

Special Call Meeting of the Board of Education

Tuesday, September 16, 2025 6:30 PM

Old Village School, 405 W. Main St, Northville, MI 48167

1. **Call to Order**

2. **Pledge of Allegiance**

3. **Roll Call**

4. **Adoption of Agenda**

5. **Consent Resolutions**

5.a) Minutes of the September 9, 2025 Board of Education Meeting

5.b) Minutes of the September 9, 2025 Closed Session Meeting of the Board of Education

6. **Communications**

6.a) npsboe@northvilleschools.org communications

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

8. **Public Comments**

9. **Added Agenda Items**

10. **Public Comments**

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

12. **Closed Session**

Presenter: Dr. Kim Campbell-Voytal, Vice President

13. **Adjournment**

Minutes of Special Call Meeting of the Board of Education

The Board of Trustees Northville Public Schools

A Special Call Meeting of the Board of Education of the Board of Trustees of Northville Public Schools was held Tuesday, September 9, 2025, beginning at 6:30 PM in the Old Village School, 405 W. Main St, Northville, MI 48167.

1. Call to Order

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

2. Pledge of Allegiance

President McIntyre led the Board in the Pledge of Allegiance.

3. Roll Call

Ms. Lisa McIntyre, President	Dr. RJ Webber, Superintendent
Dr. Kim Campbell-Voytal, Vice President	Mr. Brian Sumner, Director of Human Resources and Employee Relations
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	Ms. Emily Pohlonski, Asst. Supt. For Instructional Services
Ms. Meredith Riggan Maurer, Trustee	Ms. Jadie Kieft, Exec. Dir. For Special Services
Ms. Jena Mabrey, Trustee (arrived at 6:33 p.m.)	

4. Adoption of Agenda

Motion No. 25/26-022 by Vice President Campbell-Voytal, supported by Secretary Meyer, that the agenda be adopted as presented. Motion carried 7-0.

5. Consent Resolutions

Motion No. 25/26-023 by Vice President Campbell-Voytal , supported by Trustee Riggan Mauer, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the August 26, 2025 Board of Education Meeting
- b) Minutes of the August 26, 2025 Closed Session Meeting of the Board of Education
- c) Overnight and/or Out of State Field Trip Requests
- 1) NHS Pompon High Kick Competition in Grand Blanc, MI from November 1-2, 2025
- d) Schedule a Board of Education meeting on September 23, 2025 beginning at 6:30 pm at Old Village School and cancel the Committee of the Whole.
- e) Cancel the Board of Education meeting scheduled for September 16, 2025 and replace it with a Committee of the Whole meeting to begin at 6:30 p.m. at Old Village School

Motion carried 7-0.

6. Communications

President McIntyre noted the communications to the Board of Education has been ongoing and provided a Negotiations Update which was read into the record and will be attached to the minutes.

- a) npsboe@northvilleschools.org communications

7. Superintendent's Report/Update

Superintendent Webber noted September is Suicide Prevention Month. The Color Run will be held on September 21st at NHS which is an organization in support of Youth Mental Health.

8. Public Comments

There were five comments regarding the teacher contract.

9. Curriculum Purchase: Multilingual Learner Curricular Adoption

Motion No. 25/26-024 by Vice President Campbell-Voytal, supported by Secretary Meyer, that the Board authorize the administration to award a three-year contract to Savvas for iLit ELL for K-12 secondary students to provide Multilingual Learner curriculum materials totaling \$18,696.75 funded by the General Fund as amended. Motion carried 7-0.

10. Resolution in Support of a 2025-2026 School Aid Budget

Motion No. 25/26-025 by Treasurer Stuart, supported by Vice President Campbell-Voytal, that the Northville Board of Education adopt the Resolution in Support of a 2025-2026 School Aid Budget 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.

MASB Certification of Delegates & Alternates

Motion No. 25/26-026 by Trustee Riggan Maurer, supported by Secretary Meyer, that the individuals listed below be selected to represent the Northville Public Schools at the 2025 Michigan Association of School Boards' Delegate Assembly at the Grand Traverse Resort and Spa on Thursday, October 23, at 7 p.m. (in the event that individual Board members are able to attend).

