

Regular Meeting of the Board of Education

Tuesday, August 11, 2026 6:30 PM

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

1. Call to Order

2. Pledge of Allegiance

3. Roll Call

4. Adoption of Agenda

5. Consent Resolutions

5.a) Minutes of the July 7, 2026 Board of Education

Public Hearing meeting of the Board of Education

5.b) Minutes of the July 7, 2026 Board of Education Meeting

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

5.c)1) NHS Boys Tennis Tournament in Holland, MI from August 21 - 22, 2026

5.d) Cancel the Committee of the Whole meeting on August 18, 2026

5.e) Bill Warrants totaling \$6,993,482.53

5.f) Human Resource August 2026 Recommendations of Retirements, Resignations & Leaves of Absence

6. Communications

6.a) npsboe@northvilleschools.org communications

6.b) Wayne RESA Board Highlights - July 2026

6.c) Northville Youth Network Program Report - July 2026

7. Superintendent's Report/Update

7.a) Enrollment Update

8. Public Comments

9. New Hires: Teachers and Ancillary

Presenter: Mr. Ron Frazier, HR Liaison

10. 2026/28 Northville Federation of Para Educators Agreement

Presenter: Mr. Ron Frazier, HR Liaison

11. 2026-2029 Authorization for Northville Public Schools to Renew Cost Sharing Agreement for the City of Northville School Liaison Officer Assignment

Presenter: Mr. Ron Frazier, HR Liaison

12. Office of Instruction: Comprehensive Data & Assessment Platform Pilot

Presenter: Dr. Kim Campbell-Voytal, Instruction Liaison

12.a) Assessment System Presentation

13. **Added Agenda Items**

14. **Public Comments**

15. **Adjournment**

Minutes of Public Hearing Meeting of the Board of Education

The Board of Trustees Northville Public Schools

A Public Hearing Meeting of the Board of Education of the Board of Trustees of Northville Public Schools was held Tuesday, July 7, 2026, beginning at 5:30 PM in the Old Village School, 405 W. Main St, Northville, MI 48167.

1. Call to Order

Meeting called to order by Vice President Stuart at 5:31 p.m.

2. Pledge of Allegiance

Vice President Stuart led the Board in the Pledge of Allegiance.

3. Roll Call

Ms. Carin Meyer, President (absent, excused)	Dr. RJ Webber, Superintendent
Ms. Melissa Stuart, Vice President	Ms. Jadie Kieft, Executive Director for Special Services
Dr. Kimberly Campbell-Voytal, Secretary	Ms. Rebecca Pek, Assistant Superintendent of Human Resources
Ms. Lisa McIntyre, Treasurer	Mr. Brian Sumner, Dir. of Human Resources & Employee Relations
Mr. Ron Frazier, Trustee	
Ms. Meredith Riggan Maurer, Trustee	
Ms. Jena Mabrey, Trustee	

4. Adoption of Agenda

Motion No. 26/27-001 by Secretary Campbell-Voytal, supported by Trustee Riggan Maurer, that the agenda be adopted as presented. Motion carried 6-0.

5. Policy 5207 Anti-Bullying

Ms. Pek led the Board in a Public Hearing regarding Policy 5207 Anti-Bullying. The Board adopted the remainder of the Thrun Policy Manual at the June 23, 2026 meeting. This

particular policy requires a separate Public Hearing allowing the community to provide feedback and ask questions prior to the adoption at an upcoming meeting.

There was brief Board discussion on some of the questions that had come up during the Board review process. Some of the topics included Cyberbullying, Okay2Say, Investigations and Reporting, MDE, and Responsible School Official.

6. Public Hearing / Questions

Ms. Hogg asked how a child who may feel bullied at home would be handled. Ms. Pek and Ms. Riggan Maurer shared the mandated reporting requirement. If a parent hears something concerning they can also utilize Okay2Say or call the building principal.

7. Added Agenda Items

None.

8. Public Comments

None.

9. Adjournment

Ms. Stuart noted there is an upcoming Operating Millage Replacement Election on August 4th.

There being no further business the meeting adjourned at 5:53 p.m.

Dr. Kimberly Campbell-Voytal, Secretary

Minutes of Regular Meeting of the Board of Education

The Board of Trustees Northville Public Schools

A Regular Meeting of the Board of Education of the Board of Trustees of Northville Public Schools was held Tuesday, July 7, 2026, beginning at 6:30 PM in the Old Village School, 405 W. Main St, Northville, MI 48167.

1. Call to Order

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

2. Pledge of Allegiance

Vice President Stuart led the Board in the Pledge of the Allegiance.

3. Roll Call

Ms. Carin Meyer, President (absent, excused)	Dr. RJ Webber, Superintendent
Ms. Melissa Stuart, Vice President	Mr. Devin Kling, Asst. Supt. for Finance & Operations
Dr. Kimberly Campbell-Voytal, Secretary	Ms. Emily Pohlonski, Assistant Supt. for Instructional Services
Ms. Lisa McIntyre, Treasurer	Mr. Brian Sumner, Dir. of Human Resources & Employee Relations
Mr. Ron Frazier, Trustee	Ms. Jadie Kieft, Executive Director for Special Services
Ms. Meredith Riggan Maurer, Trustee	Ms. Rebecca Pek, Assistant Superintendent of Human Resources
Dr. Jena Mabrey, Trustee	

4. Adoption of Agenda

Motion No. 26/27-002 by Secretary Campbell-Voytal, supported by Trustee Riggan Maurer, that the agenda be adopted as presented. Motion carried 6-0.

5. Consent Resolutions

Motion No. 26/27-003 by Secretary Campbell-Voytal, supported by Treasurer McIntyre, that the Board accept the consent agenda items for approval as presented:

- a) Minutes of the June 23, 2026 Board of Education Meeting
- b) Minutes of the June 23, 2026 Budget Hearing meeting of the Board of Education
- c) Minutes of the June 23, 2026 Closed Session Meeting of the Board of Education
- d) Overnight and / or Out of State Field Trip Requests
 - 1) Girls Golf Team Tournament in Grand Haven, MI from September 27-28, 2026
 - 2) Girls Golf Team Tournament in Battle Creek, MI from September 3-4, 2026
 - 3) Girls Golf Team Tournament in Thompsonville, MI from August 17-19, 2026
 - 4) Girls Golf Team State Championship in Battle Creek, MI from October 15-17, 2026
- e) Bill Warrants totaling \$11,441,231.87
- f) Northville Bicentennial Film Project Agreement for Kosmos Films, LLC
- g) Human Resource July 2026 Recommendations of Retirements, Resignations & Leaves of Absence
- h) CIS Bus and Van Auction totaling \$42,859.00

Motion carried 6-0.

6. Communications

Trustee Mabrey reported two communications:

- a) npsboe@northvilleschools.org communications
- b) Northville Youth Network Program Report - June 2026

7. Superintendent's Report/Update

Mr. Kling provided a brief State of Michigan budget update which came out last week.

The Declaration of Independence will be read tomorrow, July 8th, at Mill Race Village at 6:00 p.m.

Northville Public Schools Operating Millage Replacement election is coming up on August 4th.

Ms. Teresa Osterhoff retired from the district on June 30th and Dr. Webber and the Board wished her luck on her next chapter.

8. Public Comments

None.

9. New Hire: Non-Affiliated Pupil Accounting

Motion No. 26/27-004 by Trustee Frazier, supported by Treasurer McIntye, that the Board award a one-year probationary Non-Affiliated contract to Christina Ortega, Pupil Accounting Specialist, for the 2026-27 school year as presented. Motion carried 6-0.

10. New Hire: Teacher & Ancillary Staff

Motion No. 26/27-005 by Trustee Frazier, supported by Treasurer McIntyre, that the board award one-year probationary NEA Teacher & Ancillary contracts to the following staff for the 2026/27 school year as presented.

- Morgan Cessante, NHS English Teacher
- Kaitlyn Lempert, School Social Worker

Motion carried 6-0.

11. Resolution Adopting Policy 5207 - Anti-Bullying

Motion No. 26/27-006 by Trustee Frazier, supported by Secretary Campbell-Voytal, that the Board adopt the Resolution in support of Policy 5207 Anti-Bullying as presented. Roll Call Vote: Frazier – yes; McIntyre – yes; Stuart – yes; Campbell-Voytal – yes; Mabrey – yes; Riggan Maurer – yes; Meyer – absent. Motion carried 6-0.

12. Change Order: Northville High School STEAM

Motion No. 26/27-007 by Treasurer McIntyre, supported by Trustee Riggan Maurer, that the Board approve the Auch Change Order for Northville High School Solid Surface changes totaling \$46,743 as presented. Motion carried 6-0.

13. Added Agenda Items

None.

14. Public Comments

None.

15. Adjournment

There being no further business the meeting adjourned at 6:55 p.m.

Dr. Kimberly Campbell-Voytal, Secretay

**Northville Public Schools
Northville, MI**

MEMORANDUM

DATE August 6, 2026

TO: Dr. R.J. Webber
Superintendent

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

RE: July 2026 Warrants

Building & Site 2011	\$ -
Building & Site 2020	854,429.26
Cafeteria	43,439.58
Debt	1,000.00
Early Childhood	12,442.84
General Fund	1,826,415.53
Grant Fund	-
Miscellaneous	-
Special Education	29,658.77
Student Activities	164,211.40
Public Improvement	-
Health Care Fund	1,346,970.70
2020 BOND SERIES III	-
2023 Bond Series I	2,528,706.56
2026 Bond Series I	186,207.89
TOTAL	\$ 6,993,482.53



NORTHVILLE

PUBLIC SCHOOLS

Board of Education

August 11, 2026

Topic: Human Resources Recommendations

The following human resources changes, including resignations, retirements and leave of absences, are being presented to the Board of Education.

Retirements:

<u>Name</u>	<u>Bldg./Dept.</u>	<u>Assignment</u>	<u>Status</u>	<u>Effective</u>
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Resignations/Terminations:

<u>Name</u>	<u>Bldg./Dept.</u>	<u>Assignment</u>	<u>Status</u>	<u>Reason</u>	<u>Effective</u>
Anna McPhee	Winchester	Elementary Teacher	Resigned	Moving	7/6/26
Elizabeth Marczewski	Thornton Creek	Elementary Teacher	Resigned	Another District	7/24/26
Andrew Piazza	District	Director of Technology	Resigned	Another District	7/31/26
Chelsea Simons	Early Childhood	Program Coordinator	Resigned	Leaving K-12	8/21/26
Devon Caudill	Amerman	Principal	Resigned	Pers. Reasons	9/30/26

Leave of Absence:

<u>Name</u>	<u>Bldg./Dept.</u>	<u>Assignment</u>	<u>Status</u>	<u>Reason</u>	<u>Effective</u>
Olivia Giampaola	Ridge Wood	Elementary Teacher	LOA	Family	8/25/26

Recommendation: That the Northville Public Schools Board of Education consents to the human resources recommendations as presented.

BOARD HIGHLIGHTS

Highlights from the July 15, 2026, Regular Meeting of the Wayne RESA Board of Education.

The Wayne RESA Board of Education approved the following items as part of the Consent Agenda:

Approved the following internal applicant(s) for the position(s):

- Amy Wischow, Student Application Business Analyst, effective July 20, 2026
- Allison Agee, Application Support Technician, effective July 22, 2026
- Laura Sirianni, Application Support Technician, effective July 22, 2026

Approved the following external applicant(s) for the position(s):

- Lisa Dean, Educational Improvement Consultant, effective July 21, 2026
- Andrea Krueger, Student Application Business Analyst, effective July 22, 2026
- Olivia Thompson-Tinsley, Administrative Assistant-GSRP, effective July 23, 2026
- Dr. Kellie Finnie, Educational Improvement Consultant, effective July 27, 2026
- Christine Mazur, Pupil Accounting Specialist, effective July 31, 2026
- Kyle Nikula, Part-time IT Technician Internship, effective September 1, 2026

Approved the following leave(s):

- Dr. Joseph Musial, Assessment Consultant, Family/Medical Leave, effective May 18, 2026
- Carrie Fromm, Literacy Consultant, Family/Medical Leave, effective June 23, 2026
- LaVerne Brown, Part-time Youth Navigator for Homeless Support, Unpaid Personal Leave, effective July 2, 2026

Approved the following return from leave(s):

- Dr. Joseph Musial, Assessment Consultant, Family/Medical Leave, effective June 1, 2026
- Dr. Markita Hall, Executive Director of Educational Services, Family/Medical Leave, effective June 2, 2026

Approved the following reclassification(s):

- Alexis Peoples, from Budget and Fiscal Analyst to Senior Budget and Fiscal Analyst, effective May 21, 2026
- Kimber Ardaiz, Human Resource Generalist, moving from Grade 1 of the Non-Bargaining Salary Schedule to Grade 2 of the Non-Bargaining Salary Schedule, effective July 1, 2026
- Nicole Mouro, Human Resource Assistant, moving from Grade 0 of the Non-Bargaining Salary Schedule to Grade 1 of the Non-Bargaining Salary Schedule, effective July 1, 2026

Approved the following actual and necessary expenses incurred by Wayne RESA Board members in discharging their official duties and in performing functions as authorized by the Board for the period June 1, 2026 through June 30, 2026:

Mary Blackmon	\$193.58	Lynda Jackson	\$147.91
Danielle Funderburg	\$ 56.26	James Petrie	\$377.08

Approved payment to the K-12 Alliance of Michigan for 2026-2027 dues and supplemental funding and support costs in an amount not to exceed \$85,500.

Authorized a payment to Eastern Michigan University (EMU) for the Para-to-Teacher program in an amount not to exceed \$500,000 for the period July 1, 2026 through June 30, 2027.

WRESA Board Highlights
July 15, 2026

Authorized a payment to Wayne State University (WSU) for the Para-to-Teacher program in an amount not to exceed \$700,000 for the period July 1, 2026 through June 30, 2027.

Authorized a payment to Grand Valley State University (GVSU) for the Special Education Director program in an amount not to exceed \$300,000 for the period July 1, 2026 through June 30, 2027.

Authorized a payment to Apple Computer Inc. (Apple) for the purchase of Augmentative and Alternative Communication (AAC) devices and Software Access for the Wayne Assistive Technology Team (WATT) Lending Library in an amount not to exceed \$300,000 for the period July 1, 2026 through June 30, 2027.

Authorized payment of the Administrative Outreach Program Medicaid Claim reimbursement to the following local School Districts and Public-School Academies for services to Medicaid-eligible students, in the amount of \$759,528.76.

DISTRICT/LEA	AMOUNT	DISTRICT/LEA	AMOUNT
Allen Park Public Schools	\$14,402.32	Old Redford Academy	\$2,249.12
Crestwood School District	\$13,468.74	Plymouth-Canton Community Schools	\$49,332.01
Dearborn Heights School District #7	\$17,446.58	Redford Union Schools, District No. 1	\$22,843.64
Dearborn City School District	\$65,600.06	School District of the City of River Rouge	\$3,724.80
Detroit Service-Learning Academy	\$2,700.38	Riverview Community School District	\$5,286.46
Ecorse Public Schools	\$2,094.69	Romulus Community Schools	\$2,952.49
Flat Rock Community Schools	\$7,923.11	South Redford School District	\$8,040.24
Garden City Public Schools	\$32,812.94	Southgate Community School District	\$20,140.98
Gibraltar School District	\$10,533.82	Summit Academy – North	\$3,437.83
Grosse Ile Township Schools	\$10,533.92	Taylor School District	\$21,495.38
Grosse Pointe Public Schools	\$38,941.73	Trenton Public Schools	\$19,779.38
School District of the City of Hamtramck	\$14,319.24	The James and Grace Lee Boggs School	\$413.37
School District of the City of Harper Woods	\$952.67	Trillium Academy	\$485.31
Huron School District	\$12,348.07	Van Buren Public Schools	\$11,663.55
School District of the City of Lincoln Park	\$76,400.63	Wayne-Westland Community School District	\$72,288.91
Livonia Public Schools School District	\$34,240.73	Westwood Community School District	\$9,697.61
Melvindale-North Allen Park Schools	\$13,947.95	Woodhaven-Brownstown School District	\$46,956.00
Northville Public Schools	\$42,244.03	School District of the City of Wyandotte	\$47,830.07
		TOTAL:	\$759,528.76

Authorized payment of the Administrative Outreach Program Medicaid Claim reimbursement to the following local School Districts and Public-School Academies for services to Medicaid-eligible students, in the amount of \$1,192,195.89.

DISTRICT/LEA	AMOUNT	DISTRICT/LEA	AMOUNT
Allen Park Public Schools	\$24,678.39	Old Redford Academy	\$5,681.62
Crestwood School District	\$24,401.61	Plymouth-Canton Community Schools	\$67,994.96
Dearborn Heights School District #7	\$24,689.58	Redford Union Schools, District No. 1	\$29,836.10
Dearborn City School District	\$121,647.48	School District of the City of River Rouge	\$5,471.04
Detroit Service-Learning Academy	\$6,121.06	Riverview Community School District	\$8,372.23
Ecorse Public Schools	\$3,527.83	Romulus Community Schools	\$7,418.52
Flat Rock Community Schools	\$10,708.21	South Redford School District	\$16,314.08
Garden City Public Schools	\$59,534.16	Southgate Community School District	\$33,778.38
Gibraltar School District	\$17,304.07	Summit Academy – North	\$5,484.49
Grosse Ile Township Schools	\$14,483.90	Taylor School District	\$39,522.61
Grosse Pointe Public Schools	\$45,844.43	Trenton Public Schools	\$26,613.46
School District of the City of Hamtramck	\$18,491.50	The James and Grace Lee Boggs School	\$1,300.99
School District of the City of Harper Woods	\$1,881.97	Trillium Academy	\$417.46
Huron School District	\$18,271.45	Van Buren Public Schools	\$19,104.71
School District of the City of Lincoln Park	\$132,735.12	Wayne-Westland Community School District	\$109,323.64
Livonia Public Schools School District	\$56,331.39	Westwood Community School District	\$14,837.07
Melvindale-North Allen Park Schools	\$39,929.87	Woodhaven-Brownstown School District	\$66,290.47
Northville Public Schools	\$56,892.18	School District of the City of Wyandotte	\$56,959.86
		TOTAL:	\$1,192,195.89

Authorized administration to enter into a contract with Lambert Global, LLC, to provide public relations support, including press release development, media relations, and crisis communications, for Wayne RESA and Wayne County school districts in an amount not to exceed \$20,000 for the period July 1, 2026 through June 30, 2027.

Authorized the renewal of a contract with Kelley Cawthorne, LLC, to provide legislative consulting and government relations services in the amount of \$4,500 per month, not to exceed \$54,000, for the period of July 1, 2026, through June 30, 2027.

WRESA Board Highlights
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Authorized administration to enter into a contract with Garden City Public Schools, Garden City, MI for food service management at Wayne RESA's (WRESA) Burger Baylor School in the amount not to exceed \$30,000 for the period of July 1, 2026 through June 30, 2027.

Authorized administration to enter into agreement with Voyageur Academy for engaging in the Early Literacy Coaching Educator on Loan Initiative in an amount not to exceed \$125,000 for the period July 1, 2026 through June 30, 2027.

Authorized administration to enter into agreements with the following districts participating in the Title IV, Part A of the Elementary and Secondary Education Act of 1965 (ESEA) in the amounts indicated, for a total amount not to exceed \$873,786 for the period June 1, 2024 through September 30, 2026.

Districts	Amount
Chandler Park Academy	\$64,212
Dearborn Heights School District #7	\$43,732
Hamtramck, School District of the City of	\$139,311
Huron School District	\$51,295
Lincoln Park, School District of the City of	\$115,150
Redford Union Schools, District No. 1	\$58,309
Riverview Community School District	\$64,049
Trenton Public Schools	\$46,187
Wayne RESA	\$36,741
Wayne-Westland Community School District	\$254,800
TOTAL:	\$873,786

Authorized administration to enter into a contract with Barbara Cronk, Taylor, Michigan, as a third-party examiner to conduct Commercial Driver's License (CDL) road tests in an amount not to exceed \$60,000 for the period July 1, 2026 through June 30, 2027.

Authorized an amendment to Board Recommendation #290-23-24 to increase funds allocated for Wayne Health to provide districts with psychiatric mental health support in the form of professional development (PD) opportunities, consultation, follow up, sending resources, etc. from 115,156.80 to \$200,000 for the period July 1, 2024 through June 30, 2028.

Authorized an amendment to Board Recommendations #116-25-26 and #293-25-26 to add payment to Summit Academy North to fund Independent Paraprofessionals (IP) from \$0 to \$40,690.13 for the period July 1, 2026 through June 30, 2027.

Authorized an amendment to Board Recommendation #294-25-26 to amend the following local education agencies (LEAs), public school academies (PSAs), and community-based organizations (CBOs) for operating Great Start Readiness Programs (GSRP) in the amounts indicated, for a total amount not to exceed \$114,866,641 for the period October 1, 2025 through September 30, 2026.

Subrecipient Name	Legal Vendor Name	Original Amount	Amended Amount
Above & Beyond Learning Child Care Center GSRP	ABOVE & BEYOND LEARNING CHILD CARE CENTER INC GSRP	\$220,838	\$220,838

WRESA Board Highlights
July 15, 2026

Academy for Business and Technology	ACADEMY FOR BUSINESS AND TECHNOLOGY	\$515,290	\$515,290
Advanced Technology Academy	ADVANCED TECHNOLOGY ACADEMY	\$220,838	\$220,838
Agape Love Child Care Center, LLC	AGAPE LOVE CHILD CARE CENTER, LLC	\$92,016	\$92,016
Al Hadi Child Care Center INC	AL HADI CHILD CARE CENTER INC	\$368,064	\$368,064
ALL B Home Daycare	ALL B HOME DAYCARE	\$171,763	\$171,763
Al-Wali Child Care Center	AL- WALI CHILD CARE CENTER	\$102,240	\$122,688
Alawie Educational Service	ALAWIE EDUCATIONAL SERVICES	\$736,128	\$736,128
Allen Park Public Schools	ALLEN PARK PUBLIC SCHOOLS	\$981,504	\$981,504
American International Academy	AMERICAN INTERNATIONAL ACADEMY	\$460,080	\$460,080
American Montessori Academy	AMERICAN MONTESSORI ACADEMY	\$588,902	\$588,902
Angel Land Child Care & Parent Institute	ANGEL LAND CHILD CARE & PARENT INSTITUTE	\$122,688	\$122,688
Arab American Children Center	ARAB-AMERICAN CHILDREN CENTER INC	\$748,397	\$748,397
Bambi Land Learning Center	BAMBI LAND LEARNING CENTER	\$1,459,987	\$1,459,987
Blessed Beginnings Learning Center	BLESSED BEGINNINGS LEARNING CENTER	\$490,752	\$490,752
Blossom Learning Center LLC	BLOSSOM LEARNING CENTER LLC	\$654,336	\$654,336
Brainiacs Clubhouse CDC	BRAINIACS CLUBHOUSE CDC	\$147,226	\$147,226
Bridge Academy	BRIDGE ACADEMY	\$654,336	\$654,336
Bright Beginnings Montessori Child Development Center	BRIGHT BEGINNINGS MONTESSORI-MONTESSORI CHILD DEVE	\$601,171	\$601,171
Bright Star Learning Center LLC A&W Day Care Center	BRIGHT STAR LEARNING CENTER LLC A&W DAY CARE CENTER	\$654,336	\$654,336
Busy Minds Child Care Center, INC.	BUSY MINDS CHILD CARE CENTER, INC.	\$196,301	\$196,301
Caniff Liberty Academy	CANIFF LIBERTY ACADEMY	\$163,584	\$163,584
Caring Hands Childcare Academy	CARING HANDS CHILDCARE ACADEMY	\$147,226	\$147,226
Chandler Park Academy	CHANDLER PARK ACADEMY SCHOOL DISTRICT	\$817,920	\$817,920
Chapel Hill Early Childhood Education	CHAPEL HILL EARLY CHILDHOOD EDUCATION	\$171,763	\$196,301

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July 15, 2026

Child Star Development Center	CHILD STAR DEVELOPMENT CENTER	\$552,096	\$552,096
Children First Learning Center	CHILDREN FIRST LEARNING CENTER	\$163,584	\$163,584
Children of the Rising Sun Empowerment Center	CHILDREN OF THE RISING SUN EMPOWERMENT CENTER	\$153,360	\$153,360
Childrens Garden II LLC	CHILDRENS GARDEN II LLC	\$220,838	\$220,838
Children's Garden LLC	CHILDREN'S GARDEN LLC	\$932,429	\$932,429
Childrens Paradise Learning Center Inc.	CHILDRENS PARADISE LEARNING CENTER INC.	\$1,226,880	\$1,226,880
Children'z Place 2	CHILDREN'Z PLACE 2	\$220,838	\$220,838
Childtime Childcare, Inc.	CHILDTIME CHILDCARE, INC	\$2,466,029	\$2,466,029
Christios Child Care & Academy	CHRISTIOS CHILD CARE & ACADEMY	\$265,824	\$265,824
Commonwealth Community Development Academy	COMMONWEALTH COMMUNITY DEVELOPMENT ACADEMY	\$163,584	\$163,584
Creative Academics Learning Center LLC	CREATIVE ACADEMICS LEARNING CENTER LLC	\$147,226	\$147,226
Creative Montessori Academy	CREATIVE MONTESSORI ACADEMY	\$650,246	\$650,246
Crestwood School District	CRESTWOOD SCHOOL DISTRICT	\$785,203	\$785,203
Cross Bridge Action Network	CROSSBRIDGE ACTION NETWORK	\$194,256	\$194,256
David Ellis Academy	DAVID ELLIS ACADEMY	\$343,526	\$343,526
David Ellis Academy West	DAVID ELLIS ACADEMY-WEST	\$785,203	\$785,203
Dearborn City School District	DEARBORN PUBLIC SCHOOLS	\$6,216,192	\$6,216,192
Dearborn Heights School District #7	DEARBORN HEIGHTS SCHOOL DISTRICT #7	\$480,528	\$480,528
Dee's Little Angels C.C.C	DEE'S LITTLE ANGELS CCC	\$392,602	\$392,602
Detroit Academy of Arts and Sciences	DETROIT ACADEMY OF ARTS & SCIENCES	\$871,085	\$871,085
Detroit Community Schools	DETROIT COMMUNITY SCHOOLS, A PUBLIC SCHOOL ACADEMY	\$214,704	\$214,704
Detroit Edison Public School Academy	DETROIT EDISON PUBLIC SCHOOL ACADEMY	\$785,203	\$785,203
Detroit Leadership Academy	DETROIT LEADERSHIP ACADEMY	\$490,752	\$490,752
Detroit Public Schools Community District	DETROIT PS COMMUNITY DISTRICT	\$23,948,698	\$23,948,698
Detroit Service Learning Academy	DETROIT SERVICE LEARNING ACADEMY	\$500,976	\$500,976
Development Centers INC	DEVELOPMENT CENTERS	\$294,451	\$294,451

WRESA Board Highlights
July 15, 2026

Dk's Childcare and Academy	DK'S CHILDCARE AND ACADEMY	\$81,792	\$81,792
Dove Academy of Detroit	DOVE ACADEMY OF DETROIT	\$327,168	\$327,168
Dreamy Childrens Center	DREAMY CHILDREN'S CENTER	\$736,128	\$736,128
Dreamy Day Care 4 LLC	DREAMY DAY CARE 4 LLC	\$159,494	\$159,494
Dreamy DayCare 2, LLC	DREAMY DAYCARE 2 LLC	\$490,752	\$490,752
Early Childhood University	EARLY CHILDHOOD UNIVERSITY PLAY TIME DAY CARE LLC	\$122,688	\$122,688
Ecorse Public Schools	ECORSE PUBLIC SCHOOLS	\$736,128	\$736,128
Education Consulting Solutions It Takes a Village Academy	EDUCATION CONSULTING SOLUTIONS/IT TAKES A VILLAGE	\$895,622	\$895,622
Empowered Community Outreach Services/Empowered CO	EMPOWERED COMMUNITY OUTREACH SERVICES/EMPOWERED CO	\$245,376	\$245,376
Flat Rock Community Schools	FLAT ROCK COMMUNITY SCHOOLS	\$1,177,805	\$1,177,805
Focus Hope	FOCUS HOPE	\$969,235	\$981,504
For Kids Sake	FOR KIDS SAKE	\$196,301	\$196,301
Franklin-Wright Settlements, INC.	FRANKLIN WRIGHT SETTLEMENTS, INC.	\$112,464	\$112,464
Froebel Child Care Inc.	FROEBEL CHILD CARE INC.	\$490,752	\$490,752
Frontier International Academy	FRONTIER INTERNATIONAL ACADEMY	\$163,584	\$163,584
Garden City Public Schools	GARDEN CITY PUBLIC SCHOOLS	\$1,697,184	\$1,697,184
George Washington Carver Academy	GEORGE WASHINGTON CARVER ACADEMY	\$478,483	\$478,483
Gibraltar School District	GIBRALTAR SCHOOL DISTRICT	\$368,064	\$368,064
Global Heights Academy	GLOBAL HEIGHTS ACADEMY	\$255,600	\$255,600
Greater Ebenezer Miss BPT Church Childcare	GREATER EBENEZER MISS BPT CHURCH CHILDCARE GREATER EBENEZER CHRISTIAN CHILD CARE CENTER & KIN	\$245,376	\$245,376
Growing Minds Learning Center INC.	GROWING MINDS LEARNING CENTER INC	\$746,352	\$746,352
Hamtramck, School District of the City of	HAMTRAMCK PUBLIC SCHOOLS	\$552,096	\$552,096
Hanley International Academy	HANLEY INTERNATIONAL ACADEMY	\$662,515	\$662,515
Harper Woods, The School District of the City of	HARPER WOODS SCHOOL DISTRICT	\$521,424	\$521,424

WRESA Board Highlights
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High Achievers Montessori Learning Center L.L.C.	HIGH ACHIEVERS MONTESSORI LEARNING CENTER	\$163,584	\$163,584
Highland Park Public School Academy System	HIGHLAND PARK PUBLIC SCHOOL ACADEMY SYST	\$453,946	\$453,946
Himawari Preschool, LLC	HIMAWARI PRESCHOOL LLC	\$163,584	\$163,584
Hope Academy	HOPE ACADEMY	\$286,272	\$286,272
Inkster Preparatory Academy	INKSTER PREPARATORY ACADEMY	\$171,763	\$171,763
International Child Care Center	INTERNATIONAL CHILD CARE CENTER INTERNATIONAL LANGUAGE SOLUTIONS	\$245,376	\$245,376
Island Kiddie Kampus Child Development Center, INC.	ISLAND KIDDIE. KAMPUS. CHILD DEVELOPMENT. CENTER.	\$132,912	\$132,912
It Takes a Village Academy LLC	IT TAKES A VILLAGE ACADEMY LLC	\$245,376	\$245,376
IXL Northville, LLC	IXL NORTHVILLE, LLC	\$204,480	\$204,480
IXL Plymouth, LLC	IXL PLYMOUTH, LLC	\$204,480	\$204,480
Jade Child Development Center INC.	JADE CHILD DEVELOPMENT CENTER, INC	\$785,203	\$785,203
Joy Preparatory Academy	JOY PREPARATORY ACADEMY	\$122,688	\$122,688
Jude Family Childcare Learning CTR	JUDE FAMILY CHILDCARE LEARNING CENTER	\$81,792	\$92,016
Kiddie Kingdom	KIDDIE KINGDOM	\$196,301	\$196,301
Kiddos Village Academy	KIDDOS VILLAGE ACADEMY	\$355,795	\$355,795
Kids' Avenue Christian Learning Center	KIDS' AVENUE CHRISTIAN LEARNING CENTER	\$85,882	\$85,882
Kids Cottage Early Learning LLC	KIDS COTTAGE EARLY LEARNING LLC	\$143,136	\$143,136
Kids-In-Zion	KIDS-IN-ZION GREATER MOUNT ZION MISSIONARY BAPTIST CHURCH	\$343,526	\$343,526
Kid's Purpose Daycare LLC	KIDS PURPOSE DAYCARE LLC	\$132,912	\$132,912
Kingdom Kare Learning Center	KINGDOM KARE LEARNING CENTER	\$398,736	\$398,736
Kristy's Early Childhood Development Center	KRISTY'S EARLY CHILDHOOD DEVELOPMENT CENTER	\$453,946	\$453,946
KUEHG Corp - KinderCare Education LLC	KUEHG CORP	\$1,607,213	\$1,607,213
LACC Childcare Academy INC	L.A.C.C. CHILDCARE ACADEMY, INC.	\$343,526	\$343,526
Learning Links Academy	LEARNING LINKS ACADEMY	\$122,688	\$122,688

