



**Waterford School District  
Board of Education**

**A G E N D A**

**Regular Meeting**

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**October 16, 2025**

**6:30 PM**

**Town Hall Auditorium**

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Opening

Pledge of Allegiance

Roll Call

Approval of the Agenda

Recognition of Achievement

a. Eagle Scout

Public Comments on Action Items

Consent Agenda

- a. Minutes
  - 1. September 18, 2025, Regular Meeting/Closed Session
  - 2. October 2, 2025, COW Meeting
- b. Accounts Payable
- c. Financial Statement
- d. Support Staff Report
- e. Resignations
- f. Teaching Contract Changes/Appointments
- g. Head Start Continuation Budget

Information Items

- a. Waterford Youth Assistance
- b. Teachers in Training (CTE)
- c. External Audit Report

New Business

- a. Superintendent's Recommendations
  - 1. Recommendation 13-25-26 Relative to Special Education Substitute Contracted Services
  - 2. Recommendation 14-25-26 Relative to Resolution to Submit Replacement Operating Millage Proposal

Public Comment on Non-Action Items

Board of Education Reports

Superintendent's Report

Recess to Closed Session

By Roll Call Vote, the Board will move to closed session in accordance with Section 8(c) and 8(h) of the Open Meetings Act. The regular meeting will be deemed adjourned at the conclusion of the closed session.

Adjournment

*Audience participation is scheduled at the beginning and end of the agenda. Only those who want to speak on an action item and have completed a public comment card will be called upon at the beginning of the meeting. Those who have comments on non-action items and have completed a public comment card will be called upon before the conclusion of the meeting. The President of the Board is responsible for recognizing all speakers. Board packets are available on the WSD website, [www.waterford.k12.mi.us](http://www.waterford.k12.mi.us).*

RECOGNITION

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM: Recognition of Achievement

The Board of Education is proud to recognize Waterford Kettering senior Nicholas McKinnon for his Eagle Scout contribution to the W.I.R.E.D (Waterford Initiative for Robotics Education & Development) program. Nick is a senior member of the Waterford High School Robotics Team 3098 prior to joining the high school team, he was a part W.I.R.E.D from the very beginning.

For his Eagle Scout project, he developed the idea to build field tables for our W.I.R.E.D program to be utilized throughout the season within their build space at Crary. He submitted his design and proposal for review, determined a budget, secured funding and recruited volunteers to help with the build. The new tables turned out amazing and will be utilized by robotics team members for years to come.

On behalf of this Board, Superintendent Martin and the entire Waterford School District community, we thank you for your contributions to the students of Waterford School District.

Resource Person: Board of Education

Date of Board of Education Meeting: October 16, 2025



## Regular Meeting September 18, 2025

### OPENING

The Regular Meeting of the Waterford Board of Education, held at Waterford Township Hall, 5200 Civic Center Drive, Waterford, Michigan, was called to order by President Wagner at 6:34 p.m.

### PLEDGE

The audience joined the Board of Education in the Pledge of Allegiance.

### ROLL CALL

Present: Members Petrusha, Torres, Soncrainte, McGregor, Wagner, Ristich, and Donohue  
Absent: None  
Others: Adam Martin, Nadine Milostan, Darin Holley, Steve Wolf, Mike Suratt, Sarah Davis, Susan File, Karen Hildebrandt, Amy Klopman, Julie Alspach, Craig Schlaufman, Joe Humphrey, Sarah Yates, Vanessa Marks, Kaitlin Mosseni, Amanda Schultz, Heather Wichtman, Mary Craite, Dawn Anders, Marge Dronsella, Christy Ward, Alex Sekulovski, McKenzie Ogden, Daniel Ogden, Danielle Toerper, Jordyn Brenner, Matthew Nickerson, Kristi Moore, Heather Cipponeri, Allison Simpson, April Lennox, Melissa Weatherford, Cheryl Burt, Jennifer Bishop, Jim Dunsmore, Renee Tenaglia, Kurt Fries, Lori Tunick, Kailah Schumacher, Susan Calarco, Star Valcenra, Maleayla White, Megan Roberts, and others who did not register.

### APPROVAL OF THE AGENDA

The agenda was approved as printed.

### PUBLIC COMMENTS ON ACTION ITEMS

There were no public comments on action items.

### CONSENT AGENDA

- a. Minutes
  - 1. August 21, Regular Meeting/Closed Session
  - 2. September 4, 2025, COW Meeting/Closed Session
- b. Accounts Payable
- c. Financial Statement
- d. Support Staff Report
- e. Resignations
- f. Teaching Contract Changes/Appointments

Seeing no objection, the consent agenda was approved as presented.

### INFORMATION ITEMS

- a. Back to School Video

Superintendent Martin introduced the 2025-2026 Back to School video.

- b. Playgrounds: Donelson Hills and Beaumont

Administration presented proposed playground improvement options for Donelson Hills and Beaumont Elementary to address the grass mounds in play areas. The grass is not holding up to the heavy foot traffic. Due to the slope of the mounds, once grass is gone, the topsoil does not stay in place on the slope.

c. Transportation Hoist

The Transportation Garage currently houses an inground vehicle hoist that is no longer operable. This equipment, which has been in service for nearly 30 years, is essential for safe and efficient maintenance of our transportation fleet. Administration has evaluated replacement options. A final recommendation will be presented for board action after full consultation with the Transportation Department, including mechanics. Regardless of the selected option, the existing pit will need to be cleaned out and remediated, including the safe removal of any residual fluids. We are working closely with facilities and safety teams to ensure that whichever solution is chosen meets operational needs, complies with environmental standards, and supports long-term serviceability. Funding source is the 2020 Bond.

d. Legislative Update

Superintendent Martin provided an update on legislative matters, including the state budget, and encouraged continued advocacy.

## **NEW BUSINESS**

a. President's Recommendations

1. Recommendation 11-25-26 Relative to Revised Board Meeting Schedule

Moved by Member Wagner and supported by Member Petrusha that the Board of Education approve the revised 2025-2026 meeting schedule. December 4, 2025, will be a regular meeting. The December 18, 2025, meeting is canceled and the April COW meeting will be canceled due to spring break.

Ayes: Members Petrusha, Ristich, Torres, McGregor, Donohue, Wagner, and Soncrainte  
Nays: None  
Motion carried. (7-0)

2. Recommendation 12-25-26 Relative to Certification of Delegates

The Michigan Association of School Boards (MASB) Delegate Assembly is held annually in conjunction with the MASB Fall Conference. The Delegate Assembly provides direction to the Association and its offers through the adoption of resolutions. All resolutions adopted by the Delegate Assembly become the official position of MASB as interpreted and pursued by the board of directors.

