



**REGULAR MEETING
BOARD OF EDUCATION
GOGEBIC-ONTONAGON INTERMEDIATE SCHOOL DISTRICT
CONFERENCE ROOMS A & B
WEDNESDAY, APRIL 16, 2025, 6:00 PM**

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 on the agenda. Visitors wishing to address the board shall follow Board Policy 2504.

Mission Statement:

The Gogebic-Ontonagon ISD will serve students and families by creating, leading, supporting, and enriching educational opportunities in Gogebic and Ontonagon counties.

- A. **Pledge of Allegiance & Roll Call**
- B. **Approval of Previous Meeting Minutes**
- C. **Financial Report & Approval of Vouchers**
- D. **Public Comment**
Except during a public participation portion of a Board meeting, no member of the public or other person may address the Board during a public meeting without the express permission of the President or other presiding officer. Each person's public comments are limited to 5 minutes per public participation period. Please see Board Policy 2504 for additional information.
- E. **Staff Recognition**
- F. **Departmental Presentation-- Special Education Early On Program**
- G. **Old Business**
- H. **New Business**
 - 1. Approval of Little Learners 2025-2026 Fees and Hours
 - 2. Approval of Executive Assistant to the Superintendent Hire
 - 3. Approval of 2025-2027 Support Staff Wage Scale
 - 4. Approval of Grant RFP in Partnership with MiLEAP
 - 5. Acceptance of Resignations
 - 6. Approval to post for and hire an Attendance Officer
 - 7. First Review of Administrative Staff Salary Structure
- I. **Reports**
 - 1. Superintendent
 - 2. Financial and Grants
 - 3. Career & Technical Education
 - 4. Early Childhood Education
 - 5. Instructional Services
 - 6. Special Education
 - 7. Student Health & Wellness Services
 - 8. REMC#1
- J. **Adjournment**

Upon request to the Title IX Coordinator, Ashley Nevins, and the Gogebic-Ontonagon Intermediate School District shall make reasonable accommodations for a person with disabilities to be able to participate in these meetings.

Please call 906-575-3438 to make arrangements.

INDIVIDUALS WISHING TO PARTICIPATE VIRTUALLY MUST HAVE
THEIR FIRST AND LAST NAME IN THEIR ZOOM PROFILE IN ORDER TO BE ADMITTED.



Minutes of (X) Regular () Special MeetingMarch 19, 2025

Secretary's Initials_____

The Regular Meeting of the Board of Education was called to order by President, Catherine Shamion, 6:00 P.M. EST.

Roll Call:	Present	Absent	
	•	<input type="checkbox"/>	Dayle Jackson, Trustee
	•	<input type="checkbox"/>	Samantha Schutz, Trustee
	•	<input type="checkbox"/>	Bill Steiger, Trustee
	•	<input type="checkbox"/>	Carol Yakovich, Treasurer
	•	<input type="checkbox"/>	Jim Ojala, Secretary
	•	<input type="checkbox"/>	Marti Wegner, Vice President
	•	<input type="checkbox"/>	Catherine Shamion, President

Also present: Tammy Gibson Megan Hagen Meghan Lane Heidi Lauzon Ashley Nevins
 • Patty Ollila Rebecca Samson Jared Stenson Mark Switzer Alan Tulppo Susan Raykovich
 • Travis Powell

1. Motion by Marti Wegner, supported by Jim Ojala, to approve the February 19, 2025 Regular Board Minutes as presented in the Board Packet.

Voice Vote:

Roll Call:

	Aye	Nay	
•	<input type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
•	<input type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
•	<input type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
•	<input type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
•	<input type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
•	<input type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
•	<input type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 6 Nays Absent 1



Minutes of (X) Regular () Special MeetingMarch 19, 2025

Secretary's Initials_____

2. Motion by Bill Steiger, supported by Carol Yakovich, for the approval of vouchers.

Voice Vote:

Roll Call: Aye Nay

- Dayle Jackson, Trustee
- Samantha Schutz Trustee
- Bill Steiger, Trustee
- Carol Yakovich, Treasurer
- Jim Ojala, Secretary
- Marti Wegner, Vice President
- Catherine Shamion, President

Vote: Ayes 6 Nays 0 Absent 1

Visitors: Jessica LaCombe, GSRP Lead Teacher. No public visitors.

Visitor Comments: No public comments.

Staff Recognition: Mr. Tulppo shared the March Shout-Out board.

Departmental Presentation: Meghan Lane introduced Jessica Lacombe, Great Start Readiness teacher for the new program in Ontonagon. She currently has 11 students and they expect bigger and better things next year. They already have 10 students registered for next year with a maximum space for 20. They can expand to a 2nd class, if the numbers exceed 20. Jessica shared photographs of her students involved in various classroom activities.

Old Business: N/A



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Secretary's Initials_____

New Business:

3. Motion by Jim Ojala, supported by Marti Wegner, for the acceptance of the Earned Sick Leave Time Policy update.

Voice Vote:

Roll Call:

Aye	Nay	
•	<input type="checkbox"/>	Dayle Jackson, Trustee
•	<input type="checkbox"/>	Samantha Schutz, Trustee
•	<input type="checkbox"/>	Bill Steiger, Trustee
•	<input type="checkbox"/>	Carol Yakovich, Treasurer
•	<input type="checkbox"/>	Jim Ojala, Secretary
•	<input type="checkbox"/>	Marti Wegner, Vice President
•	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 6 Nays Absent 1

4. Motion by Jim Ojala, supported by Carol Yakovich, for the approval of hiring Jessica Smith as a 7-12 MoCI Paraprofessional.

Voice Vote:

Roll Call:

Aye	Nay	
•	<input type="checkbox"/>	Dayle Jackson, Trustee
•	<input type="checkbox"/>	Samantha Schutz, Trustee
•	<input type="checkbox"/>	Bill Steiger Trustee
•	<input type="checkbox"/>	Carol Yakovich, Treasurer
•	<input type="checkbox"/>	Jim Ojala, Secretary
•	<input type="checkbox"/>	Marti Wegner, Vice President
•	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 6 Nays Absent 1

Directors' Reports

Superintendent Report: Alan Tulppo. In follow-up to a previous presentation to the Board, 23 students have now registered for the Germany trip next Spring Break. There's been discussion re: the creation of an Economic Development office in Gogebic



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County. The Ewen office remodeling project is 50% done, and the hope is for an April completion date. There will be a Leaders in Education program on April 10th at GCC. New this year will be the following inductions of Teachers of the Year:

Secretary's Initials_____

- Preschool: Alex Boetta (ECSE - GOISD)
- Elementary: Theresa Amos (Ontonagon)
- Middle School: Jessica Kelly (Ewen-Trout Creek)
- High School: Diana Hansen (Bessemer)
- K-12: Briana Kepich (Bessemer music teacher) *The Tempo Tantrums will be performing.

Each inductee will receive a \$500 stipend.

Also this year, Friends of Education (recipients to be announced at a later date) will be acknowledged.

Financial Report: Tammy Gibson. Referred to her finance report to the Board. The MILAF Fund was at 4.46% in January and is currently 4.35%. Balances going down, as we are drawing on grants. We're about 66% through our fiscal year, financials indicate we're right on track. Jared Stenson: GOISD was chosen over other ISDs to receive the 27F grant which is a 3 year grant in the amount of \$4 million.

Career and Technical Education Report: Ashley Nevins. Ontonagon CTE building update: The hope is to provide the closing date at our next Board meeting. The design plans are being analyzed and the hope is to bring action items to the May meeting. They are making good progress. Ontonagon nursing students are hosting a community blood drive on April 16th. Those who sign up at least 5 people will receive a red cord. Flowers/plants along with a shepherd's hook will be given to those who donate. Congratulations to Ayden Rau of Bessemer who received 2nd place in the MI FAA State Convention. Regarding fiber optics at Little Learner - found out they don't qualify for the E-rate discount but will continue to work on this next year.

Instructional Services: Travis Powell. March is Reading Month. The Classroom Management series offered at the GOISD was very well received and expected to continue. Early Literacy team members presented information on Solid Sart (a blend of science and literacy). Poetry Out Loud was in its 2nd year with a representative sent to the State level (Reino Ranta of Ironwood). Our 2nd PI Day was another success. We had 93 students last year and 165 this year, hosted at GCC. Lots of fun was had with the teams of 3 and hearing their made up team names. One student was able to recite 733 PI digits.

Early Childhood Education Board Report: Meghan Lane. The program received a \$30k curriculum/screening/professional development grant. GRSP and ECSE students enjoyed spending time together in the classroom. Will continue this practice in the future.

Special Education Report: Heidi Lauzon. We now have 4 Special Education administrators. Currently, the EO/Birth-5 program under Rebecca Samson has 105 Special education students. Rebecca explained a little about a pilot program "Help Me Grow" which is a beneficial platform for referrals.

