

Regular Meeting of the Board of Education

Tuesday, November 18, 2025 6:30 PM

Moraine Elementary School, 46811 W. Eight Mile, 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 November 11, 2025 Board of Education Meeting

5.b) Minutes of the November 11, 2025 Closed Session Meeting of the Board of Education

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

5.c)1) NHS Model UN Conference in East Lansing, MI from March 13-15, 2026

5.c)2) NHS Model UN Conference in Chicago, IL from February 5-8, 2026

5.c)3) NHS Model UN Conference in Grand Rapids, MI from March 4-7, 2026

5.c)4) Alpine Ski Team State Finals in Boyne Falls, MI from February 21-23, 2026

5.c)5) Alpine Ski Team Boyne Mountain Invitational in January 2026

5.d) NHS Addition & Renovation projects totaling \$12,473,741 as outlined in the November 7, 2025 Auch Construction recommendation funded through the 2023 Sinking Fund

5.e) Meads Mill Phase 2 Furniture purchase totaling \$69,262.45 as outlined in the November 11, 2025 TMP Recommendation funded through Bond 2023

5.f) Bill Warrants totaling \$7,290,424.34

6. Communications

6.a) npsboe@northvilleschools.org communications

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

7. Moraine Presentation

8. Superintendent's Report/Update

8.a) ABCD Awards

9. Public Comments

10. New Hire: Director of Instructional Programs & Services

11. **Instructional Programs: Strategic Planning** **Presenter:** Dr. Kim

Process Agreement

Campbell-Voytal,
Instruction Liaison

12. Special Services: TeachTown Kit for Secondary Students

13. Northville Association of School Administrators (NASA) 2024/26 Tentative Agreement Addendum

Presenter: Ms. Carin Meyer, Policy & HR Liaison

14. 2025/26 Technology, Operations, & Food Service & Office Support Personnel Employee Manual Modifications

Presenter: Ms. Carin Meyer, Policy & HR Liaison

15. Northville Federation of Para Educators' 2024/26 Tentative Agreement Addendum

Presenter: Ms. Carin Meyer, Policy & HR Liaison

16. Non-Affiliated Individual Employee and Central Office Leadership Team Contracts Modifications

Presenter: Ms. Carin Meyer, Policy & HR Liaison

17. 2025-2028 Superintendent Contract Modification

Presenter: Ms. Carin Meyer, Policy & HR Liaison

18. Added Agenda Items

19. Public Comments

20. 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, November 11, 2025, beginning at 5:30 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 5:30 p.m.

2. Pledge of Allegiance

President McIntyre led the Board in the Pledge of Allegiance.

3. Roll Call

Ms. Lisa McIntyre, President	Dr. RJ Webber, Superintendent
Dr. Kim Campbell-Voytal, Vice President	Ms. Emily Pohlonski, Asst. Supt. for Instructional
Ms. Carin Meyer, Secretary (arrived at 5:34 p.m.)	Ms. Rebecca Pek, Asst. Supt. for Communications, Development, and Equity
Ms. Melissa Stuart, Treasurer	Mr. Brian Sumner, Dir. for Human Resources & Employee Relations
Mr. Ron Frazier, Trustee	Ms. Jadie Kieft, Exec. Dir. for Special Services
Ms. Meredith Riggan Maurer, Trustee	
Ms. Jena Mabrey, Trustee	

4. Adoption of Agenda

Motion No. 25/26-048 by Vice President Cambell-Voytal, supported by Trustee Riggan Maurer, that the agenda be adopted as presented. Motion carried 6-0.

5. Consent Resolutions

Motion No. 25/26-049 by Vice President Campbell-Voytal, supported by Trustee Frazier, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the October 28, 2025 Board of Education Meeting
- b) Minutes of the October 28, 2025 Closed Session Meeting of the Board of Education
- c) Overnight and / or Out of State Field Trip Requests
- 1) Northville Dance Team National Competition in Orlando, FL from February 3-10, 2026
- d) Move the Committee of the Whole scheduled for December 2, 2025, to December 9, 2025; and the Board of Education Meeting scheduled for December 9, 2025, to December 16, 2025

Motion carried 6-0.

6. Communications

Treasurer Stuart reported one communication:

- a) npsboe@northvilleschools.org communications

7. Superintendent's Report/Update

None.

8. Public Comments

None.

9. Added Agenda Items

None.

10. Public Comments

None.

11. Closed Session

Motion No. 25/26-050 by Vice President Campbell-Voytal, supported by Trustee Riggan Maurer, that the Board convene in Closed Session pursuant to Public Act 267, of the Open Meetings Act, under Section 8(h), Written Opinion of Legal Counsel. Roll Call Vote: Stuart – yes; Meyer – yes; Frazier – yes; Mabrey – yes; Riggan Maurer – yes; McIntyre – yes; Campbell-Voytal – yes. Motion carried 7-0.

The Board moved to convene in Closed Session at 5:35 p.m.

The Board convened in Closed Session from 5:40 p.m. to 6:30 p.m.

The Board returned to Open Session at 6:32 p.m.

12. Adjournment

There being no further business the meeting adjourned at 6:33 p.m.

Carin Meyer, Secretary

RJ Webber
Superintendent



Steve Banchemo
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: November 7, 2025

RE: NHS Additions and Renovations Bid Award #1

On October 22, 2025, we received 76 bids for the NHS Additions and Renovations project. Our bond team conducted review meetings with the low-bid contractors and, when necessary, interviewed the second- and third-low bidders to confirm that their bids were complete and accurate.

Two categories of work for which we did not receive bids will be rebid. We plan to bring the final recommendation to the Board at the December 2025 meeting. We are also deferring the award of the painting scope until December so that the project team can further evaluate the two low bids.

The award recommendation includes several bid alternates. These alternates originated during the design process as scopes of work not initially included in the bond scope. After reviewing the alternate pricing, the project team recommends accepting all bid alternates.

A summary table comparing budgeted funds to bid results is included. Please note that the table includes allowances for categories that are not being presented at this time. We are also recommending the use of BSSF funds to offset the additional cost of the bid alternates.

Recommendation:

I recommend that the Board of Education award contracts totaling **\$12,473,741**, as outlined in the Auch Construction Recommendation Letter dated November 7, 2025. Funding for this project will come from the proceeds of the 2023 Bond and the Building Site Sinking Fund.

I plan to attend the November 11th committee of the whole to address any questions from the board of education.

In the meantime, please let me know if you have any questions.

NHS STEAM Addition and Renovation	
Budget	\$12,100,385.00
Added available funds from previous NHS Projects*	\$1,620,599.00
Total Budget	\$13,720,984.00
Base Bid-Award #1	\$11,499,136.00
Alternates -Award #1	\$974,605.00
Estimate for work yet to be bid/award	\$1,062,880.00
Total Anticipated Cost	\$13,536,621.00
Total Anticipated Cost	\$13,536,621.00
Contingency	\$1,000,000.00
Total with Contingency	\$14,536,621.00
Budget less (Total with Contingency)	-\$815,637.00
It is the administration's recommendation that the negative variance be offset with funding from the BSSF.	
<i>*= previous projects for NHS Roofing and LED retrofit had a positive bid variance</i>	

November 7, 2025

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

**RE: Northville Public Schools
2023 Bond Program
Northville High School STEAM Addition and Renovations
AUCH Project #9477**

Dear Mr. Kling,

We have completed a partial review of the bids received October 22, 2025 for the Northville Public Schools – Northville High School STEAM Addition and Renovations. Based on the review conducted in conjunction with the District's consultants, we are recommending to the District approval of award of trade contract, which is based on the low responsive bid, including alternates, and is included in the attached schedule with the following clarifications:

Proposal T, Casework and Countertops, the low bidder, Detroit Technical Services, did not include all base bid scope as requested. The second low bidder, NEIS provided all scope as requested. Therefore, we recommend NEIS for a base contract value of \$415,000.

Recommendation #1 (Partial) –Trade cost that totals \$12,473,741

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

Please contact me if you have any questions.

Very Truly Yours,

GEORGE W. AUCH COMPANY

Jill Price
Project Manager

Enclosure

Cc: Danielle Eschner – AUCH Construction
Steve Banchemo – Northville Public Schools
Michelle Kerns – Lecole Planners



AUCH Project #9477			
Trade Proposal	Contractor	Base Bid / Alternate Amount	Total Contract Amount
Proposal A - Earthwork & Utilities	Eagle Excavating	\$ 492,000	\$ 492,000
Proposal B - Demolition	Great Lakes Construction	\$ 414,300	\$ 456,200
Alternate #1 - Renovations 2nd Floor Zone L	Great Lakes Construction	\$ 8,600	
Alternate #2 - Flooring Replacement in Main Office	Great Lakes Construction	\$ 4,300	
Alternate #3 -Flooring, Painting & Casework Replacement	Great Lakes Construction	\$ 5,400	
Voluntary Alternate - Electrical Demo	Great Lakes Construction	\$ 23,600	
Proposal C - Concrete Foundations	CI Contracting	\$ 128,960	\$ 128,960
Proposal D - Interior Concrete Flatwork	Metro Concrete	\$ 238,500	\$ 238,500
Proposal E - Masonry	Rosati Masonry	\$ 727,889	\$ 727,889
Proposal F - Structural & Misc. Steel	Howard Structural Steel	\$ 345,175	\$ 345,175
Proposal G - Rough & Finish Carpentry	Ann Arbor Ceiling & Partition	\$ 846,875	\$ 890,400
Alternate #1 - Renovations 2nd Floor Zone L	Ann Arbor Ceiling & Partition	\$ 43,525	
Proposal H - Storefronts / Hardware / Doors / Glass & Glazing	Hewett	\$ 755,000	\$ 755,000
Proposal I - Roofing	JD Candler	\$ 214,000	\$ 214,000
Proposal J - Overhead Coiling & Sectional Doors	Overead Door West	\$ 15,000	\$ 15,000
Proposal K - Hard Tile	DF Flooring	\$ 64,309	\$ 64,309
Proposal L - Resilient & Carpet Flooring	Shock Brothers	\$ 1,636,600	\$ 1,688,600
Alternate #1 - Renovations 2nd Floor Zone L	Shock Brothers	\$ 14,500	
Alternate #2 - Flooring Replacement in Main Office	Shock Brothers	\$ 18,550	
Alternate #3 -Flooring, Painting & Casework Replacement	Shock Brothers	\$ 18,950	
Proposal O - Food Service Equipment	Great Lakes Hotel Supply	\$ 111,159	\$ 111,159
Proposal P - Theatrical Rigging	North Coast Studios	\$ 14,000	\$ 14,000
Proposal Q - Theatrical Fixture & Control	Tobins Lake	\$ 236,000	\$ 407,450
Alternate #1 - Renovations 2nd Floor Zone L	Tobins Lake	\$ 69,500	
Alternate #8a - P&I Wired DMX Control System	Tobins Lake	\$ 12,750	
Alternate #8b - P&I (8) Lighting Fixtures	Tobins Lake	\$ 20,000	
Alternate #8c - P&I (4) ETC Lonestar Moving Lights	Tobins Lake	\$ 28,700	
Alternate #8d - P&I (10) Long Range Zoom LED Fixtures	Tobins Lake	\$ 24,500	
Alternate #8e - P&I (12) Short Range Zoom LED Fixtures	Tobins Lake	\$ 16,000	
Proposal R - Theatrical Performance Sound & Video	Sound Planning	\$ 458,175	\$ 495,040
Alternate #9a - Add Audio Program Feed & Paging System	Sound Planning	\$ 6,032	
Alternate #9b - P&I (8) Wireless Beltpack Systems	Sound Planning	\$ 16,944	
Alternate #9c - P&I (8) Rechargeable Batteries & Chargers	Sound Planning	\$ 3,062	
Alternate #9d - P&I (24) Rechargeable Batteries & Chargers	Sound Planning	\$ 10,827	
Proposal S - Window Shades	Triangle Window Shades	\$ 62,706	\$ 62,706
Proposal T - Casework & Countertops	NEIS	\$ 415,000	\$ 452,500
Alternate #1 - Renovations 2nd Floor Zone L	NEIS	Incl Base Bid	\$ -
Alternate #3 -Flooring, Painting & Casework Replacement	NEIS	\$ 37,500	
Proposal U - Telescoping Bleachers	Interkal	\$ 498,902	\$ 498,902
Proposal V - Vertical Platform Lift	A-4 Access	\$ 48,137	\$ 48,137
Proposal W - Swimming Pool	Baruzzinni	\$ 685,946	\$ 1,169,946
Alternate #5 - Pool Deck Tile	Baruzzinni	\$ 484,000	
Proposal X - HVAC	Quality Air	\$ 1,224,000	\$ 1,297,500
Alternate #1 - Renovations 2nd Floor Zone L	Quality Air	\$ 69,000	



Alternate #3 -Flooring, Painting & Casework Replacement	Quality Air	\$ 4,500	
Proposal Y - Fire Suppression	Professional Sprinkler	\$ 214,980	\$ 214,980
Proposal Z - Plumbing	Mills Mechanical	\$ 375,000	\$ 375,000
Proposal AA - Electrical	Gemini Electric	\$ 870,000	\$ 877,500
Alternate #1 - Renovations 2nd Floor Zone L	Gemini Electric	\$ 2,000	
Alternate #3 -Flooring, Painting & Casework Replacement	Gemini Electric	\$ 5,500	
Proposal AB - Toilet Partitions	Rayhaven	\$ 45,340	\$ 45,340
Proposal AC - Asphalt Paving / Sitre Concrete	Nagle Paving	\$ 118,650	\$ 118,650
Proposal AE - Theatrical Audience Seating	Irwin Seating	\$ 236,433	\$ 268,898
Alternate #10 - Fixed Audience Seating Lighting	Irwin Seating	\$ 32,465	

A) Contractor Award 11/12/24: \$ 12,473,741

This included the recommended alternates

B) Project Contingency (8%):	\$ 1,000,000
Allowance - Landscape Restoration	\$ 50,000
Allowance - Signage	\$ 1,600
Allowance - Elevator	\$ 300,000
Allowance - Synthetic Turf	\$ 150,000
Allowance - Painting	\$ 450,720
Allowance - Alt #4 Electostatic Painting of Lockers	\$ 85,310
Allowance - Alt #7 Classroom Carpet	\$ 25,250

C) Contractor Award + Contingency + Allowances \$ 14,536,621

D) Projected Project Cost \$ 14,536,621

E) Bond Project Budget: \$ 12,100,385

F) Additional Available Funds: \$ 1,620,599

G) Total Budget (Line E+F) \$ 13,720,984

Variance (Line G - C) \$ (815,637)

Summary of Alternates:

NHS STEAM Addition and Renovations

Description:	Contractor:	Amount:	Alternate Total:
Alternate #1 - Renovations 2nd Floor Zone L	Great Lakes Construction	\$ 8,600	\$ 8,600
Alternate #1 - Renovations 2nd Floor Zone L	Ann Arbor Ceiling & Partition	\$ 43,525	\$ 43,525
Alternate #1 - Renovations 2nd Floor Zone L	Shock Brothers	\$ 14,500	\$ 14,500
Alternate #1 - Renovations 2nd Floor Zone L	Tobins Lake	\$ 69,500	\$ 69,500
Alternate #1 - Renovations 2nd Floor Zone L	FCI Group	\$ 13,900	\$ 13,900
Alternate #1 - Renovations 2nd Floor Zone L	Quality Air	\$ 69,000	\$ 69,000
Alternate #1 - Renovations 2nd Floor Zone L	Gemini Electric	\$ 2,000	\$ 2,000
Alternate #2 - Flooring Replacement in Main Office	Great Lakes Construction	\$ 4,300	\$ 4,300
Alternate #2 - Flooring Replacement in Main Office	Shock Brothers	\$ 18,550	\$ 18,550
Alternate #3 -Flooring, Painting & Casework Replacement	Great Lakes Construction	\$ 5,400	\$ 5,400
Alternate #3 -Flooring, Painting & Casework Replacement	Shock Brothers	\$ 18,950	\$ 18,950
Alternate #3 -Flooring, Painting & Casework Replacement	FCI Group	\$ 17,500	\$ 17,500
Alternate #3 -Flooring, Painting & Casework Replacement	Quality Air	\$ 4,500	\$ 4,500
Alternate #3 -Flooring, Painting & Casework Replacement	Gemini Electric	\$ 5,500	\$ 5,500
Alternate #5 - Pool Deck Tile	Baruzzinni	\$ 484,000	\$ 484,000



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

COMPANY	SPECIFICATION SECTION	TRADE	BID AMOUNT	CONTRACT AMOUNT
<p>Eagle Excavating 4295 Holiday Dr, Flint, MI 48507</p> <p>PH: 810-767-7878 FX: (810) 767-4774 E-mail: jwentworth@eagleexcavation.com Contact: Jackson Wentworth</p>	<p>DIVISION 00 DIVISION 01 02 4100 31 1000 31 1012 31 1018 31 2000 31 1100 33 4100</p>	<p>Proposal A - Earthwork and Utilities Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Demolition Site Clearing Fine Grading Soil Erosion Control Earth Moving Site Water Main Storm Structures, Underdrainage and Drainage Structures</p> <p align="right">BASE BID :</p>	<p align="right">\$492,000.00</p>	<p align="right">\$492,000.00</p>
<p>Great Lakes Construction 2725 Nakota Rd, Royal Oak, MI 48073</p> <p>PH: 248-258-0141 FX: N/A E-mail: steve@glcs.us Contact: Steve Marszalek</p>	<p>DIVISION 00 DIVISION 01 02 4100</p>	<p>Proposal B - Demolition Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Demolition</p> <p align="right">BASE BID: Alternate #1 Alternate #2 Alternate #3 Voluntary Alternate</p>	<p align="right">\$414,300.00 \$8,600.00 \$4,300.00 \$5,400.00 \$23,600.00</p>	<p align="right">\$456,200.00</p>
<p>CI Contracting 7135 Dan McGuire Dr, Brighton, MI 48116</p> <p>PH: 248-924-4571 FX: N/A E-mail: marcm@ci-contracting.com Contact: Marc Messina</p>	<p>DIVISION 00 DIVISION 01 03 3000 07 1300 07 2100 07 2500 07 9100 07 9200 07 9513 31 1018 31 2000</p>	<p>Proposal C - Concrete Foundations Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-In-Place Concrete Sheet Waterproofing Thermal Insulation Weather Barriers Prefomed Joint Sealants Joint Sealants Expansion Joint Cover Assemblies Soil Erosion Control Earth Moving</p> <p align="right">BASE BID:</p>	<p align="right">\$128,960.00</p>	<p align="right">\$128,960.00</p>



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

<p>Metropolitan Concrete 581 Metro Pkwy, Sterling Heights, MI 48312</p> <p>PH: 586-264-3370 FX: N/A E-mail: carlo@metropolitanconcrete.com Contact: Carlo Bugli</p>	<p>DIVISION 00 DIVISION 01 03 3000 03 3003 03 3511 07 1300 07 2100 07 2500 07 9100 07 9200 07 9513 31 1018 31 2000</p>	<p>Proposal D - Interior Concrete Flatwork Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-In-Place Concrete Cast-In-Place Concrete Requirements for Floor Slabs Concrete Floor Finishes Sheet Waterproofing Thermal Insulation Weather Barriers Preformed Joint Sealants Joint Sealants Expansion Joint Cover Assemblies Soil Erosion Control Earth Moving</p> <p align="right">BASE BID:</p>	<p align="right">\$238,500.00</p>	<p align="right">\$238,500.00</p>
<p>Rosati Masonry 24300 Capital Blvd, Clinton Township, MI 48036</p> <p>PH: 248-852-3232 FX: 248-852-0352 E-mail: rosati@aol.com Contact: Paul Rosati</p>	<p>DIVISION 00 DIVISION 01 01 2100 04 4200 07 1900 07 2100 07 2500 07 2726 07 6200 07 8400 07 9100 07 9200 07 9513</p>	<p>Proposal E - Masonry CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Allowances Unit Masonry Water Repellent Acrylic Penetrating Sealer Thermal Insulation Weather Barriers Fluid-Applied Membrane Air Barriers Sheet Metal Flashing and Trim Firestopping Preformed Joint Sealants Joint Sealants Expansion Joint Cover Assemblies</p> <p align="right">BASE BID:</p>	<p align="right">\$727,889.00</p>	<p align="right">\$727,889.00</p>
<p>Howard Structural Steel 807 Veterans Memorial Pkwy, Saginaw, MI 48601</p> <p>PH: 989-752-3000 FX: 989-752-3048 E-mail: pwilding@howard-steel.com Contact: Patrick Wilding</p>	<p>DIVISION 00 DIVISION 01 05 1200 05 2100 05 3100 05 5000 05 5213 31 1018</p>	<p>Proposal F - Structural and Misc Steel Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Structural Steel Framing Steel Joist Framing Steel Decking Metal Fabrications Pipe and Tube Railings Soil Erosion Control</p> <p align="right">BASE BID:</p>	<p align="right">\$345,175.00</p>	<p align="right">\$345,175.00</p>



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

<p>Ann Arbor Ceiling and Partition 5075 Carpenter Rd, Ypsilanti, MI 48197</p> <p>PH: 734-945-7756 FX: 734-434-6699 E-mail: jbrescol@nceusa.com Contact: Justin Brescol</p>	<p>DIVISION 00 DIVISION 01 01 2100 05 4000 06 1000 06 4023 07 2100 07 8400 07 9200 08 1113 08 1416 08 3100 087100 09 2216 09 2900 09 5100 09 8129 09 8433 09 8436 10 1100 10 2600 10 4400 10 5126</p>	<p>Proposal G - Rough and Finish Carpentry CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Allowances Cold Formed Metal Framing Rough Carpentry Interior Architectural Woodwork (for reference only) Thermal Insulation (as pertinent) Firestopping (as pertinent) Joint Sealants (as pertinent) Hollow Metal Doors and Frames Flush Wood Doors Access Doors and Panels Door Hardware (for your doors only) Non-Structural Metal Framing Gypsum Board Acoustical Ceilings Sprayed Acoustic Insulations Acoustical Wall Units Acoustical Ceiling Units Visual Display Units Wall and Door Protection Fire Protection Specialties HDPE Lockers</p> <p align="right">BASE BID: \$846,875.00 Alternate #1 \$43,525.00</p>	<p align="right">\$846,875.00 \$43,525.00</p>	<p align="right">\$890,400.00</p>
<p>Hewett 210 Orchard Lake Rd, Pontiac, MI 48341</p> <p>PH: 248-334-9200 FX: N/A E-mail: hewettco@sbcglobal.net Contact: Scott Hewett</p>	<p>DIVISION 00 DIVISION 01 01 2100 05 1200 07 6200 07 8400 07 9200 08 4113 08 7100 08 8000 10 7113</p>	<p>Proposal H - Aluminum Storefronts/Door Hardware/Sliding and Folding Glazed Walls & Doors/Glass and Glazing Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Allowances Structural Steel Framing (as pertinent) Sheet Metal Flashing and Trim Firestopping Joint Sealants Aluminum Framed Storefronts Door Hardware (for your doors only) Glazing Fixed Sunscreens</p>		