Moved by Member Wagner and supported by Member Donohue that the Board of Education certify Elizabeth McGregor and Kim Soncrainte as MASB Delegates, representing the Waterford School District Board of Education at the Delegate Assembly.

Ayes: Members Petrusha, Ristich, Torres, McGregor, Donohue, Wagner, and Soncrainte  
Nays: None  
Motion carried. (7-0)

## **PUBLIC COMMENT ON NON-ACTION ITEMS**

The following audience members made public comments on non-action items:

Lori Tunick spoke about budget and advocacy in Lansing.

Mckenzie Ogden spoke as a WSD teacher.

Heather Wichtman shared comments regarding teacher responsibilities.

Heather Cipponeri and Kailah Schumacher spoke regarding the teacher contract.

Mary Craite spoke about staff concerns.

Marge Dronsella made comments regarding the Bell concrete crushing behind Kettering High School.

## **BOARD REPORTS**

Member Soncrainte reported on the Waterford Youth Assistance.

Member McGregor reported on the Government Relations Committee meeting and the new State Superintendent.

Member Torres spoke about the Bell site development and legislation.

Member Ristich reported on the Mott/Kettering soccer game and Harvest Happening at Hess-Hathaway.

Member Wagner reminded the community of upcoming homecoming games and addressed the state budget and potential shutdown.

## **SUPERINTENDENT REPORT**

Superintendent Martin shared about WSD's literacy award, Homecoming events, Waterford Together Festival and reminded families to complete the Education Benefit Form.

## **RECESS TO CLOSED SESSION**

At 7:47 p.m., by roll call vote, the Board of Education recessed to closed session in accordance with Section 8 (h) and 8 (a) of the Open Meetings Act.

Roll Call Vote:

Petrusha – Yes, McGregor – Yes, Donohue – Yes, Ristich – Yes, Wagner – Yes, Torres – Yes, and Soncrainte – Yes

## **ADJOURNMENT**

The Regular meeting was reconvened and adjourned by President Wagner at 9:02 p.m.

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Board Secretary



BOARD OF EDUCATION  
MEETING MINUTES

## COMMITTEE OF THE WHOLE

October 2, 2025

### OPENING

The Committee of the Whole (COW) meeting of the Waterford Board of Education, held at the Kurzman Administration Services – Crary Campus, 501 N. Cass Lake Road, Waterford, Michigan, was called to order by President Wagner at 6:31 p.m.

### PLEDGE

The audience joined the Board of Education in the Pledge of Allegiance.

### ROLL CALL

Present: Members Donohue, Soncrainte, Wagner, Torres, Ristich, and McGregor  
Absent: Member Petrusha  
Others: Adam Martin, Darin Holley, Sarah Davis, Elizabeth Kutchey, Nadine Milostan, Mike Suratt, Karen Hildebrandt, Shelly Werthman, Chris Cooper, Mary Doolin, Jennifer Bishop, Cathy Atkinson, Sara Andrioux, Mckenzie Ogden, Amy Klopman, Karen Dave, Heather Wichtman, Jenn Mayle, Katie Muhleck, Sarah Ranson, Joe Humphrey, Mary Craite, Shannon Cummings, Erica Rolack, Alex Velez, Steve Dunk, Megan Roberts, and others who did not register.

### APPROVAL OF THE AGENDA

The agenda was approved as printed.

### PUBLIC COMMENTS

Mckenzie Ogden addressed the Board regarding teacher responsibilities.

Katie Muhleck expressed concerns regarding teacher compensation.

### DISCUSSION ITEMS

a. Legislative Update

Although leaders have confirmed key School Aid details, the budget has not yet been passed or signed.

- Continuation Budget Signed: Governor Whitmer signed HB 4161 early Wednesday morning, a one-week continuation budget (through October 8) that maintains funding for state departments and pays employees, but does not include School Aid. The expiration of the FY '24-25 School Aid Act still means there is no current statutory authority for the state to issue school aid payments or enforce boilerplate requirements until the new School Aid budget is enacted.
- Budget Details Emerge: Yesterday, legislative leaders made public statements that the framework of the deal is now being drafted into final bills.
- The framework is said to include:
  - \$10,050 per-pupil foundation allowance
  - Universal free school meals preserved (\$200M subsidy)
  - \$321M for school safety and mental health, available to public and private schools
  - General Fund cut of \$800M, elimination of about 2,000 vacant state positions
- New Senate versions of the tax policy bills were released yesterday, and according to these versions, the School Aid Fund is likely to lose a substantial amount of dedicated statutory revenues.

**Next Steps:**

- Both the School Aid omnibus (SB 166) and the General Omnibus (HB 4706) were sent to the conference committee. Conferees have been appointed, and meetings are scheduled for today at 1:15 p.m. (School Aid) and 1:30 p.m. (General Omnibus).
- The House and Senate will both convene today (the House at 10 a.m., the Senate at noon), with the Senate also adding a session day on Friday.
  - **As of 6:30 am, the Governor and legislative leaders have not released the text, summaries, or district-by-district impact estimates of the plan they are about to vote on.**
- Final passage votes on the budgets could occur later today or into the weekend.
- School Meals Pressure: On Wednesday, Gov. Whitmer and State Superintendent Rice sent a letter urging districts to continue offering free meals to all students despite the lack of School Aid funding. The K-12 Alliance strongly pushed back, emphasizing that letters hold no legal weight and districts cannot spend money they do not have.
- School Aid payments due October 20 remain at risk if a final budget is not enacted and signed into law by October 10th.
- Rep. Regina Weiss believes that the Governor might need at least five days to conduct a legal review of any new education budget before signing it. This means Sunday, October 5th, could be the last day for legislative action on the budget to avoid missing October state aid payments.

b. Ballot Language – Headlee

Assistant Superintendent Hildebrandt presented the proposed operating millage election ballot language for the May special election. During this current year, our millage experienced a rollback to 17.6749, an impact of \$295,000 this year. The current millage expires June 2033. The millage replacement would maintain full per student foundation allowance and replace the current millage with new or full funding. This would reset the operating millage rate on non-homestead properties and allow the district to levy the statutory rate of not to exceed 18 mills on the non-homestead properties. A recommendation to approve ballot language will be presented on October 16, 2025.

c. State Assessment Data

State and NWEA assessment data was presented by Darin Holley, Assistant Superintendent of PreK-5, Elizabeth Kutchey, Director of Instructional Services, and Nadine Milostan, Executive Director of Student Support Services. Additionally, the team spoke about what they are doing to address the needs identified in the data, including F.I.R.S.T. work, MTSS, and walk-through structure.

**ADJOURNMENT**

At 7:59 p.m., the COW meeting was adjourned by President Wagner.

