

Regular Meeting of the Board of Education

Tuesday, September 23, 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 16, 2025 Board of Education Meeting

5.b) Minutes of the September 16, 2025 Closed Session Meeting of the Board of Education

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

5.c)1) NHS World Language trip to Colombia from June 22-30, 2026

5.c)2) NHS DECA Conference in Atlanta, GA from April 24-29, 2026

5.c)3) NHS Boys Cross Country meet in Brampton, Ontario from September 25-26, 2025

5.d) 25-26 Panorama purchase totaling \$37,985.30

5.e) BTA Professional Design Services for Silver Springs Roof Replacement

5.f) Peter Basso Associates Professional Services for NHS HVAC Upgrades - Phase Two

5.g) UFLI Complete Book Bundles funded through the 35j Grant

6. Communications

6.a) npsboe@northvilleschools.org communications

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

7. Superintendent's Report/Update

7.a) Victorian Festival Report

8. Public Comments

9. New Hire: Teacher

Presenter: Ms. Carin Meyer, Policy & HR Liaison

10. Instructional Materials: TeachTown

Presenter: Dr. Kim Campbell-Voytal, Instruction Liaison

11. Finance & Operations: Free Meals Program

Presenter: Ms. Melissa Stuart, Board Treasurer

12. **Added Agenda Items**

12.a) **2025/2027 Northville Education
Association Agreement**

Presenter: Ms. Carin
Meyer, Policy & HR
Liaison

13. **Public Comments**

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

15. **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 16, 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 6:31 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	

4. Adoption of Agenda

President McIntyre read a statement regarding working with the Northville Education Association and the commitment to continue to do work together to secure a contract. She also read the Vision, Purpose and Commitment to All statement.

Motion No. 25/26-028 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. 25/26-029 by Vice President Campbell-Voytal, supported by Treasurer Stuart, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the September 9, 2025 Board of Education Meeting
- b) Minutes of the September 9, 2025 Closed Session Meeting of the Board of Education

Motion carried 7-0.

6. Communications

Secretary Meyer reported one communication.

- a) npsboe@northvilleschools.org communications

7. Superintendent's Report/Update

The Color My World Walk/Run is this Sunday, September 21st at NHS.

8. Public Comments

There were two public comments regarding teacher contracts.

9. Added Agenda Items

None.

10. Public Comments

None.

11. Questions/Comments from Board Members

Treasurer Stuart reported the NHS Curriculum Night was last night and was well attended and very organized.

Vice President Campbell-Voytal shared she is impressed with the Amerman construction site management and noted it is well structured and a display of incredible Bond work.

12. Closed Session

Motion No. 25/26-030 by Vice President Campbell-Voytal, supported by, Secretary Meyer, 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: Mabrey – yes; Riggan Maurer – yes; McIntyre – yes; Campbell-Voytal – yes; Stuart – yes; Meyer – yes; Frazier – yes. Motion carried 7-0.

The Board moved to enter Closed Session at 6:49 p.m.

The Board convened in Closed Session from 6:54 p.m. to p.m.

The Board Board returned to Open Session at 8:01 p.m.

13. **Adjournment**

There being no further business the meeting adjourned at 8:02 p.m.

Carin Meyer, Secretary

Memo

TO: RJ Webber, Superintendent

FROM: Emily Pohlonski, Assistant Superintendent of Instructional Services

CC: COLT Administrators

DATE: August 22, 2025

RE: Recommendation to Pilot Panorama Education Student Success Platform and Interventions & Progress Monitoring Tool

Recommendation

The administration recommends the Board of Education approve the purchase of the **Panorama Student Success Platform, Interventions & Progress Monitoring Tool**, and professional learning for a total of **\$37,985.30** for the 2025-2026 school year. This expenditure is part of a formal pilot to determine the effectiveness of these tools in supporting our multi-tiered system of support (MTSS).

Background

In the 2023-2024 and 2024-2025 school year, Northville Public Schools utilized 31aa grant funds to support our use of Panorama as a student survey tool. This was reviewed with the Board in February of 2025 and the initial implementation was well-received. While using the survey tool, our secondary MTSS teams discovered other valuable features within the platform that significantly improved our ability to gather and synthesize diverse data points about students.

Additional 31aa funds were used to allow staff to trial these expanded tools. During this initial trial, it became evident that these tools streamlined our data meetings and helped our secondary teams work more efficiently.

For the 2025-2026 school year, we propose a formal pilot to include more secondary staff and gather feedback from elementary staff members. This will help us determine if the full suite of Panorama tools can effectively meet the MTSS needs of our larger system. The pilot will provide a comprehensive look at the platform's utility across different grade levels and school environments.

Financial Implications

The total Panorama Education costs for the 2025-2026 school year are as follows:

- **Student Surveys:** \$10,000.20 (to be paid from 35a grant funds)
- **Student Success Platform:** \$23,985.00
- **Interventions & Progress Monitoring:** \$8,000.30
- **Foundations Teaching & Learning Package with On-site Professional Development:** \$6,000.00

The \$10,000.20 for student surveys will be covered by 35a grant funds. The remaining **\$37,985.30** would be paid from the general budget. This investment will allow us to assess the long-term viability and return on investment of these tools before making a larger, system-wide commitment.

Strategic Alignment and Next Steps

This pilot directly aligns with our district's strategic use of data to drive instruction and support student success. The Panorama platform's integrated data visualization and MTSS management tools have the potential to significantly improve how our schools identify student needs and track progress.

At the conclusion of the 2025-2026 school year, the Office of Special Services will return to the Board of Education with a comprehensive report on the pilot's results. This report will include data on the tools' effectiveness, staff feedback, and a proposal for whether or not to continue using these additional Panorama tools to support our MTSS system long-term

Panorama Overview

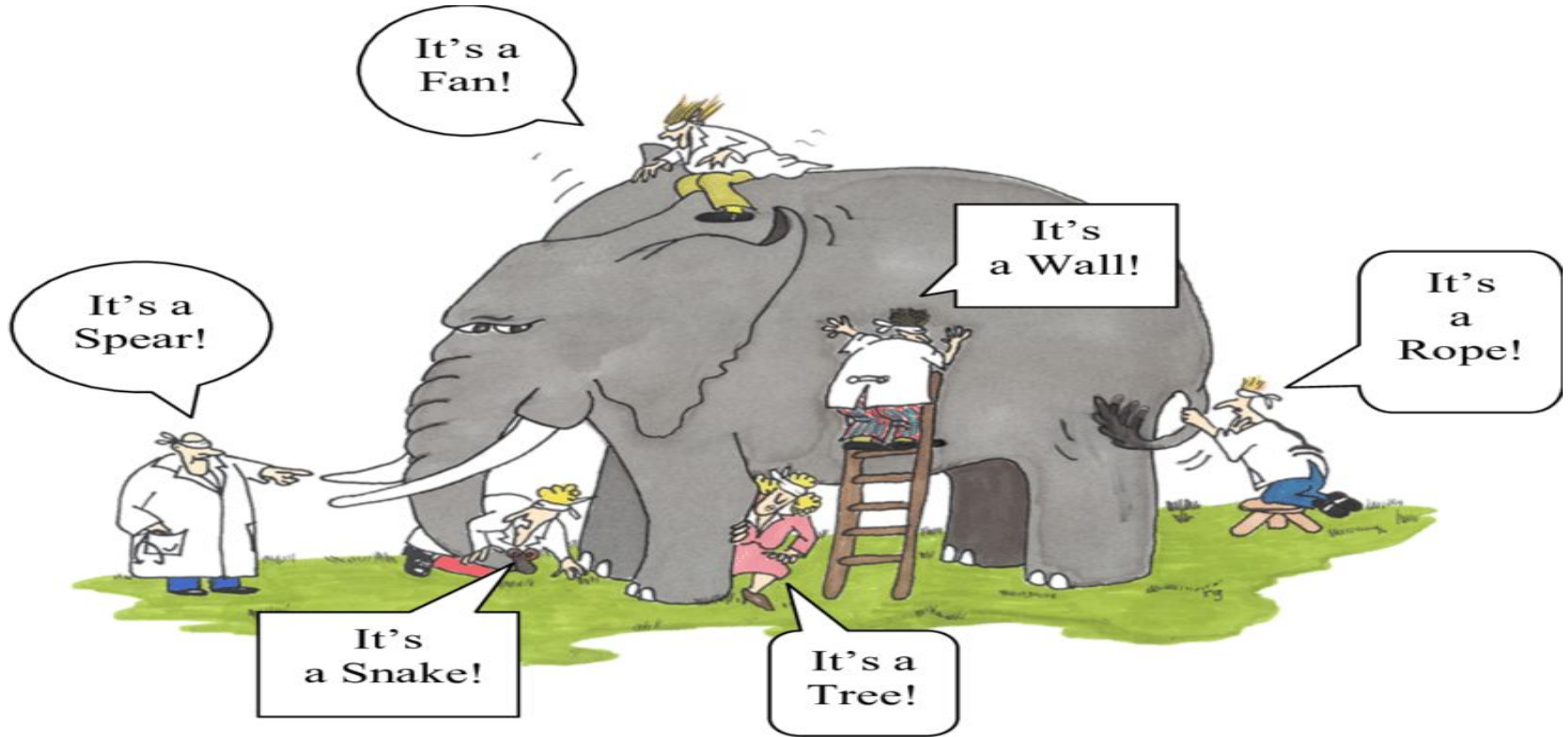
August 26, 2025

Introduction to Panorama

What is Panorama Education?

- A K-12 education technology platform designed to help districts and schools understand the whole child.
- Unifies various data points to provide a comprehensive view of student needs.
- Focuses on **Social-Emotional Learning (SEL)**, academic success, and intervention management.
- Aims to streamline student support and drive positive outcomes.

A lot of data exists, but is siloed in different places





**...or with
different
people**

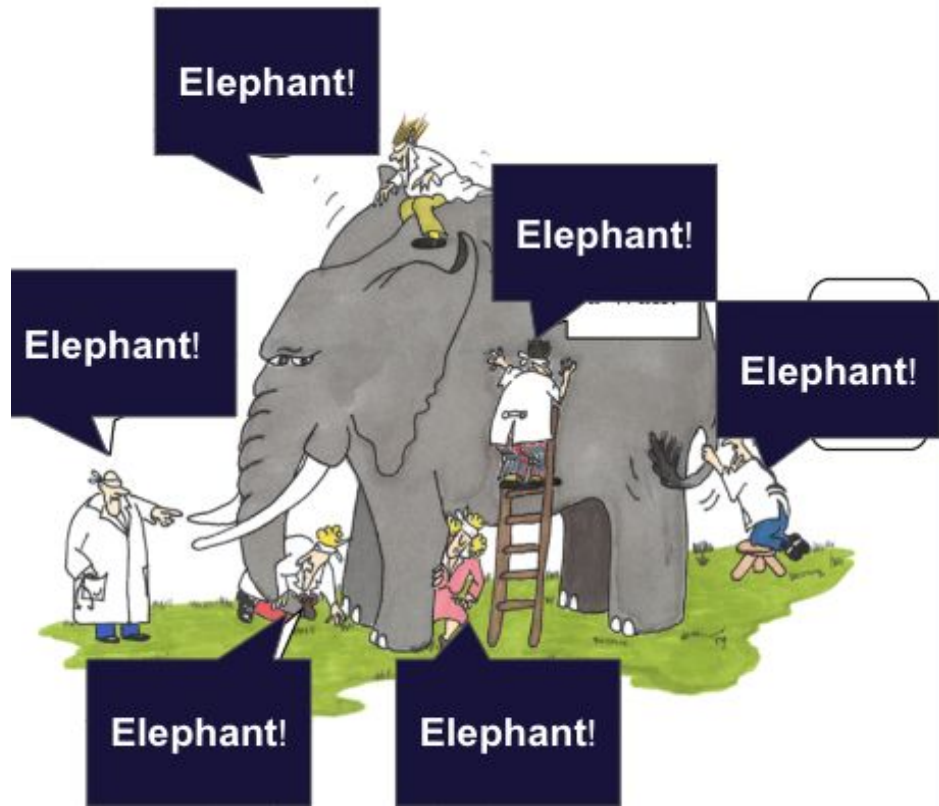
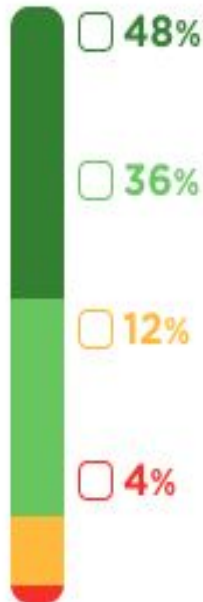
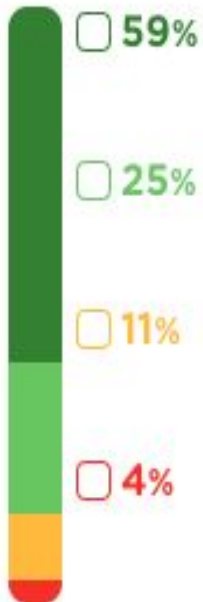
With Student Success, we can get the full picture!

Academics

Attendance

Behavior

SEL



Data Available in Student Success

Attendance	Behavior	Coursework
<ul style="list-style-type: none"> ● MISTAR 	<ul style="list-style-type: none"> ● MISTAR 	<ul style="list-style-type: none"> ● MISTAR

Assessments	SEL
<ul style="list-style-type: none"> ● NWEA MAP/ i-Ready ● PSAT + SAT 	<ul style="list-style-type: none"> ● Panorama SEL Surveys

Data as an Early Warning System

Levels	Academics	Attendance	Behavior	SEL
On-Track for College / Career Readiness	All A's or B's; proficient in >80% of standards	Attended 95% or more of school days	No behavior incidents	Reported strengths in all topics
On-Track for Graduation	All A's, B's or C's; proficient in >60% of all standards	Attended 90% - 95% of school days	Incidents on 1-2% of school days	Reported strengths in at least half of topics
At-Risk	At least one D; proficient in >40% of all standards	Attended 80% - 90% of school days	Incidents on 3-4% of school days	Reported strengths in less than half of topics
Critical	At least one F; proficient in <40% of all standards	Attended less than 80% of school days	Incidents on 5% or more of school days	Did not report strengths in any topics

Social-Emotional Learning (SEL) Surveys

Understanding Student Well-being and Growth:

- Offers **research-backed, customizable SEL surveys** for students, families, and staff.
- Available in over 30 languages to ensure inclusivity.
- Provides actionable insights from survey data to inform school climate and student support initiatives.

Social-Emotional Learning (SEL) Surveys

Panorama empowers us to understand student well-being by collecting direct student voice across key research-backed topics.



Holistic View of Student Progress:

- **Panorama Student Success** unifies data from various sources (SIS, assessments, surveys, behavior logs) into a **single location for all data points**.
-
- **Streamlines MTSS (Multi-Tiered System of Supports)** processes.
-
- Facilitates the identification of students in need of support, creation of intervention plans, and **progress monitoring in one place**.
-
- Includes **Panorama Playbook** with 900+ research-backed intervention strategies.

Student Success Platform

The platform provides a holistic view of every student by integrating data from all the systems we already use into one central hub.



Legend:

- Student Info System (SIS)
- Assessments
- Behavior Logs
- Surveys

Our Journey with Panorama So Far...

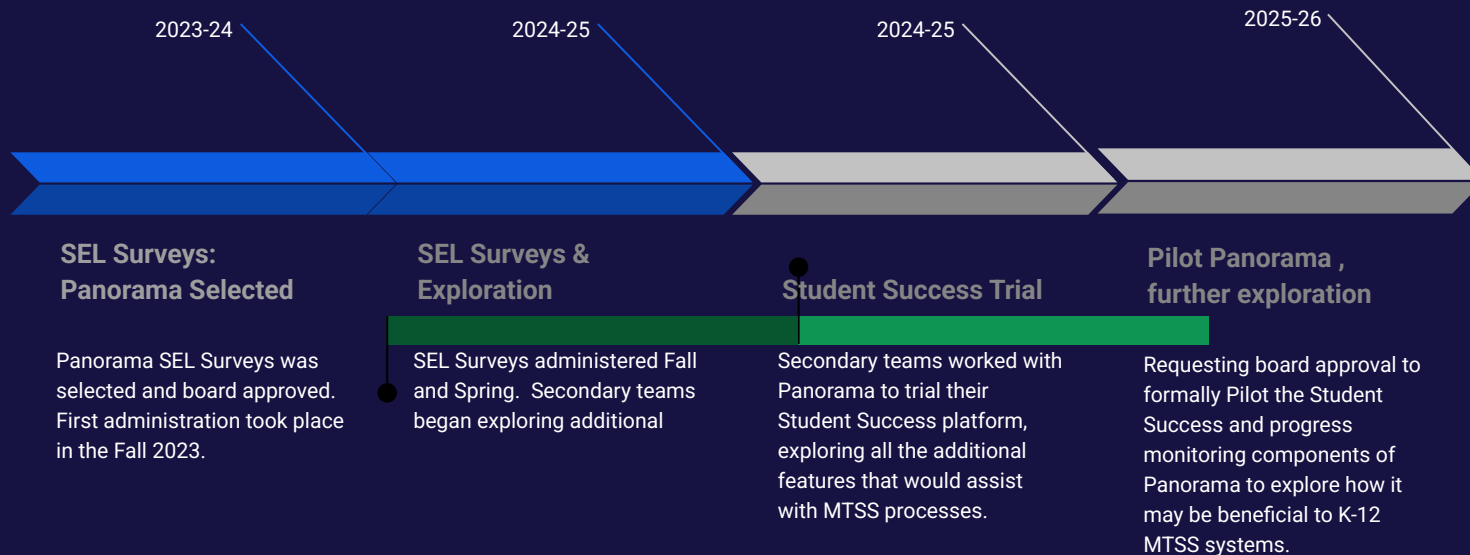
What We Have Used It For at the Secondary Level:

- **Administering SEL surveys** to students to understand their social-emotional needs and perceptions of school climate.
- Conducting **data digs to identify students with Early Warning Indicators (EWIs)** in need of intervention (e.g., absenteeism, behavior incidents, academic dips).
- Gaining initial insights into student well-being and identifying school-wide strengths and areas for growth.