WRESA Board Highlights
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Lincoln Park, School District of the City of	LINCOLN PARK SCHOOL DISTRICT	\$1,656,288	\$1,656,288
Little Hearts Learning Home LLC	LITTLE HEARTS LEARNING HOME	\$92,016	\$92,016
Little Jungle Network	LITTLE JUNGLE NETWORK	\$245,376	\$245,376
Little Owl Tree House	LITTLE OWL TREE HOUSE	\$143,136	\$143,136
Little Scholars Day Care Center	LITTLE SCHOLARS DAYCARE CENTER	\$564,365	\$564,365
Little Seeds Child Development Center, LLC.	LITTLE SEEDS CHILD DEVELOPMENT CENTER, LLC.	\$220,838	\$220,838
Livonia Public Schools School District	LIVONIA PUBLIC SCHOOLS SCHOOL DISTRICT	\$817,920	\$817,920
Lovin' Touch Learning Center	LOVIN' TOUCH LEARNING CENTER	\$61,344	\$61,344
Martin Luther King Jr Education Center Academy	MARTIN LUTHER KING, JR. EDUCATION CENTER ACADEMY	\$257,645	\$257,645
Matrix Human Services	MATRIX HUMAN SERVICES	\$392,602	\$392,602
Meadowbank Inc.	MEADOWBANK INC.	\$408,960	\$408,960
Metropolitan Children & Youth INC.	METROPOLITAN CHILDREN AND YOUTH INC. UNITED CHILDR	\$380,333	\$380,333
My Child Learning Center Greater Harvest Ministries	MY CHILD LEARNING CENTER	\$71,568	\$71,568
ndividualME Early Learning Academy LLC	ndividualME EARLY LEARNING ACADEMY, LLC	\$220,838	\$220,838
Nene's Little Angel's Daycare LLC	NENE'S LITTLE ANGELS DAYCARE LCC	\$245,376	\$245,376
NES Teddybear Daycare and Preschool, LLC	NES TEDDY BEAR DAYCARE AND PRESCHOOL LLC	\$204,480	\$204,480
New Greater Bethlehem Temple We Care Child Development Center	NEW GREATER BETHELEM TEMPLE WE CARE CHILD DEVELOPM	\$159,494	\$159,494
New Paradigm College Prep	NEW PARADIGM COLLEGE PREP ACADEMY	\$98,150	\$98,150
New Paradigm Glazer-Loving Academy	NEW PARADIGM GLAZER-LOVING ACADEMY	\$122,688	\$122,688
New St. Paul Tabernacle Church of God in Christ HE	NEW ST. PAUL TABERNACLE CHURCH OF GOD IN CHRIST HE	\$408,960	\$408,960
Northville Public Schools	NORTHVILLE PUBLIC SCHOOLS	\$883,354	\$883,354
Oakland International Academy	OAKLAND INTERNATIONAL ACADEMY	\$408,960	\$408,960
Oakman Child Care & Development	OAKMAN CHILD CARE & DEVELOPMENT, LLC	\$478,483	\$478,483
Old Redford Academy	OLD REDFORD ACADEMY	\$511,200	\$511,200
PattiCake's Early Learning	PATTICAKE'S EARLY	\$163,584	\$163,584

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Center LLC	LEARNING CENTER		
Plymouth-Canton Community Schools	PLYMOUTH-CANTON COMMUNITY SCHOOLS	\$3,312,576	\$3,312,576
Premier MI Brownstown LLC	PREMIER MI BROWNSTOWN LLC	\$163,584	\$163,584
Prosperity Early Learning Center LLC	PROSPERITY EARLY LEARNING CENTER LLC	\$196,301	\$196,301
Quality Child Care & Learning Center	QUALITY CHILD CARE & LEARNING CENTER I	\$147,226	\$147,226
R.A.C.E Reaching All Children Equally	R.A.C.E Reaching All Children Equally	\$736,128	\$736,128
Ready 2 Learn Childcare Center	READY 2 LEARN CHILDCARE CENTER, LLC	\$184,032	\$184,032
Redford Union Schools, District No. 1	REDFORD UNION SCHOOLS, DISTRICT #1	\$490,752	\$490,752
Rhemas Child Care Center	RHEMAS CHILD CARE CENTER	\$208,570	\$208,570
River Rouge, School District of the City of	RIVER ROUGE SCHOOL DISTRICT	\$613,440	\$613,440
Riverside Academy	RIVERSIDE ACADEMY	\$327,168	\$327,168
Riverview Community School District	RIVERVIEW COMMUNITY SCHOOL DISTRICT	\$1,226,880	\$1,226,880
Romulus Community Schools	ROMULUS COMMUNITY SCHOOLS	\$848,592	\$848,592
Smart Start Learning Center	SMART START LEARNING CENTER	\$357,840	\$368,064
Someplace Else Learning Factory LLC	SOMEPLACE ELSE LEARNING FACTORY LLC	\$159,494	\$159,494
South Redford School District	SOUTH REDFORD SCHOOL DISTRICT	\$1,472,256	\$1,472,256
Southgate Community School District	SOUTHGATE COMMUNITY SCHOOL DISTRICT	\$1,226,880	\$1,226,880
Spreading Light Ministry	SPREADING SERVICES LTD.	\$153,360	\$153,360
St. Matthew Lutheran School	ST MATTHEW LUTHERAN CHURCH AND SCHOOL	\$194,256	\$204,480
St Paul Child Development Center	ST PAUL CHILD DEVELOPMENT CENTER	\$392,602	\$392,602
Star International Academy	STAR INTERNATIONAL ACADEMY	\$981,504	\$981,504
Starfish Family Services	STARFISH FAMILY SERVICES	\$838,368	\$838,368
Stepping Stones of Grosse Ile	STEPPING STONES OF GROSSE ILE	\$245,376	\$245,376
Summer Preschool Early Learning Center	SUMMER PRESCHOOL EARLY LEARNING CENTER	\$132,912	\$132,912
Summit Academy North	SUMMIT ACADEMY NORTH	\$817,920	\$817,920
Sunrise Education Center	SUNRISE EDUCATION CENTER	\$159,494	\$159,494
Sweet Peas Early Childhood	SWEET PEAS EARLY	\$92,016	\$92,016

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Center Inc	CHILDHOOD CENTER INC		
Taylor School District	TAYLOR SCHOOL DISTRICT	\$2,024,352	\$2,024,352
The Basilica Of Saint Mary Montessori Academy	THE BASILICA OF SAINT MARY MONTESSORI ACADEMY	\$368,064	\$368,064
The Dearborn Academy	THE DEARBORN ACADEMY	\$347,616	\$347,616
The Goddard School of Canton	THE GODDARD SCHOOL OF CANTON	\$490,752	\$490,752
The Learning Tree Child Care Center, INC North	The Learning Tree Child Care Center, INC North	\$490,752	\$490,752
The Learning Tree Child Care Center, INC South	The Learning Tree Child Care Center, INC South	\$380,333	\$380,333
The Learning Tree Child Care Center, INC West	THE LEARNING TREE- WEST	\$245,376	\$245,376
Tipton Academy	TIPTON ACADEMY	\$637,978	\$637,978
Trenton Public Schools	TRENTON PUBLIC SCHOOLS	\$184,032	\$184,032
Trillium Academy	TRILLIUM ACADEMY	\$699,322	\$699,322
Tutor Time Learning Care LLC	TUTOR TIME LEARNING CENTERS LLC	\$736,128	\$736,128
Universal Academy	UNIVERSAL ACADEMY	\$306,720	\$306,720
Universal Learning Academy	UNIVERSAL LEARNING ACADEMY	\$392,602	\$392,602
University YES Academy	UNIVERSITY YES ACADEMY	\$196,301	\$196,301
U of M - Dearborn Early Childhood Education Center	REGENTS OF THE UNIVERSITY OF MICHIGAN	\$327,168	\$327,168
Van Buren Public Schools	VAN BUREN PUBLIC SCHOOLS	\$1,216,656	\$1,216,656
Village of Shiny Stars Child Care Center	VILLAGE OF SHINY STARS CHILD CARE CENTER	\$245,376	\$245,376
Wayne Metropolitan Community Action Agency	WAYNE METROPOLITAN COMMUNITY ACTION AGENCY	\$1,282,090	\$1,282,090
Wayne State University	WAYNE STATE UNIVERSITY	\$449,856	\$449,856
Wayne-Westland Community School District	WAYNE WESTLAND COMMUNITY SCHOOLS	\$2,126,592	\$2,126,592
Woodhaven-Brownstown School District	WOODHAVEN-BROWNSTOWN SCHOOL DISTRICT	\$1,022,400	\$1,022,400
Wyandotte, School District of the City of	WYANDOTTE PUBLIC SCHOOLS	\$879,264	\$879,264
	TOTAL:	\$114,778,714	\$114,866,641

Authorized an amendment to Board Recommendation # 43-25-26 Act 18 payments to school districts operating special education center programs, to be paid in ten monthly installments for estimated allowable costs in the amounts indicated for a total amount not to exceed \$174,238,098 for the 2025-26 fiscal year.

WRESA Board Highlights
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DISTRICT/LEA	Original Amount	Amended Amount
Allen Park Public Schools	\$894,167	\$910,064
Dearborn City School District	\$17,703,034	\$17,831,518
Detroit Public Schools Community District	\$37,712,005	\$44,942,328
Garden City Public Schools	\$7,056,565	\$7,187,013
Grosse Pointe Public Schools	\$6,619,837	\$6,734,542
Huron School District	\$2,140,804	\$2,140,952
School District of the City of Lincoln Park	\$17,914,973	\$17,929,779
Livonia Public Schools School District	\$13,239,281	\$13,137,374
Northville Public Schools	\$6,779,998	\$7,040,435
Plymouth-Canton Community Schools	\$7,346,454	\$7,321,368
Redford Union Schools, District No. 1	\$6,943,162	\$7,356,542
South Redford School District	\$1,028,281	\$994,355
Taylor School District	\$3,421,315	\$3,519,870
Trenton Public Schools	\$2,954,210	\$2,798,693
Van Buren Public Schools	\$1,872,222	\$1,882,231
Wayne-Westland Community School District	\$13,379,959	\$12,718,542
Westwood Community School District	\$355,149	\$325,868
Woodhaven-Brownstown School District	\$5,270,768	\$4,788,270
School District of the City of Wyandotte	\$14,702,781	\$14,678,355
TOTAL:	\$164,537,517	\$174,238,098

Authorized an amendment to Board Recommendation # 45-25-26 for additional Act 18 funds for the 2022-2023 operating year to school districts operating special education center programs who are still due funds from \$3,201,227 to \$3,233,622.

Districts	Original Amount	Amended Amount
Allen Park Public Schools	\$3,321	\$3,321
Detroit Public Schools Community District	\$470,873	\$470,873
Redford Union Schools, District No. 1	\$756,325	\$756,325
Southgate Community School District	\$123,849	\$123,849
Wayne-Westland Community School District	\$578,943	\$578,943
Westwood Community School District	\$306,012	\$306,012
Woodhaven-Brownstown School District	\$0	\$32,395
School District of the City of Wyandotte	\$961,904	\$961,904
TOTAL:	\$3,201,227	\$3,233,622

Accepted the following grant(s) for the terms, amounts, and purposes noted:

Grant	Grantor	Amount	Term	Purpose	Responsible Party
Michigan Science, Technology, Engineering, and Math (MiSTEM) Network Region Grant - Transition Funding	Northern Michigan University	\$57,570	07/01/2026 – 09/30/2026	These funds are for the transition of Dr. Greg Johnson's salary so he can close out any 2025-26 fiscal year MiSTEM work in alignment with Section 99s of Public Act 120 of 2024.	Educational Services

The Board also considered and approved the following Action Items:

1. Appointment of Director, State and Federal Programs and Special Populations – Dr. Carol Ann Paul

Superintendent's Comments

Dr. Colbert shared:

- Sincere appreciation was expressed to Immediate Past President Mary Blackmon as she concluded another year serving as President of the Wayne RESA Board of Education. She thanked President Blackmon for her extraordinary 45 years of dedicated service, recognizing her leadership, unwavering commitment, integrity, wisdom, grace, advocacy, and passion for public education. President Blackmon has consistently kept students, families, and communities at the center of her work, strengthening Wayne RESA and creating greater opportunities for students and educators throughout Wayne County. Appreciation was expressed for her enduring legacy and remarkable service to all 43 Wayne County communities.
- Congratulations to the newly elected 2026–2027 Wayne RESA Board of Education officers: President Danielle Funderburg, Vice President James Beri, Secretary Lynda Jackson, and Treasurer James Petrie. Appreciation was extended in advance for their service, noting that their collective commitment to students, public education, collaboration, and excellence positions the Board well for the year ahead, serving Wayne County students, families, and communities.
- July was recognized as the beginning of a new school year, representing new beginnings, new opportunities, and new possibilities for every child entering a public school. More than a quarter of a million Wayne County students will soon enter classrooms ready to learn, grow, discover, create, and thrive. Every scholar deserves access to opportunities that prepare them for success in college, careers, military service, life, and beyond. Public education remains one of the greatest investments communities can make. It is where futures are shaped, leaders are developed, innovation begins, and hope is transformed into opportunity. Wayne County continues to be a pillar of strength, a beacon of hope, and a model for excellence in public education. While we celebrate the extraordinary work taking place across our county, we do so with the understanding that excellence is not a destination but a continuous pursuit. Together, we will build upon our successes, embrace new opportunities, and remain unwavering in our commitment to ensuring every scholar is prepared to thrive in school, in life, and in the workforce.
- Accomplishments highlighted over the past year reflect the strength of the collaborative partnership among Wayne County's local school districts, public school academies, and Wayne RESA. Together,

these collective efforts advanced student success by strengthening instructional practices, expanding Career and Technical Education (CTE) opportunities, enhancing workforce development initiatives, increasing access to high-quality early childhood programming, accelerating literacy supports, improving services for students with disabilities, providing comprehensive continuous improvement support, and championing advocacy efforts on behalf of students, educators, and public education throughout Wayne County.

- These accomplishments underscore a shared commitment to excellence, innovation, and collaboration while reinforcing Wayne County's position as a leader in advancing educational opportunities and positive outcomes for every learner.
- Wayne RESA remains committed to serving as a trusted partner to every district and educator by building organizational capacity through coherent systems of support grounded in research, driven by data, and centered on student success. This commitment will continue throughout the 2026–2027 school year through expanded professional learning, leadership development, and countywide collaboration.
 - High-quality professional learning opportunities designed to strengthen instructional excellence and improve student outcomes will continue throughout the 2026–2027 school year. Educators were encouraged to explore the newly released professional learning catalog and take advantage of the many learning opportunities available.
 - Leadership development opportunities will continue as Wayne County invests in current and aspiring leaders who lead with courage, vision, and integrity. Countywide professional networks will continue bringing educators together to collaborate, solve challenges collectively, and share promising practices that benefit students, families, educators, and communities across Wayne County.
- Wayne RESA will continue expanding meaningful career pathway opportunities through Career and Technical Education programs and regional aviation, aeronautics, and aerospace initiatives while strengthening early learning opportunities from birth through adulthood. Continued focus will also remain on literacy, mathematics, student well-being, Multi-tiered Systems of Support (MTSS), instructional excellence, and advocacy at local, state, and national levels.
- Wayne County welcomes three new superintendents: Mike Esseily, Dearborn Public Schools; Dr. Roy Bishop, Jr., Grosse Pointe Public School System; and Matthew Salah, Woodhaven-Brownstown School District. Leadership transitions were recognized as significant milestones, and all new educational leaders joining Wayne County were welcomed into the countywide educational family.
- The strength of Wayne County lies in its willingness to work together. Districts celebrate one another's successes, support one another through challenges, and share innovative practices so that every student benefits from high-quality educational opportunities. As the new school year begins, Dr. Colbert encouraged everyone to continue standing together, standing tall, and growing stronger through collaboration. She emphasized the importance of continuing to invest in one another, recognizing that great organizations are built by leaders who develop other leaders. Most importantly, she reminded everyone to remain focused on the purpose of the work, noting that every decision ultimately impacts a child, creates opportunities, and strengthens the future of Wayne County. She expressed confidence that Wayne County is ready for the 2026–2027 school year and looks forward to another amazing year of leadership, service, collaboration, and excellence.

Board Highlights are published by the Office of the Superintendent following monthly meetings of the Wayne RESA Board of Education.

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

CC: Glenn Caldwell, George Lahanas

FROM: Kerri Ann Sondreal

DATE: August 4, 2026

NORTHVILLE YOUTH NETWORK PROGRAM REPORT
July 2026

PROGRAMS, SERVICES & COMMUNITY PARTNERSHIPS

Summer has traditionally been a quieter season for Northville Youth Network; however, this year marked a significant shift in both referral activity and community engagement. Rather than experiencing the typical seasonal slowdown, NYN remained actively engaged in serving youth and families while expanding its presence throughout the community. While school-based referrals naturally decline during the summer months, our strong partnerships with the Northville Township Police Department and Northville City Police Department continue to generate referrals for youth in need of restorative intervention and support.

Collaboration remains the cornerstone of Northville Youth Network's mission. By working alongside schools, law enforcement, local government, and community organizations, NYN continues to build a coordinated system of care that ensures youth and families have timely access to prevention, intervention, and support services.

This month, the NYN team participated in two particularly meaningful partnership meetings that will strengthen our collective ability to serve the community.

The first was with Brittany Patillo, the newly appointed Embedded Social Worker from Hegira Health, who partners with both the Northville Township and Northville City Police Departments. During this meeting, NYN staff provided an overview of our Diversion and Case Management services and discussed opportunities for collaboration. As a direct result of this meeting, NYN partnered with Hegira on two resource referrals during the month of July, demonstrating the immediate value of coordinated community partnerships.

The second meeting brought together Director Kerri Ann Sondreal, Youth Assistance Coordinator Christine Spangler, and Youth Support Specialist Bridget Drzewicki with Northville Public Schools Superintendent Dr. RJ Webber and Darby Hoppenstedt, Director of Community Partnerships and Wellness. The discussion focused on celebrating the longstanding partnership between NYN and Northville Public Schools while exploring opportunities to expand mental wellness initiatives throughout the district. Together, the group identified several future collaborative opportunities designed to increase student access to prevention programming, early intervention, restorative practices, and family support services. NYN is excited to continue building upon this partnership to ensure that every Northville student has access to high-quality mental wellness resources.

Community engagement also remained a priority throughout the month. NYN was proud to partner with Northville Parks and Recreation during July's Movie in the Park event. This partnership provided an excellent opportunity to connect with local youth and families in a fun, informal setting while promoting mental wellness in an engaging way. Bridget Drzewicki and Kerri Ann Sondreal were on hand to introduce children to the calming technique known as *Bubble Breathing*, using bubbles to demonstrate intentional deep breathing as a simple strategy for managing stress, regulating emotions, and promoting mindfulness. These community events allow NYN to normalize conversations surrounding mental wellness while increasing awareness of the many free services available to Northville families.

GENERAL OPERATIONS

Director Sondreal met with Northville Township's Director of Budget and Finance Wendy Hillman, Township Manager Glen Caldwell, and Director of Human Resources Chelsea Ditz to review Northville Youth Network's proposed Fiscal Year 2027 budget. These ongoing meetings demonstrate NYN's commitment to fiscal responsibility, transparency, and the prudent stewardship of public resources. By working collaboratively throughout the budget development process, NYN continues to ensure that financial decisions support both organizational sustainability and the delivery of high-quality prevention, intervention, and mental wellness services for Northville youth and families.

Northville Youth Network also continues to expand its digital outreach efforts to ensure residents have timely access to mental health resources, program information, and educational content. As part of this initiative, NYN's monthly *Program Spotlight* campaign continues to draw attention across its social media platforms. July's featured *Program Spotlight* was Prime for Life, NYN's free, evidence-based substance use prevention and early intervention program. Prime for Life helps adolescents understand how alcohol and other substances affect the developing brain while encouraging participants to evaluate their own level of risk and make informed, healthy decisions. By increasing awareness of this valuable resource, NYN hopes to reach more youth and families before substance use concerns escalate, reinforcing our commitment to prevention, education, and early intervention.

As NYN continues to strengthen community partnerships, enhance operational excellence, and expand access to prevention and mental wellness services, our focus remains unchanged: ensuring that every Northville youth and family has the support, resources, and connections they need to thrive.

YOUTH SUPPORT SERVICES

The tables below indicate the status of referrals for July. The first table outlines the number of clients who are new, in progress, or have been discharged during this period. The second table provides a detailed breakdown of Youth Assistance Program (diversion program) referrals by reason, as well as behavioral health support referrals from all other sources (e.g., parent or school) by reason and type.

NYN July 2026 Referrals			
	New	In Progress	Discharged
Youth Assistance	7	15	0
Case Management	2	2	3
Resource Referral	6		

REFERRALS FOR YOUTH ASSISTANCE PROGRAM (SOURCE: NPS OR LAW ENFORCEMENT)									
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL
Substance use	4	8%	2				2		
Vape/tobacco	5	10%			2	1		2	
Anger management	0	0%							
Assault	0	0%							
Peer conflict/fighting	8	16%		3		4			1
Harassment/bullying	0	0%							
Racial/cultural insensitivity	12	24%		3	3	3	3		
Truancy	0	0%							
Decision making	16	31%		6		1	1	2	6
Destruction of property	2	4%			2				
Retail fraud	0	0%							
Theft/larceny	0	0%							
Other	4	8%		1			2	1	
TOTAL YAP REFERRALS TO DATE	51		2	13	7	9	8	5	7
REFERRALS FOR BEHAVIORAL HEALTH SUPPORT (SOURCE: PARENTS/OTHER)									
Reason	#	%	JAN	FEB	MAR	APR	MAY	JUN	JUL
Behavioral health issues (depression/anxiety)	50	75%	7	8	12	10	8	3	2
Substance use	2	3%						1	1
Suicidal Ideation	0	0%							
Self-harm	1	1%				1			
Eating disorder	1	1%							1
School performance/avoidance issue	1	1%		1					
Relational issues-family/peer conflict	2	3%		1					1
Social Skills	0	0%							
Behavior/conduct/anger management issues	3	4%						1	2
Grief/loss	2	3%						1	1
Other	5	7%	2	1		1	1		
Type of Support									
Case Management (More complex/comprehensive)		10							
Referral Services (Resource recommendation)		57							
TOTAL PARENT/OTHER REFERRALS TO DATE	67		9	11	12	12	9	6	8
			JAN	FEB	MAR	APR	MAY	JUN	JUL
TOTAL OF ALL REFERRALS TO DATE	118		11	24	19	21	17	11	15

Memo

TO: RJ Webber, Superintendent

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

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

DATE: August 10, 2026

RE: Teacher & Ancillary Hires

Background:

While the peak of hiring season is winding down, the District still continues to work through a number of hires this season, including three elementary teacher hires, two of which materialized with recent resignations, and a third which materialized due to the request for an unpaid leave of absence. An SCI teaching vacancy opened as a result of the transfer of Cooke SCI teacher Nate Bryan to NHS for a Resource Room position. Lastly, with an increase in students needing occupational therapy services, the District had to add an occupational therapy (OT) position, that will service students across a number of our general education buildings.

Elementary Teachers

Winchester Elementary – First Grade

Madison Martino is no stranger to Northville Public Schools. She started her career as an Applied Engineer for General Motors, after having completed her Bachelors of Science in Applied Engineering Sciences from Michigan State University. However, Madison did not find the fulfillment in that work and started gravitating toward work where she could help and support people, in particular children. Eventually, she came to us as a paraprofessional at Winchester, where she worked for two years, while pursuing her teaching certification through Schoolcraft College's ARC program. Madison's relationships, work ethic, and can-do attitude have all stood out to Kelly Lindsay and the team at Winchester, and we're excited to see Madison slide into this new role as a first grade teacher at Winchester.

Thornton Creek Elementary - Kindergarten

Gwen Ruetz just completed a very successful first year of teaching in Allen Park School District where she taught first grade. Gwen's positive energy, enthusiasm, and overall joy resonated

throughout the interview process. While pleased for Gwen, her former principal expressed Gwen would be a significant loss to their building and district – a high compliment for someone just completing their first year of teaching. He shared about Gwen's wonderful relationships with students and families and was complimentary of her instructional skills, particularly for someone still growing into the teaching profession. Gwen holds both her Bachelors and Masters from the University of Michigan-Ann Arbor, with a Bachelors in Communication and Media and a Masters in Educational Studies with Elementary certification. We look forward to the positive impact Gwen will make with our new kindergarten students at Thornton Creek.

Ridge Wood Elementary – Fourth Grade

Katherine Dybicki graduated from Madonna University recently with a Bachelor of Science Degree in Early Childhood Education and Comprehensive Elementary Education, while completing her student teaching in Plymouth Canton Community Schools at two different elementary buildings in kindergarten, as well as 2nd and 4th grades, including work with talented and gifted 4th graders. Katherine left a very positive impression in both school buildings where she student taught, as she was invited back to fulfill a longterm sub assignment as a result of the great work she did and the relationships she formed with students, staff and families. One of Katherine's references, the principal where she student taught and subbed, characterized those relationships as "terrific," and went on to share how the students adored her. This principal also spoke to Katherine's hard working and collaborative disposition, among other qualities and characteristics. Undoubtedly, Katherine will be making a similar impact at Ridge Wood in her fourth grade classroom.

Cooke School

SCI Teacher

Crystal Kerr is another one of our outstanding Cooke para educators who desired to expand her role and capacity as a teacher by pursuing Wayne RESA's Para-to-Teacher Program, and we're grateful that Crystal stepped up to make such a commitment. Crystal began as a Cooke para educator back in 2000 and has likely seen and experienced just about everything during her tenure at Cooke. This experience, and more importantly, her love and passion for the students at Cooke have equipped and prepared her to take this next step into a classroom teacher role. Crystal completed her Bachelor of Arts at Eastern Michigan University focusing on Cognitive Impairments. Crystal has the respect of the staff at Cooke, and certainly the administration, and her positive attitude and desire to support the students with whom she works has been evident throughout her time as a para educator and we anticipate no different as she transitions into this teaching role.

Special Services

Occupational Therapist

Hayley Adamisen received her Bachelor of Sciences Degree from the College of Business and Behavioral Sciences at Clemson University before completing her Doctor of Occupational Therapy at Boston University. While Hayley's occupational therapy experience has primarily been in the clinical/hospital setting, one of her clinical settings was in Cambridge Massachusetts Schools in a community very similar to Northville, and then, in addition, she had previously worked at children's camps and in ABA Therapy, where she worked with children along the way. Hayley's occupational therapy experience in the clinical setting at Craig Hospital, a world-renowned rehabilitation hospital that specializes in neurorehabilitation and research in Denver, Colorado, is quite impressive when you consider she began there when she was completing her clinicals for her doctorate. After

completing her clinicals and graduating, Craig brought her on as an Occupational Therapist, only to promote her to a supervisor role four short years after she began her employment with Craig. We are excited to see Hayley bring her knowledge and skillset here to help and support students in Northville Public Schools.

Hillside Middle School

Mathematics Teacher

Katie Dorko comes to us from Bloomfield Hills where she has taught middle school mathematics and upper elementary. In recent years, due to a middle school closure in Bloomfield, Katie was transitioned into the elementary classroom, where she has done great work, but her heart as remained with middle school students and mathematics. She holds a Bachelors Degree in Elementary Education from Oakland University, along with two Masters Degrees – one from Oakland University in Early Childhood Education, as well as a second in Curriculum and Instruction from Western Governors University. As part of the interview process, Katie had the opportunity to interact with some of our Hillside Middle School students when she taught a mini-math lesson. Her enthusiasm and energy both showed through during this period, and students commented regarding how her instruction was provided in a manner that was easy for them to understand. Katie's references discussed her passion for middle school students and math, and spoke to her outstanding relationships with both students and staff.

Recommendation:

On behalf of the central office administrative team, I recommend that the Board of Education approve a probationary contract for the 2026-2027 school year for Madison Martino, Gwen Ruetz, Katherine Dybicki, Crystal Kerr, Hayley Adamisen, and Kathryn Dorko. Please refer to the supporting reference documents for additional information about the candidates.

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Gwen Ruetz

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BA</u>	<u>University of Michigan</u>	<u>2024</u>
<u>MA</u>	<u>University of Michigan</u>	<u>2025</u>

MAJOR(S): Elementary Education
Communications and Media

MINOR(S): Education for Empowerment

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 1 Year

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: MA Step 1

SALARY INFORMATION: \$60,045.00

EFFECTIVE DATE OF ASSIGNMENT: 2026/2027

BUILDING ASSIGNMENT: Thornton Creek Elementary School

_____ **NEW STAFF**

___X___ **REPLACEMENT**

DATE OF BOARD MEETING: August 11, 2026

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Katherine Dybicki

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BS</u>	<u>Madonna University</u>	<u>2025</u>

MAJOR(S): Early Childhood Education

MINOR(S): Comprehensive Elementary Education

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 0 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: BA Step 1

SALARY INFORMATION: \$55,180.00

EFFECTIVE DATE OF ASSIGNMENT: 2026/2027

BUILDING ASSIGNMENT: Ridge Wood Elementary School

_____ **NEW STAFF** X **REPLACEMENT**

DATE OF BOARD MEETING: August 11, 2026

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Crystal Kerr

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>BA</u>	<u>Eastern Michigan University</u>	<u>2026</u>

MAJOR(S): Cognitive Impairment

MINOR(S):

CERTIFICATION/LICENSE: Standard Certificate

EXPERIENCE: 0 Years

PREVIOUS TENURE IN MICHIGAN: No

SALARY STEP GRANTED: BA Step 1

SALARY INFORMATION: \$55,180.00

EFFECTIVE DATE OF ASSIGNMENT: 2026/2027

BUILDING ASSIGNMENT: Cooke School

_____ **NEW STAFF** X **REPLACEMENT**

DATE OF BOARD MEETING: August 11, 2026

NORTHVILLE PUBLIC SCHOOLS
Northville, Michigan

HIRING INFORMATION – CERTIFIED PERSONNEL

CANDIDATE’S NAME: Ms. Kathryn Dorko

<u>Degree</u>	<u>University</u>	<u>Year Earned</u>
<u>MS</u>	<u>Western Governors University</u>	<u>2023</u>
<u>MS</u>	<u>Oakland University</u>	<u>2016</u>
<u>BS</u>	<u>Oakland University</u>	<u>2009</u>

MAJOR(S): Early Childhood Education
Elementary Education
Curriculum and Instruction

MINOR(S):

CERTIFICATION/LICENSE: Professional Certificate

EXPERIENCE: 6 Years

PREVIOUS TENURE IN MICHIGAN: Yes

SALARY STEP GRANTED: MA+20 Step 7

SALARY INFORMATION: \$82,199.00

EFFECTIVE DATE OF ASSIGNMENT: 2026/2027

BUILDING ASSIGNMENT: Hillside Middle School

_____ **NEW STAFF**

___X___ **REPLACEMENT**

DATE OF BOARD MEETING: August 11, 2026

Memo

To: RJ Webber, Superintendent

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

CC: Rebecca Pek, Assistant Superintendent of Human Resources
Devin Kling, Assistant Superintendent of

Date: August 6, 2026

Re: Northville Federation of Para Educators Contract

Background:

With the current Northville Federation of Para Educators contract set to expire on August 23, the District and Northville Federation of Para Educators began engaging in the collective bargaining process in early May. As of the fourth bargaining session, the parties reached a tentative agreement, that the Para Educators have subsequently ratified.