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Board Secretary

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 North Cass Lake Road  
Waterford, MI 48328

ACTION
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ITEM NO:	
TOPIC:	ACCOUNTS PAYABLE FOR SEPTEMBER 2025

RECOMMENDATION: It is recommended that the Board of Education approve the Check/Electronic Funds Transfer Register for the month of September 2025 as listed on pages 1-171, and the P-Card Account Statement listed on the last 6 pages.

EXPENDITURES BY DISBURSEMENT TYPE:

1. ACCOUNTS PAYABLE (CHECKS)

General Fund	\$ 2,449,289.33
Special Ed Center Program	17,999.28
Community Service Fund	16,758.67
Food Service Fund	317,391.63
Student Activity	63,765.10
Debt Service Fund	3,000.75
2020 Series II Cap X	1,475,194.28
2020 Series III	4,092,949.44
<b>TOTAL ACCOUNTS PAYABLE</b>	<b>\$ 8,436,348.48</b>

2. PAYMENTS BY WIRE OR ACH:

9/2/2025	Merchant-5/3 Bankcard Cred Fees	0.29
9/2/2025	General -Authnet Gateway Billing	30.50
9/2/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 8-22-25	91,194.55
9/2/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 8-22-25	655,010.50
9/2/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 8-22-25	736,766.90
9/3/2025	Food Service- PayPal Payment Fees	25.00
9/3/2025	Child Care - FST BK MRCH SVE FEE	46.00
9/3/2025	Child Care - FST BK MRCH SVE Dicsount	3,056.62
9/4/2025	Merchant-ACHQ PreAuth Pmt	24.55
9/5/2025	General -Edustaff Contracted Substitutes/Staff 090525	46,806.42
9/9/2025	Merchant -WORLDPAY ACH Billing	105.09
9/9/2025	Food Service -WORLDPAY ACH Billing	62.45
9/10/2025	Food Service -Magic Wrighter	34.95
9/16/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 9-5-25	118,885.36
9/16/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 9-5-25	754,953.19
9/17/2025	General -Arbiterpay-Mott HS	6,000.00
9/17/2025	General - Arbiterpay - Kettering HS	6,000.00
9/19/2025	General -Edustaff Contracted Substitutes/Staff 091925	86,930.58
9/24/2025	General - COMMERCIAL CARD AUTO PAY	23,005.93
9/26/2025	General- Edustaff Contracted Substitute/Staff 092625	1,615.93
9/30/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 9-19-25	163,437.44
9/30/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 9-19-25	956,150.33

TOTAL WIRES OR ACH	\$ 3,650,142.58
<b>TOTAL DISBURSEMENTS September 2025</b>	<b>\$ 12,086,491.06</b>

RATIONALE: Invoices have been processed by Accounts Payable and Purchasing per requisitions submitted by various departments.

BUDGETARY INFORMATION: All within prescribed budget allocations.

EXHIBITS: Attached Schedule.

RESOURCE PERSON(S): Karen Hildebrandt, Assistant Superintendent of Business & Operations  
Amy Dagenhardt, Director of Finance & Budget  
Date of Board of Education Meeting: October 16, 2025



Memorandum

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To: Waterford School District Board of Education  
From: Amy Dagenhardt, Director of Finance & Budget  
Subject: September 30, 2025 Financial Statement  
Date: October 9, 2025

Attached are the September 30, 2025 Financial Statements. These reports are generated directly from our financial system. Each report shows the data in a different format. The first report is by function (instruction, support service, and other), the second report is by object (salaries, benefits, purchased services, supplies, etc.).

**Important Notes for September 2025 Data:**

- **Revenue:**
  - **State Sources:** State Aid is not received until October, which marks the start of the State of Michigan's fiscal year. The State revenue that is recognized is the deferred State grant revenue from the previous fiscal year.
- **Expenditures:**
  - **Salaries/Benefits:** The 2025-26 teacher contracts started in September and are reflected in this column.
  - **Purchased Services:** Includes many of the annual services paid for software licenses/agreements and insurance renewals, along with contracted services beginning at the start of the school year.
  - **Encumbrances:** These are estimated expenses to be paid during the current fiscal year. Encumbrances will be reduced as expenses are paid in the current month.

**Waterford School District**  
**Budget to Actual by St Revenue and St Function**  
As of 9/30/2025

St Revenue/Function	Description	Working Budget	Encumbrance	Actual	Balance	Percent
<b>Type: 4 REVENUE</b>						
St Revenue: 100	REVENUE FROM LOCAL	Total: 18,836,017.00	0.00	13,905,653.45	4,930,363.55	73.82%
St Revenue: 300	REV FROM STATE SOURCES	Total: 87,809,240.00	0.00	3,622,958.00	84,186,282.00	4.12%
St Revenue: 400	REV FROM FEDERAL SOURCES	Total: 5,732,416.00	0.00	131,321.26	5,601,094.74	2.29%
St Revenue: 500	INCOMING TRANSFER/OTH	Total: 7,858,049.00	0.00	2,491,352.00	5,366,697.00	31.70%
St Revenue: 600	FUND MODIFICATIONS	Total: 626,965.00	0.00	0.00	626,965.00	0.00%
Type: 4	REVENUE	Total: 120,862,687.00	0.00	20,151,284.71	100,711,402.29	16.67%
<b>Type: 5 EXPENSE</b>						
St. Function: 110	BASIC PROGRAMS	43,290,215.00	60,109.79	4,860,474.60	38,369,630.61	11.36%
St. Function: 120	ADDED NEEDS	24,750,016.00	42,676.54	2,628,987.51	22,078,351.95	10.79%
St. Function: 210	SUPPORT SERVICES-PUPIL	14,842,821.00	274,915.08	1,524,729.15	13,043,176.77	12.12%
St. Function: 220	SUPPORT SERVICES-INSTR	4,834,347.00	672,653.93	1,391,398.18	2,770,294.89	42.69%
St. Function: 230	SUPPORT SERVICES-GENERAL	1,654,497.00	51.13	438,996.43	1,215,449.44	26.53%
St. Function: 240	SUPPORT SERVICES-SCHOOL	6,512,203.00	19,348.55	1,160,721.71	5,332,132.74	18.12%
St. Function: 250	SUPPORT SERVICES-BUSINESS	896,998.00	5,918.53	445,082.04	445,997.43	50.27%
St. Function: 260	OPERATIONS AND	12,528,992.00	1,365,431.78	2,280,928.57	8,882,631.65	29.10%
St. Function: 270	PUPIL TRANSPORTATION	6,215,164.00	1,165,514.61	866,470.25	4,183,179.14	32.69%
St. Function: 280	SUPPORT SERVICES-CENTRAL	3,317,902.00	375,532.23	1,010,293.30	1,932,076.47	41.76%
St. Function: 290	SUPPORT SERVICES-OTHER	2,041,610.00	20,080.49	188,352.00	1,833,177.51	10.20%
St. Function: 330	COMMUNITY ACTIVITIES	126,655.00	47.49	13,493.88	113,113.63	10.69%
St. Function: 350	CUSTODY AND CARE OF	0.00	0.00	0.00	0.00	0.00%
St. Function: 360	WELFARE ACTIVITIES	7,675.00	0.00	259.61	7,415.39	3.38%
St. Function: 370	NON-PUBLIC SCHOOL PUPILS	69,523.00	0.00	4,265.97	65,257.03	6.13%
St. Function: 390	OTHER COMMUNITY	12,350.00	0.00	3,495.59	8,854.41	28.30%
St. Function: 440	PYMTS TO OTHER GOVNMT	10,275.00	0.00	0.00	10,275.00	0.00%
St. Function: 450	FACILITIES ACQUISITION	0.00	0.00	0.00	0.00	0.00%
St. Function: 510	DEBT SERVICES - LONG TERM	295,183.00	0.00	0.00	295,183.00	0.00%
St. Function: 610	TRANSFERS OUT	0.00	0.00	0.00	0.00	0.00%
St. Function: 620	TRANSFERS OUT	1,040,636.00	0.00	0.00	1,040,636.00	0.00%
Type: 5	EXPENSE	Total: 122,447,062.00	4,002,280.15	16,817,948.79	101,626,833.06	17.00%
Grand Total: -1,584,375.00						
End of Report						