Student Health & Wellness Services: Megan Hagen. The program has been involved in coordinating several training sessions. The State requires all schools to have a BTAM (Behavioral Threat Assessment & Management) team in place by October 1, 2026. Teams must consist of a school administrator, a mental health professional and a law enforcement officer. The GOISD will be hosting 2



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sessions of CISM (Crisis Incident Stress Management). Training will be offered to staff, law enforcement, emergency medical service personnel and Community Mental Health workers. May is Mental Health Awareness Month.

Secretary's Initials_____

REMC Report: N/A

4. Motion by Jim Ojala, supported by Marti Wegner, to adjourn at 6:47 p.m., P.M. EST.

Voice Vote: In favor 6 Opposed Absent 1

President

Secretary



Board Meeting 4/16/25

Report From 3/12/25 to 4/9/25

ACCOUNTS PAYABLE CHECK REGISTER - BOE April 2025

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
Amazon Capital Services, Inc.	34980	3/13/2025	883.64	GSRP SUPPLIES
AMN HEALTHCARE ALLIED INC	34981	3/13/2025	2,520.00	CONTRACTED SERVICES
CHG MEDICAL STAFFING, INC	34982	3/13/2025	2,002.52	O.T. CONTRACTED SERVICE
CITY OF IRONWOOD	34983	3/13/2025	50.00	WATER & SEWER
COPPER COUNTRY INTERMEDIATE	34984	3/13/2025	185.75	MONTHLY PHONE SERVICE
COX, KELLY	34985	3/13/2025	58.80	MILEAGE REIMBURSEMENT
GOGEBIC COMMUNITY COLLEGE	34986	3/13/2025	3,315.00	COL100 STUDENTS
HIGHLINE CORP	34987	3/13/2025	731.25	MOCI TRANSITION SVC
HP Inc.	34988	3/13/2025	588.00	31n admin supplis
INACOMP TECHNICAL SERVICES GROUP	34989	3/13/2025	1,235.00	supplies
INTERPRENET, LTD	34990	3/13/2025	260.00	EARLY ON-CONTRACTED SVC
KARTTUNEN, LINDA	34991	3/13/2025	57.25	FINGERPRINTS
LANE, MEGHAN	34992	3/13/2025	514.50	MILEAGE REIMBURSEMENT
MCMILLAN TOWNSHIP	34993	3/13/2025	14,427.17	2024 TAX REPAYMENT
MCMILLAN TOWNSHIP	34994	3/13/2025	119.25	O&M WATER & SEWER
NEVINS, ASHLEY	34995	3/13/2025	502.60	MILEAGE REIMBURSEMENT
NORTHERN MICHIGAN UNIVERSITY	34996	3/13/2025	2,363.18	SUPT-DUES & FEES
ONTONAGON HERALD	34997	3/13/2025	98.00	PRINTING & BINDING
PARALLEL LEARNING BEHAVIORAL HEALTH P.C.	34998	3/13/2025	23,777.64	SPEECH-CONTRACTED SVC
PARBEL, JENNIE	34999	3/13/2025	4,432.50	31N HEALTH SERVICES
PRESIDIO NETWORKED SOLUTIONS GROUP, LLC	35000	3/13/2025	545.00	LAPTOP FOR BUSINESS OFFICE
QUILL CORPORATION	35001	3/13/2025	898.04	SUPERVISOR SUPPLIES
RAMME, LINNEA	35002	3/13/2025	201.60	PARENT MILEAGE REIMBURSEMENT
SEMCO ENERGY	35003	3/13/2025	19.94	ONTONAGON GREENHOUSE
SPRAGUE, AMANDA	35004	3/13/2025	69.95	REIMBURSEMENT
THRUN LAW FIRM P.C.	35005	3/13/2025	569.50	LEGAL SERVICES
TIMBERLINE LAND SURVEYING	35006	3/13/2025	1,150.00	CAPITAL IMPROVEMENT
WAKEFIELD-MARENISCO SCHOOL DISTRICT	35007	3/13/2025	90.00	UP PRINCIPALS SUMMIT
WE ENERGIES	35008	3/13/2025	524.44	ELECTRICITY
WILLSUB	35009	3/13/2025	14,309.26	LITTLE LEARNERS PAYROLL
WITT, PATRICIA	35010	3/13/2025	325.21	MILE REIMBURSEMENT
MULLEN, TIFFANY	35011	3/14/2025	450.00	MILEAGE

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
BAILEY, BERSHERIL L.	35012	3/21/2025	1,690.00	REGIONAL ISD EWIMS
BRIAN JOE STARKS	35013	3/21/2025	4,495.00	REGIONAL ISD PROGRAM FISCAL REVIEW
GAYLE M. GREEN	35014	3/21/2025	1,375.00	REGIONAL ISD GRANT REVIEW
JENNIFER S. HAMMOND	35015	3/21/2025	337.50	REGIONAL ISD GRANT REVIEW
MARIE A. MILLER	35016	3/21/2025	2,625.00	REGIONAL ISD GRANT REVIEW
SLS CONSULTING, LLC	35017	3/21/2025	1,012.50	REGIONAL ISD GRANT REVIEW
WILLIAM D. ANDERSON	35018	3/21/2025	3,759.15	REGIONAL ISD PROGRAM FISCAL REVIEW
WYNNGATE ASSOCIATES, LLC.	35019	3/21/2025	3,349.50	REGIONAL ISD PROGRAM FISCAL REVIEW
MAISA	35021	3/24/2025	43,874.99	EL - MAISA (EL & EM)
ACIS	35022	3/21/2025	37,059.90	BAVARIA TYROL & SWITZERLAND FOR SMALL
Amazon Capital Services, Inc.	35023	3/21/2025	956.73	SOCIAL WORKER SUPPLIES
AMERICAN WELDING & GAS, INC	35024	3/21/2025	109.52	WELDING SUPPLIES
AMN HEALTHCARE ALLIED INC	35025	3/21/2025	3,240.00	CONTRACTED SVC
ANTONIOS RESTAURANT	35026	3/21/2025	472.87	LUNCH
AT & T	35027	3/21/2025	112.97	LITTLE LEARNERS
CHG MEDICAL STAFFING, INC	35028	3/21/2025	2,727.05	OT CONTRACTED
CITY OF IRONWOOD	35029	3/21/2025	522.50	LITTLE LEARNERS WATER BILL
COOK, CHRISTINE	35030	3/21/2025	1,242.00	O&M CUSTODIAL SVC
COORDINATED BUSINESS SYSTEMS	35031	3/21/2025	2,589.84	SUPPLIES
COX, KELLY	35032	3/21/2025	119.27	OVERPAYMENT ON LIFE INSURANCE PREMIU
DAILY GLOBE, THE	35033	3/21/2025	241.64	PRINTING & BINDING
DOLLYWOOD FOUNDATION	35034	3/21/2025	341.87	GSC SUPPLIES
EWEN BUILDING SUPPLY	35035	3/21/2025	16.80	SUPPLIES
FREDRIKSON, KATIE	35036	3/21/2025	338.80	MILEAGE REIMBURSEMENT
GLOBE CLASSIFIED	35037	3/21/2025	340.20	PRINTING AND BINDING
GREENOUGH, KATHLEEN	35038	3/21/2025	284.20	MILEAGE REIMBURSEMENT
LACOMBE, JESSICA	35039	3/21/2025	159.60	MILEAGE REIMBURSEMENT
LIFT SCHOOL PSYCHOLOGY SVC, LLC	35040	3/21/2025	4,425.00	PSYCH CONTRACTED SVC
MALONEY, PAULA	35041	3/21/2025	2,934.40	PARENT LIASON
MARENISCO TOWNSHIP	35042	3/21/2025	2,489.30	TAX COLLECTION
MICHIGAN DEPARTMENT OF COMMUNITY HEALTH	35043	3/21/2025	252.29	OUTGOING MEDICAID
NIEMI, PAULETTE	35044	3/21/2025	86.80	MILEAGE REIMBURSEMENT
NORTH STAR BEVERAGE	35045	3/21/2025	72.00	LITTLE LEARNERS CONTRACTED SVC
NOWICKI, RACHEL	35046	3/21/2025	49.00	MILEAGE REIMBURSEMENT
OFFICE PLANNING GROUP, INC	35047	3/21/2025	1,074.93	O&M SUPPLIES
OHM ENGINEERING ADVISORS	35048	3/21/2025	11,345.00	CAPITAL IMPROVEMENTS
OLEARY, DAWN	35049	3/21/2025	162.75	TRAINING
OLLILA, PATTY	35050	3/21/2025	93.80	MILEAGE REIMBURSEMENT
OTTAWA SHOPPER	35051	3/21/2025	112.50	BOE PRINTING & BINDING
PLUNKETT'S	35052	3/21/2025	51.16	LITTLE LEARNERS MAINT
PRESIDIO NETWORKED SOLUTIONS GROUP, LLC	35053	3/21/2025	545.00	LAPTOP FOR BUSINESS OFFICE
QUILL CORPORATION	35054	3/21/2025	165.58	PUPIL ACCOUNT SUPPLIES