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

		BASE BID:	\$755,000.00	\$755,000.00
<p>JD Candler 6111 Sterling Dr N, Sterling Heights, MI 48312</p> <p>PH: 734-762-0100 FX: N/A E-mail: klarge@jdcandler.com Contact: Kevin Large</p>	<p>DIVISION 00 DIVISION 01 06 1000 07 2100 07 5323 07 6200 07 7100 07 7200 07 8400 07 9200 07 9513</p>	<p>Proposal I - Roofing Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Rough Carpentry (as pertinent) Thermal Insulation EPDM Membrane Roofing Sheet Metal Flashing and Trim Roof Specialties Roof Accessories Firestopping Joint Sealants (as pertinent) Expansion Joint Cover Assemblies (as pertinent)</p> <p align="right">BASE BID :</p>	\$214,000.00	\$214,000.00
<p>Overhead Door West 4680 Hatchery Rd, Waterford Township, MI 48329</p> <p>PH: 248-669-5880 FX: 248-669-5888 E-mail: sales@overheaddoorwest.com Contact: Daniel Ducharme</p>	<p>DIVISION 00 DIVISION 01 07 8400 07 9200 08 3323 08 7100</p>	<p>Proposal J - Overhead Coiling and Sectional Doors CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Firestopping (as pertinent) Joint Sealants (as pertinent) Overhead Coiling Doors Door Hardware (for your doors)</p> <p align="right">BASE BID:</p>	\$15,000.00	\$15,000.00
<p>DF Flooring 5242 Exchange Dr # 2, Flint, MI 48507</p> <p>810-743-1201 FX: 810-743-6950 E-mail: lisa@dffloorcovering.com Contact: Lisa Welsby</p>	<p>DIVISION 00 DIVISION 01 01 2100 07 9200 07 9513 09 0561 09 3000</p>	<p>Proposal K - Hard Tile Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Allowances Joint Sealants (as pertinent) Expansion Joint Cover Assemblies Common Work Results for Flooring Preparation Hard Tiling</p> <p align="right">BASE BID:</p>	\$64,309.00	\$64,309.00
<p>Shock Brothers 20320 Cornillie Dr, Roseville, MI 48066</p> <p>PH: 586-585-7470</p>	<p>DIVISION 00</p>	<p>Proposal L - Resilient and Carpet Flooring Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents</p>		



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

<p>Tobins Lake 5801 M-30, Beaverton, MI 48612</p> <p>PH: 810-813-4691 FX: N/A E-mail: bill@tobinslakesales.com Contact: William Ebeling</p>	<p>DIVISION 00 DIVISION 01 01 2100 11 6060</p>	<p>Proposal Q - Theatrical Fixture and Control CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Allowances Theatrical Fixture and Control</p> <p align="right"> BASE BID: \$236,000.00 Alternate #1 \$69,500.00 Alternate 8a \$12,750.00 Alternate 8b \$20,000.00 Alternate 8c \$28,700.00 Alternate 8d \$24,500.00 Alternate 8e \$16,000.00 </p>	<p align="right">\$407,450.00</p>
<p>Sound Planning 13000 Inkster Rd, Redford Township, MI 48239</p> <p>PH: 313-255-4100 FX: N/A E-mail: jwild@soundplanning.net Contact: Jeff Wild</p>	<p>DIVISION 00 DIVISION 01 27 0510</p>	<p>Proposal R - Theatrical Performance Sound and Video Systems CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Performance Sound and Video Systems</p> <p align="right"> BASE BID: \$458,175.00 Alternate 9a \$6,032.00 Alternate 9b \$16,944.00 Alternate 9c \$3,062.00 Alternate 9d \$10,827.00 </p>	<p align="right">\$495,040.00</p>
<p>Triangle Window Shades 2625 Buchanan Ave SW, Grand Rapids, MI 49548</p> <p>PH: 616-538-9676 FX: N/A E-mail: shanef@twfmil.com Contact: Shane Feirick</p>	<p>DIVISION 00 DIVISION 01 07 9200 12 2400</p>	<p>Proposal S - Window Shades Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Joint Sealants (as pertinent) Window Shades</p> <p align="right">BASE BID: \$62,706.00</p>	<p align="right">\$62,706.00</p>
<p>NEIS 1642 Broadway Ave NW, Grand Rapids, MI 49504</p> <p>PH: FX: E-mail: Contact:</p>	<p>DIVISION 00 DIVISION 01 06 4023 07 9200 12 3216 12 3600</p>	<p>Proposal T - Casework and Countertops CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Interior Architectural Woodwork Joint Sealants Manufactured Plastic Laminate Clad Casework Countertops</p> <p align="right">BASE BID: \$415,000.00</p>	



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

		Alternate #3	\$37,500.00	\$452,500.00
<p>Interkal 5981 East Cork Street, Kalamazoo, MI 49048</p> <p>PH: 269-349-1521 FX: N/A E-mail: rhoyle@interkal.cpm Contact: Randy Hoyle</p>	<p>DIVISION 00 DIVISION 01 07 9100 07 9200 07 9513 12 6613</p>	<p>Proposal U - Telescoping Bleachers CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Preformed Joint Sealants (as pertinent) Joint Sealants (as pertinent) Expansion Joint Cover Assemblies (as pertinent) Telescoping Bleachers</p> <p align="right">BASE BID:</p>	<p>\$498,902.00</p>	<p>\$498,902.00</p>
<p>A-4 Access 2845 Crooks Rd, Rochester Hills, MI 48309</p> <p>PH: 248-829-8338 FX: 248-829-8395 E-mail: jeremia.f@a4-access.com Contact: Jeremia Filipis</p>	<p>DIVISION 00 DIVISION 01 14 4112</p>	<p>Proposal V - Vertical Platform Lift CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Vertical Platform Lift</p> <p align="right">BASE BID:</p>	<p>\$48,137.00</p>	<p>\$48,137.00</p>
<p>Baruzzini 1281 S Old US Hwy 23, Brighton, MI 48114</p> <p>PH: 810-229-8996 FX: 810-229-1874 E-mail: tony@baruzzini.com Contact: Anthony Baruzzini</p>	<p>DIVISION 00 DIVISION 01 03 3000 07 8413 07 9200 13 1100 13 1103 13 1105 13 1106 14 4112 31 2000 Division 22 Division 23 Division 26</p>	<p>Proposal W - Swimming Pool CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-In-Place Concrete (as pertinent) Firestopping (as pertinent) Joint Sealants (as pertinent) Swimming Pool Swimming Pool Tile Selective Demolition Swimming Pool Timing System Vertical Platform Lift (as pertinent) Earth Moving (as pertinent) Plumbing (as pertinent) HVAC (as pertinent) Electrical (as pertinent)</p> <p align="right">BASE BID: Alternate #5</p>	<p>\$685,946.00 \$484,000.00</p>	<p>\$1,169,946.00</p>
Quality Air		Proposal X - HVAC Complete		



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

**Contractor Recommendations
11/7/2025**

<p>328 Six Mile Rd, Whitmore Lake, MI 48189</p> <p>PH: 734-550-9800 FX: N/A E-mail: chris.m@qualityairesystems.com Contact: Chris Marinkovich</p>	<p>DIVISION 00 DIVISION 01</p> <p>07 8400 07 9200 08 3100 08 9100 20 0500 20 0510 20 0513 20 0516 20 0519 20 0529 20 0547 20 0553 20 0700 20 2923 23 0500 23 0523 23 0593 23 0933 23 1123 23 2113 23 2300 23 2510 23 2513 23 3113 23 3119 23 3300 23 3423 23 3600 23 3713 23 6200 23 7413 23 8121 23 8216 23 8229 23 8233 23 8240</p>	<p>CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Firestopping (as pertinent to your scope) Joint Sealants (as pertinent) Access Doors and Panels Louvers Mechanical General Requirements Basic Mechaical Materials and Methods Motors Pipe Flexible Connectors, Expansion Fittings and Loops Meters and Gages Hangers and Supports Mechanical and Vibration Controls Mechanical Identification Mechanical Insulation Variable Frequency Controllers Common Work Results for HVAC General Duty Valves for HVAC Testing, Adjusting and Balancing Temperature Controls Fuel Gas Piping Hydronic Piping Refrigerant Piping Piping Systems Flushing and Chemical Cleaning Water Treatment for Closed Loop Hydronic Systems Metal Ducts HVAC Casings Duct Accessories Power Ventilators Air Terminal Units Diffusers, Registers and Grilles Packaged Compressor and Condenser Units Modular and Semi-Custom Central Stations Air-Handling Commercial Rooftop Air Conditioners Heating and Cooling Coils Hydronic Radiant Heating Units Convection Heating Units Centrifugal Fan Cabinet Unit Heaters (Hot Water)</p>	<p align="right">BASE BID: \$1,224,000.00 Alternate #1 \$69,000.00 Alternate #3 \$4,500.00</p>	<p align="right">\$1,297,500.00</p>
<p>Professional Sprinkler 28214 Beck Rd, Wixom, MI 48393</p> <p>PH: 248-349-5740 FX: N/A</p>	<p>DIVISION 00 DIVISION 01</p>	<p>Proposal Y - Fire Suppression Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements</p>		



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

<p>E-mail: bill@prosprink.com Contact: William Case</p>	<p>07 8400 07 9200 08 3100 21 1100</p>	<p>Firestopping (as pertinent to your scope) Joint Sealants (as pertinent) Access Doors and Panels Fire Suppression System</p> <p align="right">BASE BID:</p>	<p align="center">\$214,980.00</p>	<p align="center">\$214,980.00</p>
<p>Mills Mechanical 406 Bearberry Ln, Ortonville, MI 48462</p> <p>PH: 248-627-8449 FX: N/A E-mail: millsmechanical1@comcast.net Contact: Mike Mills</p>	<p>DIVISION 00 DIVISION 01 07 1300 07 8400 07 9200 08 3100 10 2800 22 0523 22 1116 22 1119 22 1123 22 1316 22 1319 22 1413 22 4200 22 4700</p>	<p>Proposal Z - Plumbing Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Sheet Waterproofing Firestopping (as pertinent to your scope) Joint Sealants (as pertinent) Access Doors and Panels Toilet, Bath, and Laundry Accessories General Duty Valves for Plumbing Domestic Water Piping Domestic Water Piping Specialties Domestic Water Circulation Pumps Sanitary Waste and Vent Piping Sanitary Waste Piping Specialties Facility Storm Drainage Piping Plumbing Fixtures Drinking Fountains, Water Coolers and Cuspidors</p> <p align="right">BASE BID:</p>	<p align="center">\$375,000.00</p>	<p align="center">\$375,000.00</p>
<p>Gemini Electric 44455 Reynolds Dr, Clinton Township, MI 48036</p> <p>PH: 586-703-3603 FX: 586-954-9489 E-mail: floydschmidt@geminielctric.net Contact: Floyd Schmidt</p>	<p>DIVISION 00 DIVISION 01 07 8400 08 3100 08 7100 11 6050 11 6060 13 1106 21 1100 26 0010 26 0519 26 0526 26 0529 26 0533 26 0553 26 0573 26 0923</p>	<p>Proposal AA - Electrical Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Firestopping (as pertinent to your scope) Access Doors and Panels Door Hardware (for reference) Theatrical Rigging (for reference) Theatrical Fixture and Control (for reference) Swimming Pool Timing System (for reference) Fire Suppression System (for reference) Electrical General Requirements Conductors and Cables Grounding and Bonding Hangers and Supports for Electrical Systems Raceways and Boxes Electrical Identification Overcurrent Protective Device Coordination and Arc Flash Hazard Study Lighting Control Devices</p>		



**Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477**

Contractor Recommendations
11/7/2025

	26 0943 26 0999 26 2200 26 2416 26 2726 26 2813 26 5119 26 5600 27 0510 28 3100	Lighting Control Systems Electrical Testing Dry Type Transformers (600v and less) Panelboards Wiring Devices Fuses LED Interior Lighting Exterior Lighting Performance Sound and Video Systems (for reference) Fire Alarm	BASE BID: Alternate #1 Alternate #3	\$870,000.00 \$2,000.00 \$5,500.00	\$877,500.00
Rayhaven 35901 Schoolcraft Rd, Livonia, MI 48150 PH: 734-744-9260 FX: 734-744-9270 E-mail: smarkham@rayhaven.com Contact: Steve Markham	DIVISION 00 DIVISION 01 102113.17	Proposal AB - Toilet Partitions Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Phenolic-Core Toilet Compartments	BASE BID:	\$45,340.00	\$45,340.00
Nagle Paving 39525 W 13 Mile Rd # 300, Novi, MI 48377 PH: 248-553-0600 FX: 248-553-0669 E-mail: rwilson@naglepaving.com Contact: Rob Wilson	DIVISION 00 DIVISION 01 03 3000 07 1300 31 2000 32 1216 32 1313 32 1373 32 1415	Proposal AC - Asphalt Paving/Site Concrete Complete CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Cast-In-Place Concrete Sheet Waterproofing Earth Moving Hot Asphalt Concrete Paving Cement Concrete Pavements, Curbs and Gutters Concrete Paving Joint Sealants Pavement Markings	BASE BID:	\$118,650.00	\$118,650.00
Irwin Seating 3251 Fruit Ridge Ave NW, Walker, MI 49544 PH: 313-819-2528 FX: N/A E-mail: tom.mclean@irwinseating.com Contact: Tom McLean	DIVISION 00 DIVISION 01 12 6100	Proposal AE - Theatrical Audience Seating CM Supplementary Conditions General Conditions Procurement and Contracting Documents General Requirements Fixed Audience Seating	BASE BID: Alternate #10	\$236,433.00 \$32,465.00	\$268,898.00



Northville Public Schools
Northville High School STEAM Addition
AUCH Project #9477

Contractor Recommendations
11/7/2025

Northville High School STEAM Addition - Total Trade Contract Award:

\$12,473,741.00



Signature _____

Signature: _____

PROPOSAL A - Earthwork & Utilities Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Eagle Excavation	X	X	X	\$492,000	Clarifications

PROPOSAL B - Demolition Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alt. #1 (Renovations to Second Floor - Zone L)
Great Lakes Construction, Royal Oak	X	X	X	\$ 414,300.00	\$ 8,600.00
DKI, West Bloomfield	X	X	X	\$ 488,000.00	\$ 15,000.00
Blue Star Demo, Warren	X	X	X	\$ 553,000.00	\$ 10,475.00
Christman Constructors, Lansing	X	X	X	\$ 743,000.00	\$ 23,700.00

Alt. #2 (Flooring Replacement in Main Office)	Alt. #3 (Flooring, Painting, Casework Replacement)	Clarifications / Voluntary Alternates
\$ 4,300.00	\$ 5,400.00	Clarifications
\$ 9,000.00	\$ 3,000.00	
\$ 4,275.00	\$ 3,500.00	
\$ 6,300.00	\$ 5,300.00	

PROPOSAL C - Concrete Foundations Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
CI Contracting, Brighton	X	X	X	\$ 128,960.00	
Fortess Foundations, Fenton	X	X	X	\$ 139,670.00	
North Channel Construction, Lexington	X	X	X	\$ 152,200.00	Voluntary Alternates
Brenca Contractors, Warren	X	X	X	\$ 287,600.00	
Graham Construction, Saginaw	X	X	X	\$ 335,400.00	

PROPOSAL D - Interior Concrete Flatwork Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Metropolitan Concrete, Sterling Heights	X	X	X	\$ 238,500.00	Voluntary Alternates
McCarthy Construction Co, Inc., Commerce	X	X	X	\$ 245,619.00	
Albanelli Cement Contractors, Livonia	X	X	X	\$ 346,900.00	

PROPOSAL E - Masonry					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Rosati Mason Contractors, Redford	X	X	X	\$ 727,889.00	
Albaugh Masonry Stone & Tile Inc, Waterford	X	X	X	\$ 786,900.00	
Leidal & Hart Mason Contractors, Inc., Livonia	X	X	X	\$ 842,450.00	
Brazen And Greer, Inc., Livonia	X	X	X	\$ 944,500.00	

PROPOSAL F - Structural and Misc Steel Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Howard Structural Steel, Saginaw	X	X	X	\$ 345,175.00	
Rohmann Iron Works, Inc., Flint	X	X	X	\$ 396,356.00	
Cass Erectors & Fabricators, Livonia	X	X	X	\$ 432,400.00	
Judd Industrial Contracting Inc., Detroit	X	X	X	\$ 478,000.00	
Commercial Contracting Corp., Aubrun Hills	X	X	X	\$ 497,454.00	Clarifications

PROPOSAL G - Rough and Finish Carpentry							
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alt. #1 (Scheduled Renovations to the Second Floor - Zone "L")	Alt. #3 (Flooring, Painting & Casework Replacement)	Clarifications / Voluntary Alternates
Ann Arbor Ceiling & Partition, Ypsilanti	X	X	X	\$ 846,875.00	\$ 43,525.00		Clarifications / Voluntary Alternates
Clark Contracting Services, Lansing	X	X	X	\$ 985,300.00	\$ 53,000.00	\$ 6,700.00	
Graham Construction, Saginaw	X	X	X	\$ 1,150,600.00			
Commercial Contracting Corp., Auburn Hills	X	X	X	\$ 1,204,000.00	\$ 66,000.00	\$ 10,000.00	Alternate#2 - \$4,300.00

PROPOSAL I - Roofing Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
JD Candler Roofing, Sterling Heights	X	X	X	\$ 214,000.00	Voluntary Alternates
Christen/Detroit, St. Claire Shores	X	X	X	\$ 251,000.00	
CEI Michigan, LLC, Hamburg	X	X	X	\$ 281,275.00	
Quality Roofing Inc, White Lake	X	X	X	\$ 299,549.00	Voluntary Alternates
Royal Roofing Co., Inc., Orion	X	X	X	\$ 302,800.00	Clarifications

PROPOSAL J - Overhead Coiling and Sectional Doors					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Overhead Door West, Waterford		X		\$ 15,000.00	

PROPOSAL K - Hard Tile Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
D.F. Floor Covering, Flint	X	X	X	\$ 64,309.00	Clarifications / Voluntary Alternates
Omega Floors, Inc., Harrison Township	X	X	X	\$ 89,850.00	

PROPOSAL L - Resilient & Carpet Flooring Complete				
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid
Shock Brothers Floor Covering, Inc., Roseville	X	X	X	\$ 1,636,600.00
D.F. Floor Covering, Flint	X	X	X	\$ 1,663,856.00
Continental Interiors, Troy	X	X	X	\$ 1,939,950.00
Omega Floors, Inc., Harrison Township	X	X	X	\$ 1,980,000.00

Alt. #1 (Scheduled Renovations to the Second Floor - Zone "L")	Alt. #2 (Scheduled flooring replacement in the main office located o the first floor Zone G)	Alt. #3 (Flooring, Painting & Casework Replacement)	Alt. #7 (Classroom Carpet)	Clarifications / Voluntary Alternates
\$ 14,500.00	\$ 18,550.00	\$ 18,950.00	\$ 148,800.00	
\$ 12,139.00	\$ 15,266.00	\$ 15,183.00	\$ 5,757.00	Clarifications / Voluntary Alternates
\$ 12,000.00	\$ 17,000.00	\$ 16,250.00	\$ 9,500.00	
\$ 12,435.00	\$ 16,880.00	\$ 16,594.00	\$ 5,000.00	

PROPOSAL M - Painting Complete				
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid
Continental Contracting Company, LLC, Southfield	X	X	X	\$ 406,507.00
Tom Furnari Painting, Rochester Hills	X	X	X	\$ 438,205.00
Seven Brothers Painting Co., Shelby Township	X	X	X	\$ 490,500.00
R & G Painting, Milford	X	X	X	\$ 499,950.00

Alt. #3 (Flooring, Painting & Casework Replacement)	Alt. #4 (Electrostatic Painting of Lockers)	Alt. #6 (Painting of Hollow Metal Doors & Frames)	Clarifications / Voluntary Alternates
\$ 2,300.00	\$ 205,000.00	\$ 37,000.00	
\$ 3,245.00	\$ 85,310.00	\$ 9,270.00	
\$ 2,000.00	\$ 149,550.00	\$ 73,500.00	
\$ 3,000.00	\$ 91,000.00	\$ 40,000.00	

PROPOSAL O - Food Service Equipment Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Great Lakes Hotel Supply Co., Southfield	X	X	X	\$ 111,159.00	
Stafford-Smith, Inc., Madison Heights	X	X	X	\$ 112,385.13	

PROPOSAL P - Theatrical Rigging					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
North Coast Studios, Inc., Roseville		X	X	\$ 14,000.00	
Tobins Lake Sales, Ypsilanti	X	X	X	\$ 20,000.00	

PROPOSAL Q - Theatrical Fixture and Control					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Tobins Lake Sales, Ypsilanti	X	X	X	\$ 236,000.00	

PROPOSAL 5 - Window Shades Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Triangle Window Fashions, Wyoming	X	X	X	\$ 62,706.00	
The Sheer Shop, Shelby Township	X	X	X	\$ 81,225.00	
Product Resource Company, Lansing	X	X	X	\$ 90,400.00	

PROPOSAL T - Casework and Countertops						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alt. #3 (Flooring, Painting & Casework Replacement)	Clarifications / Voluntary Alternates
Detroit Technical Equipment Co., Auburn Hills	X	X	X	\$ 263,000.00	\$ 31,000.00	
NEIS Collective	X	X	X	\$ 415,000.00	\$ 37,500.00	
FCI Group LLC, Linden	X	X	X	\$ 470,000.00	\$ 17,500.00	

PROPOSAL W-Swimming Pool						
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Alt. #5 (Pool Deck Tile)	Clarifications / Voluntary Alternates
Baruzzini Construction, Brighton	X	X	X	\$ 685,946.00	\$ 484,000.00	Voluntary Alternates

PROPOSAL Z - Plumbing Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Mills Mechanical, Davisberg	X	X	X	\$ 375,000.00	
Long Mechanical, Northville	X	X	X	\$ 498,000.00	
J.M. & Sons Plumbing Co., Brighton	X	X	X	\$ 564,000.00	

PROPOSAL AB - Toilet Partitions Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O., I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Rayhaven Group, Inc., Livonia	X	X	X	\$ 45,340.00	
R.E. Leggette Company, Dearborn	X	X	X	\$ 48,395.00	
Product Resource Company, Lansing	X	X	X	\$ 52,900.00	

PROPOSAL AC - Asphalt Paving/Site Concrete Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates
Nagle Paving Company, Novi	X	X	X	\$ 118,650.00	
Asphalt Specialists, Inc., Pontiac	X	X	X	\$ 132,000.00	

PROPOSAL AD - Synthetic Turf & Grasses Complete					
Company / City	Bid Sec.	Familial Disc., E.E.O, I.S.A	Addns	Base Bid	Clarifications / Voluntary Alternates



RJ Webber
Superintendent

Steve Banchemo
Director of Operations
and Capital Improvements

TO: Devin Kling, Assistant Superintendent for Finance and Operations

FROM: Steve Banchemo, Director of Operations and Capital Improvements

DATE: November 7, 2025

RE: Bond 2023 Meads Mill Phase 2 Furniture Award

As part of the 2023 Bond scope, furniture in spaces impacted by renovations will be replaced and upgraded. TMP Architecture is leading this process on behalf of Northville Public Schools.

This is the 2nd phase of furniture procurement for Meads Mill. The focus of this award is items for the STEAM addition.

Final selections are procured through consortium buying contracts. The attached recommendation letter from TMP outlines the selected furniture contractor, manufacturer, vendor amount, and consortium contract for the furniture category. This approach is consistent with the process used in the 2017 bond.

Recommendation:

I recommend that the Board of Education approve purchase orders totaling \$69,262.45, as outlined in the TMP Recommendation Letter dated November 11, 2025. Funding for this project will come from the proceeds of the 2023 Bond.

Please let me know if you have any questions.



November 11, 2025

Mr. Devin Kling
Assistant Superintendent for Finance and Operations
Northville Public Schools
405 W. Main Street
Northville, MI 48167

Re: Furnishing Recommendation
Additions and Remodeling at Meads Mill Middle School – Phase 2
TMP Project No. 23023A

Dear Mr. Kling:

Proposals were received for the furniture for the Additions and Remodeling at Meads Mill Middle School by multiple Furniture Contractors. Below is a spreadsheet which identifies each Manufacturer Category's associated costs and Contracts used.

TMP recommends the procurement of furnishing packages as follows:

<u>FURNITURE CONTRACTOR</u>	<u>MANUFACTURER CATEGORY</u>	<u>AMOUNT</u>	<u>CONTRACT</u>
Dew-EI	Category A: MiEN Category D: Media Technologies Category F: Gratnells*	\$19,898.45 \$9,292.23 \$4,087.88	Omnia Omnia *
NBS Commercial Interiors	Category B: Integra Category C: Steelcase Category E: Wisconsin Bench	\$11,335.50 \$3,363.98 \$11,614.85	NPP E&I PEPPM+
Great Lakes Furniture Supply	Category G: VS America	\$ 9,669.56	Omnia
	TOTAL AMOUNT:	\$69,262.45	

The initial Furnishing Budget for Meads Mill Middle School was \$247,000.00. After the initial Phase 1 package we had \$152,969.25 remaining. After this Phase 2 package, there is a remaining Furnishings Budget of \$83,706.80.

