Union City Community Schools

"Educating and Preparing Each Child for Their Future"

Union City, Michigan 49094 / Superintendent's Office (517) 741-3300 – Fax (517) 741-5205

Board of Education Agenda

Monthly Board Meeting	High School Media Center
Monday, August 18, 2025	6:30 PM

I. **Call To Order**

a. **Pledge of Allegiance**

b. **Opening Statement**

Welcome to the Union City Community Schools Board meeting. Our meeting agenda is available for you to follow. The expectation for our board meeting is to follow this agenda closely. We operate under the Open Meetings Act and utilize Roberts Rule of Order to govern our discussion and decision-making process. There is an opportunity for public comment during our set agenda. We welcome the public to express their opinions during this time of our agenda. If there are questions about the agenda or the board meeting process, please seek out one of the Board members for clarification.

II. **Addition or Deletion of Items to the Agenda**

III. **Consent Agenda**

a. **Approval of Minutes**
   1. Regular Meeting 7/21/25
   2. Special Meeting 7/29/25

IV. **Correspondence**

V. **Comments From the Audience on Agenda Items**

a. **Public Comments Statement**

This is the section of the meeting in which the public may make comments or share their opinions about items on the agenda. We ask you to limit your comments to no longer than 5 minutes per person to allow others the opportunity to speak. This is an opportunity for the Board to listen to your concerns. It is not Board practice to act on the concerns voiced during this meeting to allow for the Board to do further research.

VI. **Action Items**

a. **Closed Session**

Board action is required to adjourn to closed session to hear a petition for reinstatement for a student per Section 8(b) of the Open Meetings Act.

b. **Petition for Reinstatement**

Board action is required to approve a petition for reinstatement for a student.

c. **Financials**
Board action is required to approve the financials for the month ending July 31, 2025.

d. **Millage Levy Resolution**
Board action is required to approve the updated 2025 Tax Millage Rate Request Report to County Board of Commissioners (L-4029). This report requests levying the allowable portion of the 18.000 mills on non-homestead and non-qualified agricultural property (currently 17.3139 mills) on December 1, 2025; and, that on all district properties, an amount not to exceed the allowable portion of the 4.5 mills authorized by the voters for Sinking Fund Millages (currently 1.23 mills) on December 1, 2025; and that on all district properties, an amount not to exceed the allowable portion of the Debt (currently 2.59) on December 1, 2025.

e. **Retirement**
Board action is required to accept the retirement of Chris Katz, Superintendent, effective August 31, 2025. Chris has been with UCCS for 40 years.

f. **Retirement**
Board action is required to accept the retirement of Kelly AcMoody, Administrative Assistant, effective December 31, 2025. Kelly has been with UCCS for 30 years.

g. **Purchase of Electric Buses**
Board action is required to approve the purchase of six electric buses from Hoekstra for the amount of $2,360,628. This is fully covered by a grant.

h. **Group Contracts**
Board action is required to approve the group contracts for Food Service, Paraprofessional, and Secretarial for 2025-2026.

i. **Individual Contracts**
Board action is required to approve the contracts for 2025-2026 as presented for the individuals listed below.

Amber Case, High School Principal
Jamie Thomas, Middle School Principal
Michael Bates, Elementary School Principal

j. **Salary Schedule**
Board action is required to approve the salary schedule as presented to meet the requirements of the Michigan Office of Retirement Services.

k. **Superintendent Contract**
Board action is required to approve the superintendent contract for Patrick McKerr for August 30, 2025 - June 30, 2028 as presented.

l. **Middle School Teacher Hiring**
A motion is required to hire Rachel Bowers for the position of Middle School ELA/Social Studies Teacher.

VII. **Discussion Items**

a. **Building Project**

b. **Board Workshop**
The board needs to set a date for a workshop to discuss the superintendent transition.
Successful Superintendent Transition: Strengthening the Superintendent-Board Relationship

There has been a superintendent transition—now what? This workshop guides the governance team through the critical post-transition phase to ensure a successful partnership and sustained progress. Participants will explore strategies for building trust, aligning goals, fostering open communication and supporting the superintendent's integration into the district. Through practical tools and collaborative discussions, board members will learn how to navigate challenges, maintain a strong governance team and lay the groundwork for long-term success.
Ideal for boards aiming to strengthen their relationship with a new superintendent and drive positive outcomes for their district.

VIII. Information Items

a. New Hires

Renee Shaffer, High School Paraprofessional and Sideline and Competitive Cheer Coach; John Bain, MS Boys Basketball; Matt Payne, MS Boys Basketball.

b. Resignation

Lesli Wardell has resigned her position as middle school art teacher.
Randy Widener has resigned his position as high school teacher.

IX. Public Comment

a. Public Comments Statement

This is the section of the meeting in which the public may make comments or share their opinions about Union City Community Schools. We ask you to limit your comments to no longer than 5 minutes per person to allow others the opportunity to speak. This is an opportunity for the Board to listen to your concerns. It is not Board practice to act on the concerns voiced during this meeting to allow for the Board to do further research.

X. Board Roundtable

XI. Adjournment

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in agenda items five (V) and ten (X). If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the meeting or hearing, please contact, Kelly AcMoody at 517-741-8091 at least one week prior to the meeting or as soon as possible.

Elementary Parking Lot Project
Tuesday, July 29, 2025 5:00 PM Eastern

High School Media Center
430 St. Joseph Street
Union City, MI 49094

Call To Order
President Amber Herman called the meeting to order at 6:30 p.m.

Jennifer Gautsche:	Present
Amber Herman:	Present
Darin LaBar:	Present
Jeremy Steele:	Present
Archie Mears:	Absent
Paul Arlt:	Present
Andrew Yockey	Present

Pledge of Allegiance

Addition or Deletion of Items to the Agenda - None

Comments From the Audience on Agenda Items - None

Public Comments Statement

Action Item

Elementary Playground Relocation

The Board of Education approves the relocation of the elementary playground equipment located next to Polly Ann Court for an amount not to exceed $59,000. This motion, made by Darin LaBar and seconded by Jeremy Steele, Carried.
Jennifer Gautsche: Yea, Darin LaBar: Yea, Jeremy Steele: Yea, Paul Arlt: Yea, Andrew Yockey: Yea, Amber Herman: Yea,
Yea: 6 Nay: 0

Adjournment

The Board of Education approves the relocation of the elementary playground equipment for an amount not to exceed $59,000. This motion, made by Darin LaBar and seconded by Jeremy Steele, Carried.
Jennifer Gautsche: Yea, Darin LaBar: Yea, Jeremy Steele: Yea, Paul Arlt: Yea, Andrew Yockey: Yea, Amber Herman: Yea,
Yea: 6 Nay: 0

President Amber Herman adjourned the special meeting at 5:18 p.m.

