Superintendent

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

RE: April 2025 Warrants

Building & Site 2011	-
Building & Site 2020	228,839.05
Cafeteria	85,275.76
Debt	-
Early Childhood	1,046.05
General Fund	1,533,204.55
Grant Fund	10,857.00
Miscellaneous	-
Special Education	72,451.39
Student Activities	157,998.55
Public Improvement	-
Health Care Fund	-
2019 BOND SERIES II	-
2020 BOND SERIES III	23,150.00
2023 Bond Series I	1,614,747.80
TOTAL	3,727,570.15

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

CC: Glenn Caldwell, George Lahanas

FROM: Amy Prevo

DATE: May 7, 2025

NORTHVILLE YOUTH NETWORK PROGRAM REPORT
April 2025

PROGRAMS, SERVICES & COMMUNITY PARTNERSHIPS

In April, our programming included several meaningful activities designed to engage and support participants. We kicked off the month with two successful Wellness Wednesday workshops. In partnership with Community Financial Credit Union, we offered **Financial Literacy through Skittles Budgeting** for 13 participants in grades 6–8. This fun and interactive program used Skittles as colorful stand-ins for money to help kids learn budgeting basics. We also partnered with the Northville Art House to offer **Creative Wellness: Art Adventures** for 18 participants in grades K–5, a workshop that encouraged children to explore wellness themes through artistic expression. We were also invited by the Amerman Elementary School PTA to provide mindfulness and stress-reduction education to all 3rd, 4th, and 5th grade students in preparation for spring testing. Bridget Drzewicki developed and facilitated three **Building a Mindfulness Tool-Kit** workshops, reaching over 320 students. The sessions helped participants recognize signs of stress, nervousness, and other big emotions, and equipped them with practical tools for self-regulation. In partnership with the NHS Wellness Club, we also offered a workshop titled **Vision to Reality: Effective Goal-Setting Strategies** for five teen participants. This session focused on providing tools and techniques to support meaningful goal-setting and achievement. Additionally, we launched new cohorts of each of our Restorative Practice programs; Teen Talk, Project Respect, and Prime for Life, with six participants in each.

Our collaborative partnership with the Northville City and Township Police Departments is a key part of our community-based approach to supporting youth and families. We are eager to serve as a resource to officers and value every opportunity to collaborate in ways that enhance their work with youth in the community. In April, we participated in a NCPD roll call, and a NTPD new officer onboarding to orient and update officers on NYN programs and services, ways in which NYN can support their interactions with juveniles, as well as the process for making referrals.

Collaboration with community partners is vital to NYN's mission of providing comprehensive support to youth and families. These relationships allow us to stay aligned with local needs, share resources, and strengthen the network of support around young people. As part of this effort, I attended the Western Wayne Alternative to Suspension workgroup and the NPS Wellness Committee meeting. I also met with NPS School Board President Lisa McIntyre to provide updates on NYN programs and services, strengthen our district partnership, and highlight the many ways NYN supports students. Additionally, I connected with Laura Reiners from Growth Works to exchange updates and ensure continued alignment between our organizations."

GENERAL OPERATIONS

This month included a range of important operational activities to support NYN’s ongoing growth and outreach efforts. These included a meeting with Jaimee Kasperlik to discuss marketing and communications initiatives—specifically, strategies for promoting May as Mental Health Awareness Month. We also completed the final draft of the 2024–2030 Strategic Plan and submitted it to the Strategic Plan Committee for final review. This marks a major milestone in setting NYN’s long-term direction and priorities.

YOUTH SUPPORT SERVICES

We received 24 referrals in April, which was the second highest monthly total in our history. Kerri Ann Sondreal and Christine Spangler went above and beyond by promptly responding to each referral and providing each youth and family the individualized support they needed. The tables on the next page indicate the status of referrals for April. The first table outlines the number of clients who are new, in progress, or have been discharged during this period. The second table provides a detailed breakdown of Youth Assistance Program (diversion program) referrals by reason, as well as behavioral health support referrals from all other sources (e.g., parent or school) by reason and type. During April, staff collectively held 17 individual appointments with referred youth and/or parents.

NYN April 2025 Referrals			
	New	In Progress	Discharged
Youth Assistance Program	9	18	2
Case Management	11	8	6
Resource Referral	4	-	-

REFERRALS FOR YOUTH ASSISTANCE PROGRAM (SOURCE: NPS OR LAW ENFORCEMENT)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Substance use	2	6%	1			1								
Vape/tobacco	7	21%	1		5	1								
Anger management	0	0%												
Assault	0	0%												
Peer conflict/fighting	1	3%			1									
Harassment/bullying	8	24%	2	4	1	1								
Racial/cultural insensitivity	5	15%		1	2	2								
Truancy	0	0%												
Decision making	11	32%	1	1	5	4								
Destruction of property	0	0%												
Retail fraud	0	0%												
Theft/larceny	0	0%												
Other	0	0%												
TOTAL YAP REFERRALS TO DATE	34		5	6	14	9	0	0	0	0	0	0	0	0
REFERRALS FOR BEHAVIORAL HEALTH SUPPORT (SOURCE: PARENTS/OTHER)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Behavioral health issues (depression/anxiety)	21	58%	5	3	7	6								
Substance use	0	0%												
Suicidal Ideation	4	11%	2			2								
Self-harm	0	0%												
Eating disorder	1	3%			1									
School performance/avoidance issue	2	6%		1		1								
Relational issues-family/peer conflict	1	3%				1								
Social Skills	0	0%												
Behavior/conduct/anger management issues	4	11%		1		3								
Grief/loss	0	0%												
Other	3	8%		1		2								
Type of Support														
Case Management (More complex/comprehensive)		21												
Referral Services (Resource recommendation)		15												
TOTAL PARENT/OTHER REFERRALS TO DATE	36		7	6	8	15	0	0	0	0	0	0	0	0
			JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
TOTAL OF ALL REFERRALS TO DATE	70		12	12	22	24	0	0	0	0	0	0	0	0