**Waterford School District**  
**Budget to Actual w MTD Actual by Fund-Type-St.RevX00-St.ObjX000**  
As of 9/30/2025

Code	Description	Budget	MTD Actual	Actual	Encumbrance	Balance	% of Utilization
<b>Fund 110 GENERAL FUND</b>							
Type: 4 REVENUE							
St. Revenue X00: 100	REVENUE FROM LOCAL	Total: 18,836,017.00	9,629,943.75	13,905,653.45	0.00	4,930,363.55	73.82%
St. Revenue X00: 300	REV FROM STATE SOURCES	Total: 87,809,240.00	-1,600.00	3,622,958.00	0.00	84,186,282.00	4.12%
St. Revenue X00: 400	REV FROM FEDERAL	Total: 5,732,416.00	131,321.26	131,321.26	0.00	5,601,094.74	2.29%
St. Revenue X00: 500	INCOMING TRANSFER/OTH	Total: 7,858,049.00	2,491,352.00	2,491,352.00	0.00	5,366,697.00	31.70%
St. Revenue X00: 600	FUND MODIFICATIONS	Total: 626,965.00	0.00	0.00	0.00	626,965.00	0.00%
Type: 4	REVENUE	Total: 120,862,687.00	12,251,017.01	20,151,284.71	0.00	100,711,402.29	16.67%
Type: 5 EXPENSE							
St. Object X000: 1000	SALARIES	Total: 59,952,387.00	4,659,921.26	6,551,824.14	0.00	53,400,562.86	10.92%
St. Object X000: 2000	EMPLOYEE BENEFITS	Total: 40,697,678.00	3,071,943.09	5,870,880.17	5,000.00	34,821,797.83	14.43%
St. Object X000: 3000	PURCHASED SERVICES	Total: 8,517,779.00	471,194.79	2,217,114.51	1,647,451.65	4,653,212.84	45.37%
St. Object X000: 4000	PURCHASED SERVICES	Total: 5,036,672.00	235,742.16	740,051.32	613,248.59	3,683,372.09	26.86%
St. Object X000: 5000	SUPPLIES AND MATERIALS	Total: 5,639,073.00	405,829.78	1,100,591.53	1,552,619.46	2,985,862.01	47.05%
St. Object X000: 6000	CAPITAL OUTLAY	Total: 624,419.00	73,479.16	278,064.37	164,054.32	182,300.31	70.80%
St. Object X000: 7000	OTHER EXPENDITURES	Total: 663,643.00	900.19	59,422.75	19,906.13	584,314.12	11.95%
St. Object X000: 8000	OUTGOING TRANSFERS/OTH	Total: 1,315,411.00	0.00	0.00	0.00	1,315,411.00	0.00%
St. Object X000: 9000	INDIRECT COST RECOVERY	Total: 0.00	0.00	0.00	0.00	0.00	0.00%
Type: 5	EXPENSE	Total: 122,447,062.00	8,919,010.43	16,817,948.79	4,002,280.15	101,626,833.06	17.00%
<b>Fund: 110</b>	<b>GENERAL FUND</b>	<b>Total:</b> -1,584,375.00	<b>3,332,006.58</b>	<b>3,333,335.92</b>	<b>-4,002,280.15</b>	<b>-915,430.77</b>	<b>42.22%</b>

**WATERFORD SCHOOL DISTRICT  
SUPPORT STAFF REPORT  
OCTOBER 2025**

**CONTRACT CHANGES/RESIGNATIONS**

Ziegler, Marlo – Building Support (NAE)  
Grayson Elementary School  
Resignation Effective: September 2, 2025

Delaney, Angelina – Special Education Paraprofessional  
(NAE)  
Knudsen Elementary School  
Resignation Effective: September 8, 2025

Christopher, Julie – Building Support (NAE)  
Stepanski Early Childhood Center  
Resignation Effective: September 10, 2025

Zimmerman, Nicole – Building Support (NAE)  
Grayson Elementary School  
Resignation Effective: September 11, 2025

Harris, Denise – Food Service Assistant (MESPA III)  
Kingsley Montgomery School  
Resignation Effective: September 22, 2025

Stewart, Janice – Food Service Assistant Cook (MESPA III)  
Mott High School  
Resignation Effective: September 26, 2025

Prechowski, Andrew – Special Education Paraprofessional  
(NAE)  
Mason Middle School  
Resignation Effective: September 30, 2025