Jennifer Gautsche
Secretary

Kelly AcMoody
Recording Secretary

	6/30/2025 Begin. Cash on Hand:	$6,490,825		Total of Bills:	1,472,645	
	Total Receipts:	$1,294,928		Total Net Payroll:	273,781	
	Total Expenditures:	$1,746,426		Total Bills and Payroll	$1,746,426	
	7/31/2025 Total Cash on Hand:	$6,039,327		to be Approved:		

Union City Community Schools
General Fund Statement of Revenue and Expenditure Compared to Budget
For Period Ending July 31, 2025

	YTD ACTIVITY	CURRENT BUDGET	VARIANCE	PERCENT OF BUDGET	
REVENUE					
Local Sources	7,077	$ 1,506,619	(1,499,542)	0.47%	
State Sources	0	10,837,528	(10,837,528)	0.00%	
Federal Sources	0	277,580	(277,580)	0.00%	
Other Financing Sources	0	580,000	(580,000)	0.00%	
		32,000			
TOTAL REVENUE	**7,077**	**13,233,727**	**(13,194,650)**		
EXPENDITURES					
INSTRUCTION					
Basic Program	515,571	5,984,217	5,429,565	8.67%	
Added Needs	98,354	2,187,418	2,007,004	4.67%	
Total Instruction	613,925	8,171,635	7,436,569		
SUPPORT SERVICE EXPENSE					
Pupil	80,329	671,043	590,714	11.97%	
Improvement Instructional Staff	40,371	197,729	157,358	20.42%	Evaluation tool subscription paid early in year
General Administration	32,056	405,899	373,843	7.90%	
School Administration	53,286	764,880	711,594	6.97%	
Fiscal Services	42,925	341,415	298,490	12.57%	
Operation & Maintenance	251,182	1,192,461	941,279	21.06%	Property Insurance paid early in year
Transportation	27,225	718,231	691,006	3.79%	
Central Support	77,826	216,404	138,578	35.96%	Software subscriptions paid early in year
Athletics	40,622	573,387	532,765	7.08%	
Community Services	370	6,200	5,830	5.97%	
Payments to Other Govt Units	2,347		(2,347)	0.00%	
Site Improvement Services	0		0	0.00%	
Prior Period Adjustments	0		0	0.00%	
Debt Service	0	36,159	36,159	0.00%	
Fund Modification to Food Service	0	0	0	0.00%	
Total Support Services	648,539	5,123,808	3,764,284		
TOTAL EXPENDITURES	**1,262,464**	**13,295,443**	**11,200,853**		
EXCESS REVENUE (EXPENDITURES)	**($1,255,387)**	**($61,716)**			
Non-spendable (inventory)	10,410	10,410			
Assigned (Capital Expenditures)	75,000	75,000			
Unassigned (Undesignated)	1,727,233	1,727,233			
BEGINNING FUND BALANCE	**$1,812,643**	**$1,812,643**			
ENDING FUND BALANCE	**$557,256**	**$1,750,927**			

Union City Community Schools
School Service Fund
Combined Statement of Revenue and Expenditures Compared to Budget
For The Peroid Ending
July 31, 2025

	FOOD SERVICE			
	Actual	Proposed Budget	Variance	% of Budget
REVENUE:				
Local Sources	24	$ 40,000	$39,976	18%
State Sources	0	100,000	100,000	0.00%
Federal Sources	0	510,000	510,000	0.00%
INCOMING TRANSFERS	0	0	0	
TOTAL REVENUE	24	650,000	$649,976	
EXPENDITURES:				
Salaries	3,138	190,000	(186,863)	1.65%
Employee Benefits	1,616	100,000	(98,384)	1.62%
Purchased Services	0	20,000	(20,000)	0.00%
Supplies & Materials	144	300,000	(299,856)	0.05%
Capital Outlay	0	-	0	0.00%
Other Expense	34.95	1,500	(1,465)	2.33%
Other Transactions	0	32,882		
TOTAL EXPENDITURES	4,933	644,382	(606,567)	0.00%
OUTGOING TRANSFERS				
TOTAL EXPENDITURES	4,933	644,382	(606,567)	0.00%
EXCESS REVENUE (EXPENDITURES)	(4,908)	5,618		
BEGINNING FUND BALANCE	30,141	30,141		
ENDING FUND BALANCE	$25,233	$35,759		