Meads Mill Middle School

Board of Education Presentation Agenda



-
- I. Welcome
 - A. Pledge of Allegiance- Student Leaders
 - II. Climate & Culture-
 1. Guided Visualization
 2. LLIT Club- Lady Legends In Training- Wendy Martin
 - a) Elaina Anderson, Harseerat Kaur, Bhavya Koppolum, Mariana Rivas, Katelyn Whitaker
 3. Unified Champion School- Danielle Anderson
 4. PBIS Community Jobs Program- Meads Mill Work Force- Amy Soukup & Sharon Hall
 - a) Rejoice Joseph, Lucas Liao, Zoe Liao, Irene Liu, Hazel Northcutt, Diego Rivas, Violet Rydzewski
 - III. Teaching & Learning
 - A. Building Thinking Classrooms - Dr. Carrie Zielinski, Kristi Maurer, Wendy Martin, & Tonya Traylor
 1. BTC In Mathematics- Dr. Zielinski & Kristi Maurer
 - a) Nicole Cadaret, Katie Hande, Erin Rayburn, Mariana Rivas and Lili Vetraino
 2. Growing BTC into ELA & Science- Wendy Martin & Tonya Traylor
 - a) ELA BTC task
 - IV. Renovations- Will Lambdin



Meads Mill Middle School

Board of Education Presentation Agenda



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- I. Welcome
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Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Dunya Sandiha
ELA Teacher, Meads Mill Middle School

Dear Dunya,

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

Parent: Ms. Sandiha creates an environment in her classroom where kids feel safe, valued, and excited to learn. She has a room full of diverse books for her students to feel seen in, and to realize their connections to other kids whose backgrounds may be different from theirs.

Colleague: Ms. Sandiha is an exceptional teacher and colleague. She holds her students to the highest standards while earning their respect. Her unmatched work ethic is evident as she often sacrifices her own time after school to ensure her students’ needs are met. She goes far beyond teaching curriculum, and is truly the best role model that an 8th grader could have.

Student: Ms Sandiha has gone out of her way to make me laugh everyday, she is the most caring and understanding teacher I've ever had. She is the only reason why I enjoy school, and makes me a better person everyday!

Student: Ms. Sandiha is a great English teacher who is very easy to talk to! She offers her students extra support and additional practice! She is very flexible with her assignments and homework! She goes above and beyond to support her students by talking them through it, asking questions, and answering questions. This makes students want to come to her class more often and also Ms. Sandiha's projects are very fun to do!

Student: At the beginning of the school year, I perceived ELA as dull and overwhelming, crowded with rules and expectations. However, once Mrs. Sandiha began teaching, she transformed the curriculum into a dynamic and enjoyable journey! I felt happy and relaxed, realizing that this class was going to be a rewarding experience.

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.

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: Supriya Kelkar

Date: 9/23/24

My role: Parent

The person being nominated is: Dunya Sandiha

School or Department: ELA Teacher, Meads Mill Middle School

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. Sandiha creates an environment in her classroom where kids feel safe, valued, and excited to learn. She has a room full of diverse books for her students to feel seen in, and to realize their connections to other kids whose backgrounds may be different from theirs. She is kind and thoughtful, and we are so grateful our child gets to learn from Ms. Sandiha this 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: Colleague

Date: 11/8/24

My role: Colleague

The person being nominated is: Dunya Sandiha

School or Department: ELA Teacher, Meads Mill Middle School

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:

Ms. Sandiha is an exceptional teacher and colleague. She holds her students to the highest standards while earning their respect. Her unmatched work ethic is evident as she often sacrifices her own time after school to ensure her students' needs are met. She goes far beyond teaching curriculum, and is truly the best role model that an 8th grader could have. As a colleague she is the kind of person that you know will always support you and have your back. The Meads Mill community is so lucky to have her!



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: Lillian Jouni

Date: 12/18/24

My role: Student

The person being nominated is: Dunya Sandiha

School or Department: ELA Teacher, Meads Mill Middle School

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 Sandiah has gone out of her way to make me laugh everyday, she is the most caring and understanding teacher I've ever had. I've gone to Northville Schools since kindergarten, and she is definitely my favorite teacher I've had so far. Ms Sandiha encourages everyday to be my best self, she always manages to put a smile on my face. We have a bunch in common and always talk before and after class about our future and what coffee we're drinking that day. She is the only reason why I enjoy school, and makes me a better person everyday!



