



**HARTLAND CONSOLIDATED SCHOOLS
REGULAR MEETING - BOARD OF EDUCATION
Hartland Educational Support Service Center**

April 20, 2026 – 6:30 p.m.

AGENDA

This meeting is a meeting of the Board of Education in public for the purpose of conducting the business of Hartland Consolidated Schools and is not to be considered a public community meeting.

There is a time for public participation during the meeting as indicated on the agenda. Guests are expected to act with civility and not interrupt this school business meeting. Anyone being disruptive will be asked to leave. This meeting may be recorded.

- I. Call to Order, 6:30 p.m., Boardroom, Hartland Educational Support Service Center
 - A. Pledge of Allegiance
 - B. Superintendent's Report
 1. Winter Sports Update/State Champions
 - C. Approval of Agenda/Items for Discussion
 - D. Consent Agenda

The following items are items of a routine nature normally approved at Board meetings and will be approved by one vote unless a board member desires to have a separate vote on any item.

 1. Approval of Minutes – March 16, 2026, Regular Meeting
 2. Payment of Invoices
 - E. Call to the Public

This portion of the agenda is for citizens to address any questions or comments to the Board. Attendees must register their intention to participate in the public participation portion of the meeting prior to the start of the meeting. Individuals may not register others to speak during public participation.

The Board will listen and take comments and questions under advisement but will not respond at this time. The presiding officer will refer questions to the superintendent for investigation and respond at a later date.

Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Each speaker may be limited to three (3) minutes. No participant may speak more than once.
 - F. Committee & Building Reports
- II. Action Items
 - A. New Hire-Director of Community Education
 - B. Food Service Equipment and Creekside Elementary "Walk In"
 - C. Transportation Garage Hoist
 - D. New & Revised Policies
 - E. Superintendent Salary Schedule
- III. Discussion Items
 - A. Director of Operations Job Description
 - B. Agreements for Law Enforcement Services
 - C. Cromaine District Library-Letter of Agreement
 - D. LESA Budget-2026-2027
- IV. Closed Session Request
- V. Information Items
 - A. Future meetings:

May 4, 2026, Special Board meeting, May 18, 2026, Regular Board meeting, 6:30 p.m. All meetings take place in the Boardroom at the Hartland Educational Support Service Center.
 - B. Information Items
- VI. Adjournment

DETAILED AGENDA

I. **CALL TO ORDER**

President Coleman will call the meeting to order at 6:30 p.m. in the Boardroom of the Educational Support Service Center.

I.A. **PLEDGE OF ALLEGIANCE**

I.B. **SUPERINTENDENT’S REPORT**

1. Winter Sports Update/State Champions

I.C. **APPROVAL OF AGENDA/ITEMS FOR DISCUSSION**

(Recommended action):

(I move) That the agenda for the April 20, 2026 regular meeting be approved.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

I.D. **CONSENT AGENDA**

(Recommended action):

(I move) That the consent agenda for the April 20, 2026 regular meeting be approved.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

1. **APPROVAL OF MINUTES – MARCH 16, 2026 REGULAR MEETING**

(Recommended action): That the minutes of the March 16, 2026 regular meeting be approved.

2. **PAYMENT OF INVOICES**

(Recommended action): That the Board of Education, upon the recommendation of the Chief Financial Officer, approves the financial report as of March 31, 2026, and the payment of invoices totaling \$3,034,121.95 and payroll obligations totaling \$3,723,883.49.

I.E. **CALL TO THE PUBLIC**

I.F. **COMMITTEE & BUILDING REPORTS**

II.A. **NEW HIRE – DIRECTOR OF COMMUNITY EDUCATION**

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent and the Assistant Superintendent of Personnel & Student Services, offers a 2-year contract to Rachael Wright as the Director of Community Education effective July 1, 2026.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

II.B. **FOOD SERVICE EQUIPMENT AND CREEKSIDE ELEMENTARY “WALK IN”**

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, approves the Food Service equipment purchase as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

II.C. TRANSPORTATION GARAGE HOIST

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, approves the Transportation Garage Hoist purchase as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

II.D. NEW & REVISED POLICIES

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 0100-Definitions as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of Kristin Coleman, adopts revised policy 0164.2 – Special Meetings as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts new policy Staff Ethics (for administrators) as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 4210 - Staff Ethics as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of Greg Keller, adopts revised policy 2105 - Mission of the District as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of Greg Keller, adopts revised policy 2110 - Vision Statement/Guiding Principles as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 2370.01 - Online/Blended Learning Program as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 5136 - Wireless Communications Devices as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 8402 - Emergency Operations Plan as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 8655 – Specialized Transportation for Students with IEPs as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 2417 - Comprehensive School Health Education as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Superintendent, adopts revised policy 2418 - Sex Education as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

(I move) That the Board of Education, upon the recommendation of Greg Keller, **rescinds** policy 2111 Value Statements for Students and Staff as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

II.E. SUPERINTENDENT SALARY SCHEDULE

(Recommended action):

(I move) That the Board of Education, upon the recommendation of the Chief Financial Officer, approves the Superintendent salary schedule as presented.

Motion by _____, supported by _____. _____

Gogoleski: _____, Campbell: _____, Shaw: _____, Keller: _____, Scott: _____, Custodio: _____, Coleman: _____

III.A. DIRECTOR OF OPERATIONS JOB DESCRIPTION

For discussion

III.B. AGREEMENTS FOR LAW ENFORCEMENT SERVICES

For discussion

III.C. CROMAINE DISTRICT LIBRARY-LETTER OF AGREEMENT

For discussion

III.D. LESA BUDGET – 2026-2027

For discussion

IV. CLOSED SESSION REQUEST

(I move) That the Board of Education enters into closed session to discuss a complaint concerning an employee, with the employee requesting closed session per section 8(1)(a) of the Open Meetings Act.

V.A. FUTURE MEETINGS

May 4, 2026, Special meeting, 6:30 p.m., May 18, 2026, Regular meeting, 6:30 p.m., Boardroom, Hartland Educational Support Service Center

V.B. INFORMATION ITEMS

VI. ADJOURNMENT

Members present: K. Coleman, C. Shaw, J. Campbell, G. Keller, D. Custodio, G. Gogoleski, J. Scott

Members absent:

Admin. Present: C. Hughes, R. Bois, K. Gregory, D. Minsker, M. Marino, C. Briskey, M. Frasier, C. Chanavier,
T. Ureche, T. Howerton, C. Hayes, N. Conley, J. Fitzgerald, J. Guss

President Coleman called the meeting to order at 6:30 p.m. in the Boardroom of the Hartland Educational Support Service Center. The Pledge of Allegiance was recited.

3/16/26 AGENDA APPROVED

Motion by Shaw, supported by Campbell, that the agenda for the March 16, 2026 regular meeting be approved as presented.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: no, Custodio: yes, Coleman: yes

Motion carried 6-1.

3/16/26 CONSENT AGENDA APPROVED

Motion by Shaw, supported by Campbell, that the consent agenda for the March 16, 2026 regular meeting be approved.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: yes, Custodio: yes, Coleman: yes

Motion carried 7-0.

1. FEBRUARY 16, 2026 MINUTES APPROVED

That the minutes of the February 16, 2026 regular meeting be approved.

2. PAYMENT OF INVOICES

That the Board of Education, upon the recommendation of the Chief Financial Officer, approves the financial report as of February 28, 2026, and the payment of invoices totaling \$1,778,645.47 and payroll obligations totaling \$4,380,901.51.

SUPERINTENDENTS REPORT

Superintendent Hughes introduced Principal Cristal Briskey and Assistant Principal Tom Ureche who gave an overview of the band program at Farms. Some students performed.

Superintendent Hughes noted May 2nd will be the veterans memorial ribbon cutting at Settlers Park at 10:00 a.m. The High School band and choir will perform.

Superintendent Hughes also reminded the Board of the County Board meeting being held at Pinckney High School this year on April 15th.

CALL TO THE PUBLIC

Members of the public addressed the board.

JOB DESCRIPTIONS

Motion by Scott, supported by Gogoleski, to waive attorney-client privilege for the letter from Thrun dated March 6, 2026 titled development of administrator job descriptions.

Gogoleski: yes, Campbell: yes, Shaw: no, Keller: yes, Scott: yes, Custodio: no, Coleman: no

Motion carried 4-3.

Motion by Keller, supported by Gogoleski, to postpone this item until the April 6th special meeting.

Gogoleski: yes, Campbell: no, Shaw: no, Keller: yes, Scott: yes, Custodio: no, Coleman: no

Motion failed 3-4.

Motion by Shaw, supported by Campbell, that the Board of Education, upon the recommendation of the Superintendent approves the job descriptions for the Director of Community Education and the Assistant Superintendent of Curriculum and Instruction as presented.

Gogoleski: no, Campbell: yes, Shaw: yes, Keller: no, Scott: no, Custodio: yes, Coleman: yes

Motion carried 4-3.

REVISED POLICIES 1410 and 1410.01

Motion by Shaw, supported by Custodio, that the Board of Education, upon the recommendation of the Superintendent, adopts revised policies 1410 Administrative Salary Structure and 1410.01 Compensation and Longevity Schedule as presented.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: yes, Custodio: yes, Coleman: yes

Motion carried 7-0.

ADMINISTRATOR CONTRACT EXTENSIONS

Motion by Shaw, supported by Keller, that the Board of Education, upon the recommendation of the Superintendent, approves extending administrator contracts one year effective July 1, 2026 through June 30, 2029 for Rachel Bois, Kate Gregory, Scott Usher, James Fitzgerald, Jessica Guss, Patrick Borg, Brian Hassler, J.D. Wheeler, Nicole Conley, Tony Howerton, Chris Chanavier, Cristal Briskey, Tom Ureche, Misty Gunn, Melissa Frasier, Dotty Hottum, and Jason Reck.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: yes, Custodio: yes, Coleman: yes

Motion carried 7-0.

POOL STAIRS RENOVATION

Motion by Campbell, supported by Keller, that the Board of Education, upon the recommendation of the Superintendent, and the Director of Operations, approves the pool stairs renovation as presented.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: yes, Custodio: yes, Coleman: yes

Motion carried 7-0.

SUPERINTENDENT SALARY SCHEDULE

Motion by Shaw, supported by Campbell, that the Board of Education, upon the recommendation of the Chief Financial Officer, approves an addendum to the Superintendent's contract to include the Superintendent salary schedule as presented.

Motion by Campbell, supported by Keller, to postpone the Superintendent Salary Schedule indefinitely.

Gogoleski: yes, Campbell: yes, Shaw: yes, Keller: yes, Scott: yes, Custodio: yes, Coleman: yes

Motion carried 7-0.

FOOD SERVICE EQUIPMENT AND CREEKSIDE ELEMENTARY "WALK IN"

Mr. Hughes talked about the cafeteria fund that needs to be spent down. Rachel Bois noted the Creekside walk-in is in poor shape and needs to be replaced. And due to the addition of the GSRP program, food service needs to purchase additional equipment.

TRANSPORTATION GARAGE HOIST

Mr. Hughes talked about a hoist in the transportation garage that needs significant repair.

FUTURE MEETINGS

President Coleman noted the next meetings will be a special meeting on April 6th, a policy committee meeting on April 13th, and a regular meeting on April 20, 2026 at 6:30 p.m. in the Boardroom at the Hartland Educational Support Service Center.

ADJOURNMENT

The meeting was adjourned at 9:11 p.m.

A handwritten signature in blue ink, appearing to read "J. Campbell".

Jeff Campbell
Board Secretary

A handwritten signature in black ink, appearing to read "Renee Braden".

Renee Braden
Recording Secretary

**HARTLAND CONSOLIDATED SCHOOLS
BOARD MEETING ON APRIL 20, 2026
EXPENDITURES FOR THE MONTH OF MARCH 2026**

Check registers and ACH payments:

Date	Description	General Fund	Athletics	Cafeteria	Capital Proj	Debt	Activity	TOTAL
03/05/2026	A/P Check Run	\$ 926,807.23	\$ 1,138.99	\$ 35,047.58	\$ 94,402.50		\$ 42,058.29	\$ 1,099,454.59
03/12/2026	A/P Check Run	\$ 121,632.91	\$ 2,196.82	\$ 48,187.78			\$ 20,895.49	\$ 192,913.00
03/13/2026	A/P Check Run				\$ 807,469.25			\$ 807,469.25
03/19/2026	A/P Check Run	\$ 189,667.69	\$ 766.03	\$ 36,975.67			\$ 14,259.32	\$ 241,668.71
03/26/2026	A/P Check Run	\$ 268,637.06	\$ 4,271.11	\$ 44,961.49	\$ 1,822.55		\$ 46,824.65	\$ 366,516.86
03/31/2026	Void Checks	\$ (34.45)						\$ (34.45)
03/05/2026	Merchant Fees (Comm Ed)	\$ 8,643.31						\$ 8,643.31
03/31/2026	Bank Fees	\$ 219.20						\$ 219.20
03/17/2026	Arbiter Deposit - Athletic Officials	\$ 4,000.00						\$ 4,000.00
03/30/2026	Arbiter Deposit - Athletic Officials	\$ 5,000.00						\$ 5,000.00
03/05/2026	EDUSTAFF - ACH	\$ 5,333.75						\$ 5,333.75
03/13/2026	EDUSTAFF - ACH	\$ 134,396.56						\$ 134,396.56
03/27/2026	EDUSTAFF - ACH	\$ 133,603.62						\$ 133,603.62
03/26/2026	PNC VISA - ACH	\$ 34,937.55						\$ 34,937.55
TOTAL		\$ 1,832,844.43	\$ 8,372.95	\$ 165,172.52	\$ 903,694.30	\$ -	\$ 124,037.75	\$ 3,034,121.95

Payroll and Benefit expenses:

Date	Description	Net Pay	Federal Taxes	State Taxes	Retirement	Other	Health Equity	TOTAL
03/02/2026	STATE TAX 2/27/26 PAYDATE			\$ 40,901.20				\$ 40,901.20
03/13/2026	3/13/2026 PAYDATE	\$ 858,772.47	\$ 286,880.23	\$ 44,884.95	\$ 425,940.87	\$ 50,425.86	\$ (30,973.52)	\$ 1,635,930.86
03/27/2026	3/27/2026 PAYDATE	\$ 798,855.19	\$ 263,408.90	\$ 41,454.72	\$ 428,416.85	\$ 54,725.52	\$ (30,973.52)	\$ 1,555,887.66
03/26/2026	UAAL				\$ 424,123.63			\$ 424,123.63
	MARCH HEALTH EQUITY CLAIMS						\$ 67,040.14	\$ 67,040.14
TOTAL		\$ 1,657,627.66	\$ 550,289.13	\$ 127,240.87	\$ 1,278,481.35	\$ 105,151.38	\$ 5,093.10	\$ 3,723,883.49

New Hire
April 20, 2026

**HARTLAND CONSOLIDATED SCHOOLS
HARTLAND, MICHIGAN**

RESUME'

NAME: Rachael Wright

EXPERIENCE: Rachael was awarded the office secretary position at Village Elementary School in 2008, and she worked at Village until 2018. Starting in 2014 Rachael began serving the district as the Athletic Advertisement Coordinator and she continues to hold that position. Rachael moved to Hartland High School as the Administrative Assistant to the Principal in April of 2018 and she held that position until December 2025. In December of 2025 Rachael was awarded the Administrative Assistant position in the Business Office. Additionally, Rachael has been working for a private dental practice since 1999 overseeing all of their financial operations, including budgeting, revenue tracking, account management and financial reporting.

SALARY STEP: Step 1, Administrative Salary Structure (Policy 1410)

ASSIGNMENT: Director of Community Education

Recommended Action:

That the Board of Education, upon the recommendation of the Superintendent, offers an Administrator Contract of Employment to Rachael Wright effective July 1, 2026, at Step 1 of the Administrative Salary Structure (\$99,389), pending verification of Public Acts 99, 83 & 189 requirements, if applicable.

Food Service Equipment
Prepared by: Rachel Bois
March 16, 2026

We recommend the Board approve the purchase of the following equipment for our kitchens:

Walk-In Cooler/Freezer – Creekside Elementary

The current walk-in cooler/freezer at Creekside Elementary is in poor condition and has condensation issues that cannot be repaired. It is original to the building and replacement is necessary. We obtained 3 quotes for the replacement as follows:

HPS: \$55,417.21
Stafford Smith: \$60,511.00
Gold Star Products: \$61,048.80

After reviewing the quotes, we recommend awarding the purchase to the lowest bidder, HPS. Please note that the amounts above do not include installation. We are finalizing the specifications with our vendor and estimate the installation cost will be approximately \$21K.

Convection Oven, Combi Oven & Two-Door Refrigerator – Village Elementary/GSRP

Given the increased meal counts due to the expansion of GSRP, additional equipment is needed to accommodate the higher volumes and ensure meal preparation is completed more efficiently. The items needed include a convection oven, combi oven and a two-door refrigerator. We received 3 quotes for these items as follows:

Gold Star Products: \$56,206.34
HPS: \$57,247.48
Stafford Smith: \$57,619.00

After reviewing the quotes, we recommend awarding the purchase to the lowest bidder, Gold Star Products. Installation is included in the cost.

Funding for these items has been accounted for in the Food Service budget and will be paid for out of the Food Service fund balance.

Food Service Equipment



Phone: (800) 632-4572 | Fax: (269) 795-1189

02/04/2026

AH136583

Quote

<p>To: Hartland Consolidated Schools #1285 Lisa Archey 10632 Hibner Rd Hartland, MI 48353 (810) 626-2867 (Contact) lisaarchey@hartlandschools.us</p>	<p>From: HPS Anna Hutchinson 3275 N M-37 Hwy PO Box 247 Middleville, MI 49333-0247 (800)632-4572 (Contact) ahutchinson@hpsnet.com</p>
---	--

Project: Creekside Elementary

State of MI* may require stamped architectural drawing and state plan review (by others).

*Outside of MI check local and state codes.

Item	Qty	Description	Sell	Sell Total
1	1 ea	<p>WALK IN COMBINATION COOLER FREEZER, BOX ONLY</p> <p>Thermo-Kool Q47671-43 THERMO-KOOL Walk-in Cooler/Freezer 7' 7" x 21' 1" x 8' 0" High Insulation: 4" DURATHANE, all-urethane foamed-in-place (Class 1) Exposed Exterior: Stainless Steel Unexposed Exterior: Stucco Galvanized Interior: White Stucco Aluminum Interior Freezer Floor - 1/8" Aluminum Treadplate Freezer with Floor, Cooler Floorless w/ vinyl u-channel screeds (2) 36" x 78" Flush Mounted Entrance Door(s), with hardware, Pilot light & switch assembly, vapor proof light & dial thermometer. NSF LISTED (2) Door(s) with (2) Hinges per door (2) Thermo-Kool TK4700 walk-in monitor system with TK4 panic switch, motion detector, battery backups, dry contacts and thermostatically controlled heater wires (2) 14" x 14" peep window w/ heated frame & glass (2) 36"H 1/8" Aluminum Treadplate kickplates int & ext (2) vinyl strip curtain (1) Interior Ramp (2) Pressure relief vent(s) Stainless steel enclosure panels Stainless steel trim</p>	\$51,842.21	\$51,842.21
	1 ea	<p>1 HP, Remote Pre Assembled Refrig. System Model RFON100M4AEANT 208-230/60/3 Medium Temperature, base, weather hood, winter controls, Scroll, Air-cooled, R454A (4.7 Compressor RLA) w/ leak detection with RAL6A088ADARSF 115/60/1 coil (1.6 amps) with Dual Speed EC motor and EcoNet 2.0 with Sporlan SER. Accessories: 1 ea A2L SSOV and CSOV Mitigation Valves (Shipped Loose For Field Install)</p>		

Item	Qty	Description	Sell	Sell Total
1 ea		3 HP, Remote Pre Assembled Refrig. System Model RFON300L4AEANT 208-230/60/3 Low Temperature, base, weather hood, winter controls, Scroll, Air-cooled, R454A, No Defrost Provisions (8.7 Compressor RLA) w/ leak detection with RAL6E092DDARSF 208-230/60/1 coil (1 fan amps, 9.8 heater amps) with Dual Speed EC motor and EcoNet 2.0 with Sporlan SER. Accessories: 1 ea A2L SSOV and CSOV Mitigation Valves (Shipped Loose For Field Install).		
1 ea		10 year panel warranty		
1 ea		1-Year Labor Warranty on Refrigeration		
2 ea		5 year compressor warranty		
			Merchandise	\$51,842.21
			Est. Freight	\$3,575.00
			Total	\$55,417.21

Prices Good Until: 02/17/2026

This quote does not include architectural stamped drawings, fees, licenses, permits, health department submissions, structural alterations, insulated hood systems, electrical connections, anchoring, flashing, plumbing, or roofing, unless specified.

FREIGHT ESTIMATES MUST BE CONSIDERED APPROXIMATE GUIDELINES ONLY AND DO NOT INCLUDE ANY NON-COMMERCIAL, LIMITED ACCESS, LIFTGATE FEES & FUEL OR REDELIVERY SURCHARGES THAT MAY APPLY.

Estimated freight based on delivery to installer's location. Does not include final delivery or installation.

Request a new freight estimate to ship to a different address.

Installation by others.

Please verify all Dimensions, Door Hinging, and any Voltage & Phase types before placing an order.

Request a new quote for any changes.

Verify equipment will fit through all doorways and sufficient turning room exists at all points along route to final destination inside building.

Equipment only.

This quote reflects HPS Member pricing only and can only be purchased by current HPS Members.

HPS is a dealer for many different manufacturers. HPS does not solicit bids for this type of product.

Invoices paid with credit card are subject to a 3% processing fee.

PRICE INCREASES / AVAILABILITY / LEAD TIMES

This quote is based upon the manufacturer's current published price list.

Tariffs, freight delays and/or periodic shortages of raw materials and parts may result in extended lead times and increase cost after your order is placed, which is out of our control.

HPS cannot be held responsible for any manufacturer cost increases or production delays to orders. We will communicate with you as soon as we are notified should any changes occur.

Important Information about your Delivery!

You are responsible for:

- Removing the shipment from the truck
- Bringing it into your location
- Writing notes about damaged or missing items on the carrier's delivery receipt in the driver's presence *before* signing to accept the delivery

Upon inspection, if any piece of the shipment is damaged or missing:

- Note issues clearly in writing on the delivery receipt before signing (ie - "missing 3 pieces", "holes in packaging", "multiple dents on table", etc).
- Keep your copy of the delivery receipt
- Contact us within 1 business day
- Keep ALL packing materials including any pallets/skids for inspection
- Take pictures of the damaged items and packaging

If you do not make note of these issues in writing on the delivery receipt before signing for acceptance, we *cannot* guarantee any compensation for damaged or missing items. By signing your name on the delivery receipt without declaring exceptions, you are stating that you have received your shipment in acceptable condition.

CAREFULLY INSPECT YOUR SHIPMENT. ENSURE ALL ITEMS ARE ACCOUNTED FOR AND HAVE NO DAMAGE. When your shipment arrives, it is very important to inspect the packaging and product thoroughly before anyone signs the delivery receipt. Freight damage is rare, however any shortage or damage must be written in detail on the delivery receipt in the presence of the driver, before signing for acceptance or there will be no recourse through the freight company for a claim. Do not let anyone, even the driver, rush you through your inspections. In the event that there is freight damage, it is crucial that this be noted on the delivery receipt, or any resultant claim will be denied.