Our Future with Panorama: Next Steps

Where We Want to Go Next:

- Establish a committee that includes k-12 representatives to review/further explore the capabilities and benefits of Panorama.
- Identify how Panorama might support existing MTSS systems while further enhancing and streamlining the associated data management.
- Expand on the use of Student Success at the Secondary level during the 2025-26 school year to gather additional data related to student growth and process improvement.
 - a. Develop intervention groups and/or individual interventions
 - b. Systematically track progress of interventions over time
 - c. Dive deeper into data analysis to further student success



RJ Webber
Superintendent



Steve Banchemo
Director of Operations

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations

DATE: 9-12-2025

RE: Roofing Replacement Design Proposal for 2025-26 Silver Springs

Attached for your consideration is a roofing design proposal from BTA. For 2026, we are recommending replacing select roofing sections at Silver Springs. Based on the team's latest observations, these roofing sections are near the end of their service life. The scope of work is to create the bidding documents and assist with the bidding process and construction management. The total fee for these services is \$12,250. These percentages and rates are consistent with their 2018 RFP for roofing consulting. Funding for this proposal would come from the proceeds of the 2023 Bond-Series One.

Proposed roof areas for 2026





Design/ Bid Specifications – Silver Springs **PROPOSAL**

July 24, 2025



Northville Public Schools

**15045 Fogg Street
Plymouth, MI 48170**

22000 Springbrook Ave. Suite 101
Farmington Hills, MI 48336
P: (248) 967-4600
F: (248) 967-4640

WWW.BTAWORLDWIDE.COM





Silver Springs Design PROPOSAL



Steve Banchemo
Northville Public Schools
Director of Operations
15045 Fogg Street
Northville, Michigan 48170

July 24, 2025

Subject: **2026 Design/Big Specifications**

Dear Mr. Banchemo,

BTA is pleased to submit a proposal for developing design and bid specifications. The broad scope involves the evaluation of roofs, designs, preparing bidding documents and conducting a bid meeting.

Scope:

2026 Design/ Bid Specifications

Includes design, meeting, replacement specification, drawings, pre-bid meeting and bid evaluation. Roofing projects include:

- Silver Springs – Areas B, C, D, E, K, and L (est. \$900,000)

Fee \$12,250.00

Changes in the scope of work or modifications to the specifications after the initial design are not included in this fee structure.

Please see the attached Design Plan for a detailed description of services.

BILLING TERMS

1. Payment terms are net 60 days.
2. BTA has developed this fee rate based on our understanding of this specific scope of work for this specific project.
3. Offer expires 90 days from issue.

BTA appreciates the opportunity to provide this proposal. We look forward to working with Northville Public Schools to satisfy your current and future roof management needs.

Should you have any questions or comments, please contact me directly at (734) 787-3758.

Sincerely,

Bob Beauregard
Vice President of Operations

RJ Webber
Superintendent



Steve Banchemo
Director of Operations

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: September 12, 2025

RE: NHS HVAC Upgrades-Phase Two

This professional services proposal for Peter Basso Associates is submitted for your review and approval. It outlines the design and administration of HVAC improvements at Northville High School (NHS).

During the design phase of the 2025 NHS HVAC Improvement Project, our team identified existing deficiencies and opportunities for system-wide improvements. However, preliminary estimates revealed that these improvements would exceed the amount allocated in the 2023 Bond. Consequently, the scope of the 2025 project was reduced to better align with the available funds. The anticipated project costs, including all fees, are approximately \$2,000,000.

I recommend that the Board of Education approve this proposal from Peter Basso Associates to complete the design work for the second phase of this project. The fee percentage proposed by Peter Basso Associates remains consistent with the previously approved proposal. Funding for this project will be sourced from the 2025 Building Site Sinking Fund.

Please feel free to reach out if you have any questions.

August 27, 2025

Northville Public Schools
405 W. Main Street
Northville, MI 48167

Attention: Mr. Steve Banchemo
Director of Operations and Capital Improvements

Subject: Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

Dear Mr. Banchemo:

Peter Basso Associates, Inc. (PBA) is pleased to offer the services of our staff to Northville Public Schools (Client) for the Northville High School Mechanical Upgrades – Phase 2 project. The following is our understanding of the Project and the services which are to be provided.

PROJECT UNDERSTANDING

Continuing with the HVAC work scopes at Northville High School from Phase 1, PBA will prepare construction documents for the scope items that were removed from the Phase 1 project at the Design Development stage due to budget considerations. These removed scope items are documented in the Phase 1 DD review set (available for District review or reference, if desired).

SCOPE OF PBA SERVICES

1. Mechanical engineering for Northville High School:
 - a. HVAC system design.
 - b. Temperature controls and building automation systems design.
2. Plumbing engineering for Northville High School:
 - a. Domestic cold and hot water distribution.
 - b. Sanitary waste and vent.
 - c. Fuel gas systems.
3. Performance specification for delegated design of fire protection system.
 - a. PBA will document design criteria; coordinate incoming services and equipment room requirements; layout and coordinate mains and risers; and initial sizing of booster pumps if necessary.
 - b. Branch piping, head layout, complete system hydraulic design and submission to the Authority Having Jurisdiction will be delegated to the contractor and reviewed during submittals.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

4. Electrical engineering for:
 - a. Power distribution system design.
 - b. Performance specification for delegated design of fire alarm and detection system.
 - 1) PBA will document design criteria; main control panel location(s); annunciator panel locations; equipment room requirements; and required interface with HVAC and Fire protection systems.
 - 2) Final riser diagrams, notification appliance layouts, area smoke and/or heat detection layout (if required), battery sizing, notification appliance circuit power supply panel layouts and submission to the Authority Having Jurisdiction will be delegated to the contractor and reviewed during submittals.

DESIGN ACTIVITIES AND DELIVERABLES

1. Attend the following meetings:
 - a. Project kick-off.
 - b. 90% CD review meeting with the owner.
 - c. Design review and coordination meetings as reasonably required via TEAMS, ZOOM, or similar virtual meeting platform.
 - d. A pre-bid meeting.
2. Review existing building drawings relative to the impact on renovations and/or new work.
3. Observe the layout and operation of existing systems and field conditions for demolition and new installation.
4. Participate in a workshop with owner to define owner project requirements (OPR) for systems included under scope of services.
5. Review HVAC system options with the owner to obtain approval of desired HVAC system design approach.
6. Prepare calculations and forms to demonstrate compliance of the mechanical, electrical and lighting systems with the applicable Energy Code, if required by AHJ.
7. Prepare construction documents for owner review and approval.
8. Prepare documents for bidding, plan review, permits and construction to include plans and specifications.
 - a. We anticipate a single issuance.

BIDDING AND CONSTRUCTION ADMINISTRATION ACTIVITIES

1. Participate in a pre-bid walkthrough.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

2. Respond to bidder's request for information during the bid process.
3. Participate in post-bid interviews and assistance in bid evaluation.
4. Prepare and publish a construction set incorporating any RFI's addressed during the bidding process, addenda, and any value engineering revisions accepted during the bidding process.
5. Review submittals and shop drawings for equipment and systems covered under SCOPE OF SERVICES.
6. Prepare ASIs (Architect Supplemental Instructions) to clarify construction documents, if required.
7. Prepare Bulletins to document project changes.
8. Owner directed changes after issuance of BID may require approval of additional services request prior to developing bulletin.
9. Review bulletin quotations.
10. Attend field observation and/or construction meetings as reasonably required.
11. Prepare a final punch list.
12. Attend one punch list follow-up visit to back-check for satisfactory completion of punch list items.
 - a. Additional site visits due to incomplete work will constitute additional services.
13. Prepare record drawings to include:
 - a. Changes made to the engineering drawings during construction resulting from Bulletins, ASI's or RFI responses.
 - b. Significant revisions made during construction by the contractor for underground piping and main power conduits from information supplied by contractors in marked up "As-Built" drawings.

CLIENT RESPONSIBILITIES

It is understood that the Client and/or the Construction Manager will provide the following information and/or assistance to PBA:

1. Assignment of a single Project Manager to serve as a liaison between Client and PBA.
2. Operational personnel to be present during PBA field investigations.
3. Architectural, structural, mechanical and electrical drawings of the existing buildings.
4. Development of front-end bid information and forms.
5. Daily on-site field observation of the construction process.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

6. Statement of the Owner project requirements and programmatic needs affecting the systems covered under Scope of Services
7. The services of qualified personnel for hazardous materials testing and approval to the contractor to begin construction.
8. Architectural and Structural backgrounds in Autodesk® DWG file format. Background updates throughout the course of the design progression must be provided in a timely fashion to allow for engineering updates.
9. Architectural and Structural backgrounds drafted-in, or exported-to, the Autodesk® DWG file format, preferably in 3D, with metadata included (confirm specific versions prior to exchanging files). Files of any other format must be certified compatible with Autodesk® AutoCAD® MEP and tested to ensure functionality. Background updates throughout the course of the design progression must be provided in a timely fashion to allow for engineering updates.
10. Services of qualified testing agency to meter existing electrical systems to determine available system capacity when necessary to complete the electrical design.
11. Services of qualified contractor to open existing electrical distribution equipment to obtain bus ratings, over current device settings, equipment capacities and feeder sizes when required to complete the electrical design.
12. Services of a Test and Balance agency, during the design phase, to determine capacity of existing air and water systems if such systems are being extended or modified to the extent where capacity or code compliance may be questioned.
13. Documentation and submittals to demonstrate compliance with EPA site emissions regulations.

CONSULTANTS

PBA may need to retain the services of separate architectural and/or structural consultants for the project. Such special services are included in our fee.

FEE

For mechanical work at Northville High School, we propose to provide the services of our staff for 6.75% of the final construction contract cost of the mechanical and electrical systems plus any other systems or portion of the work for which we provide services, if any.

REIMBURSABLE EXPENSES

In addition, the following reimbursable expenses will be billed at 1.0 times cost:

1. Fees for any cloud-based document management and/or sharing portals.
2. Fees associated with third party on-line billing portals.
3. Fees paid for securing approval of authorities having jurisdiction over the project.
4. Reproduction, postage, and handling of drawings and specifications.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

5. Other approved reimbursable expenses.

ADDITIONAL SERVICES AVAILABLE

The following additional services are available for your consideration on this Project. If any of them are of interest to you, please let us know and we will prepare detailed scope and fee information.

1. Architectural Lighting Design
2. Commissioning
3. Building MEP Infrastructure Assessment
4. Building Energy Simulation (Energy Modeling)
5. Energy and Life Cycle Cost Analysis
6. Assistance in preparing documents to secure LEED, Energy Star or similar building certifications
7. Laser scanning of existing conditions

CHANGES AND ADDITIONAL WORK

For additional work or changes in scope, we will provide the services of our staff on an hourly basis in accordance with our standard billing rate schedule, plus reimbursable expenses. Our standard billing rate schedule is subject to periodic revision.

SERVICES NOT INCLUDED

The following services are not included in our fee proposal:

1. Mechanical engineering for:
 - a. Design of mechanical site utility services beyond a point five (5) feet outside the building(s).
 - b. Design of mechanical scope outside of the Project Understanding.
2. Electrical engineering for:
 - a. Design of new normal or emergency power distribution system. This proposal is based on the existing distribution system equipment having spare capacity to serve the renovated areas.
 - b. Final short circuit, coordination, and arc flash hazard analysis. (This will be delegated to the contractor to obtain based on selected electrical distribution equipment manufacturer, feeder routings and feeder materials.)
 - c. Design electrical distribution systems to minimize incident energy level.
 - d. Design of electrical scope outside of the Project Understanding.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

3. Building technology systems design for:
 - a. Information technology systems network cabling systems (Passive system design).
 - b. Information technology systems network switchgear specification and design.
 - c. Service provider coordination.
 - d. Wireless Access Design.
 - e. Cellular Distributed Antennae System (DAS).
 - f. Security systems design.
 - g. Audio/visual systems design.
 - h. Advanced/custom integration and interoperability of building technology systems.
4. Specialty Lighting Design.
5. Security Risk Assessment and Consultation.
6. Services of a smoke control consultant (we assume that design criteria for any required smoke control systems will be provided to us by a smoke control consultant retained by others).
7. Cost estimating.
8. Completion of energy and life cycle cost analysis.
9. Energy analysis for the "Energy Cost Budget" performance options in the Energy Code or for LEED certification.
10. Submittal documentation for LEED certification.
11. Opening energized electrical distribution equipment or operating switching equipment to de-energize electrical distribution equipment.
12. Testing for hazardous materials, design services for removal or containment of hazardous materials or other indoor air quality analyses.
13. Attendance at meetings to secure approval of agencies other than for code compliance.
14. Preparation of detailed as-built documents for existing buildings and/or systems.
15. Providing services in connection with evaluating substitutions proposed by the Contractor and making subsequent revisions to Drawings, Specification and other documentation resulting there from.
16. Providing services made necessary by the default of the Contractor, by major defects or deficiencies in the Work of the Contractor, or by failure of performance of either the Owner or Contractor under the Contract for Construction.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

17. Record drawings.

INSURANCE

For the protection of our clients as well as our firm, we carry insurance protection including professional liability and Worker’s Compensation insurance. The extent and types of insurance can be provided upon request.

PROJECT SCHEDULE


We can begin work upon receipt of your written authorization to proceed and we will complete the work within a reasonable, agreed-upon schedule.


Peter Basso Associates, Inc. has the experience and resources to successfully complete this Project and we would appreciate the opportunity to be of service.

If you have any questions regarding our proposal or wish to discuss any aspect of the Project, please contact us.

Sincerely,

PETER BASSO ASSOCIATES, INC.


Steven V. Mrak, PE
VP, Director of K12 Education Market
August 27, 2025


Scott T. Peck, PE
Vice President
August 27, 2025

ACCEPTANCE:

The undersigned represents that he or she is authorized to sign this Proposal on behalf of Client. The undersigned warrants that he or she has read the terms of the Proposal and the attached TERMS AND CONDITIONS and agrees to be bound by the provisions of this Proposal and the attached TERMS AND CONDITIONS. The TERMS AND CONDITIONS are incorporated into and made a part of this Proposal. The above Proposal is valid if accepted within 30 days of receipt.

(Signature)

(Typed or Printed Name)

(Company Name)

(Title)

(Date)

(Client Project or P.O. #)

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

TERMS AND CONDITIONS

Peter Basso Associates, Inc. ("PBA") shall perform the services outlined in the attached Proposal for the stated fee arrangement and pursuant to all terms and conditions outlined in the Proposal. Additionally, the following Terms and Conditions are incorporated into and made a part of the agreement between PBA and Client. The Proposal and these Terms and Conditions shall be and are referred to as the Agreement.

1. Standard of Care:

PBA shall perform its services consistent with the professional skill and care ordinarily provided by members of the same profession practicing under the same or similar circumstances and in the same or similar locality.

2. Betterment:

If, due to PBA's error, any required item or component of the project is omitted from PBA's construction documents, PBA shall not be responsible for paying the cost to add such item or component to the extent such item or component would have been otherwise necessary to the project or otherwise adds value or betterment to the project.

3. Opinions of Probable Cost:

In evaluating the project construction cost budget or in providing opinions of probable construction cost, the Client understands that PBA has no control over costs or the price of labor, equipment or materials, or over the contractor's method of pricing, and that the opinions of probable construction costs provided herein are to be made on the basis of PBA's qualifications and experience. PBA makes no warranty or guaranty, expressed or implied, as to the accuracy of such opinions as compared to bid or actual costs.

4. Dispute Resolution:

Any claims or disputes made during design, construction or post-construction between the Client and PBA shall be submitted to non-binding mediation. The mediation shall be governed by the then current Construction Industry Mediation Rules of the American Arbitration Association ("AAA"). Mediation shall be a condition precedent to the initiation of any other dispute resolution process, including court actions.

5. Billings/Payments:

Invoices for PBA's services shall be submitted on a monthly basis. Invoices shall be payable upon receipt of the invoice. If the invoice is not paid within 30 days, then seven days or more after giving written notice, PBA may, without waiving any claim or right against the Client, and without liability whatsoever to the Client, suspend or terminate the performance of the services.

6. Indemnification:

PBA agrees, to the fullest extent permitted by law, to indemnify and hold harmless the Client, its officers, directors and employees (collectively, Client) against all damages or liabilities, to the extent caused by the PBA's negligent performance of professional services under this Agreement and that of its subconsultants or anyone for whom PBA is legally liable. The Client agrees, to the fullest extent permitted by law, to indemnify and hold harmless PBA, its officers, directors, employees and subconsultants (collectively, PBA) against all damages or liabilities, to the extent caused by the Client's negligent acts, errors or omissions in connection with the Project as well as the acts, errors or omissions of its contractors, subcontractors or consultants or anyone for whom the Client is legally liable. Neither the Client nor PBA shall be obligated to indemnify the other party in any manner whatsoever for the other party's own negligence.

7. Certifications, Guarantees and Warranties:

PBA shall not be required to execute any document that would result in their certifying, guaranteeing or warranting the existence of conditions whose existence PBA cannot ascertain.

8. Limitation of Liability:

In recognition of the relative risks, rewards and benefits of the Project to both the Client and PBA, the risks have been allocated such that PBA's (including its officers, directors, employees, agents and sub-consultants) total liability to the Client for any and all injuries, claims, losses, expenses, damages or claim expenses arising out of this agreement from any cause or causes, shall not exceed \$25,000, or PBA's fee on the Project, whichever is greater.

9. Consequential Damages:

Notwithstanding any other provision of this Agreement, and to the fullest extent permitted by law, neither the Client nor PBA, their respective officers, directors, partners, employees, contractors or subconsultants shall be liable to the other or shall make any claim for any incidental, indirect or consequential damages arising out of or connected in any way to the Project or to this Agreement. This mutual waiver of consequential damages shall include, but is not limited to, loss of use, loss of profit, loss of business, loss of income, loss of reputation and any other consequential damages that either party may have incurred from any cause of action including negligence, strict liability, breach of contract and breach of strict or implied warranty. Both the Client and PBA shall require similar waivers of consequential damages protecting all the entities or persons named herein in all contracts and subcontracts with others involved in this project.

10. Waiver of Subrogation:

To the extent that damages are covered by property insurance, Client and PBA waive all rights against each other and against contractors, consultants, agents and employees of each other, for damages caused by any cause of loss. This provision survives the agreement between Client and PBA and is not limited to property coverage available only during the project duration.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

11. Termination of Services:

This agreement may be terminated by the Client or PBA should the other fail to perform its obligations hereunder. In the event of termination, the Client shall pay PBA for all services rendered to the date of termination, all reimbursable expenses, and reimbursable termination expenses.

12. Ownership of Documents:

All documents and digital data produced by PBA under this agreement (and the copyright interests thereto) shall remain the property of PBA and may not be used by the Client for any other endeavor without the written consent of PBA.

