



ADRIAN PUBLIC SCHOOLS

Tradition of Opportunities
Future of Possibilities

Agenda

Regular Meeting
Monday, August 25, 2025
AHS, B100
6:00 p.m.

A. Call to Order

1. Pledge of Allegiance
2. Approval of Agenda
3. Mission Statement
4. Good News Reports
5. Communications
 - a. Retirement of Lisa Cunningham

B. Recommended Action

1. Consent Agenda
 - a. Approval of August 11, 2025, Regular Minutes
 - b. New Hires
 - i. Katelynn Proffitt, Food Service
 - ii. Sarah Dick, Paraprofessional
 - iii. Sarah Veres, Paraprofessional
 - iv. Emilie Cadmus, Head Start
 - v. Cristina Ramos, Paraprofessional
 - vi. Josie Bulgarella, Teacher
 - vii. Scott Cartmell, Paraprofessional
 - viii. Gayette McFarland, Head Start
 - ix. Sammy Lafata, Graduation Coach
 - x. Sarah Oaklief, Media Paraprofessional
 - xi. Zakkary Lawrence, Payroll Coordinator
2. Business Requiring Board Action
 - a. Approval of revisions to board policies, 4221 Employee Speech and 5407 Instructional Program and Curriculum Development
3. Business Requiring Future Board Action
 - a. First reading for Merit pay for Individual contracts
 - b. First reading for merit pay for BAA

C. Reports from the Superintendent and Staff

- a. 2025-26 School year
- b. District Goals

D. Future Meetings and Business

1. Board Committee Reports, Finance, Personnel, Curriculum
2. Board Member Comments
3. Meeting Dates and Upcoming Events

August 28, 2025, First Home Football game

September 8, 2025, BOE Meeting, 6:00 p.m. B100

E. Public Comment ('Request to Participate Form' must be filled out and given to Angie Schaffer before Section D (Future Meetings and Business) on the agenda

F. Closed Session

G. Adjournment

In partnership with families and our community, Adrian Public Schools provides a quality education, challenging students to excel academically and inspiring them to become contributing citizens within our diverse, ever-changing society.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nate Parker

PURPOSE:

The retirement of Lisa Cunningham.

EXPLANATION:

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Lisa has submitted her retirement from Adrian Public Schools.

RECOMMENDATION:

The Superintendent recommends that the Adrian Board of Education acknowledge Lisa Cunningham's resignation effective September 30, 2025.

MINUTES OF THE REGULAR MEETING OF THE ADRIAN BOARD OF
EDUCATION, AUGUST 11, 2025, ADRIAN HIGH SCHOOL, B100

MEETING CALLED
TO ORDER

President Ferguson called the Adrian Board of Education meeting to order
at 6:01 pm.

The Pledge of Allegiance was recited.

PLEDGE RECITED

PRESENT: Trustees: Baucher, Buku, Dunn, Lewis, Marks, Solis-Gautz,
and President Ferguson

ABSENT: None

AGENDA
APPROVED

Moved by Baucher, supported by Marks, that the Adrian Board of Education
approve the agenda.

Motion carried

MISSION
STATEMENT

Trustee Buku recited the District's mission statement as a reminder of its
purpose and direction.

Lance Smiddy and Nathan Coburn were recognized as Bicentennial Time
Capsule essay winners. Their essays will be read when the capsule is
opened in 50 years.

GOOD NEWS
REPORT

The District recognized the resignations of Amanda Burgermeister and
Socorro Tabbert.

COMMUNICATIONS

Moved by Marks, supported by Dunn, that the Adrian Board of Education
approve the consent agenda.

The consent agenda included the following items:

- a. Minutes from July 28, 2025, Regular Meeting
- b. New Hires: Shawna Eversole, Abby Spangler, and
Andrea Morgan

CONSENT
AGENDA

Motion carried.

Moved by Solis-Gautz, supported by Lewis, that the board approve the
Renaissance Start K-12 assessments. One of the primary reasons for the
change is Renaissance's ability to provide more robust and actionable
reporting, including standards-based reports that align closely with
classroom instruction and support targeted intervention and enrichment.

RENAISSANCE
ASSESSMENTS

Motion carried.

Moved by Baucher, supported by Buku, that the board approve updates
to board policies at the recommendation of Thrun Policy Services. The
policies included in the updates are 2504, 3110, 3115, 3115A, 3118,
3201, 3211, 3301, 3301A, 3304, 3307, 3402, 3407, 3408, 4101, 4103,
4105B, 4106, 4403, 4407, 4408, 4409, 5104, 5202, 5401, 5405, 5406,
5411, 5420, 5603, 5701, 5707, 5712.

