

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
CENTRAL HIGH SCHOOL ROOM #1136, 8135 S. WESTNEDGE, PORTAGE, MICHIGAN 49002
JULY 25, 2022, 6:30 PM
AGENDA**

VISION STATEMENT

An exceptional, continuously improving learning culture with high expectations, committed to all!

MISSION STATEMENT

Portage Public Schools will educate all students to achieve their potential.

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II. Revisions/Approval of Agenda

Recommended Motion:

Motion offered by _____, seconded by _____, that the Board of Education approve the Agenda as printed (or as amended).

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IV. Board Education

1. Student Support Through Federal Funds

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VI. Consent Agenda

1. Approval of Minutes
 - a. June 27, 2022 Special, Closed Session & Regular Business Meeting Minutes

2. Architect-Engineer Contract Approval

That the Board of Education approve the contract documents between Portage Public Schools, the Owner, and TowerPinkster, the Architect, on the 2021 Elementary Schools Bond Project, in an amount equivalent to 5.9% of the construction cost, the funds for which will come from the 2021 Bond Fund.

Note, the agenda packet only contains the recommendation memo for this item. To review the contract documents, please see the June 27, 2022 agenda packet for Item XI.2.

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

**SPECIAL MEETING & REGULAR BUSINESS MEETING MINUTES
JUNE 27, 2022**

SPECIAL MEETING

The special meeting of the Board of Education of Portage Public Schools held on Monday, June 27, 2022, was called to order at 4:00 p.m. by President Van Antwerp. The meeting was held in Conference Room #1 of the Administration Building.

Board Trustees Present: Keith Crowell, Kurt Droppers, Terri Novaria, Bo Snyder, Celeste Shelton-Harris, Randy Van Antwerp

Board Trustees Absent: Rusty Rathburn

Executive Leadership Present: Mark Bielang, Superintendent

REVISIONS/APPROVAL OF AGENDA

Motion offered by Mr. Droppers, seconded by Ms. Novaria, that the Board of Education approve the agenda as printed.

The motion carried unanimously.

COMMENTS OR COMMUNICATIONS

There were no comments.

CLOSED SESSION

Consider Periodic Personnel Evaluation (Superintendent) & School Security Planning

Motion offered by Mr. Droppers, seconded by Mr. Crowell, that the Board of Education move into closed session to consider a periodic evaluation (superintendent) and to consider school security planning, as allowed under the Open Meetings Act 15.268, Sections 8(a) and 8(k) respectively.

Upon a roll call vote, the motion carried unanimously.

The Board moved into closed session at 4:03 p.m. and returned to open session at 6:06 p.m.

The special meeting adjourned at 6:07 p.m.

REGULAR BUSINESS MEETING

The Regular Business Meeting of the Board of Education of Portage Public Schools held on Monday, June 27, 2022, was called to order at 6:30 p.m. by President Van Antwerp. The meeting was held in Room #1136 of Portage Central High School. The Pledge of Allegiance was recited.

Board Trustees Present: Keith Crowell, Kurt Droppers, Terri Novaria, Bo Snyder, Celeste Shelton-Harris, Randy Van Antwerp

Board Trustees Absent: Rusty Rathburn

REVISIONS/APPROVAL OF AGENDA

Motion offered by Mr. Crowell, seconded by Mr. Droppers, that the Board of Education approve the agenda as printed.

The motion carried unanimously.

BUDGET HEARING

President Van Antwerp opened the budget hearing at 6:31 p.m.

Ms. Paula Johnson, Director of Finance, provided a presentation on the 2022-23 proposed budget. By law, school districts must have their budget for the upcoming school year set by July 1 each year. The state typically has not finalized their budget by that time, which requires schools to develop their budget based on assumptions on what funding the state will provide.

Ms. Johnson reviewed the state's proposed per pupil funding, tax and lottery revenue that goes into the state's School Aid Fund, general fund assumptions, impacts to our various budgets – General Fund, Building Site Sinking Fund, Food Service Fund and Debt Fund.

In addition, Ms. Johnson reviewed a comparison of revenues, expenses, and fund balance figures for year-end 20-21, year-end 21-22 amended budget and the preliminary 22-23 budget. A chart showing our fund balance historically was also provided.

Board members asked questions and shared comments related to the budget.

President Van Antwerp asked for public comment related to the budget, and hearing none, he closed the hearing at 6:49 p.m.

REPORTS

Superintendent's Report

Bond Project Update

Mr. Johnny Edwards, Assistant Superintendent of Operations provided an update on bond construction work.

2015 Bond Project

Construction on the two storage barns on the Northern Campus will begin on July 7 for the high school and July 14 for the middle school. The project should be substantially complete by the first week of school. During the first two weeks of construction work will include site demolition, underground electrical work, and work on the foundation and slab. The first barn should be complete by late July.

2021 Elementary Bond Project

Mr. Edwards along with Mr. Adam Tweedy, Director of Preconstruction for O-A-K and Mr. Mike Galovan, Senior Project Manager for TowerPinkster provided an update on the impact of rising costs of construction due to inflation. To address this challenge, representatives from the District, O-A-K and TowerPinkster & Fielding International met to collectively conduct a value engineering exercise. They are looking at cost saving ideas in every aspect of the project while trying to stay away from the classroom and the project schedule. From this exercise a list will be developed and then the schematic design will be repackaged. A revised plan is expected to be presented to the Board at their July 25 meeting.

Mr. Edwards addressed questions from Trustees.

COMMENTS OR COMMUNICATIONS

President Van Antwerp opened the floor to public comment. Dr. Shelton-Harris read the guidelines for public participation.

Maribeth Henry encouraged the Board to prioritize funding for equity building efforts.

President Van Atwerp thanked Ms. Henry for her commenters and opened the floor to board members comments.

Mrs. Novaria shared her experience of a chance meeting with a Portage graduate while on vacation recently in Alaska. It's always interesting and fun to learn about what our former students are doing.

CONSENT AGENDA

President Van Antwerp presented the following Consent Agenda items for approval by the Board of Education: the June 13, 2022 Committee of the Whole Work Session minutes; approve renewing the MASB Membership, without the Dues Plus Choice option, for a total renewal amount of \$9,690.00; approve the revision to Bylaw 0151-Organizational Meeting, as presented; approve the purchase, as presented, of the Science Dimensions Earth Science Textbook and Digital Resources from Houghton Mifflin Harcourt Publishing Company of Boston, MA in the amount of \$92,172.74, the funds for which will come from the 2022-23 General Fund budget; and approve the contract documents between Portage Public Schools, the Owner, and Owen-Ames-Kimball Co., the⁸Construction Manager, on the 2021 Elementary

Schools Bond Project, in an amount equivalent to 2.9% of the construction cost, the funds for which will come from the 2021 Bond Fund.

There being no objections, the motion carried.

REQUIRED ACTION ITEMS

Amended Budget Appropriation Resolutions for 2021-22

Motion offered by Kurt Droppers, seconded by Dr. Shelton-Harris, that the Board of Education approve the resolutions for the General Fund, Debt Retirement Fund, Building & Site Sinking Fund, and School Service Funds budgets for 2021-22, as presented.

The motion carried unanimously.

2022-23 Budget Resolutions

Motion offered by Mr. Crowell, seconded by Mrs. Novaria, that the Board of Education approve the resolutions for the General Fund, Debt Retirement Fund, Building & Site Sinking Fund, and School Services Funds budgets for 2022-23, as presented.

The motion carried unanimously.

Resolution to set 2022 Tax Rates

Motion offered by Dr. Shelton-Harris, seconded by Mr. Snyder, that the Board of Education approve the Resolution to Set 2022 Tax Rates for Summer and Winter Taxes, as presented.

The motion carried unanimously.

ACTION ITEMS

Resolution to Create Common Debt Fund

Motion offered by Mr. Droppers, seconded by Mrs. Novaria, that the Board of Education approve the Resolution Establishing Common Debt Retirement Fund, as presented.

The motion carried unanimously.

Approve Administrative Contracts

Motion offered by Mrs. Novaria, seconded by Mr. Snyder, that the Board of Education authorize the Superintendent to issue administrator contract extensions as presented, not to extend beyond June 30, 2024, and with additional compensation in the aggregate, as approved by the Board as part of the initial 2022-2023 budget.

Superintendent Bielang reviewed the recommendation with the Board.

The motion carried unanimously.

DISCUSSION ITEMS

Auditorium Refresh

Mr. Johnny Edwards reviewed the background information and recommendation to replace flooring, stage lighting, lighting controls and sound systems at both high school auditoriums. Mr. Edwards addressed questions from Trustees.

The Board opted to move this discussion item to action.

Motion offered by Mrs. Novaria, seconded by Mr. Snyder, that the Board of Education move the Auditorium Refresh discussion item to action.

The motion carried unanimously.

Motion offered by Mr. Snyder, seconded by Mrs. Novaria, that the Board of Education approve a construction contract to Groove Construction Group, LLC of Allendale, Michigan for the auditorium improvements at Northern High School in the amount of \$407,500.00 and at Central High School in the amount of \$417,500.00, for a total purchase cost of \$825,000.00, the funds for which will come from the 2019 Bond Fund, Proposal #1 Unallocated Contingency.

The motion carried unanimously.

Architect-Engineer Contract Approval

On November 8, 2021, the Board approved award of architect services on the 2021 elementary bond project to TowerPinkster, and since that time, contract terms and conditions have been worked out under the guidance of the District's legal counsel. Mr. Edwards reviewed the recommendation and addressed questions from Trustees.

Curriculum Materials Purchase

On behalf of Mr. Mike Huber, Director of Curriculum and Professional Development, the recommendation to purchase K-12 curriculum materials was reviewed by Mr. Dan Vomastek, Director of Information and Technology Systems.

The Board opted to move the curriculum discussion item to action.

Motion offered by Dr. Shelton-Harris, seconded by Mr. Crowell, to move the Curriculum Materials Purchase discussion item to action.¹⁰

The motion carried unanimously.

Motion offered by Mr. Crowell, seconded by Mrs. Novaria, to approve as presented, the purchase of the 2022-23 school year curriculum materials for K-12 replacement, enrollment increases, intervention materials, and consumable texts, from various vendors, for the total of \$140,922.00, the funds for which will come from the 2022-23 General Fund budget.

The motion carried unanimously.

With no further business to come before the Board, the meeting was adjourned at 7:29 p.m.

Respectfully submitted,

Barb Atkinson, Recording Secretary



To: Mark Bielang, Superintendent

From: Johnny Edwards, Assistant Superintendent of Operations

CC: Paula Johnson, Director of Finance

Date: June 27, 2022

Re: Architect Contract Approval

RECOMMENDATION

I recommended that the Board of Education approve the contract documents between Portage Public Schools, the Owner, and TowerPinkster, the Architect, on the 2021 Elementary Schools Bond Project, in an amount equivalent to 5.9% of the construction cost, the funds for which will come from the 2021 Bond Fund.

BACKGROUND INFORMATION

At the November 8, 2021 board meeting, the Board approved the award of Architect services to TowerPinkster, and authorized the administration to negotiate contract terms and conditions under the guidance of the District's legal counsel. Since that time, we have worked with Thrun Law (legal counsel), Plante Moran (Owner's rep.) and TowerPinkster to negotiate the terms and conditions of the Architect agreement for the 2021 Elementary Schools bond program. Preliminary terms were solicited as part of the AE RFP process in October and November of 2021. A draft contract was included as part of the RFP process and proposing firms were required to identify any exceptions they wanted to discuss. We subsequently worked with legal counsel to agree to contract language and terms acceptable to all parties. This agreement was negotiated alongside the CM agreement, and we further worked with TowerPinkster to arrive at terms for design support for Furniture, Fixtures, and Equipment (FF&E) as we did with Instructional Technology.

Some key aspects of the final agreement we are pleased to highlight:

1. The AE design agreement is a modified AIA B132, incorporating recommendations of Thrun Law and Plante Moran Cresa, with terms agreed upon with TowerPinkster
2. TowerPinkster's design fee for new buildings will be 5.90% of the Cost of the Work; for renovations the fee is 6.40% of the cost of the work. Both of these fees were in the middle of the overall range of fee proposals received, and we believe are reasonable in today's market.

3. The agreements include additional services for Furniture, Fixture and Equipment design, as well as Technology design services. These fees will be 5.90% of the cost of those items for the initial work at Central Elementary, and 4.50% for replication at Haverhill Elementary, recognizing the efficiencies gained and resulting in savings for Portage Public Schools. Fees for future projects for this work will be negotiated based upon actual scope using this fee structure as a baseline.
4. The agreement is structured to cover the entire bond program; however, PPS retains the ability to exit the agreement at any point, should circumstances change or the needs of the District evolve.

As a reminder, several factors led to the committee's recommendation to select TowerPinkster as the District's architect, including:

- TowerPinkster is headquartered in Kalamazoo, does half of their total work in the education market, and has significant resources to support this program.
- TowerPinkster has successfully performed dozens of design and engineering projects for Portage Public Schools over the past decade and more.
- Fielding International, a national leader in K-12 school environment research and design, has a significant role in the initial planning work.
- The team has a history of successfully working together.
- The team was well prepared and has a strong understanding of PPS's goals for the project.
- The TowerPinkster team members understand education philosophy and its application to learning environments.

I would be happy to answer any questions you may have.

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VIII. Required Action Items

1. Approve Superintendent Evaluation (GP 3.12)

Recommended Motion

Motion offered by _____, seconded by _____, that the Board of Education approve a highly effective rating for Superintendent Mark Bielang for the 2021-22 school year based on the results of his annual performance evaluation completed by the Board on June 27, 2022.

To: Board of Education
From: Randy Van Antwerp
Date: July 20, 2022
Subject: Superintendent Evaluation

Copy To: Mark Bielang

RECOMMENDATION

I recommend that the Board of Education approve a highly effective rating for Superintendent Mark Bielang based on the results of his annual performance evaluation for the 2021-22 school year.

BACKGROUND

A formal evaluation of the Superintendent was completed by the Board on June 27, 2022 for the 2021-22 school year consistent with Governance Process Policy 3.12: Superintendent Evaluation. A rating of highly effective is in order based upon the scoring of the evaluation instrument and comments from board members.

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X. Discussion Items

1. Naming of Facilities (OP 7250)

Book	Policy Manual
Section	7000 Property
Title	COMMEMORATION AND NAMING OF SCHOOL FACILITIES
Code	po7250
Status	Active
Adopted	September 14, 2015
Last Revised	December 13, 2021

7250 - **COMMEMORATION AND NAMING OF SCHOOL FACILITIES**

The Board of Education (Board) has complete authority and responsibility for the naming and signage of facilities, or when appropriate, to change the existing name(s) of facilities, or the placement of a permanent monument or other physical representation in or on a facility. Only names approved by the Board are permitted on school facilities. The term "facilities" means a school building or district-wide complex, and includes portions of facilities such as performing arts centers, gymnasiums, athletic fields, outdoor event spaces, and other portions of a school building or support complex.

Customary Practice

School buildings will be named after a street unless it would be more appropriate to name school buildings after a section of the District, or geographic location. The name should provide proper recognition to the building or facility and to the community, which it serves. The Superintendent shall recommend a name to be approved by the Board.

Commemoration

Commemoration includes the naming of a facility (as defined above) after a person, or the placement of a permanent monument or other physical representation, honoring a person who has made exceptional contributions to the District or to the community and meets the following criteria:

- A. Contributions and good character of the person are well documented and acknowledged within the community; and
- B. Person must be deceased or no longer employed by or have any current formal association with the District. Agreement of the person or next of kin (if possible) must be obtained.

The Board may commemorate a facility by naming it after something other than a person provided the name is:

- A. Relevant to the facility;
- B. Meaningful to the community; and
- C. Consistent with community standards.

Selection Committee

If the Board chooses not to follow the Customary Practice, the Board may request the Superintendent to form a committee to design a process to provide for broader input for the purpose of soliciting names and proposing a name for a specific facility.

The selection committee shall be comprised of one (1) central office administrator, the site administrator(s) if identified, two (2) parents from the attendance zone involved, one (1) at-large community member, one (1) Board member appointed by the Board President, one (1) student, and chaired by the Superintendent or designee.