UNION CITY COMMUNITY SCHOOLS - TREASURER'S REPORT				UNION CITY COMMUNITY SCHOOLS - TREASURER'S REPORT	
STATUS OF GENERAL, DEBT RETIREMENT, FOOD SERVICE,				STATUS OF GENERAL, DEBT RETIREMENT, FOOD SERVICE,	
TRUST & AGENCY, AND SINKING FUNDS AS OF JULY 31, 2025				TRUST & AGENCY, AND SINKING FUNDS AS OF JULY 31, 2024	
Current Year				**Prior Year**	
Balance as of 6/30/2025				Balance as of 6/30/2024	
General Fund Cash Accounts	5,865,301			General Fund Cash Accounts	1,043,012
Food Service Checking Accounts	23,743			Food Service Checking Accounts	34,526
Trust & Agency Checking Accounts***	154,292			Trust & Agency Checking Accounts***	154,292
SF Cash	447,488			SF Cash	1,095,615
Bond 2023	71			Bond 2023	110
Total Cash On Hand	$6,490,825			Total Cash On Hand	2,327,445
Current Month Activities		**YTD Activities**		**Prior Year-Current Month Activities**	
General Fund Revenue	1,294,509	1,294,509		General Fund Revenue	1,473,591
Food Service Revenue	258	258		Food Service Revenue	733
Trust & Agency Revenue	N/A	N/A		Trust & Agency Revenue	N/A
SF Revenue	161	161		SF Revenue	1,150
Bond 2023 Revenue	0	-		Bond 2023 Revenue	0
Total Revenue	$1,294,928	1,294,928		Total Revenue	1,475,475
General Fund Expenses	1,185,069	1,185,069		General Fund Expenses	1,178,070
Net Payroll	273,781	273,781		Net Payroll	267,484
Food Service Expenses	899	899		Food Service Expenses	80
Trust & Agency Expenses	N/A	N/A		Trust & Agency Expenses	N/A
SF Expenses	286,677	-		SF Expenses	176,253.97
Bond 2023 Expenses	-	-		Bond 2023 Expenses	-
Total Expenses	$1,746,426	1,459,749		Total Expenses	1,621,888
Balance as of 7/31/2025				Balance as of 7/31/2024	
General Fund Cash Accounts	5,700,960			General Fund Cash Accounts	1,071,049
Food Service Checking Accounts	23,102			Food Service Checking Accounts	35,179
Trust & Agency Checking Accounts***	154,292			Trust & Agency Checking Accounts***	154,292
SF Cash	160,972			SF Cash	920,511
Bond 2023 Cash	71			Bond 2023 Cash	110
Total Cash On Hand	$6,039,327			Total Cash On Hand	2,181,031

Michigan Department of Treasury

614 (2-25)

ORIGINAL TO: County Clerk(s) **L-4029**
COPY TO: Equalization Department(s)
COPY TO: Each Township or City Clerk

2025 TAX RATE REQUEST (This form must be completed and submitted on or before September 30, 2025.)

MILLAGE REQUEST REPORT TO COUNTY BOARD OF COMMISSIONERS

This form is issued under MCL Sections 211.24e, 211.34 and 211.34d. Filing is mandatory; Penalty applies.

Carefully read the instructions on page 2.

County	2025 Taxable Value of All Properties
CALHOUN	334,971,757
Local Government Unit	For LOCAL School Districts: Current Year Taxable Value excluding Principal Residence, Qualified Agricultural, Qualified Forest, Industrial Personal and Commercial Personal Properties
UNION CITY SCHOOLS	66,579,926

You must complete this form for each unit of government for which a property tax is levied. Penalty for non-filing is provided under MCL Sec. 211.119.

The following tax rates have been authorized for levy on the 2025 tax roll.

(1) Source	(2) Purpose of Millage	(3) Date of Election	(4) Original Millage Authorized by Election, Charter, etc.	(5) 2024 Millage Rate Permanently Reduced by MCL 211.34d	(6) 2025 Current Year Millage Reduction Fraction	(7) 2025 Millage Rate Permanently Reduced by MCL 211.34d	(8) Sec. 211.34 Truth in Assessing or Equalization Rollback Fraction	(9) Maximum Allowable Millage Rate*	(10) Millage Requested to be Levied July 1	(11) Millage Requested to be Levied Dec. 1	(12) Expiration Date of Millage Authorized
Voted	Oper Non-Hm	8/3/2021	17.7252	17.7252	0.9768	17.3139	1.0000	17.3139		17.3139	12/31/2031
MCL 380.1212	BUILDING & SITE SF	8/3/2021	3.0000	2.9892	1.0000	2.9892	1.0000	2.9892		1.23	12/31/2031
Voted	Debt	8/5/2025	Unlimited	Unlimited	na	na	na	Unlimited		2.59	12/31/2054

Prepared by	Telephone Number	Title of Preparer	Date
Tom Scott	(269) 781-0747	Deputy Equalization Director	August 11, 2025

CERTIFICATION: As the representatives for the local government unit named above, we certify that these requested tax levy rates have been reduced, if necessary, to comply with the state constitution (Article 9, Section 31), and that the requested levy rates have also been reduced, if necessary to comply with MCL Sections 211.24e, 211.34, and for LOCAL school districts which levy a Supplemental (Hold Harmless) Millage, MCL 380.1211(3)

		Signature	Print or Type Name	Date
[X]	Clerk / Secretary		Jennifer Gautsche	8/18/2025
[X]	Chairperson / President		Amber Herman	8/18/2025

"Under Truth in Taxation, MCL Section 211.24e, the governing body may decide to levy a rate which will not exceed the maximum authorized rate allowed in column 9. The requirements of MCL 211.24e must be met prior to levying an operating levy which is larger than the base tax rate but not larger than the rate in column 9.

** **IMPORTANT:** See instructions on page 2 regarding where to find the millage rate used in column (5).

Local School District Use Only. Complete if requesting millage to be levied. See STC Bulletin 2 of 2025 for instructions on completing this section.

	Rate
Total School District Operating Rates to be levied (HH/Supp and NH Oper ONLY)	
For Principal Residence, Qualified Ag, Qualified Forest and Industrial Personal.	0.00
For Commercial Personal	5.3139
For All Other	17.3139

Union City Community Schools

Chris Katz
Superintendent
ckatz@unioncityschools.org

430 St. Joseph Street
Union City, MI 49094
Ph: 517.741.8091
Fax: 517.741.5205

8/6/2025

To: UCCS School Board

From: Superintendent Chris Katz

I want to thank you for your support through my time as superintendent over the last 4+ years. It has been a fantastic experience being superintendent of my school. I am and will always remain a Union City Charger.

I am proud of what we've been able to accomplish and the plans we have in place for the future.

This district has made it possible for me to provide for my family. I hope I have provided a fair exchange of service over my 40+ years for those benefits. I have done my best.

Today I'm announcing my retirement as Superintendent of Union City Community Schools effective August 31, 2025.

Thank you,



Chris Katz

51 Goodwin Drive
Union City, MI 49094

August 14, 2025

Dear Chris and the Board of Education,

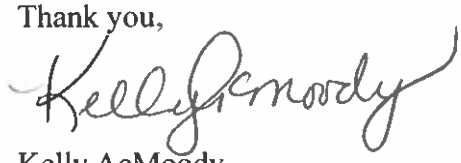
After 30 years serving as secretary for Union City Schools, I will be retiring effective December 31, 2025.