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: Student

Date: 12/18/24

My role: Student

The person being nominated is: Dunya Sandiha

School or Department: English Teacher, Meads Mill Middle School

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:

Ms. Sandiha is a great English teacher who is very easy to talk to! She offers her students extra support and additional practice! She is very flexible with her assignments and homework! She goes above and beyond to support her students by talking them through it, asking questions, and answering questions. This makes students want to come to her class more often and also Ms. Sandiha's projects are very fun to do!



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

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

This nomination is submitted by: Dain Park

Date: 12/18/24

My role: Student

The person being nominated is: Dunya Sandiha

School or Department: ELA Teacher, Meads Mill Middle School

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:

At the beginning of the school year, I perceived ELA as dull and overwhelming, crowded with rules and expectations. However, once Mrs. Sandiha began teaching, she transformed the curriculum into a dynamic and enjoyable journey! I felt happy and relaxed, realizing that this class was going to be a rewarding experience. This is why I proudly nominate Mrs. Sandiha for the ABCD award!



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Jennifer Miers-Kamm
Science Teacher, Meads Mill Middle School

Dear Jennifer,

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

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

Student: She is my favorite teacher at the school because she always makes science fun. She always listens to us, she's honest with us and she takes time out of our day to make class fun. She makes all of our lessons so exciting and fun.

Student: She is always funny, kind, and she makes science fun and she never gets mad when the class is loud.

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: Connelly Vanecek

Date: 12/18/24

My role: Student

The person being nominated is: Jennifer Miers-Kamm

School or Department: Science Teacher, Meads Mill Middle School

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 my favorite teacher at the school because she always makes science fun. She always listens to us, she's honest with us and she takes time out of our day to make class fun. She makes all of our lessons so exciting and fun.



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: Connelly Vanecek

Date: 1/9/25

My role: Student

The person being nominated is: Jennifer Miers-Kamm

School or Department: Science Teacher, Meads Mill Middle School

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 funny, kind, and she makes science fun and she never gets mad when the class is loud.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Melissa Provo
Principal, Meads Mill Middle School

Dear Melissa,

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

Student: One example that I have is she redecorated the office in one weekend taking her time and most likely money just so the office would be more welcoming.

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: Liam Turk

Date: 12/18/24

My role: Student

The person being nominated is: Melissa Provo

School or Department: Principal, Meads Mill Middle School

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:

One example that I have is she redecorated the office in one weekend taking her time and most likely money just so the office would be more welcoming.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Rob McFadden
School Resource Officer, Meads Mill Middle School

Dear Officer McFadden,

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):

Colleague: Officer McFadden goes above and beyond every day at Meads Mill. His attention to detail is unmatched as he has the very important job of ensuring that everyone in the school is safe. The kids have learned that he is a gentle giant and he always has a smile on his face. He is always willing to hang out with the kids playing quiz bowl, and help out in the classroom when needed. We are so lucky to have 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,

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: Colleague

Date: 11/8/24

My role: Colleague

The person being nominated is: Officer Rob McFadden

School or Department: School Resource Officer, Meads Mill Middle School

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:

Officer McFadden goes above and beyond every day at Meads Mill. His attention to detail is unmatched as he has the very important job of ensuring that everyone in the school is safe. The kids have learned that he is a gentle giant and he always has a smile on his face. He is always willing to hang out with the kids playing quiz bowl, and help out in the classroom when needed. We are so lucky to have him!



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Patty Dow
Learning Consultant, Meads Mill Middle School

Dear Patty,

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

Student: She helped me all three years in middle school on improving my grade and time management, and also was overall a nice teacher who wanted to help anyone 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: Macy Martin

Date: 12/18/24

My role: Student

The person being nominated is: Patty Dow

School or Department: Learning Consultant, Meads Mill Middle School

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:

She helped me all three years in middle school on improving my grade and time management, and also was overall a nice teacher who wanted to help anyone succeed.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Shannon Cullen
Learning Consultant/Design/Tech Teacher, Meads Mill Middle School

Dear Shannon,

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

Student: Mrs. Cullen has gone "above and beyond" with her kindness towards her students and it has had a major impact on all of her students. She also helps when people do not understand a lesson/assignment no matter how big the lesson/assignment is.

Student: This teacher has never judged someone and is very understanding of students and their life outside of school.

Student: This person always makes her class fun and makes everyone feel like they belong.

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: Armin Dhillon

Date: 12/18/24

My role: Student

The person being nominated is: Shannon Cullen

School or Department: Learning Consultant, Design/Tech Teacher, Meads Mill Middle School

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. Cullen has gone "above and beyond" with her kindness towards her students and it has had a major impact on all of her students. She also helps when people do not understand a lesson/assignment no matter how big the lesson/assignment is.



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: Reese Meussner

Date: 12/18/24

My role: Student

The person being nominated is: Shannon Cullen

School or Department: Learning Consultant, Design/Tech Teacher, Meads Mill Middle School

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:

This teacher has never judged someone and is very understanding of students and their life outside of 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: Reese Meussner

Date: 1/9/25

My role: Student

The person being nominated is: Shannon Cullen

School or Department: Learning Consultant/Design/Tech Teacher, Meads Mill Middle School

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:

This person always makes her class fun and makes everyone feel like they belong.