The committee shall review all submitted names and supporting documentation to determine whether the names meet the criteria of this policy. The committee shall provide evidence of adequate public support for a specific name and/or the absence of credible opposition to the name. The committee shall recommend a name to the Board for its consideration. All names submitted by the public shall be provided to the Board.

Proposal in triplicate for Commemoration of “Bob Knight Field,”
Continued designation and inclusion of all “The Fields at McCamley,”
and installation of a bronze statue of Coach Bob Knight

1. We, the undersigned, **propose that McCamley Field be renamed “Bob Knight Field”** in honor of the legendary teacher, mentor, football and track & field coach, and pillar in the Portage community.

See also Addendum 1 for a summary of Coach Knight’s life and details on his impact on Portage Public Schools as well as the Portage Community at large.

2. Coordinately, **we propose that the entire set of athletic fields** belonging to Portage Central High School located west of South Westnedge Avenue to include what would be the newly named Bob Knight Field, as well as Mustang (soccer) Field, softball field, baseball field, and football practice fields, **continue to be designated as the “The Fields at McCamley.”** At appropriate locations, we will add signage highlighting this uniquely historical designation.

See also Addendum 2 for a historical perspective on the important role that Mr. Stuart McCamley played. We feel strongly that grouping this entire set of fields together would most closely represent the accurate history of Portage School Board’s acquisition of these fields as well as forever assert Mr. McCamley’s prominence in securing the fields.

3. **We propose to place a life-size, bronze statue of Coach Bob Knight in a prominent place near the football playing field.** This statue would be cast by one of two professional organizations that have respectively long histories in highest-quality representations of coaches and athletes welcoming teams and fans to professional, collegiate, and high school stadiums across the country.

See also Addendum 4 for details on the statue.

Our current hope is to place this yet-to-be-commissioned statue at the current location of the mustang statue near the north end zone. So then, our working proposal would require displacement of the mustang statue to an alternate location at the discretion of PCHS leadership. We have collected verbal approval of this plan from PCHS leadership, but understand that the location of such a statue of Coach Knight is ultimately at the discretion of PCHS leadership. Given the meticulous work of the commissioning process and artistic representation, the approximate timeline from commissioning Coach Knight’s statue to installation is approximately 8-15 months per initial estimates.

Importantly, all costs for the entire project including signage, commissioning of the statue of Coach Bob Knight, its installation, and potential re-installation of the mustang statue will be privately funded. This

includes the requirement for new and requisite footings and mounting base for the re-located Mustang. See Addendum 4 for cost estimates.

Discussion

Importantly, and given the reality that the land used for these athletic fields was purchased during Mr. Stuart McCamley's tenure as President of the Portage School Board, we would like to *elevate* his name and legacy by naming the *entire* athletic complex at Portage Central High School in his distinguished honor. In this manner, we feel that we would most appropriately and in a more inclusive and historically accurate way remember Mr. McCamley's legacy and extraordinary contributions to Portage Central High School.

We, the undersigned, could not believe more intently or agree more enthusiastically that Coach Bob Knight deserves to be honored with the naming of Bob Knight Field. As you will read in Addendum 1, Coach Knight was not only a football coach and a physical education and science teacher, but he was also THE single most unifying and powerful force for culture change from malaise and mediocrity in the late 1960s to an atmosphere of excellence, achievement, and renown at Portage Central High School. This palpable transformation is retold by several retired teachers and administrators including Vern Ingalsbee, Mike McCloughan, and Frank Gawkowski among many others detailing these dramatic changes which began from the very moment Coach Knight arrived in 1971 through his final days as an assistant football coach in 2016.

In short, Coach Bob Knight was the most influential and impactful Mustang at Portage Central in the last 50 years, bar none.

Coach Bob Knight was a driving factor for culture change at PCHS, immediately upon his arrival. His drive toward excellence and encouraging all teams and all individuals to give their best and become their best changed lives, changed teams, and forever changed a school. Since Coach Knight's arrival, Portage Central High School has become widely characterized by excellence—academically, athletically, in the fine arts, and in every corner of individual and team competition and performance. Coach Knight exuded his own ethos, frequently and rhetorically exclaiming “Why can't we all win!?” when referencing his unyielding support for all things Portage Central including performing arts, non-football athletic teams, the Science Olympiad team, the forensics team, and every other team or group that represented Portage Central. Excellence for himself, his teams, and his school fueled Coach Knight's drive.

Given the tenure, breadth, and strength of life-altering impact that Coach Knight delivered, we have included a list of names and signatures of a sampling of the people he reached, molded, challenged, mentored, and changed forever. Each one of the distinguished individuals in **Addendum 3** enthusiastically supports this proposal.

Financially, we have performed an extensive review of the costs for the commemoration and re-designation that we are proposing, having already acquired cost estimates for all necessary components of the football field name change as well as clearly designating “The Fields at McCamley.” We estimate the total costs to be approximately \$100K - \$125K. Please see **Addendum 4**.

Should it be agreeable to the committee, we would like to pursue a Stadium Commemoration Ceremony for both Bob Knight Field coupled with a re-dedication Ceremony for the The Fields at McCamley as soon as feasible at a Mustang home football game, as approved by PCHS leadership.

Portage Public Schools Board of Education, thank you for your time and thoughtful consideration.

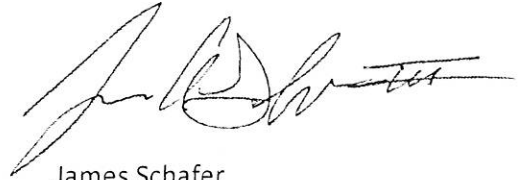
Proposal Committee Members



Michael P. Enders

Head Football Coach, PCHS

1995 Alumnus, PCHS



James Schafer

Head Swimming & Diving Coach, PCHS



Brian J. Snow

Former PCHS, UCLA, & USWNT Soccer Coach

1995 Alumnus, PCHS



Ryan Freeland, MD

1996 Alumnus, PCHS

Addenda

Addendum 1. Coach Bob Knight's Story

Addendum 2. McCamley Field History

Addendum 3. Letters from Proposal Supporters

Addendum 4. Plans, Logistics, and Financial Considerations

Addendum 5. Memorandum for Record from Nonie Knight

Addendum 1. Coach Bob Knight's Story

Early Life

Bob Knight was born on November 16, 1940 in Hamilton, Alabama, the third of four boys in his family. He learned the value of hard work picking cotton on the family farm. When he was in high school, the family moved to Adrian, Michigan, and he enrolled in Adrian High School where he played football, basketball and ran track, graduating in 1959. He was recruited and signed by the University of Wyoming to a scholarship, which could be used for football or basketball. After playing both sports during his freshman year, he chose to give up basketball to concentrate on football. Although he was recruited as a running back, he was moved to tight end and eventually made all-conference. During his time at Wyoming he married his high school sweetheart Nonie (April 1, 1961). Upon his graduation in the Spring of 1963 he was made a graduate assistant and coached the freshman football team to a 4-0 record in the fall of 1963. He completed his master's degree in 1964.

Teaching and Coaching

Bob began his high school teaching and coaching career at Muskegon High School in 1964. While teaching science, physical and health education from 1964-1971 he was a varsity assistant to Roger Chiaverini, a legendary Michigan high school coach. Bob learned a great deal under "Chev's" tutelage and took most of what he learned in Muskegon with him when the chance came to become a head coach himself. During his years at Muskegon High, he started the wrestling program and coached as an assistant for football while teaching science and physical education. In the spring of 1971 and with coach Chiaverini firmly entrenched with a very successful program at Muskegon, an opportunity arose that Bob could not ignore. He applied for and was offered the head coaching job at Portage Central High School. That summer he prepared for his new job as a physical education teacher and the new head football coach of the Mustangs of Portage Central High School.

In 1971, he made the jump to Portage Central and brought with him one of his coaching rivals from Muskegon Catholic Central, Mr. Frank Gawkowski, and a lifelong friendship was forged. He remained the head football coach at Portage Central for 34 years (1971-2004) with a 217-108 win-loss record, earning 14 conference championships, 10 playoff runs, and a trip to the state championship in 1977. After retiring as head coach, he returned as an assistant for another seven years (2010-2016). He also coached track for 15 years while at Portage, as head track coach for five years and ten years as assistant.

In 1988 Bob Knight was selected to the Michigan High School Football Coaches Association (MHSFCA) Hall of Fame, and that summer, as head coach of the West All Stars, coached his team to victory over the East All Stars. In 2007, Coach Knight was honored as the coveted Jim Crowley Award winner by MHSFCA for special contributions to the game of football and the Michigan High School Football Coaches Association, having served the MHSFCA as a director for eight years, on the All-Star Committee, and as president of the organization in 1992.

Coach Knight connected teamwork and hard work with success in the minds of his players, students, and peers. He consistently pushed everyone toward individual and team goals well beyond our perceived abilities—a mark of a truly exceptional coach. He channeled the late Coach Vince Lombardi in shaping

the understanding that “the will to win is not nearly so important as the will to prepare to win.” In drawing the best out of his players, he provided a framework for them to expect more from themselves and to encourage others to set similar expectations.



Portage Central coach Bob Knight talks to running back Jordan Sherrod before the game at McCamley Field on Sept. 24, 2004.

Mentorship

During his career, Coach Bob Knight has cultivated and harvested a coaching tree of dozens of football and non-football coaches who echo his teachings and ethos of teamwork, toughness, as well as excellence in character and on-field performance. His coaching tree boasts four additional coaches in the Michigan High School Football Coaches Association Hall of Fame: Vern Ingalsbee (1993), Bob Royer (1996), Greg Flaska (1997), and Dave Cheesebro (2008).

However, it is the current coaches that played or coached for him that continue to impact PCHS students, parents, and community of Portage both now and well into the future. Ultimately, Coach Knight mentored legions of students, athletes, non-athletes, teachers, coaches, principals, parents, children, neighbors, fellow church-goers, and community members in his own affable and profoundly impactful way. He encouraged all of his student-athletes on toward his own idealistic set of “Great Expectations,” setting priorities in order: faith, family, academics, then extra-curriculars. In doing so, he molded two generations of Portage students and educators to be honorable and productive citizens with their lives.

During his time at Portage he taught physical education and was a driving instructor famous for pushing down on kid's knees when they didn't accelerate fast enough onto the highway. He started a weekly and

wildly popular Mother's football class, which he ran during the season because he firmly believed that the support of the whole family was a key to the success of the team.

Family and Community Life

During his time at the University of Wyoming he married his high school sweetheart Nonie (April 1, 1961). Together, they have five children—Phil, Carolyn, David, Dan, and Kris—all graduates of Portage Central High School. Each of Coach Knight's three sons played football for him while both of his daughters ran track for him.

He also loved his family and enjoyed visiting and adventuring wherever they were. He especially loved his grandkids, whom he would spend great amounts of time wrestling, playing ball with and passing on his athletic prowess. He had a knack for meeting people at their level whether it was teaching his son's secretary how to do the Hustle, or his grandkids how to descend stairs safely.

He was a firm believer in community and poured a great deal of work into building community wherever he went. It was well known, if he heard a chainsaw or other outdoor tool, he would show up as he loved working outside and was always eager to help his neighbors. Bob Knight was a man of abiding and enduring faith and attended St. Michael Lutheran Church in Portage for decades where he served as a deacon, greeter, and small-group leader. He frequently handed out his favorite Dove chocolates, which became one of his trademarks.

Summary

Coach Knight modeled toughness, coached coaches, led leaders, rallied people around teamwork, invested in community, built culture, and poured himself into his life's work of teaching, coaching, and mentoring. In doing so, he single-handedly focused the culture inside of Portage Central High School toward excellence.

We would like to honor him in a way that is commensurate with his impact on the people of Portage.

Today, we stand as winners because Coach Bob Knight was a winner.

We learned to value TEAM because Coach Bob Knight taught us to value hard work and to pour ourselves into a TEAM.

We learned to expect more from ourselves as Mustangs because Coach Bob Knight expected more from each one of us than we ever thought was possible. And that mindset has proved transformational for all who were impacted by Coach Knight.

We now pour ourselves into our teams, vocations, places of worship, and families because we watched Bob Knight do so.

And in the same way and with the same values that Coach Bob Knight taught us, we hope to inculcate these values to the next generations of Mustangs. By renaming the football field in Coach Knight's honor, we hope to use this platform to proclaim his extraordinary story, his enthusiasm for teamwork and toughness, his life-long investment into the lives of students and educators, his extraordinary vision and great giftedness, and his own brand of life-altering coaching and mentorship that was as intense as it was molding and as personally challenging as it was team-building.

We would like to commemorate this extraordinary coach and educator and to proclaim Coach Knight's core values from a most public and appropriate platform by re-naming the football field at Portage Central High School, Bob Knight Field. We feel that in doing so we will be able to more effectively remember Coach Knight and galvanize his most laudable legacy and core values into our permanent culture within Portage Central and across our City of Portage.

Biography credits

<https://www.mhsfca.com/bios/bob-knight-2/>. Larry Sellers, Jim Crowley Award Chair, Michigan High School Football Coaches Association.

<https://www.langelands.com/obituary/Robert-KnightBob>. Robert Paul Knight. Obituary. Langelands.com. October, 2021.

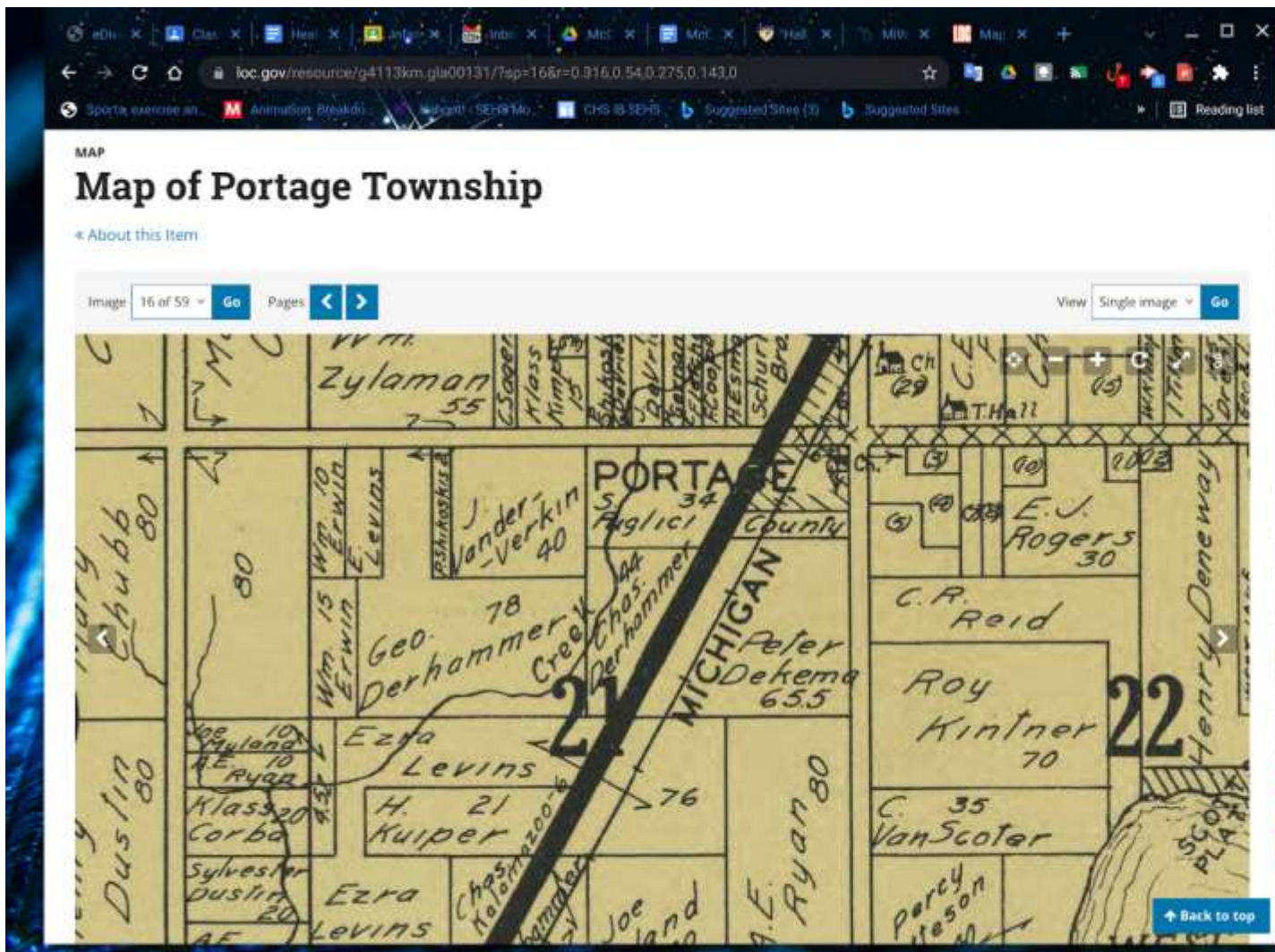
Addendum 2. McCamley Field History

The proposal committee seeks to respect the rich history of McCamley Field and believes it is important to include a brief review here. Frankly, we know the history of McCamley Field well and appreciate the gravity of our proposal. Further, the proposal committee has in clear view this most important and cherished history and earnestly seeks to add to the history of this hallowed athletic ground by elevating the importance of both Mr. Stuart McCamley and Coach Bob Knight.