Lisa,

Thank you for the opportunity to provide this quote to you. Please contact me if you need more information or would like to place an order.

Thanks again,

Anna
HPS Customer Service

Acceptance: _____ Date: _____

Printed Name: _____

GOLD STAR PRODUCTS



DESIGN - EQUIPMENT - SUPPLIES - DISPOSABLES
21680 COOLIDGE HWY, OAK PARK, MI 48237 - 800.800.0205

03/03/2026

Quote

To: Hartland- Village ES

From: Gold Star Products
 Luke Rygh
 21680 Coolidge Hwy
 Oak Park, MI 48237-3109
 (630)723-8315 (Contact)

Item	Qty	Description	Sell	Sell Total
1	1 ea	CONVECTION OVEN, ELECTRIC  Vulcan VC44ED Convection Oven, electric, double-deck, standard depth, solid state controls, temperature range 150° to 500°F, 60 minute timer with audible alarm per oven, oven cool switch for rapid cool down, independently operated stainless steel doors with double pane windows, porcelain enamel on steel oven interiors, (5) nickel plated racks per oven, stainless steel front, top, sides & 8"H legs, (2) 1/2 HP two speed oven blower-motors, 12 kW each section, NSF, cUL, UL, ENERGY STAR®	\$12,558.34	\$12,558.34
	1 ea	1 year limited parts & labor warranty, standard		
	1 ea	(2) 208v/60/3-ph, 70 amps total, standard		
	1 st	Casters, set of (4) in lieu of standard legs	\$150.49	\$150.49
	1 ea	INSTALLATION Convection ovens- Remove current South Bend ovens from site. Bring in new stacked convection ovens. Make utility connections and check operation. Set new convection oven in final spot.	\$2,543.18	\$2,543.18
	-1 ea	INSTANT REBATE CONSUMERS ENERGY instant rebate for ENERGY STAR rated equipment	\$250.00	\$-250.00
Extended Total:			\$15,002.01	\$15,002.01
2	1 ea	COMBI OVEN, ELECTRIC  Vulcan ABC7E-208 Combi Oven/Steamer, electric, boilerless, (7) 18" x 26" full size sheet or (14) 12" x 20" full size hotel pan capacity, (3) knobs with LED displays for temperature, timer & humidity, auto-adjustment of humidity with temperature selection, auto-reversing fan with electronic braking system, cool to touch glass door, flashing door light & audible alert, (4) Grab n Go wire racks, stainless steel interior & exterior, engineered &	\$23,798.97	\$23,798.97

Item	Qty	Description	Sell	Sell Total
		assembled in USA, UL EPH Classified, cULus		
	1 ea	1 year limited parts & labor warranty, standard		
	1 ea	208v/60/3-ph, 50 amps, 18kW (field convertible to 1-ph), standard		
	1 ea	Filtration System		
	1 ea	NOTE: Water is a customer supplied utility just like Gas & Electric to the equipment. Proper Water Filtration based on customer water quality is essential to meet the equipment water spec requirements. Verify type of filtration needed based on performing a cold water analysis from the customer site. A suitable Water Treatment System & regular filter replacements coupled with routine cleaning/deliming is required.		
	1 ea	V3MRO-2 Reverse Osmosis Water Filtration System, up to 200 gpd capacity (double combi units), minimum 60 psi/maximum 125psi, minimum 40°/maximum 100°, Common treatment for sediment, chloramines, chlorine, chloride, hardness & TDS reduction, integrated pump & storage tank, includes: wall-mount bracket, quick disconnect plumbing & special installation fittings kit for Vulcan Combi Oven/Steamers with standard 3/4" water lines & spray hose	\$3,194.03	\$3,194.03
	1 ea	ADDRACK-ABC3 Additional Grab n Go Rack wire rack shelf, (3) with cutout design, stainless steel	\$630.81	\$630.81
	1 ea	STACK-ABC/E Stacking Kit, electric, for (2) ABC7E Combi, includes: vent kit, spray hose, drip tray & casters	\$3,450.94	\$3,450.94
	1 ea	V-SPRAY V-SPRAY Standard Spray Hose Kit, provided with ABC Stand or Stacking Kits, includes: sprayer, hose, fittings, and mounting bracket		
	3 ea	HOSEWTR 3/4BBV Flex stainless steel water hose 72", 3/4" female GHT (2 per unit required for gas & electric, 3 with filter system, 1 per unit for direct steam)	\$222.49	\$667.47
	1 ea	INSTALLATION Combi Oven- Remove current Combi Oven from stand. Stack new combi oven on top of current oven. Install stacking kit for ovens. Make utility connections and check operation. Set new combi ovens in place.	\$2,450.00	\$2,450.00
			Extended Total:	\$34,192.22

2.2	1 ea	REACH-IN REFRIGERATOR Traulsen G20010 Dealer's Choice Refrigerator, Reach-in, two-section, 46.0 cu. ft., self-contained refrigeration, (2) full height doors (hinged left/right), (3) epoxy coated shelves per section (factory installed), microprocessor control with LED display, LED interior lights, stainless steel exterior & interior, 6" high casters, R290 Hydrocarbon refrigerant, 1/4 HP, 115v/60/1, 4.3 amps, NEMA 5-15P, cETLus, ETL-Sanitation, ENERGY STAR®	\$6,862.11	\$6,862.11
	1 ea	6-year parts & labor and 7 year compressor, standard. Visit www.traulsen.com for details		
	1 ea	Casters, 6"H, locking (set of 4), standard		



Item	Qty	Description	Sell	Sell Total
	-1 ea	Vulcan INSTANT REBATE CONSUMERS ENERGY instant rebate for ENERGY STAR rated equipment	\$75.00	\$-75.00
			Extended Total:	\$6,787.11
3	1 ea	DELIVER-SET Gold Star Products DELIVER-SET Gold Star to Deliver, Uncrate, Set in Place the Two Door refrigerator. Plugging the unit in is the responsibility of the school.	\$225.00	\$225.00
			Extended Total:	\$225.00
4	1 ea	TERMS Gold Star Products TERMS TERMS A. School purchase order required in lieu of deposit B. NET 30 day terms C. An Administrative fee of 4% will be added to all Credit Card payments D. After orders have been placed with the manufacturers, any changes made, or the cancellation of any item, at the direction of the Owner, will result in change/cancellation charges and Owner will be responsible for such charges.		
			Total	\$56,206.34

Acceptance: _____ Date: _____
 Printed Name: _____



Operations Department

Matt Marino, Director of Operations

9525 Highland Rd

Howell, MI 48843

Phone: 810-626-2189

Email: mattmarino@hartlandschools.us

Date: March 2, 2026
To: Chuck Hughes
Cc: Rachel Bois
From: Matt Marino
Subject: Transportation Garage Hoist - DRAFT

The hoist in bay six in the Transportation garage requires a significant repair. The scope of work includes cutting the floor to remove the rear jack housing and jack assembly. The current hoists have been in operation since 2005, and this is the first major repair needed for this unit.

We have obtained multiple quotes from hoist contractors and recommend approving the work to Allied Inc. for the repair. The project will be scheduled as soon as the contractor is available and can be completed during normal working hours. Funding for this repair will come from the Capital Projects Fund.

Please feel free to reach out if you have any questions.

Allied Inc. - \$43,015.00

ALLIED INC

240 METTY DRIVE Suite D
Ann Arbor, Michigan 48103
ph 734-665-4419 fax 734-665-0599

September 19, 2025

Hartland Schools
9525 East Highland Rd
Howell, MI 48843

We are pleased to submit the following estimate for your consideration:

Repairs to In Ground Vehicle Hoist consisting of:

Remove and replace rear jack housing complete with doors, rear jack with factory applied Enviroguard coating. Standard automatic (or multi), locking leg, inner and outer pipe, saddle with standard adapters, unnecessary attachment bolts.

- Installation to include, saw cut floor, remove rear jack. Set tube, rear box and jack. Poor lock in. Peg and pour concrete up to finish floor. Plumb rear jack and check for leaks. Includes up to 30 gallons of hydraulic oil, removal of all iron and concrete. Others to haul off spoils or leave on site.

Material	\$27,960.00 lot
Installation	\$15,055.00 lot
Total	\$43,015.00 lot

Installation does not include any permits.

The above estimate is based on normal and non hazardous soil conditions and on the assumption that there are no underground utility lines, containers, pipes, objects, conduits, other obstructions, or any unforeseen conditions. It is the responsibility of the owner for locating and identifying any such utility lines, containers, pipes, objects or obstructions and for calling them to our attention. Further, if any underground obstructions or other unforeseen or abnormal conditions are encountered that would delay excavation or assembly, such as junk fill, rock, old foundations, contaminants, water pipes, drains, sewer lines or electric lines or conduit, gas, air or oil lines, or other utility lines, to complete specified installation; then the additional charges will be made on a time and material basis.

If there are any questions regarding this matter, or if we may be of any assistance, please contact us at your convenience.

Terms: NET 30
Michigan Sales Tax not included
Freight included

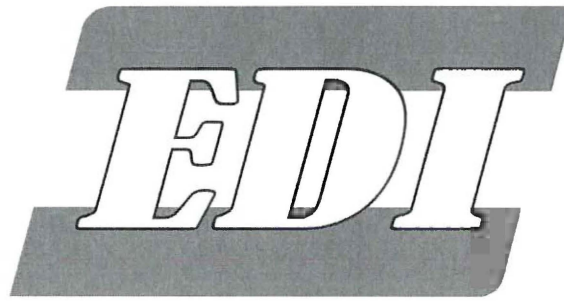
Sincerely,
Debra Heath
Account Manager

ACCEPTED BY _____

PRINTED _____

DATE _____

EDI Finance Inc. DBA
 Equipment Distribution
 10099 Radiance Dr.
 Fair Haven, MI. 48023
 586-566-8870
 586-566-1415 FAX



EDI Estimate

Date Estimate #
 9/12/2025 40748

WWW.EDLBIZ

Name / Address	Ship To
Hartland Consolidated Schools 9525 E. Highland Rd. Howell, MI 48843 Accounts Payable Department	Hartland Bus Gargae 9525 E. Highland Rd. Howell, MI 48843 Doug Oberstaedt: 810-626-2180 dougoberstaedt@hartlandschools.

P.O. No.	WORK ORDER #	TERMS	REP
		Net 15	

Item	Description	Qty	Total
	Bay 6 Rotary 70E-120EM – Sn. XAH04D0001 Cleaned seals on both cylinders and opened the pit to expose the piping, then dead headed and checked for leaks. Was unable to locate a leak. All seals remained dry and no pipes were leaking. The rear cylinder drops. I believe the rear cylinder is leaking in the ground and will need to be replaced. Spoke with Doug and explained to him and that is also what he thought to be the problem. Please quote for a rear cylinder replacement.		
RY-R10C-100E...	Complete rear assy with box	1	39,437.70T
Service Labor	Service Labor	1	10,000.00
Frnt	Shipping & Handling		2,246.00
Disclaimer	* Labor charges are merely an estimate that takes into account an average of possible delays as a result of aged and sometime modified machinery.		0.00

Subtotal	\$51,683.70
Sales Tax (0.0%)	\$0.00
Total	\$51,683.70



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	DEFINITIONS
Code	po0100
Status	
Adopted	January 28, 2008
Last Revised	December 15, 2021

0100 - **DEFINITIONS**

The bylaws of the Board of Education of this District incorporate quotations from the laws and administrative code of the State of Michigan. Such quotations may be substantively altered only by appropriate legislative, judicial, or administrative action.

Whenever the following items are used in these bylaws and policies, they shall have the meaning set forth below:

Administrative Guideline

A statement, based on policy, usually written, which outlines and/or describes the means by which a policy should be implemented and which provides for the management cycle of planning, action, and assessment or evaluation.

Agreement

A collectively negotiated contract with a recognized bargaining unit.

Apps and Services

Apps and services are software (i.e., computer programs) that support the interaction of personal communication devices (as defined in Bylaw 0100) over a network, or client-server applications in which the user interface runs in a web browser. Apps and services are used to communicate/transfer information/data that allow students to perform actions/tasks that assist them in attaining educational achievement goals/objectives, enable staff to monitor and assess their students' progress, and allow staff to perform other tasks related to their employment. Apps and services also are used to facilitate communication to, from and among and between, staff, students, and parents, Board members and/or other stakeholders and members of the community.

Board

The Board of Education.

Bylaw

Rule of the Board for its own governance.

Classified or Support Employee

An employee who provides support to the District's program and whose position does not require a professional certificate.

District

The School District.

Due Process

Procedural due process requires prior knowledge (a posted discipline code), notice of offense (accusation), and the opportunity to respond.

Procedural due process may require consideration of statutorily mandated factors, right to counsel and/or confrontation or cross-examination of witnesses, depending upon the situation.

Family Member

"Family member" means a person's spouse or spouse's sibling or child; a person's sibling or sibling's spouse or child; a person's child or child's spouse; or a person's parent or parent's spouse, and includes these relationships as created by adoption or marriage. (See Bylaw 0144.3)

Full Board

Authorized number of voting members entitled to govern the District.

Information Resources

The Board defines Information Resources to include any data/information in electronic, audio-visual or physical form, or any hardware or software that makes possible the storage and use of data/information. This definition includes but is not limited to electronic mail, voice mail, social media, text messages, databases, CD-ROMs/DVDs, websites, motion picture film, recorded magnetic media, photographs, digitized information, or microfilm. This also includes any equipment, computer facilities, or online services used in accessing, storing, transmitting or retrieving electronic communications.

May

This word is used when an action by the Board or its designee is permitted but not required.

Meeting

Any gathering which is attended by or open to all of the members of the Board held with the intent on the part of the members of the body present to discuss or act as a unit upon the specific public business of that body.

Parent

The natural or adoptive parents, or individuals with a valid power of attorney for the care and custody of the student for purposes other than educational placement. Parent refers to any individual appointed by the State or court as a legal guardian or custodian for the student. Both parents will have equal access to records and rights regarding the student's education absent a court order restricting such rights.

Personal Communication Devices

Personal communication devices ("PCDs") may include computers, laptops, tablets, e-readers, wireless communication devices ("WCDs"), cellular/mobile phones, smartphones, and/or other web-enabled devices of any type.

Policy

A general, written statement by the governing Board which defines its expectations or position on a particular matter and authorizes appropriate action that must or may be taken to establish and/or maintain those expectations.

President

The chief executive officer of the Board of Education. (See Bylaw 0171.1)

Principal

The educational leader and head administrator of one (1) or more District schools or programs, as designated by the Board of Education. The Principal must hold an appropriate school administrator certificate or permit. The Principal is responsible for the supervision of the school or program consistent with Board policy and directives of the Superintendent and may delegate responsibility to subordinates as appropriate.

Professional Staff Member

An employee who implements or supervises one (1) or more aspects of the District's program and whose position requires a professional credential from the State.

Relative

The mother, father, sister, brother, spouse, parent of spouse, child, grandparents, grandchild, or dependent in the immediate household as defined in the negotiated, collectively-bargained agreement.

Secretary

The chief clerk of the Board of Education. (See Bylaw 0171.3)

Shall

This word is used when an action by the Board or its designee is required. (The word "will" or "must" also signifies a required action.)

Social Media

Social media are online platforms where users engage one another and/or share information and ideas through text, video, or pictures. Social media consists of any form of online publication or presence that allows interactive communication, including, but not limited to, text messaging, instant messaging, websites, web logs ("blogs"), wikis, online forums (e.g., chat rooms), virtual worlds, and social networks. Examples of social media include, but are not limited to, Facebook, Facebook Messenger, Google Hangouts, X (f.k.a. Twitter), LinkedIn, YouTube, Flickr, Instagram, Pinterest, Skype, and Facetime. Social media does not include sending or receiving e-mail through the use of District-issued e-mail accounts. ~~Apps and web services shall not be considered social media unless they are listed on the District's website as District approved social media platforms/sites.~~

Student

A person who is officially enrolled in a school or program of the District.

Superintendent

The chief executive officer of the School District is responsible to supervise all programs and staff of the District and to implement Board policy and follow Board directives. The Superintendent must hold an appropriate school administrator certificate or permit. Consistent with Board policies and directives, the Superintendent may delegate responsibility to subordinates as appropriate.

Technology Resources

The Board defines Technology Resources to include computers, laptops, tablets, e-readers, cellular/mobile telephones, smartphones, web-enabled devices, video and/or audio recording equipment, projectors, software and operating systems that work on any device, copy machines, printers and scanners, information storage devices (including mobile/portable storage devices such as external hard drives, CDs/DVDs, USB thumb drives and memory chips), the computer network, Internet connection, and online educational services and apps.

Treasurer

The chief financial officer of the District. (See Bylaw 0171.4)

Vice-President

The Vice-President of the Board of Education. (See Bylaw 0171.2)

Voting

A vote at a meeting of the Board of Education. Except to accommodate the absence of any member of the Board due to military duty, or for any other purpose permitted by law, Board members must be physically present in order to have their vote officially recorded in the Board minutes.

Wireless Communication Device ("WCD")

For the purposes of Policy/Administrative Guideline 5136 - Wireless Communication Devices (WCDs), a WCD is an electronic device capable of, but not limited to, text messaging, voice communication, entertainment, navigation, accessing the internet, sending and receiving photos and videos, or producing email. A WCD does not include a basic telephone, which is a device primarily used for voice calling that cannot support third-party applications, except those preinstalled, and does not support access to internet platforms via applications or web browsers.

Citations to Michigan Compiled Laws (M.C.L.) are shown as M.C.L. followed by the Section Number (e.g., M.C.L. 380.1438). Citations to the Michigan Administrative Code are prefaced A.C. Rule (e.g., A.C. Rule R380.221). Citations to the Federal Register are noted as F.R., to the Code of Federal Regulations as C.F.R., and to the United States Code as U.S.C.

Revised 12/17/18

Revised 6/10/19

© Neola 2021~~6~~



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	SPECIAL MEETINGS
Code	po0164.2
Status	
Adopted	January 28, 2008
Last Revised	December 16, 2024

0164.2 - **SPECIAL MEETINGS**

Special meetings of the Board may be called by the President or two (2) members of the Board provided there is compliance with the notice provision of these Bylaws. ~~A special meeting is only to occur for the purpose of conducting emergency business.~~

Said notice shall state the date, time, and place of such special meeting and the business to be transacted thereat, as well as the name, address, and telephone number of the District. A notice of any special meeting shall be posted at least eighteen (18) hours before said special meeting at the Board office and such other places as the Board may determine. A copy of said notice shall be served upon each member of the Board.

Revised 1/9/23

© Neola 2024



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	New STAFF ETHICS (Administrators)
Code	To be determined
Status	
Legal	Michigan Code of Educational Ethics M.C.L. 750.520b, 750.520c, 750.520d, 750.520e

~~1410.001~~ - STAFF ETHICS

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board of Education expects all administrators to maintain high standards in their working relationships, and in the performance of their professional duties, to:

A. Responsibility to the Profession

1. demonstrate responsibility for oneself as an ethical professional;
2. acknowledge, address and attempt to resolve ethical issues in an appropriate manner;
3. promote and advance the profession within and beyond the school community;

B. Responsibility to Professional Competence

1. demonstrate commitment to high standards of practice;
2. demonstrate responsible use of data, materials, research and assessment;
3. act in the best interest of all students;

C. Responsibility to Students

1. respect the rights and dignity of students;
2. demonstrate an ethic of care for students;
3. maintain student trust and confidentiality in a developmentally appropriate manner and within appropriate limits;

D. Responsibility to the School Community

1. promote effective and appropriate relationships with parents/guardians;
2. promote effective and appropriate relationships with colleagues;
3. promote effective and appropriate relationships with the community and other stakeholders;

4. promote effective and appropriate relationships with employers;
5. understand the problematic nature of dual or multiple relationships;

E. Responsible and Ethical Use of Technology

1. use technology in a responsible manner;
2. ensure student safety and well-being when using technology;
3. maintain confidentiality in the use of technology;
4. promote the appropriate use of technology in educational settings;

F. Recognize basic dignities of all individuals with whom they interact in the performance of duties;

G. Represent accurately their qualifications;

H. Exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

I. Seek and apply the knowledge and skills appropriate to assigned responsibilities;

J. Keep in confidence legally-confidential information as they may secure;

K. Ensure that their actions or those of another on their behalf are not made with specific intent of advancing private economic interests;

L. Avoid accepting anything of value offered by another for the purpose of influencing judgment;

M. Refrain from using position or public property, or permitting another person to use an employee's position or public property for partisan political or religious purposes. This will not be implemented in a manner that limits constitutionally or legally protected rights as a citizen.

In keeping with the ethical responsibilities of administrators, the Board of Education prohibits staff from engaging in a romantic or sexual relationship of any kind with students of this District, regardless of the student's age.

~~Administrators~~ District staff should not provide alcohol, drugs, cigarettes, or any other contraband to a student.

© Neola 2026



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	New STAFF ETHICS
Code	po4210
Status	
Legal	Michigan Code of Educational Ethics M.C.L. 750.520b, 750.520c, 750.520d, 750.520e

4210 - **STAFF ETHICS**

An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board of Education expects all support staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

A. Responsibility to the Profession

1. demonstrate responsibility for oneself as an ethical professional;
2. acknowledge, address and attempt to resolve ethical issues in an appropriate manner;
3. promote and advance the profession within and beyond the school community;

B. Responsibility to Professional Competence

1. demonstrate commitment to high standards of practice;
2. demonstrate responsible use of data, materials, research and assessment;
3. act in the best interest of all students;

C. Responsibility to Students

1. respect the rights and dignity of students;
2. demonstrate an ethic of care for students;
3. maintain student trust and confidentiality in a developmentally appropriate manner and within appropriate limits;

D. Responsibility to the School Community

1. promote effective and appropriate relationships with parents/guardians;
2. promote effective and appropriate relationships with colleagues;
3. promote effective and appropriate relationships with the community and other stakeholders;

4. promote effective and appropriate relationships with employers;
5. understand the problematic nature of dual or multiple relationships;

E. Responsible and Ethical Use of Technology

1. use technology in a responsible manner;
2. ensure student safety and well-being when using technology;
3. maintain confidentiality in the use of technology;
4. promote the appropriate use of technology in educational settings;

F. Recognize basic dignities of all individuals with whom they interact in the performance of duties;

G. Represent accurately their qualifications;

H. Exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

I. Seek and apply the knowledge and skills appropriate to assigned responsibilities;

J. Keep in confidence legally-confidential information as they may secure;

K. Ensure that their actions or those of another on their behalf are not made with specific intent of advancing private economic interests;

L. Avoid accepting anything of value offered by another for the purpose of influencing judgment;

M. Refrain from using position or public property, or permitting another person to use an employee's position or public property for partisan political or religious purposes. This will not be implemented in a manner that limits constitutionally or legally protected rights as a citizen.

In keeping with the ethical responsibilities of the support staff, the Board of Education prohibits staff from engaging in a romantic or sexual relationship of any kind with students of this District, regardless of the student's age.

Support Professional staff should not provide alcohol, drugs, cigarettes, or any other contraband to a student.

