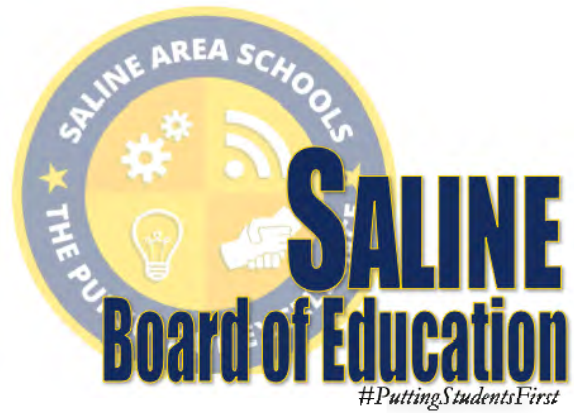


# Board of Education Meeting

Liberty School Board Room  
January 14, 2025, at 6:30 PM



## AGENDA

### Mission

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

### OPENING

### Organizational Meeting of January 14, 2025

1. **CALL TO ORDER** of the Organizational Meeting of January 14, 2025

*The meeting shall be called to order by the ranking officer of the preceding Board who shall serve as presiding officer until the election of a temporary chairperson, who shall in turn serve until the election of a President. (Policy 0151)*

2. **PLEDGE OF ALLEGIANCE**

3. **CEREMONIAL SWEARING-IN OF NEW AND RETURNING BOARD TRUSTEES**

Hon. Anna M. Frushour, 14-A District Court Washtenaw County

*Darcy Berwick, Trustee*

*Brad Gerbe, Trustee*

*Jennifer Steben, Trustee*

*Jason Tizedes, Trustee*

4. **ACTION ITEMS**

- A. **RECOMMENDED MOTION... that the Board of Education elect a temporary chairperson to serve until such time as a president is elected per Policy 0151.**

- B. **Election of Board Officers**

*After a call for nominations or self-nominations, a public vote will be cast. The Open Meetings Act prohibits a voting procedure that prevents citizens from knowing how members of the school board*

*have voted. Once elected, the President will continue to elect officers in the same manner and in the order noted below. When called upon, any remaining board member may nominate another board member or self-nominate for each position.*

1. President
2. Vice President
3. Secretary
4. Treasurer

5. **ADJOURNMENT**

**RECOMMENDED MOTION** ... to adjourn the Organizational Meeting of January 14, 2025, at \_\_\_\_\_ PM.

<b>Regular Board of Education Meeting of January 14, 2025</b>
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6. **CALL TO ORDER** of the regular Board of Education Meeting of January 14, 2025

7. **SUPERINTENDENT’S RECOGNITION**

*MS Robotics Teams*

*SHS eSports Teams*

*Introduction of New Director of Safety & Security, Dan Karrick*

8. **PUBLIC COMMENT**

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

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

**STUDENTS**

**OTHER PUBLIC STAKEHOLDERS**

**EXTENDED PUBLIC COMMENT**

*Foundation for Saline Area Schools Update*

*Stacey Rumpsa, Executive Director*

9. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

<b>AGENDA</b>
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10. **REVISIONS/APPROVAL OF AGENDA**

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

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

11. **STUDENT SHOWCASE**

Saline High School High Five Club

*Presenters: Lizzie Thibeault and Ava Stripp*

12. **ACTION ITEMS**

- A. **RECOMMENDED MOTION** ... to appoint the Board's Recording Secretary, Betty Jahnke, (insert name), Board Secretary, and Superintendent, Steve Laatsch to serve as the Board's designees for posting legal notices.
- B. **RECOMMENDED MOTION** ... to approve the reappointment of Bari Livsey and Chris Michalak to be the Saline Area Schools representatives on the Local Development Finance Authority for the City of Saline as submitted by Superintendent Laatsch.
- C. **RECOMMENDED MOTION** ... to approve the reappoint of Ben Goodman and Jackie Martin to the Local Access Cable Television Commission for 2025 as submitted by Superintendent Laatsch.
- D. **RECOMMENDED MOTION** ... to postpone the Board of Education review of the Emergency Operations Plan (EOP) to March and recommend the Policy Committee update Policy 8402 to reflect an annual review as recommended by Trustee McVey.
- E. **RECOMMENDED MOTION** ... to invite the current board president to create an adhoc committee to facilitate the Superintendent search process as recommended by Trustee McVey.
- F. **RECOMMENDED MOTION** ... to approve the recommendation to purchase Sorinex Exercise Equipment for the new weight room at Saline High School in the amount of \$427,005.05 as submitted by Rex Clary, Executive Director of Operations.

- G. **RECOMMENDED MOTION** ... to approve the purchase proposal from Interkal to replace Saline High School gymnasium east and west bleachers/seating in the amount of \$295,663 as submitted by Rex Clary, Executive Director of Operations.
- H. **RECOMMENDED MOTION** ... to approve Bid Package #3 MS Recreation Complex & Parking Lot Contract Award Recommendations in the amounts of \$18, 255,709 to Clark Construction for subcontract work, \$742,00 to Kingscott for Architect Services and \$82,237 for permits, water and sewer connections as submitted by Rex Clary, Executive Director of Operations.
- I. **RECOMMENDED MOTION** ... to approve Bid Package #4 Trane Pre-purchase Equipment Saline Middle School - Interior Renovation recommendation in the amount of \$48,981 as submitted by Rex Clary, Executive Director of Operations.

13. **DISCUSSION ITEMS**

- A. **Report from ad hoc committee on Third Party Review of Athletics**  
Facilitator: Trustee McVey

14. **ADMINISTRATION / BOARD UPDATES**

15. **CONSENT AGENDA**

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

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

- A. **Approval** of the Regular Board of Education Meeting Minutes of December 10, 2024
- B. **Approval of Payment** of the General Fund Accounts Payable of January 14, 2025, in the amount of \$5,197,862.75
- C. **Approval of Payment** of Bond Series III Accounts Payable of January 14, 2025, in the amount of \$56,750.00
- D. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of January 14, 2025, in the amount of \$1,715,962.25
- E. **Receive and File** Finance and Human Resources Report
- F. **Confirm and Acknowledge** Superintendent's Retirement

<b>CLOSING</b>
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**16. ITEMS SCHEDULED ON NEXT AGENDA**

**17. PUBLIC COMMENT**

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

**STUDENTS**

**OTHER PUBLIC STAKEHOLDERS**

**18. NEXT MEETING**

The next Board of Education Meeting will be held on January 28, 2024, at 6:30 PM.

**19. CLOSED SESSION**

**RECOMMENDED MOTION ... to enter Closed Session of the Board of Education at \_\_\_\_ PM, with the intent to re-enter Open Session at \_\_\_\_ PM, for the purpose of Complaints and Disciplinary Action 8(a) and Collective Bargaining 8(c). Under Sections 8(a) and (c) of the Open Meetings Act, a simple majority vote is sufficient to enter into a closed session.**

**20. RE-ENTER OPEN SESSION**

**RECOMMENDED MOTION ... to re-enter Open Session of the Board of Education Meeting at \_\_\_\_ PM.**

**21. ADJOURNMENT**

**RECOMMENDED MOTION ... to adjourn the Regular Board of Education Meeting of January 14, 2025, at \_\_\_\_\_ PM.**

# Saline Area Schools



## MEMORANDUM

**To:** Board of Education Trustees

**From:** Steve Laatsch, Superintendent

**Date:** January 14, 2025

**Subject:** 2025 Area Committee Appointments

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Below please find the recommended appointments for 2025. All of these individuals are currently serving in these capacities.

- Ben Goodman and Jackie Martin to the Local Access Cable Television Communication.
- Chris Michalak and Bari Livsey to the Local Development Finance Authority

If you have any questions, please feel free to contact me.

*S. Laatsch*

# Saline Area Schools

## District Office

7265 North Ann Arbor Street  
Saline, MI 48176



## Operations Department

January 9, 2025

Superintendent Laatsch  
Saline Area Schools Board of Education

I would like to recommend Sorinex Exercise Equipment to provide and install the new weight room equipment in the amount of \$427,005.05.

Working with Kingscott Architects and Saline High School Physical Education certified staff, we developed an equipment list that was functional and safe for the students. An (RFP) request for proposal was issued on December 4, 2024 and we received (3) proposals 1/6/2025.

On January 7, 2025, I along with SHS Certified Staff Corbin Brown, Rocky Palazzolo, Wendy Lagerquist and Kingscott representatives visited Allen Park High School, Hartland High School and on 1/8/2025 Chelsea High School.

After visiting all (3) facilities, speaking with instruction staff, students, strength coaches and facilities directors, post bid interviews we determined that Sorinex scored the highest for durability, functionality and safety. Sorinex is an innovator in the industry and puts student safety first in all their designs.

Rex Clary  
Executive Director of Operations  
Saline Area Schools

**Saline Area Schools**  
**Saline High School - Weight Room Equipment**  
**Teacher/Coach Feedback Summary**  
**9-Jan-25**



**Rating 1-5**

1 = worst, 5 = best

Criteria	Teacher / Coach	BIDDER 1	BIDDER 2	BIDDER 3
		Sorinex	Direct Fitness	Stray Dog Strength
<b>Student Functionality</b>				
	RP	4	4	2
	CB	4	4	2
	WL	4	3	3
<b>Accessories</b>				
	RP	5	3	2.5
	CB	5	3	3
	WL	5	3	2
<b>Storage</b>				
	RP	5	2	2
	CB	4	3	2
	WL	4	2	2
<b>Attachments</b>				
	RP	5	2	2.5
	CB	5	4	3
	WL	5	3	2
<b>Safety - Student</b>				
	RP	5	3	3
	CB	4	3	3
	WL	5	3	3
<b>Safety - Spotter</b>				
	RP	5	4	3
	CB	4	4	3
	WL	5	4	3
<b>Product Durability</b>				
	RP	5	3.5	1
	CB	5	4	1
	WL	5	2.5	1.5
<b>Overall</b>		<b>98</b>	<b>67</b>	<b>49.5</b>

**Note:** Nikki Hoptopp didn't send the survey, but sent a note that she recommended Sorinex for their superior quality and customer service. She noted that she did a lot of initial research with Joe Welton at the start of the project. She emphasized that every student at the high school will use this equipment so it is an investment for every student in the district.

**Saline Area Schools**  
**Saline High School - Weight Room Equipment**  
**Bid Comparison**



**9-Jan-25**

**Budget**

470,925.00 Overall  
15,000.00 Allowance for Perform X Track Accessories  
 455,925.00 Budget for Weight Room Equipment

	<b>BIDDER 1</b>	<b>BIDDER 2</b>	<b>BIDDER 3</b>
<b>Company</b>	<b>Sorinex</b>	<b>Direct Fitness</b>	<b>Stray Dog Strength</b>
<b>Bid Security</b>	Bid Bond	Check #5500098646 Kingscott to hold	Bid Bond
<b>Affidavit of the Bidder #1</b>	x	x	x
<b>Affidavit of the Bidder #2</b>	x	x	x
<b>Addendum 1</b>	x	x	x
<b>Bid Total</b>	\$427,005.05	\$350,189.20	\$333,000
<b>Vol. Alt.</b>	None	None	None

<b>Site Visit 1/7 &amp; 1/8</b>	Chelsea High School	Allen Park High School	Hartland High School
<b>Rack Frame Sizes</b>	Base Camp - 3" X 3" - 11 ga steel. 4-way hole. 1" cold rolled steel bolts	Titan Pro - 3" x 3". 11 ga. steel. 4-way hole / 2 inch adjustable anchor point increments. 1" steel pins	Alpha Rack - 3" x 3". 11 ga. steel, 4-way hole
<b>Jammer Arms</b>	Proprietary adjustable jammer arm with safety features. Jammer has safety pins to lock the arm in the down position and doesn't allow storage in the upright position. Arm is also spring loaded to protect the jammer from free fall. The jammer arm also have a integrated tension for the tightest fit to the rack support.	Bid the adjustable jammer arm, but they recommend the bolt on jammer arm.	Jammer arms were adjustable. Requires 2 people to adjust. They do not lock.
<b>Coordination with Flooring</b>	Racks do to not require anchoring. Spacing of platform inlays were designed around Sorinex.	Double racks are designed to be freestanding and are not required to be attached to the floor. Spacing is fine and they will coordinate with flooring manufacturer on the inlaid platforms. Per Corbin Ward email.	Sizing of equipment will work with inlaid platforms. Straydog anchors their racks with a 3/8" x 4" fastenal performance anchoring screw. They said it is not necessary but recommend it. Per Jared Murphy email.
<b>Warranty</b>	Lifetime structural warranty	Lifetime on frames, 5 year hardware, 1 year on finish	Lifetime on all steel welds & frames. 60 day on moving parts. 1 year on upholstery & pads.

<b>Company Age</b>	est. 1980 Lexington, South Carolina	est. 2013 Eau Claire, WI	Est. 1998 Columbus, OH
<b>Colors / Logos</b>	Custom	Custom	Custom
<b>Bid Review</b>	All items & quantities accounted for. Includes delivery & install. Includes a performance bond (\$12,500). Does not specifically note training.	All items & quantities accounted for. Includes delivery & install. Does specifically note training or performance bond.	All items & quantities accounted for. Includes consulting/coaching at no additional cost. Includes delivery & install. Includes a performance bond (\$5,000).
<b>Post Bid Interview Questions</b>			
<b>Lead Time</b>	12-14 weeks	8-10 weeks	12 weeks max.
<b>Install Time</b>	2-3 days	2 days	3-5 days
<b>Install Crew</b>	In-House	In-House	In-House. Owner attends installs
<b>Extended Warranty</b>	They do not have one. They have a lifetime warranty on structure.	They do not have one. They have a lifetime warranty on structure.	They do not have one. They have a lifetime warranty on structure.
<b>Service</b>	Contact will be Alex Williams. He will provide a quick response.		Jared Murphy would be the contact. He will respond in one day and be on site in a week or sooner.

**Training**

Full day of training included after install. They have a yearly continuing education event at their headquarters that the district is invited to attend. Alex Williams is available to call with any questions.

Call anytime. They have an in-house trainer that the District can set up through Corbin Ward. They can do a 1/2 day on site.

They have a YouTube channel. They can do custom videos. Call anytime. And, they can do a training following install with coaches.

**Other**

They have been in business 40 years. Safety is their #1 focus. They have racks at West Point installed in 1995 and still used today.

Adjustable jammers are included. Rack feet are included. They did not include a performance bond. But, available if required for additional cost.

They recommend anchoring the racks, but not required. If selected they will A29:D33 customize the project and want to sit with end users to design and develop the submittals.



# Saline Area Schools

## District Office

7265 North Ann Arbor Street  
Saline, MI 48176



## Operations Department

January 9, 2025

Superintendent Laatsch  
Saline Area Schools Board of Education

I would like to recommend Interkal for the East home bleacher & West away bleachers seating replacement at Saline High School Main Gymnasium in the amount of \$295,663.00. This project was bid through the TIPS Purchasing Cooperative.

I along with my team of Jeff Pike, Cody Pickard & Chuck MaCalla have worked with Randy Hoyle (A bleacher expert with a passion) from Interkal to design a more spectator friendly bleacher that will be safe and reliable. We have added an additional row to reduce the height of the steps, the handrail system will be integrated into the bleacher and a "front" handrail will be installed.

The existing bleachers system is extremely difficult and labor intensive to operate in its present condition. This age of the bleachers is now over twenty years old and continues to require monthly service calls resulting in significant repair costs.

Much of SHS will be closed this summer due to the new solar integrated roof replacement, STEAM Center and Weight Room construction projects. The new bleacher will be installed during the summer of 2025 limiting loss of revenue from the gymnasium space or loss of use by our students.

All electrical connections will be completed by Superior Electric, formally Tri-county. Superior Electric is currently our trade contractor for the STEAM & Weight Room additions and will do all work under their current electrical permit.

Interkal Proposal (Attached)

Drawing (Attached)

Rex Clary  
Executive Director of Operations  
Saline Area Schools



Randy Hoyle  
Michigan Direct Sales  
5981 East Cork Street  
Kalamazoo, MI 49048  
989-486-1788 Voice  
989-488-7797 Mobile  
989-486-1788 Fax  
rhoye@interkal.com

10/28/2024

## TIPS Quotation for Bleacher Seating/Replacement at Saline High School

To: Rex Clary, Executive Director of Operations, Saline Area Schools

**Interkal is a 100% Michigan Made Manufactured in Kalamazoo Michigan.**

Rex, please review this TIPS pricing for replacement of the existing 2 seating of 12 rows including shipping, installation and demolition of the existing bleacher at non prevailing wages. Saline Area Schools will need to hire a licensed electrician/electrical permit to legally hook dismantle and reinstall the wiring for the bleacher motors. Drawings are provided to show seating layouts.

### Summer 2025

#### **Option 1**, 2 – Main Banks, 12 Rows High, 14.22” Rise, 1,232 Net Seats

- Balcony Access, Extended Closure for 2 Steps to Balcony.
- 10” ESM Low Profile Seating, 208 3 Phase Friction Power Motors.
- 13 Rows with Extended Closure Understructure for Balcony Steps.
- 6 Permanent ADA Notches with Safety Rails, 1/4 Turn Aisle Rails.
- 22” Row Spacing, End Panels, Folding Timer Table.
- Each Bank is 100’-7” Including Self Storing End Rails.

**Total Price Installed including Demolition/Removal \$295,563.00**

### Summer 2026

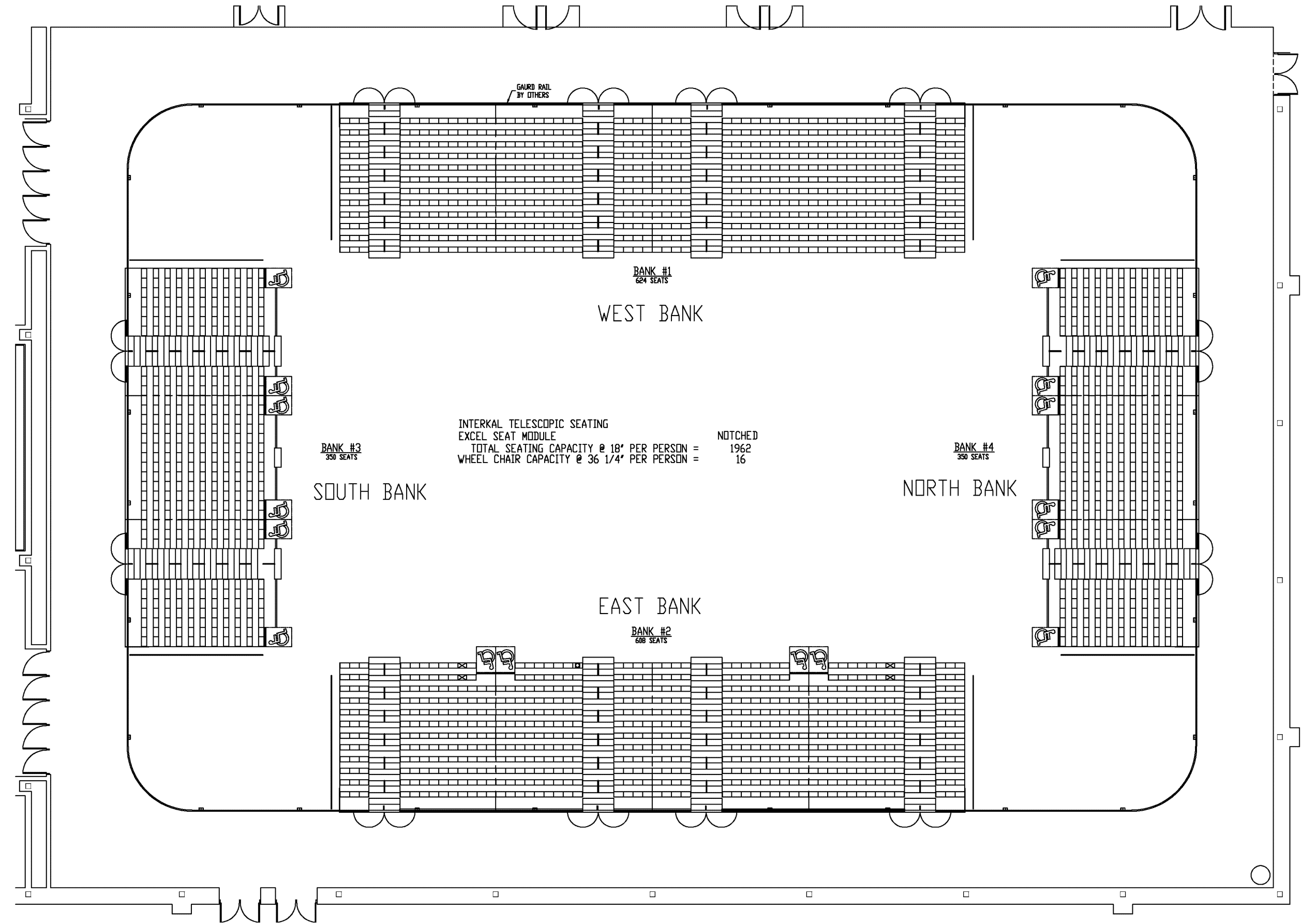
#### **Option 2**, 2 – End Courts, 12 Rows High, 14.22 Rise, 700 Net Seats

- Balcony Access, Extended Closure for 2 Steps to Balcony.
- 10” ESM Low Profile Seating, 208 3 Phase Friction Power Motors.
- 13 Rows with Extended Closure Understructure for Balcony Steps.
- 12 Permanent ADA Notches with Safety Rails, ¼ Turn Aisle Rail
- 22” Row Spacing, End Panels, **Safety Rail on Complete First Row**
- Each Bank 62’-0” Clear Dimension Including Self Storing End Rails

**Total Price Installed Including Shipping/Install and Demolition \$243,945.00**

Please feel free to contact me with any questions. Thank you for this opportunity to quote Interkal Made in Michigan Telescopic Seating.