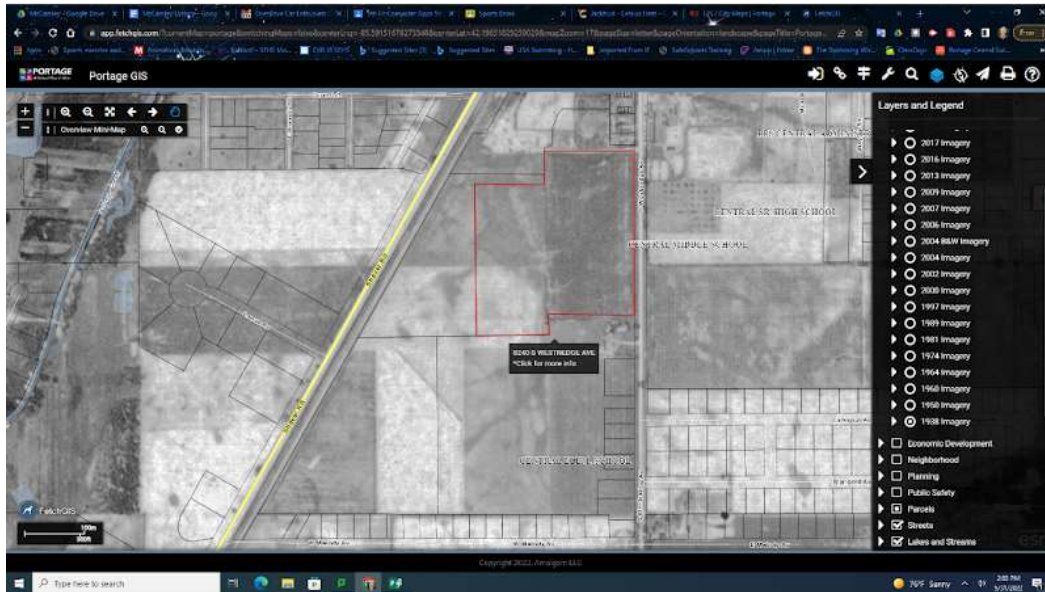
A brief chronological history of McCamley Field is listed below.

The map of Portage Township from 1928 (below) indicates that the current McCamley Field and surrounding athletic fields was owned by a farmer named Peter Dekema.

Plot map of Portage, 1928, detailing Mr. Peter Dekema's farm (Library of Congress)



Aerial photo, 1938



On July 24, 1947, the Park Board purchased seven acres across from the old Portage High School for athletic fields.

On June 4, 1948, additional acreage was purchased for future development.

On October 2, 1949 a ceremony dedicated the developed area which includes football field, three softball fields, a baseball field, and practice area.

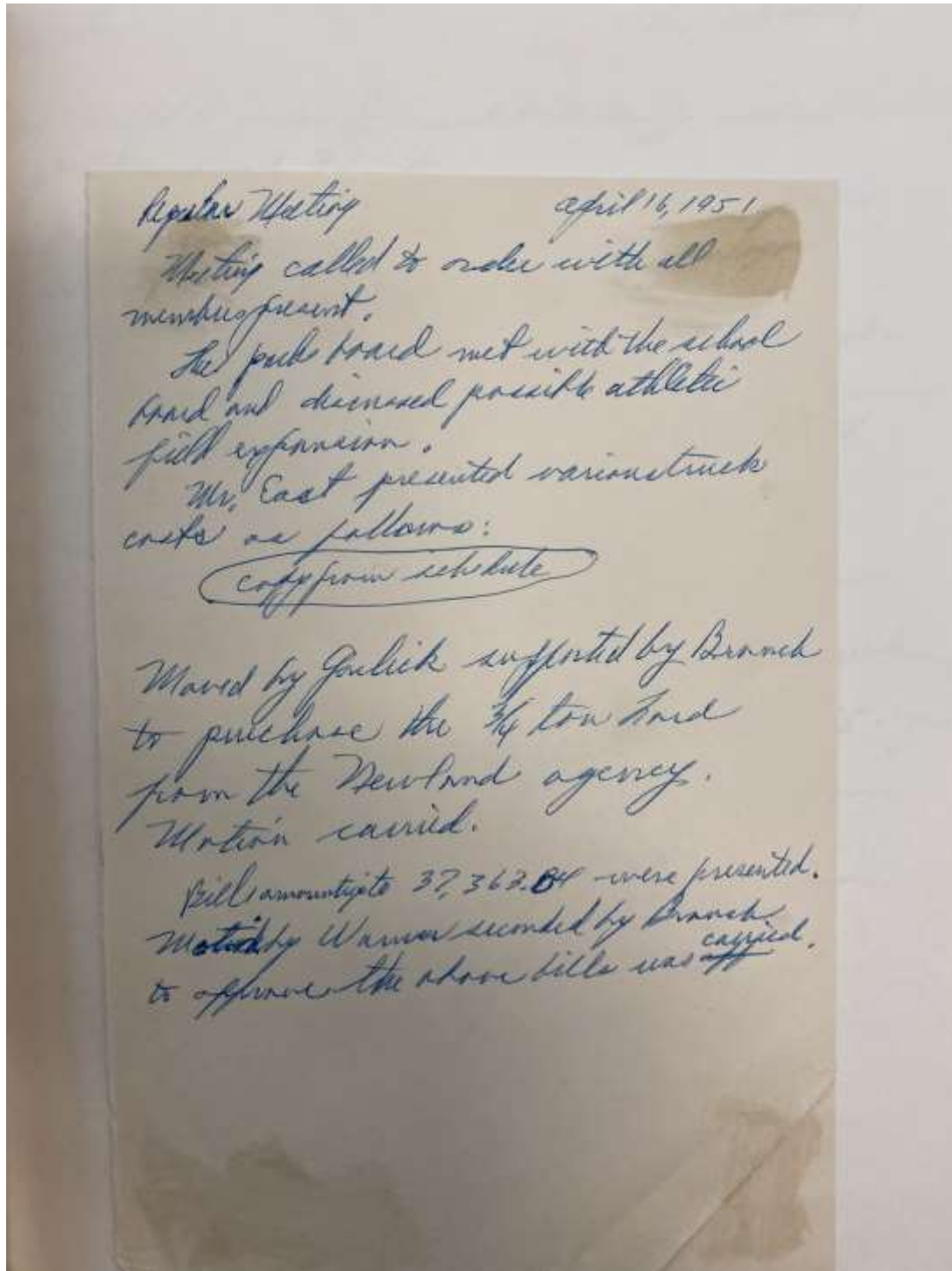
Aerial photo, 1950



Board Meeting Minutes April 16, 1951

Note the second sentence.

"The park board met with the school board and discussed possible athletic field expansion."



On June 16, 1951, additional acreage was purchased so that a 220-yard, straight-away could be added to the track. Of note, the track was located in the current softball field parking lot (see previous aerial photo 1950).

In 1954, the Portage School Board—under the leadership of Mr. Stuart McCamley—purchased the entire athletic site for \$1 from Park Board.

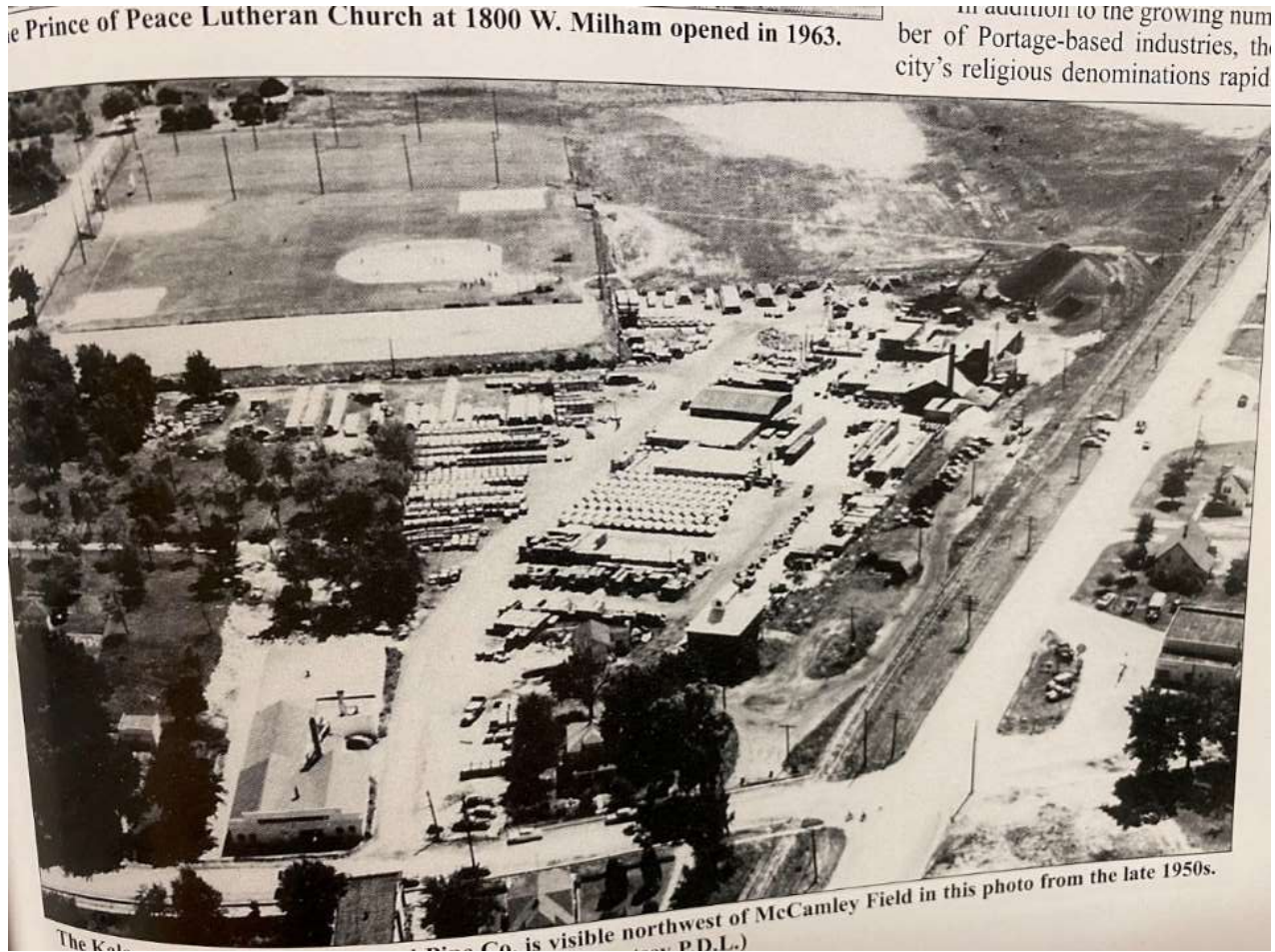
Aerial photo, 1955 of McCamley Field



McCamley Field originally occupied a portion of the PCHS football practice fields and was constructed at the location west of both the high school and South Westnedge Avenue.

The original orientation was east to west, from end zone to end zone (see photo above).

Aerial photo, late 1950's



In 1956, work began on a new football field and track, west of the baseball field and original football field.

Aerial photo, late 1950's

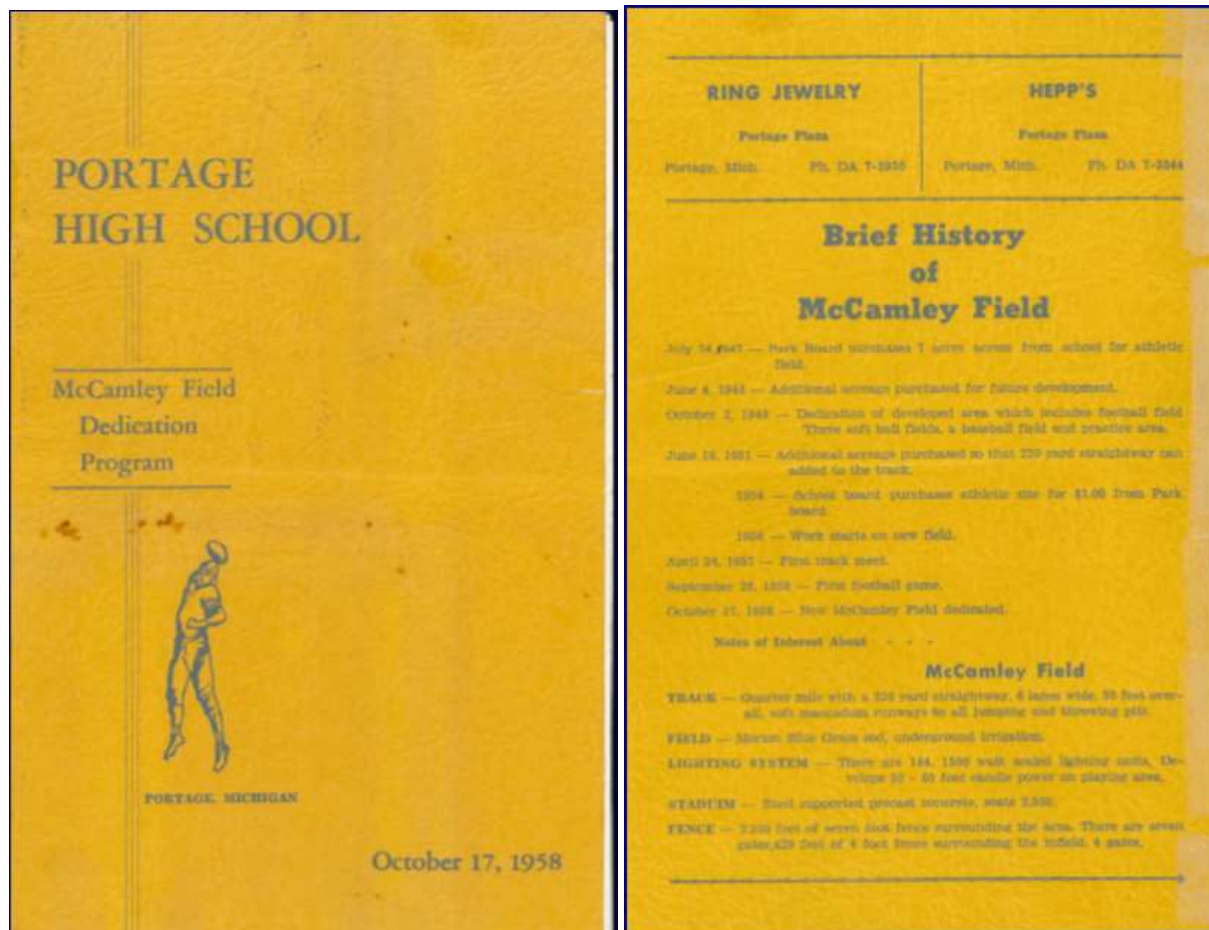


On April 24, 1957, the first track meet was held at the newly constructed McCamley Field.

On September 26, 1958, the first football game was held at McCamley Field, against Plainwell High School.

The field is named after Portage Township supervisor and school board member, Stuart McCamley, by his own decree.

On October 17, 1958, new McCamley Field is dedicated. See below for program covers.



Summary

For nearly 60 years McCamley Field served both PCHS and PNHS from before the split in 1965, and through the 2018 football season. In addition to serving as the home football field for football for each school, the field was also used for track and field, graduation ceremonies, and on occasion soccer and lacrosse and other events.

