

Board of Education Meeting

Liberty School Board Room

February 25, 2025, at 6:30 PM



AGENDA

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting. Please note that students will be given priority to speak on any topic. The first public participation portion of the meeting will be limited to one-half hour (30 minutes) normally and limited to agenda items. A second public participation portion will be offered at the end of the agenda to allow for any other comment.

Individuals addressing the Board should take into consideration the rules of common courtesy. The public participation portion of the meeting cannot be used to make personal attacks against a Board Member, District Employee, or Student.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

EXTENDED PUBLIC COMMENT

- Saline Education Association (SEA) - Bridget Corie

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. REVISIONS/APPROVAL OF AGENDA

(Items may be added or deleted from the meeting agenda, and/or the order of items may be changed, at the request of an individual Board member or the Superintendent. The agendas must be approved before proceeding further.)

RECOMMENDED MOTION . . . move to approve the agenda as printed/revised.

6. ACTION ITEMS

- A. RECOMMENDED MOTION ...** move to adopt the Proposed 2024-25 General Fund Budget Amendment as submitted by Assistant Superintendent Owsley
- B. RECOMMENDED MOTION ...** move to adopt the resolution authorizing the issuance of the 2025 School Building and Site Bonds, Series II not to exceed \$60,000,000.00 as prepared by Thrun Law Firm and submitted by Assistant Superintendent Owsley.
- C. RECOMMENDED MOTION ...** move to approve the minutes of the February 11, 2025 Closed Session of the Board of Education for the purposes to consider a confidential attorney-client communication pursuant to Section 8(h) of the Open Meeting Act.
- D. RECOMMENDED MOTION ...** that the Board of Education designate the Superintendent as its representative in determining the definition of assault as submitted by President McVey
- E. RECOMMENDED MOTION ...** move to approve the award payment of \$2,908,535.15 to Barton Malow for the oversight and management of Saline Bid Pack BP-T3 as submitted by Jay Grossman, Director of Technology. This includes contracts for standardization of classroom A/V to take place at Saline High School, Saline Middle School, Heritage, and Liberty. It also includes data cabling to go along with those classrooms plus cabling for the middle school renovations and new Liberty Rec Complex. Additionally included are A/V, access controls, and video surveillance for the middle school renovations and Liberty Rec Complex.
- F. RECOMMENDED MOTION ...** move to approve the award payment of \$101,700.00 to InaComp TSG for the purchase of classroom document cameras to be installed this summer at Saline High School, Saline Middle School, Heritage, and Liberty in conjunction with the standardization of classroom A/V project as submitted by Jay Grossman, Director of Technology.

- G. RECOMMENDED MOTION** ... move to approve the Saline High School Furnishing Recommendations as provided by Kingscott Associates, using pre-existing bid contracts, totalling \$1,465,903.92, submitted by Executive Directors Rex Clary and Kara Davis

Individual vendor payments will go to the following:

Great Lakes Furniture Supply- \$562,037.49
NBS Commercial Interiors - \$525,262.80
Dew-El - \$164,758.68
ISCG - \$15,577.84
Interior Office Source - \$98,556.42
School Specialty - \$9,485.00
NEIS - \$7, 250.00
(and a 6% Contingency of \$82,975.69)

7. SCHEDULED REPORT

- A. Enrollment & School of Choice Report**
Presenter: Dr. Steve Laatsch, Superintendent

8. DISCUSSION ITEMS

- A. Adhoc Committee Report 3rd Party Athletic Dept Review Proposals**

Facilitator: President McVey

RECOMMENDED MOTION ... to accept the proposal submitted by (name) to perform third party athletic department review.

9. ADMINISTRATION / BOARD UPDATES

10. CONSENT AGENDA

The Consent Agenda is listed in this agenda and will not be read aloud. The motion noted will allow for the authorization of all listed items, without discussion, unless a member of the Board requests that any one or all be considered individually.

RECOMMENDED MOTION . . . move to authorize the Consent Agenda as printed /amended:

- A. Approval** of the Regular Board of Education Meeting Minutes of February 11, 2025
B. Approval of the Board Finance Committee Meeting Minutes of February 11, 2025
C. Approval of Payment of the General Fund Accounts Payable of February 25, 2025, in the

amount of \$955,546.10

- D. **Approval of Payment** of the Bond Fund Series III Accounts Payable of February 25, 2025 in the amount of \$25,423.94
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of February 25, 2025, in the amount of \$1,509,131.76
- F. **Receive and File** Human Resources Report

CLOSING

11. **ITEMS SCHEDULED ON THE NEXT AGENDA**

12. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

13. **NEXT MEETING**

The next Board of Education Meeting will be held on March 11, 2025, at 6:30 PM.

14. **ADJOURNMENT**

RECOMMENDED MOTION ... to adjourn the Regular Board of Education Meeting of February 25, 2025, at _____ PM.

GENERAL FUND - FY25 Amended Budget & FY26/FY27/FY28 Estimates - February 25, 2025

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2024-2025	2025-2026	2026-2027	2027-2028
	Actual	Actual	Actual	Actual	Actual	Actual	Original Budget	Feb Amd Budget	Feb 2025 Estimate	Feb 2025 Estimate	Feb 2025 Estimate
General Fund Revenue											
Local Sources	\$7,963,283	\$8,209,605	\$8,073,170	\$8,255,265	\$9,266,405	9,325,303	9,708,221	9,879,715	9,879,715	9,879,715	9,879,715
Intermediate Sources	8,722,672	9,429,154	9,474,515	9,237,842	10,566,543	9,651,865	9,654,983	12,500,803	12,500,803	12,500,803	12,500,803
State Sources	44,056,045	43,714,480	44,711,317	45,461,243	53,920,117	53,348,745	53,644,293	52,805,093	51,610,401	51,506,757	51,675,383
State (One-Time)			553,020	1,481,566	0	755,392	0	0	0	0	0
Federal Sources (ongoing)	1,532,051	1,345,338	1,485,733	1,427,819	1,502,857	1,663,745	1,660,979	1,623,965	1,623,965	1,623,965	1,623,965
Federal (One-Time)		76,777	1,886,107	2,829,897	3,417,484	147,042	0	0	0	0	0
Transfers In	300,000	0	0	250,000	300,000	300,000	300,000	300,000	300,000	300,000	300,000
Total Revenue	62,574,052	62,775,354	66,183,862	68,943,632	78,973,406	75,192,092	74,968,476	77,109,576	75,914,884	75,811,240	75,979,866
General Fund Expenditures											
Basic Program	29,558,792	29,194,190	28,915,180	30,978,938	33,816,470	30,583,816	30,991,529	29,569,397	30,344,453	31,325,089	32,468,295
Added Needs	9,031,174	8,688,225	8,198,954	10,599,923	10,696,579	12,241,455	13,393,569	14,603,366	14,680,618	15,168,969	15,680,141
Pupil Support	7,132,741	7,713,150	7,714,101	8,793,425	8,766,324	8,795,918	9,136,620	9,162,059	9,262,561	9,558,681	9,867,366
Instructional Staff Services	2,606,911	2,382,411	2,243,911	2,446,037	2,885,844	3,166,025	3,572,135	4,176,099	4,237,517	4,164,061	4,286,305
General Administrative	775,962	616,738	607,277	648,116	698,610	716,548	773,952	837,573	860,644	876,934	893,498
School Administration	3,182,824	3,168,231	3,124,847	3,507,550	3,920,593	4,004,984	4,263,377	4,300,471	4,400,005	4,538,069	4,683,131
Business Services	880,602	877,849	778,010	766,390	894,202	995,296	1,091,083	1,083,051	1,107,297	1,139,690	1,173,180
Maintenance & Operations	4,574,956	4,356,608	4,994,096	5,359,643	6,706,137	6,709,247	7,207,503	7,368,273	7,413,722	7,629,522	7,856,785
Transportation	1,753,178	1,640,840	1,485,401	1,707,848	1,896,772	2,237,195	2,502,992	2,427,618	2,471,214	2,533,477	2,597,452
District Information	235,856	155,610	1,547	66,961	173,681	195,846	220,727	232,936	236,588	242,704	248,956
Human Resources	856,058	718,826	678,029	687,649	784,627	866,408	918,750	877,238	895,957	922,323	948,964
Technology Support	640,131	632,524	636,365	794,394	906,473	946,474	949,258	858,502	865,362	875,485	885,882
Athletics	1,263,112	1,138,601	1,162,629	1,336,756	1,400,757	1,458,087	1,543,418	1,540,888	1,565,911	1,600,330	1,635,751
Community Services	24,369	24,636	14,965	145,989	44,090	61,311	64,430	58,383	57,953	57,953	57,953
Other	7,481	40,400	20,000	20,000	20,000	65,364	25,000	38,836	38,836	38,836	38,836
Transfers Out	62,257	165,594	300,000	300,000	0	300,000	0	0	0	0	0
Total Expenditures	62,586,403	61,514,434	60,875,312	68,159,619	73,611,157	73,343,974	76,654,343	77,134,690	78,438,638	80,672,123	83,322,495
Year Net [Rev Over/(Under) Exp]	(\$12,351)	\$1,260,919	\$5,308,550	\$784,013	\$5,362,249	\$1,848,118	(\$1,685,867)	(\$25,114)	(\$2,523,754)	(\$4,860,883)	(\$7,342,629)
Fund Balance Beginning of Year	\$2,898,369	\$2,886,017	\$4,146,936	\$9,455,486	\$10,239,499	\$15,601,748	\$15,765,145	\$17,449,866	\$17,424,752	\$14,900,998	\$10,040,115
Fund Balance End of Year	\$2,886,017	\$4,146,936	\$9,455,486	\$10,239,499	\$15,601,748	\$17,449,866	\$14,079,278	\$17,424,752	\$14,900,998	\$10,040,115	\$2,697,486
% of Total Expenses	4.6%	6.7%	15.5%	15.0%	21.2%	23.8%	18.4%	22.6%	19.0%	12.4%	3.2%

**SALINE AREA SCHOOLS
RESOLUTION AUTHORIZING THE ISSUANCE
AND DELEGATING THE SALE OF BONDS
AND OTHER MATTERS RELATING THERETO**

Saline Area Schools, Washtenaw County, Michigan (the “Issuer”)

A regular meeting of the board of education of the Issuer (the “Board”) was held in the _____, within the boundaries of the Issuer, on the 25th day of February, 2025, at _____ o’clock in the ____m. (the “Meeting”).

The Meeting was called to order by _____, President.

Present: Members

Absent: Members

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS:

1. On November 8, 2022, the qualified electors of the Issuer voted in favor of bonding the Issuer for the sum of not to exceed One Hundred Eighty Million Dollars (\$180,000,000), the proceeds to be used for the purpose of erecting, furnishing and equipping additions to school buildings; erecting, furnishing and equipping a new transportation/operations facility; remodeling, equipping and re-equipping and furnishing and refurnishing school buildings; acquiring, installing and equipping or re-equipping school buildings for instructional technology; purchasing school buses; erecting and equipping athletic structures and facilities; and acquiring, preparing, developing, improving and equipping playgrounds, athletic fields and sites (the “Project”); and

2. It has been determined by the Board of the Issuer that there be issued at this time bonds of the Issuer in an aggregate principal amount not to exceed Sixty Million Dollars (\$60,000,000); and

3. The Board has received a proposal from J.P. Morgan Securities LLC, to act as underwriter for the bonds (the “Underwriter”); and

4. Prior to the issuance of bonds, the Issuer must either achieve qualified status or secure prior approval of the bonds from the Michigan Department of Treasury (the “Department of Treasury”) pursuant to Act 34, Public Acts of Michigan, 2001, as amended.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The second series of bonds of the Issuer aggregating the principal sum of not to exceed Sixty Million Dollars (\$60,000,000) be issued for the purpose of paying costs of the Project and costs of issuance of the Bonds. The Bonds shall be designated 2025 School Building and Site Bonds, Series II (the “Bonds”).

2. The Bonds shall be dated the date of delivery, or such other date as established at the time of sale; shall be fully registered bonds as to principal and interest; shall be numbered consecutively in the direct order of maturity from 1 upwards; and shall bear interest at a rate or rates to be hereafter determined not exceeding the maximum rate permitted by law.

3. The Bonds may consist of serial or term Bonds or any combination thereof which may be issued in one or more series, all of which shall be determined upon sale of the Bonds. The Bonds shall be in denominations of \$5,000 or any whole multiple thereof and shall mature on May 1 in each year, in the final principal amounts determined upon sale, with interest thereon payable on November 1, 2025, or such other date as may be established at the time of sale, and semiannually thereafter on May 1 and November 1 in each year.

4. The Bonds shall otherwise be subject to redemption, as determined by the Superintendent or the Assistant Superintendent of Finance of the Issuer (each an "Authorized Officer"), at the times, in the amounts, manner and at the prices as determined upon sale of the Bonds.

5. The Bonds and the interest thereon shall be payable in lawful money of the United States of America at or by a bank or trust company to be designated by an Authorized Officer at the time of sale (herein called the "Paying Agent"), which shall act as the paying agent and bond registrar or such successor paying agent-bond registrar as may be approved by the Issuer, on each semiannual interest payment date and the date of each principal maturity.

6. Book Entry. At the request of the Underwriter, the ownership of one fully registered bond for each maturity in the aggregate principal amount of such maturity shall be registered in the name of Cede & Co., as nominee of The Depository Trust Company ("DTC"). So long as the Bonds are in the book entry form only, the Paying Agent shall comply with the terms of the Blanket Issuer Letter of Representations to be entered into between the Issuer and DTC, which provisions shall govern registration, notices and payment, among other things, and which provisions are incorporated herein with the same effect as if fully set forth herein. An Authorized Officer is authorized and directed to enter into the Blanket Issuer Letter of Representations with DTC in such form as determined by an Authorized Officer, in consultation with bond counsel, to be necessary and appropriate. In the event the Issuer determines that the continuation of the system of book entry only transfer through DTC (or a successor securities depository) is not in the best interest of the DTC participants, beneficial owners of the Bonds, or the Issuer, the Issuer will notify the Paying Agent, whereupon the Paying Agent will notify DTC of the availability through DTC of the bond certificates. In such event, the Issuer shall issue and the Paying Agent shall transfer and exchange Bonds as requested by DTC of like principal amount, series and maturity, in authorized denominations to the identifiable beneficial owners in replacement of the beneficial interest of such beneficial owners in the Bonds, as provided herein.

So long as the book-entry-only system remains in effect, in the event of a partial redemption the Paying Agent will give notice to Cede & Co., as nominee of DTC, only, and only Cede & Co. will be deemed to be a holder of the Bonds. DTC is expected to reduce the credit balances of the applicable DTC Participants in respect of the Bonds and in turn the DTC Participants are expected to select those Beneficial Owners whose ownership interests are to be extinguished or reduced by such partial redemptions, each by such method as DTC or such DTC Participants, as the case may be, deems fair and appropriate in its sole discretion.

7. In the event the Bonds are no longer in book entry form only, the following provisions would apply to the Bonds:

The Paying Agent shall keep or cause to be kept, at its principal office, sufficient books for the registration and transfer of the Bonds, which shall at all times during normal business hours be open to inspection by the Issuer; and, upon presentation and surrender for such purpose, the Paying Agent shall, under such reasonable regulations as it may prescribe, transfer or cause to be transferred on said books, Bonds as herein provided.

Any Bond may be transferred upon the books required to be kept pursuant to this section by the person in whose name it is registered, in person or by a duly authorized agent, upon surrender of the Bond for cancellation, accompanied by delivery of a duly executed written instrument of transfer in a form approved by the Paying Agent. Whenever any Bond or Bonds shall be surrendered for transfer, the Issuer shall furnish or cause to be furnished a sufficient number of manual or facsimile executed Bonds and the Paying Agent shall authenticate and deliver a new Bond or Bonds for like aggregate principal amount. The Paying Agent shall require the payment of any tax or other governmental charge required to be paid with respect to the transfer to be made by the bondholder requesting the transfer.

8. If any Bond shall become mutilated, the Issuer, at the expense of the holder of the Bonds, shall furnish or cause to be furnished, and the Paying Agent shall authenticate and deliver, a new Bond of like tenor in exchange and substitution of the mutilated Bond, upon surrender to the Paying Agent of the mutilated Bond. If any Bond issued under this resolution shall be lost, destroyed or stolen, evidence of the loss, destruction or theft and indemnity may be submitted to the Paying Agent, and if satisfactory to the Paying Agent and the Issuer, the Issuer at the expense of the owner, shall furnish or cause to be furnished, and the Paying Agent shall authenticate and deliver a new Bond of like tenor and bearing the statement required by Act 354, Public Acts of Michigan, 1972, as amended, being sections 129.131 to 129.134, inclusive, of the Michigan Compiled Laws, or any applicable law hereafter enacted, in lieu of and in substitution of the Bond so lost, destroyed or stolen. If any such Bond shall have matured or shall be about to mature, instead of issuing a substitute Bond, the Paying Agent may pay the same without surrender thereof.

9. The President and Secretary are authorized to provide the Bonds in conformity with the specifications of this resolution by causing their manual or facsimile signatures to be affixed thereto, and upon the manual execution by the authorized signatory of the Paying Agent, the Treasurer is authorized and directed to cause said Bonds to be delivered to the Underwriter upon receipt of the purchase price and accrued interest, if any.

Blank bonds with the manual or facsimile signatures of the President and Secretary of the Board affixed thereto, shall, at the direction of bond counsel and as necessary, be delivered to the Paying Agent for safekeeping to be used for registration and transfer of ownership.

10. There is hereby created a separate depository account to be kept with a bank located in the State of Michigan and insured by the Federal Deposit Insurance Corporation, previously approved as an authorized depository of funds of the Issuer, to be designated 2025 SCHOOL BOND DEBT RETIREMENT FUND (the "DEBT RETIREMENT FUND"), all proceeds from taxes levied for the DEBT RETIREMENT FUND shall be deposited as collected

into said fund to be used for the purpose of paying the principal and interest on the Bonds as they mature or are redeemed. Upon receipt of the Bond proceeds from the sale of the Bonds, the accrued interest, if any, shall be deposited in the DEBT RETIREMENT FUND. DEBT RETIREMENT FUND monies may be invested as authorized by law.

Commencing with the 2025 tax levy, there shall be levied upon the tax rolls of the Issuer in each year for the purpose of the DEBT RETIREMENT FUND a sum not less than the amount estimated to be sufficient to pay the principal and interest on the Bonds as such principal and interest fall due, the probable delinquency in collections and funds on hand being taken into consideration in arriving at the estimate. When funds are borrowed from the School Loan Revolving Fund, such funds may be taken into consideration in arriving at the estimated required tax levy. Taxes required to be levied to meet the principal and interest obligations may be without limitation as to rate or amount, as provided by Article IX, Section 6, and Article IX, Section 16 of the Michigan Constitution of 1963.

11. From the proceeds of the Bonds there shall be set aside a sum sufficient to pay the costs of issuance of the Bonds in a fund designated 2025 BOND ISSUANCE FUND (hereinafter referred to as the “BOND ISSUANCE FUND”) and any balance remaining shall be deposited in a fund designated 2025 CAPITAL PROJECTS FUND (hereinafter referred to as the “CAPITAL PROJECTS FUND”). Moneys in the BOND ISSUANCE FUND shall be used solely to pay expenses of issuance of the Bonds. Any amounts remaining in the BOND ISSUANCE FUND after payment of issuance expenses shall be transferred to the CAPITAL PROJECTS FUND.

12. The Bonds shall be in substantially the form attached hereto as Exhibit A.

13. J.P. Morgan Securities LLC, Detroit, Michigan, is named as senior managing underwriter and further, that an Authorized Officer or designee is authorized to negotiate and execute a Bond Purchase Agreement with the Underwriter, subject to the requirements of paragraph 16 below. Based upon information provided by the Issuer’s financial consultant and the Underwriter, a negotiated sale allows flexibility in the timing, sale and structure of the Bonds in response to changing market conditions.

