



**Waterford School District  
Board of Education**

**A G E N D A**

**Regular Meeting**

---

**November 20, 2025**

**6:30 PM**

**Town Hall Auditorium**

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Opening

Pledge of Allegiance

Roll Call

Approval of the Agenda

Celebration of Learning

a. Mason Middle School

Public Comments on Action Items

Consent Agenda

- a. Minutes
  - 1. October 16, 2025, Regular Meeting/Closed Session
  - 2. October 30, 2025, Special Meeting
  - 3. November 6, 2025, COW Meeting
- b. Accounts Payable
- c. Financial Statement
- d. Support Staff Report
- e. Resignations
- f. Teaching Contract Changes/Appointments
- g. Reinstatement of Student D-25-26

Information Items

- a. Student Travel
- b. Strategic Plan
- c. School of Choice Resolution 26-27
- d. Tentative Agreements
- e. Wireless Infrastructure Project

New Business

- a. Superintendent's Recommendations
  - 1. Recommendation 15-25-26 Relative to 2025-2026 Revised Budget Resolution
  - 2. Recommendation 16-25-26 Relative to TA: MESPA II
  - 3. Recommendation 17-25-26 Relative to TA: WEA

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(a) of the Open Meetings Act for the evaluation of the superintendent. 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).*

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

TOPIC: Celebration of Learning

ITEM: Mason Middle School

A Celebration of Learning will be presented by Mason Middle School regarding their Positive Behavioral Interventions and Support.

Resource Person: Steven Wolf, Assistant Superintendent, 6-Post Secondary

Date of Board of Education Meeting: November 20, 2025



## Regular Meeting October 16, 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 632 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, Mike Suratt, Amy Dagenhardt, Lena Beck, Elizabeth Kutchey, Tony Miller, Lauren Potterfield, Mary Craite, Joe Humphrey, Nick Gregory, Andrea Bratton, Megan McCoy, Celine Barron, Mary Schliem, Jason Brown, Jamie Brown, Patricia Davis, Josh Boyd, Dave McKinnon, Joe Humphrey, Amy Liss, Heather Wichtman, McKenzie Ogden, Cathy Atkinson, Dawn Stileski, Susan Calarco, Jennifer Bishop, Pete Ogg, Tony Miller, Kailah Schumacher, Greg Bauer, Sam Harris, Robin McGregor, 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. September 18, 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

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

### INFORMATION ITEMS

- a. Waterford Youth Assistance

Megan McCoy, Waterford Youth Assistance President, and Celine Barron, Caseworker, provided information on the program, breaking down their services, community programming and casework services.

b. Teachers in Training

Lauren Potterfield and Tony Miller shared information about the Early Childhood Education and Leadership Program, which runs out of Waterford Kettering High School. This “teachers in training” program is one out of only ten similar programs in Oakland County and serves about two dozen of our high school students each year.

c. External Audit Report

Yeo & Yeo CPAs and Business Consultants presented 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.

## **NEW BUSINESS**

a. President's Recommendations

1. Recommendation 13-25-26 Relative to Contracted Substitute Special Education Services

Moved by Member Donohue and supported by Member Wagner that the Board of Education 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.

Ayes: Members Petrusha, Ristich, McGregor, Donohue, Wagner, and Soncrainte

Nays: Member Torres

Motion carried. (6-1)

2. Recommendation 14-25-26 Relative to Resolution to Submit Replacement Operating Millage Proposal

Moved by Member Donohue and supported by Member Petrusha that the Board of Education approve the Resolution to Submit Replacement Operating Millage Proposal for the May Election Date, May 5, 2026. A copy of the resolution is attached to the original minutes.

Ayes: Members Petrusha, Torres, Ristich, McGregor, Donohue, Wagner, and Soncrainte

Nays: None

Motion carried. (7-0)

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

Jamie Brown spoke regarding teacher workload and expectations.

Mary Craite acknowledged Waterford Staff with longevity and the WEA negotiations.

McKenzie Ogden addressed teacher compensation.

Joe Humphrey spoke in support of a satisfactory compensation.

Joe Brown talked about the teacher workload, safety and expectations.