## CONTRACT CHANGES/APPOINTMENTS

Beebe, Amanda – Secretary (MESPA I) Riverside Elementary School Effective Date: September 2, 2025	Larkin, Whitney – Building Support (NAE) Houghton Elementary School Effective Date: September 9, 2025
Cauley, Linda – Building Support (NAE) Haviland Elementary School Effective Date: September 2, 2025	Turner, Jennifer – Headstart Assistant Teacher (NAE) Stepanski Early Childhood Center Effective Date: September 10, 2025
Jewell, Stephanie – Building Support (NAE) Grayson Elementary School Effective Date: September 2, 2025	Lewis, Edwin – PAC Coordinator (NAE) Mott High School Effective Date: September 11, 2025
Perez, Breann – Tuition Based Teacher (NAE) Stepanski Early Childhood Center Effective Date: September 2, 2025	Kennedy, John – Building Support (NAE) Riverside Elementary School Effective Date: September 15, 2025
Ziegler, Marlo – Building Support (NAE) Grayson Elementary School Effective Date: September 2, 2025	Lyons, Ashlie – Building Support (NAE) Stepanski Early Childhood Center Effective Date: September 17, 2025
Nenninger, Jessica – Building Support (NAE) Pierce Middle School Effective Date: September 3, 2025	Bartle, Caleb – Tuition Based Office Support (NAE) Stepanski Early Childhood Center Effective Date: September 22, 2025
Carlson, Amy – Building Support (NAE) Schoolcraft Elementary School Effective Date: September 4, 2025	Compau, Aryanna – Building Support (NAE) Haviland Elementary School Effective Date: September 22, 2025
Mcalkich, Alex – Bus Driver Substitute (NAE) Transportation Department Effective Date: September 4, 2025	Herndon, McKenzi – PAC Coordinator (NAE) Kettering High School Effective Date: September 22, 2025
Salinger, Jillian – Special Education Paraprofessional (NAE) Haviland Elementary School Effective Date: September 4, 2025	Gilbert, Eleanor – Secretary (MESPA I) Stepanski Early Childhood Center Effective Date: September 23, 2025
Jenks, Christina – Special Education Paraprofessional (NAE) Riverside Elementary School Effective Date: September 8, 2025	Fender, Katherine – Child Care Assistant (NAE) Donelson Hills Elementary School Effective Date: September 23, 2025
Meyerdirk, Emily – Special Education Paraprofessional (NAE) Haviland Elementary School Effective Date: September 8, 2025	Pochiecha, Danielle – Special Education Paraprofessional (NAE) Kettering High School Effective Date: September 23, 2025
Webster, Lexia – Building Support (NAE) Beaumont Elementary School Effective Date: September 8, 2025	Robinette, Gavin – Student Worker/Building Support (NAE) Grayson Elementary School Effective Date: September 25, 2025

Hawley, Amanda – Building Support (NAE)

Grayson Elementary School

Effective Date: September 26, 2025

Case, Susan – Class Size Online Substiitute (NAE)

Grayson Elementary School

Effective Date: September 29, 2025

Vandenboss, Madison – Headstart Teacher (NAE)

Stepanski Early Childhood Center

Effective Date: September 29, 2025

Wilcox, Deneb – Class Size Online Substitute (NAE)

Grayston Elementary School

Effective Date: September 29, 2025

Resource Person(s): Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: October 16, 2025

CONSENT

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

ITEM: Consent Agenda

TOPIC: Retirements/Resignations/Leave of Absence Expirations

It is recommended that the Board of Education accept the following resignation(s)/retirement(s):

Barnes, Brian – Teacher/Coach

Location: Kettering High School

Resignation

Effective: September 19, 2025

Rogers, Alexis – Counselor

Location: Mott High School

Resignation

Effective: September 26, 2025

Smolinski, Samantha – Special Education Teacher

Location: Cooley Elementary School

Resignation

Effective: October 10, 2025

Resource Person(s): Susan K. File, Executive Director of Human Resources  
Date of Board of Education Meeting: October 16, 2025

CONSENT

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

ITEM: Consent Agenda

TOPIC: Teaching Contract Changes/Appointments

It is recommended that the Board of Education approve the following teaching contract changes and appointments for the 2025-2026 school year:

Leindecker, James - Teacher  
Location: Kettering High School  
Effective: November 3, 2025  
Probationary Contract

*Replacing: Brian Barnes*

Resource Person(s): Susan K. File, Executive Director of Human Resources  
Date of Board of Education Meeting: October 16, 2025

CONSENT

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	Consent Agenda (g)
TOPIC:	Head Start Continuation Grant Budget

The OLHSA Governing Body, Policy Council, Delegate School Board and Delegate Policy Committee must use ongoing monitoring results, data on programmatic and school readiness goals and other information described in the Head Start Program Performance Standards and Head Start Act to conduct its responsibilities.

The Board of Education hereby approves the Head Start Continuation Grant and budget, as approved by the Head Start Policy Committee.

Resource Person: Adam Martin, Superintendent of Schools

Date of Board of Education Meeting October 3, 2025

## **2026 Calendar Year Budget (January 2026-June 2026)**

### **Budget Justification:**

The majority of the January 2026 through June 2026 budget will be used to cover the cost of staff to operate the program: wages, FICA/RET, health insurance, and professional development. We will employ 11 staff members and propose to serve 48 children and families. Our Head Start program is within the Waterford Public School District and is located at Stepanski Early Childhood Center. The salaries are based on our current Waterford Early Childhood Wage and Benefit Package.

The remaining balance will be used to cover additional program operating costs such as: supplies, food, and mileage for home visits. Additional personnel costs are included in our contractual line. We contract out with a nutritionist, health coordinator, early childhood specialist, as well as substitute teachers.

**Total Federal Budget: \$323,888**

**Personnel Wages: \$192,237**

**3 Classroom teachers working full time for 21 weeks – \$73,054**

- Teacher A - \$23,990
- Teacher B - \$25,074
- Teacher C - \$23,990

**3 Classroom assistants working full time for 21 weeks – \$47,670**

- Assistant A - \$15,750
- Assistant B - \$16,170
- Assistant C - \$15,750

**1 Noon Aides working part time - \$4,500**

- Noon Aid A - \$4,500

**1 Family Service Staff working full time for 24 weeks - \$28,656**

**1 Clerical Personnel - \$14,440**

**1 Building Support - \$6,857**

**.5 Social Worker - \$17,060**

\*Average teacher salary: \$45,750

\*Average assistant salary: \$28,700

**Fringes (FICA/RET/INSURANCE): \$109,698**

\*All salaries for the Waterford Head Start staff comply with the compensation cap guidelines.

Retirement calculated at 39% of above salary – \$74,972

FICA calculated at 7.65% of above salary - \$14,706

Insurance costs calculated at MESSA current agreement with Waterford Public Schools:

10.4% of above salary - \$20,020

**Supplies: \$1,025**

The amounts reflected here in the supply line item include funds to support the program. They include classroom supplies, child food cost for snacks, and office supplies, as well as specific supplies needed for students with disabilities. The classroom supplies include Quality Improvement funds to physically improve learning spaces throughout the facility to help address the multiply domains of development and learning that are impacted by trauma. It also includes supplies for meetings and overall management of the program.

**Contractual: \$20,728**

This line item includes contractual services for our program nutritionist, nurse, guest teachers and teacher assistants, child care and early childhood specialist.

Nutritionist: \$1,800

EC Specialist: \$1,500

Health Coordinator: \$16,128

Guest Teachers: \$1,300

#### **Other: \$200**

**\*Local Travel:** This amount reflects the total cost for staff to travel to meetings and home visits as well as required meetings in the county. The cost for reimbursement is currently .70 per mile.