McCcamley Field was ultimately moved from its previous location, where it stood for more than 59 years, from 1959 to 2018.

Newest McCcamley Field was rebuilt in 2019 to the facility that stands today.

Now more than ever the Field is a symbol of excellence in the region and the State of Michigan with respect to its quality of construction, accommodations for teams and fans, as well as its ongoing athletic heritage.



Emil Lippe | MLive.com

McCamley Field has morphed and re-located according to the needs of the PCHS under the thoughtful planning of School Board and PCHS leadership, as well as a series of approved bonds coupled with the generous funding from taxpayers in Portage. On a larger scale, The Fields at McCamley have served its players, teams, and coaches well over the years and now we find in

this centennial year that is most appropriate that these fields honor and commemorate the individuals most responsible for their growth, success, and meaning to the PCHS alumni and community of Portage.



Current sign along S. Westnedge highlighting the current grouping of 'The Fields At McCamley.'

Several other noteworthy changes and updates to athletic facilities at PCHS include but are not limited to the construction of "The Stable" which is the indoor facility at Portage Central, a new natatorium, re-location of tennis courts, weight room, wrestling room, as well as a host of other facility upgrades, relocations, and changes over the years.



Further, as Portage Central High School now celebrates 100 years of educational excellence and service to the community during this centennial year, it seems appropriate that we continue to look for ways to not only build facilities that serve our student athletes well, but also honor and commemorate the most impactful, accomplished, and devoted coaches, administrators, and athletes that shaped Portage during these 100 years. As such, the proposal committee seeks to attach Coach Bob Knight’s name to the football field—his laboratory for excellence and character development—for his lifelong contributions to PCHS and Mustang athletics at large.

Other noteworthy commemorations of PCHS athletes include the following.

1. In 2008, PCHS commissioned its Athletic Hall of Fame with its introductory class of 12 members. Membership has reached more than 70 distinguished members and includes a registry of this most remarkable group.
2. The soccer field has already been re-named “Mustang Field” and honors Lindsay Tarpley Snow, a PCHS alum and 2-time Olympic champion, with a metal statue.

Addendum 3. Letters from Proposal Supporters

List of contributors, in order of presentation in this document.

PNHS Dignitaries

Pete Schermerhorn

Carl Latora

PCHS Football Coaches

Mick Enders

Greg Flaska

Vern Ingalsbee

Mike McCloughan

Dave Cheesebro

Bob Royer

PCHS Administrators

Frank Gawkowski

Larry Edlund

Floyd Yoder

PCHS teachers and non-football coaches

Karla Dentler

Jim Schafer

Tom Monroe

PCHS Alumni (non-football players)

Lindsay Tarpley Snow

BJ Snow

Chad Tarpley

Christie Tarpley

PCHS Alumni (football players)

Pete Metzelaars

Marty Williams

Eric Boersma

Todd Dorgan

Mike Freeland

LtCol (sep) Dr. Ryan Freeland, USAF

Colonel (ret) Andrew Dippolito, USAF

Letters from Proposal Supporters

For over 40 years Coach Knight has been one of the most recognizable figures in the Portage Community. He did it with a level of class, dignity, and pride that I had not seen in my, over 50 years, residency in the City of Portage. His reputation as an extraordinary coach, educator, and community leader is highly respected statewide and extends beyond Michigan's borders.

Growing up on the "other-side" of town and eventually coaching in a rivalry known to be one of the greatest in the State of Michigan, Coach Knight and his wife Nonie always reached out to my immediate family as well as my extended family with a genuine level of kindness and care for our well-being.

As a college student and young coach, I had the opportunity to participate in a career placement experience at Portage Central High School. Coach Knight could have requested my placement to be done at another school. Instead, he brought me in with open arms and mentored me, showing me everything, except his playbook, that he does in his program at Portage Central. I am forever grateful to have had that short opportunity to work with Coach Knight as it has had a lasting impact on my career as a coach and educator.

When I became the Head Coach at Portage Northern one of the constant challenges we focused on was to provide as many opportunities for player development as Coach Knight was at Portage Central. If they were running off-season condition at Portage Central, we needed to be doing it. If they had 50 kids training in the summer, we needed to as well. Coach Knight's program at Portage Central had a level of commitment to excellence that others tried to duplicate. Coach Knight's program was the blueprint.

It is clear that Coach Knight has had a lasting impact on his students and athletes. An impact all educators hope to have. His words will forever echo in the minds of many, including myself. I urge the School Board to not hide behind an old policy as a means to not consider what is the right thing to do. Bob Knight Field is the right thing to do.

Pete Schermerhorn

Building Director, AZ Aspire Academy, Tempe, Arizona

Retired Head Football Coach, Portage Northern High School

Robert Paul Knight, "Bob," was many things to many people:

An exceptional husband and father, a motivating coach, a loyal friend, an outstanding teacher, but more than anything else, Bob was an inspiration to the entire student body at Portage Central High School, as well as the whole Portage Community.

Renaming of McCamley Field to honor Coach Knight would be a fitting tribute to honor a man that has meant so much to so many.

Carl K Latora CMAA
Retired Director of Athletics at Portage Northern High School

I'm writing to support the proposal for renaming McCamley Field to Bob Knight Field.

I'm one of many that had the benefit of being mentored by Bob Knight. I had the opportunity to play for, work for, and developed one of strongest friendships I'll ever have.

The positive impact Bob Knight had for the Portage Central Football program, Portage Central High School, and the Portage community is second to none. That strong foundation that Bob Knight built is so important to pass along to current and future Portage community members.

Thank you for your consideration of this proposal.

Mick Enders
Head Football Coach, PCHS
Alumnus, 1995, PCHS

I can't think of a better way to honor Bob Knight and the incredible legacy that he left at Portage Central High School than to rename McCamley Field the Bob Knight Field.

Not only did I coach side by side with Bob for over 30 years, but I'm fortunate to say that he was also my high school football coach at Muskegon High School where we went undefeated throughout my 3 years. I think it puts me in a very privileged position to have experienced his leadership qualities from the player side as well as a professional colleague. I have always been very grateful to the man who helped mold and shape my career and who gave me the opportunity to pursue my dream of becoming a high school football coach. And, I know I speak for all Bob's other assistant coaches, too, in saying that it was a privilege to have coached with him...the positive and very unique culture that he encouraged resulted in strong relationships among Bob and his staff that have endured to this day.

Before Bob Knight came to Portage Central, its football program was the doormat of the Big 8 Conference winning very few games, only 73 with 121 losses and 6 ties in 22 years (that's 3 wins per year). From 1971 to 2001, Bob Knight won an impressive 205 games (that's 7 wins per year) with 99 losses (10 of those being playoff losses). His teams won 14 Conference Championships and appeared in 10 Playoff games, and in 1977, took the Portage Central Mustangs all the way to the Silverdome to play in the MHSAA finals!

There are, also, so many things to say about Bob Knight, and not just because of his impressive knowledge of the game of football, the sportsmanship he embodied, or the fact that he was a MHSAA Hall of Famer! While he could be considered a tough coach, he led with such integrity and enthusiasm, whether he was winning or losing, that he truly was the best role model I've ever known and I believe that generations of Mustangs would say the same. But, even more importantly, because of Bob Knight's love of PCHS, the sport of football, and of all his Mustangs, the culture he created at PC was one which all his players, their families and especially their mom's to whom he taught both the game and the art of football, were hugely proud to be a part of.

And, while it would be very easy to highlight our locker room talks, football strategies or win/loss record, what most comes to mind is not what happened during the season that justifies, in my mind, renaming the PC football stadium after Bob, but what I witnessed happening at our annual football Athletic Banquet at the end of every year. It was there that it was so clear that, win or lose, starting quarterback or third string tackle, these young men expressed how proud they were to have been Mustangs coached and led by Bob Knight. Bob was an amazing role model in demonstrating respect for his players and their families, for his own devoted family, especially his lovely Nonie, and for his God. I always felt very privileged to be able to watch as clearly, Bob's influence helped turn these young kids into confident, responsible young men as they graduated from our program.

When I think of my 30+ years teaching and coaching football at PCHS, I look back and believe that Portage Central Mustang football and Bob Knight were synonymousBob left a legacy at PC that everyone in all of Portage was proud to be a part of. I believe renaming McCamley Field after Bob Knight is an honor he and his family, as well as a long list of devoted assistant coaches and players, would be so very proud of.

Greg Flaska

Retired PCHS Teacher 1972-2001

Assistant Football Coach 1972-2001

Head Men's Track & Field Coach 1975-2002, and Head Women's Track & Field Coach 1989-2002.

I knew Bob Knight for over fifty years, and I coached with Bob for twenty-nine of those years. Every father would want their son to play for Bob. He had tremendous character and compassion. He made everyone around him a better person. Not only did Bob have an outstanding football record, but he also did it the right way. If there is anyone who deserves to have Portage Central's football field named after him, it would be Bob Knight. He did so much for the athletics and students at Portage Central.

Coach Vern Ingalsbee

Retired Football Coach and PCHS career educator

MHSFCA Hall of Fame

My take on the outdoor athletic facility at Portage Central High School is that the property, in its entirety, should be named the McCamley Athletic Complex. Individual fields may be named after individuals who made great contributions to that sport. I will speak only to the naming of the football field. Coach Robert Knight did far more to contribute to the success of Portage Central football and the individuals who played under him, than anyone else. Bob Knight made those who coached with him better coaches: he taught those who played for him, how to play the game - how to succeed and the importance of contributing to their community. In my opinion no administrator, teacher, coach or student had a more positive influence on the attitude and atmosphere at PCHS than Coach Knight.

Mike McCloughan

Retired Wrestling and Football Coach and PCHS career educator

GO MUSTANGS!

It is with great honor that I request of you to honor one of Portage's greatest men of all time. I have been fortunate enough to have known Coach Knight for 50 years, from its very beginnings in 1971. From the very first handshake of introduction his outreach went to the lengths of teacher, coach, mentor, lifetime friend and community leader. He has positively touched so many in the Portage community that it is time to honor this great man.

Dave Cheesebro

PCMS Head Football Coach

MHSFCA Hall of Fame

I began teaching math and coaching football/baseball in Portage in the fall of 1968. The culture of the students/staff was good then, but it would improve a lot after 1971 and especially in the 80's and 90's. In those Bob Knight years, the athletes and students were more dedicated and interested in being the best they could be. Coach Knight was a great leader and roll model, and students (as well as staff and myself) wanted to emulate him; to live up to his standards. He and Portage Central also became well known around the state with his involvement in the Michigan Football Coaches Association.

Bob Royer

Retired Baseball and Football Coach and PCHS career educator

MHSFCA Hall of Fame

I've been asked to respond to a request to have the Portage Central Football Field renamed the Bob Knight Field. I can't think of a greater tribute to a more deserving person than Bob Knight!

I moved to Portage in 1971 to be Bob Knight's assistant football coach. I was thrilled to be part of turning a losing football program around under Bob's guidance. And believe me, this is NOT an easy task!

In Muskegon, we both came from very successful programs, and we believed we could turn Portage Central football players into winners, both on and off the field. However, this would take an entire culture change in the program with players, student body and community. Somehow, we had to bring back pride to the football program, so consequently Bob and I had to talk almost every day about improvements that had to be made. And gradually, positive changes took place under his leadership.

Bob's vision included three important F's—faith, family, and Portage Central football! Bob was a "magnet" at football conferences all over the state. Everyone wanted to know his formula for success and he was always ready to share his ideas. I will be forever grateful that he always found a place for me for over thirty years to help in the program.

Bob could have easily transferred to a larger school district, but he remained a faithful Mustang until his final breath. In fact, he was a beacon for the entire school district as he not only supported all athletics, but scholastic programs as well. For all those reasons I have mentioned, I sincerely believe we should rename McCamley Field to the Bob Knight Football Field!

Frank Gawkowski

Assistant Principal & PCHS Principal (1973-1997)

Teacher and PCHS football coach (1971-1973)

Teacher and assistant football coach, Muskegon Catholic Central (1963-1971)

Coach Knight definitely deserves this.

I was always extremely impressed by the way Coach Knight's coaching staff, and other coaches in the building, always seemed to rally around him and his "larger than life" image and charisma. Everyone took on his Mustang pride.

Another unique characteristic of Coach Knight was his intensity which coupled with his respect for players, fellow coaches, parents, boosters, and administration. Having the opportunity to put his name on the football field would leave such a positive image and feeling about what he stood for on the field and in the community.

Larry Edlund
Retired Director of Athletics at Portage Central High School
Former Defensive Coordinator, WMU Football

The purpose of this letter is to add my strong support to naming the PCHS Football Field at the McCamley Athletic Complex on South Westnedge, "Bob Knight Field". Bob was one of those "once in a school's history" coaches - much like Jack Streidl at Plainwell or Bill Maskill at Galesburg - and he certainly deserves the same honor and recognition they were given - naming the football field after him. Bob was, and will remain, a legend. "My Dad played for Bob Knight" That statement will carry a lot of weight around SW Michigan for years to come.

I came to Portage Central in 1967, recruited after successful coaching stints at Gobles and Marcellus. I was hired as Head Track Coach and Varsity Football Offensive Coach, under Tom MacKenzie. Our football program was in disarray after Portage Schools split into Northern & Central in 1965. In 1971 Tom was "eased out" and Bob Knight was hired to coach the Mustangs. At first he also struggled, but in 1973 the school board was convinced that the athletic programs needed more continuity of direction 7th-12, and established the position of Athletic Coordinator at each of the Portage Jr. High Schools. I was appointed to the job at Central Jr. High. I then became the Athletic Director at PCHS when Scotty Wilson retired in the mid-1980's.

Wherever I would go in my attendance at MHSAA events in Michigan, the conversation at meetings and conferences would always turn to Bob Knight and the Portage Central Football Program. "How do you do that year after year?" The answer was easy: BOB KNIGHT. Not only did Bob build an entire dynasty at PC, but he was very instrumental in knitting the entire coaching staff into a "huge family", which was one of the keys to his success. We were, and remain, close lifetime friends. His assistants stuck with him for their entire careers - that just doesn't happen in high school sports. That "family" remains in tact today with weekly dinners out and reunions, when we are spread for the winter throughout SW Florida.

Bob established "Mom's Classes" where he met weekly during the season with the mothers of football players. He taught them more about the game of football and about Portage Central's next opponent, and what to watch for next week. This was a bitter pill for the Dads of the players. On at least one occasion a few of the fathers tried to dress in drag and appeared at a Mom's class to be allowed to attend and "make their point". It didn't work. Bob knew that every father was already a "football coach" It was the mothers he needed to win over.

Bob coached at PC even after his retirement as a teacher. He loved the game and he loved Portage Central. But he was not just a good coach, he was a good man and human being. He didn't just teach football, he taught so many life skills those players carried into adulthood. He changed lives; my son-in-law included. He cared for his students, and so many of his players were children (possibly

grandchildren) of former players. Bob & Nonie were famous for their spaghetti dinners for the football team and attending SO many weddings of players, and funerals of parents or loved ones. Both of them deserve recognition.

When the Mustang Family got the bad news that Bob was terminally ill and hastily threw together “Bob Knight Night” at the Portage Central football game on October 1, 2021, former players and coaches arrived in droves to show their love and support. He was starting treatment in Ann Arbor the following Tuesday, but suffered a brain hemorrhage before that time and never received treatment but went into Hospice care and died a short time later.

Floyd Yoder

Retired Coach & Athletic Director at PCHS

PCMS Athletic Coordinator - 12 years

PCHS Athletic Director - 12 years

The ‘Mustang Spirit’ was a teamwork concept that Bob initiated to fight like a mustang, ‘circling up with heads in to see your teammates and kicking out at the opponent’ as opposed to fighting like mules with heads facing inside and kicking each other. (It was much more eloquent than that, but I do not have a copy with me in Florida, but can get it in May when I return to Michigan.)

As such, Bob never took the glory for wins without praising the coaches below him who taught the basic skills needed to be an outstanding player and evaluated each players unique skills placing them in the best position to optimize their performance; then, when they reached varsity, he said, he just had to formulate plays and execute them. Coaching was, also, a team sport. Bob appreciated and praised his fellow coaches.