14. An Authorized Officer is authorized to approve circulation of a Preliminary Official Statement describing the Bonds.

15. An Authorized Officer, or designee if permitted by law, is authorized to:

- A. File with the Department of Treasury an application for approval to issue the Bonds, if required, and to pay any applicable fee therefor and, further, within fifteen (15) business days after issuance of the Bonds, file any and all documentation required subsequent to the issuance of the Bonds, together with any statutorily required fee.
- B. Make application for municipal bond insurance if, upon advice of the Issuer’s financial consultant, the purchase of municipal bond insurance will be cost effective. The premium for such bond insurance shall be paid by the Issuer from Bond proceeds.

- C. Execute and deliver the Continuing Disclosure Agreement (the “Agreement”) in substantially the same form as set forth in Exhibit B attached hereto, or with such changes therein as the individual executing the Agreement on behalf of the Issuer shall approve, his/her execution thereof to constitute conclusive evidence of his/her approval of such changes. When the Agreement is executed and delivered on behalf of the Issuer as herein provided, the Agreement will be binding on the Issuer and the officers, employees and agents of the Issuer, and the officers, employees and agents of the Issuer are authorized, empowered and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Agreement as executed, and the Agreement shall constitute, and is made, a part of this resolution, and copies of the Agreement shall be placed in the official records of the Issuer, and shall be available for public inspection at the office of the Issuer. Notwithstanding any other provision of this resolution, the sole remedies for failure to comply with the Agreement shall be the ability of any Bondholder or beneficial owner to take such actions as may be necessary and appropriate, including seeking mandamus or specific performance by court order, to cause the Issuer to comply with its obligations under the Agreement.

16. An Authorized Officer’s or designee’s authorization to accept and execute a Bond Purchase Agreement with the Underwriter is subject to the following parameters:

- A. the Underwriter discount shall not exceed \$7.50 per \$1,000 (0.75%); and
- B. the true interest cost rate on the Bonds shall not exceed 6%; and
- C. the maximum bond term shall not exceed 20 years; and
- D. the receipt of express written recommendation of the Issuer’s financial consultant identified herein to accept the terms of the Bond Purchase Agreement.

17. An Authorized Officer is further authorized and directed to (i) execute any and all other necessary documents required to complete the approval and sale of the Bonds to the Underwriter in accordance with the terms of the Bond Purchase Agreement; (ii) appoint a paying agent for the Bonds; (iii) select a bond insurer, accept a commitment therefor and authorize payment of a bond insurance premium to insure any or all of the Bonds if recommended in writing by the Issuer’s financial consultant; (iv) deem the Preliminary Official Statement for the Bonds final for purposes of SEC Rule 15c2-12(b)(1); and (v) execute and deliver the final Official Statement on behalf of the Issuer.

18. An Authorized Officer is authorized to file with the Department of Treasury or other authorized state agency the Final Qualification Application for the Bonds approved by this Board and in substantially the form attached hereto as Exhibit C with such changes as an Authorized Officer shall deem necessary to conform with the final sale of the Bonds pursuant to the parameters set forth herein.

19. The President or Vice President, the Secretary, the Treasurer, the Superintendent, the Assistant Superintendent of Finance, and/or all other officers, agents and representatives of the Issuer and each of them shall execute, issue and deliver any certificates, statements, warranties, representations, or documents necessary to effect the purposes of this resolution, the Bonds or the Bond Purchase Agreement.

20. The officers, agents and employees of the Issuer are authorized to take all other actions necessary and convenient to facilitate the sale and delivery of the Bonds.

21. Thrun Law Firm, P.C. is appointed as bond counsel for the Issuer with reference to the issuance of the Bonds authorized by this resolution. Although Thrun Law Firm, P.C. has informed the Issuer that it represents no other party in connection with the issuance of the Bonds, Thrun Law Firm, P.C. represents the Underwriter on other, unrelated matters. The Board acknowledges the services that Thrun Law Firm, P.C. provides to the Underwriter, consents to the representation of the Underwriter on other, unrelated public finance matters, and waives any conflict of interest that could be asserted with respect to such representation.

22. The financial consulting firm of PFM Financial Advisors LLC, is appointed as financial consultant to the Issuer with reference to the issuance of the Bonds herein authorized.

23. The Board covenants to comply with existing provisions of the Internal Revenue Code of 1986, as amended (the "Code"), necessary to maintain the exclusion of interest on the Bonds from gross income.

24. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Saline Area Schools, Washtenaw County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at the Meeting, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the Meeting was given to the public pursuant to the provisions of the Open Meetings Act (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education

JJS/keh



Saline Area Schools - IT Department

TO: Steve Laatsch, Superintendent
Miranda Owsley, Assistant Superintendent of Finance
Board of Education

FROM: Jay Grossman, Director of Technology

DATE: February, 2025

RE: Technology Purchases

Please consider the following submission for approval. The following projects have been proposed and bid to begin summer 2025. Based on a combination of bid submissions and post-bid interviews, Saline Area Schools would like to recommend awarding payment of \$2,908,535.15 to Barton Malow for the oversight and payment of the projects listed below.

Brief Scope of Work

- ***Classroom A/V: Replacement/adjustment of projectors, replacement/addition of secondary displays, audio systems, add wireless display capabilities (ScreenBeam). To be completed before the start of school in the 25-26 school year.***
 - *Total: \$1,586,037.00*
- ***Mandatory alternate bid for additional ScreenBeams to be used for screen mirroring to the secondary displays***
 - *Total: \$338,310.00*
- ***Data Cabling: Replacement of cabling for display to projectors. Install cabling for ScreenBeams in classrooms and replacement/repair of fiber optics in the High School, Middle School, and Heritage. To be completed before the start of school in the 25-26 school year. This will also include installation of fiber optics for the Middle School renovations and Athletics Complex as well as to be completed as construction occurs for each area.***
 - *Total: \$286,983.61*
- ***Access Control and Video Surveillance systems for Senior Center/Robotics at the Middle School and Athletics Complex: Install and program door access control systems and video surveillance. To be completed as construction occurs for each area.***
 - *Total: \$317,053.25*
- ***A/V for Senior Center/Robotics at the Middle School and Athletics Complex: Network cabling, Sound systems, Video display systems, wireless access points for each of the newly constructed locations. To be completed as construction occurs for each area.***
 - *Total: \$115,739.00*
- ***Contingency of 10%***
 - *Total: \$264,412.29*

Total cost for all projects to be awarded to Barton Malow: \$2,908,535.15

Please do not hesitate to contact me with any questions at grossmaj@salineschools.org. Thank you for your consideration.



February 19, 2025

Jay Grossman
Director of Technology
Saline Area Schools
7265 North Ann Arbor Street,
Saline, MI 48176

RE: BP T3: Data Cabling and Audiovisual

Dear Jay,

Bid documents were issued for Bid Package T3 on January 9, 2025. The package includes four bid categories for data cabling, classroom AV, specialty AV, access control and video surveillance. Highlights of the scope of work include:

- Data cabling for the Middle School STEAM and Senior Center additions, the Middle School Recreation Complex, and to support new audiovisual equipment at Heritage Elementary, Saline Middle School, Liberty School, and Saline High School.
- New classroom audiovisual systems throughout Middle School STEAM and Senior Center additions, the Middle School Recreation, Heritage Elementary, Saline Middle School, Liberty School, and Saline High School. including new laser projectors, soundfield systems, and wireless presentation devices.
- New specialty audiovisual systems for the Middle School STEAN and Senior Center addition.
- Access control expansion at the Middle School STEAM and Senior Center for the new additions.
- Video Surveillance expansion at the Middle School STEAM and Senior Center for the new additions and Middle School recreation complex.

Fourteen bids were received from eleven different integrators. Bids were publicly opened on February 7, 2025.

Bid Evaluation Summary and Recommendations

After receiving bid submissions, Barton Malow and Saline Area Schools evaluated the proposals to ensure they were inclusive of the scope of work and schedule. Further, the team evaluated the benefits of each solution proposed. Based upon the evaluation of the project team, we present the following for consideration by the administration and Board of Education.

Bid Package T3	Contract Amount
Base Bid Category 27-1: Data cabling – Amcomm Telecommunications	\$286,983.61
Base Bid Category 27-2: Classroom Audiovisual – Inacomp TSG	\$1,586,037.00
Mandatory Alternate: Screen Beam 1100 Plus – Inacomp TSG	\$338,310.00
Base Bid Category 27-3: Specialty AV – Soundcom Systems	\$115,739.00
Base Bid Category 28: Access Control and Video Surveillance – Sentinel	\$317,053.25
Total Amount of Contracts:	\$2,644,122.86
10% Contingency:	\$264,412.29
Grand Total Project Award:	\$2,908,535.15

Sincerely,

Michael Terrell
Barton Malow

c: SAS: Jay Grossman

Saline Area Schools
Bid Package T3
Bid Tabulation
February 12, 2025



Bidder	Bid Bond	Familial Disclosure	Iran Sanctions	School Safety	Base Bid	Alternate	Total Potential Award	Notes
27-1: Data Cabling								
Propel Tech and Electric	X	X	X	X	\$ 160,760.90			Bid withdrawn, incomplete scope.
Nerds Xpress*	X	X	X	X	\$ 185,034.75			Incomplete bid, missing site fiber work.
SSD Cabling*	X	X	X	X	\$ 214,133.14			Incomplete bid, missing site fiber work.
Amcomm Telecommunications	X	X	X	X	\$ 286,983.61	N/A	\$ 286,983.61	
Challenger 2.0 LLC	X	X	X	X	\$ 377,220.00			
PCS & KAB Electric	X	X	X	X	\$ 459,898.00			
27-2: Classroom AV								
Inacomp TSG	X	X	X	X	\$ 1,586,037.00	\$ 338,310.00	\$ 1,924,347.00	
27-3: Specialty AV								
Soundcom Systems	X	X	X	X	\$ 115,739.00	N/A	\$ 115,739.00	
28: Access Control / Video Surveillance								
Sentinel Technologies	X	X	X	X	\$ 317,053.25	N/A	\$ 317,053.25	
Security 101	X	X	X	X	\$ 380,201.37	N/A		
Nerds Xpress	X	X	X	X	\$ 780,041.09	N/A		



Saline Area Schools - IT Department

TO: Steve Laatsch, Superintendent
Miranda Owsley, Assistant Superintendent of Finance
Board of Education

FROM: Jay Grossman, Director of Technology

DATE: February 2025

RE: Technology Purchases

Please consider the following submission for approval. In conjunction with standardizing the district classrooms in technology, I am requesting the purchase of 226 Epson DC-30 document cameras from InaComp TSG in the amount of \$101,700.00. This item was bid through the REMC consortium. These cameras will replace the current set which no longer function in classrooms due to newer technology requirements the old cameras do not possess.

Brief Scope of Work

- *Replacement of 226 classroom document cameras with Epson DC-30 model*
 - *Total: \$101,700.00*

Please do not hesitate to contact me with any questions at grossmaj@salineschools.org.

Thank you for your consideration.



Date: 2/20/25

Inacomp TSG
17250 w 12 mile rd
southfield, mi 48076
Phone: 248.477.3729

Customer: Saline Schools
Contact: Jay Grossman
Address:

REMC Contract

Inacomp TSG is pleased to provide you with the following estimate for products and/or services.

<u>Line</u>	<u>Qty</u>	<u>Part Number</u>	<u>Description</u>	<u>Unit Price</u>	<u>Ext. Price</u>
	226	elpdc30	Epson DC-30 Document camera	\$450.00	\$101,700.00
			Total		\$101,700.00

Jamie J. Ogden
Director of Sales
248-444-0623 Cell
248-994-3521 Direct
jamie.ogden@inacomptsg.com

*This quote is valid for a period of 30 days. Please request updated pricing after 30 days. Thank you.

February 24, 2025

Mr. Rex Clary, Executive Director of Operations
 Saline Area Schools
 1255 Tefft Court
 Saline, MI 48176

Re: Saline High School Furnishing Recommendation

Dear Mr. Clary:

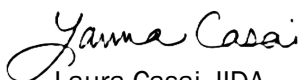
Quotes were received for furniture for Saline High School utilizing pre-existing bid contracts (consortiums). Our professional team recommends award of the furniture package as outlined by Manufacturer Category in the table below.

<u>MANUFACTURER CATEGORY</u>	<u>FURNITURE DEALER</u>	<u>CONTACT</u>	<u>AMOUNT</u>
Category A: VS America	Great Lakes Furniture Supply	Omnia	\$562,037.49
Category B: Steelcase	NBS Commercial Interiors	E & I	\$391,578.68
Category C: Mien	Dew-El	Omnia	\$164,758.68
Category D: Ergotron	ISCG	Mi Deal	\$15,577.84
Category E: KI	Interior Office Source	Omnia	\$71,101.92
Category F: Moore Co	NBS Commercial Interiors	Omnia	\$ 74,301.58
Category G: Fleetwood	Interior Office Source	Omnia	\$ 27,454.5
Category H: School Specialty	School Specialty	REMC	\$ 9,485.00
Category I: NOT USED			
Category J: Case Systems	NEIS	N/A	\$ 7,250.00
Category K: Palmer Hamilton	NBS Commercial Interiors	Sourcewell	\$ 59,382.54
QUOTE SUBTOTAL:			\$1,382,928.23
Contingency (6%):			\$82,975.69
GRAND TOTAL:			\$1,465,903.92

It has been our pleasure to work with Saline Area Schools on this effort. We look forward to future opportunities to support the district.

Sincerely,

Kingscott Associates Inc.



Laura Casai, IIDA
 Project Director/Principal Interior Designer

PORTAGE
 950 Trade Centre Way, Suite 130
 Portage, MI 49002
 T: 800.632.7815

GRAND RAPIDS
 801 Broadway NW, Suite 306
 Grand Rapids, MI 49504
 T: 800.632.7815

CHELSEA
 300 N. Main Street, Suite 204
 Chelsea, MI 48118
 T: 800.632.7815

ROYAL OAK
 818 W. Eleven Mile Road
 Royal Oak, MI 48067
 T: 800.632.7815

Saline High School
Saline Area Schools
Kingscott Project No.: 2009_09_K
February 13, 2025

CATEGORY A: VS AMERICA

Page No. 1 of 20

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

A1 785 VS America 33400

Jumper Air-Active, Cantilever Chair
Seat Height: 18-1/8" (Blue Dot)
2-Component Glides

*Image for reference, not exact product.



Finishes:

Plastic: Dark Blue C029

Metal: Arctic M059

Location:

12	A107 Health Classroom
35	C103 Classroom
8	C105 Resource Room
12	C107 Special Education Classroom
12	C109 Social Studies Classroom
8	C110 Special Education Classroom
12	C111 Social Studies Classroom
12	C113 Social Studies Classroom
12	C133 Social Studies Classroom
12	C135 Special Education Classroom (Speech)
12	C137 English Classroom
8	C138 Special Education Classroom
12	C139 English Classroom



Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY A: VS AMERICA

Page No. 2 of 20

Item	Total	Manufacturer	Model No.	Location		Unit Cost *	Extended Cost
	Qty			Description			
*(to include freight, delivery and installation)							
				12	C141 English Classroom		
				12	C143 English Classroom		
				12	C145 English Classroom		
				12	C147 English Classroom		
				8	A216 Marketing Classroom		
				12	B233 Agricultural Science Classroom		
				12	C201 SWWC Culinary Classroom		
				20	C203 Special Education Classroom (Social Worker)		
				35	C205 Family and Consumer Science Classroom		
				12	C207 Family and Consumer Science Classroom		
				16	C209 Resource Room (PILOT)		
				12	C211 Social Studies Classroom		
				12	C213 Social Studies Classroom		
				12	C215 Social Studies Classroom (PILOT)		
				12	C217 Social Studies Classroom		
				12	C220 SWWC Health Careers Classroom		
				12	C231 Math Classroom		
				12	C233 Special Education Classroom		
				12	C235 English Classroom		
				12	C237 Math Classroom		
				8	C238 Special Education Classroom		
				12	C239 Math Classroom		



Saline High School
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February 13, 2025

CATEGORY A: VS AMERICA

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Item	Total	Manufacturer	Model No.	Location		Description	Unit Cost *	Extended Cost
	Qty			Qty				
*(to include freight, delivery and installation)								
				12		C241 English Classroom		
				12		C243 English Classroom		
				12		C245 English Classroom (PILOT)		
				12		C247 English Classroom		
				35		C302 Industrial Technology Classroom		
				12		C304 Math Classroom (PILOT)		
				12		C305 Math Classroom		
				12		C307 Math Classroom		
				12		C309 Math Classroom (PILOT)		
				8		C310 Special Education Classroom		
				12		C311 Math Classroom		
				12		C313 Math Classroom		
				12		C315 Special Education Classroom		
				12		C317 Health Classroom		
				12		C331 English Classroom		
				18		C333 World Language Classroom		
				18		C335 World Language Classroom		
				12		C337 Special Education Classroom		
				8		C338 Special Education Classroom		
				18		C339 World Language Classroom		
				18		C341 World Language Classroom		
				18		C343 World Language Classroom		



Saline High School
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CATEGORY A: VS AMERICA

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

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

10	C344 Physiology Classroom
8	C347 ELL Classroom

Saline High School
 Saline Area Schools
 Kingscott Project No.: 2009_09_K
 February 13, 2025

CATEGORY A: VS AMERICA

Page No. 5 of 20

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

A2	20	VS America	33300		Jumper Air - Four Legged Chair Seat Height: 18-1/8" (Blue Dot) 2-Component Glides Shell Size: Large		
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*Image for reference, not exact product.




Finishes:
 Plastic: Dark Blue C029
 Metal: Arctic M059

Location:	
10	C115 Life Skills Classroom
10	C127 Life Skills Classroom

Saline High School
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CATEGORY A: VS AMERICA


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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A3	20	VS America	33313 SPECIAL		Jumper Air - Four Legged Chair with Arms Seat Height: 18-1/8" (Blue Dot) 2-Component Glides Shell Size: Large		
		*Image for reference, not exact product.			Finishes: Plastic: Dark Blue C029 Metal: Arctic M059		
					Location:		
					10 C117 Life Skills Classroom		
					10 C119 Life Skills Classroom		

Saline High School
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CATEGORY A: VS AMERICA

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A4	40	VS America	33326 SPECIAL		Jumper Air - Four Legged Chair with Arms Seat Height: 18-1/8" (Blue Dot) Soft Castors for Hard Floors Shell Size: Large		
		*Image for reference, not exact product.			Finishes: Plastic: Dark Blue C029 Metal: Arctic M059		
					Location:		
					10 C115 Life Skills Classroom		
					10 C117 Life Skills Classroom		
					10 C119 Life Skills Classroom		
					10 C127 Life Skills Classroom		

Saline High School
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CATEGORY A: VS AMERICA

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

A5 22 VS America 33506

Jumper Air - Move five Star foot Chair
Seat Height: 16-3/8" to 21-1/2" H
Soft Castors for Hard Floors
Shell Size: Large
Basic Non-Rocking

*Image for reference, not exact product.



Finishes:
Plastic: Dark Blue C029
Metal: Arctic M059

Location:
4 C115 Life Skills Classroom
6 C117 Life Skills Classroom
6 C119 Life Skills Classroom
6 C127 Life Skills Classroom

Saline High School
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CATEGORY A: VS AMERICA

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A6	337	VS America	21090		Lite Table, Steel Stackable Size: 27-5/8" W x 21-5/8" D x 30" H (Blue Dot) 2 Castors, 2 Two Component Glides Finishes: Laminate (HPL): Natural Maple L028 Edge: To Match Laminate Metal: Arctic M059 Location: 8 A107 Health Classroom 4 C105 Resource Room 4 C107 Special Education Classroom 8 C109 Social Studies Classroom 4 C110 Special Education Classroom 8 C111 Social Studies Classroom 8 C113 Social Studies Classroom 8 C133 Social Studies Classroom 4 C135 Special Education Classroom (Speech) 8 C137 English Classroom 4 C138 Special Education Classroom		

*Image for reference, not exact product.