13. Verification of Existing Conditions:

The remodeling and/or rehabilitation of the existing structure requires that certain assumptions be made by PBA regarding existing conditions, and because some of these assumptions may not be verifiable without the Client's expending substantial sums of money or destroying otherwise adequate or serviceable portions of the structure, and in consideration of the substantial risks to PBA in rendering professional services in connection with this Project, the Client agrees to make no claim and hereby waives, to the fullest extent permitted by law, any claim or cause of action of any nature against PBA, its officers, directors, employees, agents or subconsultants, which may arise out of or in connection with this Project or the performance by any of the parties above-named of the services under this Agreement.

14. Project Information:

PBA shall be entitled to rely on the accuracy and completeness of services and information furnished by Client, including services and information provided by other design professionals or consultants to Client. These services and information include, but are not limited to, surveys, tests, reports, diagrams, drawings and legal information.

15. Design without Contract Administration Services

It is understood and agreed that if PBA's services under this agreement do not include observation of the work during construction or any other contract administration services, that such services will be provided or arranged by the Client. The Client assumes all responsibility for interpretation of the Contract Documents and for construction observation and waives any claims against PBA that may be in any way connected thereto. The Client agrees to defend, indemnify and hold PBA harmless from any loss, claim or cost arising or resulting from the performance of such services by other persons or entities and from any and all claims arising from modifications, clarifications, interpretations, adjustments or changes made to the Contract Documents to reflect changed field or other conditions.

16. Construction Observation.

if PBA's services under this agreement include construction observation, PBA shall visit the site at intervals appropriate to the stage of construction, or at intervals as otherwise required in this agreement. PBA's scope of observation shall be to the extent necessary to become generally familiar with the progress and quality of construction, and to determine, in general, if the construction is in accordance the plans and specifications issued by PBA. PBA shall not be required to complete exhaustive on-site inspections.

17. Contractor Submittals.

if PBA's services under this agreement include review of the contractor's submittals such as shop drawings, product data and samples, then PBA's review shall only be for the limited purpose of checking for conformance with information given and the design concept expressed in the plans and specifications issued by PBA. Review of such submittals is not for the purpose of determining the accuracy and completeness of other information such as dimensions, quantities, and installation or performance of equipment or systems, which are the contractor's responsibility. PBA's review shall not constitute approval of safety precautions or, unless otherwise specifically stated by PBA, of any construction means, methods, techniques, sequences or procedures. PBA's approval of a specific item shall not indicate approval of an assembly of which the item is a component.

18. Control of Work and Jobsite Safety.

Neither the professional activities of PBA, nor the presence of PBA or its employees and sub-consultants at a construction/project site, shall relieve the Contractor of its obligations, duties and responsibilities, including, but not limited to, construction means, methods, sequence, techniques or procedures necessary for performing, superintending and coordinating the Work in accordance with the Contract Documents, and any health or safety precautions required by any regulatory agencies. PBA and its personnel have no authority to exercise any control over any construction contractor or its employees in connection with their work or any health or safety programs or procedures. The Client agrees that the Contractor shall be solely responsible for the work and jobsite safety.

19. Definition of "Hazardous Materials":

As used in this agreement, the term hazardous materials shall mean any substances, including but not limited to asbestos, toxic or hazardous waste, PCBs, combustible gases and materials, petroleum or radioactive materials (as each of these is defined in applicable federal statutes), or any other substances under any conditions and in such quantities as would pose a substantial danger to persons or property exposed to such substances at or near the Project site.

20. Hazardous Materials – Suspension of Services:

Both parties acknowledge that PBA's scope of services does not include any services related to the presence of any hazardous or toxic materials. In the event PBA or any other party encounters any hazardous or toxic materials, or should it become known to PBA that such materials may be present on or about the jobsite or any adjacent areas that may affect the performance of PBA's services, PBA may, at its option and without liability for consequential or any other damages, suspend performance of its services under this agreement until the Client retains appropriate consultants or contractors to identify and abate or remove the hazardous or toxic materials and warrants that the jobsite is in full compliance with all applicable laws and regulations.

Proposal for Professional Services
Northville Public Schools
Northville High School Mechanical Upgrades – Phase 2

21. **Hazardous Materials Indemnity:**

The Client, notwithstanding any other provision of this agreement, agrees to the fullest extent permitted by law, to defend, indemnify and hold harmless PBA, its officers, directors, employees, agents and sub-consultants, from and against any and all claims, suits, demands, liabilities, losses, damages or costs, including reasonable attorneys' fees and expenses, arising out of or in any way connected with the detection, presence, handling, removal, abatement, or disposal of any asbestos or hazardous or toxic substances, products or materials that exist on, about or adjacent to the Project site, irrespective of the theory of liability advanced.

22. **Assignment:**

Neither Client nor PBA shall assign, sublet or transfer any rights under or interest in this agreement (including, but without limitation, monies that may become due or monies that are due) without the written consent of the other, except to the extent that the effect of this limitation may be restricted by law. Unless specifically stated to the contrary in any written consent to an assignment, no assignment will release or discharge the assignor from any duty or responsibility under this agreement. Nothing contained in this paragraph shall prevent PBA from employing independent consultants, associates and subcontractors, as PBA deems appropriate, to assist in the performance of services.

23. **Entire Agreement:**

This agreement represents the entire and integrated agreement between PBA and the Client and supersedes all prior negotiations, representations or agreements, whether written or oral. All PBA notes, disclaimers, details, specifications and instructions on PBA's drawings in connection with the Project which is the subject of this agreement shall be incorporated as part of this agreement. Only a written instrument signed by both PBA and the Client may amend this agreement.

24. **Binding Effect:**

Client and PBA each binds himself and his partners, successors, executors, administrators, assigns and legal representatives to the other party to this agreement and to the partners, successors, executors, administrators, assigns and legal representatives of such other party, in respect to all covenants, agreements and obligations of this agreement.

25. **Governing Law:**

This agreement shall be governed by the laws applicable to the State of Michigan.

Memo

TO: RJ Webber, Superintendent

FROM: Emily Pohlonski, Assistant Superintendent of Instructional Services

CC: COLT Administrators

DATE: September 15, 2025

RE: Recommendation for the Purchase of Pioneer Valley UFLI Complete Book Bundles

Recommendation

The administration recommends the Board of Education approve the purchase of Pioneer Valley UFLI Complete Book Bundles for a total of \$105,540. This expenditure is time-sensitive and will ensure we can maximize the use of our 35j grant funding, which must be completed by the end of September.

Background

In 2024, Northville Public Schools was awarded \$753,314.96 in **Section 35j grant funding**. These state funds are specifically designated to improve early literacy instructional practices by investing in high-quality, research-based materials, and providing professional development for our educators.

During the 2023–2024 school year, we reviewed and adopted the **University of Florida Literacy Institute (UFLI) Foundations** program. A significant portion of our 35j funds was allocated to UFLI materials, professional development, and coaching. In addition to the UFLI Foundations program, supplemental materials, including hands-on manipulatives and decodable texts, were necessary to support student learning when utilizing UFLI. The Office of Instruction, was able to find certain materials at a lower cost than originally budgeted, which left us with remaining grant funds that must be spent this month.

Selecting the Pioneer Valley Book Bundles

To identify the most effective resources for our students, the Office of Instruction led a thorough review process. This began with a "book look" in May 2024, where teachers across our elementary schools

reviewed sample materials from various publishers and provided initial feedback. In October 2024, a dedicated committee of teachers, led by Lisa Lindsay and Sarah Hanes, was formed to conduct a deeper analysis.

This committee reviewed research on decodable books and piloted the materials in their own classrooms, gathering feedback from both teachers and students. The evaluation process focused on several key criteria:

- Student engagement
- Text quality and content
- Alignment with UFLI principles

Through this comprehensive process, the **Pioneer Valley decodables** emerged as a top choice, receiving positive feedback for their effectiveness and high-quality, engaging content. While some decodables from other companies were initially purchased, feedback from our educators confirmed that the Pioneer Valley bundles were highly effective for supporting our students' literacy development. Originally the decodables were ordered in much smaller numbers for teacher classroom libraries. After using the materials for a year, teachers requested packs of six to reinforce phonemic skills in small groups. With the remaining grant funds, we hope to fulfill this request.

Financial Implications

This purchase of \$105,540 will be fully covered by our remaining **35j grant funds** and will not impact the general budget. This is a one-time, non-consumable purchase that will provide our students with literacy materials that directly support our research-based instructional practices.

We believe this purchase is a critical step in continuing to build a comprehensive, effective literacy system within our schools.

Strategic Alignment

This purchase aligns directly with our district's strategic plan, specifically the goal of "Exceptional Instruction for All." Providing high-quality, research-based instructional materials is foundational to achieving this goal. The Pioneer Valley decodable book bundles will provide teachers with the necessary tools to implement UFLI Foundations with fidelity and support every student in becoming a proficient reader. This initiative is part of a larger, ongoing effort to ensure our literacy curriculum and instructional practices are evidence-based, preparing our students for success. Our next steps will focus on the deployment of these materials and providing ongoing professional development to ensure their effective use in every elementary classroom.



Pioneer Valley Books
 199 Pine Street
 Florence, MA 01062
 Phone: 888-482-3906
 Tax ID: 04-3414244

Quote
 #Q214922
 09/04/2025

Bill To
 Accounts Payable
 Northville Public Schools
 405 W MAIN ST
 NORTHVILLE MI 48167-1577

Ship To
 Lisa Lindsay
 Northville Public Schools
 405 West Main Street
 Northville MI 48167
 248-344-3742

Expires	Sales Rep	Shipping Method
10/04/2025	Alora Heffernan	Standard Shipping

Qty	SKU/ISBN	Item Name	Reg. Price	Disc.	Price	Amount
12	UFLI-Bundle-CP	Class-Pack: UFLI Complete Book Bundle	\$7,700.00		\$7,700.00	\$92,400.00
12	UFLI-AO-Bundle1-CP	Class-Pack: UFLI Add-On Bundle 1	\$1,095.00		\$1,095.00	\$13,140.00
24	LFP-DR-TEACHER	Digital Reader, Teacher Access	\$38.00		\$38.00	\$912.00
		Discount - DR Free		100%		(\$912.00)

Subtotal	\$105,540.00
Tax	\$0.00
Shipping & Handling	\$0.00
Total	\$105,540.00

Quote Comments

This quote was prepared for Lisa Lindsay and is valid through 10/04/2025. Purchase orders can be submitted to sales@pioneervalleybooks.com, (be sure to reference your quote number when submitting your PO). Please note that we will be collecting tax for all states where it is applicable. If you are a tax-exempt entity or organization, please submit your tax exemption certificate with your FEIN/TIN number or TID number.

This quote includes complimentary Digital Reader subscriptions to enhance your bundle purchase. Once activated, these licenses are valid for the 2025-2026 academic year.

Please note our address has changed to 199 Pine Street, Florence MA 01062



Q214922

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: September 3, 2025

**NORTHVILLE YOUTH NETWORK PROGRAM REPORT
June-August 2025**

PROGRAMS, SERVICES & COMMUNITY PARTNERSHIPS

This summer, NYN focused on strengthening youth programs, expanding wellness initiatives, and building meaningful partnerships to support the well-being of young people and families in our community.

Youth Programs

We hosted another successful CAMP Hillside & Meads Mill program with 89 rising 6th grade students participating this year. The participants engaged in a variety of activities designed to acclimate them to the middle school experience and reduce the anxiety that many kids face during this transition. Each school site was facilitated by a dedicated team of 6th grade teachers whom the students will encounter when the school year starts, providing them with familiar faces to turn to for support if necessary. Scavenger hunts throughout the buildings, practicing opening combination lockers, team-building experiences, making friends, and getting a jumpstart on productive academic habits were all part of the CAMP program and contribute to a more positive middle school experience. While construction at Meads Mill prevented us from using the building this year, staff reimagined building-dependent activities so participants still had a meaningful experience.

While CAMP is open to all students, we work with teachers, social workers, and learning consultants to ensure that students identified as potentially facing additional challenges during the middle school transition are encouraged to participate in the program. This year, 85% of the participants were either on an IEP/504 plan, recommended for participation by a school staff member, or will be new to the district. Survey feedback from the participants regarding their experience was positive with 93% responding “agree” or “strongly agree” when asked if as a result of their participation they feel ready and prepared to be a middle school student and 96% of the participants responding “agree” or “strongly agree” when asked if they would recommend the program to a friend.

As part of our Youth Assistance Program, we completed two cohorts each of *Teen Talk* (positive decision making) with a total of 10 participants, one cohort of *Prime for Life* (substance use) with three participants, and one cohort of *Project Respect* (anti-bullying/harassment) with three participants. We also invested Opioid Settlement funds for Christine Spangler, our Youth Assistance Program Coordinator, to complete the *Prime for Life* facilitator training. This nationally recognized, evidence-based substance use prevention program for youth can now be offered directly by NYN, giving us greater flexibility to meet the needs of our youth.

Wellness Initiatives

Over the summer, NYN staff met regularly to reimagine our well-being programming and explore new ways to deliver services more effectively to youth. Guided by insights from our recent strategic planning process and with the leadership of our Wellness Program Coordinator, Bridget Drzewicki, we have rebranded our efforts as the ***B-Well Initiative***. B-Well, which stands for *Balance, Well-being, Empowerment, Learning, and Living*, brings together our programs, workshops, activities, and partnerships under one unified vision. The initiative equips young people with the tools to navigate life's challenges with confidence. By fostering resilience, encouraging balance, and strengthening protective factors, we help youth develop healthy coping strategies, make positive choices, and build a strong foundation for lifelong well-being.

Community Engagement

We've been working with Northville Parks & Recreation to explore ways to partner on programs for youth and families. Our first collaboration took place at the Movie in the Park, where they screened *Inside Out*, a perfect fit since it highlights how kids navigate big emotions. NYN staff joined the event and offered fun activities to help children build positive coping skills. It was a wonderful start to our partnership, and we look forward to many more joint efforts in the future.

We also joined the Steps Against Suicide Walk, hosted by A Pathway to Joy, a non-profit organization founded by recent NHS alumna, Hannah Jashain. The event raised awareness of and funds for suicide prevention initiatives within the community, and NYN hosted a booth to provide program information and a mindfulness craft activity for kids.

Partnership Development

Finally, we engaged in a series of meetings to strengthen partnerships and prepare for the academic year. We met with middle school administrators to expand in-school programming and are planning both a speaker assembly for all 6th and 7th grade students at both middle schools and support for a young men's mentoring initiative at Hillside Middle School. I co-chaired a Northville CARES meeting and later worked with the coalition's new co-chairs, Darby Hoppenstedt, Director of Community Partnerships and Wellness for Northville Public Schools, and Kate Mitchell, Executive Director of the Northville Educational Foundation, to plan topics for the upcoming year. I also met separately with Kate Mitchell to discuss collaboration opportunities between NEF and NYN, including NYN's involvement in an upcoming NEF sponsored parent event focused on substance use prevention. In addition, I attended a meeting of the NPS Wellness Committee, contributing to the development of school wellness policies.

GENERAL OPERATIONS

The summer months included several important operational activities to support NYN's ongoing work. I met with the Northville Township ITAC Director to review FY2026 departmental IT needs and budget allocations for IT services. I also met with Courtney O'Hara from the City of Northville communications team to explore ways to strengthen NYN's visibility within the city, including opportunities to expand communication efforts across city outlets. In addition, I submitted the quarterly report and invoice for FY24-25 Quarter 3 (April–June) to the Conference of Western Wayne for diversion services in the amount of \$3,790.

YOUTH SUPPORT SERVICES

We received 13 referrals from June through August. The tables on the next page indicate the status of all referral participants served over the summer. 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 this period, staff collectively held nine individual appointments with referred youth and/or parents.

NYN June-August 2025 Referrals			
	New	In Progress	Discharged
Youth Assistance Program	6	17	10
Case Management	3	3	9
Resource Referral	4	-	-

Northville Youth Network Annual Participants Served Through August 2025		
Focus Area	Description	# of Participants
<p>Strengthen Well-Being</p> <p><i>We provide skill-based programs, services, and activities that equip young people with the tools to navigate life's challenges with confidence. By fostering resilience, promoting balance, and strengthening protective factors, we empower them to develop healthy coping strategies, make positive choices, and build a strong foundation for lifelong well-being.</i></p>	B-Well Initiative	594
	Overbooked Parent Book Club	
	Youth Mental Health First Aid	6
	Parent/Caregiver & PTA Presentations/Workshops	
	Total	600
<p>Nuture Meaningful Connections</p> <p><i>We create opportunities for young people to build strong, supportive relationships with peers, mentors, and their community. By fostering a sense of acceptance, belonging, and connection, we help them develop social and emotional skills that create a deeper sense of purpose and meaning in their lives.</i></p>	CAMP Hillside/Meads Mill	89
	Peer-2-Peer Mentoring	54
	Makers' Club	45
	Mustang Mentors	617
	Kona & Community	65
	Total	781
<p>Guide Personal Growth Pathways</p> <p><i>We deliver programs and services that provide support to individual youth and families to navigate challenges, build resilience, and access the resources they need. By offering tailored guidance, we help young people address behavioral, emotional, and mental health needs, fostering personal growth and empowering them to overcome obstacles with confidence.</i></p>	Youth Assistance Program	
	Restorative Practice Programs	# of Participants
	Teen Talk	25
	Prime for Life	9
	Project Respect	13
	Community Builders	0
	Case Management Services	28
	Resource Referral Services	28
Total	103	
<p>Additional Community Support</p>	NCPD Roll Call	18
	NTPD New Officer Onboarding	1
	Total	19
<p>Community Engagement Efforts</p>	NPS Parent Camp Fair	200
	Total	200
Total Served		1703

Memo

TO: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent
Devin Kling, Assistant Superintendent of Finance and Operations
Emily Pohlonski, Assistant Superintendent of Instruction

DATE: September 18, 2025

RE: Teacher Hire

Background:

A few days prior to the new school year beginning, NHS teacher Christy Watts notified the District she would need to resign for the purposes of accompanying her husband out of state for a wonderful new employment opportunity he had accepted. Despite the fact Christy primarily covers business courses, NHS administration, in coordination with the Office of Human Resources, determined it best to make some minor placement changes to existing teacher staff prior to the beginning of this new school year and post Christy's vacancy as an English teacher position, which would permit the newly hired individual to cover part of Christy's original assignment as well as some courses that materialized due to the placement changes made by NHS administration.