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Shelley Castor-Taylor
Social Studies Teacher, Meads Mill Middle School

Dear Shelley Castor-Taylor,

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

Student: At the beginning of the school year, I thought Social Studies was boring and complicated. However, once Mrs. Castor-Taylor began teaching the lessons about religions and our ancient ancestors, I quickly gained confidence and started to truly enjoy the subject. This is why I proudly nominated Mrs. Castor-Taylor for the ABCD Award!

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: Student

Date: 12/18/24

My role: Student

The person being nominated is: Shelley Castor-Taylor

School or Department: Social Studies Teacher, Meads Mill Middle School

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:

At the beginning of the school year, I thought Social Studies was boring and complicated. However, once Mrs. Castor-Taylor began teaching the lessons about religions and our ancient ancestors, I quickly gained confidence and started to truly enjoy the subject. This is why I proudly nominated Mrs. Castor-Taylor for the ABCD Award!



Dr. RJ Webber
Superintendent



Above and Beyond
the Call of Duty

5/13/25

Wendy Martin
Science Teacher, Meads Mill Middle School

Dear Wendy,

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):

Parent: "Mrs. Martin is the best teacher," my son said tonight at dinner. For a middle school student who rarely provides much positive insight into his school day, he went on to share what he had learned today regarding the periodic table and chemical compounds. This was certainly not the first time he spoke highly of Mrs. Martin, how she teaches, and what he learns in her class. All three of my children have been fortunate enough to have Mrs. Martin as their science teacher, and I am so grateful. She is warm, kind, friendly, and supportive. She is invested in her students, and it is evident that she likes what she does. Thank you for being who you are, Mrs. Martin, and know that you are making an impact!

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: Jill Lozo

Date: 4/30/25

My role: Parent

The person being nominated is: Wendy Martin

School or Department: Science Teacher, Meads Mill Middle School

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. Martin is the best teacher," my son said tonight at dinner. For a middle school student who rarely provides much positive insight into his school day, he went on to share what he had learned today regarding the periodic table and chemical compounds. This was certainly not the first time he spoke highly of Mrs. Martin, how she teaches, and what he learns in her class. All three of my children have been fortunate enough to have Mrs. Martin as their science teacher, and I am so grateful. She is warm, kind, friendly, and supportive. She is invested in her students, and it is evident that she likes what she does. Thank you for being who you are, Mrs. Martin, and know that you are making an impact!

Memo

TO: RJ Webber, Superintendent

FROM: Rebecca Pek, Assistant Superintendent

CC: Brian Sumner, Director of Human Resources and Employee Relations
Mike Zopf, Assistant Superintendent of Finance and Operations
Beth Santer, Executive Director of Special Services
Sandra Brock, Interim Assistant Superintendent of Instruction

DATE: May 12, 2025

RE: Teacher Hires

Background:

We are beginning the hiring season for the 2025-26 school year. Thus far, we have only received notice of a handful of retirements, but circumstances can obviously change throughout the hiring season, including this upcoming summer.

As a refresh, when positions are identified, the Office of Human Resources works closely with the building or department hiring manager including collaboration on postings, applicant review, interviews and reference checking. This is our first group of new hires, as we still have a couple more positions we are currently working to fill. And, again, there is likely to be additional movement between now and next school year that will prompt additional hiring.

Northville High School

Mathematics Teacher

This position materialized as a result of a current NHS mathematics teacher returning/transferring back to Meads Mill Middle School with the retirement of a MMMS mathematics teacher. This movement created a mathematics vacancy at NHS. As a result, we are pleased to recommend **Mr. Trent Theisen** for this mathematics position at Northville High School. Trent started his career in Brentwood, Tennessee, before coming back home to Michigan where he has been teaching at Canton High School the last two years. He coaches baseball at Canton High School after a successful career on the diamond at Ball State University, where he graduated with his Bachelor's Degree in Secondary Education with a Mathematics focus. Trent also recently completed his Master's Degree in Curriculum and Instruction at Western Governors University. Trent's references discussed the wonderful student relationships he creates and maintains, as well as the lessons he creates to engage students in their learning. The High School hiring team was thrilled with Trent's candidacy and is excited to have him join the wonderful staff at NHS.

French Teacher

With the retirement of one of our NHS French teachers, we were very pleased with the small, yet qualified pool of applicants who applied for this position, including **Dr. Ashley Brandenburg**. Ashley possesses a Ph.D in Romance Studies, with a focus on French and Italian, from Cornell University, where she also taught. Before pursuing her Ph.D at Cornell, she completed her Bachelor's Degree at Michigan State University in French, followed by her Master's Degree in Romance Studies at Cornell. Ashley has received various honors along the way throughout her academic career. In addition to her time teaching at Cornell, she also taught at the post-secondary level in Arizona, including time at Arizona State University. Despite her experience in post-secondary academia, the opportunity to work with younger students pulled her into K-12 education, where she has been teaching regularly since 2020, beginning in Oregon at the middle school. Most recently, she has been teaching at Seaholm High School in Birmingham. Certified in both French and English, Ashley's references raved about her ability to design curriculum, her instructional skills, and the great connections she makes with students. Our hiring team was thoroughly impressed with Ashley's background and skillset, and we are excited to recommend Dr. Ashley Brandenburg for hire this evening.