Cost: \$200

#### **Non-Federal Share: \$80,972**

##### **Non-Federal Share Detail:**

###### **Personnel: \$41,719**

- Personnel include director wages and wages, early childhood specialist, speech pathologist, student transportation bus drivers, custodial services which are union contracted positions within Waterford Public Schools
- Speech Pathologist (.2 FTE): \$4,851
- Early Childhood Specialist (.2 FTE): \$7,716
- Director – (.15 FTE) - \$11,543
- Transportation/Drivers (13 hours a week x 21 weeks for 3 drivers): \$17,609

###### **Fringes (FICA/RET/INSURANCE): \$25,172**

- All salaries for the Waterford Head Start staff (charged as non-federal) comply with the compensation cap guidelines.
- Retirement calculated at 39% of above salary – \$16,270
- FICA calculated at 7.65% of above salary - \$3,192
- Insurance costs calculated at MESSA/Blue Care Network current agreement with Waterford Public Schools: 12.1% of above salary - \$5,710

###### **Contractual: \$6,634**

- Custodial Services - \$6,634

###### **Other: \$7,447**

- **Utilities:** This amount reflects the cost for several utilities, such as electricity, heat, water, etc.  
Cost: \$3,449
- **Insurance:** The amount reflects the cost for building/liability insurance.  
Cost: \$598
- **Maintenance:** This cost reflects any building or grounds maintenance to occur during the year.  
Cost: \$3,400

INFORMATION

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, MI 48328

ITEM: Information Item (a)

TOPIC: Waterford Youth Assistance

The Board of Education welcomes representatives from Waterford Youth Assistance to share information about their programs, services and events and how they impact students and families in Waterford.

Resource Person: Adam Martin, Superintendent

Board of Education Meeting October 16, 2025

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, MI 48328

ITEM: Information Item (b)

TOPIC: CTE Program: Early Childhood Education in Waterford

Lauren Potterfield and Tony Miller will present an overview of the *Early Childhood Education in Waterford CTE* program.

Resource Person: Steven Wolf, Assistant Superintendent of 6-Postsecondary Instruction

Board of Education Meeting October 16, 2025

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, MI 48328

ITEM NO.: Information Item (c)

TOPIC: External Audit Report

Yeo & Yeo CPAs and Business Consultants will present the 2024-2025 fiscal year Audited Financial Statements to the Board of Education. The Audited Financial Statements are public record. After the Board meeting, they will be available for review at the Kurzman Administrative Services Crary Campus, Office of the Assistant Superintendent of Business & Operations, and the District website.

Resource Person: Karen Hildebrandt, Assistant Superintendent of Business & Operations  
Amy Dagenhardt, Director of Budget & Finance

Board of Education Meeting October 16, 2025

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM:	New Business a(1) Superintendent's Recommendation 13-25-26
TOPIC:	Contracted Substitute Special Education Services

### **Background**

Waterford School District continues to prioritize the provision of high-quality special education services to meet the diverse needs of our students. Despite ongoing recruitment efforts, the district occasionally experiences challenges in filling WEA-represented positions in specialized service areas, particularly when vacancies arise unexpectedly or staff members take short-term leaves.

To ensure continuity of services and compliance with student IEPs, the district issued RFP WSD 26.02 to establish a pool of qualified contracted professionals who can be deployed on an as-needed basis. This approach will allow the district to maintain service delivery standards while minimizing disruption to student support systems.

Following a comprehensive review of the responses to RFP WSD 26.02 for Substitute-Based Special Education Services, the administration recommends awarding contracts to all vendors who submitted complete and responsive proposals, as detailed in the attached bid tabulation.

Each vendor has met the district's requirements and demonstrated the capacity to provide qualified substitute-based special education services. To ensure flexibility and coverage across various student needs and service areas, we propose entering into contracts with all eligible vendors.

Assignments will be made based on a combination of pricing, area of specialty, and availability. This approach allows the district to maintain continuity of services, respond promptly to staffing needs, and ensure that students receive appropriate support from qualified professionals.

Attachment: Bid Tabulation for fiscal years 2026, 2027 and 2028.

### **Recommendation**

Approve the award of RFP WSD 26.02 – Substitute-Based Special Education Services to all fully responsive vendors listed in the bid tabulation. Contracts will be executed in order of pricing and specialty as needed to meet the district's operational and student service requirements.

Funding Source: General Fund, Center Program Fund

Resource Persons: Karen Hildebrandt, Assistant Superintendent, Business & Operations

Amy Dagenhardt, Director of Finance & Budget

Date of Meeting: October 16, 2025

## ACTION ITEM RFP WSD 26.02

## CONTRACTED SUBSTITUTE SPECIAL EDUCATION SERVICES PRICING FY2026, FY2027, AND FY2028

Row Labels	Sum of FY26	2026 Pricing							Speech and Language Pathologist
		Occupational Therapist		Physical Therapist		School Nurse	School Psychologist	Social Worker	
		Therapist	Therapist	Therapist	Nurse	Psychologist	Worker	Worker	
AA East LLC	\$ 70.00	\$ 70.00	\$ 63.00	\$ -	\$ -	\$ -	\$ 85.00		
Adelphi Staffing	\$ 80.00	\$ 85.00	\$ 60.00	\$ 90.00	\$ 60.00	\$ 75.00			
Aequor Healthcare Services	\$ 85.00	\$ 85.00	\$ 75.00	\$ 100.00	\$ 80.00	\$ 85.00			
APN Staffing and Employment	\$ 92.00	\$ 92.00	\$ 71.00	\$ 94.00	\$ 91.00	\$ 92.00			
Care One	\$ 62.40	\$ 62.40	\$ 54.60	\$ 78.00	\$ 45.50	\$ 67.50			
CHG Healthcare Staffing dba									
CompHealth Medial Staffing	\$ 85.00	\$ 85.00	\$ -	\$ -	\$ -	\$ 90.00			
Corporate Temps	\$ 63.48	\$ 69.00	\$ 52.44	\$ 55.20	\$ 48.30	\$ 62.10			
Cynet Health Inc	\$ 75.50	\$ 77.50	\$ 69.50	\$ 94.80	\$ 66.25	\$ 90.00			
Delta T	\$ 95.00	\$ 95.00	\$ 59.00	\$ 100.00	\$ 100.00	\$ 95.00			
EduStaff	\$ 83.00	\$ 83.00	\$ -	\$ 95.00	\$ 90.00	\$ 90.00			
EPIC Special Education Staffing	\$ 80.00	\$ 80.00	\$ 70.00	\$ 100.00	\$ 80.00	\$ 100.00			
Global Psychological	\$ 95.00	\$ -	\$ -	\$ 105.00	\$ -	\$ -			
LanceSoft, Inc	\$ 89.50	\$ 85.00	\$ 77.00	\$ 96.00	\$ 83.00	\$ 81.25			
Noor Staffing	\$ 56.65	\$ 64.19	\$ 46.68	\$ 61.80	\$ 44.92	\$ 64.29			
Orange Tree Staffing	\$ 80.00	\$ 80.00	\$ 60.00	\$ 80.00	\$ 75.00	\$ 80.00			
Pediatric Developmental Servi	\$ 89.00	\$ 89.00	\$ 79.00	\$ 91.00	\$ 79.00	\$ 91.00			
Ro Health	\$ 95.00	\$ 95.00	\$ 80.00	\$ -	\$ -	\$ 115.00			
SHC Services Inc	\$ 95.00	\$ 95.00	\$ 62.00	\$ 97.00	\$ 78.00	\$ 95.00			
Strides therapy & Educational	\$ 100.00	\$ 100.00	\$ -	\$ 110.00	\$ -	\$ 95.00			