POLICY
REVISIONS

Motion carried.

Moved by Marks, supported by Dunn, that the board approve the contract with Adams Property Services for snow removal. The extension is the same as the 2023 rates.

SNOW REMOVAL

Motion carried.

Moved by Lewis, supported by Buku, that the board renew the Quality Driver Training Services agreement. There are no changes to the agreement, and students currently enrolled at APS receive segment two of the driver's education course at no cost in exchange for the use of a classroom at the high school.

DRIVER TRAINING

Motion carried.

Moved by Marks, supported by Buku, that the board approve the ratifying resolution, which accepts the sale of the school improvement bond on behalf of the District with a par value of \$3.7 million.

SCHOOL
IMPROVEMENT
BOND

Motion carried.

Moved by Baucher, supported by Buku, that the board approve donations from The Maple Fans Club, Adrian Fuel, and Adrian Mechanical Services.

DONATIONS

Motion carried.

The board reviewed updates to board policies 4221 and 5407.

POLICIES

Emily Gifford, Theater Coordinator, provided an update on the summer Drama Camp. Eighty-one students in grades 2nd through 6th rehearsed for two weeks before their two performances of Winnie the Pooh. Over the two days, more than 900 people attended. Nineteen students in grades 7 through 12 participated in the production camp. These students created choreography, scenes, props, costumes, lighting, and sound for the production. Vice President Baucher asked, "Is this camp limited to just APS students?" Ms. Gifford responded, "We do have some homeschooled students participating. There is limited space available." Superintendent Parker commented, "Great things are happening at APS even during the summer."

REPORTS FROM
THE
SUPERINTENDENT
AND STAFF

Mr. Parker told the board, "Ninety-five students participated in Summer Band camp. Mrs. Powers would be here to give the full report, but she is working with the band as we meet. Two events topped off the week. Parents of students met at Maple Stadium to see the performance, and the band performed at Cedar Point."

Trustee Marks reported that the Finance Committee had met and discussed the state budget, refunding of 2016 bond, and the business office transition.

FINANCE
COMMITTEE

Trustee Marks said, "I have a senior in band, and Mrs. Powers is doing a great job."

BOARD MEMBER
COMMENTS

There being no further business, Baucher moved, supported by Trustee Marks, that the meeting be adjourned.

ADJOURNMENT

The motion carried by a 7-0 vote.

The meeting adjourned at 6:38 pm.

Beth Ferguson, President

Mike Buku, Secretary

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend hiring a food service van driver for Adrian Public Schools.

EXPLANATION:

Shelley Miller and her interview team recommend Katelynn Proffitt as the food service van driver for Adrian Public Schools. Katelynn has three (3) years of experience working as a van driver.

RECOMMENDATION:

The HR Director recommends Katelynn Proffitt be hired as a food service van driver for Adrian Public Schools, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend hiring a special education paraprofessional for Prairie Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Sarah Dick as a paraprofessional for Prairie Elementary. Sarah has two (2) years of experience working in customer service.

RECOMMENDATION:

The HR Director recommends Sarah Dick to be hired as a paraprofessional at Prairie Elementary, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend hiring a special education paraprofessional for Alexander Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Sarah Veres as a paraprofessional for Alexander Elementary. Sarah has four (4) years of experience working in customer service.

RECOMMENDATION:

The HR Director recommends Sarah Veres to be hired as a paraprofessional at Alexander Elementary, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE

To recommend the hiring of a Head Start Teacher at Drager Early Education Center.

EXPLANATION:

Mary Bruggenwirth and her interview team recommend Emilie Cadmus as a Head Start Teacher. Emilie has ten (10) years of experience working in a Head Start program. She has a Bachelor's in Elementary Education from Adrian College.

RECOMMENDATION:

The HR Director recommends that Emilie Cadmus be hired as a teacher for Head Start, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend hiring a special education paraprofessional for Prairie Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Cristina Ramos as a paraprofessional for Prairie Elementary. Cristina has three (3) years of experience working in customer service.

RECOMMENDATION:

The HR Director recommends Cristina Ramos to be hired as a paraprofessional at Prairie Elementary, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a full-time (1.0 FTE) elementary teacher at Adrian Public Schools.

EXPLANATION:

Callie Yatzek and her interview team recommend Josie Bulgarella as a full-time elementary teacher at Prairie Elementary. Josie has four (4) years of teaching experience. She has a Bachelor of Applied Arts in Child Development from Central Michigan University.