Sincerely, Randy Hoyle – Michigan Direct Sales, Interkal Spectator Seating  
989-488-7797



PRELIMINARY:  
CONSTRUCTION MATERIALS, DIMENSIONS, EQUIPMENT, ETC. MAY VARY FROM THAT SHOWN BASED UPON PROJECT SPECIFICATIONS, PARAMETERS AND INTERKAL'S STANDARD CONSTRUCTION PRACTICES AT THE TIME OF SHIPMENT.

REV.	DATE	BY	CHKD.	APVD.

83599-P1

DRAWN JBIS 10-15-24

SALINE HIGH SCHOOL

SALINE, MICHIGAN

SCALE 1/8" = 1'-0"

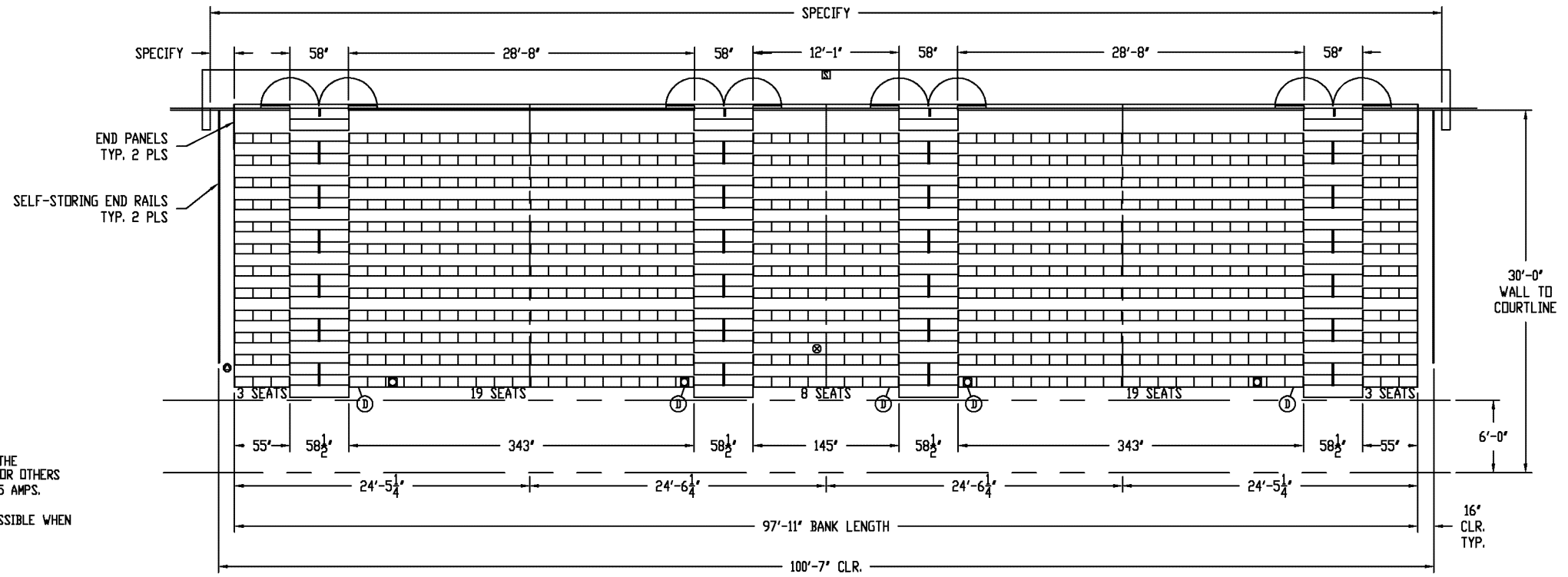
SHEET 1 OF 16

PROJECT J-83599-P0

5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048



VERIFY NORTH



□ = RECOMMENDED LOCATION OF DESIGNATED AISLE SEAT. ADAAG 221.4 & 802.4, IBC CHAPTER 11

Ⓜ = ISA DECAL PROVIDED BY INTERKAL. LOCATE AT ALL WHEEL CHAIR SPACES AND DESIGNATED AISLE SEATS

STANDARD INTERKAL POWER REQUIREMENTS:

1. WIRING AND NON-FUSIBLE SAFETY SWITCHES(S) SUITABLE FOR THE LINE VOLTAGE TO BE PROVIDED BY ELECTRICAL CONTRACTOR OR OTHERS WITH BRANCH CIRCUIT PROTECTION TO EACH NOT EXCEEDING 15 AMPS. ALL PLATFORM WIRING FURNISHED BY INTERKAL.
2. BRANCH CIRCUIT PROTECTION DEVICES BY OTHERS TO BE ACCESSIBLE WHEN PLATFORMS ARE CLOSED.
3. VERIFY ELECTRICAL INFORMATION:  
CIRCUIT 3 PHASE, 208-230 VOLTS, 60 HERTZ  
EACH 1/2 HORSE POWER MOTOR DRAWS 2.0-2.2 AMPS. FULL LOAD.  
MOTORS RUN SIMULTANEOUSLY.
4. □ SAFETY SWITCHES(S) LOCATED APPROXIMATE 5'- 0" ABOVE FINISHED FLOOR (@ F.F. FOR REVERSE FOLD UNITS)
5. Ⓜ FRICTION POWER MOTOR
6. Ⓜ STOP/START REVERSING CONTACTOR (WIRING HARNESS)
7. Ⓜ PENDANT SWITCH RECEPTACLE

THE MATERIAL BEING SUPPLIED WILL BE PER INTERKAL'S STANDARD SPECIFICATIONS AND APPLICATIONS AT TIME OF SHIPMENT.

APPROVED BY:

ARCHITECT OR GENERAL CONTRACTOR TO SKETCH IN AND DIMENSION ANY WALL OBSTRUCTIONS SUCH AS COLUMNS, PIPES, GRILLES, ETC...

ARCHITECT/CONTRACTOR TO SPECIFY:

WALL CONSTRUCTION ----- N/A

WALL THICKNESS ----- N/A

FINISHED FLOOR MATERIAL --- WOOD FLOATING

FINISHED FLOOR TO BE LEVEL PLUS OR MINUS 1/8" IN 8'-0"

THE LAYOUT SHOWN IS DRAWN ACCORDING TO INTERKAL'S INTERPRETATION OF (NFPA 101 & IBC 2015) NOTE CODE SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED, PLEASE INDICATE IN THE SPACE PROVIDED:

IF NO OTHER CODE IS INDICATED, IT WILL BE ASSUMED THE DISTRIBUTOR / ARCHITECT AGREES WITH THE CODE APPLIED AND ITS INTERPRETATION.

SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED INTERKAL SHALL NOT BE HELD ACCOUNTABLE FOR ANY DEVIATIONS TO THE LAYOUT SHOWN.

BANK #1

INTERKAL TELESCOPIC SEATING

EXCEL SEAT MODULE

12 ROW SEATING CAPACITY @ 18' PER PERSON = 624  
WHEELCHAIR CAPACITY @ 36 1/4' PER PERSON = 4

QTY	ACCESSORY LIST	REV.	DRWN	CHKD.	APVD.	DATE
2	*13 ROWS OF UNDERSTRUCTURE*					
2	13 ROW SELF-STORING END RAILS					
2	13 ROW END PANELS					
4	13 ROW FOOT LEVEL AISLES W/QTR					
4	13 ROW INTERMEDIATE STEPS					
4	BALCONY ACCESS					
4	1 ROW x 36 1/4" RECV. NOTCHOUTS W/RAIL					
1	VERTICAL FILLER x BANK LENGTH					
1	TIMER'S TABLE					
1	BANK FRICTION POWER					
1	10" *SPECIFY COLOR* LP EXCEL SEAT MODULE					

SALINE HIGH SCHOOL  
SALINE, MICHIGAN



5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

83599-P1

DRWN JBIS 10-15-24

CHKD

APVD

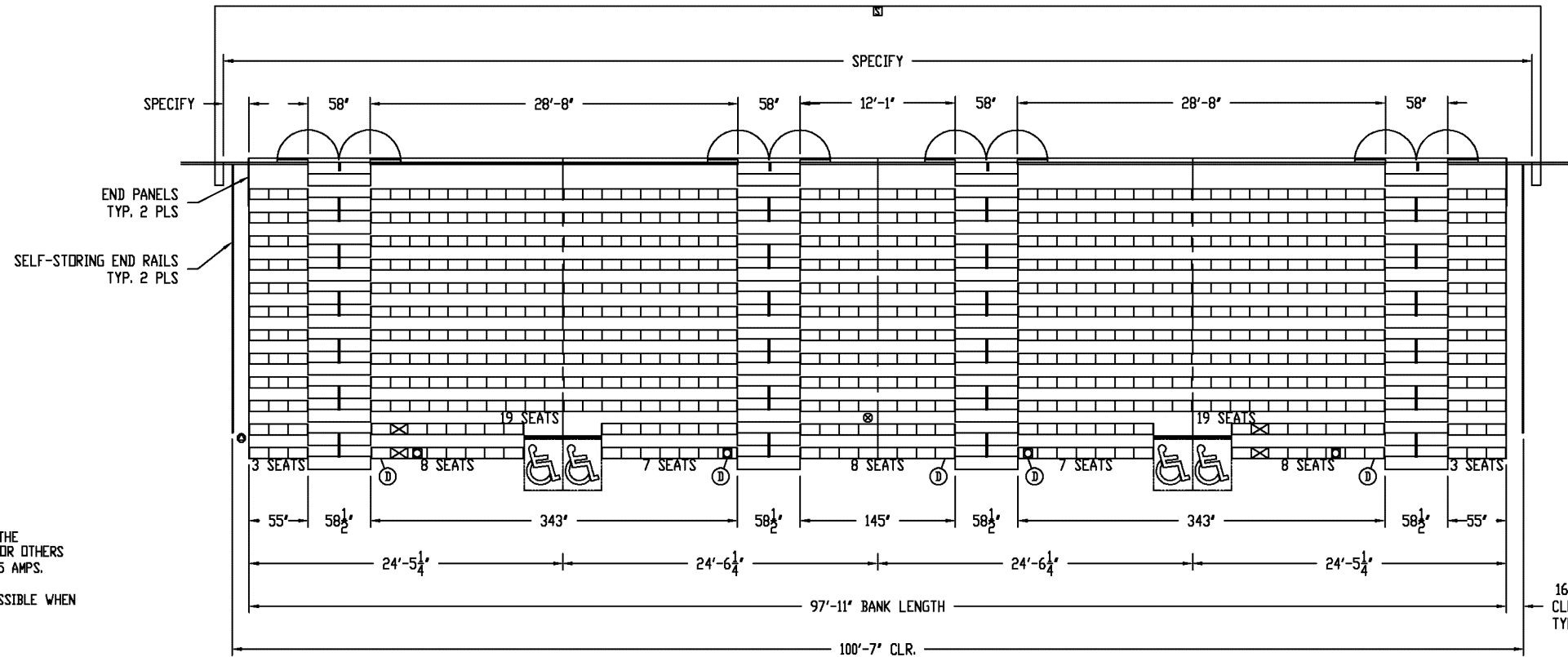
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SHEET 3 OF 16

DRGNO C-83599-P1



VERIFY NORTH



□ = RECOMMENDED LOCATION OF DESIGNATED AISLE SEAT. ADAAG 221.4 & 802.4, IBC CHAPTER 11

Ⓜ = ISA DECAL PROVIDED BY INTERKAL. LOCATE AT ALL WHEEL CHAIR SPACES AND DESIGNATED AISLE SEATS

**STANDARD INTERKAL POWER REQUIREMENTS:**

1. WIRING AND NON-FUSIBLE SAFETY SWITCHES(S) SUITABLE FOR THE LINE VOLTAGE TO BE PROVIDED BY ELECTRICAL CONTRACTOR OR OTHERS WITH BRANCH CIRCUIT PROTECTION TO EACH NOT EXCEEDING 15 AMPS. ALL PLATFORM WIRING FURNISHED BY INTERKAL.
2. BRANCH CIRCUIT PROTECTION DEVICES BY OTHERS TO BE ACCESSIBLE WHEN PLATFORMS ARE CLOSED.
3. VERIFY ELECTRICAL INFORMATION:  
CIRCUIT 3 PHASE, 208-230 VOLTS, 60 HERTZ  
EACH 1/2 HORSE POWER MOTOR DRAWS 2.0-2.2 AMPS. FULL LOAD.  
MOTORS RUN SIMULTANEOUSLY.
4. □ SAFETY SWITCHES(S) LOCATED APPROXIMATE 5'- 0" ABOVE FINISHED FLOOR (@ F.F. FOR REVERSE FOLD UNITS)
5. ☑ FRICTION POWER MOTOR
6. ⊗ STOP/START REVERSING CONTACTOR (WIRING HARNESS)
7. ⊙ PENDANT SWITCH RECEPTACLE

THE MATERIAL BEING SUPPLIED WILL BE PER INTERKAL'S STANDARD SPECIFICATIONS AND APPLICATIONS AT TIME OF SHIPMENT.

APPROVED BY:

ARCHITECT OR GENERAL CONTRACTOR TO SKETCH IN AND DIMENSION ANY WALL OBSTRUCTIONS SUCH AS COLUMNS, PIPES, GRILLES, ETC...

ARCHITECT/CONTRACTOR TO SPECIFY:

WALL CONSTRUCTION ----- N/A

WALL THICKNESS ----- N/A

FINISHED FLOOR MATERIAL --- WOOD FLOATING

FINISHED FLOOR TO BE LEVEL PLUS OR MINUS 1/8" IN 8'-0"

THE LAYOUT SHOWN IS DRAWN ACCORDING TO INTERKAL'S INTERPRETATION OF (NFPA 101 & IBC 2015) NOTE CODE SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED, PLEASE INDICATE IN THE SPACE PROVIDED:

IF NO OTHER CODE IS INDICATED, IT WILL BE ASSUMED THE DISTRIBUTOR / ARCHITECT AGREES WITH THE CODE APPLIED AND ITS INTERPRETATION.

SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED INTERKAL SHALL NOT BE HELD ACCOUNTABLE FOR ANY DEVIATIONS TO THE LAYOUT SHOWN.

**BANK #2**

**INTERKAL TELESCOPIC SEATING**

**EXCEL SEAT MODULE**

12 ROW SEATING CAPACITY @ 18' PER PERSON = 608  
WHEELCHAIR CAPACITY @ 36 1/4' PER PERSON = 4

QTY	ACCESSORY LIST	REV.	DRWN	CHKD.	APVD.	DATE
2	*14 ROWS OF UNDERSTRUCTURE*					
2	13 ROW SELF-STORING END RAILS					
2	13 ROW END PANELS					
4	13 ROW FOOT LEVEL AISLES W/QTR					
4	13 ROW INTERMEDIATE STEPS					
4	BALCONY ACCESS					
4	1 ROW x 36 1/4" RECV. NOTCHOUTS W/RAIL					
1	VERTICAL FILLER x BANK LENGTH					
1	BANK FRICTION POWER					
1	10' *SPECIFY COLOR* LP EXCEL SEAT MODULE					

SALINE HIGH SCHOOL  
SALINE, MICHIGAN

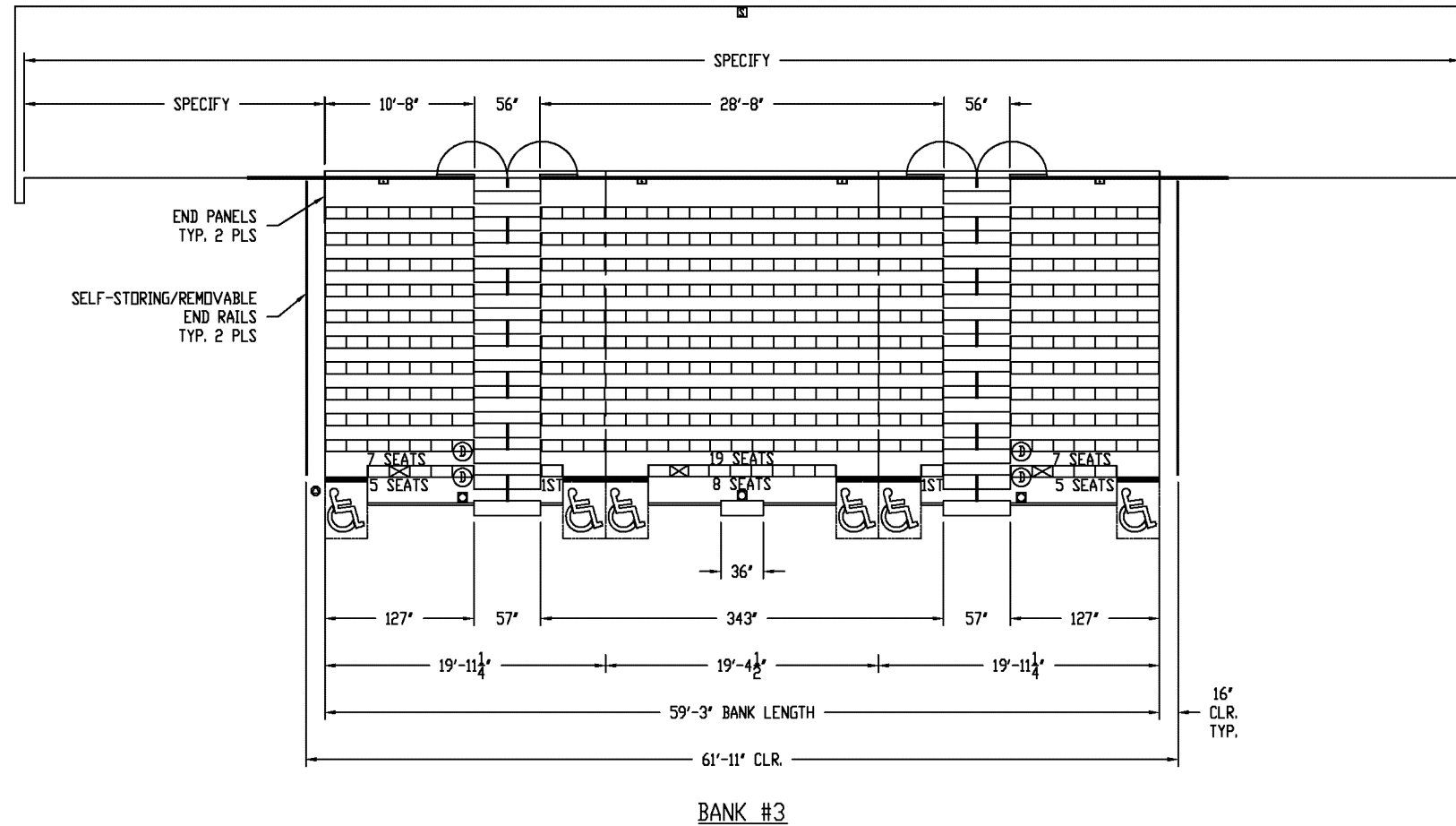
5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

83599-P1

DRWN	JBIS	10-15-24
CHKD		
APVD		
SCALE	1/8" = 1'-0"	
SHEET	4 OF 16	
DRGNO.	C-83599-P2	

PRELIMINARY: CONSTRUCTION MATERIALS, DIMENSIONS, EQUIPMENT, ETC. MAY VARY FROM THAT SHOWN BASED UPON PROJECT SPECIFICATIONS, PARAMETERS AND INTERKAL'S STANDARD CONSTRUCTION PRACTICES AT THE TIME OF SHIPMENT.

ALL DIMENSIONS OR NOTES CONTAINING SPECIFY OR VERIFY ARE TO BE VERIFIED IN THE FIELD PRIOR TO RELEASE FOR PRODUCTION.