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
RC MECHANICAL, INC	35055	3/21/2025	933.95	REPAIRS
SAMSON, REBECCA	35056	3/21/2025	133.70	MILEAGE REIMBURSEMENT
SCHILLEMANN BUS SERVICE OF EAGLE RIVER IN	35057	3/21/2025	26,311.12	TRANSPORTATION
SCOTT, LORI	35058	3/21/2025	99.93	MILEAGE REIMBURSEMENT
SET SEG	35059	3/21/2025	5,175.00	ACA TRACKING AND REPORTING
SPRAGUE, AMANDA	35060	3/21/2025	131.00	REIMBURSEMENT
WAKEFIELD NEWS	35061	3/21/2025	42.00	PRINTING AND BINDING
XCEL ENERGY	35062	3/21/2025	783.22	LITTLE LEARNERS
XCEL ENERGY	35063	3/21/2025	831.10	O&M ELECTRICITY & HEAT
YMCA OF BARRY COUNTY	35064	3/25/2025	127.00	TEN CENTS - REIMBURSEMENTS
MAISA	35065	3/24/2025	269,188.68	23h - MAISA
MiAEYC	35066	3/25/2025	298,479.73	32v - MiAEYC
LAHTI, AMY	35067	3/21/2025	292.88	MILEAGE/MEALS REIMBURSEMENT
ONTONAGON AREA SCHOOL DISTRICT	35068	3/21/2025	338.80	GSRP FOOD SERVICE
ROGERS, TODD	35069	3/21/2025	1,400.00	MILEAGE REIMBURSEMENT
ROZELLE, HEATHER	35070	3/21/2025	135.35	REIMBURSEMENT
WUORINEN, CHRISTOPHER	35071	3/21/2025	313.60	MILEAGE REIMBURSEMENT
BAILEY, BERSHERIL L.	35072	4/4/2025	1,690.00	REGIONAL ISD EWIMS
BRIAN JOE STARKS	35073	4/4/2025	4,814.00	REGIONAL ISD PROGRAM FISCAL REVIEW
GAYLE M. GREEN	35074	4/4/2025	1,325.00	REGIONAL ISD GRANT REVIEW
JENNIFER S. HAMMOND	35075	4/4/2025	337.50	REGIONAL ISD GRANT REVIEW
KENDRA SEITZ KATNIK	35076	4/4/2025	318.00	REGIONAL ISD TITLE III MONITORING
MARIE A. MILLER	35077	4/4/2025	2,262.50	REGIONAL ISD GRANT REVIEW
SLS CONSULTING, LLC	35078	4/4/2025	525.00	REGIONAL ISD GRANT REVIEW
WILLIAM D. ANDERSON	35079	4/4/2025	3,265.24	REGIONAL ISD PROGRAM FISCAL REVIEW
WYNNGATE ASSOCIATES, LLC.	35080	4/4/2025	3,117.50	REGIONAL ISD PROGRAM FISCAL REVIEW
WEX BANK	35081	4/4/2025	1,705.24	O&M GAS & OIL
AGATE ELECTRIC	35082	4/4/2025	2,800.00	ALAN'S OFFICE
AHONEN, LAURA	35083	4/4/2025	216.93	MILEAGE REIMBURSEMENT
Amazon Capital Services, Inc.	35084	4/4/2025	351.23	TC SUPPLIES
AMN HEALTHCARE ALLIED INC	35085	4/4/2025	3,375.00	BC CONTRACTED
ANDRESEN, DAVID	35086	4/4/2025	254.80	MILEAGE REIMBURSEMENT
AT & T	35087	4/4/2025	112.97	LITTLE LEARNERS-TELEPHONE
BAY ELECTRIC INC.	35088	4/4/2025	2,700.00	MOCI ETC DOOR
BECKMAN, JESSICA	35089	4/4/2025	142.45	MILEAGE REIMBURSEMENT
BERGLAND TOWNSHIP	35090	4/4/2025	85.00	BERGLAND WATER & SEWER
CHG MEDICAL STAFFING, INC	35091	4/4/2025	6,155.31	CONTRACTED OT
CITY OF IRONWOOD	35092	4/4/2025	488.96	LITTLE LEARNERS WATER & SEWER
COMFORT SUITES MARQUETTE	35093	4/4/2025	103.88	DIRECTOR-TRAVEL
COPPER COUNTRY INTERMEDIATE	35094	4/4/2025	5,174.59	PERKINS
GOGEBIC COMMUNITY COLLEGE	35095	4/4/2025	3,924.13	GREEN HOUSE
IRONWOOD AREA SCHOOLS	35096	4/4/2025	5,821.67	RENT

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
JESINSKI, MARIA	35097	4/4/2025	33.75	REIMBURSEMENT
JULIE M IMHOFF	35098	4/4/2025	7,475.00	OT CONTRACTED SVC
LAHTI, AMY	35099	4/4/2025	292.88	MILEAGE REIMBURSEMENT
LAKES DISTRIBUTING LLC	35100	4/4/2025	324.40	LITTLE LEARNERS
LUTZ, MICHAEL	35101	4/4/2025	954.80	MILEAGE REIMBURSEMENT
MALONEY, PAULA	35102	4/4/2025	917.00	PARENT LIAISON
MASB	35103	4/4/2025	3,000.00	BOE-DUES & FEES
MINER'S INC.	35104	4/4/2025	100.49	SE SUPPLIES
MISEN	35105	4/4/2025	216.00	DUES & FEES
NIEMI, PAULETTE	35106	4/4/2025	221.90	MILEAGE REIMBURSEMENT
NORTH STAR BEVERAGE	35107	4/4/2025	36.00	LITTLE LEARNERS
OFFICE PLANNING GROUP, INC	35108	4/4/2025	606.74	O&M SUPPLIES
ONTONAGON AREA SCHOOL DISTRICT	35109	4/4/2025	3,248.75	QUARTER 3 PAYMENT
PAPA DAVE'S	35110	4/4/2025	1,800.00	BOE WORKSHOP
PLUNKETT'S	35111	4/4/2025	51.16	LITTLE LEARNERS
QUILL CORPORATION	35112	4/4/2025	771.24	LITTLE LEARNERS SUPPLIES
ROZELLE, HEATHER	35113	4/4/2025	135.35	MILEAGE REIMBURSEMENT
RULSEH, JONATHON	35114	4/4/2025	90.79	MILEAGE REIMBURSEMENT
SDM CARPETRY	35115	4/4/2025	14,100.00	CAPITAL IMPROVEMENT
SHAMION, CATHY	35116	4/4/2025	79.80	MILEAGE REIMBURSEMENT
SPECTRUM ENTERPRISE	35117	4/4/2025	114.98	LITTLE LEARNERS
STEENWYK, BETH	35118	4/4/2025	2,000.00	CONTRACTED SERVICE
THRUN LAW FIRM P.C.	35119	4/4/2025	831.50	LEGAL SERVICES
U-SAVE ACE HARDWARE	35120	4/4/2025	170.69	WELDING SUPPLIES
VESTIS	35121	4/4/2025	180.15	LITTLE LEARNERS
WAKEFIELD-MARENISCO SCHOOL DISTRICT	35122	4/4/2025	640.00	UP PRINCIPALS' SUMMIT
WEGNER, MARTHA	35123	4/4/2025	176.40	BOE MILEAGE REIMBURSEMENT
WILLSUB	35124	4/4/2025	13,379.91	LITTLE LEARNERS
BRIGHT LIGHT EARLY CARE & EDUCATION LLC	35125	4/8/2025	57.00	TEN CENTS - REIMBURSEMENTS
GRAND TRAVERSE AREA CATHOLIC SCHOOLS	35126	4/8/2025	1,269.00	TEN CENTS - REIMBURSEMENTS
KENT COUNTY	35127	4/8/2025	608.00	TEN CENTS - REIMBURSEMENTS
LANSING CATHOLIC HIGH SCHOOL	35128	4/8/2025	73.00	TEN CENTS - REIMBURSEMENTS
ST. CHARLES BORROMEO	35129	4/8/2025	27.00	TEN CENTS - REIMBURSEMENTS
THE MONROE FAMILY YMCA	35130	4/8/2025	142.00	TEN CENTS - REIMBURSEMENTS
TRI-COUNTY COUNCIL FOR CHILD DEVELOPMENT	35131	4/8/2025	1,525.00	TEN CENTS - REIMBURSEMENTS
WEDGWOOD CHRISTIAN SERVICES	35132	4/8/2025	872.00	TEN CENTS - REIMBURSEMENTS
YMCA OF BARRY COUNTY	35133	4/8/2025	91.00	TEN CENTS - REIMBURSEMENTS
YMCA OF GREATER GRAND RAPIDS	35134	4/8/2025	2,386.00	TEN CENTS - REIMBURSEMENTS
YOUNG CHILD ASSOCIATES	35135	4/8/2025	22.00	TEN CENTS - REIMBURSEMENTS
YWCA OF KALAMAZOO	35136	4/8/2025	405.00	TEN CENTS - REIMBURSEMENTS
CARD MEMBER SERVICE	35137	4/3/2025	25,345.65	CREDIT CARD STATEMENT 2-14 TO 3-13-25