RECOMMENDATION:

The HR Director recommends hiring Josie Bulgarella as a full-time elementary education teacher at Prairie Elementary, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend hiring a special education paraprofessional for Alexander Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Scott Cartmell as a paraprofessional for Alexander Elementary. Scott has three (3) years of experience working as a carpenter and in customer service.

RECOMMENDATION:

The HR Director recommends Scott Cartmell to be hired as a paraprofessional at Alexander Elementary, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE

To recommend the hiring of a Head Start Teacher at Drager Early Education Center.

EXPLANATION:

Mary Bruggenwirth and her interview team recommend Gayette McFarland as a Head Start Teacher. Gayette has nine (9) years of experience working in a Head Start program.

RECOMMENDATION:

The HR Director recommends that Gayette McFarland be hired as a teacher for Head Start, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a Graduation Coach for Adrian High School.

EXPLANATION:

Sam Skeels and his interview team recommend Sammy Lafata as a graduation coach for Adrian Public Schools. Sammy has a Bachelor of Arts in Education from Adrian College.

RECOMMENDATION:

The HR Director recommends that Sammy Lafata be hired as a Graduation Coach for Adrian High School, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a Media Paraprofessional for Springbrook Middle School.

EXPLANATION:

Adam Benschooter and his interview team recommend Sarah Oaklief for the position of Media Paraprofessional at Springbrook Middle School. Sarah brings three years of librarian experience and holds strong academic credentials, including a Bachelor's degree in Secondary English Education and Communications from Cornerstone University and a Master's degree in Library Science and English Creative Writing from the University of Wisconsin.

RECOMMENDATION:

The HR Director recommends Sarah Oaklief to be hired as the Media Paraprofessional for Springbrook Middle School, effective for the 2025-2026 school year.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nikki Culley

PURPOSE

To recommend the hiring of a full-time Payroll Coordinator.

EXPLANATION:

Dan Peña and his interview team recommend Zakkary Lawrence for the position of Payroll Coordinator. Zakkary holds a Bachelor's degree in Business Administration from Eastern Michigan University and brings three years of experience working in Payroll and Accounts Payable at the Jackson Intermediate School District. Zakkary also recently completed his Business Office Manager Certification through MSBO.

RECOMMENDATION:

The HR Director recommends that Zakkary Lawrence be hired as the Payroll Coordinator, effective September 8, 2025.

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Nate Parker

PURPOSE: To approve changes to board policies.

EXPLANATION:

As part of our partnership with Thrun Policy Services, Thrun will update our policies as needed. The policy revisions are attached. These were not part of the original reading of the summer updates and were added after the first reading for the rest of the policies in the summer update in light of recent Supreme Court Case Rulings.

4221 Employee Speech- reference to opt-out procedures in Policy 5407

5407 Instructional Program and Curriculum Development-

RECOMMENDATION:

The Superintendent recommends that the Adrian Board of Education approve revisions to board policies.

Series 4000: District Employment

4200 Employee Conduct and Ethics

4221 Employee Speech

As role models, employees must exercise sound judgment in their interactions with students, Parents, and members of the community and maintain a high degree of professionalism and objectivity. Employees must act within the scope of their respective duties and responsibilities.

A. Curriculum, Instruction, and Controversial Topics

During instruction and discussion of controversial issues, employees must follow these guidelines:

1. the issues discussed must be relevant to the curriculum and be part of a planned educational program;
2. students and Parents must have free access to appropriate materials and information for analysis and evaluation of the issues;
3. employees must allow discussion of a variety of viewpoints so long as that discussion does not substantially disrupt the educational environment;
4. the topic and materials used must be within the students' range, knowledge, maturity, and competence;
5. employees must obtain pre-approval from the building principal before instructing students about sensitive or controversial issues;
6. employees must not advocate partisan causes, sectarian religious views, or self-propaganda of any kind during school or school-related functions. Employees may express a personal opinion as long as students are encouraged to reach independent decisions; and
7. if a Parent objects to their student's instructional materials, employees will refer the Parent to Policy 5407 and Form 5407-F.

Employees who are unsure of their obligations must confer with their building principal or supervisor.

B. Speech on Matters of Public Concern

The District respects and supports its employees' right as citizens to exercise free speech in a responsible manner.

Free speech rights are not absolute and are subject to restriction when the employee is acting within the course and scope of their employment.

When speaking as a citizen on a matter of public concern, an employee must not make written, verbal, online, or nonverbal statements that cause a substantial disruption to the school environment, violate federal or state law, or otherwise violate these Policies. An employee's right as a citizen to comment upon matters of public concern must be balanced against the District's interest in promoting the efficiency of the public services it performs through its employees.

Employees do not speak on behalf of the District or a school unless specifically authorized by the Board or Superintendent.