It has been my honor to support the students and staff of the district and our community. This school has been more than my workplace; it has been my second home and my extended family.

I am also excited for the direction our district is headed and look forward to seeing the many great things to come. Knowing I have been part of this journey fills me with pride and gratitude.

As I begin this new chapter, I will carry countless memories. It has truly been a privilege. Forever a Charger!

Thank you,



Kelly AcMoody

Michigan Bus Purchasing

Price Comparison Report - Spec #24436

Jul 01, 2025 3:14 PM

Buying Organization: Hoekstra

Product Category: EV Conventional (2024-2025 Phase 2)

Product: 71 Passenger

Quantity: 6

Option	Option SKU	Buyer Comments	Hoekstra	Holland	Midwest Transit
Product Base Price			**$381,603.00**	**$383,420.00**	**$393,598.00**
Chassis Options					
Axle, Front: minimum load					
12,000 lbs.	C142		$159.00	S/E	$68.00
Axle, Rear: minimum load					
23,000 lbs.	C153		S/E	$647.00	S/E
Battery, EV Battery System					
246 KWH	C168		S/E	N/A	N/A
Brake Dust Shield					
Brake dust shield on all wheels	C170		S/E	S/E	S/E
Brakes, ESC					
Electronic Stability Control for Air Brakes	C172		S/E	S/E	S/E
Brakes, Parking					
Bendix Itellipark Electronic (air only)	C179		S/E	N/A	S/E
Brakes, Traction Control					
For air brakes	C184		S/E	S/E	S/E
Charging Port					
EV Front charging port w/door	C267		S/E	$1,875.00	S/E
Headlights					
LED Headlamps	C266		S/E	S/E	S/E
Paint, Wheels					
Wheels finish coated black inside and out	C300		S/E	N/C	($43.00)
Steering					
Telescoping steering wheel	C320		S/E	S/E	S/E
Turn Signals					
Fender-mounted	C421		S/E	S/E	N/A
Warranty, Battery					
Standard High Voltage Battery warranty, 8 yrs/175k miles, limited	C440		S/E	N/A	N/A
Warranty, Extended					
3 year/unlimited miles	C451		S/E	N/A	N/A
Warranty, Towing					
5 years/100,000 miles	C470		S/E	S/E	N/A
Wheels					
Iron hub	C480		S/E	S/E	S/E
Body Options					
Air Conditioning, In Dash					
For driver only	B110		S/E	N/A	S/E
All Light Monitor System					
Add all light monitor system	B160		S/E	S/E	S/E
Antenna					
Flexible rubber radio antenna	B170		S/E	S/E	N/A
Battery Cut Off Switch					
Add battery cut off switch	B190		S/E	S/E	N/A
Color, Interior					
Walls gray	B232		S/E	N/A	$114.00
Door, Entrance					
Electric, double out, split type	B260		S/E	$325.00	($230.00)
Electrical Equipment and Wiring					
Camera System, Front/Rear Back-up View, exterior	B275		$2,722.00	S/E	$2,449.00
Floor Covering					
1 piece, black	B372		$615.00	N/A	$268.00
Heater, Mid-body Rear					
80,000 BTU	B431		$372.00	N/A	$310.00
Lights, Interior					
LED Interior Dome Lights	B465		S/E	$441.00	S/E
Mirrors, Crossview, Arms					
Stainless steel arms	B555		S/E	$38.00	$50.00
Mirrors, Rearview					
Rosco Open View ES, remote, heated, split view	B575		$178.00	$265.00	$115.00
Mirrors, Rearview, Arms					
Stainless steel arms	B590		S/E	$38.00	$50.00
Noise Reduction System					
Perforated ceiling, full bus	B595		S/E	$641.00	S/E
Radio & Public Address System					
AM/FM radio, PA system inside	B622		$511.00	$478.00	$219.00
Rust Proofing, Stepwell					
Anti-corrosion spray coating, inside & outside	B647		$244.00	$348.00	S/E
Rust Proofing, Bumper					
Anti-corrosion spray coating, inside & outside.	B649		$291.00	$305.00	$436.00
Seat, Driver's					
National, air ride w/1 arm rest	B664		$137.00	$225.00	$32.00
Seat, Driver's Belt					
Driver's belt, blaze orange	B676		$44.00	N/C	S/E
Seats, Child Restraint					
39" IMMI Sabre ICS - (2) ICS, track mount (per seat) (Qty: 2)	B677.1		---	---	$786.00
Sabre, 39" track mount (per seat) (Qty: 2)	B700		$574.00	N/A	N/A
IMMI 39"-Child Restraint (Qty: 2)	B677.14		---	$934.00	---
Seats, Fire Block					
Delete fire block	B703		($512.00)	($350.00)	($751.00)
Seats, Passenger: Color					
Gray	B713		S/E	S/E	S/E

	Step Tread				
	Pebble tread w/metal backing	B750	S/E	N/A	N/A
	Configured Price		$386,938.00	$389,630.00	$397,471.00
Dealer Options					
	CAMERA ALLOWANCE		$6,500.00		
Unit Price			**$393,438.00**	**$389,630.00**	**$397,471.00**
Total Price			**$ 2,360,628.00**	**$ 2,337,780.00**	**$ 2,384,826.00**
Grand Total			**$ 2,360,628.00**	**$ 2,337,780.00**	**$ 2,384,826.00**