<u>Voting Delegates</u>	<u>Alternates</u>
Trustee Frazier	Trustee Mabrey
Vice President Campbell-Voytal	Secretary Meyer
President McIntyre	Treasurer Stuart
Trustee Riggan Maurer	

Motion carried 7-0

11. Public Comments

There were six comments regarding teacher contracts.

There was one comment regarding cell phone policies in our schools.

12. Added Agenda Items

None.

13. Questions/Comments from Board Members

Treasurer Stuart provided a Parks and Rec update and noted they are sponsoring a Night for Northville on September 26th from 6 -9 pm at Marv Gans Park.

Vice President Campbell-Voytal commented on a Suicide Hotline 988 in Michigan.

Secretary Meyer noted the Victorian Festival will be held on September 19th.

Trustee Riggan Maurer noted Mentally Strong Mustangs is up and running. Also, the Color My World run is September 21st at NHS. She provided these updates and others from Northville CARES meeting.

Trustee Frazier provided a report on the E-hallway pass being used in our secondary buildings. He was able to see a demonstration at Meads Mill.

Vice President Campbell-Voytal shared an update on the Hillside space which will be a community space for our community partners including NEF and New Hope to name a few.

14. Closed Session

Motion No. 25/26-027 by Vice President Campbell-Voytal, supported by Treasurer Stuart, that the Board convene in Closed Session pursuant to Public Act 267, of the Open Meetings Act, Under Section 8(c), Negotiations. Roll Call Vote: Frazier – yes; Mabrey – yes; Riggan Maurer – yes; McIntyre – yes; Campbell-Voytal – yes; Stuart – yes; Meyer – yes. Motion carried 7-0.

The Board moved to enter Closed Session at 7:44 p.m.

The Board convened in Closed Session from 7:55 p.m. to 10:23 p.m.

The Board Closed Session ended at 10:23 p.m.

15. Adjournment

There being no further business the meeting adjourned at 10:26 p.m.

Carin Meyer, Secretary

Northville Board of Education

Negotiations Update

9/9/2025



Board Statement Regarding Ongoing Teacher Negotiations

The Board of Education strives to keep our community informed with factual, timely updates on the status of negotiations between Northville Public Schools and the Northville Education Association (“NEA”), the teachers’ union. The Board’s commitment to staff and students is unwavering. In light of recent social media posts, we want to provide the community with an update on negotiations for a new teachers’ labor agreement.

To date, the District and the NEA have met fifteen (15) times, beginning with February 25, 2025. The parties met most recently on September 4, 2025. A mediator from the Michigan Employment Relations Commission (MERC) has participated in each of the last five (5) sessions to help both parties reach an agreement.

In a *Hometown Life* article published this past week, union leadership noted teachers want a raise in line with the cost of living – **about 3%** – **as well as competitive compensation** to help attract and retain staff during Michigan’s teacher shortage. As reflected below, the District’s formal proposal to the NEA more than meets this demand.

At the NEA’s request, the District provided its “last best offer” to the NEA during the bargaining session on August 13th. Under this proposal, every teacher eligible to receive a step increase would advance a step for both the 2025-2026 and 2026-2027 contract years. The step increase alone averages more than a **3% increase for each year**. Additionally, the salary scale would be increased each year under the proposal – by 2.0% in the 2025-2026 contract year and 1.5% in the 2026-2027 contract year. Thus, under the District’s proposal, teachers would receive an average salary increase of 5.14% in 2025-2026 and **4.11%** in 2026-2027.

These average salary increases are on top of the following average salary increases in the previous three years:

- 2022-23: 7.5% increase
- 2023-24: 3.5% increase
- 2024-25: 5.0% increase
- 2025-26: 5.14% increase proposed
- 2026-27: 4.11% increase proposed

Northville Board of Education

Negotiations Update

9/9/2025



The following are two concrete examples of applying the District's proposal to the current teacher salary scale. The first example reflects a teacher who advances one step on the salary scale, which represents the majority of teachers. The second example reflects a teacher already at the top of the salary scale.