Joshua Boyd expressed concerns regarding class sizes at Cooley Elementary.

Pete Ogg spoke about the OCC Education Center.

Greg Bauer extended appreciation for work with Oakland County.

Robin McGregor addressed the Board of Education regarding the upcoming Taste of Waterford benefiting Fueling Kids Future. She also spoke regarding the OCC property.

## **BOARD REPORTS**

Member Donohue spoke about the OCSBA meeting he attended with Superintendent Martin. There are concerning budget forecasts in future years.

Member Ristich spoke about the Haunting Harmonies event.

Member Torres spoke about Homecoming events and parent teacher conferences.

Member Wagner spoke about Mott's Spooktacular concert and the indoor Trick-or-Treat event at Mott, the Head Start Policy Committee, as well as the Dig Pink Volleyball event.

## **SUPERINTENDENT REPORT**

Superintendent Martin provided a state budget update, and talked about Homecoming events, Durant High School's trip to Wayne State University, Tuesday's Fun Run event, Halloween events and the district calendar.

## **RECESS TO CLOSED SESSION**

At 8:14 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 9:42 p.m.

:mr

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Board Secretary



**BOARD OF EDUCATION  
MEETING MINUTES**

**SPECIAL MEETING**

**October 30, 2025**

**OPENING**

The special 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 6:32 p.m.

**PLEDGE**

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

**ROLL CALL**

Present: Members Donohue, Soncrainte, Wagner, Petrusha, Ristich, and McGregor  
Absent: Member Torres  
Others: Adam Martin and Scott Morrell

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**PUBLIC COMMENTS**

There were no public comments.

**Board and Superintendent Transition/Governance Workshop**

Scott Morrell, MASB Consultant, facilitated a workshop relative to board governance and the transition process with Superintendent Martin.

At 7:40 p.m., by roll call vote, the Board moved to closed session in accordance with Section 8 (h) of the Open Meetings Act.

**Roll Call Vote:**

Petrusha (Y), Soncrainte (Y), Ristich (Y), Wagner (Y), Donohue (Y), and McGregor (Y)

**ADJOURNMENT**

At 9:01 p.m., the special meeting was reconvened and adjourned by President Wagner.

:mr

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Board Secretary



BOARD OF EDUCATION  
MEETING MINUTES

**COMMITTEE OF THE WHOLE**

**November 7, 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, Nadine Milostan, Karen Hildebrandt, Steve Wolf, Susan File, Amy Dagenhardt, Chris Ward, Christin Long, Ebony Bagley, Yolanda Smith Charles, Greg Janicki, Robin McGregor, Mary Craite, Amy Klopman, McKenzie Ogden, Rachelle Evans, Joseph Humphry, Karen Dave, Melissa Weatherford, Megan Roberts, and others who did not register.

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**PUBLIC COMMENTS**

Rachelle Evans spoke on behalf of ECW regarding the Hospital Road property and the Bell Site development.

**DISCUSSION ITEMS**

**a. Oakland County Parks Interlocal Agreement**

The Board of Education welcomed, from the Oakland County Parks and Recreation Commission, Chair Bagley, Vice Chair Smith Charles and Commissioner Long, as well as Director Chris Ward, to discuss the naming of the park to be located on Hospital Road property. The Board and Commissioners will continue to consider the matter and reconnect at a future time.

**b. Strategic Plan**

Greg Janicki, MASSB Consultant, facilitated a strategic planning workshop with the Board of Education.

**c. Revised Budget 2025-2026**

Karen Hildebrandt, Assistant Superintendent of Business and Operations, and Amy Dagenhardt, Director of Finance and Budget, presented the amended 2025-2026 budget, including changes in revenues and expenditures. A formal amendment resolution will be presented for approval on December 4, 2025.

**ADJOURNMENT**

At 8:55 p.m., the meeting was adjourned by President Wagner.

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Board Secretary

## ACTION

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

ITEM NO:	
TOPIC:	ACCOUNTS PAYABLE FOR OCTOBER 2025

RECOMMENDATION: It is recommended that the Board of Education approve the Check/Electronic Funds Transfer Register for the month of October 2025 as listed on pages 1-187, and the P-Card Account Statement listed on the last 5 pages.