UCCS Salary Schedule 2025-26

Salary Levels	Step	2025-2026	2026-2027 3%	2027-2028 3%
Level 1	1	$26,151	$26,936	$27,744
	2	$26,902	$27,709	$28,540
	3	$27,653	$28,483	$29,337
	4	$28,404	$29,256	$30,134
	5	$29,168	$30,043	$30,944
Level 2	1	$19.00	$19.57	$20.16
	2	$19.82	$20.41	$21.03
	3	$20.85	$21.48	$22.12
	4	$21.89	$22.55	$23.22
	5	$22.92	$23.61	$24.32
Level 3	1	$17.00	$17.51	$18.04
	2	$17.50	$18.03	$18.57
	3	$18.00	$18.54	$19.10
	4	$18.50	$19.06	$19.63
	5	$19.00	$19.57	$20.16
Level 4	1	$28,634	$29,493	$30,378
Level 5	1	$40,000	$41,200	$42,436
	2	$41,000	$42,230	$43,497
Level 6	1	$40,634	$41,853	$43,109
	2	$41,664	$42,914	$44,201
	3	$43,724	$45,036	$46,387
	4	$43,724	$45,036	$46,387
	5	$44,754	$46,097	$47,480
Level 7	1	$42,000	$43,260	$44,558
	2	$43,500	$44,805	$46,149
	3	$45,000	$46,350	$47,741
	4	$46,500	$47,895	$49,332
	5	$48,000	$49,440	$50,923
Level 8	1	$53,655	$55,265	$56,923
	2	$54,705	$56,346	$58,036
	3	$55,755	$57,428	$59,151
	4	$56,805	$58,509	$60,264
	5	$57,855	$59,591	$61,379
Level 9	1	$53,354	$54,955	$56,604
	2	$54,384	$56,016	$57,696
	3	$55,414	$57,076	$58,788
	4	$56,444	$58,137	$59,881
	5	$57,474	$59,198	$60,974
Level 10	1	$56,650	$58,350	$60,101
	2	$57,938	$59,676	$61,466
	3	$59,225	$61,002	$62,832
	4	$60,513	$62,328	$64,198
	5	$61,800	$63,654	$65,564
Level 11	1	$57,680	$59,410	$61,192
	2	$59,740	$61,532	$63,378
	3	$61,800	$63,654	$65,564
	4	$64,581	$66,518	$68,514

	5	$67,362	$69,383	$71,464
Level 12	1	$67,980	$70,019	$72,120
	2	$69,010	$71,080	$73,212
	3	$70,040	$72,141	$74,305
	4	$71,070	$73,202	$75,398
	5	$72,100	$74,263	$76,491
Level 13	1	$66,950	$68,959	$71,028
	2	$69,525	$71,611	$73,759
	3	$72,100	$74,263	$76,491
	4	$74,109	$76,332	$78,622
	5	$76,117	$78,401	$80,753
Level 14	1	$76,190	$78,476	$80,830
	2	$78,250	$80,598	$83,016
	3	$80,310	$82,719	$85,201
	4	$82,370	$84,841	$87,386
	5	$85,460	$88,024	$90,665
Level 15	1	$89,500	$92,185	$94,951
	2	$90,500	$93,215	$96,011
	3	$91,500	$94,245	$97,072
	4	$92,500	$95,275	$98,133
	5	$93,500	$96,305	$99,194
Level 16	1	$92,700	$95,481	$98,345
	2	$94,348	$97,178	$100,093
	3	$95,996	$98,876	$101,842
	4	$97,644	$100,573	$103,590
	5	$99,498	$102,483	$105,557
Level 17	1	$126,690	$130,491	$134,406
	2	$128,235	$132,082	$136,044
	3	$129,780	$133,673	$137,683
	4	$131,325	$135,265	$139,323
	5	$132,870	$136,856	$140,962

Interventionist
Level 1
Maintenance Custodian
Level 2
Night Custodian
Level 3
Food Service Supervisor
Permitted Teacher
Level 5
Transportation Supervisor
Level 6
Asst Maintenance Supervisor
Level 7
Administrative Assistant
Level 8
Maintenance Supervisor
Level 9
Technology Director
Level 10
Asst Business Manager
Level 11

Social Worker
Level 12
Athletic Director
Level 13
Business Manager
Level 14
College and Career Readiness Coordinator
Level 15
Building Principal
Level 16
Superintendent
Level 17

Union City Community Schools
Superintendent Employment Contract

Pursuant to Section 1229 (1) of the Revised School Code and in accordance with the action found in the August 30, 2025 meeting minutes of the Board of Education ("Board") of the **Union City Community Schools** ("District"), the Board employs Patrick McKerr ("Superintendent") as its Superintendent of Schools according to the terms and conditions of this Contract.

1. Term. The Superintendent's contract term is for three (3) years and shall begin on August 30, 2025 and end on June 30, 2028 according to the terms and conditions of this Contract as specifically described below.

2. Certification/Qualifications. The Superintendent represents that he possesses and will maintain or acquire the requisite certification or qualifications to the position assigned. This Contract is subject to termination if it is determined by the Board, the Michigan Department of Education, or other proper authority that the Superintendent does not possess the requisite certificates or qualifications to perform the responsibilities associated with his position.

This provision is intended to enable the district to comply with applicable state laws pertaining to the certification or qualifications of the position of Superintendent and to avoid any jeopardy to the district's operation or funding, or subjecting the Board, its members, or the District to fine, penalty, or sanction of any nature.

3. Duties. The Superintendent shall faithfully and diligently perform the duties of Superintendent as required by state and federal law and as prescribed by the Board through its policies, regulations, and directives, as well as those duties that may be further established, modified, or amended from time to time by the Board.

A. The Superintendent acknowledges the ultimate authority of the Board as to his duties and will comply with Board directive to implement its policies and education programs.

B. The Superintendent will devote his time, talents, skills, efforts, and abilities toward competently and proficiently fulfilling all duties of the position assigned.

C. As the chief executive officer of the District, the Superintendent will administer the District's instructional, personnel, and business affairs, subject to the direction of the Board.

D. The Superintendent shall act as an advisor to the Board on matters pertaining to school administration and shall inform the Board about administrative action taken on its behalf.

E. The Superintendent is subject to assignment and transfer to another administrative position of employment with the District at the Board's discretion. In the event of such assignment/transfer, the Superintendent's salary, annuity, and other group benefits shall be those as stated in this Contract, or as such other terms that may be mutually agreed by the Superintendent and Board.

4. Compensation. In consideration of his performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board, the Superintendent shall receive the following remuneration:

A**.** The Superintendent shall be paid at an annual (12-month) salary rate of not less than ($126,690). While future increases to the Superintendent's base salary will be determined by the Board, the parties agree that the Superintendent's base salary will automatically adjust as follows:

B. The Superintendent's base salary shall automatically increase by the same percentage as any increase to the teachers' wage scale, effective the same date as the increase to the teachers' wage scale. Salary shall be prorated based upon actual work time in the event of unpaid leave or resignation.