□ = RECOMMENDED LOCATION OF DESIGNATED AISLE SEAT. ADAAG 221.4 & 802.4, IBC CHAPTER 11

Ⓜ = ISA DECAL PROVIDED BY INTERKAL. LOCATE AT ALL WHEEL CHAIR SPACES AND DESIGNATED AISLE SEATS

**STANDARD INTERKAL POWER REQUIREMENTS:**

1. WIRING AND NON-FUSIBLE SAFETY SWITCH(ES) SUITABLE FOR THE LINE VOLTAGE TO BE PROVIDED BY ELECTRICAL CONTRACTOR OR OTHERS WITH BRANCH CIRCUIT PROTECTION TO EACH NOT EXCEEDING 15 AMPS. ALL PLATFORM WIRING FURNISHED BY INTERKAL.
2. BRANCH CIRCUIT PROTECTION DEVICES BY OTHERS TO BE ACCESSIBLE WHEN PLATFORMS ARE CLOSED.
3. VERIFY ELECTRICAL INFORMATION:  
CIRCUIT 3 PHASE, 208-230 VOLTS, 60 HERTZ  
EACH 1/2 HORSE POWER MOTOR DRAWS 2.0-2.2 AMPS. FULL LOAD.  
MOTORS RUN SIMULTANEOUSLY.
4. □ SAFETY SWITCH(ES) LOCATED APPROXIMATE 5'- 0" ABOVE FINISHED FLOOR (@ F.F. FOR REVERSE FOLD UNITS)
5. ☒ FRICTION POWER MOTOR
6. ⊗ STOP/START REVERSING CONTACTOR (WIRING HARNESS)
7. ⊙ PENDANT SWITCH RECEPTACLE

THE MATERIAL BEING SUPPLIED WILL BE PER INTERKAL'S STANDARD SPECIFICATIONS AND APPLICATIONS AT TIME OF SHIPMENT.

APPROVED BY:

ARCHITECT OR GENERAL CONTRACTOR TO SKETCH IN AND DIMENSION ANY WALL OBSTRUCTIONS SUCH AS COLUMNS, PIPES, GRILLES, ETC...

ARCHITECT/CONTRACTOR TO SPECIFY:

WALL CONSTRUCTION ----- N/A

WALL THICKNESS ----- N/A

FINISHED FLOOR MATERIAL --- WOOD FLOATING

FINISHED FLOOR TO BE LEVEL PLUS OR MINUS 1/8" IN 8'-0"

THE LAYOUT SHOWN IS DRAWN ACCORDING TO INTERKAL'S INTERPRETATION OF (NFPA 101 & IBC 2015) NOTE CODE SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED, PLEASE INDICATE IN THE SPACE PROVIDED:

IF NO OTHER CODE IS INDICATED, IT WILL BE ASSUMED THE DISTRIBUTOR / ARCHITECT AGREES WITH THE CODE APPLIED AND ITS INTERPRETATION.

SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED INTERKAL SHALL NOT BE HELD ACCOUNTABLE FOR ANY DEVIATIONS TO THE LAYOUT SHOWN.

INTERKAL TELESCOPIC SEATING  
EXCEL SEAT MODULE  
12 ROW SEATING CAPACITY @ 18' PER PERSON = 350  
WHEELCHAIR CAPACITY @ 36 1/4' PER PERSON = 6

QTY	ACCESSORY LIST	REV.	DRWN	CHKD.	APVD.	DATE
2	*15 ROWS OF UNDERSTRUCTURE*					
2	13 ROW SELF-STORING/REMOVABLE END RAILS					
2	13 ROW END PANELS					
2	13 ROW FOOT LEVEL AISLES W/QTR					
2	13 ROW INTERMEDIATE STEPS					
1	BALCONY ACCESS					
1	1 ROW FOOT LEVEL AISLE W/ STEP					
4	1 ROW x 36 1/4" RECV. NOTCHOUTS W/RAIL					
1	VERTICAL FILLER x BANK LENGTH					
1	BANK RECESSED FRICTION POWER					
1	10" *SPECIFY COLOR* LP EXCEL SEAT MODULE					
1	FLOOR PINTALS					

SALINE HIGH SCHOOL  
SALINE, MICHIGAN

5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

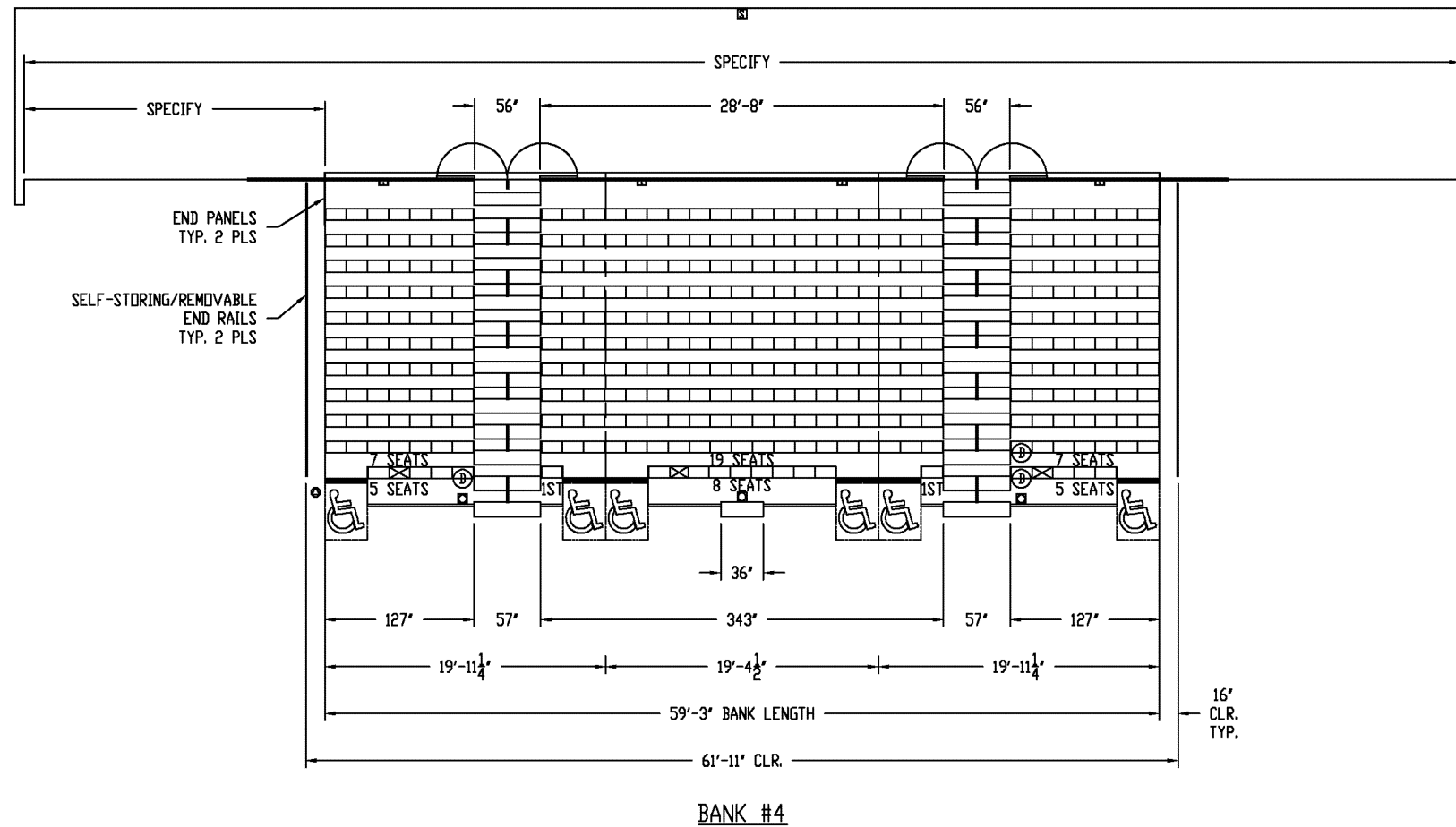
83599-P1	
DRWN	JBIS 10-15-24
CHKD	
APVD	
SCALE	1/8" = 1'-0"
SHEET	7 OF 16
DRGNO.	C-83599-P3





VERIFY NORTH

ALL DIMENSIONS OR NOTES CONTAINING SPECIFY OR VERIFY ARE TO BE VERIFIED IN THE FIELD PRIOR TO RELEASE FOR PRODUCTION.



□ = RECOMMENDED LOCATION OF DESIGNATED AISLE SEAT. ADAAG 221.4 & 802.4, IBC CHAPTER 11

Ⓜ = ISA DECAL PROVIDED BY INTERKAL. LOCATE AT ALL WHEEL CHAIR SPACES AND DESIGNATED AISLE SEATS

STANDARD INTERKAL POWER REQUIREMENTS:

1. WIRING AND NON-FUSIBLE SAFETY SWITCH(ES) SUITABLE FOR THE LINE VOLTAGE TO BE PROVIDED BY ELECTRICAL CONTRACTOR OR OTHERS WITH BRANCH CIRCUIT PROTECTION TO EACH NOT EXCEEDING 15 AMPS. ALL PLATFORM WIRING FURNISHED BY INTERKAL.
2. BRANCH CIRCUIT PROTECTION DEVICES BY OTHERS TO BE ACCESSIBLE WHEN PLATFORMS ARE CLOSED.
3. VERIFY ELECTRICAL INFORMATION:  
CIRCUIT 3 PHASE, 208-230 VOLTS, 60 HERTZ  
EACH 1/2 HORSE POWER MOTOR DRAWS 2.0-2.2 AMPS. FULL LOAD.  
MOTORS RUN SIMULTANEOUSLY.
4. Ⓜ SAFETY SWITCH(ES) LOCATED APPROXIMATE 5'-0" ABOVE FINISHED FLOOR (@ F.F. FOR REVERSE FOLD UNITS)
5. Ⓜ FRICTION POWER MOTOR
6. Ⓜ STOP/START REVERSING CONTACTOR (WIRING HARNESS)
7. Ⓜ PENDANT SWITCH RECEPTACLE

THE MATERIAL BEING SUPPLIED WILL BE PER INTERKAL'S STANDARD SPECIFICATIONS AND APPLICATIONS AT TIME OF SHIPMENT.

APPROVED BY:

ARCHITECT OR GENERAL CONTRACTOR TO SKETCH IN AND DIMENSION ANY WALL OBSTRUCTIONS SUCH AS COLUMNS, PIPES, GRILLES, ETC...

ARCHITECT/CONTRACTOR TO SPECIFY:

WALL CONSTRUCTION ----- N/A

WALL THICKNESS ----- N/A

FINISHED FLOOR MATERIAL --- WOOD FLOATING

FINISHED FLOOR TO BE LEVEL PLUS OR MINUS 1/8" IN 8'-0"

THE LAYOUT SHOWN IS DRAWN ACCORDING TO INTERKAL'S INTERPRETATION OF (NFPA 101 & IBC 2015) NOTE CODE SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED, PLEASE INDICATE IN THE SPACE PROVIDED:

IF NO OTHER CODE IS INDICATED, IT WILL BE ASSUMED THE DISTRIBUTOR / ARCHITECT AGREES WITH THE CODE APPLIED AND ITS INTERPRETATION.

SHOULD THE APPLICABLE CODE DIFFER FROM THAT STATED INTERKAL SHALL NOT BE HELD ACCOUNTABLE FOR ANY DEVIATIONS TO THE LAYOUT SHOWN.

INTERKAL TELESCOPIC SEATING  
EXCEL SEAT MODULE  
11 ROW SEATING CAPACITY @ 18" PER PERSON = 350  
WHEELCHAIR CAPACITY @ 36 1/4" PER PERSON = 6

QTY	ACCESSORY LIST	REV.	DRWN	CHKD.	APVD.	DATE
2	*15 ROWS OF UNDERSTRUCTURE*					
2	13 ROW SELF-STORING/REMOVABLE END RAILS					
2	13 ROW END PANELS					
2	13 ROW FOOT LEVEL AISLES W/QTR					
2	13 ROW INTERMEDIATE STEPS					
1	BALCONY ACCESS					
1	1 ROW FOOT LEVEL AISLE W/ STEP					
4	1 ROW x 36 1/4" RECV. NOTCHOUTS W/RAIL					
1	VERTICAL FILLER x BANK LENGTH					
1	BANK RECESSED FRICTION POWER					
1	10" *SPECIFY COLOR* LP EXCEL SEAT MODULE					
1	FLOOR PINTALS					

SALINE HIGH SCHOOL  
SALINE, MICHIGAN

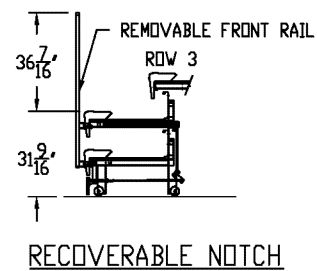
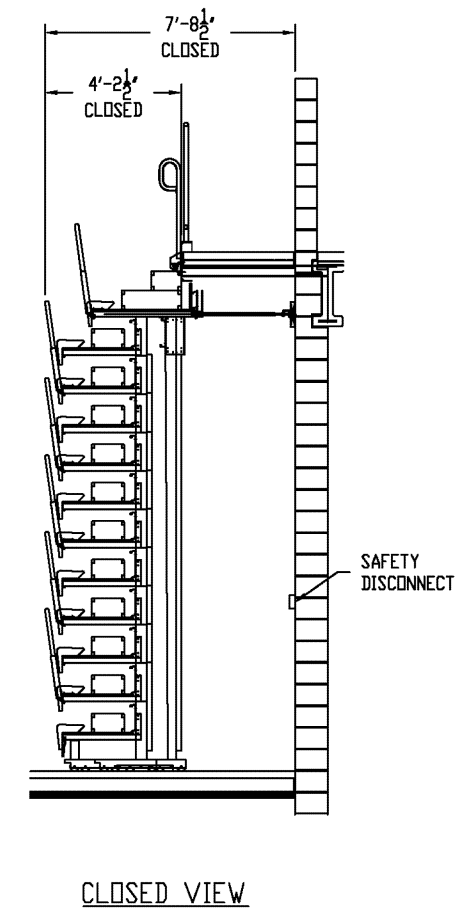
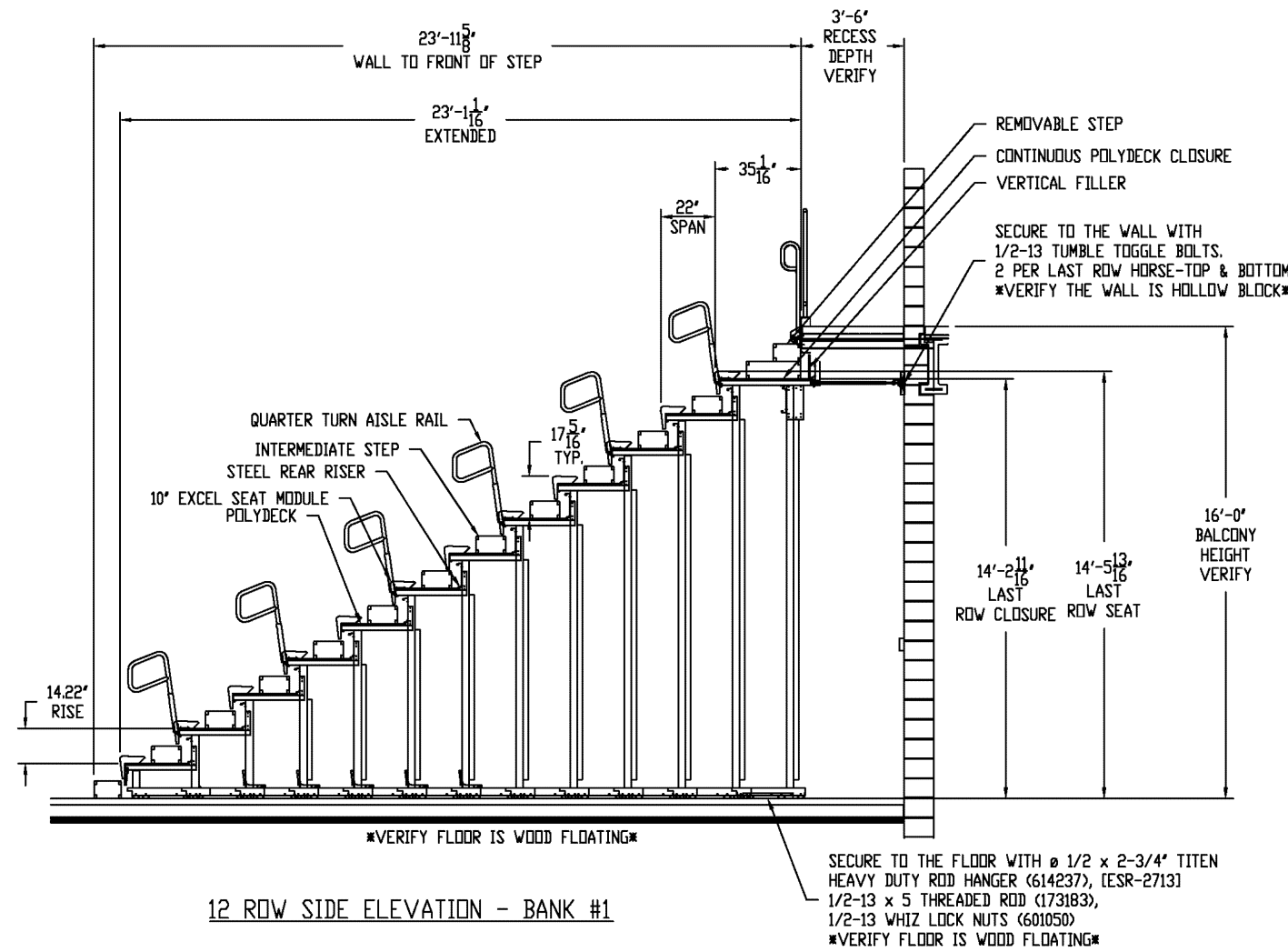
5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

83599-P1

DRWN	JBIS	10-15-24
CHKD		
APVD		
SCALE	1/8" = 1'-0"	
SHEET	8 OF 16	
DRGNO.	C-83599-P4	

PRELIMINARY:  
 CONSTRUCTION MATERIALS, DIMENSIONS, EQUIPMENT, ETC. MAY VARY  
 FROM THAT SHOWN BASED UPON PROJECT SPECIFICATIONS, PARAMETERS  
 AND INTERKAL'S STANDARD CONSTRUCTION PRACTICES AT THE TIME OF  
 SHIPMENT.

ALL DIMENSIONS OR NOTES CONTAINING SPECIFY OR VERIFY  
 ARE TO BE VERIFIED IN THE FIELD PRIOR TO RELEASE FOR PRODUCTION.