For context, our Para Educators service students in the Cooke Program, and as such their group is fully funded by ACT 18. As we worked through this negotiating process, we did consult with Wayne RESA to ensure we remained within their budget parameters, especially in light of recent contract agreements in the tri-County area with groups similar to the Northville Federation of Para Educators.

The tentative agreement with the Para Educators includes the following terms and conditions:

- A two year agreement (August 24, 2026 – August 23, 2028)
- A restructured wage scale that results in an hourly wage increase, on average, of 8.6%, comparable to other recently negotiated agreements for center based para educators within the tri-County area
- Updated leave provisions consistent with the Michigan Earned Sick Time Act, as well as slight changes to the manner in which personal business time and bereavement time is administered, consistent with other NPS employee groups
- Flexibility to use previously negotiated union business time for purposes of participation in an arbitration hearing
- Increase of the previous SCI/SXI Summer Program attendance stipend from \$500 for working the summer program, to \$100/day, not to exceed a total of \$2,000 (i.e., para educators may receive an attendance stipend of \$100 for each day worked during the 20-day summer program)

- Elimination of the previously negotiated \$500 annual ACT 18 stipend
- Increase in dental and vision benefits, consistent with terms previously negotiated with other District employee groups
- Requirement of all para educators to work the SCI/SXI Summer Program
- Expansion of District's ability to subcontract third party para educators when para educators are participating in a Para-to-Teacher Program

Recommendation:

It is recommended that the Board of Education conducts a ratification vote regarding the tentative agreement between Northville Public Schools and the Northville Federation of Para Educators, which includes economic and non-economic terms and conditions of employment for the 2026-2027 and 2027-2028 school years.

NPS Proposal to Northville Federation of Para Educators
Thursday, June 25, 2026 at 4:10 p.m.

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7/1/26

NORTHVILLE PUBLIC SCHOOLS

-and-

NORTHVILLE FEDERATION OF PARA EDUCATORS

EMPLOYER PACKAGE PROPOSAL

June 25, 2026

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

The District proposes a two-year contract for 2026-27 and 2027-28 commencing on August 24, 2026 and expiring on August 23, 2028. All provisions of the current contract remain in effect with the exception of those noted below.

**ARTICLE VI: SENIORITY, LAYOFF AND RECALL, GENERAL
WORKING CONDITIONS**

6.10 Call-In Procedure

When a Para Educator is unable to be in school on any given day, he/she shall contact the District's absence management system ~~AESOP~~. This notification shall be not less than ninety (90) minutes prior to his/her reporting time except in the event of an emergency situation. In the event the Para Educator knows that he/she will not be able to return to work the next day, he/she shall report this fact to his/her Building Supervisor, or the Supervisor's designee, before 2:00 p.m. of the day of his/her absence. Failure to follow the above referenced call-in procedure shall mean that the absence shall be unauthorized and the Para Educator shall not be paid for that day.

6.11 Building Closings

A. In any situation (such as severe weather, hazardous road conditions, heating plant failure, etc.) when in the opinion of the Superintendent of Schools, it is necessary to discontinue classes for pupils in any one school building or in the entire District, information will be provided through a designated radio station or by telephoning the Para Educator sixty (60) minutes before reporting time. It is expected that Para Educators will report to work at the regular time and location for assignment unless notified otherwise by the Superintendent or his designee of their reassignment.

NPS Proposal to Northville Federation of Para Educators
Thursday, June 25, 2026 at 4:10 p.m.

- B. When a school is closed by the District due to inclement weather or other emergency, Para Educators shall not report to work unless otherwise directed.
- C. Para Educators will be paid for up to six (6) the first two school closing days due to Act of God days that result in the closure of school during the school year, if they are not otherwise reassigned. ~~In the event that the Board adopted budget for the applicable school year projects a General Fund Balance in excess of 18%, including the cost of paying such days, additional school closure days (occurrences 3—5, and not beyond the fifth occurrence) will also be paid.~~

ARTICLE VIII: LEAVE OF ABSENCE

8.03 Business Days

- A. A full-time seniority Para Educator, whose prior school year absences did not exceed 10 sick/ family illness days (non-FMLA) shall be entitled to ~~one two (12)~~ days during each half of the standard school year for time necessary to conduct a business transaction which is impossible to do on a weekend, during a school recess or after the Para Educator's hours of work, or for purposes of observing a religious holiday that falls on a work day. Those who exceed that 10 day threshold in the prior year will earn one such day during the standard school year, ~~not one per semester. The request for a business day shall be made in writing at least five (5) days prior to the requested date.~~ Except in the case of an emergency (on the day of usage), the Para Educator must call and talk to their Supervisor, or the building Secretary (Administrative Assistant) to inform them of the use of an emergency business day. The Supervisor will create an absence for the emergency business day into the absence management AESOP system. The Supervisors and the Office of Human Resource will explore the possibility of allowing Para Educators to use the absence management system AESOP to enter their sub request once prior Supervisor approval is confirmed. Personal business days may not be taken immediately preceding or following a holiday, a weekend in conjunction with a holiday, or school recess. Unused business days shall be added to the Para Educator's sick bank at the beginning of the school year as established in the calendar adopted by the School District. When a Para Educator's absences in consecutive years exceed 10 non-FMLA days per year, there shall be no business days provided for the subsequent school year. ~~This provision will take effect in the 2016-17 school year.~~

For the 2026-2027 and 2027-2028 contract years only, Para Educators will receive two (2) personal business days each year, even in those instances when a Para Educator exceeds ten (10) non-FMLA absences per year. This paragraph will sunset on August 23, 2028, unless negotiated otherwise in a successor contract agreement.

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- B. Under extenuating circumstances, two (2) consecutive business days may be requested by a Para Educator. Any such request shall be in writing stating the reason for the request and submitted to the Office of Human Resources a minimum of five (5) working days prior to the dates requested. The granting or denial of two (2) consecutive business days shall be at the sole discretion of the District and not subject to the grievance procedure.
- C. During the course of a year, extenuating circumstances may require an additional day(s). Said day(s) may be granted with the prior approval of the Chief Human Resources Administrator. However, appropriate verification satisfactory to the District must be submitted beforehand. Said days will be subtracted from the employee's sick bank. The granting or denial of additional days will be at the sole discretion of the District and not subject to the grievance procedure.

8.04 BereavementFuneral Leave

- A. A regular full-time Para Educator shall be allowed three (3) days per school year, not deductible from their earned sick leave, for bereavement purposes related to the death ~~time necessary for attendance at the funeral~~ of a member of the Para Educator's immediate family. For purposes of this article, immediate family shall be defined as father, mother, spouse, parent of spouse, sister, brother, grandparent, child, grandchild, step-parents, step-child, step-brother/sister, foster child living in the home and legal guardian. If the funeral is two hundred (200) miles or more from the Para Educator's home, they shall be granted one (1) additional day. The Para Educator shall submit written documentation of attendance if requested to do so by the District.
- B. When death occurs to the following seniority Para Educator's relatives: brother-in-law, sister-in-law, aunt, uncle, niece, nephew, the Para Educator shall be excused one (1) day, the day of the funeral. This day would not be deducted from the employee's sick bank. Written documentation shall be provided if requested by the District.

8.07 Union Business Days

The Union will be entitled to five (5) days per school year for Union business. Said days must be requested in writing by the Union President and have the prior approval of the chief Human Resources administrator before they are utilized. Said days will not be granted for processing grievances at any level ~~(including arbitration)~~ or for collective bargaining, but may be used for purposes of participation in an arbitration hearing. Any union release time shall not be reported to ORS as service credit hours unless the District is reimbursed for the ORS contributions for that time by the end of the school year in which the release time occurred.

ARTICLE IX: COMPENSATION

9.01 Wages

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

The parties agree that the financial conditions listed herein relate to the 2026-27 school year only. No steps of any kind, lane changes, or financial triggers listed in this agreement are guaranteed or will be carried over into the 2027-28 school year unless specifically agreed to in writing by the parties.

2026-27

In the event that the Board of Education approves a budget for the 2026-27 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

Effective upon ratification, bargaining unit employees will migrate to the new 2026-2027 salary schedule from the current 2025-2026 salary schedule via the crosswalk document as provided in Appendix A. The crosswalk document establishes the new step placement on the 2026-2027 salary schedule based upon the step at which the member had been placed for the 2025-2026 school year.

In the event that the Board of Education approves a budget for the 2026-27 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

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

In the event that the Board of Education approves a budget for the 2026-27 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2025-26 base wage rate with no increase or movement on the salary scale during 2026-2027 (wage freeze.)

In the event that audit of the 2026-27 school year confirms a General Fund Balance in excess of 18% for the respective school year, including the cost of the bonus, unit employees shall receive a \$550 bonus to be paid not later than December 1st following that respective school

NPS Proposal to Northville Federation of Para Educators
Thursday, June 25, 2026 at 4:10 p.m.

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year's audit findings.

For 2026-27: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases, if any, may be denied eligibility for any increase in base wage rates. Such determination will be made by the chief Human Resources administrator in consultation with the employee's supervisor. Any such denial of eligibility will be made known to the Federation's steward or representative.

2027-28

In the event that the Board of Education approves a budget for the 2027-28 school year that projects a General Fund Balance of 15% of the General Fund expenditures or higher (including the cost of the contingent increase in compensation detailed below), the following shall apply:

Effective August 24, 2027, each bargaining unit employee will advance one (1) step on the wage scale that corresponds with the employee's numeric step increment from the 2026-27 school year.

In the event that the Board of Education approves a budget for the 2027-28 school year that projects a General Fund Balance of less than 15% but more than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

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

In the event that the Board of Education approves a budget for the 2027-28 school year that projects a General Fund Balance of less than 11% of the General Fund expenditures (including the cost of the contingent increase in compensation detailed above), the following shall apply:

All employees will remain at the 2026-27 base wage rate with no increase or movement on the salary scale during 2027-2028 (wage freeze.)

In the event that audit of the 2027-28 school year confirms a General Fund Balance in excess of 18% for the respective school year, including the cost of the bonus, unit employees shall receive a \$550 bonus to be paid not later than December 1st following that respective school year's audit findings.

For 2027-28: Any employee receiving suspension without pay or an unsatisfactory evaluation in the year preceding the effective date of wage increases if any may be denied eligibility for any increase in base wage rates. Such determination will be made by the Chief Human Resources administrator in consultation with the employee's supervisor. Any such denial of eligibility will be made known to the Federation's steward or representative.

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NPS Proposal to Northville Federation of Para Educators
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9.08 ~~Bi-Weekly-Monthly~~ Salary Payments

Para Educators shall be paid twice monthly in bi-monthly installments. Prior to every school year, not later than August 1st, the District will provide the pay date schedule to the Union President. Pay dates will not fall on a weekend or holiday.

9.12 Summer SEP Program

Subject to availability of ACT 18 funding, as determined by the Wayne County Regional Educational Service Agency, staff who work the SEP SCI/SXI Summer Program may earn an attendance stipend at the rate of \$100 per day, not to exceed a total of \$2,000, for every day worked during the program. A Para Educator who volunteers to work the 20-day summer SEP program, is then assigned to work in the program and successfully completes the summer program without absence (excluding Bereavement days and Jury Duty) shall be paid a \$500 stipend at the conclusion of the summer program. A Para Educator who is involuntary assigned to work the summer and successfully completes the program without absence shall be paid half the stipend.

9.13-12 End of School Year Retirement Pay

Any Para Educator who retires, at the conclusion of a school year, and after ten (10) years of active service to the Northville Public Schools will be eligible to receive a payment of \$25 for each unused sick day, up to 100.

Employees who are terminated for cause shall not be eligible for any payment under this provision.

Retirement will be defined as the discontinuance of employment in any Michigan Public School System and receipt of Retirement payments from the Michigan Public School Employees' Retirement Fund.

End of School Year Retirement Pay shall not apply to those who retire during or prior to the end of a school year.

For the 2022-2023 school year only, employees who retire before the end of the school year may be eligible to receive a payment of \$25 for each unused sick day, up to 50. This option is only available for the 2022-2023 school year.

9.14 — ACT 18 Stipend

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- ~~A. As acknowledgement for the work performed in an ACT 18 center based program, Employees working in a full-time position as a Para Educator will receive a \$500 annual stipend to be paid during the first pay period each December. Part-time Para Educators will receive a percentage of the \$500 annual stipend in proportion to the Employee's FTE (i.e., an Employee who works in the capacity of a Para Educator for .5 FTEs will receive 50% of the \$500 annual stipend, or an amount equal to \$250). For new hires during the school year, the stipend will be prorated from the date of commencement of work.~~
- ~~B. This annual stipend is subject to the availability of ACT 18 funding, as determined by the Wayne County Regional Educational Service Agency. Furthermore, this stipend is subject to the 2024-25 and 2025-26 school years only and is not guaranteed nor will it be carried over into the 2026-27 school year unless specifically agreed to in writing by the parties.~~

ARTICLE X: INSURANCE

10.01 Health Insurance

Effective July 1, ~~2024~~2026, the Employer shall pay not more per month towards the medical plan than the following amounts: \$~~681.70~~ 641.90 single; \$~~1,425.64~~ 1,342.42 two person and \$~~1,859.18~~ 1,660.12 family. Employees currently enrolled in one of the District's existing medical plans will continue in that plan thru December 31, ~~2024~~2026. There will be no employer contribution to the Health Savings Account. Any employee pre-payment from January through June ~~2024~~2026 will reduce the employee contribution September through December ~~2024~~2026.

Effective January 1, ~~2025~~2027 through December 31, ~~2025~~2027, and continuing each January 1 thereafter during the life of this agreement, the employer's monthly cost shall increase not more than the PA 152 percent increase for the medical plan benefit year published by the State Treasurer. Employees electing medical plan coverage shall pay the difference in cost via payroll deduction pursuant to the District's IRS section 125 plan and there shall be no employer contribution to the health savings account.

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

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

Plan A- Simply Blue ~~1600~~1700/3200-~~3400~~ PPO (HDHP - no employer HSA prefunding)

Plan B - Simply Blue 2000/4000 PPO (HDHP - no employer HSA prefunding)

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

Plan ~~C-D~~ - Blue Care Network ~~1600~~1700/3200-~~3400~~ HMO (HDHP - no employer HSA prefunding)

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

These plan options, rates and the respective employee contributions are estimated only and will be subject to adjustment based on updated claims experience that influence the illustrative rates, as well as any adjustments to the statutory Hard Cap amounts. Any changes will be communicated through Open Enrollment. Such adjustments in the employee costs based on these factors shall not be subject to challenge or grievance. In the event that other medical plan options become available during the term of this agreement, the parties agree to meet to consider such additional options. The parties may mutually agree in writing to modify or add to the plan options without re-opening this entire agreement. In any case, the District's contributions will not exceed the amounts outlined above. In the event PA 152 is amended or revoked during the course of this contract, the Hard Cap amounts stipulated above will remain the same through the duration of this contract.

Prior to Open Enrollment for the ~~2025-2027~~ plan year, the District agrees to present multiple plan options for eligible employees to begin January 1, ~~2025~~2027. The District shall not pay more towards annual medical costs than the hard cap limits established pursuant to section 3 of the Publicly Funded Health Insurance Contribution Act.

Any claim settlement between the employee and the above carrier will not be subject to the grievance arbitration procedure. The District's obligation is limited to paying its stated monthly contribution towards the annual medical costs.

Each bargaining unit employee receiving health insurance during all or any portion of a calendar month will contribute by pre-tax payroll deduction a monthly amount equal to the difference between the District's contribution and the actual cost of the coverage. The cost of the health insurance for these purposes shall include the then- current illustrative renewal rates and all other related District expenses and contributions.

Unit employees and/or dependents who have their primary health coverage provided through the employer of their spouse will not be entitled to duplicate payment on the same benefit pursuant to the above, nor will they be eligible for any applicable District contribution to the HSA, if any. If the employee should lose such coverage, they will become eligible for benefits of this agreement without penalty.

If during the life of this agreement the Federal Government issues new regulations under PPACA which would lead to the District paying any type of tax, penalty or fee, this contract shall be re-opened for further negotiations, in order to include such costs under PA 152. Likewise, the District may elect to provide additional plan options in order to comply with PPACA.

In order to be eligible for the full District contribution towards medical insurance, full time shall be considered 30 hours or more each week, or the minimum number of hours mandated by PPACA, whichever is higher, for a period not less than the standard school calendar. The

NPS Proposal to Northville Federation of Para Educators
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District contribution for employees who are scheduled to work less than 30 hours but more than 20 hours shall be pro-rated. Such employee will pay the difference between the prorated employer contribution and the actual cost of the plan. In the event that PPACA increases the threshold hours for coverage during the term of this agreement, the employee shall maintain coverage, if eligible, until the open enrollment following the effective date of such an increase.

The District will pay a pro-rated share of the health insurance premium of part-time employees whose assignment exceeds an average of four (4) hours per day (but is less than full-time as previously defined) and constitutes a work year of at least one hundred and eighty (180) days, provided that they agree to pay all costs beyond the employer's prorated contribution through payroll deduction.

Eligible employees scheduled to work a minimum of thirty (30) hours per week and not less than the standard school calendar may enroll in the District provided health care plan provided they pay their portion of the costs as defined in this agreement.

Any employee working less than 20 hours shall not be eligible for the District provided health care.

Full family coverage is limited to spouse and eligible children under age 26.

Upon commencement of employment with the District, an employee shall be eligible for enrollment in Plan C or Plan D, as delineated in Section 10.01 (Health Insurance) of this Article. At the time of the District's next open enrollment period, following the employee's date of hire, the employee will be eligible to enroll in any of the health insurance plan offerings as provided in Section 10.01.

The hospitalization benefit provided for in Section 10.01 shall be by way of a fringe benefit with no cash reimbursement for those employees who do not qualify.

In order to avoid double hospitalization coverage, Para Educators will be required to certify, in writing to the District at the time of enrollment, that they are not covered by the District's carrier under a spouse's, parents', or guardian's insurance plan (Para Educators who become covered subsequent to their enrollment shall notify the Human Resources Office of this fact). Employees who are covered under a separate insurance plan issued by the District's carrier, providing substantially the equivalent benefits as the District's plan, shall be required to sign a group waiver and notice of current coverage card.

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

It is the responsibility of the unit employee to notify Human Resources of any change in coverage eligibility.

Employee premium contributions shall be by payroll deduction which is hereby authorized.

In the event an employee is eligible for the employer health insurance but elects not to take it

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because he/she is covered by another employer-paid group health plan, and subsequently loses his/her coverage under the other plan, then said employee shall be allowed to enroll in one of the employer paid plans and said coverage shall become effective at the beginning of the next billing period. Verification of coverage or loss thereof shall be required.

Employees who opt out shall also be eligible to enroll in the District's health insurance plan during the annual open enrollment.

Health Care Opt Out:

Full-time eligible Para Educators who decline the District medical coverage in the District's benefits management system ~~BenefitFirst~~ during the enrollment period will receive payment up to \$1,000 to be paid in ten monthly increments, excluding July and August, beginning the first full month following the eligibility waiting period. The amount is prorated for those employed (or eligible) less than the full plan year.

The eligible Para Educator must show proof of minimal essential coverage (MEC) insurance elsewhere that meets the requirements of the Affordable Care Act, not obtained through the marketplace, to qualify for the incentive.

If it is determined by the State Treasury, applicable law or through a legal ruling that such cash in lieu payments are subject to PA 152 hard caps calculations, this provision will be null and void. The District's decision on this provision will not be subject to grievance.

10.02 Term Life Insurance

The District will pay the premiums to provide thirty thousand (\$30,000) of term life insurance, including accidental death and dismemberment, for those full-time employees regularly scheduled to work thirty (30) hours or more per week.

10.03 Dental Insurance

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

- | | |
|-----------|--|
| Class I | (Diagnostic Services, Preventive Services, Palliative Treatment) |
| Class II | Restorative Services, Endodontic Services, Periodontic Services, Oral Surgery, Repairs, Adjustments and Relining of Dentures and Bridges, Adjunctive General Services) |
| Class III | (Construction and Replacement of Dentures and Bridges) |

Class I, II and III insurance dental benefits as described above will be provided at a benefit level of seventy five percent (75%)

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to full-time Para Educators and their eligible dependents after the Para Educator has completed one (1) year of continuous employment in the School District. Class I, II and III benefits shall be limited to one thousand (\$~~1~~2,000.00) per year per member

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

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

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

Upon commencement of employment with the District, an employee shall be eligible for Dental Insurance.

ARTICLE XI: GENERAL PROVISION

11.01 Work Year and School Calendar

The School District agrees to review and discuss the school calendar with the Union, but the District reserves the right to make the final decision.

1. The District and the Association agree that the ~~20242026-2025-2027~~ and ~~20252027-2026-2028~~ school years will not constitute more than 186 work days and that Para Educators will be in the classrooms with the children for instructional purposes not less than the number of days required by the State of Michigan to meet pupil instructional requirements. In addition, Para Educators will be required to work an additional 20 days employed for during the summer extended school year program ~~will work an additional 20 days~~. This provision is subject to change based on ACT 18 funding.

~~1-2.~~ Exceptions to working the summer extended school year program may be made for new hire Para Educators who disclose a conflict with the summer

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NPS Proposal to Northville Federation of Para Educators
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work calendar prior to their employment as a Para Educator for that year.

All other Para Educators who wish to be considered for time off during the Summer SEP Program will make a request in writing to building administration by March 1 of each school year. Administration will consult with the union when reviewing and considering such requests. Administration will respond to these requests by May 1 of the school year.

~~2. The normal work year for Para Educators will not include the Summer SEP Program.~~

3. The District agrees to post the necessary Para Educator positions for the Summer SEP Program by March 1 of each school year that are known to be needed for the summer at that time. Staffing may be adjusted following that date based on enrollment. Para educators may submit a letter of interest to the Office of Human Resources in the two (2) subsequent weeks. The number of positions will be posted. Assignments among those expressing an interest in working the Summer Program will be based on seniority.

~~4. In the event that an insufficient number of Para Educators apply for a particular position in the Summer Program, those positions will be assigned to Para Educators with the least seniority.~~

5.4. Para educators agree to complete any District required or mandated trainings.

6.5. Once the District determines needed Para Educator staffing for the summer SEP program, it will offer to release Para Educators from working the program in the event there is the ability to do so. In such instances, Para Educators will be offered the opportunity to be released from working the program based upon seniority order (most to least senior). Para Educators who have been provided the opportunity to be released from working the summer SEP program must notify the District not later than June 1 or the Friday immediately preceding June 1, when June 1 falls on a Saturday or Sunday.

In the event staffing for the summer SEP program needs to be reduced after all Para Educators have been offered the opportunity to be released from working the program, Para Educators will be released from working the summer SEP program, to the extent necessary, based upon seniority, beginning with those individuals who are least senior.

~~7. Consideration will be given to allow two willing Para Educators to split a Summer Program assignment with each committing to working a block of ten consecutive days (first ten days or last ten days) of the dates established for the Summer Program.~~ If Summer Program vacancies still

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exist within the unit, those positions will be assigned to Para Educators with the least seniority who have not already volunteered. Involuntary assignments may be for either 10 or 20 days at the District's discretion based on need. Para Educators who fulfill a 10-day split without absence will be eligible for \$250, while those Para Educators fulfilling twenty (20) days on an involuntary basis will be eligible for \$500 as outlined in Section 9.12. The District shall have no obligation to continue this Summer Program staffing approach detailed in this section (6) following the 2025 and 2026 Summer Program and sections (1-5) may be enforced once again without being subject to the grievance arbitration process.

11.10 Subcontracting of Para Educator Services

- A. Excluding those routine absences that daily substitutes may fulfill, the parties recognize that staffing shortages resulting in Para Educator vacancies may materialize periodically and require the District to explore alternative employment arrangements with third party entities for purposes of temporarily filling Para Educator positions. In such circumstances, the District affirms it will subcontract no more than five (5) individuals in a full-time Para Educator position at any one time, unless otherwise explicitly agreed to by the parties, or in circumstances when one (1) or more Para Educators are participating in a Para-to-Teacher Program that is sponsored through Wayne County Regional Educational Service Agency ("WRESA"). By way of example, in such instances, if there are three (3) Para Educators participating in the Para-to-Teacher Program, then the District shall have the ability to sub-contract up to an additional three (3) Para Educators during the period of the Para Educator's full-time student teaching.
- B. When subcontracting arrangements have been made to temporarily fill Para Educator positions, the District commits to keeping the vacancy posted while actively seeking to fill the vacancy with a permanent Para Educator hire. However, the District reserves its rights to all hiring decisions, including determining whether applicants are qualified to fulfill the role of Para Educator.
- C. When subcontracting individuals to temporarily fill Para Educator positions, the District will develop a plan to provide appropriate training to such individuals within the first thirty (30) work days of the temporary Para Educator's time working with the District. This training may include but not be limited to medical training, lift and transfer training, and CPI training. Such training may vary depending upon the classroom and/or students to whom the individual is assigned.

ARTICLE XII: TERMINATION and RE-OPENER

12.01 Expiration Date

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This agreement shall become effective August 24, ~~2024-2026~~ and shall continue in full force and effect up to and including August 23, ~~2026-2028~~. The District reserves the right to unilaterally modify the date of contract expiration to an earlier date in August ~~2026-2028~~ should legislation take effect that allows school districts to move the start of school to before Labor Day, or should the District seek and obtain a waiver for a pre-Labor Day start.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and date first above written.

NORTHVILLE PUBLIC SCHOOLS NORTHVILLE FEDERATION OF
PARA EDUCATORS

By: _____
Superintendent of Schools

By: _____
President N.F.P.

By: _____
Director of Human Resources
Chief Negotiator

By: _____
Vice President N.F.P.

6.25.26 NPS Proposal: 2026-2028 Wage Scale									
C1	C2								
Step	Regular Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem	Step	Plus Extra Credit (10%) Hourly Rate	K12 Year Salary Equivalent	Summer Per Diem	Step	Plus Extra Credit (10%) Hourly Rate
1	\$ 20.84	\$ 26,844.06	\$ 104.21	1	\$ 22.93	\$ 29,528.46	\$ 114.63		
1.5	\$ 21.16	\$ 27,251.40	\$ 105.79	1.5	\$ 23.27	\$ 29,976.55	\$ 116.37		
2	\$ 21.47	\$ 27,653.22	\$ 107.35	2	\$ 23.62	\$ 30,418.54	\$ 118.08		
2.5	\$ 21.79	\$ 28,071.77	\$ 108.97	2.5	\$ 23.97	\$ 30,878.94	\$ 119.87		
3	\$ 22.12	\$ 28,485.60	\$ 110.58	3	\$ 24.33	\$ 31,334.16	\$ 121.64		
3.5	\$ 22.42	\$ 28,873.00	\$ 112.08	3.5	\$ 24.66	\$ 31,760.30	\$ 123.29		
4	\$ 22.74	\$ 29,285.68	\$ 113.69	4	\$ 25.01	\$ 32,214.25	\$ 125.06		
4.5	\$ 23.06	\$ 29,699.52	\$ 115.29	4.5	\$ 25.36	\$ 32,669.47	\$ 126.82		
5	\$ 23.36	\$ 30,092.78	\$ 116.82	5	\$ 25.70	\$ 33,102.06	\$ 128.50		
5.5	\$ 23.68	\$ 30,494.59	\$ 118.38	5.5	\$ 26.04	\$ 33,544.05	\$ 130.22		
6	\$ 24.01	\$ 30,927.22	\$ 120.06	6	\$ 26.41	\$ 34,019.95	\$ 132.07		
6.5	\$ 24.31	\$ 31,312.57	\$ 121.55	6.5	\$ 26.74	\$ 34,443.82	\$ 133.71		
7	\$ 24.62	\$ 31,714.38	\$ 123.11	7	\$ 27.09	\$ 34,885.82	\$ 135.43		
7.5	\$ 24.95	\$ 32,141.14	\$ 124.77	7.5	\$ 27.45	\$ 35,355.25	\$ 137.25		
8	\$ 25.26	\$ 32,541.18	\$ 126.32	8	\$ 27.79	\$ 35,795.30	\$ 138.96		
8.5	\$ 25.58	\$ 32,941.22	\$ 127.88	8.5	\$ 28.13	\$ 36,235.34	\$ 140.67		
9	\$ 25.89	\$ 33,350.32	\$ 129.47	9	\$ 28.48	\$ 36,685.36	\$ 142.41		
9.5	\$ 26.22	\$ 33,768.89	\$ 131.09	9.5	\$ 28.84	\$ 37,145.78	\$ 144.20		
10	\$ 26.41	\$ 34,010.44	\$ 132.03	10	\$ 29.05	\$ 37,411.49	\$ 145.23		
10.5	\$ 26.76	\$ 34,466.88	\$ 133.80	10.5	\$ 29.44	\$ 37,913.57	\$ 147.18		
11	\$ 27.12	\$ 34,928.72	\$ 135.59	11	\$ 29.83	\$ 38,421.60	\$ 149.15		
11.5	\$ 27.48	\$ 35,394.24	\$ 137.40	11.5	\$ 30.23	\$ 38,933.66	\$ 151.14		
12	\$ 27.85	\$ 35,864.81	\$ 139.23	12	\$ 30.63	\$ 39,451.30	\$ 153.15		
12.5	\$ 28.23	\$ 36,360.24	\$ 141.15	12.5	\$ 31.05	\$ 39,996.26	\$ 155.27		
13	\$ 28.61	\$ 36,843.92	\$ 143.03	13	\$ 31.47	\$ 40,528.32	\$ 157.33		

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Appendix A – Crosswalk from 2025-2026 Hourly Wage Schedule to 2026-2027 Hourly Wage Schedule

Per Section 9.01, the following crosswalk establishes the new step placement on the 2026-2027 wage schedule based upon the step at which the member had been placed for the 2025-2026 school year.