C. The Board retains the right to additionally increase the Superintendent's annual salary during the term of this Contract, but in no event shall the salary be less than that for the previous Contract year.

D. On an annual basis, an amount totaling 5.5% of the Superintendents current year salary shall be paid to an investment instrument of the Superintendent's choice for services rendered. Fifty percent (50%) of that amount shall be paid by December 31st, with the balance to be paid by March 31st of each year. The Superintendent may elect to increase his contribution to this investment instrument by authorizing the District to deduct additional sums of money from his bi-weekly paychecks.

E. Any adjustment in salary made during the term of this Contract shall be in the form of a written amendment and, when executed by the Superintendent and the Board, shall become a part of this Contract.

F. Consistent with Section 1250 of the Revised School Code, the Superintendent's job performance and job accomplishment will be significant factors in determining any adjustment to the Superintendent's compensation. See MCL 380.1250. Payroll deductions may be made as required by law or as authorized by the Superintendent.

G. The annual salary shall be paid in twenty-six (26) substantially equal bi- weekly installments (unless otherwise agreed to by the parties), beginning with the commencement of the Contract year (July 1 - June 30).

5. Professional Reimbursement. The Superintendent shall be reimbursed up to $7500 per contract year upon submission of proof of successful completion of relevant graduate school course credit or relevant career education and experiences. Preapproval of the Board is required.

6. Insurance Programs. Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, or third-party administrator, the Board shall make premium payments on behalf of the Superintendent and his eligible dependents for the following listed group insurance plans, subject to possible modification as stated below:

- Health and hospitalization insurance
- Dental insurance
- Vision insurance
- Long-term disability insurance

Those insurance plans shall be identical to those available to other District administrators. The Board has the right to allocate to the Superintendent the responsibility for a portion of the benefit plan costs for the insurance coverage specified above, as may be determined by the Board, in its discretion. This contribution, however, shall not be less than the statutory "hard cap" amount (as adjusted annually by the State Treasurer) necessary to comply with the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. Adjustments will be applied at the beginning of the medical benefit plan coverage year which begins on January 1 of each calendar year. The Board will notify the Superintendent of the amount for which he is responsible in excess of the Board-paid benefit plan costs contributions. The amount of benefit plan cost contributions designated by the Board as the Superintendent's responsibility shall be payroll-deducted from the Superintendent's wages.

A. *Insurance Option.* If the Superintendent elects to not be covered by health and hospitalization insurance, he shall instead receive a cash in lieu payment equal to the single subscriber hard cap amount in Section 3 of the Publicly Funded Health Insurance Contribution Act, MCL 15.563 as adjusted by the State Treasurer. This amount may, at the Superintendent's election, be applied toward any insurance options chosen by the Superintendent and offered by the District, or may be received as a cash option through the district's cafeteria plan. The Superintendent may direct the cash option to a tax deferred annuity through the District's Section 403b plan as a voluntary contribution.

B. *Life Insurance.* The Board will pay the premium for term life insurance with benefits equal to the Superintendent's annual salary if the Superintendent is insurable at customary rates. If not able to be insured at customary rates, the Superintendent will be covered at the maximum allowable coverage amount under the district employee group plan, up to $250,000. The Superintendent shall be permitted to purchase (at his cost) additional life insurance.

7. Insurance Contracts. The Board reserves the right to change the identity of the insurance carrier, policyholder, or third-party administrator for any of the coverage for the plans and programs identified in paragraph A, provided that comparable coverage (as determined by the Board) is maintained during the term of this Contract.

A. The Board shall not be required to remit premiums for any insurance coverage for the Superintendent and his eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder, or third-party administrator.

B. The terms of any contract or policy issued by any insurance company or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters.

C. The Superintendent is responsible for ensuring the completion of all forms and documents needed to receive the above-described insurance coverage.

D. The Board, by remitting the premium payments required to provide the above-described insurance coverage(s), shall be relieved from all liability as to insurance benefits.

8. Errors and Omission Insurance. The Board will pay the premium amount for errors and omissions insurance coverage for the Superintendent while engaged in the performance of a governmental function and while the Superintendent is acting within the scope of his authority. The policy limits for this coverage shall be not less than One Million Dollars ($1 million).

A. The terms of the errors and omissions insurance policy shall control the Superintendent's defense and indemnity. The Board's sole obligation shall be limited to the payment of premium amounts for the above errors and omissions coverage.

B. If such insurance coverage cannot be purchased in the above amount or at a reasonable premium rate, the Board will promptly notify the Superintendent of that fact and the parties will promptly meet and confer to reach a mutually agreeable solution to address that situation. In that event, the Board agrees on a case-by-case basis to consider providing legal defense or indemnification to the Superintendent as authorized under MCL 691.1408 and MCL 380.l la(3)(d).

9. ***Performance Evaluation.*** The Superintendent's performance shall be evaluated by the Board, by June 30 of each year. This evaluation process shall comply with Section 1249b of the Revised School Code (or its successor provision), using MASB tool. See MCL 380.1249b. The Superintendent shall annually and in a timely manner provide written notice to the Board of its responsibility to evaluate his performance. If the Superintendent receives an effective evaluation for three years in a row, they will receive a biennial evaluation in alignment with state law.

A. Appeal Process: The Superintendent shall be evaluated in accordance with the Revised School Code, Act 451 of 1976, as amended. The Superintendent may appeal the evaluation process and rating received to the Board of Education. The appeal must be submitted in writing to the Board of Education within 30 calendar days after the Superintendent is informed of the rating. Within 15 days after the appeal is submitted, the Board of Education shall provide the Superintendent with written notice that a hearing shall be scheduled, in closed or open session at the election of the Superintendent, to consider the appeal and for the Superintendent to present witnesses, information and evidence. The hearing shall be scheduled for a date mutually acceptable to the Board and Superintendent within 45 days after the appeal is submitted, unless extended by mutual agreement. The Superintendent may be represented by counsel at the hearing at their own expense. If the hearing does not resolve the matter, the Superintendent may request binding arbitration by filing a demand for arbitration with the American Arbitration Association within 30 calendar days after the hearing, or within 45 days after the appeal if no hearing is held. The arbitration is subject to the Michigan Uniform Arbitration Act, MCL 691. 1681, et seq., as amended. The arbitrator shall be selected through the procedures of the American Arbitration Association, Employment Arbitration Rules. The arbitrator shall have authority to issue an any appropriate remedy, and the decision of the arbitrator shall be enforceable by any court of competent jurisdiction.