## EXPENDITURES BY DISBURSEMENT TYPE:

## 1. ACCOUNTS PAYABLE (CHECKS)

General Fund	\$ 3,225,199.25
Special Ed Center Program	31,101.05
Community Service Fund	27,486.77
Food Service Fund	337,665.61
Student Activity	77,946.47
Debt Service Fund	(377.30)
2020 Series II Cap X	12,337.75
2020 Series III	2,447,635.14
<b>TOTAL ACCOUNTS PAYABLE</b>	<b>\$ 6,158,994.74</b>

## 2. PAYMENTS BY WIRE OR ACH:

10/2/2025	Merchant-5/3 Bankcard Cred Fees	35.44
10/2/2025	General -Authnet Gateway Billing	31.70
10/3/2025	General- Edustaff Contracted Substitute/Staff 100325	116,094.61
10/3/2025	Food Service- PayPal Payment Fees	25.00
10/3/2025	Child Care - FST BK MRCH SVE Dicsount	1,601.32
10/3/2025	Merchant-ACHQ PreAuth Pmt	25.20
10/3/2025	Child Care - FST BK MRCH SVE FEE	41.50
10/7/2025	General -Edustaff Contracted Substitutes/Staff 100725	1,219.90
10/7/2025	General -Arbiterpay-Mott HS	8,000.00
10/7/2025	General - Arbiterpay - Kettering HS	8,000.00
10/9/2025	Merchant -WORLDPAY ACH Billing	167.94
10/9/2025	Food Service -WORLDPAY ACH Billing	62.45
10/10/2025	Food Service -Magic Wrighter	34.95
10/15/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 10-3-2025	141,293.52
10/15/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 10-3-25	713,631.79
10/17/2025	General -Edustaff Contracted Substitutes/Staff 101725	128,891.77
10/20/2025	General - MI UIA Unemployment	1,747.72
10/24/2025	General- Edustaff Contracted Substitute/Staff 102425	593.00
10/28/2025	General - COMMERCIAL CARD AUTO PAY	27,808.41
10/29/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 10-17-2025	730,932.09
10/29/2025	Payroll -MIORSPAYMT-Office of Retirement Service Payroll 10-17-2025	148,717.31
10/31/2025	General- Edustaff Contracted Substitute/Staff 103125	1,435.93
10/31/2025	General- Edustaff Contracted Substitute/Staff 103125	130,614.61

<b>TOTAL WIRES OR ACH</b>	<b>\$ 2,161,006.16</b>
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<b>TOTAL DISBURSEMENTS October 2025</b>	<b>\$ 8,320,000.90</b>
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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: November 20, 2025



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Memorandum

To: Waterford School District Board of Education

From: Amy Dagenhardt, Director of Finance & Budget

Subject: October 31, 2025 Financial Statement

Date: November 20, 2025

Attached are the October 31, 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 October 2025 Data:**

- **Revenue:**
  - **State Sources:** The initial October State Aid payment is included based on data, estimate and assumption from the State for the first of the 11 scheduled payments for FY 25-26.
- **Expenditures:**
  - **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 10/31/2025