REV.	DRWN.	CHKD.	APVD.	DATE

SALINE HIGH SCHOOL  
 SALINE, MICHIGAN

**Interkal**  
 Spectator Seating World  
 5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

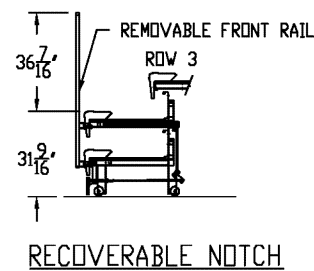
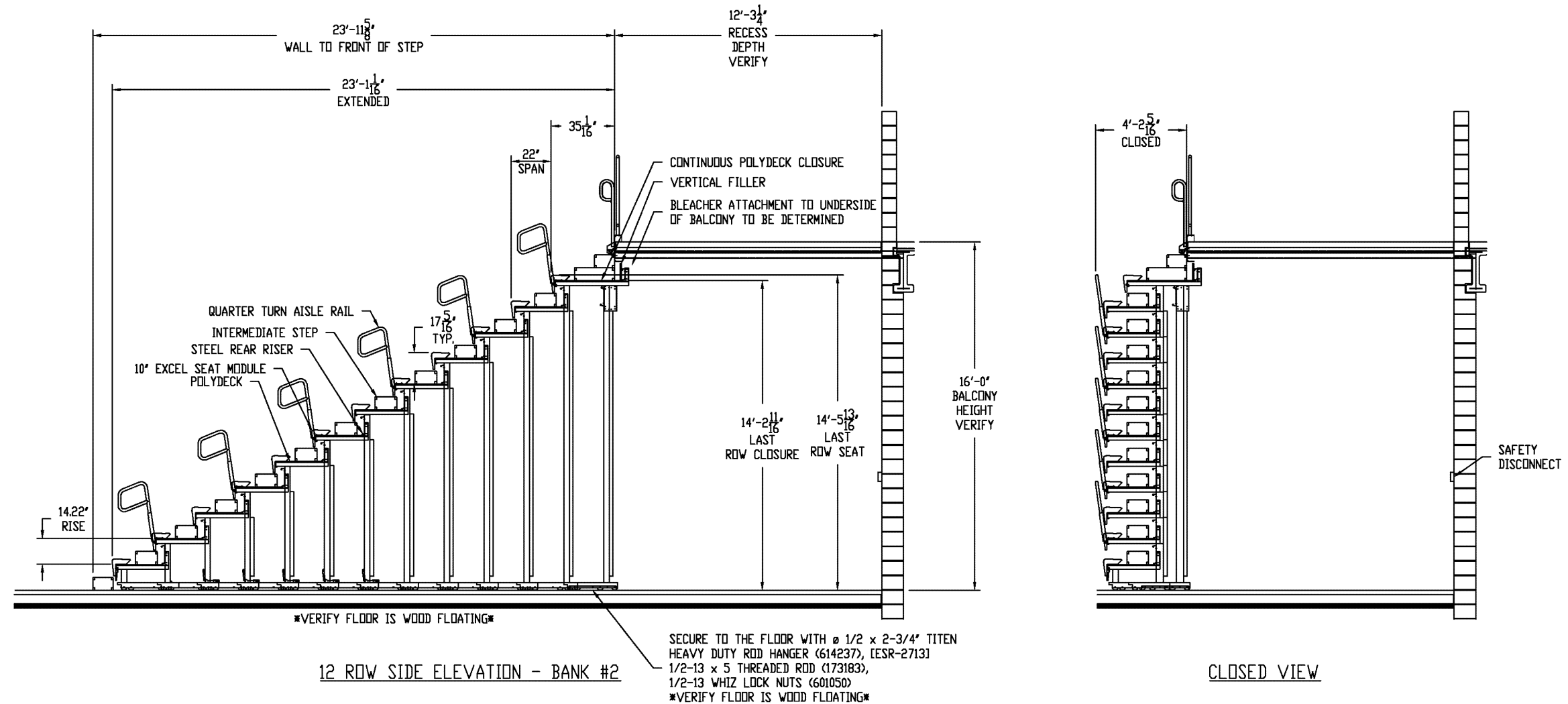
83599-S1

DRWN JBIS 10-15-24  
 CHKD  
 APVD  
 SCALE 1/4" = 1'-0"  
 SHEET 11 OF 16  
 DRGNO C-83599-S1



PRELIMINARY:  
 CONSTRUCTION MATERIALS, DIMENSIONS, EQUIPMENT, ETC. MAY VARY  
 FROM THAT SHOWN BASED UPON PROJECT SPECIFICATIONS, PARAMETERS  
 AND INTERKAL'S STANDARD CONSTRUCTION PRACTICES AT THE TIME OF  
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 ARE TO BE VERIFIED IN THE FIELD PRIOR TO RELEASE FOR PRODUCTION.



REV.	DRWN.	CHKD.	APVD.	DATE

SALINE HIGH SCHOOL  
 SALINE, MICHIGAN

**Interkal**  
 Spectator Seating World  
 5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

83599-S1

DRWN JBIS 10-15-24

CHKD

APVD

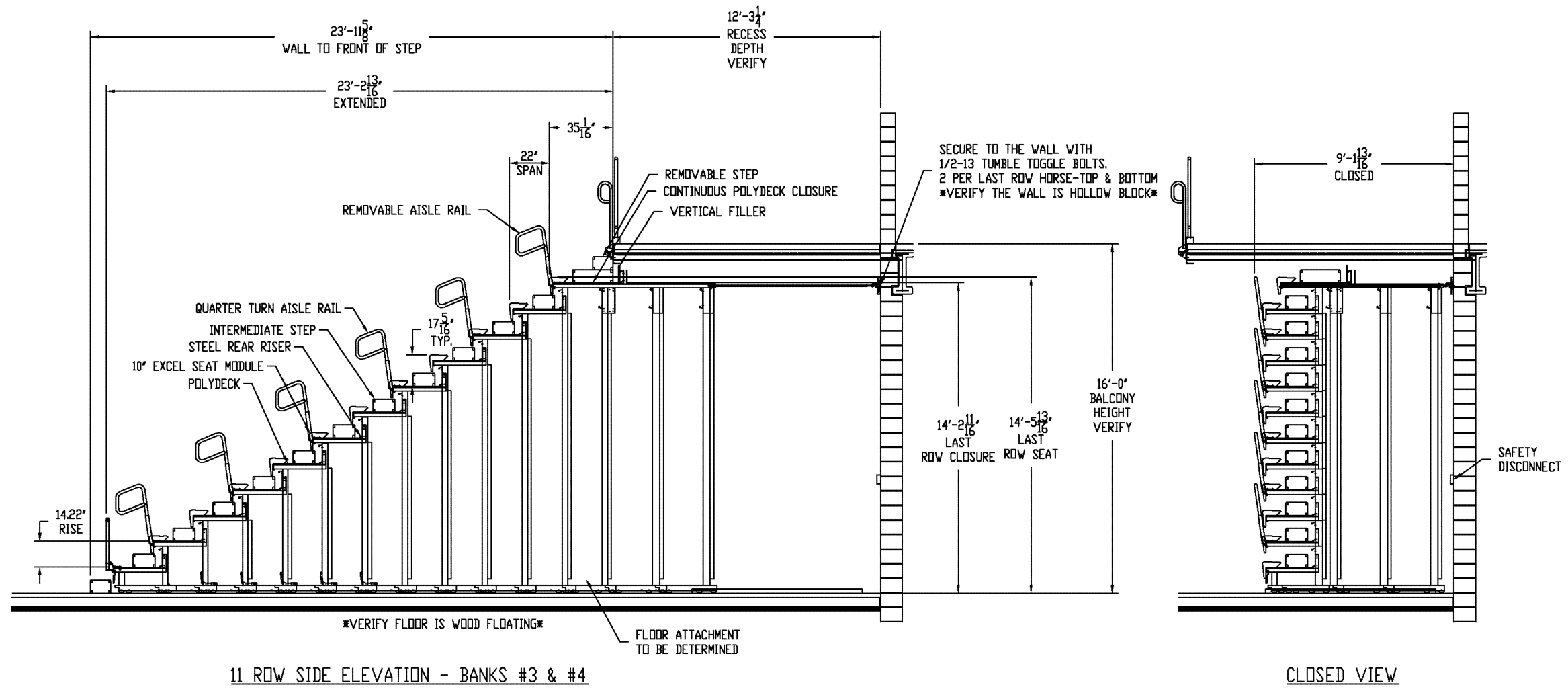
SCALE 1/4" = 1'-0"

SHEET 12 OF 16

DRGNO C-83599-S2

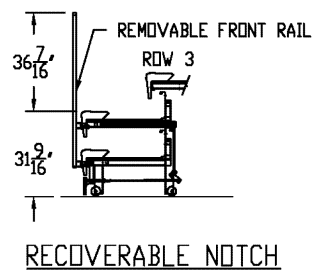
PRELIMINARY:  
 CONSTRUCTION MATERIALS, DIMENSIONS, EQUIPMENT, ETC. MAY VARY  
 FROM THAT SHOWN BASED UPON PROJECT SPECIFICATIONS, PARAMETERS  
 AND INTERKAL'S STANDARD CONSTRUCTION PRACTICES AT THE TIME OF  
 SHIPMENT.

ALL DIMENSIONS OR NOTES CONTAINING SPECIFY OR VERIFY  
 ARE TO BE VERIFIED IN THE FIELD PRIOR TO RELEASE FOR PRODUCTION.



11 ROW SIDE ELEVATION - BANKS #3 & #4

CLOSED VIEW



RECOVERABLE NOTCH

REV.	DRWN.	CHKD.	APVD.	DATE

SALINE HIGH SCHOOL  
 SALINE, MICHIGAN

Interkal  
 Spectator Seating World  
 5981 EAST CORK STREET - KALAMAZOO, MICHIGAN 49048

83599-S1
DRWN JBIS 10-15-24
CHKD
APVD
SCALE 1/4" = 1'-0"
SHEET 15 OF 16
DRGNO C-83599-S3

January 9, 2025

Mr. Rex Clary, Executive Director of Operations  
Saline Area Schools  
7265 N Ann Arbor St.  
Saline, MI 48176



Re: Saline Area Schools – 2022 Bond Program  
Bid Package #3 – Middle School Recreation Complex & Parking Lot  
Contract Award Recommendation

Dear Mr. Clary,

Competitive bids were received December 13, 2024. Clark Construction Company, Kingscott Associates and Consultants and Mr. Clary have conducted post bid interview meetings with the low qualified, recommended Bidders. Bidders have also been through Clark Construction Company's pre-qualification process. We have received each Trade Contractor's assurance that they are committed to meeting the requirements of the Contract Documents. The recommended Trade Contractors provided the lowest responsive bid for the Work.

In addition to the direct Trade Contractor costs, Clark Construction Company recommends including a Construction Contingency amount of 8% for any unforeseen issues and General Condition budget amount of 2% related to items such as building permits, security and safety requirements, temporary utilities, etc. No costs will be committed without prior approval of the District Administration for each item.

Clark Construction Company, in conjunction with Saline Area Schools and Kingscott Associates, recommends Saline Area Schools enter into Contracts with each Trade Contractor listed below.

Trade Contractor award recommendations:

<u>Bid Category/Area of Work</u>	<u>Trade Contractor</u>	<u>Amount</u>
• 02 UST (Fuel Tank)	HM Environmental	\$ 92,750
• 03 Concrete	Albanelli	\$ 1,987,600
• 04 Masonry	Navetta Masonry	\$ 112,500
• 06 General Trades	PGC Development	\$ 236,350
• 07 Roofing	PGC Development	\$ 27,000
• 09 Painting	Conci Painting	\$ 15,950
• 11 Scoreboards	Innovated Energy Controls	\$ 157,820

	○	<i>Award Includes Combined Bid Savings for Bid Category 26 – Electrical of \$25,000</i>		
•	13A	Metal Shelter	We Build Fun	\$ 248,804
•	13B	Metal Bleachers	Southern Bleacher	\$ 557,900
•	22	Plumbing&HVAC	John Darr Mechanical	\$ 295,000
•	26	Electrical	Innovated Energy Controls	\$ 1,510,260
	○	<i>Award includes Alternate E-1: Additional Lighting for Aux Field</i>		
		▪	\$212,830	
•	31A	Sitework	Verdeterre Contracting, Inc.	\$ 4,816,550
•	31B	Baseball Field Sitework	Water Management Specialists	\$ 1,437,544
	○	<i>Award includes Alternates L-2: Dugout Option for Competition Field</i>		
		▪	\$96,825	
•	32A	Asphalt Paving	Nagle Paving	\$ 1,197,675
•	32B	Synthetic Turf	AstroTurf Great Lakes	\$ 1,891,109
	○	<i>Award includes Voluntary Alternate: 3D3 Rootzone in Lieu of base bid product to match Saline High School Football Field</i>		
		▪	\$63,606	
•	32C	Track Surfacing	Star Trac	\$ 160,000
•	32D	Tennis Surfacing	Goddard	\$ 141,500
•	32E	Fencing	Action Traffic Maintenance	\$1,143,232
•	32F	Landscaping	Salisbury Landscaping	\$ 417,042
<hr/>				
			Trade Contract Award Total	\$16,446,585
			Trade Contract Alternate Allowance	\$ 164,446
<hr/>				
			Construction Contingency (8%) (Clark Construction)	\$ 1,315,727
<hr/>				
			Subtotal	\$17,926,778
			Construction Field GC's (Clark Construction)	\$ 328,932
			<b>Subtotal Trade Cost + Field GC's (Clark Construction)</b>	<b>\$18,255,709</b>
			Saline Direct Expense (Water Meter, Tap Permit, Sewer Connection)	\$ 82,237
			Kingscott (A/E) – Fee and Reimbursable Cost	\$ 742,000
<hr/>				
			<b>Board of Education Approved Amount – Bond 2023</b>	<b>\$ 19,079,947</b>

Sincerely,  
CLARK CONSTRUCTION COMPANY

Matt Wielechowski  
Senior Project Manager

Matt Wielechowski

Digitally signed by Matt Wielechowski  
DN: C=US,  
E=mwielechowski@clarkcc.com,  
CN=Matt Wielechowski  
Date: 2025.01.10 05:32:55-05'00'

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 02 - UST System Removal: Storage Tanks

Generated January 9, 2025

LINE ITEMS
Storage Tanks
<b>Leveled Bid Total</b>
<b>COMBINED BIDS</b>
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.
Bid Category Numbers
Bid Category Descriptions
For the Lump Sum Base Bid of
<b>ADDENDA</b>
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid
No. 1, dated
No. 2, dated
No. 3, dated
No. 4, dated
No. 5, dated
No. 6, dated
<b>BID SECURITY</b>
Bid security in the amount of 5% of the Bid, shall accompany this Bid.
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>
Acknowledges that the cost of required Bonds is included in the base Bid amount.
<b>REJECTION OF BID</b>
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.
<b>FAMILIAL RELATIONSHIP</b>
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)
<b>CRIMINAL BACKGROUND CHECKS</b>
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)
Summary

HM Environmental Services, Inc. Submitted by Nick Lieder			
Unit	Qty	Unit Cost	Total Cost
<b>\$92,750</b>			
\$92,750			
Original Proposal, December 12, 2024			
			\$92,750
<b>Leveled Bid Total</b>			<b>\$92,750</b>
<b>COMBINED BIDS</b>			
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			
		YES	
<b>ADDENDA</b>			
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid			
No. 1, dated	11/21/2024	YES	
No. 2, dated	1/27/2024		
No. 3, dated	12/05/2024		
No. 4, dated	12/10/2024		
No. 5, dated	NA		
No. 6, dated	NA		
<b>BID SECURITY</b>			
Bid security in the amount of 5% of the Bid, shall accompany this Bid.			
		YES	
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>			
Acknowledges that the cost of required Bonds is included in the base Bid amount.			
		YES	
<b>REJECTION OF BID</b>			
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			
		YES	
<b>FAMILIAL RELATIONSHIP</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			
		YES	
<b>CRIMINAL BACKGROUND CHECKS</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			
		YES	
Summary			

E.T. Mackenzie Company Submitted by Phil Emmons			
Unit	Qty	Unit Cost	Total Cost
<b>\$102,930</b>			
\$102,930			
Original Proposal, December 13, 2024			
			\$102,930
<b>Leveled Bid Total</b>			<b>\$102,930</b>
<b>COMBINED BIDS</b>			
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			
		NO	
<b>ADDENDA</b>			
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid			
No. 1, dated	11-21-24	YES	
No. 2, dated	11-27-24		
No. 3, dated	12-5-24		
No. 4, dated	12-10-24		
No. 5, dated	NA		
No. 6, dated	NA		
<b>BID SECURITY</b>			
Bid security in the amount of 5% of the Bid, shall accompany this Bid.			
		YES	
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>			
Acknowledges that the cost of required Bonds is included in the base Bid amount.			
		YES	
<b>REJECTION OF BID</b>			
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			
		YES	
<b>FAMILIAL RELATIONSHIP</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			
		YES	
<b>CRIMINAL BACKGROUND CHECKS</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			
		YES	
Summary			

Job Site Services, Inc. Submitted by Craig Wilson			
Unit	Qty	Unit Cost	Total Cost
<b>\$105,890</b>			
\$105,890			
Original Proposal, December 13, 2024			
			\$105,890
<b>Leveled Bid Total</b>			<b>\$105,890</b>
<b>COMBINED BIDS</b>			
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			
2		NO	
<b>ADDENDA</b>			
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid			
No. 1, dated	11/21/2024	YES	
No. 2, dated	11/27/2024		
No. 3, dated	12/5/2024		
No. 4, dated	12/10/2024		
No. 5, dated	no addendum 5 received		
No. 6, dated	no addendum 6 received		
<b>BID SECURITY</b>			
Bid security in the amount of 5% of the Bid, shall accompany this Bid.			
		YES	
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>			
Acknowledges that the cost of required Bonds is included in the base Bid amount.			
		YES	
<b>REJECTION OF BID</b>			
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			
		YES	
<b>FAMILIAL RELATIONSHIP</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			
		YES	
<b>CRIMINAL BACKGROUND CHECKS</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			
		YES	
Summary			

DE Excavating Submitted by Max Dunigan			
Unit	Qty	Unit Cost	Total Cost
<b>\$148,359</b>			
\$148,359			
Original Proposal, December 13, 2024			
			\$148,359
<b>Leveled Bid Total</b>			<b>\$148,359</b>
<b>COMBINED BIDS</b>			
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			
		NO	
<b>ADDENDA</b>			
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid			
No. 1, dated	11/21	YES	
No. 2, dated	11/27		
No. 3, dated	12/5		
No. 4, dated	12/10		
No. 5, dated	n/a		
No. 6, dated	n/a		
<b>BID SECURITY</b>			
Bid security in the amount of 5% of the Bid, shall accompany this Bid.			
		YES	
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>			
Acknowledges that the cost of required Bonds is included in the base Bid amount.			
		YES	
<b>REJECTION OF BID</b>			
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			
		YES	
<b>FAMILIAL RELATIONSHIP</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			
		YES	
<b>CRIMINAL BACKGROUND CHECKS</b>			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			
		YES	
Summary			

**2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots**

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA  
 Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)  
 Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

03 - Concrete: Concrete Generated January 9, 2025	Albanelli Cement Contractors, Inc. Submitted by Nick Silveri	DSP Constructors Submitted by Alfredo Campos	Mccarthy Construction Company Submitted by Carrie McCarthy	Merlo Construction Company, Inc. Submitted by Diane Craft	Simone Construction Services Submitted by Ric Gites	E.T. Mackenzie Company Submitted by Michael Haeussler
<b>Leveled Bid</b>	<b>\$1,987,600</b> \$1,987,600 Revision #3, December 10, 2024	<b>\$2,031,835</b> \$2,031,835 Original Proposal, December 13, 2024	<b>\$2,058,377</b> \$2,058,377 Original Proposal, December 11, 2024	<b>\$2,068,710</b> \$2,068,710 Original Proposal, December 13, 2024	<b>\$2,394,200</b> \$2,394,200 Original Proposal, December 13, 2024	<b>\$2,812,960</b> \$2,812,960 Original Proposal, December 13, 2024
<b>LINE ITEMS</b>						
Concrete	Unit Qty Unit Cost Total Cost Concrete 1,987,600	Unit Qty Unit Cost Total Cost Concrete 2,031,835	Unit Qty Unit Cost Total Cost Concrete 2,058,377	Unit Qty Unit Cost Total Cost Concrete 2,068,710	Unit Qty Unit Cost Total Cost Concrete 2,394,200	Unit Qty Unit Cost Total Cost Concrete 2,812,960
<b>Leveled Bid Total</b>	<b>\$1,987,600</b>	<b>\$2,031,835</b>	<b>\$2,058,377</b>	<b>\$2,068,710</b>	<b>\$2,394,200</b>	<b>\$2,812,960</b>
All appropriate sales taxes are included in the above Lump Sum Base Bid.	YES	YES	YES	YES	YES	YES
<b>ADDENDA</b>						
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid	YES	YES	YES	YES	YES	YES
No. 1, dated	11/21/2024	11/21	11/21/24	11/21/2024	11-21-2024	November, 21 2024
No. 2, dated	11/27/2024	11/27	11/27/24	11/27/2024	11-27-2024	November 27, 2024
No. 3, dated	12/5/2024	12/5	12/5/24	12/05/2024	12-05-2024	December 5, 2024
No. 4, dated	12/10/2024	12/10	12/10/24	12/10/2024	12-10-2024	December 10, 2024
No. 5, dated	NA	0	0	n/a	N/A	N/A
No. 6, dated	NA	0	0	n/a	N/A	N/A
<b>BID SECURITY</b>						
Bid security in the amount of 5% of the Bid, shall accompany this Bid.	YES	YES	YES	YES	YES	YES
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>						
Acknowledges that the cost of required Bonds is included in the base Bid amount.	YES	YES	YES	YES	YES	YES
<b>REJECTION OF BID</b>						
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.	YES	YES	YES	YES	YES	YES
<b>PROJECT SCHEDULE</b>						
Acknowledges that it shall meet the requirements of the Project Schedule (Section 003113).	YES	YES	YES	YES	YES	YES
<b>EXTRA WORK</b>						
<b>FAMILIAL RELATIONSHIP</b>						
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)	YES	YES	YES	YES	YES	YES
<b>IRAN ECONOMIC SANCTION ACT 517 OF 2012</b>						
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)	YES	YES	YES	YES	YES	YES
<b>CRIMINAL BACKGROUND CHECKS</b>						
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)	YES	YES	YES	YES	YES	YES
Summary					Alternate L2 - Precast Dugout- Deduct \$11,000.00	