10. ***Reimbursed Expenses.*** The District shall reimburse the Superintendent for all reasonable expenses resulting from the performance of his duties as Superintendent, including travel, meals, and lodging in accordance with the District's per diem expense and reimbursement procedures.

11. ***Mileage.*** The District shall reimburse the Superintendent at the current IRS mileage rate for use of his vehicle in conducting District-related business. The Superintendent shall keep contemporaneous records of such business mileage and shall submit a monthly mileage reimbursement form to the Business Office.

12. ***Professional Dues.*** The District shall pay the Superintendent's association dues for membership in the American Association of School Administrators (AASA), the Michigan Association of School Administrators (MASA) and the MASA region in which the District is located. The District will pay the costs of other memberships for the Superintendent with prior approval from the Board President. The District shall also pay the membership dues for a local community organization of the Superintendent's choice.

13. ***Professional Development.*** The Superintendent may attend appropriate professional meetings, conferences, or workshops at the local and state levels, as well as training related to professional development and certification. The Superintendent may also attend the New Superintendents Academy provided by MASA. Authorization to attend a national conference requires approval from the Board President. The District shall pay the Superintendent's reasonable expenses related to that attendance including registration fees, tuition, travel, lodging, and meal expenses for himself in accordance with Board policy.

14. ***Sick Leave.*** If the Superintendent is absent from duty due to personal illness, he shall be allowed full pay for a total of 12 (twelve) days per Contract Year.

A. Unused sick leave days shall accumulate up to one hundred sixty five (165) days.

B. After a minimum of five (5) consecutive Contract years of employment with the District, the Superintendent, upon his voluntary employment separation from the District, shall receive a payment of $50/day for each unused sick leave accumulated, up to a maximum of one hundred and sixty five (165) days.

15. ***Bereavement Leave.*** The Superintendent may use up to five (5) days per Contract Year, without loss of pay, related to the death of the Superintendent's spouse, child, parent, grandparent, grandchild, or sibling, as well as for the same relatives for the Superintendent's spouse. If needed, the Superintendent may use sick leave for additional bereavement-related leave.

16. ***Vacation.*** The Superintendent is employed based on fifty-two (52) weeks of work per contract year (July 1 - June 30), as scheduled by the Board. The Superintendent shall be granted paid vacation time of twenty five (25) working days per Contract Year, in addition to the holidays recognized by the district and identified in paragraph 17 below.

A. The Superintendent shall schedule use of vacation days in a manner to minimize interference with the District's business and orderly operation. All vacation scheduling is subject to the approval of the Board President.

B. The Superintendent shall be paid out up to 10 unused vacation days at their per diem rate

17. ***Holidays.*** Consistent with the District's calendar, the Superintendent is entitled to the following holidays for which no service to the District is required: Independence Day, Friday before Labor Day, Labor Day, Thanksgiving and the day after Thanksgiving, Christmas Day, New Year's Day, two (2) floating days during winter break, Good Friday, Memorial Day. Holidays falling on non-workdays will be honored on the closest workday before or after that holiday.

18. ***Personal Business Days.*** The Superintendent shall receive three (3) personal business days per Contract year, which shall not accumulate.

19. ***Disability Leave.*** In the event of the Superintendent's mental or physical incapacity to perform the duties of his office, he shall be granted an initial leave of ninety (90) workdays for purpose of recovery. 12 weeks of FMLA leave shall count towards this disability leave. Paid sick leave shall be concurrent with FMLA and disability leave. Upon using leave under this provision, the Superintendent shall furnish medical certification to the Board (or its designee) as to the necessity for the leave.

A. If the Board (or designee) has reason to doubt the validity of the medical certification supplied by the Superintendent, it may require a second opinion, at Board expense.

B. The Superintendent may request a ninety (90) work-day unpaid leave extension in the event of his physical or mental inability to return to work at the expiration of the initial leave interval, as described above, if there is a verified prognosis that the Superintendent will be able to resume his duties at the end of the extended leave interval. Medical certification shall be supplied by the Superintendent as a condition to any leave extension. Any extensions of leave for this purpose shall be at the Board's discretion.

C. If the Superintendent is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any leave extension), his employment and this Contract may be terminated at the Board's option. However, no such termination shall occur when restoration after leave is required by the Family and Medical Leave Act.

D. Before any resumption of duty after an unpaid leave of absence for a serious health condition, the Superintendent shall provide to the Board a fitness for duty certification from the Superintendent's health care provider. A second opinion may be required by the Board, at its expense, unless the securing of the second opinion is precluded by the Family and Medical Leave Act.

20. ***Medical Examination.*** The Superintendent shall submit to such medical examinations (including drug or alcohol tests), supply such information, and execute such documents as may be required by any underwriter, policyholder, or third-party administrator providing insurance programs specified under this Contract, or as may be directed by the Board to determine the Superintendent's ability to perform the essential job functions required by that assignment, with or without reasonable job accommodation(s).

A. Upon the Board's request, the Superintendent shall authorize the release of medical information necessary to determine if the Superintendent is able to perform the essential job functions required by his assignment, with or without reasonable job accommodation(s).

B. Any medical or psychological examination or disclosure of such information required of the Superintendent by the Board shall be job-related and consistent with business necessity.

C. Any medical or psychological examination under this section shall be at Board expense and shall be conducted by appropriate medical personnel of the Board's choice.

D. Any information obtained from medical or psychological examinations or inquiries shall be confidential. The Superintendent may receive the results of Board-ordered tests and examinations upon written request.

21. ***No Tenure in Position.*** The Superintendent agrees that he is not granted continuing tenure in the position of Superintendent or in any other capacity by virtue of this Contract or any employment assignment within the district.