© Neola 2026



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	MISSION OF THE DISTRICT
Code	po2105
Status	
Adopted	January 28, 2008

2105 - MISSION OF THE DISTRICT

~~The Hartland Consolidated Schools, in cooperation with the community, will provide a positive environment for the development of productive and caring individuals of all ages. We are teaching for learning for life.~~ Hartland Consolidated Schools, in partnership with our community and guided by reason, respect and responsibility, inspires academic success and personal growth for a premier educational experience.



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	VISION STATEMENT/GUIDING PRINCIPLES
Code	po2110
Status	
Adopted	January 28, 2008

2110 - VISION STATEMENT/GUIDING PRINCIPLES

Vision Statement:

~~Hartland Consolidated Schools: A community of learners shaping successful tomorrows.~~ Hartland Consolidated Schools: A community culture of excellence where all soar.

Guiding Principles Belief Statement:

~~Create a solid foundation for school and beyond.~~

~~Provide a strong core academic program.~~

~~Develop the "whole child".~~

~~Provide opportunities to help students develop skills for the 21st century — problem solving, creativity, real world application.~~

~~Ensure a positive, safe, accessible learning environment for all children.~~

~~Strive to provide innovative programs and services for Hartland to remain a premier District of choice.~~

~~Recognize the uniqueness of each individual within the context of the needs of the whole learning community.~~

We believe:

- in a culture of reason, respect and responsibility
- all students can learn
- in empowering students and staff to be the best versions of themselves
- in providing a safe, accessible and nurturing learning environment for all
- that quality employees are essential to student success
- that parent partnerships are an integral part of student success
- in providing quality instruction and opportunities to maximize student potential



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	ONLINE/BLENDED LEARNING PROGRAM
Code	po2370.01
Status	
Legal	M.C.L. 388.1621f Michigan Department of Education Guidance on Best Practices as Defined in M.C.L. 388.1622f
Adopted	May 13, 2013
Last Revised	January 15, 2024

2370.01 - **ONLINE/BLENDED LEARNING PROGRAM**

The District shall provide eligible students the option of participating in online or blended learning courses. The purpose of the program is to make instruction available to eligible students using online and distance education technology in both traditional and nontraditional classroom settings. The District must make all eligible students and their parents or guardians aware of this program.

A. Definitions

1. **Online Learning** - Means a course of study that is capable of generating a credit or a grade, that is provided in an interactive internet-connected learning environment, in which students and their teachers are separated by time or location, or both, and in which the teacher is responsible for determining appropriate instructional methods for each student, diagnosing learning needs, assessing student learning, prescribing intervention strategies, reporting outcomes, and evaluating the effects of instruction and support strategies.
2. **Blended Learning** - A hybrid instructional delivery model where students are provided content, instruction, and assessment in part at the classroom, with a teacher, and in part through internet-connected learning environments with some degree of student control over time, location, and pace of instruction.

B. Program Eligibility

The District shall offer a program for students in:

1. Grades 6-12 Hartland Virtual Academy
2. The District may offer a full-time or part-time program for grade 9-12 students enrolled in dropout prevention, academic intervention, core courses to meet graduation requirements, or dual enrollment programs.

C. Course Availability and Access

1. The District shall provide access to enroll and participate in the available courses and shall award credit, as may be appropriate, for successful completion. Access shall be available to eligible students during or after the school day and during summer school enrollment. The District will provide at least one (1) of the

following:

- a. Online Learning, pursuant to the requirements set forth in Pupil Accounting Manual 5-O-D.
 - b. Virtual Learning, pursuant to the requirements set forth in Pupil Accounting Manual 5-O-A.
2. The District shall enroll an eligible student in up to two (2) online courses as requested by the student during an academic term, semester, or trimester. Consent from the student's parent or legal guardian must be obtained for students under the age of eighteen (18), ~~except that permission shall not be required if the course is being provided as permitted by M.C.L. 388.1621f(14), which allows a district to provide online instruction for not more than fifteen (15) days per school year under facility emergencies. The district may exercise this option for special circumstances not to exceed three (3) consecutive days without parent permission.~~
 3. An eligible student may enroll in an online course published in the District online course syllabus, as described in section 8 below, or the statewide catalog of online courses maintained by the Michigan Virtual University.
 4. The District may deny a student enrollment in an online course if any of the following apply, as determined by the District:
 - a. The student is enrolled in any of grades K to five (5).
 - b. The student has previously gained the credits provided from the completion of the online course.
 - c. The online course is not capable of generating academic credit.
 - d. The online course is inconsistent with the remaining graduation requirements or career interests of the student.
 - e. The student has not completed the prerequisite coursework for the requested virtual course or has not demonstrated proficiency in the prerequisite course content.
 - f. The online course is of insufficient quality or rigor. If the District denies a student enrollment for this reason, the District shall make a reasonable effort to assist the student in finding an alternative course in the same or a similar subject that is of acceptable rigor and quality.
 - g. The cost of the virtual course causes the District to exceed the target foundation allowance percentage.
 - h. The request for a virtual course enrollment was not made in the academic term, semester, trimester, or summer preceding the enrollment. This subsection does not apply to a request made by a student who is newly enrolled in the District.
 - i. If a student is denied enrollment in an online course by the District, the student may appeal the denial by submitting a letter to the Assistant Superintendent of Curriculum. The appeal must include the reason provided by the District for not enrolling the student and the reason why the student is claiming that the enrollment should be approved.
 - j. The Assistant Superintendent of Curriculum shall respond to the appeal within five (5) days after it is received. If the Assistant Superintendent of Curriculum determines that the denial of enrollment does not meet one (1) or more of the reasons specified in this subsection, the District shall allow the student to enroll in the online course.
 5. An online learning student shall have the same rights and access to technology in ~~the student's~~ ~~his or her~~ District's school facilities as all other students enrolled in that District.
 6. If a student successfully completes an online course, as determined by the District, the District shall grant appropriate academic credit for completion of the course and shall count that credit toward completion of graduation and subject area requirements. A student's school record and transcript shall identify the online course title as it appears in the online course syllabus.
 7. The enrollment of a student in one (1) or more online courses shall not result in a student being counted as more than 1.0 full-time equivalent student under this act.

D. Applicants

1. If the number of nonresident applicants eligible for acceptance in an online course does not exceed the capacity of the District to provide the online course, the District shall accept for enrollment all of the nonresident applicants eligible for acceptance.
2. If the number of nonresident applicants exceeds the District's capacity to provide the online course, the District shall use a random draw system.

E. Requirements Specific to Online Learning Courses

To offer an online course, the District must:

1. Provide the Michigan Virtual University with the course syllabus in a form and method prescribed by the Michigan Virtual University for inclusion in a statewide online course catalog.
2. Provide on its publicly accessible website a link to the course syllabi for all of the online courses offered by the District and a link to the statewide catalog of online courses maintained by the Michigan Virtual University.
3. Assign to each student a teacher of record.
4. Offer the online course on an open entry and exit method, or aligned to a semester, trimester, or accelerated academic term format.

F. Online Course Syllabus

Students will receive an online course syllabus from the online course provider (Michigan Virtual).

The District must publish an online course syllabus for each online course offered. The online course syllabus must include:

1. State academic standards.
2. Online course content outline.
3. Online course required assessments.
4. Online course prerequisites.
5. Expectations for actual teacher contact time with the online learning student and other student-to-teacher communications.
6. Academic support available to the online learning student.
7. Online course learning outcomes and objectives.
8. Name of the institution or organization providing the online content.
9. Name of the institution or organization providing the teacher of record.

Revised 6/9/14

Revised 12/15/14

© Neola 2023~~6~~



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	Replacement WIRELESS COMMUNICATIONS DEVICES (WCDs)
Code	po5136
Status	
Legal	M.C.L. 380.1303a (Public Act 2 of 2026)
Adopted	January 28, 2008
Last Revised	November 26, 2012

Replacement Policy - Vol. 40, No. 2

5136 - WIRELESS COMMUNICATIONS DEVICES (WCDs)

Students are prohibited from using a wireless communications device ("WCD") on school grounds during instructional time. A WCD is an electronic device capable of, but not limited to, text messaging, voice communication, entertainment, navigation, accessing the internet, sending and receiving photos and videos, or producing email. A WCD does not include a basic telephone, which is a device primarily used for voice calling that cannot support third-party applications, except those preinstalled, and does not support access to internet platforms via applications or web browsers.

For purposes of this policy, school grounds means a building, playing field, or property used for school purposes to impart instruction to children or used for functions and events sponsored by a school. School grounds does not include a building used primarily for adult education or college extension courses.

The prohibition on WCD use does not apply to the following:

- A. Medically necessary devices.
- B. District-owned devices including, but not limited to, school-issued tablets and laptops.
- C. Devices designated by the District to be used for instructional purposes.
- D. Devices used for special education programming or devices provided as an accommodation to students as required under Section 504 of Title V of the Rehabilitation Act of 1973, 29 U.S.C. 794, or as part of an individualized education plan under Title II of the Americans with Disabilities Act of 1990, 42 U.S.C. 12131 to 12165.
- E. Lesson-specific academic assignments, at the limited and direct discretion of a classroom teacher.
- F. Emergency situations. Use of a WCD under this exemption must not interfere with school emergency protocols or the actions of first responders, and must not endanger students or faculty. A protocol for when and how pupils are permitted to use wireless communications devices during an emergency is included in the District's Emergency Operations Plan (Policy 8402).

[DRAFTING NOTE: M.C.L. 380.1303a (Public Act 2 of 2026) requires the policy to include enforcement language, but does not specify what that language must say.]

Students who violate this policy by using a WCD on school grounds during instructional time will be subject to discipline in accordance with the Student Code of Conduct.

WCDs, including, but not limited to, those with cameras, may not be activated or utilized at any time in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include, but are not limited to, classrooms, gymnasiums, locker rooms, shower facilities, rest/bathrooms, and any other areas where students or others may change clothes or be in any stage or degree of disrobing or changing clothes. The Superintendent and building principals are authorized to determine other specific locations and situations where use of a WCD is absolutely prohibited.

Students shall have no expectation of confidentiality with respect to their use of WCDs on school premises/property.

Students may not use a WCD in any way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed, or intimidated. See Policy 5517.01 – Bullying and Other ~~Forms of~~ Aggressive Behavior **Toward Students**. In particular, students are prohibited from using WCDs to: (1) transmit material that is threatening, obscene, disruptive, or sexually explicit or that can be construed as harassment or disparagement of others based upon their race, color, national origin, sex, sexual orientation, disability, age, religion, ancestry, or political beliefs; and (2) engage in "sexting" - i.e., sending, receiving, sharing, viewing **(with intent)**, or possessing pictures, text messages, e-mails or other materials of a sexual nature in electronic or any other form. Violation of these prohibitions shall result in disciplinary action. Furthermore, such actions will be reported to local law enforcement and child services as required by law.

Students are also prohibited from using a WCD to capture, record, and/or transmit test information or any other information in a manner constituting fraud, theft, cheating, or academic dishonesty. Likewise, students are prohibited from using WCDs to receive such information.

A copy of the District's Wireless Communications Devices policy shall be posted on the District's website.

© Neola 2026



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	EMERGENCY OPERATIONS PLAN
Code	po8402
Status	
Legal	M.C.L. 380.1308b
Adopted	June 10, 2019

8402 - **EMERGENCY OPERATIONS PLAN**

~~By no later than January 1, 2020, f~~For each school building the District shall 1) develop an emergency operations plan or 2) adapt its statewide school information policy (referred to as the "Plan" throughout the remainder of this Policy) to comply with the requirements of this Policy. This action shall be taken with input from the public. School building means any building intended to be used to provide instruction to students and any recreational or athletic structure or field intended to be used by students.

Beginning in the 2019-2020 school year, and at least biennially thereafter, the District shall conduct a review of its Plan, including a review of the vulnerability assessment, with at least one law enforcement agency that has jurisdiction over the District.

The Plan must include guidelines and procedures that address all of the following:

- A. school violence and attacks
- B. threats of school violence and attacks
- C. bomb threats
- D. fire
- E. weather-related emergencies
- F. intruders
- G. parent and pupil reunification
- H. threats to a school-sponsored activity or event whether or not it is held on school premises
- I. a plan to train teachers on mental health and pupil and teacher safety
- J. a plan to improve school building security
- K. an active violence protocol
- L. continuity of operations after an incident

M. a vulnerability assessment

N. a protocol for when and how pupils are permitted to use wireless communications devices during an emergency

The District shall notify the Michigan Department of Education not later than thirty (30) days after it adopts its Plan and after each biennial review in the form and manner prescribed by the Department.

© Neola ~~2019~~26



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	New SPECIALIZED TRANSPORTATION FOR STUDENTS WITH IEPs
Code	po8655
Status	
Legal	34 C.F.R. 300.34(c)(16), 300.114, 300.116(d), 300.117 M.C.L. 380.1321, 1322, 1323, 1324, 1756 A.C. Rule 340.281, 282

New Policy - Vol. 40, No. 2

8655 - SPECIALIZED TRANSPORTATION FOR STUDENTS WITH IEPs

It is the policy of the Board of Education to provide specialized transportation as a related service when it is necessary for a student with an individualized education program ("IEP") to receive a free appropriate public education ("FAPE"), consistent with the least restrictive environment ("LRE") requirements. Specialized transportation is defined under 34 C.F.R. 300.34(c) (16) and includes travel to and from school and between schools; travel in and around school buildings; and specialized equipment such as special or adapted buses, lifts, and ramps, if required to provide transportation for a student with an IEP.

The IEP Team shall determine whether specialized transportation is required based on the individual needs of the student and the student's access to education in the LRE, including nonacademic settings, in accordance with 34 C.F.R. 300.114 and 300.117. Transporting a student with an IEP separately from their peers shall be used only when necessary to meet the student's needs and after consideration of supplementary aids and services that could support the student on general education transportation. The IEP Team will consider whether the student can safely walk or use general education transportation to get to and from school and activities, and if not, whether disability-related medical, health, developmental, or behavioral needs necessitate specialized transportation. The IEP Team will also consider potential harmful effects on the student or the quality of services, consistent with 34 C.F.R. 300.116(d). Cost shall not be a factor in determining a student's need for specialized transportation as a related service. Any required specialized equipment or supports will be documented in the student's IEP.

Transportation options shall be selected in accordance with LRE principles and the student's documented needs and may include: general education vehicles without supplementary aids and services; general education vehicles with supplementary aids and services for specialized equipment; or specialized transportation vehicles when necessary for the student to receive FAPE. The IEP Team's determination shall address transportation to and from school and, as appropriate, nonacademic and extracurricular activities that are part of the student's IEP.

The Superintendent shall establish administrative guidelines to implement this policy and to ensure that transportation personnel receive the information necessary to carry out IEP-required transportation supports and services in compliance with Federal and State requirements.

© Neola 2026



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	COMPREHENSIVE SCHOOL HEALTH EDUCATION
Code	po2417
Status	
Adopted	May 13, 2013

2417 - **COMPREHENSIVE SCHOOL HEALTH EDUCATION**

The Board shall provide a comprehensive health education program that addresses the essential knowledge and skills that helps students to become "health literate," **develop self-efficacy in health-related skills and knowledge, make** making the healthiest choices available, and **avoiding** those behaviors that can cause damage to their health and well-being.

The Board shall comply with current state law in implementing comprehensive health education programs. In doing so, the Board shall adopt, implement, and evaluate a **research and evidence-based comprehensive health education program that is effective, medically accurate, and developmentally appropriate** ~~research-based, theory-driven comprehensive education program.~~

The District's comprehensive health education program shall strive to:

- A. provide **quality** ~~at least fifty (50) hours of~~ health education instruction at every grade **level, from** Pre-kindergarten through ~~Grade~~ **twelve (12), facilitated by qualified, properly endorsed educators in partnership with families** to give all students sufficient time to learn health skills and habits for a lifetime;
- B. ~~align instruction with help students master the Michigan Health Education Content Standards Guidelines and Benchmarks;~~
- C. focus on helping young people develop and practice personal **and social skills** ~~social, and emotional competencies and social skills, such as communication and decision making, in order~~ to deal effectively with health-risk situations;
- D. use active, participatory instructional strategies **within safe and supportive learning environments** ~~consistent with State guidelines to engage all students;~~
- E. address social and media influences on student behaviors and help students identify healthy alternatives to specific high-risk behaviors;
- F. emphasize critical knowledge and skills that students need in order to obtain, understand, and use **valid and reliable health information, products, services, and resources** ~~basic health information and services~~ in ways that enhance healthy living, **including skills for research, reasoning, critical thinking, and problem-solving;**
- G. focus on behaviors that have the greatest effect on health, especially those related to nutrition; physical activity; violence and injury; alcohol and other drug use; **and** tobacco use; ~~mental and emotional health; healthy relationships; and sexual behaviors that may increase the risk of HIV/AIDS, sexually transmitted infections and sexual behaviors that lead to HIV, sexually transmitted disease, or unintended pregnancy, emphasizing both their short term and long term consequences and strategies for prevention, including abstinence;~~
- H. build functional knowledge and skills, from year to year, that are developmentally appropriate, **trauma-responsive, and decision-making/self-management focused;** ~~inclusive, and culturally responsive;; and~~

- I. include **medically** accurate and up-to-date information, and be appropriate to students' developmental levels, personal behaviors, and cultural backgrounds; **and**
- J. **incorporate personal safety skills, maintaining personal boundaries.**

Assessment

Student work in health education courses ~~may~~ **shall** be regularly assessed **and the District may determine how course grades factor into** ~~and graded using performance based items that are aligned with the health education content standards. Course grades shall be determined in the same manner as other subject areas, and shall be included in calculations of grade point average, class rank, and academic recognition programs.~~

Collaborative Approach

Collaborative and integrative approaches shall be used in the teaching of health education. The health education program is one component of a coordinated school health program and shall be coordinated with other school health initiatives. ~~If the District includes sex education as part of its comprehensive health education program, a sex education advisory board shall be established in accordance with M.C.L. 380.1507. In fostering a collaborative approach with the school, parents shall have the right to opt their child out of sex education instruction without penalty or loss of academic credit.~~

Health topics shall be integrated into the instruction of other subjects with the assistance of school health education professionals, in order to complement the health education program.

The District will collaborate with community organizations to provide student learning opportunities in both the classroom and the community. Participation in community opportunities for service learning related to health and utilization of community resources as a part of classroom instruction shall be in accordance with policies of the Board and relevant to course objectives.

The District shall partner with parents/guardians and families, who are recognized as the first and primary health educators of their children, in order to provide consistent messages regarding health behavior. Health education programs shall be consistent with school and community standards that support positive parent/child communications and guidance.

Implementation

The Board shall employ **highly** qualified teachers of health education **with the appropriate endorsements and credentials.** Such teachers shall possess the necessary qualifications, skills, and training **as specified by Michigan law and the Michigan Department of Education. Such qualifications for teachers to provide instruction in health education include the appropriate endorsement as specified by the Michigan Department of Education.** ~~To provide instruction in sex education, teachers must meet the qualification requirements of M.C.L. 380.1507(5) essential to perform their duties well, and shall serve as positive role models by demonstrating healthy behaviors.~~

Teachers shall have received quality professional development in health education through their pre-service preparation or through in-service training.

~~In order to teach health in secondary health courses, a teacher must have an endorsement in health or family and consumer sciences on their secondary level teaching certificate.~~

The Board supports ongoing professional development activities specifically related to health education, including practice using strategies designed to positively influence students' health behaviors and attitudes.

The Board shall evaluate its policies and implementation of District efforts that promote health literacy and healthy behaviors among all students. The District shall utilize available funds effectively in providing health education services and shall work with local partners in pursuit of additional resources to provide comprehensive school health education programming, professional development, and classroom materials.

M.C.L. 380.1502, 380.1169, 380.1170, 380.1507

Michigan State Board of Education Policy on Comprehensive School Health Education
Michigan Health Education Standards Guidelines (2025)



Book	Policy Manual
Section	4-13-26 Policy Committee
Title	SEX EDUCATION
Code	po2418
Status	
Legal	M.C.L. 380.1507, 380.1169, 388.1766
Adopted	December 18, 2017
Last Revised	December 9, 2019

2418 - **SEX EDUCATION**

In accordance with Michigan statute ~~and the Michigan Health Education Standard Guidelines~~, the Board of Education authorizes instruction in sex education. Such instruction may include family planning, human sexuality, and the emotional, physical, psychological, hygienic, economic, and social aspects of family life. Instruction may also include the subjects of reproductive health, **consent education**, and the recognition, prevention, and treatment of sexually transmitted **infections (STIs), including HIV/AIDS diseases**.

The instruction described in this policy shall ~~emphasize~~ **stress** that abstinence from sex is **the only protection that is 100% effective against unplanned pregnancy, sexually transmitted infections, and HIV. Instruction shall also articulate the benefits of abstinence, postponing sexual activity, and setting personal limits based on individual beliefs and values** ~~a responsible and effective method of preventing unplanned or out of wedlock pregnancy and sexually transmitted disease and is a positive lifestyle for unmarried young people.~~

Such instruction shall be elective and not a requirement for graduation.

A student shall not be enrolled in a class in which the subjects of family planning or reproductive health are discussed unless the student's parent or guardian is notified in advance of the course and the content of the course, is given a prior opportunity to review the materials to be used in the course and is notified in advance of his or her right to have the student excused from the class. The Michigan Board of Education shall determine the form and content of the notice required in this policy.

Upon the written request of a ~~student or the student's~~ parent or legal guardian, **or student (if not a minor)**, the student shall be excused, without penalty or loss of academic credit, from attending a class described in this policy. If a parent or guardian submits a continuing written notice, the student will not be enrolled in a class described in this policy unless the parent or guardian submits a written authorization for that enrollment.

The District shall provide the instruction by teachers qualified to teach health education. Material and instruction in a sex education curriculum shall be developmentally appropriate, age-appropriate, medically accurate, and shall comply with the statutory requirements of M.C.L. 380.1507b and align with the Michigan Health Education Standard Guidelines.

Instruction shall be organized around grade spans (3-5, 6-8, 9-12) and shall address content areas appropriate to each span as detailed in AG 2418 and aligned with the Michigan Health Education Standard Guidelines.

The District shall provide the instruction by teachers qualified to teach health education. ~~If a district chooses to include sex education as part of its comprehensive health education program, the district~~~~The Board~~ shall establish a sex education advisory board and shall determine terms of service for the sex education advisory board, the number of members to serve on the advisory board, and a membership selection process that reasonably reflects the District's population. The Board shall appoint two (2) co-chairs for the advisory board, at least one (1) of whom is a parent of a child attending a District school. At least (one-half) 1/2 of the members of the sex education advisory board shall be parents who have a child attending a District school, and a majority of these parent members shall be individuals who are not employed by a District. The sex education advisory board shall include students of the District, educators, local clergy, and community health professionals. Written or electronic notice of a sex education advisory board meeting shall be sent to each member at least two (2) weeks before the date of the meeting.

The sex education advisory board shall:

- A. Establish program goals and objectives for student knowledge and skills that are likely to reduce the rates of sexual activity, pregnancy, and sexually transmitted infections (STIs) diseases. ~~Additional program goals and objectives may be established by the sex education advisory board that are not contrary to Michigan law.~~
- B. Review the materials and methods of instruction used and make recommendations to the Board for implementation. The advisory board shall take into consideration the District's needs, demographics, and trends, including, but not limited to, teenage pregnancy rates, sexually transmitted infections (STIs) rates, and incidents of student sexual violence and harassment.
- C. At least once every two (2) years, evaluate, measure, and report the attainment of program goals and objectives established by the advisory board. The Board shall make the resulting report available to parents in the District.