Current Step Based Upon 2025-2026 Wage Scale	2026-2027 Step Placement Based Upon New 2026-2028 Wage Scale
1 – 3	1
3.5	1.5
4	2
4.5	2.5
5	3
5.5	3.5
6	4
6.5	4.5
7	5
7.5	5.5
8	6
8.5	6.5
9	7
9.5	7.5
10	8
10.5	8.5
11	9
11.5	9.5
12	10
12.5	10.5
13	11

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Total Earnings Perspective (204 Work Days)					
C1 K12 Year Salary Equivalent	C1 Summer SEP Earnings	C1 Total Earnings	C2 K12 Year Salary Equivalent	C2 Summer SEP Earnings	C2 Total Earnings
\$ 26,844.06	\$ 2,084.17	\$ 28,928.22	\$ 29,528.46	\$ 2,292.58	\$ 31,821.05
\$ 27,251.40	\$ 2,115.79	\$ 29,367.20	\$ 29,976.55	\$ 2,327.37	\$ 32,303.92
\$ 27,653.22	\$ 2,146.99	\$ 29,800.20	\$ 30,418.54	\$ 2,361.69	\$ 32,780.23
\$ 28,071.77	\$ 2,179.49	\$ 30,251.25	\$ 30,878.94	\$ 2,397.43	\$ 33,276.38
\$ 28,485.60	\$ 2,211.62	\$ 30,697.22	\$ 31,334.16	\$ 2,432.78	\$ 33,733.94
\$ 28,873.00	\$ 2,241.69	\$ 31,114.69	\$ 31,760.30	\$ 2,465.86	\$ 34,226.16
\$ 29,285.68	\$ 2,273.73	\$ 31,559.41	\$ 32,214.25	\$ 2,501.11	\$ 34,745.36
\$ 29,699.52	\$ 2,305.86	\$ 32,005.38	\$ 32,669.47	\$ 2,536.45	\$ 35,205.92
\$ 30,092.78	\$ 2,336.40	\$ 32,429.18	\$ 33,102.06	\$ 2,570.04	\$ 35,672.10
\$ 30,494.59	\$ 2,367.59	\$ 32,862.19	\$ 33,544.05	\$ 2,604.35	\$ 36,148.41
\$ 30,927.22	\$ 2,401.18	\$ 33,328.41	\$ 34,019.95	\$ 2,641.30	\$ 36,631.25
\$ 31,312.57	\$ 2,431.10	\$ 33,743.67	\$ 34,443.82	\$ 2,674.21	\$ 37,118.03
\$ 31,714.38	\$ 2,462.30	\$ 34,176.68	\$ 34,885.82	\$ 2,708.53	\$ 37,594.34
\$ 32,141.14	\$ 2,495.43	\$ 34,636.57	\$ 35,355.25	\$ 2,744.97	\$ 38,400.23
\$ 32,541.18	\$ 2,526.49	\$ 35,067.67	\$ 35,795.30	\$ 2,779.14	\$ 38,574.43
\$ 32,941.22	\$ 2,557.55	\$ 35,498.77	\$ 36,235.34	\$ 2,813.30	\$ 39,048.84
\$ 33,350.32	\$ 2,589.31	\$ 35,939.63	\$ 36,685.36	\$ 2,848.24	\$ 39,588.60
\$ 33,768.89	\$ 2,621.81	\$ 36,390.70	\$ 37,145.78	\$ 2,883.99	\$ 40,029.76
\$ 34,010.44	\$ 2,640.56	\$ 36,651.00	\$ 37,411.49	\$ 2,904.62	\$ 40,316.10
\$ 34,466.88	\$ 2,676.00	\$ 37,142.88	\$ 37,913.57	\$ 2,943.60	\$ 40,887.17
\$ 34,928.72	\$ 2,711.86	\$ 37,640.58	\$ 38,421.60	\$ 2,983.04	\$ 41,404.84
\$ 35,394.24	\$ 2,748.00	\$ 38,142.24	\$ 38,933.66	\$ 3,022.80	\$ 41,958.48
\$ 35,864.81	\$ 2,784.54	\$ 38,649.35	\$ 39,451.30	\$ 3,062.99	\$ 42,514.28
\$ 36,360.24	\$ 2,823.00	\$ 39,183.24	\$ 39,996.26	\$ 3,105.30	\$ 43,101.58
\$ 36,843.92	\$ 2,860.55	\$ 39,704.48	\$ 40,528.32	\$ 3,146.61	\$ 43,674.92

NPS Proposal to Northville Federation of Para Educators

Thursday, June 25, 2026

Step	2025-26 Hourly Wage	2026-27 Hourly Wage	Percent Increase	Step	2025-26 Hourly Wage	2026-27 Hourly Wage	Percent Increase
1	\$ 18.04	\$ 20.84	15.5%	1	\$ 19.84	\$ 22.93	15.5%
1.5	\$ 18.35	\$ 20.84	13.6%	1.5	\$ 20.18	\$ 22.93	13.6%
2	\$ 18.66	\$ 20.84	11.7%	2	\$ 20.52	\$ 22.93	11.7%
2.5	\$ 18.95	\$ 20.84	9.97%	2.5	\$ 20.85	\$ 22.93	9.97%
3	\$ 19.25	\$ 20.84	8.3%	3	\$ 21.17	\$ 22.93	8.3%
3.5	\$ 19.55	\$ 21.16	8.2%	3.5	\$ 21.50	\$ 23.27	8.2%
4	\$ 19.85	\$ 21.47	8.2%	4	\$ 21.83	\$ 23.62	8.2%
4.5	\$ 20.15	\$ 21.79	8.2%	4.5	\$ 22.17	\$ 23.97	8.2%
5	\$ 20.45	\$ 22.12	8.2%	5	\$ 22.49	\$ 24.33	8.2%
5.5	\$ 20.76	\$ 22.42	7.99%	5.5	\$ 22.83	\$ 24.66	7.99%
6	\$ 21.06	\$ 22.74	7.9%	6	\$ 23.17	\$ 25.01	7.9%
6.5	\$ 21.35	\$ 23.06	8%	6.5	\$ 23.48	\$ 25.36	8%
7	\$ 21.65	\$ 23.36	7.9%	7	\$ 23.82	\$ 25.70	7.9%
7.5	\$ 21.96	\$ 23.68	7.8%	7.5	\$ 24.16	\$ 26.04	7.8%
8	\$ 22.25	\$ 24.01	7.9%	8	\$ 24.48	\$ 26.41	7.9%
8.5	\$ 22.55	\$ 24.31	7.8%	8.5	\$ 24.80	\$ 26.74	7.8%
9	\$ 22.87	\$ 24.62	7.7%	9	\$ 25.16	\$ 27.09	7.7%
9.5	\$ 23.15	\$ 24.95	7.8%	9.5	\$ 25.47	\$ 27.45	7.8%
10	\$ 23.45	\$ 25.26	7.7%	10	\$ 25.80	\$ 27.79	7.7%
10.5	\$ 23.77	\$ 25.58	7.6%	10.5	\$ 26.14	\$ 28.13	7.6%
11	\$ 24.06	\$ 25.89	7.6%	11	\$ 26.47	\$ 28.48	7.6%
11.5	\$ 24.36	\$ 26.22	7.6%	11.5	\$ 26.79	\$ 28.84	7.6%
12	\$ 24.66	\$ 26.41	7.1%	12	\$ 27.13	\$ 29.05	7.1%
12.5	\$ 24.97	\$ 26.76	7.2%	12.5	\$ 27.47	\$ 29.44	7.2%
13	\$ 25.15	\$ 27.12	7.8%	13	\$ 27.66	\$ 29.83	7.8%

Handwritten signature and initials in blue ink.

TA
Mia Sumner
6/25/26
Sandra J. J.
6/25/26

ARTICLE VIII: LEAVE OF ABSENCE

8.01 Sick Leave

A. All full-time seniority Para Educators shall be entitled to earn sick leave for personal illness at the rate of one (1) day per month of active work during the K-12 school year. Those working the full summer ESY program may earn two additional days.

B. Sick days shall be front loaded to the Para Educator's bank at the beginning of the academic school year. While probationary employees also shall accumulate sick leave at the rate of one (1) day per month of work, the probationary employee shall not have the ability to access such time until seniority status is obtained.

~~B.C.~~ Any sick leave not used by the end of each school year shall be added to the sick leave available for the following year, up to the maximum defined in this Article (VIII, E - 4).

D. In the event of an absence of a Para Educator due to personal illness or disability in excess of three (3) consecutive working days, ~~then, at the Para Educator's expense,~~ the Superintendent, or designee, may require the Para Educator to provide a physician's statement setting forth the specific illness or disability and the expected length of the absence.

~~Note: When a Para Educator's used sick days and used family illness days (non-FMLA) from the prior school year combined total 10 or more absences, the Office of Human Resources may require such physician statement at the employee's expense for each sick or family illness absence in the current year that exceeds 5 such absences.~~

E. Para Educators may use their yearly sick leave allocation in order to care for a member of their family who has a health condition. Family is defined in accordance with the Michigan Earned Sick Time Act ("ESTA"). When the use of family illness days exceeds three (3) consecutive workdays, the Superintendent or designee may require the Para Educator to provide a statement setting forth the specific illness or disability of the family member and the expected length of absence. At District discretion, this provision may be used in conjunction with the FMLA provision (8.09).

~~E.F.~~ A Para Educator who has exhausted their sick bank shall not be permitted to take any days off without pay unless the Para Educator receives prior approval from their supervisor prior to entering the absence into ~~AESOP~~ the District's absence management system. The Para Educator must provide written documentation of a legitimate reason for the absence upon return. Failure to comply with this requirement may result in discipline, up to and including dismissal.

~~D.G.~~ Para Educators shall be entitled to an incentive program recognizing good attendance.

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Days Absent (at the end of the first semester)

Days Absent: Zero to Two (0 – 2): Two hundred and fifty (\$250) for the first semester and one hundred (\$100.00) for the Summer Program.

Days Absent: Three to Four (3-4): One hundred (\$100) for the first semester

Days Absent (at the end of the second semester)

Days Absent: Zero to Two (0 – 2): Two hundred and fifty (\$250) for the second semester and one hundred (\$100.00) for the Summer Program.

Days Absent: Three to Four (3-4): One hundred (\$100) for the second semester

1. Days absent under *this* section shall include sick days, Family Illness, Business Days beyond the three (3) days provided in 8.03 Business Days, and days off without pay.
2. Days missed due to a workers compensation injury shall not be counted in computing attendance incentive days. Maternity leave, for which the Para Educator has sufficient sick days in their sick leave bank to cover, shall not be counted in computing attendance incentive days.
3. The Para Educator must have banked five (5) sick days to be eligible for this incentive program.
4. Sick leave may be accumulated up to a total of one hundred thirty (130) days. Exception: Para Educators who have over 130 days of accumulated sick leave as of August 23, 2017 shall be allowed to maintain their respective amount without additional allocation until the balance is 130 days or below.

Note: The total days to be accumulated in the employee sick bank do not include the days that are front loaded for the current year, for those who are eligible for front loading.

~~E. Sick days shall be front loaded to the Para Educator's bank at the beginning of the academic school year. Newly hired Para Educators will have their sick days front-loaded to their bank beginning in the second 2nd year of employment provided that they have a minimum of six (6) days remaining in their bank at the end of their first year of employment. Para Educators hired in the beginning of the second (2nd) semester will need a minimum of three (3) days remaining in their bank at the end of their first year of employment.~~

~~F. A physician's verification of personal or family illness may be requested by the Office of Human Resources at the employee's expense, when the employee's absence extends a weekend, or immediately precedes or follows a vacation or a District holiday.~~

NPS Proposal to Northville Federation of Para Educators
May 21, 2026

Memo

To: RJ Webber, Superintendent

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

CC: Devin Kling, Assistant Superintendent for Finance & Operations
Brian Sumner, Director of Human Resources and Employee Relations

Date: 8/11/2026

Re: Approval of Successor School Resource Officer (SRO) Agreement with the City of Northville (2026-2029)

District administration presents the Board of Education with the successor School Resource Officer (SRO) Agreement between the City of Northville and Northville Public Schools for the period of **2026-2029**.

The proposed agreement reflects the continued strong partnership between the City and the District in supporting a safe and secure learning environment for our students, staff, and families. Significant updates to the successor agreement include:

- **Elimination of district crossing guard costs**, resulting in a reduction of expenses previously borne by the District.
- **Annual compensation increases of 3%**, consistent with negotiated personnel contract provisions within the City.
- **Updated insurance language and coverage information** to ensure the agreement reflects current requirements and practices.

The City of Northville and Northville Public Schools continue to enjoy a highly collaborative relationship, and both parties are pleased with the commitment demonstrated through this agreement to ensuring the safety and well-being of our school community.

District administration believes this agreement is fair, fiscally responsible, and supportive of the District's ongoing safety initiatives. Accordingly, the District recommends that the Board of Education **approve the 2026-2029 School Resource Officer Agreement between the City of Northville and Northville Public Schools**.

AGREEMENT FOR SCHOOL LIAISON OFFICER

This Agreement is made and entered into as of this 11th day of August, 2026 ("Effective Date") by and between the **CITY OF NORTHVILLE** ("City"), a Michigan municipal corporation, whose address is 215 West Main Street, Northville, Michigan 48167 and **NORTHVILLE PUBLIC SCHOOLS** ("School District"), a Michigan general powers school district, whose address is 405 West Main Street, Northville, Michigan 48167. The City and the School District may each be referred to herein as a "Party" and collectively the "Parties."

1. Purpose. The purpose of this Agreement is to confirm the assignment of a police officer as a School Liaison Officer and establish a financial agreement between the City and the School District.

2. Term.

- (A) Term. The City hereby agrees to provide a police officer to serve as a School Liaison Officer ("SLO") to the School District for three (3) years beginning on September 1, 2026 through August 31, 2029 ("Term"). The Parties may continue to extend the Term of this Agreement for future school years, and will meet and agree on any adjustments or modifications of the cost of the SLO shall be agreed to by the Parties by July 1 of each year upon extension of the Term.

- (B) Breach or Default. In the event a Party commits a breach or default under this Agreement, and the breach or default cannot be corrected within ten (10) calendar days after receipt by the breaching Party of written notice from the non-breaching Party specifying the breach or default, this Agreement shall be terminated without requiring further written notice from the non-breaching Party to the breaching Party.

- (C) Availability of Funds. The provision of the SLO's Services to the School District and payment for such Services by the School District are conditioned upon the availability of government funds appropriated or allocated for such Services. If funds are not allocated and available for the continuance of Services performed or received as set forth herein, either Party may terminate this Agreement at the end of the period for which funds are available. However, both Parties shall remain responsible for any and all costs of the Services set forth herein, unless this Agreement is terminated as stated herein or the Parties are otherwise able to avoid further costs associated with the SLO. The Party that may be affected by the shortage of funds shall notify the other Party at the earliest possible time that the Services may be affected by the shortage of funds or that the Party responsible for payment for these Services has a shortage of funds.

3. Relationship Between Parties.

- (A) Independent Contractor. The relationship between the City (including the SLO) and the School District shall be that of independent contracting parties. The SLO shall be self-directed in his/her activities, provided that the SLO shall abide by the terms and conditions of this Agreement, as well as the policies and procedures of the School District. The City shall remain the Employer of Record with respect to the SLO under this Agreement. It is expressly agreed that neither the City

nor the SLO are entitled to participate in any plans, arrangements, or distributions by the School District pertaining to, or in connection with, any fringe, pension, bonus, profit sharing, or similar benefits, or any medical, dental, life or disability insurance plans. The City shall remain solely and exclusively responsible for the payment of the SLO's wages, compensation, overtime wages, expenses, fringe benefits, pension or retirement benefits, travel expenses, mileage allowances, training expenses, transportation costs and/or other allowances or reimbursements of any kind, including, but not limited to workers, disability compensation, unemployment compensation, Social Security Act protection(s) and benefits, any employment taxes, and/or statutory or contractual right or benefit based, in any way, upon any police officer status as an employee of the City. The SLO shall have all of the rights and benefits provided for in any applicable collective bargaining agreement, and the City's policies and procedures.

(B) No Oversight/Supervision. Nothing in this Agreement is intended to release, waive or alter any liability or obligation of the City for its police officer assigned to work as a School District SLO. The School District does not intend, nor has it created any obligation for any law enforcement oversight, supervision or management of the SLO or any other law enforcement duty. Any input of the School District is limited to the Services to be provided to the School District and is not intended to override or supersede the control, oversight, supervision, and management of an SLO, or any other police officer by the City.

4. School District Responsibilities.

(A) Compensation. The School District shall compensate the City for SLO as follows:

For the periods of September 1, 2026 through August 31, 2027 ("Year 1"), September 1, 2027 through August 31, 2028 ("Year 2") and September 1, 2028 through August 31, 2029 ("Year 3"), the School District agrees to pay 50% of the actual cost of the SLO up to a maximum amount. The School District's maximum payment to the City will be adjusted each year, up to an adjusted maximum amount determined by multiplying the previous year maximum amount by an annual rate adjustment percentage of 3%. The projected costs are as follows:

- a. September 1, 2025 through August 31, 2026 Maximum = \$142,943.
- b. Annual Rate Adjustment = 3%.
- c. Assumed September 1, 2026 through August 31, 2027 Maximum (\$142,943 X 1.03) = \$147,231 X 50% = \$73,616.

YEARS TWO and THREE

- a. Apply same formula above to Base Rate of \$151,648 Year 2 and \$156,198 Year 3.

(B) Special Events. The School District must promptly notify the City in the event that it needs the SLO to work at special School District events (i.e. sporting events, concerts, field trips,

commencement, etc.).

(C) Supplies. The School District shall provide the SLO with office space that consists of a desk, chair, phone, school radio, and a computer terminal connected to the School District's internet. The School District shall further provide customary office supplies.

5. City Responsibilities.

(A) Costs. The City will allocate the School District's full year cost for the SLO between two payments and will send invoices to the School District on December 31st and June 30th of each year within the Term of this Agreement. For the SLO's overtime work at special events, described in Section 4.B. of this Agreement, the City shall invoice the School District at its current overtime rate for this additional work. The City will assume all overtime expense associated with any criminal investigations.

(B) Invoices. Invoices sent by the City will include a dated report of the fully accounted cost including salary, health care, retirement and pension costs, Accident & Sickness, and Life Insurance of the SLO. Moreover, with regards to state required Pension and Other Post-Employment Benefit ("OPEB") contributions for the SLO funded through the School District's payment to the City, the City agrees to submit those payments to the Municipal Employees Retirement System ("MERS" of Michigan) and comply fully with all GASB requirements for Pension and Other Post-Employment Benefits reporting.

(C) Vehicle. The City shall provide a vehicle to the SLO assigned to work at the School District. The vehicle shall be deemed by the City to be suitable for the performance of the SLO's Services to the School District, pursuant to this Agreement, to assist with emergencies and provide mutual aid and assistance to the School District and the City as necessary. The total cost of the vehicle, including fuel, maintenance and insurance shall be paid by the City. This vehicle may be used by the City for other activities when not in use to meet the obligations of the SLO pursuant to this Agreement. All City vehicles, equipment and supplies used by the SLO in the performance of this Agreement shall remain the property of the City.

(D) Other Supplies/Equipment. The City shall provide the SLO with the department-issued uniform and all related implements, including communication devices and insurance.

(E) Tax. Throughout the Term of this Agreement, the City will not impose any tax collection fee on the School District.

(F) Training Costs. The City is responsible for costs to ensure the SLO receives all state mandated and/or required training. The School District will pay for additional training, if any, requested by the School District.

(G) Insurance. The City shall maintain in effect at all times during the Term of this Agreement, with insurers licensed to do business in the State of Michigan, the insurance listed below, and shall request and furnish satisfactory evidence to the School District:

- i. Commercial General Liability Insurance on an "occurrence" basis with limits of liability not less than \$1,000,000 per occurrence and \$2,000,000 aggregate for personal injury, bodily injury and property damage liability.
- ii. Additional Insured: The commercial general liability coverage described above shall include an endorsement naming the School District additional insured.
- iii. Workers' Compensation Insurance including Employers Liability Coverage, in accordance with all applicable statutes of the State of Michigan.
- iv. Cancellation Notice: Commercial general liability and workers compensation insurance as described above shall include an endorsement stating that thirty (30) days advance written notice of cancellation, or non-renewal shall be sent to the School District."
- v. Motor vehicle liability insurance in the minimum amount of \$1,000,000 combined single limit.
- vi. Obtaining the liability insurance required by this Agreement shall not limit or release the City's liability hereunder.

6. SLO Program and Selection Process.

(A) Management of SLO Program. The City will retain administrative and supervisory responsibilities of the SLO program and will work cooperatively with the School District while considering any recommendations. School District personnel will take part in any selection process for the SLO.

(B) Substitution. The City reserves the right to substitute the SLO subject to this selection process. The School District must approve of the substitution before a new SLO assumes any duties and responsibilities under this Agreement.

(C) Extension and Removal. Once an SLO is selected and assigned for Year 1 of the Term, the Parties, by mutual agreement, may extend the SLO's assignment for the subsequent school year (Year 2 of the Term). The School District reserves the right to remove the assigned SLO and may request that the City restart the selection process for a new SLO at any time throughout the Term of this Agreement.

(D) Evaluation. At either Party's request, a comprehensive evaluation of the SLO Program, including a financial review, will be conducted.

7. SLO Services and Responsibilities.

(A) Services. The responsibilities of the SLO and the services provided hereunder ("Services") will be mutually agreed upon by the School District and the City's Police Department prior to SLO placement, and shall include, but shall not be limited to the following:

- i. The SLO shall work directly with school administrators and staff on developing and implementing safety plans and protocols, including the School District's Emergency Operating Plan.
- ii. The SLO shall patrol the school building and grounds, look for potential threats, and assist in emergencies.
- iii. The SLO shall provide a visible presence in the school community and build relationships with students, staff and families.
- iv. At the request of the School District, the SLO shall engage with students by giving educational presentations in the classroom, meeting with student groups, and participating in school events, as needed.
- v. The SLO shall act as a positive role model to students.
- vi. The SLO shall contact the respective school administration about any issues with a student(s) in the SLO's assigned school.
- vii. The SLO shall work directly with staff and school administrators to de-escalate situations that arise involving students in the school buildings and parking lots, and on the School District's premises and property. However, the SLO shall not act, under any circumstance, as a school disciplinarian, school administrator, or principal/assistant principal.
- viii. The SLO shall investigate crimes that occur at a school, including any necessary follow-up outside the School District property.
- ix. The SLO shall report all crimes occurring on the School District's premises or property. Information on cases that relate to non-school matters involving students may be provided to the SLO. However, the SLO may not necessarily be involved in the off-campus investigation(s).

(B) Licenses and Training. The SLO assigned to the School District must maintain all necessary licenses, permits or other authorizations as well as any and all mandated training necessary to serve as a police officer in accordance with all of the requirements of the City and the State of Michigan throughout the Term of this Agreement. In the event the SLO is unavailable due to training or extended an illness, the City will make a good faith effort to have a substitute Officer available to temporarily serve in the SLO role until the assigned SLO can resume responsibilities.

(C) Compliance. The SLO shall perform all the Services under this Agreement in a professional and workmanlike manner in accordance with all applicable federal, state and local laws, rules, regulations and ordinances, as well as applicable policies and procedures of the School District.

(D) Transporting Students. The SLO shall not transport students in the City's vehicles except:

- i. When a student has been the victim of a crime, is under arrest, or some other emergency

circumstance exists;

- ii. When a student has been suspended and/or sent home from school pursuant to disciplinary action if the student's parent or guardian has refused or is unable to pick up the child within a reasonable time period and the student is disruptive/disorderly, and their continued presence on campus is a threat to the safety and welfare of other students and school personnel; or
- iii. A student's parent or guardian requests police assistance regarding their child.

(E) Student Interviews. SLOs are expected to interact and converse with students regularly. Such interactions are critical to establishing a rapport with students, advancing policing methods, and meeting other goals of the SLO program.

- i. A building administrator must be contacted if an SLO believes an interview with a student is necessary to seek information about suspected criminal activity. The interview shall not be conducted until the building administrator is present. If, in the event of an imminent threat to the safety of the school community, it becomes necessary for the SLO to conduct interviews or investigations with students in his/her capacity as an officer, the SLO shall adhere to those legal requirements, policies, and procedures established by the State of Michigan, the City of Northville, and the School District. The SLO shall inform the student's parent(s) and the principal, or their designee, of the investigation/interviews occurring on campus as soon as practical, if not prohibited, by confidentiality provisions of the state law.
 - ii. Parents or guardians shall be given the opportunity to attend any such interviews when practical.
 - iii. SLOs may only interview students on non-school-related criminal issues in a school facility with the consent of the building administrator and the student's parent or guardian. The student's parent or guardian shall be given the opportunity to attend any such interview.
8. Joint Responsibilities. Each Party shall be responsible for the acts and omissions of their respective employees. This Agreement does not, and is not intended to impair, divest, delegate, or contravene any constitutional, statutory, and/or other legal right, privilege, power, obligation, duty or immunity of either Party and shall not be construed to waive the defense of governmental immunity held by either Party to this Agreement. Additionally, the City shall, at its sole cost and expense, repair any damage to the School District property caused by the acts or omissions of the SLO. Such repairs shall be to a condition as good as prior to the damage. If the City fails to repair any such damage, then the School District may, at its option, repair such damage and deduct the cost of the repairs from any amounts owed to the City.
9. Hours of Work. The SLO shall be present at his/her assigned school on days and times as determined by the City, based on a schedule mutually agreed upon by the Parties. The SLO work hours are expected to generally conform to the school day, being 7:30 am to 4:30 pm. However, it is understood and agreed to by the School District that the SLO may need to leave his/her assigned school to attend

court hearings, mandatory Police Department training, Union activities, or other law enforcement-related activities. Except in cases of emergency, the SLO shall provide advance notice to an administrator in his/her assigned school if they have a matter which will result in their absence.

10. Termination. Either Party may terminate this Agreement with sixty (60) days' notice in writing to the other Party, in accordance with the notice requirements described in Section 12 of this Agreement. Costs shall be allocated based upon the portion of the Agreement performed as of the termination date.
11. Designation of the SLO as "School Official" under the Family Educational Rights and Privacy Act ("FERPA"). The School District agrees to define "school official" in the School District's annual notification of rights under 20 U.S.C. §1232g, 34 C.F.R. §99, of the Family Educational Rights and Privacy Act to include a contractor such as the SLO who performs an institutional service or function for which the School District would otherwise use its own employees for the provision of the SLO program to the School District. The School District designates the SLO as a school official having a legitimate educational interest such that the SLO is entitled to access student educational records under FERPA. The SLO is subject to the requirements of 34 C.F.R. §99.33(a) governing the use and re-disclosure of personally identifiable information from student education records. The SLO agrees to comply with FERPA and its corresponding regulations applicable to school officials and the use and re-disclosure of personally identifiable information from student records set forth in MCL §380.1136. Except as set forth in this Paragraph, the SLO is not an employee or an agent of the School District. Notwithstanding the SLO's designation as a school official for purposes of FERPA, however, since the SLO remains an employee of the City, which is independently subject to Michigan's Freedom of Information Act ("FOIA") without the ability to rely upon the FERPA exemption to FOIA contained in MCL §15.243(2), the SLO may have access to view student educational records, but shall not be entitled to or provided copies of student educational records.
12. Notices. Written notices under this Agreement shall be given to the following Parties at the addresses listed below by personal delivery or first-class mail:

City: The City of Northville
 ATTN: City Manager
 215 West Main Street
 Northville, MI 48167

School District: Northville Public Schools
 ATTN: Assistant Superintendent of Human Resources
 405 W. Main Street,
 Northville, MI 48167

13. Sole Agreement. This Agreement supersedes and replaces any and all prior agreements and understandings between the School District and the City on the subject matter hereof.
14. Compliance With School District Policies. The SLO, while performing the Services for the School District, shall be responsible for knowing and shall be subject to, and adhere to, all rules, regulations, policies and procedures of the School District. Such rules, regulations, policies and procedures include, but are not limited to, all policies concerning the use of School District facilities, appropriate behavior

in School District facilities, prohibitions against discrimination, harassment, sexual harassment, sexual misconduct, inappropriate or unprofessional contact or conduct with students, or the use or possession of tobacco, e-cigarettes, alcohol or drugs.

15. Severability. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.
16. Entire Agreement. This Agreement is the entire agreement between the Parties relating to the SLO Program provided, and the compensation for such Services by the Parties. Any modification or amendment to this Agreement must be made in writing, approved by the School District and the City, and signed by a duly authorized officer.
17. No Waiver. No waiver of any term or condition of this Agreement shall be valid or binding on either Party unless the same shall have been mutually assented to in writing by both Parties. The failure of either Party to enforce at any time any of the provisions of this Agreement, or the failure to require at any time performance by the other Party of any of the provisions of this Agreement, shall in no way be construed to be a present or future waiver of such provisions, nor in any way affect the validity of either Party to enforce each and every such provision thereafter.
18. No Assignment or Sub-Contracting. This Agreement shall not be assigned, transferred, or subcontracted, in whole or in part, by the City without the prior written consent of the School District.
19. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Michigan. The Parties hereby agree to the exclusive jurisdiction and venue of courts sitting in Wayne County, Michigan.

NORTHVILLE PUBLIC SCHOOLS

THE CITY OF NORTHVILLE

By: _____

By: _____

Its: _____

Its: _____

Date: _____

Date: _____

Memo

TO: RJ Webber, Superintendent

FROM: Emily Pohlonski, Assistant Superintendent of Instructional Services

CC: COLT Administrators

DATE: August 7, 2026

RE: Recommendation to Pilot Newsela Formative and Schoolytics as our Comprehensive Data and Assessment Platform

Recommendation

The Administration recommends that the Board of Education approve the purchase of Newsela Formative and Schoolytics as the District's Comprehensive Data and Assessment Platform, for a pilot cost of \$40,000 during the 2026–2027 school year. This expenditure represents a discounted pilot rate to evaluate the tools' effectiveness in supporting our Multi-Tiered System of Supports (MTSS) and Balanced Assessment System.

Background

A comprehensive Data and Assessment Platform includes three core capabilities:

- **Data Warehouse:** A centralized hub to aggregate long-term student data.
- **MTSS Workflows:** Tools to track interventions, monitor progress, and coordinate care.
- **Assessment System:** A unified environment to create, deliver, and analyze district assessments.

Historically, Northville Public Schools utilized DnA Illuminate for these functions, fully funded by Wayne RESA. However, RESA discontinued funding for DnA Illuminate and conducted a regional vetting process to help districts transition to modern alternatives. DnA Illuminate lacked direct integration with Schoology—creating significant hurdles for secondary MTSS workflows—and required labor-intensive data uploads from elementary staff.

Following Wayne RESA's regional evaluation, four top comprehensive platforms were identified as of August 1, 2026: Newsela Formative & Schoolytics, PowerSchool Performance Matters, LinkIt!, and

Otus. On August 3, 2026, a representative committee of NPS staff evaluated these four vendors and recommended a one-year K–12 pilot of Newsela Formative and Schoolytics.

Financial Comparison

Option 1: Newsela Formative & Schoolytics

- 2026-2027 Pilot \$40,000
- 2027-2028 \$112,000 (if we continue)

Option 2: Use Multiple Platforms

- DnA Illuminate \$61,740 (no longer funded by RESA)
- Panorama \$62,770 (without the surveys)
- Grade Guardian \$20,470.50 (Syncs to Schoology)

Cost Comparison for the 2027-2028 School Year

	2027-2028
Newsela Formative & Schoolytics	\$112,000
Multiple Platforms (DnA Illuminate, Panorama, and Grade Guardian)	\$144,980.50
Net District Savings	\$32,980.50

- **Multi-Platform Breakdown:** Maintaining equivalent multi-tool coverage would require DnA Illuminate (\$61,740), Panorama MTSS/Data Warehouse (\$62,770), and Grade Guardian middleware (\$20,470.50).
- **Cost Efficiency:** Newsela syncs with Schoology (eliminating Grade Guardian) and combines assessment and MTSS functionality into a single system—yielding an ongoing annual savings of \$32,980.50.

Strategic Alignment

- **Curriculum & Assessment:** Supports Strategic Goal 1 by enabling 100% of core course teams to design, administer, and analyze common assessments to address achievement gaps.
- **MTSS Framework:** Supports Strategic Goal 2 by streamlining data collection for the district MTSS Steering Committee without requiring additional integration tools.

MICIP / Strategic Plan

Critical Thinking & GVC

5D+ Connection

Assessment *For* Student Learning

NPS *Balanced* *Assessment System*



AGENDA

WELCOME &
CONNECT

BALANCED ASSESSMENT
OVERVIEW

PREVIEW FORMATIVE

COLLABORATION
TIME

LUNCH

FOLLOW BUILDING
PLAN

FOLLOW BUILDING
PLAN

FOLLOW BUILDING
PLAN

FOLLOW BUILDING
PLAN



HOUSEKEEPING



● **TAKE CARE
YOURSELF**

Restrooms are across the hall.



● **BE FULLY PRESENT**



● **REGROUP SIGNAL**

Bringing us back together

Commitment to All

**Founded in belonging;
focused on potential.**

We commit to a culture of respect and equitable access created **with** our students and staff. Through listening and engagement, we foster inclusion for all students across race, ethnicity, socioeconomic status, abilities, and identities. We are a community rooted in relationships and trust where each student is able to thrive.