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
LIFT SCHOOL PSYCHOLOGY SVC, LLC	35138	4/8/2025	5,325.00	PSYCH CONTRACTED
PAPA DAVE'S	35139	4/8/2025	180.00	BOE WORKSHOPS
SET SEG	35140	4/8/2025	5,804.00	INS PAYABLE W/C
ALEXANDRA BOETTO	35141	4/9/2025	500.00	TEACHER OF THE YEAR
DIANA HANSEN	35142	4/9/2025	500.00	TEACHER OF THE YEAR
JESSICA KELLY	35143	4/9/2025	500.00	TEACHER OF THE YEAR
KEPICH, BRIANA	35144	4/9/2025	500.00	TEACHER OF THE YEAR
THERESA AMOS	35145	4/9/2025	500.00	TEACHER OF THE YEAR
		TOTAL	\$968,394.19	
Gross Payroll Disbursement Totals				
March 28, 2025		\$273,259.51		
April 11, 2025		\$257,018.63		
0		\$0.00		
Total of All Payrolls		\$530,278.14		



Career & Technical Education Revenue & Expenditure Report Summary
 July 1, 2024 - March 31, 2025

REVENUES					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
111 PROPERTY TAX LEVY	1,026,087.00	933,515.38	0.00	92,571.62	91%
119 PENALTIES & INTEREST ON DELQ TAXES	64.00	79.87	0.00	-15.87	125%
128 REVENUE IN LIEU OF TAXES	6,704.00	10,052.20	0.00	-3,348.20	150%
151 EARNINGS ON INVESTMENTS	25,000.00	26,850.61	0.00	-1,850.61	107%
192 PRIVATE SOURCES	10,585.00	0.00	0.00	10,585.00	0%
199 MISCELLANEOUS LOCAL REVENUE	7,395.00	5,395.07	0.00	1,999.93	73%
312 STATE AID - RESTRICTED	250,108.00	152,591.93	0.00	97,516.07	61%
414 RESTRICTED FEDERAL REVENUE REC'D THRU STATE	123,839.00	67,083.35	0.00	56,755.65	54%
418 FEDERAL REV REC'D THRU ANOTHER PUBLIC SCHOOL	12,113.00	0.00	0.00	12,113.00	0%
	1,461,895.00	1,195,568.41	0.00	266,326.59	82%

EXPENSES					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
127 CAREER & TECH EDUCATION INSTRUCTION	745,426.00	479,865.12	5,871.85	259,689.03	64%
135 OCCUPATIONAL TRAINING	4,585.00	6,853.13	0.00	-2,268.13	149%
212 GUIDANCE SERVICES	52,369.00	36,265.88	0.00	16,103.12	69%
221 IMPROVEMENT OF INSTRUCTION	9,574.00	6,532.78	0.00	3,041.22	68%
226 SUPERVISION & DIRECTION OF INSTRUCTIONAL STAFF	184,011.00	141,210.51	0.00	42,800.49	77%
227 ACADEMIC STUDENT ASSESSMENT	7,000.00	0.00	0.00	7,000.00	0%
231 BOARD OF EDUCATION	8,720.00	9,017.91	0.00	-297.91	103%
252 FISCAL SERVICES	43,696.00	30,690.05	0.00	13,005.95	70%
259 OTHER BUSINESS SERVICES	2,000.00	1,216.15	0.00	783.85	61%
261 OPERATING BUILDINGS SERVICES - O/M	61,271.00	46,807.54	785.67	13,677.79	76%
271 PUPIL TRANSPORTATION SERVICES	2,000.00	308.97	0.00	1,691.03	15%
283 STAFF/PERSONNEL SERVICES	2,914.00	918.44	0.00	1,995.56	32%
284 NON-INSTRUCTIONAL TECHNOLOGY SERVICES	15,000.00	8,730.70	0.00	6,269.30	58%
289 OTHER CENTRAL SERVICES	55,779.00	42,450.45	0.00	13,328.55	76%
299 OTHER SUPPORT SERVICES	100,000.00	3,217.47	0.00	96,782.53	3%
411 PAYMENTS TO OTHER PUBLIC SCHOOLS	74,303.00	41,119.07	0.00	33,183.93	55%
TOTALS	1,368,648.00	855,204.17	6,657.52	506,786.31	62%
TOTAL REVENUE-EXPENDITURES	93,247.00	340,364.24	-6,657.52	-240,459.72	



General Education Revenue & Expenditure Report Summary
 July 1, 2024 - March 31, 2025

REVENUE					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
111 PROPERTY TAX LEVY	318,982.00	298,881.46	0.00	20,100.54	94%
119 PENALTIES AND INTEREST ON DELINQUENT TAXES	8,522.00	25.82	0.00	8,496.18	0%
128 REVENUE IN LIEU OF TAXES	1,700.00	3,217.29	0.00	-1,517.29	189%
151 EARNINGS ON INVESTMENTS	1,445,000.00	1,475,720.72	0.00	-30,720.72	102%
181 REVENUE FROM COMMUNITY SERVICE ACTIVITIES	373,000.00	268,171.43	0.00	104,828.57	72%
192 PRIVATE SOURCES	21,155.00	21,155.45	0.00	-0.45	100%
199 MISCELLANEOUS LOCAL REVENUES	191,465.00	137,213.10	0.00	54,251.90	72%
212 RESTRICTED- RE'D FROM NON-ED ENTITY	149,000.00	0.00	0.00	149,000.00	0%
311 UNRESTRICTED - STATE REVENUES	362,769.00	197,854.26	0.00	164,914.74	55%
312 RESTRICTED - STATE REVENUES	20,629,271.00	10,302,767.73	0.00	10,326,503.27	50%
315 RESTRICTED - REC'D FROM STATE THROUGH	23,635.00	10,200.00	0.00	13,435.00	43%
414 RESTRICTED REC'D FROM FEDERAL GOVT THRU	727,293.00	389,646.53	0.00	337,646.47	54%
415 RESTRICTED - REC'D FROM FEDERAL GOVT THRU	29,500.00	0.00	0.00	29,500.00	0%
419 OTHER REVENUE	76,739.00	29,484.00	0.00	47,255.00	38%
519 OTHER DISTRIBUTIONS REC'D FROM OTHER PUBLIC	59,510.00	0.00	0.00	59,510.00	0%
593 PROCEEDS FROM THE SALE OF CAPITAL ASSETS	10,578.00	10,578.00	0.00	0.00	100%
599 MISC OTHER FINANCING SOURCES	400,000.00	0.00	0.00	400,000.00	0%
TOTALS	24,828,119.00	13,144,915.79	0.00	11,683,203.21	53%