Before adopting any revisions in the materials or methods used in instruction under this policy, including, but not limited to, revisions to provide for the teaching of abstinence from sex as a method of preventing unplanned or out-of-wedlock pregnancy and sexually transmitted infections (STIs), the ~~District Board~~ shall hold at least two (2) public hearings on the proposed revisions. The hearings shall be held at least one (1) week apart and public notice of the hearings shall be given in ~~accordance with district policy~~~~the manner required for Board meetings~~. A public hearing held pursuant to this section may be held in conjunction with a public hearing held pursuant to M.C.L. 380.1169.

~~Teachers providing instruction at the secondary level (Grades 6-12) must hold appropriate endorsements as specified by Michigan statute and the Michigan Department of Education. Instruction in health and sex education shall comply with the Elliott Larsen Civil Rights Act and all applicable laws, including parent opt-out provisions. Each person who provides instruction to K to 12 students in accordance with this policy shall receive training based on District approved standards and in accordance with training requirements of the Michigan Department of Education (MDE) and the Michigan Department of Health and Human Services (MDHHS).~~

No person shall dispense or otherwise distribute in a District school or on District school property a family planning drug or device. Additionally, any school official, member of the Board, or employee of the Board who is not the parent or legal guardian of the student involved is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion.

For purposes of this policy, "family planning" means the use of a range of methods of fertility regulation to help individuals or couples avoid unplanned pregnancies; bring about wanted births; regulate the intervals between pregnancies; and plan the time at which births occur in relation to the age of parents. It may include the study of fetology. It may include marital and genetic information. Clinical abortion shall not be considered a method of family planning, nor shall abortion be taught as a method of reproductive health.

~~M.C.L. 380.1169, 380.1170, 380.1310b, 380.1507, 380.1507a, 380.1507b
Act 453 of 1976, as amended by Public Act 6 of 2023 (Elliott Larsen Civil Rights Act)~~

© Neola 201926



Book	Policy Manual
Section	2000 Program
Title	VALUE STATEMENTS FOR STUDENTS AND STAFF
Code	po2111
Status	Active
Adopted	January 28, 2008

2111 - **VALUE STATEMENTS FOR STUDENTS AND STAFF**

The Board of Education believes that good citizenship and ethical behavior are two (2) important manifestations of an effective education. Both are based on values that have been traditionally held by Americans, regardless of background, religious belief, or political persuasion.

The Board adopts the following value statements as guides to ethical behavior and strongly encourages all members of the staff to do likewise as a means of setting an example for District students. It also recommends that each student be given the opportunity to pledge himself/herself to demonstrating these ethical behaviors.

Statement of Values for Board Members and Educators

- A. I will accept responsibility for all my actions.
- B. I will respect the dignity and property of my fellow workers and will never seek to do them harm.
- C. I will keep all the promises I make, fulfilling the trust that other people place in me.
- D. I will complete projects that I have begun.
- E. I will strive for excellence in all my work and will respect achievement in my fellow workers.
- F. I will discipline myself to continue to listen, learn, and study, recognizing that long-term achievement is more important to my happiness than short-term pleasure.
- G. I will not use any substance that will destroy my health and undermine my dignity.
- H. I will respect duly-constituted authority, because that authority is necessary for the welfare of my family, School District, and community.
- I. I will train myself to be useful to others.
- J. I will work together with others to improve my School District, community, and world.

Statement of Values for Students

- A. I will accept responsibility for all my actions.
- B. I will respect the dignity and property of my fellow students and will never seek to do them harm.
- C. I will keep all the promises I make, fulfilling the trust that other people place in me.

- D. I will complete projects and courses of study that I have begun.
- E. I will strive for excellence in all my work and will respect achievement in my fellow students.
- F. I will discipline myself to listen, learn, and study, recognizing that long-term achievement is more important to my happiness than short-term pleasure.
- G. I will not use any substance that will destroy my health and undermine my dignity.
- H. I will respect the authority of my parents and teachers, because that authority is necessary for the welfare of my family, school, and community.
- I. I will train myself to be useful to others.
- J. I will work together with others to improve my school, community, and world.

HCS Superintendent Salary Schedule

SY	Title	Previous Year Salary	Min Salary ADJ equal to teacher's increase (%)	Min Salary ADJ equal to teacher's increase (\$)	\$5000/\$6000 Merit increase at start of new SY	Contract Annual Salary	Formula Increase %	Formula Increase Amount	Annual Salary (after Formula)	Longevity	BPA %	BPA Amount	Total Comp
2027-2028	Superintendent	\$232,871	3%	\$6,986	\$6,000	\$245,857	0.0000%	\$0.00	\$245,857	\$9,000	16.5%	\$42,051.43	\$296,908.56
2026-2027	Superintendent	\$220,263	3%	\$6,608	\$6,000	\$232,871	0.0000%	\$0.00	\$232,871	\$9,000	15.0%	\$36,280.65	\$ 278,151.63
2025-2026	Superintendent	\$200,246	7%	\$14,017	\$6,000	\$220,263	0.0000%	\$0.00	\$220,263	\$9,000	13.5%	\$30,950.52	\$260,213.61

- Notes:**
- Min Salary** = Salary adjustment. Contract language calls for receiving "a minimal annual salary adjustment equal to the annual teachers' contracted increase or decrease percentage.
 - Formula** = Teacher contract formula in place.
 - Tax Sheltered Annuity (BPA)** = Contract calls for a 1.5% annual increase if final summative evaluation results in an Effective or Developing rating as "remuneration for services" compensation.
 - Longevity** = Compensation for extended service to the district.
 - Merit Pay** = Job performance and job accomplishments will be significant factors in determining his compensation and additional compensation. This is applied to the base salary each year.

Appendix A "Past Salary Schedule" For Reference

2024-2025	Superintendent	\$191,418	2%	\$3,828	\$5,000	\$200,246	0.0000%	\$0.00	\$200,246	\$9,000	12.0%	\$25,109.52	\$234,355.40
2023-2024	Superintendent	\$182,664	0%	\$0	\$5,000	\$187,664	2.0000%	\$3,753.28	\$191,418	\$9,000	10.5%	\$21,043.88	\$221,461.41
2022-2023	Superintendent	\$174,083	0%	\$0	\$5,000	\$179,083	2.0000%	\$3,581.65	\$182,664	\$9,000	9.0%	\$17,249.84	\$208,914.08
2021-2022	Superintendent	\$167,359	0%	\$0	\$5,000	\$172,359	1.0000%	\$1,723.59	\$174,083	\$9,000	7.5%	\$13,731.24	\$196,813.83

HCS Superintendent Salary Schedule

	Base Wage	Wage Increase equal to HEA contractual increase	Merit increase if rated "Effective" in prior year	Merit increase if rated "Developing" in prior year	Total Wage	Board Paid Annuity	Longevity
	A	B	C	D	E	F	G
Year 1	Negotiated	-	-	-	A + B + (C or D)	Negotiated	Per Schedule Below
Year 2	PY Total Wage "E"	per HEA CBA	\$ 6,000	\$ 3,000	A + B + (C or D)	PY + 1.5%	Per Schedule Below
Year 3	PY Total Wage "E"	per HEA CBA	\$ 6,000	\$ 3,000	A + B + (C or D)	PY + 1.5%	Per Schedule Below
Year 4	PY Total Wage "E"	per HEA CBA	\$ 6,000	\$ 3,000	A + B + (C or D)	PY + 1.5%	Per Schedule Below

Longevity Schedule	
Years of Service	Amount
6	\$ 5,000
7	\$ 6,000
8	\$ 7,000
9	\$ 8,000
10+	\$ 9,000

Director of Operations Job Description

Hartland Consolidated Schools

2025-26 Update

Length of Employment: 52 Weeks

Employment Conditions: Outlined in Board Policy 1410.01

Starting Base Salary: \$99,389 to \$111,279 (depending on experience)

Qualifications:

- **Education:** High school diploma or GED with a bachelor's or master's degree preferred in facilities management, engineering, construction management, or a related field. Equivalent experience may be considered.
- **Experience:** 3+ years in building maintenance, operations, custodial, or skilled trades (plumbing, electrical) is preferred and able to demonstrate expertise in capital planning, construction management, safety compliance, and/or operational budgeting.
- **Technical Skills:** Knowledge of HVAC, basic electrical, plumbing, and carpentry, as well as experience with master facility planning is preferred.
- **Background/License:** Valid driver's license (CDL preferred) and successfully passing a criminal background check/fingerprinting and drug test.
- **Certifications:** MSBO Facilities Director (CFD), Operations Director (COD) [Certified Pool Operator \(CPO\)](#) and/or [HVAC certifications](#) are highly valued.
- **Communication:** Strong communication skills with the ability to present operational data and recommendations clearly to boards, executives, and community stakeholders.

Reports To: Superintendent (CFO for Budgeting Purposes)

Summary:

The Director of Operations serves as a key advisor to district leadership, translating organizational priorities into coordinated operational strategy and execution. This position is responsible for long-range facilities and capital planning, operational budgeting, safety and regulatory compliance, risk mitigation, and continuous improvement efforts to ensure district operations equitably support instructional programming and organizational effectiveness across the continuum.

This role advances the district's mission of reason, respect, and responsibility by fostering a culture of operational excellence, stewardship, safety, and service to students, staff, families, and community partners.

Duties and Responsibilities:

- Provides oversight for facility maintenance, utility, and custodial staff.
- Develops, implements, and monitors policies, procedures and/or actions related to maintenance and custodial services.

- Oversight of personnel functions such as interviews, evaluation, supervision, discipline, training, etc. for maintenance, utility, and custodians.
- Directs work of supervisors in maintenance and custodial staff.
- Effectively and expeditiously completes repairs in accordance with policy and best practice maintenance and operations goals.
- Stays current on needs regarding materials, supplies, staffing, etc.
- Provides appropriate training for maintenance, utility, and custodians regarding new procedures, legal requirements, and equipment.
- Monitors and minimizes energy consumption, water pollution, asbestos exposure, pesticide exposure, herbicide exposure, etc.
- Utilizes and trains district staff on the use of the work-order tracking system.
- Routinely inspects schools and facilities.
- Routinely conducts safety inspections on equipment and facilities.
- Routinely inspects safe working habits of staff.
- Ensures compliance with Local, State, and Federal requirements and maintains records related to compliance.
- Works with the CFO to establish an annual budget and priorities including a strategic plan for addressing needs.
- Maintains accurate inventory of mechanical equipment, as well as maintenance schedules for these items.
- Supports employees when necessary and disciplines with grace.
- Maintain strong motivation and inspirational qualities that influence positive relationships and effective work ethic (building a positive culture of respect).
- Have a clear knowledge of school building codes, HVAC, preventative maintenance and policy.
- Capable of learning and effectively utilizing hardware and software monitoring systems.
- Ability to speak to audiences and develop effective presentations.
- Communicate effectively via in-person, phone, video, email, text, etc. with all stakeholders and vendors. This includes effectively communicating reports and documents.
- Responds to all phone, email, text, etc. communications within 24 hours.
- Ability to delegate assignments to ensure that priorities are given adequate attention (encourages subordinates to make decisions and complete their responsibilities with little to no supervision required, building leadership capacity).
- Ability to recognize when something is unknown and engaging in follow-up.
- Ability to read blueprints and construction-related engineering documents.
- Ability to identify knowledge gaps and proactively seek internal and external sources to develop effective solutions.

- Must have the ability to walk, stand, use hands and fingers to handle tools and controls, kneel, sit, reach high places, climb ladders, twist neck and trunk, etc. to perform the job duties.
- Ability to lift at least 60 pounds such as buckets, sacks, etc.
- Has the ability to drive a district vehicle and all available equipment.
- If a CDL is not held by the candidate when hired, the candidate will have one year from the date of hire to acquire the CDL allowing them to drive a bus and heavy equipment.
- Perform all other duties assigned.

PROPOSAL

School Safety and Security Services

HARTLAND CONSOLIDATED SCHOOLS

9525 HIGHLAND ROAD
HOWELL, MI 48843



PRESENTED BY:

James Vernier
School Safety & Security Director
February 24, 2026

TABLE OF CONTENTS

Section	Title	Page
1.0	Company Profile	2
1.1	Regulatory Requirements	3
2.0	Management Capability	3
2.1	Management Philosophy	3
2.2	Senior Leadership	3
2.3	Organization Chart	6
3.0	Experience & Capability	6
3.1	Program Overview	6
3.2	Employee Retention	7
3.3	Team Scalability	7
3.4	Appearance & Equipment Requirements	7
3.5	Safety Assignments	8
3.6	Safety Team Training	8
3.7	Mandatory Recurrent Training	9
3.8	Continuity of Operations	9
4.0	Scope of Work	9
5.0	Billing Structure & Long-Term Value	10
5.1	Billing Policies, Program Support Services, Terms	10
6.0	Implementation Plan	11
7.0	Professional References	12
8.0	Insurance Requirements	12
9.0	Support Services	13
10.0	Addendums	15

INTRODUCTION

Fortis Group is pleased to present this proposal in support of your institution's commitment to creating a safe and secure educational environment. As a trusted leader in the security and threat mitigation industry, Fortis Group brings over a decade of experience in delivering specialized risk management solutions tailored specifically for schools and academic institutions. Our team of experts comprised of former federal, state, and local law enforcement professionals offers deep expertise in armed security, threat assessment, investigations, and customized training programs. We understand the unique challenges schools face and are dedicated to providing proactive, discreet, and effective security strategies that protect students, staff, and campus communities while fostering a climate of trust and readiness.

1.0 COMPANY PROFILE


Founded in 2010, Fortis Group is a veteran-owned, law enforcement family-run security firm built on a foundation of professionalism, personalized service, and unwavering client commitment. What began as a tactical training solution for law enforcement has evolved into a full-spectrum security provider, driven by the rising demand for expert protection, investigations, and consulting services in both the public and private sectors.

With deep roots in public safety and a passion for service, Fortis Group is composed exclusively of vetted, full-time professionals, former federal, state, and local law enforcement officers, each trained to manage complex security challenges with precision, discretion, and integrity. We do not subcontract, ensuring complete accountability and consistent quality across every engagement.

Licensed in Michigan, Fortis Group is known for its proactive approach, blending decades of field experience with cutting-edge technology. Our operations are supported by an AI-driven Security Operations Center (SOC), real-time GPS tracking, mobile surveillance units, and digital threat management tools, empowering our team to deliver actionable, real-time security solutions.

In response to escalating threats in schools and public spaces, Fortis Group made a strategic expansion in 2021, dedicating its institutional expertise to safeguarding educational environments. Our highly developed School Safety Officer Program is redefining the standard for armed school protection, offering tailored, high-impact solutions to protect students, faculty, and communities.

Trusted by Fortune 500 companies, government entities, and educational institutions alike, Fortis Group has earned a reputation for reliability, responsiveness, and results. We are more than a security provider, we are your partner in safety, driven by mission, guided by experience, and committed to excellence.

<p>Mailing Address:</p> <p>4023 Old US-23 South, Suite 108 Brighton, MI 48114</p>	<p>Web Address:</p> <p>FORTISGROUPLLC.US</p>
<p>Contact Information:</p> <p>(888) 338-8897 info@fortisgroupllc.us</p>	<p>Social Media Platforms Utilized:</p> <p>Facebook Instagram LinkedIn You Tube</p>
<p>Professional Affiliations:</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>MASIP Michigan Association of Security and Investigative Professionals</p> </div> <div style="text-align: center;">  <p>ASSOCIATION OF THREAT ASSESSMENT PROFESSIONALS</p> </div> <div style="text-align: center;">  <p>PROFESSIONALISM MCPI THRU UNITY</p> </div> <div style="text-align: center;">  <p>SCHOOLS • EDUCATORS • POLICE sepla ASSOCIATION • NONSWAY</p> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 20px;"> <div style="text-align: center;">  <p>ASIS INTERNATIONAL™</p> </div> <div style="text-align: center;">  <p>FAN F A C E ADDICTION NOW Formerly Families Against Narcotics</p> </div> </div>	

1.1 Regulatory Requirements

Fortis Group is a State of Michigan authorized Domestic Limited Liability Corporation in good standing. Active licensing issued by the State of Michigan Department of Licensing and Regulatory Affairs (LARA) and Department of Treasury include:

- Professional Investigator Agency License; #3701207887
- Security Guard Agency License; #3801300645
- Sales Tax License; 27-3774753

2.0 MANAGEMENT CAPABILITY

2.1 Management Philosophy

At the heart of Fortis Group's operational success is a management philosophy shaped by decades of law enforcement, military, and private security experience. Our senior and middle management teams embody the core principles of mission focus, structured leadership, disciplined execution, and individual accountability, tenets that are essential in high-performance environments where lives and livelihoods are at stake. Yet, what truly sets Fortis Group apart is our unwavering commitment to servant leadership. While we value precision and command, our leadership team understands that people, not protocols, are the true foundation of service excellence. As a family-owned and operated company, we recognize that our employees are not just part of our workforce; they are part of our extended family. Their well-being, morale, and professional development are central to our mission.

We believe that a respected, supported, and valued employee is an empowered one. That belief drives a management culture rooted in empathy, open communication, and shared purpose. By fostering a workplace environment that prioritizes care, respect, and personal connection, Fortis Group cultivates a team that takes pride in going the extra mile for one another and for the clients and communities we serve.

This people-first mindset does more than create a positive internal culture, it translates directly into superior service. Our clients benefit from teams that are not only highly skilled and mission-ready but deeply loyal and personally invested in the quality and integrity of their work. Simply put, Fortis Group thrives because our people do, and our management ensures they always will. Our philosophy can be best summed up by our company's "why statement," which states:

*"With certainty we believe in **faith, family, and loyalty**. We believe in relationships through veneration. We contend with mediocrity in our industry by holding ourselves to a higher standard of training, integrity, professionalism, and duty of care. We achieve this with a team of highly credentialed and experienced specialists and strategic business partners who share our passion for serving others."*

2.2 Senior Leadership

Fortis Group's senior leadership team brings a combined 106 years of distinguished law enforcement service and over 40 years of proven supervisory and command-level experience. Comprised of current and former members of federal, state, and local law enforcement agencies, our executive officers have held critical leadership roles in high-stakes environments, overseeing specialized units, managing crisis response operations, and driving strategic safety initiatives across diverse jurisdictions. This depth of experience is not merely a resume statistic; it is the foundation upon which Fortis Group operates. Our leaders possess firsthand knowledge of the complexities involved in modern security threats, from active shooter events and violent crime response to large-scale incident management and school safety program design. Their real-world expertise allows Fortis Group to develop and implement security strategies that are not only operationally sound, but also tactically agile and forward-thinking.

Leveraging their extensive professional networks and decades of field-tested insight, Fortis Group's leadership has positioned the company as a trusted authority in protective services throughout the State of Michigan and beyond. Their collective reputation for integrity, accountability, and results has been instrumental in forging long-term partnerships with schools, corporations, government agencies, and community institutions. The strength of Fortis Group lies not only in its personnel, but in the vision and direction of its leadership, a team wholly committed to setting the standard for private sector security and safeguarding what matters most.

Brian T. Bastianelli

President / CEO



As Chief Executive of Fortis Group and Managing Partner of SOC-X, Brian brings over three decades of distinguished service in public safety, law enforcement, and strategic security leadership. His career began in 1989 as a firefighter and paramedic, where he developed a foundational commitment to protecting others, a commitment that has guided his professional journey ever since. In 1994, Brian transitioned into law enforcement, dedicating 29 years to a career marked by versatility and excellence. He served in a wide range of specialized roles including patrol supervision, narcotics enforcement, crime prevention, training and 9-1-1 operations management. He concluded his law enforcement tenure as a Task Force Commander with the U.S. Drug Enforcement Administration (DEA), leading complex, multi-agency operations with national impact. Recognized as a subject matter expert in crisis response and use-of-force training, Brian has spent the past 25 years delivering thousands of hours of instruction to private citizens, corporate clients, security professionals, and public safety agencies across Michigan and internationally. His work in developing and advancing life-saving training methodologies has positioned him as a leading voice in the field of threat mitigation and emergency preparedness. Brian holds a Bachelor of Arts in Criminal Justice Administration from Concordia University, is a graduate of the FBI Leadership Development Program and Northwestern University's School of Police Staff & Command, and maintains multiple FEMA Emergency Management certifications. At the helm of Fortis Group, Brian has assembled a highly accomplished team of investigators, protection specialists, consultants and trainers, each a recognized expert in their respective discipline. Under his leadership, Fortis Group continues to raise the standard for private sector security and public safety support. Brian's career reflects a lifelong dedication to service, leadership, and the mission of making communities safer through innovation, expertise, and unwavering integrity.

Michael T. Bastianelli

Vice President / COO



Michael Bastianelli serves as Director of Operations for Fortis Group, bringing over 26 years of distinguished law enforcement experience to his leadership role. A graduate of the Detroit Metropolitan Police Academy in 1997, Michael began his career with the Detroit Police Department, where he served in the Tenth and Twelfth Precincts as well as the Western District. During his tenure, he held key positions including Patrol Officer, Field Training Officer, and a specialized role within the Tenth Precinct Morality Unit, focused on vice and quality-of-life enforcement. In 2007, Michael transitioned to the Village of Franklin/Bingham Farms Police Department, where his leadership trajectory continued. Promoted to Detective Sergeant in 2013, he led criminal investigations and was federally deputized as a member of the Detroit Metropolitan Identity Fraud Task Force, a multi-agency unit coordinated by the FBI. In 2018, he was promoted to Lieutenant, becoming second in command under the Chief of Police. In this executive role, he oversaw all patrol operations, the detective bureau, departmental training, community engagement, and fleet management. Throughout his career, Michael developed a strong reputation for operational excellence, tactical oversight, and building high-performing teams. His deep knowledge of law enforcement practices, combined with a practical understanding of day-to-day departmental operations, brings unmatched value to Fortis Group's growing portfolio of security solutions. Michael holds a Bachelor of Science in Criminal Justice Administration from Concordia University and is a graduate of the Northwestern University School of Police Staff and Command. At Fortis Group, Michael applies his decades of experience to ensure operational integrity, quality assurance, and mission readiness across all client engagements. His leadership is instrumental in upholding the company's commitment to safety, professionalism, and service excellence.

Mario T. Bastianelli**Vice President**

Mario Bastianelli plays a key leadership role in overseeing Fortis Group's Training & Consulting Divisions, bringing with him over two decades of exemplary service in law enforcement and a strong commitment to community-centered policing. His career began in 2001 with the City of Ferndale Police Department before he joined the Sterling Heights Police Department in 2006, where he has since earned a reputation for integrity, innovation, and operational excellence.