Saline High School
Saline Area Schools
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CATEGORY A: VS AMERICA

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
*(to include freight, delivery and installation)							
				8	C139 English Classroom		
				8	C141 English Classroom		
				8	C143 English Classroom		
				8	C145 English Classroom		
				8	C147 English Classroom		
				8	A216 Marketing Classroom		
				8	B233 Agricultural Science Classroom		
				8	C201 SWWC Culinary Classroom		
				11	C205 Family and Consumer Science Classroom		
				4	C207 Family and Consumer Science Classroom		
				6	C209 Resource Room (PILOT)		
				8	C211 Social Studies Classroom		
				8	C213 Social Studies Classroom		
				8	C215 Social Studies Classroom (PILOT)		
				8	C217 Social Studies Classroom		
				2	C220 SWWC Health Careers Classroom		
				4	C233 Special Education Classroom		
				8	C235 English Classroom		
				4	C238 Special Education Classroom		
				8	C241 English Classroom		
				8	C243 English Classroom		
				8	C245 English Classroom (PILOT)		



Saline High School
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CATEGORY A: VS AMERICA

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				8	C247 English Classroom		
				4	C310 Special Education Classroom		
				4	C315 Special Education Classroom		
				8	C317 Health Classroom		
				8	C331 English Classroom		
				12	C333 World Language Classroom		
				12	C335 World Language Classroom		
				4	C337 Special Education Classroom		
				4	C338 Special Education Classroom		
				12	C339 World Language Classroom		
				12	C341 World Language Classroom		
				12	C343 World Language Classroom		
				8	C347 ELL Classroom		
				2	Counseling Conference Room		

Saline High School
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CATEGORY A: VS AMERICA

Page No. 12 of 20

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
*(to include freight, delivery and installation)							
A7	299	VS America	21093		Lite Table, Steel Stackable Size: 55-1/8" W x 27-1/8" D x 30" H (Blue Dot) 2 Castors, 2 Two Component Glides Finishes: Laminate (HPL): Natural Maple L028 Edge: To Match Laminate Metal: Arctic M059 Location: 8 A107 Health Classroom 8 C109 Social Studies Classroom 8 C111 Social Studies Classroom 8 C113 Social Studies Classroom 8 C133 Social Studies Classroom 8 C137 English Classroom 8 C139 English Classroom 8 C141 English Classroom 8 C143 English Classroom 8 C145 English Classroom 8 C147 English Classroom		

*Image for reference, not exact product.



Saline High School
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 February 13, 2025

CATEGORY A: VS AMERICA

Page No. 13 of 20

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
*(to include freight, delivery and installation)							
				4	A216 Marketing Classroom		
				8	B233 Agricultural Science Classroom		
				8	C201 SWWC Culinary Classroom		
				12	C205 Family and Consumer Science Classroom		
				4	C207 Family and Consumer Science Classroom		
				8	C211 Social Studies Classroom		
				8	C213 Social Studies Classroom		
				8	C215 Social Studies Classroom (PILOT)		
				8	C217 Social Studies Classroom		
				10	C220 SWWC Health Careers Classroom		
				8	C235 English Classroom		
				8	C241 English Classroom		
				8	C243 English Classroom		
				8	C245 English Classroom (PILOT)		
				8	C247 English Classroom		
				8	C317 Health Classroom		
				8	C331 English Classroom		
				12	C333 World Language Classroom		
				12	C335 World Language Classroom		
				12	C339 World Language Classroom		
				12	C341 World Language Classroom		
				12	C343 World Language Classroom		



Saline High School
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CATEGORY A: VS AMERICA

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

10	C344 Physiology Classroom
3	C347 ELL Classroom
4	Counseling Conference Room

Saline High School
Saline Area Schools
Kingscott Project No.: 2009_09_K
February 13, 2025

CATEGORY A: VS AMERICA

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A8	71	VS America	21093 SPECIAL		Lite Table, Steel Stackable Height Adjustable Legs (30" – 38.97") Size: 55-1/8" W x 27-1/8" D 2 Castors, 2 Two Component Glides Finishes: Laminate (HPL): Natural Maple L028 Edge: To Match Laminate Metal: Arctic M059 Location:		
				2	C105 Resource Room		
				4	C107 Special Education Classroom		
				2	C110 Special Education Classroom		
				6	C115 Life Skills Classroom		
				8	C117 Life Skills Classroom		
				6	C119 Life Skills Classroom		
				6	C127 Life Skills Classroom		
				4	C135 Special Education Classroom (Speech)		
				2	C138 Special Education Classroom		
				10	C203 Special Education Classroom (Social Worker)		

*Image for reference, not exact product.





Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY A: VS AMERICA

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Total				Location			
Item	Qty	Manufacturer	Model No.	Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
				3	C209 Resource Room (PILOT)		
				4	C233 Special Education Classroom		
				2	C238 Special Education Classroom		
				2	C310 Special Education Classroom		
				4	C315 Special Education Classroom		
				4	C337 Special Education Classroom		
				2	C338 Special Education Classroom		

Saline High School
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February 13, 2025

CATEGORY A: VS AMERICA

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

A9 37 VS America 21083

*Image for reference, not exact product.



Lite Table, Steel
Stackable
Size: 63" W x 31-1/2" D x 30" H (Blue Dot)
2 Castors, 2 Two Component Glides

Finishes:
Laminate (HPL): Natural Maple L028
Edge: To Match Laminate
Metal: Arctic M059

Location:
37 C200 Media Center

Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY A: VS AMERICA

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A10	59	VS America	22233		<p>RondoLift-Q Height-Adjustable Square Sit-to-Stand Table Fixed Table Top Square Central Post Leg w/ Soft Casters Size: 39-3/8" W x 39-3/8" D Height: Adjustable, 29-1/8" - 46-1/2"</p> <p>Finishes: Laminate (HPL): Natural Maple L028 Edge Band: To Match Laminate Metal: Arctic M059</p> <p>Location:</p> <p>2 A107 Health Classroom 2 C109 Social Studies Classroom 2 C111 Social Studies Classroom 2 C113 Social Studies Classroom 2 C117 Life Skills Classroom 2 C119 Life Skills Classroom 2 C127 Life Skills Classroom 2 C131 Yearbook Classroom 2 C133 Social Studies Classroom</p>		

*Image for reference, not exact product.





Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY A: VS AMERICA

Page No. 19 of 20

Item	Total	Manufacturer	Model No.	Location		Description	Unit Cost *	Extended Cost
	Qty			Qty				
*(to include freight, delivery and installation)								
				2		C137 English Classroom		
				2		C139 English Classroom		
				2		C141 English Classroom		
				2		C143 English Classroom		
				2		C145 English Classroom		
				2		C147 English Classroom		
				2		A216 Marketing Classroom		
				2		B233 Agricultural Science Classroom		
				2		C201 SWWC Culinary Classroom		
				1		C207 Family and Consumer Science Classroom		
				2		C211 Social Studies Classroom		
				2		C213 Social Studies Classroom		
				2		C215 Social Studies Classroom (PILOT)		
				2		C217 Social Studies Classroom		
				2		C235 English Classroom		
				2		C241 English Classroom		
				2		C243 English Classroom		
				2		C245 English Classroom (PILOT)		
				2		C247 English Classroom		
				2		C317 Health Classroom		
				2		C331 English Classroom		

Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY A: VS AMERICA

Page No. 20 of 20

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
A11	5	VS America	22246		<p>RondoLift-Q</p> <p>Height-Adjustable Oval Sit-to-Stand Table</p> <p>Fixed Table Top</p> <p>Square Central Post Leg w/ Soft Casters</p> <p>Size: 51-1/4" W x 33-1/8" D</p> <p>Height: Adjustable, 29-1/8" - 46-1/2"</p> <p>Finishes:</p> <p>Laminate (HPL): Natural Maple L028</p> <p>Edge Band: To Match Laminate</p> <p>Metal: Arctic M059</p> <p>Location:</p> <p>2 C115 Life Skills Classroom</p> <p>1 C117 Life Skills Classroom</p> <p>1 C119 Life Skills Classroom</p> <p>1 C127 Life Skills Classroom</p>		


*Image for reference, not exact product.



Saline High School
Saline Area Schools
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February 13, 2025

CATEGORY B: STEELCASE

Page No. 1 of 12

Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
B1	613	Steelcase	SLCFH		Tenor Chair with Bag Hook and Foot Bar Size: 17-5/8" W x 21-3/4" D x 18" SH With Soft Casters for Hard Floors		
		*Image for reference, not exact product.			Finishes: Plastic Back: Black 6205 Plastic Seat: Black 6205 Frame: Platinum Metallic 4799		
					Location:		
					12 A107 Health Classroom		
					12 C109 Social Studies Classroom		
					12 C111 Social Studies Classroom		
					12 C113 Social Studies Classroom		
					12 C133 Social Studies Classroom		
					12 C137 English Classroom		
					12 C139 English Classroom		
					12 C141 English Classroom		
					12 C143 English Classroom		
					12 C145 English Classroom		
					12 C147 English Classroom		



Saline High School
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CATEGORY B: STEELCASE

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				8	A216 Marketing Classroom		
				12	B233 Agricultural Science Classroom		
				12	C201 SWWC Culinary Classroom		
				12	C207 Family and Consumer Science Classroom		
				12	C211 Social Studies Classroom		
				12	C213 Social Studies Classroom		
				12	C215 Social Studies Classroom (PILOT)		
				12	C217 Social Studies Classroom		
				10	C220 SWWC Health Careers Classroom		
				28	C224A SWWC Computer Classroom		
				12	C231 Math Classroom		
				12	C235 English Classroom		
				12	C237 Math Classroom		
				12	C239 Math Classroom		
				12	C241 English Classroom		
				12	C243 English Classroom		
				28	C244 SWWC Video Production Classroom		
				12	C245 English Classroom (PILOT)		
				25	C246 SWWC Video Game Design Classroom		
				12	C247 English Classroom		
				12	C304 Math Classroom (PILOT)		
				12	C305 Math Classroom		



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CATEGORY B: STEELCASE


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Item	Total	Manufacturer	Model No.	Location		Unit Cost *	Extended Cost
	Qty			Qty	Description		
*(to include freight, delivery and installation)							
				12	C307 Math Classroom		
				12	C309 Math Classroom (PILOT)		
				12	C311 Math Classroom		
				12	C313 Math Classroom		
				12	C317 Health Classroom		
				12	C331 English Classroom		
				18	C333 World Language Classroom		
				18	C335 World Language Classroom		
				18	C339 World Language Classroom		
				18	C341 World Language Classroom		
				18	C343 World Language Classroom		
				10	C344 Physiology Classroom		
				6	C347 ELL Classroom		

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CATEGORY B: STEELCASE

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
B2	108	Steelcase	VTR2460		Verb Rectangle Table Seated Height - Fixed Post Legs Size: 60" W x 24" D x 28-1/2" H Side Dock, Hook, and Center Storage Dock Locking Casters		
		*Image for reference, not exact product.			Finishes: Laminate (HPL): Clear Maple 2409 Edge Band: To Match Laminate Metal: Platinum Metallic 4799		
					Location:		
					12 C231 Math Classroom		
					12 C237 Math Classroom		
					12 C239 Math Classroom		
					12 C304 Math Classroom (PILOT)		
					12 C305 Math Classroom		
					12 C307 Math Classroom		
					12 C309 Math Classroom (PILOT)		
					12 C311 Math Classroom		
					12 C313 Math Classroom		

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CATEGORY B: STEELCASE

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
B3	54	Steelcase	VTR2460		Verb Rectangle Table Standing Height-Adjustable Post Legs Size: 60" W x 24" D x 28-1/2"– 42" H Side Dock, Hook, and Center Storage Dock Glides Finishes: Laminate (HPL): Clear Maple 2409 Edge Band: To Match Laminate Metal: Platinum Metallic 4799 Location: 6 C231 Math Classroom 6 C237 Math Classroom 6 C239 Math Classroom 6 C304 Math Classroom (PILOT) 6 C305 Math Classroom 6 C307 Math Classroom 6 C309 Math Classroom (PILOT) 6 C311 Math Classroom 6 C313 Math Classroom		

*Image for reference, not exact product.



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CATEGORY B: STEELCASE

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

B4	162	Steelcase	VWB2		Verb Personal Whiteboard Size: 18" W x 23" H Two-Sided Ceramic Steel Face with Urethane Edge		
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*Image for reference, not exact product.



Finishes: Manufacturer's Standard


Location:

18	C231 Math Classroom
18	C237 Math Classroom
18	C239 Math Classroom
18	C304 Math Classroom (PILOT)
18	C305 Math Classroom
18	C307 Math Classroom
18	C309 Math Classroom (PILOT)
18	C311 Math Classroom
18	C313 Math Classroom

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CATEGORY B: STEELCASE

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
B5	48	Steelcase	FLXWTH		Flex Collection, Work Table, Mobile Standing Height Size: 58" W x 23" D x With Two Glides/Two Wheels		
		*Image for reference, not exact product.			Finishes: Laminate (HPL): Clear Maple 2409 Edge Band: To Match Laminate Frame, Peg and Footrest: Platinum Metallic 4799 Wheel: Merle 6527		
					Location:		
					2 A107 Health Classroom		
					2 C109 Social Studies Classroom		
					2 C111 Social Studies Classroom		
					2 C113 Social Studies Classroom		
					2 C133 Social Studies Classroom		
					2 C137 English Classroom		
					2 C139 English Classroom		
					2 C141 English Classroom		
					2 C143 English Classroom		
					2 C145 English Classroom		

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CATEGORY B: STEELCASE

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Item	Total	Manufacturer	Model No.	Location		Unit Cost *	Extended Cost
	Qty			Qty	Description		
*(to include freight, delivery and installation)							
				2	C147 English Classroom		
				2	B233 Agricultural Science Classroom		
				2	C201 SWWC Culinary Classroom		
				2	C211 Social Studies Classroom		
				2	C213 Social Studies Classroom		
				2	C215 Social Studies Classroom (PILOT)		
				2	C217 Social Studies Classroom		
				2	C235 English Classroom		
				2	C241 English Classroom		
				2	C243 English Classroom		
				2	C245 English Classroom (PILOT)		
				2	C247 English Classroom		
				2	C317 Health Classroom		
				2	C331 English Classroom		

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CATEGORY B: STEELCASE

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

B6	72	Steelcase	FLXPR1		Flex Collection, Perch Stool Size: 21-1/2" W x 12-1/2" D Seat Height: Angled from 28-1/8" to 26-5/8"		
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*Image for reference, not exact product.



Finishes:

Frame and Seat: Merle 6527

Location:

1	A107 Health Classroom
1	C103 Classroom
1	C105 Resource Room
1	C107 Special Education Classroom
1	C109 Social Studies Classroom
1	C110 Special Education Classroom
1	C111 Social Studies Classroom
1	C113 Social Studies Classroom
1	C115 Life Skills Classroom
1	C117 Life Skills Classroom
1	C119 Life Skills Classroom
1	C125 Art Classroom
1	C127 Life Skills Classroom
1	C131 Yearbook Classroom

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CATEGORY B: STEELCASE

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				1	C133 Social Studies Classroom		
				1	C135 Special Education Classroom (Speech)		
				1	C137 English Classroom		
				1	C138 Special Education Classroom		
				1	C139 English Classroom		
				1	C141 English Classroom		
				1	C143 English Classroom		
				1	C145 English Classroom		
				1	C147 English Classroom		
				1	A216 Marketing Classroom		
				1	B225 Auto Tech Classroom		
				1	B227B Computer Integrated Manuf. Classroom		
				1	B229B Welding Classroom		
				1	B233 Agricultural Science Classroom		
				1	C201 SWWC Culinary Classroom		
				1	C203 Special Education Classroom (Social Worker)		
				1	C204 CAD Lab Classroom		
				1	C205 Family and Consumer Science Classroom		
				1	C207 Family and Consumer Science Classroom (PILOT)		
				1	C209 Resource Room (PILOT)		
				1	C211 Social Studies Classroom		
				1	C213 Social Studies Classroom		



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CATEGORY B: STEELCASE

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
*(to include freight, delivery and installation)							
				1	C215 Social Studies Classroom (PILOT)		
				1	C217 Social Studies Classroom		
				1	C220 SWWC Health Careers Classroom		
				1	C231 Math Classroom		
				1	C233 Special Education Classroom		
				1	C235 English Classroom		
				1	C237 Math Classroom		
				1	C238 Special Education Classroom		
				1	C239 Math Classroom		
				1	C241 English Classroom		
				1	C224A SWWC Computer Classroom		
				1	C243 English Classroom		
				1	C244 SWWC Video Production Classroom		
				1	C245 English Classroom (PILOT)		
				1	C246 SWWC Video Game Design Classroom		
				1	C247 English Classroom		
				1	C302 Industrial Technology Classroom		
				1	C304 Math Classroom (PILOT)		
				1	C305 Math Classroom		
				1	C307 Math Classroom		
				1	C309 Math Classroom (PILOT)		
				1	C310 Special Education Classroom		



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CATEGORY B: STEELCASE

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				1	C311 Math Classroom		
				1	C313 Math Classroom		
				1	C315 Special Education Classroom		
				1	C317 Health Classroom		
				1	C331 English Classroom		
				1	C333 World Language Classroom		
				1	C335 World Language Classroom		
				1	C337 Special Education Classroom		
				1	C338 Special Education Classroom		
				1	C339 World Language Classroom		
				1	C341 World Language Classroom		
				1	C343 World Language Classroom		
				1	C344 Physiology Classroom		
				1	C347 ELL Classroom		

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CATEGORY C: MIEN

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

C1	412	Mien	STAR-STL-29		Star Stool Café Seat Height, 29" H		
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*Image for reference, not exact product.



Finishes:
Shell: Carbon
Base: Silver

Location:

12	A107 Health Classroom
12	C109 Social Studies Classroom
12	C111 Social Studies Classroom
12	C113 Social Studies Classroom
8	C131 Yearbook Classroom
12	C133 Social Studies Classroom
12	C137 English Classroom
12	C139 English Classroom
12	C141 English Classroom
12	C143 English Classroom
12	C145 English Classroom
12	C147 English Classroom
8	A216 Marketing Classroom



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CATEGORY C: MIEN

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				12	B233 Agricultural Science Classroom		
				12	C201 SWWC Culinary Classroom		
				12	C211 Social Studies Classroom		
				12	C213 Social Studies Classroom		
				12	C215 Social Studies Classroom (PILOT)		
				12	C217 Social Studies Classroom		
				12	C231 Math Classroom		
				12	C235 English Classroom		
				12	C237 Math Classroom		
				12	C239 Math Classroom		
				12	C241 English Classroom		
				12	C243 English Classroom		
				12	C245 English Classroom (PILOT)		
				12	C247 English Classroom		
				12	C304 Math Classroom (PILOT)		
				12	C305 Math Classroom		
				12	C307 Math Classroom		
				12	C309 Math Classroom (PILOT)		
				12	C311 Math Classroom		
				12	C313 Math Classroom		
				12	C317 Health Classroom		
				12	C331 English Classroom		

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CATEGORY C: MIEN

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

C2	88	Mien	FFL-LAB-SZ6-NNN		FFL Lab Stool Height (Adjustable): 24" – 29"		
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*Image for reference, not exact product.




Finishes:
Shell: Carbon
Base: Silver

Location:
28 B225 Auto Tech Classroom
30 B227B Computer Integrated Manuf. Classroom
30 B229B Welding Classroom

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CATEGORY D: ERGOTRON

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
*(to include freight, delivery and installation)							
D1	33	Ergotron	24-547-003 97-926-064		LearnFit Sit-Stand Desk, Short High Pressure Laminate Surface w/ Molded Polyurea Edgeband Integrated Cupholder, Tablet Slot, Pencil Tray, Backpack Hook Height-Adjustable Base w/ Four (4) Dual-Casters Include LearnFit Storage Bin (97-926-064) Size: 24" W x 22" D Height: Adjustable, 29" - 45"		
		*Image for reference, not exact product.					
							