Commitment to All

Founded in belonging; focused on potential.

We commit to a culture of respect and equitable access created **with** our students and staff. Through listening and engagement, we foster inclusion for all students across race, ethnicity, socioeconomics, abilities, and identities. We are a community rooted in relationships and trust where each student is able to thrive.

Individually:

Write 1-2 sentence “Why” on a piece of paper.

How does our **Commitment to All** drive the way I support students?

Commitment to All

Founded in belonging; focused on potential.

We commit to a culture of respect and equitable access created **with** our students and staff. Through listening and engagement, we foster inclusion for all students across race, ethnicity, socioeconomics, abilities, and identities. We are a community rooted in relationships and trust where each student is able to thrive.

Triad:

- Share “why” statements.
- Writes one shared word on a sticky note that bridges the “why’s”.
- Person with the darkest shirt posts the word.

Strategic Goal

Northville Public Schools will align curriculum, assessment, and programming to ensure all learners are equitably supported.

Why?

We need
curriculum that
support our
Commitment
to All.



NORTHVILLE PUBLIC SCHOOLS

In Northville, we commit to leveraging authentic partnerships to intentionally and systematically increase:

1. Critical thinking skills;
 2. Self-awareness and self-management
- ... For All

Goal 1: Critical Thinking Skills

Strategy: Guaranteed and Viable Curriculum

Atlas: Unit Design

Building a Balanced Assessment System

Training: Career Readiness

Strategy: Building Thinking Classrooms

Teacher to Teacher Collaboratives

PD: Building Thinking Classrooms

BTC Materials

Strategy: 35m High Quality Literacy Materials

Build NPS Literacy Framework

Adopt High Quality Literacy Materials

PD: HQ Literacy Instruction

Strategy: Title III Supporting Multilingual Learners (MLs)

ML Program Evaluation

PD: SIOP

Goal 2: Self-awareness and Self-management

Strategy: MTSS Framework

MTSS Program Evaluation

SEL Cross-Level Framework

Assessment System Implementation



NORTHVILLE
PUBLIC SCHOOLS

MICIP



A Guaranteed Viable Curriculum Supports our **Commitment to All**

A GVC represents the core non-negotiables of student learning. It's what districts and teachers commit to providing for ***every student.***



1

2025-2026

Public Facing
Atlas Portions
Up to Date
for all Units

2

2026-2027

Identify 2 Key
Common
Assessments

3

2027-2028

Identify Certain
Common
Experiences or
Activities



NORTHVILLE
PUBLIC SCHOOLS

6-12 GVC Plan

Strategic Plan Alignment

NORTHVILLE PUBLIC SCHOOLS Strategic Plan Summary | 2026-2031

Communications & Community Engagement

Goal Statement: In an effort to increase engagement, Northville Public Schools will streamline and coordinate clear and effective communication across the district.

First Year Objectives:

- In an effort to streamline and coordinate clear and effective communication, the communications department will conduct an inventory of our apps, communication tools, and programs utilized in the district.
- Using the data collected, the communications team will develop a streamlined communications schedule and structure, utilizing aligned tools to engage our constituents.

NORTHVILLE PUBLIC SCHOOLS Strategic Plan Summary | 2026-2031

Academics & Programs

Goal Statement: Northville Public Schools will align curriculum, assessment, and programming to ensure all learners are equitably supported.

First Year Objectives:

- To ensure a guaranteed and viable curriculum, 100% of K-12 Core Classes will complete a curriculum audit, resulting in fully updated and publicly accessible curriculum maps in Atlas by spring 2027, with yearly reviews to ensure ongoing alignment.
- Initiate a balanced assessment system, 100% of core course teams will design and administer at least one common assessment, documenting results to identify achievement gaps across student subgroups.
- Build in Dialogues in communication

NORTHVILLE PUBLIC SCHOOLS Strategic Plan Summary | 2026-2031

VALUE STATEMENT

Commitment to All:

Founded in belonging; focused on potential. We commit to a culture of respect and equitable access created with our students and staff. Through listening and engagement, we foster inclusion for all students across race, ethnicity, socioeconomic, abilities, and identities. We are a community rooted in relationships and trust where each student is able to thrive.

Vision
All learners will be seen, heard and valued as they discover their purpose as kind, contributing members of society.

Mission
Through authentic partnerships, we create and expand opportunities for self-management, critical thinking, and the pursuit of excellence in each learner.

STRATEGIC GOAL AREAS

ACADEMICS & PROGRAMS	CULTURE & LEARNING ENVIRONMENT	COMMUNICATIONS & COMMUNITY ENGAGEMENT	PERSONNEL & LEADERSHIP	OPERATIONS
----------------------	--------------------------------	---------------------------------------	------------------------	------------

Board of Education
Carin Meyer - President
Melissa Stuart - Vice President
Lisa McIntyre - Treasurer
Dr. Kimberly Campbell-Voytal - Secretary
Ron Frazer - Trustee
Jana Maloney - Trustee
Meredith Riggan-Maurer - Trustee

Superintendent
Dr. RJ Webber

Approved by Northville
Board of Education on 6-9-2026

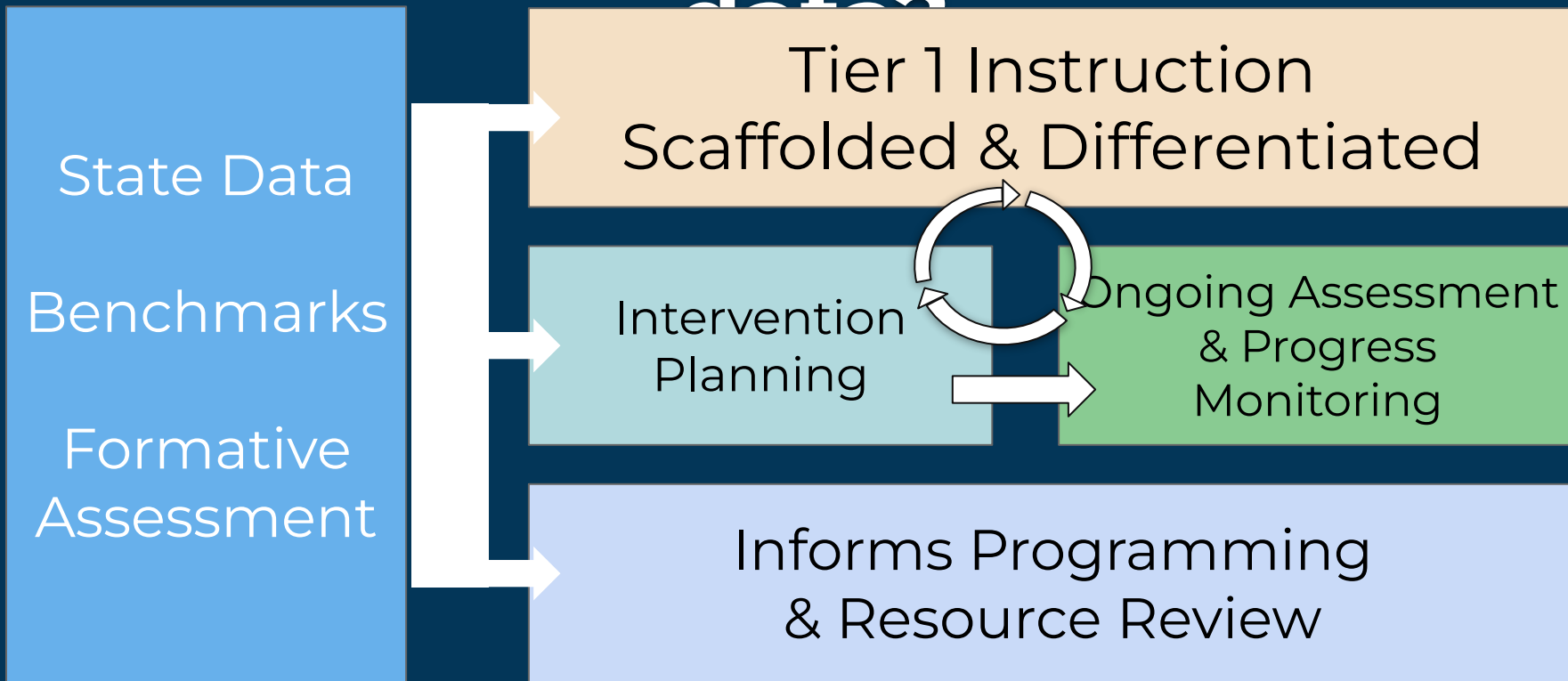
Goal Statement: Northville Public Schools will align curriculum, assessment, and programming to ensure all learners are equitably supported.

One of Our 26-27 Objectives:

- Initiate a balanced assessment system, 100% of core course teams will design and administer at least one common assessment, documenting results to identify achievement gaps across student subgroups.

(This is our 1st Benchmark Assessment)

Why are we analyzing



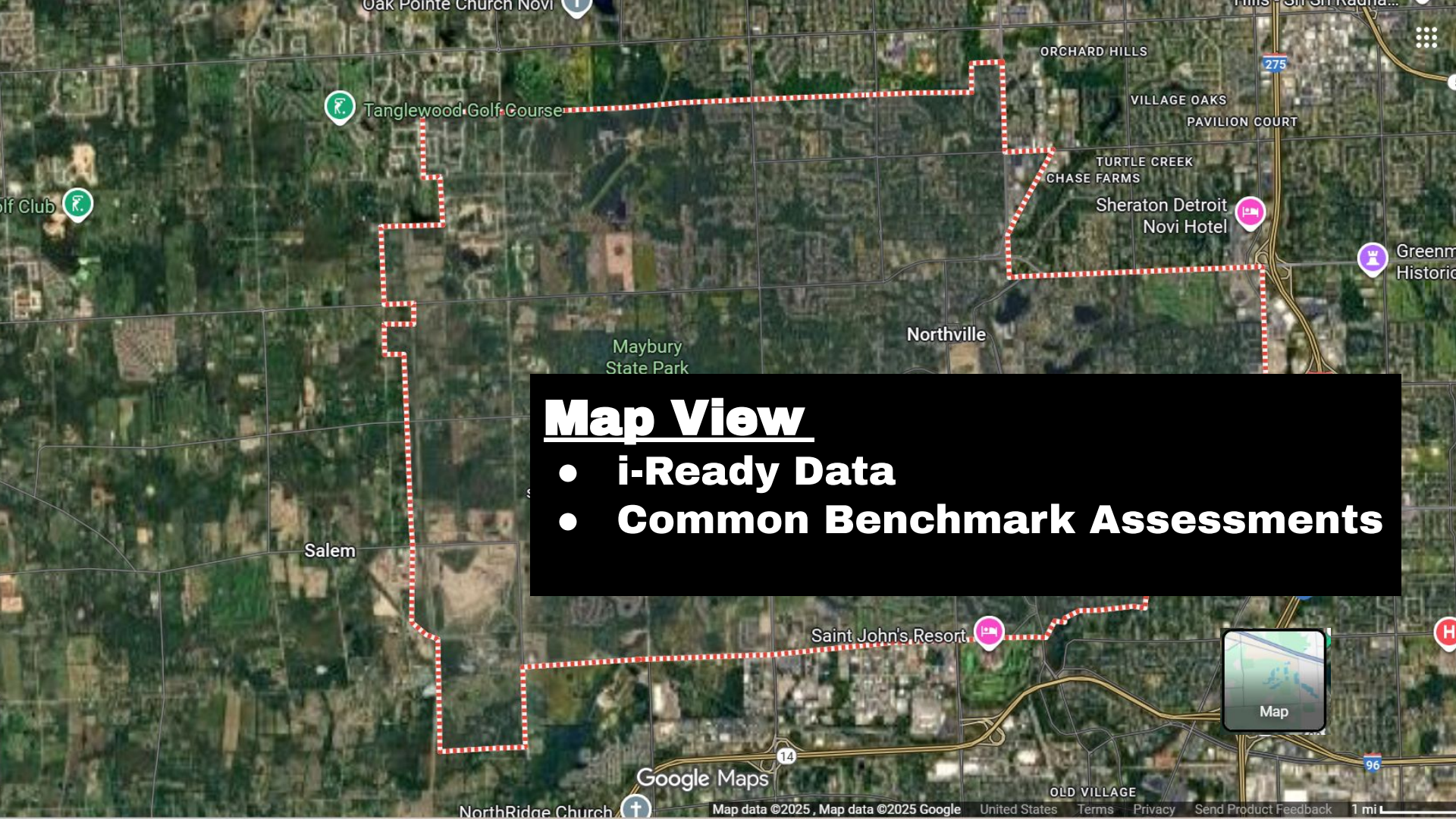


Satellite View

- State Data
M-STEP, PSAT, SAT

Layers





Map View

- **i-Ready Data**
- **Common Benchmark Assessments**

Northville, Michigan

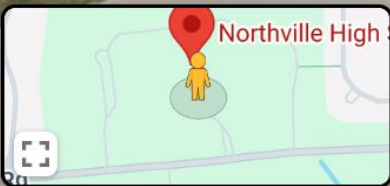


Google Street View

Aug 2016

Street View

- **Formative Assessment**
- **Student Focus Groups**

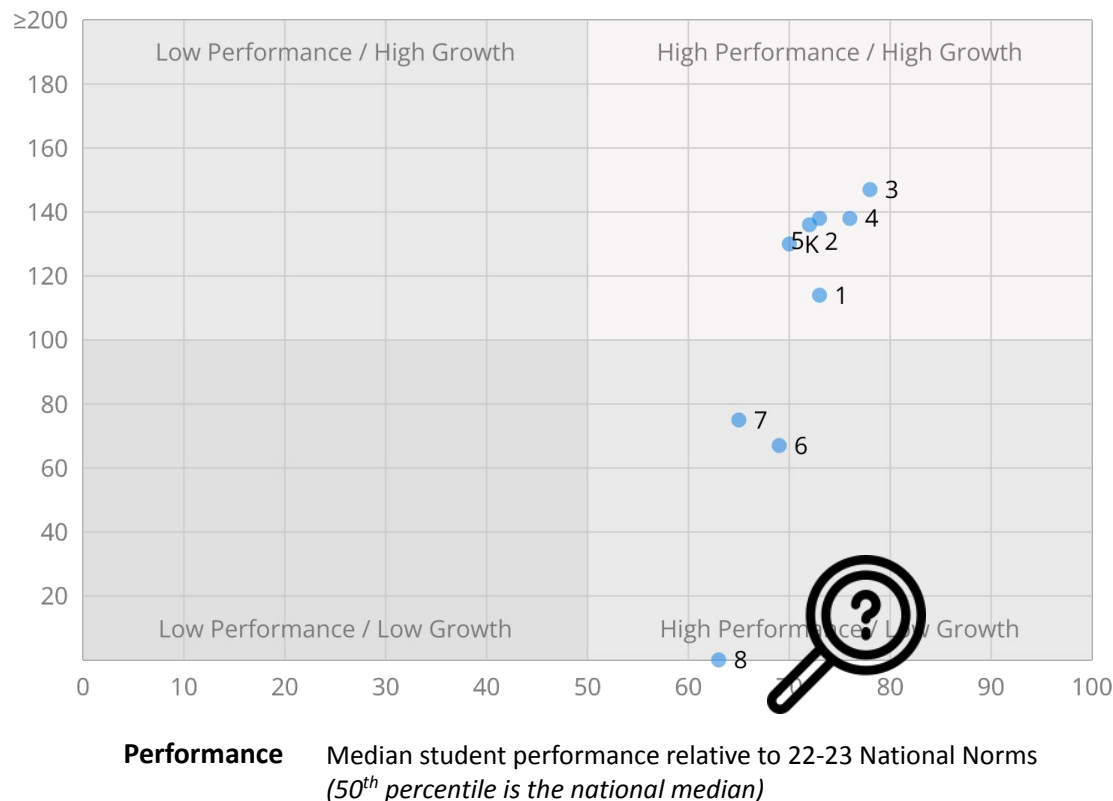


Google Maps

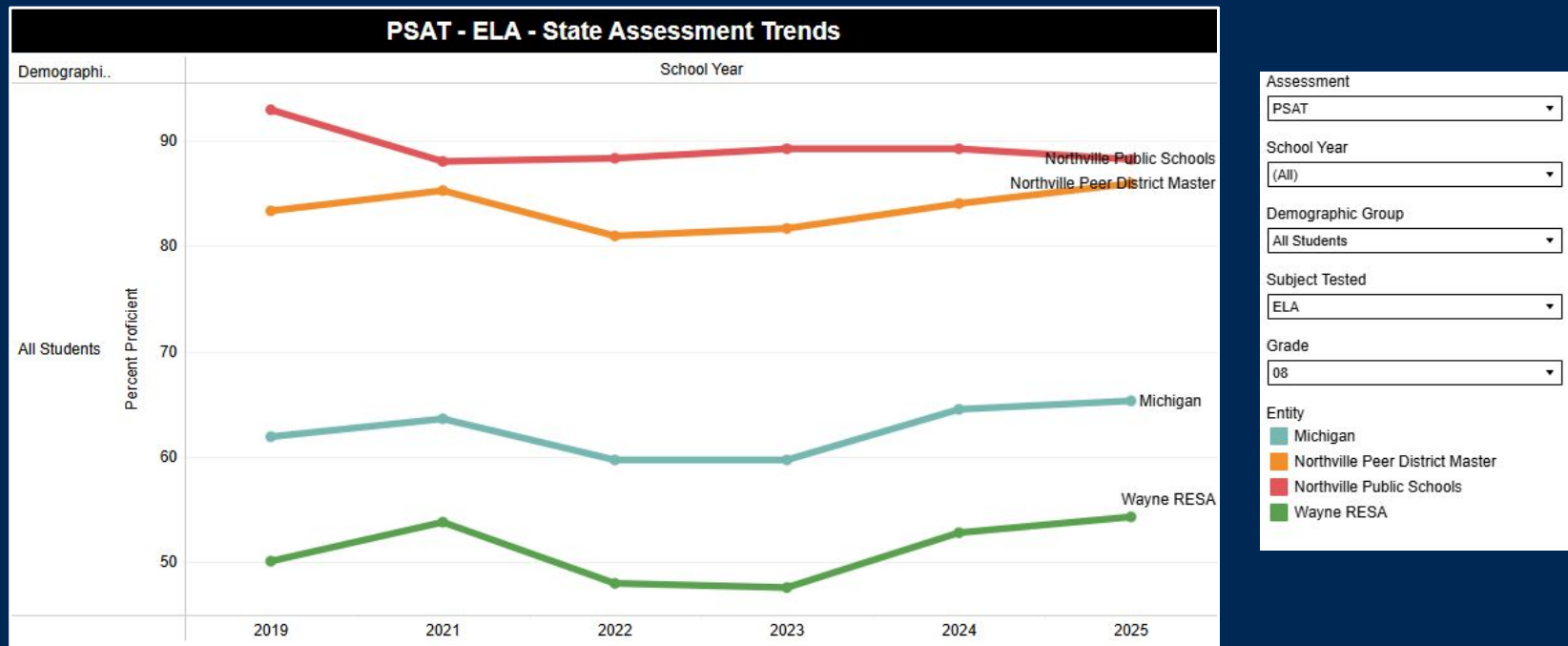
How Did Students Across the District Grow From Fall to Spring?

Comparison of Median Student Performance and Median Percent of Typical Growth

Growth
Median percent of
typical growth
achieved,
differentiated by fall
placement levels

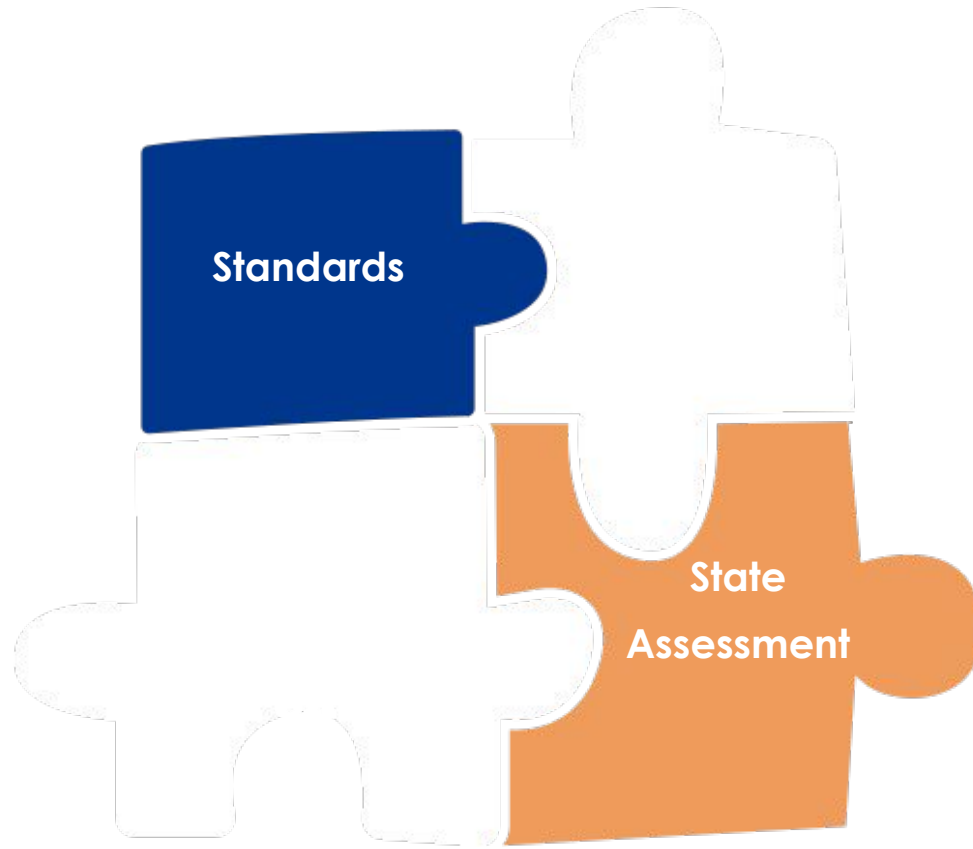


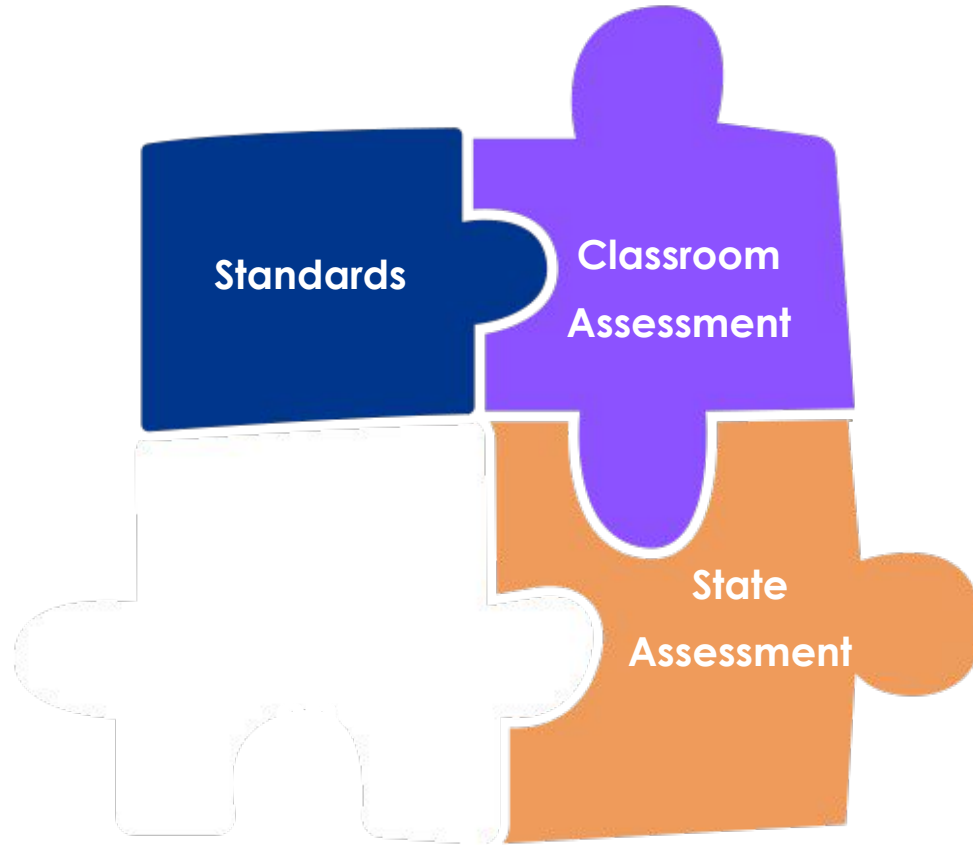
PSAT – 8th Grade – ELA

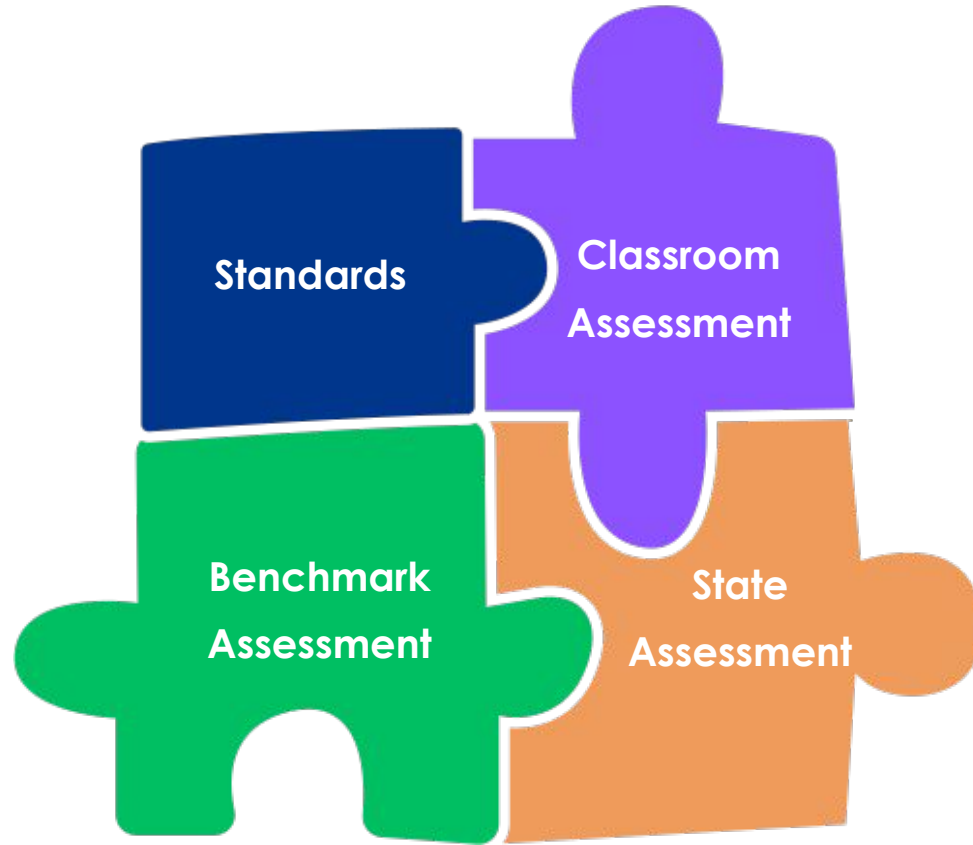


*Prior to 2019 – the MDE used the M-STEP instead of PSAT

Standards







Assessment Data



What different types of assessment do you give?

What primary purpose does each type serve?

Turn and Talk



	Assessment for Student Learning			
	Unsatisfactory	Basic	Proficient	Distinguished
A1	Student self-assessment			
	Teacher does not provide an opportunity for students to assess their own learning in relation to the success criteria for the learning target(s).	Teacher provides an opportunity for students to assess their own learning in relation to the success criteria for the learning target(s) in ways that may not deepen student understanding of progress toward the target(s).	Teacher provides an opportunity for students to assess their own learning in relation to the success criteria for the learning target(s) in ways that deepen student understanding of progress toward the target(s).	Teacher provides an opportunity for students to assess their own learning in relation to the success criteria for the learning target(s) in ways that deepen student understanding of progress toward the target(s). Students use success criteria for improvement.
A2	Student use of formative assessments over time			
	Students do not use formative assessments to assess their own learning.	Students use formative assessments at least two to three times per year/course to assess their own learning, determine learning goals, and monitor progress over time.	Students use formative assessments at least two to three times per year/course and use formative assessments within a unit or two to assess their own learning, determine learning goals, and monitor progress over time.	Students use formative assessments at least two to three times per year/course and use formative assessments within each unit to assess their own learning, determine learning goals, and monitor progress over time.
A3	Quality of formative assessment methods			
	Assessment tasks are not aligned with the learning target(s).	Assessment tasks allow students to demonstrate learning. The quality of the assessment methods provides no information about student thinking and needs.	Assessment tasks allow students to demonstrate learning. The quality of the assessment methods provides limited information about student thinking and needs.	Assessment tasks allow students to demonstrate learning. The quality of the assessment methods provides comprehensive information about student thinking and needs.
A4	Teacher use of formative assessments			
	Teacher does not use formative assessments to modify future lessons, make instructional adjustments, or give feedback to students.	Teacher uses formative assessments to modify future lessons or makes in-the-moment instructional adjustments based on completion of task(s).	Teacher uses formative assessments to modify future lessons, makes in-the-moment instructional adjustments based on student understanding, and gives general feedback aligned with the learning target(s).	Teacher uses formative assessments to modify future lessons, makes in-the-moment instructional adjustments based on student understanding, and gives targeted feedback aligned with the learning target(s) to individual students.
A5	Collection systems for formative assessment data			
	Teacher does not have routines for recording formative assessment data.	Teacher has an observable system and routines for recording formative assessment data but does not use the system to inform instructional practice.	Teacher has an observable system and routines for recording formative assessment data and periodically uses the system to inform instructional practice.	Teacher has an observable system and routines for recording formative assessment data and uses the system to inform day-to-day instructional practice.

5D + Assessment *for* Student Learning



Is it ...

Formative Assessment?

Ask yourself two questions:

- ☒ Does it provide good evidence about a student's progress towards a learning target?
- ☒ Do teachers and students use this evidence to adapt teaching and learning?