EXPENSES					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
113 HIGH SCHOOL INSTRUCTION	126,505.00	119,007.65	0.00	7,497.35	94%
118 PRESCHOOL INSTRUCTION	68,621.00	35,610.99	2,268.02	30,741.99	52%
127 ADDED NEEDS - CAREER & TECHNICAL EDUCATION	10,338.00	10,295.00	0.00	43.00	100%
133 ADULT/CONTINUING EDUCATION	12,059.00	16,779.09	0.00	-4,720.09	139%
211 TRUANCY/ABSENTEEISM SERVICES	8,000.00	3,168.00	0.00	4,832.00	40%
213 HEALTH SERVICES	895,813.00	734,755.36	1,575.00	159,482.64	82%
216 SOCIAL WORK SERVICES	824,260.00	478,234.70	75.00	345,950.30	58%
219 OTHER PUPIL SUPPORT SERVICES	0.00	37,678.15	0.00	-37,678.15	-
221 IMPROVEMENT OF INSTRUCTION	1,906,705.00	1,266,990.14	3,542.50	636,172.36	66%
225 INSTRUCTION RELATED TECHNOLOGY	29,500.00	11,165.09	0.00	18,334.91	38%
226 SUPERVISION & DIRECTION OF INSTRUCTIONAL STAFF	26,800.00	4,515.50	0.00	22,284.50	17%
227 ACADEMIC STUDENT ASSESSMENT	500.00	69.00	0.00	431.00	14%
229 OTHER INSTRUCTIONAL STAFF SERVICES	294,103.00	219,726.78	0.00	74,376.22	75%
231 BOARD OF EDUCATION	57,702.00	43,510.95	0.00	14,191.05	75%
232 EXECUTIVE ADMINISTRATION	372,565.00	268,185.25	3,239.61	101,140.14	72%
233 GRANT WRITER/GRANT PROCUREMENT	89,285.00	64,719.72	0.00	24,565.28	72%
252 FISCAL SERVICES	727,768.00	488,457.53	51.47	239,259.00	67%
259 OTHER BUSINESS SERVICES	4,284.00	1,893.30	0.00	2,390.70	44%
261 OPERATIONS AND MAINTENANCE	293,259.00	170,591.46	860.02	121,807.52	58%
283 STAFF/PERSONNEL SERVICES	18,100.00	15,139.25	71.00	2,889.75	84%
284 NON-INSTRUCTIONAL TECHNOLOGY SERVICES	47,855.00	37,962.18	0.00	9,892.82	79%
285 PUPIL ACCOUNTING	17,617.00	9,974.98	0.00	7,642.02	57%
289 OTHER CENTRAL SERVICES	305,071.00	158,012.32	0.00	146,958.68	52%
299 OTHER SUPPORT SERVICES	179,300.00	105,491.27	2,027.93	71,780.80	59%
311 COMMUNITY SERVICES DIRECTION	280,301.00	157,218.92	837.22	122,244.86	56%
331 COMMUNITY ACTIVITIES	33,000.00	9,121.43	0.00	23,878.57	28%
351 CUSTODY AND CARE OF CHILDREN	410,986.00	293,588.54	44.98	117,352.48	71%
361 WELFARE ACTIVITIES	1,000.00	0.00	0.00	1,000.00	0%
391 OTHER COMMUNITY SERVICES	39,441.00	33,369.10	1,854.00	4,217.90	85%
411 PAYMENTS TO OTHER PUBLIC SCHOOLS IN MICHIGAN	333,481.00	30,090.16	0.00	303,390.84	9%
441 PAYMENTS TO OTHER GOVT ENTITIES	255,000.00	61,572.76	0.00	193,427.24	24%
445 PAYMENTS TO NOT FOR PROFITS	16,754,500.00	7,929,821.01	0.00	8,824,678.99	47%
452 SITE IMPROVEMENT SERVICES		12,495.00	0.00	-12,495.00	-
TOTALS	24,423,719.00	12,829,210.58	16,446.75	11,577,961.67	53%
TOTAL REVENUE-EXPENDITURES	404,400.00	315,705.21	-16,446.75	105,241.54	



Special Education Revenue & Expenditure Report Summary
 July 1, 2024 - March 31, 2025

REVENUES					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
111 PROPERTY TAX LEVY	2,360,280.00	2,152,580.36	0.00	207,699.64	91%
119 PENALTIES AND INTEREST ON DELINQUENT TAXES	1,000.00	185.32	0.00	814.68	19%
128 REVENUE IN LIEU OF TAXES	0.00	23,125.14	0.00	-23,125.14	-
151 EARNINGS ON INVESTMENTS	125,000.00	135,279.30	0.00	-10,279.30	108%
199 MISCELLANEOUS LOCAL REVENUE	5,000.00	790.92	0.00	4,209.08	16%
312 REVENUE FROM STATE SOURCES - RESTRICTED	2,822,141.00	1,907,183.35	0.00	914,957.65	68%
414 REVENUE REC'D FROM FED GOVT THRU STATE - RESTRICTED	888,156.00	341,732.31	0.00	546,423.69	38%
419 OTHER REVENUE - FEDERAL SOURCES	540,000.00	421,068.61	0.00	118,931.39	78%
519 OTHER DISTRIBUTIONS REC'D FROM OTHER PUBLIC SCHOOLS	550.00	0.00	0.00	550.00	0%
TOTALS	6,742,127.00	4,981,945.31	0.00	1,760,181.69	74%

EXPENSES					
Description	Budget	FYTD Amount	Encumbered	Remaining	% Used
122 SPECIAL EDUCATION	2,688,372.00	1,637,303.60	2,002.63	1,049,065.77	61%
213 HEALTH SERVICES	708,209.00	451,601.52	0.00	256,607.48	64%
214 PSYCHOLOGICAL SERVICES	376,595.00	221,342.97	0.00	155,252.03	59%
215 SPEECH SERVICES	973,513.00	661,863.28	0.00	311,649.72	68%
216 SOCIAL WORK SERVICES	593,555.00	421,843.80	961.10	170,750.10	71%
217 VISUAL AID SERVICES	300.00	0.00	0.00	300.00	0%
218 TEACHER CONSULTANT	349,317.00	200,100.02	0.00	149,216.98	57%
219 OTHER PUPIL SUPPORT SERVICES	151,870.00	80,292.03	0.00	71,577.97	53%
221 IMPROVEMENT OF INSTRUCTION	17,513.00	0.06	0.00	17,512.94	0%
226 SUPERVISION & DIRECTION OF INSTRUCTIONAL STAFF	206,804.00	159,701.41	0.00	47,102.59	77%
227 ACADEMIC STUDENT ASSESSMENT	97,080.00	90,616.07	0.00	6,463.93	93%
231 BOARD OF EDUCATION	21,800.00	21,522.44	0.00	277.56	99%
241 OFFICE OF PRINCIPAL	144,906.00	104,175.16	0.00	40,730.84	72%
252 FISCAL SERVICES	207,715.00	136,931.11	123.00	70,660.89	66%
259 OTHER BUSINESS SERVICES	5,000.00	5,066.97	0.00	-66.97	101%
261 OPERATING BUILDING SERVICES (O/M)	237,685.00	158,334.78	1,844.61	77,505.61	67%
271 PUPIL TRANSPORTATION SERVICES	351,006.00	245,830.33	0.00	105,175.67	70%
281 PLANNING, RESEARCH, DEVELOPMENT & EVALUATION	61,531.00	50,720.02	0.00	10,810.98	82%
283 STAFF/PERSONNEL SERVICES	18,200.00	12,854.62	0.00	5,345.38	71%
284 NON-INSTRUCTIONAL TECHNOLOGY SERVICES	130,108.00	81,733.13	0.00	48,374.87	63%
289 OTHER CENTRAL SERVICES	124,080.00	87,335.03	0.00	36,744.97	70%
299 OTHER SUPPORT SERVICES	145,941.00	48,184.01	0.00	97,756.99	33%
331 COMMUNITY ACTIVITIES	700.00	55.18	0.00	644.82	8%
371 SERVICES TO NON-PUBLIC PUPILS	13,561.00	0.00	0.00	13,561.00	0%
411 PAYMENTS TO OTHER PUBLIC SCHOOLS	15,062.00	14,555.86	0.00	506.14	97%
TOTALS	7,640,423.00	4,891,963.40	4,931.34	2,743,528.26	64%
TOTAL REVENUE-EXPENDITURES	-898,296.00	89,981.91	-4,931.34	-983,346.57	

GOISD Office Staff 2025-2027 Wage Scale			
Step	Amount	Notes	
1	\$19.75		
2	\$20.25		
3	\$20.75		
4	\$21.25		
5	\$22.75	Associate's Degree Starting Wage*	
6	\$23.25		
7	\$23.75		
8	\$24.25	Bachelor's Degree Starting Wage	
9	\$24.75		
10	\$25.25		
11	\$25.75		
12	\$26.25		
Longevity Differential		Once a staff member has reached Step 12, they are eligible for an annual percentage increase as determined by the administration and Board of Education. A longevity differential increase will be paid to employees upon attaining the stated years of service.	
10 years of service	.50 per hour		
15 years of service	.75 per hour		
20 years of service	\$1.00 per hour		
25 years of service	\$1.25 per hour		

GOISD Paraprofessional 2025-2027 Wage Scale

Step	Amount	Notes
1	\$18.75	
2	\$19.15	
3	\$19.55	
4	\$19.95	Associate's Degree Starting Wage
5	\$20.35	Starting Wage with a Sub Permit
6	\$20.75	Bachelor's Degree Starting Wage
7	\$21.15	
8	\$21.55	
9	\$21.95	
10	\$22.35	
11	\$22.75	
12	\$23.15	
13	\$23.55	
14	\$23.95	
15	\$24.35	
Longevity Differential		<i>Once a staff member has reached Step 15, they are eligible for an annual percentage increase as determined by the administration and Board of Education. A longevity differential increase will be paid to employees upon attaining the stated years of service.</i>
10 years of service	.50 per hour	
15 years of service	.75 per hour	
20 years of service	\$1.00 per hour	
25 years of service	\$1.25 per hour	