## ACTION ITEM RFP WSD 26.02

## CONTRACTED SUBSTITUTE SPECIAL EDUCATION SERVICES PRICING FY2026, FY2027, AND FY2028

Row Labels	Sum of FY27		2027 Pricing						Speech and Language Pathologist	
	Therapist	Therapist	Physical Therapist	School Nurse	School Psychologist	Social Worker				
AA East LLC	\$ 72.00	\$ 72.00	\$ 66.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 88.00	
Adelphi Staffing	\$ 82.00	\$ 88.00	\$ 62.00	\$ 93.00	\$ 62.00	\$ 77.00				
Aequor Healthcare Services	\$ 85.00	\$ 85.00	\$ 75.00	\$ 100.00	\$ 80.00	\$ 85.00				
APN Staffing and Employment Solutions	\$ 93.84	\$ 93.84	\$ 72.42	\$ 95.88	\$ 92.82	\$ 93.84				
Care One	\$ 63.96	\$ 63.96	\$ 55.97	\$ 79.95	\$ 46.64	\$ 69.29				
CHG Healthcare Staffing dba CompHealth Medical Staffing	\$ 85.00	\$ 85.00	\$ -	\$ -	\$ -	\$ -	\$ 90.00			
Corporate Temps	\$ 63.48	\$ 69.00	\$ 52.44	\$ 55.20	\$ 48.30	\$ 62.10				
Cynet Health Inc	\$ 78.53	\$ 80.60	\$ 72.28	\$ 98.59	\$ 68.90	\$ 93.60				
Delta T	\$ 97.85	\$ 97.85	\$ 60.77	\$ 103.00	\$ 103.00	\$ 97.85				
EduStaff	\$ 84.00	\$ 84.00	\$ -	\$ 96.00	\$ 91.00	\$ 91.00				
EPIC Special Education Staffing	\$ 82.00	\$ 82.00	\$ 72.00	\$ 102.00	\$ 82.00	\$ 102.00				
Global Psychological	\$ 100.00	\$ -	\$ -	\$ 110.00	\$ -	\$ -				
LanceSoft, Inc	\$ 89.50	\$ 85.00	\$ 77.00	\$ 96.00	\$ 83.00	\$ 81.25				
Noor Staffing	\$ 56.65	\$ 64.19	\$ 46.68	\$ 61.80	\$ 44.92	\$ 64.29				
Orange Tree Staffing	\$ 80.00	\$ 80.00	\$ 60.00	\$ 80.00	\$ 75.00	\$ 80.00				
Pediatric Developmental Service	\$ 91.22	\$ 91.22	\$ 80.97	\$ 93.27	\$ 80.97	\$ 93.27				
Ro Health	\$ 99.75	\$ 99.75	\$ 84.00	\$ -	\$ -	\$ 120.75				
SHC Services Inc	\$ 98.00	\$ 98.00	\$ 65.00	\$ 100.00	\$ 82.00	\$ 98.00				
Strides Therapy & Educational Se	\$ 105.00	\$ 105.00	\$ -	\$ 113.00	\$ -	\$ 98.00				

## ACTION ITEM RFP WSD 26.02

## CONTRACTED SUBSTITUTE SPECIAL EDUCATION SERVICES PRICING FY2026, FY2027, AND FY2028

Row Labels	Sum of FY28		2028 Pricing						Speech and Language Pathologist	
	Occupational Therapist	Physical Therapist	School Nurse	School Psychologist	Social Worker					
AA East LLC	\$ 74.00	\$ 74.00	\$ 70.00	\$ -	\$ -	\$ -				\$ 90.00
Adelphi Staffing	\$ 84.00	\$ 91.00	\$ 64.00	\$ 96.00	\$ 64.00	\$ -				\$ 79.00
Aequor Healthcare Services	\$ 87.00	\$ 85.00	\$ 75.00	\$ 102.00	\$ 80.00	\$ -				\$ 87.00
APN Staffing and Employment Solutions	\$ 95.72	\$ 95.72	\$ 73.87	\$ 97.80	\$ 94.68	\$ -				\$ 95.72
Care One	\$ 65.56	\$ 65.56	\$ 57.36	\$ 81.95	\$ 47.80	\$ -				\$ 71.02
CHG Healthcare Staffing dba CompHealth Medical Staffing	\$ 85.00	\$ 85.00	\$ -	\$ -	\$ -	\$ -				\$ 90.00
Corporate Temps	\$ 63.48	\$ 69.00	\$ 52.44	\$ 55.20	\$ 48.30	\$ -				\$ 62.10
Cynet Health Inc	\$ 81.54	\$ 83.70	\$ 75.06	\$ 102.38	\$ 71.55	\$ -				\$ 97.20
Delta T	\$ 100.79	\$ 100.79	\$ 62.59	\$ 106.09	\$ 106.09	\$ -				\$ 100.79
EduStaff	\$ 85.00	\$ 85.00	\$ -	\$ 97.00	\$ 92.00	\$ -				\$ 92.00
EPIC Special Education Staffing	\$ 84.00	\$ 84.00	\$ 74.00	\$ 104.00	\$ 84.00	\$ -				\$ 104.00
Global Psychological	\$ 105.00	\$ -	\$ -	\$ 115.00	\$ -	\$ -				\$ -
LanceSoft, Inc	\$ 89.50	\$ 85.00	\$ 77.00	\$ 96.00	\$ 83.00	\$ -				\$ 81.25
Noor Staffing	\$ 56.65	\$ 64.19	\$ 46.68	\$ 61.80	\$ 44.92	\$ -				\$ 64.29
Orange Tree Staffing	\$ 80.00	\$ 80.00	\$ 60.00	\$ 80.00	\$ 75.00	\$ -				\$ 80.00
Pediatric Developmental Services	\$ 93.50	\$ 93.50	\$ 82.99	\$ 95.60	\$ 82.99	\$ -				\$ 95.60
Ro Health	\$ 104.74	\$ 104.74	\$ 88.20	\$ -	\$ -	\$ -				\$ 126.79
SHC Services Inc	\$ 100.00	\$ 100.00	\$ 70.00	\$ 105.00	\$ 86.00	\$ -				\$ 100.00
Strides Therapy & Educational Services	\$ 110.00	\$ 110.00	\$ -	\$ 116.00	\$ -	\$ -				\$ 101.00