St Revenue/Function	Description	Original Budget	Encumbrance	Actual	Balance	Percent
<b>Type: 4 REVENUE</b>						
St Revenue: 100	REVENUE FROM LOCAL	Total: 18,836,017.00	0.00	14,885,219.83	3,950,797.17	79.02%
St Revenue: 300	REV FROM STATE SOURCES	Total: 87,809,240.00	0.00	11,205,440.77	76,603,799.23	12.76%
St Revenue: 400	REV FROM FEDERAL SOURCES	Total: 5,732,416.00	0.00	196,069.77	5,536,346.23	3.42%
St Revenue: 500	INCOMING TRANSFER/OTH	Total: 7,858,049.00	0.00	2,502,822.42	5,355,226.58	31.85%
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	28,789,552.79	92,073,134.21	23.82%
<b>Type: 5 EXPENSE</b>						
St. Function: 110	BASIC PROGRAMS	43,290,215.00	114,772.38	9,959,950.56	33,215,492.06	23.27%
St. Function: 120	ADDED NEEDS	24,750,016.00	42,326.71	5,335,283.91	19,372,405.38	21.72%
St. Function: 210	SUPPORT SERVICES-PUPIL	14,842,821.00	246,411.56	3,172,132.71	11,424,276.73	23.03%
St. Function: 220	SUPPORT SERVICES-INSTR	4,834,347.00	679,584.03	1,896,254.56	2,258,508.41	53.28%
St. Function: 230	SUPPORT SERVICES-GENERAL	1,654,497.00	55.40	592,459.44	1,061,982.16	35.81%
St. Function: 240	SUPPORT SERVICES-SCHOOL	6,512,203.00	17,253.72	1,907,477.47	4,587,471.81	29.55%
St. Function: 250	SUPPORT SERVICES-BUSINESS	896,998.00	5,116.94	470,843.26	421,037.80	53.06%
St. Function: 260	OPERATIONS AND	12,528,992.00	1,327,314.25	3,703,450.09	7,498,227.66	40.15%
St. Function: 270	PUPIL TRANSPORTATION	6,215,164.00	907,215.79	1,565,609.53	3,742,338.68	39.78%
St. Function: 280	SUPPORT SERVICES-CENTRAL	3,317,902.00	355,333.85	1,411,095.99	1,551,472.16	53.23%
St. Function: 290	SUPPORT SERVICES-OTHER	2,041,610.00	14,878.85	435,211.23	1,591,519.92	22.04%
St. Function: 330	COMMUNITY ACTIVITIES	126,655.00	0.00	20,064.86	106,590.14	15.84%
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	8,796.76	60,726.24	12.65%
St. Function: 390	OTHER COMMUNITY	12,350.00	0.00	3,555.10	8,794.90	28.78%
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	3,710,263.48	30,482,445.08	88,254,353.44	27.92%
Grand Total: -1,584,375.00						
End of Report						

**Waterford School District**  
**Budget to Actual by St. Fund-Type-St.RevX00-St.ObjX000**

2026 G

04

As of 10/31/2025

Org Key / Object	Object Description	OB Budget	Actual	Encumbrance	Balance	% of Utilization
St. Fund: 11	GENERAL FUND					
Type:4	REVENUE					
St. Revenue X00: 100	REVENUE FROM LOCAL Total:	18,836,017.00	14,885,219.83	0.00	3,950,797.17	79.02%
St. Revenue X00: 300	REV FROM STATE SOURCES Total:	87,809,240.00	11,205,440.77	0.00	76,603,799.23	12.76%
St. Revenue X00: 400	REV FROM FEDERAL Total:	5,732,416.00	196,069.77	0.00	5,536,346.23	3.42%
St. Revenue X00: 500	INCOMING TRANSFER/OTH Total:	7,858,049.00	2,502,822.42	0.00	5,355,226.58	31.85%
St. Revenue X00: 600	FUND MODIFICATIONS Total:	626,965.00	0.00	0.00	626,965.00	0.00%
Type: 4	REVENUE Total:	120,862,687.00	28,789,552.79	0.00	92,073,134.21	23.82%
Type:5	EXPENSE					
St. Object X000: 1000	SALARIES Total:	59,952,387.00	13,438,554.02	0.00	46,513,832.98	22.41%
St. Object X000: 2000	EMPLOYEE BENEFITS Total:	40,697,678.00	10,333,092.31	5,000.00	30,359,585.69	25.40%
St. Object X000: 3000	PURCHASED SERVICES Total:	8,517,779.00	3,159,317.18	1,438,782.12	3,919,679.70	53.98%
St. Object X000: 4000	PURCHASED SERVICES Total:	5,036,672.00	1,674,897.89	556,034.56	2,805,739.55	44.29%
St. Object X000: 5000	SUPPLIES AND MATERIALS Total:	5,639,073.00	1,500,053.15	1,485,895.55	2,653,124.30	52.95%
St. Object X000: 6000	CAPITAL OUTLAY Total:	624,419.00	301,614.70	147,454.18	175,350.12	71.91%
St. Object X000: 7000	OTHER EXPENDITURES Total:	663,643.00	74,915.83	13,947.07	574,780.10	13.39%
St. Object X000: 8000	OUTGOING TRANSFERS/OTH Total:	1,315,411.00	0.00	63,150.00	1,252,261.00	4.80%
St. Object X000: 9000	INDIRECT COST RECOVERY Total:	0.00	0.00	0.00	0.00	4.80%
Type: 5	EXPENSE Total:	122,447,062.00	30,482,445.08	3,710,263.48	88,254,353.44	27.92%
St. Fund: 11	GENERAL FUND Total:	(1,584,375.00)	(1,692,892.29)	(3,710,263.48)	3,818,780.77	341.02%