Northville High School

English Teacher

Searching for a replacement teacher – regardless of area of certification – just after the school year has started is never an easy task. We were fortunate to have **Elinore DeBrule** as part of our selection process. Elinore has been teaching English at Sparta Senior High School on the western part of the state since 2021, and just recently uprooted and relocated to this area of the state with her fiancé. I know from speaking with some of her former colleagues at Sparta Senior High School, including her former principal, that despite our excitement, they were quite disappointed she had to depart Sparta. What I heard from each of Elinore's references was consistent with many of the themes that emerged from her interview – great relationships with both students and staff, works both hard and creatively to make students better readers and writers, positive individual, reflective and team-player – just to name some of the praise her references offered of her. Elinore comes to us with a Bachelor of Arts from Grand Valley State University with a major in Secondary Education & English and a minor in Psychology, with corresponding teaching certifications in both areas. Additionally, Elinore holds a Master of Science in Curriculum & Instruction from Western Governors University. We are pleased to recommend Elinore DeBrule for hire this evening.

Recommendation:

On behalf of the central office administrative team, I recommend that the Board of Education approve a probationary contract for Elinore DeBrule 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. Elinore DeBrule

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>MA</u>	<u>Western Governors University</u>	<u>2023</u>
<u>BS</u>	<u>Grand Valley State University</u>	<u>2020</u>

MAJOR(S): Curriculum & Instruction
English
Education

MINOR(S): Psychology

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 5 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: MA+20 Step 4

SALARY INFORMATION: \$66,768.00

EFFECTIVE DATE OF ASSIGNMENT: 2025/2026

BUILDING ASSIGNMENT: Northville High School

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: September 23, 2025

Memo

TO: RJ Webber, Superintendent

FROM: Jadie Kieft

CC: COLT Administrators

DATE: September 19, 2025

RE: Recommendation for the Purchase of TeachTown Kit

Recommendation

The administration recommends the Board of Education approve the purchase of Teachtown for 6-12 grade students a total of **\$33,668.89** using grant dollars.

As discussed at the Committee of the Whole meeting on September 16, the administration is moving forward with the purchase of TeachTown for our K-5 students. The total cost is \$26,847.29, to be paid using our 35j grant funds.

This purchase is time-sensitive and requires your awareness due to the grant's deadline. The Michigan Department of Education (MDE) has approved the use of these funds for this purpose, and the expenditure must be completed by the end of September to ensure we fully utilize our 35j grant allocation.

This expenditure is part of a formal pilot to determine the effectiveness of these Teachtown in supporting our students with moderate to severe cognitive deficits participating in our self-contained extended resource programs. At the end of the 2025-2026 school year we will review the effectiveness to determine whether or not we will continue using Teachtown and assume the yearly recurring expense of \$7,800.

Background

In 2024, Northville Public Schools was awarded \$753,314.96 in **Section 35j grant funding**. These state funds are specifically designated to improve early literacy instructional practices by investing in high-quality, research-based materials, and providing professional development for our educators. The

Office of Instruction was able to find certain materials at a lower cost than originally budgeted, which left us with remaining grant funds that must be spent this month.

Wayne RESA has already selected TeachTown as the curriculum for students with moderate to severe cognitive deficits in Act 18 programs because it is a comprehensive, evidence-based program designed specifically for students who require a modified curriculum, including those with autism spectrum disorder. It provides a blended learning approach that includes both technology-facilitated instruction and hands-on, teacher-led activities. However, currently some of our students don't qualify for access to Act 18 funded resources who would also benefit from TeachTown. We have been searching for funding solutions to support these teachers and students. On September 16, 2025 Kelly Flaminio agreed that TeachTown would be an allowable expense using the 35j grant dollars for our K-5 students.

Why TeachTown Was Selected by Wayne RESA

Wayne RESA (Regional Educational Service Agency) has a significant role in ensuring all students with disabilities in Wayne County receive a free and appropriate public education. Their selection of TeachTown for students with moderate to severe cognitive deficits is based on the program's ability to address the unique needs of this population. Key factors in the selection include:

- **Evidence-Based Practices:** TeachTown is founded on **Applied Behavior Analysis (ABA)**, a scientifically validated approach that is highly effective for students with autism and intellectual disabilities. It uses systematic, explicit instruction with built-in supports like prompting, reinforcement, and visuals.
 - **Comprehensive "Whole Child" Approach:** The curriculum goes beyond academics to address the adaptive, social, language, and behavioral needs of students. This holistic approach is crucial for preparing students for greater independence.
 - **Data-Driven Instruction:** The program's technology automatically collects data on student progress, which is essential for special educators. This feature helps teachers monitor progress toward **Individualized Education Program (IEP)** goals, inform instruction, and maintain compliance with state and federal reporting requirements.
-

Financial Implications

The total Teachtown costs for the 2025-2026 school year are as follows:

- **K-5 Teachtown online, materials & PD:** \$26,847.29 (to be paid from 35j grant funds)
- **6-12 Teachtown:** \$33,668.89
- **Act 18 Teachtown:** All costs are covered through Act 18 grant dollars from Wayne RESA.

The \$26,847.29 for K-5 Teachtown subscription and materials will be covered by 35j grant funds. The remaining **\$33,668.89** would be paid from the general budget. This one year investment will allow us to leverage grant funds and assess the long-term impact of TeachTown on our students before making a longer term, system-wide commitment.

Recurring Costs: If, after the pilot year, we continued with TeachTown, the ongoing reoccurring cost would be as follows:

- **K-5 TeachTown online:** \$3,000 per year
- **6-12 TeachTown online:** \$4,800 per year
- **Act 18 TeachTown:** Currently yearly costs are covered through Act 18 grant dollars from Wayne RESA.

The office of special services has identified a number of current online subscriptions that can possibly be removed and replaced by TeachTown.

- Readtopia: \$5, 712.41
- ULS: \$3,323.96
- Symbolstix: \$739.96

Total= \$9,776.33

This would cover the annual recurring cost for Teachtown consumables.

Strategic Alignment

This purchase aligns directly with our district's strategic plan, specifically the goal of "Exceptional Instruction for All." Providing high-quality, research-based instructional materials is foundational to achieving this goal. Our next steps will focus on the deployment of these materials and providing ongoing professional development to ensure their effective use in classrooms.

Memo

To: Board of Education
Dr. Ronald J. Webber

From: Devin Kling

Date: September 21, 2025

Re: Board Authorization to Temporarily Support the Free Meals Program

Background

The State of Michigan has not yet finalized its FY 2025 budget, and current appropriations for the statewide free meals program expire at the end of September. If a new budget is enacted without funding for universal free meals, families would be required to resume paying for breakfast and lunch beginning in October.

Recommendation

To avoid a disruption in service to families during this uncertain period, I am recommending that the Board authorize the continuation of the free meals program for October 2025. This would be accomplished by allowing the General Fund to temporarily reimburse the Food Service Fund for any unreimbursed meal costs incurred during October, until such time as the State budget is finalized.

Key Points

- If the State budget includes funding for free meals:
 - The Food Service Fund will claim and receive State reimbursement.
 - No General Fund transfer will be required.
- If the State budget does not include funding for free meals:
 - The General Fund will temporarily reimburse the Food Service Fund for October meal costs.
 - This will be treated as a temporary interfund loan, subject to Board authorization.
- The Board retains the authority to discontinue the use of General Fund resources if the State ultimately does not provide free meals funding.

Action Requested

Approval of Board authorization for the temporary use of General Fund resources to support the free meals program for October 2025, pending final State budget adoption.

Devin Kling
Assistant Superintendent of Finance & Operations

NORTHVILLE PUBLIC SCHOOLS
WAYNE COUNTY, MICHIGAN

RESOLUTION

At a regular meeting of the Board of Education of the Northville Public Schools, Wayne County, Michigan (the "School District"), held at Old Village School, located at 405 W. Main Street, Northville, Michigan 48167 on the 23rd day of September 2025 at 6:30 p.m., Local Time.

PRESENT: MEMBERS: _____

ABSENT: MEMBERS: _____

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

WHEREAS, the State of Michigan has failed to pass its budget by the July 1st statutory deadline, possibly resulting in delayed funding for Michigan K-12 public school districts; and

WHEREAS, the State of Michigan appropriated funding to allow public school districts to offer no-cost breakfast and lunch to all public school students through the Michigan Universal School Meals Program (the "Program") for the 2023-2024 and 2024-2025 school years, regardless of family income; and

WHEREAS, despite the State budget not yet being approved, the School District desires to continue offering no-cost breakfast and lunch to all of the School District's students for the 2025-2026 school year; and

WHEREAS, the School District intends to use its General Fund to pay for such breakfast and lunch for its students for the 2025-2026 school year, as a temporary interfund loan to the School Food Service Fund and intends to thereafter reimburse its General Fund from the School Food Service Fund for all such permissible expenditures, if the State approves its budget and makes an appropriation to continue the Program for the 2025-2026 school year.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The School District's Board of Education authorizes the School District's Administration to use General Fund monies to pay necessary sums in order to continue

Memo

To: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent of Human Resources and Development

Date: September 23, 2025

Re: Northville Education Association 2025 – 2027 Collective Bargaining Agreement

Background:

As the Board of Education is aware, this past February Northville Public Schools and the Northville Education Association (“NEA”) began the negotiations process for a successor contract agreement. The parties began meeting on February 25, 2025, and met over sixteen different times throughout the process before reaching a two-year tentative agreement on September 18, 2025, that covers both economic and non-economic factors. NEA membership successfully ratified the one-year agreement earlier today, September 23, 2025.

The Board of Education was provided with an Executive Summary that delineates the economic and non-economic terms of the tentative agreement, with all aspects falling within the parameters as previously set forth by the Board.

In reaching this tentative agreement, the District’s negotiating team is grateful for the collaborative efforts of the NEA’s negotiating team, led by President Richard Tabor, Chief Negotiator Matt Creighton, and MEA Uniserv Grat Dalton.

Recommendation:

It is recommended that the Board of Education conducts a ratification vote regarding the two-year contract agreement between Northville Public Schools and the Northville Education Association, which includes economic and non-economic terms and conditions of employment for the 2025-2027 school years.

NEA Executive Summary of Contract Changes 2025-2027

Length of Agreement: Two Years – 2025-2027

Article VI – Salary & Fringe Benefits:

- **2025-2026:**
 - One step increase for all step-eligible employees
 - Three percent (3.0%) increase to the salary scale
- **2026-2027:**
 - One step increase for all step-eligible employees
 - Two percent (2.0%) increase to the salary scale
 - An enhanced trigger that may provide for an additional one percent (1.0%) increase to the salary scale if the budget for the 2026-2027 school projects a General Fund Balance of 25% or greater
 - Elimination of the \$2500 fund balance bonus for 2026-2027 in the event the enhanced trigger becomes effective, defaulting to an \$1800 fund balance bonus, and resulting in nearly a cost-neutral outcome if the enhanced trigger materializes
- **Medical Insurance:** provides for the District to pay no more than a 3.5% increase over the previous year's employer contribution in the event PA 152 is revoked or amended during the lifetime of the contract
- **Dental Insurance:** plan enhancements with improved coverage, effective January 1, 2026
- **Vision Care Insurance:** plan enhancements with improved coverage, effective January 1, 2026
- **Salary & Fringe stays within Board Parameters and maintains trigger language.**

Article VII – Working Conditions:

- **Section C – Work Year**
 - **Length of Work Day:** modifies existing language to support explicit 7 ½ -hour work day, unless an emergency requires otherwise
 - **Faculty Meetings:** delineates faculty meeting start times, except in cases of emergency, while also clarifying faculty meetings, as a general rule, are not intended for professional development purposes
 - **Elementary School Day:** modifies existing language to better ensure 255 minutes of weekly preparation time
 - **High School Day:** modifies existing language for NHS administration to consult with its NEA building representatives, as opposed to the NEA President, when determining to implement a "C" day into the NHS schedule

- **Section D – Teaching Loads**
 - Reduces contractually recommended first grade class sizes from 28 students per class to 25 students per class; all other recommended class sizes remain status quo
 - Provides for a \$650 stipend per semester following Fall Count and then again Winter Count, if at either Count period a class size average exceeds the class size average the Board strives to maintain, as delineated within the contract
 - Eliminates \$650 stipend for class overage in the event the General Fund Balance dips below 18%
- **Section E – Teachers Substituting**
 - Increases instructional/substitute hourly rate from \$30.00 to \$35.00
 - Provides flexibility for administration to utilize teachers as substitutes in those rare circumstances when a teacher does not have a class assignment (i.e., exited seniors in May/June, class attending a field trip, etc.)
- **Section K – Teachers of Special Classes (i.e., Elementary Humanities)**
 - Deletes language that reads “make every reasonable effort” or “attempt to” in three different sections, so as to make language more explicit
 - Clarifies how the \$1,000 stipend will be paid for part-time Humanities teachers who may not have a full preparation period
 - Provides for a minimum of a fifteen-minute block to be considered part of a Humanities teacher’s preparation time (in other words, if there is a ten-minute block, when students are not assigned to the Humanities teacher, such time would not be counted towards preparation time since it does not meet the standard of at least fifteen minutes in length)

Article VIII – Leaves (Paid and Unpaid)

- **Section A - Paid Sick Leave**
 - Modifies contract language to ensure alignment with Michigan’s *Earned Sick Time Act*
- **Section B – Other Leaves of Absence with Pay**
 - Clarifies bereavement time may also be used in the event of the loss of a domestic partner

Article IX - Employee Protection

- Provides for the legal definition of “assault” under the Michigan Compiled Laws (“MCL”) and administrative support in reintegrating a student back into the classroom following such assaultive behavior

Appendix C – 2025-2026 & 2026-2027 School Year Calendars (see attached)

- Maintains 185 work days, consistent with the 2024-2025 calendar year
- Maintains the same number of professional development days, consistent with the 2024-2025 calendar year

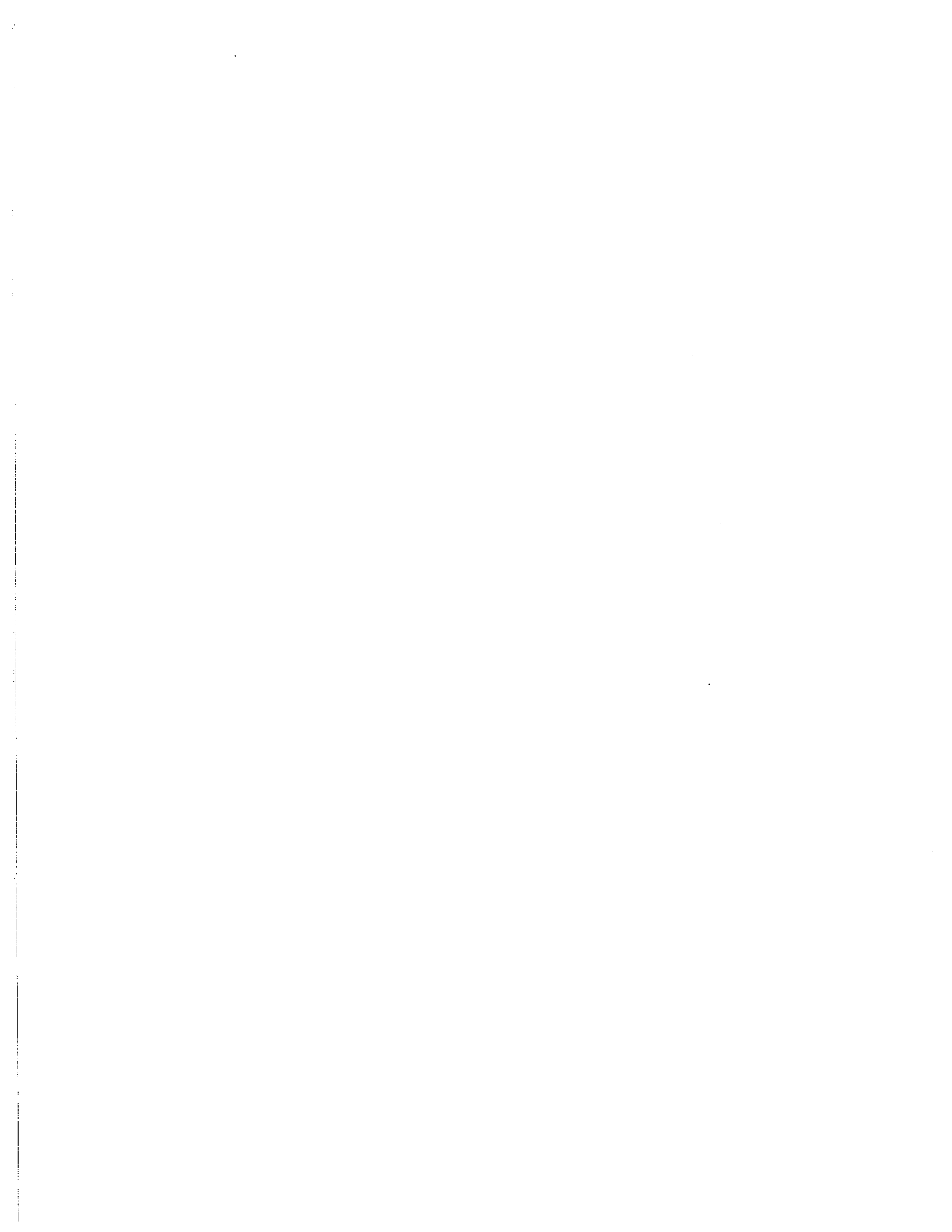
- Reduces Cooke School half days by four (4) half days, while also avoiding the scheduling of half days on days when holiday celebrations would normally occur
- For 2026-2027, includes a pre-Labor Day start so as to provide for Cooke summer (SEP) schedule to conclude in July 2027, as opposed to carrying over into August 2027

Appendix D – Extra Curricular Activities

- Increases extra curricular stipend base and provides realignment of some extra curricular positions based off time commitment and student participation numbers

Letter of Understanding

- Provides for retroactive pay, despite contract expiration



APPENDIX C

NORTHVILLE PUBLIC SCHOOLS

SCHOOL YEAR CALENDAR

2025-2026

Two Teacher Professional Days & One Teacher Work Day	August 26, 27 & 28	Tuesday, Wednesday & Thursday
Labor Day Recess	August 29 & September 1	Friday and Monday
First Day of Classes – Full Day	September 2	Tuesday
Teacher Professional Day	October 8	Wednesday
Teacher Professional Day	November 4	Tuesday
K-5 Half-day students only Elem Records Day – p.m.	TBD	
Thanksgiving Recess	November 26-28	Wednesday - Friday
Winter Recess Begins End of Day	December 19	Friday
Classes Resume	January 5	Monday
MLK Day – No School	January 19	Monday
Teacher Professional Day	January 26	Monday
Half-day students only (grades 6-12) Records Day – p.m. (Full student day for K-5)	TBD	
Mid-Winter Break	February 16 & 17	Monday & Tuesday
Teacher Professional Day	February 18	Wednesday
Spring Break Begins End of Day	March 27	Friday
Classes Resume	April 6	Monday
NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
PSAT/ SAT grades 8-11	TBD	

NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
Teacher Professional Day	April 16	Thursday
Memorial Day Recess	May 25	Monday
Last Day of School (District) – half day for students	June 10	Wednesday
Last Day of School (Cooke)	June 11	Thursday

2025 SEP SCI/SXI Summer Program (20 Days)**

**Four week program, operating half days on Monday through Friday of each week

First day	June 15	Monday
First Two Weeks	June 15 – June 26	
Summer Recess Begins End of Day	June 26	Friday
Program Resumes	July 13	Monday
Second Two Weeks	July 13 – July 24	
Last day	July 24	Friday

- *With the exception of Cooke School, students do not attend school on Teacher Professional Days*
- *Students do not attend on Teacher Work Days*
- *Check building calendar for specific dates and times for evening conferences, open houses, etc.*

Student Days	180 (Student Days), including professional development days allowable under MCL 388.1701, per Article VII, Section B of this Agreement
	180 (Dual Diagnosed SEP)
	200 (SCI & SXI SEP)
Summer Days (SEP Cooke)	20

Note: These dates are subject to change if MDE schedules the M-Step/SAT (or equivalent state assessment) on a different date. The District reserves the right to make alterations to the calendar and work day to the extent necessary to reasonably accommodate and administer state mandated testing during the 2025-2026 school year. Any modifications, if necessary, will be determined in consultation with the Northville Education Association. The District retains the right to ensure that the calendar and work day comply with the required days, hours and minutes necessary to receive the full allocation State Aid.