GOISD Facilitator & Registered Behavioral Technician 2025-2027 Wage Scale

Step	Amount	Notes
1	\$19.25	
2	\$19.50	
3	\$19.75	
4	\$20.50	
5	\$20.75	
6	\$21.00	Associate's Degree Starting Wage
7	\$21.50	Associate's Degree w/ Sub Permit
8	\$21.75	Bachelor's Degree Starting Wage
9	\$22.00	
10	\$22.25	
11	\$23.50	
12	\$23.75	
13	\$24.00	
14	\$24.25	
15	\$24.50	
Longevity Differential		<i>Once a staff member has reached Step 15, they are eligible for an annual percentage increase as determined by the administration and Board of Education. A longevity differential increase will be paid to employees upon attaining the stated years of service.</i>
10 years of service	.50 per hour	
15 years of service	.75 per hour	
20 years of service	\$1.00 per hour	
25 years of service	\$1.25 per hour	

ASSOCIATE SUPERINTENDENT OF CAREER TECHNICAL EDUCATION
 Requirements: Master's Degree and Michigan School Administrator Certification
 Central Office Endorsement

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 115,000	1.000	\$ 115,000	1.000	\$ 115,000	1.000	\$ 115,000
1	1.020	117,300	1.020	117,300	1.020	117,300	1.020	117,300
2	1.040	119,600	1.040	119,600	1.040	119,600	1.040	119,600
3	1.060	121,900	1.060	121,900	1.060	121,900	1.060	121,900
4	1.080	124,200	1.080	124,200	1.080	124,200	1.080	124,200
5	1.100	126,500	1.100	126,500	1.100	126,500	1.100	126,500
6	1.120	128,800	1.120	128,800	1.120	128,800	1.120	128,800
7	1.140	131,100	1.140	131,100	1.140	131,100	1.140	131,100
8	1.160	133,400	1.160	133,400	1.160	133,400	1.160	133,400
9	1.180	135,700	1.180	135,700	1.180	135,700	1.180	135,700
10	1.200	138,000	1.200	138,000	1.200	138,000	1.200	138,000
11	1.220	140,300	1.220	140,300	1.220	140,300	1.220	140,300
12	1.240	142,600	1.240	142,600	1.240	142,600	1.240	142,600
13	1.260	144,900	1.260	144,900	1.260	144,900	1.260	144,900
14	1.280	147,200	1.280	147,200	1.280	147,200	1.280	147,200
15	1.300	149,500	1.300	149,500	1.300	149,500	1.300	149,500
16	1.320	151,800	1.320	151,800	1.320	151,800	1.320	151,800
17	1.340	154,100	1.340	154,100	1.340	154,100	1.340	154,100
18	1.360	156,400	1.360	156,400	1.360	156,400	1.360	156,400
19	1.380	158,700	1.380	158,700	1.380	158,700	1.380	158,700
20	1.400	161,000	1.400	161,000	1.400	161,000	1.400	161,000

DIRECTOR OF SPECIAL EDUCATION

Requirements: Master's Degree, State of Michigan Approval as Director of Special Education, and Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 95,000	1.000	\$ 95,000	1.000	\$ 95,000	1.000	\$ 95,000
1	1.020	96,900	1.020	96,900	1.020	96,900	1.020	96,900
2	1.040	98,800	1.040	98,800	1.040	98,800	1.040	98,800
3	1.060	100,700	1.060	100,700	1.060	100,700	1.060	100,700
4	1.080	102,600	1.080	102,600	1.080	102,600	1.080	102,600
5	1.100	104,500	1.100	104,500	1.100	104,500	1.100	104,500
6	1.120	106,400	1.120	106,400	1.120	106,400	1.120	106,400
7	1.140	108,300	1.140	108,300	1.140	108,300	1.140	108,300
8	1.160	110,200	1.160	110,200	1.160	110,200	1.160	110,200
9	1.180	112,100	1.180	112,100	1.180	112,100	1.180	112,100
10	1.200	114,000	1.200	114,000	1.200	114,000	1.200	114,000
11	1.220	115,900	1.220	115,900	1.220	115,900	1.220	115,900
12	1.240	117,800	1.240	117,800	1.240	117,800	1.240	117,800
13	1.260	119,700	1.260	119,700	1.260	119,700	1.260	119,700
14	1.280	121,600	1.280	121,600	1.280	121,600	1.280	121,600
15	1.300	123,500	1.300	123,500	1.300	123,500	1.300	123,500
16	1.320	125,400	1.320	125,400	1.320	125,400	1.320	125,400
17	1.340	127,300	1.340	127,300	1.340	127,300	1.340	127,300
18	1.360	129,200	1.360	129,200	1.360	129,200	1.360	129,200
19	1.380	131,100	1.380	131,100	1.380	131,100	1.380	131,100
20	1.400	133,000	1.400	133,000	1.400	133,000	1.400	133,000

SPECIAL EDUCATION SUPERVISOR

Requirements: Master's Degree, State of Michigan Approval as Supervisor of Special Education, and Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 75,000	1.000	\$ 75,000	1.000	\$ 75,000	1.000	\$ 75,000
1	1.020	76,500	1.020	76,500	1.020	76,500	1.020	76,500
2	1.040	78,000	1.040	78,000	1.040	78,000	1.040	78,000
3	1.060	79,500	1.060	79,500	1.060	79,500	1.060	79,500
4	1.080	81,000	1.080	81,000	1.080	81,000	1.080	81,000
5	1.100	82,500	1.100	82,500	1.100	82,500	1.100	82,500
6	1.120	84,000	1.120	84,000	1.120	84,000	1.120	84,000
7	1.140	85,500	1.140	85,500	1.140	85,500	1.140	85,500
8	1.160	87,000	1.160	87,000	1.160	87,000	1.160	87,000
9	1.180	88,500	1.180	88,500	1.180	88,500	1.180	88,500
10	1.200	90,000	1.200	90,000	1.200	90,000	1.200	90,000
11	1.220	91,500	1.220	91,500	1.220	91,500	1.220	91,500
12	1.240	93,000	1.240	93,000	1.240	93,000	1.240	93,000
13	1.260	94,500	1.260	94,500	1.260	94,500	1.260	94,500
14	1.280	96,000	1.280	96,000	1.280	96,000	1.280	96,000
15	1.300	97,500	1.300	97,500	1.300	97,500	1.300	97,500
16	1.320	99,000	1.320	99,000	1.320	99,000	1.320	99,000
17	1.340	100,500	1.340	100,500	1.340	100,500	1.340	100,500
18	1.360	102,000	1.360	102,000	1.360	102,000	1.360	102,000
19	1.380	103,500	1.380	103,500	1.380	103,500	1.380	103,500
20	1.400	105,000	1.400	105,000	1.400	105,000	1.400	105,000

CENTER-BASED PROGRAMS PRINCIPAL

Requirements: Master's Degree; Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 76,500	1.000	\$ 76,500	1.000	\$ 76,500	1.000	\$ 76,500
1	1.020	78,030	1.020	78,030	1.020	78,030	1.020	78,030
2	1.040	79,560	1.040	79,560	1.040	79,560	1.040	79,560
3	1.060	81,090	1.060	81,090	1.060	81,090	1.060	81,090
4	1.080	82,620	1.080	82,620	1.080	82,620	1.080	82,620
5	1.100	84,150	1.100	84,150	1.100	84,150	1.100	84,150
6	1.120	85,680	1.120	85,680	1.120	85,680	1.120	85,680
7	1.140	87,210	1.140	87,210	1.140	87,210	1.140	87,210
8	1.160	88,740	1.160	88,740	1.160	88,740	1.160	88,740
9	1.180	90,270	1.180	90,270	1.180	90,270	1.180	90,270
10	1.200	91,800	1.200	91,800	1.200	91,800	1.200	91,800
11	1.220	93,330	1.220	93,330	1.220	93,330	1.220	93,330
12	1.240	94,860	1.240	94,860	1.240	94,860	1.240	94,860
13	1.260	96,390	1.260	96,390	1.260	96,390	1.260	96,390
14	1.280	97,920	1.280	97,920	1.280	97,920	1.280	97,920
15	1.300	99,450	1.300	99,450	1.300	99,450	1.300	99,450
16	1.320	100,980	1.320	100,980	1.320	100,980	1.320	100,980
17	1.340	102,510	1.340	102,510	1.340	102,510	1.340	102,510
18	1.360	104,040	1.360	104,040	1.360	104,040	1.360	104,040
19	1.380	105,570	1.380	105,570	1.380	105,570	1.380	105,570
20	1.400	107,100	1.400	107,100	1.400	107,100	1.400	107,100