- A teacher on Step 15 of the master's degree lane (the most common lane), with a 2024-25 salary of \$103,200, would receive \$110,242 in 2025-26 – a **6.8% increase (\$7,042)**.
- A teacher at the top of the master's degree lane, earning \$108,080 in 2024-25, would receive \$110,242 in 2025-26 – a **2% increase (\$2,162)**.

When factoring in District-paid health insurance, retirement contributions, and FICA, the total annual compensation for a teacher at the top of the master's degree lane with family health coverage typically exceeds **\$170,000 for a 185-day work year**.

It is important to note that these average salary increases reflected above do NOT include annual bonus payments based upon the District's fund balance that have paid teachers an **additional \$1,800 - \$2,500** above and beyond a teachers' salary each year dating back to at least 2019. Moreover, the District projects that it will continue to be able to provide such bonus payments to teachers for at least the next two years.

In addition to the 5.0% salary increase for the 2024-2025 school year, the District also made a significant financial commitment to the advanced degree salary scales by increasing the top of each advanced degree scale by a minimum of **15.8%**, for an average of **\$15,542**.

As to the District paying competitive compensation to attract and retain teachers, even after some area districts reached new agreements with their teacher unions in recent months, the District's advanced degree salary scales are among the top in the tri-county area. Indeed, based on the Administration's research, **the Northville Public Schools teachers' salary scale was the 2nd highest in the State of Michigan in 2024-25**. As of the end of the last school year, other recently ratified teacher agreements across our area had salary scales that were between 6% and 10% lower than Northville's. The current NEA salary schedule can be found on page 62 at this link: [2024-2025 Northville Education Association Collective Bargaining Agreement](#) .

Northville Board of Education

Negotiations Update



9/9/2025

Northville currently has no teaching vacancies, reflecting its success in attracting and retaining staff. With its last best offer to the NEA, Northville will arguably continue to pay its teachers as well or better than any other district in the State, reflecting the Board's commitment to our dedicated educators.

With respect to the District's fund balance, the Board of Education has been committed to excellent stewardship of public dollars over the turbulent years of the COVID pandemic. Like all Michigan school districts, Northville benefited from one-time COVID relief funding totaling \$12 million. This temporary funding not only bolstered the District's fund balance but also avoided deficit spending. Given the one-time basis for these funds, they were never intended to support long-term operational costs.

With the COVID funding now discontinued, effective September 2024, the District faces a new fiscal reality—one that demands careful planning and restraint. Like most Michigan public school districts, the District adopted its budget for the 2025–26 school year with a projected operational deficit, using its fund balance to make up the difference. This means that in the coming school year, the District expects its expenditures to exceed revenues. This is not a trend that can continue, but with the District's current fund balance, it is able to maintain rather than cut programs or staff.

Adding to the challenge, the State of Michigan had not finalized its budget at the time of the adoption of our budget. Without confirmed per-pupil funding or assurances from the state, districts across Michigan—including Northville—were forced to budget with incomplete information. It is also a fact that unlike other tri-county districts, which receive significantly more funding based upon a legislative change in state funding that occurred years ago, Northville will only receive the base minimum per pupil funding provided by the State, currently at \$9600 per pupil. Again, it is projected that increases in such state aid funding will be modest at best, so the Board's maintenance of a healthy fund balance will be more important than ever.

The Board remains committed to maintaining a competitive salary scale to retain and recruit outstanding teachers, alongside excellent stewardship of taxpayer funding. In sum, the Board's formal proposal to the NEA, which will continue Northville teachers receiving among the highest comparable salaries in the State, is demonstrably more than fair and reasonable. The Board will continue its good-faith negotiations with the NEA through the MERC mediator to reach a successor agreement that is not only fair but sustainable.

We trust this update proves helpful. In the coming weeks, we will continue to communicate relevant developments as appropriate. We truly appreciate your patience and partnership with the Board, administration, and District staff. As always, we remain dedicated to advancing the highest quality of educational opportunities for all students.

Board of Education, Northville Public Schools
September 9, 2025