2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA  
 Bid Package Lead: Matt Wlechowaki (mwlechowaki@clarkco.com)  
 Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

04 - Masonry Masonry	Navetta Mason Contractors, Inc.	Schiffer Mason Contractors, Inc.	Baker Construction Co., Inc.	J&J Construction Company	Leidal & Hart Mason Contractors, Inc.	Davenport Masonry, Inc.	HMC Mason Contractors	BNE Services, LLC			
Generated January 9, 2025 Submitted by Jason Cusick	Generated January 9, 2025 Submitted by Jason Cusick	Submitted by Andrea Bodet	Submitted by Randy Schneider	Submitted by J&J Construction	Submitted by J Miller	Submitted by Rick Bonner	Submitted by Justin Gentile	Submitted by Ester Anton			
<b>Levelled Bid</b> <b>Base Bid</b>	<b>\$112,500</b> <b>\$112,500</b>	<b>\$116,800</b> <b>\$116,800</b>	<b>\$122,000</b> <b>\$122,000</b>	<b>\$122,437</b> <b>\$122,437</b>	<b>\$125,300</b> <b>\$125,300</b>	<b>\$133,818</b> <b>\$133,818</b>	<b>\$163,320</b> <b>\$163,320</b>	<b>\$168,000</b> <b>\$168,000</b>			
Original Proposal, December 13, 2024	Original Proposal, December 13, 2024	Original Proposal, December 13, 2024	Original Proposal, December 13, 2024	Original Proposal, December 12, 2024	Original Proposal, December 13, 2024	Revision #1, December 13, 2024	Original Proposal, December 13, 2024	Original Proposal, December 11, 2024			
Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost
<b>LINE ITEMS</b>											
<b>Masonry</b>											
Levelled Bid Total											
All appropriate sales taxes are included in the above Lump Sum Base Bid.											
<b>COMBINED BIDS</b>											
Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.											
Bid Category Numbers											
Bid Category Descriptions											
For the Lump Sum Base Bid of											
ADDITIONAL											
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid											
No. 1, dated											
No. 2, dated											
No. 3, dated											
No. 4, dated											
No. 5, dated											
No. 6, dated											
<b>BID SECURITY</b>											
Submitting in the amount of 5% of the bid, shall accompany this Bid.											
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>											
Acknowledges that the cost of required bonds is included in the base Bid amount.											
<b>REJECTION OF BID</b>											
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.											
<b>FAMILIAL RELATIONSHIP</b>											
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Statement. (File included in the Files Section)											
<b>IRAN ECONOMIC SANCTION ACT OF 2012</b>											
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)											
<b>CRIMINAL BACKGROUND CHECKS</b>											
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)											
Summary											





# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 07 - Roofing: Roofing

Generated January 9, 2025

### Leveled Bid

Base Bid

#### LINE ITEMS

Roofing

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

## PGC Development

Submitted by Mark Turbeville

**\$27,790**

\$27,790

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$27,790
			<b>\$27,790</b>

YES

NO

11/21/24 YES

11/27/24

12/5/24

12/10/24

na

na

YES

YES

YES

YES

YES

YES

## Advanced Roofing Services

Submitted by Bill Aili

**\$27,935**

\$27,935

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$27,935
			<b>\$27,935</b>

YES

NO

11/21/2024 YES

11/27/2024

12/05/2024

12/10/2024

n/a

n/a

YES

YES

YES

YES

YES

YES

# 2014: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 09 - Painting & Wall Covering: Painting & Wall Covering

Generated January 9, 2025  
**Leveled Bid**  
Base Bid

### LINE ITEMS

Painting & Wall Covering

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

	Conci Painting, LLC Submitted by Alex Derdelakos				Lenco Painting Inc. Submitted by Shane Reter				Laci Painting LLC Submitted by Gertjol Keqi				Classic Painting Company, Inc. Submitted by Stephanie Sholty			
	<b>\$15,950</b>				<b>\$21,200</b>				<b>\$21,500</b>				<b>\$31,775</b>			
	Original Proposal, December 13, 2024				Original Proposal, December 13, 2024				Original Proposal, December 8, 2024				Original Proposal, December 13, 2024			
	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost
Painting & Wall Covering				\$15,950				\$21,200				\$21,500				\$31,775
<b>Leveled Bid Total</b>				<b>\$15,950</b>				<b>\$21,200</b>				<b>\$21,500</b>				<b>\$31,775</b>
			YES				YES				YES				YES	
			NO				NO				NO				NO	
			YES				YES				YES				YES	
	2024-11-21				11/21/24				y				11.21.24			
	2024-11-27				11/27/24				y				11.27.24			
	2024-12-05				12/5/24				y				12.5.24			
	2024-12-10				12/10/24				y				12.10.24			
	NA				n/a				y				0			
	NA				n/a				y				0			
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 11 - Scoreboards: Scoreboards

Generated January 9, 2025

### Leveled Bid

Base Bid

#### LINE ITEMS

Scoreboards

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

#### IRAN ECONOMIC SANTIION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

## Architectural Systems Group LLC

Submitted by Dawn Harmsen

**\$128,490**

\$128,490

Original Proposal, December 9, 2024

Unit	Qty	Unit Cost	Total Cost
			\$128,490
			<b>\$128,490</b>

YES

NO

YES

11/21/2024

11/27/2024

12/05/2024

N/A

N/A

N/A

YES

YES

YES

YES

YES

YES

## Innovated Energy Controls

Submitted by Todd Underhill

**\$182,820**

\$182,820

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$182,820
			<b>\$182,820</b>

YES

YES

11 & 26

ELECTRICAL AND EXTERIOR SCOREBOARDS

\$1,455,250

YES

11/21/24

11/27/24

12/05/24

12/10/24

NA

NA

YES

YES

YES

YES

YES

YES

# 2014: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 13A - Metal Shelter (Pavilion): Metal Shelter (Pavilion)

Generated January 9, 2025

### Leveled Bid

Base Bid

### We Build Fun

Submitted by Keith Alexander

**\$248,804**

\$248,804

Original Proposal, December 12, 2024

### Midstates Recreation LLC

Submitted by Nathan Chamberlin

**\$329,905**

\$329,905

Original Proposal, December 13, 2024

#### LINE ITEMS

Metal Shelter (Pavilion)

Unit	Qty	Unit Cost	Total Cost
			\$248,804

Unit	Qty	Unit Cost	Total Cost
			\$329,905

#### Leveled Bid Total

**\$248,804**

**\$329,905**

All appropriate sales taxes are included in the above Lump Sum Base Bid.

YES

YES

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

NO

NO

Bid Category Numbers  
Bid Category Descriptions  
For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

YES

YES

No. 1, dated

11/21/2024

11/21/2024

No. 2, dated

11/27/2024

11/27/2024

No. 3, dated

12/05/2024

12/05/2024

No. 4, dated

12/10/2024

12/10/2024

No. 5, dated

N/A

N/A

No. 6, dated

N/A

N/A

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

YES

YES

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

YES

YES

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

YES

YES

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

YES

YES

#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

YES

YES

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

YES

YES

Summary

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkco.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

**13B - Metal Bleachers, Pressbox, and Grandstand: Metal Bleachers, Pressbox, and Grandstand**  
Generated January 9, 2025

**Leveled Bid**

Base Bid

**LINE ITEMS**

Metal Bleachers, Pressbox, and Grandstand

**ALTERNATES**

Voluntary Alternate: Wood Framed Pressbox in lieu of Metal (Due to Long Lead times)

**Leveled Bid Total**

All appropriate sales taxes are included in the above Lump Sum Base Bid.

**COMBINED BIDS**

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

**ADDENDA**

Acknowledges receipt of the following

Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

**BID SECURITY**

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

**PERFORMANCE AND LABOR AND MATERIAL PAYMENT**

Acknowledges that the cost of required Bonds is included in the base Bid amount.

**REJECTION OF BID**

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

**FAMILIAL RELATIONSHIP**

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

**IRAN ECONOMIC SANCTION ACT 517 OF 2012**

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

**CRIMINAL BACKGROUND CHECKS**

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

Southern Bleacher Company, Inc. <small>Submitted by Shawna Carter</small>				Schultz Industries, Inc. dba Sturdisteel Company <small>Submitted by Robert Groppa</small>			
<b>\$557,900</b>				<b>\$863,700</b>			
\$557,900				\$863,700			
<small>Original Proposal, December 13, 2024</small>				<small>Original Proposal, December 11, 2024</small>			
Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost
Metal Bleachers, Pressbox, and Grandstand			\$557,900				\$863,700
<b>Leveled Bid Total</b>				<b>Leveled Bid Total</b>			
			<b>\$557,900</b>				<b>\$863,700</b>
All appropriate sales taxes are included in the above Lump Sum Base Bid.				All appropriate sales taxes are included in the above Lump Sum Base Bid.			
COMBINED BIDS				COMBINED BIDS			
Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.				Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			
Bid Category Numbers				Bid Category Numbers			
Bid Category Descriptions				Bid Category Descriptions			
For the Lump Sum Base Bid of				For the Lump Sum Base Bid of			
ADDENDA				ADDENDA			
Acknowledges receipt of the following				Acknowledges receipt of the following			
Addenda and has included the cost thereof in the Lump Sum Base Bid				Addenda and has included the cost thereof in the Lump Sum Base Bid			
No. 1, dated	11-21-24	YES		11/21/24		YES	
No. 2, dated	11-27-24			11/27/24			
No. 3, dated	12-5-24			12/5/24			
No. 4, dated	12-10-24			12/10/24			
No. 5, dated	0			NA			
No. 6, dated	0			NA			
BID SECURITY				BID SECURITY			
Bid security in the amount of 5% of the Bid, shall accompany this Bid.				Bid security in the amount of 5% of the Bid, shall accompany this Bid.			
PERFORMANCE AND LABOR AND MATERIAL PAYMENT				PERFORMANCE AND LABOR AND MATERIAL PAYMENT			
Acknowledges that the cost of required Bonds is included in the base Bid amount.				Acknowledges that the cost of required Bonds is included in the base Bid amount.			
REJECTION OF BID				REJECTION OF BID			
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.				Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			
FAMILIAL RELATIONSHIP				FAMILIAL RELATIONSHIP			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)				Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			
IRAN ECONOMIC SANCTION ACT 517 OF 2012				IRAN ECONOMIC SANCTION ACT 517 OF 2012			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)				Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)			
CRIMINAL BACKGROUND CHECKS				CRIMINAL BACKGROUND CHECKS			
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)				Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			
Summary				Summary			

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 22 - Plumbing and HVAC: Plumbing and HVAC

Generated January 9, 2025

### Leveled Bid Base Bid

#### LINE ITEMS

Plumbing and HVAC

#### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

#### Summary

	John Darr Mechanical Inc. Submitted by Matthew Darr				Adrian Mechanical Services Co. Submitted by Mark Schutte				Monroe Plumbing and Heating Company Submitted by Niko Schmieder				Boone & Darr Inc. Submitted by Charles Darr			
	<b>\$295,000</b> \$295,000				<b>\$306,250</b> \$306,250				<b>\$342,000</b> \$342,000				<b>\$366,000</b> \$366,000			
	Original Proposal, December 13, 2024				Original Proposal, December 13, 2024				Original Proposal, December 13, 2024				Original Proposal, December 13, 2024			
	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost
Plumbing and HVAC				\$295,000				\$306,250				\$342,000				\$366,000
<b>Leveled Bid Total</b>				<b>\$295,000</b>				<b>\$306,250</b>				<b>\$342,000</b>				<b>\$366,000</b>
			YES				YES				YES				YES	
			NO				NO				NO				NO	
			YES				YES				YES				YES	
	11/21/2024				11/21/24				11/20/24				11/21/2024			
	11/24/2024				11/27/24				11/26/24				11/27/2024			
	12/05/2034				12/5/24				12/05/24				12/05/2024			
	12/10/2024				12/10/24				12/10/24				NA			
	N/A				n/a				N/A				NA			
	N/A				n/a				N/A				NA			
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	
			YES				YES				YES				YES	

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 26 - Electrical: Electrical

Generated January 9, 2025

### Leveled Bid

Base Bid

#### LINE ITEMS

Electrical

#### ALTERNATES

Alternate No. E.1 - Additional (2) poles and additional equipment for MUSCO heads to illuminate soccer field on 4 poles total

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

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#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

#### Summary

Innovated Energy Controls Submitted by Todd Underhill			
<b>\$1,510,260</b>			
<b>\$1,297,430</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$1,297,430
			\$212,830
			<b>\$1,510,260</b>
		YES	
11 & 26		YES	
ELECTRICAL AND EXTERIOR SCOREBOARDS			\$1,455,250
		YES	
11/21/24			
11/27/24			
12/05/24			
12/10/24			
NA			
NA			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

J. Ranck Electric, Inc. Submitted by Adam Ranck			
<b>\$2,003,600</b>			
<b>\$1,766,600</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$1,766,600
			\$237,000
			<b>\$2,003,600</b>
		YES	
N/A		NO	
N/A			
		YES	
11/21/2024			
11/27/2024			
12/5/2024			
12/10/2024			
N/A			
N/A			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

O'DONNELL ELECTRIC, LLC Submitted by Jim O'Donnell			
<b>\$2,324,889</b>			
<b>\$2,062,112</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$2,062,112
			\$262,777
			<b>\$2,324,889</b>
		YES	
		NO	
11.21.24			
11.27.24			
12.5.24			
12.11.24			
0			
0			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

Superior Electric Great Lakes Company Submitted by Kristen Kinsey			
<b>\$2,345,800</b>			
<b>\$2,096,000</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$2,096,000
			\$249,800
			<b>\$2,345,800</b>
		YES	
		NO	
11/21/2024			
11/24/2024			
12/05/2024			
12/10/2024			
NA			
NA			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	



2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

31A - Sitework: Sitework Generated January 9, 2025 Leveled Bid Base Bid	Verdeterre Contracting In Submitted by Christopher Brown <b>\$4,816,550</b> \$4,816,550 Original Proposal, December 13, 2024	ILE Excavating Inc. Submitted by Milad Ibrahim <b>\$5,035,820</b> \$5,035,820 Revision #1, December 13, 2024	D & R Earthmoving Submitted by Tom Aker <b>\$5,113,169</b> \$5,113,169 Original Proposal, December 13, 2024	Eagle Excavation, Inc. Submitted by Jackson Wentworth <b>\$5,883,000</b> \$5,883,000 Original Proposal, December 13, 2024	E. T. Mackenzie Company Submitted by Michael Haeussler <b>\$5,920,322</b> \$5,920,322 Original Proposal, December 13, 2024	Fessler & Bowman, Inc. Submitted by Ethan Barrett <b>\$6,202,475</b> \$6,202,475 Revision #1, December 13, 2024																		
LINE ITEMS	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost				
Sitework				\$4,816,550				\$5,035,820				\$5,113,169				\$5,883,000				\$5,920,322				\$6,202,475
<b>Leveled Bid Total</b>				<b>\$4,816,550</b>				<b>\$5,035,820</b>				<b>\$5,113,169</b>				<b>\$5,883,000</b>				<b>\$5,920,322</b>				<b>\$6,202,475</b>
All appropriate sales taxes are included in the above Lump Sum Base Bid.			YES				YES				YES				YES			YES					YES	
<b>COMBINED BIDS</b>																								
<b>COMBINED BIDS or TWO (2) or more Bids</b> Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.																								
Bid Category Numbers																								
Bid Category Descriptions																								
For the Lump Sum Base Bid of																								
<b>ADDENDA</b>																								
<b>Acknowledges receipt of the following</b> Addenda and has included the cost thereof in the Lump Sum Base Bid																								
No. 1, dated	11/21/2024																							
No. 2, dated	11/27/2024																							
No. 3, dated	12/5/2024																							
No. 4, dated	12/10/2024																							
No. 5, dated	NA																							
No. 6, dated	NA																							
<b>BID SECURITY</b>																								
<b>Bid security in the amount of 5% of the Bid,</b> shall accompany this Bid.																								
				YES				YES				YES						YES						YES
<b>PERFORMANCE AND LABOR AND MATERIAL PAYMENT</b>																								
<b>Acknowledges that the cost of required bonds</b> is included in the base Bid amount.																								
				YES				YES				YES						YES						YES
<b>REJECTION OF BID</b>																								
<b>Acknowledges the right of the Owner to accept</b> or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.																								
				YES				YES				YES						YES						YES
<b>FAMILIAL RELATIONSHIP</b>																								
<b>Each Bidder shall acknowledge they have</b> completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)																								
				YES				YES				YES						YES						YES
<b>IRAN ECONOMIC SANCTION ACT 517 OF 2012</b>																								
<b>Each Bidder shall acknowledge they have</b> completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)																								
				YES				YES				YES						YES						YES
<b>CRIMINAL BACKGROUND CHECKS</b>																								
<b>Each Bidder shall acknowledge they have</b> completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)																								
				YES				YES				YES						YES						YES
<b>Summary</b>																								

# 4: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking L

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 31B - Baseball / Softball Field Site

Work: Baseball

Generated January 9, 2025

### Leveled Bid

Base Bid

## Water Management Specialist, Inc.

Submitted by Dennis Rector

**\$1,437,544**

\$1,340,719

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
------	-----	-----------	------------

### LINE ITEMS

Baseball

\$1,340,719

### ALTERNATES

L-1: Dugout Options for Junior Fields

\$29,932

L-2: Dugout Options for Competition Fields

\$96,825

### Leveled Bid Total

**\$1,437,544**

All appropriate sales taxes are included in the above Lump Sum Base Bid.

YES

### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

NO

### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

11/21/24

No. 2, dated

11/27/24

No. 3, dated

12/5/24

No. 4, dated

12/10/24

No. 5, dated

none

No. 6, dated

none

YES

### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

YES

### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required bonds is included in the base Bid amount.

YES

### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

YES

### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

YES

### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

YES

### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

YES

Summary

# 2014: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

**32A - Asphalt Paving: Asphalt Paving**  
Generated January 9, 2025

**Leveled Bid**  
Base Bid

**LINE ITEMS**

Asphalt Paving

**Leveled Bid Total**

All appropriate sales taxes are included in the above Lump Sum Base Bid.

**COMBINED BIDS**

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers  
Bid Category Descriptions  
For the Lump Sum Base Bid of

**ADDENDA**

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated  
No. 2, dated  
No. 3, dated  
No. 4, dated  
No. 5, dated  
No. 6, dated

**BID SECURITY**

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

**PERFORMANCE AND LABOR AND MATERIAL PAYMENT**

Acknowledges that the cost of required Bonds is included in the base Bid amount.

**REJECTION OF BID**

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

**FAMILIAL RELATIONSHIP**

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**IRAN ECONOMIC SANCTION ACT 517 OF 2012**

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

**CRIMINAL BACKGROUND CHECKS**

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

Als Asphalt Paving Submitted by dave coppola			
<b>\$1,171,365</b>			
<b>\$1,171,365</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$1,171,365
			<b>\$1,171,365</b>
		YES	
		NO	
11/21/2024		YES	
11/27/2024			
12/5/2024			
12/10/2024			
N/A			
N/A			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

Nagle Paving Company Submitted by Rob Wilson			
<b>\$1,197,675</b>			
<b>\$1,197,675</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$1,197,675
			<b>\$1,197,675</b>
		YES	
		NO	
11/20/24		YES	
11/27/24			
12/5/24			
12/10/24			
NA			
NA			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

T&M Asphalt Paving, Inc. Submitted by Rick Gordon			
<b>\$1,347,120</b>			
<b>\$1,347,120</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
			\$1,347,120
			<b>\$1,347,120</b>
		YES	
		NO	
11-21-24		YES	
11-27-24			
12-5-24			
12-10-24			
na			
na			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 32B - Synthetic Turf: Synthetic Turf

Generated January 9, 2025

### Leveled Bid

### Base Bid

#### LINE ITEMS

Synthetic Turf

#### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

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#### CRIMINAL BACKGROUND CHECKS

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#### Summary

S & H Trucking & Excavating LLC			
Submitted by scott hayes			
<b>\$1,800,000</b>			
<b>\$1,800,000</b>			
Revision #1, December 11, 2024			
Unit	Qty	Unit Cost	Total Cost
Synthetic Turf			\$1,800,000
<b>Leveled Bid Total</b>			<b>\$1,800,000</b>
		YES	
		NO	
11/21		YES	
11/27			
12/05			
12/10			
N/A			
N/A			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

Astroturf Great Lakes			
Submitted by Ken Hutchinson			
<b>\$1,827,503</b>			
<b>\$1,827,503</b>			
Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
Synthetic Turf			\$1,827,503
<b>Leveled Bid Total</b>			<b>\$1,827,503</b>
		YES	
		NO	
11/21/2024		YES	
11/27/2024			
12/5/2024			
12/10/2024			
N/A			
N/A			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

A-Turf, Inc.			
Submitted by Kristopher Schmitt			
<b>\$2,198,000</b>			
<b>\$2,198,000</b>			
Revision #2, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost
Synthetic Turf			\$2,198,000
<b>Leveled Bid Total</b>			<b>\$2,198,000</b>
		YES	
32B		YES	
Synthetic Turf and Equipment			\$2,189,000
11/21		YES	
11/27			
12/5			
12/10			
NA			
NA			
		YES	
		YES	
		YES	
		YES	
		YES	
		YES	

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 32C - Synthetic Track Surface:

### Synthetic Track Surface

Generated January 9, 2025

#### Leveled Bid

#### Base Bid

#### LINE ITEMS

Synthetic Track Surface

#### ALTERNATES

L-3: Polyurethane bound, black SBR crumb base mat with terra cotta EPDM structural spray

L-4: Polyurethane bound, black SPR crumb base mat with navy blue EPDM structural spray.

#### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

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#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

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#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

#### Summary

Star Trac Enterprise Submitted by Rick Dougherty				Current Surfaces Inc. Submitted by Andrew Plumb				Goddard Sport Surfaces Submitted by Chris Perkins				A.G. Sports Services LLC Submitted by Conner Golas			
<b>\$160,000</b>				<b>\$175,408</b>				<b>\$181,400</b>				<b>\$189,400</b>			
\$160,000				\$175,408				\$181,400				\$189,400			
Original Proposal, December 12, 2024				Original Proposal, December 13, 2024				Original Proposal, December 13, 2024				Original Proposal, December 13, 2024			
Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost	Unit	Qty	Unit Cost	Total Cost
Synthetic Track Surface			\$160,000				\$175,408				\$181,400				\$189,400
<b>ALTERNATES</b>			<b>\$0</b>				<b>\$0</b>				<b>\$0</b>				<b>\$0</b>
L-3: Polyurethane bound, black SBR crumb base mat with terra cotta EPDM structural spray			\$65,000				\$85,264				\$100,000				\$72,600
L-4: Polyurethane bound, black SPR crumb base mat with navy blue EPDM structural spray.			\$75,000				\$113,672				\$120,000				\$95,100
<b>Leveled Bid Total</b>			<b>\$160,000</b>				<b>\$175,408</b>				<b>\$181,400</b>				<b>\$189,400</b>
All appropriate sales taxes are included in the above Lump Sum Base Bid.			YES				YES				YES				YES
COMBINED BIDS															
Combined bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.			YES				NO				NO				NO
Bid Category Numbers															
Bid Category Descriptions															
For the Lump Sum Base Bid of															
ADDENDA															
Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid			YES				YES				YES				YES
No. 1, dated			11/21/2024				11/21/24				11/21/24				11/21/24
No. 2, dated			11/27/2024				11/27/24				11/27/24				11/27/24
No. 3, dated			12/5/2024				12/5/24				12/5/24				12/5/24
No. 4, dated			12/10/2024				12/10/24				12/10/24				12/10/24
No. 5, dated			N/A				n/a				n/a				n/a
No. 6, dated			N/A				n/a				n/a				n/a
BID SECURITY															
Bid security in the amount of 5% of the Bid, shall accompany this Bid.			YES				YES				YES				YES
PERFORMANCE AND LABOR AND MATERIAL PAYMENT															
Acknowledges that the cost of required Bonds is included in the base Bid amount.			YES				YES				YES				YES
REJECTION OF BID															
Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.			YES				YES				YES				YES
FAMILIAL RELATIONSHIP															
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)			YES				YES				YES				YES
IRAN ECONOMIC SANCTION ACT 517 OF 2012															
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)			YES				YES				YES				YES
CRIMINAL BACKGROUND CHECKS															
Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)			YES				YES				YES				YES
Summary															

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 32D - Acrylic Tennis Court Surface: Acrylic Tennis Court Surface

Generated January 9, 2025

### Leveled Bid Base Bid

#### LINE ITEMS

Acrylic Tennis Court Surface

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated

No. 2, dated

No. 3, dated

No. 4, dated

No. 5, dated

No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

#### Summary

## Laser Striping And Sport Surfacing

Submitted by Michael Laser

**\$110,900**

\$110,900

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$110,900
<b>Leveled Bid Total</b>			<b>\$110,900</b>

YES

32D  
Acrylic Tennis Court Surface

\$110,900

YES

11/21/2024

11/27/2024

12/05/2024

12/10/2024

na

na

YES

YES

YES

YES

YES

YES

## Goddard Sport Surfaces

Submitted by Chris Perkins

**\$141,500**

\$141,500

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$141,500
<b>Leveled Bid Total</b>			<b>\$141,500</b>

YES

32D

\$141,500

YES

11/21/24

11/27/24

12/5/24

12/10/24

n/a

n/a

YES

YES

YES

YES

YES

YES

## Ideal Coatings

Submitted by Tim Weaver

**\$258,631**

\$258,631

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$258,631
<b>Leveled Bid Total</b>			<b>\$258,631</b>

YES

32D

Acrylic Tennis Court Surfacing

\$258,631

YES

11/21/2024

11/27/2024

12/5/2024

12/10/2024

N/A

N/A

YES

YES

YES

YES

YES

YES

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 32E - Fencing: Fencing

Generated January 9, 2025

### Leveled Bid

Base Bid

#### LINE ITEMS

Fencing

#### ALTERNATES

L-1: Dugouts options for Junior Fields - Chain-link fence with steel roof  
L-2: Dugout Options for Competition Fields - Precast concrete dugouts. Home dugouts to include storage area

#### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

#### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers  
Bid Category Descriptions  
For the Lump Sum Base Bid of

#### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

No. 1, dated  
No. 2, dated  
No. 3, dated  
No. 4, dated  
No. 5, dated  
No. 6, dated

#### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

#### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required bonds is included in the base Bid amount.

#### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

#### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

#### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

#### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

## Action Traffic Maintenance

Submitted by Brenden Pudduck

**\$1,143,232**

\$1,143,232

Revision #1, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$1,143,232

**\$0**

		\$4,750	
		\$181,900	

**\$1,143,232**

YES

YES

32E 32A Partial  
Fencing, Signs

YES

11/21/24  
11/27/24  
12/5/24  
12/10/24  
N/A  
N/A

YES

YES

YES

YES

YES

YES

## Zak Welding & Custom Work,LLC

Submitted by PAUL BHAVSAR

**\$1,312,850**

\$1,312,850

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$1,312,850

**\$0**

		\$18,000	
		\$45,500	

**\$1,312,850**

YES

NO

YES

11/21/2024  
11/27/2024  
12/05/2024  
12/10/2024  
0  
0

YES

YES

YES

YES

YES

YES

## American Fence & Supply Co., Inc

Submitted by Salim Setork

**\$1,336,481**

\$1,336,481

Original Proposal, December 12, 2024

Unit	Qty	Unit Cost	Total Cost
			\$1,336,481

**\$0**

		\$2,800	
		\$1,500	

**\$1,336,481**

YES

NO

YES

11/21/24  
11/27/24  
12/5/24  
12/10/24  
0  
0

YES

YES

YES

YES

YES

YES

## Nationwide Construction Group

Submitted by Scott Keller

**\$1,477,823**

\$1,477,823

Original Proposal, December 12, 2024

Unit	Qty	Unit Cost	Total Cost
			\$1,477,823

**\$0**

		\$12,000	
		\$0	

**\$1,477,823**

YES

YES

N/A  
N/A

\$0

YES

11/21/2024  
11/27/2024  
12/05/2024  
12/10/2024  
N/A  
N/A

YES

YES

YES

YES

YES

YES

# 2914: BP#3 - Saline Area Schools - Middle School Rec Complex and Parking Lots

Prepared by Clark Construction Company - 3535 Moores River Dr, Lansing, MI 48911, USA

Bid Package Lead: Matt Wielechowski (mwielechowski@clarkcc.com)

Project Location: 7190 North Maple Road, Saline, MI 48176, United States of America

## 32F - Landscaping: Landscaping

Generated January 9, 2025

**Leveled Bid**  
Base Bid

### LINE ITEMS

Landscaping

### Leveled Bid Total

All appropriate sales taxes are included in the above Lump Sum Base Bid.

### COMBINED BIDS

Combined Bids of two (2) or more Bid Categories may be submitted. Separate Bids for each Bid Category included in a combined Bid are required.

Bid Category Numbers

Bid Category Descriptions

For the Lump Sum Base Bid of

### ADDENDA

Acknowledges receipt of the following Addenda and has included the cost thereof in the Lump Sum Base Bid

- No. 1, dated
- No. 2, dated
- No. 3, dated
- No. 4, dated
- No. 5, dated
- No. 6, dated

### BID SECURITY

Bid security in the amount of 5% of the Bid, shall accompany this Bid.

### PERFORMANCE AND LABOR AND MATERIAL PAYMENT

Acknowledges that the cost of required Bonds is included in the base Bid amount.

### REJECTION OF BID

Acknowledges the right of the Owner to accept or reject any or all Bids in whole or in part and to waive any informality or irregularity in the Bid, or to award the Contract to other than the low Bidder in its sole and absolute discretion.

### FAMILIAL RELATIONSHIP

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Familial Relationship Sworn Statement. (File included in the Files Section)

### IRAN ECONOMIC SANCTION ACT 517 OF 2012

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Iran Economic Sanctions Act affidavit of compliance. (File included in the Files Section)

### CRIMINAL BACKGROUND CHECKS

Each Bidder shall acknowledge they have completed, executed and submitted with its Bid Proposal the Criminal Background Checks affidavit of compliance. (File included in the Files Section)

Summary

## Superior Landscape Companies

Submitted by Brian Voelz

**\$356,047**

\$356,047

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$356,047
<b>Leveled Bid Total</b>			<b>\$356,047</b>

YES

NO

YES

11/21

11/27

12/5

12/10

N/A

N/A

NO

YES

YES

YES

YES

YES

## Salisbury Landscape Group

Submitted by Jason Salisbury

**\$417,042**

\$417,042

Revision #1, December 11, 2024

Unit	Qty	Unit Cost	Total Cost
			\$417,042
<b>Leveled Bid Total</b>			<b>\$417,042</b>

YES

NO

YES

21NOV2024

27NOV2024

05DEC2024

10DEC2024

N/A

N/A

YES

YES

YES

YES

YES

YES

32F  
Landscaping

\$417,042

## Heritage and Company, INC.

Submitted by Dean Morales

**\$1,215,412**

\$1,215,412

Original Proposal, December 13, 2024

Unit	Qty	Unit Cost	Total Cost
			\$1,215,412
<b>Leveled Bid Total</b>			<b>\$1,215,412</b>

YES

NO

YES

11/21/2024

11/27/2024

12/5/2024

12/10/2024

na

na

YES

YES

YES

YES

YES

YES



# Saline Area Schools

## District Office

7265 North Ann Arbor Street  
Saline, MI 48176



## Operations Department

January 9, 2025

Superintendent Laatsch  
Saline Area Schools Board of Education

I would like to recommend Trane Technology for the purchase & delivery of 4 - Trane Model VUD1600 Unit Ventilators for the Saline Middle School STEAM remodel in the amount of \$48,981.00. This project was bid through the Omnia purchasing cooperative, quote number is: M1-207596-25-001 and with this pre-purchase of equipment it will enable Clark Construction to maintain their construction schedule with an anticipated start date of June 9, 2025.

Trane equipment and controls are a district standard and we have built strong relationships with the sales & service teams.

Trane Proposal (Attached)

Rex Clary  
Executive Director of Operations  
Saline Area Schools

January 9, 2025

Mr. Rex Clary, Executive Director of Operations  
Saline Area Schools  
7265 N Ann Arbor St.  
Saline, MI 48176



Re: Saline Area Schools - 2022 Bond Program  
Bid Package #4 - Trane Pre-purchase Equipment  
Saline Middle School - Interior Renovation (Unit Ventilators - Special Ed)  
Contract Award Recommendation

Dear Mr. Clary,

Clark Construction Company recommends Saline Area Schools enter into Contracts with each Trade Contractor listed below.

The pre-purchased equipment proposals as submitted by Trane are attached to this letter.

Trade Contractor award recommendations:

<u>Bid Category/Area of Work</u>	<u>Trade Contractor</u>	<u>Amount</u>
• Mechanical Equipment <ul style="list-style-type: none"><li>o Area G (Special Ed)</li></ul>	TRANE	\$48,981

**Board of Education Approved Amount \$ 48,981**

Sincerely,  
CLARK CONSTRUCTION COMPANY

Digitally signed by Matt Wielechowski  
DN: cn=Matt Wielechowski, email=m.wielechowski@clarkcc.com,  
c=Matt Wielechowski  
Date: 2025.01.09 14:30:04-0500

Matt Wielechowski  
Senior Project Manager





**NOT INCLUDED:**

- Supply and installation of unit controller, thermostat, current sensors, temperature sensors
- CO2 sensor, humidistat.
- Condensate pump, drain pan overflow switch, closed cell cabinet insulation.
- Louver, wall sleeve, raised base wall trim, side pipe covers, block-off panels.
- Powered exhaust, energy recover wheel, key-locks.

Total Net Price (Excluding Sales Tax) ..... \$ 46,208  
 Sales Tax ..... \$ 2,773

Total Net Price: ..... \$ 48,981

Tax Status: Taxable <input type="checkbox"/> Exempt <input type="checkbox"/>	IF EXEMPT PLEASE SUBMIT COMPLETED TAX EXEMPTION CERTIFICATE WITH YOUR SIGNED PROPOSAL OR WITH YOUR PURCHASING DOCUMENTS. KEEP YOUR ORIGINAL ON FILE IN THE OFFICE. YOU WILL BE CHARGED TAX IF A VALID EXEMPTION CERTIFICATE IS NOT ON FILE BEFORE EQUIPMENT, PARTS OR SERVICES ARE PROVIDED. SEE <a href="http://WWW.TAXSITES.COM/STATE-LINKS.HTML">WWW.TAXSITES.COM/STATE-LINKS.HTML</a> FOR TAX FORMS.
---	--

Sincerely,

**Darren Savage**  
**Trane U.S. Inc.**  
 37001 Industrial Road  
 Livonia, MI 48150  
 Office Phone: (734) 452-2000

**This proposal is subject to your acceptance of the attached Trane terms and conditions.**



**TERMS AND CONDITIONS - COMMERCIAL EQUIPMENT**

"Company" shall mean Trane U.S. Inc. for sales in the United States and Trane Canada ULC for sales in Canada.

1. **Acceptance.** These terms and conditions are an integral part of Company's offer and form the basis of any agreement (the "Agreement") resulting from Company's proposal (the "Proposal") for the sale of the described commercial equipment and any ancillary services (the "Equipment"). **COMPANY'S TERMS AND CONDITIONS AND EQUIPMENT PRICES ARE SUBJECT TO PERIODIC CHANGE OR AMENDMENT.** The Proposal is subject to acceptance in writing by the party to whom this offer is made or an authorized agent ("Customer") delivered to Company within 15 days from the date of the Proposal. Prices in the Proposal are subject to change at any time upon notice to Customer. If Customer accepts the Proposal by placing an order, without the addition of any other terms and conditions of sale or any other modification, Customer's order shall be deemed acceptance of the Proposal subject to Company's terms and conditions. If Customer's order is expressly conditioned upon Company's acceptance or assent to terms and/or conditions other than those expressed herein, return of such order by Company with Company's terms and conditions attached or referenced serves as Company's notice of objection to Customer's terms and as Company's counteroffer to provide Equipment in accordance with the Proposal and the Company's terms and conditions. If Customer does not reject or object in writing to Company within 10 days, Company's counteroffer will be deemed accepted. Notwithstanding anything to the contrary herein, Customer's acceptance of the Equipment will in any event constitute an acceptance by Customer of Company's terms and conditions. This Agreement is subject to credit approval by Company. Upon disapproval of credit, Company may delay or suspend performance or, at its option, renegotiate prices and/or terms and conditions with Customer. If Company and Customer are unable to agree on such revisions, this Agreement shall be cancelled without any liability.

2. **Connected Services.** In addition to these terms and conditions, the Connected Services Terms of Service ("Connected Services Terms"), available at <https://www.trane.com/TraneConnectedServicesTerms>, as updated from time to time, are incorporated herein by reference and shall apply to the extent that Company provides Customer with Connected Services, as defined in the Connected Services Terms.

3. **Title and Risk of Loss.** All Equipment sales with destinations to Canada or the U.S. shall be made as follows: FOB Company's U.S. manufacturing facility or warehouse (full freight allowed). Title and risk of loss or damage to Equipment will pass to Customer upon tender of delivery of such to carrier at Company's U.S. manufacturing facility or warehouse.

4. **Pricing and Taxes.** Within forty-five (45) days following Customer acceptance of the Proposal without addition of any other terms and conditions of sale or any modification, Customer shall provide notification of release for immediate production at Company's factory. Prices for Equipment are subject to change at any time prior to shipment to reflect any cost increases related to the manufacture, supply, and shipping of Equipment. This includes, but is not limited to, cost increases in raw materials, supplier components, labor, utilities, freight, logistics, wages and benefits, regulatory compliance, or any other event beyond Company's control. If shipment is delayed due to Customer's actions, Company may also charge Customer with storage fees. If a release is not received within 9 months following order acceptance, Company reserves the right to cancel any order. Company shall be entitled to equitable adjustments in the contract price to reflect any cost increases as set forth above and will provide notice to Customer prior to the date for which the increased price is to be in effect for the applicable customer contract. In no event will prices be decreased. The price of Equipment does not include any present or future foreign, federal, state, or local property, license, privilege, sales, use, excise, value added, gross receipts or other like taxes or assessments. Such amounts will be itemized separately to Customer, who will make prompt payment to Company. Company will accept valid exemption documentation for such taxes and assessments from Customer, if applicable. All prices include packaging in accordance with Company's standard procedures. Charges for special packaging, crating or packing are the responsibility of Customer.

5. **Delivery and Delays.** Delivery dates are approximate and not guaranteed. Company will use commercially reasonable efforts to deliver the Equipment on or before the estimated delivery date, will notify Customer if the estimated delivery dates cannot be honored, and will deliver the Equipment and services as soon as practicable thereafter. In no event will Company be liable for any damages or expenses caused by delays in delivery.

6. **Performance.** Company shall be obligated to furnish only the Equipment described in the Proposal and in submittal data (if such data is issued in connection with the order). Company may rely on the acceptance of the Proposal and submittal data as acceptance of the suitability of the Equipment for the particular project or location. Unless specifically stated in the Proposal, compliance with any local building codes or other laws or regulations relating to specifications or the location, use or operation of the Equipment is the sole responsibility of Customer. If Equipment is tendered that does not fully comply with the provisions of this Agreement and Equipment is rejected by Customer, Company will have the right to cure within a reasonable time after notice thereof by substituting a conforming tender whether or not the time for performance has passed.

7. **Force Majeure.** Company's duty to perform under this Agreement and the Equipment prices are contingent upon the non-occurrence of an Event of Force Majeure. If the Company shall be unable to carry out any material obligation under this Agreement due to an Event of Force Majeure, this Agreement shall at Company's election (i) remain in effect but Company's obligations shall be suspended until the uncontrollable event terminates or (ii) be terminated upon 10 days' notice to Customer, in which event Customer shall pay Company for all parts of the Work furnished to the date of termination. An "Event of Force Majeure" shall mean any cause or event beyond the control of Company. Without limiting the foregoing, "Event of Force Majeure" includes: acts of God; acts of terrorism, war or the public enemy; flood, earthquake, tornado, storm, fire; civil disobedience; pandemic insurrections; riots; labor/labour disputes; labor/labour or material shortages; sabotage; restraint by court order or public authority (whether valid or invalid); and action or non-action by or inability to obtain or keep in force the necessary governmental authorizations, permits, licenses, certificates or approvals if not caused by Company, and the requirements of any applicable government in any manner that diverts either the material or the finished product to the direct or indirect benefit of the government.