SPECIAL EDUCATION TECHNICAL ASSISTANCE/COMPLIANCE MONITOR

Requirements: Master's Degree and Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 75,000	1.000	\$ 75,000	1.000	\$ 75,000	1.000	\$ 75,000
1	1.020	76,500	1.020	76,500	1.020	76,500	1.020	76,500
2	1.040	78,000	1.040	78,000	1.040	78,000	1.040	78,000
3	1.060	79,500	1.060	79,500	1.060	79,500	1.060	79,500
4	1.080	81,000	1.080	81,000	1.080	81,000	1.080	81,000
5	1.100	82,500	1.100	82,500	1.100	82,500	1.100	82,500
6	1.120	84,000	1.120	84,000	1.120	84,000	1.120	84,000
7	1.140	85,500	1.140	85,500	1.140	85,500	1.140	85,500
8	1.160	87,000	1.160	87,000	1.160	87,000	1.160	87,000
9	1.180	88,500	1.180	88,500	1.180	88,500	1.180	88,500
10	1.200	90,000	1.200	90,000	1.200	90,000	1.200	90,000
11	1.220	91,500	1.220	91,500	1.220	91,500	1.220	91,500
12	1.240	93,000	1.240	93,000	1.240	93,000	1.240	93,000
13	1.260	94,500	1.260	94,500	1.260	94,500	1.260	94,500
14	1.280	96,000	1.280	96,000	1.280	96,000	1.280	96,000
15	1.300	97,500	1.300	97,500	1.300	97,500	1.300	97,500
16	1.320	99,000	1.320	99,000	1.320	99,000	1.320	99,000
17	1.340	100,500	1.340	100,500	1.340	100,500	1.340	100,500
18	1.360	102,000	1.360	102,000	1.360	102,000	1.360	102,000
19	1.380	103,500	1.380	103,500	1.380	103,500	1.380	103,500
20	1.400	105,000	1.400	105,000	1.400	105,000	1.400	105,000

DIRECTOR OF EARLY CHILDHOOD EDUCATION
 Requirements: Master's Degree; Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 85,000	1.000	\$ 85,000	1.000	\$ 85,000	1.000	\$ 85,000
1	1.020	86,700	1.020	86,700	1.020	86,700	1.020	86,700
2	1.040	88,400	1.040	88,400	1.040	88,400	1.040	88,400
3	1.060	90,100	1.060	90,100	1.060	90,100	1.060	90,100
4	1.080	91,800	1.080	91,800	1.080	91,800	1.080	91,800
5	1.100	93,500	1.100	93,500	1.100	93,500	1.100	93,500
6	1.120	95,200	1.120	95,200	1.120	95,200	1.120	95,200
7	1.140	96,900	1.140	96,900	1.140	96,900	1.140	96,900
8	1.160	98,600	1.160	98,600	1.160	98,600	1.160	98,600
9	1.180	100,300	1.180	100,300	1.180	100,300	1.180	100,300
10	1.200	102,000	1.200	102,000	1.200	102,000	1.200	102,000
11	1.220	103,700	1.220	103,700	1.220	103,700	1.220	103,700
12	1.240	105,400	1.240	105,400	1.240	105,400	1.240	105,400
13	1.260	107,100	1.260	107,100	1.260	107,100	1.260	107,100
14	1.280	108,800	1.280	108,800	1.280	108,800	1.280	108,800
15	1.300	110,500	1.300	110,500	1.300	110,500	1.300	110,500
16	1.320	112,200	1.320	112,200	1.320	112,200	1.320	112,200
17	1.340	113,900	1.340	113,900	1.340	113,900	1.340	113,900
18	1.360	115,600	1.360	115,600	1.360	115,600	1.360	115,600
19	1.380	117,300	1.380	117,300	1.380	117,300	1.380	117,300
20	1.400	119,000	1.400	119,000	1.400	119,000	1.400	119,000

DIRECTOR OF BUSINESS & FINANCE

Requirements: Associate's/Bachelor's Degree and MSBO Business Office Manager Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 95,000	1.000	\$ 95,000	1.000	\$ 95,000	1.000	\$ 95,000
1	1.020	96,900	1.020	96,900	1.020	96,900	1.020	96,900
2	1.040	98,800	1.040	98,800	1.040	98,800	1.040	98,800
3	1.060	100,700	1.060	100,700	1.060	100,700	1.060	100,700
4	1.080	102,600	1.080	102,600	1.080	102,600	1.080	102,600
5	1.100	104,500	1.100	104,500	1.100	104,500	1.100	104,500
6	1.120	106,400	1.120	106,400	1.120	106,400	1.120	106,400
7	1.140	108,300	1.140	108,300	1.140	108,300	1.140	108,300
8	1.160	110,200	1.160	110,200	1.160	110,200	1.160	110,200
9	1.180	112,100	1.180	112,100	1.180	112,100	1.180	112,100
10	1.200	114,000	1.200	114,000	1.200	114,000	1.200	114,000
11	1.220	115,900	1.220	115,900	1.220	115,900	1.220	115,900
12	1.240	117,800	1.240	117,800	1.240	117,800	1.240	117,800
13	1.260	119,700	1.260	119,700	1.260	119,700	1.260	119,700
14	1.280	121,600	1.280	121,600	1.280	121,600	1.280	121,600
15	1.300	123,500	1.300	123,500	1.300	123,500	1.300	123,500
16	1.320	125,400	1.320	125,400	1.320	125,400	1.320	125,400
17	1.340	127,300	1.340	127,300	1.340	127,300	1.340	127,300
18	1.360	129,200	1.360	129,200	1.360	129,200	1.360	129,200
19	1.380	131,100	1.380	131,100	1.380	131,100	1.380	131,100
20	1.400	133,000	1.400	133,000	1.400	133,000	1.400	133,000

ASSISTANT DIRECTOR OF BUSINESS & FINANCE

Requirements: Associate's/Bachelor's Degree and MSBO Business Office Manager Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 85,000	1.000	\$ 85,000	1.000	\$ 85,000	1.000	\$ 85,000
1	1.020	86,700	1.020	86,700	1.020	86,700	1.020	86,700
2	1.040	88,400	1.040	88,400	1.040	88,400	1.040	88,400
3	1.060	90,100	1.060	90,100	1.060	90,100	1.060	90,100
4	1.080	91,800	1.080	91,800	1.080	91,800	1.080	91,800
5	1.100	93,500	1.100	93,500	1.100	93,500	1.100	93,500
6	1.120	95,200	1.120	95,200	1.120	95,200	1.120	95,200
7	1.140	96,900	1.140	96,900	1.140	96,900	1.140	96,900
8	1.160	98,600	1.160	98,600	1.160	98,600	1.160	98,600
9	1.180	100,300	1.180	100,300	1.180	100,300	1.180	100,300
10	1.200	102,000	1.200	102,000	1.200	102,000	1.200	102,000
11	1.220	103,700	1.220	103,700	1.220	103,700	1.220	103,700
12	1.240	105,400	1.240	105,400	1.240	105,400	1.240	105,400
13	1.260	107,100	1.260	107,100	1.260	107,100	1.260	107,100
14	1.280	108,800	1.280	108,800	1.280	108,800	1.280	108,800
15	1.300	110,500	1.300	110,500	1.300	110,500	1.300	110,500
16	1.320	112,200	1.320	112,200	1.320	112,200	1.320	112,200
17	1.340	113,900	1.340	113,900	1.340	113,900	1.340	113,900
18	1.360	115,600	1.360	115,600	1.360	115,600	1.360	115,600
19	1.380	117,300	1.380	117,300	1.380	117,300	1.380	117,300
20	1.400	119,000	1.400	119,000	1.400	119,000	1.400	119,000

DIRECTOR OF INSTRUCTIONAL SERVICES

Requirements: Master's Degree and Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500
1	1.020	84,150	1.020	84,150	1.020	84,150	1.020	84,150
2	1.040	85,800	1.040	85,800	1.040	85,800	1.040	85,800
3	1.060	87,450	1.060	87,450	1.060	87,450	1.060	87,450
4	1.080	89,100	1.080	89,100	1.080	89,100	1.080	89,100
5	1.100	90,750	1.100	90,750	1.100	90,750	1.100	90,750
6	1.120	92,400	1.120	92,400	1.120	92,400	1.120	92,400
7	1.140	94,050	1.140	94,050	1.140	94,050	1.140	94,050
8	1.160	95,700	1.160	95,700	1.160	95,700	1.160	95,700
9	1.180	97,350	1.180	97,350	1.180	97,350	1.180	97,350
10	1.200	99,000	1.200	99,000	1.200	99,000	1.200	99,000
11	1.220	100,650	1.220	100,650	1.220	100,650	1.220	100,650
12	1.240	102,300	1.240	102,300	1.240	102,300	1.240	102,300
13	1.260	103,950	1.260	103,950	1.260	103,950	1.260	103,950
14	1.280	105,600	1.280	105,600	1.280	105,600	1.280	105,600
15	1.300	107,250	1.300	107,250	1.300	107,250	1.300	107,250
16	1.320	108,900	1.320	108,900	1.320	108,900	1.320	108,900
17	1.340	110,550	1.340	110,550	1.340	110,550	1.340	110,550
18	1.360	112,200	1.360	112,200	1.360	112,200	1.360	112,200
19	1.380	113,850	1.380	113,850	1.380	113,850	1.380	113,850
20	1.400	115,500	1.400	115,500	1.400	115,500	1.400	115,500