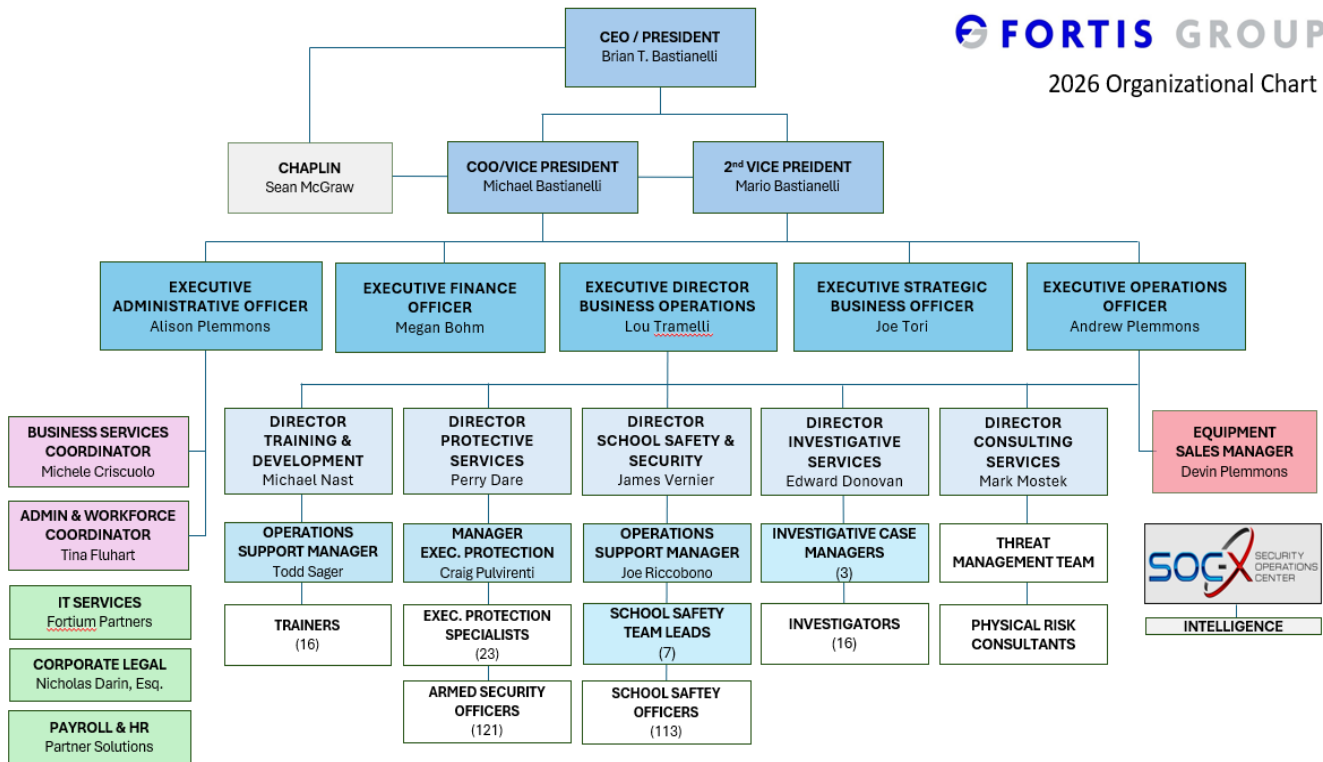
Throughout his career, Mario has held a variety of impactful roles including Field Training Officer, Traffic Safety Officer, and member of both the Honor Guard and Directed Patrol Unit. His leadership extends beyond traditional policing into community engagement and intervention. He was instrumental in founding the COMEBACK Quick Response Team and the Re-Direct Program, both designed to support individuals struggling with addiction through early intervention and recovery assistance. Demonstrating his dedication to public service beyond the badge, Mario was elected President of the Sterling Heights Drug-Free Coalition, a nonprofit organization focused on educating the community about substance abuse and prevention strategies. His efforts have had a measurable impact on public health and community well-being. Currently serving as a Captain with the Sterling Heights Police Department, Mario oversees the Operations Division, which includes Patrol Services, Traffic Enforcement, the Special Response Team (SRT), Community Outreach, and the Directed Patrol Unit. He also serves as the department's Public Information Officer, acting as the official liaison between the police and media, ensuring transparent and accurate communication with the public. Mario is a graduate of the Northwestern University School of Police Staff and Command, one of the nation's premier programs for law enforcement leadership. At Fortis Group, Mario leverages his deep operational experience and community engagement expertise to develop programs and services that empower clients to build safer, more resilient environments. His leadership enhances Fortis Group's mission to provide security solutions that are professional, proactive, and community-focused.

James Vernier**Director, School Safety & Security**

James Vernier serves as Fortis Group's Program Director of School Safety & Security, bringing nearly 30 years of distinguished public safety experience with a specialized focus on educational environment protection. Throughout his career, James has demonstrated an exceptional ability to lead teams, develop effective safety protocols, and foster collaborative relationships between schools and law enforcement, making him a key asset in Fortis Group's mission to redefine school security. From 2022 to 2024, James served as Director of

Security for Oxford Community Schools, where he led a team of 15-armed security officers, developed comprehensive emergency operations plans, and acted as the district's primary liaison with local law enforcement agencies. His leadership played a vital role in advancing the district's culture of safety, implementing community-based training programs, and coordinating secure protocols for large-scale school events and daily operations. Prior to his transition into educational security, James spent 24 years with the Oak Park Department of Public Safety, rising through the ranks from Public Safety Officer to Detective and ultimately Sergeant. His responsibilities spanned criminal investigations, emergency response, community policing, staff supervision, and participation in the department's School Resource Officer program. His versatility and depth of field experience have made him a respected leader in both municipal and educational security environments. James holds a Bachelor of Science in Criminal Justice from Western Michigan University and has completed multiple advanced certifications in crisis management, law enforcement leadership, and school safety protocols. At Fortis Group, James applies his comprehensive expertise to the strategic development and implementation of school safety programs, ensuring every educational client benefits from customized, high-impact security solutions. His work is grounded in proactive planning, trusted partnerships, and an unwavering commitment to creating safe learning environments for students, educators, and communities alike.

2.3 Organizational Chart



3.0 EXPERIENCE AND CAPABILITY

Fortis Group has rapidly evolved from a single-focus small business into a vertically integrated, multi-service security provider, offering a comprehensive suite of services that includes training, consulting, private investigations, and protective operations. Backed by one of the most experienced and credentialed workforces in the industry, comprising professionals from law enforcement, military, and security sectors, Fortis Group consistently delivers expertise that sets it apart in a competitive landscape.

As school districts across Michigan began exploring alternatives to traditional law enforcement for on-campus protection, Fortis Group responded by leveraging its institutional knowledge, operational experience, and subject-matter expertise to develop the School Safety Officer Program. This initiative was designed not only to meet the growing need for a dedicated armed presence in schools, but to do so with a deep understanding of the unique sensitivities involved in working with children and young adults.

The result is a program that has quickly become a model for third-party school security. Rooted in professionalism, student-centered engagement, and tactical readiness, Fortis Group's School Safety Teams are redefining what effective school protection looks like. Currently deployed throughout Southeast Michigan, these teams have established an exceptional record of performance, earning the confidence of school districts, private and parochial schools, local government leaders, law enforcement agencies, state legislators, and media outlets alike.

3.1 Program Overview

Fortis Group's School Safety Team is dedicated to safeguarding the people, property, and mission of each educational institution it serves. Our School Safety Officers (SSOs) are entrusted with enforcing security protocols and ensuring a safe, structured environment for students, faculty, and staff. More than just an armed presence, SSOs serve as embedded security advisors to school leadership, offering daily support on matters of safety, emergency preparedness, incident response, and coordination with local law enforcement.

All personnel serving in this role are drawn from law enforcement or military backgrounds and undergo extensive vetting and specialized training specific to the educational environment.

Fortis Group hand-selects individuals for their tactical competence, sound judgment, professional demeanor, and, most critically, their interpersonal skills and sensitivity toward working with children and young adults.

Fortis Group's School Safety Officers are not conventional security guards. While they perform essential security functions, they bring a level of professionalism, training, and value that far exceeds industry norms. Each officer is selected not only for their operational readiness but for their ability to integrate seamlessly into the school community and support its culture. They are uniquely qualified to:

- Provide a visible, armed deterrent with tactical response capability in the event of an active threat.
- Serve as an on-site advisor to school administrators on all safety and security matters to include safety drills.
- Build rapport and establish behavioral baselines among students to help identify early warning signs.
- Foster positive, trust-based relationships with students, staff, parents, and the broader community.
- Monitor for vulnerabilities and proactively report safety risks or facility deficiencies.
- Act as a liaison and force multiplier for existing School Resource Officers and local public safety agencies.

Through this program, Fortis Group delivers a highly capable and community-focused security presence, one that enhances campus safety while reinforcing trust, accountability, and student well-being.

3.2 Employee Retention

Fortis Group School Safety Officers are actual W-2 full and part-time employees. They receive elevated compensation uncommon in the uniformed security industry. At this level of wage, combined with a benefit package, medical insurance stipends, geographic considerations, excellent training and equipment, Fortis Group enjoys a very low employee turnover rate. Fortis Group is in a perpetual state of screening, vetting, and hiring candidates who are being specially trained for future assignments to the SSO Program.

3.3 Team Scalability

Fortis Group has a well-developed pool of active and retired law enforcement officers who are currently utilized as auxiliary part-time School Safety Officers. Identical to the full-time safety team, personnel from the auxiliary work group are also permanently assigned to the district. They are trained and oriented on all district specific school facilities and procedures making them available and equipped as fill-ins, weekends, and extracurricular details (e.g., sports events, dances, parking lot security, school board meetings, etc.)

3.4 Appearance and Equipment Requirements

Fortis Group School Safety Officers maintain a consistently professional and approachable appearance tailored to the culture and expectations of each school community. Depending on the preferences of the district or institution, officers may adopt a low-profile presence dressing in business-casual attire like faculty or present a clearly defined security role through a standardized, non-tactical uniform consisting of a black Fortis Group-marked polo shirt, khaki pants, marked outerwear, black belt, and black footwear.

All armed personnel are equipped with law enforcement-grade duty gear, including a semi-automatic handgun, three magazines, and a fully stocked portable trauma kit to respond swiftly to medical emergencies. Firearms may be carried overtly to provide visible deterrence or concealed for a softer presence, based on the specific needs and comfort level of the school or district. In either case, all weapons are secured in full-retention, law enforcement-standard holsters, reinforcing safety and readiness at all times.



3.5 Safety Officer Assignment

All on-sight Fortis Group School Safety Officers receive permanent facility assignments. Fortis Group believes this is the key to building and fostering a trusting relationship with faculty and students. Safety Officer selection and placement is achieved utilizing a “best possible fit” goal in a collaborative effort between Fortis Group and school leadership.

3.6 Safety Team Training

A key strength of Fortis Group’s management team is its 25 years of subject matter expertise training law enforcement, security firms, and private citizens in all aspects of use-of-force and other related topics. Fortis Group’s Training Division’s core instructor cadre design and deliver customized training programs to clients as well as internally. Fortis Group is uniquely positioned to deliver and defend the best trained security force in the industry. Prior to assignment, all personnel operating in an armed capacity receive the following training:

- Firearms training and qualification
- Weapon retention
- Adult & Child CPR/AED
- Basic first aid & trauma care
- Title IX law
- Diversity & Inclusivity
- Conflict resolution/de-escalation
- Special needs and emotional impairment
- Legalities of force/self-defense
- Active assailant response
- Report writing
- Child & Young Adult Development

3.7 Mandatory Recurrent Training

Throughout the year, Fortis Group's Training Division conducts mandatory refresher and advanced training events. All armed personnel, regardless of assignment, are required to attend. Topics include policy review, advanced firearms training, legal update, de-escalation training, non-impact subject control, handgun retention, trauma care, security protocols, active shooter response drills and scenario-based training.

3.8 Continuity of Operation

To ensure security continuity, the auxiliary School Safety Officers are permanently assigned to the school. These Safety Officers will be utilized to fill vacancies and provide additional support to the school when needed (i.e., large events). A member of the team will be designated as a Field Supervisor when the team exceeds more than five personnel. The Field Supervisor is responsible for policy compliance, performance measurement, communication facilitation, duty post rotation and scheduling. Fortis Group's School Safety & Security Program Director will be the direct point-of-contact to the school or district. This manager will randomly visit the school to ensure policy compliance, assess performance, address outstanding issues, and provide verbal and written assessment reports to Fortis Group senior leadership. Fortis Group's corporate headquarters is staffed full-time during business hours. Office personnel are available to coordinate and assist with issues that arise. While under contract, Fortis Group's senior leadership avails itself to the school or district's senior leadership 24 hours a day, seven days a week.

4.0 SCOPE OF WORK

Fortis Group proposes the deployment of **three (3) full-time armed School Safety Officers and One (1) full-time School Safety Supervisor** to serve Hartland Consolidated Schools, supported by a minimum contingent of **four (4) Auxiliary SSOs**. This auxiliary team will provide scalable support as needed, ensuring continuous coverage and enabling flexibility during high-traffic periods such as large school events, athletic competitions, or community gatherings.

Through our proven School Safety Officer Program, Fortis Group is fully prepared to assume responsibility for the following core security functions on a daily basis:

- Ensure a safe and secure environment for students, staff, and visitors.
- Maintain overall campus security and readiness.
- Conduct routine security gap assessments and provide recommendations for improvement.
- Promote a positive, distraction-free learning atmosphere by patrolling campus grounds, monitoring behavior, and reinforcing school policies.
- Control and monitor access to all buildings, ensuring proper visitor identification and entry procedures.
- Monitor closed-circuit television (CCTV) systems, where applicable.
- Patrol school property to prevent and respond to vandalism, trespassing, theft, and other threats.
- Respond immediately to emergency situations, provide on-site support, and coordinate with first responders as needed.

Fortis Group is committed to working in close collaboration with all key stakeholders to deliver a security solution that is not only effective, but adaptable to the evolving needs of the school.

5.0 BILLING STRUCTURE & LONG-TERM VALUE

Fortis Group’s billable rates are structured around a standard minimum of 1,098 instructional hours per school year, in alignment with state education requirements. This consistent framework allows for accurate forecasting, budget alignment, and operational stability.

To maximize value and ensure continuity, multi-year agreements are strongly encouraged. These agreements not only offer the most competitive rate structure but also provide critical benefits for both the school and Fortis Group. Long-term partnerships foster consistency among assigned School Safety Officers, strengthen relationships with faculty and students, and contribute to a more stable and collaborative school environment.

By committing to a multi-year plan, schools enhance program efficiency, minimize staff turnover, and ensure the sustainability of a security strategy that prioritizes student safety and institutional trust.

Cost Estimates Multi-Year Agreement Model with Inflationary Escalator

	26-27 SY	27-28 SY	28-29 SY
# of FTEs: 4 Total	Hourly Rate per officer	Hourly Rate per officer	Hourly Rate per officer
SSO – Dayshift (3)	\$56.50	\$58.50	\$60.50
SSO – Supervisor (1)	\$59.50	\$61.50	\$63.50

Advisor Fee	Hourly Rate
Upon request only	\$75.00

5.1 Billing Policies, Program Support Services, Terms

Fortis Group maintains a transparent and client-centered billing structure. School Safety Officer hours worked beyond eight (8) hours per workday are subject to overtime billing at the applicable time-and-a-half rate, in accordance with labor regulations. SSO hours worked on a day that aligns with Fortis Groups published Holiday Schedule are subject to overtime billing at the applicable time-and-a-half rate. Auxiliary SSOs are billed at the same contractual hourly rate as full-time personnel, ensuring cost consistency across the program.

Only actual hours worked are billable. Fortis Group does not bill for non-working days, whether scheduled or unforeseen, including holiday breaks, snow days, or other closures.

All costs associated with uniforms, training, duty equipment, and employee benefits are fully covered by Fortis Group and not passed on to the client. In addition, Program Management and Consulting Services are billed only for active support functions and are capped at up to 10 hours per month, depending on the scope of services. These hours cover essential activities such as account oversight, administrative meetings, scheduling coordination, operational site visits, and expert consultation related to school safety and security strategy.

This structure ensures both fiscal responsibility and the delivery of high-value, high-impact service tailored to the specific needs of each school.

Terms are net-15, billed bi-weekly. Itemized time sheets are included to provide full transparency of billing practice and for auditing purposes.

6.0 IMPLEMENTATION MANAGEMENT PLAN

When contracted, Fortis Group’s management team will begin coordination with school leadership to integrate the School Safety Program into the community. This generalized implementation plan is simply to aid efficient planning and integration.

Event	Time Estimate	Attending/Participating	Objective
Operational Strategy Meeting & General Security Assessment	1-2 hours	<ul style="list-style-type: none"> School senior leadership Fortis Group senior management 	Discuss planning, considerations, onboarding requirements, joint public relations messaging, mass & social media strategies.
Training & Orientation	4 hours	<ul style="list-style-type: none"> Fortis Group leadership Training Division cadre School Safety Team member(s) 	Conduct comprehensive training curriculum consisting of multi-media lecture and hand-on skill development drills and exercises.
Safety Officer Placement	0.5-1 hour	<ul style="list-style-type: none"> School senior leadership Fortis Group senior management 	Assign School Safety Officers to specific locations.
Law Enforcement Liaison Meeting	1 hour	<ul style="list-style-type: none"> Fortis Group management team 	Introduce Safety Team to local law enforcement, provide Fortis contact information.
On-Sight Orientation	2-4 hours	<ul style="list-style-type: none"> Fortis Group management team School leadership School Safety Team members Assigned SRO / LE Representatives (if applicable) 	To orient Safety Team members to the school facilities, provide assignments, and meet with the SRO(s).
Deployment	4-8 hours	<ul style="list-style-type: none"> Fortis Group management team School Safety Team members 	School Safety Team reports at assigned time. Fortis management to monitor deployment, conduct meet & greets and advise.
Introduction / Messaging	1-2 hours	<ul style="list-style-type: none"> School leadership and/or public relations officer 	Introduce via direct messaging to the community by showcasing SSO biographies to facilitate faculty rapport and public trust.
Post-Deployment Meeting	1 hour	<ul style="list-style-type: none"> School senior leadership Fortis Group management 	To discuss progress, address deficiencies and adjust accordingly.

7.0 PROFESSIONAL REFERENCES

Anchor Bay Schools Dr. Phil Jankowski Superintendent	5201 County Line Road Casco Township, MI 48064 Phone: (586) 727-9059	Servicing the district at the high school, middle and elementary schools with an armed School Safety Team since August of 2023. <ul style="list-style-type: none"> • (14) full-time positions • (5) part-time auxiliaries
Oxford Community Schools Dr. Allison Willemin Executive Director of School Safety and Student Services	775 West Drahnner Road Oxford, MI 48371 Phone: (248) 969-5166	Servicing the district at the high school, middle and elementary schools with an armed School Safety Team since February 2023. <ul style="list-style-type: none"> • (13) full-time positions • (5) part-time auxiliaries
Detroit Catholic Central Edward Turek President	27225 Wixom Road Novi, MI 48374 Phone: (248) 318-9690	Servicing the parochial high school with an armed School Safety Team since October 2023. <ul style="list-style-type: none"> • (2) full-time positions • (2) part-time auxiliary
Holy Name Catholic School Bob Marsh Operations Director	680 Harmon Birmingham, MI 48009 Phone: (248) 251-9067	Servicing the parochial K-8 school with an armed School Safety Team since 2023 <ul style="list-style-type: none"> • (2) full-time positions • (2) part-time auxiliaries

8.0 INSURANCE REQUIREMENTS

Fortis Group LLC maintains comprehensive insurance coverage to ensure full compliance with legal requirements and to protect our clients, personnel, and operations.

General Liability Insurance

Fortis Group carries a General Liability policy with coverage of **\$6,000,000 per occurrence** and **\$8,000,000 aggregate**, protecting against compensatory and general liability claims.

- *Carrier:* Lloyd's of London
- *Policy Number:* D262570

Workers' Compensation & Employers Liability Insurance

In accordance with state statutes, Fortis Group maintains Workers' Compensation and Employers Liability coverage of **up to \$1,000,000 per employee, per incident**.

- *Carrier:* biBERK
- *Policy Number:* N9WC015309

This coverage reflects Fortis Group's commitment to risk management, regulatory compliance, and the highest standards of professional responsibility.

9.0 SUPPORT SERVICES

Behavioral Threat Assessment & Management, Consulting and Training



Fortis Group is fully capable of deploying Behavioral Threat Assessment and Management Teams to assist or lead the process of investigating and assessing concerning behaviors. Its primary goal is to evaluate the difference between making a threat and posing a threat to a school community and then build a management plan that supports the safety and image of the entire community.

Faculty Training Services



As previously noted, Fortis Group's Training Division includes a diverse team of specialized instructors capable of delivering fully customized training programs tailored to the needs of school personnel. Offerings include, but are not limited to:

- Active shooter preparedness
- Conflict Management
- "Stop the Bleed" certification
- CPR and First Aid training

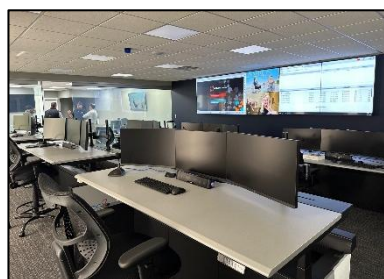
When under contract, Fortis Group provides access to select in-house security training opportunities at no additional cost for district employees with security-related responsibilities. This value-added service supports internal capacity-building and reinforces a unified, informed approach to school safety across all staff levels.

Physical Security Vulnerability Assessments



Fortis Group's Security Consultants are experienced in physical facility security best practices and have experience conducting thorough educational facility security assessment. Fortis Group's assessment audits the following (8) primary areas of inspection. Facility reports detail current site conditions and best practice recommendations with photographs incorporated into each report.

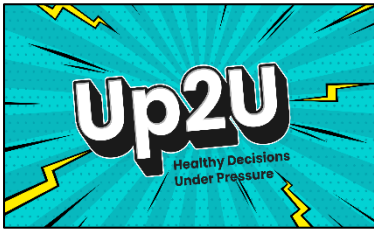
AI-Driven Video Surveillance & After-Hours Monitoring



Through its state-of-the-art **Security Operations Center (SOC-X)**, Fortis Group provides advanced, AI-powered live video monitoring solutions designed to enhance after-hours surveillance and safeguard sensitive areas of school property. Leveraging real-time analytics, behavioral recognition, and intelligent motion detection, SOC-X can proactively monitor high-risk zones such as administrative buildings, bus yards, and maintenance facilities, identifying potential threats before they

escalate. This continuous monitoring capability ensures rapid response to unauthorized access, vandalism, or suspicious activity, and serves as a critical layer of protection during non-instructional hours. Integrated with incident response protocols and supported by trained security analysts, Fortis Group's SOC-X offers districts a reliable, scalable solution that reinforces campus security around the clock.

Student Wellness Programming



In partnership with Michigan Families Against Narcotics (FAN), Fortis Group has developed a customized education program designed for 5th & 6th graders that enables them to make good decisions on their own. Called “Up2U”, it is designed to teach young students how to say “no” by involving them in relevant discussions and activities to learn resistance and refusal skills. It is also designed to help them develop assertiveness, strengthen decision-making skills and analyze media and peer influences. Multiple short lessons are delivered in-class by specially trained Fortis Group School Safety Officers on topics such as introduction to gateway drugs, and facts about the unhealthy consequences of illicit drug use, alcohol, marijuana, tobacco and e-cigarettes. Also discussed with students include decision making, fostering healthy relationships, dealing with peer pressure and social media safety. Students who complete this program receive parent recognition, a program t-shirt and certificate of success.