Part of a Formative Assessment System

What is a Balanced Assessment System

Assessment *FOR* and *of* Learning

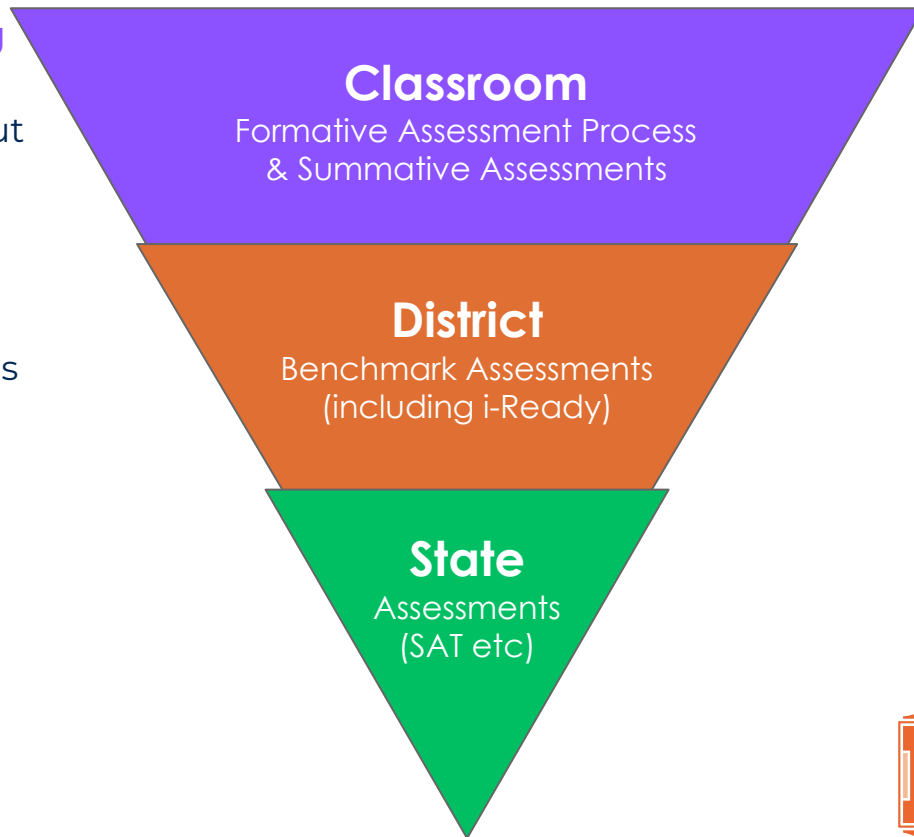
- Monitor & Adjust Instruction
- Inform Students & Parents about learning progress

Assessment *of* Learning

- Vertical Alignment
- Evaluate Curriculum & Programs
- Inform Student Services & Placement Decisions (**MTSS**)

Assessment *of* Learning

- Evaluate Learning
- Evaluation School Quality (Accountability)
- Evaluate District Processes



Adapted From: Michigan Assessment Consortium

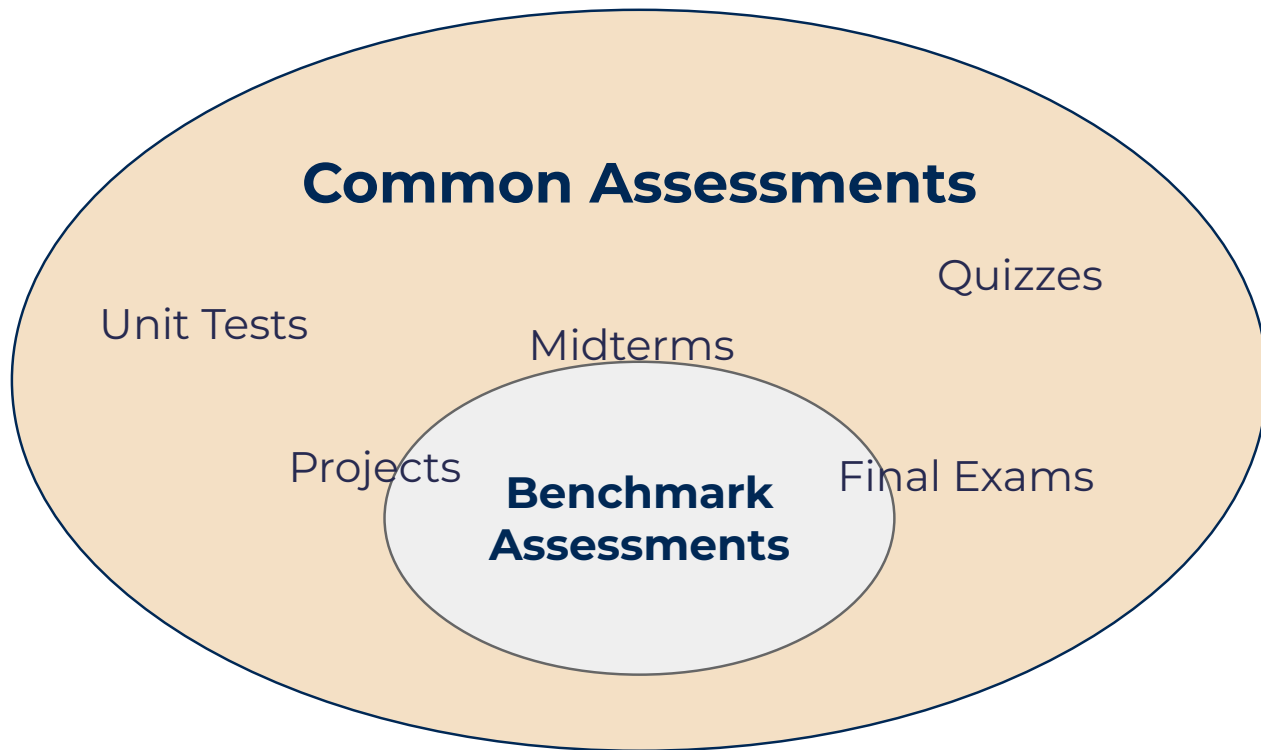


Today's Objectives

- **Align:** Connect the Balanced Assessment System to our strategic goals.
- **Preview:** Examine this year's implementation plan and the new supporting Data & Assessment system.
- **Collaborate:** As a team, draft the target topics and format for your Semester 1 Benchmark assessment.

At NPS,

A Benchmark Assessment is a Common Assessment



but not all common assessments are benchmarks.





Benchmark Assessments

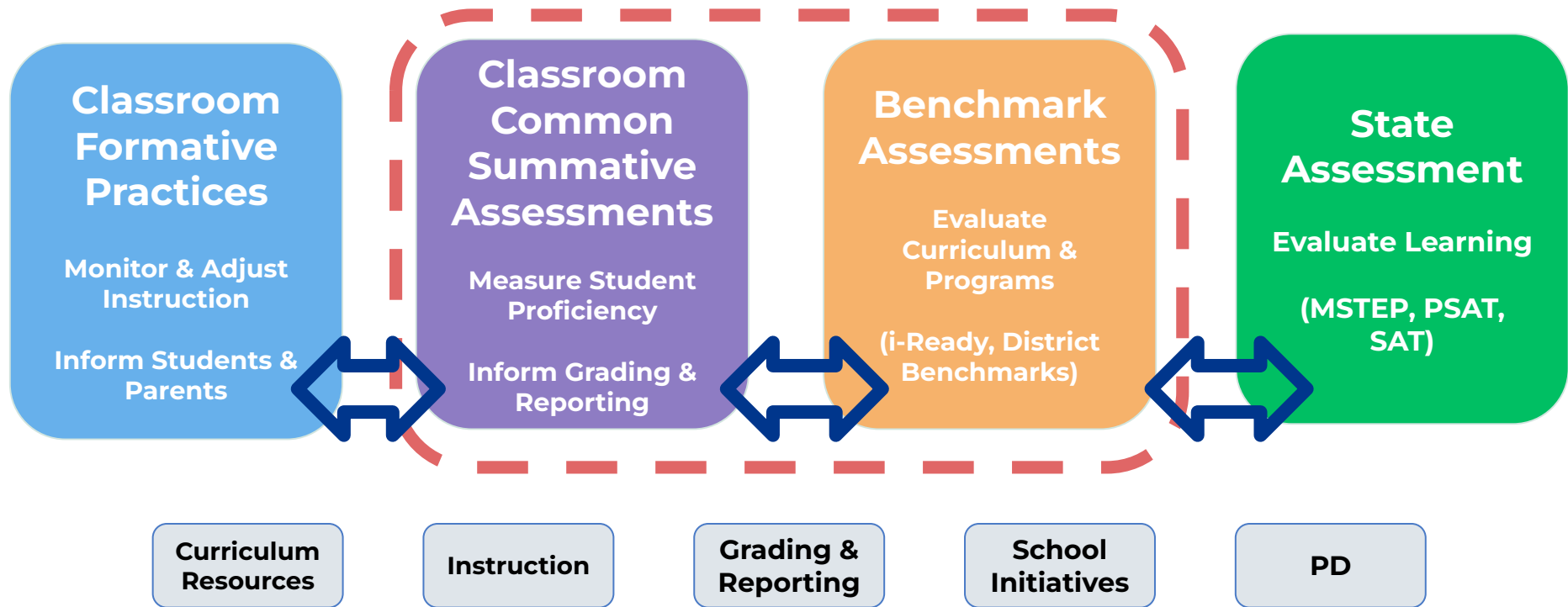
Should provide ...

- A cumulative snapshot of important standards
- Information about what students know and can do in that semester/unit.

Do NOT need to be ...

- Inclusive of all standards from the semester/unit
- A 100 question multiple choice test
- A Final Exam (but could be)

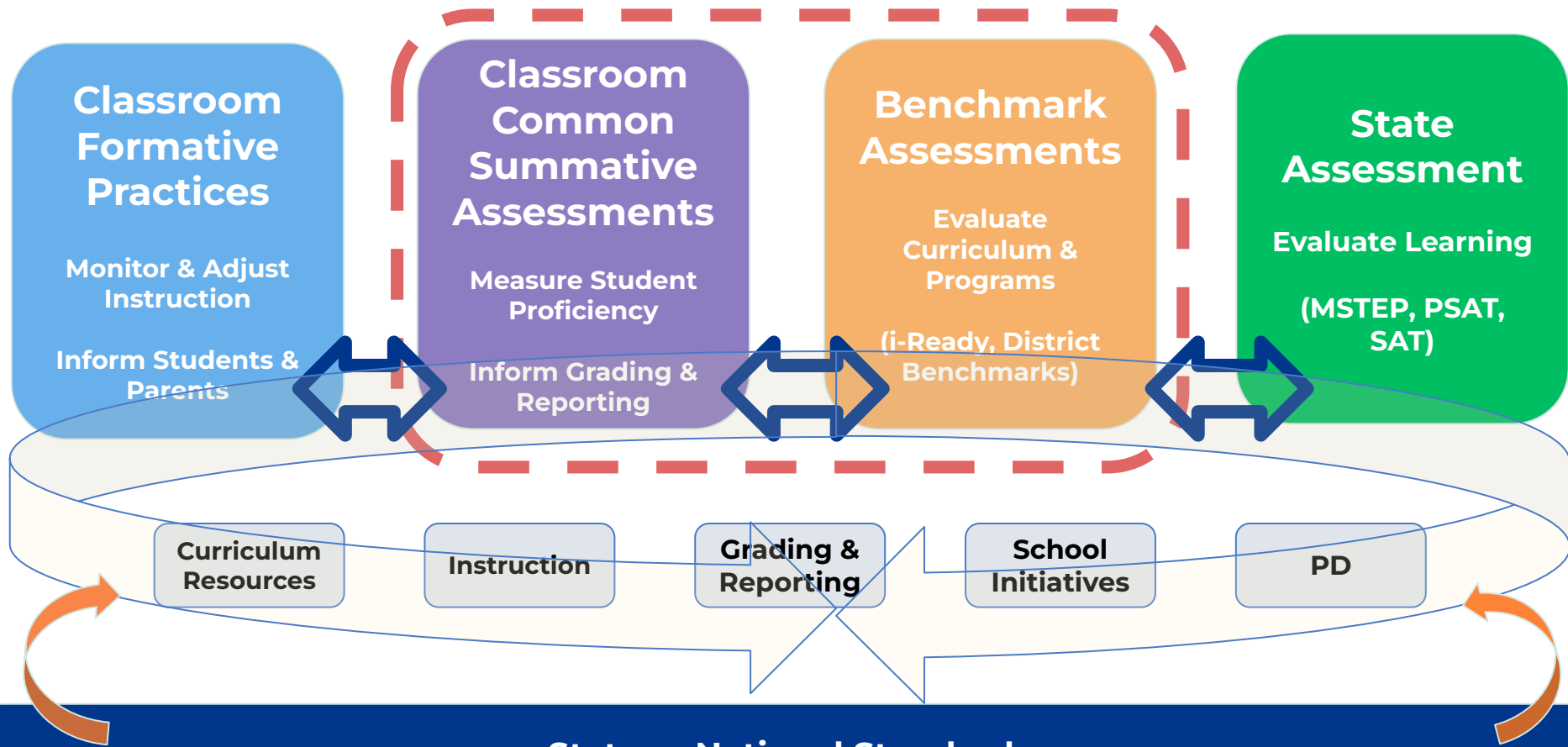
Coherent Balanced Assessment System



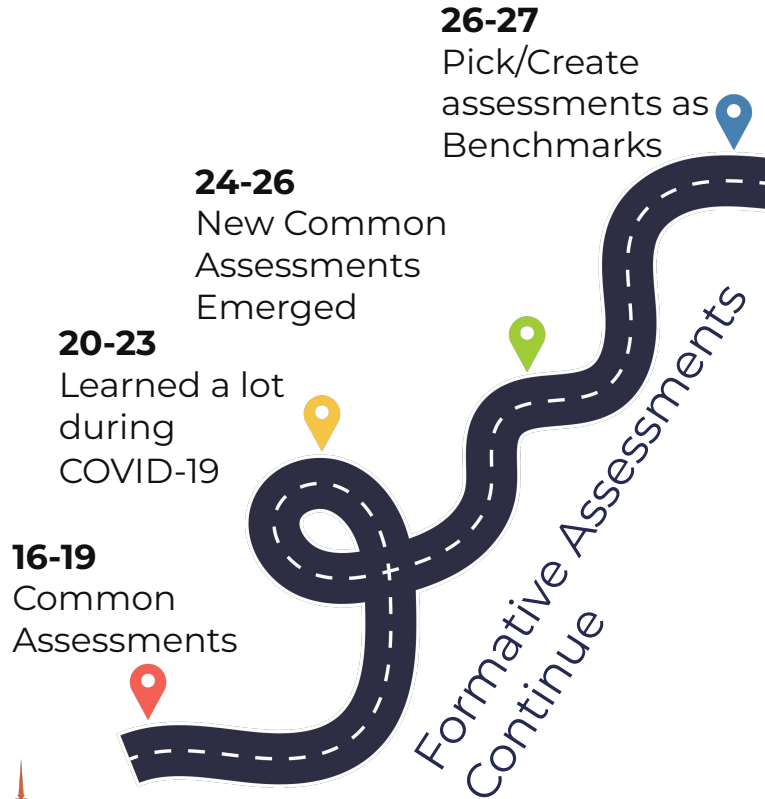
State or National Standards

Adapted from: MAC

Coherent Balanced Assessment System



Benchmark Assessment History & Future



Core Classes: Required courses in: ELA, Math, Science, Social Studies & Language Acquisition (1 course at a time)	Beyond Core: AP, IB-DP, Electives,
• 1 Benchmark assessment per semester* • Loaded in the Formative System	• Units updated in Atlas • Assessments for units loaded into Atlas

*1st Benchmark Assessment by Jan 2027

* 2nd Benchmark Assessment by June 2028



2026-27 Timeline

AUG (PD)

Overview of
Balanced
Assessment

OCT (PD)

Assessment
Maps &
Rubrics

NOV (PD)

Draft of
Benchmark #1
In System

DEC (subs)

Review and
Feedback on
Benchmark #1

JAN

BA #1 Given by
end of Sem 1

FEB (PD)

Data Analysis
Protocols

MAR (PD)

Team Data
Dialogues

APRIL (PD)

Begin
Building
Benchmark #2

How Common is Common?

- Common assessments for common courses, regardless of building.
- Same questions, format, etc.
(order may be changed in formative)
- Buildings may report using different grading scales



What happens when we don't agree?

Need help? Move to the next step of support:

- | | | |
|---------------------------|-------|---------------------------------|
| 1. Teacher Team | ————— | Try to come to consensus |
| 2. Department Chair | ————— | Ask for facilitation support |
| 3. Building Administrator | ————— | Ask for facilitation support |
| 4. Administration Decides | ————— | Weighing different perspectives |

Looking Ahead to October & November:

NPS Assessment Checklist This tool can be used to review any assessment (big or small) for transparency, fairness, and alignment.

Valid (accurately measuring learning targets)	Yes	No	?
Is the assessment clearly aligned to learning targets and state standards? Does the DOK level of the assessment match the standard?			
Does it pass this "2-question test"? (both answers below should be no) - Can a student do well and not understand? - Can a student not do well and still understand?			
If multiple answer choices are provided ...			
Are all answer choices plausible?			
Are all answer choices parallel? (similar in length and structure)			

Transparency (explicit expectations)	Yes	No	?
Do the criteria for success align with the learning target(s)?			
Do students have a clear understanding of the criteria for success?			

Fair (free from bias)	Yes	No	?
Do the words/vocabulary have common meanings to all?			
Are the contexts (scenarios or phenomena) equally familiar to all students?			

Fair Readability			
Are the prompts and directions simple, clear, and intuitive? (avoid negative phrasing such as "Which of the following is NOT ...")			
Is every word necessary? (Reduced reading load)			
Is the text clear? 12pt font or larger on paper or a student device - Block-like accessible font (ex: Verdana, Arial, Helvetica, Times New Roman, Lexend)			
Are necessary illustrations and diagrams visible while answering questions?			
Is the task visually clear? (ex: text/background contrast, white space, or tables)			

Formative Assessment System	Yes	No	?
Does the assessment provide good evidence about a student's progress towards a learning target?			
Do teachers AND students use this evidence to adapt teaching and learning?			

Additional Criteria for Performance Tasks (McTighe et. al, 2020)	Yes	No	?
Is your course an MYP IB course? If so, does the assessment align with one of the IB MYP criterion rubrics?			
Does the task call for application and require extended thinking, not simply recall or a formulaic response?			
Does the task establish an authentic context; i.e., includes a realistic purpose, a target audience, and/or genuine constraints?			
Does the task require explanation or support, not just an answer.			
Does the task include criteria/rubric(s) for judging performance based on targeted standard(s); i.e. criteria do not simply focus on the surface features of a product or performance?			

Key	
Yes	The criteria is strongly reflected in this assessment.
No	The criteria is not yet reflected in this assessment.
?	The criteria is reflected to some extent in this assessment

Additional Notes and Feedback:

NPS Assessment Checklist

ONE DATA & ASSESSMENT PLATFORM



DATA WAREHOUSE

A centralized, reliable hub to aggregate long-term student data



MTSS WORKFLOWS

Tools to track intervention, monitor progress, and coordinate care.



ASSESSMENT SYSTEM

A system to create, deliver, and analyze district assessments.



NORTHVILLE
PUBLIC SCHOOLS

CURRENT SYSTEMS



NORTHVILLE
PUBLIC SCHOOLS

	DATA WAREHOUSE	MTSS WORKFLOWS	ASSESSMENT SYSTEM
 PANORAMA EDUCATION			
 <i>illuminate education</i>			

CURRENT SYSTEMS

	DATA WAREHOUSE	MTSS WORKFLOWS	ASSESSMENT SYSTEM
 PANORAMA EDUCATION			
 illuminate education (aka DnA)	✓?	✓?	✓?

DnA Tools are labor intensive, and RESA is no longer funding.

CURRENT SYSTEMS

	DATA WAREHOUSE	MTSS WORKFLOWS	ASSESSMENT SYSTEM
 PANORAMA EDUCATION	✓	✓	✗
 <i>illuminate education</i>	✓?	✓?	✓?
What other options might support our needs?			

COMPREHENSIVE OPTIONS



newsela

Combines Formative
and Schoolytics



PowerSchool

Combines
Performance Matters
with Analytics &
Insights

LinkIt!

LinkIt!

Advanced Assessment
Systems



Otus

All in one System



Success Measures

Save Time

Reduce manual data entry and improve data accessibility

Save Money

Reduce costs by consolidating systems

Increase Capacity

For analysis and instructional decision making

Today's Draft

Tweak or New?

Does your course team have a previous assessment you wish to modify, or start fresh?

When will you Assess?

Pick a time between December & January

Answer in this form today:

bit.ly/NPSBenchmarkSelect

Assessment Format?

Primarily Rubric-based or Primarily other item types

1

2

3





formative
by newsela

Preview and Try it Out

Meaningful actions that accelerate student growth—powered by connected instruction, assessment, and data.



Meet Luna– your AI Assessment Assistant





Meet Luna– your AI Assessment Assistant

What Luna can do:

- Parse Questions from your existing assessments: PDF / Google Forms

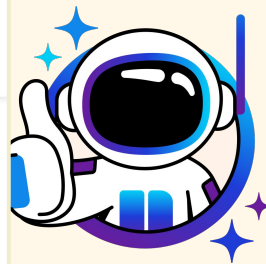
Meet Luna– your AI Assessment

What Luna can do:

- *Parse Questions from your existing assessments: PDF / Google Forms*
- Create new, standards aligned items



New AI chat ▾



Hi, I'm Luna. I can help you:

- Create new assessments or questions from scratch
- Generate custom images for your questions — just ask!
- Upload PDFs, or images to turn into questions
- Adjust settings on your existing assessments
- Analyze your current questions for standards, DOK, and quality insights.
- You can use "@" to select standards for your questions.

Where should we start?

Create 3 questions for standard @RL.3.1



Meet Luna– your AI Assessment

What Luna can do:

- *Parse Questions from your existing assessments: PDF / Google Forms*
- *Create new, standards aligned items*
- Increase the DOK/Rigor



New AI chat ▾



>>



This assistant acts as a quality control filter, automatically upgrading DOK 1 (Recall) and DOK 2 (Basic Skills) questions into DOK 3 (Strategic Thinking).

Best for:

- Reviewing existing formatives
- Reviewing small worksheets

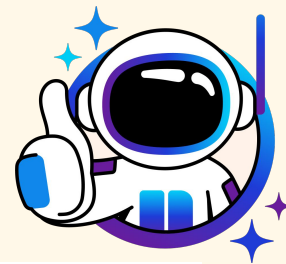
How to use:

- Upload a worksheet or quiz (1 - 4 pages)
- Ask Luna to evaluate existing formative items

Always evaluate: AI isn't perfect! Luna's goal here is to give you a strong starting point for rethinking the rigor of your questions.

Create 3 questions for standard @RL.3.1

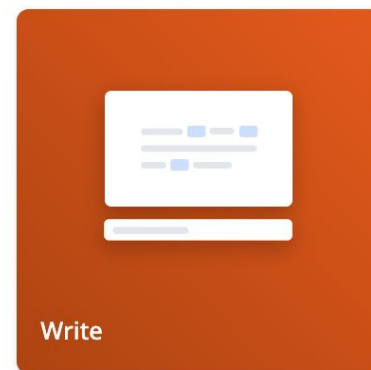
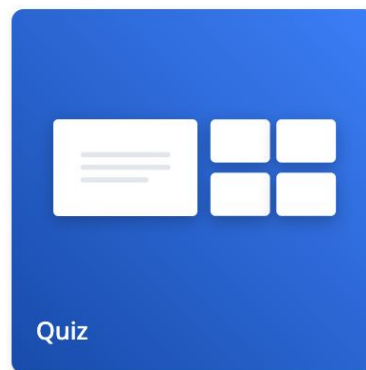
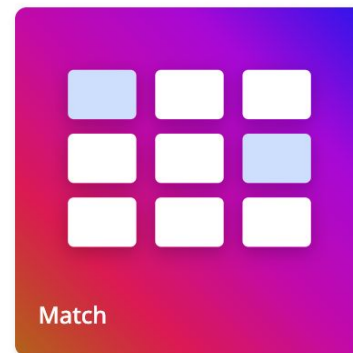
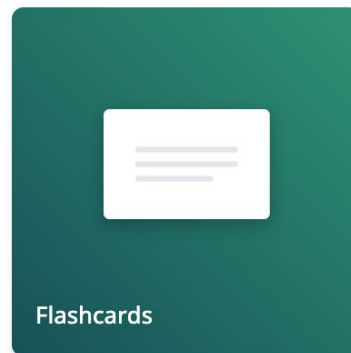




Meet Luna– your AI Assessment Assistant

What Luna can do:

- *Parse Questions from your existing assessments: PDF / Google Forms*
- *Create new, standards aligned items*
- *Increase DOK/Rigor*
- Build Practice Sets for students

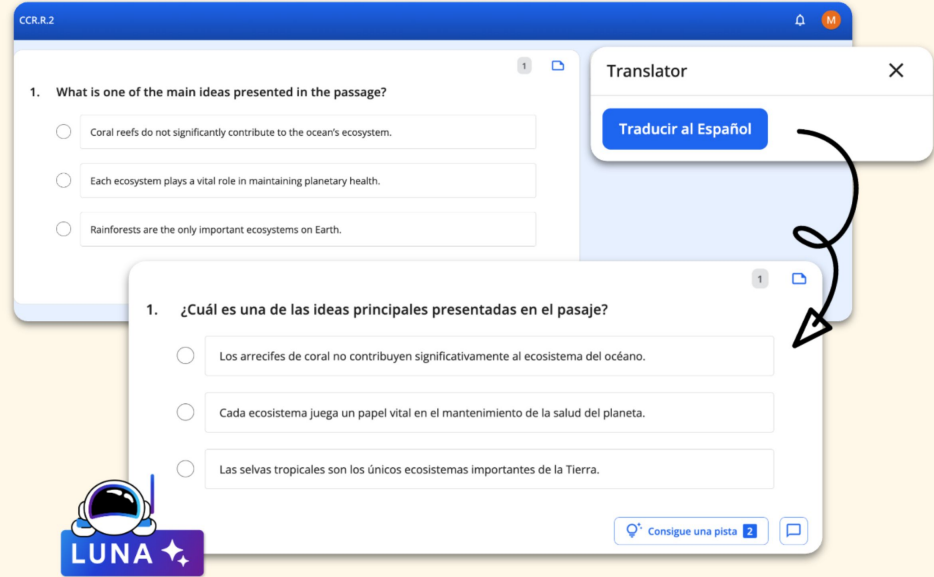


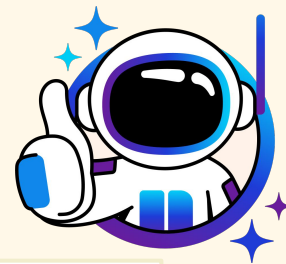


Meet Luna– your AI Assessment Assistant

What Luna can do:

- *Parse Questions from your exist assessments: PDF / Google Form*
- *Create new, standards aligned i*
- *Increase the DOK/Rigor*
- *Build Practice Sets for students*
- Translate assessments for your students into their preferred language

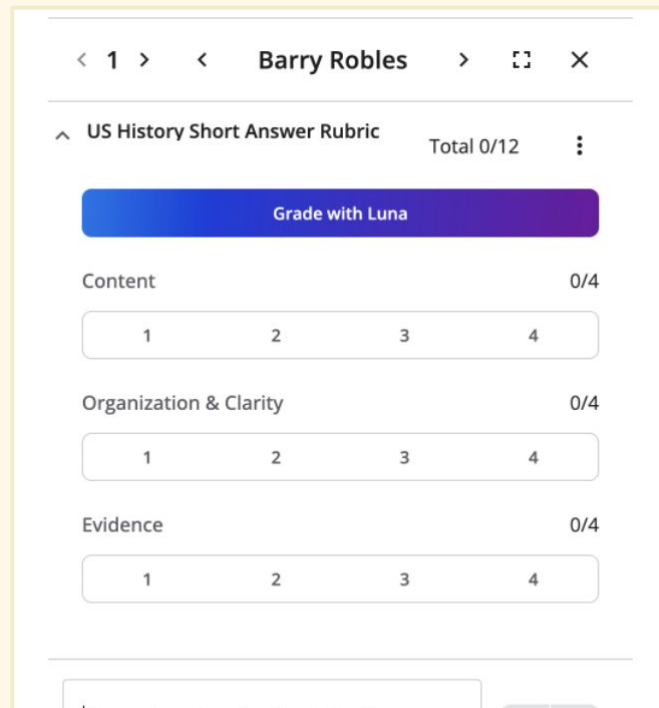




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- *Create new, standards aligned items*
- *Increase the DOK/Rigor*
- *Build Practice Sets for students*
- *Translate assessments for your students into their preferred language*
- Grade/Feedback



< 1 > < Barry Robles > [Fullscreen] [Close]

^ US History Short Answer Rubric Total 0/12 ⋮

Grade with Luna

Content 0/4

1	2	3	4
---	---	---	---

Organization & Clarity 0/4

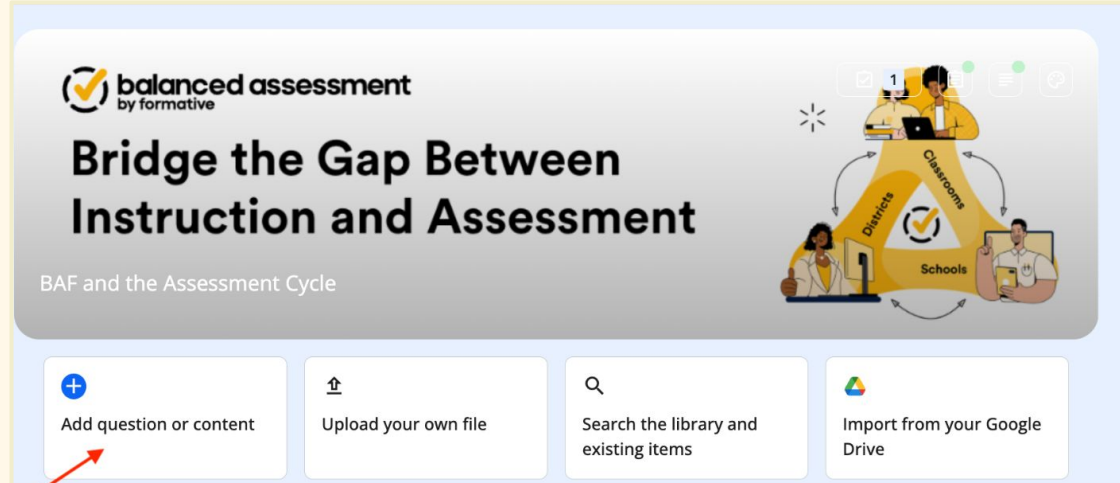
1	2	3	4
---	---	---	---

Evidence 0/4

1	2	3	4
---	---	---	---

Teachers must review before sharing with students

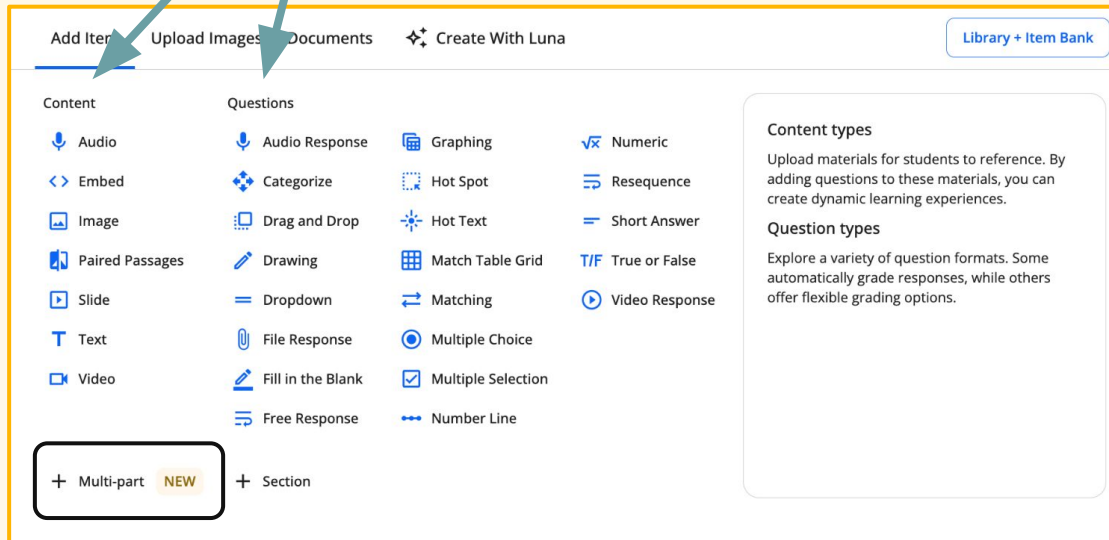
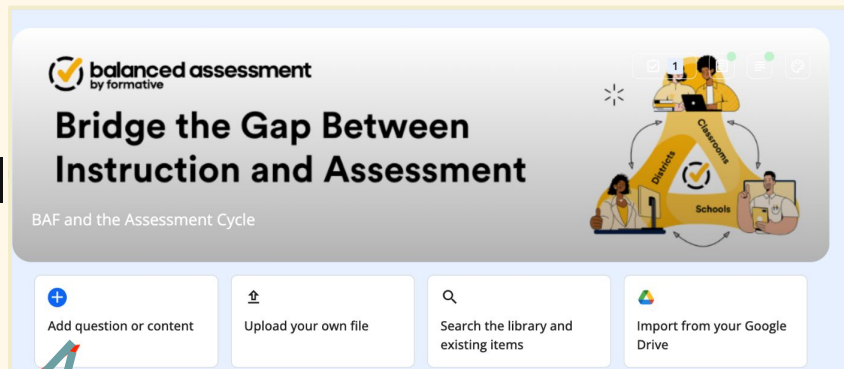
Or, Create assessments yourself:



The screenshot displays the balanced assessment by formative interface. At the top left is the logo. The main banner features the text "Bridge the Gap Between Instruction and Assessment" and "BAF and the Assessment Cycle". To the right of the banner is a diagram showing a cycle between "Districts", "Classrooms", and "Schools" with a central checkmark icon. Below the banner are four buttons: "Add question or content" (with a plus icon and a red arrow pointing to it), "Upload your own file" (with an upload icon), "Search the library and existing items" (with a magnifying glass icon), and "Import from your Google Drive" (with a Google Drive icon).