DIRECTOR OF STUDENT HEALTH & WELLNESS SERVICES

Requirements: Master's Degree; Michigan School Administrator Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500
1	1.020	84,150	1.020	84,150	1.020	84,150	1.020	84,150
2	1.040	85,800	1.040	85,800	1.040	85,800	1.040	85,800
3	1.060	87,450	1.060	87,450	1.060	87,450	1.060	87,450
4	1.080	89,100	1.080	89,100	1.080	89,100	1.080	89,100
5	1.100	90,750	1.100	90,750	1.100	90,750	1.100	90,750
6	1.120	92,400	1.120	92,400	1.120	92,400	1.120	92,400
7	1.140	94,050	1.140	94,050	1.140	94,050	1.140	94,050
8	1.160	95,700	1.160	95,700	1.160	95,700	1.160	95,700
9	1.180	97,350	1.180	97,350	1.180	97,350	1.180	97,350
10	1.200	99,000	1.200	99,000	1.200	99,000	1.200	99,000
11	1.220	100,650	1.220	100,650	1.220	100,650	1.220	100,650
12	1.240	102,300	1.240	102,300	1.240	102,300	1.240	102,300
13	1.260	103,950	1.260	103,950	1.260	103,950	1.260	103,950
14	1.280	105,600	1.280	105,600	1.280	105,600	1.280	105,600
15	1.300	107,250	1.300	107,250	1.300	107,250	1.300	107,250
16	1.320	108,900	1.320	108,900	1.320	108,900	1.320	108,900
17	1.340	110,550	1.340	110,550	1.340	110,550	1.340	110,550
18	1.360	112,200	1.360	112,200	1.360	112,200	1.360	112,200
19	1.380	113,850	1.380	113,850	1.380	113,850	1.380	113,850
20	1.400	115,500	1.400	115,500	1.400	115,500	1.400	115,500

GRANT FINANCE MANAGER

Requirements: Bachelor's Degree, MSBO Business Office Specialist Certification

				Base Increase		Base Increase		Base Increase
				0.00%		0.00%		0.00%
STEP	%	2024-2025	%	2025-2026	%	2026-2027	%	2027-2028
0	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500	1.000	\$ 82,500
1	1.020	84,150	1.020	84,150	1.020	84,150	1.020	84,150
2	1.040	85,800	1.040	85,800	1.040	85,800	1.040	85,800
3	1.060	87,450	1.060	87,450	1.060	87,450	1.060	87,450
4	1.080	89,100	1.080	89,100	1.080	89,100	1.080	89,100
5	1.100	90,750	1.100	90,750	1.100	90,750	1.100	90,750
6	1.120	92,400	1.120	92,400	1.120	92,400	1.120	92,400
7	1.140	94,050	1.140	94,050	1.140	94,050	1.140	94,050
8	1.160	95,700	1.160	95,700	1.160	95,700	1.160	95,700
9	1.180	97,350	1.180	97,350	1.180	97,350	1.180	97,350
10	1.200	99,000	1.200	99,000	1.200	99,000	1.200	99,000
11	1.220	100,650	1.220	100,650	1.220	100,650	1.220	100,650
12	1.240	102,300	1.240	102,300	1.240	102,300	1.240	102,300
13	1.260	103,950	1.260	103,950	1.260	103,950	1.260	103,950
14	1.280	105,600	1.280	105,600	1.280	105,600	1.280	105,600
15	1.300	107,250	1.300	107,250	1.300	107,250	1.300	107,250
16	1.320	108,900	1.320	108,900	1.320	108,900	1.320	108,900
17	1.340	110,550	1.340	110,550	1.340	110,550	1.340	110,550
18	1.360	112,200	1.360	112,200	1.360	112,200	1.360	112,200
19	1.380	113,850	1.380	113,850	1.380	113,850	1.380	113,850
20	1.400	115,500	1.400	115,500	1.400	115,500	1.400	115,500

IMPORTANT: This document is intended solely for informational purposes and should not be taken as legal advice. MASA does not guarantee acceptance of these schedules as documentation for an individual's Final Average Compensation. For specific legal concerns, please consult an attorney.

→ Who should have a salary schedule?

It is recommended that any positions not governed under a CBA have a defined salary schedule. Salary schedules should not be created for individuals, but rather to cover those who fall into specific roles within a district. (E.g. Administrators – Level 1: Superintendent, Level 2: Central Office Administrator, Level 3 = Building Administrator, etc.) The following is an example of district-wide salary schedule for all administrators. It is suggested that a similar schedule be created and adopted by the Board of Education for all administrative job types.

School District Administrator Salary Schedule

		2024-25	2025-26	2026-27	2027-28	2028-29
LEVEL 1	Base	\$160,000	\$164,800	\$169,744	\$174,836	\$180,081
	Annuity [6% of base]	\$9,600	\$9,888	\$10,185	\$10,490	\$10,805
	Longevity [3% of base]	\$4,800	\$4,944	\$5,092	\$5,245	\$5,402
	Merit [3% of base]	\$4,800	\$4,944	\$5,092	\$5,245	\$5,402
LEVEL 2	Base	\$130,000	\$133,900	\$137,917	\$142,055	\$146,316
	Longevity [3% of base]	\$3,900	\$4,017	\$4,138	\$4,262	\$4,389
LEVEL 3	Base	\$120,000	\$123,600	\$127,308	\$131,127	\$135,061
	Longevity [3% of base]	\$3,000	\$3,090	\$3,183	\$3,278	\$3,377
LEVEL 4	Base	\$100,000	\$103,000	\$106,090	\$109,273	\$112,551
	Longevity [3% of base]	\$3,000	\$3,090	\$3,183	\$3,278	\$3,377
LEVEL 5	Base	\$85,000	\$87,550	\$90,177	\$92,882	\$95,668
	Longevity [3% of base]	\$2,550	\$2,627	\$2,705	\$2,786	\$2,870
LEVEL 6	Base	\$70,000	\$72,100	\$74,263	\$76,491	\$78,786
	Longevity [3% of base]	\$2,100	\$2,163	\$2,228	\$2,295	\$2,364

District Roles by Level

- Level 1: Superintendent
- Level 2: Central Office Administrator
- Level 3: Building Administrator
- Level 4: Assistant Administrator
- Level 5: Director
- Level 6: Assistant Director

- The Board of Education approves all contracts/renewals. However, the Superintendent may, at their discretion, place any Administrator at a higher level on the salary schedule.
- Annual base increase is equal to the teacher step increase at 3%. Administrators are eligible for increases on a yearly basis pending their individual performance and the district financial conditions.
- Individual contracts will be negotiated with individuals coming from other bargaining units in order to allow for fair compensation.

Downloadable Template

A fillable template of this sample schedule in Excel is available for download at:

<https://bit.ly/47cbg3L>

➔ What types of compensation should be included in a salary schedule?

The information used for determining Final Average Compensation has not changed. If applicable to the role, a salary schedule should include line items for things like longevity pay, annuity investments, and merit pay. For a list of what is and is not considered compensation, please see Section 38.1303a of the Michigan Public School Employees Retirement Act: bit.ly/4dwyZhs.

➔ Does a salary schedule benefit a superintendent who will be retiring this year or in the near future?

Yes. If you do not currently have a salary schedule in place, it is recommended that one be created and adopted by your Board of Education. This is an example of a superintendent salary schedule (inclusive of past, present, and future data) that could be created and adopted by the Board of Education as an addendum to a current contract.

	2022-23	2023-24	2024-25	2026-27	2027-28
Base	\$160,000	\$164,800	\$169,744	\$174,836	\$180,081
Annuity [6% of base]	\$9,600	\$9,888	\$10,185	\$10,490	\$10,805
Longevity [3% of base]	\$4,800	\$4,944	\$5,092	\$5,245	\$5,402
Merit [3% of base]	\$4,800	\$4,944	\$5,092	\$5,245	\$5,402

➔ Is a salary schedule permanent or can it be re-established when a new Superintendent is hired?

Salary schedules should not be created for individuals, but rather to cover those who fall into specific roles within a district. It is expected that anytime a there is a new hire and/or contract for a specific role/level is negotiated, the salary schedule will need to be updated and re-adopted.

➔ Are individual contracts necessary for each position a person holds? (e.g. Superintendent is also the H.S. Principal and Curriculum Director)

While some Districts may elect to have separate contracts, others may outline the different position details in one document. In either case, it is recommended to ensure that the additional duties are outlined and that correct salary schedule and level, or specific pay for additional duties, are clearly documented for compensation.

➔ How might leaders best work with district staff and their Board of Education to ensure that salary schedules are created and adopted?

MASB, MSBO, and many other education organizations are closely monitoring the legal implications of our case, and we are doing our due diligence to share common information and best practices. It is important to work directly with staff who will be creating and maintaining the salary schedules for district employees and to collaborate with the Board of Education to ensure that new documentation is adopted.