This Phase 2 furniture recommendation relates to the STEAM Addition spaces only. There will be a separate package to furnish the remaining renovated spaces such as the Cafeteria in Phase 3, where the balance of this Budget will be utilized.

*Category F: Gratnells is not available off of any cooperative bid contracts, but the total award amount does fall under the district's bid threshold.

Sincerely,

TMP ARCHITECTURE, INC.

A handwritten signature in black ink, appearing to read "Jessica Hartwig". The signature is fluid and cursive, with the first name "Jessica" written in a larger, more prominent script than the last name "Hartwig".

Jessica Hartwig
Interior Designer/Associate
JLH/jlh

Enclosure: (Letter of Recommendation, Combined Front End Documents, Combined Furniture Quotes,
Combined Furniture Specifications and Furniture Drawings)



Meads Mill Middle School

PRICE PROPOSAL

Date: 11/3/2025

Prepared For: Jessica Hartwig

Quote Number: 3912-29627

Valid For 30 Days

Prepared by: Steve Timmer

Confidential

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Project Scope

Bill To

Meads Mill Middle School
 16700 Franklin Rd
 Northville, MI 48168

Install To

Meads Mill Middle School
 16700 Franklin Rd
 Northville, MI 48168

Project Investment

Project Total	\$33,278.56
Tax (0%)	\$0.00
Grand Total	\$33,278.56

Payment Schedule

100% Due Net 30	Net 30 \$33,278.56
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Price Summary by Phase

Option	Phase / TAG	Price	Tax	Total
MEADS MIDDLE SCHOOL - STEAM	CATEGORY A: MIEN	\$19,898.45	\$0.00	\$19,898.45
	CATEGORY D: MEDIA TECHNOLOGIES	\$9,292.23	\$0.00	\$9,292.23
	CATEGORY F: GRATNELLS	\$4,087.88	\$0.00	\$4,087.88
		\$33,278.56	\$0.00	\$33,278.56
Grand Total		\$33,278.56	\$0.00	\$33,278.56

BILL TO

Meads Mill Middle School
 16700 Franklin Rd
 Northville, MI 48168

INSTALL TO






Meads Mill Middle School
 16700 Franklin Rd
 Northville, MI 48168

Salesperson
 Steve Timmer

Payment Terms
 Net 30

MEADS MIDDLE SCHOOL - STEAM

CATEGORY A: MIEN

LINE #	QTY	UNIT	PART # / DESCRIPTION	PRICE EA	EXT PRICE
1	2.00	EA	FEVO-2SU-3539-35-S-N-G03 / TAG: A1A Flex 2-Step EVO 2-Step Unit, Single Fabric & Laminate No Power No Power Unit Vertical Laminate: Formica, Natural Teak 8849-58 Fabric: Stinson, Tilt in Sunset Til62(GR3)	\$2,117.82	\$4,235.64
					
2	2.00	EA	FEVO-2SU-3539-35-S-N-G03 / TAG: A1B Flex 2-Step EVO 2-Step Unit, Single Fabric & Laminate No Power No Power Unit Vertical Laminate: Formica, Natural Teak 8849-58 Fabric: Stinson, Tilt in LCobalt Til50(GR3)	\$2,117.82	\$4,235.64
					
3	2.00	EA	FEVO-2SU-3539-35-S-N-G03 / TAG: A1C Flex 2-Step EVO 2-Step Unit, Single Fabric & Laminate No Power No Power Unit Vertical Laminate: Formica, Natural Teak 8849-58 Fabric: Stinson, Tilt in Lime Til55 (GR3)K	\$2,117.82	\$4,235.64
					
4	1.00	EA	FEVO-NSC-3939-35-SNG / TAG: A2 FLEX EVO 2-Step Inside Corner, 39"W x 39"D x 35"H (Single Tone, No Power, Glides) OPTIONS OTH Other Laminate Not Listed (LAMINATE SURFACE) OTH Other Laminate Not Listed (LAMINATE SURFACE) FORMICA 8849-58 (User specified entry::LAMINATE SURFACE:OTH) NATURAL TEAK Fabric Grade 3 (FABRIC SELECTION) G03 Cf Stinson Tilt Amber Til57 (CF Stinson - Grade 3) F0133	\$2,818.08	\$2,818.08
					
5	2.00	EA	HATCH-OVL-2519-H / TAG: A3 Hatch Pneumatic Side Table, Oval Finishes: Laminate: Formica, Sarum Twill Edgeband: North Sea Base: MiEN Silver OPTIONS OTH Other Laminate Not Listed (LAMINATE SURFACE) FORMICA 8827-58 (User specified entry::LAMINATE SURFACE:OTH) SARUM TWILL North Sea Edgeband (EDGEBAND) E0014	\$397.65	\$795.31
					

MEADS MIDDLE SCHOOL - STEAM

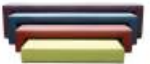
CATEGORY A: MIEN

LINE #	QTY	UNIT	PART # / DESCRIPTION	PRICE EA	EXT PRICE
6	1.00	EA	DIAL POST-LEG / TAG: A4 Robotics Bordered HPL Surface, Large 6-Leg Table. Table Powder Coat Color: 00G3 Telegray MiEN Silver (Gloss Smooth) 93" x 45" (Competition Size, Actual Top Size Including Borders is 47.4" x 95.4") Glides 29"h Fixed Height. Finishes: Laminate: Formica, Sarum Twill Edgeband: North Sea Base: MiEN Silver OPTIONS 8827-58 Sarum Twill (FORMICA)	\$1,353.14	\$1,353.14
7	1.00	EA	Freight / Freight / Shipping / Packaging	\$900.00	\$900.00
8	1.00	EA	INSTALL / Labor to Receive, Deliver, Install, and remove debris	\$1,325.00	\$1,325.00



CATEGORY D: MEDIA TECHNOLOGIES

LINE #	QTY	UNIT	PART # / DESCRIPTION	PRICE EA	EXT PRICE
9	3.00	EA	NB-601614-G3 / TAG: D2 Nesting Bench, 60"W x 16"D x 14"H, Grade 3 OPTIONS TIL50 Tilt Cobalt (CF STINSON)	\$842.33	\$2,527.00
10	3.00	EA	NB-481610-G3 / TAG: D3 Nesting Bench, 48"W x 16"D x 10"H, Grade 3 OPTIONS TIL62 Tilt Sunset (CF STINSON)	\$765.36	\$2,296.08
11	3.00	EA	NB-721818-G3 / TAG: D1 Nesting Bench, 72"W x 18"D x 18"H, Grade 3 OPTIONS TIL55 Cfstinson Tilt Lime (CF STINSON)	\$979.72	\$2,939.15
12	1.00	EA	Freight / Freight / Shipping / Packaging	\$830.00	\$830.00
13	1.00	EA	INSTALL / Labor to Receive, Deliver, Install, and remove debris	\$700.00	\$700.00



CATEGORY F: GRATNELLS

LINE #	QTY	UNIT	PART # / DESCRIPTION	PRICE EA	EXT PRICE
14	2.00	EA	DYFT344F0219 / Dynamis Tall Triple Frame Metal Frame (24) Deep Trays Stop-Safe Runners Glides for Hard Floors Size: 41.7" W x 16.5" D x 67.5" H	\$1,746.44	\$3,492.88
15	1.00	EA	Freight / Freight / Shipping / Packaging	\$220.00	\$220.00



Dew-El Corporation
10841 Paw Paw Drive
Holland, MI 49424
Phone: (616) 396-6554
Fax: (616) 396-6669
<http://www.Dew-El.com>



QUOTATION

3912-29627

VALID UNTIL 12/3/2025

MEADS MIDDLE SCHOOL - STEAM

CATEGORY F: GRATNELLS

LINE #	QTY	UNIT	PART # / DESCRIPTION	PRICE EA	EXT PRICE
16	1.00	EA	INSTALL / Labor to Receive, Deliver, Install, and remove debris	\$375.00	\$375.00

CUSTOMER SIGN OFF

subtotal	\$33,278.56
sales tax	\$0.00
total	\$33,278.56

Authorized Signature

Accepted Date

Print Name

Dew-El Corporation
10841 Paw Paw Drive
Holland, MI 49424
Phone: (616) 396-6554
Fax: (616) 396-6669
<http://www.Dew-El.com>



QUOTATION

3912-29627

VALID UNTIL 12/3/2025

Pricing for MiEN is provided according to National Purchasing Contract OMNIA Region 14 ESC - TX, contract number 07-107 Pricing for Media Technologies is provided according to National Purchasing Contract OMNIA Region 14 ESC - TX, Contract Number 07-106



yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Customer N00164
 Terms NET 10 DAYS
 Account Representative ANNE MARIE TREMBERTH
 Project 251845

Quote To

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

Ship To

Jessica Hartwig
 Meads Mill Middle School
 16700 Franklin
 Northville, MI, 48167-1576

Phone +1 (248) 344-3514
 npsaccountspayable@northvilleschools.org

Phone +1 (248) 338-4561
 jhartwig@tmp-architecture.com
 Sales Location Troy

****The prices quoted are based on current government laws and regulations. In the event of any changes in laws, regulation, tariffs, taxes, or other governmental mandates that increase the cost of goods, materials, or services, NBS reserves the right to adjust pricing accordingly.**

Any such price adjustment will be communicated in writing.

The Following contracts utilized for pricing on this quote:

NPP: Integra / QUOTATION # 28933

E&I: Steelcase

PEPPM + Additional dealer discounting: WB Manufacturing

School responsible for contract membership enrollment. Changes to specifications and quantity could effect tiered contract pricing.

Pricing valid for 30 days.

Please verify finish selections

If due to unforeseen circumstances the building is not ready to receive furniture, additional fees may be incurred to double handle and/or store the furniture. Circumstances include, but are not limited to construction delays.

Quote includes Non-Union labor for NBS to receive, deliver and install during Normal Business Hours; any owner requested changes requiring additional delivery trip(s) will result in additional charges to be quoted separately.

Purchase Order and 40% Deposit is required before order placement; please reference NBS quote number on PO. Receipt of PO indicates owner approval of product as specified; upon release of order, no changes, cancellations or returns can be made.

Description	Quantity	Unit Price	Extended Price
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INTEGRA

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
1 COST-1-22 - COST-1.....TAB3X4VX.LT04...CH3AB1.CH3AS1C.....4BA..... Coffee House Lounge 22" Straight Lounge Seat Standard Back with Clean-Out External Tablet on Right (as seated) Dual Upholstery Brushed Aluminum Legs Overall Size: 22.5" W x 30" D x 33" H (18" SH) Tablet Size: 18-3/8" W x 12-3/4" D Finishes: Back Fabric: Stinson, Polygon in Party POL 15 (GR R) Seat Fabric: Mayer, Belmont in Reef BL-014 (GR R) Legs: Brushed Aluminum Tablet: 3DL Solid Black	1	1,613.50	1,613.50

Tag For B1

Qty	Description
1	Collaboration F108

2 COST-1-22 - COST-1.....TAB3X5VX.LT05...CH3AB1.CH3AS1C.....4BA..... Coffee House Lounge 22" Straight Lounge Seat Standard Back with Clean-Out External Tablet on Left (as seated) Dual Upholstery Brushed Aluminum Legs Overall Size: 22.5" W x 30" D x 33" H (18" SH) Tablet Size: 18-3/8" W x 12-3/4" D Finishes: Back Fabric: Stinson, Polygon in Party POL 15 (GR R) Seat Fabric: Mayer, Belmont in Reef BL-014 (GR R) Legs: Brushed Aluminum Tablet: 3DL Solid Black	1	1,613.50	1,613.50
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Tag For B2

Qty	Description
1	Collaboration F108

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
3 COT8-7 - COT8-7.....CH3O8...4BA..... Coffee House Lounge Large Ottoman Single Upholstery Brushed Aluminum Legs Size: 36" Dia. x 17.5" H Finishes: Fabric: Mayer, Belmont in Reef BL-014 (GR R) Legs: Brushed Aluminum Tag For B3	1	1,114.50	1,114.50
<hr/> Qty Description 1 STEAM Hall F107			
4 COIC-0-22 - COIC-0.....CH3FB1.CH3FS1C.....4BA..... Coffee House Lounge 22.5 Degree Inside Curve Lounge Ganged to Self and F6 with Rigid Plate Connector Dual Upholstery Brushed Aluminum Legs Size: 22.5-34" W x 30" D x 33" H (18" SH) Finishes: Back Fabric: Stinson, Polygon in Party POL 15 (GR R) Seat Fabric: Mayer, Belmont in Citrus BL-002 (GR R) Legs: Brushed Aluminum Tag For B4 **ganged together with B5 & B6; see IDOC	2	1,488.50	2,977.00
<hr/> Qty Description 2 STEAM Hall F107			
5 COST-0 - COST-0.....CH3AB4.CH3AS4C.....4BA..... CH Clean-Out Straight 45" System Seat Coffee House Lounge Straight Lounge Ganged to F5 with Rigid Plate Connector Dual Upholstery Brushed Aluminum Legs Size: 45" W x 30" D x 33" H (18" SH)	1	2,056.50	2,056.50

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
5 Finishes: Back Fabric: Stinson, Polygon in Party POL 15 (GR R) Seat Fabric: Mayer, Belmont in Citrus BL-002 (GR R) Legs: Brushed Aluminum Tag For B5 **ganged together with B4 & B6; see IDOC <div style="border: 1px solid black; padding: 2px; width: fit-content; margin-left: 40px;"> Qty Description 1 STEAM Hall F107 </div>			
6 COT3-7 - COT3-7.....CH3O3...4BA..... Coffee House Lounge Ottoman Straight Lounge Ganged to F6 with Rigid Plate Connector Single Upholstery Brushed Aluminum Legs Size: 60" W x 30" D x 17.5" H Finishes: Fabric: Mayer, Belmont in Reef BL-014 (GR R) Legs: Brushed Aluminum Tag For B6 **ganged together with B4 & B5; see IDOC <div style="border: 1px solid black; padding: 2px; width: fit-content; margin-left: 40px;"> Qty Description 1 STEAM Hall F107 </div>	1	1,365.50	1,365.50
7 COST-0 - COST-0.....RPC..... COFFEE HOUSE STRAIGHT (CLEAN-OUT) - SYSTEM RIGID PLATE CONNECTOR	3	15.00	45.00
8 LABOR - Non-Union, normal hours. Receive, Deliver, and Installation of Product. One phase. Elevator access, as necessary Free and clear space No Removal of Existing Product Overtime Labor, if required, would be an additional charge.	1	550.00	550.00

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
8 Return trip due to construction delays, minimum \$250 charge. Storage free for 30 days from receipt of product. If additional storage is needed, additional charges will apply. Storage is charged on a per month basis.			

Sub Total			11,335.50
NON-TAXABLE SCHOOL OR GOVERNMENTAL			0.00
			11,335.50

STEELCASE

9	VWB2 - Verb; Whiteboard, 2 sides	8	137.76	1,102.08
	Tag For C1			

Qty	Description
8	STEAM Workshop F105

10	VWT6 - Verb; Walltrack, 6L in ft	2	191.52	383.04
	Tag For C2			
	**Install Top Rail at 6'-2" A.F.F.			
	Install Lower Rail at 4'-0" A.F.F.			

Qty	Description
2	STEAM Workshop F105

11	VTR2472 - Verb; Table-Rectangle, 24D x 72W EDGE: 6636 MIST LEGS: 4799 PLATINUM METALLIC TOP-SURF: 2824 SMOKE SPECKLE	2	604.80	1,209.60
	Tag For C3			

Qty	Description
2	STEAM Workshop F105

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
12 LABOR - Non-Union, normal hours. Receive, Deliver, and Installation of Product. One phase. Elevator access, as necessary Free and clear space No Removal of Existing Product Overtime Labor, if required, would be an additional charge. Return trip due to construction delays, minimum \$250 charge. Storage free for 30 days from receipt of product. If additional storage is needed, additional charges will apply. Storage is charged on a per month basis.	1	585.00	585.00

Sub Total			3,279.72
NON-TAXABLE SCHOOL OR GOVERNMENTAL			0.00
			3,279.72

WB MANUF.

13 CAB - Quote for Cabinet, Model # SP454737-1 (Custom Mini Nucleus Based on CLN9104-4-AC - Top: Hardwood Top 2pc Construction 48x48x1.75, -4MA Connecting Magnets for Hangout Stools (4 Locations) Customized Base: 30x30 Four Single Door Cabinets w/1Adjustable Shelf each, Locks, Overall Height to be 30" w/Casters. Keyed Alike Standardly (No Price Change for Keyed Differently), Little Black Dress HPL w/Royal Blue Edge Band.) Tag For E1A	1	3,379.95	3,379.95
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Qty	Description
1	STEAM Workshop F105

14 CAB - Quote for Cabinet, Model # SP454737-1 (Custom Mini Nucleus Based on CLN9104-4-AC - Top: Hardwood Top 2pc Construction 48x48x1.75, -4MA Connecting Magnets for Hangout Stools (4 Locations) Customized Base: 30x30 Four Single Door Cabinets w/1Adjustable Shelf each, Locks, Overall Height to be 30" w/Casters. Keyed Alike Standardly (No Price Change for Keyed Differently), Little Black Dress HPL w/Fresh Papaya Edge Band.)	1	3,379.95	3,379.95
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TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

yourNBS.com **Remit Payments to:** NBS, 6973 Reliable Parkway, Chicago, IL 60686

Description	Quantity	Unit Price	Extended Price
14 Tag For E1B <div style="border: 1px solid black; padding: 2px; margin-left: 40px;"> Qty Description 1 STEAM Workshop F105 </div>			
15 CAB - Quote for Cabinet, Model # SP454737-1 (Custom Mini Nucleus Based on CLN9104-4-AC - Top: Hardwood Top 2pc Construction 48x48x1.75, -4MA Connecting Magnets for Hangout Stools (4 Locations) Customized Base: 30x30 Four Single Door Cabinets w/1Adjustable Shelf each, Locks, Overall Height to be 30" w/Casters. Keyed Alike Standardly (No Price Change for Keyed Differently), Little Black Dress HPL w/Island Edge Band.) Tag For E1C <div style="border: 1px solid black; padding: 2px; margin-left: 40px;"> Qty Description 1 STEAM Workshop F105 </div>	1	3,379.95	3,379.95
16 FC - freight charge	1	725.00	725.00
17 LABOR - Non-Union, normal hours. Receive, Deliver, and Installation of Product. One phase. Elevator access, as necessary Free and clear space No Removal of Existing Product Overtime Labor, if required, would be an additional charge. Return trip due to construction delays, minimum \$250 charge. Storage free for 30 days from receipt of product. If additional storage is needed, additional charges will apply. Storage is charged on a per month basis.	1	750.00	750.00
Sub Total			11,614.85
NON-TAXABLE SCHOOL OR GOVERNMENTAL			0.00
			11,614.85

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____



Quotation Totals	
Sub Total	26,230.07
ST0004 Tariff Charge	84.26
NON-TAXABLE SCHOOL OR GOVERNMENTAL	0.00
Grand Total	26,314.33

End of Quotation

TITLE OF PRODUCT TRANSFERS UPON RECEIPT BY CUSTOMER.

ACCEPTED BY _____ TITLE _____ DATE _____

Quotation

Quote Number 0200296320

Customer Northville Public Schools
405 W. Main Street
Northville MI 48167
United States

Project NPS- Meads Mill MS

Date Quoted 10/23/2025

Inside Sales Contact Kirsten Suberg
☎ 704-378-6500
k.suberg@vsamerica.com

Territory Manager Christine Debrot
c.debrot@vsamerica.com

Contract Omnia Partners Region 4 ESC (R240118)
Contract # R240118

To Whom It May Concern:

Please note the following pricing has been presented in Omnia Partners Region 4 ESC Contract NET values, based on the stated models, colors, finishes, and quantities. Any alterations will be subject to updated pricing.

Pricing is valid for 30 days* for projects delivering within 9 months of the receipt of a complete PO. Orders with delivery requirements outside of 9 months must be quoted. Please discuss specific project requirements with your VS America Territory Manager.

Factory-direct orders qualify for free shipping if the total LIST amount of the order is over \$150,000 USD. Freight charges do apply for any orders fulfilled from the VS America Stock / Quickship Program. Please refer to the Customer Freight Terms document, Omnia Region 4 Freight Terms, for a complete list of exclusions and restrictions.

Installation is not included in unit pricing.

Please check all details prior to submitting an order. Where details have been left unspecified in the request, default selections have been quoted. If you have any questions, please contact your Inside Sales Representative or Territory Manager at the numbers shown above.

Purchase Orders should be made out to VS America, Inc. | 1940 Abbott Street, Unit 501 | Charlotte, NC 28203.

Please reference the contract name / number [Omnia Partners Region 4 ESC (R240118)] on the cover page of the Purchase Order.

Best Regards,

VS America Inc.

*Barring the announcement of a formal price increase.

Item	Model/Description	Quantity	Unit Net Price	Extended price
1	31506 PantoMove-LuPo, swivel chair, gas-spring height adjustment from 42.4-55.2cm, plastic seat-backrest shell, size L with piggy-back suspension	16	\$ 310.75	\$ 4,972.00
	230 metal color 059 arctic			
	280 seat / backrest plastic 073 black grey			
	500 glides / castors 064 soft castors, height +2,5cm			
	903 packaging 002 with export protection			
	Unit List Price \$ 565.00			
	Discount (%) 45.00000			
	Article MID 31506-00141			
2	31512 PantoMove-LuPo Plus, design swivel chair, gas-spring height adjustment from 55.5-80.3cm, with foot ring, large polypropylene seat and backrest shell	6	\$ 475.75	\$ 2,854.50
	230 metal color 059 arctic			
	280 seat / backrest plastic 073 black grey			
	500 glides / castors 062 soft castors			
	903 packaging 002 with export protection			
	Unit List Price \$ 865.00			
	Discount (%) 45.00000			
	Article MID 31512-00013			

Subtotal	\$ 7,826.50
Installation	\$ 955.00
Tariff Recovery Charge (4%)	\$ 313.06
Shipping (Holland, MI 49423)	\$ 575.00
Total	\$ 9,669.56

Payment Terms: Net 30 days

Please send POs to: orders@vsamerica.com

FURNISHINGS SPECIFICATIONS:

PROJECT:

NORTHVILLE PUBLIC SCHOOLS
2025 BOND FURNISHINGS – MEADS MILL MS
PHASE 2

OWNER:

NORTHVILLE PUBLIC SCHOOLS
405 W. Main Street
Northville, MI 48167

TMP PROJECT NO.: 23023A

DATE: November 11, 2025

ISSUED FOR FURNITURE QUOTES

ARCHITECT

TMP ARCHITECTURE, INC.
1191 West Square Lake Road
Bloomfield Hills, Michigan 48302-0374

PH (248) 338-4561
FX (248) 338-0223
Email info@tmp-architecture.com

TABLE OF CONTENTS

TITLE PAGE

TABLE OF CONTENTS

BID REQUIREMENTS

007000-F	General Conditions
008050-F	Contractor Code of Conduct
013300-F	Submittal Procedures

INFORMATION AVAILABLE TO BIDDERS

Availability of Electronic Files

FURNISHING SPECIFICATIONS

SPECIFICATIONS

Bid Category A: MIEN
Bid Category B: INTEGRA
Bid Category C: STEELCASE
Bid Category D: MEDIA TECHNOLOGIES
Bid Category E: WISCONSIN BENCH
Bid Category F: GRATNELLS
Bid Category G: VS AMERICA

LIST OF DRAWINGS

Meads Mill Middle School (23023A)
A12.1F First Level Furniture Plan – Zone 'F'

****END OF SECTION****

GENERAL CONDITIONS

1. PROJECT LOCATION:

Meads Mill Middle School
16700 Franklin Road
Northville, MI 48167.