In addition, Bob scraped together a place and equipment to have a before school workout facility for ALL athletes. The equipment was minimal at first, but eventually he found the funding to equip the room properly. That conditioning facility helped all athletic programs at Portage Central.

Bob expected the best from his players. The best effort in the sport, the best effort in the classroom and the consistent respect for all school personnel. If one of his players disrespected any teacher, Bob talked to them and required that they apologize and fix their behavior.

Football was Bob’s passion, his singular focus. He took a failing program and turned it into one that sent a team to the state final’s game at the Silverdome and produced a professional football player. His mustangs were a source of pride for the community of Portage. Even after he retired, he still helped coach the mustangs which was his source of pride and joy.

Karla Dentler

Retired Health and P.E. Teacher, PCHS

Hired by former PCHS Principal, Jim Pellowe, on the same day as Bob Knight, 45 minutes before him

As a fellow Portage Central High School coach and as a teacher who shared the same teaching space for over 10 years...

To me Bob Knight represents the cornerstone of Portage Central athletics is today. He ran our programs the right way—with class and integrity. Coupled with a “to serve” approach, Coach Knight laid the foundation for future coaches to follow, as a role model to the students at Portage Central. When I look back at the successful coaches and their programs here at Portage Central, there is a strong influence that can be traced back to Coach Knight.

Even though he is retired from his teaching and coaching duties for almost 20 years, I would like to think the impact he has left would be everlasting. However, over time we have a tendency to forget and it would be a shame if the Portage or the Portage Central community forgot such an individual—a steward for students, who only strived for the people around him to be the best versions of themselves.

I have no reservation in recommending to the Board of Education and hope Portage Public Schools forever recognizes the accomplishments of coach Bob Knight.

Jim Schafer

PCHS Men’s and Women’s Head Swimming and Diving Coach

I was on Coach Knight’s football staff for four years then stayed with him for the next 30 years keeping stats. It was my pleasure to have taught, coached, played in adult basketball leagues, and become very good friends with Bob. His leadership abilities were evident on the football field but his teaching qualities and practices are still being carried on by his players and students from PCHS. Bob’s top three priorities were FAITH in his LORD, his FAMILY, and his SCHOOL—PCHS.

Tom Monroe

Former Head Softball Coach for 36 years, PCHS

Also coached Football (four years) & compiled stats (30 years), Men’s Varsity Basketball (10 years), Men’s JV Basketball (seven years), Women’s Varsity Basketball (six years)

State Champion, 1977

MHSCA hall of Fame

I was never coached by Coach Knight, but the impact he had on my life was immense. He set the standard for who I wanted to be throughout high school. He was moral, hard-working, demanded the best, and helped me realize what it was going to take to get there.

Throughout my career being a professional athlete, I often thought about Coach Knight and the impact he made on my life. I kept in touch with him and every important event I had back in portage, Coach Knight and Nonie were there to support me. Coach Knight laid the foundation for what success was like at Portage Central. From the athletic fields to the classroom, his values hold true.

I firmly believe honoring Coach Knight by naming the field after him is a tribute to everything he put his heart and soul into creating. For me, Portage Central and Coach Knight go hand in hand. "It's a great day to be a Mustang," and I hope we honor the foundation and values the school was built upon.

Lindsay (Tarpley) Snow

2-time Olympic Gold Medalist

Former USWNT Soccer Player

FIFA Legend

College Soccer POY, 2003, UNC. All-American 2003.

Captain, PCHS Soccer, 2002. All-American 2001, 2002. Miss Soccer. Gatorade Player of the Year.

Throughout my entire life, Coach Knight was a mentor, leader, friend, and teacher who has impacted my life throughout decades. The first time I got to know the Knight family was when I attended Woodland Elementary where Nonie worked and always looked after me. It was during these formative years that I not only gained exposure to Coach Knight but the entire Knight family. Coach was an amazing father and husband and that is how my memories of this great man were shaped.

As I got older, I had the privilege to get to know Coach Knight as a coach and a man of extraordinary character who used teaching and coaching as a platform to impact people's lives. I was one of those fortunate individuals that Coach took under his wing. Through the years, Coach Knight was always there to guide, support and mentor me. I didn't play football, but the impact Coach had on my life through sports and the classroom was immeasurable and why I still considered him "my Coach". I went on to play soccer in college and was fortunate to establish a career as a coach at the highest level. Coach Knight helped lay the foundation of my coaching philosophy and instill in me the value of passionately devoting my time and energy into helping young people grow. I am forever thankful to Coach for making such a huge impact on my life.

Forever grateful,

BJ Snow

Former Soccer Coach, USWNT, UCLA Women's Soccer, PCHS Men's Soccer
2-time National Champion, Indiana University Soccer
Michigan High School Dream Team, Soccer, 1994
Captain, PCHS Soccer, 1994

It is an honor to add my support behind the committee's proposal for Coach Knight. I did not have the honor to play for Coach Knight but was a student of his. We shared the love of athletics, and I admired his support in my athletic journey even as it did not include football. Coach Knight impacted so many individuals and renaming the football field in his honor would ensure his legacy is always part of PCHS. Go Mustangs and thank you Coach Knight for your commitment to PCHS.

Chad Tarpley
Captain, 2003 WMU Baseball
4-year letter winner, WMU Baseball
Captain, 1999 PCHS Baseball and Hockey
USA Today All-American Honorable Mention – 1999. State of Michigan Dream Team – 1999.

Coach Knight was a prime example of integrity and taught that to me as a high school student-athlete. As a coach and teacher, he emphasized hard work, dedication, and self-esteem on and off the field. He cheered for my successes on the field and taught me lifelong lessons off the field. He was respected and looked up to by many in the community including myself. He helped instill in me my love for Portage Central and I will always hear his voice when I hear "it's a great day to be a Mustang!"

Christie Molitor Tarpley
Portage Central Assistant Soccer Coach, PCHS, 2008-2011 including the 2009 State Championship team
Western Michigan University Assistant to Head Coach from 2000-2004
4-year letter winner, Soccer, Northwestern University. Career goal-scoring leader
Captain, 1996 PCHS Soccer. All-State 1994, 95, 96. All Class Dream Team – 1996.

My name is Pete Metzelaars, I graduated from Portage Central In 1978. I am writing to request that you would honor the legacy of Bob Knight by renaming the Portage Central football field to Bob Knight field. Coach Knight gave over 40 years of service to the school and it's football program. I for one, along with hundreds of other young men, was impacted by Coach Knight. He taught us to treat people with respect, to work hard, and to give your best effort in everything you do. I took those lessons with me over a 16 year NFL career and now a 21 year coaching career. I'm hoping I can honor his legacy by the way I coach and hope you will honor him by renaming the field in his memory.

Pete Metzelaars

4-time Super Bowl player, Buffalo Bills

2-sport All-American in Football and Basketball, Wabash College

Career professional football player and coach

Captain, PCHS Football, 1977

Offering a synopsis on the input that Coach Knight has, and continues to have, in my life to a few sentences is a challenge to say the least but knowing Coach he would say “WILLIAMS...BE YOUR OWN BLOCKER!” Or in non-running back vernacular—just get it done!

Not only was Coach a mentor and leader during football season, but I was also fortunate enough to have felt his impact dating back to my time in elementary school as a larger-than-life figure.

My interactions with both he and his family, back in the neighborhood, were some of the most memorable experiences in my life. Nevertheless, I never truly realized how influential Coach was in my life until after arriving at Portage Central and witnessing first-hand his involvement in my growth as a student athlete.

Reflecting on the evolution of our relationship following my graduation, whenever I would return to P.C., he would often invite me to address the team. Equally as touching was his asking how things were going at college on and off the field, followed by his interest in my professional life following college.

However, one of the most treasured moments in my life, is Coach taking the time to explain to me why I would be wearing #35. The sincerity in his voice-exclaiming “there is a reason why I am doing this” still to this day makes me so proud to have had Coach as one of the most important aspects of my life.

Marty Williams

Government Affairs Manager, American Public Works Association (APWA). Washington, DC.

2-year letter winner, Hope College Football & Tennis

Offensive MVP, 1987 PCHS Football

Captain, 1987, 1988 PCHS Tennis

I am in full support of the proposed project to rename the current McCamley Field in honor of legendary Coach Robert Knight. As an alum of Portage Central, I cannot think of anyone else that more certainly embodies what it means to be a Mustang. Coach Knight changed the culture and trajectory for an entire school district, by establishing what I call the ‘Mustang Standard,’ a tone for how all students should carry themselves personally, academically, and athletically. He instilled in all of us desires to always work hard, to be gracious and humble, and to be disciplined in all areas of our lives!

As a business owner today, I still fall back on these virtues instilled in me over thirty years ago. While naming the field in Coach's honor is a tremendous gesture of gratitude and appreciation, it pales in comparison to the impact he has made in the lives of his students, his colleagues, and his friends.

Eric Boersma

Small Business Owner, 18 Years

4 -year Letter Winner, Western Michigan University Football

John F. Gill Award Winner (Top student athlete - WMU Football)

Captain, 1991 Football, PCHS

Coach Knight was not just a leader, but a transformational leader. In 30+ years at Portage Central High School; he transformed a football program, an athletic department, and most importantly, a community. The young men under Coach Knight's tutelage we're shaped in a manner that have positively impacted both the greater Portage area as well as communities throughout the entirety of our country. That said, and with all due respect to McCamley Field, "transforming" the name would be the ultimate symbolic gesture for a man who transformed so many!

Todd Dorgan, M.Ed.

San Antonio Alamo Heights High School

Career football coach and geography teacher

Captain, 1994 PCHS Football

Currently, there are six coaches on Portage Central's football coaching staff who played for Coach Knight. Five of those six coaches work for PPS full time. This represents only a small portion of Coach Knight's coaching tree and the impact he had on the lives of his players. There are so many of his former players that have become career coaches who want to lead and be an example, just like him.

Without Coach Knight, I wouldn't be the teacher, coach, and man I am today. He is a man who did not lower standards but raised expectations for his players and students. The least we can do is name the field for the Coach who raised the expectations for Portage Central on the field, as well as in the classroom.

Mike Freeland, MBA

Football Coach and Business Teacher, PCHS

Captain, 2005 PCHS Football

My life is forever changed by Coach Knight. In a letter I wrote to him and gave him during one of our last times together not long before he passed away, I had the now-cherished opportunity to tell him why. Here is an excerpt from the letter I gave him 26 years after I played for quarterback on his teams.

“You connected hard work and teamwork with success in the minds and lives of your players. And if I have achieved anything on any team, it is because you showed me how to work, how to sacrifice, how to set goals, and how to give everything I had—to a TEAM.

You consistently pushed us to individual and team goals well beyond our perceived abilities—a mark of a truly exceptional coach. In drawing the best out of us Coach, you provided me a framework to expect more from myself and encourage others to set similar expectations for themselves.

You lived out your loyalty to your community, your school, your coaches, and to all of us who were privileged to play for you. You ooze loyalty Coach, and that reality has changed all of us who have known you.

You turned us into winners, Coach, and we have never forgotten that.

The confidence you instilled in me, the mentorship you provided, the championship seasons we had, the positive experiences I had playing football, the letters of recommendation you wrote for me, the coaching you gave me, and the investment you made in me have propelled me for decades of my life—on teams, in medical school, on military deployments, and even through the most difficult seasons of life.

Coach Knight, please know that I am eternally grateful for you and the ways that you poured over all of the Mustangs your ‘Great Expectations,’ your enthusiasm for teamwork, your extraordinary giftedness, your leadership, and your own brand of life-impacting coaching that was as intense as it was molding and as personally challenging as it was team-building.

Thank you Coach for the life-changing opportunity to play for you.”

Ryan Freeland, MD

Owner, Wolverine Dermatology, Wyoming, MI

16-year U.S. Air Force Veteran

Michigan High School Scholar Athlete Award, Football, 1995

Captain, 1995 PCHS Football

4 February 2022

Col Andrew S. Dippolito, USAF (Ret.)
5312 Alafia Falls Drive
Lithia, FL 33547

Dear Randy and Distinguished Members of the Board,

It is my honor to send my support for the renaming of McCamley Field. I would like to briefly share my story and conclude with why Portage would benefit from the renaming of McCamley Field in honor of Coach Bob Knight.

Dan Knight, Coach Knight's son, and I graduated from the United States Air Force Academy in 1994 and later both went on to earn the rank of Colonel in our Air Force. I served more than 27 years on Active Duty and retired in the position of Director of Communications for United States Air Forces Europe and United States Air Forces Africa. I was the Chief Information Officer for more than 34,700 Air Force personnel and senior information technology officer leading 2,600 cyberspace professionals in the European and African areas of operations. I am currently a Director at Iron Bow responsible for a \$194 million dollar Cisco Enterprise Agreement servicing the entire Air Force.

There is no doubt that Bob Knight's coaching, love, and support were instrumental to me graduating and achieving success in my Air Force career. He taught leadership, discipline, mental toughness, teamwork, and how to endure during tough times. He was like a father to me and instilled a spirit of strength and grit to work hard to achieve my dreams.

What's more important is that my story is not unique. Thousands of men and women across Portage share similar stories. Coach Knight was instrumental to their lives and made them reach for their dreams. His leadership, mentorship, and love now live-on through his former students and players as they now coach and mentor the next generation of youth. This leadership coaching tree is extremely rare to very few people. Coach Knight taught countless people to not only achieve success but to coach and mentor others to achieve success.

Renaming McCamley Field in honor of Coach Knight may be a challenge but will be extremely positive for the community of Portage. While difficult, this effort will serve as a beacon for many from Portage and those who have moved across the world to rally. When Coach Knight was diagnosed with cancer many flocked to be by his side during the Homecoming Game against Saint Joseph. That night was magical for all involved and served as a homecoming for many of us that have not been back to our home in many years.

If the Distinguished Board were to partner with the community to rename McCamley Field thousands would rally in support of this effort to serve as a beacon to do what is right for an individual who has served as a pillar of our community. It would also serve as a gift for those who were fortunate enough to grow up in Proud Portage and be touched by Coach Knight.

If you have any questions, feel free to contact me anytime at (813) 734-0330 or akdippolito@yahoo.com.

Sincerely,



Andrew S. Dippolito, Colonel, USAF (Ret.)

Addendum 4. Plans, Logistics, and Financial Considerations

Pending approval for our three proposals, we would begin work immediately to design, contract, and install all signage for both “Bob Knight Field” and “The Fields at McCamley.”

As stated on page 1 of the proposal, our current hope is to place this yet-to-be-commissioned statue at the current location of the mustang statue near the north end zone of the football field. So then, our working proposal would require displacement of the mustang statue to an alternate location at the discretion of PCHS leadership. We have collected verbal approval of this plan from PCHS leadership but understand that the location of such a statue of Coach Knight is ultimately at the discretion of PCHS leadership. Given the meticulous work of the commissioning process and artistic representation, the approximate timeline from commissioning Coach Knight’s statue to installation is approximately 8-15 months per initial estimates.



Emil Lippe | MLive.com

Mustang Statue currently at north endzone of McCamley Field

Total costs for Stadium signage as well as updated McCamley Athletic Field signage, a bronze statue of Coach Knight with associated bronze plaques detailing his coaching career and impact, a commemoration ceremony at a future home football game, new footings and mounting base for the re-located mustang statue, and all associated costs for the entire project are estimated below.

Total Estimated Cost of the project = \$ 100 K – 125K

All costs for these projects will be privately funded.

Bronze Statue

Companies that perform bronze statue production:

<https://randolphrose.com/pages/custom-bronze-sculpture-services>

<https://www.starstatues.com/pages/custom-made-bronze-statues>

An example of a bronze statue, Coach Bobby Bowden, former football coach at Florida State University. Please see included photos and the story link below.

Included here are photos of a 9-foot statue of Bobby Bowden outside of Doak Campbell Stadium at Florida State University. In the wake of Coach Bowden's passing, this statue has become a gathering place and focal point for remembering his life and influence both on the university and community.

"Bowden might be gone, but there was still a time and a place to remember him.

"We got Bobby right here," said Jimmy Lovelady (a Tallahassee, Florida resident), pointing at the statute."