22. ***Nonrenewal.*** The Board's decision not to continue or renew the Superintendent's employment for any subsequent period in any capacity (other than as a classroom teacher as may be required by the Michigan Teachers' Tenure Act) is not a breach of this Contract or a discharge or demotion under the Michigan Teachers' Tenure Act. If the Board determines to not renew the Superintendent, The Board shall adopt a resolution of non-renewal of the contract in its final year as provided by section 1229(1) of the Revised School Code MCL 380.1229(1). The administrator will be notified in writing of his opportunity to meet with the Board within thirty (30) days. The Board will, by resolution, at least ninety (90) days before June 30, decide on non-renewal of the contract. Failure to notify the administrator in writing at least ninety (90) days before June 30, of the Board’s consideration of non-renewal, failure to notify in writing of the opportunity to meet with the Board, or failure to take action and notify the administrator in writing at least ninety (90) days before June 30, of the Board’s action by resolution on non- renewal will cause the contract to automatically be extended for one (1) year. The Board may act by June 30 each year to extend the contract one additional year.

23. ***Suspension and Termination.*** The Board is entitled to suspend or terminate the Superintendent's employment at any time for good and just cause during the term of this Contact.

A. The foregoing standard for termination of this Contract during its term shall not apply to nonrenewal of this Contract at the expiration of its term, which decision is discretionary with the Board and shall be governed by Section 1229 of the Revised School Code, MCL 380.1229.

B. If the Board undertakes to suspend or terminate the Superintendent during the term of this Contract, he shall be entitled to a hearing before the Board, which shall be scheduled no sooner than ten (10) calendar days after providing to the Superintendent written notice of the charges. This time line may be waived if mutually agreed by the parties.

C. The Superintendent may be represented by legal counsel at this hearing, but at his expense.

D. If the Board terminates the Superintendent's employment during the term of this Contract, this Contract shall automatically terminate and the Board shall have no further contractual obligation to the Superintendent.

24. ***Contract Termination by Superintendent.*** This Contract may be terminated by the Superintendent upon written notice to the Board at least ninety (90) calendar days before the termination date specified in the Superintendent's written notice. The Board, in its sole discretion, may waive part or all of this ninety (90) day notice requirement.

A. Buyout: If the contract is terminated prematurely, the Superintendent shall be paid their entire total compensation for the remaining days/years of the contract, up to a maximum of three years, unless termination was for just cause.

25. ***Arbitration.*** If an unreconciled dispute relating to any provision of this Contract arises during the term of this Contract, the parties agree to submit such dispute to binding arbitration. Selection of the arbitrator and the arbitration proceedings shall be conducted under the National Rules for the Resolution of Employment Disputes of, and administered by, the American Arbitration Association, and shall comply with the Michigan Uniform Arbitration Act, MCL 691.1681 et seq.

A. The parties intend that this process of dispute resolution shall include all contract and statutory claims advanced by the Superintendent arising from his termination during the term of this Contract, including (but not limited to) claims of unlawful discrimination and all claims for damages or other relief. However, this agreement to arbitrate does not restrict the Superintendent from filing a claim or charge with any state or federal agency (such as the Equal Employment Opportunity Commission or the Michigan Department of Civil Rights), and does not apply to any claims for unemployment compensation or workers' compensation which may be brought by the Superintendent. Instead, this agreement to arbitrate claims applies to those matters which would otherwise be subject to state or federal court proceedings.

B. This agreement to arbitrate means that the Superintendent waives his right to adjudicate discrimination claims in a judicial forum and is instead opting to arbitrate those claims. In any such arbitration proceeding, the Superintendent has the right to representation by counsel of his choice, the right to appointment of a neutral arbitrator, the right to reasonable discovery, and the right to a fair hearing. However, the Superintendent, through this agreement to arbitrate such claims, does not waive any statutory rights or remedies in the context of such arbitration proceedings.

C. The arbitrator's fee and the costs imposed by the American Arbitration Association shall be shared equally by the Board and the Superintendent, subject to the Superintendent's right to seek to tax such fees as costs against the Board.

D. Any claim for arbitration under this provision must be filed with the American Arbitration Association, in writing, and served on the Board within one hundred eighty (180) days of the effective date of the Superintendent's termination during the term of this Contract. The arbitrator's Decision and Award shall be final, and binding and judgment thereon may be entered in the Calhoun County Circuit.

26. ***Limitations Period.*** The Superintendent agrees that any claim or suit arising out of his employment with the Board must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or suit. The Superintendent understands that the statute of limitations for claims arising out of an employment action may be longer than six (6) months but agrees to be bound by the six (6) month period of limitation set forth in this Contract and expressly waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a lawsuit, it is the parties' intent that the court should enforce this provision to the extent possible and declare the lawsuit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

27. ***Entire Agreement.*** This Contract contains the entire agreement and understanding between the Board and the Superintendent about his employment with the District. Prior or concurrent representations, promises, contracts, or understandings (written or oral) not contained in this Contract have no effect.

A. Any prior agreement (written or oral) pertaining to the terms of this Contract is cancelled and superseded by this Contract. Provided, however, that this Contract is voidable under the Revised School Code's provisions pertaining to criminal history and records checks.

B. No change or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board as reflected in its minutes, and signed by the Superintendent and the President and Secretary of the Board.

C. No valid waiver of any provision of this Contract, at any time, shall be deemed a waiver of any other provisions of this Contract at such time or at any other time.

28. ***Severability.*** If any provision of this Contract becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, this Contract shall continue in full force and effect without said provision(s).

29. ***Applicable Law.*** This Contract shall be governed by and interpreted in accordance with the laws of the State of Michigan.

30. ***Authorization.*** This Contract is executed on behalf of the District pursuant to the authority contained in the Board resolution adopted on June 30, 2021, the same being incorporated herein by reference.

The parties agree to the above terms and conditions and affix their signatures to this Contract as dated below.

August 18, 2025, **Superintendent**

_____
Patrick McKerr

August 18, 2025 **Board of Education of the Union City Community Schools**

_____
Amber Herman, Board President

Superintendent Salary Schedule:

Contract (Days 260)	**Step 1 25-26**	**Step 2 26-27**	**Step 3 27-28**	**Step 4 26-27**	**Step 5 27-28**
Base	$126,690	$128,750	$130,810	$132,870	$134,930