Investigative Services



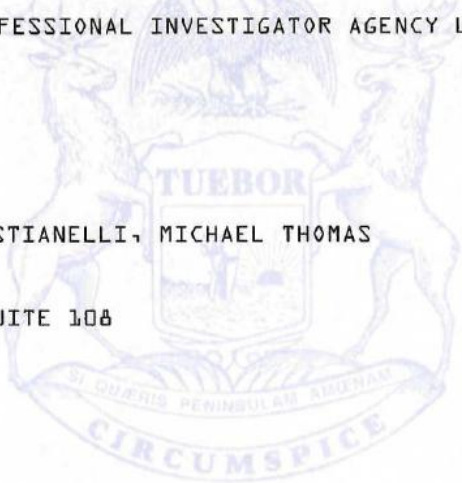
Fortis Group delivers education-sector-ready investigative services designed to help school leadership address sensitive issues with discretion, speed and confidence, enabling seamless collaboration with administrators, HR, legal counsel, and boards. We support K-12, higher education, and faith-based institutions with pre-employment background investigations, threat and behavioral-concern inquiries, lawful covert surveillance, and internal or time-fraud investigations. The result is clear, defensible intelligence that allows education leaders to manage risk, protect their communities, and make informed decisions without disrupting the learning environment.

10. ADDENDUM

Q579043

GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CORPORATIONS, SECURITIES & COMMERCIAL LICENSING BUREAU
PROFESSIONAL INVESTIGATOR AGENCY LICENSE



QUALIFYING OFFICER: BASTIANELLI, MICHAEL THOMAS

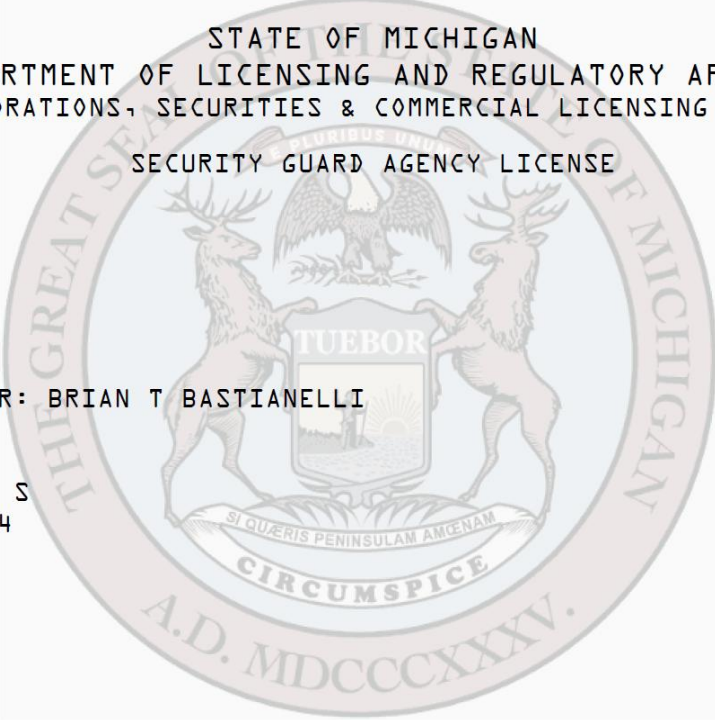
FORTIS GROUP LLC
4023 OLD US-23 HWY S SUITE 108
BRIGHTON MI 48114

LICENSE NO. 3701207887 EXPIRATION DATE 4/30/2026 23110040401

THIS DOCUMENT IS DULY
ISSUED UNDER THE LAWS OF
THE STATE OF MICHIGAN

GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
CORPORATIONS, SECURITIES & COMMERCIAL LICENSING BUREAU
SECURITY GUARD AGENCY LICENSE



QUALIFYING OFFICER: BRIAN T BASTIANELLI

FORTIS GROUP LLC
4023 OLD US23 HWY S
BRIGHTON MI 48114

LICENSE NO. 3801300645 EXPIRATION DATE 01/31/2027 24344101234

THIS DOCUMENT IS DULY
ISSUED UNDER THE LAWS OF
THE STATE OF MICHIGAN



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
02/20/2026

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Brown & Brown Insurance Services, Inc. 300 Conshohocken State Road Suite 650 Conshohocken PA 19426	CONTACT NAME: Mike Toth PHONE (A/C, No, Ext): (610) 275-8989 FAX (A/C, No): (610) 275-8886 E-MAIL ADDRESS: Mike.Toth@bbrown.com														
INSURED Fortis Group, LLC 4023 South Old US-23 Suite 108 Brighton MI 48114	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: left;">NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Lloyd's of London</td> <td></td> </tr> <tr> <td>INSURER B : Hamilton Select Insurance Inc.</td> <td>17178</td> </tr> <tr> <td>INSURER C : Convex Insurance UK Limited</td> <td></td> </tr> <tr> <td>INSURER D :</td> <td></td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : Lloyd's of London		INSURER B : Hamilton Select Insurance Inc.	17178	INSURER C : Convex Insurance UK Limited		INSURER D :		INSURER E :		INSURER F :	
INSURER(S) AFFORDING COVERAGE	NAIC #														
INSURER A : Lloyd's of London															
INSURER B : Hamilton Select Insurance Inc.	17178														
INSURER C : Convex Insurance UK Limited															
INSURER D :															
INSURER E :															
INSURER F :															

COVERAGES **CERTIFICATE NUMBER:** 26/27 Master **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> Professional Liability- Claims-Made <input checked="" type="checkbox"/> Extn'd GL/PL RE: Exec Protection GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			D262570	02/15/2026	02/15/2027	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 Hired/Non-owned Auto \$ 1,000,000
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 0			ECHS00252899	02/15/2026	02/15/2027	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y / N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				<input type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
C	Excess Professional Liability (Claims-Made)			XPL000129-0226	02/15/2026	02/15/2027	Each Claim \$2,000,000 Aggregate \$2,000,000 Retention \$0

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 All coverages are subject to the terms and conditions of the policy forms.

CERTIFICATE HOLDER	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
---------------------------	--

© 1988-2015 ACORD CORPORATION. All rights reserved.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

7/16/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Acrisure Great Lakes Partners Insurance Services 223 West Grand River Ave #1 Howell MI 48843 License#: BR-17962777	CONTACT Stacey Sanders NAME: PHONE: 833-846-0789 Ext. 1224 FAX: (A/C, No, Ext): (A/C, No): E-MAIL: stsanders@acrisure.com ADDRESS:														
INSURED Fortis Group LLC 4023 South Old-US23, Ste 108 Brighton MI 48114 FORTGRO-02	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="text-align: center;">INSURER(S) AFFORDING COVERAGE</th> <th style="text-align: center;">NAIC #</th> </tr> <tr> <td>INSURER A: StarStone Specialty Insurance Company</td> <td style="text-align: center;">44776</td> </tr> <tr> <td>INSURER B: National Liability & Fire Insurance Company</td> <td style="text-align: center;">20052</td> </tr> <tr> <td>INSURER C:</td> <td></td> </tr> <tr> <td>INSURER D:</td> <td></td> </tr> <tr> <td>INSURER E:</td> <td></td> </tr> <tr> <td>INSURER F:</td> <td></td> </tr> </table>	INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A: StarStone Specialty Insurance Company	44776	INSURER B: National Liability & Fire Insurance Company	20052	INSURER C:		INSURER D:		INSURER E:		INSURER F:	
INSURER(S) AFFORDING COVERAGE	NAIC #														
INSURER A: StarStone Specialty Insurance Company	44776														
INSURER B: National Liability & Fire Insurance Company	20052														
INSURER C:															
INSURER D:															
INSURER E:															
INSURER F:															

COVERAGES CERTIFICATE NUMBER: 1031314384 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PROJ <input type="checkbox"/> LOC OTHER:			WSGP000629	3/7/2025	3/7/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 100,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 3,000,000 PRODUCTS - COMP/OP AGG \$ 3,000,000 PROFESSIONAL E&O \$ Included
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY ANY AUTO <input type="checkbox"/> SCHEDULED AUTOS OWNED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/>			WSGP000629	3/7/2025	3/7/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ 10,000			WSGU000248	3/7/2025	3/7/2026	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$
B	<input checked="" type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY Y/N ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/ MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	N9WC547872	4/4/2025	4/4/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, maybe attached if more space is required) WHEN REQUIRED IN WRITTEN CONTRACT:
 General Liability: Any person or organization is additional insured and a waiver of subrogation shall apply in their favor.
 Automobile Liability: Any person or organization is additional insured and a waiver of subrogation shall apply in their favor.
 Umbrella: Any person or organization is additional insured if required on underlying policy. Umbrella follows form.

CERTIFICATE HOLDER Verification of Insurance	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
--	--

AGREEMENT FOR LAW ENFORCEMENT SERVICES (PUBLIC ENTITY)

THIS AGREEMENT, made and entered into on February 9, 2026, by and between the COUNTY OF LIVINGSTON, State of Michigan (hereinafter referred to as the "COUNTY"), and LIVINGSTON COUNTY SHERIFF (hereinafter referred to as the "SHERIFF"), and the Hartland Consolidated Schools (hereinafter referred to as the "HCS").

WITNESSETH:

For and in consideration of the mutual covenants hereinafter contained, IT IS HEREBY AGREED as follows:

1. **Agreement Period and Termination.** This Agreement shall commence upon July 1st, 2026, and shall continue until July 31st, 2029, at which time it shall terminate.
Notwithstanding any other provision of this Agreement to the contrary, this Agreement may be terminated at any time by either the County, the Sheriff, or the HCS upon eight (8) hours prior written notice to the other parties.
2. **Services to be Performed by SHERIFF.** The SHERIFF shall furnish police services as set forth in the attached Appendix A.
3. **Equipment to be Provided by County.** The COUNTY shall provide and maintain a fully equipped motor vehicle to be used for police protection and patrol, and any and all uniforms, weapons, insignia, and general police equipment to be used by any Sheriff Deputies assigned to duty in Hartland Consolidated Schools.
4. **SHERIFF Responsible for Management.** All rights in the management of the Sheriff's Department shall remain in the SHERIFF. Management shall be construed to include, but not be limited to, determining priority of investigation; determining the number of Sheriff Deputies employed on police protection or patrol; determining what constitutes an emergency; determining the specific personnel to be assigned to HCS; determining the application of labor agreements to the services to be performed hereunder; and determining the adequacy of motor vehicles deployed.
5. **Insurance.** The COUNTY shall provide necessary insurance for the motor vehicle(s) used in the performance of the services described in the attached Appendix A, as well as the necessary insurance protection for any Sheriff Deputies assigned to duty in the HCS.
6. **Compensation.** The HCS shall pay the COUNTY the following for services under this Agreement for (2) dedicated deputies assigned to HCS as School Resource Officers. HCS will be invoiced monthly as follows:

SCHOOL YEAR	COMPENSATION
2026 – 2027 School Year	\$192,000 (\$16,000 monthly)
2027 – 2028 School Year	\$198,000 (\$16,500 monthly)
2028 – 2029 School Year	\$204,000 (\$17,000 monthly)

7. **Location Where Compensation is to be Paid.** The HCS shall remit all payments to the Livingston County Sheriff's Office, 150 S. Highlander Way, Howell, MI, 48843.
8. **Reports.** At the specific request of HCS, the SHERIFF shall provide to HCS such report as may be appropriate for release relating to law enforcement services provided in accordance with this Agreement. A monthly summary report detailing police protection and patrolling at HCS shall be prepared by the Sheriff's Department and submitted to HCS upon request.
9. **Status of Sheriff Deputies Assigned Under Agreement.** The Sheriff Deputies assigned to HCS under this Agreement shall remain employees of the SHERIFF and under his supervision, direction, management, and control.
10. **Removal of Sheriff Deputies for Emergencies.** The SHERIFF reserves the right, at his sole discretion, to remove any Sheriff Deputy, who is otherwise assigned to the HCS for emergencies that might exist outside the area designated by this Agreement.
11. **Liability.** Each party to this contract will remain responsible for any and all claims arising out of its own acts and/or omissions during the performance of the contract, as provided by this contract or by law. In addition, this is not intended to increase or decrease either party's liability for or immunity from tort claims. This contract is also not intended to nor will it be interpreted as giving either party a right of indemnification, either by contract or by law, for claims arising out of the performance of this contract.

12. **Nondiscrimination.** In carrying out the terms of this Agreement, the parties hereto shall adhere to all applicable Federal, State, and local laws and regulations prohibiting discrimination. The parties hereto, as required by law, shall not discriminate against persons to receive services under this Agreement or against an employee or applicant for employment with respect to hire, tenure, terms, conditions or privileges of employment, or a matter directly or indirectly related to employment, because of race, color, religion, national origin, age, sex, sexual orientation, gender identity or expression, disability or genetic information that is unrelated to the individual's ability to perform the duties of a particular job or position, height, weight, or marital status. Breach of this covenant shall be regarded as a material breach of this Agreement.

It is expressly understood and agreed by the parties hereto that the requirements of this section shall not be construed as in any way affecting the collective bargaining agreement covering the Sheriff Deputies assigned to the HCS under this Agreement including, but not limited to, the adding of provisions thereto or subtracting provisions therefrom.
13. **Complete Agreement.** This Agreement contains all the terms and conditions agreed upon by the parties hereto, and no other agreements, oral or otherwise, regarding the subject matter of this Agreement or any part thereof shall have any validity or bind any of the parties hereto.
14. **Waivers.** No failure or delay on the part of either of the parties to this Agreement in exercising any right, power or privilege hereunder shall operate as a waiver thereof nor shall a single or partial exercise of any right, power or privilege preclude any other or further exercise of any other right, power or privilege.
15. **Modification of Agreement.** Modifications, amendments or waivers of any provision of this Agreement may be made only by the mutual consent of the parties hereto that is set forth in writing and signed by the authorized representatives of the County, Sheriff, and HCS.
16. **Assignment or Subcontracting.** The parties to this Agreement may not assign, subcontract or otherwise transfer their duties and/or obligations under this Agreement.
17. **Purpose of Section Titles.** The titles of the sections set forth in this Agreement are inserted for the convenience of reference only and shall be disregarded when construing or interpreting any of the provisions of this Agreement.
18. **Non-Third Party Beneficiary Contract.** This Agreement is not intended to be a third-party beneficiary contract and confers no rights on anyone other than the parties hereto.
19. **Invalid/Unenforceable Provisions.** If any clause or provision of this Agreement is rendered invalid or unenforceable because of any State or Federal statute or regulation or ruling by any tribunal of competent jurisdiction, that clause or provision shall be null and void, and any such invalidity or unenforceability shall not affect the validity or enforceability of the remainder of this Agreement. Where the deletion of the invalid or unenforceable clause or provision would result in the illegality and/or unenforceability of this Agreement, this Agreement shall be considered to have terminated as of the date in which the provision was rendered invalid or unenforceable.
20. **Certification of Authority to Sign Agreement.** The people signing on behalf of the parties hereto certify by their signatures that they are duly authorized to sign this Agreement on the behalf of said parties and that this Agreement has been authorized by said parties.

THE AUTHORIZED REPRESENTATIVES OF THE PARTIES HERETO HAVE FULLY SIGNED THIS AGREEMENT FOR LAW ENFORCEMENT SERVICES ON THE DAY AND YEAR FIRST ABOVE WRITTEN.


COUNTY OF LIVINGSTON

Hartland Consolidated Schools

(Entity Name)

BY: _____
NICK FIANI - CHAIRMAN (Date)
 COUNTY BOARD OF COMMISSIONERS

BY: _____
 (Signature) (Date)

BY:  2/6/26
MICHAEL MURPHY (Date)
 LIVINGSTON COUNTY SHERIFF

Name: **Charles Hughes**
 (Print or Type)

Title: **Superintendent**
 (Print or Type)

**BOILERPLATE APPROVED AS TO LEGAL
 FORM FOR COUNTY OF LIVINGSTON:
 COHL, STOKER & TOSKEY, P.C.
 BY: MATT NORDEJORD - 6/5/2025**

APPENDIX A

DESCRIPTION OF SERVICES:

HARTLAND CONSOLIDATED SCHOOLS HAS ENTERED INTO AN AGREEMENT WITH THE LIVINGSTON COUNTY SHERIFF'S OFFICE FOR (2) TWO FULL-TIME SCHOOL RESOURCE OFFICERS FOR THE 2026-2027, 2027-2028, AND 2028-2029 SCHOOL YEARS.

THE DEPUTY (SRO) WILL BE RESPONSIBLE FOR, BUT NOT LIMITED TO:

- GENERAL LAW ENFORCEMENT
- SCHOOL SECURITY FUNCTIONS
- CRIMINAL INVESTIGATIONS
- THREAT ASSESSMENTS
- TRAFFIC ENFORCEMENT
- PARTICIPATION IN EMERGENCY PLANNING AND PREPAREDNESS
- TRAINING AND PRESENTATIONS FOR SCHOOL STAFF AND STUDENTS
- OTHER DUTIES AS MUTUALLY AGREED UPON BY THE SCHOOLS AND LCSO.

THE DEPUTIES SHALL BE ASSIGNED A WORK SCHEDULE MUTUALLY AGREED UPON BY HARTLAND CONSOLIDATED SCHOOLS AND LCSO.

THIS IS A PARTNERSHIP BETWEEN THE LIVINGSTON COUNTY SHERIFF'S OFFICE AND THE HARTLAND CONSOLIDATED SCHOOLS.

IN ADDITION TO THIS CONTRACT, THERE WILL BE A MEMO OF UNDERSTANDING BETWEEN HARTLAND CONSOLIDATED SCHOOLS AND THE LIVINGSTON COUNTY SHERIFF'S OFFICE THAT WILL DEFINE THE ROLES AND RESPONSIBILITIES OF EACH PARTY. THAT MEMO WILL BE ATTACHED AS AN ADDENDUM TO THIS CONTRACT.



LIVINGSTON COUNTY

OFFICE OF THE SHERIFF

150 S. HIGHLANDER WAY • HOWELL, MICHIGAN 48843
TELEPHONE (517) 546-2440 • FAX (517) 552-5005

LCSO SRO MEMORANDUM OF UNDERSTANDING

A. NUMBER OF OFFICERS

The Livingston County Sheriff's Office (herein after referred to as LCSO) will furnish two (2) law enforcement officers, employed by LCSO, selected by the Sheriff with the input and approval of the Superintendent of Hartland Consolidated Schools, herein after referred to as HCS, to serve as School Resource Officers (SRO) to HCS.

B. QUALIFICATIONS

The SRO(s) shall meet the following qualifications:

1. Be a law enforcement officer certified by the State of Michigan and employed by LCSO.
2. Possess appropriate communication skills.
3. Have the ability to relate well to children of all ages.
4. Possess good coordinating and planning skills.
5. Within one year of appointment, will attend specialized SRO Training such as SELPA, NASRO, TEAMS, or other equivalent training, as well as other juvenile and specialized training that would enhance their knowledge and effectiveness as an SRO.

C. SCHEDULE

1. The SRO will be assigned full-time to HCS and perform school-related duties in accordance with the HCS annual calendar. The officer's total work hours will be in compliance with existing labor agreements; however, in general, the officer will be assigned to the district's high school and middle school from 7:00 a.m. to 3:00 p.m. during the school year. The work schedule may be modified if mutually agreeable.
2. The SRO(s) will provide notice to the school administration regarding deviation from that schedule, including court appearances, vacation, training, etc.
3. The SRO(s) make all efforts to schedule his/her vacation during the non-student periods throughout the school year as agreed to by HCS if such vacation is taken during the contracted school year.

4. The SRO(s) will be allowed to take vacations as requested during periods when students are not attending school (including, but not limited to, Labor Day, holiday breaks, etc.) with the knowledge and consent of the HCS Principal(s) and in accordance with the LCSO policy/practice. In addition, if the SRO(s) would like to take additional hours/days off when students are in attendance, the HCS Principal(s) shall be given reasonable notice. Such make-up hours could be performed by the officer at other school activities occurring outside the normal school day (i.e., football games, basketball games, etc.) or backfill may occur by an LCSO Community Outreach Deputy. Training related to the SRO(s)' function or required for the Deputy to maintain their police certification, and therefore their ability to carry out their police duties at the school, shall not require such adjustment.
5. During the summer break, the SRO(s) will be assigned to duties directed by and totally funded by the LCSO.

D. GOALS AND OBJECTIVES

1. The goal of the School Resource Officer Program is to assist HCS in providing a safe learning environment and to improve relationships between law enforcement officers and students. The program also aims to promote a better understanding of the law enforcement officer's role in society, educate students, parents, and school personnel to build a stronger community, and provide a role model within the educational system.
2. Priorities of the SRO(s):
 - a. Committed to protecting the safety of students, school staff, and the public on school property and at school events off school property.
 - b. Take proactive steps to discourage unlawful acts on school property or during school functions off school property.
 - c. Investigate and enforce criminal laws through application of both formal and informal measures.
 - d. Respond to disruptive situations that impact the safety of people on school property.
 - e. To protect students and staff from negative influences, and to assist in the maintenance of order in the school.
 - f. To act as an advisor to the school staff in safety matters and violence reduction strategies.
 - g. To facilitate learning in citizenship and related law education. Upon request, specialized lectures will be prepared and presented in conjunction with school staff. Students will be provided with information about their rights and responsibilities in the school and community.

- h. To provide a positive role model to the students and to foster better understanding between the law enforcement community, students, and staff.
- i. To assist students through counseling them in law-related matters and to assist them by mediating disputes. Attempts will be made to identify problems with students, and guidance will be provided to them in addressing their problems in a non-violent manner.

E. INSTRUCTIONAL RESPONSIBILITY

The SRO(s) will be available to teach law enforcement-related topics at the request of the school administration and approved by the Sheriff. The SRO may present information on the following topics. This list is not intended to be an all-inclusive list of subjects to potentially be covered by the SRO.

1. Justification of rules of the law.
2. Consequences of crime.
3. Career opportunities in law enforcement.
4. Substance abuse prevention.
5. Violence and crime prevention.

F. SRO(s) EMPLOYER

The SRO(s) shall remain an employee of the LCSO. The SRO shall abide by the policies of the HCS when they are not in conflict with the policies and procedures of the LCSO.

The SRO(s) will work a standard forty (40) hour work week assigned primarily to Hartland High School and Middle School, and in other HCS buildings as needed. The SRO(s) will be assigned to the schools primarily during the school calendar year.

G. ADDITIONAL DUTIES AND RESPONSIBILITIES OF THE SRO(s):

1. Will develop expertise in presenting various subjects, such as understanding the laws and the mission of the HCS.
2. Will encourage individual and small group discussions about law enforcement-related matters with students, faculty, and parents.
3. The SRO(s) is not a school disciplinarian. The SRO(s) will not become involved in any form of school-administered punishment. If the staff of HCS believes a violation of the law has occurred, they shall contact the SRO(s), who will determine whether law enforcement action is appropriate.
4. Will, whenever possible, attend meetings of the schools, parents, and faculty groups to solicit their support and understanding of the School Resource Officer Program and promote awareness of law enforcement functions.
5. Will, whenever possible, be available for conferences with students, parents,

and faculty members to assist them with issues of law enforcement or crime prevention nature.