User: DAGENHARDTA - Amy Dagenhardt

Report: OSGL6036A - OSGL6036A: Budget to Actual by St. Fund

Selection:

FY = '2026' AND GLBA\_BUDACT\_MSTR.[glba\_gr] = 'GL' AND GLBA\_BUDACT\_MSTR.[glba\_level] = 'OB' AND GLK\_KEY\_MSTR.[glk\_sec\_part02] = '11'

Page

1

Current Date: 11/14/2025

Current Time: 09:56:06

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

**CONTRACT CHANGES/RESIGNATIONS**

<p>Wright, Alayana – Child Care Assistant (NAE) Stepanski Early Childhood Center Resignation Effective: October 1 2025</p> <p>Connor, Geneicia – Bus Driver (MESPA III) Transportation Resignation Effective: October 2, 2025</p> <p>Shields, Heather – Building Support (NAE) Riverside Elementary School Resignation Effective: October 2, 2025</p> <p>Cattran, Mary Ann – Bus Driver (MESPA III) Transportation Resignation Effective: October 3, 2025</p> <p>Pita, Roxanne – GSRP Teacher (NAE) Stepanski Early Childhood Center Resignation Effective: October 13, 2025</p> <p>Stretten, Marieth – Special Education Paraprofessional (NAE) Life Tracks Termination Effective: October 14, 2025</p> <p>Kidd, Shanette – Bus Driver Substitute (NAE) Transportation Termination Effective: October 20, 2025</p> <p>Brinkey, Jessie – Special Education Paraprofessional (NAE) Cooley Elementary School Resignation Effective: October 22, 2025</p> <p>Gentile, Jon – Building Computer Technician (NAE) Covert Center Resignation Effective: October 24, 2025</p> <p>Martin, Ariana – Special Education Paraprofessional (NAE) Kettering High School Resignation Effective: October 24, 2025</p> <p>Morgan, Mary – Special Education Paraprofessional (NAE) Mott High School Resignation Effective: October 31, 2025</p> <p>Gomes, Vivian – Head Start Teacher (NAE) Stepanski Early Childhood Center Resignation Effective: October 31, 2025</p>	
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## CONTRACT CHANGES/APPOINTMENTS

<p>Case, Susan – Paraprofessional (NAE) Grayson Elementary School Effective Date: September 29, 2025</p> <p>Wilcox, Deneb – Paraprofessional (NAE) Grayson Elementary School Effective Date: September 29, 2025</p> <p>Morley, Barbara – Paraprofessional (NAE) Donelson Hills Elementary School Effective Date: October 6, 2025</p> <p>Orman, Cynthia – Secretary (MESPA I) Kettering High School Effective Date: October 6, 2025</p> <p>Boyll, Vicki – Facilities Maintenance (MESPA III) Central Warehouse Effective Date: October 8, 2025</p> <p>Kowalski, Gabriele – Pool &amp; Fitness Assistant Manager (NAE) Covert Center Effective Date: October 13, 2025</p> <p>Piotrowski, Sharon – Building Support (NAE) Stepanski Early Childhood Center Effective Date: October 15, 2025</p> <p>Smyth, Heather – Child Care Coordinator (NAE) Grayson Elementary School Effective Date: October 21, 2025</p> <p>Hartfield, Terone – Building Support (NAE) Stepanski Early Childhood Center Effective Date: October 22, 2025</p> <p>Blomquist, Craig – Paraprofessional (NAE) Riverside Elementary School Effective Date: October 27, 2025</p> <p>Fockler, Amanda – Special Education Paraprofessional (NAE) Life Tracks Effective Date: October 27, 2025</p> <p>Pedroza, Denise – Building Support (NAE) Donelson Hills Elementary School Effective Date: October 28, 2025</p>	<p>Hanson, Crystal – Building Support (NAE) Stepanski Early Childhood Center Effective Date: 10/30/2025</p>
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Resource Person(s): Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: November 20, 2025