<https://www.tampabay.com/sports/seminoles/2021/08/08/bobby-bowdens-death-brings-fans-to-his-statue-outside-doak-campbell-stadium/>







<https://www.tampabay.com/sports/seminoles/2021/08/08/bobby-bowdens-death-brings-fans-to-his-statue-outside-doak-campbell-stadium/>

Please see the next two pages for examples of bas-relief plaques that would accompany the statue of Coach Knight and tell his impactful story.

<https://www.impactsigns.com/bas-relief-plaques/>

impactsigns.com

SHOP ALL PLAQUES | BY PLAQUE MATERIAL | BY PLAQUE TYPE

Cast Bronze Plaque with Photo Relief

Plaque Price: \$3,722.00

Plaque Size *

- 12x18 - \$1061
- 18x24 - \$2303
- 24x36 - \$3722

Background Texture - Pebble *

- Leathorette
- Stipple
- Pebble

Background Colors - Dark Oxide *

SEARCH

impactsigns.com

SHOP ALL PLAQUES | BY PLAQUE MATERIAL | BY PLAQUE TYPE

Cast Bronze Plaque with Bas Relief Photo

Plaque Price: \$4,972.00

Plaque Size *

- 12x18 - \$1911
- 18x24 - \$2933
- 24x36 - \$4972

Background Texture - Leathorette *

- Leathorette
- Stipple
- Pebble

Background Colors - Dark Oxide *

SEARCH

SHOP ALL PLAQUES | BY PLAQUE MATERIAL | BY PLAQUE TYPE

Search  

Cast Bronze Dedication Plaque

Plaque Price: \$2,872.00



Plaque Size *

- 4x6 - \$160
- 6x9 - \$272
- 8x12 - \$384
- 12x18 - \$711
- 18x24 - \$1453
- 24x36 - \$3072

Background Texture - Leatherette *

- -
 -
- Leatherette
Stipple
Pebbles

Background Colors - Dark Oxide *

-
-
-
-



Addendum 5. Memorandum for Record from Nonie Knight

Please see attached letter from Coach Knight's widow.



Coach Bob Knight and his wife, Nonie, watch the fireworks at the last night under the lights closing ceremony of McCamley Field in 2017.

Nonie Knight
7770 Chippewa
Portage, MI 49024
(517) 281-1896

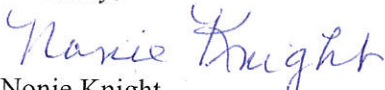
Date: 27 April 2022
To: TO WHOM IT MAY CONCERN
From: Nonie Knight
Subject: Knight Family Support for Efforts to Rename McCamley Field in Honor of Coach Bob Knight

My name is Nonie Knight and I am the widow of Coach Bob Knight, who passed away in October 2021. Bob and I moved to Portage in 1971, raised our 5 kids in Portage and were fortunate enough to have our children educated in the Portage Public School system.

Bob dedicated his life to our family and to teaching and coaching at Portage Central. Some of his fondest memories were on McCamley Field and his role as Head Football Coach. He used his positions in teaching and coaching as a springboard to positively influence young men and women alike throughout his many years in the Portage system. It warmed my soul at the outreach from the community when he passed as well as the numerous stories from former players, students, parents, and community members around the world he had touched at some point while here at Portage.

My family supports and would be incredibly proud to have McCamley Field renamed after Bob. He genuinely cared about people and driving excellence. I cannot think of a better way to honor and commemorate his efforts and the impact he had on so many in the community. Please don't hesitate to contact me directly if I can provide any further input on this matter. Thank you for your consideration.

Sincerely,


Nonie Knight

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION – REGULAR BUSINESS MEETING
PORTAGE CENTRAL HIGH SCHOOL, ROOM #1136
JULY 25, 2022, 6:30 P.M.**

Note Page

X. Discussion Items

2. Custodial Services Contract (OP 6320)

Following a review of the recommendation, the Board is asked to consider moving this discussion item to action. Should the Board desire to do so, the following recommendations are offered.

Recommended Motion

Motion offered by _____, seconded by _____, that the Board of Education move the Custodial Services Contract discussion item to action.

Recommended Motion

Motion offered by _____, seconded by _____, that the Board of Education approve a 10-month contract extension of the custodial services contract with Grand Rapids Building Services (GRBS) for custodial services for \$1,785,770.



To: Mark Bielang, Superintendent
From: Johnny Edwards, Assistant Superintendent of Operations
CC: Paula Johnson, Director of Finance
Date: July 25, 2022
Re: Grand Rapids Building Services Custodial Contract Extension

RECOMMENDATION

It is recommended that the Board of Education approve a 10-month contract extension of the custodial services contract with Grand Rapid Building Services (GRBS) for custodial services for \$1,785,770.

BACKGROUND INFORMATION

GRBS has been a provider of cleaning services in educational, medical, corporate, and manufacturing facilities throughout Michigan. GRBS has partnered with PPS for over 12 years. We have worked with Thrun Law Firm, P.C. to negotiate the terms and conditions of the agreement.

Some key highlights of the contract we are pleased to highlight:

1. increased minimum wage to recruit and retain staff;
2. added a weekend supervisor position; and
3. restructured the contractual ending date to June 30 to align with the fiscal year.

We will continue the hybrid staffing model with PPS custodians providing cleaning services during the first shift while GRBS providing these services during second and third shifts.

In addition to the contract, GRBS will provide nightly summaries to communicate with our PPS custodians. PPS and GRBS will also pilot a quality control program in select schools. The pilot is designed for PPS staff to give praise or report concerns for a quick response time.

I would be happy to answer any questions you may have. If the Board is comfortable, then I would request the item be moved from a discussion item to an action item.

CUSTODIAL SERVICES CONTRACT

This Custodial Services Contract (the "Contract") is made and entered into as of this 1st day of September, 2022 (the "Effective Date"), by and between PORTAGE PUBLIC SCHOOLS ("School") a Michigan general powers school district organized and operating under the provisions of the Revised School Code, MCLA 380.1, et seq., as amended, whose principal office is located at 8107 Mustang Drive, Portage, MI 49002, and GRBS INC. ("Contractor"), a Michigan corporation whose principal place of business is 1200 Front Street N.W., Grand Rapids, Michigan 49504-3217.

In consideration of the mutual promises set forth below, the parties agree as follows:

1. Services and Location of Services. Contractor agrees to provide the services described in Exhibits 1 and 2 (attached hereto and made a part hereof, collectively the "Specifications" "and "Facilities List'). In the event that School desires to modify the Specifications subject to this Contract, the parties will negotiate a mutually acceptable modification of the price set forth in paragraph 2 below which modification will be evidenced by a writing executed by both parties.
2. Payment. In consideration of the Contractor's proper performance of these services, School shall pay to Contractor during the term of this Contract, the sum of \$178,577.00 per month as per Exhibit 3 "Pricing Breakdown". The first monthly payment shall be due thirty (30) days after the School's first receipt of an invoice from the Contractor and subsequent invoices shall be paid within thirty (30) days from the School's receipt. Notwithstanding the foregoing, the School shall not be required to pay sums that it disputes in good faith.
3. Equipment. The Contractor will provide the necessary equipment, and will maintain, repair, and replace as needed to meet or exceed manufacturer's specifications and requirements and, to perform the Services specified in this contract.
4. Consumable Supplies. The School will provide toilet paper, paper towels, soap, trash can liners, sanitary products, Kleenex, Ice Melt, Light Bulbs, and/or air fresheners. The Contractor will work with the school on ordering and inventory of said product in accordance with applicable laws and policies (including, but not limited to competitive bidding requirements).
5. Cleaning Supplies. The Contractor is responsible for the purchase, delivery, receiving, storage and inventory of all custodial supplies and will pay for all cleaning supplies related to custodial service under this Contract. All custodial supplies shall be delivered in proper transportation containers at School approved times and shall be accompanied by or have on the Properties in designated areas, the proper Safety Data Sheets for the School's files. All supplies shall meet or exceed manufacturer's recommendations and shall otherwise satisfy the School's reasonable requests and requirements.
6. Standards. Failure by the Contractor to maintain quality, Services, and/or cleanliness standards in accordance with the terms of this Contract, including the Exhibits attached hereto, may result in termination of all or part of this Contract by School.
7. Limitation of Use. The Contractor will not be authorized to utilize the School Facilities for any other custodial service or purpose not specified in this Contract. Only custodial services for School Facilities will be performed in School Facilities.

8. Keys. The Contractor is responsible for control of the keys obtained from the School. The Contractor shall be responsible for reimbursing the School for the replacement of lost keys and the cost of rekeying and replacement of lock cylinders required as a result of negligence and/or lost keys by Contractor or Contractor's employees.
9. Term and Termination. The initial term of this Contract shall run through June 30, 2023. If at any time, the School believes the Contractor is in breach of this Contract, including without limitation, failure to comply with the required standards of cleanliness, the Contractor shall be notified in writing and provided with details of said breach. The Contractor will then be provided thirty (30) days to remediate the breach. If the Contractor does remediate the breach, then the Contractor will be deemed to be in compliance with the terms of the Contract upon the date of remediation. If the Contractor fails to remedy the breach within the required time frame, the School may terminate this Contract by providing written notice to the Contractor. The Contractor may terminate this Contract upon ninety (90) days written notice to School for breach of the School's obligations under this Contract and the breach is not corrected within that (90) day period. If at any time during the term of this contract, the Contractor is required by local, state or federal governing bodies to increase pay or add benefits in excess of current levels, the Contractor will have the right to open the contract for renegotiations for such additional compensation. If the parties are unable to reach agreement, either may immediately terminate this Contract without penalty, except that Contractor shall continue to perform services for a reasonable amount of time until a replacement contractor is obtained, which shall occur as soon as practicable.
10. Health and Safety Requirements. It shall be the sole responsibility of the Contractor to require its employees to abide by all health and safety requirements imposed by law. The Contractor and all of its employees shall abide by safety and health regulations set forth by the School from time to time, and shall comply with all federal, state and local health and sanitation regulations that apply to custodial service operations.
11. Inspection of Contractor's Workspace. The School reserves the right to inspect all cleaning areas, storage areas, offices and any other space under the Contractor's control at any time, with or without notice.
12. Inspection of work. The School shall have the right at all times to determine by inspection whether School Facilities meet the standard of cleanliness and maintenance required by the Specifications set forth in the Exhibits.
13. Licenses. The Contractor shall obtain all required licenses and permits required by law for the performance of this Contract. The Contractor shall pay all required fees, taxes and other charges applicable.
14. Laws, Rules and Regulations. The policies of the School are applicable to the Contractor as they are to the school district. The Contractor must comply with all School policies, County ordinances and/or state and federal laws that may be applicable to its performance under the Contract.
15. Staffing. The Contractor shall maintain an adequate staff at all times to ensure compliance with the Specifications, Exhibits, and all other Contract requirements, including expert personnel for administration, purchasing, equipment consulting, and supervision.
16. Management Staff. Contractor shall provide management staff made known to the School by name, to monthly review and inspect operations, consult with the School on current and future custodial service programs and to act with full authority on the Contractor's behalf in any and all matters pertaining to the Specifications of this Contract. The Contractor will make provision for a manager to be accessible when needed. Such management shall be nonproduction personnel and shall be clearly identified as the individual in charge of the operation and available to give assistance.

17. Employee Regulations. Personnel or agents of the Contactor shall observe all School traffic and parking regulations. Drinking of alcoholic beverages or the use of illegal drugs or being under the influence of either on the job by the Contractor's employees will not be permitted. Smoking is prohibited inside all Facilities owned, leased or operated by the School, including but not limited to such space as classrooms, halls, laboratories, studios, open and private offices, corridors, dining areas, restrooms and common areas. Smoking is also prohibited on School Facilities. Contractor, its employees and agents must comply with all current and future School District policies and regulations.
18. Inspection of Contractor Employees. The School shall have access to all of the Contractor employees with respect to the quality of procedures, safety standards, appearance and conduct of the Contractor's employees, operating hours, and general housekeeping and upkeep of the Facilities. The parties may, by mutual agreement, make reasonable regulations with regard to all such matters and the Contractor agrees to comply with such regulations. The School may request the removal or relocation of any Contractor employee(s), which the Contractor may agree to do in its discretion as employer of such employee(s).
19. Advertising. The Contractor agrees not to use this Contract as part of any commercial advertising without prior written approval of School.
20. Federal, State and Local Law Compliance. School shall use its best efforts as reasonably requested by the Contractor to assist the Contractor in complying with any applicable federal, state or local laws, rules and regulations. The Contractor shall, in the exclusive provision of Custodial Service and in the performance of services pursuant to the Contract, fully comply with all applicable federal, state, or local laws, rules and regulations and shall indemnify, defend and hold the School, administrators, Board, Board Members, its officers, employees, agents and assignees harmless from any liability, including reasonable attorneys' fees, from failure of such compliance. Contractor warrants that this Contract is in compliance with all applicable federal and state law.
21. Federal State and Local Licenses Permits and Fees. Contractor shall give all notices and secure and pay for all licenses, permits and fees required by law for the proper completion of the Contract. Contractor shall comply with all laws, ordinances and codes applicable to the Contract, and to policies and procedures promulgated by the School, including but not limited to parking, traffic, no smoking, safety and security.
22. Taxes. Contractor is responsible for personal property taxes and other applicable taxes related to the services provided under the Contract.
23. Equal Employment Opportunity Requirements. The Contractor shall comply with all laws and all published rules, regulations, reporting requirements, directives and orders of the Michigan Civil Rights Commission relevant to 1976 PA 453, as amended which may be in affect prior to the taking of bids for any individual project. This may include providing information as to the practices, policies, and employment statistics of the Contractor and each subcontractor, and will permit access to any books, records and accounts by the School and/or its designee and its agents for purposes of investigating compliance with this Contract and with rules, regulations, and orders of the School and Michigan Civil Rights Commission. A finding by the School or Michigan Civil Rights Commission that Contractor has not complied with the contractual obligations under this agreement may result in the cancellation of the Contract. The Contractor will include, or incorporate by reference, these provisions in every subcontract or purchase order and will be binding upon each subcontractor. Breach of this covenant may be regarded as a material breach of the Contract.

24. Fingerprinting and Criminal Background Checks. The Contractor and all of its employees and agents providing Services for the School District shall meet the requirements of the School Safety Initiative legislation, being MCL 380.1230, 380.1230a, 380.1230c, 380.1230d and 380.1230g. The Contractor acknowledges and agrees that it will present, verify and ensure that any and all of its agents, employees or representatives who will be on any School District Facility or property regularly and continuously to carry out the Services in this contract, fingerprinted and subjected to criminal history and background checks through the Michigan State Police and Federal Bureau of Investigation, as detailed in Public Act 84 of 2006, as amended, prior to commencing any work under this Contract by presenting themselves, or any of its agents, employees or representatives, for proper fingerprinting and criminal background checks as directed by the School District. The Contractor shall supply all necessary data and information, as requested by the School District, to enable the School District to properly submit Contractor and its employees and agents for inclusion in the State of Michigan Department of Education's list of "registered educational personnel." The Contractor shall be responsible for all costs and expenses associated with the above required fingerprinting and background checks.
25. Discrimination. The Contractor will not discriminate against any individual because of race, religion, color, national origin, age, sex, weight, height, disability, or marital status. The Contractor will take affirmative action to ensure that applicants for employment and employees during employment are treated without regard to their race, religion, color, national origin, age, sex, weight, height, disability, or marital status. Such action shall include, but not be limited to, employment, upgrading, demotion or transfer, recruitment advertising, solicitations or advertisements for employees, layoff or termination, rates or pay or other forms of compensation, tenure, conditions or privileges of employment, or any other matter directly or indirectly related to employment, and selection for training and apprenticeship. Breach of this covenant shall be regarded as a material breach of the Contract.
26. OSHA and MIOSHA Compliance. All goods or services to be furnished by the Contractor shall meet all applicable State and Federal requirements of the Occupational Safety and Health Act. Alleged violations or deviations from said State and Federal requirements pertaining to any goods or services to be furnished by the Contractor or the Contractor's working conditions or employment practices, must be corrected and penalties levied by OSHA paid by the contractor. All School Facilities shall meet all applicable State and Federal requirement of the Occupational Safety and Health Act. Alleged violations or deviations from said State and Federal requirements pertaining to facilities pertaining to the safety of the Contractor's employees must be corrected and penalties levied by OSHA paid by the School.
27. Warranty. Unless otherwise specified, all Services performed and goods supplied by Contractor shall be of good quality and merchantability and in conformance with this Contract.
28. Business Relationship Affidavit. The Contractor certifies that no elected or appointed official or employee of the School has benefited or will benefit financially or materially from any consideration of its Proposal, the selection of the Contractor, or the Contract.
29. Repairs to Property Damage. School shall be notified of any damage to School properties caused by the Contractor, its agents or employees and such damage shall be repaired so that the School properties are in as good condition as they were prior to the damage. All such repairs shall be accomplished at no cost to the School and shall meet standard building practices.
30. Contract Assignment or Sub-Contract. This Contract shall not be assigned, transferred, or subcontracted in whole or in part without the prior written approval of the School. The Contractor shall not subcontract with any entity or person with whom the School has a reasonable objection. The Contractor shall not change subcontractors without the consent of the School. The Contractor shall ensure that each subcontractor be bound to the Contractor, to the Contract, and to the terms and rights of these documents, including all General and Supplementary Conditions. Notwithstanding the above, no subcontract will relieve the Contractor of its responsibility under this Contract.