Legal authority: U.S. CONST. amend. I; Const 1963, art I, § 5

Date adopted: September 13, 2021

Date revised: August 25, 2025

Series 5000: Students, Curriculum, and Academic Matters

5400 Curriculum, Instruction, and Parent Involvement

5407 Instructional Program and Curriculum Development

The District will provide students with at least the minimum number of instructional hours and days each school year required by the state for full state aid funding. The District may deviate from this requirement only as permitted by state law.

The Board, advised by the Superintendent, will adopt a curriculum and procure textbooks and materials to support the curriculum.

The Superintendent or designee is responsible for providing and directing District-wide planning for curriculum, instruction, assessment, and staff development in accordance with Policy 2203. Committees consisting of educational professionals, including administrators, and community members, may be established to design instructional strategies and assessments to implement the curriculum.

A. Parent Rights

As described in Policy 5401, the District will provide a Parent the opportunity to review District-approved curriculum, textbooks, and instructional materials upon request to the building principal. See Policy 5401 for appropriate procedures.

B. Complaints about Instructional Materials

If a Parent objects to their student's instructional materials, the following procedures will apply:

1. First Level – Objection to Building Principal. The Parent must submit an objection and explanation in writing to the building principal using Form 5407-F. The building principal will review the Parent's objection and the objected materials to determine whether:
 - a. the stated objection outweighs the educational and pedagogical reasons the material was selected;
 - b. the materials require the student to engage in conduct or practice that violates or substantially interferes with the student's sincerely held religious belief or religious development;
 - c. the materials lack serious educational, literary, artistic, political, or scientific value for the age range of the students in question; or
 - d. the materials are inappropriate or harmful for the age range of the students in question.

The building principal will confer with the teacher as part of their review of the Parent's objection.

The building principal will provide all parties with a written response granting or denying the Parent's objection within 10 school days. If the Parent's objection is granted, the student will be excused from this instructional material with no negative consequence.

Second Level - Superintendent Review. If the Parent disagrees with the building principal's response, the Parent may submit a written appeal to the Superintendent within 5 school days after receiving the building principal's response. The Superintendent will review the Parent's written objection, the building principal's written response, the Parent's written appeal, the materials being challenged, and any other information the Superintendent deems relevant. The Superintendent will issue a written decision within 30 calendar days of receiving the appeal based on the factors described in Section 1 above. The Superintendent's decision is final. If the Parent's appeal is granted, the student will be excused from this instructional material with no negative consequence.

C. Complaints about Library Materials

1. If a Parent objects to materials in the school library, the Parent must submit an objection and explanation in writing to the Superintendent, identifying:
 - a. the basis for the objection;
 - b. any recent known use of the library materials in the school; and
 - c. any other relevant information.
2. The Superintendent will review the written objection and the materials in question in their totality to determine whether:
 - a. the materials lack serious educational, literary, artistic, political, or scientific value for the age range of the students in question; or
 - b. the materials are inappropriate or harmful for the age range of the students in question.

The Superintendent may, in his or her sole discretion, designate review to another administrator or employee. The Superintendent or designee will endeavor to provide a written response to the Parent within 30 calendar days after receiving the objection. The Superintendent or designee's decision is final.

The District will not restrict access to the challenged material during the review process.

Legal Authority: MCL 380.1137; MCL 388.1706; *Mahmoud v Taylor*, 606 US __ (2025)

Date adopted: September 13, 2021

Date revised: May 9, 2022, August 28, 2023, September 9, 2024

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Dan Peña

PURPOSE: To review the resolution for merit pay for non-union employees for 2025-26.

EXPLANATION:

As stated in the attached resolution, “Section 1250 of the Revised School Code, as amended, requires the District to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for District administrators and teachers.” For employees who have individual contracts, the board has the option to approve merit pay through a resolution.

Merit pay for non-union employees will be paid based on individuals meeting the following criteria, for 2025-26:

- Effective or highly effective overall evaluation rating with no sub-categories as ineffective in 2025-26, or the prior year if the evaluation cycle is once every two years
- Successful completion of goals where applicable
- Maximum payout, or cap, per person of up to \$500
- Employed as of October 1, 2025, and June 1, 2026

RECOMMENDATION:

The CFO recommends that the Adrian Board of Education review the non-union merit pay resolution for 2025-26, for approval at the next board meeting.

NON-UNION EMPLOYEE MERIT PAY FOR 2025-26

Adrian Public Schools (the "District").

A regular meeting of the Board of Education of Adrian Public Schools was held at Adrian High School, Room B100:

on September 8, 2025, at 6:00 p.m.