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):

Fountain, Jamie – Special Education Teacher

Location: Houghton Elementary

Resignation

Effective: October 3, 2025

Pham, Christy – Speech & Language Pathologist

Location: Houghton Elementary

Resignation

Effective: November 4, 2025

Roberto, Mary – Teacher

Location: Beaumont Elementary

Resignation

Effective: November 1, 2025

Wirostek, Stephanie – Speech (substitute)

Location: Donelson Hills Elementary

Effective: August 20, 2025 – November 3, 2025

Temporary Assignment Ended

Resource Person(s): Susan K. File, Executive Director of Human Resources  
Date of Board of Education Meeting: November 20, 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:

Johnston, Jamie – Teacher  
Location: Beaumont Elementary School  
Effective: November 11, 2025  
Probationary Contract

*Replacing: Mary Robertoy*

Marshall, Rawle – Special Education Teacher  
Location: Mason Middle School  
Effective: October 13, 2025  
Probationary Contract

*Replacing: Mike Timko (xfer)*

Resource Person(s): Susan K. File, Executive Director of Human Resources  
Date of Board of Education Meeting: November 20, 2025

CONSENT

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

ITEM NO.: Consent Agenda

TOPIC: Reinstatement of Student D-25-26

In keeping with Michigan law, a committee consisting of school board members, a school administrator, teacher and parent of a pupil in the district reviewed a petition for the reinstatement of Student D-25-26, who was previously expelled by the Waterford School District. After reviewing all facts and information in the matter and considering applicable State law, it is recommended that the Board of Education

reinstate Student D-25-26.  
 reinstate Student D-25-26, with conditions.  
 deny the reinstatement of Student D-25-26.

Resource Person(s): Steven Wolf, Assistant Superintendent 6-Postsecondary

Date of Board of Education Meeting: November 20, 2025

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

TOPIC: Information Item (a)

ITEM: Student Travel

Kettering Teacher Meg Grossnickle will present information to the Board of Education regarding an opportunity for student travel, February 28 – March 9, 2026.

The Michigan Creativity Association has invited Kettering High School to develop a Destination Imagination team to travel to Türkiye to compete in the DI Mediterranean Invitational. DI is a creative problem-solving competition in which teams of up to seven students develop a solution to one of several challenges. Specifically, this opportunity suits the Link Crew program, as students would have the opportunity to work on the Service-Learning Challenge, which asks students to address a specific need in their community and then develop a creative presentation to report out their findings. This is a competition-based program in which students are assessed on specific requirements.

The DI Mediterranean Invitational brings together student leaders representing 8+ nations for a four-day student leadership conference, academic competition, and cultural exchange program. In 2025, competing nations included Azerbaijan, Cyprus, Ecuador, Netherlands, Poland, Türkiye, Turkmenistan, and the United Kingdom. In 2026, the invitation list includes the United States, with only the organizations hosting Destination Imagination in Michigan and Texas being approached to bring students as “Team USA.”

A recommendation for approval will be presented for Board action on December 4, 2025.

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

Date of Board of Education Meeting: December 4, 2025

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

TOPIC: Information Item (b)

ITEM: Strategic Plan Update

The Waterford School District Board of Education and administration will soon begin creating the district's next five-year strategic plan and are seeking community input. Led by Michigan Association of School Boards Consultant Greg Janicki, school leaders will update the district's mission, vision and goals for the future. Waterford School District's current strategic plan expires at the end of the 2025-2026 school year.