6. Will be familiar with the community agencies that offer assistance to students and their families, such as mental health clinics, drug treatment centers, etc.
7. Will always be armed when working at the school or at school functions.
8. Shall act as an instructor for specialized, short-term programs when invited to do so by the superintendent or a person designated by him/her.
9. Shall coordinate his/her activities with the administrative staff and seek permission, advice, and guidance before enacting any program within the school.
10. Will assist the superintendent/principal in developing plans and strategies to prevent and/or minimize dangerous situations which may result from student activity.
11. Should it become necessary to conduct formal police interviews with the students, the SRO(s) shall adhere to HCS policy, LCSO policy, and legal requirements concerning such interviews.
12. Shall take law enforcement action as required. As soon as practical, the SRO(s) shall make the superintendent/principal of the school aware of such action. At the superintendent/principal's request, the SRO(s) shall take appropriate law enforcement action against intruders and unwanted visitors who may appear at the school and related school functions, to the extent the SRO(s) may do so under the authority of the law.
13. Shall assist other police officers in matters regarding the SRO(s)' school assignment whenever necessary.
14. Shall maintain a detailed and accurate record of the operations of the School Resource Officer Program.
15. Will be expected to, upon request, participate in school functions such as athletic events, dances, PTO programs, and other school-sponsored events when the staff and the SRO agree his/her attendance is advantageous.
16. Conduct instructional and public service programs in the schools and with community groups.
17. Counsel and mentor students to reduce or prevent delinquent behavior.
18. Maintain contacts with parents or guardians of students exhibiting antisocial behavior patterns and offering assistance to address the contributing causes.
19. Assist with the coordination of homeland security and emergency planning issues at the school.
20. Serve as liaison with other government agencies for matters involving students, including other police departments, juvenile courts, and social

agencies.

H. RULES AND GUIDELINES

1. The SRO(s) shall adhere to all state and federal laws and the policy/procedural manual of the LCSO.
2. The SRO(s) shall maintain a copy of all police and school reports regarding criminal incidents at the school.
3. The SRO(s) will not take part in any school disciplinary actions. The SRO(s) will only accompany the school interviewer if there is a threat of violence or a safety concern. If the incident is a violation of the law, the SRO(s) may assist in determining if law enforcement action is appropriate.
4. The SRO(s) will not transport a sick or injured child for medical assistance or provide an escort with a police vehicle for school personnel. The SRO(s) may assist the administration in escorting students from the campus who are violent or have threatened violence toward school administration, faculty members, or students. It shall be the HCS's responsibility to release the juvenile according to HCS policy.
5. The SRO(s) shall wear the appropriate LCSO uniform of the day during their working hours unless otherwise approved by a supervisor of LCSO. The SRO(s) will be armed at all times while on duty with the LCSO.
6. The SRO(s) shall be equipped with a radio that will enable them to have direct contact with the LCSO, as well as a cell phone. The SRO(s) will be responsible for determining the need for additional police presence or assistance on campus and will make such a request when needed. In the event the SRO(s) requests additional patrol units on campus, the SRO(s) will act as the primary unit and direct assisting units.

I. District Responsibilities

1. HCS designates the SRO(s) as a Law Enforcement Officer and a "School Official" as provided in the Federal Educational Rights and Privacy Act (FERPA) 20 U.S.C. 1232g. HCS will provide access to student records as well as any other information consistent with a school official in accordance with FERPA to facilitate duties as SRO or in the event of an emergency that involves the health and safety of a student or other individual.
2. HCS will provide a terminal site whereby the SRO will be linked to the LCSO and connected to the school network. As well as a place to conduct confidential interviews, store confidential records, and store/secure sensitive/LCSO equipment.
3. The HCS and LCSO will share all statistical information obtained during the course of the school year.

4. HCS will evaluate the effectiveness and viability of the program and the relationship of the SRO program annually at the end of the school year.
5. HCS administrators will promote cooperation and information sharing between the SRO(s) and all HCS employees.

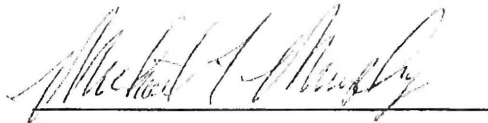
H. SRO(s) Chain of Command

Should there be an issue that arises with the SRO(s), the HCS Superintendent or his/her designee should reach out to the following individuals in succession as they are the SRO's chain of command.

1. Special Services Lieutenant at LCSO – Lt. Matt Young (Primary)
2. Undersheriff at LCSO - US Jason Pless
3. Sheriff at LCSO - Sheriff Michael Murphy

LIVINGSTON CO SHERIFF'S OFFICE

**HARTLAND CONSOLIDATED
SCHOOLS**



Michael J. Murphy - Sheriff

Charles Hughes – Superintendent

2/6/20

(Date)

(Date)

Date: March 25, 2026

To:

Hartland Consolidated Schools
Attn: Chuck Hughes, Superintendent

From:

Cromaine District Library
Sarah Neidert, Library Director

Subject: Letter of Agreement – Parking Lot Improvements and Shared Use

This Letter of Agreement outlines the understanding between Cromaine District Library (the Library) and Hartland Consolidated Schools (HCS) regarding the redesign, construction, and future use of the parking lot located adjacent to the library and Early Childcare Center (ELC) school property.

We have collaborated on a revised concept plan which has been reviewed and approved by project stakeholders. The concept plan incorporates operational and safety requirements identified by HCS, including bus circulation, pedestrian separation, and protection of the existing school well.

The project includes the redesign and construction of improvements to the shared parking area, including but not limited to:

- Parking lot layout modifications
- Bus turnaround accommodations for HCS buses
- Pedestrian safety features including curb or walkway separation between the school and parking lot
- Traffic flow improvements
- Snow storage areas
- Protection of the existing school well
- Associated landscape and site improvements

Final construction drawings will be developed during the next phase of the project. The project will proceed according to the following general process.

Phase 1 – Concept Plan

A revised concept plan addressing operational and safety considerations has been completed and approved by project stakeholders.

Phase 2 – Construction Drawings and Approvals

Civil engineering and landscape design professionals will prepare detailed construction drawings and coordinate required reviews and approvals with the Township, Road Commission, County, and other applicable agencies.

Phase 3 – Contractor Pricing and Construction

Upon completion of the construction drawings, updated plans will be provided to contractors to obtain revised project pricing prior to final authorization to proceed with construction.

During construction, the Library and HCS agree to coordinate closely to minimize disruption to ELC operations. HCS agrees to allow construction access within the designated project area and to support installation of temporary fencing to secure the construction site. During the construction period, HCS will implement a temporary bus drop-off location in front of the school building while work in the shared parking area is underway. Specifically, both parties understand the safety requirement of access by staff and students at the ELC to pathways (including windows and doors) at all times during construction while the ELC is in operation (6:00 a.m. – 6:00 p.m., Monday through Friday). This requirement can be coordinated through construction phasing, but must be upheld throughout the duration of the project.

Based on the property deed, prior agreements, and existing site utilities, the Library will assume the cost of project design. Recognizing the benefit of the parking improvements to the ELC and HCS as a whole, the Library proposes that the parties establish a mutually agreed-upon compensation structure specific to the parking portion of the project. This may include a proportional cost allocation, reimbursement framework, or another equitable arrangement based on usage and long-term benefit. This arrangement may be subject to attorney review and school board approval.

Upon completion of final construction drawings, updated pricing will be obtained from Midwest Construction. At that time, the parties will review the total project cost, including the parking component, and confirm their respective financial responsibilities prior to authorizing construction.

Following final design approval, the parties intend to establish appropriate easements to ensure continued access, circulation, and emergency egress between the properties. The parties also intend to develop a Memorandum of Understanding addressing shared use of the parking lot, snow removal responsibilities, maintenance responsibilities, and other operational considerations associated with the completed improvements.

Cromaine District Library and Hartland Consolidated Schools agree to continue working collaboratively and in good faith to advance the project in a manner that supports safe school operations and shared community use.

Cromaine District Library

Hartland Consolidated Schools

Name: _____

Name: Chuck Hughes_____

Title: _____

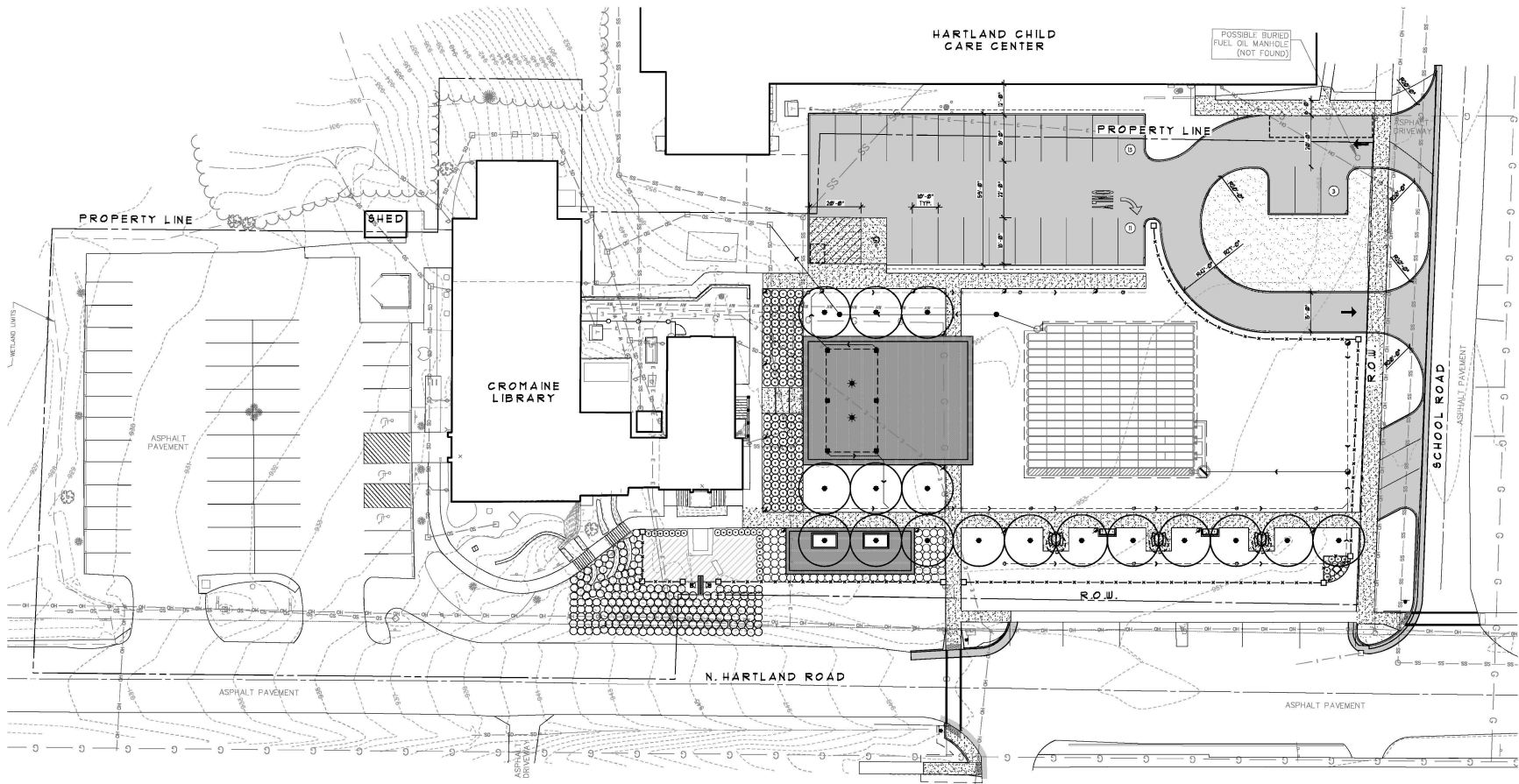
Title: Superintendent_____

Date: _____

Date: _____

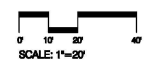
Signature: _____

Signature: _____



Landscape Legend:

- L.O.W. LIMIT OF WORK LINE
- EXISTING TREE, TYP.
- GAS LINE
- WATER MAIN
- SANITARY SEWER
- STORM DRAIN
- ELECTRIC LINE
- PROPOSED FENCE, TYP. - REFER TO PLANNING AND LAYOUT PLAN
- DRAIN TILE, TYP. - REFER TO GRADING PLAN
- FENCED GARDEN BY OTHERS TO REMAIN



**GRISSIM
METZ
ANDRIESE**
ASSOCIATES

Landscape Architecture
15000 Edward N. Hines Dr., Suite A
Plymouth, MI 48170
Ph: 248-347-7010

Project:
Cromaine Library Site Improvements
Hartland Township, Michigan

Sheet:
Landscape Plan Concept Overlay

Job Number: C79-241
Drawn: JFW
Checked: SLS
Scale: 1" = 20'

Date: 02/26/2026
Revised For: 02/26/2026 - Owner Review
03/05/2026 - Owner Review



Livingston
**EDUCATIONAL
SERVICE** Agency

Overview of the 2026-2027 budget
Prepared for constituent districts & board members



Livingston ESA Board of Education

- [Mrs. LuAnn Loy](#), President (Brighton). Current term expires June 30, 2029.
- [Mr. Donald K. Cortez](#), Vice-President (Howell). Current term expires June 30, 2029.
- [Mr. Harold Fryer](#), Secretary (Fowlerville). Current term expires June 30, 2031.
- [Mrs. Lisa Marcella-O'Leary](#), Treasurer (Hartland). Current term expires June 30, 2027.
- [Mrs. Cindy Michniewicz](#), Trustee (Pinckney). Current term expires June 30, 2031.



Our Goal

Share our proposed budget so that you have the information you need to carry out your role.

- Explain the budgeting process required by law
- Review your role in this process
- Address questions that you may have
- Support the need for supplemental budget sessions if requested



Process for Livingston ESA Budget Adoption

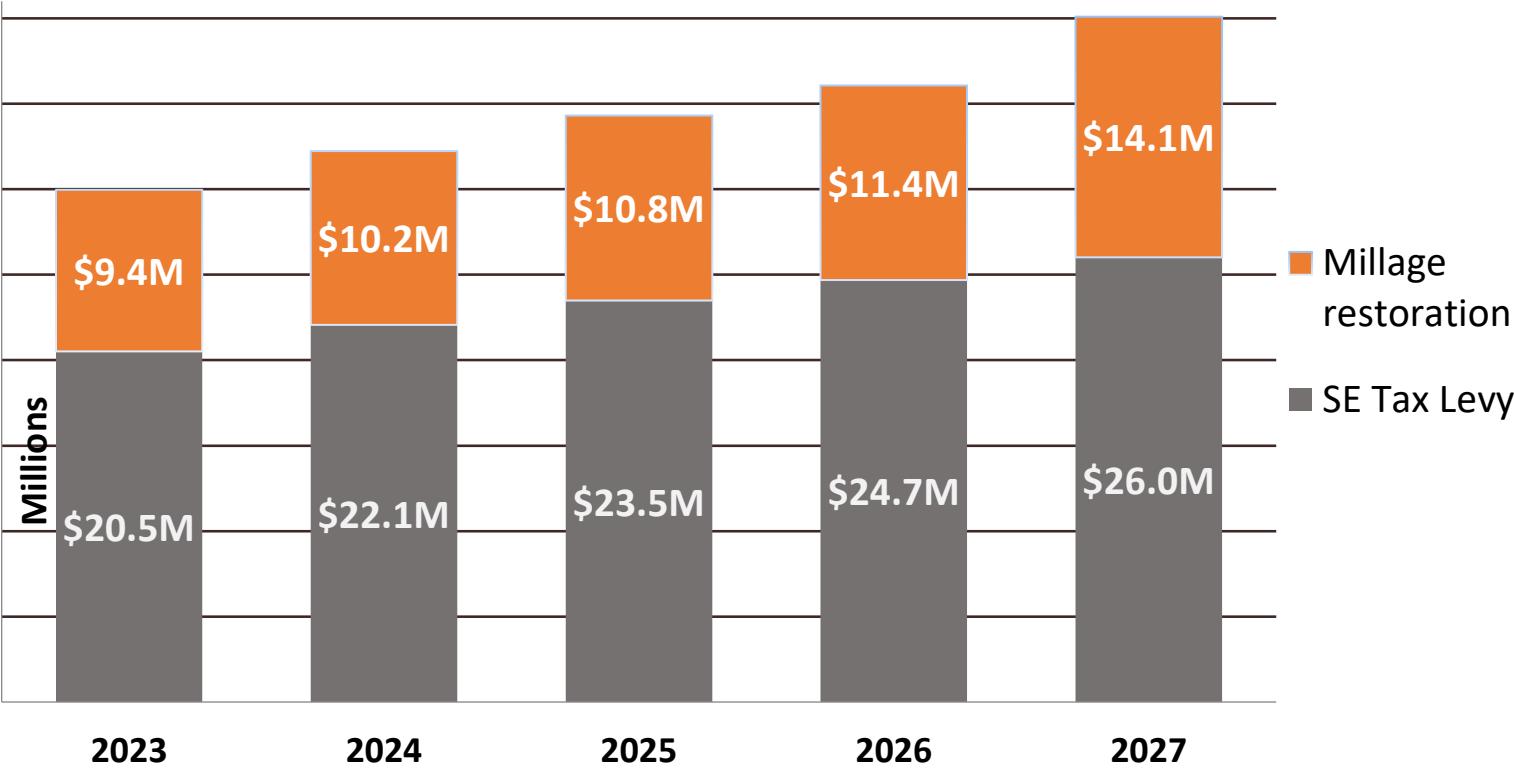
Section 624 of the Revised School Code created a process for the Livingston ESA general fund budget to be approved by local boards. The Agency has elected to present for consideration the Special Education Budget as well as the General Education Budget. The following calendar outlines the steps and deadlines for the process:

By May 1 st	The Livingston ESA school board submits the proposed General Education and Special Education Fund budget for the next school fiscal year to the board of each constituent district for review.
By June 1 st	Local boards review the Livingston ESA proposed budgets and adopt a resolution expressing support or disapproval; if disapproval, submit any specific objections and proposed changes to Livingston ESA
By June 30 th	Livingston ESA Board receives/considers any specific objections or proposed changes and holds the annual budget hearing to approve the budget



Financial Trends & Information

Special Education Fund Tax Levy



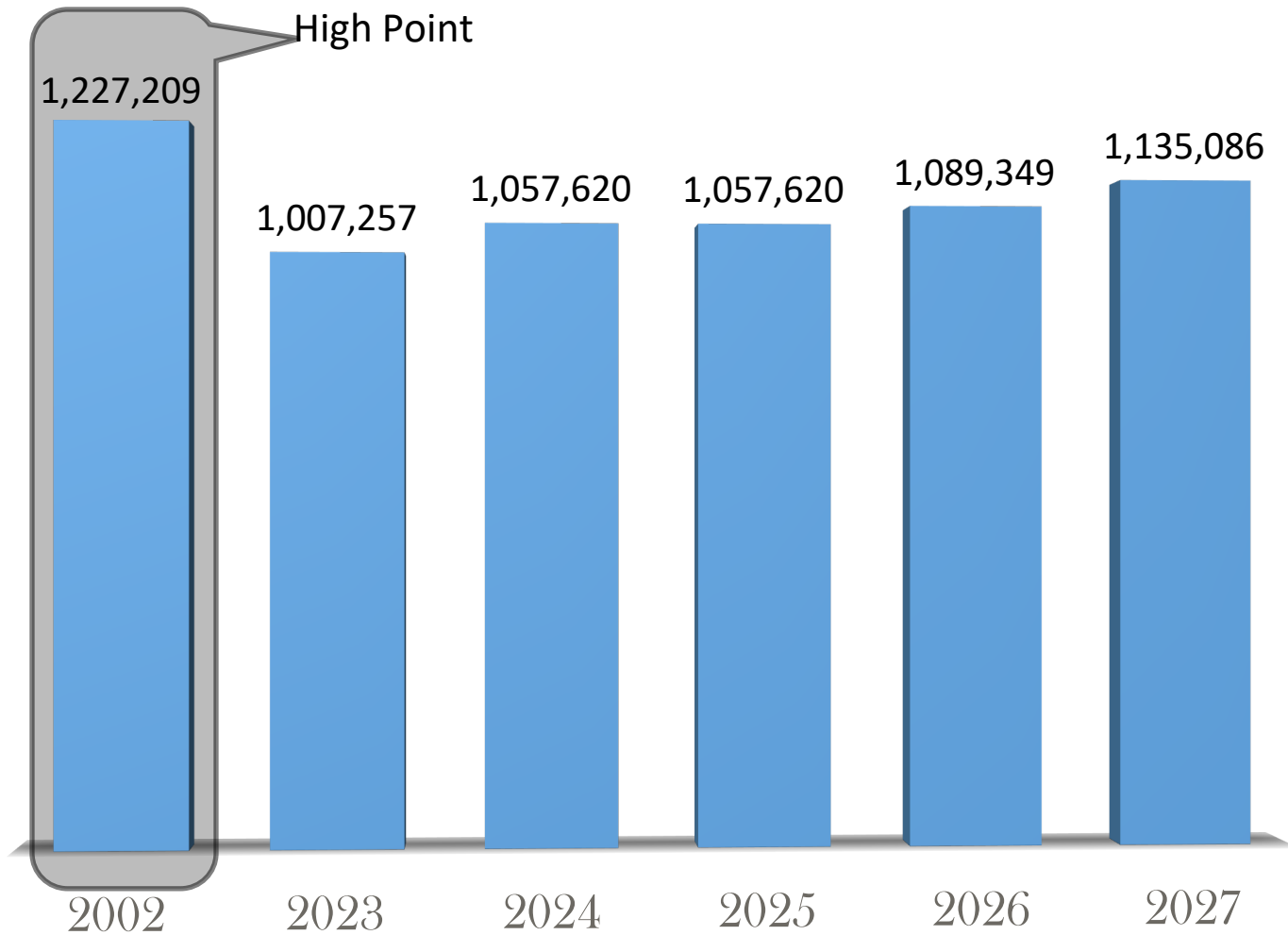
Average revenue growth since 2023 = 6%

*New Restoration starts in FY 2027



Financial Trends & Information

General Fund Section 81



Primary Budget Assumptions

(General & Special Education Funds)

- Section 81 Revenues – **2.5% increase**
- Taxable Values – **4.0 % increase plus restored millage**
- Wage Rates – **subject to negotiations**
- Retirement Rate - **41%- average rate (depends on employee plan)**
- Health Benefits - **“Hard Caps”**
- Annual Special Education Millage Distribution - **\$3,600,000**
- Headlee Restoration Millage Distribution - **\$14,000,000**
- Continuation of “One Time” Supplemental Millage Distribution - **\$500,000**



Livingston ESA Staffing Allocation

	Brighton	Fowlerville	Hartland	Howell	Pinckney	Pathway/ Early On*	Curriculum & Instruction	Career Development**	Ed. Center***	TOTALS
	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Administrative offices	6.0	1.6	2.4	9.0	4.2	19.1	3.0	9.0	23.2	77.5
Special Education Provider	33.7	17.2	27.7	38.5	13.9	36.3	-	-	-	167.3
Special Education Provider- County Wide	-	-	-	-	-	-	-	-	6.6	6.6
Special Education Teacher/Aide	2.1	-	2.4	5.2	-	94.6	-	-	-	104.3
Behavior Support	3.0	3.0	3.0	4.0	3.0	2.0	-	-	4.0	22.0
Transportation (Drivers, Mechanics, Aides)	24.0	-	37.0	42.0	26.0	83.0	-	-	-	212.0
Technology	4.2	3.0	-	-	-	1.0	-	-	1.7	10.0
Early Childhood (Head Start, GSRP)	23.9	3.0	21.6	40.0	12.0	-	-	-	11.0	111.5
	96.9	27.8	94.1	138.7	59.1	236.0	3.0	9.0	46.5	711.2
*Pathway/ Early On:										727
Includes Pathway school, Adult Transition programs, STEP, PREP, Early-On (0-3 years)										
**Career Development:										
Includes Career and Technical Education consortium (CTE, Adult Ed, Alternative Ed, Early Middle College)										
***Ed Center:										
Administrative offices include: A/P, Payroll, Student Count Auditor, Truancy, Medicaid, Special Education Compliance Monitoring/Support, Communications, HR, Administrative Assistants, Receptionist, Custodial/Maintenance, Superintendent, Assistant Superintendents										