31. Indemnification by Contractor. The Contractor shall indemnify, defend and hold harmless the School, its Board and its Board Members in their official capacities, its agents and employees, from and against all claims, damages, losses and expenses, including reasonable attorney fees, arising out of the services to be performed pursuant to this Contract by Contractor. Contractor shall not be obligated to indemnify, defend or hold harmless School, its Board and its Board Members in their official capacities, its agents and employees, from and against claims, damages, losses and expenses arising from the acts or omissions of the School or its employees. The Contractor's obligation to indemnify, defend, and hold harmless shall survive termination of this Agreement.
32. Indemnification by School. The Contractor acknowledges that the School is a Michigan general powers school district organized and operating under the provisions of the Revised School Code, MCLA 380.1, et seq., as amended, and as a general powers school district, may not have the legal authority to indemnify the Contractor. Subject to the foregoing and to the extent permitted by law, the School shall indemnify, defend and hold harmless the Contractor, its agents and employees, from and against all claims, damages, losses and expenses, including reasonable attorney fees, arising out of the wrongful acts or omissions of School under this Contract. The School shall indemnify, defend and hold harmless the Contractor, its agents and employees, from any and all claims, damages, losses and expenses, including reasonable attorneys' fees arising out of any claim with regards to asbestos materials of any type or kind in any School facility. School shall not be obligated to indemnify, defend or hold harmless Contractor, claims, damages, losses and expenses arising from the acts or omissions of the Contractor or its employees.
33. Hazardous Substance: Pre-Existing Conditions. The Contractor. has no duty to investigate, detect, prevent, handle encapsulate, remove, or dispose of, and will have no responsibility to the School or others for any non-negligent exposure of persons or property to asbestos, lead, fuel storage tanks or contents, indoor air pollutants or contaminants, poor air quality, or hazardous, toxic or regulated waste substances, mold, fungi, mildew, pollutants, or contaminants (collectively, the "Hazardous Substance") at School's Facilities or their surrounding premises; and such duties have not been included in the Contractor's Fee. The School will comply with all applicable federal, state and local laws and regulations, which have been or will be enacted during the Term of this Agreement, regarding such Hazardous Substances. The Contractor has advised the School that it does not provide or assume any responsibility to monitor or remediate mold, fungi, mildew, indoor air quality or any similar conditions, and that all determinations and corrective actions regarding mold, fungi, mildew, indoor air quality and any similar conditions shall be made by the School or a third party retained by the School. In no case will any Contractor act in the capacity of a "Designated Person" (within the meaning of the Asbestos Hazard Emergency Response Act, AHERA) which duties remain solely with the School. Notwithstanding the foregoing, the Contractor shall promptly advise the School in writing if it becomes aware of the presence of a Hazardous Substance on or at the School Facilities.

34. Insurance Requirements. Contractor shall purchase and maintain for the life of the Contract insurance with limits of liability as required by law or as set forth below, whichever is greater:
- (a) Workmen's Compensation and Employers liability at a minimum of \$500,000 or at statutory limits if greater.
 - (b) Commercial General Liability made on an Occurrence Form basis which Includes at minimum the following types of coverage:
 - (c) Contractual liability, advertising and personal injury, products and completed operations, and an installation floater, showing limits of \$1,000,000 per occurrence, and a general aggregate limit of \$2,000,000.
 - (d) Comprehensive Automobile Liability, which includes coverage for any auto, hired autos, and non-owned autos with a combined single limit of \$1,000,000.
 - (e) Bodily and personal Injury of \$500,000 per accident and \$250,000 per person Property damage of \$100,000.
 - (f) Combined single limit of \$1,000,000.
 - (g) School shall be identified as an additional insured under the coverage. Certificates of insurance shall be on standard format acceptable to the School and shall be filed with the School before commencing the Contract. These certificates shall contain a provision that coverage provided under the policies will not be canceled until at least thirty (30) days prior written notice has been given to the School. The Contractor shall require its subcontractors to maintain equivalent coverage. In the event of termination of any of the policies, the School District may, at its option, obtain a policy of insurance with similar coverage and deduct the amount of premium from the amount due the Contractor under Section 2, above.
35. Specifications and Criteria for Custodial Contract. The terms conditions and requirements contained in the Exhibits attached hereto are hereby incorporated into this Contract. In the event of a conflict between or among the various contract documents, the provision that is most beneficial to the School, as determined in the School's sole discretion, shall govern and control.
36. FERPA Compliance. The Contractor and its employees and agents agree to comply with the requirements of the Family Education Rights and Privacy Act (FERPA), 20 USC 1232g with respect to the confidentiality of student records and personally identifiable student information, including but not limited to the requirement not to disclose any student record or personally identifiable student information to any other party without the prior written consent of the student's parent or legal guardian or from an eligible student who has reached majority age.
37. Entire Agreement. This Contract (including the Exhibits) sets forth the entire understanding between the parties with respect to the subject matter of this Contract and supersedes all previous oral or written agreements and understandings on the subject matter between the parties. No provision of this Contract, including the obligations of Contractor, may be modified except in writing executed by the parties.
38. Notices. Any notice to be given to a party under this Contract shall be in writing and shall be deemed to have been given when personally delivered or sent by First Class Mail, postage prepaid or by facsimile to such party at the address set forth in the first paragraph of this Contract.
39. Agreement Not to Solicit or Hire Employees. Both Parties agree that during the terms of the contract and for a period of one year after its termination for any reason, they will not solicit or induce, or attempt to solicit or induce, employees of the other party to leave their employment to work for or become affiliated with its company or any other business which would succeed the Contractor with regard to this contract. This covenant shall survive the termination of the Customer Agreement.
40. Governing Law. This Contract and the rights and obligations of the parties hereunder shall be governed by and construed in accordance with the laws of the State of Michigan.

41. Independent Contractor Status. The terms of this Agreement shall not be construed in any manner whatsoever so as to create a joint employer relationship between the Contractor and the School. The Contractor, its employees, officers or agents shall NOT be considered employees of the School at any time during the term of this Contract, but shall be deemed independent contractors and/or employees of Contractor. Contractor shall be exclusively responsible for hiring, retaining, compensating, evaluating, disciplining and otherwise regulating its employees. Contractor's employees and agents shall not be considered agents of the School. Notwithstanding the foregoing, the School may request removal of any employee of the Contractor upon two weeks' notice. The parties agree to discuss promptly and address any such request.
42. Waiver. Failure by either party at any time to require performance by the other party or to claim a breach of any provision of this Contract shall not be construed as a waiver of any subsequent breach, shall not affect the validity and operation of this Contract, and shall not prejudice either partner with regard to subsequent action to enforce the terms of this Contract.
43. Illegality. If any provision of this Contract should be invalid, illegal or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions of this Contract shall not be affected, impaired, or prejudiced thereby, unless the provision(s) removed materially impact the basic intent of the Contract.
44. Counterparts. This Contract may be executed in one or more counterparts, including facsimile copies, each of which shall be deemed to be an original, but all of which constitute one and the same agreement.
45. Uniforms. All employees of the Contractor assigned to jobs at the School shall be attired in a uniform and have prominently displayed name tags.
46. Periodic Meetings. The Contractor's Regional Director of Operations will meet regularly with authorized members of the School to affect adjustments in operations and cooperate to maintain maximum efficiency, cleanliness and good public relations with students, faculty, staff and guests in accordance with the terms of this Contract.

This Contract has been executed by the duly authorized officers of the parties as of the date first above written.

Portage Public Schools

By _____

Its _____

Date _____

GRBS, Inc.

By _____

Its _____

Date _____

Operations Specifications and Criteria for Custodial Contract

Portage Public Schools and Grand Rapids Building Services, Inc.

The following document serves to provide a guideline for services to be performed by Grand Rapids Building Services, Inc. for Portage Public Schools. If any of the items in the document are to be changed, it must be done through a mutually agreed upon signed document. This document is designed to augment the specifications for a turnkey custodial cleaning operation for the School District.

1. Grand Rapids Building Services, Inc. (GRBS) is to meet all applicable state/federal wage and safety guidelines.
2. GRBS will conduct the FBI fingerprinting check as required by sections 1230 and 1230 (1), MCLA 380.1230 and 380.1230 (1) of the Revised School Policy. In addition, GRBS will conduct upon hire and annually, a minimum of a 5-panel drug screening and Nationwide PSOR test. A social security written verification will also be conducted upon hire to ensure eligibility to work in the United States. The School District will share the FBI fingerprinting check results with GRBS, as GRBS standards for employment are stricter than the State of Michigan for employment in a school.
3. GRBS will provide qualified management and staff to service the School District. Should there be a concern with an employee of GRBS during their employment with the School District, the District has the right to request removal from the site or transfer within the system (assuming nondiscrimination). The School District agrees to provide the reason for any such request.
4. GRBS will comply with all applicable federal and/or state Equal Opportunity Employer requirements and is providing employment and promotion opportunities regardless of age, citizenship, status, color, disability, gender, national origin, race, religion or veteran's status. GRBS agrees to provide reasonable accommodations, upon request, to qualified individuals with disabilities.
5. GRBS is to provide 5-day service for the building list attached (Exhibit 2). The square footage shall be considered the overall usage for this contract as it was bid to this level. Should the square footage increase or decrease by over 5000 feet, consideration will be made to change the price structure, which includes a price decrease should a facility close.
6. Any additional work outside the scope of specifications shall be approved in advance by the District. Invoices for additional work must include the date and times of work, name of the building, type of work performed and name of person who authorized the work. These are to be sent to District and not included on the regular monthly invoice.
7. GRBS has no intention of subcontracting any portion of this contract but will receive prior written approval by the District should there be a specific need.

8. GRBS will provide a pool of trained and qualified substitutes, available on short notice, to ensure the District is adequately staffed for this contract.
9. GRBS staff will be in uniform using Navy Blue Shirt. Additionally, GRBS staff will be required to wear a District issued ID badge, clearly visible, while performing work at the district, worn above the waste.
10. GRBS will ensure an orientation training program to include:
 - Blood-borne Pathogen Training
 - Personal Protection Equipment
 - Infection Control
 - Asbestos Training (AHERA)
 - Lock Out/Tag Out
 - Right to Know (SDS)
 - Ladder Safety
 - Sexual Harassment and Discrimination
 - Title IX Reporting
 - Restraint and Seclusion
 - Working around Children
 - Meeting Teacher and Administration Expectations
 - Communication through Taking the High Road

Written documentation of successful completion of these programs is available at all times to the District's Facilities Management Department. Additionally, GRBS will provide in-service seminars to the staff on a quarterly basis to ensure motivation and teamwork opportunities exist for our employees. Should the District wish to participate in any of our classes, we would welcome the involvement.

11. GRBS employees will present themselves in an appropriate manner. The District may bring to the attention of GRBS any employee whose moral conduct, behavior, health habits or appearance is unsatisfactory for appropriate action, up to and including discharge. All GRBS employees must be:
 - At least 18 years of age
 - Able to see and report maintenance concerns
 - Able to interact positively and appropriately with students, District employees and the public (which shall especially apply to day personnel)
 - Cooperative with District staff and other Contractors' employees
 - Well-groomed and in uniform
12. All GRBS employees shall have a check in system that enables the District staff to determine which of the Contractor's staff is in each school at any given time. The following guidelines shall be followed by GRBS employees:
 - Do not leave custodial closets stand open or remain unattended

- Do not congregate or have food/drink in unauthorized areas
 - Do not disturb papers on desks, open drawers or cabinets, use telephones or computers or tamper with personal property owned by the District or its employees
 - Do not leave custodial products or equipment unattended
 - Do not leave lights on or doors open in unattended sections
 - Do not play radios or similar devices
 - Do not use any district equipment including but not limited to computers, TV's, DVD's, etc.
 - Do not Smoke on District Property
 - May not be under the influence of alcohol or drugs which may alter the ability to perform work in a safe and orderly manner.
 - Do not have visitors, including spouses or children during working hours unless they are bona fide employees of GRBS
13. Keys will be provided to GRBS, and at no time shall copies be made of any keys issued. If additional keys are needed, GRBS will obtain them from the District Operations office. GRBS is prohibited from lending District building keys to anyone other than District Administrators. GRBS must secure keys not in use in a lock box on site and should keep all keys on the person using them, not on carts or in custodial closets. All keys will be returned at the termination of the contract.
14. Exterior doors are to be unlocked and locked at the times specified by the District or by the building administrators. GRBS will secure all doors and turn off all but designated lights, set alarms, turn off ceiling fans and close windows as they find them open. The District agrees to promote their own staff securing their doors and windows to increase security between cleaning times, decrease energy consumption, and to minimize time by the custodial staff on locking doors and closing windows that should be used for cleaning. GRBS agrees to assist the District in reducing the unnecessary use of electricity by shutting off fans, coffee pots or radios that may have accidentally been left on by the District staff. In the summer, GRBS will be servicing the district using teams to complete the summer cleaning frequency, and not all buildings have staff present at all times. Buildings will remain locked at all times during the summer unless the District notifies GRBS of an event. Year Round weekend coverage for locking and unlocking facilities would be an extra charge unless a specific school sponsored event was pre-determined and scheduled with GRBS.
15. The District will assist GRBS in communication with the individual school administration and staff by promoting our e- mail system for communication, meeting with our management staff, forwarding event schedules, meeting with our supervision on event coordination, and promoting increased cleaning standards by all such as the 30 second rule and Classroom awards for cleanliness. GRBS will manage all of these programs, with prior approval by the District's Facilities Department, and District will support and promote them if they are approved.

Operations Specifications

1. GRBS is to provide all Chemicals necessary to clean the District. An SDS program will be on site and in place at all buildings, with a copy provided to District Facilities Department. GRBS agrees to use up as much of the District's chemicals already in place, to prevent disposal costs. GRBS encourages the District to have their current vendor take back all unused chemical and if possible, receive a credit from their vendor. GRBS will set aside all chemicals that will not be used for the District's cleaning to dispose. The District will provide GRBS with a SDS book to any site and any quantity desired listing all current products to be used up. These books will be updated if new products are entered in to the system. The District has the right to deny any chemical from the list should they deem it unsafe. GRBS will be utilizing Green Certified chemicals to promote environmental responsibility in many circumstances. Chemicals defined as hazardous by state or federal laws will be properly labeled and delivered or used in a way that does not violate state or federal laws.
2. GRBS is to provide all equipment necessary to clean the District. This will include replacement and upkeep as equipment fails. GRBS agrees to look at District large floor care equipment and purchase at a mutually agreed upon price to help eliminate the inventory and provide a cost benefit to District. GRBS will also offer to purchase the current District small equipment and small cleaning tools in its current condition after evaluating the equipment. It is strictly your choice if you wish GRBS to purchase any or all of the equipment. The equipment becomes the property of GRBS, as is all equipment purchased under this contract.
3. The District is to provide all paper products and trash liners. This includes trash liners, toilet paper, roll towels, soap, kitchen roll towels, dispensers, sanitary products, wax bags, Kleenex, air fresheners or hand sanitizers. GRBS will assist with inventory and ordering of these products and of course fill the dispensers on the scheduled frequency.
4. GRBS will assist in snow removal and apply ice melt for the entrances to the curb utilizing the day personnel who will come in early on snow days for this purpose. Day staff will assist in cleaning of priority use sidewalks during the day should snow continue to fall after the initial morning clearing. If more sidewalks were designated in the bid process with maps, GRBS will comply with attached maps. If there are no day personnel bid for GRBS to supply, there is no day support for snow removal. During second shift, GRBS will provide snow removal and apply ice melt for entrances being used for special events. The District will supply snow removal tools and equipment and ice melt for this purpose.