Special Education Resource Room Teacher

Miss Ellise Makowiec comes to us following the retirement of one of our NHS Special Education Resource Room teachers. Ellise is a recent graduate of Michigan State University, where she completed her Bachelor's Degree in Learning Disabilities and she is currently pursuing her Master's Degree in Cognitive Impairments. This past year Ellise completed her student teaching first in a fourth grade classroom, before finishing it off this past semester at East Kentwood High School in a self-contained classroom. Our interview team was thoroughly impressed with Ellise's steady and calm confidence, especially for someone who is just entering this profession. Her passion for supporting students with special needs was a consistent theme throughout her interview. Ellise's references were extremely complimentary of her work ethic, her interactions with students, as well as her overall rapport with students. I am pleased to recommend Ellise Makowiec for hire.

Cooke School

Center Program Teacher – Classroom Teacher

This position, funded through ACT 18, is for a new classroom. We are pleased to recommend **Ms. Rachel Cornellier** for this position at Cooke School. Rachel began her career in some local districts, as both an elementary teacher and special education teacher, including time in a center-based program similar to Cooke. After taking a short break from teaching to spend important time with her family, she returned to the profession, and currently serves as an SXI classroom teacher for Livingston Educational Service Agency. Rachel completed her Bachelor's Degree in Special Education, specializing in Cognitive Impairment, from Eastern Michigan University. Her Master's Degree, also from EMU, is in Reading. One of the many positive comments I received in checking Rachel's references came from a former supervisor who said, "Her passion is working with students who have special needs, and she puts the needs of students first." Our interview team walked away with that very impression during its interview with Rachel and see her as an excellent addition to our Cooke family and to NPS. As such, I am pleased to recommend Ms. Rachel Cornellier for hire with Northville Public Schools.

Recommendation:

On behalf of the central office administrative team, I recommend that the Board of Education approve a probationary contract for Trent Theisen, Dr. Ashley Brandenburg, Ellise Makowiec, and Rachel Cornellier for the 2025-26 school year.. Please refer to the supporting reference documents for additional information about the candidates.

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Ashley Brandenburg

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BA</u>	<u>Michigan State University</u>	<u>2004</u>
<u>PhD +MA</u>	<u>Cornell University</u>	<u>2012</u>
<u>MAT</u>	<u>Pacific University</u>	<u>2022</u>

MAJOR(S): French
Romance Studies (French & Italian)

MINOR(S): N/A

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 6 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: PhD Step 7

SALARY INFORMATION: \$78,564.00

EFFECTIVE DATE OF ASSIGNMENT: 2025/2026

BUILDING ASSIGNMENT: Northville High School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: May 13, 2025

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Rachel Cornellier

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BS</u>	<u>Eastern Michigan University</u>	<u>2001</u>

MAJOR(S): Cognitive Impairment
Reading Specialist

MINOR(S): N/A

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 11 Years

PREVIOUS TENURE IN MICHIGAN: Yes

SALARY STEP GRANTED: BA Step 10

SALARY INFORMATION: \$74,932.00

EFFECTIVE DATE OF ASSIGNMENT: 2025/2026

BUILDING ASSIGNMENT: Cooke School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: May 13, 2025

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Ellise Makowiec

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BA</u>	<u>Michigan State University</u>	<u>2024</u>

MAJOR(S): Special Education

MINOR(S): N/A

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 0 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: BA Step 1

SALARY INFORMATION: \$52,012.00

EFFECTIVE DATE OF ASSIGNMENT: 2025/2026

BUILDING ASSIGNMENT: Northville High School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: May 13, 2025

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Mr. Trent Theisen

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BS</u>	<u>Ball State University</u>	<u>2020</u>
<u>MS</u>	<u>Western Governors University</u>	<u>2023</u>

MAJOR(S): Curriculum and Instruction
Mathematics

MINOR(S): N/A

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 5 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: MA Step 5

SALARY INFORMATION: \$69,780.00

EFFECTIVE DATE OF ASSIGNMENT: 2025/2026

BUILDING ASSIGNMENT: Northville High School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: May 13, 2025

Ashley D. Brandenburg, Ph.D.



Professional Summary

Dynamic and culturally responsive French educator with 5+ years of K–12 bilingual teaching experience, including International Baccalaureate (IB) environments. Ph.D. in Romance Studies, fluent in French with additional proficiency in Italian and Spanish. Proven expertise in curriculum development, second language acquisition, and interdisciplinary instruction. Adept at fostering global citizenship through authentic cultural experiences, collaborative planning, and differentiated instruction. Experienced with both in-person and hybrid teaching models.