Primary Expenditure Categories

Livingston ESA General & Special Education Funds	
Salaries & Benefits	65%
Outgoing Transfers <i>(84% to local districts)</i>	27%
Supplies & Materials, Purchased Services, Other	8%
Total	100%

Average Livingston County District	
Salaries & Benefits	72%
Outgoing Transfers	6%
Supplies & Materials, Purchased Services, Other	22%
Total	100%

*Local District %'s based on 2024-25 FID data for General Fund only

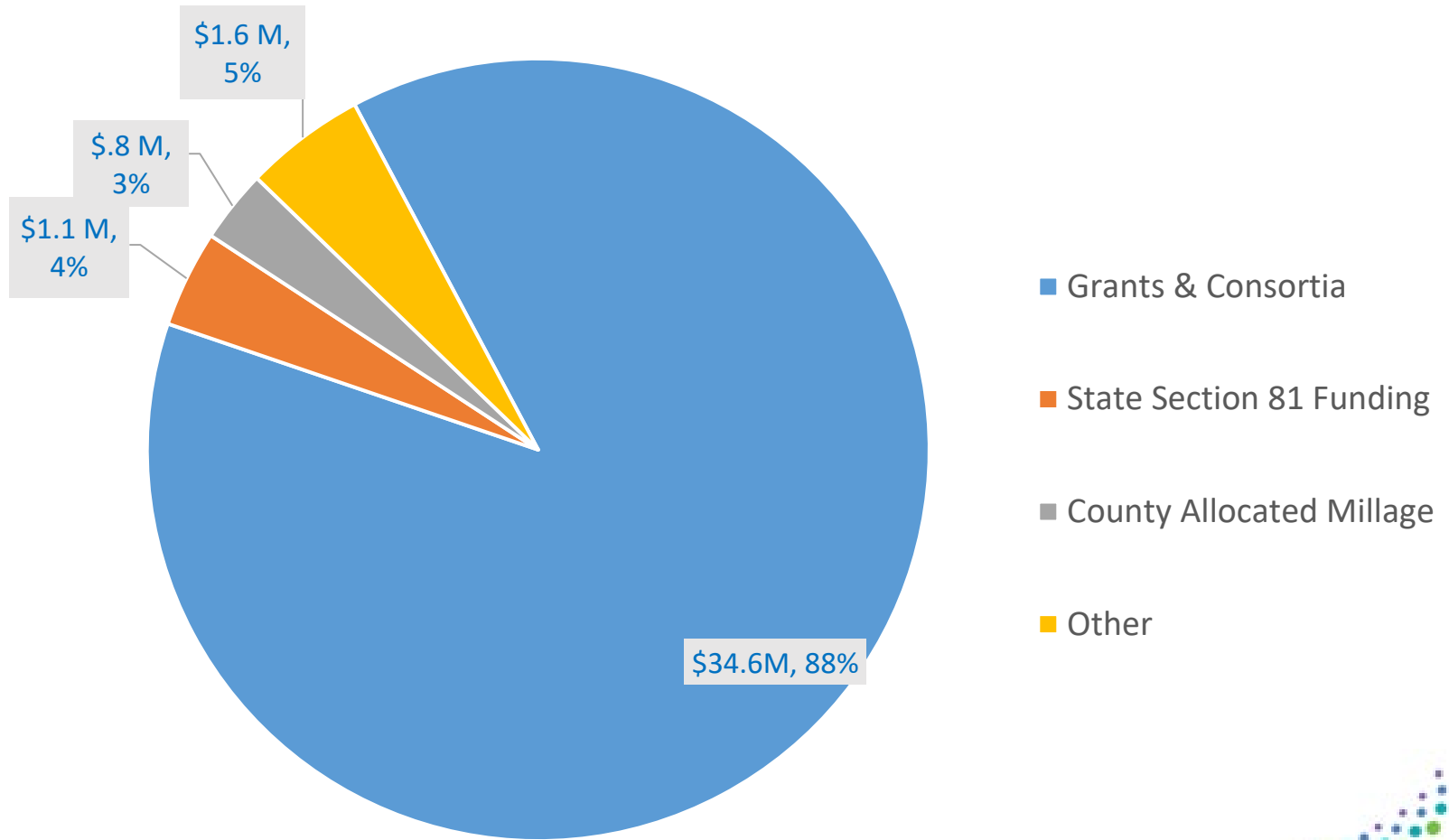


FY 2026-2027 Summary by Fund

	General Fund	Special Education Fund
Revenues	\$38,147,000	\$73,398,000
Expenditures	\$37,945,000	\$72,870,000
Surplus/(Deficit)	\$202,000	\$528,000
Beginning Fund Balance	\$4,297,000	\$13,757,000
Ending Fund Balance	\$4,499,000	\$14,285,000
Fund Balance % (expenditures)	12%	20%

General Education Fund Revenue Sources

2026-27 Revenue



General Education Fund Grants & Collaborative Service Budgets

Early Childhood Grants	\$15,372,000
Regional Transportation	9,983,000
Career Development	3,432,000
General Ed Transportation Payments	1,647,000
General Education Social Work/Mental Health	1,847,000
Technology Staff	978,000
WAY Alternative School	517,000
Administrative Software	440,000
Literacy Grants	375,000
Other (Regional Asst Grant, Homeless, Homebound etc.)	268,000
Total	\$34,859,000



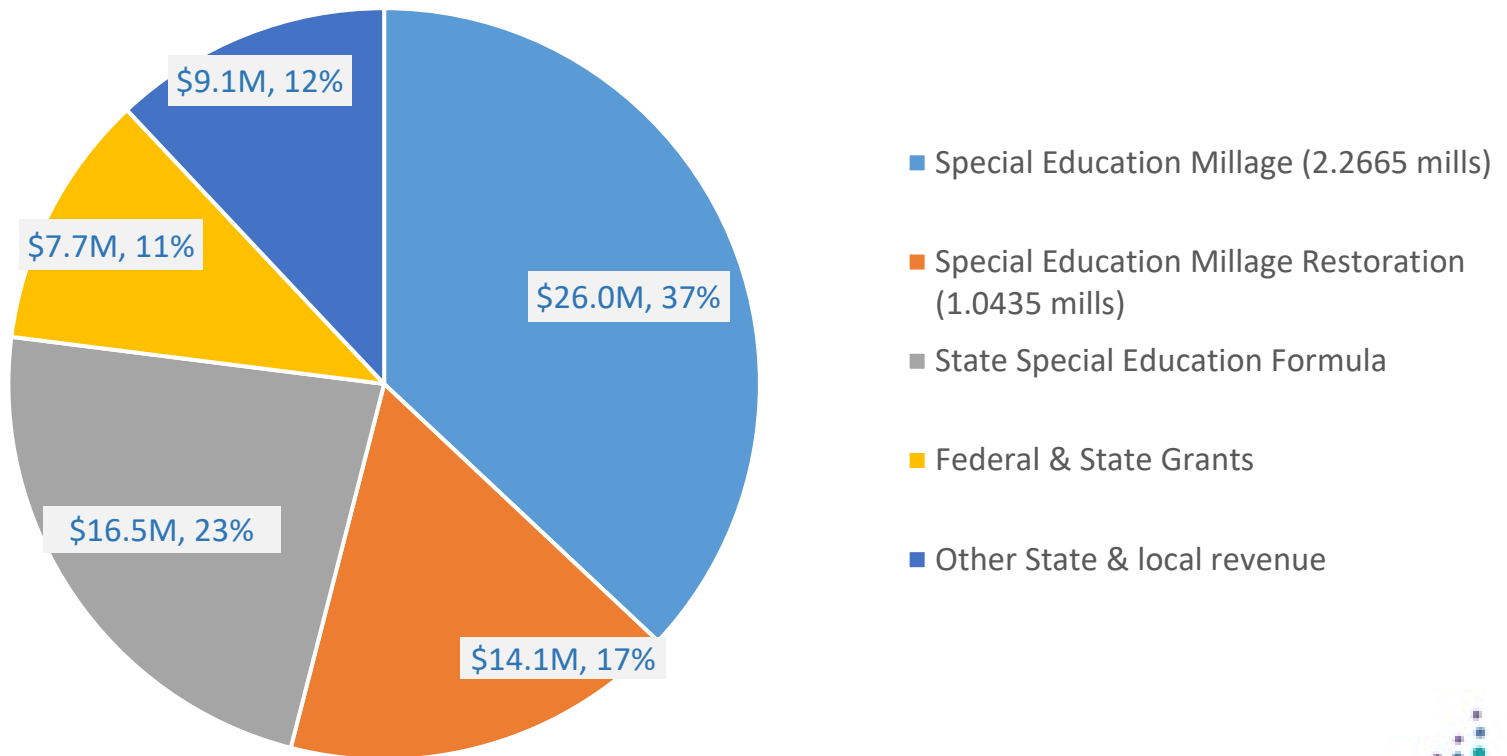
State & Local General Education Fund Expenditure Budgets

Administrative Services	\$2,005,000
Instructional Staff Development	901,000
County Truancy Officer/Pupil Accounting	180,000
TOTAL	\$3,086,000



Special Education Fund Revenue Sources

2026-27 Revenue



Special Education Fund Expenditure Budgets

Special Education Directors & Instructional Support Staff in Local Districts	\$33,114,000
Special Education Millage Distribution to Local Districts (Includes Headlee Restoration)	18,108,000
Center Based (Pathway) Special Education Programs	9,422,000
Specialized Transportation	6,800,000
Other Support Services (Special Education ISD Director, Compliance Monitoring, Finance, HR, Technology, Operations, Capital Outlay etc.)	5,426,000
Total	\$72,870,000



Budget Documents:

Appropriation Resolution & Budget Detail by Program

2026-2027 General Appropriation Resolution

RESOLVED, that this resolution shall be the general appropriations of the Livingston Educational Service Agency for the fiscal year beginning July 1, 2026 and ending June 30, 2027: A resolution to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all income received by the Livingston Educational Service Agency.

BE IT FURTHER RESOLVED, that the total revenue and unappropriated fund balance estimated to be available for appropriations in the **General Education Fund** of the Livingston Educational Service Agency for the fiscal year beginning July 1, 2026 and ending June 30, 2027 is as follows. Included in Local Revenue is LESA's share of allocated millage in the amount of \$753,439:

Revenue:	Original Budget
Local	\$1,248,634
State	20,872,844
Federal	2,697,158
Payments from Other Public Schools	13,323,684
Fund Modifications (Other Operating Transfers In)	5,000
Total Revenue	\$38,147,320
Fund Balance:	
Estimated Fund Balance, July 1, 2026	\$4,296,549
Less Non Spendable	0
Less Committed/Assigned	0
Fund Balance Available to Appropriate	\$4,296,549
Total Available to Appropriate	\$42,443,869

BE IT FURTHER RESOLVED, that \$37,945,046 of the total available to appropriate in the **General Education Fund** is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	Original
Instruction:	
Basic Programs	\$7,232,454
Added Needs	756,794
Adult and Continuing	137,008
Support Services:	
Pupil	2,664,421
Instruction Staff	3,041,656
General Administration	640,815
School Administration	1,427,378
Business	270,000
Operations/Maintenance	319,168
Transportation	11,867,763
Central	2,310,739
Other (mostly food service)	225,000
Community Services	188,102
Payments to Other Schools	6,623,246
Payments to Other Government Agencies	58,220
Other Financing Uses	182,282
Total Appropriated	\$37,945,046
Ending Fund Balance:	
Total Estimated Fund Balance, July 1, 2027	\$4,498,823
Less Committed	0
Less Assigned	0
Unassigned Fund Balance July 1, 2027	\$4,498,823



2026-2027 LE SA Budget

General Education Fund	Budget		Change	
	2025-26 Revised	2026-27	\$	%
Total Revenues	\$ 35,867,441	\$ 38,147,320		
Less Expenditures	(35,739,974)	(37,945,046)		
Net Surplus/ (Deficit)	\$127,467	\$202,274		
Estimated Beginning Fund Balance - July 1	4,189,082	4,296,549		
Estimated Ending Fund Balance - June 30	\$ 4,296,549	\$ 4,498,823		
Ending Fund Balance as a Percentage of Expenditures	12.0%	11.9%		
Programs				
General Education & Curriculum	966,986	951,163	(15,823)	-2%
Student programs	35,000	35,000	-	0%
Instructional Support	1,001,986	986,163	(15,823)	-2%
Community Relations/Communications	70,783	73,692	2,909	4%
Central Office Services	25,696	25,780	84	0%
Superintendent & Board of Education	500,944	520,215	19,271	4%
Administration - Superintendent & Board of Education	597,423	619,687	22,264	4%
Attendance Officer/Pupil Auditor	181,383	179,922	(1,461)	-1%
Technology Services	152,075	156,317	4,242	3%
AI Consultant	52,310	55,545	3,235	6%
Finance & HR	494,246	492,647	(1,599)	0%
Support Services	212,900	212,900	-	0%
Administration - Central Services	1,092,914	1,097,331	4,417	0%
Transportation Services	219,964	131,419	(88,545)	-40%
Operations & Maintenance	281,472	286,743	5,271	2%
Overhead	501,436	418,162	(83,274)	-17%
Career & Technical Education Consortium	2,743,125	2,912,914	169,789	6%
Adult Education	480,500	480,500	-	0%
WIOA Youth	67,958	68,195	237	0%
General Education Social Work	279,514	297,666	18,152	6%
Mental Health Grants	1,347,704	1,549,002	201,298	15%
Title I Regional Assistance Grant	105,000	33,500	(71,500)	-68%
Literacy Grants	385,000	385,000	-	0%
Homebound Services	79,770	78,884	(906)	-1%
WAY School	513,428	516,519	3,091	1%
Consortiums - Instructional	5,981,999	6,302,160	320,161	5%
Data Processing Consortium	440,000	440,000	-	0%
Homeless Coordinator	28,204	28,204	-	0%
Homeless Van	18,342	18,199	(143)	-1%
Regional Transportation Collaborative	9,850,421	9,983,137	132,716	1.3%
General Education Transportation Funding	1,647,327	1,647,327	-	0.0%
Bus Driver Training Grant	45,000	45,000	-	0%
Technology Consortium	946,256	977,775	31,519	3%
Consortiums - Support Services	12,975,550	13,139,742	164,192	1%
Great Start Collaborative	216,428	208,747	(7,679)	-4%
Head Start & Early Head Start	2,091,720	2,185,973	94,253	5%
Head Start Food Service	190,000	190,000	-	0%
Great Start Readiness Grant	11,090,520	12,797,081	1,706,561	15%
Early Childhood	13,588,666	15,381,801	1,793,135	13%
Total General Fund Expenditures	35,739,974	37,945,046	2,205,072	6%

Additional Information

- Additional Information is available by contacting:
 - Dr. Michael Hubert, Livingston ESA Superintendent, mike@livingstonesa.org
 - Stephanie L. Weese, Livingston ESA Assistant Superintendent for Administrative Services, stephanieweese@livingstonesa.org
 - Laura Walters, Livingston ESA Finance & Budget Director, laurawalters@livingstonesa.org
 - Or, visiting the Agency website at www.livingstonesa.org



General Education Fund	Budget		Change	
	2025-26 Revised	2026-27	\$	%
Total Revenues	\$ 35,867,441	\$ 38,147,320		
Less Expenditures	(35,739,974)	(37,945,046)		
Net Surplus/ (Deficit)	\$127,467	\$202,274		
Estimated Beginning Fund Balance - July 1	4,169,082	4,296,549		
Estimated Ending Fund Balance - June 30	\$ 4,296,549	\$ 4,498,823		
Ending Fund Balance as a Percentage of Expenditures	12.0%	11.9%		
Programs				
General Education & Curriculum	966,986	951,163	(15,823)	-2%
Student programs	35,000	35,000	-	0%
Instructional Support	1,001,986	986,163	(15,823)	-2%
Community Relations/Communications	70,783	73,692	2,909	4%
Central Office Services	25,696	25,780	84	0%
Superintendent & Board of Education	500,944	520,215	19,271	4%
Administration - Superintendent & Board of Education	597,423	619,687	22,264	4%
Attendance Officer/Pupil Auditor	181,383	179,922	(1,461)	-1%
Technology Services	152,075	156,317	4,242	3%
AI Consultant	52,310	55,545	3,235	6%
Finance & HR	494,246	492,647	(1,599)	0%
Support Services	212,900	212,900	-	0%
Administration - Central Services	1,092,914	1,097,331	4,417	0%
Transportation Services	219,964	131,419	(88,545)	-40% 1
Operations & Maintenance	281,472	286,743	5,271	2%
Overhead	501,436	418,162	(83,274)	-17%
Career & Technical Education Consortium	2,743,125	2,912,914	169,789	6% 2
Adult Education	460,500	460,500	-	0%
WIOA Youth	67,958	68,195	237	0%
General Education Social Work	279,514	297,666	18,152	6%
Mental Health Grants	1,347,704	1,549,002	201,298	15% 3
Title I Regional Assistance Grant	105,000	33,500	(71,500)	-68% 4
Literacy Grants	385,000	385,000	-	0%
Homebound Services	79,770	78,864	(906)	-1%
WAY School	513,428	516,519	3,091	1%
Consortiums - Instructional	5,981,999	6,302,160	320,161	5%
Data Processing Consortium	440,000	440,000	-	0%
Homeless Coordinator	28,204	28,204	-	0%
Homeless Van	18,342	18,199	(143)	-1%
Regional Transportation Collaborative	9,850,421	9,983,137	132,716	1.3% 5
General Education Transportation Funding	1,647,327	1,647,327	-	0.0%
Bus Driver Training Grant	45,000	45,000	-	0%
Technology Consortium	946,256	977,875	31,619	3%
Consortiums - Support Services	12,975,550	13,139,742	164,192	1%
Great Start Collaborative	216,426	208,747	(7,679)	-4%
Head Start & Early Head Start	2,091,720	2,185,973	94,253	5%
Head Start Food Service	190,000	190,000	-	0%
Great Start Readiness Grant	11,090,520	12,797,081	1,706,561	15% 6
Early Childhood	13,588,666	15,381,801	1,793,135	13%
Total General Fund Expenditures	35,739,974	37,945,046	2,205,072	6%

Notes:

1. Decrease attributable to a one-time transportation staff payment in the current year not planned for 2026-27.
2. Increase due to additional State grant funding for CTE and Early Middle College programs.
3. Increase due to additional staff added for mental health services in 2026-27.
4. Decrease due to anticipated discontinuation of Regional Assistance Grant funding as of 10/1/26.
5. Increase due to planned adjustments to salary and benefits for drivers and transportation staff, as well as adjustments to supplies and software.
6. Increase due to higher projected GSRP slot allocations for FY 2026-27.

Special Education Fund	Budget		Change	
	2025-26 Revised	2026-27	\$	%
	Total Revenues	\$ 68,539,990	\$ 73,398,609	
Less Expenditures	(68,329,933)	(72,870,344)		
Net Surplus/(Deficit)	\$210,057	\$528,265		
Estimated Beginning Fund Balance - July 1	13,547,123	13,757,180		
Estimated Ending Fund Balance - June 30	\$ 13,757,180	\$ 14,285,445		
Ending Fund Balance as a Percentage of Expenditures	20.1%	19.6%		

Programs

Cognitive Impairment Programs - Moderate & Severe	7,481,941	8,435,210	953,269	13%	1
Early Childhood Developmental Delay Programs	971,316	1,322,370	351,054	36%	2
Instructional Programs	8,453,257	9,757,580	1,304,323	15%	
Assistive Technology Programs	466,951	498,920	31,969	7%	
Nursing Programs	311,984	324,593	12,609	4%	
Occupational Therapist Programs	2,557,439	2,718,134	160,695	6%	3
Orientation/Mobility Programs	30,858	32,841	1,983	6%	
Physical Therapist Programs	630,980	674,468	43,488	7%	
Psychology Programs	3,631,858	4,071,996	440,138	12%	2
Social Worker Programs	5,041,383	5,442,725	401,342	8%	3
Hearing Impaired Programs	281,696	302,091	20,395	7%	
Speech and Language Impairment Programs	7,626,276	8,573,424	947,148	12%	2
Program Consultants	2,282,491	2,671,171	388,680	17%	2
Early On Services	2,723,182	2,902,503	179,321	7%	3
Visually Impaired Programs	148,942	156,877	7,935	5%	
Work Study Programs	593,001	558,080	(34,921)	-6%	
Project Search/START grant	138,094	151,476	13,382	10%	
Proportionate Share (private school support requirement- IDEA)	358,000	358,000	-	0%	
Instructional Support Programs	26,823,135	29,437,299	2,614,164	10%	
Transportation	6,408,213	6,799,784	391,571	6%	4
Operations & Maintenance	718,420	726,260	7,840	1%	
Transportation & Operations Services	7,126,633	7,526,044	399,411	6%	
Superintendent & Board of Education	172,084	175,182	3,098	2%	
Other Central Office Services	59,421	59,482	61	0%	
Community Relations/Communications	144,301	149,981	5,680	4%	
Administration- Superintendent & Board of Education	375,806	384,645	8,839	2%	
Administration - Directors	3,421,692	3,676,889	255,197	7%	2
Administration - School Based	3,421,692	3,676,889	255,197	7%	
Administration - Assistant Superintendent of Special Education	513,724	514,082	358	0%	
Administration - Fiscal/HR Services	1,107,833	1,111,883	4,050	0%	
Technology Services	483,523	493,431	9,908	2%	
AI Consultant	129,638	136,812	7,174	6%	
Compliance Monitoring Programs	187,535	187,535	-	0%	
Attendance Officer/Pupil Auditor	18,161	18,001	(160)	-1%	
School Resource Officer	100,000	100,000	-	0%	
Visual Imaging	8,500	8,500	-	0%	
Administration - Central Services	2,548,914	2,570,244	21,330	1%	
Support Services & SE distribution to local districts	19,580,496	19,517,643	(62,853)	0%	
Operational Support and Overhead	19,580,496	19,517,643	(62,853)	0%	
Total Special Education Fund Expenditures	68,329,933	72,870,344	4,540,411	7%	

Notes:

1. Increase attributed to the restoration of current year staff vacancies, contractual compensation adjustments, and anticipated health care and benefit cost increases; includes MOCI/SCI program adjustments to support projected needs for FY 2026–27.
2. Increase attributed to restoration of staff vacancies from this year, normal staff step and scale adjustments per contract, and anticipated health care and benefit cost increases.
3. Increase attributed to normal staff step and scale adjustments per contract, and anticipated health care and benefit cost increases.
4. Increase due to planned adjustments to salary and benefits for drivers and transportation staff, as well as adjustments to capital outlay, supplies, and software, including an additional 0.6 FTE supervisor position.