An important part of the strategic plan process is to garner feedback from all district stakeholders. Waterford School District values our community and we want to hear from you regarding how we can better achieve shared goals.

As such, I'd like to formally invite you to participate through two different avenues. The first is through a [community survey](#). The [10-minute survey](#) is available on our website and can be done anytime from today through January 9.

The second opportunity is to participate in one of our scheduled stakeholder input sessions. Sessions for staff will be held on December 2, at 2:45 PM and January 6, at 4:30 PM. Sessions for the community will be held on December 2, at 1:00 PM and January 6, at 6:00 PM. These sessions will take place in Room 103 at the Crary Administration Building.

I encourage everyone to take the survey and attend a community forum. If you can't do both, even participating in just one is helpful. By contributing your voice, you will help define the district's future, ensuring this strategic plan is truly a shared commitment to the success and well-being of every student in our community.

Resource Person: Adam Martin, Superintendent of Schools

Date of Board of Education Meeting: November 20, 2025

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

TOPIC: Information Item (c)

ITEM: School of Choice 2026-2027 Resolution

It is recommended that the Board of Education approve the following School of Choice resolution for the 2026-2027 school year.

**WHEREAS**, the Waterford Board of Education has the option permitted by section 105 of the State School Aide Act of 1979, as amended by Public Act 300 of 1998; and

**WHEREAS**, it has the option, for purposes of sections 105 and 105c, to accept applications of nonresident students from outside the district, who reside in the Oakland Intermediate School District and/or a contiguous intermediate school district, which this district is a constituent district for the enrollment in our district for the 2026-2027 school year; and

**WHEREAS**, the Waterford School District has the option to operate a Schools of Choice Program in the Waterford School District for second semester in compliance with the statutory requirements of Section 105 and 105c; and

**WHEREAS**, the Waterford School District has outstanding school programs and there may be room for students from other districts to participate in these high-quality schools; now therefore be it

**RESOLVED**, the Waterford School District chooses to participate in the aforementioned Schools of Choice Program for 2026-2027; and

**BE IT FURTHER RESOLVED**, that the Waterford School District will accept applications for the 2026-2027 school year for the Junior Kindergarten/Kindergarten grade level (Section 105) and up to twenty (20) students entering grades 9-12 and accepted into the Waterford STEM Academy through the application process, based on available seats (Section 105).

Resource Person: Adam Martin

Date of Board of Education Meeting: November 20, 2025

INFORMATION

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

TOPIC: Information Item (d)

ITEM: Tentative Agreements: MESPA II and WEA

Susan K. File, Executive Director of Human Resources, will provide information relative to the Tentative Agreement with MESPA II and the WEA.

A recommendation for approval of the Tentative Agreements is included under New Business.

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

Date of Board of Education Meeting: November 20, 2025

INFORMATION

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

ITEM NO.: Information Item (e)

TOPIC: Wireless Infrastructure E-Rate Project

Portions of our wireless infrastructure, installed in phases starting six years ago, are now reaching their end-of-life. To ensure continued reliability, we are requesting the replacement of key components (access points, controllers, and UPSs). In partnership with our E-Rate consultant, EliteFund, we prepared a bid for this replacement, which is eligible for E-Rate 2026 Category 2 funding and covers a percentage of the associated items, installation, configuration and maintenance.

If approved, these items will be put into place for the 2026-2027 school year.

Attached is the bid tab sheet.

A recommendation for award to Moss will be presented for action on December 4, 2025.

Funding: 2020 Bond/E-Rate

Resource Person: Elizabeth Kutchey, Director of Instructional Technology, Data and Assessment

Date of Board of Education Meeting: November 20, 2025

### E-Rate Bids 2026 Category 2 Services

#### Full Project Bidders

Contractor	Wireless Access Points	Wireless Controllers	UPSs	Installation	Shipping	Total
Amcomm	\$30,000.00	\$71,600.00	\$134,750.00			\$236,350.00
Concourse	\$18,463.72	\$56,830.87	\$105,917.88	\$33,075.00	\$4,142.99	\$218,430.46
Electronaca Inc.	\$18,009.60	\$55,433.00	\$191,345.00	\$14,685.00	\$1,500.00	\$280,972.60
Moss	\$9,619.84	\$65,222.50	\$111,769.49	\$22,165.00		\$208,776.83
Questivity Incorporated	\$11,448.96	\$31,239.55	\$138,984.64	\$3,380.00		\$185,053.15