Core Competencies

- French Language Instruction (K–12, Higher Ed, Adult)
 - IB World School Experience (PYP Certified, MYP-aligned)
 - Culturally Responsive Pedagogy
 - Curriculum Design & Instructional Leadership
 - Multilingual & Multicultural Collaboration
 - Academic Writing & Communication
-

Education

Ph.D. Romance Studies (French & Italian), *Cornell University*, 2012

- Mellon Fellow in French Paleography, Newberry Library, 2010
- FLAS Grant Recipient (Florence, Italy), 2008
- Certificate of Recognition for Outstanding Teaching, 2008–2009

MAT General Education (Secondary French & ELA), *Pacific University*, 2022

M.A. Romance Studies, *Cornell University*, 2009

B.A. French (Honors College), *Michigan State University*, 2004

Certifications & Licensure

- Michigan and Oregon Teaching Licensure- French and ELA (6-12)
- IB PYP Initial Certification
- ACTFL & AATF Member | Former COFTL Board Member (2022–2023)

Teaching Experience

French Teacher

Birmingham Public Schools (MI) | Aug 2024–Present

- Teach 6th–7th grade French (Berkshire Middle School) and French 2 (Seaholm High School)
- Design thematic units aligned with ACTFL frameworks
- Led cultural projects, including participation in *Manie Musicale* and *Le Grand Concours* National French Competition
- Participated in the selection committee for new French 4 textbook
- Attended language conferences like *CI In the Mitten*

French & ELA Teacher

Rosemont Ridge Middle School, West Linn-Wilsonville SD (OR) | Aug 2022–Jun 2024

- Taught 6th–8th grade French (semester & year-long) and 8th grade ELA
- Led cultural projects for National French Week and the AATF's Le Grand Concours
- Integrated authentic texts and designed IPAs to promote language proficiency
- Collaborated on cross-departmental curriculum and state testing coordination

Summer Educator

Oregon Episcopal School (OR) | Summer 2023

- Developed and taught academic summer programs, including Oregon History and Global Cuisine
- Led experiential learning through field trips and hands-on projects

5th Grade French & Homeroom Teacher

Le Monde French Immersion Public Charter School (OR) | Aug 2021–Jun 2022

- Delivered instruction in French, Science, and Health
- Administered STAMP assessments and coordinated Le Grand Concours
- Mentored educational assistants and facilitated a multilingual classroom environment

ELA Teacher & Teacher of Record

Le Monde French Immersion Public Charter School (OR) | Aug 2020–Jun 2021

- Taught 5th grade ELA during hybrid/remote instruction
- Participated in IB PYP certification training
- Created inclusive classroom materials adapted for digital platforms

French Instructor (Contract)

Lake Oswego Parks and Recreation (OR) | Jan 2020–Jun 2020

- Designed and delivered French I–II enrichment courses for adult learners

Freelance Content Creator & Translator | *Upwork.com* | 2017–Present

- Developed 8 full-length online French courses for hybrid high school curriculum (Method Schools)
- Edited and created French testing content for Indeed.com

French Teacher & Substitute

International Leadership Academy (OR) | Aug 2017–May 2018

- Long-term substitute for PK–5 English instruction
- Facilitated adult French evening classes

Adjunct Faculty – French

Mesa Community College (AZ) | Aug 2012–Dec 2013

- Taught French language courses and collaborated on textbook review initiatives

Faculty Associate

Arizona State University (Tempe, AZ) | Aug–Dec 2012

- Taught UNI 120 for at-risk first-year students on academic success strategies

French Teacher (7–10th Grade)

BASIS Chandler (AZ) | Aug 2011–May 2012

- Developed and taught secondary-level French curriculum at a top-performing charter

Graduate French Instructor

Cornell University (NY) | Aug 2007–Dec 2009

- Taught beginning and intermediate French; designed exams and oral assessments
- Co-led a French tutoring group and extracurricular French club

English Language Assistant

TAPIF, Nantes Academy (France) | Sep 2005–Jun 2006

- Taught English to French primary students in a trilingual, multicultural setting

Languages

- French: Fluent
- Italian: Advanced
- Spanish: Intermediate

Rachel Cornellier



FOCUS OF INTEREST: SPECIAL EDUCATION TEACHER

Profile Summary

Highly experienced and meticulous education professional with vast experience working with students at many grade levels, including special needs student communities. Strong background in creating and maintaining a wide variety of educational materials. Outstanding written and verbal English communication skills, with proven ability to communicate and clearly present technical information to others. High ability in instruction and curriculum design for special needs based classrooms.

Seeking to obtain a special education teacher position.

Core Competencies

Learning Theories, Principles, and Training Methodologies ◊ Academic Content Creation ◊ Curriculum Development ◊ Time Management & Organization ◊ Teaching and Mentoring ◊ Special Education ◊ Educational Best Practices ◊ Positive Learning ◊ Instructional Enhancement ◊ Instruction Implementation ◊ Relationship Building

Teaching Experience

STAY-AT-HOME MOTHER

2007-2017

➤ SPECIAL EDUCATION TEACHER, SXI Classroom, Livingston Educational Service Agency, Howell, MI August 2023-current

- Teach students with complex bodies and medical needs
- Plan, organize, and implement specialized instruction to students to students with severe disabilities
- Work collaboratively with support staff to implement plans that meet the individual student's needs
- Ensure that appropriate staff are aware of all IEP services and goals
- Experience with a wide variety of augmentative and alternative communication (AAC) platforms
- Lead my teacher assistants with instruction of students and awareness of IEP goals and needs
- Plan community based instruction (CBI's) for my students
- Have strong and personal relationships with students and families to ensure the success of the student
- Exercise organization in planning for lessons