180 student days, including professional development days allowable under MCL 388.1701; 183 teacher attendance days with an obligation for two (2) teacher days built into two evenings or late afternoons for Parent Teacher Conferences in the Fall Semester and one (1) evening or late afternoon for Parent Teacher Conferences in the Spring Semester, for the total equivalent of 185 days.

Students do not attend on days designated as a Teacher Work Day. Except in the case of Cooke School, students do not attend on Professional Development Days. Cooke students will attend for a full day of school on District Professional Development Days.

Elementary and Cooke Spring P/T Conferences: All parents will be offered the opportunity for a conference, however only those parents requesting a conference shall be scheduled.

At the Elementary level, the AM and PM Humanities schedule will alternate each time a half day occurs. The District, and/or individual schools with approval of the District administration, have the flexibility in determining which of the

three days during the back to work week (prior to Labor Day) will be used for the Teacher Work Day. One of the three scheduled days that week will include a District welcome back event, with the balance being used for Professional Development.

New Teacher Orientation is not voluntary and will be scheduled for Tuesday, August 19, Wednesday, August 20, and Thursday, August 21, 2025.

APPENDIX C

**NORTHVILLE PUBLIC SCHOOLS
SCHOOL YEAR CALENDAR
2026-27**

Two Teacher Professional Days & One Teacher Work Day	August 25 - 27	Tuesday, Wednesday & Thursday
First Day of Classes – Full Day	August 31	Monday
Labor Day Recess	September 4 & 7	Friday and Monday
Teacher Professional Day	October 7	Wednesday
Teacher Professional Day	November 3	Tuesday
K-5 Half-day students only Elem Records Day – p.m.	TBD	
Half Day of School* (*half day for both students & staff)	November 25	Wednesday
Thanksgiving Recess	November 26-27	Thursday - Friday
Winter Recess Begins End of Day	December 18	Friday
Classes Resume	January 4	Monday
MLK Day – No School	January 18	Monday
Teacher Professional Day	January 25	Monday
Half-day students only (grades 6-12) Records Day – p.m. (Full student day for K-5)	TBD	
Mid-Winter Break	February 15 & 16	Monday & Tuesday
Teacher Professional Day	February 17	Wednesday
Spring Break Begins End of Day	March 25	Thursday
Classes Resume	April 5	Monday
NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
PSAT/ SAT grades 8-11	TBD	

NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
Teacher Professional Day	April 15	Thursday
Memorial Day Recess	May 31	Monday
Last Day of School (District) – half day for students	June 10	Thursday
Last Day of School (Cooke)	June 11	Friday

2025 SEP SCI/SXI Summer Program (20 Days)**

**Four week program, operating half days on Monday through Friday of each week

First day	June 14	Monday
First Two Weeks	June 14 – 25	
Summer Recess Begins End of Day	June 25	Friday
Program Resumes	July 12	Monday
Second Two Weeks	July 12 – July 23	
Last day	July 23	Friday

- *With the exception of Cooke School, students do not attend school on Teacher Professional Days*
- *Students do not attend on Teacher Work Days*
- *Check building calendar for specific dates and times for evening conferences, open houses, etc.*

Student Days	180 (Student Days), including professional development days allowable under MCL 388.1701, per Article VII, Section B of this Agreement 180 (Dual Diagnosed SEP) 200 (SCI & SXI SEP)
Summer Days (SEP Cooke)	20

Note: These dates are subject to change if MDE schedules the M-Step/SAT (or equivalent state assessment) on a different date. The District reserves the right to make alterations to the calendar and work day to the extent necessary to reasonably accommodate and administer state mandated testing during the **2026-2027** school year. Any modifications, if necessary, will be determined in consultation with the Northville Education Association. The District retains the right to ensure that the calendar and work day comply with the required days, hours and minutes necessary to receive the full allocation State Aid.

For the 2026-2027 school year, one (1) additional minute will be added to the instructional day at the elementary, middle school, and high school levels. At the conclusion of the 2026-2027 school year, this provision will sunset and the number of minutes during the instructional day will default back to 2025-2026, unless explicitly negotiated otherwise via a successor agreement, or in the event a successor agreement is not reached and the State of Michigan pupil accounting requirements requires otherwise.

180 student days, including professional development days allowable under MCL 388.1701; 183 teacher attendance days with an obligation for two (2) teacher days built into two evenings or late afternoons for Parent Teacher Conferences in the Fall Semester and one (1) evening or late afternoon for Parent Teacher Conferences in the Spring Semester, for the total equivalent of 185 days.

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Elementary and Cooke Spring P/T Conferences: All parents will be offered the opportunity for a conference, however only those parents requesting a conference shall be scheduled.

At the Elementary level, the AM and PM Humanities schedule will alternate each time a half day occurs. The District, and/or individual schools with approval of the District administration, have the flexibility in determining which of the three days during the back to work week (prior to Labor Day) will be used for the Teacher Work Day. One of the three scheduled days that week will include a District welcome back event, with the balance being used for Professional Development.

New Teacher Orientation is not voluntary and will be scheduled for Tuesday, August 18, Wednesday, August 19, and Thursday, August 20, 2026.

NORTHVILLE PUBLIC SCHOOLS
 -and-
 NORTHVILLE EDUCATION ASSOCIATION

EMPLOYER PACKAGE PROPOSAL
 September 18, 2025

Power Summary
 9/18/25
CHADWICKSON
 9/18/25
Robert Fisher

Note: This proposal is offered as a package proposal only. The District reserves the right to alter or remove any or all portions if the package is not accepted in whole. Any alterations shall not be considered regressive bargaining.

The District proposes a two-year contract for 2025-26 and 2026-27 commencing on August 24, 2025 and expiring on August 23, 2027. All provisions of the current contract remain in effect with the exception of those noted below.

Article	Current District Disposition
Article VI, Section A – Salary Schedule	Please see attached NPS Package Proposal.
Article VI, Section D – Medical Insurance	Please see attached NPS Package Proposal.
Article VI, Section F – Dental Insurance	The District maintains its proposal from June 6, 2025, as included herein.
Article VI, Section G – Vision Care Insurance	The District maintains its proposal from June 6, 2025, as included herein.
Article VII, Section C – Work Day (Length of Work Day)	The District maintains its proposal from May 12, 2025, as included herein.
Article VII, Section C – Work Day (Faculty Meetings)	The District maintains its proposal from May 19, 2025, as included herein.
Article VII, Section C – Work Day (Elementary School Day)	The District maintains its proposal from June 6, 2025, as included herein.
Article VII, Section C – Work Day (High School)	The District maintains its proposal from May 12, 2025, as included herein.
Article VII, Section D – Teaching Loads	The District maintains its proposal from August 13, 2025, as included herein.
Article VII, Section E – Teachers Substituting	The District maintains its proposal from June 6, 2025, as included herein.
Article VII, Section K – Teachers of Special Classes	The District maintains its proposal from June 6, 2025, as included herein.
Article IX, Section B - Assault	The District maintains its proposal from August 13, 2025, as included herein.
Article VIII – Leave (PAID and UNPAID), Section A	The District maintains its proposal from May 12, 2025, as included herein.
Article VIII – Leave (PAID and UNPAID), Section B	Please see attached NPS Package Proposal.
Article XVII – Duration	The District maintains its proposal from June 6, 2025, as included herein.
Appendix C – School Calendar	The District maintains its proposal from August 13, 2025, as included herein.
Appendix D – Extra Curricular Activities	Please see attached NPS Package Proposal.

ARTICLE VI - SALARY & FRINGE BENEFITS

SECTION A - SALARY SCHEDULE

Wages

The Board and Association agree that it is in the best interest of all District stakeholders to maintain a fiscally stable school District that offers a competitive salary schedule to all employees. Because achieving these goals is challenging when State funding or student enrollment fluctuations adversely affect the District's fiscal condition, the parties agree the financial conditions listed herein relate to the 2024-2025-2025-2026 and 2026-2027 school years only. No steps of any kind or financial triggers listed in this agreement are guaranteed or will be carried over into the 2025-2027-2026-2028 school year, or successive years thereafter, unless specifically agreed to in writing by the parties.

2025-2026 & 2026-2027

Formula - Primary Trigger (One Step Increase on 2025-2026 Salary Scale)

In the event that the Board adopts a budget for the 2025-2026 school year that projects a General Fund Balance of 15% of the budgeted General Fund expenditures or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the contingent increase in compensation detailed below), the following will apply:

Excluding employees who at the end of the prior school year received a final year-end performance evaluation rating of ~~Ineffective or Minimally Effective~~ Needing Support or Developing, the salary schedule will be increased by three percent (3.0%) and bargaining unit employees not already at the top step will advance one step on the 2025-26 salary schedule. (Example: Teacher on BA Step 5 in 2024-25 will move to BA Step 6 of the salary scale.)

~~Employees reaching the top step prior to 2025-26 will receive a 2022-23 base salary equivalent to the sum of the 2021-22 base salary and any previous off-schedule supplemental salary stipend paid in 2021-22 (previously split between January 2022 and June 2022.) In addition to this new base salary sum, the employee will receive an off-schedule supplemental stipend of (\$2,700) split between two equal installments January 2023 and June 2023.~~

Formula - Basic Trigger (Two-Three Percent (23%) Off-Schedule Payment)

In the event that the Board of Education approves a budget for the 2025-2026 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the contingent increase in compensation detailed below), the following shall apply:

Excluding employees who at the end of the prior school year received a final year-end performance evaluation rating of ~~Ineffective or Minimally Effective~~ Needing Support or Developing, bargaining unit employees will receive a one-time, off-schedule payment of three percent (3%), based upon each bargaining unit member's 2024-2025 base salary, payable in December 2025.

Off schedule amounts will be paid in one-time payments.

If the Board adopts a budget for the 2025-26 school year that projects a General Fund Balance less than 15%, and then the 2025-26 audit closes with a General Fund Balance in excess of 15%, provided that the General Fund Balance remains at 15%, inclusive of the one-time, off-schedule payment of three percent (3%), the difference between the current 2025-26 base salary (basic formula trigger) and the (primary trigger – One Step Increase on 2025-26 Salary Scale) shall be paid retroactively, as soon as administratively feasible, following receipt of the 2025-2026 audit report.

Furthermore, if the Board adopts a budget for the 2025-26 school year that projects a General Fund Balance less than 11%, and then the 2025-26 audit closes with a General Fund Balance in excess of 11%, provided that the General Fund Balance remains at 11%, inclusive of the one-time, off-schedule payment of three percent (3%), the one-time, off-schedule payment of three percent (3%) shall be paid retroactively, as soon as administratively feasible, following receipt of the 2025-26 audit report.

2026-2027

Formula - Primary Trigger (One Step Increase on 2026-2027 Salary Scale)

In the event that the Board adopts a budget for the 2026-2027 school year that projects a General Fund Balance of 15% of the budgeted General Fund expenditures or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the contingent increase in compensation detailed below), the following will apply:

Excluding employees who at the end of the prior school year received a final year-end performance evaluation rating of ~~Ineffective or Minimally Effective~~ Needing Support or Developing, the salary schedule will be increased by two percent (2.0%) and bargaining unit employees not already at the top step will advance one step on the 2026-27 salary schedule. (Example: Teacher on BA Step 5 in 2025-26 will move to BA Step 6 of the salary scale.) ~~Employees reaching the top step prior to 2026-27 will receive a 2022-23 base salary equivalent to the sum of the 2021-22 base salary and any previous off-schedule supplemental salary stipend paid in 2021-22 (previously split between January 2022 and June 2022.) In addition to this new base salary sum, the employee will receive an off-schedule supplemental stipend of (\$2,700) split between two equal installments January 2023 and June 2023.~~

Formula - Enhanced Trigger (One Step Increase on 2026-2027 Salary Scale)

In the event that the Board adopts a budget for the 2026-2027 school year that projects a General Fund Balance of 25% of the budgeted General Fund expenditures or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the contingent increase in compensation detailed below), the following will apply:

Excluding employees who at the end of the prior school year received a final year-end performance evaluation rating of Needing Support or Developing, the salary schedule will be increased by an additional one percent (1.0%). Therefore, when combined with the *Formula - Primary Trigger (One Step Increase on 2026-2027 Salary Scale)*, the 2026-2027 salary scale will be increased by a total of three percent (3.0%).

Formula - Basic Trigger (Two Percent (2%) Off-Schedule Payment)

In the event that the Board of Education approves a budget for the 2026-2027 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the contingent increase in compensation detailed below), the following shall apply:

Excluding employees who at the end of the prior school year received a final year-end performance evaluation rating of ~~Ineffective or Minimally Effective~~ Needing Support or Developing, bargaining unit employees will receive a one-time, off-schedule payment of two percent (2%), based upon each bargaining unit member's 2025-2026 base salary, payable in December 2026.

Off schedule amounts will be paid in one-time payments.

If the Board adopts a budget for the 2026-27 school year that projects a General Fund Balance less than 15%, and then the 2026-27 audit closes with a General Fund Balance in excess of 15%, provided that the General Fund Balance remains at 15%, inclusive of the one-time, off-schedule payment of two percent (2%), the difference between the current 2026-27 base salary (basic formula trigger) and the (primary trigger – One Step Increase on 2026-27 Salary Scale) shall be paid retroactively, as soon as administratively feasible, following receipt of the 2026-2027 audit report.

Furthermore, if the Board adopts a budget for the 2026-27 school year that projects a General Fund Balance less than 11%, and then the 2026-27 audit closes with a General Fund Balance in excess of 11%, provided that the General Fund Balance remains at 11%, inclusive of the one-time, off-schedule payment of two percent (2%), the one-time, off-schedule payment of two percent (2%) shall be paid retroactively, as soon as administratively feasible, following receipt of the 2025-26 audit report.

~~2025-2026 and 2026-2027 Bonus Pool Trigger (Off Schedule)~~

2025-2026

In the event that the final audit for the 2025-2026 school year, as applicable, confirms a General Fund Balance of 18% or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any), and inclusive of the cost of any compensation increases detailed herein, the Board will allocate to NEA bargaining unit employees who were employed during the school year being audited who were rated Effective or higher on their most recent year-end performance evaluation, an amount equal to the NEA's proportional percentage of the amount in excess of an 18% General Fund Balance ("bonus pool.") The bonus pool, which includes the District's FICA cost, shall be paid to NEA bargaining unit employees through a one-time, off-schedule payment on a pro rata basis in the form of a one-time bonus, subject to MPSERS and FICA, no later than December 1st, after the 2025-2026 audit process, as applicable, is completed. No bonus shall exceed \$1,800.

In the event that final audit for the school year confirms a General Fund Balance of 20% or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any), and inclusive of the cost of any compensation increases detailed herein, the \$1800 bonus for the respective school year shall then be increased to \$2,500 on a pro rata basis (a bonus increase of \$700.)

~~In the event that final audit for the school year confirms a General Fund Balance of 23% or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any), and inclusive of the cost of any compensation increases detailed herein, the \$2,500 bonus for the respective school year shall then be increased to \$3,500 on a pro rata basis (a bonus increase of \$1,700). For the 2024-2025 school year alone, the District guarantees payment of the \$3,500 fund balance bonus, and will make it payable in September 2025, even in the event the Bonus Pool Trigger of 23% is not met.~~

Bonus payments, where applicable based on the formula above, are contingent on the employee completing the full school year for which the Bonus potential applied. Those hired during a school year may be eligible for a prorated amount, but those who leave prior the end of a school year are not eligible.

2026-2027

If the conditions are met as outlined in the *Formula - Enhanced Trigger (One Step Increase on 2026-2027 Salary Scale)* section above, then the 2026-2027 Bonus Pool Trigger will be applied as follows:

In the event that the final audit for the 2026-2027 school year, as applicable, confirms a General Fund Balance of 18% or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any), and inclusive of the cost of any compensation increases detailed herein, the Board will allocate to NEA bargaining unit employees who were employed during the school year being audited who were rated Effective or higher on their most recent year-end performance evaluation, an amount equal to the NEA's proportional percentage of the amount in excess of an 18% General Fund Balance ("bonus pool.") The bonus pool, which includes the District's FICA cost, shall be paid to NEA bargaining unit employees through a one-time, off-

schedule payment on a pro rata basis in the form of a one-time bonus, subject to MPSERS and FICA, no later than December 1st, after the 2026-2027 audit process, as applicable, is completed. No bonus shall exceed \$1,800.

Alternatively, if the conditions outlined in the *Formula – Enhanced Trigger (One Step Increase on 2026-2027 Salary Scale)* section above are not met, then the 2026-2027 Bonus Pool Trigger will be applied consistent with the terms and conditions outlined for the 2025-2026 Bonus Pool Trigger that includes the potential for a \$2,500 bonus.

Minimum Fund Balance Protection Trigger

Conversely, in the event that the Board adopts a budget for any fiscal year that projects a General Fund Balance of less than 10.5% of the budgeted General Fund expenditures (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any, and the cost of the increases in compensation detailed above), the following will apply:

The District will identify the amount of reductions in General Fund expenditures needed to maintain a 10.5% General Fund Balance as of the end of the succeeding fiscal year. The District will then meet with the NEA to mutually agree on the manner in which the NEA's proportional percentage of such amount shall be applied to reduce the NEA compensation based on the prior year's salary schedule.