2. OWNER RESPONSIBILITIES

A. The Owner is defined as:

Northville Public Schools
Dr. RJ Webber, Superintendent
405 W. Main Street
Northville, MI 48167.

B. The Owner and the Architect shall reserve the authority to stop work on a given segment of work or item to ensure proper interpretation and execution of the requirements of this specification.

C. Owner shall familiarize himself/herself with and follow Manufacturer's recommended guidelines for maintenance and cleaning.

D. The Owner's representative will accept items being delivered. The Owner's representative will inform the Architect of missing or damaged items. All paperwork noting condition of furnishings will come through the Architect.

E. The Owner and Architect shall conduct a final inspection of all merchandise ordered to assure that all items meet specifications, are in new and undamaged condition, are assembled or installed properly and placed in their properly designated locations.

3. ARCHITECT RESPONSIBILITIES

A. The Architect is defined as:

TMP ARCHITECTURE, INC.
1191 W. Square Lake Road
Bloomfield Hills, MI 48302-0374

B. The Architect shall be the interpreter of all work covered in this document.

C. The Architect shall visit the project periodically to inspect the work. After installation, final inspection of all furniture will be made and the Architect shall work with the Owner in establishing a punch list of necessary corrections to furniture.

D. Approval of all materials, fabrics, finishes, colors and details shall be made by the Architect.

4. DEALER RESPONSIBILITIES

A. The Dealer is defined as:

1. The entity(s) awarded the contract(s) to provide, manufacture, deliver, and/or install furniture at the project location(s) detailed above.

B. QUOTE REQUIREMENTS

1. The Owner reserves the right to hold the quotes for ninety (90) days.
2. A sworn and notarized statement disclosing any familial relationship existing between the Dealer and any member of the school board, school superintendents, or chief executive must accompany each quote, as well as the Non-Collusion Affidavit and a signed Certification of Compliance – Iran Economic Sanctions Act..
3. If consortium or cooperative pricing is utilized to produce the quote, the quote must reference the specific consortium or cooperative pricing contract information.
4. The Contract shall be awarded when a Dealer has been issued a Purchase Order, but the terms of the Contract shall not be deemed to have been perfected until a Certificate of Insurance is delivered to the Owner.

C. TAXES

1. The Owner is a federally constituted government body and is not subjected to Michigan State or Federal excise taxes.

D. INSURANCE REQUIREMENTS

1. At the time of contract award, Dealer shall obtain the following insurance, at its own expense, to be maintained until completion of the Work or its final acceptance.
 - a. Comprehensive General Liability and Automobile Liability insurance covering personal injury of death in the amount of \$1,000,000 per person, \$1,000,000 per occurrence, and property damage of \$1,000,000 per occurrence, unless otherwise specified by Owner, and Workmen's Compensation and Employer's Liability insurance in accordance with applicable law; and to indemnify and hold Owner harmless against damages, claims, losses, and expenses, including reasonable attorney's fees and court costs, resulting from injuries or damages, including death, to persons or property arising from Dealer's performance under contract.
 - b. Certificates of insurance, in duplicate, indicating the job site and evidencing all required coverage must be submitted to and approved by Owner's Agent and Owner prior to the commencement of any of the work.
 - c. All policies shall expressly require thirty (30) days written notice to the Owner, at the above address, of the cancellation or material alteration of such policy.
 - d. Certificates of Insurance shall specifically name Northville Public Schools as the insured.
 - e. Certificates of Insurance are to be submitted at the time of contract award.

E. DOCUMENTS

1. The Contract Documents contemplate a finished piece work of such character and quality as is described therein and is reasonably inferable from them. The Dealer agrees that the Contract Sum for the work hereunder includes sufficient money allowance to make his work complete and operable, fitting with the work of other Dealers and the Owner, and in compliance with good practice. He agrees that minor

discrepancies or omissions, the failure to show repeated details, or the repetition on any drawings of the figures or notes given on another shall not be the cause for additional charges or claims.

2. The drawings are intended to show the general arrangement, design and extent of the work and are partly diagrammatic. They are not intended to be scaled for roughing-in measurements or to serve as shop drawings.
3. In the case of an inconsistency between Drawings and Specifications or within either Document not clarified by addendum, the better quality or greater quantity of Work shall be provided in accordance with the Architect's interpretation.

F. FABRICS

1. All same pattern and color fabrics must be supplied from the same dye lot.
2. Where "COM" fabric is specified, the Dealer shall order the specified fabric and have it delivered to the Furniture Manufacturer at the appropriate time.
 - a. It is the Dealer's responsibility to submit a sample of the specified "COM" fabric to the manufacturer to obtain required yardage requirements.
 - b. Upon receipt and before application of the fabric, the Manufacturer shall inspect and advise Dealer of any flaws. The replacement of any flawed fabric will be the responsibility of the Dealer.

G. INSTALLATION

1. Any metal files shall be leveled horizontally and plumbed vertically; no bolting necessary.
2. The Dealer shall identify one person from his installation crew, acceptable to Owner, who shall act as liaison with the Owner and Architect. This person shall have the authority to direct installation changes/modifications.
3. The Dealer is responsible for removing from the project all the waste materials and rubbish resulting from his operations and installation including all packing cartons and debris. **Removal is to occur on a daily basis. Failure to do so will result in the Owner doing so and the cost thereof shall be charged to the Dealer as a deduction in his contract price.**
4. The Dealer shall provide an adequate number of qualified, experienced installers, in harmony with other works at the site.
5. The Dealer shall obtain and provide any and all permits necessary to complete the installation, billing the cost directly to the Owner as it occurs.
6. The Dealer shall be responsible for final cleaning of all the furniture items installed by his crew. All protective materials shall be removed, all surfaces cleaned of dirt, smears, fingerprints, etc. All items are to be prepared for final acceptance by Owner.

5. DELIVERY AND INSTALLATION SCHEDULES

- A. Contractor shall guarantee delivery between 8:00 a.m. and 4:00 p.m. on January 5th – 16th, 2026. **The Owner will not accept early delivery.**
- B. Installation must be completed by January 19th, 2026.

1. These dates are subject to change depending on construction schedule of the building(s). See paragraph D below in reference to the Pre-Installation Notice.
 - C. The Dealer shall work with the Manufacturer(s) and its representative to establish production and delivery schedules in keeping with the dates set above.
 - D. Approximately three (3) to four (4) weeks prior to required installation date, a pre-installation meeting notice will be issued by the Architect. The purpose of this notice is to confirm actual installation dates.
 - E. Upon receipt of the Pre-Installation meeting notice the Furnishings Contractor shall be responsible for contacting the Building Contractor to coordinate the use of loading dock and staging areas with other building trades on the project.
 - F. Once the actual dates are confirmed at the Pre-Installation Meeting, it is the Contractor's responsibility to provide any storage or handling required at no extra cost to the Owner. Storage and extra handling required after the dates confirmed **at** the Pre-Installation Meeting shall be provided by the Contractor at the costs provided on the Bid Proposal Form.
 - G. It is the Dealer's responsibility to receive furnishings delivered from the Manufacturer and to deliver those furnishings to the job site(s) at the time of installation. **Drop shipping is unacceptable** and if it occurs will result in a deduction in the Dealer's contract price in the amount of cost incurred by the Owner or Owner's representative receiving and handling the drop shipment.
 - H. If a delivery truck is turned away from the installation site by anyone other than the Architect, before leaving the site, a representative from the Dealer, or delivery company must contact the Architect to validate the order. If a delivery truck leaves the site without contacting the Architect, the contractor is responsible for any additional delivery costs incurred.
6. DAMAGE TO FURNITURE
- A. The Manufacturer/Dealer is responsible for all damages and losses until the installation has been completed and accepted by the Owner and Architect. The Owner will judge the damage.
 - B. Damaged or defective furniture shall be replaced and/or repaired at no cost to Owner.
 - C. Contractor shall provide all protection necessary to carpeting, walls, and other surfaces.
7. PAYMENT TERMS
- A. The Owner will pay a deposit, **if required** by the successful Dealer for custom or specialty items. The deposit sum shall be mutually agreed upon by the Owner and contractor prior to contract award.
 - B. Upon completion of installation and Architect's initial punch list, an amount to total 80% of the total bid category will be paid to the Contractor.
 - C. Upon final approval from the Architect, based on substantial completion of the punch list items, final and complete payment will be made.
 - D. Invoices shall be formatted by Bid Category and clearly labeled and shall be sent directly to:

Devin Kling, Assistant Superintendent for Finance and Operations
Northville Public Schools
405 W. Main Street
Northville, MI 48167

8. NO ADVERTISING CLAUSE

- A. No written publication or photographs will be allowed without written approval of Northville Public Schools.

9. WAGE AND BENEFIT - REQUIREMENTS

- A. This project will not be subject to prevailing wage rate requirements for Wayne County.

10. WARRANTIES

- A. The Dealer shall provide written documentation from the Manufacturer, which guarantees items against defects in materials, manufacture and workmanship, for the entire duration of the manufacturer's warranty. Upon notification from the Owner, the Dealer or Manufacturer shall, by repair, replacement, or otherwise, place the item in a condition satisfactory to the Owner in every respect. Usual wear and tear and results of Owner's accidents are exempted from the requirements of this guarantee. Everything required, including labor, to fulfill this guarantee shall be done without additional cost to the Owner. The products or workmanship of any Subcontractor are to be covered in the primary Manufacturer's guarantee.
- B. The following shall be considered defects, without being limited thereto:
 - 1. Permanent etching, staining, discoloration, fading, and other deterioration of finishes.
 - 2. Operational failures, binding, and the like, in finish cabinet hardware.
 - 3. Deformation, warpage, opening up of joints, telegraphing of cores, delamination of veneers, or other finishing materials, failures in fastening and anchorage, sagging of panels.

FAMILIAL RELATIONSHIP DISCLOSURE STATEMENT

As required by Public Act 232 of 2004, all bids shall be accompanied by a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the dealer and any member of the **Northville Public Schools** Board of Education or the Superintendent of Schools. The Board of Education shall not accept a bid that does not include this sworn and notarized disclosure statement.

The undersigned, the owner or authorized officer of _____ (the "Dealer"), pursuant to the familial disclosure requirement provided in the **Northville Public Schools** advertisement for construction bids, hereby represent and warrant, except as provided below, that no familial relationships exist between the owner(s) or any employee of the company and any member of the **Northville Public Schools** Board of Education or the Superintendent of Schools. If such a relationship exists, please explain:

Attach additional pages if necessary

By: _____ (Dealer Signature)

Title: _____ (type or print)

Date: _____

Subscribed and Sworn to Before Me:

This _____ day of _____, 20____ A.D., in and for the

County of _____, Michigan.

My Commission expires _____.

Signature of Notary

NON-COLLUSION AFFIDAVIT

STATE OF MICHIGAN)
)
WAYNE COUNTY) ss:

The undersigned dealer or agent, being duly sworn on oath, says that he/she has not, nor has any other member, representative, or agent of the firm, company, corporation or partnership represented by him/her, entered into any combination, collusion or agreement with any person relative to the price to be provided by anyone at such letting nor to prevent any person from bidding nor to induce anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding.

He/she further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, gift, fee, commission or thing of value on account of such sale.

Dealer (Firm)

Signature of Dealer or Agent

Subscribed and sworn to before me this _____ day of _____, 20 ____.

My commission expires: _____

County of residence: _____

Notary Public Signature

Seal

CERTIFICATION OF COMPLIANCE – IRAN ECONOMIC SANCTIONS ACT
Michigan Public Act No. 517 of 2012

The undersigned, the owner, or authorized officer of the below-named company (the “Company”), pursuant to the compliance certification requirement provided in the **Northville Public Schools** Request For Proposal (the “RFP”), hereby certifies, represents, and warrants that the Company (which includes its officers, directors and employees) is not an “Iran Linked Business” within the meaning of the Iran Economic Sanctions Act, Michigan Public Act No. 517 of 2012 (the “Act”), and that in the event the Company is awarded a contract by the **Northville Public Schools** Board of Education as a result of the aforementioned RFP, the Company is not and will not become an “Iran Linked Business” at any time during the course of performing any services under the contract.

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

Name of Company

Name and Title of Authorized Representative

Signature

Date

END OF SECTION

DEALER CODE OF CONDUCT

1. DEALER CODE OF CONDUCT

- A. The purpose of the Northville Public Schools and its employees is to provide a safe, positive learning environment for the students of the District. In providing that environment it is mandatory that all employees, visitors, and contractors follow certain levels of conduct, dress, and demeanor. This Code of Conduct outlines the expectations of the Northville Public Schools for persons both contemplating performing work and performing work for Northville Public Schools in the capacity of a dealer, contractor or subcontractor. These rules will become part of the mandatory working conditions of the contract and failure to comply by any dealer, contractor, subcontractor, management, employee, or contracted consultant may result in the cancellation of the contract.
- B. In general it is expected that everyone entering a Northville Public Schools facility, whether a school, support facility, or the surrounding grounds, must dress, act, and talk in a manner that is conducive to the education process of children while assuring their overall safety and security. The following rules have been established to assure that this is done:
1. Every dealer employee that enters or leaves the building must sign in and out at either the school office or the building engineer's office as designated by the school administrator. This sign-in sheet must record the name, time in and out, the firm, and the signature of the individual.
 2. All individuals shall be furnished by their company a badge or identification that is to be worn while in the building. Such identification shall clearly indicate the individual's name and the name of the firm they are working for.
 3. Prior to the beginning of a job, the dealer shall furnish the building engineer with a list of individuals expected to be on the job, contact persons with phone numbers, and a schedule of the activities to take place.
 4. The dealer shall provide the building engineer with a scope of work and check with him prior to drilling or penetrating any walls, floors, or ceilings.
 5. Each person working in a school building or on school property shall comply with the following:
 - a. No drinking or possession of liquor or alcoholic beverages and or possession of any kind of illicit drugs or narcotics.
 - b. No use of District facilities or equipment including telephone, computers, internet access, fax, kitchen, maintenance or office equipment.
 - c. No smoking or use of any tobacco products anywhere within the building at anytime nor outside the school on District property during normal school hours (This is a law and punishable as a civil infraction by local authorities).

- d. A reasonable standard of dress must be followed. Within the educational facilities where students and parents are or can be present, this is to mean clothing or attire must be suitable for the work and must not bear images or writing depicting anything to be construed as obscene in nature or promoting or portraying alcoholic beverages or use, drugs, narcotics, tobacco or establishments that serve or promote the use of these substances.
 - e. There shall be no use of profanity or obscene language or gestures.
 - f. Language, gestures, or other actions that depict sexual or ethnic harassment or intimidation will not be permitted.
6. The dealer is responsible for a clean and safe workplace. To that end the following will be adhered to:
- a. All work areas, walkways, and stairs must be kept clear of debris and loosely scattered materials.
 - b. Material storage is to be in an area designated by the Building Engineer
 - c. All work areas are to be cleaned by the contractor prior to leaving. Building staff will not be responsible for cleaning work areas.
 - d. All trash, debris, and material must be removed from the worksite each day and disposed of off site. District dumpsters and trash containers are not to be used by contractors for disposal.
 - e. All contractor tools and equipment must be kept in good working order, with guards and safety devices in place and working. Defective tools must be taken out of service. District tools and equipment will not be loaned to dealers.
 - f. Dealers are to provide and use required protective safety equipment and comply with all local, state, and federal safety laws and regulations.
 - g. Dealers are responsible for the reporting of accidents both to the District and their management and to obtain any emergency treatment that may be required.
 - h. Upon leaving a jobsite all doors and windows must be locked, secured, or left as they were found prior to beginning the work.
 - i. Dealers are to provide their own site safety plan for areas that they are working in.
 - j. Dealers are reminded that there may be asbestos insulation in our buildings. They are not to disturb any insulation or enter any areas that contain asbestos containing building materials. If they have any questions, contact the building engineer for direction.
 - k. Dealer is not to disable or interfere with any fire or burglary system equipment or telephone lines servicing such equipment. If equipment needs to be removed, relocated, or temporarily disabled, the contractor needs to coordinate this with the building engineer.

7. The District will not tolerate acts of theft, vandalism, fighting, or abuse of the facilities or activities that threaten the security and safety of the school environment and its students, staff, and employees.
- C. In summary, good judgment must be used to protect the learning environment. **Failure to comply with the above or to exhibit conduct which is deemed not in the best interest of the Northville Public Schools will be grounds for immediate removal from the building and the project.**

****END OF SECTION****

SUBMITTAL PROCEDURES

PART 1 - GENERAL

1.1 SUBMITTAL PROCEDURES

- A. Use the transmittal form, located at the back of this section, with each shop drawing submittal.
- B. Coordination: Coordinate preparation and processing of submittals with performance of construction activities.
 - 1. Coordinate each submittal with fabrication, purchasing, testing, delivery, other submittals, and related activities that require sequential activity.
 - 2. Coordinate transmittal of different types of submittals for related parts of the Work so processing will not be delayed because of need to review submittals concurrently for coordination.
 - a. Architect reserves the right to withhold action on a submittal requiring coordination with other submittals until related submittals are received.
- C. Processing Time: Allow enough time for submittal review, including time for resubmittals. Time for review shall commence on Architect's receipt of submittal. No extension of the Contract Time will be authorized because of failure to transmit submittals enough in advance of the Work to permit processing, including resubmittals.
 - 1. Allow 15 working days for initial review of each submittal. Allow additional time if coordination with subsequent submittals is required.
 - 2. Resubmittal Review: Allow 15 working days for review of each resubmittal.
- D. Identification: Place a permanent label or title block on each submittal for identification.
 - 1. Clearly state which bid category and Item No. the submittal references.
- E. Samples:
 - 1. Where a custom or special finish is specified, the Contractor shall submit a minimum of two (2) samples, (6" x 6" or larger) to match Architect's control sample, for Architect's approval. This may include but is not limited to wood, fabric, metal, plastic laminate, etc.
- F. WARRANTIES
 - 1. The Dealer shall provide written documentation from the Manufacturer, which guarantees items against defects in materials, manufacture and workmanship, for a period of one (1) year from the day of final settlement with Owner for the item. Final settlement shall not relieve the Manufacturer from liability for such defects, and upon notification from Owner, the Dealer or Manufacturer shall, by repair, replacement, or otherwise, place the item in a condition satisfactory to the Owner in every respect. Usual wear and tear and results of Owner's accidents are exempted from the requirements of this guarantee. Everything required to fulfill this guarantee shall be

done without additional cost to the Owner. The products or workmanship of any Subcontractor are to be covered in the primary Manufacturer's guarantee.

2. The following shall be considered defects, without being limited thereto:
 - a. Permanent etching, staining, discoloration, fading, and other deterioration of finishes.
 - b. Operational failures, binding, and the like, in finish cabinet hardware.
 - c. Deformation, warpage, opening up of joints, telegraphing of cores, delamination of veneers, or other finishing materials, failures in fastening and anchorage, sagging of panels.

G. Maintenance Instructions

1. The Dealer shall provide Maintenance and Cleaning Instructions as written by the Manufacturer for each item of furniture.

TMP SHOP DRAWING AND SAMPLE TRANSMITTAL FORM

DEALER: _____ _____ _____	PROJECT TITLE AND LOCATION: _____ _____ _____	DATE SUBMITTED: _____ NEW _____ SUB. NO. _____	
		CHECKER: _____ RESUB. _____ RESUB. NO. _____	
		TMP PROJECT NO. _____	

SPEC SECTION NO.	NO. PRINT	NO. SEPI	NO. CAT.	NO. SAMPLES	SUBCONTRACTOR/MFR.	ITEM DESCRIPTION	*ACTION CODE	DATE CHECKED	DATE RETURNED	NO. COPIES

The undersigned certifies that the above submitted items have been reviewed in detail and are correct and in strict conformance with the contract documents except as otherwise noted. NOTE: Approval of items submitted does not relieve contractor from complying with all requirements of the contract documents.		* ACTION DEFINITION R = REVIEWED – NO EXCEPTIONS NOTED RN = REVIEWED WITH CORRECTIONS NOTED RR = REVISE AND SEND RECORD COPY X = NOT APPROVED – RESUBMIT NA = NO ACTION REQ'D
DEALER'S COMMENTS: ARCHITECT'S COMMENTS:	_____ DEALER'S NAME _____ SIGNATURE cc: Owner Consultant	

AVAILABILITY OF ELECTRONIC FILES (FURNISHINGS)

PART 1 – GENERAL

1.1 POLICY

- A. As a service to bidders, contractors, subcontractor, vendors, material suppliers and others needing electronic copies of drawing files, the Architect will provide CAD files in the form of a CD-ROM in accordance with the following policy:
1. By acceptance it is understood and agreed that the data and medium being supplied is to be used only for the project referenced.
 2. It is further understood and agreed that the undersigned will hold TMP Architecture harmless and indemnify TMP Architecture from all claims, liabilities, losses, etc., including attorney's fees arising out of the use or misuse of the transferred items.
 3. It is understood and agreed that the items transmitted are prepared from CAD files current at the time of preparation. All files are AutoCAD 2004.
 4. This information does not waive the need to verify and review current field conditions and the status of Addenda and/or Bulletin documentation.
 5. As a record of information to be transmitted, TMP Architecture will prepare a duplicate back-up for its files, which may be electronic or hard-copy.
 6. Compensation for providing this material will be as follows:
 - a. Base Fee of \$250 for 1 to 3 drawings.
 - b. Base Fee of \$500 for 4 to 10 drawings.
 - c. For each additional drawing after 10 the fee is \$40.00 per drawing (i.e., 11 drawings = \$540).
 7. Payment must be provided along with a signed copy of the Release Letter before files will be released.

1.2 REQUEST PROCEDURE

- A. To receive files the attached Release Letter must be completed in full and submitted to the Construction Manager (or General Contractor) to be forwarded to the Project Manager at TMP Architecture.
1. An original signed copy of the Release Letter must be submitted; faxed or emailed copies will not be accepted.
 2. Upon remittance of the signed Release Letter and Fee, allow five working days for processing.
 3. No email transmissions of documents will be provided.

Date: _____

Firm Requesting Files:

Name: _____

Company: _____

Address: _____

City, State, Zip: _____

Re: Letter of Authorization for CAD File Transfers

Furnishings Project Name: _____

TMP Project No. : _____ Bid Pack No. : _____

Dear Sir:

Per your request, TMP Architecture will transmit the requested CAD files in the form of CD-ROM upon receipt of an original signed copy of this letter with conditions of agreement as stated.

1. By acceptance it is understood and agreed that the data and medium being supplied is to be used only for the project referenced.
2. It is further understood and agreed that the undersigned will hold TMP Architecture harmless and indemnify TMP Architecture from all claims, liabilities, losses, etc., including attorney's fees arising out of the use or misuse of the transferred items.
3. It is understood and agreed that the items transmitted are prepared from CAD files current at the time of preparation. All files are AutoCAD 2004.
4. This information does not waive the need to verify and review current field conditions and the status of Addenda and/or Bulletin documentation.
5. As a record of information to be transmitted, we will prepare a duplicate back-up for our files, which may be electronic or hard-copy.
6. Compensation for providing this material will be as follows: Base Fee of \$250 for 1 to 3 drawings and a Base Fee of \$500 for 4 to 10 drawings; for each additional drawing after 10 the fee is \$40.00 per drawing (i.e., 11 drawings = \$540). Payment must be provided along with a signed copy of this form before files will be released. Please remit to TMP Architecture and allow five working days for processing.

Fee: \$ _____ Drawings: _____

Signed: _____ Printed Name/Title: _____

Firm Requesting: _____

Phone: _____ Fax: _____

To Be Completed By TMP Architecture, Inc.

Released (signed by): _____ TMP Architecture, Inc.