8. **Limited Warranty.** Company warrants the Equipment manufactured by Company for a period of the lesser of 12 months from initial start-up or 18 months from date of shipment, whichever is less, against failure due to defects in material and manufacture and that it has the capacities and ratings set forth in Company's catalogs and bulletins ("Warranty"). Equipment manufactured by Company that includes required start-up and sold in North America will not be warranted by Company unless Company performs the Equipment startup. Exclusions from this Warranty include damage or failure arising from: wear and tear; corrosion; erosion; deterioration; modifications made by others to the Equipment; repairs or alterations by a party other than Company that adversely affects the stability or reliability of the Equipment; vandalism; neglect; accident; adverse weather or environmental conditions; abuse or improper use; improper installation; commissioning by a party other than Company; unusual physical or electrical or mechanical stress; operation with any accessory equipment or part not specifically approved by Company; refrigerant not supplied by Company; and/or lack of proper maintenance as recommended by Company. Company shall not be obligated to pay for the cost of lost refrigerant or lost product. Company's obligations and liabilities under this Warranty are limited to furnishing replacement equipment or parts, at its option, FCA (Incoterms 2000) factory or warehouse (f.o.b. factory or warehouse for US domestic purposes) at Company-designated shipping point, freight-allowed to Company's warranty agent's stock location, for all non-conforming Company-manufactured Equipment (which have been returned by Customer to Company). Returns must have prior written approval by Company and are subject to restocking charge where applicable. Equipment, material and/or parts that are not manufactured by Company ("Third-Party Product(s)") are not warranted by Company and have such warranties as may be extended by the respective manufacturer. **CUSTOMER UNDERSTANDS THAT COMPANY IS NOT THE MANUFACTURER OF ANY THIRD-PARTY PRODUCT(S) AND ANY WARRANTIES, CLAIMS, STATEMENTS, REPRESENTATIONS, OR SPECIFICATIONS ARE THOSE OF THE THIRD-PARTY MANUFACTURER, NOT COMPANY AND CUSTOMER IS NOT RELYING ON ANY WARRANTIES, CLAIMS, STATEMENTS, REPRESENTATIONS, OR SPECIFICATIONS REGARDING THE THIRD-PARTY PRODUCT THAT MAY BE PROVIDED BY COMPANY OR ITS AFFILIATES, WHETHER ORAL OR WRITTEN. COMPANY MAKES NO REPRESENTATION OR WARRANTY OF ANY KIND, INCLUDING WARRANTY OF MERCHANTABILITY OR FITNESS FOR PARTICULAR PURPOSE. ADDITIONALLY, COMPANY MAKES NO REPRESENTATION OR WARRANTY OF ANY KIND REGARDING PREVENTING, ELIMINATING, REDUCING OR INHIBITING ANY MOLD, FUNGUS, BACTERIA, VIRUS, MICROBIAL GROWTH, OR ANY OTHER CONTAMINANTS (INCLUDING COVID-19 OR ANY SIMILAR VIRUS) (COLLECTIVELY, "CONTAMINANTS"), WHETHER INVOLVING OR IN CONNECTION WITH EQUIPMENT, ANY COMPONENT THEREOF, SERVICES OR OTHERWISE. IN NO EVENT SHALL COMPANY HAVE ANY LIABILITY FOR THE PREVENTION, ELIMINATION, REDUCTION OR INHIBITION OF THE GROWTH OR SPREAD OF SUCH CONTAMINANTS INVOLVING OR IN CONNECTION WITH ANY EQUIPMENT, THIRD-PARTY PRODUCT, OR ANY COMPONENT THEREOF, SERVICES OR OTHERWISE AND CUSTOMER HEREBY SPECIFICALLY ACKNOWLEDGES AND AGREES THERETO.** No warranty liability whatsoever shall attach to Company until Customer's complete order has been paid for in full and Company's liability under this Warranty shall be limited to the purchase price of the Equipment shown to be defective. Additional warranty protection is available on an extra-cost basis and must be in writing and agreed to by an authorized signatory of the Company. **EXCEPT FOR COMPANY'S WARRANTY EXPRESSLY SET FORTH HEREIN, COMPANY DOES NOT MAKE, AND HEREBY EXPRESSLY DISCLAIMS, ANY WARRANTIES, EXPRESS OR IMPLIED CONCERNING ITS PRODUCTS, EQUIPMENT OR SERVICES, INCLUDING, WITHOUT LIMITATION, ANY WARRANTY OF DESIGN, MERCHANTABILITY OR OF FITNESS FOR A PARTICULAR PURPOSE, OR OTHERS THAT ARE ALLEGED TO ARISE FROM COURSE OF DEALING OR TRADE.**

9. **Indemnity.** To the fullest extent permitted by law, Company and Customer shall indemnify, defend and hold harmless each other from any and all claims, actions, costs, expenses, damages and liabilities, including reasonable attorneys' fees, resulting from death or bodily injury or damage to real or personal property, to the extent caused by the negligence or misconduct of their respective employees or other authorized agents in connection with their activities within the scope of this Agreement. Neither party shall indemnify the other against claims, damages, expenses or liabilities to the extent attributable to the acts or omissions of the other party. If the parties are both at fault, the obligation to indemnify shall be proportional to their relative fault. The duty to indemnify will continue in full force and effect, notwithstanding the expiration or early termination hereof, with respect to any claims based on facts or conditions that occurred prior to expiration or termination.



**10. Insurance.** Upon request, Company will furnish evidence of its standard insurance coverage. If Customer has requested to be named as an additional insured under Company's insurance policy, Company will do so but only subject to Company's manuscript additional insured endorsement under its primary Commercial General Liability policies. In no event does Company waive any rights of subrogation.

**11. Customer Breach.** Each of the following events or conditions shall constitute a breach by Customer and shall give Company the right, without an election of remedies, to terminate this Agreement, require payment prior to shipping, or suspend performance by delivery of written notice: (1) Any failure by Customer to pay amounts when due; (2) any general assignment by Customer for the benefit of its creditors, or if Customer becomes bankrupt or insolvent or takes the benefit of any statute for bankrupt or insolvent debtors, or makes or proposes to make any proposal or arrangement with creditors, or if any steps are taken for the winding up or other termination of Customer or the liquidation of its assets, or if a trustee, receiver, or similar person is appointed over any of the assets or interests of Customer; (3) Any representation or warranty furnished by Customer in connection with this Agreement is false or misleading in any material respect when made; or (4) Any failure by Customer to perform or comply with any material provision of this Agreement. Customer shall be liable to the Company for all Equipment furnished and all damages sustained by Company (including lost profit and overhead).

**12. Limitation of Liability.** NOTWITHSTANDING ANYTHING TO THE CONTRARY, IN NO EVENT SHALL COMPANY BE LIABLE FOR ANY SPECIAL, INCIDENTAL, INDIRECT, CONSEQUENTIAL, PUNITIVE, EXEMPLARY DAMAGES (INCLUDING WITHOUT LIMITATION REFRIGERANT LOSS, BUSINESS INTERRUPTION, LOST DATA, LOST REVENUE, LOST PROFITS), OR CONTAMINANTS LIABILITIES, EVEN IF A PARTY HAS BEEN ADVISED OF SUCH POSSIBLE DAMAGES OR IF SAME WERE REASONABLY FORESEEABLE AND REGARDLESS OF WHETHER THE CAUSE OF ACTION IS FRAMED IN CONTRACT, NEGLIGENCE, ANY OTHER TORT, WARRANTY, STRICT LIABILITY, OR PRODUCT LIABILITY. In no event will Company's liability in connection with the provision of products or services or otherwise under this Agreement exceed the entire amount paid to Company by Customer under this Agreement.

**13. CONTAMINANTS LIABILITY**

The transmission of COVID-19 may occur in a variety of ways and circumstances, many of the aspects of which are currently not known. HVAC systems, products, services and other offerings have not been tested for their effectiveness in reducing the spread of COVID-19, including through the air in closed environments. IN NO EVENT WILL COMPANY BE LIABLE UNDER THIS AGREEMENT OR OTHERWISE FOR ANY INDEMNIFICATION, ACTION, OR CLAIM, WHETHER BASED ON WARRANTY, CONTRACT, TORT OR OTHERWISE, FOR ANY BODILY INJURY (INCLUDING DEATH), DAMAGE TO PROPERTY, OR ANY OTHER LIABILITIES, DAMAGES OR COSTS RELATED TO CONTAMINANTS (INCLUDING THE SPREAD, TRANSMISSION, MITIGATION, ELIMINATION, OR CONTAMINATION THEREOF) (COLLECTIVELY, "CONTAMINANTS LIABILITIES") AND CUSTOMER HEREBY EXPRESSLY RELEASES COMPANY FROM ANY SUCH CONTAMINANTS LIABILITIES.

**14. Nuclear Liability.** In the event that the Equipment sold hereunder is to be used in a nuclear facility, Customer will, prior to such use, arrange for insurance or governmental indemnity protecting Company against all liability and hereby releases and agrees to indemnify Company and its suppliers for any nuclear damage, including loss of use, in any manner arising out of a nuclear incident, whether alleged to be due, in whole or in part to the negligence or otherwise of Company or its suppliers.

**15. Intellectual Property; Patent Indemnity.** Company retains all ownership, license and other rights to all patents, trademarks, copyrights, trade secrets and other intellectual property rights related to the Equipment, and, except for the right to use the Equipment sold, Customer obtains no rights to use any such intellectual property. Company agrees to defend any suit or proceeding brought against Customer so far as such suit or proceeding is solely based upon a claim that the use of the Equipment provided by Company constitutes infringement of any patent of the United States of America, provided Company is promptly notified in writing and given authority, information and assistance for defense of same. Company will, at its option, procure for Customer the right to continue to use said Equipment, or modify it so that it becomes non-infringing, or replace same with non-infringing Equipment, or to remove said Equipment and to refund the purchase price. The foregoing will not be construed to include any Agreement by Company to accept any liability whatsoever in respect to patents for inventions including more than the Equipment furnished hereunder, or in respect of patents for methods and processes to be carried out with the aid of said Equipment. The provision of Equipment by Company does not convey any license, by implication, estoppel, or otherwise, under patent claims covering combinations of said Equipment with other devices or elements. The foregoing states the entire liability of Company with regard to patent infringement. Notwithstanding the provisions of this paragraph, Customer will hold Company harmless against any expense or loss resulting from infringement of patents or trademarks arising from compliance with Customer's designs or specifications or instructions.

**16. Cancellation.** Equipment is specially manufactured in response to orders. An order placed with and accepted by Company cannot be delayed, canceled, suspended, or extended except with Company's written consent and upon written terms accepted by Company that will reimburse Company for and indemnify Company against loss and provide Company with a reasonable profit for its materials, time, labor, services, use of facilities and otherwise. Customer will be obligated to accept any Equipment shipped, tendered for delivery or delivered by Company pursuant to the order prior to any agreed delay, cancellation, suspension or extension of the order. Any attempt by Customer to unilaterally revoke, delay or suspend acceptance for any reason whatever after it has agreed to delivery of or accepted any shipment shall constitute a breach of this Agreement. For purposes of this paragraph, acceptance occurs by any waiver of inspection, use or possession of Equipment, payment of the invoice, or any indication of exclusive control exercised by Customer.

**17. Invoicing and Payment.** Unless otherwise agreed to in writing by Company, equipment shall be invoiced to Customer upon tender of delivery thereof to the carrier. Customer shall pay Company's invoices within net 30 days of shipment date. Company reserves the right to add to any account outstanding for more than 30 days a service charge equal to the lesser of the maximum allowable legal interest rate or 1.5% of the principal amount due at the end of each month. Customer shall pay all costs (including attorneys' fees) incurred by Company in attempting to collect amounts due and otherwise enforcing these terms and conditions. If requested, Company will provide appropriate lien waivers upon receipt of payment. Company may at any time decline to ship, make delivery or perform work except upon receipt of cash payment, letter of credit, or security, or upon other terms and conditions satisfactory to Company. Customer agrees that, unless Customer makes payment in advance, Company will have a purchase money security interest in all Equipment to secure payment in full of all amounts due Company and its order for the Equipment, together with these terms and conditions, form a security agreement (as defined by the UCC in the United States and as defined in the Personal Property Security Act in Canada). Customer shall keep the Equipment free of all taxes and encumbrances, shall not remove the Equipment from its original installation point and shall not assign or transfer any interest in the Equipment until all payments due Company have been made. The purchase money security interest granted herein attaches upon Company's acceptance of Customer's order and on receipt of the Equipment described in the accepted Proposal but prior to its installation. The parties have no agreement to postpone the time for attachment unless specifically noted in writing on the accepted order. Customer will have no rights of set off against any amounts, which become payable to Company under this Agreement or otherwise.

**18. Claims.** Company will consider claims for concealed shortages in shipments or rejections due to failure to conform to an order only if such claims or rejections are made in writing within 15 days of delivery and are accompanied by the packing list and, if applicable, the reasons in detail why the Equipment does not conform to Customer's order. Upon receiving authorization and shipping instructions from authorized personnel of Company, Customer may return rejected Equipment, transportation charges prepaid, for replacement. Company may charge Customer any costs resulting from the testing, handling, and disposition of any Equipment returned by Customer which are not found by Company to be nonconforming. All Equipment damaged during shipment and all claims relating thereto must be made with the freight carrier in accordance with such carrier's policies and procedures. Claims for Equipment damaged during shipment are not covered under the warranty provision stated herein.

**19. Export Laws.** The obligation of Company to supply Equipment under this Agreement is subject to the ability of Company to supply such items consistent with applicable laws and regulations of the United States and other governments. Company reserves the right to refuse to enter into or perform any order, and to cancel any order, under this Agreement if Company in its sole discretion determines that performance of the transaction to which such order relates would violate any such applicable law or regulation. Customer will pay all handling and other similar costs from Company's factories including the costs of freight, insurance, export clearances, import duties and taxes. Customer will be "exporter of record" with respect to any export from the United States of America and will perform all compliance and logistics functions in connection therewith and will also comply with all applicable laws, rules and regulations. Customer understands that Company and/or the Equipment are subject to laws and regulations of the United States of America which may require licensing or authorization for and/or prohibit export, re-export or diversion of Company's Equipment to certain countries, and agrees it will not knowingly assist or participate in any such diversion or other violation of applicable United States of America laws and regulations. Customer agrees to hold harmless and indemnify Company for any damages resulting to Customer or Company from a breach of this paragraph by Customer.

**20. General.** Except as provided below, to the maximum extent provided by law, this Agreement is made and shall be interpreted and enforced in accordance with the laws of the state of New York for Equipment shipped to a U.S. location and the laws of the province to which Equipment is shipped within Canada, without regard to its conflict of law principles that might otherwise call for the application of a different state's or province's law, and not including the United Nations Convention on Contracts for the International Sale of Goods. To the extent the Equipment is being used at a site owned and/or operated by any agency of the Federal Government, determination of any substantive issue of law shall be according to the Federal common law of Government contracts as enunciated and applied by Federal judicial bodies and boards of contract appeals of the Federal Government. This Agreement contains all of the agreements, representations and understandings of the parties and supersedes all previous understandings, commitments or agreements, oral or written, related to the subject matter hereof. This Agreement may not be amended, modified or terminated except by a writing signed by the parties hereto. No documents shall be incorporated herein by reference except to the extent Company is a signatory thereon. If any term or condition of this Agreement is invalid, illegal or incapable of being enforced by any rule of law, all other terms and conditions of this Agreement will nevertheless remain in full force and effect as long as the economic or legal substance of the transaction contemplated hereby is not affected in a manner adverse to any party hereto. Customer may not assign, transfer, or convey this Agreement, or any part hereof, or its right, title or interest herein, without the written consent of the Company. Subject to the foregoing, this Agreement shall be binding upon and inure to the benefit of Customer's permitted successors and assigns. This Agreement may be executed in several

counterparts, each of which when executed shall be deemed to be an original, but all together shall constitute but one and the same Agreement. A fully executed facsimile copy hereof or the several counterparts shall suffice as an original.

**21. Equal Employment Opportunity/Affirmative Action Clause.** Company is a federal contractor that complies fully with Executive Order 11246, as amended, and the applicable regulations contained in 41 C.F.R. Parts 60-1 through 60-80, 29 U.S.C. Section 793 and the applicable regulations contained in 41 C.F.R. Part 60-741; and 35 U.S.C. Section 4212 and the applicable regulations contained in 41 C.F.R. Part 60-250. Executive Order 13498 and Section 20 CFR 471, appendix A to subpart A, regarding the notice of employee rights in the United States and with Canadian Charter of Rights and Freedoms Schedule B to the Canada Act 1982 (U.K.) 1982, c. 11 and applicable Provincial Human Rights Codes and employment law in Canada.

**22. U.S. Government Work.**

The following provision applies only to direct sales by Company to the US Government. The Parties acknowledge that Equipment ordered and delivered under this Agreement are Commercial Items as defined under Part 12 of the Federal Acquisition Regulation (FAR). In particular, Company agrees to be bound only by those Federal contracting clauses that apply to "commercial" suppliers and that are contained in FAR 52.212-5(e)(1).

The following provision applies only to indirect sales by Company to the US Government. As a Commercial Item Subcontractor, Company accepts only the following mandatory flow down provisions: 52.215-2; 52.222-28; 52.222-35; 52.222-36; 52.222-38; 52.247-64. If the sale of the Equipment is in connection with a U.S. Government contract, Customer certifies that it has provided and will provide current, accurate, and complete information, representations and certifications to all government officials, including but not limited to the contracting officer and officials of the Small Business Administration, on all matters related to the prime contract, including but not limited to all aspects of its ownership, eligibility, and performance. Anything herein notwithstanding, Company will have no obligations to Customer unless and until Customer provides Company with a true, correct and complete executed copy of the prime contract. Upon request, Customer will provide copies to Company of all requested written communications with any government official related to the prime contract prior to or concurrent with the execution thereof, including but not limited to any communications related to Customer's ownership, eligibility or performance of the prime contract. Customer will obtain written authorization and approval from Company prior to providing any government official any information about Company's performance of the work that is the subject of the Proposal or this Agreement, other than the Proposal or this Agreement.

**23. Limited Waiver of Sovereign Immunity.** If Customer is an Indian tribe (in the U.S.) or a First Nation or Band Council (in Canada), Customer, whether acting in its capacity as a government, governmental entity, a duly organized corporate entity or otherwise, for itself and for its agents, successors, and assigns: (1) hereby provides this limited waiver of its sovereign immunity as to any damages, claims, lawsuit, or cause of action (herein "Action") brought against Customer by Company and arising or alleged to arise out of the furnishing by Company of any product or service under this Agreement, whether such Action is based in contract, tort, strict liability, civil liability or any other legal theory; (2) agrees that jurisdiction and venue for any such Action shall be proper and valid (a) if Customer is in the U.S., in any state or United States court located in the state in which Company is performing this Agreement or (b) if Customer is in Canada, in the superior court of the province or territory in which the work was performed; (3) expressly consents to such Action, and waives any objection to jurisdiction or venue; (4) waives any requirement of exhaustion of tribal court or administrative remedies for any Action arising out of or related to this Agreement; and (5) expressly acknowledges and agrees that Company is not subject to the jurisdiction of Customer's tribal court or any similar tribal forum, that Customer will not bring any action against Company in tribal court, and that Customer will not avail itself of any ruling or direction of the tribal court permitting or directing it to suspend its payment or other obligations under this Agreement. The individual signing on behalf of Customer warrants and represents that such individual is duly authorized to provide this waiver and enter into this Agreement and that this Agreement constitutes the valid and legally binding obligation of Customer, enforceable in accordance with its terms.

1-28.150-4 (1024)

Supersedes 1-28.130-4(0822)



**SECURITY ADDENDUM**

This Addendum shall be applicable to the sale, installation and use of Trane equipment and the sale and provision of Trane services. "Trane" shall mean Trane U.S. Inc. for sales and services in the United States, or Trane Canada ULC for sales and services in Canada.

1. **Definitions.** All terms used in this Addendum shall have the meaning specified in the Agreement unless otherwise defined herein. For the purposes of this Addendum, the following terms are defined as follows:

"**Customer Data**" means Customer account information as related to the Services only and does not include HVAC Machine Data or personal data. Trane does not require, nor shall Customer provide personal data to Trane under the Agreement. Such data is not required for Trane to provide its Equipment and/or Services to the Customer.

"**Equipment**" shall have the meaning set forth in the Agreement.

"**HVAC Machine Data**" means data generated and collected from the product or furnished service without manual entry. HVAC Machine Data is data relating to the physical measurements and operating conditions of a HVAC system, such as but not limited to, temperatures, humidity, pressure, HVAC equipment status. HVAC Machine Data does not include Personal Data and, for the purposes of this agreement, the names of users of Trane's controls products or hosted applications shall not be Personal Data, if any such user chooses to use his/her name(s) in the created accounts within the controls product (e.g., firstname.lastname@address.com). HVAC Machine Data may be used by Trane: (a) to provide better support services and/or products to users of its products and services; (b) to assess compliance with Trane terms and conditions; (c) for statistical or other analysis of the collective characteristics and behaviors of product and services users; (d) to backup user and other data or information and/or provide remote support and/or restoration; (e) to provide or undertake engineering analysis, failure analysis, warranty analysis, energy analysis, predictive analysis, service analysis, product usage analysis, and/or other desirable analysis, including, but not limited to, histories or trends of any of the foregoing; and (f) to otherwise understand and respond to the needs of users of the product or furnished service. "**Personal Data**" means data and/or information that is owned or controlled by Customer, and that names or identifies, or is about a natural person, such as: (i) data that is explicitly defined as a regulated category of data under any data privacy laws applicable to Customer; (ii) non-public personal information ("NPI") or personal information ("PI"), such as national identification number, passport number, social security number, social insurance number, or driver's license number; (iii) health or medical information, such as insurance information, medical prognosis, diagnosis information, or genetic information; (iv) financial information, such as a policy number, credit card number, and/or bank account number; (v) personally identifying technical information (whether transmitted or stored in cookies, devices, or otherwise), such as IP address, MAC address, device identifier, International Mobile Equipment Identifier ("IMEI"), or advertising identifier; (vi) biometric information; and/or (vii) sensitive personal data, such as, race, religion, marital status, disability, gender, sexual orientation, geolocation, or mother's maiden name.