When there is a projected operating budget deficit, and a projected General Fund balance of less than 10.5%, salary increases, if any, shall be off schedule and shall only be provided to those bargaining unit employees whose most recent year-end performance evaluation was Effective or Highly Effective overall.

Hours worked in the SCI/SXI Summer Program will be compensated on a pro rata basis.

Lane Changes 2025-2026 and 2026-2027

Excluding employees who received a final year-end performance rating of ~~Ineffective or Minimally Effective~~ Needing Support or Developing, following ratification of the ~~2024-2025~~ 2025-2027 agreement, an employee who acquired an advanced degree in the subject area they teach or in which they are certificated, or who has completed coursework approved in advance by Human Resources and the Office of Instruction, shall be eligible to move laterally on the salary schedule during the life of this agreement.

SECTION C – EXTRA-CURRICULAR PAY

1. It is expressly understood that all extra-curricular duties are subject to tenure with respect to assignment and reassignment. It is further understood that part of the extra-curricular assignment is supplying the administration with requested information relative to the activities of extra-curricular assignments.
2. Extra-curricular salaries for the duration of this Agreement will be in accord with Appendix D. For purposes of calculating the extra-curricular rates, the ~~BA~~ base for calculating extra-curricular salaries for the life of this Agreement shall be ~~\$46,000~~ \$50,000.

SECTION D - MEDICAL INSURANCE

1. Effective August 24, 2025, the Employer shall pay not more per month towards the medical plan than the following amounts: ~~\$641.90~~661.84 single; ~~\$1,342.42~~1,384.11 two person and ~~\$1,750.65~~1,805.02 family. Employees currently enrolled in one of the District's existing medical plans will continue in that plan thru December 31, 2025. There will be no employer contribution to the Health Savings Account. Any employee pre-payment from January through August 2025 will reduce the employee contribution September through December 2025.

Effective January 1, 2026 through December 31, 2026, and continuing each January 1 thereafter during the life of this agreement, the employer's monthly cost shall increase by not more than the PA 152 percent increase for that medical benefit plan coverage year published by the State Treasurer. Employees electing medical plan coverage shall pay the difference in cost via payroll deduction pursuant to the District's IRS section 125 plan and there shall be no employer contribution to the health savings account.

Eligible employees may elect to enroll in one of the following plans:

The options are HDHPs and allow pre-tax employee contribution elections.

Plan A – BCBS PPO ~~16001700/3200-3400~~ (HDHP – no employer HSA prefunding)

Plan B – BCBS PPO ~~2000/4000~~ (HDHP – no employer HSA prefunding)

Plan C – BCBS PPO 2000/4000 Co-Insurance (HDHP – no employer HSA prefunding)

Plan ~~C-D~~ – Blue Care Network ~~16001700/3200-3400~~ HMO (HDHP – no employer HSA prefunding)

Plan ~~D-E~~ – Blue Care Network ~~32003400/6400-6800~~ HMO (HDHP – no employer HSA prefunding)

The District will also provide access to BCBS **Online Visits** “24/7 Online Health Care” access, subject to applicable employee expenses.

These plan options, rates and the respective employee contributions are estimated only and will be subject to adjustment based on updated claims experience that influence the illustrative rates, as well as any adjustments to the statutory Hard Cap amounts. Any changes will be communicated through Open Enrollment. Such adjustments in the employee costs based on these factors shall not be subject to challenge or grievance. In the event PA 152 is amended or revoked during the course of this contract, ~~the District shall pay no more than a 3.5% increase over the previous year's employer contribution during each year of this Agreement. Increases to the employer contribution for the 2027-2028 school year, or any successive year thereafter, are not guaranteed unless explicitly agreed to in writing by the parties~~ ~~the Hard Cap amounts stipulated above will remain the same through the duration of this contract.~~

Prior to Open Enrollment for the 2026 plan year, the District agrees to present multiple -plan options for eligible employees to begin January 1, 2026. The District shall not pay more towards annual medical costs than the hard cap limits established pursuant to section 3 of the Publicly Funded Health Insurance Contribution Act.

2. Any claim settlement between the teacher and the above carrier will not be subject to the grievance procedure. The District's obligation is limited to paying its stated monthly contribution towards the annual medical costs.
3. Teachers and/or dependents who have their primary health coverage provided through the employer of their spouse will not be entitled to duplicate payment on the same benefit pursuant to the above, nor will they be eligible for a separate District contribution to the HSA, where applicable. If the teacher should lose such coverage, they will become eligible for benefits of this agreement without penalty.
4. If during the life of this agreement the Federal Government issues new regulations under PPACA or its successor which would lead to the District paying any type of tax, penalty or fee, this contract shall be re-opened for further negotiations. Likewise, the District may elect to provide additional plan options in order to comply with PPACA or its successor.
5. Each bargaining unit employee receiving health insurance during all or any portion of a calendar month will contribute by pre-tax payroll deduction a monthly amount equal to the difference between the District's contribution and the actual cost of the coverage. The cost of the health insurance for these purposes shall include the then-current illustrative renewal rates and all other related District expenses, taxes, and contributions.

Both parties agree to comply with the Affordable Care Act or its successor and agree that the district may make adjustments based on any future rulings, findings and government guidance on compliance.

Subject to applicable law, employees working less than full time, but at least half-time who elect medical coverage are responsible for all annual medical costs beyond the prorated employer contribution toward the total costs.

SECTION F - DENTAL INSURANCE

The School District will select an insurance carrier and pay the premium to provide the following dental benefits:

- | | |
|-----------|---|
| CLASS I | (Diagnostic Services, Preventive Services, Palliative Treatment) |
| CLASS II | (Restorative Services, Endodontic Services, Periodontal Services, Oral Surgery, Repairs, Adjustments and Relining of Denture and Bridges, adjunctive General Services). |
| CLASS III | (Construction and Replacement of Dentures and Bridges) |

Class I, II and III insurance dental benefits as described above will be provided at a benefit level of seventy-five percent (75%) to full time teachers and their eligible dependents. Class I, II and III benefits will be limited to ~~\$1,500~~2,000.00 per year per member. [Changes apply January 1, ~~2018~~2026].

Orthodontic Rider - Effective with the first day of September, 1988 the District will provide an orthodontic rider with the above insurance carrier to cover dependent children through age eighteen at a fifty percent (50%) benefit level (co-pay) with a ~~\$1~~2,000 maximum per eligible member. [Changes apply January 1, 2026].

The insurance carrier selected by the School District will provide in its policy a provision of non-duplication or coordination of benefits, except that where two subscribers are enrolled under the same group and are legally married to each other, they will be enrolled under one application card and will receive benefits under a single contract without coordination of benefits.

This provision will be subject to the terms and conditions specified in the District's dental policy and any claim settled between the teacher and the insurance carrier will not be subject to the grievance procedure.

SECTION G - VISION CARE INSURANCE

The District will select an Insurance carrier and pay the premium to provide a basic Vision Care package for all full time teachers ~~equal to the benefits presently provided in the MESSA-VSP2 plan covering the following as follows:~~

1. Vision Examination with ~~\$6.500~~0.00 co-pay.
2. Lenses with ~~\$180~~.00 co-pay.
3. Frames with ~~\$120-150~~ retail allowance (prior to 1/1/18 the allowance is \$65)
4. Contact Lenses with a ~~\$115-125~~ retail allowance (prior to 1/1/18 the allowance is \$90) Contact lenses are in lieu of lenses and frames.

One vision exam, one pair of lenses and one frame are available during each plan year. One pair of contact lenses, including the exam cost, are available in lieu of all other plan benefits during each plan year.

ARTICLE VII - WORKING CONDITIONS

SECTION C - WORK DAY

1. LENGTH OF WORK DAY: The normal scheduled teaching day in all schools will ~~generally~~ not exceed a consecutive time period of approximately seven and one-half (7- 1/2) hours, unless emergency circumstances require otherwise.

High School employees will report for work at 7:15 a.m. Middle School employees will report for work

at 7:40 a.m. Elementary employees will report for work at 8:18 a.m.

Cooke employees will report for work at 7:45 a.m. during the regular school year and at 8:00 a.m. in the SEP SCI/SXI ~~and Dual Diagnosed and ASD ESY~~ Summer Programs.

The school / work day and the respective start and end times shall be adjusted, as needed, to comply with the State required 1098 instructional hours and 180 student days in order to ensure receipt of full state foundation funding.

Part-time employees shall attend parent-teacher conferences in accordance with their proportional full-time equivalency (FTE); however, attendance beyond the part-time employee's normal equivalency at parent-teacher conferences, professional development, and employee workdays may be requested by the part-time employee, an administrator, or the District. When a request is made, the administrator and the employee will meet prior to the event to complete the Request for Approval of District-Required Additional Work (Part-Time Employee's Only) form. The person requesting the additional work will be responsible for ensuring that the timelines are followed.

3. **FACULTY MEETINGS:** At the beginning of each school year, building administration will develop a faculty meeting schedule for meetings to be held during months when professional development time is not otherwise scheduled. Each school building's staff meeting schedule will be reviewed with the Association. Such meetings may be cancelled by the building administrator if determined to be unnecessary. Normally, faculty meetings will not exceed thirty (30) minutes in length. As a general understanding, faculty meetings are not intended for purposes of professional development. When the administration determines that an important issue has surfaced that cannot be communicated by e-mail, memo or through Team Leaders or Chairs, a staff meeting may be called, not to exceed thirty (30) minutes in length, during those months when faculty meetings have not normally been scheduled.

In the case of emergency, a faculty meeting may be called at the discretion of the building administrator.

For scheduled faculty meetings, other than those called for emergency purposes, faculty meeting start times will be as follows:

- a. Elementary – 8:05 a.m.
- b. Middle School – 7:40 a.m.
- c. High School – 2:25 p.m.
- d. Cooke School – 2:45 p.m.

4. **ELEMENTARY SCHOOL DAY:** In addition to the time from 8:18 a.m. to the start of the student day, the District will schedule 255 minutes of preparation time which shall include one collegial planning period unless the financial conditions of the District, ~~the building facilities available and the best interest of the District as deemed administratively feasible,~~ require otherwise – including compliance with 1098 hours for full State funding.

It is understood that preparation time, exclusive of the lunch hour, is time when the employee is not involved with the direct supervision of students, except at times when emergency or crisis situations

necessitate such.

Elementary schools shall schedule a 30 minute recess, once weekly, to be supervised by the elementary teachers via recess duty rotation so long as the student-to-teacher ratio allows for safe supervision as determined by the Building Administrator, and teacher supervised recess qualifies as instructional minutes toward the 1098 hours.

It is understood that collegial planning involves professional learning community work, which may include school improvement/accreditation activities.

6. HIGH SCHOOL DAY:

- a. The NHS schedule will operate in the traditional A-B block format. Subject to prior consultation with the NHS building representative(s) ~~NEA President~~, the administration may periodically choose to insert a “C” day (as defined in the 2017-2022 agreement).

Employee’s lunch period on any such “C” days may be shortened if necessary to accommodate student instructional minutes but shall not be less than 35 minutes. If an adjusted schedule is necessary on a particular day(s) that may cause the employee lunch to be shorter, modifications will be determined between the building administrator and the Association building representatives.

SECTION D - TEACHING LOADS

- 1. It is recognized by the District and the Association that the pupil-teacher ratio is an important aspect of an effective program. Therefore, they agree that every effort will be made to keep class sizes at an acceptable number as indicated by the financial conditions of the District, the building facilities available and the best interest of the District as deemed administratively feasible.

- 2. The Board of Education will strive to maintain the following class size averages:

Kindergarten – <u>Grade 1</u>	25 to 1
Grades 1 -5	28 to 1
Middle School	29 to 1
High School	29 to 1

- 3. The language in #2 above, is not subject to the grievance procedure.

- 4. In specific instances where a K-5 teacher’s grade level class or Middle School/High School teacher’s class size average exceeds the class size averages provided in subparagraph 2 above, and the District has a General Fund Balance of 18% or higher (including the amount by which the Health Care Reserve Fund exceeds \$1,200,000, if any), as confirmed in the last final audit, the teacher will receive a class coverage stipend in the amount of \$650 as follows:

- a. Elementary class averages are exclusive to grade level classrooms, grades K-5, and do not include Humanities classes.
- b. Secondary class averages shall be determined by calculating class enrollment for all sections taught by

the secondary teacher, not including seminar. For example, a teacher who teaches six sections in a given semester will have their total class enrollment totaled and then divided by six, being the number of sections taught, to calculate an average.

- c. The language in this section shall not apply to Music or Physical Education classes at the secondary level.
- d. Both the Fall and Winter count dates, respectively, will be utilized to determine eligibility for K-5 teachers, under subsection 4(a) above, and for Middle and High School teachers, under subsection 4(b) above.
- a-e. First semester overage payments will be payable by the first pay in February, while second semester overage payments will be payable by the last pay in June.

~~4. For the 2024-2025 school year, in specific instances where a K-5 teacher's grade level class or Middle-School/High School teacher's class size average exceeds the class size averages provided in subparagraph 2 above, the following conditions will apply:~~

- ~~a. In the event the elementary grade level class size exceeds the class size average for the applicable K-5 grade level, the teacher of the classroom that exceeded said number of students, may request and be granted a substitute teacher one time during the qualifying period, as provided for in subsection c below.~~
- ~~b. At the secondary level, with the exception of Physical Education and Music classes, when a secondary teacher's class average for all sections taught (not including seminar), exceeds the class size average for Middle School or High School, the teacher may request and be granted a substitute teacher one time during the qualifying period as provided for in subsection c below:
 - ~~i. Class averages at the secondary level will be determined by calculating class enrollment for all sections taught by the teacher, not including seminar. For example, a teacher who teaches six sections in a given semester will have their total class enrollment totaled and then divided by six, being the number of sections taught, to calculate an average.~~
 - ~~ii. The language in this section shall not apply to Music or Physical Education classes at the secondary level.~~~~
- ~~e. Both the Fall and Winter count dates, respectively, will be utilized to determine eligibility for K-5 teachers, under subsection a above, and for Middle and High School teachers, under subsection b above. As such, the qualifying periods when a substitute may be requested and granted will be as follows:—~~

~~— Fall Count Period: — October to January~~

~~— Winter Count Period: — February to June~~

- ~~d. In the event building administration is unable to provide for a substitute teacher for a date requested by the eligible teacher, the administrator will work with the teacher to determine an alternative date when a substitute teacher can be provided. Requests for Mondays and Fridays may be limited.~~

~~The parties agree that subparagraph 4 of this section is in effect for the 2024-2025 school year alone and sunsets with the expiration of this Agreement.~~

SECTION E - TEACHERS SUBSTITUTING

1. Every reasonable attempt will be made to secure a substitute teacher from the first day of the regularly assigned employee's absence.
2. A teacher may be assigned as a substitute in cases of emergency. An emergency situation exists when an employee is tardy or must leave the classroom due to sudden illness or a personal or other family emergency. A state of emergency will exist until the District can obtain a regular substitute teacher.
3. Employees may be asked to substitute during their planning time if the District is unable to secure a substitute. When this occurs, the building administration will first request volunteers. If no volunteers are available, employees and other professional staff will be assigned on a rotating basis, with such assignments documented by the designated building-level employee involved in substitute assignments. The record of rotation will be available upon request. Employees will not be required to substitute more than five times in a semester due to substitute shortages. Any full-time unit employee who substitutes eight times in a school year, will be eligible for a \$200 stipend to be paid following the end of the school year, in addition to the instructional rate described in item 4 below. The stipend will be paid for each increment of eight occurrences (i.e. \$200 for eight occurrences, \$400 for sixteen occurrences).
4. Employees will not be assigned as substitutes without extra compensation, except in those instances when they do not otherwise have their normal class assignment (e.g., exited seniors, class attending a field trip, etc.). If an employee is assigned as a substitute, he/she will be paid at the rate of ~~\$30~~35.00.
5. Notification by an employee that services have been performed in accord with the provisions of this section will be filed by the employee with the building principal on a form provided by the District. The form will be filed within ten working days from the date of performance of services provided; however, if the services are performed in consecutive working days, the form will be filed within ten days from day of the last performance.

SECTION K - TEACHERS OF SPECIAL CLASSES

The District will ~~make every reasonable effort to~~ provide traveling teachers and teachers of Art, Music, Physical Education, STEAM, and Media with the following:

1. A representative of the Association and a representative from each of the Humanities disciplines (Art, Music, Physical Education, STEAM) will be invited to attend a meeting with administration to provide input into the development of the Humanities schedule. A tentative draft of the general elementary Humanities schedule (not the individual school schedules) will be provided to the respective Humanities chairpersons at least a week prior to the first day of school for students. Humanities chairpersons may submit suggestions or alternate schedule concepts to the elementary principals for consideration. The administration shall make the final determination on the schedule which shall not be subject to grievance. The final copy of the master schedules of each building will be provided to the Association once they are established.
2. The District will ~~make every reasonable effort to~~ provide traveling teachers a minimum of 20 minutes to travel to assignments between buildings. The District weekly collegial planning period will be held during the last

45 minutes of the employees workday.

3. Mileage reimbursement for travel between buildings will be at the rate established by the Internal Revenue Service. The employee will be responsible for submitting all appropriate forms as provided by the District. Mileage reimbursement checks will be written twice per year at the end of each semester.
4. Traveling employees will be assigned to a base building by the Administration at the beginning of each year. Following the completion of a master schedule, the traveling employee will meet with the principal for the purpose of determining the one building where the employee will attend staff meetings and the Open House.
5. The District will ~~attempt to~~ provide five minutes between the end of one class and the start of the next. The class schedules of secondary schools may reflect a different amount of time between classes.
6. Employees of Art and Music, effective upon ratification, will be compensated under Appendix D, Group X, based on four performances (prorated or less than four or additional prorated compensation for more than four depending on whether multiple performances are held on the same night.)
7. In the event that the scheduling of a special teacher's contractual preparation time results in the individual being without at least one preparation period that is equivalent in length to the standard teacher preparation period for the grade range or building level of the majority of the individual teacher's assignment, that teacher of special classes shall be paid a stipend in the amount of \$1,000 at the end of the school year, not later than last pay in June. For a teacher of special classes whose assignment is less than 0.5 FTE, they will only be eligible for a stipend in the amount of \$500. Any teachers of special classes whose assignment is greater than 0.5 FTE will be eligible for the entire \$1,000 stipend.
8. Instructional spaces for Art, Music, PE, and STEAM shall not be utilized for club meetings or other extra-curricular/community groups during the contractual day.
9. For the purpose of calculating preparation time for Elementary Humanities teachers, as delineated in Section C(4) of this Article, any time that is counted as preparation must be a minimum of fifteen (15) continuous minutes, with the exception of a period during which such a teacher is required to travel between building assignments.