➤ KINDERGARTEN TEACHER, Brighton Virtual Academy (under Brighton Area Schools), MI 2020/2021 school year

- Taught ELA focused kindergarten students virtually, in large group classes, small groups, and one on one student time.
- Adapted lessons to align with Brighton curriculum while using a variety of online platforms.
- Held several live class meetings daily, in addition to recorded lessons to allow students to access more materials.
- Adapted lessons and work to accommodate advanced students, students on pace, and students with struggles.
- Continuously worked on and strived for new ways to engage with students through an online platform.
- Allowed for (online) supervised social time for students to socialize with their classmates.
- Participated in various professional development workshops for professional growth and gaining relevant skills for online teaching.
- Developed strong and personal relationships with students and families
- Allowed room for flexibility when changes needed to be made.
- Collaborated with other BVA teachers to make this year as successful as possible.

➤ LONG-TERM SPECIAL EDUCATION GUEST TEACHER, South Lyon, MI 2017

- Taught K-5 grade students with various learning disabilities, cognitive impairments, and emotional impairments in resource and team-taught classrooms.
- Substituted for teachers on maternity leave, performing all duties of a teacher.
- Participated in various professional development workshops for professional growth and gaining relevant skills in teaching.
- Developed good relationships with students and families, utilizing effective communication and interpersonal skills.

➤ SPECIAL EDUCATION TEACHER, Wyandotte Public Schools, Wyandotte, MI 2001 - 2007

- Taught students with learning disabilities, cognitive impairments, and emotional impairments in resource and team-taught classrooms.
- Taught a variety of grade levels including lower elementary, middle, and high school
- Collaborated with school administrators, parents, and teachers in designing and implementing individualized education plans for students.

progress.

- Developed strong relationships with students and families through advisory and generating action plans for struggling students.

➤ **SUMMER SCHOOL SPECIAL EDUCATION TEACHER, Center Program for Students with Severe & Multiple Disabilities** 2004 – 2006

- Collaborated with classroom aides to provide the best classroom environment for the students.
- Managed IEP files and documents to maintain compliance with Special Education Law.
- Planned and executed outside activities and field trips, while still keeping IEP goals in mind.
- Conducted small group and individual classroom activities with students based on differentiated learning needs.

➤ **RESOURCE ROOM STUDENT TEACHER, Wyandotte Public Schools, Wyandotte, MI** Fall 2001

- Worked cooperatively with the teacher in all resource room responsibilities, including the preparation of and teaching of lessons and IEP's, and classroom management.
- Monitored levels of academic performance and worked individually with students and parents to promote academic success and parent-teacher relationships.
- Modified and implemented lessons and diagnostic assessments according to curriculum.
- Prepared Individualized Education Plans (IEP) for contact students.

➤ **FIRST-GRADE, GENERAL EDUCATION STUDENT TEACHER, Wayne-Westland School District, Westland, MI** Winter/Spring 2001

- Engaged with cooperating teacher in day-to-day responsibilities, lesson planning, curriculum, and classroom management.
- Assessed students in various ways to determine student progress and growth.
- Participated in various activities outside the school involving family, such as family math night and reading night.
- Communicated with the resource person involving the student when necessary.

-continued-

Business Development Experience

➤ **FRANCHISE OWNER, Rhea Lana's of Metro Detroit, South Lyon, MI** 2013 – 2017

- Implemented efficient business practices, striving for continuous improvement and quality assurance.
- Developed and executed effective marketing campaigns and track performance metrics.
- Operated and organized all aspects of the event; addressed customer service issues and ensured high standards.
- Review franchise performance data, reviewing and adjusting operating procedures as necessary.

Volunteering Experience

UNIT DIRECTOR, South Lyon Panther's Cheer Team, South Lyon, MI 2013 – 2019

- Responsible for team attendance, planning team bonding activities, and handling team monies.
- Attended practices daily to oversee athletes
- Helped with any conflict resolution between teammates
- Communicated on a weekly/daily basis to keep parents informed
- Developed strong relationships with parents and athletes

VOLUNTEER, Brummer Elementary School and other community schools, South Lyon, MI 2012-2018

- Engaged and assisted with various programs and events within local schools.
- Room parent from 2012-2018
- Assisted in planning field trips, fundraising activities
- Served on parent/teacher advisory committee
- Served as a volunteer for Blessing in a Backpack

VOLUNTEER, Adopt a Reader, South Lyon, MI 2012 – 2015

- Helped at-risk students with reading difficulties.

Education

Master of Arts in Reading (Earned 18 post-graduate credits)
Eastern Michigan University, Ypsilanti, Michigan 2005-2008

Bachelor of Science in Special Education, Cognitive Impairment
Eastern Michigan University, Ypsilanti, Michigan 2001

Technical Skills

Microsoft Office (Word, Excel, PowerPoint, Outlook), Adobe Photoshop, Adobe Lightroom, Google Docs, Google Classroom

Ellise Makowiec



Certifications

Michigan Standard Teaching Certificate (completed 12 graduate-level credits)

May 2025

3rd – 6th Grade All Subjects

K-12 Learning Disabilities

Education

Bachelor of Arts, Special Education

May 2024

Michigan State University | East Lansing, MI

Experience

Teacher certification program 2nd semester SpED Intern January 2024 through April 2024, East Kentwood High School, Kentwood Michigan

- Adapted curriculum materials and instructional strategies to accommodate various learning levels in 100% inclusion classrooms, ensuring equitable access to education.
- Collaborated with general education teachers to co-teach and support students in inclusive classroom settings.
- Co-taught and supported students with various levels of physical and intellectual disabilities in a self-contained classroom setting.
- Provided in-class support to students with IEPs, ensuring they had access to accommodations, modifications, and additional resources for academic success.
- Wrote detailed IEPs with measurable goals, accommodations, and services to support students' academic and functional success.
- Developed transition-focused IEPs to support students in achieving post-secondary goals related to higher education, employment, or independent living.