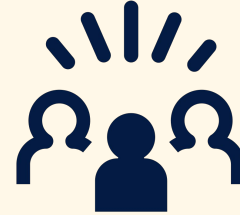
Or, Create assessments yourself

- Using 25+ Questions / Content Types
- Upload a PDF
- Search Item Bank
- Importing from Google Drive



Collaborate on assessments:

- Auto-save– no lost assessments!
- Create and edit in real-time



Share and permissions

Manage who can access and edit "Untitled Formative 3098".

Share link ⓘ

<https://app.formative.com/assign/9FYYQT> 

Collaborators

[Edit & assign](#)  [Add collaborator](#)

Assign to students

- Apply settings
- Honor existing Accommodations
- Lockdown Browser

 U.S. History Period 2
10 min 4

Preview 

Select a mode

 Teacher Paced

 Student Paced

 Game Paced

Quick start

Select a quick start option and review our assign recommendations.

Homework

Lesson

Retakes

Quiz

Time management

☐ Schedule open/close times ⓘ ☐ Schedule a due date ☐ Time limit ⓘ

Accommodations

8 students

U.S. History Period 2

 Rocky Balboa

 Text-to-speech

 Emmett Brown

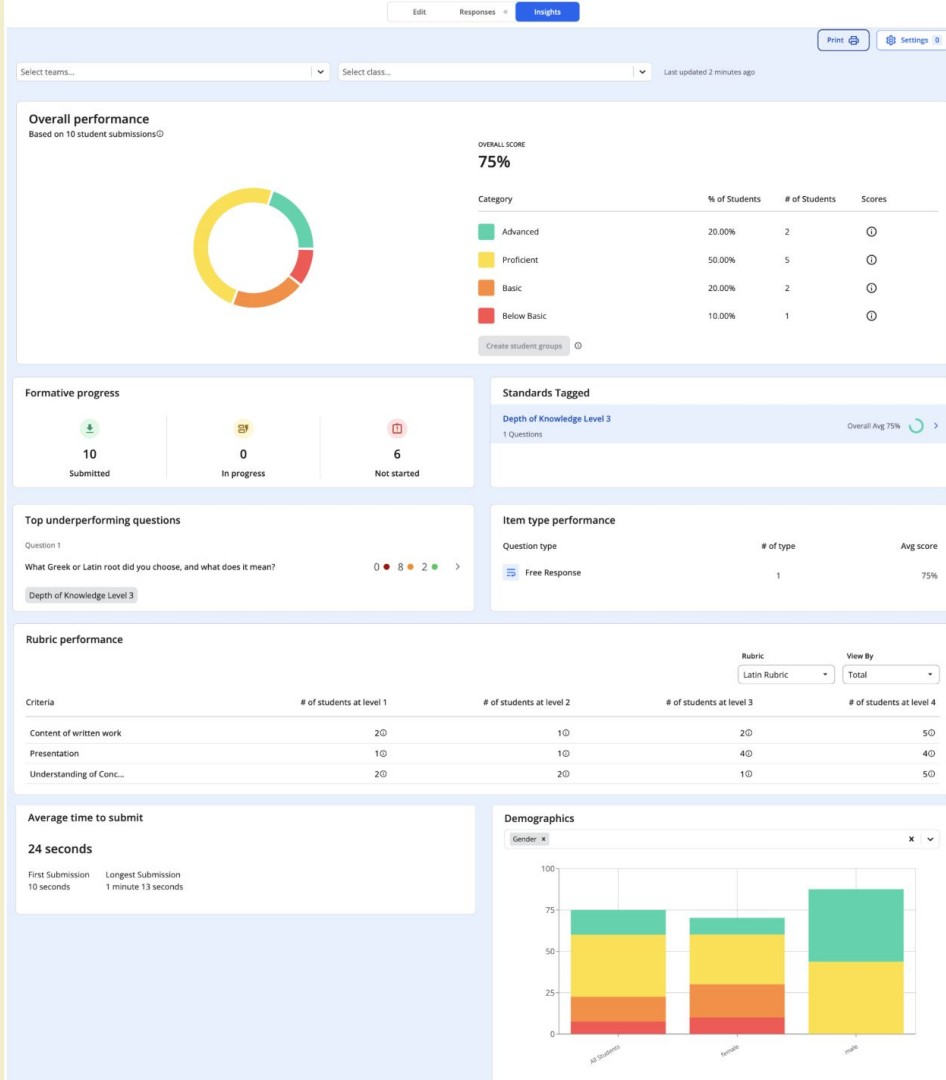
 Text-to-speech, Color contrast

 Ron Burgundy

 Answer choice reduction

Analyze Data in Real-Time

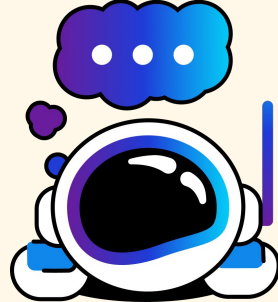
- Classroom
- PLC
- District



Analyze Data in Real-Time

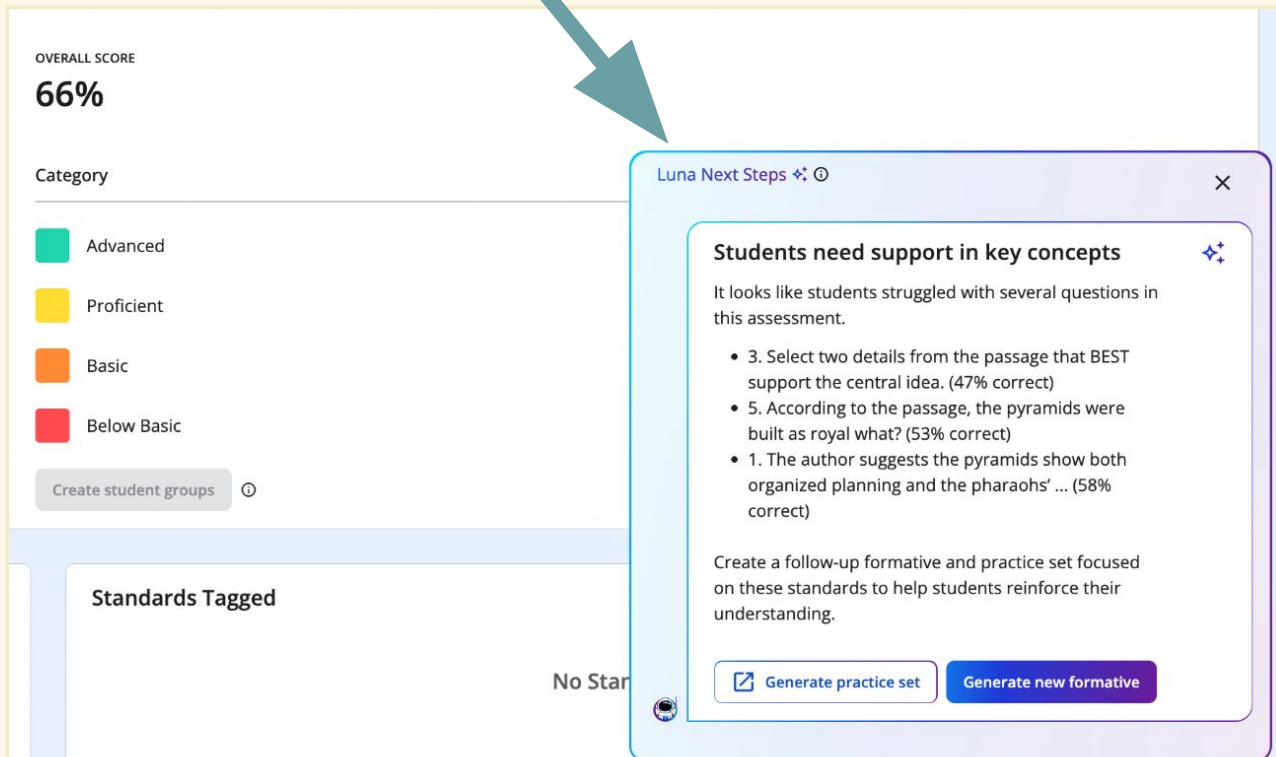
- Standards Tracker





Take Action– with Luna!

- Based on identified student weaknesses, Luna can create new practice assignments + practice sets



OVERALL SCORE
66%

Category

- Advanced
- Proficient
- Basic
- Below Basic

Create student groups ⓘ

Standards Tagged

No Star

Luna Next Steps ⓘ ⓘ

Students need support in key concepts ⓘ ⓘ

It looks like students struggled with several questions in this assessment.

- 3. Select two details from the passage that BEST support the central idea. (47% correct)
- 5. According to the passage, the pyramids were built as royal what? (53% correct)
- 1. The author suggests the pyramids show both organized planning and the pharaohs' ... (58% correct)

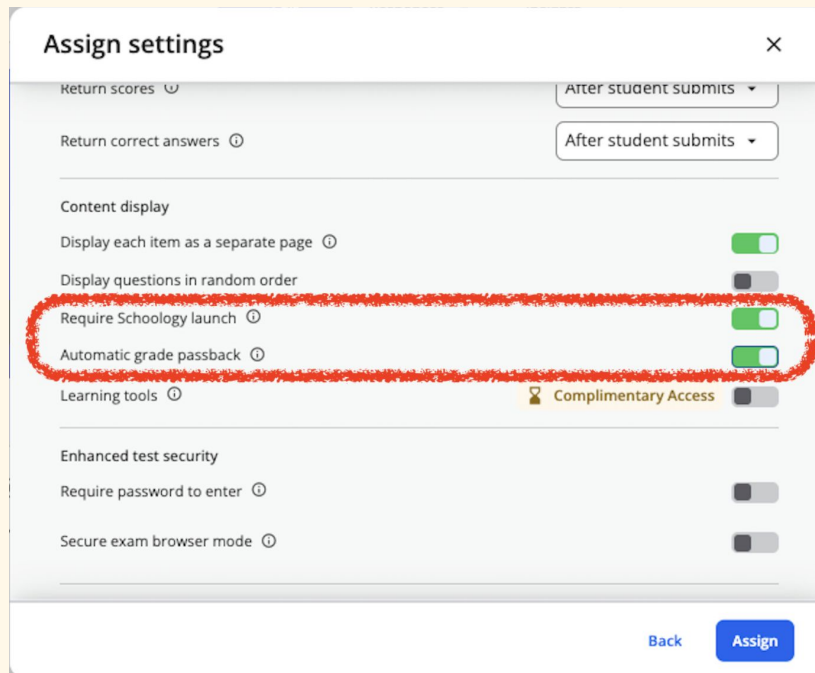
Create a follow-up formative and practice set focused on these standards to help students reinforce their understanding.

[Generate practice set](#) [Generate new formative](#)



We've turned on Schoolology & Clever SSO

- Automatic Grade Passback
- Assigning via Schoolology optional



The image shows a screenshot of the 'Assign settings' modal in the balanced assessment interface. The modal is titled 'Assign settings' and has a close button (X) in the top right corner. It contains several sections of settings:

- Return scores**: A dropdown menu set to 'After student submits'.
- Return correct answers**: A dropdown menu set to 'After student submits'.
- Content display**:
 - Display each item as a separate page**: A toggle switch that is turned on (green).
 - Display questions in random order**: A toggle switch that is turned off (grey).
 - Require Schoolology launch**: A toggle switch that is turned on (green).
 - Automatic grade passback**: A toggle switch that is turned on (green).
- Learning tools**: A section with a toggle switch for 'Complimentary Access' that is turned off (grey).
- Enhanced test security**:
 - Require password to enter**: A toggle switch that is turned off (grey).
 - Secure exam browser mode**: A toggle switch that is turned off (grey).

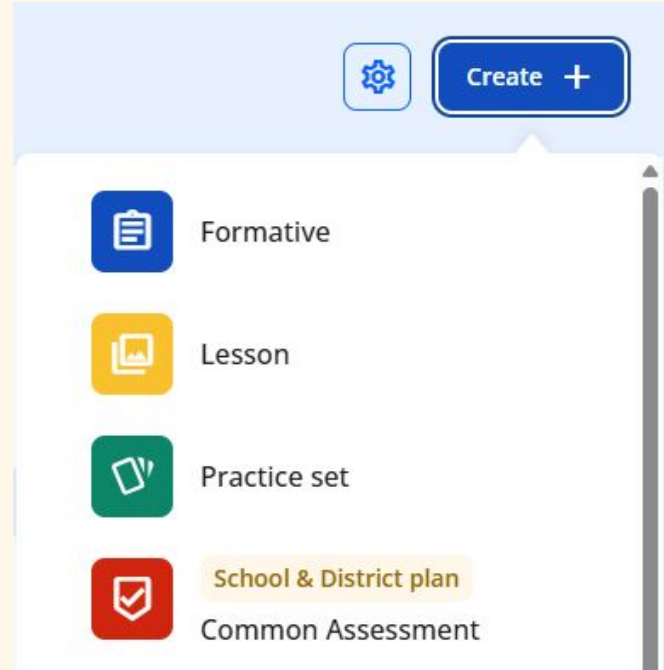
At the bottom right of the modal, there are two buttons: 'Back' and 'Assign'.

A red dashed rectangle highlights the 'Require Schoolology launch' and 'Automatic grade passback' toggle switches, indicating they are turned on.

Check it out Yourself!

1. Go to formative.com
2. Login using Google SSO
3. Click Create +
4. Select Common Assessment

More PD to Come in October!



Add QR code

Scan for Attendance in Kickup:

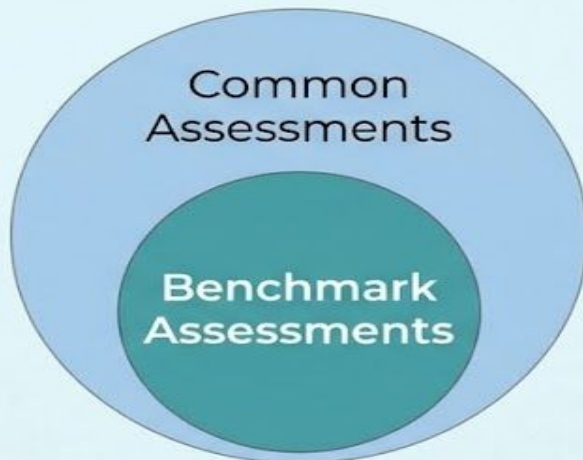
If this class is not in your
schedule:

- Email Kennedy Johnson,
copy your facilitator





A Benchmark Assessment is a Common Assessment



but a Common Assessment does not need to be a Benchmark Assessment.

Benchmark assessments are a subset of common assessments, providing a cumulative check of standards.

Common assessments can also include:

- Unit tests
- Quizzes
- Midterms
- Final exams
- Class-wide projects.



WELCOME & CONNECT



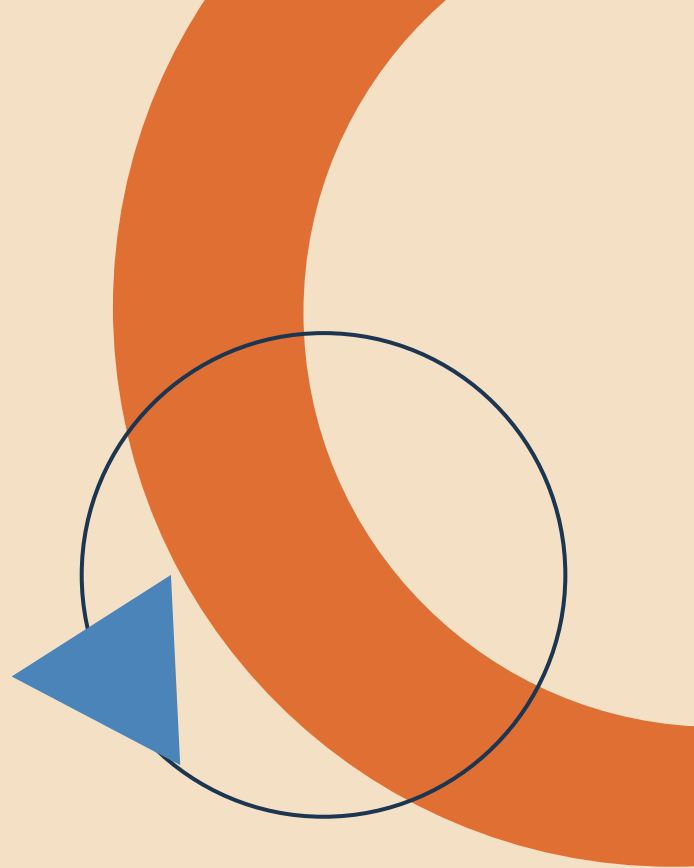
Random Thoughts/Questions

- What are our guiding principles/vision?
- Purpose of assessment? “Purpose of assessment is to improve learning...”
- What constitutes a “good” assessment?
- Engagement / doing school / choice
 - “First, assessment reform should not occur without conversations about instructional vision. Otherwise, decisions about assessment become untethered from discussions about disciplinary learning and curriculum-instruction-assessment coherence. This can result in assessments that lead to pernicious effects on teaching and learning such as teaching to the test rather than teaching to the standards. If assessments do not reflect and support the instructional vision, one of them is likely to be compromised. “



“Assessment is
imperative to
supporting learning,
not just *verifying*
learning.”

— Include a credit, citation, or supporting message



Instructions for use

EDIT IN GOOGLE SLIDES

Click on the button under the presentation preview that says "Use as Google Slides Theme".

You will get a copy of this document on your Google Drive and will be able to edit, add or delete slides.

You have to be signed in to your Google account.

More info on how to use this template at www.slidescarnival.com/help-use-presentation-template

This template is free to use under [Creative Commons Attribution license](#). You can keep the Credits slide or mention SlidesCarnival and other resources used in a slide footer.

EDIT IN POWERPOINT®

Click on the button under the presentation preview that says "Download as PowerPoint template". You will get a .pptx file that you can edit in PowerPoint.

Remember to download and install the fonts used in this presentation (you'll find the links to the font files needed in the [Presentation design slide](#))



Transition headline

Let's start with the first set of slides

1

“

*Quotations are commonly
printed as a means of
inspiration and to invoke
philosophical thoughts from
the reader.*

This is a slide title

- Here you have a list of items
- And some text
- But remember not to overload your slides with content

Your audience will listen to you or read the content, but won't do both.

LUNCH



RETURN AT:
12:00 PM



BREAK

05:00

RETURN AT:

12:00 PM



BREAK

05:00

RETURN AT:
2:10PM



Dialogue

- Brainstorm
- No right or wrong
- Make suggestions
- Ask questions
- Listen
- Encourage others

Outcome:

Understanding

Discussion

- Talk with a purpose
- Advocate for an option
- Evaluate ideas
- Move toward a decision

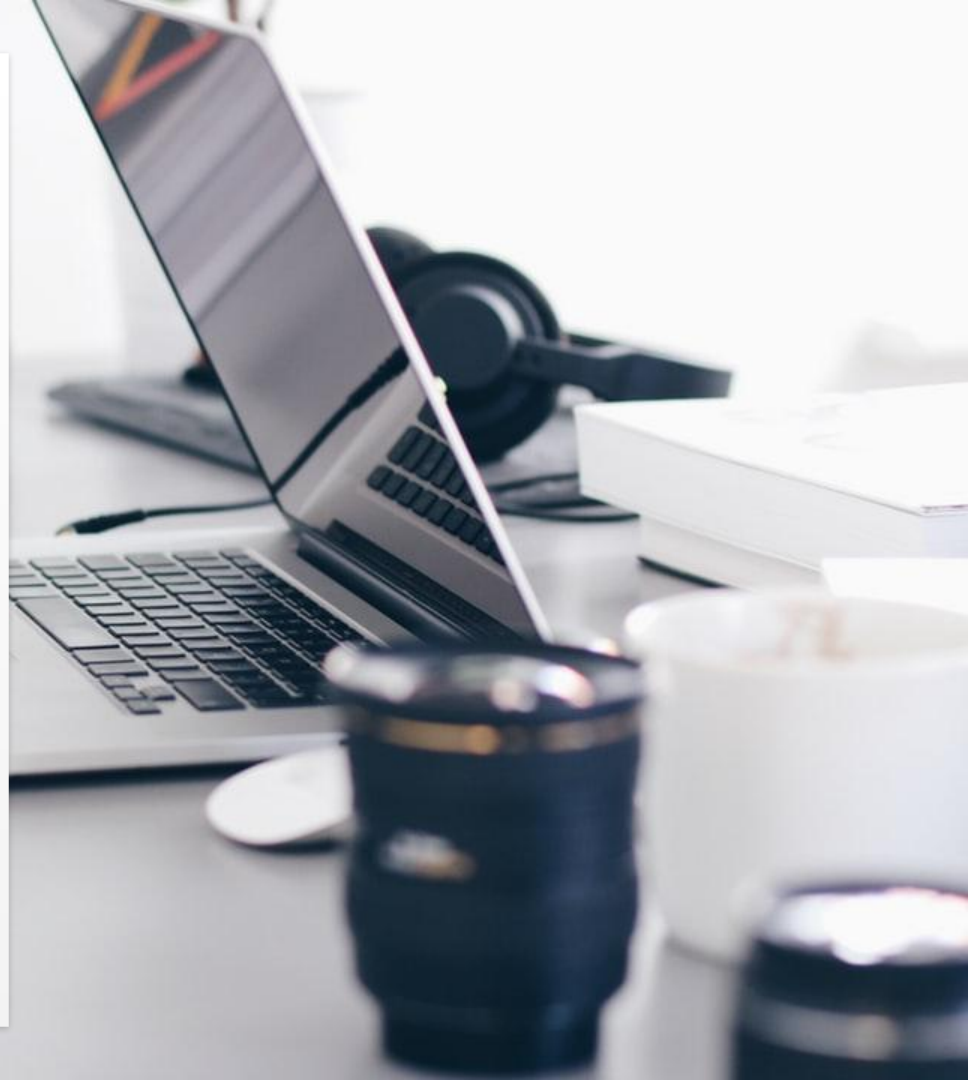
Outcome:

Decision

This is your presentation title



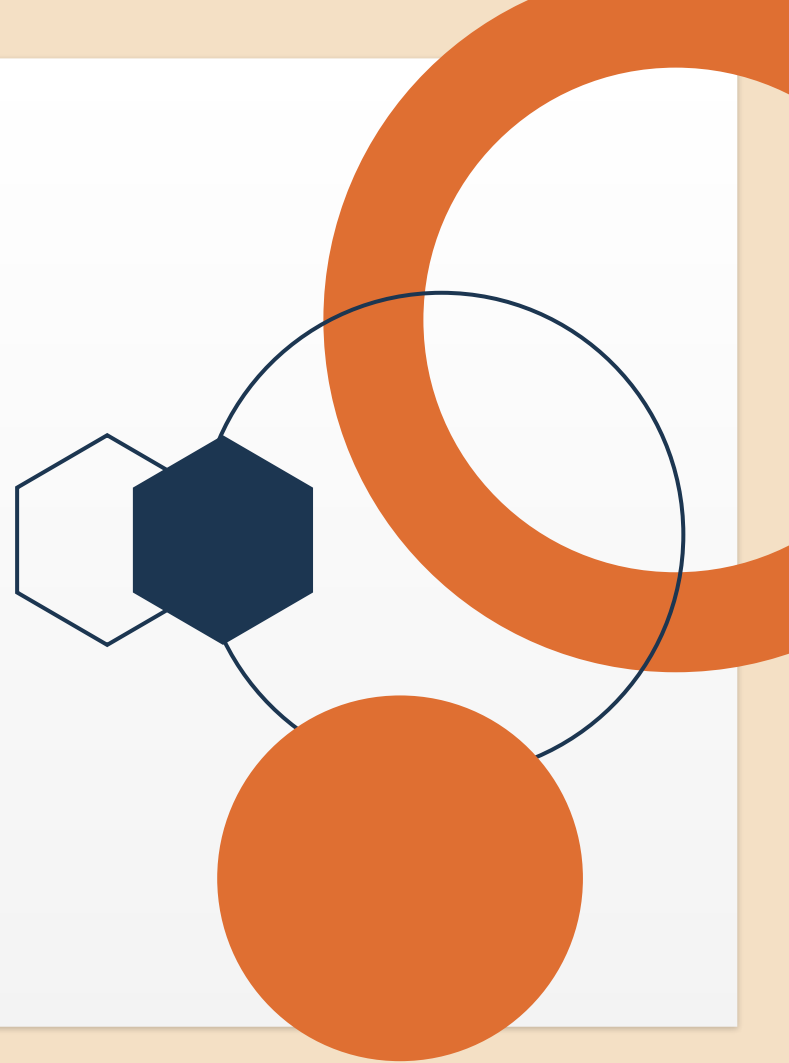
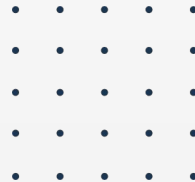
NORTHVILLE
PUBLIC SCHOOLS



MARKETING MIX 4P INFOGRAPHIC

A comprehensive analysis of the 4P marketing model: product, price, place, and promotion. Visualizing key strategies for effective business management in today's competitive environment.

MICIP /
STRATEGIC
PL



MARKETING MIX 4P INFOGRAPHIC



PROMOTION

Elaborate on what you want to discuss.



PRODUCT

Elaborate on what you want to discuss.



PRICE

Elaborate on what you want to discuss.



PLACE

Elaborate on what you want to discuss.

MARKETING MIX 4P INFOGRAPHIC

PRODUCT

- Functionality
- Brand
- Packaging
- Services

PROMOTION

- Advertising
- Sales Force
- Publicity
- Sales Promotion



PRICE

- List Price
- Discounts
- Bundling
- Credit Terms

PLACE

- Channel
- Inventory
- Logistics
- Distribution

MARKETING MIX 4P INFOGRAPHIC



● PROMOTION

Elaborate on what you want to discuss.

● PRODUCT

Elaborate on what you want to discuss.

● PLACE

Elaborate on what you want to discuss.

● PRICE

Elaborate on what you want to discuss.

MARKETING MIX 4P INFOGRAPHIC



PROMOTION

Elaborate on what you want to discuss.



PRODUCT

Elaborate on what you want to discuss.



PRICE

Elaborate on what you want to discuss.



PLACE

Elaborate on what you want to discuss.



**MARKETING
MIX**

MARKETING MIX 4P INFOGRAPHIC



PROMOTION

Elaborate on what you want to discuss.



PRODUCT

Elaborate on what you want to discuss.



PRICE

Elaborate on what you want to discuss.



PLACE

Elaborate on what you want to discuss.

MARKETING MIX 4P INFOGRAPHIC



MARKETING MIX 4P INFOGRAPHIC



PROMOTION

Elaborate on what you want to discuss.



PRODUCT

Elaborate on what you want to discuss.



PRICE

Elaborate on what you want to discuss.



PLACE

Elaborate on what you want to discuss.

A picture is worth a thousand words

A complex idea can be conveyed with just a single still image, namely making it possible to absorb large amounts of data quickly

PARKING LOT



Big concept

Bring the attention of your audience
over a key concept using icons or
illustrations

You can also split your content

White

Is the color of milk and fresh snow, the color produced by the combination of all the colors of the visible spectrum.

Black

Is the color of ebony and of outer space. It has been the symbolic color of elegance, solemnity and authority.

In two or three columns

Yellow

Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.

Blue

Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.

Red

Is the color of blood, and because of this it has historically been associated with sacrifice, danger and courage.

A picture is worth a thousand words

A complex idea can be conveyed with just a single still image, namely making it possible to absorb large amounts of data quickly.



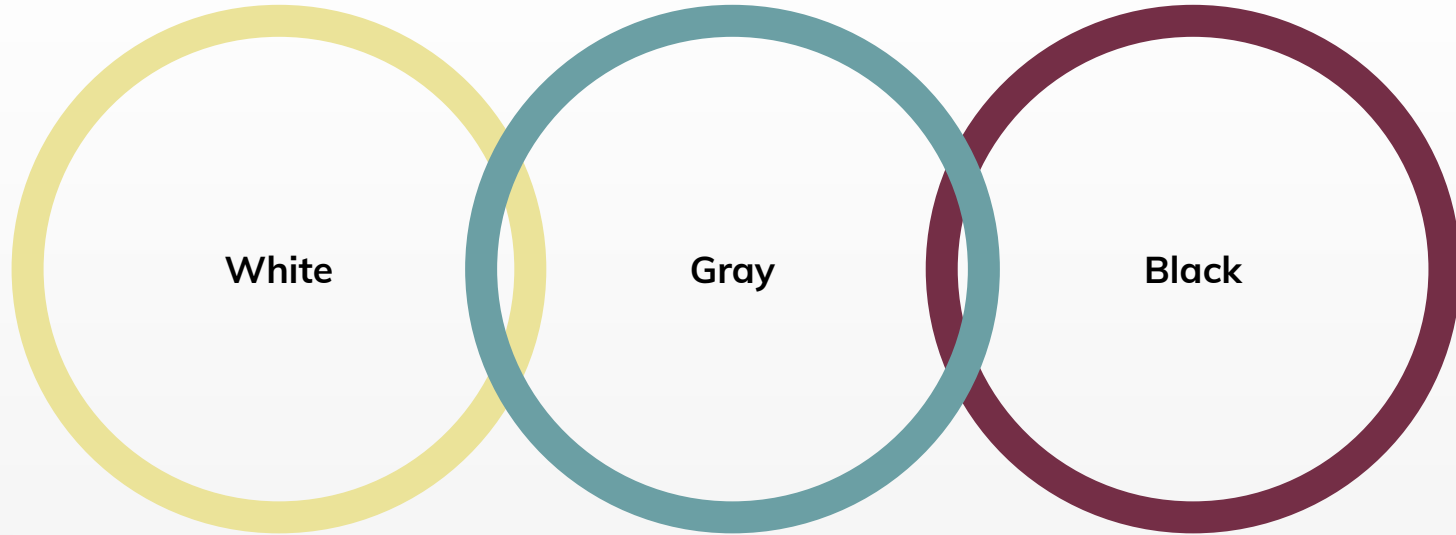
A person wearing a mustard yellow ribbed sweater is sitting at a dark wooden desk, using a silver laptop. Their hands are visible on the laptop's trackpad and keyboard. The background is slightly blurred, showing a dark green wall and a stack of books on the desk.

**Want big
impact?**

Use big
image.