ARTICLE VIII - LEAVES (PAID and UNPAID)

SECTION A - PAID SICK LEAVE

1. Full-time employees shall be credited with sick days each year as follows: ~~2024-~~
~~25~~2025-26 – 11 days

Sick days will be prorated for partial FTE's and less than a full year of employment.

SEP employees who work in the summer program will receive one additional sick day.

- a. An employee's annual eligible number of sick days will be added to the employee's cumulative sick day accrual, commencing with the employee's first paycheck of the school year.

- b. A final accounting of sick days used for the school year will be done in June for all teachers.
 - c. Each school year an employee may exceed her/his monthly accrual of sick days without penalty as long as the employee's total allocation of days (sick and business) is not exceeded.
 - d. In June, employees who have exceeded the total allotted number of sick days will see a reduction in pay on the first paycheck in June.
2. Notwithstanding anything to the contrary in this Agreement, if the Michigan Earned Sick Time Act ("ESTA") is in effect, each ESTA year (i.e., each school year), employees may use their annual sick leave allocation for a permissible reason as defined by ESTA.
 3. All sick leave accumulated by an employee prior to the effective date of this Agreement will be credited and carried forward by said employee. Any sick leave not used by the end of each school year will be added to the sick leave available for the following year. Unused sick leave, up to the number of days in each employee's calendar year, may be accumulated up to 250 days. The length of the calendar may change from year to year depending on state law requirements. Adjustments will be made to reflect the change in days required.
 4. Employee's may use their yearly sick leave allocation in order to care for a member of their immediate family who has a health condition. Immediate family is defined ~~as father, mother, spouse, sister, brother, father-in-law, mother-in-law, parental grandparents, children, grandchildren, step-parents, step-child, step-brother/sister, foster child living in the home and legal guardian~~ in accordance with ESTA. In cases in which a unique circumstance exists outside of the immediate family members detailed above (i.e. a person who acted in place of a parent or guardian,) an employee may request that consideration be given to such circumstance at the discretion of the Superintendent, or designee. When the use of family illness days exceeds three (3) consecutive work days, the Superintendent or designee may require the employee to provide a statement setting forth the specific illness or disability of the family member, and the expected length of the absence. This provision shall be used in conjunction with the FMLA provision.
 5. In the event of an absence of an employee due to personal illness or disability in excess of three consecutive working days, then, at the District's expense, the Superintendent or designee, may require the employee to provide a physician's statement setting forth the specific illness or disability and the expected length of the absence.
 6. If an employee reasonably expects that he/she will be unable to perform his/her normal daily duties and functions for more than three (3) consecutive working days due to personal illness or disability, he/she will immediately notify the Office of Human Resources of this fact, and will provide the Office of Human Resources, at his/her expense, with a physician's statement setting forth the specific illness or disability, the date the employee's disability will commence and the expected length of the absence. In the case of a disability due to pregnancy, it is expected that an employee will comply with this Section at least 30 days before the expected date of birth.
- The Superintendent or designee, may periodically require the employee, ~~at the employee's expense~~, to submit a physician's statement verifying the continued medical necessity for the employee's absence and, again, setting forth the specific illness or disability and the expected length of the absence.

8. In all cases where the employee has been absent for more than 10 working days, the employee will provide Human Resources, before returning to work, a physician's statement certifying that the teacher has recovered from the illness or disability and is able to continue to perform the essential functions of his/her normal daily working duties or functions.
9. The Superintendent or his/her designee, may, at any time, require an employee, at the District's expense, and without loss of pay or sick leave earned, to be examined by a District appointed physician to determine if the employee is disabled or ill to the extent he/she is unable to perform the essential functions of his/her normal daily duties and functions. In addition to the employee authorizing the District's appointed physician to conduct such physical or mental examinations as the physician deems necessary, the employee will sign such documents and medical release forms which are necessary in order for the District's physician or Office of Human Resources to secure from the teacher's physician copies of all his/her pertinent medical records. If the examination is to determine whether an involuntary sick leave is warranted, the Association will be informed of this action and given an opportunity, upon request, to review the matter with the Superintendent or designee.
10. If an employee's leave of absence due to illness or disability was fully compensated by paid sick days from the teacher's sick bank, and the leave of absence did not exceed sixty (60) working days, then upon submission to the District of the appropriate physician's statement, the employee will be assigned his/her same position, if he/she returned to work in the same school year that the leave was granted. However, if the fully compensated leave of absence either exceeded sixty (60) working days or the leave carried over into two school years, then, upon submission to the District of the appropriate physician's statement, the employee will be returned to work and assigned by the Superintendent, or his/her designee, to a position in the School District.

In the event an illness or disability necessitates that an employee be absent more school days than what is compensated by the employee's sick bank, and the employee was granted an unpaid leave under Section D below, then, upon submission to the District of the appropriate physician's statement, the employee will be entitled, at the beginning of the school year following recovery, to be assigned by the Superintendent or his/her designee, to a vacated position for which he/she is certified. If no position is available at the commencement of the school year following recovery, then the teacher will be declared surplus.

11. Notwithstanding any other provision of Section A to the contrary, in the event an employee is requested by the School District, at any time, to fill an available position in the bargaining unit following the employee's recovery from the illness or disability, and the employee does not report to work in that position on the designated date set forth in the notification, then such employee will have no further rights of reinstatement, and the employee's failure of acceptance will be treated as a resignation of employment.
12. When an employee is granted a health leave of absence, he/she will, upon reemployment, be placed on the same position on the salary schedule (i.e., step and lane) held prior to the leave of absence, unless same is prohibited by law (i.e. 2011 PA 54).
13. Notwithstanding any other provision of this contract to the contrary, compensation for sick days will only be paid the employee if he/she would have been otherwise scheduled to work but for the illness or disability.

14. As used herein, the term physician will refer to a licensed physician M.D., or a licensed osteopath, O.D., or to a hospital or clinic wherein the teacher was treated by licensed physician or osteopath.

SECTION B - OTHER LEAVES OF ABSENCE WITH PAY

Leaves of absence with pay not chargeable against the employee's sick leave allowance will be granted for the following reasons:

1. **BEREAVEMENT:** A death in the immediate family (parent, step-parent, spouse/domestic partner, sibling or step sibling, father-in-law, mother-in-law, parental grandparents, children, grandchildren, step-parents, step-child, step-brother/sister, foster child living in the home and legal guardian) up to three days if the distance is within a 200 mile radius of the employee's home and four days outside this radius. The leave of absence will occur within one week of the funeral.

In cases in which a unique circumstance exists outside of the immediate family members detailed above (i.e. a person who acted in place of a parent or guardian,) an employee may request that consideration be given to such circumstance at the discretion of the Superintendent, or designee.

In the unfortunate event of the death of a student attending the District, the administration will identify at least one teacher representative to attend the service if scheduled in conflict with the teacher work day.

ARTICLE IX - EMPLOYEE PROTECTION

SECTION B - ASSAULT

Any case of assault upon an employee which had its inception in a school-centered problem should be promptly reported to the Board or its designated representative. "Assault" is defined as intentionally causing or attempting to cause physical harm to another through force or violence, as determined by the Board. If an assault is determined to have occurred physical force or threat of same was by a pupil(s) in the secondary school, the student(s) will be suspended immediately by the administration until the situation is resolved through a conference between the administration and the student's parent. Before the student returns to class, the employee involved will be informed of any resulting disciplinary action and the building administrator or designee will help reintegrate the student into the classroom.

If the assault is by an adult person, who is not a pupil, the Board or its designated representative will promptly report the incident to the proper law enforcement authorities, and/or the School Resource Officer. In either case, the Board will provide legal counsel to advise the employee of his/her rights and will cooperate fully with the law enforcement and judicial authorities regarding the handling of the incident.

ARTICLE XVII - DURATION

The provisions of this Agreement will be effective as of August 24, ~~2024-2025~~ and will continue and remain in full force and effect to and including August 23, ~~2025~~2027, and thereafter either party will, on, or before February 1 of the year of expiration, serve written notice on the other party of a desire to terminate, modify, alter, renegotiate, or change, or any combination thereof, which will have the effect of terminating the entire Agreement on the expiration date in the same manner as a notice of desire to terminate, unless before that date all subjects or amendments proposed by either party have been disposed of by agreement or by withdrawal by the party proposing amendment.

IN WITNESS WHEREOF, the parties hereunto set their hands and seals.

BOARD OF EDUCATION
NORTHVILLE PUBLIC SCHOOLS

NORTHVILLE EDUCATION ASSOCIATION

By: _____
Lisa McIntyre, Board President

By: _____
Matthew Creighton, Chief Negotiator

By: _____
Carin Meyer, Board Secretary

By: _____
Richard Tabor, President

By: _____
Ronald Webber, Superintendent

By: _____
Grat Dalton, Executive Director

By: _____
Rebecca Pek, Assistant Superintendent

By: _____
Devin Kling, Assistant Superintendent

By: _____
Brian Sumner, Director of HR

APPENDIX A

~~2024~~2025-2025-2026 Wage Scale

BA		BA+20		MA		MA+20		PhD	
1	\$53,572	1	\$54,081	1	\$58,296	1	\$58,763	1	\$59,586
1.5	\$54,392	1.5	\$54,908	1.5	\$59,104	1.5	\$59,613	1.5	\$60,449
2	\$55,211	2	\$55,735	2	\$60,929	2	\$61,427	2	\$62,276
2.5	\$56,584	2.5	\$57,122	2.5	\$62,752	2.5	\$63,253	2.5	\$64,139
3	\$57,958	3	\$58,508	3	\$64,577	3	\$65,093	3	\$66,005
3.5	\$59,331	3.5	\$59,895	3.5	\$66,401	3.5	\$66,931	3.5	\$67,869
4	\$60,703	4	\$61,280	4	\$68,225	4	\$68,771	4	\$69,734
4.5	\$62,077	4.5	\$62,666	4.5	\$70,049	4.5	\$70,609	4.5	\$71,597
5	\$63,449	5	\$64,052	5	\$71,873	5	\$72,448	5	\$73,463
5.5	\$64,823	5.5	\$65,438	5.5	\$73,698	5.5	\$74,287	5.5	\$75,328
6	\$66,195	6	\$66,823	6	\$75,523	6	\$76,127	6	\$77,192
6.5	\$67,569	6.5	\$68,211	6.5	\$77,346	6.5	\$77,964	6.5	\$79,056
7	\$68,941	7	\$69,597	7	\$79,170	7	\$79,804	7	\$80,921
7.5	\$70,300	7.5	\$70,967	7.5	\$80,994	7.5	\$81,641	7.5	\$82,783
8	\$71,687	8	\$72,369	8	\$82,818	8	\$83,482	8	\$84,651
8.5	\$73,061	8.5	\$73,755	8.5	\$84,642	8.5	\$85,320	8.5	\$86,514
9	\$74,433	9	\$75,141	9	\$86,467	9	\$87,160	9	\$88,379
9.5	\$75,807	9.5	\$76,527	9.5	\$88,291	9.5	\$88,997	9.5	\$90,242
10	\$77,180	10	\$77,913	10	\$90,115	10	\$90,837	10	\$92,108
10.5	\$78,554	10.5	\$79,300	10.5	\$91,940	10.5	\$92,967	10.5	\$93,973
11	\$79,926	11	\$80,685	11	\$93,912	11	\$94,664	11	\$95,989
11.5	\$81,300	11.5	\$82,071	11.5	\$95,884	11.5	\$96,650	11.5	\$98,003
12	\$82,672	12	\$83,457	12	\$97,799	12	\$98,581	12	\$99,960
12.5	\$83,785	12.5	\$84,581	12.5	\$99,714	12.5	\$100,512	12.5	\$101,919
13	\$84,898	13	\$85,704	13	\$100,696	13	\$101,501	13	\$102,922
13.5	\$85,734	13.5	\$86,549	13.5	\$101,688	13.5	\$102,500	13.5	\$103,935
14	\$86,579	14	\$87,402	14	\$102,690	14	\$103,511	14	\$104,960
14.5	\$87,432	14.5	\$88,263	14.5	\$104,507	14.5	\$105,174	14.5	\$106,142
15	\$88,293	15	\$89,132	15	\$106,296	15	\$107,120	15	\$108,047
15.5	\$89,162	15.5	\$90,010	15.5	\$109,213	15.5	\$110,107	15.5	\$110,828
16	\$90,041	16	\$90,896	16	\$111,322	16	\$111,985	16	\$112,476

The above scale reflects both full step increments, as specifically delineated in the scale, as well as half-step increments. Movement on the scale, to either a half-step or full step, is subject to the terms and conditions provided in Article VI.

Article VI – the ~~2024-25~~25-26 wage scales ~~are~~ is subject to the General Fund Balance formula triggers as detailed in section A for each year.

APPENDIX A

2026-2027 Wage Scale

BA		BA+20		MA		Ma+20		PhD	
1	\$54,644	1	\$55,163	1	\$59,462	1	\$59,938	1	\$60,777
1.5	\$55,480	1.5	\$56,006	1.5	\$60,287	1.5	\$60,806	1.5	\$61,658
2	\$56,315	2	\$56,850	2	\$62,147	2	\$62,656	2	\$63,521
2.5	\$57,716	2.5	\$58,264	2.5	\$64,007	2.5	\$64,518	2.5	\$65,422
3	\$59,117	3	\$59,678	3	\$65,868	3	\$66,395	3	\$67,326
3.5	\$60,518	3.5	\$61,092	3.5	\$67,729	3.5	\$68,270	3.5	\$69,226
4	\$61,917	4	\$62,505	4	\$69,590	4	\$70,146	4	\$71,129
4.5	\$63,319	4.5	\$63,920	4.5	\$71,450	4.5	\$72,021	4.5	\$73,029
5	\$64,718	5	\$65,333	5	\$73,311	5	\$73,897	5	\$74,932
5.5	\$66,120	5.5	\$66,747	5.5	\$75,171	5.5	\$75,772	5.5	\$76,835
6	\$67,519	6	\$68,160	6	\$77,033	6	\$77,650	6	\$78,736
6.5	\$68,920	6.5	\$69,575	6.5	\$78,893	6.5	\$79,523	6.5	\$80,637
7	\$70,320	7	\$70,989	7	\$80,753	7	\$81,400	7	\$82,539
7.5	\$71,706	7.5	\$72,386	7.5	\$82,614	7.5	\$83,274	7.5	\$84,439
8	\$73,121	8	\$73,816	8	\$84,475	8	\$85,151	8	\$86,344
8.5	\$74,522	8.5	\$75,230	8.5	\$86,335	8.5	\$87,026	8.5	\$88,244
9	\$75,922	9	\$76,643	9	\$88,197	9	\$88,903	9	\$90,147
9.5	\$77,323	9.5	\$78,057	9.5	\$90,056	9.5	\$90,777	9.5	\$92,047
10	\$78,724	10	\$79,472	10	\$91,917	10	\$92,653	10	\$93,950
10.5	\$80,125	10.5	\$80,886	10.5	\$93,779	10.5	\$94,826	10.5	\$95,853
11	\$81,524	11	\$82,299	11	\$95,791	11	\$96,557	11	\$97,909
11.5	\$82,926	11.5	\$83,713	11.5	\$97,801	11.5	\$98,583	11.5	\$99,964
12	\$84,325	12	\$85,126	12	\$99,754	12	\$100,553	12	\$101,960
12.5	\$85,461	12.5	\$86,272	12.5	\$101,709	12.5	\$102,522	12.5	\$103,957
13	\$86,596	13	\$87,418	13	\$102,710	13	\$103,531	13	\$104,980
13.5	\$87,449	13.5	\$88,280	13.5	\$103,722	13.5	\$104,550	13.5	\$106,014
14	\$88,310	14	\$89,150	14	\$104,744	14	\$105,581	14	\$107,059
14.5	\$89,180	14.5	\$90,028	14.5	\$106,597	14.5	\$107,278	14.5	\$108,264
15	\$90,058	15	\$90,915	15	\$108,422	15	\$109,262	15	\$110,208
15.5	\$90,945	15.5	\$91,810	15.5	\$111,397	15.5	\$112,309	15.5	\$113,045
16	\$91,841	16	\$92,714	16	\$113,549	16	\$114,224	16	\$114,726

The above scale reflects both full step increments, as specifically delineated in the scale, as well as half-step increments. Movement on the scale, to either a half-step or full step, is subject to the terms and conditions provided in Article VI.

See Article VI – the 2026-27 wage scale is subject to the General Fund Balance formula triggers as detailed in Section A for each year.

APPENDIX C

NORTHVILLE PUBLIC SCHOOLS
SCHOOL YEAR CALENDAR
2025-2026

Two Teacher Professional Days & One Teacher Work Day	August 26, 27 & 28	Tuesday, Wednesday & Thursday
Labor Day Recess	August 29 & September 1	Friday and Monday
First Day of Classes – Full Day	September 2	Tuesday
Teacher Professional Day	October 8	Wednesday
Teacher Professional Day	November 4	Tuesday
K-5 Half-day students only Elem Records Day – p.m.	TBD	
Thanksgiving Recess	November 26-28	Wednesday - Friday
Winter Recess Begins End of Day	December 19	Friday
Classes Resume	January 5	Monday
MLK Day – No School	January 19	Monday
Teacher Professional Day	January 26	Monday
Half-day students only (grades 6-12) Records Day – p.m. (Full student day for K-5)	TBD	
Mid-Winter Break	February 16 & 17	Monday & Tuesday
Teacher Professional Day	February 18	Wednesday
Spring Break Begins End of Day	March 27	Friday
Classes Resume	April 6	Monday
NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
SAT/ SAT grades 8-11	TBD	
NHS Only: MME Testing a.m.	TBD	

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for 11th grade, late start
for grades 9, 10 and 12

Teacher Professional Day	April 16	Thursday
Memorial Day Recess	May 25	Monday
Last Day of School (District) – half day for students	June 10	Wednesday
Last Day of School (Cooke)	June 11	Thursday

2025 SEP SCI/SXI Summer Program (20 Days)**

**Four week program, operating half days on Monday through Friday of each week

First day	June 15	Monday
First Two Weeks	June 15 – June 26	
Summer Recess Begins End of Day	June 26	Friday
Program Resumes	July 13	Monday
Second Two Weeks	July 13 – July 24	
Last day	July 24	Friday

- *With the exception of Cooke School, students do not attend school on Teacher Professional Days*
- *Students do not attend on Teacher Work Days*
- Check building calendar for specific dates and times for evening conferences, open houses, etc.