The meeting was called to order by _____.

Present: Members, _____

Absent: Members, _____

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

WHEREAS:

1. Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers
2. Merit pay shall be awarded for such non-union employees listed below, meeting the following criteria for 2025-26:
 - a. Criteria for earning merit pay:
 - i. "Effective" or "highly effective" overall evaluation rating with no sub-categories as "ineffective" in 2025-26 or for those employees evaluated every other year in 2024-25
 - ii. Employee must be employed as of October 1, 2025, and June 1, 2026
 - iii. Graduation Coaches-Not exceeding seven (7) leave days during the 2025-26 school year.
 - b. The total payout will be shared equally amongst those employees meeting the criteria, with a maximum of \$500 per person, paid out by the last pay in June 2026.
 - c. Employee classifications included are: Pupil Accounting Coordinator, Accounting Assistant, Administrative Assistant to Superintendent, Administrative Assistant to Food Service, Facilities Coordinator, Help Desk Manager, Technology Specialist (two), Administrative Assistant for State & Federal Programs, School Nurse, Director of Community Recreation and Communications, Parent Involvement Coordinators, Mental Health Professionals (five), Hall Monitor (two), Adult Ed Lead Teacher, Lead Teacher – Alternative/Virtual, Adrian Community Education Center Dean of Students, Adult Education Teacher, and Graduation Coaches.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The Board of Education has reviewed the proposed merit pay in accordance with Section 1250 of the Revised School Code, as amended, and by the adoption of this resolution, approves the criteria and amount identified for merit pay for the 2025-26 school year.
2. All resolutions and parts of resolutions insofar as they conflict with the procedures of this resolution be, and the same are hereby rescinded.

Ayes: Members, Trustees _____

Nays: Members _____

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Adrian Public School District, Michigan, hereby certifies that the foregoing is a true and complete copy of the a resolution adopted by the Board of Education at a regular meeting held on September 8, 2025, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

EXECUTIVE SUMMARY

DATE: August 25, 2025

CONTACT PERSON: Dan Peña

PURPOSE: To review the resolution for merit pay for (BAA) Building Administrative Assistant employees for 2025-26.

EXPLANATION:

As stated in the attached resolution, “Section 1250 of the Revised School Code, as amended, requires the District to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for District administrators and teachers.” While merit pay is not required for Administrative Assistants, the board still has the option to approve this pay for this group, and may do so through a resolution.

Merit pay for BAA-Building Administrative Assistant employees will be paid based on individuals meeting the following criteria, for 2025-26:

- Effective or highly effective overall evaluation rating with no sub-categories as ineffective in 2025-26 or the prior year if the evaluation cycle is once every two years
- Successful completion of goals, one that is District-based and one that is Building-based
- Maximum payout, or cap, per person of up to \$500
- Employed as of October 1, 2025, and June 1, 2026

RECOMMENDATION:

The CFO recommends that the Adrian Board of Education review the BAA-Building Administrative Assistants merit pay resolution for 2025-26, for approval at the next board meeting.

ADMINISTRATIVE ASSISTANTS EMPLOYEE MERIT PAY FOR 2025-26

Adrian Public Schools (the "District").

A regular meeting of the Board of Education of Adrian Public Schools was held at Adrian High School, Room B100:

on the 8th day of September, 2025, at 6:00 o'clock p.m.

The meeting was called to order by _____.

Present: Members, _____

Absent: Members, _____

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

WHEREAS:

1. Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers
2. Merit pay shall be awarded for such BAA (Building Administrative Assistant) employees listed below, meeting the following criteria for 2025-26:
 - a. Criteria for earning merit pay:
 - i. "Effective" or "highly effective" overall evaluation rating with no sub-categories as "ineffective" in 2025-26, or for those employees evaluated every other year, in 2024-25
 - ii. Employee must be employed as of October 1, 2025 and June 1, 2026
 - iii. Employee must meet one District goal and one Building Level goal
 - b. The total payout of \$5,500 will be shared equally amongst those employees meeting the criteria, with a maximum of \$500 per person, paid out by the last pay in June, 2026.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has reviewed the proposed merit pay in accordance with Section 1250 of the Revised School Code, as amended, and by the adoption of this resolution, approves the criteria and amount identified for merit pay for the 2025-26 school year.
2. All resolutions and parts of resolutions insofar as they conflict with the procedures of this resolution be and the same are hereby rescinded.

Ayes: Members, Trustees _____

Nays: Members _____

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Adrian Public School District, Michigan, hereby certifies that the foregoing is a true and complete copy of the a resolution adopted by the Board of Education at a regular meeting held on September 9, 2024, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education