		Finishes: HPL Surface: Grey (Standard) Edgeband: Grey (Standard) Base: Silver (Standard)					
		Location:					
				1	A107 Health Classroom		
				1	C109 Social Studies Classroom		
				1	C111 Social Studies Classroom		
				1	C133 Social Studies Classroom		
				1	C137 English Classroom		
				1	C139 English Classroom		
				1	C141 English Classroom		
				1	C143 English Classroom		



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CATEGORY D: ERGOTRON

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Item	Total	Manufacturer	Model No.	Location	Description	Unit Cost *	Extended Cost
	Qty			Qty			
*(to include freight, delivery and installation)							
				1	C145 English Classroom		
				1	B233 Agricultural Science Classroom		
				1	C201 SWWC Culinary Classroom		
				1	C207 Family and Consumer Science Classroom		
				1	C213 Social Studies Classroom		
				1	C215 Social Studies Classroom (PILOT)		
				1	C217 Social Studies Classroom		
				1	C231 Math Classroom		
				1	C235 English Classroom		
				1	C237 Math Classroom		
				1	C239 Math Classroom		
				1	C241 English Classroom		
				1	C243 English Classroom		
				1	C245 English Classroom (PILOT)		
				1	C247 English Classroom		
				1	C305 Math Classroom		
				1	C307 Math Classroom		
				1	C313 Math Classroom		
				1	C317 Health Classroom		
				1	C331 English Classroom		
				1	C333 World Language Classroom		
				1	C339 World Language Classroom		



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CATEGORY D: ERGOTRON

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Total				Location			
Item	Qty	Manufacturer	Model No.	Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
				1	C341 World Language Classroom		
				1	C343 World Language Classroom		
				1	C347 ELL Classroom		

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CATEGORY E: KI

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

E1	146	KI	LL2211		LimeLite Stack Chair Four-Leg Arm Chair with Casters Upholstered Seat, Poly Shell and Back		
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*Image for reference, not exact product.



Finishes:

Plastic: Black

Base: Silver

Upholstery: Arc Com "Sherlock 2"
in the color "Charcoal AC-63138"

Location:

134 C200 Media Center

12 Counseling Conference Room

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CATEGORY E: KI

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

E2	6	KI	LL7100		LimeLite High Density Stack Chair Sled Base, Armless Poly Shell and Back		
----	---	----	--------	--	--	--	--

*Image for reference, not exact product.

Finishes:
Plastic: Nordic
Base: Chrome

Location:
6 Commons



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CATEGORY E: KI

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

E3	24	KI	LLS100H30		LimeLite High Density Stack Chair Sled Base, Armless Poly Shell and Back		
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*Image for reference, not exact product.



Finishes:
 Plastic: Nordic
 Base: Chrome

Location:
 Commons

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CATEGORY E: KI

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

E4	4	KI	TOGL2466ELC		Toggle Table, C-Leg Electrically Adjustable Size: 64-1/2" W x 23-1/2" D x 26"-52" H PVC Edge, 74P No Modesty Panel With Adjustable Glides Grommets? With Wire Trough (36" W)		
			TG.TROUGH.60				

*Image for reference, not exact product.



4	Finishes: Laminate (HPL): Maple Edge: Black Metal: Silver Location: C224A SWWC Computer Classroom
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CATEGORY E: KI

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

E5	2	KI	TOGL3072EL		Toggle Table, T-Leg Electrically Adjustable Size: 70-1/2" W x 29-1/2" D x 26"-52" H PVC Edge, 74P No Modesty Panel With Adjustable Glides Grommets? With Wire Trough (48" W)		
			TG.TROUGH.72				

*Image for reference, not exact product.



Finishes:
Laminate (HPL): Maple
Edge: Black
Metal: Silver

Location:
2 C204 CAD Lab Classroom

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CATEGORY E: KI

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
E6	14	KI	TOGL3072FX		Toggle Table, T-Leg Fixed Base Size: 70-1/2" W x 29-1/2" D x 29" H PVC Edge, 74P No Modesty Panel With Adjustable Glides Grommets? With Wire Trough (48" W)		
			TG.TROUGH.72				
		*Image for reference, not exact product.			Finishes: Laminate (HPL): Maple Edge: Black Metal: Silver		
				14	Location: C204 CAD Lab Classroom		



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CATEGORY F: MOORE CO

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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
F1	81	Moore Co	1000RC-VX		Soft Sway Rocking Chair - Large Size: 22.5" W x 29" D x 30.5" H With Nylon Rocking Glides		
		*Image for reference, not exact product.					
							
		Finishes: Upholstery: Momentum - Canter EPU - Ink					
		Location:					
				8	C105 Resource Room		
				6	C107 Special Education Classroom		
				3	C110 Special Education Classroom		
				2	C115 Life Skills Classroom		
				2	C117 Life Skills Classroom		
				2	C119 Life Skills Classroom		
				2	C127 Life Skills Classroom		
				6	C135 Special Education Classroom (Speech)		
				3	C138 Special Education Classroom		
				6	C203 Special Education Classroom (Social Worker)		
				8	C209 Resource Room (PILOT)		
				6	C233 Special Education Classroom		
				3	C238 Special Education Classroom		
				3	C310 Special Education Classroom		



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CATEGORY F: MOORE CO

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Total				Location			
Item	Qty	Manufacturer	Model No.	Qty	Description	Unit Cost *	Extended Cost
<i>*(to include freight, delivery and installation)</i>							
				6	C315 Special Education Classroom		
				6	C337 Special Education Classroom		
				3	C338 Special Education Classroom		
				6	C347 ELL Classroom		

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CATEGORY F: MOORE CO

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

F2 8 Moore Co 7000RC-VX

Soft Sway Rocking Chair - Small
Size: 21" W x 26.5" D x 26" H
With Nylon Rocking Glides

*Image for reference, not exact product.



Finishes:

Upholstery: Momentum - Canter EPU - Ink

Location:

- 2 C115 Life Skills Classroom
- 2 C117 Life Skills Classroom
- 2 C119 Life Skills Classroom
- 2 C127 Life Skills Classroom

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CATEGORY G: FLEETWOOD

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

G1 18 Fleetwood TUNR6024R425

*Image for reference, not exact product.



Unitized Welded Frame - Square Leg
Rectangle
Size: 60" W x 24" D x 29"- 42"H
with 5" Locking Heavy Duty Casters
with Under Worksurface Shelf
Set Table Height: 34" H
Maple Block Worksurface

Finishes:
Frame: Silver

Location:
18 C125 Art

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CATEGORY H: SCHOOL SPECIALTY

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

H1 35 School Specialty 1304736

Martin Universal Design PEB Melamine Composite
 Lightweight Portable Drawing Board
 Size: Large, 20" x 26"

*Image for reference, not exact product.



Finishes:
 Manufacturer's Standard

Location:
 C125 Art

35

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CATEGORY J: CASE SYSTEMS

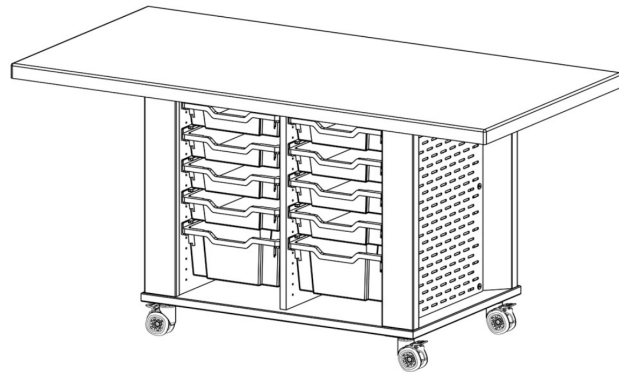
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Item	Total Qty	Manufacturer	Model No.	Location Qty	Description	Unit Cost *	Extended Cost
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*(to include freight, delivery and installation)

J1 2 Case Systems J8620

*Image for reference, not exact product.



Salto Mobile Maker Center
Size: 30" D x 60" W x 36" H
with Butcher Block Top
with Heavy Duty Split Wheel Casters
with (8) HB010 Totes, (2) HB020 Gratnells Totes

Finishes:

Metal: Silver
Totes: Translucent
Laminate: Zen Grey
Edge: Zen Grey

Location:

- 1 C119 Life Skills Classroom
- 1 C127 Life Skills Classroom

Saline High School
 Saline Area Schools
 Kingscott Project No.: 2009_09_K
 February 13, 2025

CATEGORY K: PALMER HAMILTON

Page No. 1 of 4

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

K1 10 Palmer Hamilton BOOTH20-60FBB

Chariot Go
 60" Long mobile booth
 with folding seat and casters

*Image for reference, not exact product.



Finishes:
 Fiberglass Seat and Back: Lapis
 Frame: Metallic Silver
 Laminate: Fusion Maple
 Edge: Black

Location:
 10 Commons

Saline High School
Saline Area Schools
Kingscott Project No.: 2009_09_K
February 13, 2025

CATEGORY K: PALMER HAMILTON

Page No. 2 of 4

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

K2 6 Palmer Hamilton ATTGO292460

Aero Table
Fixed Leg GO T-Base Table w/Built in Casters
Size: 60" W x 24" D x 29" H
with Edge Guard

*Image for reference, not exact product.



6

Finishes:
Edge: Black
Frame: Metallic Silver
Laminate: Fusion Maple

Location:
Commons

Saline High School
Saline Area Schools
Kingscott Project No.: 2009_09_K
February 13, 2025

CATEGORY K: PALMER HAMILTON

Page No. 3 of 4

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

K3 8 Palmer Hamilton ATX4230RD

Aero Table
Tubular X-Base Table w/Glides
Size: 30" Dia x 42" H
with Edge Guard

*Image for reference, not exact product.



Finishes:
Edge: Black
Frame: Metallic Silver
Laminate: Fusion Maple

8 Location:
Commons

Saline High School
Saline Area Schools
Kingscott Project No.: 2009_09_K
February 13, 2025

CATEGORY K: PALMER HAMILTON

Page No. 4 of 4

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

K4	10	Palmer Hamilton	59T122960RD-S8		59T Mobile Cafeteria Table Shape: Round 8 Stool Table Size: 60" Dia x 29" H		
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*Image for reference, not exact product.



Finishes:
Edge: Black
Frame: Metallic Silver
Laminate: Fusion Maple
Location:
10 Commons

Proposals for Third-Party Review of Saline Area Schools Athletics

Contents

Scott Garvis pp. 2 - 33

- Proposal
- CV
- References

Scott Robertson pp. 34-46

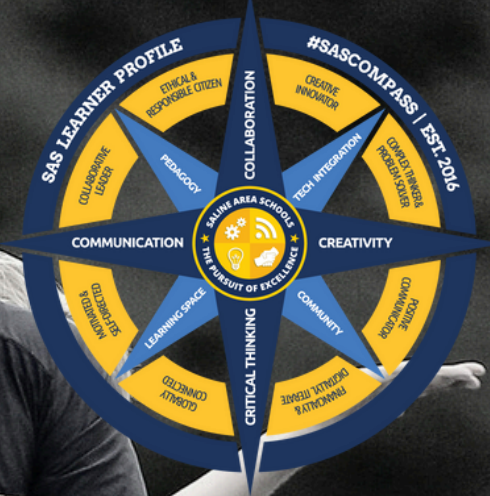
- Proposal
- CV
- References

Aimee Gibbs pp. 47-57

- Proposal
- CV



SALINE
AREA SCHOOLS



Athletic Departmental Review & Strategic Plan

Proposal

Submitted To,
Michael McVey

The Saline Area School Board
of Education

Submitted By,
Scott Garvis C.M.A.A.

Athletic Consulting Services

scott.garvisconsulting.com



SALINE
AREA SCHOOLS

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Goals and Objectives

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Terms And Condition



Goals and Objectives

Our goals are to enhance operational efficiency, improve competitiveness, and strengthen financial stability for the The Saline Area Schools athletic department. By streamlining management practices, boosting team performance, and diversifying revenue streams, we aim to position the department for sustained success and growth.



Enhance Operational Efficiency and Effectiveness

Streamline the athletic department's operations by identifying and addressing inefficiencies in management practices, resource allocation, and daily workflows.



Improve Competitiveness and Performance

Develop and implement strategies to elevate the performance of all athletic programs, setting realistic and attainable goals for each team.



Strengthen Financial Stability and Growth

A financially sustainable athletic department with diversified funding sources, stronger alumni and community support, and improved financial management practices.

Project Overview

Project Overview

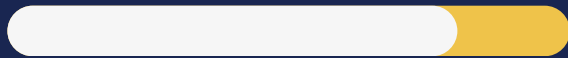
The Saline School District is seeking a comprehensive departmental review and strategic planning project for the 2024-2025 academic calendar year. Our proposal outlines a detailed approach to assess and enhance the athletic department's operations, competitiveness, and overall strategic direction. The total cost for our services is \$15,000.00 plus expenses.

Phase 1: Departmental Review

The departmental review will comprehensively assess personnel, support systems, operations, finances, facilities, and compliance with Title IX to identify strengths and areas for improvement. This thorough evaluation will provide actionable insights to enhance efficiency, competitiveness, and financial sustainability within the Saline School District athletic department.



PERSONNEL



INSTITUTIONAL REPORTING



ATHLETIC SUPPORT SYSTEMS



- DEPARTMENT OPERATIONS
- FINANCIAL & BUDGET
- COMPETITIVENESS GOALS



SALINE
AREA SCHOOLS



Phase 2 & 3 Review

Phase 2: Continual Improvement Planning Process

The strategic planning process will involve developing objectives and initiatives based on the findings from the departmental review, in close coordination with The Saline athletics and key stakeholders. This collaborative approach ensures that the strategic plan aligns with the school's mission and goals, setting a clear path for future success.

Phase 3: Development, and Implementation Plan

The development and rollout of the plan will include creating a detailed implementation roadmap with timelines, responsible parties, and key performance indicators. This plan will be communicated effectively to internal and external stakeholders, ensuring broad engagement and support for the strategic initiatives.



OBJECTIVES & INITIATIVES



STRATEGIC DEVELOPMENT



IMPLEMENTATION & ROLLOUT



DEPARTMENT REVIEW

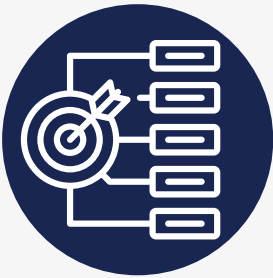
STRATEGIC PLAN

ROLL OUT



SALINE
AREA SCHOOLS

Phase 2 & 3 Review



Objectives and Initiatives

- Develop objectives and initiatives based on the findings from the departmental review.
- Collaborate with Saline School District and stakeholders to ensure alignment with the school's mission and goals.

Strategic Plan Development

- Create a strategic plan that includes clear, actionable goals.
- Ensure the plan is comprehensive and covers all key areas identified in the departmental review.



Implementation and Rollout

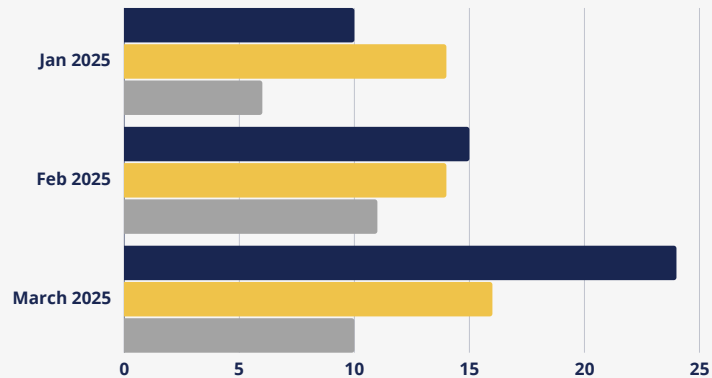
- Design a detailed implementation roadmap with timelines, responsible parties, and key performance indicators (KPIs).
- Plan for rolling out the strategic plan to internal and external constituents, ensuring clear communication and engagement across all stakeholders.

Project Timeline

**Initial Assessment &
Site Visit**

**Comprehensive
Research & Analysis**

**Growth Plan
Development &
Implementation**



Initial Site Visit and Data Collection

Conduct an on-site evaluation to assess facilities and meet with key stakeholders. Gather all relevant documents, including financial records, departmental policies, and performance data.



Stakeholder Engagement and Preliminary Analysis

Conduct initial interviews with coaches, staff, and select stakeholders to gather insights and identify key areas of focus. Begin compiling and analyzing collected data to identify trends and potential areas for improvement.



Drafting Growth Plan Framework

Facilitate focus groups with key stakeholders to outline strategic objectives and initiatives. Growth Plan Framework Development: Draft a high-level framework for the plan, including goals, objectives, and preliminary action steps.



Plan Review and Refinement

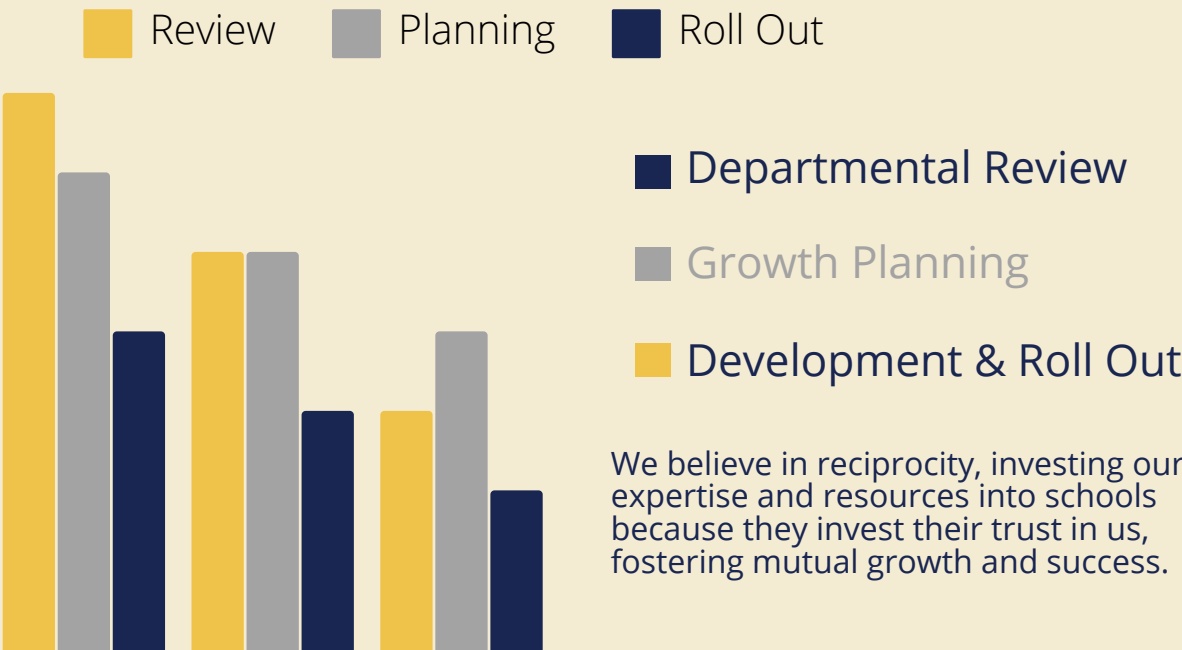
Gather feedback on the draft strategic plan framework from key stakeholders. Revise and refine the strategic plan framework based on stakeholder input and further analysis.

Your Investment

We are committed to providing the TASIS School in Dorado with a thorough and actionable strategic plan that will enhance the effectiveness and competitiveness of its athletic department. We look forward to the opportunity to work with you.

Service	Cost
Athletics Departmental Review	\$5,000
Growth Planning Process	\$5,000
Development & Plan Implementation	\$5,000

Total Planning Cost **\$15,000 + Expenses**



Why Choose Us



At Garvis Consulting L.L.C. we are dedicated to delivering comprehensive and strategic solutions tailored to the unique needs of athletic departments. Here's why the TESIS School should choose us for this important project:

By choosing Garvis Consulting you are partnering with a team dedicated to helping the TESIS School athletic department thrive. We are passionate about sports and committed to supporting the Pioneers in achieving new heights of success.