Student Days	180 (Student Days), including professional development days allowable under MCL 388.1701, per Article VII, Section B of this Agreement 180 (Dual Diagnosed SEP) 200 (SCI & SXI SEP)
Summer Days (SEP Cooke)	20

Note: These dates are subject to change if MDE schedules the M-Step/SAT (or equivalent state assessment) on a different date. The District reserves the right to make alterations to the calendar and work day to the extent necessary to reasonably accommodate and administer state mandated testing during the **2025-2026** school year. Any modifications, if necessary, will be determined in consultation with the Northville Education Association. The District retains the right to ensure that the calendar and work day comply with the required days, hours and minutes necessary to receive the full allocation State Aid.

180 student days, including professional development days allowable under MCL 388.1701; 183 teacher attendance days with an obligation for two (2) teacher days built into two evenings or late afternoons for Parent Teacher Conferences in the Fall Semester and one (1) evening or late afternoon for Parent Teacher Conferences in the Spring Semester, for the total equivalent of 185 days.

Students do not attend on days designated as a Teacher Work Day. Except in the case of Cooke School, students do not attend on Professional Development Days. Cooke students will attend for a full day of school on District Professional Development Days.

Elementary and Cooke Spring P/T Conferences: All parents will be offered the opportunity for a conference, however only those parents requesting a conference shall be scheduled.

At the Elementary level, the AM and PM Humanities schedule will alternate each time a half day occurs. The District, and/or individual schools with approval of the District administration, have the flexibility in determining which of the three days during the back to work week (prior to Labor Day) will be used for the Teacher Work Day. One of the three scheduled

NPS Package Proposal
Thursday, September 18, 2025

days that week will include a District welcome back event, with the balance being used for Professional Development.

ew Teacher Orientation is not voluntary and will be scheduled for Tuesday, August 19, Wednesday, August 20, and Thursday, August 21, 2025.

APPENDIX C

NORTHVILLE PUBLIC SCHOOLS
SCHOOL YEAR CALENDAR
2026-27

Two Teacher Professional Days & One Teacher Work Day	August 25 - 27	Tuesday, Wednesday & Thursday
First Day of Classes – Full Day	August 31	Monday
Labor Day Recess	September 4 & 7	Friday and Monday
Teacher Professional Day	October 7	Wednesday
Teacher Professional Day	November 3	Tuesday
K-5 Half-day students only Elem Records Day – p.m.	TBD	
Half Day of School* (*half day for both students & staff)	November 25	Wednesday
Thanksgiving Recess	November 26-27	Thursday - Friday
Winter Recess Begins End of Day	December 18	Friday
Classes Resume	January 4	Monday
MLK Day – No School	January 18	Monday
Teacher Professional Day	January 25	Monday
Half-day students only (grades 6-12) Records Day – p.m. (Full student day for K-5)	TBD	
Mid-Winter Break	February 15 & 16	Monday & Tuesday
Teacher Professional Day	February 17	Wednesday
Spring Break Begins End of Day	March 25	Thursday
Classes Resume	April 5	Monday
NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
PSAT/ SAT grades 8-11	TBD	

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NHS Only: MME Testing a.m. for 11 th grade, late start for grades 9, 10 and 12	TBD	
Teacher Professional Day	April 15	Thursday
Memorial Day Recess	May 31	Monday
Last Day of School (District) – half day for students	June 10	Thursday
Last Day of School (Cooke)	June 11	Friday

2025 SEP SCI/SXI Summer Program (20 Days)**

**Four week program, operating half days on Monday through Friday of each week

First day	June 14	Monday
First Two Weeks	June 14 – 25	
Summer Recess Begins End of Day	June 25	Friday
Program Resumes	July 12	Monday
Second Two Weeks	July 12 – July 23	
Last day	July 23	Friday

- *With the exception of Cooke School, students do not attend school on Teacher Professional Days*
- *Students do not attend on Teacher Work Days*
- *Check building calendar for specific dates and times for evening conferences, open houses, etc.*

Student Days	180 (Student Days), including professional development days allowable under MCL 388.1701, per Article VII, Section B of this Agreement
	180 (Dual Diagnosed SEP)
	200 (SCI & SXI SEP)
Summer Days (SEP Cooke)	20

Note: These dates are subject to change if MDE schedules the M-Step/SAT (or equivalent state assessment) on a different date. The District reserves the right to make alterations to the calendar and work day to the extent necessary to reasonably accommodate and administer state mandated testing during the **2026-2027** school year. Any modifications, if necessary, will be determined in consultation with the Northville Education Association. The District retains the right to ensure that the calendar and work day comply with the required days, hours and minutes necessary to receive the full allocation State Aid.

For the 2026-2027 school year, one (1) additional minute will be added to the instructional day at the elementary, middle school, and high school levels. At the conclusion of the 2026-2027 school year, this provision will sunset and the number of minutes during the instructional day will default back to 2025-2026, unless explicitly negotiated otherwise via a successor agreement, or in the event a successor agreement is not reached and the State of Michigan pupil accounting requirements requires otherwise.

180 student days, including professional development days allowable under MCL 388.1701; 183 teacher attendance days with an obligation for two (2) teacher days built into two evenings or late afternoons for Parent Teacher Conferences in the Fall Semester and one (1) evening or late afternoon for Parent Teacher Conferences in the Spring Semester, for the total equivalent of 185 days.

Students do not attend on days designated as a Teacher Work Day. Except in the case of Cooke School, students do not attend on Professional Development Days. Cooke students will attend for a full day of school on District Professional Development Days.

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Elementary and Cooke Spring P/T Conferences: All parents will be offered the opportunity for a conference, however only those parents requesting a conference shall be scheduled.

At the Elementary level, the AM and PM Humanities schedule will alternate each time a half day occurs. The District, and/or individual schools with approval of the District administration, have the flexibility in determining which of the three days during the back to work week (prior to Labor Day) will be used for the Teacher Work Day. One of the three scheduled days that week will include a District welcome back event, with the balance being used for Professional Development.

New Teacher Orientation is not voluntary and will be scheduled for Tuesday, August 18, Wednesday, August 19, and Thursday, August 20, 2026.

APPENDIX D

NORTHVILLE PUBLIC SCHOOL DISTRICT Northville, Michigan

EXTRA CURRICULAR ACTIVITIES

Rates of pay and grouping of activities in Appendix D have been evaluated in terms of hours involved in the activity, number of students in the activity and responsibilities attached to the activity. These assignments have been placed on a schedule which provides for a progression through three levels of experience.

For purposes of calculating the rate of pay for extra curricular activities, the percentages cited in Appendix D "EXTRA CURRICULAR ACTIVITIES RATE OF PAY" are calculated based off the 2023-2024 BA Step 1a base salary of \$46,00050,000.

LEVEL I is for individuals who have accumulated up to two (2) credits of experience. LEVEL II provides for two (2) to five (5) credits of experience and LEVEL III is for experience credits of five (5) or more.

All assignments on Appendix D are voluntary, and not subject to tenure. Experience factors have been developed to account for inside and outside the school district experience:

1. One (1) full credit for each year of experience in the same position.
2. Three-fourth (3/4) credit for each year of experience in a related position.
3. One-half (1/2) credit for each year of experience in a related Middle School position.

Experience credits will be assigned in accord with the recommendation from the appropriate administrator, with the final decision resting with the Superintendent.

In filling extra-curricular vacancies, teachers within the bargaining unit will have first consideration. If no teacher applies, or is deemed qualified for said position, the position will be posted outside the bargaining unit. Extra-curricular positions, which are held by a person outside the bargaining unit, will be posted each spring, except for positions held prior to 1998.

A Student Activities Review Committee consisting of up to three (3) representatives each appointed respectively by the Superintendent and the Association will be formed by April 1 annually to review Appendix D categories, compensation, and the placement of Appendix D positions. Any recommendations forthcoming from the Committee will be presented to the Superintendent or their designee and the Association by June 1 annually. The final decision to place a position within Appendix D, shall be based on a variety of factors, including but not limited to student enrollment (both districtwide and within the given program/activity), interest, and program needs, and will be determined by the Superintendent and/or their designee.

EXTRA-CURRICULAR ACTIVITIES RATE OF PAY

Group	Level 1	Level 2	Level 3
<u>Group I</u> Varsity Football	14.0%	15.0%	16.0%
<u>Group II</u> (2) Varsity Basketball Varsity Gymnastics (2) Varsity Swimming Varsity Volleyball Varsity Hockey Varsity Wrestling Varsity Pompon Varsity Cheerleading (if fall & winter) High School Yearbook (without class) Spring Musical Varsity Baseball Varsity Softball (2) Varsity Soccer (2) Varsity Track (2) Varsity Cross Country (2) Varsity Tennis (2) Varsity Golf High School Cheerleaders Unified Lead Coach	12.7%	13.3%	14.0%
<u>Group III</u> Varsity Baseball Varsity Softball (2) Varsity Soccer (2) Varsity Track (2) Varsity Cross Country (2) Varsity Tennis (2) Varsity Golf High School Cheerleaders Unified Lead Coach	10.0%	10.5%	11.0%
<u>Group IV</u> (2) Junior Varsity Basketball Junior Varsity Volleyball Junior Varsity Football Junior Varsity Baseball (2) Junior Varsity Soccer Junior Varsity Softball (1) Junior Varsity Tennis (Boys) (1) Junior Varsity Tennis (Girls) (2) Junior Varsity Cross Country (if over	8.1%	8.5%	8.9%

<p><u>40)</u> <u>(2) Junior Varsity Golf</u> <u>Junior Varsity Cheerleading</u> <u>(1) Junior Varsity Pom-Pom</u> High School Instrumental-Jazz/ Symphonic Marching Band <u>(2) Assistant Varsity Football</u> Assistant Varsity Hockey <u>(2) Assistant Varsity Football</u> (2) Unified Assistant</p>			
<p><u>Group IV</u> <u>Assistant Varsity Baseball</u> <u>Assistant Varsity Softball</u> <u>(2) Assistant Varsity Soccer</u> (3) Assistant Junior Varsity Football (4) Assistant Varsity Swimming (if over 35) Assistant Varsity Wrestling Assistant Varsity Volleyball (2) Assistant Varsity Basketball Assistant High School Marching Band Assistant Varsity Gymnastics (if over 16) <u>(4) Assistant Varsity Track (if over 50)</u> <u>Orchestra</u> (1) Girls Diving Coach (1) Boys Diving Coach (1) Assistant High School Jazz/Symphony</p>	7.0%	7.5%	8.0%

Group	Level 1	Level 2	Level 3
<u>Group VI</u> Junior Varsity Baseball (1) Freshman Baseball (2) 9 th Grade Basketball (2) 9 th Grade Football 9 th Grade Volleyball (2) Assistant Varsity Soccer (2) Junior Varsity Soccer (1) Freshman Soccer Junior Varsity Softball (1) Freshman Softball (1) Junior Varsity Tennis (Boys) (1) Junior Varsity Tennis (Girls) (4) Assistant Varsity Track (if over 50) (2) Junior Varsity Cross Country (if over 40) (2) Junior Varsity Golf Junior Varsity Cheerleading Fall Play Director (2+) High Groups/Northville Singers/ Concert Choir* High School Forensics Senior Class Sponsor 9 th Grade Cheerleaders Special Olympics (1) Junior Varsity Pom-Pom	6.5%	7.0%	7.5%
<u>Group VII</u> (2) National Honor Society (4) 7 th Grade Basketball (4) 8 th Grade Basketball (6) 7 th and 8 th Grade Football (if over 40) (2) 7 th Grade Volleyball (2) 8 th Grade Volleyball (2) 7 th /8 th Grade Coed Swimming (2) 7 th /8 th Grade Coed Track (2) Middle School Yearbook (2) 7 th /8 th Grade Cross Country (2) 7 th /8 th Grade Cheerleaders (if both seasons) (2) Middle School Wrestling Robotics Coach High School Newspaper (w/o class)	5.4%	5.7%	6.0%

High School Yearbook (with class) <u>DECA</u> <u>eSports</u>			
<u>Group VII</u> <u>High School Forensics</u> (2) Middle School Music (2) Middle School Drama (2) Middle School Forensics (2) 7 th /8 th Grade Cheerleaders (if one season <u>fall and winter</u>) <u>Model UN</u> <u>Health Occupations Students of America</u> <u>(HOSA)</u>	4.1%	4.3%	4.5%

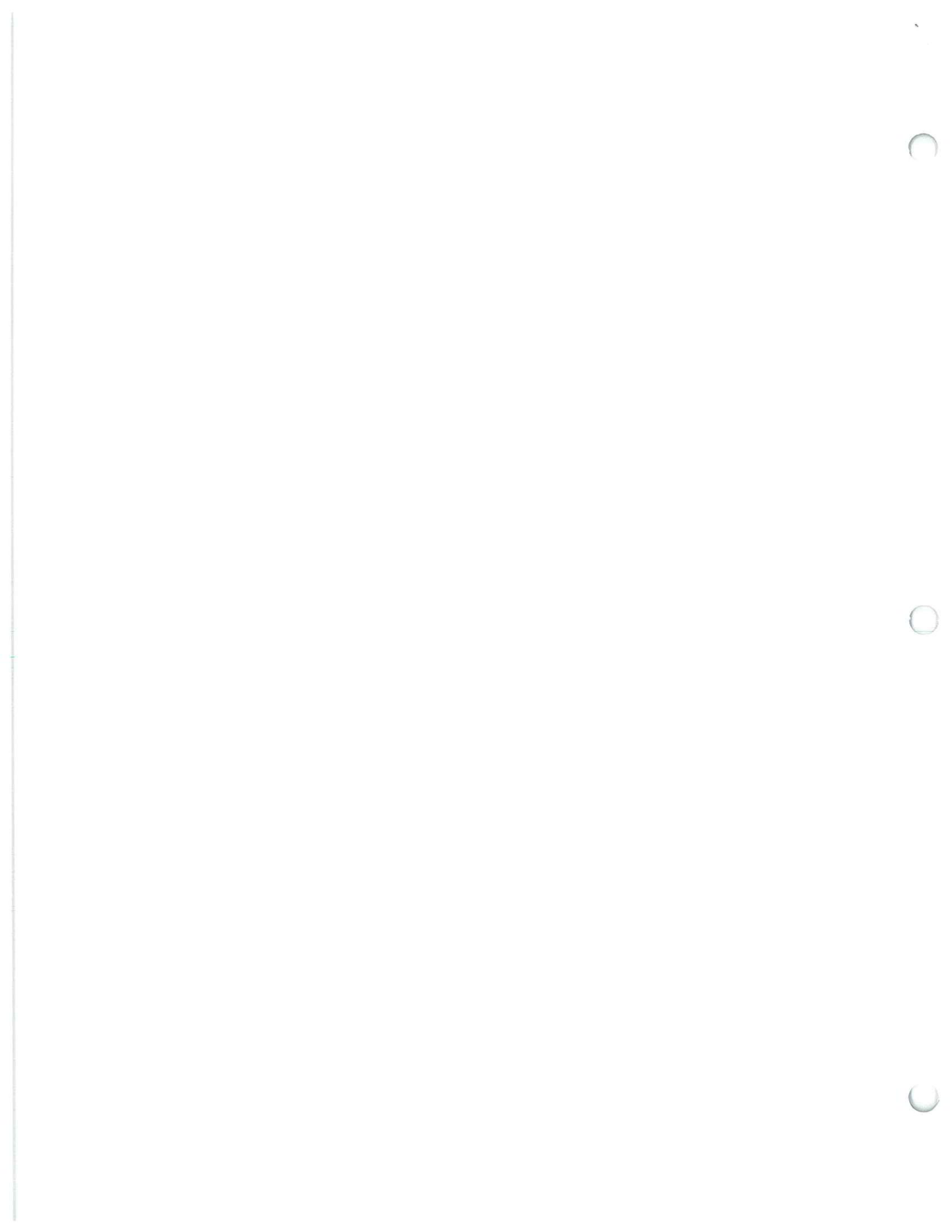
Group	Level 1	Level 2	Level 3
<u>Group XVIII</u> (4) 7 th /8 th Grade Assistant Swimming (if over 40) (4) 7 th /8 th Grade Assistant Track (if over 50) (2) 7 th Grade Band (2) 8 th Grade and Orchestra (Spring Musical) Choral (Spring Musical) (2) Middle School Newspaper High School Newspaper (with class) (2) Middle School Jazz Band 7 th Grade Orchestra 8 th Grade Orchestra <u>Indian American Student Association (IASA)</u> <u>Business Professionals of America (BPA)</u> Aerospace (2) 8th Grade Trip Coordinator (2) Middle School Unified Lead	3.2%	3.3%	3.5%
<u>Group IX</u> Science Olympiad Set Construction (Fall Play) Costumes (Spring Play) Drama Club (2) Math Counts (2) 6 th Grade Band SADD High Adventure Club Yearbook Edit Support **Music (4 Performances) **Art (4 Performances) DECA Model UN 6 th Grade Orchestra	1.8%	1.9%	2.0%
<u>Group XI</u> Set Design (Spring) Set Design (Fall) 9 th Grade Sponsor 10 th Grade Sponsor 11 th Grade Sponsor (2) Intramural Middle School Volleyball (3 weeks) (4) Intramural Middle School Basketball (3 weeks x 2)	0.9%	1.0%	1.1%

***Note:** High School Vocal Groups/Northville Singers/Concert Choir is 2 FTEs plus an additional fraction based upon the third teacher's FTE for a given school year.

****Note:** Based on four (4) performances (prorated for less than four or additional prorated compensation for more than four performances). If performances are combined on the same nights, a maximum of four performances shall apply. Teacher absences the day prior or after a performance shall require a physician's note of

excuse.

Note: The Athletic Coordinator and the Student Activities Coordinator will each receive a flat amount of \$4,200 per year.





Michigan Education Association
7-B South Oakland MEA
Grat Dalton, Executive Director
Richard Tabor, NEA
President

17500 W Eleven Mile Rd - Lathrup Village, MI 48076 - Phone: (248)559-4770 - Fax:

Memorandum of Record

Northville Education Association and Northville Public Schools

September 12, 2025

WHEREAS:

The Northville School District and Northville Education Association are bargaining a successor agreement

The Northville School District and the Northville Education Association are committed appropriate compensation

The parties are attempting to assure the members and the community and membership that appropriate progress is being made

NOW THEREFORE:

The parties agree that any wages mutually ratified will be retroactively paid for work performed from the start of the bargained 2025-2026 School Year, at a time that is mutually agreed upon by both parties.

Northville School District
MEA/NEA

By: Brian Sumner
Its: Director of Human Resources
Dated: 9/18/25

Northville Education Association,

By: Richard Tabor
Its: President
Dated: 9/18/25