Printed Name/Title: _____ Date: _____

****END OF SECTION****

BID CATEGORY A:

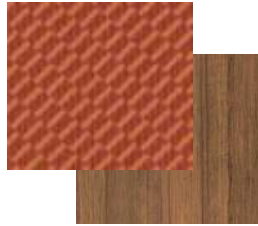
MiEN

CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

A1A 2 MIEN FEVO-2SU-3539-SNGN



Flex Step EVO - 2 Step Unit
 HPL Case with Upholstered Seat/Step Panels
 Adjustable Nylon Glides
 Size: 34.3" W x 39" D x 35" H (1st Step: 18.5" H)

Finishes:

Vertical Laminate: Formica, Natural Teak 8849-58
 Fabric: Stinson, Tilt in Sunset Til62 (GR3)

Locations:

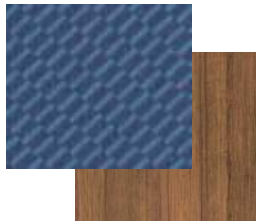
2 STEAM Workshop F105

CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

A1B 2 MIEN FEVO-2SU-3539-SNGN



Flex Step EVO - 2 Step Unit
 HPL Case with Upholstered Seat/Step Panels
 Adjustable Nylon Glides
 Size: 34.3" W x 39" D x 35" H (1st Step: 18.5" H)

Finishes:

Vertical Laminate: Formica, Natural Teak 8849-58
 Fabric: Stinson, Tilt in Cobalt Til50 (GR3)

Locations:

2 STEAM Workshop F105

CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

A1C 2 MIEN FEVO-2SU-3539-SNGN



Flex Step EVO - 2 Step Unit
 HPL Case with Upholstered Seat/Step Panels
 Adjustable Nylon Glides
 Size: 34.3" W x 39" D x 35" H (1st Step: 18.5" H)

Finishes:

Vertical Laminate: Formica, Natural Teak 8849-58
 Fabric: Stinson, Tilt in Lime Til55 (GR3)

Locations:

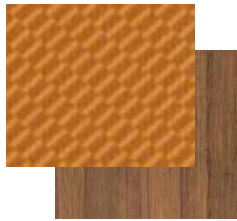
2 STEAM Workshop F105

CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

A2 1 MIEN FEVO-NSC-3939-35-SNG



Flex Step EVO - Inside Corner
 HPL Case with Upholstered Seat/Step Panels
 Adjustable Nylon Glides
 Size: 39" W x 39" D x 35" H (1st Step: 18.5" H)

Finishes:

Vertical Laminate: Formica, Natural Teak 8849-58
 Fabric: Stinson, Tilt in Amber Tii57 (GR3)

Locations:

1 STEAM Workshop F105

2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

A3	2	MIEN	HATCH-OVL-2519-H		Hatch Pneumatic Side Table HPL Top and Powder Coated Metal Frame Nylon Glides 50 lb. Weight Limit Size: 26" W x 19" D x 26-41"H		
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Finishes:

Laminate: Formica, Sarum Twill
 Edgeband: North Sea
 Base: MiEN Silver

Locations:

2	STEAM Workshop F105
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CATEGORY A: MIEN

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

A4 1 MIEN DIAL-ROB-9345-29-G



Robotics Table - Seated Height
 HPL Competition Sized Worksurface
 6 Post-Leg Powder Coated Steel Base
 Glides for Hard Floors
 Robotics Competition Size Worksurface: 45"D x 93"W x 3"H Walls
 Overall Size: 95.4" W x 47.4" D x 29" H

Finishes:

Laminate: Formica, Sarum Twill
 Edgeband: North Sea
 Base: MiEN Silver

Locations:

1 STEAM Workshop F105

BID CATEGORY B:

INTEGRA

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

B1 1 Integra COST-1-22



Coffee House Lounge
22" Straight Lounge Seat
Standard Back with Clean-Out
External Tablet on **Right** (as seated)
Dual Upholstery
Brushed Aluminum Legs
Overall Size: 22.5" W x 30" D x 33" H (18" SH)
Tablet Size: 18-3/8" W x 12-3/4" D

Finishes:

Back Fabric: Stinson, Polygon in Party POL 15 (GR R)
Seat Fabric: Mayer, Belmont in Reef BL-014 (GR R)
Legs: Brushed Aluminum
Tablet: 3DL Solid Black

Locations:

1 Collaboration F108

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

B2 1 Integra COST-1-22



Coffee House Lounge
22" Straight Lounge Seat
Standard Back with Clean-Out
External Tablet on **Left** (as seated)
Dual Upholstery
Brushed Aluminum Legs
Overall Size: 22.5" W x 30" D x 33" H (18" SH)
Tablet Size: 18-3/8" W x 12-3/4" D

Finishes:

Back Fabric: Stinson, Polygon in Party POL 15 (GR R)
Seat Fabric: Mayer, Belmont in Reef BL-014 (GR R)
Legs: Brushed Aluminum
Tablet: 3DL Solid Black

Locations:

1 Collaboration F108

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

B3	1	Integra	COT8				
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Coffee House Lounge
Large Ottoman
Single Upholstery
Brushed Aluminum Legs
Size: 36" Dia. x 17.5" H

Finishes:

Fabric: Mayer, Belmont in Reef BL-014 (GR R)
Legs: Brushed Aluminum

Locations:

1	STEAM Hall F107
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2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

B4 2 Integra COIC-0-22



Coffee House Lounge
22.5 Degree Inside Curve Lounge
 Ganged to **Self, B5 and B6** with Rigid Plate Connector
 Dual Upholstery
 Brushed Aluminum Legs
 Size: 22.5-34" W x 30" D x 33" H (18" SH)

Finishes:

Back Fabric: Stinson, Polygon in Party POL 15 (GR R)
 Seat Fabric: Mayer, Belmont in Citrus BL-002 (GR R)
 Legs: Brushed Aluminum

Locations:

2 STEAM Hall F107

2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

B5 1 Integra COST-0-45



Coffee House Lounge
Straight Lounge
 Ganged to **B4** with Rigid Plate Connector
 Dual Upholstery
 Brushed Aluminum Legs
 Size: 45" W x 30" D x 33" H (18" SH)

Finishes:

Back Fabric: Stinson, Polygon in Party POL 15 (GR R)
 Seat Fabric: Mayer, Belmont in Citrus BL-002 (GR R)
 Legs: Brushed Aluminum

Locations:

1 STEAM Hall F107

2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY B: INTEGRA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
------	-----------	--------------	-----------	--------------	-------------	-------------	---------------

**(to include freight, delivery and installation)*

B6 1 Integra COT3



Coffee House Lounge Ottoman
Straight Lounge
 Ganged to **B5** with Rigid Plate Connector
 Single Upholstery
 Brushed Aluminum Legs
 Size: 60" W x 30" D x 17.5" H

Finishes:

Fabric: Mayer, Belmont in Reef BL-014 (GR R)
 Legs: Brushed Aluminum

Locations:

1 STEAM Hall F107

BID CATEGORY C:

STEELCASE

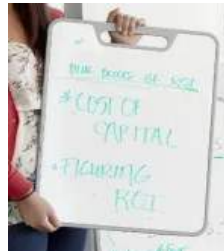
2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY C: STEELCASE

Item	Total		Model No.	Location		Description	Unit Cost *	Extended Cost
	Qty	Manufacturer		Qty				

*(to include freight, delivery and installation)

C1	8	Steelcase	VWB2			Verb Personal Whiteboard Two-Sided e3 Ceramic Steel Board with Urethane Edge Moulding Size: 18" W x 23" H		
				8		<u>Locations:</u> STEAM Workshop F105		



2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY C: STEELCASE

Item	Total		Model No.	Location		Description	Unit Cost *	Extended Cost
	Qty	Manufacturer		Qty				

*(to include freight, delivery and installation)

C2	2	Steelcase	VWT6 VWTH			Verb Whiteboard Wall Rack Anodized Aluminum Track with Cork Insert Include 4 Plastic Hooks per Track Size: 72" W x 1" D Install Top Rail at 6'-2" A.F.F. Install Lower Rail at 4'-0" A.F.F.		
				2		<u>Locations:</u> STEAM Workshop F105		



2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY C: STEELCASE

Item	Total		Manufacturer	Model No.	Location		Description	Unit Cost *	Extended Cost
	Qty				Qty				

*(to include freight, delivery and installation)

C3 2 Steelcase VTR2472



Verb Rectangle Standing Height Table
 HPL Top with 3mm Edge
 Standing Height Adjustable Post Legs
 Glides for Hard Floors
 Size: 72" W x 24" D x 28.5-42"H
***Install Tables at 42"H**

Finishes:

Laminate: Smoke Speckle 2824
 Edge: Mist 6636
 Metal: Platinum Metallic 4799

Locations:

2 STEAM Workshop F105

BID CATEGORY D:
MEDIA TECHNOLOGIES

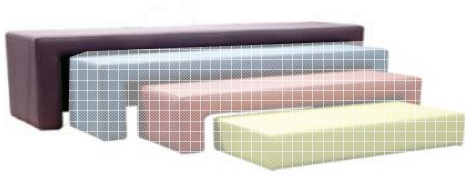
2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY D: MEDIA TECHNOLOGIES

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

D1	3	Media Technologies	NB-721818		Nessie Nesting Benches - 18" H Fully Upholstered with High-Density Foam Interior Single Upholstery Size: 72" W x 18" D x 18" H		
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Finishes:

Fabric: Stinson, Tilt in Lime Til55 (GR3)

Locations:

- 1 STEAM Workshop F105
- 2 Practice Field F103

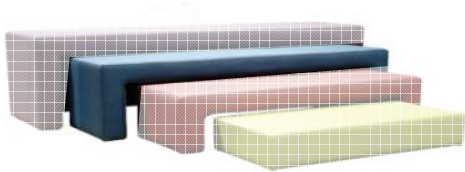
2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY D: MEDIA TECHNOLOGIES

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

D2 3 Media Technologies NB-601614



Nessie Nesting Benches - **14" H**
 Fully Upholstered with High-Density Foam Interior
 Single Upholstery
 Size: 60" W x 16" D x 14" H

Finishes:

Fabric: Stinson, Tilt in Cobalt Til50 (GR3)

Locations:

- 1 STEAM Workshop F105
- 2 Practice Field F103

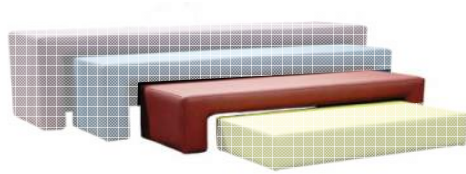
2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY D: MEDIA TECHNOLOGIES

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

D3	3	Media Technologies	NB-481610		Nessie Nesting Benches - 10" H Fully Upholstered with High-Density Foam Interior Single Upholstery Size: 48" W x 16" D x 10" H		
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Finishes:

Fabric: Stinson, Tilt in Sunset Til62 (GR3)

Locations:

- 1 STEAM Workshop F105
- 2 Practice Field F103

BID CATEGORY E:

WISCONSIN BENCH

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY E: WISCONSIN BENCH

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
------	-----------	--------------	-----------	--------------	-------------	-------------	---------------

**(to include freight, delivery and installation)*

E1A 1 Wisconsin Bench CLN9104-4-4-AC



Mini Nucleus Workstation
1.75" Hardwood Top with Radius Corners and 2 coats Clear Lacquer
HPL Case with 3mm Edge Band
(4) Cabinets, each with 1 Door and 1 Adjustable Shelf
Key All Doors Alike
3" Heavy Duty Casters (2 Locking/2 Non-Locking)
Overall Size: 48" W x 48" D x 30" H
Case Size: 30" W x 30" D

Finishes:

Top: Hardwood Top
Laminate: Little Black Dress (C99)
Edgeband: Royal Blue (PE)

Locations:

1 STEAM Workshop F105

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY E: WISCONSIN BENCH

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
------	-----------	--------------	-----------	--------------	-------------	-------------	---------------

**(to include freight, delivery and installation)*

E1B 1 Wisconsin Bench CLN9104-4-4-AC



Mini Nucleus Workstation
1.75" Hardwood Top with Radius Corners and 2 coats Clear Lacquer
HPL Case with 3mm Edge Band
(4) Cabinets, each with 1 Door and 1 Adjustable Shelf
Key All Doors Alike
3" Heavy Duty Casters (2 Locking/2 Non-Locking)
Overall Size: 48" W x 48" D x 30" H
Case Size: 30" W x 30" D

Finishes:

Top: Hardwood Top
Laminate: Little Black Dress (C99)
Edgeband: Fresh Papaya (C98)

Locations:

1 STEAM Workshop F105

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

CATEGORY E: WISCONSIN BENCH

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

E1C 1 Wisconsin Bench CLN9104-4-4-AC



Mini Nucleus Workstation
1.75" Hardwood Top with Radius Corners and 2 coats Clear Lacquer
HPL Case with 3mm Edge Band
(4) Cabinets, each with 1 Door and 1 Adjustable Shelf
Key All Doors Alike
3" Heavy Duty Casters (2 Locking/2 Non-Locking)
Overall Size: 48" W x 48" D x 30" H
Case Size: 30" W x 30" D

Finishes:

Top: Hardwood Top
Laminate: Little Black Dress (C99)
Edgeband: Island (A40)

Locations:

1 STEAM Workshop F105

CATEGORY F:

GRATNELLS

2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

CATEGORY F: GRATNELLS

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

F1	2	Gratnells	DYFT344F0219		Dynamis Tall Triple Frame Metal Frame (24) Deep Trays Stop-Safe Runners Glides for Hard Floors Size: 41.7" W x 16.5" D x 67.5" H		
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Finishes:

Metal: Silver
 Trays: Light Grey

Locations:

2	STEAM Workshop F105
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CATEGORY G:

VS AMERICA

2023 Bond Furnishings
Northville Public Schools
TMP Project Nos.: 23023A - Phase 2
November 11, 2025

BID CATEGORY G: VS AMERICA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

G1 16 VS AMERICA 31506



PantoMove Lupo
with Polypropylene Shell and Five-Star base
Seat Height: 16.7" - 21.75"
Soft Casters for Hard Surface Floor
WITHOUT 3D Rocking Mechanism

Finishes:

Metal Legs: Arctic 059
Plastic: Black Grey 073

Locations:

16 STEAM Workshop F105

2023 Bond Furnishings
 Northville Public Schools
 TMP Project Nos.: 23023A - Phase 2
 November 11, 2025

BID CATEGORY G: VS AMERICA

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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**(to include freight, delivery and installation)*

G2 6 VS AMERICA 31512



PantoMove Lupo Plus Stool
 with Polypropylene Shell and Five-Star base
 Seat Height: 21.9" - 31.7"
 Soft Casters for Hard Surface Floor
 WITHOUT 3D Rocking Mechanism

Finishes:

Metal Legs: Arctic 059
 Plastic: Black Grey 073

Locations:

6 STEAM Workshop F105

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: November 12, 2025

**NORTHVILLE YOUTH NETWORK PROGRAM REPORT
October 2025**

PROGRAMS, SERVICES & COMMUNITY PARTNERSHIPS

Youth Programs

This month included two B-Well programs. We held a workshop titled *Calm & Centered: Kids Mindfulness and Yoga* with seven elementary-aged participants. This workshop guided students through mindfulness exercises and yoga practices designed to help them manage stress, build focus, and cultivate a sense of calm in their daily lives. We also developed and presented a *Community Builders* workshop at the request of the Amerman Elementary School social worker, reaching 150 fifth-grade students. This bullying prevention program equipped students with practical tools to foster kindness, empathy, and inclusion in their daily interactions. It also emphasized the importance of being an “upstander”, encouraging students to recognize bullying, use their voices, and support peers who may be targeted. The workshop was very well received by both students and staff, and we look forward to offering it to other elementary schools across the district.

Community Engagement

Kerri Ann Sondreal, NYN’s Youth Support Specialist, presented a workshop titled *Fostering Resilience in Children* at the request of the Silver Springs Elementary School PTA. This workshop focused on helping parents support their children’s emotional well-being and coping skills. It also provided a valuable opportunity for us to connect with parents and share information about the programs and services NYN offers.

We were also pleased to participate in the annual Northville Township Fire Department Open House, a well-attended community event that brings together families. The event provided an excellent opportunity for NYN to connect with parents and caregivers of younger children, share resources, and raise awareness about our programs that support youth and family well-being.

Partnership Development

I participated in a meeting with the Northville Educational Foundation (NEF) and Northville Public Schools to plan an upcoming substance use prevention program in November, a community film screening and panel discussion designed for parents and youth. This marks the beginning of an exciting new partnership with NEF, with many future collaborations to come.

GENERAL OPERATIONS

After a brief decline, we've experienced an uptick in vaping referrals, particularly involving the use of TCH. During October, I attended the training session *Youth Tobacco & Cannabis: What are they using, Why are we concerned, and What can we do?* hosted by the Overdose Prevention Engagement Network. This training provided knowledge about current trends, risks, and marketing of nicotine and THC products among youth, and to build skills in recognizing, screening, and counseling adolescents using evidence-based prevention and intervention strategies. I also participated in the Northville Township 2026 Budget Study Session, where I presented an update on NYN's annual accomplishments to date and the rationale for the FY2026 budget.

YOUTH SUPPORT SERVICES

We received 18 referrals in October. The tables on the next page indicate the status of all referral participants served this month. 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 October, staff collectively held 17 individual appointments with referred youth and/or parents.

NYN October 2025 Referrals			
	New	In Progress	Discharged
Youth Assistance Program	3	13	0
Case Management	2	2	4
Resource Referral	13	-	-

REFERRALS FOR YOUTH ASSISTANCE PROGRAM (SOURCE: NPS OR LAW ENFORCEMENT)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Substance use	6	10%	1			1	1				3			
Vape/tobacco	11	18%	1		5	1	2				2			
Anger management	0	0%												
Assault	0	0%												
Peer conflict/fighting	3	5%			1		1	1						
Harassment/bullying	9	15%	2	4	1	1	1							
Racial/cultural insensitivity	8	13%		1	2	2					1	2		
Truancy	0	0%												
Decision making	18	30%	1	1	5	4	2	1			3	1		
Destruction of property	2	3%						2						
Retail fraud	3	5%							2		1			
Theft/larceny	0	0%							2					
Other	0	0%												
TOTAL YAP REFERRALS TO DATE	60		5	6	14	9	7	4	2	0	10	3	0	0

REFERRALS FOR BEHAVIORAL HEALTH SUPPORT (SOURCE: PARENTS/OTHER)														
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
Behavioral health issues (depression/anxiety)	41	51%	5	3	7	6	7	2	2		5	4		
Substance use	1	1%									1			
Suicidal Ideation	7	9%	2			2	2				1			
Self-harm	1	1%									1			
Eating disorder	1	1%			1									
School performance/avoidance issue	2	3%		1		1								
Relational issues-family/peer conflict	12	15%				1	4	1				6		
Social Skills	0	0%												
Behavior/conduct/anger management issues	7	9%		1		3			1			2		
Grief/loss	0	0%												
Other	8	10%		1		2		1			1	3		
Type of Support														
Case Management (More complex/comprehensive)		34												
Referral Services (Resource recommendation)		46												
TOTAL PARENT/OTHER REFERRALS TO DATE	80		7	6	8	15	13	4	3	0	9	15	0	0
TOTAL OF ALL REFERRALS TO DATE	140		12	12	22	24	20	8	5	0	19	18	0	0

Moraine Elementary

Teaching for Learning for All!

Empowering students to be lifelong learners, who positively impact the world through innovation, integrity, collaboration, and kindness.



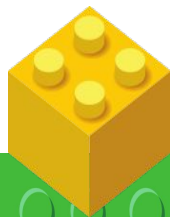
Agenda

Pledge of Allegiance

Leaders from Moraine Kindergarten Classrooms

Moraine Highlights

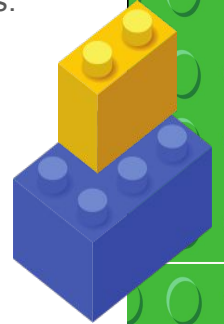
A Day In the Life of a Penguin
Community Events and Upcoming Bond Work
Leader In Me Leadership Tickets
Moraine Unsung Heroes



Moraine Elementary

Teaching for Learning for All!

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Agenda

Pledge of Allegiance

Leaders from Moraine Kindergarten Classrooms

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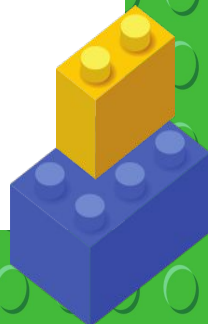
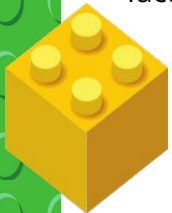
UNIFIED at Moraine Elementary

UNIFIED STATEMENT HERE



Our Commitment to All

In Northville Public Schools, diversity, equity, and inclusion are foundational to opening a World of Possibilities for and with every student. We commit to developing a community that fosters a sense of belonging, respect, and access for all in order for students across race, ethnicity, socioeconomic factors, abilities, and identities to reach their maximum potential.



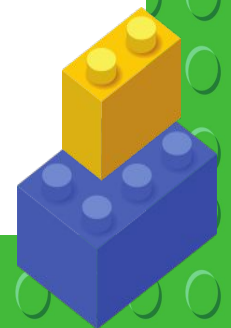
UNIFIED at Moraine Elementary

UNIFIED STATEMENT HERE



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Memo

TO: RJ Webber, Superintendent

FROM: Rebecca Pek, Assistant Superintendent, Office of Human Resources

CC: Emily Pohlonski, Assistant Superintendent of Instructional Services
Brian Sumner, Director of Human Resources

DATE: November 18, 2025

RE: Administrator Hire Recommendation

The Director of Instructional Programs & Services recruitment and hiring process was a thorough and inclusive effort, reflecting the district's commitment to finding the right leader for the school. Nearly **80 applicants** were reviewed, showcasing a strong interest in the position. Multiple rounds of interviews were conducted, providing opportunities for a wide range of constituent groups to engage directly with the candidates.

Recommended Candidate

Krystal Muhammad brings over **20 years of experience** in K–12 education, including **eight years of administrative leadership within Northville Public Schools**. She has a proven track record in **curriculum development, instructional program oversight, and data-driven strategic planning**. Krystal has successfully led Multi-Tiered Systems of Support (MTSS) teams and served as **Head of School** for the **International Baccalaureate Middle Years Programme (IB MYP)**, ensuring compliance and program fidelity. In addition to her leadership at Northville High School, Krystal served three years as a principal in the K-8 arena, **including the founding of a K-8 STEM Academy** in a local Wayne County district, and has several years of experience as a **classroom teacher** and an **instructional coach** for teachers. Krystal is recognized for fostering continuous improvement, building strong relationships, championing **diversity, equity, and inclusion initiatives**, and driving student achievement by ensuring a viable and sustainable curriculum.

We are absolutely thrilled to welcome Krystal into the role of **Director of Instructional Programs & Services**. Her depth of experience, visionary leadership, and unwavering commitment to excellence make her an incredible asset to our district.

Recommendation:

On behalf of the central office administrative team, I recommend that the Board of Education approve a Non-Affiliated Administrator Contract to Krystal Muhammad for the 2025-2026 school year. Please refer to the supporting reference documents for additional information about this candidate.

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Krystal Muhammad

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>MS</u>	<u>Western Governors University</u>	<u>2016</u>
<u>Ed.S</u>	<u>Walden University</u>	<u>2012</u>
<u>MA</u>	<u>Marygrove College</u>	<u>2004</u>
<u>BS</u>	<u>University of Detroit Mercy</u>	<u>2001</u>

MAJOR(S): Administrator Leadership for Teaching and Learning
Educational Leadership
Mathematics

MINOR(S): Computer Science

CERTIFICATION/LICENSE: School Administrator Certificate
Professional Teaching Certificate

EXPERIENCE: Administration, 11 Years

PREVIOUS TENURE IN MICHIGAN: Yes

SALARY STEP GRANTED: Step 5, Group 1, Non-Affiliated Administrator
Salary Schedule

SALARY INFORMATION: \$140,393.00 (Base)

EFFECTIVE DATE OF ASSIGNMENT: November 19, 2025

BUILDING ASSIGNMENT: District

 NEW STAFF

 X **REPLACEMENT**

DATE OF BOARD MEETING: November 18, 2025

Proposal for Data-Based Strategic Planning Services

For



Prepared by Debbie Stair
Assistant Director of Leadership Development
October 14, 2025

Strategic Planning Process

School districts today are challenged to do more than ever before with scarce resources so planning for the future is more important than ever. MASB's Data-based Strategic Planning Process will address three key questions for your district:

- ➔ **Where is the District now?**
- ➔ **Where is the District going?**
- ➔ **How will the District get there?**

Data-based Strategic Planning establishes priorities, focuses energy and resources, strengthens operations and ensures all stakeholders are working toward the achievement of common goals for the District.