Scott M. Garvis

CEO Garvis Consulting LLC

Next Steps



Accept the proposal as is

Our team is committed to delivering comprehensive assessments and strategic planning solutions to propel UW-Platteville's athletic department toward enhanced efficiency, competitiveness, and long-term success.



Discuss desired changes

We value your input and are open to discussing any desired changes to the proposed project outline. Your feedback will help us tailor our approach to better meet the specific needs and goals of the University of Wisconsin-Platteville's athletic department.



Finalize and sign the contract

Let's move forward with finalizing and signing the contract to formalize our collaboration. With the contract in place, we can begin the project promptly, ensuring a seamless and productive partnership towards achieving your athletic department's objectives.



Submit an initial payment of 50% of the total fee

To initiate the project, please submit an initial payment of 50% of the total fee. This payment will secure our services and allow us to commence work promptly, ensuring timely progress towards achieving your athletic department's goals.



SALINE
AREA SCHOOLS

Thank you for the opportunity to submit our proposal for the strategic planning project at the Saline School District. We are eager to contribute our expertise and support the advancement of your athletic department's objectives.

Terms And Condition

The terms and conditions outline the payment schedule, scope of work, confidentiality measures, ownership of deliverables, termination procedures, and governing law for the proposed project. Both parties agree to adhere to these terms to ensure a successful and mutually beneficial collaboration.



We create 100% custom solutions for any departmental issue

We pride ourselves on our ability to craft 100% custom solutions tailored to address any issue faced by athletic departments. Through in-depth analysis, stakeholder engagement, and innovative thinking, we develop bespoke strategies that directly target the specific challenges and opportunities unique to each organization.

We take a holistic approach to Athletic Consulting

We take a holistic approach to athletic consulting by considering various interconnected factors such as personnel, operations, finances, facilities, and compliance. Our methodology encompasses thorough assessments, stakeholder engagement, strategic planning, and ongoing support to address all facets of athletic department management. By adopting this comprehensive approach, we ensure that our recommendations align with the overall mission and goals of the organization, leading to sustainable success and growth in athletics.

Our approach is not one-size-fits-all; instead, we collaborate closely with our clients to understand their distinct needs and goals, ensuring that our solutions are practical, effective, and sustainable in the long term.

With our commitment to excellence and creativity, we empower athletic departments to overcome obstacles and thrive in an ever-evolving sports landscape.

Introduction

Thank you for the opportunity to submit this proposal for a formal review of the Saline Area Schools Athletic Program. It is an honor to support the Board of Education as you work to enhance your athletic programs. My goal is to provide a thorough, insightful, and actionable review that aligns with the values of Saline Area Schools and meets the needs of your students, families, and community.

Scope of Review

The comprehensive review will address the following areas identified by the Board:

1. **Communication with Students, Families, and Community**
 - Evaluate current communication tools and processes.
 - Identify opportunities to enhance engagement and transparency.
2. **Coaching Standards and Training**
 - Assess compliance with MHSAA requirements and best practices.
 - Provide strategies for ongoing professional development.
3. **Climate and Culture**
 - Analyze the overall athletic environment to ensure inclusivity, positivity, and alignment with district goals.
4. **Title IX Compliance**
 - Review equity in program opportunities, facilities, and funding.
 - Provide clear recommendations to maintain Title IX compliance.
5. **Finances, Including Fundraising**
 - Assess current funding models, including budgets and fundraising strategies.
 - Recommend sustainable, innovative fundraising opportunities.
6. **Leadership Development and Mentorship**
 - Propose structures to support student-athletes and coaches in leadership growth.
7. **Coach and Program Assessment**
 - Evaluate processes for assessing coaching performance and program effectiveness.
8. **End-of-Year Surveys**
 - Review survey tools and recommend improvements for data-driven decision-making.
9. **Innovations in Athletics**
 - Identify emerging trends and technologies to elevate the athletic experience.
10. **Staff and Coaching Hiring Processes**
 - Evaluate processes for recruiting, hiring, evaluating, and terminating staff.
 - Assess credential requirements to ensure alignment with program goals.
11. **Incoming Student-Athletes**
 - Review the Athletic Department's role in verifying student-athlete residency.

12. MHSAA Eligibility Compliance

- Audit current processes to ensure compliance with MHSAA rules.
-

Methodology

Phase 1: Pre-Site Visit Preparation (Remote)

- Conduct initial data collection, including review of current policies, procedures, communications, and survey data.
- Develop customized interview and survey questions for key stakeholder groups.

Phase 2: Three-Day Site Visit

The site visit will involve:

1. **Day 1:**
 - Meetings with school leadership, athletic administrators, and Board members.
 - Interviews with athletic department staff and coaches.
2. **Day 2:**
 - Focus groups with students, parents, and community stakeholders.
 - Observations of athletic facilities, events, and team practices.
3. **Day 3:**
 - Review of compliance documentation (Title IX, MHSAA, and eligibility processes).
 - Data analysis and preliminary findings shared with leadership for initial input.

Phase 3: Post-Site Visit Analysis and Report Development

- Compile findings into a comprehensive report with clear, actionable recommendations.
- Develop a suggested timeline for implementing key strategies.

Phase 4: Presentation to the Board

- Present findings and recommendations at the January 14, 2025, Board of Education meeting.
-

Timeline

Should the Board approve this proposal by mid-January, the following timeline is proposed:

1. **January 2025:** Pre-site visit preparation and document review.
2. **February 2025:** Three-day site visit.

3. **February 2025:** Analysis and preparation of final report.
 4. **March 2025:** Presentation of final report and recommendations to Board leadership.
-

Budget

The total cost for this comprehensive review, including preparation, the three-day site visit, data analysis, and final reporting, is **\$15,000** plus expenses to cover all consultant expenses, including travel, lodging, and materials.

Deliverables

1. A comprehensive report addressing the identified areas of review.
 2. Actionable recommendations with short-term and long-term strategies.
 3. Suggested metrics for measuring program success and growth.
 4. Final presentation to the Saline Area Schools Board of Education.
-

Conclusion

The Saline Area Schools Athletic Program serves as a cornerstone of your community and student experience. My focus will be to provide a thorough, objective review that identifies areas for growth while celebrating the program's strengths.

I look forward to the opportunity to partner with you and help elevate Saline Area Schools' athletic programs to even greater success.

Thank you for your consideration.

Sincerely,

Scott M. Garvis

Scott Garvis C.M.A.A.
Athletic & Leadership Consultant

Curriculum Vitae

Scott M. Garvis *C.M.A.A.*

1307 West 13th Street South
Newton, Iowa 50208
641-840-9929
sgarvis.iaalliance@gmail.com

OVERVIEW

I am interested in serving as an athletic consultant to advance your academic and athletic programs with my expertise in leadership development, fund-raising, sports marketing and athletic administration. My goal as a athletic consultant is to serve students, coaches, & administration in the pursuit of excellence through continual improvement. I look forward to working for your institution by providing leadership through serving students, coaches, parents, and administration.

My simple philosophy is to build positive relationships, promote and adhere to academic excellence, and provide and promote leadership through service to others.

PROFESSIONAL PROFILE

- Consummate professional who is passionate about education and athletics.
- Demonstrated expert in fund-raising, marketing and corporate sponsorship accomplished through effective project leadership.
- Published author, excellent written communication skills, and detailed oriented master athletic administrator.
- Over 20 years of experience in providing instruction, administration, and athletic administrative insight to student-athletes, coaches, administration, and parents.
- Credentialed expert in Athletic Administration: Certified Master Athletic Administrator.

EDUCATION

- ***Master of Arts in Educational Leadership***, Drake University, Des Moines, IA 2006 EMPHASIS: Educational Leadership and Management
- ***Master of Sports Science***, United States Sports Academy, Daphne, AL 2005 EMPASIS: Sports Management and Athletic Administration
- ***Bachelor of Arts***, Westmar University, LeMars, IA 1997 EMPASIS: Historical Sciences, Political Science, and History
- ***Associate of Arts***, Minnesota West Community College 1995

PUBLISHED BOOKS

- Athletic Development & Fundraising - Selling the Passion
- The DNA of an AD - Athletic Administrator 12 Principles of Highly Effective Athletic Directors

HONORS AND AWARDS

- NIAAA State Award of Merit 2022
- NIAAA Bruce Whitehead Distinguished Service Award 2018-19
- NIAAA-IHSADA Distinguished Service Award 2017-18
- NFHS-IHSADA Citation 2016-17
- IHSADA Ken Beverlein Award 2017
- **NHSACA National Athletic Director of the Year Finalist 2015-16**
- IHSADA Central Iowa Athletic Director of the Year 2015-16
- NIAAA-IHSADA Distinguished Service Award 2015-16
- NCEF Excellence in Education Above & Beyond Award 2014-15
- Iowa High School Athletic Directors Association Service Award 2014
- Washington State Coaches Association Athletic Director of the Year 2012
- United State Army All-American Bowl Excellence in Education & Athletics Center of Influence Award 2010.
- Distinguished Service Award Muscatine School District 2006
- Who's Who in Interscholastic Athletics Award Recipient 2001 and 2003.
- Iowa High School Athletic Director Association Service Award 2004.

PUBLISHED WORKS

- Athletic Management (2007). Musical Money. Outside the Box When innovation leads to success. April/May 2007, pg 71
- Interscholastic Athletic Administration Magazine (2008). Facility Storage Problems. Showing the Way. Leadership, Education and Service. Winter, 2008, pg. 36
- Interscholastic Athletic Administration Magazine (2007). Fund-Raising Leverage the Buying Power of your Students and Parents, and never Fund-Raise Again. Idea's That Work. Fall, 2007, pg. 30
- Interscholastic Athletic Administration Magazine (2009). The Value of Community Service. Summer, 2009, pg.8-9
- Interscholastic Athletic Administration Magazine (2009). Budget Cost Savings. Idea's That Work. Spring, 2009, pg. 28
- Athletic Management (2011). Selling the Passion Taking Fundraising to the Next Level in High School Athletics. April/May 2011, pg 63-68
- Athletic Management (2012). Teaching Leadership-More than a Score. April/May 2012, pg 29-31
- Athletic Management (2015) Effective Public Relations through a Year in Review. November 2015

- Coach & AD Magazine (2021) 6 Tips to Maximize Fundraising Around Football, January 2021 pg. 22-23
- Coach & AD Magazine (2021) Athletic Development Score Big, July/August 2021 pg. 22 & 31
- Coach & AD Magazine (2022) Thrive or Survive | Thriving in Today's Role as an Athletic Administrator July/August edition pg. 1-8

PRESENTATIONS

- Scott Garvis & David Tikker, "The Value of Community Service", National Interscholastic Athletic Administrators Association Convention, San Diego, CA December 2008.
- Scott Garvis, "Marketing Your Athletic Department" Minnesota Interscholastic Athletic Administrators Association Convention, St. Cloud, MN 2010.
- Scott Garvis, "Marketing Your Athletic Department" Washington Interscholastic Athletic Administrators Association Convention, Spokane, WA 2011.
- Scott Garvis, "The Importance of Leadership Training within you Athletic Department" Minnesota Interscholastic Athletic Administrators Association Convention, St. Cloud, MN 2012.
- Scott Garvis, "Operating a First Class Athletic Department" National Interscholastic Athletic Administrators Association Convention, San Antonio, TX December 2012.
- Scott Garvis, "Operating a First Class Athletic Department" Iowa High School Athletic Director's Association Convention, Iowa City, IA March 2013
- Scott Garvis "Leadership in Athletics" University of Minnesota Sports Marketing and Athletic Administration, Morris, MN October 2015
- Scott Garvis "Athletic Department Social Media" Iowa High School Athletic Directors Association Convention, Iowa City, Iowa March 2016
- Scott Garvis, "Athletic Department Social Media" Nebraska Athletic Director's Association Convention, Lincoln, NE July 2016
- Scott Garvis, "Making Social Media Work for your Athletic Department" National Athletic Directors Conference, Nashville, TN December 2016
- Scott Garvis, "Social Media Do's & Dont's for your Athletic Department" National Athletic Directors Conference, Phoenix, AZ December 2017
- Scott Garvis, "Strategic Planning Professional Development" Minneapolis Public School District, Minneapolis, MN February 2017
- Scott Garvis, "Implementing a Quality Interscholastic Program" Nebraska Secondary Interscholastic Athletic Administrators Association Conference, Kearney, NE November 2018
- Scott Garvis, "Social Media Marketing for your Athletic Department" National Athletic Directors Conference, San Antonio, TX December 2018
- Scott Garvis, "Social Media for your Athletic Department" Iowa High School Athletic Directors Conference, Iowa City, IA March 2019

- Scott Garvis, “Social Media Do’s & Don’ts for your Athletic Department” Coaching Leadership North Dakota State University National High School Athletic Coaches Association, Bismarck, ND June 2019
- Scott Garvis, “Leading a First Class Athletic Department” Waterloo Public School Professional Development, Waterloo, IA March 2020
- Scott Garvis, “Social Media 101 for Athletic Departments” Gippper Webinar Professional Development, New York, NY November 2020
- Scott Garvis, “Creatively Increasing Revenue for Athletic Administrators” Coach & AD Magazine Sponsored by Samsung, Sprata, MI June 2020 (Virtual)
- Scott Garvis, “Social Media 101 for Athletic Departments” Gippper Webinar Professional Development, New York, NY November 2020 (Virtual)
- Scott Garvis, “Coaching Evaluation: New Athletic Director Workshop” Iowa High School Athletic Association, Boone, IA November 2020 (Virtual)
- Scott Garvis, Dustin Smith, & Gary Stevens “Where Do We Go From Here?: The COVID-19 Crisis & Education Based Athletics” National Athletic Directors Conference, Tampa, FL December 2020 (Virtual)
- Scott Garvis & Dr. Scott Smith, “Going Beyond the Playing Field: Utilizing Student Interns” National Athletic Directors Conference, Tampa, FL December 2020 (Virtual)
- Scott Garvis, “Combating Budget Cuts with Advertising Assets & Alumni” AD Insider Live Presented by Nike Coach of the Year Virtual Summit, February 2021 (Virtual)
- Scott Garvis & Julian Seay, “Uniting Diversity & Enhancing Perception Through Athletics & Activities” Iowa High School Athletic Director’s Association Convention, Iowa City, IA March 2021
- Scott Garvis, Todd Gordon, & Aaron Stecker “Beyond the Bench Podcast” Iowa High School Athletic Director’s Association Convention, Iowa City, IA March 2021
- Scott Garvis, “Social Media” National High School Athletic Coaches Association Convention, Lincoln, NE July 2021

SCHOLARY CONTRIBUTIONS

- Scott M. Garvis (2009). Community Service Initiatives Elevate Athletic Profile, Managing School Athletics, Covering the Latest Programs, Tactics, & Legal Issues.
- Scott M. Garvis (2013). NIAA Leadership Training Course 799-Standards of Excellence in Interscholastic Athletic Programs
- Scott M. Garvis (2013). NIAAA's Guide to Interscholastic Athletic Administration
- Scott M. Garvis (2016). NIAAA Leadership Training Course 610-Today’s Athletic Solutions for Productivity & Communications
- Scott M. Garvis (2018). NIAA Leadership Training Course 610-Current Technology Trends for the Athletic Administrators

KEY ACCOMPLISHMENTS

- Led campaign for Blaze Athletics' 3.25 million enhancement project to improve all of the Burnsville athletic facilities.
- Led \$3.2-million-dollar capital campaign effort to build Eastside Catholic multi-purpose field through grants totaling \$300,000.00 & Tommy Lasorda fundraising event which raised \$400,000.00.
- Increased scholarships for economically challenged families.
- Created the Student Athletic Advisory Council to create atmosphere of citizenship and sportsmanship with in the school community.
- Developed strength and conditioning component to develop student-athletes and curtail athletic injuries.
- Increased marketing efforts in all my athletic administrative positions.
- Recruited and supervised many talented coaches and staff
- Led an aggressive alumni campaign in an effort to increase funds for the Alumni Association.
- Created an online ticket store to increase season ticket sales and individual game reserved seating options at Newton Community School District
- National Chairman for the Brand Enhancement Enforcement Protection for Interscholastic Sports Committee that will create a united marketing force behind interscholastic sports.
- Serve as a National Faculty member for the National Interscholastic Athletic Administrators Association Leadership Training Institute.
- Serve on the National Interscholastic Athletic Administrators Association Professional Development Strategic Planning Committee.

HIGHLIGHTS OF PROFESSIONAL EXPERIENCE

- Iowa Alliance Conference Commissioner, Newton, IA 2021 to Present
- Director of Athletics & Activities, Ankeny Public Schools, Ankeny, IA. 2018-Present
- Assistant Principal, Director of Athletics & Activities, Newton High School, Newton, IA. 2012-Present
- Senior Director of Athletics, Eastside Catholic High School, Sammamish, WA. 2010-2012
- District Director of Athletics, Burnsville-Eagan-Savage School District #191, Burnsville, MN. 2006-2010
- Assistant Principal & Director of Athletics & Activities Muscatine Community Schools, Muscatine, IA, 2004-2006
- Head Football Coach, MFL MarMac Community Schools, Monona, IA, 1999-2004

- Director of Athletics & Activities, MFL Mar Mac Community Schools, Monona, IA, 1999-2004
- Activities Director, Assistant Football Coach & Recruiting Coordinator, William Penn University, Oskaloosa, IA, 1997-1999
- Intramural Director & Assistant Football Coach, Westmar University, LeMars, IA, 1996-1997

GRANTS/CONTRACTS

- Led grant-writing project for Blaze Athletic Fund through Toyota Drive for Education Program to fund athletic projects for the 2007-08, 2008-09 & 2009-10.
- Initiated and developed RFP grant proposal for Burnsville School District Turf project through the NFL Grassroots Field Grant and Local Initiatives Support Corporation 2008.
- Developed and managed Burnsville-Eagan-Savage Coaching contract (2004-Present).
- Developed and monitored contracts between William Penn University and various talent agencies to provide entertainment to campus community (1998-2000).
- Developed and composed grant-writing project through the NIAAA Filed Grant to fund softball field renovation project 2010.
- Led contract negotiations with Foxwood Sports for Trade Mark and Marketing campaign for District 191 2010.
- Initiated and developed contract with MyLocalAdSpace.com for Burnsville Athletic Department 2010.
- Initiated and developed RFP grant proposal for Eastside Catholic High School Turf project through the NFL Grassroots Field Grant and Local Initiatives Support Corporation 2010.
- Developed and composed grant-writing project through ARP to Eastside Catholic High School to fund multi-purpose field renovation project 2010.
- Initiated and developed grant proposal for Newton Community School District Safety Proposal to acquired AED's for our athletic teams

CERTIFICATIONS/LICENCES

- Iowa Department of Education Administrators' License Folder# 340659
- National Athletic Administrators Association Certified Master Athletic Administrator 2008 (CMAA)
- National Athletic Administrators Association Certified Athletic Administrator 2005 (CAA)

- National Athletic Administrators Association Certified LTC Instructor 2008
- National Athletic Administrators Association Certified Test Administrator 2009 (CTA)
- Office of Superintendent of Public Instruction Principal License 2010

CONSULTANCIES

- Fundraising Consultant for Highschoolsports.com an online resource for coaches, athletic directors, and student-athletes Lakeville, MN. 2008.
- Paid consultation to Gear Boss subsidiary of Wenger Corporation product development, Owatonna, MN. 2009.
- Marketing Consultant to Digital Town Inc. athletic marketing and program development Minneapolis/St. Paul, MN. 2009-2014
- Marketing Consultant for Imago athletic international video board company regarding high school athletic marketing located in the Minneapolis/St. Paul, MN 2010.
- Paid consultation to Gear Boss subsidiary of Wenger Corporation product development, Orlando, FL. 2010.
- Consultation to Fiinom Technologies scoreboard integration & software product development, Seattle, WA. 2010-12.
- National Marketing Campaign Consultant for Athletic Management Magazine located in New York, NY. 2011
- Paid consultation to Newton Manufacturing, Interscholastic Athletics Marketing & Branding Newton, IA. 2014-15.
- Consultant to 7 second Coach an online resource for coach and athletic director education. Des Moines, IA 2016-18
- Consultant to Varsity Bound a mobile resource for coaches, athletic directors, student-athletes, and fans Ames, IA 2018-Present

ACADEMIC RESEARCH

Master's Thesis Fieldwork, Division III Student-Athletes Recruiting, Graduation & Retention Study

- Evaluated and analyzed data and prepared and submitted successful Masters Thesis.
- Surveyed various Division III Institutions throughout the United States and conducted 12 structured interviews with Athletic Directors, University & College Presidents, and collegiate student-athletes.
- Developed and conducted survey of 117 Division III institutions to gather data

Southeastern Iowa Recruitment & Retention of Hispanic Student-Athletes

- Developed and conducted survey of minority students in Muscatine County, Iowa to gather data.