5. GRBS will provide a full-time day staff member for each of the following facilities: North Middle, Central Middle, and West Middle. Day Staff can be accessed for Biohazard clean ups, safety issues and staff requests as needed. GRBS will set job descriptions for each school, including requirements or requests by the principals unique to that school, such as moving copy paper, taking in deliveries, completing light maintenance items such as putting up dispensers or changing light bulbs, etc. The day personnel will be responsible for specific items such as cafeteria cleaning, outside debris pick up, kitchen cleaning, etc. as well as a clean up after breakfast and lunch programs. These duties are highlighted in the attached Specifications. These positions will be a separate line item on the billing in the event PPS would like to remove them from the scope.
6. Monday – Sunday events are covered at no charge. Coverage will be provided for any pre-scheduled events related to PPS students and staff. If outside groups utilize PPS facilities, a pass-through charge of \$30/hr will be charged for coverage. Obligated coverage does not include weekend practices or unscheduled usage.
7. The District is closed on the following holidays and GRBS is not required to provide cleaning or other services on these days, as long as the buildings are clean and ready to open the next business day:
 - New Year’s Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Friday after Thanksgiving
 - Christmas Eve Day
 - Christmas Day
 - New Year’s Eve Day

The District reserves the right to require some work on any and all of these holidays. If such work is requested by the District, GRBS may bill the district for this work at the rate on the bid of \$30.00 per hour, \$40.00 if overtime. If GRBS elects to work on any of these days voluntarily, no fee will be charged to the district (this may happen during winter breaks.)

8. For any school closed days for any reason, including scheduled days off, snow or in-service days from September 1 – June 1: we have only the day staff come in to help with snow, check the building, cover any daily needs, etc. For the High School and Middles School, we will also cover athletic use.

9. If one or more buildings are closed more than 3 consecutive work days for an “act of God” event or building renovations or problems with the building, the District may request a temporary suspension of the building and reduce the monthly billing by 1/22nd for each day of work after the initial 3 consecutive days that the cleaning services are cancelled in the applicable building. The District will give as much lead time as possible.
10. GRBS is to provide cleaning services during Holiday, Mid-Winter and Spring Break periods as listed in the contract frequency.
11. GRBS will need a list of all manufacturers’ recommendations for specific surfaces so as not to void any warranties in existence with District. This is especially important on gym floors less than 5 years old.
12. GRBS will conduct Quality Control Inspections to ensure tasks are completed to the cleaning frequency and quality to be in compliance with the specifications. These will be conducted every other week at all buildings. These inspections will be conducted with District principals or Facilities Management as they desire, but will occur by GRBS management regardless. Inspection results will be shared and available at all times with District management, but at minimum a monthly review will be conducted with PPS Operations.
13. GRBS will report any damage caused by a GRBS employee within 24 hours of said incident. GRBS will report any damage or vandalism encountered (that cannot be removed by custodial day staff) to the District’s facilities management. GRBS will follow the work order system for any noted maintenance items. GRBS will inform the District immediately if any evidence is found of forced entry or other possible security concerns in a building.
14. GRBS is not expected to supply chalk, erasers, dry erase cleaning solutions, light bulbs, paint, painting equipment, pool supplies, yard bags, ice/snow control chemicals, etc. Otherwise, chemicals must comply with all federal, state and local regulations in regard to storage, use and safety. All supplies must be properly stored in designated areas and kept in the original containers with the manufacturer’s label in place
15. Cleaning will occur to the attached frequency schedule (Attachment 1). Should any work need to be done above 10’ for cleaning, light changing, etc, we will give a price for that work and provide the necessary certified employees and equipment. Cleaning exterior windows over 10’ will be conducted once/year by our window cleaning crew in the summer months and is already incorporated in the pricing structure.

Exhibit 1 – Facilities List

These Facilities are INCLUDED in the scope and specifications of the Contract:

- Administration Building- 33,274
- Amberly- 75,085
- Angling- 61,660
- Central El- 60,245
- Central High- 279,489
- Central Middle- 151,134
- PCEC- 52,286
- Haverhill- 52,286
- Lake Center- 75, 026
- Moorsbridge- 63,995
- Dog House- 35,240
- North Middle- 151,134
- Northern High- 268,107
- Twelfth Street- 75,0226
- West Middle- 151,514
- Woodland- 64,000
- Maintenance/Transportation- 27,544

These Facilities are currently NOT in the scope:

- Stable- 35,240
- CHS Natatorium
- CHS Athletic Complex
- NHS Natatorium
- NHS Athletic Complex

Any additional services outside of the scope and specifications of the Contract will be invoiced at the following hourly rates:

Extra Custodial Work:

- Day Staff - \$30
- Night Staff - \$30
- Weekends/Holidays - \$40
- Emergencies - \$40
- Coverage of Community Events, Rentals, etc - \$30

Exhibit 2

Portage Public Schools
Specifications For 2nd/3rd shift Custodians

Exterior Areas	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
First Floor Exterior Windows complete clean					X Entrances	X Entrances	X
Above First Floor Window Clean Exterior							X
Common Areas, Halls, Gyms	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
Lock Entrances at the conclusion of activities. Events and Activities to be logged into SchoolDude.	X			X			
Complete Exterior perimeter check to validate doors secure at end of shift	X						
Spot Hallway and Entrance Windows for Prints, Splashes, Smears Interior	X						
Remove Trash, Replace Liners that are ripped or soiled by food spills (Liners to be provided by school)	X						
Sweep/Dust Mop all halls, gym, lobbies	X			X	Prior to events		
Vacuum Carpet in hall/gyms/lobbies	X						
Upright Vacuum Entrance Mats	X						
Spot Mop for Spills Halls, Lobbies, Gyms before events	X						
Run Automatic in Halls	X						
Complete Mop All Hard Surface Floors where automatic can't reach		X	(2X per week Dec 1 - April 1)				
Mop all edges and coves		X					
Remove Graffiti	X						
Run Automatic in Gyms	X						
Edge Vacuum all Carpet		X					
Vacuum HVAC and intake vents				X	X	X	X
Extract Mats at Main, Playground, and Drop off Entrances in Winter		X		X			
Clean Carpet Stains	X			X			
Clean Pool Decks	X						
Clean and Sanitize Carpet					X	X	X
Scrub/Recoat Tile, 2 Coats Approved Finish, do not wax within 1 foot of walls, do not build up edges. 4 Coats in Summer.					X		X
Strip/Wax Tile, 4 Coats Approved Finish (except asbestos flooring). Max 33% per summer. Areas to be approved by Operations Director							X
Scrub/Wax Asphalt (Asbestos) flooring using wet method only, 4 coats of Approved Finish							X
Wash Windows Interior, all floors							X
Wash Walls/Vac Blinds and Vents							X
Wash Furniture, Remove Gum							X
Wash all Lockers, Inside and Out							X

Classrooms, Offices, Media Centers	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
Remove Trash, Replace Liner if ripped or soiled by food spills (Liners to be provided by School)	X						
Sweep/Dust Mop	X						
Spot Mop for Spills	X						
Spot Vacuum Carpet Visible Debris, Pick up all items too big for vacuum	X						
Check Soap/Paper Towel Stock	X						
Clean Restrooms in Classrooms	X						
Clean Sinks, Drinking Fountains in Rooms	X						
Clean Table/Desk Tops in Kindergarten and younger, and Special Ed Rooms Daily	X						
Complete Vacuum Carpet		X					
Clean Desk Tops, Work Stations, Phones, Dry Dust Computer Screens		X	(Fridays)				
Dust Sills, Book Cases, Counters		X					
Clean Chalkboards/Dry Erase/Trays		X					
Empty Pencil Sharpeners		X					
Wipe Chairs for Spills		X					
Complete Mop Tile		X					
Remove Graffiti	X						
Clean Carpet Stains upon work order request				X	X	X	X
Clean and Sanitize Carpet					X	X	X
Scrub/Recoat Tile, 2 Coats Approved Finish, do not wax within 1 foot of walls, do not build up edges. 4 Coats in Summer.							X
Strip/Wax Tile, 4 Coats Approved Finish (except asbestos flooring). Max 33% per summer. Areas to be approved by Operations Director							X
Wash Windows Interior							X
Wash Walls, Dust Blinds							X
Wash all Furniture							X
Remove Gum from Under Desks							X
Clean vents and HVAC				X	X	X	X
Wash Light Shields if spots or bugs, Inside and Out				X			X

Restrooms, Locker rooms	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
Restock toilet paper, paper towel, feminine products. (Product to be provided by client)	X						
Replace Soap after it runs out	X			X			
Remove Trash and Reline (Liners to be provided by school)	X						
Clean and Sanitize Sinks, Counters	X						
Clean Mirrors and Dispensers	X						
Clean and Sanitize Toilets and Urinals	X						
Sweep and Mop Floors with Disinfectant	X						
Clean Splashes on Walls/Partitions	X						
Clean Graffiti on Walls, report to maintenance if graffiti remover ineffective	X						
Power Wash or Kaivac Locker Rooms		2X					
Kaivac Restrooms - Boys Gang		2X			X	X	X
Kaivac Restrooms - Girl's Gang		X			X	X	X
Kaivac Restrooms in Classrooms		X			X	X	X
Wipe Down Lockers Exterior					X	X	X
Wash Walls, Scrub Floors					X	X	X
Wash Interior/Exterior Lockers							X

Day Time Requirements	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
Empty Trash Bins within 25' of the facilities	X						
Empty Trash Bins on Playgrounds and School Property	X						
Re-line when ripped or food spills in them(Liners Provided by School)	X						
Pick Up Debris within 10' of bldg	X						
Pick Up Debris within 25' of entrances	X						
Day staff at Elementary Buildings clean cafeteria, kitchen, media center, main office, exterior, teachers' lounge	X						
Day staff at Secondary Buildings clean cafeteria, auditorium, teachers' lounge, media center, exterior	X						
Assist Maintenance Department in Snow Shoveling when needed or prior to evening events.				X			
Restroom Policing for stock/Spills	X						
Entrance touch up for mat vacuuming and glass spotting	X						
On Site for Biohazard Clean Ups	X						
On Pager for Immediate Communication	X						
Able to help with set ups/take downs	X						
Graffiti removal during the day	X						
Cafeteria Set Up Support	X						
Breakfast Program Clean Up	X						
Dust mop halls in the day (HS)	X						
Light Maintenance Requests	X						
Outside playground debris pick up		X					
Outside Grounds Pick Up (HS)		X					
Getting Items off the roof				X			
Move copy paper from loading dock				X			
Remove Trash from Cafeteria and Kitchen after Lunch							

Kitchens, Cafeterias	During School Year				Winter	Spring	Summer
	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
Remove Trash, Replace Liners Daily (Liners to be provided by School)	X						
Complete sweep and Mop/Run Scrubber on Cafeteria Floor	X						
Check Soap/Paper Towel Stock	X						
Clean Handwashing Sinks in Kitchens	X						
Clean Restroom in Kitchen	X						
Clean Offices in Kitchen				X			
Wipe Tables/Chairs	X						
Straighten Tables/Chairs	X						
Clean Carpet Stains				X	X	X	X
Clean and Sanitize Carpet					X	X	X
Scrub/Recoat Tile, 2 Coats Approved Finish, do not wax within 1 foot of walls, do not build up edges. 4 Coats in Summer.					X	X	X
Strip/Wax Tile, 4 Coats Approved Finish (except asbestos flooring). Max 33% per summer. Areas to be approved by Operations Director							X
Wash Windows Interior							X
Clean Cafeteria, Reline Trash Cans (Liners to be provided by client), Wipe Tables, Sweep Floors, Spot Mop, School to provide enough time for completion of job prior to area turnover (gym/lunch combo, etc.)	X						
Complete Sweep Kitchen Floors including under and behind items (2nd Shift to MOP)	X						

During Summer Months

Prior to summer GRBS and PPS will mutually agree on division of responsibility for summer coverage and projects

SUMMER REQUIREMENTS	Daily	Weekly	Monthly	Upon Request	Winter Break	Spring Break	Summer Break
*Beyond noted project frequencies							
Summer School or Driver's Ed classrooms, Restrooms closest to rooms used, halls, entrance to these areas,	X						
Clean After M-F School Events as Scheduled, open and lock doors for facility use as requested all summer	X						
Remove Trash from Trash Cans within 25' of Building			X				
Recombination of Lockers, need locker count by school							X
Change Light Bulbs to 10" that are out, all should be working or reported ballast concern as of August 25 (Bulbs/Ladders provided by client, old bulbs to be collected and stored in one location, school to dispose of them)							X
All summer work to be completed 2 weeks prior to school starting, all areas of the school to be cleaned daily during the 2 weeks prior to school starting.							X
Administration Building Clean	X						
Clean After M-F School Events for anything after 2pm as Scheduled, open and lock doors for facility use as requested all summer	X						

PORTAGE PUBLIC SCHOOLS

SCHOOL FACILITY	POSITION	SCHEDULED DAILY SHIFT	DAYS/WEEK	HOURS/DAY	HOURS/YEAR	WAGE RATE
Distric Wide Administrators						
	Account Manager		Varies	5	2000	\$60,000.00
	Night Dist Coordinator		M-F	8	2000	\$20.00
	Night Dist Supervisor		M-F	8	2000	\$18.00
	Night Dist Supervisor		T-Sat	8	2000	\$18.00
Northern High School						
	Supervisor	2:30-11pm	M-F	8	2000	\$17.00
	Full Time Custodian	2:30-11pm	M-F	8	2000	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Doghouse	9p-2:30a	M-F	5.5	1127.5	\$15.00
Central High School						
	Supervisor	2:30-11pm	M-F	8	2000	\$17.00
	Full Time Custodian	2:30-11pm	M-F	8	2000	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Full Time Custodian	2:30-11pm	M-F	8	1640	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
Central Middle School						
	Day Custodian	6:30a - 3:00p	M-F	8	2000	\$15.50
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$16.00
	Full Time Custodian	3:00p - 11:30p	M-F	8	1640	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
North Middle School						
	Day Custodian	6:30a - 3:00p	M-F	8	2000	\$15.50
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$16.00
	Full Time Custodian	3:00p - 11:30p	M-F	8	1640	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
West Middle School						
	Day Custodian	6:30a - 3:00p	M-F	8	2000	\$15.50
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$16.00
	Full Time Custodian	3:00p - 11:30p	M-F	8	1640	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
PCEC						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 10p	M-F	5	1025	\$15.00
Amberly Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 9:30p	M-F	4.5	922.5	\$15.00

Angling Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
Central Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
Haverhill Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:30p	M-F	4.5	922.5	\$15.00
Moorsbridge Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 10p	M-F	5	1025	\$15.00
12th Street Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 8:30p	M-F	3.5	717.5	\$15.00
Lake Center Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 9:00p	M-F	4	820	\$15.00
	Part Time Custodian	5:00p - 8:30p	M-F	3.5	717.5	\$15.00
Woodland Elementary						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
	Part Time Custodian	5:00p - 8:00p	M-F	3	615	\$15.00
	Part Time Custodian	5:00p - 8:00p	M-F	3	615	\$15.00
Administration Building						
	Lead Custodian	3:00p - 11:30p	M-F	8	2000	\$15.50
Transportation Building						
	Lead Custodian	5p-7:30p	M-F	2.5	512.5	\$15.50
<p>Position = Title (i.e., Supervisor) or Scheduled Shift (i.e., Day Custodian or Evening Custodian) Scheduled Daily Shift = Start and End Times of Shift (i.e., 6:00am - 2:00pm) Days/Week = Days the shift performs duties (i.e., M-F or T-Sa) Hours/Day = # of hours shift is scheduled daily (i.e., 8 hours) Hours/Year = # of hours the position will work each Contract Year (i.e., 1980 hours) Wage Rate = The starting/minimum wage of the position (i.e., \$12.00/hour). If salaried employee, may use annual salary</p>						

*Did NOT include vacation hours in above (DID include 6 paid Holidays)