ACTION
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WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.:	New Business a (2) Superintendent's Recommendation 14-25-26
TOPIC:	Resolution to Submit Replacement Operating Millage Proposal

It is recommended that the Board of Education approve the attached *Resolution to Submit Replacement Operating Millage Proposal* for the May Election Date, May 5, 2026.

Resource Persons: Karen Hildebrandt, Assistant Superintendent of Business & Operations

Date of Board of Education Meeting: October 16, 2025

**WATERFORD SCHOOL DISTRICT  
OAKLAND COUNTY, MICHIGAN**

At a regular meeting of the Board of Education of Waterford School District, Oakland County, Michigan (the “School District”), held in the School District on the 16<sup>th</sup> day of October, 2025, at 6:30 p.m., local time.

PRESENT: Members \_\_\_\_\_  
\_\_\_\_\_

ABSENT: Members \_\_\_\_\_

**RESOLUTION TO SUBMIT REPLACEMENT OPERATING MILLAGE PROPOSAL  
(MAY 5, 2026 ELECTION DATE)**

The following preamble and resolution were offered by Member \_\_\_\_\_ and supported by Member \_\_\_\_\_.

WHEREAS, the School District is a Michigan general powers school district operating under the Revised School Code, as amended, MCL 380.1 *et seq.*, and as such the School District’s elections are governed by the Michigan Election Law, Public Act 116 of 1954, as amended (the “Michigan Election Law”); and

WHEREAS, Public Act 336 of 1993 amended the State School Aid Act by guaranteeing to each local school district a base “foundation allowance” per membership pupil; and

WHEREAS, in order to receive the full guaranteed foundation allowance per membership pupil, the School District is required to levy an operating millage locally on all non-homestead property; and

WHEREAS, the previously authorized operating millage of the School District will expire in 2033 such that the School District will no longer receive its full foundation allowance; and

WHEREAS, the Board of the School District determines that it is necessary for the continuing operation of the School District to replace, restore, and extend the authority to levy certain operating mills and increase the prior authority in the event of future rollbacks by application of the Headlee Amendment, as described in the Replacement Operating Millage Proposal attached hereto as **Exhibit A** (the “Replacement Operating Millage Proposal”); and

WHEREAS, the School District’s next eligible Election date is May 5, 2026 (the “May Election Date”) and, once called, will be conducted by the Clerk of the County of Oakland, State of Michigan (the “School District Election Coordinator”); and

WHEREAS, it is necessary and desirable to submit the Replacement Operating Millage Proposal to the School District’s electors at the election to be held on the May Election Date; and

WHEREAS, the Michigan Election Law requires that the School District certify the ballot language for any proposal to be voted on at a School Election to the School District’s Election Coordinator at a date not later than 4:00 p.m. on the twelfth Tuesday prior to the school election, being February 10, 2026 for the May Election Date; and

WHEREAS, the School District desires to approve the Replacement Operating Millage Proposal and to certify the ballot language for the Replacement Operating Millage Proposal to the School District's Election Coordinator no later than 4:00 p.m. on February 10, 2026.

THEREFORE, IT IS RESOLVED BY THE BOARD OF EDUCATION OF THE WATERFORD SCHOOL DISTRICT, OAKLAND COUNTY, MICHIGAN THAT:

1. The Replacement Operating Millage Proposal, attached hereto as Exhibit A, is hereby certified to the School District Election Coordinator for submission to the School District's electors on the May Election Date on May 5, 2026. The Secretary of the Board is hereby authorized and directed to file this Resolution and/or complete any such forms, certificates or documents as may be required by the School District Election Coordinator to evidence the foregoing certification and/or submission by no later than 4:00 p.m. on February 10, 2026.

2. The Superintendent or his designee are furthered authorized to take any and all action required under the Michigan Election Law with regard to the School District's School Election.

3. The School District Election Coordinator is hereby authorized and directed to: (a) post and publish notice of last day of registration and notice of election for the May Election Date; and (b) have prepared and printed ballots for submitting the Replacement Operating Millage Proposal at the May Election Date, which ballots shall be in the form appearing in Exhibit A, or the Replacement Operating Millage Proposal shall be stated as a proposal on the voting machines, which ballots may include other matters presented to the electorate on the same date.

4. 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.**

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Michael Ristich  
Secretary, Board of Education

I hereby certify that the foregoing is a true and complete copy of a resolution adopted by the Board of Education of the Waterford School District, County of Oakland, at a regular meeting held on October 16, 2025, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

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Michael Ristich  
Secretary, Board of Education

**EXHIBIT A**  
**WATERFORD SCHOOL DISTRICT**  
**COUNTY OF OAKLAND**  
**STATE OF MICHIGAN**

**REPLACEMENT OPERATING MILLAGE PROPOSAL**

*This proposal would replace, restore and extend the authority of the School District to levy the statutory limit of 18 mills on non-homestead property (principally industrial and commercial real property and residential rental property) which currently expires with the School District's 2033 tax levy and allow the School District to continue to levy the statutory limit of 18 mills on non-homestead property in the event of future Headlee rollbacks of up to 4 mills. The authorization will allow the School District to continue to receive revenues at the full per pupil foundation allowance permitted by the State. Personal residences are exempt from this levy.*

Shall the limitation on the total amount of taxes which may be assessed against all property, except principal residences and other property exempted by law, situated within the Waterford School District, County of Oakland, State of Michigan, be increased to the amount of 22 mills with 18 mills being the maximum allowable levy (\$18.00 on each \$1,000 of taxable valuation), for a period of ten (10) years, 2026 to 2035 inclusive, with 17.6749 mills of the above 22 mills being a replacement of authorized millage which will otherwise expire on December 31, 2033 and 0.3251 mills of the above 22 mills being a restoration of the millage lost as a result of the reduction required by the Michigan Constitution? This operating millage if approved and levied, would provide estimated revenues to the School District of \$17,165,971 during the 2026 calendar year, to be used for general operating purposes.

YES \_\_\_\_\_

NO \_\_\_\_\_