Why Michigan Association of School Boards?

MASB has facilitated strategic planning processes and goal-setting processes with over 100 school districts. Our facilitators have extensive experience in strategic planning as well as backgrounds in education and/or board service. These dual competencies uniquely position MASB to customize a strategic planning process that 'fits' your district.

The following key assumptions are made when we propose partnering with a school district to facilitate a strategic planning/renewal process:

The process must be customized to align with the district's specific needs and incorporate current plans and processes

Board of Education members must be an integral part of the process – providing input, support and commitment

The process must be transparent and inclusive of all stakeholders



Quantitative data must be used with perceptive data to guide the district in identifying priority goals/strategies

The process must include development/renewal of the vision, mission and belief statements

The strategic plan must guide allocation of all District resources

The process must include a framework to ensure implementation and evaluation

Deliverables

MASB's Data-based Strategic Planning Process includes:

A pre-planning session with the Superintendent

A facilitated conversation with the Board of Education and District Administrators to gain input

Up to six face-to-face focus group input sessions with stakeholders. i.e. staff, parents, community members, etc.

One virtual focus group for all stakeholders

A summary and analysis of stakeholder input (qualitative/perceptual data)

Educational data report (quantitative data) including 5-year district trend data comparing the District with five reference districts and state averages

Planning and facilitation of strategic planning retreat for approximately 40 planning team members

Planning and facilitation of implementation workshop with key staff

Written documentation summary of the planning process

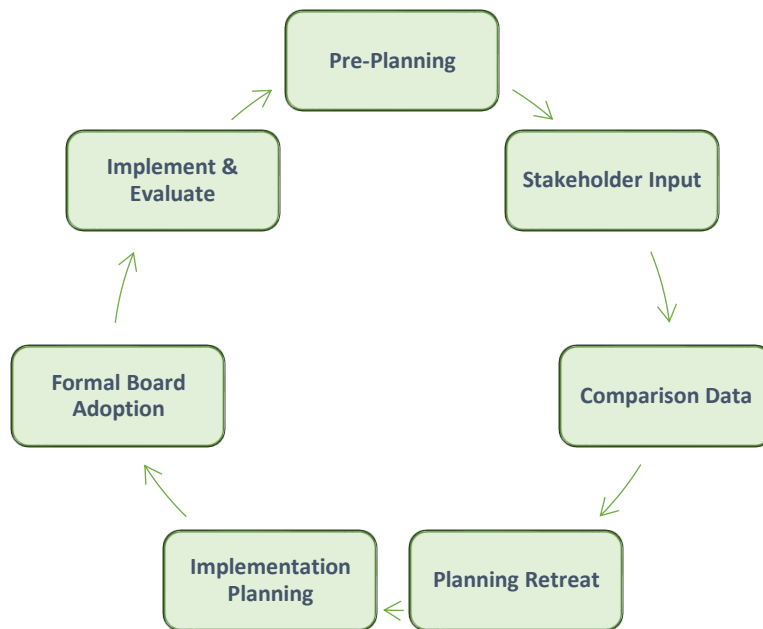
An executive summary of the strategic plan

Recommendations for development of a board monitoring calendar

Templates for press releases and communications



Fundamentals of the Process



PRE-PLANNING

The pre-planning phase begins with a brief presentation at a regularly scheduled Board of Education meeting if desired. A work session will be scheduled with the Board and the Administration as well to review the strategic planning process and to provide opportunity for input.

COMMUNITY AND STAFF INPUT

Staff, community, student and parent input will be gathered through focus group sessions as well as an electronic collector. The survey instrument will be administered by MASB, ensuring that all responses are anonymous.

Input questions are open-ended by design and focus on:

- Strengths of the district
- Opportunities for improvement
- Barriers to implementation
- Vision for the district



EDUCATIONAL DATA REPORT

Trend and comparison data will be provided and explored. This includes:

- Student Enrollment and Demographics
- Student Learning
- Financial
- Personnel

The data will be compared to state averages as well as five reference districts to be chosen by the Board and Superintendent.

STRATEGY FORMULATION

Strategy formulation occurs at the facilitated Strategic Planning Team Retreat. An 8-hour strategic planning team retreat generally includes:

- Environmental Scan
- Review current status/progress of district
- Develop/renew/review vision, mission and beliefs
- Review educational data audit summary
- Review stakeholder input summary
- Identify key strategic goal areas
- Identify 12-18 month priorities for each strategic goal
- Develop goal statements
- Communicate plan for implementation and process forward

The planning team varies but most often consists of board members, superintendent, select administrators and representatives from teachers, staff, students and community. MASB will work closely with the District to ensure the diversity of stakeholder groups is represented.

IMPLEMENTATION/EVALUATION

MASB provides facilitation of an implementation workshop with key staff members and school improvement team leaders as well as recommendations for the implementation of the strategic plan. The implementation plan will include timelines and a Board monitoring calendar. The Superintendent and key staff will be responsible for carrying out plan implementation.



TIMELINES

A comprehensive strategic planning process can be completed in 3-4 months. The proposed timeline will be developed to best suit the needs of the District. Beginning the strategic planning process soon will provide the greatest opportunity to impact the 2025-26 school year and beyond.

Cost

The cost for the strategic planning process with MASB facilitating the total process including the completion of the input process and summary, described in this proposal is \$11,174.00 inclusive of all expenses (i.e. mileage, meals, overnights, etc.). Fifty-percent of the total fee is due upon signing of the agreement and the remainder is due at the end of the process.

This proposal is good for 6 months from the date provided.

Questions

For questions about this proposal or the Data-based Strategic Planning Process, please contact:

Debbie Stair
Assistant Director of Leadership Development
517.327.5904
dstair@masb.org



Northville Public Schools

Data-driven Strategic Planning Process

AGREEMENT

October 14, 2025

MASB will provide facilitation for a strategic planning process for Northville Public Schools. The strategic planning process will include:

- Pre-planning/workshop session with Superintendent and Board of Education
- Communication templates for staff, community, press, Strategic Planning Team
- Stakeholder input from board, administrators, teachers, staff, students and community members
- Electronic input option for all stakeholders for whom district has email addresses
- Data report consisting of the following:
 - Student Enrollment and Demographics, Student Learning, Financial, Personnel
 - Trend and comparison data for the district compared to the state and 5 reference districts chosen by the board and superintendent
- Facilitation of a Strategic Planning Team Retreat
- Administrative Implementation Workshop
- Recommendations for plan implementation and board monitoring calendar
- One-page strategic planning document to be used by the board and administrators/staff to track and monitor progress
- Summary Document

Investment: \$11,174.00 inclusive of expenses (lodging, mileage, etc.)

Terms: 50% (\$5,587.00) due upon commencement of work

50% (\$5,587.00) due upon completion

Northville Public Schools



Signature of Authorized Representative

Date

Greg Sieszputowski

Printed Name

Director, Leadership Development &

Executive Search Services/MASB

Title/Organization

10/14/25

Date Submitted



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.
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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: RJ Webber, Superintendent

From: Rebecca Pek, Assistant Superintendent of Human Resources

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

Date: 11/18/2025

Re: Northville Association of School Administrators (NASA) Contract Wage Re-Opener

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators (NASA) and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In September 2024, the Board of Education and NASA ratified a two-year agreement covering both the 2024-2025 and 2025-2026 school years. As part of that agreement, NASA members received a one-step increase and three percent (3%) wage scale lift for the 2024-2025 school year, as well as an additional one-step for the 2025-2026 school year.

Following review of the NASA contract, and particularly those terms that had been negotiated for the 2025-2026 school year, the Board of Education authorized administration to discuss a potential wage re-opener with NASA. After such discussion with NASA, a tentative agreement has been reached between the parties that includes the following:

- An additional three percent (3%) increase to the 2025-2026 NASA wage scale, to be paid retroactively to the beginning of the contract year

Recommendation:

It is recommended that the Board of Education conducts a ratification vote regarding the contract wage re-opener agreement between Northville Public Schools and the Northville Association of School Administrators for the 2025-2026 school year.

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**DRAFT ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
 RESULTING FROM REOPENER BETWEEN
 NORTHVILLE PUBLIC SCHOOLS
 AND
 THE NORTHVILLE ASSOCIATION OF SCHOOL ADMINISTRATORS
 EFFECTIVE 2025-2026**

This Addendum is entered into by and between Northville Public Schools and the Northville Association of School Administrators (NASA). The Parties hereto agree and acknowledge as follows:

1. The parties have entered into a Collective Bargaining Agreement (“CBA”) covering the period of July 1, 24, 2024, through June 30, 2026.
2. The parties will reopen the CBA, and as a result, the following provisions shall be modified as follows, effective November 18, 2025:

ARTICLE VII: COMPENSATION AND FRINGE BENEFITS

Section 1 Salaries

The parties agree to the new salary scales (Appendix A) to be implemented July 1, 2024 and replacing all prior salary scales.

2024-25, the following shall apply:

The parties agree that the financial conditions listed herein relate to the 2024-25 school year only.

In the event that the Board adopts a budget for the 2024-25 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 administrators who at the end of the prior school year received a final year-end performance evaluation rating of Ineffective or Minimally Effective, administrators that were on steps 1-7.5 and those that were on their first year on step 8 on 2023-24 salary schedule will be placed on the new 2024-26 salary schedule one full numeric step number (#) below where the respective administrator was at on the prior salary scale during the 2023-24 year. Administrators that were in their second or greater year at step 8 in 2023-24 will be placed on step 7.5 of the new 2024-26 salary schedule. As a product of the migration to this new salary scale, all

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administrators will experience an increased salary amount for the 2024-2025 school year.

In the event that the Board of Education approves a budget for the 2024-25 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

Excluding administrators who at the end of the prior school year received a final year-end performance evaluation rating of Ineffective or Minimally Effective, all unit employees scheduled to move 1 full numeric step below the below where the respective administrator was placed [BJS1] on the prior salary scale during the 2023-24 year will move one and one half numeric steps below their step on the existing 2024-25 salary scale. Administrators who had been placed at Step 8 for two or more years in 2023-24 will be placed on step 7 of the new salary schedule.

In the event that the Board adopts a budget for the succeeding fiscal year (2024-25) that projects a General Fund Balance of less than 11% 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 contingent increase in compensation detailed above), the following will apply:

The District will identify the amount of reductions in General Fund expenditures needed to maintain an 11% General Fund Balance as of the end of the succeeding fiscal year. The District will then meet with NASA to mutually agree on the manner in which NASAs proportional percentage of such amount shall be applied to reduce the NASA compensation based on the 2023-24 salary levels.

The parties agree to the new salary scales (Appendix A) to be paid retroactively to the beginning of the 2025-26 school year and replacing all prior salary scales.

In 2025-26, the following shall apply:

The parties agree that the financial conditions listed herein relate to the 2025-26 school year only.

Effective November 18, 2025, the 2025-2026 wage scale will be increased an additional three percent (3%), in effect increasing the 2024-2025 wage schedule by three percent (3%) total. This increase will be retroactive to July 1, 2025, or the beginning of the 2025-2026 school year. Such increase, including any amount to be paid retroactively, will be calculated and paid out equally across each bargaining unit member's remaining pay periods in the 2025-2026 school year.

In the event that the Board adopts a budget for the 2025-26 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 administrators who at the end of the prior school year received a final year-end performance evaluation rating of Ineffective or Minimally Effective, administrators eligible to progress on steps will progress one full step on the new salary scale, where one full step

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progression on the scale exists. For those administrators who are placed at step 7.5 and unable to progress one full step, such administrators shall progress one half step on the new salary schedule.

In the event that the Board of Education approves a budget for the 2025-26 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

Excluding administrators who at the end of the prior school year received a final year-end performance evaluation rating of Ineffective or Minimally Effective, administrators eligible to progress on steps will progress one half step on the new salary scale.

In the event that the Board adopts a budget for the succeeding fiscal year (2025-26) that projects a General Fund Balance of less than 11% 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 contingent increase in compensation detailed above), the following will apply:

The District will identify the amount of reductions in General Fund expenditures needed to maintain an 11% General Fund Balance as of the end of the succeeding fiscal year. The District will then meet with NASA to mutually agree on the manner in which NASA's proportional percentage of such amount shall be applied to reduce the NASA compensation based on the 2023-24 salary levels.

When there is a projected operating budget deficit in any year, 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 unit employees whose most recent year-end performance evaluation was Effective or Highly Effective overall.

Bonus Potential – Fund Balance Trigger Bonus

The parties agree that the Fund Balance Trigger Bonus conditions listed herein relate to the 2024-25 and 2025-26 school years only.

In the event that the final audit for the 2024-25 and/or 2025-26 school year 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 off schedule percentage detailed above, the Board will allocate to NASA administrators who were employed in that prior school year being audited and were rated Effective or higher on their most recent year-end performance evaluation, an amount equal to the NASA's proportional percentage of the amount in excess of an 18% General Fund Balance ("bonus pool.") The bonus pool, which includes the District's MPERS and FICA cost, shall be paid to NASA administrators through a one-time, off-schedule payment on a pro rata basis in the form of a one-time bonus, no later than December 1st, after the audit process is completed. Any bonus amount to be paid in either year, if any, shall not exceed \$1,800 and does not add to base wages. Note: Should the NEA contract for 2024-25 or 2025-26 include any additional bonus provisions in relation to any of the fund balance bonus provisions within this section, such considerations will also be considered for NASA administrators.

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In the event that final audit for either 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 off-schedule percentage detailed herein, the \$1,800 bonus for the respective school year shall then be increased to \$2,500 on a pro rata basis.

In the event that final audit for either 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 off-schedule percentage detailed herein, the \$2,500 bonus for the respective school year shall then be increased to \$3,000 on a pro rata basis.

Retention Bonus

The parties agree that the Retention Bonus conditions listed herein relate to the 2024-25 school year only.

In the 2024-25 school year, all returning NASA administrators will receive a \$1,000 retention bonus which includes the District's MPSERS and FICA cost, that shall be paid to NASA administrators through a one-time, off-schedule payment on a pro rata basis in the form of a one-time bonus, no later than the last pay in August 2024.

In witness whereof, the parties have executed this Addendum and signed by their duly authorized representative, as of this 18th day of November.

NORTHVILLE PUBLIC SCHOOLS

NORTHVILLE ASSOCIATION OF SCHOOL ADMINISTRATORS

Board President

Jennifer Bugar, N.A.S.A. President

Board Secretary

James Gordon, N.A.S.A. Negotiator

Superintendent of Schools

Asst. Superintendent of Human Resources

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Appendix A

ELEMENTARY PRINCIPAL

Step	2022-2024		Step	2024-2025	2025-2026
1	\$98,000		1	\$104,572	\$107,709
1.5	\$99,643		1.5	\$106,215	\$109,401
2	\$101,286		2	\$107,858	\$111,094
2.5	\$102,929		2.5	\$109,501	\$112,786
3	\$104,572		3	\$111,144	\$114,478
3.5	\$106,215		3.5	\$112,787	\$116,171
4	\$107,858		4	\$114,430	\$117,863
4.5	\$109,501		4.5	\$116,073	\$119,555
5	\$111,144		5	\$117,716	\$121,247
5.5	\$112,787		5.5	\$119,359	\$122,940
6	\$114,430		6	\$121,000	\$124,630
6.5	\$116,073		6.5	\$122,815	\$126,499
7	\$117,716		7	\$124,630	\$128,369
7.5	\$119,359		7.5	\$126,499	\$130,294
8	\$121,000		8	\$128,368	\$132,219

MIDDLE SCHOOL ASSISTANT PRINCIPAL

Step	2022-2024		Step	2024-2025	2025-2026
1	\$92,000		1	\$98,144	\$101,088
1.5	\$93,536		1.5	\$99,680	\$102,670
2	\$95,072		2	\$101,216	\$104,252
2.5	\$96,608		2.5	\$102,752	\$105,835
3	\$98,144		3	\$104,288	\$107,417
3.5	\$99,680		3.5	\$105,824	\$108,999
4	\$101,216		4	\$107,360	\$110,581
4.5	\$102,752		4.5	\$108,896	\$112,163
5	\$104,288		5	\$110,432	\$113,745
5.5	\$105,824		5.5	\$111,968	\$115,327

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6	\$107,360		6	\$113,500	\$116,905
6.5	\$108,896		6.5	\$115,202	\$118,658
7	\$110,432		7	\$116,904	\$120,411
7.5	\$111,968		7.5	\$118,657	\$122,217
8	\$113,500		8	\$120,410	\$124,022

COOKE ASSISTANT SUPERVISOR

Step	2022-2024		Step	2024-2025	2025-2026
1	\$93,000		1	\$99,284	\$102,263
1.5	\$94,571		1.5	\$100,855	\$103,881
2	\$96,142		2	\$102,426	\$105,499
2.5	\$97,713		2.5	\$103,997	\$107,117
3	\$99,284		3	\$105,568	\$108,735
3.5	\$100,855		3.5	\$107,139	\$110,353
4	\$102,426		4	\$108,710	\$111,971
4.5	\$103,997		4.5	\$110,281	\$113,589
5	\$105,568		5	\$111,852	\$115,208
5.5	\$107,139		5.5	\$113,423	\$116,826
6	\$108,710		6	\$115,000	\$118,450
6.5	\$110,281		6.5	\$116,725	\$120,227
7	\$111,852		7	\$118,450	\$122,004
7.5	\$113,423		7.5	\$120,227	\$123,834
8	\$115,000		8	\$122,004	\$125,664

MIDDLE SCHOOL PRINCIPAL

Step	2022-2024		Step	2024-2025	2025-2026
1	\$105,000		1	\$111,284	\$114,623
1.5	\$106,571		1.5	\$112,855	\$116,241
2	\$108,142		2	\$114,426	\$117,859
2.5	\$109,713		2.5	\$115,997	\$119,477
3	\$111,284		3	\$117,568	\$121,095
3.5	\$112,855		3.5	\$119,139	\$122,713
4	\$114,426		4	\$120,710	\$124,331
4.5	\$115,997		4.5	\$122,281	\$125,949
5	\$117,568		5	\$123,852	\$127,568

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5.5	\$119,139		5.5	\$125,423	\$129,186
6	\$120,710		6	\$127,000	\$130,810
6.5	\$122,281		6.5	\$128,905	\$132,772
7	\$123,852		7	\$130,810	\$134,734
7.5	\$125,423		7.5	\$132,772	\$136,755
8	\$127,000		8	\$134,734	\$138,776

COOKE SCHOOL SUPERVISOR

Step	2022-2024		Step	2024-2025	2025-2026
1	\$106,000		1	\$112,284	\$115,653
1.5	\$107,571		1.5	\$113,855	\$117,271
2	\$109,142		2	\$115,426	\$118,889
2.5	\$110,713		2.5	\$116,997	\$120,507
3	\$112,284		3	\$118,568	\$122,125
3.5	\$113,855		3.5	\$120,139	\$123,743
4	\$115,426		4	\$121,710	\$125,361
4.5	\$116,997		4.5	\$123,281	\$126,979
5	\$118,568		5	\$124,852	\$128,598
5.5	\$120,139		5.5	\$126,423	\$130,216
6	\$121,710		6	\$128,000	\$131,840
6.5	\$123,281		6.5	\$129,920	\$133,818
7	\$124,852		7	\$131,840	\$135,795
7.5	\$126,423		7.5	\$133,818	\$137,833
8	\$128,000		8	\$135,796	\$139,870

HIGH SCHOOL ASSISTANT PRINCIPAL

Step	2022-2024		Step	2024-2025	2025-2026
1	\$96,000		1	\$102,144	\$105,208
1.5	\$97,536		1.5	\$103,680	\$106,790
2	\$99,072		2	\$105,216	\$108,372
2.5	\$100,608		2.5	\$106,752	\$109,955
3	\$102,144		3	\$108,288	\$111,537
3.5	\$103,680		3.5	\$109,824	\$113,119
4	\$105,216		4	\$111,360	\$114,701
4.5	\$106,752		4.5	\$112,896	\$116,283

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5	\$108,288		5	\$114,432	\$117,865
5.5	\$109,824		5.5	\$115,968	\$119,447
6	\$111,360		6	\$117,500	\$121,025
6.5	\$112,896		6.5	\$119,263	\$122,841
7	\$114,432		7	\$121,026	\$124,657
7.5	\$115,968		7.5	\$122,841	\$126,526
8	\$117,500		8	\$124,656	\$128,396

HIGH SCHOOL PRINCIPAL

Step	2022-2024		Step	2024-2025	2025-2026
1	\$114,000		1	\$122,215	\$125,881
1.5	\$115,643		1.5	\$123,858	\$127,574
2	\$117,286		2	\$125,501	\$129,266
2.5	\$118,929		2.5	\$127,144	\$130,958
3	\$120,572		3	\$128,787	\$132,651
3.5	\$122,215		3.5	\$130,430	\$134,343
4	\$123,858		4	\$132,073	\$136,035
4.5	\$125,501		4.5	\$133,716	\$137,727
5	\$127,144		5	\$135,359	\$139,420
5.5	\$128,787		5.5	\$137,000	\$141,110
6	\$130,430		6	\$139,055	\$143,227
6.5	\$132,073		6.5	\$141,110	\$145,343
7	\$133,716		7	\$143,227	\$147,524
7.5	\$135,359		7.5	\$145,344	\$149,704
8	\$137,000		8	\$146,987	\$151,397

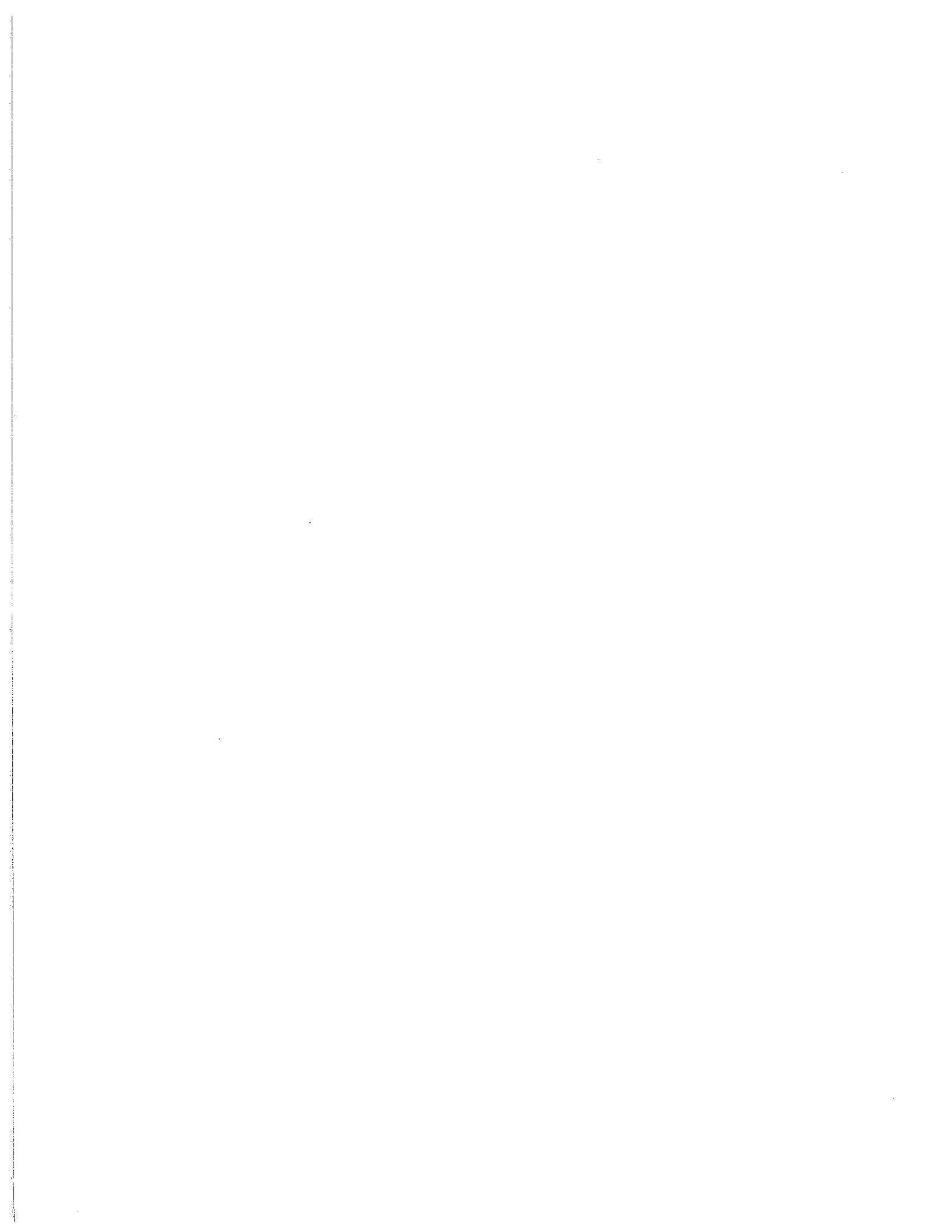
ATHLETIC DIRECTOR

Step	2022-2024		Step	2024-2025	2025-2026
1	\$94,000		1	\$100,284	\$103,293
1.5	\$95,571		1.5	\$101,855	\$104,911
2	\$97,142		2	\$103,426	\$106,529
2.5	\$98,713		2.5	\$104,997	\$108,147
3	\$100,284		3	\$106,568	\$109,765
3.5	\$101,855		3.5	\$108,139	\$111,383
4	\$103,426		4	\$109,710	\$113,001

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4.5	\$104,997		4.5	\$111,281	\$114,619
5	\$106,568		5	\$112,852	\$116,238
5.5	\$108,139		5.5	\$114,423	\$117,856
6	\$109,710		6	\$116,000	\$119,480
6.5	\$111,281		6.5	\$117,740	\$121,272
7	\$112,852		7	\$119,480	\$123,064
7.5	\$114,423		7.5	\$121,272	\$124,910
8	\$116,000		8	\$123,064	\$126,756



Memo

To: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent of Human Resources

Date: 11/18/2025

Re: *Technology, Operations & Food Service (TOFS) Manual Adjustment for 2025-26*

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators (NASA) and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement and are being addressed via the collectively bargaining process.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained as well as those groups whose classifications are covered under an employee manual like *Technology, Operations, and Food Service (TOFS)* and *Office Support Personnel (OSP)*, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In June 2025, the Board of Education approved updated terms and conditions for TOFS employees that included the following:

- Technology, Operations, and Licensed Practical Nurse employees experienced a one step increase on their board approved wage schedule for the 2025-2026 school year
- Food Service employees experienced a two percent (2%) wage scale increase as well as a one step increase on their board approved wage schedule for the 2025-2026 school year
- The addition of a longevity stipend for those employees who have worked in the District for ten (10) or more years

Following review of the *TOFS Manual* that had been adjusted for the 2025-2026 school year, the Board of Education authorized administration to seek to adjust these agreements to provide consistency between employee groups.