- Evaluated and analyzed data and prepared goals & objectives to recruit and retain minority student-athletes.

PROFESSIONAL MEMBERSHIPS

- Executive Board Member, Athletic Director Chair: National High School Athletic Coaches Association, 2017-Present
- Board Member, Minnesota Interscholastic Athletic Administrators Association, MN 2007-2009.
- Member, Minnesota Interscholastic Athletic Administrators Association, 2006-2010.
- Active Member, National Interscholastic Athletic Administrators Association 1999-Present.
- State Liaison, National Interscholastic Athletic Administrators Association 2007-2010 & 2017-Present
- Member, Iowa Athletic Director's Association, IA 1999-2006, 2012-Present
- Executive Board Member, Newsletter Editor, & Media Relations Chair, Iowa Athletic Director's Association, IA 2004-2006.
- Executive Board Member, Youth Sports Foundation, 2004-2006.
- Executive Board Member, Minnesota State High School League Section 6AA 2006-07.
- Executive Board Member, Minnesota State High School League Section 3AA 2007-Present.
- Member, Washington Secondary School Athletic Administrators Association, WA 2010-Present

EVENT MANAGEMENT & PROMOTION

- Iowa Intercollegiate Athletic Conference Wrestling Tournament (2000). Young Arena, Waterloo, Ia. As the Tournament Director, I was actively involved in all aspects of operations and administration of the conference-wrestling tournament, including compliance and governance, championships procedures, procuring officiating, public relations, marketing, sports information, fiscal management, and served as television coverage liaison.
- Iowa High School Athletic Association and Iowa Girls High School Athletic Union Regional Tournament Site Director (2001-2006). Muscatine Community High School, Muscatine, Ia. and MFL Mar Mac High School, Monona, Ia. Served as a site director for many IHSAA and IGHSAU team and individual tournament games including Basketball, Football, Tennis, Track, Soccer, Softball, Wrestling, and Baseball.

- Iowa Indoor State Track Meet Director (2005-2006) University of Iowa, Iowa City Iowa. I worked in coordination with the University of Iowa Recreation staff in the implementation and preparation of the meet as well as negotiated facility rental agreements. I also solicited volunteers, community members, alumni, faculty and students of to help administer the meets in the following areas, public address, parking, field marshals, course clerk, concessions, finish chute workers, security, medical personnel, shirt sales, medical tent, and finish line awards. I hired and assigned officials and timing services. I coordinated the website to notify media of race results. As the Meet Director, I also was responsible for financial reports and budgetary considerations .
- Iowa Girls High School Athletic Union State Soccer Tournament (2005 & 2006). Muscatine Soccer Complex, Muscatine, IA. As the Tournament Director, I was actively involved in all aspects of operations and administration of the state girls' soccer tournament, including compliance and governance, volunteers, championship procedures, procuring television and media coverage, public relations, marketing, sports information, fiscal management, and served as liaison between the IGHSAU and Muscatine Chamber of Commerce.
- Graphic Edge Bowl International Football Game (2009) Duluth Community Stadium, Duluth, MN. As Bowl Director I over saw procurement of stadium, volunteers, coordinated public relations events, fundraising, media and sponsorship negotiations. I also coordinated fund-raising for the organization to help meet its operating costs.
- Annual Burnsville Blaze & Burnsville Lions Golf Tournament (2009 & 2010) Crystal Lake Golf Course, Lakeville, MN. As Tournament Director I oversaw procurement of golf course, volunteers, coordinated promotion, coordinated sponsorships, set a budget, publicity, media, press releases. I also coordinated vendor to cater the event, ordered prizes, sent out publicity materials, coordinated contests and procured hole in one prizes, silent auction items, and cash equaling \$41,000.00.
- Minnesota State High School League Section 3AA & 6AA Tournament Site Coordinator (2006-2010) Burnsville High School, Burnsville, MN. Directly responsible for the operation of the tournament. Arrange for all contest workers: officials, judges, ticket takers/sellers, supervisors, public address announcer, scorers, crowd control, and security. Arrange for the presentation of awards at the conclusion of the competition. Listing and receipts of all expenditures and participating schools and overall tournament coordination.
- Lake Conference Relays & Championship Track Meets Coordinator (2007-Present) University of Minnesota. As the Lake Conference Track Coordinator, I

handle all preparation with the University of Minnesota Facility staff in the preparation for the meets as well as negotiated contract rental agreement. I coordinated the hiring of track meet staff officials, medical staffing, and timing services. I also drafted a budget to maintain cost effective and efficient use of conference funds.

- Washington Interscholastic Athletic Association Region 2A Wrestling Tournament Site Coordinator (2011) Eastside Catholic High School, Sammamish, WA. Directly responsible for the operation of the tournament. Arrange for all contest workers: officials, judges, ticket takers/sellers, supervisors, public address announcer, scorers, crowd control, and security. Arrange for the presentation of awards at the conclusion of the competition. Listing and receipts of all expenditures and participating schools and overall tournament coordination.
- Washington Schoolgirls Lacrosse Association State Championships (2011-2012). Eastside Catholic Stadium, Charlie Acosta Field Sammamish, WA. As the Tournament Director I was actively involved in all aspects of operations and administration of the state girls' lacrosse tournament, including compliance and governance, volunteers, championship procedures, procuring television and media coverage, public relations, marketing, sports information, fiscal management, and served as liaison between the WSLA and Eastside Catholic.

Scott Garvis



Scott Garvis
Director of Athletics

Since taking over as the Centennial Director of Athletics in 2018, Scott Garvis has led a transformation at Ankeny Centennial on the field, in student-athlete support, in facilities and in student academic achievement. Under Garvis' leadership at Ankeny Centennial, the athletic department has already made significant strides in becoming a leader in Iowa athletics.

Scott Garvis enters his third year as director of athletics at Ankeny Centennial. Garvis has firmly placed his stamp on Centennial Athletics and has positioned the program among the most innovative in the nation. Garvis has implemented coaching professional development programming for Ankeny Community Schools, oversaw the completion of Ankeny Community Football Stadium, Implemented Student

Garvis took over as the Newton Cardinal Director of Athletics in 2012, Scott Garvis led a transformation at Newton on the field, in student-athlete support, in facilities and in student academic achievement. Under Garvis' leadership at Newton, the athletic department made significant strides in becoming a leader in Iowa athletics.

Scott Garvis served as director of athletics at Newton for 6 years. In that time Garvis firmly placed his stamp on Newton Athletics and positioned the program among the most innovative in the nation.

The Newton Cardinal Athletic Program was awarded the 2015 National Interscholastic Athletic Administrator Association's Quality Program Award which Garvis has received three times. This prestigious award is granted to schools who exemplify interscholastic programs that build visionary athletic programs that stimulate improvement, innovation, renewal, operate with integrity, maintain respect for all participants, serve their stakeholders, and are responsible to the community.

Garvis was named a finalist for the 2014-15 National High School Athletic Coaches Association Athletic Director of the Year. Garvis, has also been named the 2015-16 Iowa High School Athletic Director Association Central Iowa Athletic Director of the Year as well as receiving the 2015-16 & 2017-18 NIAAA IHSADA Distinguished Service Award and received the 2016-17 IHSADA NFHS Citation Award. Garvis was also awarded the prestigious Ken Beverlein Award by the Iowa High School Athletic Director's Association which is in recognition of meritorious service.

In 2015-16, Overall, Newton had 10 sports programs advance to postseason competition to secure its highest finish in the Bank of Iowa Challenge Cup standings in school history, an indication of broad-based athletic department success.

In the classroom, the Newton Cardinals have been honored by the IHSAA & IGHSAAU for their academic success. The Cardinal teams have earned the Excellence in Academic Award 32 times Excellence in Academic Achievement Award is given to teams achieving

a combined grade point average of 3.0-3.24, and the Distinguished Academic Award 52 times this award is given to teams achieving a combined grade point average of 3.25 and above.

In the department's continuing efforts to better support student-athletes and coaches, the Newton Cardinal Booster Club set an all-time annual fund record of \$300,000 raised for the Student-Athlete Fund—an increase of over 3 times the revenue over prior years. The Newton Cardinal Booster Club also announced a record membership the past three years, an 80-percent increase in active membership since 2011.

Under Garvis' leadership, Newton has completed several facility enhancements, beginning with the HA Lynn Stadium sound system and Gilson Press Box, the completion of the student-athlete team room, Newton Cardinal Merchandise Retail Store and currently working on plans for a new softball facility which will be completed by summer 2018. Prior to the 2015 athletics season, Garvis was instrumental in helping Newton strike one of the largest apparel deals in Iowa with Under Armour.

Newton athletic and activities department developed a new athletic website, implemented online stadium reserved ticket website, instituted a Student Athletic Advisory Council, developed a new sports app, aided in the addition of a new stadium press box and sound system at HA Lynn Field, developed a new corporate sponsorship program, and implemented baseline and post injury concussion testing for all Newton student-athletes.

Garvis also currently serves on the NIAAA accreditation committee, serves as a national faculty member, and serves as the National Chairman for Brand Enhancement Protection for Interscholastic Sports Committee that will create a united marketing force behind interscholastic sports.

Garvis spent two years as the senior director of athletics at Eastside Catholic after spending previous four years working as the district director of athletics at Minneapolis metropolitan Burnsville-Eagan-Savage School District with more than 20 years of experience in intercollegiate and interscholastic athletic administration, Garvis has impressive credentials and a track record for producing champions on & off the field. He comes with an extensive background as a former student-athlete and as a supervisor of internal and external affairs within interscholastic athletics. Under Garvis' leadership at Eastside Catholic, the athletic department made significant strides in becoming a leader in athletics.

The athletic department saw a rise in the WIAA Scholastic Cup standing finishing ninth in 2011 and seventh in 2012 both highest in school history

The athletic department has also negotiated an all school agreement with Nike, launched an enhanced website and initiated a student athletic advisory council for student-athlete

leaders among the various teams. Garvis and the athletic department also instituted a leadership-training program for student-athletes and coaches as well as a coaching mentor program. The athletic department also held the school's first inaugural athletic benefit featuring guest speaker Hall of Fame Dodger Manager Tommy Lasorda. The event raised \$375,000.00 to initiate the campaign to complete the three million athletic facilities project.

Under his leadership Eastside Catholic was one of only six schools in the state to secure broadcasting rights for all the Crusaders football contests.

Over the two-year time span, four individuals earned All-American honors and 4 received All-American Region recognition. Crusaders' student-athletes also picked up 48 first team All-Metro league honors, 32 to the second team and 41 honorable mention. Academically the Crusaders Football team was named 2011 Academic State Champions with 3.51 team g.p.a under new head coach Jeremy Thielbahr former University of Idaho Special Teams Coordinator. Thielbahr led the Crusaders to their first WIAA State playoff appearance since 2004. The men's basketball program also won the Academic State Championship with a 3.57 g.p.a. The men's basketball team under new head coach Bill Liley had their first winning season since 2000. The women's soccer coach Scott Brayton was named the 3A Seattle Times Coach of the Year after a 3rd place finish in the WIAA State Girls Soccer Championship and the women's volleyball team placed WIAA State Runner-ups the past two seasons.

Garvis, hired seven new coaches for the Crusaders and they produced two individual state championships, seven state runner-ups, seven WIAA State Tournament appearances, and eight student-athletes signing NCAA letters of intent.

Prior to Garvis' position as Senior Director of Athletics at Eastside Catholic Garvis served as the District Director of Athletics with Burnsville, Eagan, Savage School District. During his tenure as Burnsville's district director of athletics, Garvis made a big impact on Blaze Athletics.

Under Garvis' leadership, the Blaze won 12 Lake Conference Championships in 8 different sports and captured six team State Championships in Nordic Ski, Cross Country, Swimming. The 12 Conference Championships won by the Blaze from July 2006 to the end of 2009 ranks third in the League.

In the prestigious Challenge Cup all-sport rankings, Garvis guided Burnsville to its four highest finishes in school history. The Blaze best finish was 5th in 2006-07.

Under Garvis' leadership, the department made significant upgrades in facilities and increased revenue opportunities, while remaining focused on winning on the playing field and in the classroom.

Garvis managed an annual athletic budget in excess of \$1 million which approximately 50% is raised from outside district funds. During his tenure at Burnsville, he oversaw the construction or renovation of approximately 3.25 million in athletic facilities. Garvis teamed up with the Black & Gold Foundation and various community support organizations, the primary fundraising organizations for athletics, to develop a comprehensive master plan for Burnsville's athletic facilities. Together they have secured several major gifts for the Blaze Building for the Future campaign.

Citing the need for improved indoor facilities including the Burnsville Field House, Strength and Conditioning fitness center, Wrestling facility, and multi-purpose gymnasium, Garvis ensured the project and it became a reality in a two-phase project spanning the summer of 2008 and 2009 respectfully. The new athletic facilities boast three full size basketball courts and seating for 3,000 capable of hosting section championships, 8,000 square foot strength and conditioning facility, a multi-purpose facility with two drop down batting cages, newly renovated locker room and training facilities, and a new renovated 4,200 square foot wrestling facility.

At the same time, Garvis recognized the need for turf for football, soccer, & lacrosse at Pates Stadium, Dick Hanson Field. A turf facility would allow the teams to have a safe environment to practice and play. In the summer of 2009, the \$1.1 million Dick Hanson Field project for Blaze Athletics opened its gates as a tremendous addition to the Burnsville Athletic Facilities.

Known as one of the most innovative and influential leaders in terms of high school athletics marketing, Garvis made an impressive impact in marketing Blaze Athletics. The forward-thinking Garvis tabbed the revenue from his various marketing efforts to finance the department's ambitious video screen and stadium scoreboard expansion project, which included Pates Stadium. He also expanded the Pates Stadium project by adding the newly constructed concessionary building and storage facility.

Success on the field, coupled with a focus on the school's in-game marketing, helped boost attendance across the board resulting in increased season ticket revenue. Under Garvis's Leadership athletic ticket sales increased.

While at Burnsville, Garvis hired fourteen head coaches in twelve sports. Six of his new hires achieved section championships or section runner-ups since 2006. Student-athletes at Burnsville continued to excel in the classroom during Garvis's tenure. With newly developed grade requirements, the student-athletes were held accountable for their grades and actions on and off the field.

Garvis came to Burnsville after serving as the Athletic Director at Muscatine high school 2004-2006. Under his watch, the Muskies won 6 Mississippi Athletic Conference titles and many state appearances.

At the same time, Garvis succeeded in replacing former two-time National Athletic Director of the Year Chuck Van Hecke. A noted fundraiser, Garvis led a \$2.2 turf project for Muscatine's sports practice facility. He also developed the addition of a fulltime Strength and Conditioning Coach, which helped the Muskies attain a student-athlete, balanced athletic program to include all sports.

Garvis's first role as athletic director was at MFL Mar Mac from 2000-2004. Garvis arrived at MFL Mar Mac after a four-year stint in the collegiate ranks as Intramural Director, Recruiting Coordinator and Assistant Football Coach at William Penn University & Westmar University where Garvis coached with current Seattle Seahawks Offensive Coordinator Darrell Bevell.

Garvis is a graduate of Westmar University where he later served as Intramural Director and Assistant football coach. Garvis received his Master of Sports Science from the United States Sports Academy and received a second Master's of Science in Education from Drake University.

Reference Check for Scott Garvis Consulting

Julia Gaylord <juliag@fieldschool.org>
To: Michael McVey <mcvey@salineschools.org>

Mon, Dec 16, 2024 at 8:49 AM

Hi Mr. McVey,

Yes, we used Scott Garvis Consulting for a review of our Athletic department and its programs. I was highly satisfied with his work, follow up, and collaboration with our school. Honestly, can't say enough good things. Happy to share more specifics if there is an area you'd like me to speak to, but all very positive!

Julia



JULIA GAYLORD
Assistant Head of School

202.295.5844
2301 Foxhall Road NW
Washington, D.C. 20007

[Quoted text hidden]

Reference Check for Scott Garvis Consulting

Sister Maureen Burke <mburke@sjheralds.org>
To: Michael McVey <mcvey@salineschools.org>

Mon, Dec 16, 2024 at 1:30 PM

Hello

We were very satisfied with Scott's services. A tad more expensive than I would have liked. But he gave us quite a few take aways and materials that we are still using. It also gave our parents an outside perspective on the program. If you need more details please let me know.

Sr Maureen



Sister Maureen Burke
President, Saint John School
Address: 7911 Depot Rd, Ashtabula, OH 44004
Phone: 440.997.5531 x 228 | **Email:** mburke@sjheralds.org
Website: www.sjheralds.org
Developing Scholarship. Deepening Faith. Inspiring Leadership.

On Mon, Dec 16, 2024 at 8:23 AM Michael McVey <mcvey@salineschools.org> wrote:

[Quoted text hidden]



Michael McVey <mcvey@salineschools.org>

Reference Check for Scott Garvis Consulting

Mike Ellson <mikeellson46@gmail.com>

Tue, Dec 17, 2024 at 4:11 PM

To: Michael McVey <mcvey@salineschools.org>

Hi Michael,

Thank you for reaching out about Scott Garvis Consulting. Scott's work is very thorough, and the feedback you receive will assist you with short and long range planning goals for your athletic program. Scott is the consummate professional and the report he provides after a review is clear and concise. I highly recommend Scott, and often seek his input when assisting other athletic administrators leading athletic programs in Education-Based Athletics.

Please feel free to reach out to me directly at 615-406-9944.

Sent from my iPhone

On Dec 16, 2024, at 7:23 AM, Michael McVey <mcvey@salineschools.org> wrote:

[Quoted text hidden]



Proposal
Saline Area Schools Athletic Department Review and Evaluation

Based on the mission of Saline Area Schools to “instill in students the desire for lifelong learning,” the following proposal to evaluate and review the SAS athletic department is being formally submitted to the SAS Board of Education on January 7, 2025.