Use charts to explain your ideas

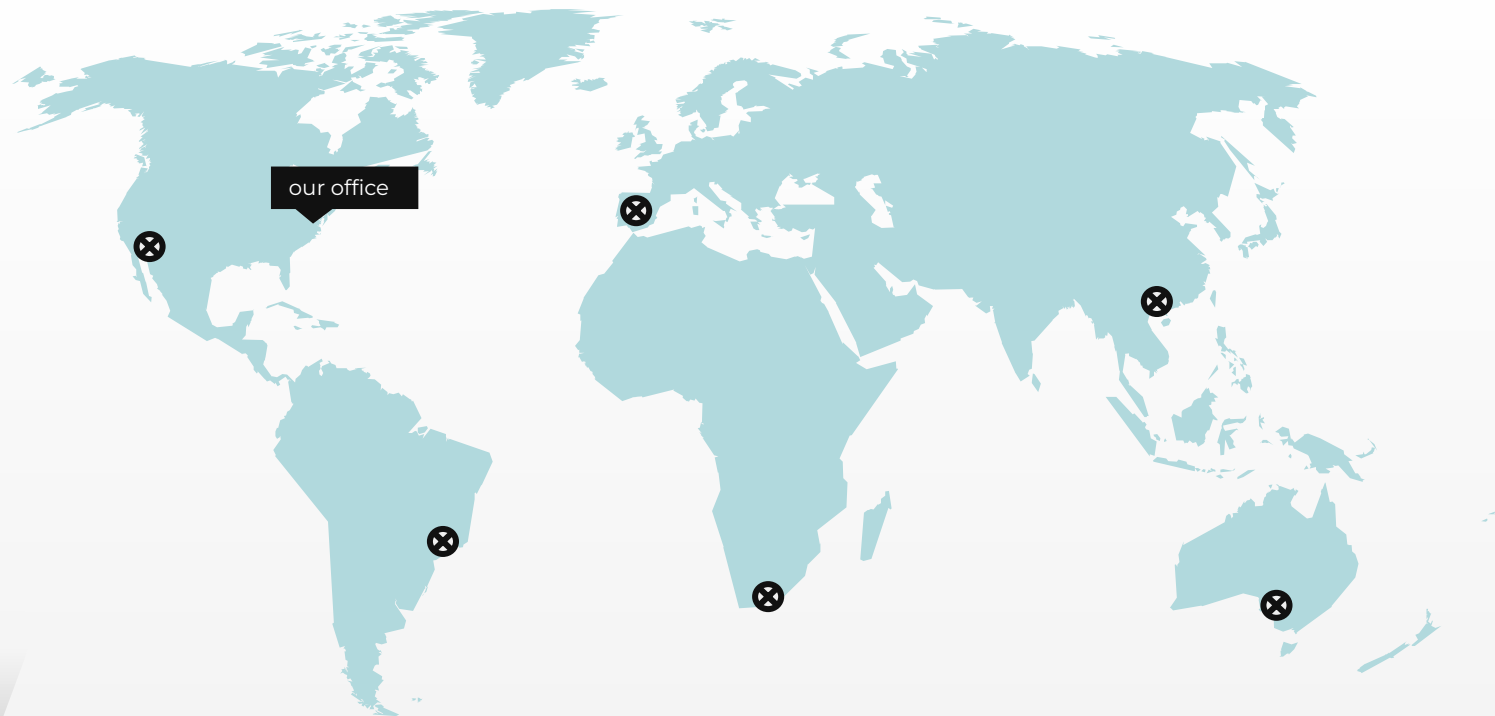




And tables to compare data

	A	B	C
Yellow	10	20	7
Blue	30	15	10
Orange	5	24	16

Maps



89,526,124

Whoa! That's a big number, aren't you proud?

89,526,124\$

That's a lot of money

185,244 users

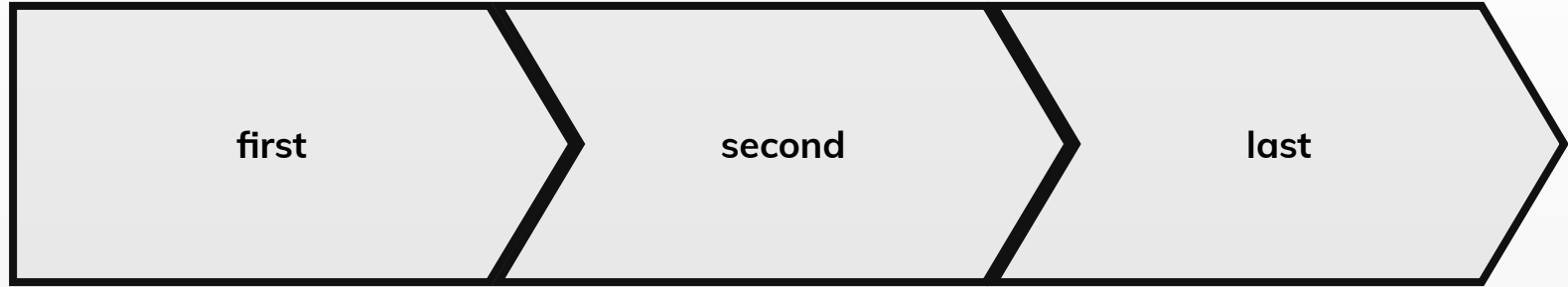
And a lot of users

100%

Total success!



Our process is easy



Let's review some concepts



Yellow

Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.



Blue

Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.



Red

Is the color of blood, and because of this it has historically been associated with sacrifice, danger and courage.



Yellow

Is the color of gold, butter and ripe lemons. In the spectrum of visible light, yellow is found between green and orange.



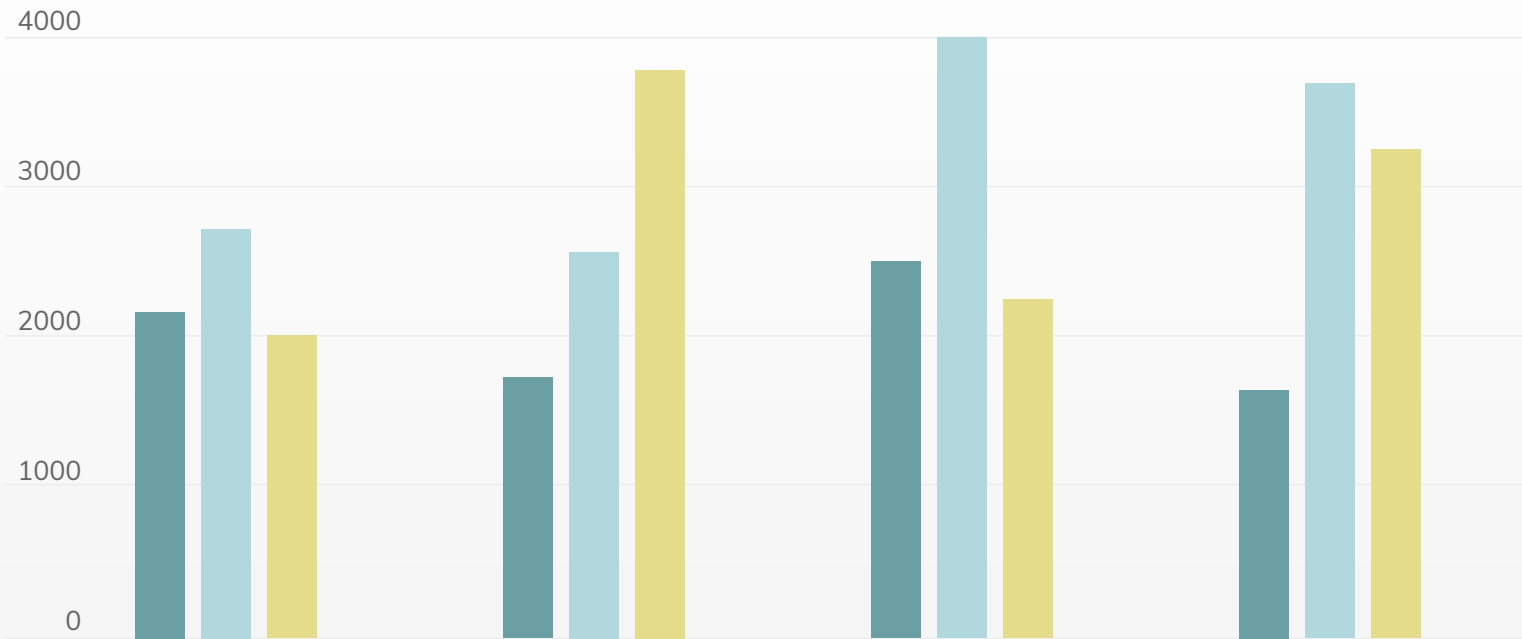
Blue

Is the colour of the clear sky and the deep sea. It is located between violet and green on the optical spectrum.



Red

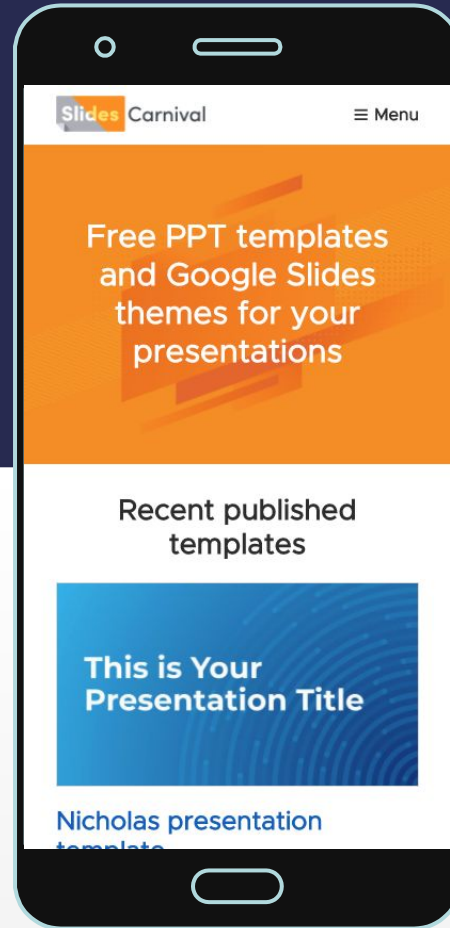
Is the color of blood, and because of this it has historically been associated with sacrifice, danger and courage.



You can insert graphs from Excel or Google Sheets

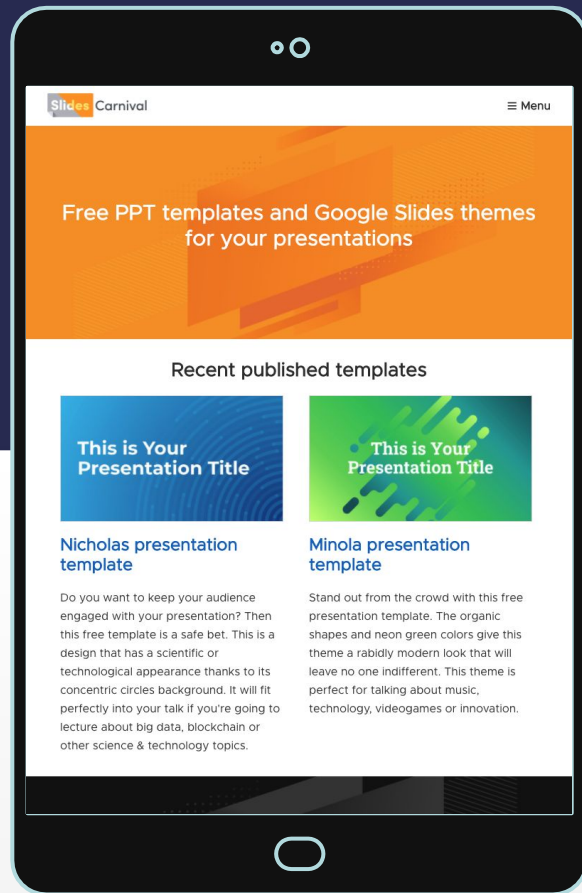
Mobile project

Show and explain your web, app or software projects using these gadget templates.



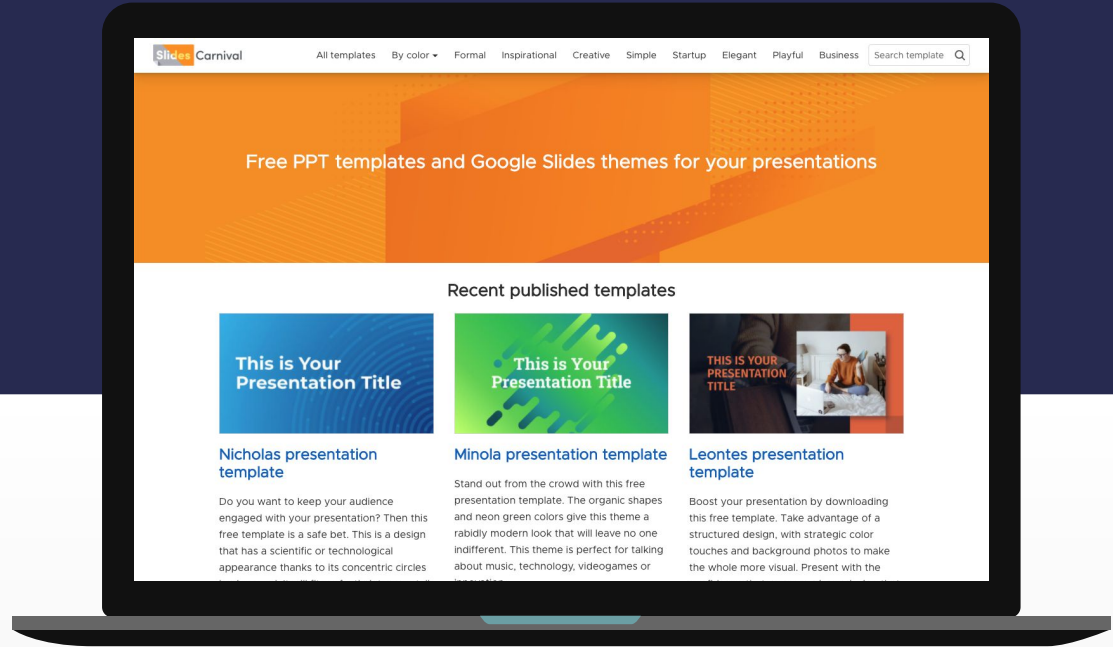
Tablet project

Show and explain your web, app or software projects using these gadget templates.



Desktop project

Show and explain
your web, app or
software projects
using these gadget
templates.



Thanks!

Any questions?

You can find me at:

@username

user@mail.me

Credits

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Unsplash](#)

Presentation design

This presentations uses the following typographies and colors:

- Titles: Montserrat
- Body copy: Muli

You can download the fonts on these pages:

<https://www.fontsquirrel.com/fonts/montserrat>

<https://www.fontsquirrel.com/fonts/muli>

- Dark gray **#111111**
- Teal **#6b9fa4**

You don't need to keep this slide in your presentation. It's only here to serve you as a design guide if you need to create new slides or download the fonts to edit the presentation in PowerPoint®

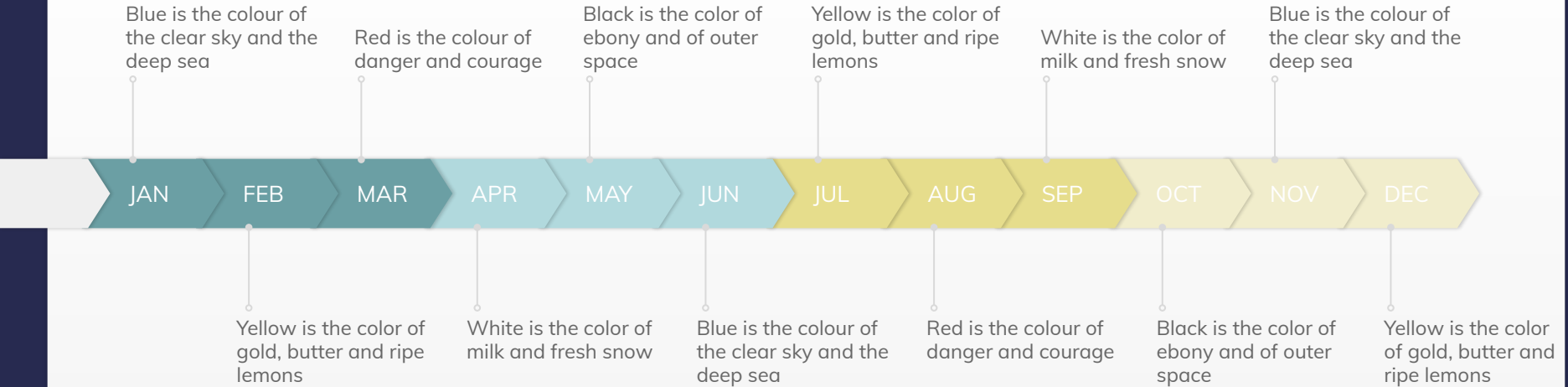


Extra Resources

For Business Plans, Marketing Plans, Project Proposals,
Lessons, etc



Timeline





Roadmap

Blue is the colour of the
clear sky and the deep
sea



Red is the colour of
danger and courage



Black is the color of
ebony and of outer
space



Yellow is the color of
gold, butter and ripe
lemons



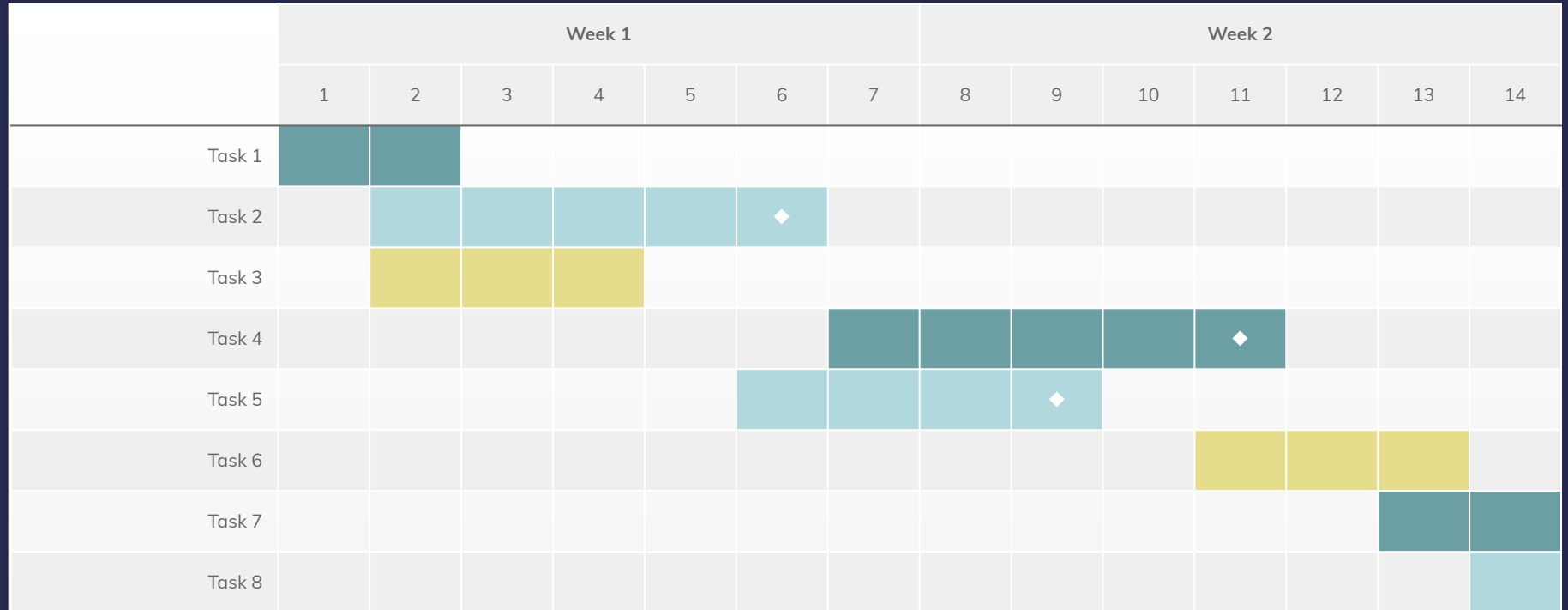
White is the color of
milk and fresh snow



Blue is the colour of the
clear sky and the deep
sea



Gantt chart



SWOT Analysis

STRENGTHS

Blue is the colour of the clear sky and the deep sea

S

WEAKNESSES

Yellow is the color of gold, butter and ripe lemons

W

Black is the color of ebony and of outer space

OPPORTUNITIES

O

T

White is the color of milk and fresh snow

THREATS

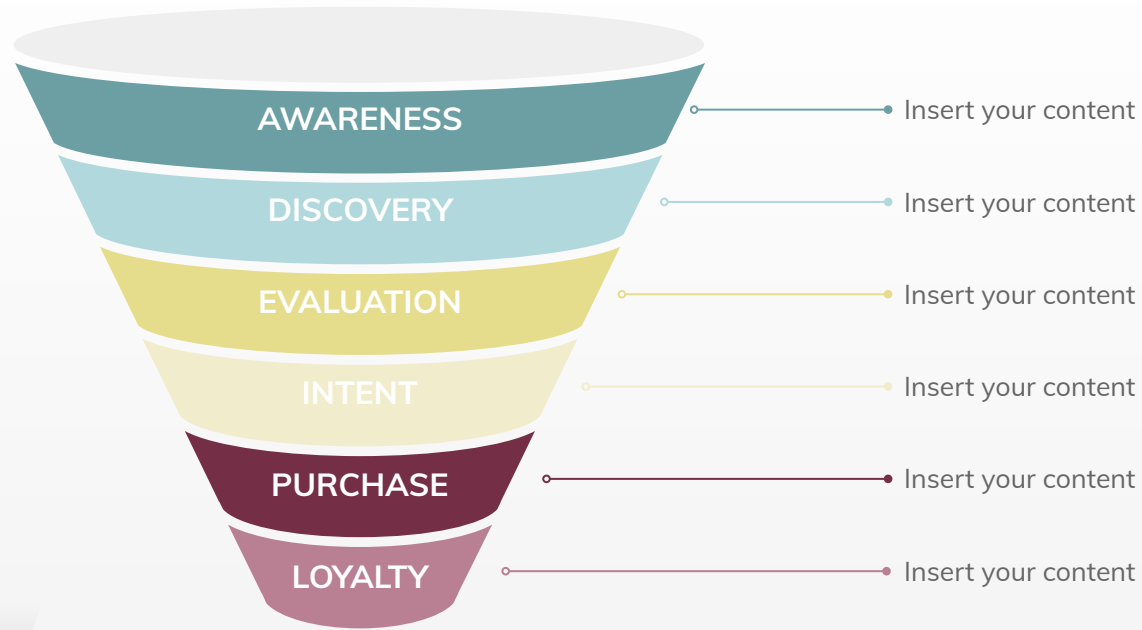
Business Model Canvas

Key Partners Insert your content 	Key Activities Insert your content 	Value Propositions Insert your content 	Customer Relationships Insert your content 	Customer Segments Insert your content 
	Key Resources Insert your content 		Channels Insert your content 	
Cost Structure Insert your content 			Revenue Streams Insert your content 	

Funnel



NORTHVILLE
PUBLIC SCHOOLS



Team Presentation



Imani Jackson

JOB TITLE

Blue is the colour of the
clear sky and the deep sea



Marcos Galán

JOB TITLE

Blue is the colour of the
clear sky and the deep sea



Ixchel Valdía

JOB TITLE

Blue is the colour of the
clear sky and the deep sea

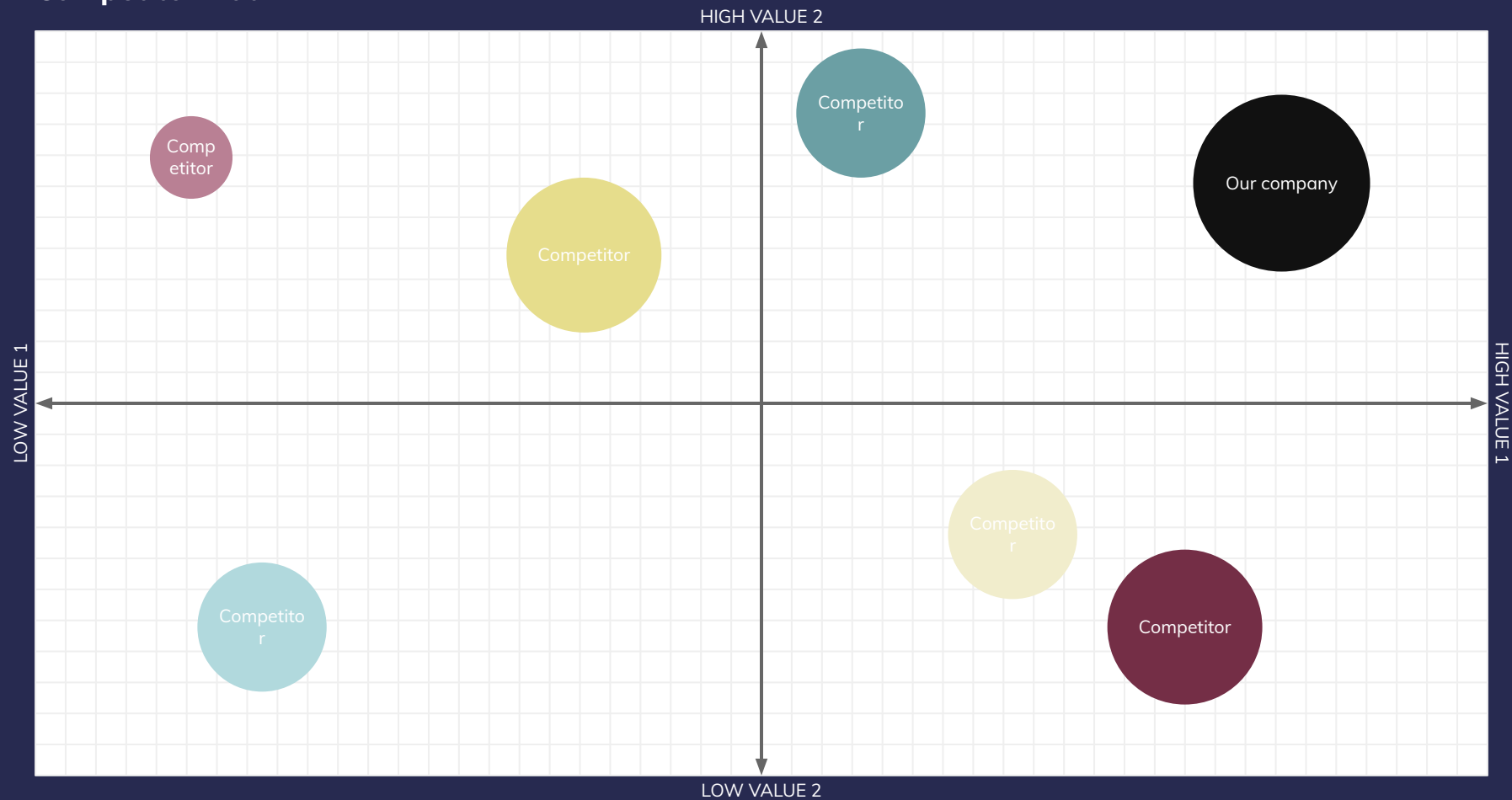


Nils Årud

JOB TITLE

Blue is the colour of the
clear sky and the deep sea

Competitor Matrix



Weekly Planner

	SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
9:00 - 9:45	Task	Task	Task	Task	Task	Task	Task
10:00 - 10:45	Task	Task	Task	Task	Task	Task	Task
11:00 - 11:45	Task	Task	Task	Task	Task	Task	Task
12:00 - 13:15	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time	✓ Free time
13:30 - 14:15	Task	Task	Task	Task	Task	Task	Task
14:30 - 15:15	Task	Task	Task	Task	Task	Task	Task
15:30 - 16:15	Task	Task	Task	Task	Task	Task	Task



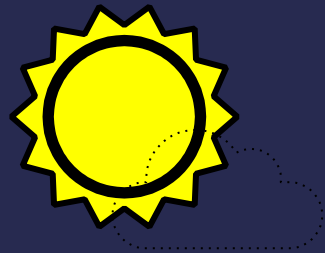
SlidesCarnival icons are editable shapes.

This means that you can:

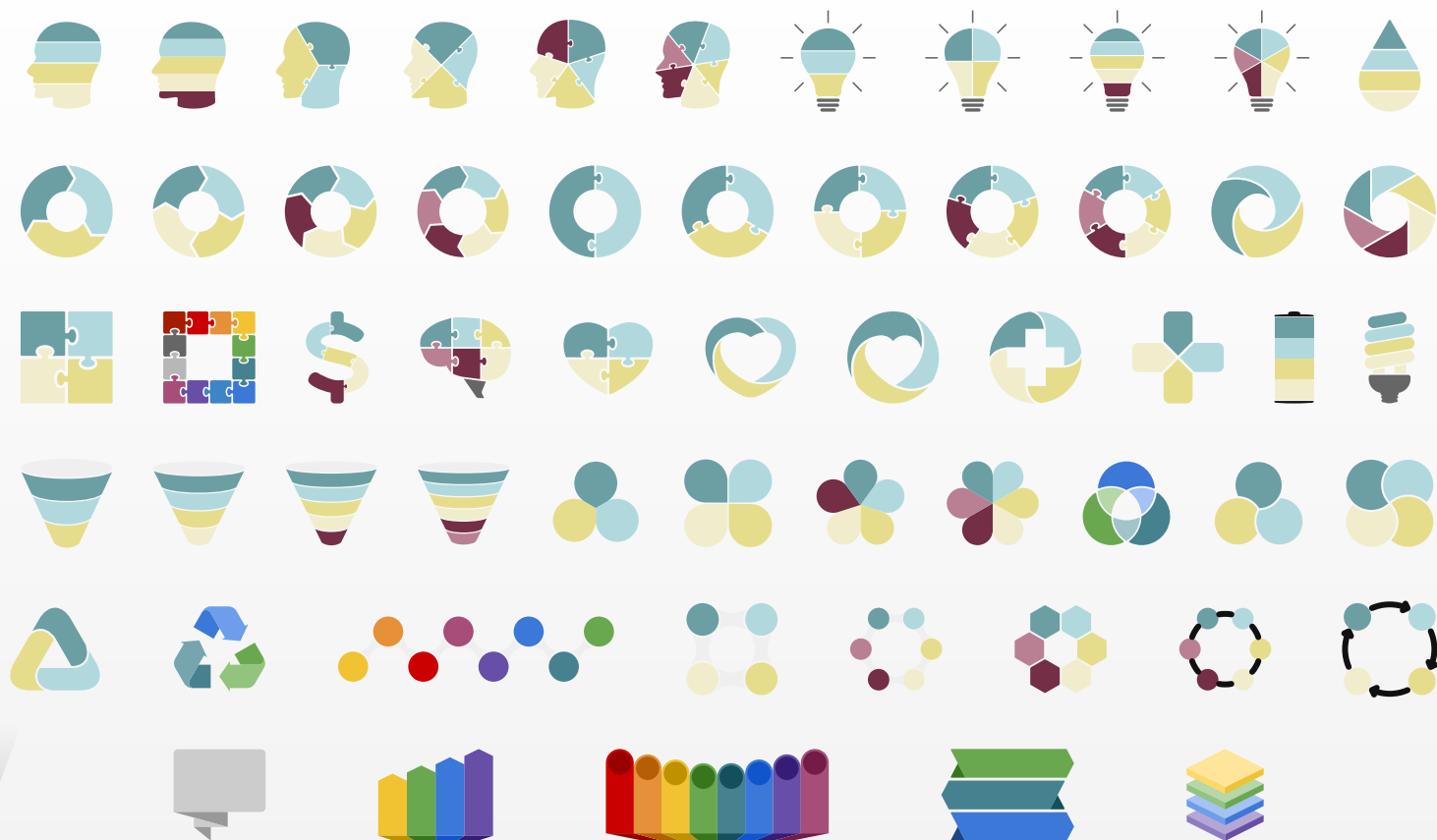
- Resize them without losing quality.
- Change fill color and opacity.
- Change line color, width and style.

Isn't that nice? :)

Examples:



Diagrams and infographics



You can also use any emoji as an icon!

And of course it resizes without losing quality.

How? Follow Google instructions

<https://twitter.com/googledocs/status/730087240156643328>



and many more...



Free templates for all your presentation needs



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Google Slides



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away with attractive
visuals