#### Partial Project Bidders

Contractor	Wireless Access Points	Wireless Controllers	UPSs	Installation	Shipping	Total
Delta Network Services			\$108,141.74			\$108,141.74
Division 27			\$139,342.77	\$4,410.00		\$143,752.77
InaComp TSG			\$100,401.00			\$100,401.00
			\$141,855.00			\$141,855.00
JEMTECH Group			\$117,950.00			\$117,950.00
Optimus	\$22,089.00		\$172,210.50	\$2,205.00	\$3,430.00	\$199,934.50
RAD WiFi	\$18,531.00		\$159,438.86			\$177,969.86
Vector			\$111,250.00			\$111,250.00

**ACTION**

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

ITEM:	New Business a(1) Superintendent's Recommendation 15-25-26
TOPIC:	Resolution for Adoption by the Board of Education of Waterford School District Revised Budget #1 2025-2026

RESOLVED, that this resolution shall be the general appropriations, Waterford School District for fiscal year 2025-2026. A resolution to make appropriations; and to provide for the expenditure of the appropriations; and to provide for the disposition of all income received by Waterford School District. The property tax rate will be 17.6749 mills on non-homestead property. The proceeds will be used to pay General Fund operating expenses.

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balance available for appropriations in the General Fund of the Waterford School District for fiscal year 2025-2026 is as follows:

<b>GENERAL FUND</b>	
<b>REVISED BUDGET #1 2025-26</b>	
<b>REVENUE</b>	
Local sources	\$ 18,786,017
State sources	89,558,054
Interdistrict transactions/other	5,732,416
Federal sources	7,858,049
Transfers in	626,965
Total Revenue and Incoming Transfers	\$ 122,561,501
Fund Balance July 1	16,961,149
Total Available to Appropriate	\$ 139,522,650

BE IT FURTHER RESOLVED, that \$123,113,043 of the total available to appropriate in the General Fund is hereby appropriated in the amounts and for the purposes set forth below:

<b>EXPENDITURES</b>	
Instruction	
Basic programs	\$ 44,183,716
Added needs	<u>24,750,016</u>
 Total Instruction	\$ 68,933,732
Support Services	
Pupil services	\$ 14,842,821
Instructional services	4,850,847
General administration	1,682,897
School administration	6,512,203
Business services	896,998
Operations and maintenance	12,313,992
Pupil transportation	6,115,164
Central services	<u>3,360,482</u>
 Total Support Service	\$ 50,575,404
Cocurricular	\$ 2,041,610
Community services	216,203
Debt/other	305,458
Interfund transfers	<u>1,040,636</u>
 Total Expenditures	\$ 123,113,043
 Fund Balance Projected June 30, 2026	\$ <u>16,409,607</u>

FURTHER RESOLVED, that no Board of Education member or employee of the school district shall expend any fund or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education. Changes in the amount appropriated by the Board shall require approval by the Board.

BE IT FURTHER RESOLVED, that the Superintendent is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the Board of Education.

Resource Persons: Karen Hildebrandt, Assistant Superintendent Business and Operations  
Amy Dagenhardt, Director of Finance and Budget

Date of Board of Education Meeting: November 20, 2025

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 16-25-26
TOPIC:	TENTATIVE AGREEMENT - MESPA II

It is recommended that the Board of Education approve the attached Tentative Agreement with the Michigan Education Support Personnel Association (MESPA II), as ratified by its membership.

Resource Persons: Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: November 20, 2025

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

ITEM NO.:	New Business a (3) Superintendent's Recommendation 17-25-26
TOPIC:	TENTATIVE AGREEMENT - WEA

It is recommended that the Board of Education approve the attached Tentative Agreement with the Waterford Education Association (WEA), as ratified by its membership.

Resource Persons: Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: November 20, 2025