Using action research and program evaluation models, a comprehensive, thorough, and transparent review of the SAS Athletic Department will be conducted. This includes at a minimum, an analysis of the following:

- Compliance with required federal, state and association regulations
- Athletic department climate and culture
- Personnel hiring, mentoring, and evaluation
- Athletic department protocols, processes and procedures
- Accountability within the Athletic Department
- Leadership, innovation, and program development and assessment
- Metrics and standards of success and outcomes
- Communication and public outreach
- Resource allocation and fundraising
- Operations and facilities management

To objectively complete this Review and Evaluation, my team and I will engage in the steps as outlined below:

Process
Fact finding Data review Community needs assessment Stakeholder input and surveys - which might include meeting with the following: Superintendent, High School Principal, Athletic Department Administration, Athletic Trainer, Title IX Coordinator, Coaches, Student Athletes, Booster Club Members, and Parents and any other SAS leadership or interested parties

Focus groups Event and practice observations

Outcomes

Athletic Administration Profile Desired results Quality indicators and metrics of success Communication and media protocol(s) Feedback channels and loops Athletic Department personnel evaluation system
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Deliverables

Comprehensive report of findings and recommendations Data infographic Appendices with applicable forms and protocols Presentation slide deck

Timeline

<u>January 2025</u> data review and fact finding <u>February 2025</u> data review and fact finding <u>March 2025</u> on-site reviews <u>April 2025</u> on site observations and interviews <u>May 2025</u> on site observations and interviews <u>June 2025</u> report and recommendations presented to the SAS BOE at monthly meeting

Budget

\$12,000 53 Athletic Consulting, LLC Scott Robertson, CMAA Christine Robertson, Ed.D MHSA Leadership Connections
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Scott Robertson
231-735-3408
53athleticconsulting@gmail.com

W. SCOTT ROBERTSON
231-735-3408
53athleticconsulting@gmail.com

Education

May 2005	Continuing Education Educational Leadership Doctorate of Education Program Michigan State University
May 1993	Master of Arts Special Education University of Northern Colorado
May 1989	Bachelor of Arts Social Sciences The Colorado College

Professional Positions

September 2023 - Current	Athletic Director Connection Program Mentor Michigan High School Athletic Association
June 2014 - August 2023	Athletic Director Grand Haven High School, Grand Haven, Michigan
July 2011 - June 2014	LEAP Director Traverse City Area Public Schools, Traverse City, Michigan
June 2006 - July 2011	Athletic Director East Grand Rapids High School, Grand Rapids, Michigan
August 1999 - June 2006	Head Varsity Football Coach Northview High School, Grand Rapids, Michigan Defensive Coordinator
June 1996 - August 1999	Special Education Teacher/Section 504 Coordinator Allegan Intermediate School District/Allegan Public Schools, Allegan, Michigan
August 1996 - June 1999	Head Varsity Football Coach Allegan High School, Allegan, Michigan
September 1993 - June 1996	High School Dean of Students Denver Public Schools, Denver, Colorado

August 1993 - June 1996	Head Varsity Football Coach Denver Public Schools, Denver, Colorado
September 1991 - June 1993	Special Education Teacher Denver Public Schools, Denver, Colorado
June 1990 - August 1991	Educator Cleo Wallace Center, Westminster, Colorado
September 1989 - June 1990	Substitute Teacher Jefferson County Public Schools, Golden, Colorado
November 1988 - March 1989	Student Teacher William Palmer High School, Colorado Springs, Colorado
August 1988 - June 1989	Residential Tutor Colorado School of the Deaf and Blind, Colorado Springs, Colorado

Professional Experience and Activities

March 2024	Panel Member MIAAA state conference
August 2019- August 2023	O-K Conference Red Athletic Directors President-executive council member
March 2023- March 2017	Served as a presider, discussion group leader, and presenter at MIAAA state conference
March 2023- March 2016	Taught five Leadership Training Institute Courses to Peers at the MIAAA annual conference
August 2016- August 2023	Created Sponsorship Agreement with Local Health Care Provider which funds athletics for \$30,000 per year
December 2016	Presented at NIAAA Conference "Lessons Learned as an AD" Nashville, TN
Winter 2015	Co-authored article in MHSAA Benchmarks publication "Tis (out of) the Season" Volume 6 Number 2
August 2015- Present	Created a cooperative agreement with local physical therapist trading advertisement for services- saves school system \$20,000 per year
2014- Present	Facilitated more than 50 female student's participation in the MHSAA sponsored Women in Sports Leadership Conference

July 2014- Present	Generated sponsorship revenue in excess of \$300,000 in and on Grand Haven Schools Facilities
August 2012 - Present	Participant Leadership Development Institute Collaborate with educational professionals regarding educational athletic Decisions for students, parents, coaches and programs
September 2012 June 2014	Developer Created a cooperative agreement with Traverse City Area Public Schools Northwestern Michigan College to educate and employ adult coaches and Officials within the LEAP Program with a training course through NMC
September 2012 - June 2014	County Commissioner Grand Traverse County Parks and Recreation Commission Selected as one of eight citizens that serve to guide and direct strategic Development within the parks and recreation district. In addition to duties of The role county parks and recreation county commissioner, serve additional Functions as member of Rules Committee and Business Development Team
September 2011 - June 2014	Founding Member Grand Traverse County Parks and Recreation Network Collaborate with public and private entities to share a role in enhancing Enhancing opportunities for citizens in the Grand Traverse region
June 2008 - Present	Developer Coaches Handbook and Evaluative Tool
August 2007 - Present	Host and Facilitator Greg Dale, Ph. D. Established relationship with Duke University professor and contracted him to Educate our parents groups on role of parents with high school athletes. This Has led to a marked reduction in inappropriate behavior of adults at athletic Contests. He also provided training in "Credible Coaching" to all program Coaches.
March 2006 - Present	Annual Attendee State of Michigan Interscholastic Athletic Directors' Conference
April 2013	Completed NFHS courses completed as follows: Coaching Unifies Sports, Creating a Safe And Respectable Environment; A Guide to Heat Acclimatization and Heat Illness Prevention; Concussion in Sports – What You Need to Know; First Aid, Health, And Safety for Coaches; Coaching middle School Sports; NCAA Eligibility Center Coaching Education; The Role of the Parent in Sports; Sportsmanship; NFHS

	Teaching and Modeling Behavior; NFHA Engaging Effectively with Parents; Fundamentals of Coaching Basketball; NFHS Teaching Sports Skills; A Guide to Sports Nutrition
December 2012	Recipient Wrote and received a grant for additional program funding through LEAP Under The Lights and the Traverse City Turkey Trot
November 2012	Presenter Shape Michigan Kick-Off Event Presented on and discussed the value of educational athletics in public forum as A representative of both Traverse City Area Public Schools and the Grand Traverse County Parks and Recreation Commission
August 2010 - Present	Member of the following MHSAA Committees Boys Lacrosse, Ski, Football, Scholar Athlete Award, Volleyball Site Selection, Basketball Site Selection, Track and Field Site Selection, Middle School/Jr. High, Tournament Officials Selection
August 2010 Present	Member O-K Conference scheduling committee, realignment and expansion committee
December 2010	Applicant MIAAA and MHSAA "Exemplary Athletic Program" Application Completed 12 Part program assessment and compiled necessary documentation for Consideration of EGR athletic program for this statewide honor
January 2009 - July 2011	Organizer Relay for Life
August 2008 - July 2011	Member Hearts of Gold Event Committee Collaborated with community members to raise in excess of \$200,000 for DeVos Children's Hospital through fundraisers associated with an annual football game
August 2008 - July 2011	Member East Grand Rapids Public Schools District Budget Committee
August 2008 - July 2011	Board Member EGRPS Athletics Booster Club Direct monthly meeting pf all-volunteer board that raises \$100,000 annually to support high school athletic programs
August 2008	Completed Kent County ISD professional development training in each of the following areas: Establishing Professional Learning Communities, teacher preparation and lesson plans, writing plans, and PLC group study

January 2007 - July 2011	Representative Under Armour exclusive high school sponsorship program Reached long-term agreement with national sponsor of athletic program, which was the only one in the state of Michigan.
August 2007 - July 2011	President West Michigan Lacrosse Association
October 2007	Developer Implemented accounting and hiring standards for non-funded/club athletic Teams
December 2007 - December 2021	Bi-annual Attendee National Athletic Directors' Conference –completed 21 Leadership Training Institute courses
August 2006 - June 2011	Joint facilities committee member Represent East Grand Rapids school districts interests while working Cooperatively with city park and recreation department on shared facilities and Maintenance projects
August 2006 - July 2011	Parks and Recreation Committee Member City of East Grand Rapids Joint Facilities
August 2006 - July 2011	Member East Grand Rapids District Library Team Attend monthly meetings with administrative team to share insight and Collectively solve anticipated district challenges
August 2006 - June 2014	Attendee Hauenstein Center for Presidential Studies at Grand Valley State University
August 2006 – July 2011	Implemented Budgeting process for annual budget of just under \$1 Million at East Grand Rapids High School
August 2006 - Present	Administered Supervision, hiring, and evaluation of more than 90 coaches and 600 athletes
August 2006 – November 2007	Bond Issue – Member of EGR YES committee Hosted open houses, open forums, and made presentations to educate voters. Once passed, worked cooperatively with architects, design team, and Construction management team from the outset to completion of \$12.5 Million Construction of athletic facilities. Organized grand opening ceremony
Fall 2005- Present	Hosted the following MHSAA tournaments/games: District wrestling, boys basketball, girls basketball, volleyball, girls soccer, football, baseball,

softball. Regional football, track, wrestling, boys soccer, girls soccer, boys basketball, volleyball, boys golf, ski, track and field, bowling, boys lacrosse, girls lacrosse. Quarter-finals volleyball, football. Semi-finals football, boys soccer, and boys lacrosse.

January 2004 - July 2011	Coordinator Northview Public Schools and East Grand Rapids Public School District Title IX Compliance and reporting
Fall 2002	Developer Curriculum maps for 9-12 grade functional skills math, English, and social Studies courses. Accounted for vertical articulation and alignment with grade Level content expectations
August 2002 - June 2004	Chairperson NCA Transitions Accreditation credentialing committee
November 2002	Completed Michigan Department of Education training "Section 504 a Guide for Educations"
June 2001	Interned The Dispute Resolution Center of West Michigan Completed training in mediation and 123 hours of internship
August 2000 - May 2003	Created and directed Mentoring program which paired high school athletes with "at risk" middle School students
August 1998 - August 2006	Obtained Certification and renewal from the crisis prevention institute

Honors

2015	*Inducted in to the Colorado College athletic Hall of Fame
1998	*Associated Press Football Coach of the Year – State of Michigan *Region Coach of the Year – Michigan, Region 2 *Wolverine Conference coach of the Year
1995	*NORAC Teacher of the Year – Denver North High School
1988	*Pizza Hut All-American, First Team *Rocky Mountain News Small College Defensive Player of the Year *Rocky Mountain News Small College All-Colorado Team *Denver Post Small College All-Colorado Team *Colorado College Team Most Valuable Player *Colorado College Team Captain
1987	*Colorado College Team Most Valuable Player *Colorado College Team Captain *Rocky Mountain News Small College All-Colorado Team *Denver Post Small College All-Colorado Team
1986	*Colorado College Team Most Valuable Player *Colorado College Team Captain *Rocky Mountain News Small College All-Colorado Team *Denver Post Small College All-Colorado Team
High School 1982-1985	*Team Captain – Varsity Football, Wrestling, Baseball *Participant in the State Championship Football Game

Professional Skills

- *Developing rapport with a wide variety of constituencies
- *Disaggregation of data to address student needs
- *Consensus building
- *Response to crisis situations
- *Strong oral communication skills
- *Budgeting and equipment purchasing
- *Fundraising
- *Partnering with Community Businesses to generate revenue
- *Evaluation and utilization of resources
- *Community outreach
- *Academic assistance and monitoring
- *Individual and program goal development
- *Use of Schedule Star/Arbiter/Varsity News/Groupwise as technological means of communication
- *Hosting State, Regional, District and Conference Athletic events
- *Public Relations/Media
- *Title IX Compliance
- *Understanding of special education and section 504

- *LEAN Trained
- *Capturing Kids Hearts Trained
- *Dare to Lead” Trained
- *MHSAA Coaches Advancement Program Trainer
- *Adaptive Schools Trained

Professional Organizations and Credentials

- *Register Athletic Administrator
- *Certified Athletic Administrator
- *Certified Master Athletic Administrator
- *President of West Michigan Lacrosse Association
- *West Michigan Sport Commission
- *Hauenstein Center for Presidential Leadership GVSU
- *Michigan High School Football Coaches Association
- *Professional Teacher Certification – State of Michigan
Special Education, Social Studies, History
- *National Federation of State High School Associations-Level 1 Accredited
Interscholastic Coach



Michael McVey <mcvey@salineschools.org>

Reference for Scott Robertson

Tim Selgo <timselgo@gmail.com>

Tue, Jan 7, 2025 at 8:04 PM

To: Michael McVey <mcvey@salineschools.org>

Michael,

Yes, I would be happy to be a reference for Scott.

I have known Scott for several years now. I was a long-time collegiate athletics director at Grand Valley State University while Scott was a successful leader of high school athletics programs. For the past nine years I have been a consultant in small college athletics with Mammoth Sports Consulting and have collaborated with Scott with the work each of us has done.

Scott is a highly respected leader in secondary school athletics and is known as one of the best here in West Michigan. I highly recommended him to your school system to conduct a review of your department and programs. His successful experience as a leader of an athletics department makes him uniquely qualified for this role.

Please feel free to contact me at (616) 644-0011 if you would like to discuss this further.

Sincerely,

Tim Selgo

[Quoted text hidden]

Reference for Scott Robertson

Cody Inglis <Cody@mhsaa.com>

Wed, Jan 8, 2025 at 7:43 AM

To: Michael McVey <mcvey@salineschools.org>

Good Morning,

Scott Robertson is a consummate professional athletic director who has served multiple schools in different parts of the state with high-profile athletic programs over the past 20 years. His involvement as a mentor for the MHSAA for new athletic directors has been instrumental in helping new ADs transition into one of the most challenging administrative positions in a high school. You can not go wrong with Scott involved in helping you with your athletic program and trying to make it better.

Scott is someone I've had the pleasure of working with Traverse City Area Public Schools and he would serve Saline Public Schools well as you work to review your athletic program. He understands educational athletics and how a comprehensive program should work effectively as a part of school system.

I am more than willing to discuss Scott Robertson further at any time as you go through the decision-making process in this matter.

Feel free to reach out with any other questions or help needed.

Thank you.

CODY INGLIS

Senior Assistant Director - Eligibility

Michigan High School Athletic Association

517-332-5046 - Office

517-899-2656 - Cell

www.MHSAA.com

From: Michael McVey <mcvey@salineschools.org>

Sent: Tuesday, January 7, 2025 6:54 PM

Subject: Reference for Scott Robertson



DICKINSON WRIGHT

Materials Prepared for:

**SALINE AREA
SCHOOLS
BOARD OF
EDUCATION**

AIMEE R. GIBBS
Member/Partner

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DICKINSONWRIGHT.COM

ARIZONA CALIFORNIA COLORADO FLORIDA ILLINOIS KENTUCKY MICHIGAN NEVADA OHIO TENNESSEE TEXAS WASHINGTON DC WINDSOR TORONTO

Thank you for the opportunity to submit our proposal to represent Saline Area Schools Board of Education with respect to a review of the Saline Area Schools Athletic Program, including the specific related areas referenced in your email of Thursday, January 26, 2025. We believe that Dickinson Wright has the depth, experience, and commitment to superior client service in the area of public education law to meet and exceed the Board's expectations.

QUALIFICATIONS

With more than 500 lawyers serving clients from twenty-two offices in the United States and Canada, Dickinson Wright attorneys cover more than 40 practice areas and industries. Although founded in Detroit, we now have more than 200 lawyers across our six Michigan locations and we work for clients in every corner of the state. We have a proud history of diversity and inclusion, client service, and a longstanding tradition of excellence. From our founding in Detroit to our expansion across North America, the firm has evolved and prospered by focusing on our clients while staying on the leading edge of legislative and technological developments.

Dickinson Wright is an equal opportunity employer and proud to be a contributing factor to the success of its education clients and their constituent and surrounding communities.

Dickinson Wright has a decades-long tradition of providing superior legal services to school districts, intermediate school districts, community colleges, colleges, and universities throughout the United States. With this breadth of experience and vision, we provide our clients with creative problem solving techniques that effectively minimize risks while maximizing rewards. Our education team serves as general counsel to both public and private educational entities, including public school districts, private schools, colleges, universities and other governmental and quasi-public bodies.

We ensure that our clients are made aware in advance of and upon any change in laws that affect them and we often include training on significant changes in our no charge in-services of our clients. In addition, we have been extensively involved over the years in efforts to change laws to meet the needs of our clients, garner favorable interpretations of them in courts or before relevant agencies, and we have represented consortia of clients and client organizations for the same purposes. We also ensure that our client's policies, procedures and contracts reflect current law and we draft contracts that always permit change based upon change in the law. We have exceptionally good relationships with all levels of government on both sides of any issue and a well-founded reputation for expertise on all legislative matters. Alumni of our Firm sit on the bench, serve in government and government agencies at every level.

Our firm philosophy is built upon the following four pillars:

1. Consistency, Responsiveness and Staffing for Legal Matters

As noted, having a principal contact who is a member/partner of the firm ensures that the same lawyers in each field of expertise will directly handle or directly supervise (whichever is most appropriate and cost effective) each matter.

When it is cost effective to have a junior associate research a matter, this will be the approach. Nonetheless, the lawyer who is the key contact for the area of law involved will be in direct contact with the appropriate client official and will supervise the project involved.

2. Strategy Plans and Outcomes Are Always Thoroughly Reviewed with the Client

Before any substantive action or communication is undertaken by any lawyer in the firm on behalf of a client, the advantages, disadvantages, strategy considerations, objectives, projected costs and the like are thoroughly and clearly reviewed so that client officials are comfortable with the plan and execution of legal action. Each result on every matter is critically examined for appropriate responses and alternatives, again ensuring that the client is making an informed management decision based on sound legal advice.

3. Dickinson Wright Will Always Place the Highest Emphasis on Ethical and Moral Integrity

Although it is almost too basic to state, in light of the unfortunate trend in some sectors of our society to disregard ethics, we believe that it is appropriate to commit in writing that Dickinson Wright will always maintain the highest moral and ethical standards in dealing with all legal matters referred to us by the Academy. We appreciate that as an educational institution; the Academy may sometimes face a variety of political influences and yet is expected to be an exemplar of moral integrity. Dickinson Wright has always been cognizant of its obligation and duty to provide objective and appropriate legal advice outlining the advantages, disadvantages and strategy considerations to be taken into account to reach the legitimate objectives of the Academy when addressing legal matters, regardless of any political pressures that may be involved. One of our firm's distinguishing features is the ethical integrity of its members and reputation for providing candid, objective advice while being sensitive to the political realities which our educational institution clients face.

4. The Role of our Firm Should and Will Be to Minimize the Need for Outside Counsel

Mindful of the limited public and private resources available for and devoted to education, and our fiduciary duty when serving as outside general counsel, we view it as a professional imperative to advise and consult with client officials so as to minimize the need for our legal services. To that end, we view ourselves as serving in a supporting role to the District's professional staff members, including providing background guidance and information to such members and participating in such meetings and proceedings as are necessary.

ATTORNEY TEAM

The Dickinson Wright team proposed for Saline Area Schools Board of Education are licensed in good standing with the State Bar of Michigan. All have at least (10) years of experience with a substantial percentage of their time devoted to the practice of education law. Each member of this team has partnered with numerous public and private entities to review internal system processes and provide recommendations for areas of improvement that contribute to continued growth and success of the entities. The team's experience includes all legal matters implicated by such internal reviews including First Amendment and all federal and state laws governing employer relations and public institutions.

Aimee Gibbs, a Member of the firm in our Ann Arbor and Detroit offices, will serve as the primary contact for Saline Area Schools. Aimee serves as trusted general counsel for numerous public entities and private corporations, handling a wide range of legal services, including internal reviews, policy formation, risk-mitigation, regulatory compliance, employment counseling and litigation, and commercial litigation.

Aimee Gibbs' public entity clients include state and local units of government such as school districts, nonprofit organizations in K-12, educational foundations, cities, townships, villages, counties, public authorities, higher education, and other sectors. Public entity clients frequently rely on Aimee for her knowledgeable and skillful representation and swift resolution to matters. Clients' trust and reliance on Aimee's comprehensive general counsel legal services ranging from counseling to internal reviews is evident by the long-term client relationships Aimee has developed with clients, some spanning and evolving over 15+ years.

Clients form long-lasting partnerships with Aimee, and her sound legal representation naturally evolves into Aimee serving clients in the capacity of general counsel based on her superior knowledge base, successful policy and improvement recommendation strategies, excellent resolution results, and prompt, comprehensive, and individualized attention to each client.

Aimee is skilled at managing school client work in an economically feasible way for her non-profit and governmental school clients, and utilizes associates when possible to keep rates low, although Aimee does review all associate work product before dissemination to clients.