Recommendation:

For those employees covered under the *TOFS Manual*, the District recommends that the Board of

Education approve the following:

- Increase the wage schedule for all Technology, Operations, and Licensed Practical Nurse employees by three percent (3%), retroactive to July 1, 2025
- Increase the wage schedule for all Food Service employees by one percent (1%), retroactive to July 1, 2025

COMPENSATION

Operations / Ed Tech Scales

	HVAC and Technology Analyst		Step	Educational Equipment Technicians	& Cert		Step	Electrician
1	\$27.58		1	\$23.87	\$24.93		1	\$23.34
2	\$28.73		2	\$24.49	\$25.55		2	\$24.16
3	\$29.89		3	\$25.10	\$26.16		3	\$24.97
4	\$31.03		4	\$25.72	\$26.78		4	\$25.79
5	\$32.18		5	\$26.32	\$27.38		5	\$26.61
6	\$33.33		6	\$26.94	\$28.00		6	\$27.42
7	\$34.48		7	\$27.55	\$28.61		7	\$28.24
8	\$35.63		8	\$28.17	\$29.23		8	\$29.06
9	\$36.78		9	\$28.78	\$29.84		9	\$29.87
10	\$37.93		10	\$29.40	\$30.46		10	\$30.69
11	\$39.07		11	\$30.01	\$31.07		11	\$31.51
12	\$40.23		12	\$30.62	\$31.68		12	\$32.33
13	\$41.38		13	\$31.23	\$32.29		13	\$33.14
14	\$42.41		14	\$31.80	\$32.86		14	\$33.97

Step	NHS Auditorium Manager	Step	General Maintenance	& Cert	Step	Parking Lot - Hall Monitor
1	\$17.98	1	\$19.10	\$19.63	1	\$14.32
2	\$18.51	2	\$19.66	\$20.19	2	\$14.78
3	\$19.05	3	\$20.22	\$20.75	3	\$15.23
4	\$19.61	4	\$20.83	\$21.36	4	\$15.68
5	\$20.13	5	\$21.43	\$21.96	5	\$16.14
6	\$20.67	6	\$22.03	\$22.57	6	\$16.59
7	\$21.21	7	\$22.65	\$23.18	7	\$17.05
8	\$21.75	8	\$23.25	\$23.79	8	\$17.49
9	\$22.28	9	\$23.86	\$24.39	9	\$17.95
10	\$22.83	10	\$24.46	\$24.99	10	\$18.41
11	\$23.36	11	\$25.07	\$25.60	11	\$18.86
12	\$23.97	12	\$25.67	\$26.20	12	\$19.31
13	\$24.63	13	\$26.34	\$26.87	13	\$19.76
14	\$25.14	14	\$26.95	\$27.48	14	\$20.26

Step	Maintenance Lead	& Cert
1	\$22.51	\$23.19
2	\$23.09	\$23.78
3	\$23.68	\$24.39
4	\$24.27	\$25.00
5	\$24.85	\$25.60
6	\$25.44	\$26.20
7	\$26.09	\$26.87
8	\$26.68	\$27.48
9	\$27.35	\$28.17
10	\$28.03	\$28.87
11	\$28.73	\$29.59
12	\$29.45	\$30.33
13	\$30.18	\$31.09
14	\$30.94	\$31.87

Step	Food Service Assistant	Step	Kitchen Coordinator	Step	Satellite Coordinator
1	\$13.91	1	\$16.41	1	\$14.88
2	\$14.24	2	\$16.80	2	\$15.17
3	\$14.65	3	\$17.30	3	\$15.59
4	\$15.08	4	\$17.65	4	\$16.01
5	\$15.51	5	\$18.15	5	\$16.44
6	\$15.97	6	\$18.68	6	\$16.88
7	\$16.43	7	\$19.06	7	\$17.34
8	\$16.91	8	\$19.62	8	\$17.81
9	\$17.40	9	\$20.18	9	\$18.30
10	\$17.90	10	\$20.77	10	\$18.79
11	\$18.42	11	\$21.18	11	\$19.31
12	\$18.96	12	\$21.80	12	\$20.02
13	\$19.50	13	\$22.43	13	\$20.45
14	\$20.07	14	\$23.08	14	\$20.90

Step	Cooke Kitchen Coordinator	Step	Food Truck Driver	Step	Licensed Practical Nurse
1	\$18.38	1	\$15.09	1	\$23.61
2	\$18.82	2	\$15.52	2	\$24.32
3	\$19.37	3	\$15.96	3	\$25.05
4	\$19.58	4	\$16.42	4	\$25.79
5	\$20.15	5	\$16.89	5	\$26.56
6	\$20.74	6	\$17.37	6	\$27.36
7	\$20.96	7	\$17.87	7	\$28.19
8	\$21.57	8	\$18.38	8	\$29.03
9	\$22.20	9	\$18.90	9	\$29.91
10	\$22.84	10	\$19.44	10	\$30.80
11	\$23.09	11	\$19.99	11	\$31.72
12	\$23.76	12	\$20.56	12	\$32.68
13	\$24.45	13	\$21.02	13	\$33.65
14	\$25.16	14	\$21.49	14	\$34.66

Memo

To: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent of Human Resources

Date: 11/18/2025

Re: *Office Support Personnel (OSP) Manual* Adjustment for 2025-26

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators (NASA) and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement and are being addressed via the collectively bargaining process.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained as well as those groups whose classifications are covered under an employee manual like *Technology, Operations, and Food Service (TOFS)* and *Office Support Personnel (OSP)*, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In June 2025, the Board of Education approved updated terms and conditions for OSP employees that included the following:

- *Office Support Personnel (OSP)* employees experienced a one step increase on their board approved wage schedule for the 2025-2026 school year

Following review of the *OSP Manual* that had been adjusted for the 2025-2026 school year, the Board of Education authorized administration to seek to adjust these agreements to provide consistency between employee groups.

Recommendation:

For those employees covered under the *OSP Manual*, the District recommends that the Board of Education approve the following:

- Increase the wage schedule for all *Office Support Personnel* employees by three percent (3%), retroactive to July 1, 2025

TABLE A: OSP 256 Day – 12 Month Calendar Year Staff

Group I

Benefits & Financial Analyst; HR Specialist; Admin Asst Instruction; Admin Asst Special Services; Payroll / ORS Specialist

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$23.75	\$48,643.69	\$25.18	\$51,575.81
Step 2	\$24.64	\$50,457.80	\$26.12	\$53,495.40
Step 3	\$25.40	\$52,018.79	\$26.92	\$55,140.76
Step 4	\$26.22	\$53,706.34	\$27.80	\$56,933.79
Step 5	\$27.08	\$55,457.18	\$28.71	\$58,790.09
Step 6	\$28.00	\$57,334.58	\$29.68	\$60,794.06
Step 7	\$28.88	\$59,148.70	\$30.62	\$62,713.65
Step 8	\$30.10	\$61,637.84	\$31.91	\$65,350.45
Step 9	\$30.80	\$63,072.26	\$32.65	\$66,869.25
Step 10	\$31.50	\$64,506.68	\$33.39	\$68,388.04

Group H

District Student Records Specialist; Business Office Specialist; HR Generalist

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$20.16	\$41,281.74	\$21.37	\$43,770.88
Step 2	\$20.96	\$42,927.10	\$22.24	\$45,542.81
Step 3	\$21.74	\$44,530.28	\$23.05	\$47,209.27
Step 4	\$22.57	\$46,217.83	\$23.93	\$49,002.29
Step 5	\$23.43	\$47,989.76	\$24.84	\$50,879.69
Step 6	\$24.36	\$49,888.26	\$25.82	\$52,883.66
Step 7	\$25.24	\$51,681.28	\$26.76	\$54,803.25
Step 8	\$26.48	\$54,233.70	\$28.08	\$57,503.33
Step 9	\$27.09	\$55,478.27	\$28.72	\$58,811.19
Step 10	\$27.72	\$56,765.03	\$29.39	\$60,182.32

Group G

Accounts Payable Specialist
Payroll Specialist

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$19.21	\$39,341.06	\$20.36	\$41,703.63
Step 2	\$19.93	\$40,817.66	\$21.15	\$43,306.80
Step 3	\$20.71	\$42,420.84	\$21.96	\$44,973.26
Step 4	\$21.54	\$44,108.39	\$22.84	\$46,766.28
Step 5	\$22.31	\$45,690.47	\$23.65	\$48,432.74
Step 6	\$23.15	\$47,420.21	\$24.56	\$50,289.05
Step 7	\$24.07	\$49,297.61	\$25.53	\$52,293.02
Step 8	\$25.21	\$51,639.09	\$26.73	\$54,739.97
Step 9	\$25.80	\$52,841.47	\$27.36	\$56,026.73
Step 10	\$26.39	\$54,043.85	\$27.97	\$57,292.39

Group F

Admin Asst: Operations, Instruction / Curriculum, Special Services, Human Resources, High School

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$18.47	\$37,822.26	\$19.58	\$40,100.45
Step 2	\$19.18	\$39,277.77	\$20.33	\$41,640.35
Step 3	\$19.91	\$40,775.48	\$21.10	\$43,222.43
Step 4	\$20.67	\$42,336.46	\$21.92	\$44,888.88
Step 5	\$21.47	\$43,960.73	\$22.76	\$46,618.62
Step 6	\$22.28	\$45,627.19	\$23.62	\$48,369.46
Step 7	\$23.12	\$47,356.93	\$24.52	\$50,225.77
Step 8	\$24.27	\$49,698.41	\$25.74	\$52,714.91
Step 9	\$24.83	\$50,858.60	\$26.33	\$53,917.29
Step 10	\$25.43	\$52,082.07	\$26.97	\$55,225.14

TABLE A: OSP 256 Day – 12 Month Calendar Year Staff (continued)

Group E

Testing & Records Specialist - High School, Admin
Asst. Athletic Director

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$17.76	\$36,366.75	\$18.83	\$38,560.56
Step 2	\$18.44	\$37,758.98	\$19.55	\$40,037.17
Step 3	\$19.17	\$39,256.68	\$20.32	\$41,619.25
Step 4	\$19.87	\$40,691.10	\$21.06	\$43,138.05
Step 5	\$20.64	\$42,273.18	\$21.89	\$44,825.60
Step 6	\$21.43	\$43,897.45	\$22.72	\$46,534.25
Step 7	\$22.26	\$45,585.00	\$23.60	\$48,327.27
Step 8	\$23.31	\$47,736.63	\$24.71	\$50,605.47
Step 9	\$23.84	\$48,833.54	\$25.28	\$51,765.66
Step 10	\$24.39	\$49,951.54	\$25.86	\$52,968.04

Group D

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$17.08	\$34,974.52	\$18.11	\$37,083.96
Step 2	\$17.73	\$36,303.46	\$18.80	\$38,497.28
Step 3	\$18.41	\$37,695.69	\$19.52	\$39,973.89
Step 4	\$19.14	\$39,193.40	\$20.29	\$41,555.97
Step 5	\$19.83	\$40,606.72	\$21.02	\$43,053.67
Step 6	\$20.61	\$42,209.89	\$21.86	\$44,762.32
Step 7	\$21.40	\$43,834.16	\$22.69	\$46,470.96
Step 8	\$22.43	\$45,943.60	\$23.78	\$48,706.97
Step 9	\$22.94	\$46,977.23	\$24.32	\$49,803.88
Step 10	\$23.55	\$48,221.80	\$24.97	\$51,132.83

Group C

Admin. Aide - HR/Office of Instruction/Spec. Services

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$16.43	\$33,645.57	\$17.42	\$35,670.63
Step 2	\$17.06	\$34,932.33	\$18.09	\$37,041.77
Step 3	\$17.71	\$36,261.27	\$18.78	\$38,455.09
Step 4	\$18.38	\$37,632.41	\$19.49	\$39,910.60
Step 5	\$19.08	\$39,066.83	\$20.23	\$41,429.40
Step 6	\$19.81	\$40,564.53	\$21.00	\$43,011.48
Step 7	\$20.59	\$42,167.71	\$21.83	\$44,699.03
Step 8	\$21.57	\$44,171.67	\$22.87	\$46,829.57
Step 9	\$22.05	\$45,163.11	\$23.38	\$47,884.29
Step 10	\$22.65	\$46,386.59	\$24.01	\$49,171.05

Group B

	Hourly	Salary Equiv	After 10 Yrs	
Step 1	\$16.92	\$34,654.94	\$17.94	\$36,740.75
Step 2	\$17.57	\$35,980.30	\$18.63	\$38,153.02
Step 3	\$18.24	\$37,349.11	\$19.34	\$39,608.74
Step 4	\$18.93	\$38,761.38	\$20.07	\$41,107.92
Step 5	\$19.65	\$40,238.83	\$20.84	\$42,672.28
Step 6	\$20.40	\$41,781.47	\$21.63	\$44,301.83
Step 7	\$21.21	\$43,432.74	\$22.48	\$46,040.00
Step 8	\$22.22	\$45,496.82	\$23.55	\$48,234.46
Step 9	\$22.71	\$46,518.00	\$24.08	\$49,320.82
Step 10	\$23.33	\$47,778.18	\$24.73	\$50,646.18

TABLE C: OSP 205 Day – K-12 Calendar Year Staff

Group F

Admin Asst. Middle School; Admin Asst Food Service

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$18.47	\$34,276.42	\$18.72	\$34,735.23	\$19.85	\$36,838.07
Step 2	\$19.19	\$35,614.60	\$19.45	\$36,092.52	\$20.62	\$38,271.83
Step 3	\$19.92	\$36,971.89	\$20.19	\$37,468.93	\$21.40	\$39,724.71
Step 4	\$20.67	\$38,367.42	\$20.95	\$38,883.57	\$22.22	\$41,234.94
Step 5	\$21.47	\$39,839.41	\$21.75	\$40,374.68	\$23.06	\$42,802.52
Step 6	\$22.29	\$41,368.76	\$22.59	\$41,923.14	\$23.95	\$44,446.56
Step 7	\$23.13	\$42,936.33	\$23.44	\$43,509.84	\$24.85	\$46,128.84
Step 8	\$24.28	\$45,058.30	\$24.61	\$45,670.04	\$26.09	\$48,422.85
Step 9	\$24.83	\$46,090.60	\$25.16	\$46,702.34	\$26.68	\$49,512.51
Step 10	\$25.44	\$47,218.50	\$25.78	\$47,849.35	\$27.34	\$50,735.99

Group D

Admin Asst. - High School Assistant Principal; High School Attendance Specialist; High School Counseling Office; Educational Technology

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$17.09	\$31,714.77	\$17.31	\$32,135.34	\$18.35	\$34,066.14
Step 2	\$17.74	\$32,919.13	\$17.97	\$33,358.82	\$19.06	\$35,366.08
Step 3	\$18.42	\$34,180.84	\$18.66	\$34,639.64	\$19.79	\$36,723.37
Step 4	\$19.15	\$35,538.13	\$19.41	\$36,016.05	\$20.57	\$38,176.25
Step 5	\$19.84	\$36,818.96	\$20.10	\$37,296.88	\$21.30	\$39,533.54
Step 6	\$20.62	\$38,271.83	\$20.89	\$38,768.87	\$22.15	\$41,101.12
Step 7	\$21.41	\$39,743.83	\$21.69	\$40,259.98	\$22.99	\$42,668.70
Step 8	\$22.44	\$41,655.51	\$22.74	\$42,209.89	\$24.10	\$44,733.31
Step 9	\$22.95	\$42,592.23	\$23.25	\$43,146.62	\$24.64	\$45,727.39
Step 10	\$23.56	\$43,720.12	\$23.87	\$44,293.63	\$25.30	\$46,950.86

Group C

Admin Aide High School; Admin Aide Middle School

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$16.43	\$30,491.30	\$16.66	\$30,911.87	\$17.66	\$32,785.31
Step 2	\$17.07	\$31,676.54	\$17.29	\$32,097.11	\$18.33	\$34,027.90
Step 3	\$17.72	\$32,880.90	\$17.95	\$33,320.58	\$19.03	\$35,327.85
Step 4	\$18.38	\$34,104.37	\$18.62	\$34,563.17	\$19.75	\$36,646.91
Step 5	\$19.09	\$35,423.43	\$19.34	\$35,901.35	\$20.51	\$38,061.55
Step 6	\$19.82	\$36,780.72	\$20.09	\$37,277.76	\$21.29	\$39,514.43
Step 7	\$20.59	\$38,214.48	\$20.87	\$38,730.64	\$22.12	\$41,062.89
Step 8	\$21.57	\$40,030.58	\$21.86	\$40,565.85	\$23.18	\$43,012.80
Step 9	\$22.06	\$40,948.19	\$22.36	\$41,502.57	\$23.71	\$44,006.87
Step 10	\$22.65	\$42,037.84	\$22.96	\$42,611.35	\$24.34	\$45,173.00

TABLE C: OSP 205 Day – K-12 Calendar Year Staff (continued)

Group B

Receptionist - High School

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$15.81	\$29,344.29	\$16.03	\$29,745.74	\$17.00	\$31,542.72
Step 2	\$16.39	\$30,414.83	\$16.61	\$30,835.40	\$17.61	\$32,689.73
Step 3	\$17.05	\$31,638.30	\$17.27	\$32,058.87	\$18.31	\$33,989.67
Step 4	\$17.65	\$32,766.20	\$17.89	\$33,205.88	\$18.97	\$35,213.15
Step 5	\$18.35	\$34,066.14	\$18.60	\$34,524.94	\$19.72	\$36,608.67
Step 6	\$19.03	\$35,327.85	\$19.29	\$35,805.77	\$20.46	\$37,965.96
Step 7	\$19.79	\$36,723.37	\$20.05	\$37,220.41	\$21.26	\$39,457.08
Step 8	\$20.75	\$38,520.35	\$21.03	\$39,036.51	\$22.30	\$41,387.87
Step 9	\$21.24	\$39,418.84	\$21.53	\$39,954.11	\$22.82	\$42,362.83
Step 10	\$21.71	\$40,298.21	\$22.00	\$40,833.48	\$23.33	\$43,299.55

TABLE D: OSP 226 Day – School Year Plus Positions

OSP 205 Group F
 Admin. Asst. - Elementary School

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$18.47	\$33,537.71	\$18.72	\$33,991.71	\$19.85	\$36,047.60
Step 2	\$19.19	\$34,847.05	\$19.45	\$35,319.21	\$20.62	\$37,445.92
Step 3	\$19.92	\$36,175.09	\$20.19	\$36,665.41	\$21.41	\$38,880.56
Step 4	\$20.67	\$37,540.54	\$20.95	\$38,049.02	\$22.21	\$40,333.36
Step 5	\$21.47	\$38,980.81	\$21.76	\$39,507.45	\$23.07	\$41,895.12
Step 6	\$22.29	\$40,477.19	\$22.59	\$41,021.99	\$23.95	\$43,493.20
Step 7	\$23.13	\$42,010.99	\$23.44	\$42,573.95	\$24.86	\$45,145.76
Step 8	\$24.28	\$44,087.22	\$24.61	\$44,686.50	\$26.09	\$47,379.44
Step 9	\$24.83	\$45,097.28	\$25.16	\$45,696.56	\$26.68	\$48,450.88
Step 10	\$25.44	\$46,200.86	\$25.78	\$46,818.30	\$27.33	\$49,631.28

OSP 205 Group C
 Admin. Aide - Elementary School

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$16.43	\$29,834.16	\$16.65	\$30,233.68	\$17.65	\$32,052.40
Step 2	\$17.07	\$30,993.86	\$17.30	\$31,411.54	\$18.34	\$33,305.44
Step 3	\$17.72	\$32,172.26	\$17.96	\$32,608.10	\$19.04	\$34,576.64
Step 4	\$18.38	\$33,369.37	\$18.63	\$33,823.37	\$19.75	\$35,866.00
Step 5	\$19.09	\$34,660.00	\$19.35	\$35,132.16	\$20.51	\$37,246.16
Step 6	\$19.82	\$35,988.04	\$20.09	\$36,478.36	\$21.30	\$38,680.80
Step 7	\$20.59	\$37,390.90	\$20.87	\$37,899.38	\$22.13	\$40,188.08
Step 8	\$21.57	\$39,167.86	\$21.86	\$39,694.50	\$23.17	\$42,076.72
Step 9	\$22.06	\$40,065.69	\$22.36	\$40,610.49	\$23.71	\$43,057.36
Step 10	\$22.65	\$41,131.86	\$22.95	\$41,676.66	\$24.33	\$44,183.28