Teacher certification program 1st semester GenED Intern August 2024 through December 2024, Explorer Elementary, Kentwood Michigan

- Designed and implemented engaging 4th grade lesson plans throughout all subjects aligned with state standards, focusing on core subjects such as math, science, language arts, and social studies.
- Differentiated instruction to meet the diverse learning needs of students, including advanced learners, ELLs, and those with IEPs or 504 plans.
- Used data-driven strategies to assess student progress, analyze learning gaps, and adjust teaching methods to optimize outcomes.
- Collaborated with colleagues, including special education teachers and support staff, to implement effective interventions and maintain a cohesive learning environment.
- Managed classroom behavior using positive reinforcement techniques and consistent routines to support student growth and discipline.

SpED field placement February through April 2023, Macdonald Middle school, East Lansing Michigan

- Assisted in a class with 5th grade students with ranging physical and intellectual disabilities.
- Observed and participated in group lessons through all subjects, taught lessons.

GenED field placement October 2023 through April 2024, East Waverly intermediate school, Lansing Michigan

- Assisted with 5th grade level classroom and established relationships with students
- Planned and taught group lessons in mathematics, literacy, social studies, and science and observed daily classroom management techniques and activities.

GenED field placement October through December 2022, Bath Elementary School, Bath Michigan

- Worked one on one with a third grader to understand assigned readings using pre, post, formative assessments to analyze student's strengths and areas of need.

SpED field placement October through December 2022, Sexton High School, Lansing Michigan

- Assisted in a class with junior and senior students with ranging intellectual disabilities.
- Observed whole class lessons in Mathematics, ELA, Reading, IEP meetings, and writing.

Edustaff Substitute teacher

September 2023-Present

Across multiple schools in michigan

- Flexibility to adapt quickly to different school settings, grade levels, and subjects.
- Proficient in creating engaging and effective lesson plans on short notice.
- Professional conduct, demonstrating reliability and a commitment to the teaching profession.

Skills

Technology skills

- Microsoft Word, Excel, and PowerPoint for Mac and PC
- Digital Projector (ELMO)
- SMART board & Interactive Whiteboard

UFLI and Phonics for Reading training courses, Kentwood MI

September 2024

Trent Theisen

Experienced, collaborative, and innovative secondary educator with a vast knowledge of curriculum and education methodologies. Skilled in creating an authentic, differentiated, and engaging learning environment for diverse populations.

EDUCATION AND CERTIFICATION

Michigan Standard Teaching Certificate, Mathematics Grades 7-12

September, 2023

Masters of Science | Curriculum and Instruction

Western Governors University, 2024

Bachelor of Science and Humanities | Secondary Education, Mathematics

Ball State University, 2020

PROFESSIONAL TEACHING EXPERIENCE

High School Teacher | Canton High School | Canton, Michigan | September 2023 - Present

- Cultivates an inclusive classroom culture that promotes ownership, equity, and respect
- Differentiates instruction to effectively meet the needs of all learners
- Utilizes formative and summative assessment data to inform instruction, create student groupings, and analyze student growth
- Supplements district mandated curricula with technologies to enhance student learning
- Establishes positive relationships with students, families, and colleagues through frequent and fluid communication

High School Teacher | Ravenwood High School | Brentwood, Tennessee | August 2020 – May 2023

- Facilitated individual, small group, and whole group instruction based on assessment data
- Collaborated with English Language Learning and Special Education teams to effectively deliver instruction and support
- Planned closely with Ravenwood teachers for current courses and future content classes

Teacher Intern | Anderson High School | Anderson, Indiana | September 2019 - March 2020

- Designed hands-on, inquiry and standards-based units in mathematics
 - Created, introduced, and enforced classroom management procedures
 - Assessed student learning through multiple forms of formative assessments to inform instruction
-

OTHER WORK EXPERIENCE:

Varsity Baseball Assistant Coach | August 2020 - Present

- Coached players throughout the baseball season
- Assisted with offseason strength and conditioning programs
- Organized and facilitated summer youth baseball camps

AWARDS & EXTRACURRICULAR ACTIVITIES:

- Rookie Teacher of the Year (2020 - Ravenwood High School)
- Ball State M.S.E.P Undergraduate Award (Midwest Student Exchange Program)
- Ball State Higgins/Nelson/Kappes Award
- Ball State Heartland Award

AREAS OF PROFICIENCY:

Mathematical Knowledge | Small Group Intervention | Canvas/Schoology | Differentiated Instruction | Desmos

References upon Request.