Laney Sullivan is an Associate in the firm's Ann Arbor office. Her prior career as an elementary school teacher provides her valuable insight into the practical demands and requirements faced by educators. Laney has served on numerous committees to review and provide recommendations to improve system operations at public institutions.

REFERENCES

We are proud of our impressive roster of clients. Please feel free to contact the client references below.

Entity Name	Address	Contact Name	Phone Number
Clarkson Community Schools	6389 Clarkston Road Clarkston, MI 48346	John Lucido Executive Director of Human Resources	248.623.5419
Oakland Schools	2111 Pontiac Lake Road Waterford, MI 48328	Sherry McMillan Executive Director, Legal Affairs	248.209.2000
Henry Ford College	5101 Evergreen Road Dearborn, MI 48128	Ms. Amy Clark, Vice President, Legal Affairs	313-845-9600

FEES

Dickinson Wright is committed to providing proactive and strategic advice. We match our client's objectives with our team's knowledge and strengths for each legal matter, with cost effectiveness and efficiencies in mind. We take pride in our strategic business approach, which consistently achieves success for our clients, at a cost-effective rate.

Cognizant of the need to control legal-related expense, we have formulated a number of strategies to address the issue of cost containment, including offering alternative billing structures designed to meet the needs of clients.

As part of Dickinson Wright's active case management, the firm uses a broad array of the industry's latest and leading information technology capabilities to facilitate highly efficient and collaborative attorney/client relationships. Using technology to create and maintain document databases enables our attorneys to work with clients in an "anytime, anywhere" virtual environment.



We propose the following hourly rates:

ATTORNEY NAME	Hourly Rate
Aimee Gibbs	\$495
Laney Sullivan	\$325

We propose the following high level overview of the timeline:

DATE	ACTION ITEM
March 1, 2025	Identify key policies, handbooks, documents, and key individuals for review. Provide list of same, along with detailed review roadmap.
March 1, 2025 through March 28, 2025	Analyze key policies, handbooks, documents. Schedule and conduct discussions with key individuals.
April 1, 2025 through April 30, 2025	Analyze and draft review report.
May 30, 2025	Request any additional follow-up information and complete finalized review report.



Aimee R. Gibbs

Member | ANN ARBOR

Email: AGibbs@dickinsonwright.com Phone: 734.623.1653 Fax: 844-670-6009

Aimee Gibbs serves as trusted general counsel for numerous public entities and private corporations, handling a wide range of legal services, including policy formation, risk-mitigation, regulatory compliance, employment counseling and litigation, and commercial litigation.

Aimee Gibbs' public entity clients include state and local units of government such as cities, townships, villages, counties, public authorities, universities, school districts, and nonprofit organizations in K-12, higher education, and other sectors. Public entity clients frequently rely on Aimee for her knowledgeable and skillful representation and swift resolution to matters. Clients' trust and reliance on Aimee's comprehensive general counsel legal services ranging from counseling to representation in commercial litigation matters is evident by the long-term client relationships Aimee has developed with clients, some spanning and evolving over 15+ years.

Aimee Gibbs also serves in a general counsel capacity to numerous private corporations, providing superior risk mitigation strategies, general employment and corporate counseling and litigation representation, as well as trademark registration, monitoring, and enforcement services. Within the private corporate sphere, Aimee has consistently and successfully served as legal counsel for national and regional banking and financial companies in consumer and retail litigation, UCC, and fraud cases, and has successfully represented registered representatives and broker-dealers in FINRA arbitrations and security investigations.

Clients form long-lasting partnerships with Aimee, and her sound legal representation naturally evolves into Aimee serving clients in the capacity of general counsel based on her superior knowledge base, successful policy and risk mitigation strategies, excellent litigation and settlement results, and prompt, comprehensive, and individualized attention to each client.

Prominent Assignments

- Successfully defeated an emergency request for mandamus in state court on behalf of city client in connection with a proposed ballot initiative.
- Representing small, mid-size, and national employers in connection with federal, state, and agency employment litigation, including discrimination, whistleblower, and harassment claims.
- Representing intermediate school districts, public schools, public school academies, and educational institutions in a range of issues, including regulation of student conduct, organizational liability, Title IX investigations, policy and regulatory issues, special education services, employment matters and litigation, state complaints and Office of Civil Rights matters.
- Representing community colleges and public universities in connection with policy formation and compliance with legal and funding requirements, and Title IX investigations.
- Defending a streaming service in a securities fraud case brought by the Securities and Exchange Commission.
- Successful resolution of FINRA arbitrations resulting in favorable settlements or “no findings” outcome on behalf of registered representatives and broker-dealers.
- Managing the entire global trademark portfolio for a major automotive accessories company on an ongoing basis.
- Counseling an American Fortune 500 automotive industry company, overseeing their entire global trademark portfolio.
- Representing a Fortune 500 technology company in trademark matters for over 10 years. Counsel provides strategic counseling, as well as prosecution and enforcement services with respect to both its domestic and global trademark matters.
- Counsels clients regarding trademark infringement, unfair competition, and domain name enforcement matters.
- Counsels clients concerning potential infringement and the likelihood of success in infringement actions or opposition proceedings.
- Counsels clients on proper trademark use in order to strengthen enforceable trademark rights.
- Conducts trademark availability searches and provides risk assessment opinions on behalf of a wide range of clients, including a major U.S. and international retailer, a leading global IT and software company, and leading international automotive companies.
- Represented Fortune 500 automotive company as a member of a litigation team in connection with a billion-dollar contract dispute.

Areas Of Practice

- Banking & Finance
- General Counsel
- Commercial & Business Litigation
- Labor & Employment
- Education Law
- Higher Education
- Public Sector Law
- Nonprofit Organizations
- Trademarks
- Government Investigations & Securities Enforcement

Education & Credentials

Education

Wayne State University Law School

J.D., 2007

- *cum laude*
- Law Review Associate Editor
- Penn State Dickinson Law School,
International Law Program, Florence, Italy

University of Michigan

M.S.W., 1998

- Masters in Social Work
- Recipient of Specialist in Aging Certificate

Wittenberg University

B.A., 1997

- *summa cum laude*

Bar Admission

Michigan

Acknowledgements

- *Michigan Super Lawyers®*
 - Employment Litigation: Defense, 2024
 - "Rising Star," Employment Litigation, 2015-2017

Professional Involvement

- American Bar Association
- Eastern District of Michigan Chapter of the Federal Bar Association
- Detroit Metropolitan Bar Association
- Washtenaw County Bar Association
- Education Law Association Member

Publications/Presentations

- Co-Author, "[U.S. Supreme Court Decides Perez v. Sturgis Public Schools.](#)" Dickinson Wright Client Alert, Mar 2023
- Co-Author, "[Bank Warning: Don't Get Charged Millions for Processing Out-of-State Garnishments Improperly.](#)" Dickinson Wright Client Alert, Mar 2023
- Author, "[What Educational Institutions Should Know About Title IX and the Proposed Title IX Regulations.](#)" Dickinson Wright All Things HR Blog, September 2022
- Author, "[EEOC Ramps Up Enforcement Lawsuits.](#)" Dickinson Wright All Things HR Blog, February 2022
- Author of Chapter "School Building Facilities and Physical Plants" in book *Key Legal Issues for Schools: The Ultimate Resource for School Business Officials*, 2nd Edition (2013). C. Russo (Ed.) Lanham, MA: Rowman & Littlefield Publications.
- Author of Chapter "Should Corporal Punishment in Public Schools Be Abolished?" in book *Debating Issues in American Education, School Discipline and Safety*, Volume 5 (2012). S. Eckes (Ed.) Thousand Oaks, CA: Sage Publications.
- Author of Chapter "School Discipline and Safety: Are Zero Tolerance Policies Acceptable With Respect to Drugs, Alcohol, Weapons, Where Student Safety Is Concerned?" (2012) in book *Debating Issues in American Education, School Discipline and Safety*, Volume 5. S. Eckes (Ed.) Thousand Oaks, CA: Sage Publications.
- Co-author and presenter of "Challenges to Disparate Discipline: Recent Trends," at the 2011 57th Annual Education Law Association Conference in Chicago.
- Co-author of "Passing the Trash: Exploring School District Liability in State and Federal Courts," presented at the 2010 56th Annual Education Law Association Conference in Vancouver, BC, Canada.
- Contributor of multiple entries summarizing legal decisions in 2-volume, *Encyclopedia of Law and Higher Education* (2009). C. Russo (Ed.) Thousand Oaks, CA: Sage Publications.
- Contributor of multiple entries summarizing legal decisions in 2-volume, *Encyclopedia of Education Law* (2008). C. Russo (Ed.) Thousand Oaks, CA: Sage Publications.



Laney J. Sullivan

Associate | ANN ARBOR

Email: DSullivan@dickinson-wright.com Phone: 734-623-1698 Fax: 844-670-6009

Laney Sullivan is an associate in the firm's Ann Arbor office. Her prior career as an elementary school teacher inspires her to fight for her clients and make the world a better place. Laney was born and bred in Michigan and loves being close to her family. Prior to graduating from law school, Laney worked with the New York Legal Assistance Group in the Special Education practice area as well as with the Child Advocacy Legal Clinic at the University of Michigan.

Areas Of Practice

- Education Law

Education & Credentials

Education

University of Michigan Law School
J.D.

Wayne State University
B.S.

Bar Admission

Michigan

Board of Education Meeting

Liberty School Board Room

February 11, 2025, at 6:30 PM



MINUTES

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. CALL TO ORDER

The Board of Education meeting was called to order by President Michael McVey at 6:30 pm.

Board Members Present: Tim Austin, Darcy Berwick, Brad Gerbe, Lauren Gold, Michael McVey, Jennifer Steben, Jason Tizedes

Central Administration Present: Superintendent Laatsch, Assistant Superintendents Diglio & Owsley, Executive Directors Clary, Davis, Martin and Voelker

2. PLEDGE OF ALLEGIANCE

3. SUPERINTENDENT'S RECOGNITION

Hunter Easton & Grace Roth, 2025 Scholar-Athlete Award Finalists

The MHSAA Farm Bureau Insurance Scholar-Athlete Award is in its 36th year and honors the best student-athletes in Michigan. Scholarships are based on achievement and leadership in athletics and activities, as well as responses to short answer and essay questions. One of the most prestigious honors of the MHSAA annual awards.

4. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Jessica Hendricks-Pickles, SAS Parent - spoke regarding the Superintendent search process

5. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

6. **REVISIONS/APPROVAL OF AGENDA**

MOTION made by Vice President Steben, support Treasurer Gerbe **to approve the agenda as printed.**

Ayes - All Present - **MOTION CARRIED 7-0**

7. **SCHEDULED REPORT**

A. SWWC/CTE Update - Countywide Expansion

Presenter: Ryan L. Rowe, Ph.D. / CTE Director & CEPD Administrator - Washtenaw ISD

Dr. Rowe provided an update on county wide CTE efforts. CTE has been a large focus of the nine county-wide superintendents, along with the workforce development board and post secondary education partners for the last 3-4 years. The primary goal is to provide world-class education for all students in Washtenaw County. CTE is among several opportunities given to students to immerse themselves in real-life, hands-on experiences.

There are issues that have complicated growth such as a decentralized system in the county, transportation and enrollment issues, lack of awareness and early development, funding constraints, and others. A vocational millage was explained, which currently Washtenaw County does not have. A 1 mil vocational millage could generate \$20M.

Efforts led by area superintendents to expand programming have resulted in the addition of 15-20 CTE programs, particularly in computer science, cybersecurity and healthcare. A new countywide program starting in the fall will be Aviation Aerospace.

Next step plans include providing updates to each Board of Education, hosting a community summit on March 18th, polling the community, and a potential decision for a countywide system of implementing and funding in November of 2025.

8. **DISCUSSION ITEMS**

A. MASB Board of Directors (Region 7)

Review of Candidates: Guillermo Z. Lopez, Cory McLaughlin, Jack Temsey

MOTION made by Trustee Berwick, support Vice President Steben **to cast our collective vote for Jack Temsey to the MASB Board of Directors, representing Region 7.**

Ayes: Austin, Berwick, Gerbe, Gold, Steben Tizedes

Nays: McVey

MOTION CARRIED 6-1

B. Board Finance Committee Update

Chair, Brad Gerbe

The Finance Committee met prior to the Board meeting. Brief discussion on bonds and grants. A budget amendment will be put on the agenda for February 25th for Board action. More specific details regarding expenditures/revenues will be discussed at that time. Finance team is focused on foundation allowance and student enrollment. Currently looking at future forecasts and trends as presented by Superintendent Laatsch and Assistant Superintendent Owsley. There is some uncertainty regarding federal funding. Governor Whitmer's proposed budget includes a fairly robust increase in per-pupil funding. The final budget will depend on negotiations between the Governor and the bipartisan legislature.

9. ADMINISTRATION / BOARD UPDATES

Superintendent Laatsch: Under the leadership of the Special Education department, the Unified Sports program is taking off. Great to watch all the students involved. Upcoming game on Friday at the HS.

Trustee Austin: Will be attending the Saline Chamber of Commerce "State of our Communities: Legislative Luncheon" on Friday, Feb. 21st. Acknowledgement of Black History Month.

Treasurer Gerbe: Expressed appreciation for all the clubs and organizations available to students and the advisors who make them possible.

Secretary Berwick: Recently completed 6 CBAs at the virtual MASB Winter Institute February 7-8. Will be attending the CARES Board meeting tomorrow.

President McVey: Recently attended the National School Boards Association conference in Washington DC. Much of the conference focused on AI and recent Executive Orders from the White House. Will be participating in the Polar Plunge on February 19th.

Vice President Steben: Shoutout to the Competitive Cheer Team. Thank you to Dr. Laatsch for having attended their competition this past weekend. Foundation for Saline Area Schools met earlier today. There is still \$30K in grant money available to apply for. Their primary fundraiser will be held on February 28th at Travis Point. This will also include a silent auction. Also completed 2 CBAs during

the virtual MASB Winter Institute February 7-8. Request of the SEA to please take all holidays into consideration when deciding on the 25/26 SAS district calendar.

Trustee Gold: Acknowledgement of public comment regarding importance of leadership in restorative justice. Grateful for teaching staff highlighting previously untaught history during Black History month.

Trustee Tizedes: Aiming to increase enrollments in clubs and activities by getting more students involved. Would like to work with club advisors to address obstacles and how to encourage greater participation.

10. CONSENT AGENDA

MOTION made by Vice President Steben, support Trustees Tizedes **to authorize the Consent Agenda as printed:**

Ayes - All Present - **MOTION CARRIED 7-0**

- A. **Approval** of the Regular Board of Education Meeting Minutes of January 28, 2025
- B. **Approval of Payment** of the General Fund Accounts Payable of February 11, 2025, in the amount of \$2,874,464.83
- C. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of February 11, 2025, in the amount of \$68,079.99
- D. **Receive and File** Finance and Human Resources Report

CLOSING

11. ITEMS SCHEDULED ON THE NEXT AGENDA

Enrollment & School of Choice Update
Budget Amendment

12. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Sabrina Pattillo, parent - spoke regarding racial targeting incident last fall involving her son.

13. SUPERINTENDENT SEARCH DISCUSSION

MASB Timeline for Superintendent Search

Facilitator: Jay Bennett, Assistant Director of Executive Search Services, MASB

The Board of Education voted at the January 28th meeting to partner with MASB in the Superintendent's Search. This discussion, facilitated by Jay Bennett, was primarily focused on:

- Review of the search process by MASB
- Clarify the role of the search consultant & Board of Education
- Plan a detailed timeline for the search
- Discuss salary range / Contract Negotiations
- Adopt a preliminary job posting
- Applicant Review / Interview Process Structure & Guidelines
- Gathering Community Input / Create Candidate Profile
- Decision Making Phase / Hiring / Onboarding

The entire search process will be conducted in open session. Next steps will be for the Board to give their input into the stakeholder survey so that the district can then shortly thereafter begin sending out the press releases regarding stakeholder group meeting dates and times. These will occur late February/early March. Consideration will be given to all district staff cohorts, community members & partners, families and students.

14. NEXT MEETING

The next Board of Education Meeting will be held on February 25, 2025, at 6:30 PM.

15. CLOSED SESSION

MOTION made Trustee Austin, support Vice President Steben **to enter Closed Session of the Board of Education at 9:55 PM, with the intent to re-enter Open Session at 10:10 PM, for the purposes to consider a confidential attorney-client communication pursuant to Section 8(h) of the Open Meeting Act.**

This requires a two-thirds roll call vote of elected or appointed members.

Roll Call Vote

Austin - Aye
Berwick - Aye
Gerbe - Aye
Gold - Aye
McVey - Aye
Steben - Aye
Tizedes - Aye

Ayes - All Present - **MOTION CARRIED 7-0**

16. ADJOURNMENT

MOTION made by Treasurer Gerbe, support Trustee Tizedes **to adjourn the Regular Board of Education Meeting of February 11, 2025, at 11:05 PM.**

Ayes - All Present - **MOTION CARRIED 7-0**

Respectfully submitted,



Darcy Berwick
Board Secretary

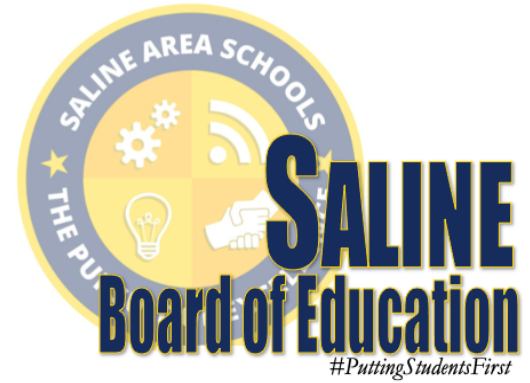
Recorded by: Betty Jahnke

FINANCE COMMITTEE MEETING

Liberty School Board Room

February 11, 2025 at 5:00 PM

MINUTES



Attendance:

Brad Gerbe, Chair, Tim Austin, Jason Tizedes

Superintendent Laatsch, Assistant Superintendent Owsley, Recording Secretary Jahnke

1. Call to Order

The Budget Committee meeting was called to order at 5 pm by Chair Brad Gerbe

2. Public Comment - None

3. Discussion Items

a. Brief Overview of the SAS budget

- i. Funds
- ii. Bonds
- iii. Grants

b. Budget amendment

Budget amendment will be presented and approved at the next Board Meeting on February 25, 2025

c. School of Choice Discussion

Committee members have requested a breakdown by grade for school of choice students. An update will be presented to the full board as a scheduled report on February 25, 2025.

d. Federal \$ Freeze Implications

- i. MASA/ MASB Webinar Overview
MASB held a webinar for members to help answer questions and provide information to help navigate federal executive orders. Budgeting for the future

*Board Finance Committee Meeting Minutes
February 11, 2025*

with unknown impacts is a challenge. They are sharing updates on any federal cuts as soon as available. State revenues are currently up from last year's projections. Certainly reductions are expected but complete eliminations are unlikely.

e. Governor Whitmer's Initial Proposed Budget

Governor proposes an increase to Michigan's per-pupil allowance, also providing funding to continue free school breakfast and lunch and continuing support for mental health services and student safety.

f. Goals/additional questions or proposed inquiries

4. **Public Comment - None**

5. **Next Meeting**

The next Board Finance Committee meeting will be held on Tuesday March 11th at 5 pm.

6. **Adjournment**

Meeting was adjourned at 5:59 pm.



Darcy Berwick
Board Secretary

Recorded by: Betty Jahnke
Recording Secretary



TOPIC: Human Capital Recommendations

The following human capital changes including resignations and new hires are being presented to the Board of Education to receive and file:

RESIGNATIONS / TERMINATIONS:

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>REASON</u>	<u>EFFECTIVE</u>
Kristi Cundiff	Middle School	Teacher	Separation	Retirement	24.Feb.25
Laura Schumacher	High School	Teacher	Separation	Resignation	7.Mar.25

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Tamara Suski	Heritage	Paraeducator	New Hire	Step 1	18.Feb.25

RECOMMENDATION: That the Saline Area Schools Board of Education consents to the personnel report recommendations as presented.