OSP 205 Group B

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$15.81	\$28,711.87	\$16.02	\$29,093.23	\$16.99	\$30,853.84
Step 2	\$16.39	\$29,759.34	\$16.61	\$30,158.86	\$17.61	\$31,979.76
Step 3	\$17.05	\$30,956.45	\$17.28	\$31,374.13	\$18.32	\$33,269.12
Step 4	\$17.65	\$32,060.03	\$17.89	\$32,495.87	\$18.97	\$34,449.52
Step 5	\$18.35	\$33,331.96	\$18.60	\$33,785.96	\$19.73	\$35,829.68
Step 6	\$19.03	\$34,566.48	\$19.29	\$35,038.64	\$20.46	\$37,155.36
Step 7	\$19.79	\$35,931.93	\$20.06	\$36,422.25	\$21.26	\$38,608.16
Step 8	\$20.75	\$37,690.18	\$21.03	\$38,198.66	\$22.30	\$40,496.80
Step 9	\$21.24	\$38,569.30	\$21.53	\$39,095.94	\$22.83	\$41,459.28
Step 10	\$21.71	\$39,429.72	\$22.00	\$39,956.36	\$23.33	\$42,367.28

TABLE D: OSP 226 Day – School Year Plus Positions

Group F

Admin Asst. - Center Program School (Cooke)

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$18.47	\$33,685.45	\$18.72	\$34,136.34	\$19.84	\$0.00
Step 2	\$19.19	\$35,000.55	\$19.45	\$35,470.23	\$20.62	\$0.00
Step 3	\$19.92	\$36,334.44	\$20.19	\$36,822.91	\$21.40	\$0.00
Step 4	\$20.67	\$37,705.91	\$20.95	\$38,213.16	\$22.21	\$0.00
Step 5	\$21.47	\$39,152.52	\$21.75	\$39,678.57	\$23.06	\$0.00
Step 6	\$22.29	\$40,655.50	\$22.59	\$41,200.33	\$23.95	\$0.00
Step 7	\$23.13	\$42,196.05	\$23.44	\$42,759.67	\$24.85	\$0.00
Step 8	\$24.28	\$44,281.43	\$24.61	\$44,882.62	\$26.09	\$0.00
Step 9	\$24.83	\$45,295.94	\$25.16	\$45,897.13	\$26.68	\$0.00
Step 10	\$25.44	\$46,404.38	\$25.78	\$47,024.36	\$27.33	\$0.00

Group C

Admin Aide - Center Program School - Cooke

	Hourly	Salary Equiv	6th - 10th Yrs		11th Yr Longevity	
Step 1	\$16.43	\$29,965.58	\$16.66	\$30,378.90	\$17.66	\$32,220.05
Step 2	\$17.07	\$31,130.39	\$17.29	\$31,543.71	\$18.33	\$33,441.22
Step 3	\$17.72	\$32,313.98	\$17.95	\$32,746.09	\$19.03	\$34,718.75
Step 4	\$18.38	\$33,516.36	\$18.62	\$33,967.26	\$19.75	\$36,015.06
Step 5	\$19.09	\$34,812.68	\$19.34	\$35,282.36	\$20.51	\$37,405.32
Step 6	\$19.82	\$36,146.57	\$20.09	\$36,635.04	\$21.29	\$38,833.14
Step 7	\$20.59	\$37,555.61	\$20.87	\$38,062.87	\$22.12	\$40,354.91
Step 8	\$21.57	\$39,340.40	\$21.86	\$39,866.44	\$23.18	\$42,271.20
Step 9	\$22.06	\$40,242.18	\$22.36	\$40,787.01	\$23.71	\$43,248.13
Step 10	\$22.65	\$41,313.05	\$22.96	\$41,876.67	\$24.34	\$44,394.15

Memo

To: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent of Human Resources

Date: 11/14/2025

Re: Northville Federation of Para Educators Contract Re-Opener

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In September 2024, the Board of Education and the Northville Federation of Para Educators ratified a two-year agreement covering both the 2024-2025 and 2025-2026 school years. As part of that agreement, the Para Educators received a one-step increase and three percent (3%) wage scale lift for the 2024-2025 school year, as well as an additional one-step increase and one percent (1%) wage scale lift for the 2025-2026 school year.

Following review of the Northville Federation of Para Educators contract, and particularly those terms that had been negotiated for the 2025-2026 school year, the Board of Education authorized administration to discuss a potential contract re-opener with the Northville Federation of Para Educators. After such discussion with the Para Educators, a tentative agreement has been reached with the Para Educators that includes the following terms and conditions:

- An additional two percent (2%) increase to the 2025-2026 Para Educator wage scale, to be paid retroactively to the beginning of the contract year
- A transition from a bi-weekly pay schedule to a bi-monthly pay schedule

In addition, as part of the re-opener package, the parties have tentatively agreed to a Letter of Understanding that would permit the District to explore additional longterm para educator

substitutes, limited to the remainder of this 2025-2026 school year, in an effort to mitigate staffing challenges that will be further exacerbated by those para educators who are completing their student teaching during the winter/spring of 2026 through Wayne RESA's Para-to-Teacher program.

Recommendation:

It is recommended that the Board of Education conducts a ratification vote regarding the contract re-opener agreement between Northville Public Schools and the Northville Federation of Para Educators, which includes economic and non-economic terms and conditions of employment for the 2025-2026 school year.

ADDENDUM TO THE COLLECTIVE BARGAINING AGREEMENT
RESULTING FROM REOPENER BETWEEN
NORTHVILLE PUBLIC SCHOOLS
AND
THE NORTHVILLE FEDERATION OF PARA EDUCATORS
EFFECTIVE 2025-2026

Brian Sumner
11/13/25
Sondra By
4/13/2025

This Addendum is entered into by and between Northville Public Schools and the Northville Federation of Para Educators. The Parties hereto agree and acknowledge as follows:

1. The parties have entered into a Collective Bargaining Agreement (“CBA”) covering the period of August 24, 2024, through August 23, 2026.
2. The parties will reopen the CBA, and as a result, the following provisions shall be modified as follows, effective November ~~X~~, 2025:

18

ARTICLE IX: COMPENSATION

9.01 Wages

The wages of Para Educators covered by this Agreement are set forth in Appendix A and cover steps 1 through 13. Para Educators hired to work the 20 day summer program will be compensated on a per diem basis.

The parties agree that the financial conditions listed herein relate to the 2024-25 and 2025-26 school years only. No steps of any kind, lane changes, or financial triggers listed in this agreement are guaranteed or will be carried over into the 2026-27 school year unless specifically agreed to in writing by the parties.

2024-25

The parties agree that the financial conditions listed herein relate to the 2024-25 school year only. No steps of any kind, lane changes, or financial triggers listed in this agreement are guaranteed or will be carried over into the 2025-26 school year unless specifically agreed to in writing by the parties.

In the event that the Board of Education approves a budget for the 2024-25 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

BJS
SM

Effective upon ratification, a 3% on-schedule increase will be applied to the 2022-2024 wage schedule for the 2024-2025 school year. Additionally, each bargaining unit employee will advance one (1) step on the new wage scale that corresponds with the employee's numeric step increment from the prior scale in effect during 2023-24.

In the event that the Board of Education approves a budget for the 2024-25 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will receive an off-schedule payment equivalent to 2.0% that does not add to the employee's base wages. Payment of the 2.0% off schedule payment will be made into equal lump sum payments with the payroll at or following the end of each semester. No step advancement.

In the event that the Board of Education approves a budget for the 2024-25 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2023-24 base wage rate with no increase or movement on the salary scale during 2024-2025 (wage freeze.)

In the event that audit of the 2024-25 school year confirms a General Fund Balance in excess of 18% for the respective school year, including the cost of the bonus, unit employees shall receive a \$550 bonus to be paid not later than December 1st following that respective school year's audit findings.

For 2024-25: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases if any may be denied eligibility for any increase in base wage rates. Such determination will be made by the chief Human Resources administrator in consultation with the employee's supervisor. Any such denial of eligibility will be made known to the Federation's steward or representative.

2025-26

The parties agree that the financial conditions listed herein relate to the 2025-26 school year only. No steps of any kind, lane changes, or financial triggers listed in this agreement are guaranteed or will be carried over into the 2026-27 school year unless specifically agreed to in writing by the parties.

In the event that the Board of Education approves a budget for the 2025-26 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

Effective August 24, 2025, a 1% on-schedule increase will be applied to the 2024-2025 wage schedule for the 2025-2026 school year. Additionally, each bargaining unit employee will advance one (1) step on the wage scale that corresponds with the employee's numeric step increment from the 2024-25 school year.

Handwritten initials/signature

Effective November 18, 2025, the 2025-2026 wage scale will be increased an additional two percent (2%), in effect increasing the 2024-2025 wage schedule by three percent (3%) total. This increase will be retroactive to August 24, 2025, or the beginning of the 2025-2026 school year. Such increase, including any amount to be paid retroactively, will be calculated and paid out equally across each bargaining unit member's remaining pay periods in the 2025-2026 school year.

In the event that the Board of Education approves a budget for the 2025-26 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will receive an off-schedule payment equivalent to 1.5% that does not add to the employee's base wages. Payment of the 1.5% off schedule payment will be made into equal lump sum payments with the payroll at or following the end of each semester. No step advancement.

In the event that the Board of Education approves a budget for the 2025-26 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2024-25 base wage rate with no increase or movement on the salary scale during 2025-2026 (wage freeze.)

In the event that audit of the 2025-26 school year confirms a General Fund Balance in excess of 18% for the respective school year, including the cost of the bonus, unit employees shall receive a \$550 bonus to be paid not later than December 1st following that respective school year's audit findings.

For 2025-26: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases if any may be denied eligibility for any increase in base wage rates. Such determination will be made by the Chief Human Resources administrator in consultation with the employee's supervisor. Any such denial of eligibility will be made known to the Federation's steward or representative.

9.08 Bi-Weekly Salary Payments

Para Educators shall be paid twice monthly in ~~bi-weekly-monthly~~ installments ~~according to the negotiated SEP Standard Schedule. Starting with the 2012-13 school year, Para Educators may choose between 21 and 26 pays to the extent allowable under applicable law or regulation.~~

3. Except as expressly modified by this Addendum, all terms and conditions of the CBA remain in full force and effect.

In witness whereof, the parties have executed this Addendum and signed by their duly authorized representative, as of this 18th day of November.

NORTHVILLE FEDERATION OF
PARA EDUCATORS

NORTHVILLE PUBLIC SCHOOLS

By _____
President

By _____
Superintendent

By _____
Director of Human Resources &
Employee Relations

Blank
BJP
SKW

2025-2026 Wage Scale (w/3% On-Schedule Increase from 2024-2025) 11.5.25

C1		C2		C3		C4	
Step	Regular Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem	Step	Plus Extra Credit (10%) Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem
1	\$ 18.04	\$ 22,728.89	\$ 90.19	1	\$ 19.84	\$ 25,001.78	\$ 99.21
1.5	\$ 18.35	\$ 23,116.62	\$ 91.73	1.5	\$ 20.18	\$ 25,428.28	\$ 100.91
2	\$ 18.66	\$ 23,506.31	\$ 93.28	2	\$ 20.52	\$ 25,856.94	\$ 102.61
2.5	\$ 18.95	\$ 23,879.02	\$ 94.76	2.5	\$ 20.85	\$ 26,266.92	\$ 104.23
3	\$ 19.25	\$ 24,253.06	\$ 96.24	3	\$ 21.17	\$ 26,678.37	\$ 105.87
3.5	\$ 19.55	\$ 24,627.42	\$ 97.73	3.5	\$ 21.50	\$ 27,090.16	\$ 107.50
4	\$ 19.85	\$ 25,009.99	\$ 99.25	4	\$ 21.83	\$ 27,510.99	\$ 109.17
4.5	\$ 20.15	\$ 25,389.51	\$ 100.75	4.5	\$ 22.17	\$ 27,928.46	\$ 110.83
5	\$ 20.45	\$ 25,763.87	\$ 102.24	5	\$ 22.49	\$ 28,340.25	\$ 112.46
5.5	\$ 20.76	\$ 26,153.82	\$ 103.79	5.5	\$ 22.83	\$ 28,769.20	\$ 114.16
6	\$ 21.06	\$ 26,539.38	\$ 105.32	6	\$ 23.17	\$ 29,193.32	\$ 115.85
6.5	\$ 21.35	\$ 26,900.31	\$ 106.75	6.5	\$ 23.48	\$ 29,590.34	\$ 117.42
7	\$ 21.65	\$ 27,284.80	\$ 108.27	7	\$ 23.82	\$ 30,013.28	\$ 119.10
7.5	\$ 21.96	\$ 27,670.36	\$ 109.80	7.5	\$ 24.16	\$ 30,437.39	\$ 120.78
8	\$ 22.25	\$ 28,036.75	\$ 111.26	8	\$ 24.48	\$ 30,840.43	\$ 122.38
8.5	\$ 22.55	\$ 28,411.11	\$ 112.74	8.5	\$ 24.80	\$ 31,252.22	\$ 124.02
9	\$ 22.87	\$ 28,814.18	\$ 114.34	9	\$ 25.16	\$ 31,695.60	\$ 125.78
9.5	\$ 23.15	\$ 29,173.20	\$ 115.77	9.5	\$ 25.47	\$ 32,090.52	\$ 127.34
10	\$ 23.45	\$ 29,547.56	\$ 117.25	10	\$ 25.80	\$ 32,502.31	\$ 128.98
10.5	\$ 23.77	\$ 29,945.16	\$ 118.83	10.5	\$ 26.14	\$ 32,939.68	\$ 130.71
11	\$ 24.06	\$ 30,317.87	\$ 120.31	11	\$ 26.47	\$ 33,349.65	\$ 132.34
11.5	\$ 24.36	\$ 30,690.58	\$ 121.79	11.5	\$ 26.79	\$ 33,759.63	\$ 133.97
12	\$ 24.66	\$ 31,071.73	\$ 123.30	12	\$ 27.13	\$ 34,178.90	\$ 135.63
12.5	\$ 24.97	\$ 31,461.70	\$ 124.85	12.5	\$ 27.47	\$ 34,607.87	\$ 137.33
13	\$ 25.15	\$ 31,686.75	\$ 125.74	13	\$ 27.66	\$ 34,855.42	\$ 138.32

Brax Sumner
11/13/25
Quahan
11/13/25

LETTER OF UNDERSTANDING
Between
NORTHVILLE FEDERATION of PARA EDUCATORS
And
NORTHVILLE PUBLIC SCHOOL DISTRICT

Southwell
11/13/25
Proctor
11/13/25

This confirms the agreement reached between the Northville Public School District (hereinafter “NPS” or “District”) and the Northville Federation of Para Educators (hereinafter the “Union”) concerning the use of third-party agencies for the subcontracting of vacant para educator positions:

1. The District and Union engaged in bargaining and reached a two-year collective bargaining agreement (hereinafter “CBA”), ratified on August 24, 2024, covering the 2024-2025 and 2025-2026 school years.
2. With the 2024-2026 CBA, the parties agreed to Section 11.10 – *Subcontracting of Para Educator Services*.
 - a. Section 11.10(A) includes a provision that provides for the District to “subcontract no more than five (5) individuals in a full-time Para Educator position at any one time, unless otherwise explicitly agreed to by the parties.”
 - b. Section 11.10(B) includes a provision that guarantees the District must post all vacancies that are being filled through subcontracted individuals. Furthermore, this provision requires the District to actively seek to fill the vacancy when a qualified candidate is available to do so.
3. As of January 2026, and as previously agreed to by the parties, the District has agreed to release four (4) para educators to participate in their student teaching as part of a Para-to-Teacher program sponsored by Wayne Regional Educational Service Agency (“WRESA”), the county’s intermediate school district, of which Northville Public Schools is a part. During this paid leave, the four (4) para educators will not be performing the typical duties and responsibilities for which they were hired to perform.
4. The release of these four (4) para educators to their student teaching will create additional para educator vacancies at Cooke School, and its associated satellite classrooms at Hillside Middle School and Northville High School. These four (4) vacancies, in addition, to the other para educator vacancies, present a challenge to maintaining the level of supervision and support required for student safety at Cooke School and its satellite classrooms, as these positions help to ensure a safe and secure learning environment for students with intensive needs.
5. As a result, for a temporary period not to extend beyond Friday, June 12, 2026, the last day of the 2025-2026 school year, the parties agree to provide the District with flexibility to subcontract up to an additional four (4) individuals to temporarily serve in the role of para educator, not to exceed a total of nine (9) subcontracted individuals at any given time for the duration of this Agreement.

Jan
11/13/25
Boan
11/13/25

6. In the process, while the District will maintain full discretion in its hiring decisions, it commits to its continued consideration of hiring subcontracted individuals when they are eligible for hire by the District, without the requirement of a non-compete payment to the subcontracting agency.
7. With the exception of the agreement to expand the District's ability to subcontract up to nine (9) subcontracted individuals to temporarily fill para educator vacancies, as opposed to five (5) individuals, as outlined in Section 11.10(A) of the CBA, all other aspects of Section 11.10 will remain in full effect during this Agreement, including the District's commitment to "keeping vacanc[ies] posted while actively seeking to fill the vacanc[ies] with a permanent Para Educator hire," as delineated in Section 11.10(B) of the CBA.
8. This Agreement will sunset as of 11:59 pm on Friday, June 12, 2026. At that time, no more than five (5) individuals may be subcontracted as para educators unless otherwise explicitly agreed to in writing by the parties.

This Agreement between the parties represents the full and complete agreement related to this matter and does not add to, alter or negate any other contractual provision unless otherwise explicitly stated herein.

Northville Public Schools

Northville Federation of Para Educators

Date: _____

Date: _____

Memo

To: RJ Webber, Superintendent

From: Rebecca Pek, Assistant Superintendent of Human Resources

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

Date: 11/18/2025

Re: COLT and Non-Affiliated Contract Adjustment for 2025-26

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators (NASA) and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement and are being addressed via the collectively bargaining process.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained as well as those with individual contracts such as COLT, Non-Affiliated and the Superintendent, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In June 2025, the Board of Education approved contracts for COLT and Non-Affiliated employees that included including moving one step on their board approved wage schedule for the 2025-2026 school year.

Following review of the COLT and Non-Affiliated contracts that had been adjusted for the 2025-2026 school year, the Board of Education authorized administration to seek to adjust these agreements to provide consistency between employee groups.

Recommendation:

For the COLT and Non-Affiliated contracts, the District recommends that the Board of Education approve the following:

- Adjust all COLT and Non-Affiliated contracts to reflect an additional three percent (3%) increase to the COLT and Non-Affiliated wage schedules as attached in Attachment A, to be paid retroactively to the beginning of the contract year

ATTACHMENT A

COLT and Non-Affiliated Wage Schedules – 2025-2026

COLT and Non-Affiliated Contract Wage Schedules											
GROUP: Asst Supt		GROUP 1		GROUP 2		GROUP 3		GROUP 4		GROUP 5	
ASST. SUPERINTENDENTS (Function 1120)		Includes: Director of Curriculum, Director of Partnerships and Wellness, Director of Technology, Exec Director of Special Services, Director of HR, Director of Operations and Capital Improvements		Includes: Network Engineer, Controller, Special Education Supervisors, Instructional Specialist		Includes: ECC Director, Instructional Coach, I/B Coordinator		Includes: ECC Supervisor, ECC Specialist, Exec. Assistant, Asst. Controller, Supervisor of Food Services, Tech and Facilities Coordinator, Human Resources Supervisor, Payroll and Benefits Supervisor		Includes: Pupil Accounting, Communications Specialist	
STEP	2025-26	STEP	2025-26	STEP	2025-26	STEP	2025-26	STEP	2025-26	STEP	2025-26
1	\$150,281	1	\$128,750	1	\$115,360	1	\$89,095	1	\$73,645	1	\$57,680
1.5	\$154,039	1.5	\$130,681	1.5	\$116,860	1.5	\$90,431	1.5	\$74,750	1.5	\$58,545
2	\$155,542	2	\$133,295	2	\$118,379	2	\$91,788	2	\$75,946	2	\$59,423
2.5	\$158,661	2.5	\$135,161	2.5	\$120,036	2.5	\$93,165	2.5	\$77,161	2.5	\$60,315
3	\$160,209	3	\$137,053	3	\$121,717	3	\$94,562	3	\$78,395	3	\$61,219
3.5	\$165,017	3.5	\$138,972	3.5	\$123,421	3.5	\$95,981	3.5	\$79,650	3.5	\$62,138
4	\$167,493	4	\$140,918	4	\$125,149	4	\$97,420	4	\$80,924	4	\$63,070
4.5	\$170,006	4.5	\$142,750	4.5	\$126,901	4.5	\$98,882	4.5	\$82,138	4.5	\$64,016
5	\$172,557	5	\$144,605	5	\$128,677	5	\$100,365	5	\$83,370	5	\$64,976
5.5	\$175,147	5.5	\$146,485	5.5	\$130,479	5.5	\$101,870	5.5	\$84,704	5.5	\$65,951
6	\$177,775	6	\$149,268	6	\$132,305	6	\$103,398	6	\$85,975	6	\$66,940
6.5	\$180,620	6.5	\$151,209	6.5	\$134,158	6.5	\$104,949	6.5	\$87,350	6.5	\$67,944
7	\$183,511	7	\$153,477	7	\$136,036	7	\$106,524	7	\$88,660	7	\$68,963
7.5	\$186,449	7.5	\$155,779	7.5	\$137,940	7.5	\$108,121	7.5	\$90,079	7.5	\$69,998
8	\$189,433	8	\$158,116	8	\$139,872	8	\$109,743	8	\$91,430	8	\$71,048
8.5	\$192,465	8.5	\$160,488	8.5	\$141,830	8.5	\$111,389	8.5	\$92,802	8.5	\$72,113
9	\$195,545	9	\$162,895	9	\$143,815	9	\$113,060	9	\$94,194	9	\$73,195
9.5	\$198,675	9.5	\$165,338	9.5	\$145,829	9.5	\$114,756	9.5	\$95,606	9.5	\$74,293
10	\$201,855	10	\$167,818	10	\$147,870	10	\$116,478	10	\$97,041	10	\$75,407

Steps do not equate to years

Wage Schedules are subject to Board of Education review and approval

Memo

To: RJ Webber, Superintendent

From: Rebecca Pek, Assistant Superintendent of Human Resources

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

Date: 11/18/2025

Re: Superintendent Contract Adjustment for 2025-26

Background:

Over the past couple of months, the District has reached successor agreements with both the Northville Education Association and Northville Federation of Paraprofessionals. The other two remaining collective bargaining units - the Northville Association of School Administrators (NASA) and Northville Federation of Para Educators – are currently in the last year of a two-year contract agreement and are being addressed via the collectively bargaining process.

As previously shared with the Board of Education, the District has historically sought to revisit other employee groups, including those groups that are collectively bargained as well as those with individual contracts such as COLT, Non-Affiliated and the Superintendent, following new contract agreements within the District that may outpace agreements that were previously reached with other employee groups.

In June 2025, the Board of Education approved contracts for the Superintendent that included including moving one step on his board approved wage schedule for the 2025-2026 school year.

Following review of the Superintendent contract that had been adjusted for the 2025-2026 school year, the Board of Education authorized administration to seek to adjust these agreements to provide consistency between employee groups.

Recommendation:

For the Superintendent contract, the District recommends that the Board of Education approve the following:

- Adjust the Superintendent contract to reflect an additional three percent (3%) increase to the Superintendent wage schedule as attached in Appendix A, to be paid retroactively to the beginning of the contract year

ATTACHMENT A

Superintendent Wage Schedule – 2025-2026

Superintendent	
GROUP: SUPT	
STEP	2025-26
1	\$238,703
2	\$245,865
3	\$253,242
4	\$260,840
5	\$268,666
6	\$276,727
7	\$285,030
8	\$293,582
9	\$302,390
10	\$311,463

Steps do not equate to years

Wage Schedules are subject to Board of Education review and approval