"**Security Incident**" shall refer to (i) a compromise of any network, system, application or data in which Customer Data has been accessed or acquired by an unauthorized third party; (ii) any situation where Trane reasonably suspects that such compromise may have occurred; or (iii) any actual or reasonably suspected unauthorized or illegal Processing, loss, use, disclosure or acquisition of or access to any Customer Data.

"**Services**" shall have the meaning set forth in the Agreement.

2. **HVAC Machine Data; Access to Customer Extranet and Third Party Systems.** If Customer grants Trane access to HVAC Machine Data via web portals or other non-public websites or extranet services on Customer's or a third party's website or system (each, an "Extranet"), Trane will comply with the following:

- a. **Accounts.** Trane will ensure that Trane's personnel use only the Extranet account(s) designated by Customer and will require Trane personnel to keep their access credentials confidential.
- b. **Systems.** Trane will access the Extranet only through computing or processing systems or applications running operating systems managed by Trane that include: (i) system network firewalls; (ii) centralized patch management; (iii) operating system appropriate anti-malware software; and (iv) for portable devices, full disk encryption.
- c. **Restrictions.** Unless otherwise approved by Customer in writing, Trane will not download, mirror or permanently store any HVAC Machine Data from any Extranet on any medium, including any machines, devices or servers.
- d. **Account Termination.** Trane will terminate the account of each of Trane's personnel in accordance with Trane's standard practices after any specific Trane personnel who has been authorized to access any Extranet (1) no longer needs access to HVAC Machine Data or (2) no longer qualifies as Trane personnel (e.g., the individual leaves Trane's employment).
- e. **Third Party Systems.** Trane will provide Customer prior notice before it uses any third party system that stores or may otherwise have access to HVAC Machine Data, unless (1) the data is encrypted and (2) the third party system will not have access to the decryption key or unencrypted "plain text" versions of the HVAC Machine Data.

3. **Customer Data Confidentiality.** Trane shall keep confidential, and shall not access or use any Customer Data and information that is marked confidential or by its nature is considered confidential ("Customer Confidential Information") other than for the



purpose of providing the Equipment and Services, and will disclose Customer Confidential Information only: (i) to Trane's employees and agents who have a need to know to perform the Services, (ii) as expressly permitted or instructed by Customer, or (iii) to the minimum extent required to comply with applicable law, provided that Trane (1) provides Customer with prompt written notice prior to any such disclosure, and (2) reasonably cooperate with Customer to limit or prevent such disclosure.

4. Customer Data: Compliance with Laws. Trane agrees to comply with laws, regulations governmental requirements and industry standards and practices relating to Trane's processing of Customer Confidential Information (collectively, "**Laws**").
5. Customer Data: Information Security Management. Trane agrees to establish and maintain an information security and privacy program, consistent with applicable HVAC equipment industry practices that complies with this Addendum and applicable Laws ("**Information Security Program**"). The Information Security Program shall include appropriate physical, technical and administrative safeguards, including any safeguards and controls agreed by the Parties in writing, sufficient to protect Customer systems, and Customer's Confidential Information from unauthorized access, destruction, use, modification or disclosure. The Information Security Program shall include appropriate, ongoing training and awareness programs designed to ensure that Trane's employees and agents, and others acting on Trane's, behalf are aware of and comply with the Information Security Program's policies, procedures, and protocols.
6. Monitoring. Trane shall monitor and, at regular intervals consistent with HVAC equipment industry practices, test and evaluate the effectiveness of its Information Security Program. Trane shall evaluate and promptly adjust its Information Security Program in light of the results of the testing and monitoring, any material changes to its operations or business arrangements, or any other facts or circumstances that Trane knows or reasonably should know may have a material impact on the security of Customer Confidential Information, Customer systems and Customer property.
7. Audits. Customer acknowledges and agrees that the Trane SOC2 audit report will be used to satisfy any and all audit/inspection requests/requirements by or on behalf of Customer. Trane will make its SOC2 audit report available to Customer upon request and with a signed nondisclosure agreement.
8. Information Security Contact. Trane's information security contact is Local Sales Office
9. Security Incident Management. Trane shall notify Customer after the confirmation of a Security incident that affects Customer Confidential Information, Customer systems and Customer property. The written notice shall summarize the nature and scope of the Security Incident and the corrective action already taken or planned.
10. Threat and Vulnerability Management. Trane regularly performs vulnerability scans and addresses detected vulnerabilities on a risk basis. Periodically, Trane engages third-parties to perform network vulnerability assessments and penetration testing. Vulnerabilities will be reported in accordance with Trane's cybersecurity vulnerability reported process. Trane periodically provides security updates and software upgrades.
11. Security Training and Awareness. New employees are required to complete security training as part of the new hire process and receive annual and targeted training (as needed and appropriate to their role) thereafter to help maintain compliance with Security Policies, as well as other corporate policies, such as the Trane Code of Conduct. This includes requiring Trane employees to annually re-acknowledge the Code of Conduct and other Trane policies as appropriate. Trane conducts periodic security awareness campaigns to educate personnel about their responsibilities and provide guidance to create and maintain a secure workplace.
12. Secure Disposal Policies. Trane will maintain policies, processes, and procedures regarding the disposal of tangible and intangible property containing Customer Confidential Information so that wherever possible, Customer Confidential Information cannot be practically read or reconstructed.
13. Logical Access Controls. Trane employs internal monitoring and logging technology to help detect and prevent unauthorized access attempts to Trane's corporate networks and production systems. Trane's monitoring includes a review of changes affecting systems' handling authentication, authorization, and auditing, and privileged access to Trane production systems. Trane uses the principle of "least privilege" (meaning access denied unless specifically granted) for access to customer data.
14. Contingency Planning/Disaster Recovery. Trane will implement policies and procedures required to respond to an emergency or other occurrence (i.e. fire, vandalism, system failure, natural disaster) that could damage Customer Data or any system that contains Customer Data. Procedures include the following:
  - (i) Data backups; and
  - (ii) Formal disaster recovery plan. Such disaster recovery plan is tested at least annually.
15. Return of Customer Data. If Trane is responsible for storing or receiving Customer Data, Trane shall, at Customer's sole discretion, deliver Customer Data to Customer in its preferred format within a commercially reasonable period of time following the expiration or earlier termination of the Agreement or, such earlier time as Customer requests, securely destroy or render unreadable or undecipherable each and every original and copy in every media of all Customer's Data in Trane's possession,

custody or control no later than [90 days] after receipt of Customer's written instructions directing Trane to delete the Customer Data.

16. **Background Checks** Trane shall take reasonable steps to ensure the reliability of its employees or other personnel having access to the Customer Data, including the conducting of appropriate background and/or verification checks in accordance with Trane policies.

17. **DISCLAIMER OF WARRANTIES.** EXCEPT FOR ANY APPLICABLE WARRANTIES IN THE AGREEMENT, THE SERVICES ARE PROVIDED "AS IS", WITH ALL FAULTS, AND THE ENTIRE RISK AS TO SATISFACTORY QUALITY, PERFORMANCE, ACCURACY AND EFFORT AS TO SUCH SERVICES SHALL BE WITH CUSTOMER. TRANE DISCLAIMS ANY AND ALL OTHER EXPRESS OR IMPLIED REPRESENTATIONS AND WARRANTIES WITH RESPECT TO THE SERVICES AND THE SERVICES PROVIDED HEREUNDER, INCLUDING ANY EXPRESS OR IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, OR THAT THE SERVICES WILL OPERATE ERROR-FREE OR UNINTERRUPTED OR RETURN/RESPONSE TO INQUIRIES WITHIN ANY SPECIFIC PERIOD OF TIME.

October 2024  
Supersedes: November 2023V2

# **Proposals for Third-Party Review of Saline Area Schools Athletics**

## Contents

Scott Garvis pp. 2 - 33

- Proposal
- CV
- References

Scott Robertson pp. 34-47

- Proposal
- CV
- References

Bryan Masi pp. 48-58

- Proposal
- CV
- References





**SALINE**  
AREA SCHOOLS



# Athletic Departmental Review & Strategic Plan

# Proposal

Submitted To,  
**Michael McVey**

The Saline Area School Board  
of Education

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

Athletic Consulting Services

[scott.garvisconsulting.com](http://scott.garvisconsulting.com)



**SALINE**  
AREA SCHOOLS

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# Goals and Objectives

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



## Enhance Operational Efficiency and Effectiveness

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



## Improve Competitiveness and Performance

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



## Strengthen Financial Stability and Growth

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

# Project Overview

## Project Overview

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

## Phase 1: Departmental Review

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



PERSONNEL



INSTITUTIONAL REPORTING



ATHLETIC SUPPORT SYSTEMS



- DEPARTMENT OPERATIONS
- FINANCIAL & BUDGET
- COMPETITIVENESS GOALS



**SALINE**  
AREA SCHOOLS



# Phase 2 & 3 Review

## Phase 2: Continual Improvement Planning Process

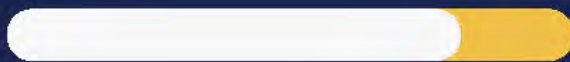
The strategic planning process will involve developing objectives and initiatives based on the findings from the departmental review, in close coordination with The Saline athletics and key stakeholders. This collaborative approach ensures that the strategic plan aligns with the school's mission and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

## Phase 3: Development, and Implementation Plan

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



OBJECTIVES & INITIATIVES



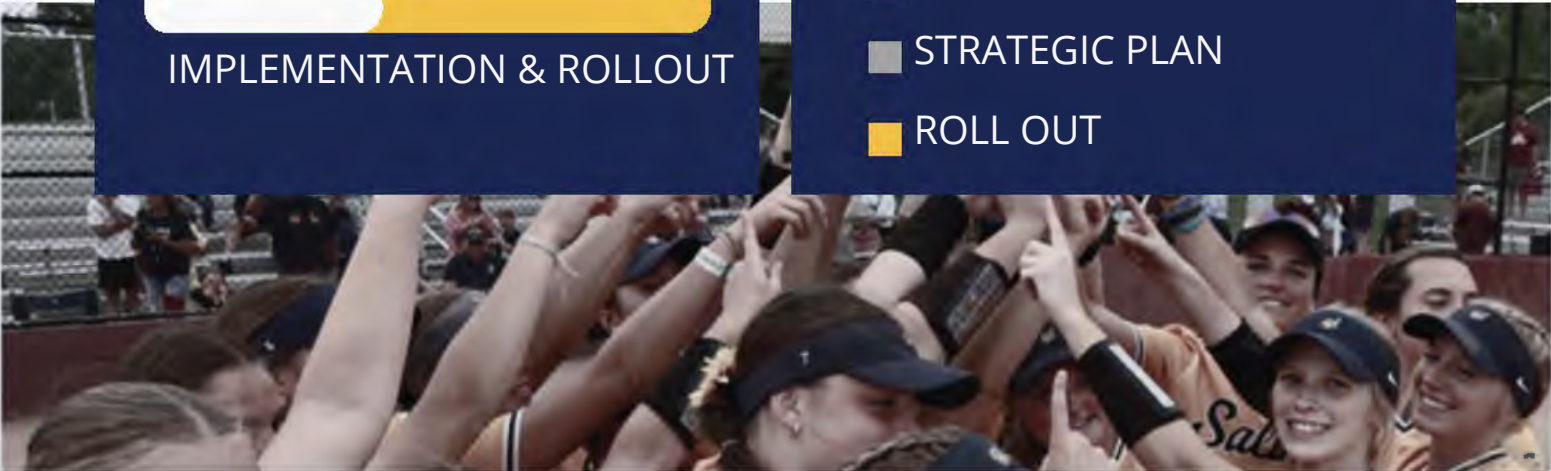
STRATEGIC DEVELOPMENT



IMPLEMENTATION & ROLLOUT



- DEPARTMENT REVIEW
- STRATEGIC PLAN
- ROLL OUT



SALINE  
AREA SCHOOLS



# Phase 2 & 3 Review



## Objectives and Initiatives

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

## Strategic Plan Development

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



## Implementation and Rollout

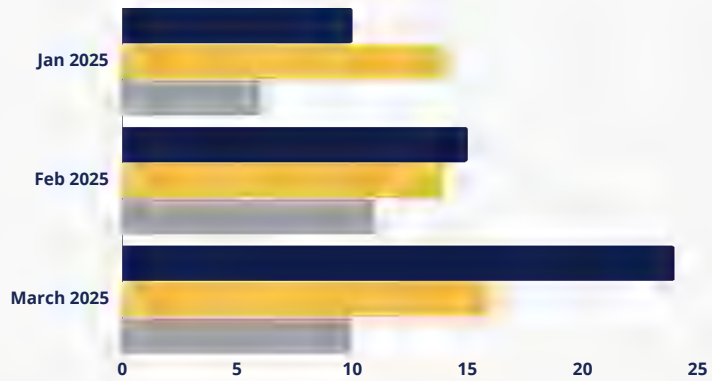
- Design a detailed implementation roadmap with timelines, responsible parties, and key performance indicators (KPIs).
- Plan for rolling out the strategic plan to internal and external constituents, ensuring clear communication and engagement across all stakeholders.

# Project Timeline

**Initial Assessment & Site Visit**

**Comprehensive Research & Analysis**

**Growth Plan Development & Implementation**



## Initial Site Visit and Data Collection

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



## Stakeholder Engagement and Preliminary Analysis

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



## Drafting Growth Plan Framework

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



## Plan Review and Refinement

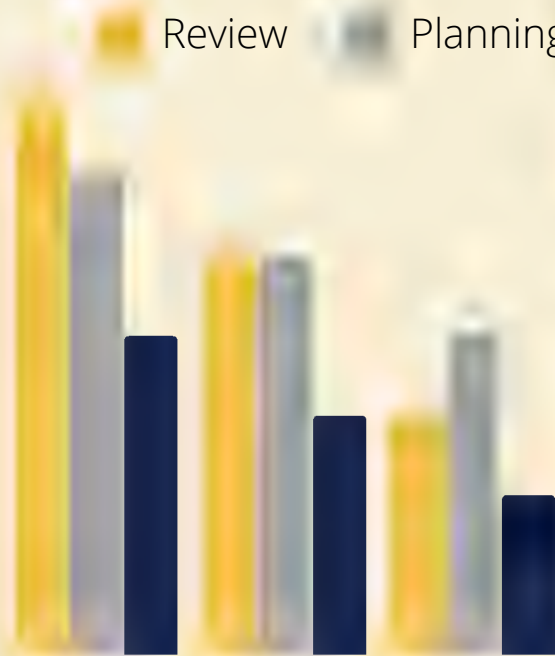
Gather feedback on the draft strategic plan framework from key stakeholders. Revise and refine the strategic plan framework based on stakeholder input and further analysis.

# Your Investment

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

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

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



Review

Planning

Roll Out

Departmental Review

Growth Planning

Development & Roll Out

We believe in reciprocity, investing our expertise and resources into schools because they invest their trust in us, fostering mutual growth and success.

# Why Choose Us



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

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

**Scott M. Garvis**

CEO Garvis Consulting LLC

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# Next Steps



## Accept the proposal as is

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



## Discuss desired changes

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



## Finalize and sign the contract

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



## Submit an initial payment of 50% of the total fee

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



**SALINE**  
AREA SCHOOLS

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



# Terms And Condition

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



## We take a holistic approach to Athletic Consulting

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

## We create 100% custom solutions for any departmental issue

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

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

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

## Introduction

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

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## Scope of Review

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

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

## 12. MHSAA Eligibility Compliance

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

### Methodology

#### Phase 1: Pre-Site Visit Preparation (Remote)

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

#### Phase 2: Three-Day Site Visit

The site visit will involve:

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

#### Phase 3: Post-Site Visit Analysis and Report Development

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

#### Phase 4: Presentation to the Board

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

### Timeline

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

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



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

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

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## **Deliverables**

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

## **Conclusion**

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

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

Thank you for your consideration.

Sincerely,

*Scott M. Garvis*

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

*Curriculum Vitae*

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

1307 West 13<sup>th</sup> Street South

Newton, Iowa 50208

641-840-9929

sgarvis.iaalliance@gmail.com

**OVERVIEW**

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

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

**PROFESSIONAL PROFILE**

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

**EDUCATION**

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

## **PUBLISHED BOOKS**

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

## **HONORS AND AWARDS**

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

## **PUBLISHED WORKS**

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

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

## **PRESENTATIONS**

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

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

## **SCHOLARY CONTRIBUTIONS**

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



## **KEY ACCOMPLISHMENTS**

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

## **HIGHLIGHTS OF PROFESSIONAL EXPERIENCE**

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

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

## **GRANTS/CONTRACTS**

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

## **CERTIFICATIONS/LICENCES**

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

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

## **CONSULTANCIES**

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

## **ACADEMIC RESEARCH**

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

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

### **Southeastern Iowa Recruitment & Retention of Hispanic Student-Athletes**

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

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

### **PROFESSIONAL MEMBERSHIPS**

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

### **EVENT MANAGEMENT & PROMOTION**

- Iowa Intercollegiate Athletic Conference Wrestling Tournament (2000). Young Arena, Waterloo, Ia. As the Tournament Director, I was actively involved in all aspects of operations and administration of the conference-wrestling tournament, including compliance and governance, championships procedures, procuring officiating, public relations, marketing, sports information, fiscal management, and served as television coverage liaison.
- Iowa High School Athletic Association and Iowa Girls High School Athletic Union Regional Tournament Site Director (200i-2006). Muscatine Community High School, Muscatine, Ia. and MFL Mar Mac High School, Monona, Ia. Served as a site director for many IHSAA and IGHSAU team and individual tournament games including Basketball, Football, Tennis, Track, Soccer, Softball, Wrestling, and Baseball.

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



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

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

## ***Scott Garvis***



***Scott Garvis***  
***Director of Athletics***

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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## Reference Check for Scott Garvis Consulting

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

Mon, Dec 16, 2024 at 8:49 AM

Hi Mr. McVey,

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

Julia



**JULIA GAYLORD**  
**Assistant Head of School**

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

[Quoted text hidden]

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## Reference Check for Scott Garvis Consulting

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

Mon, Dec 16, 2024 at 1:30 PM

Hello

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

Sr Maureen



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

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

[Quoted text hidden]



Michael McVey <[mcvey@salineschools.org](mailto:mcvey@salineschools.org)>

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## Reference Check for Scott Garvis Consulting

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**Mike Ellson** <[mikeellson46@gmail.com](mailto:mikeellson46@gmail.com)>  
To: Michael McVey <[mcvey@salineschools.org](mailto:mcvey@salineschools.org)>

Tue, Dec 17, 2024 at 4:11 PM

Hi Michael,

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

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

Sent from my iPhone

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

[Quoted text hidden]



## **Proposal**

### **Saline Area Schools Athletic Department Review and Evaluation**

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

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

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

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

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



Focus groups  
Event and practice observations

### Outcomes

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

### Deliverables

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

### Timeline

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

### Budget

\$12,000  
53 Athletic Consulting, LLC  
Scott Robertson, CMAA  
Christine Robertson, Ed.D  
MHSAA Leadership Connections

**Scott Robertson**

**231-735-3408**

**53athleticconsulting@gmail.com**



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

#### Professional Experience and Activities

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

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

Teaching and Modeling Behavior; NFHA Engaging Effectively with Parents; Fundamentals of Coaching Basketball; NFHS Teaching Sports Skills; A Guide to Sports Nutrition

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



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

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

January 2004 -  
July 2011

Coordinator  
Northview Public Schools and East Grand Rapids Public School District Title IX  
Compliance and reporting

Fall 2002

Developer  
Curriculum maps for 9-12 grade functional skills math, English, and social  
Studies courses. Accounted for vertical articulation and alignment with grade  
Level content expectations

August 2002 -  
June 2004

Chairperson  
NCA Transitions Accreditation credentialing committee

November 2002

Completed  
Michigan Department of Education training  
"Section 504 a Guide for Educations"

June 2001

Interned  
The Dispute Resolution Center of West Michigan  
Completed training in mediation and 123 hours of internship

August 2000 -  
May 2003

Created and directed  
Mentoring program which paired high school athletes with "at risk" middle  
School students

August 1998 -  
August 2006

Obtained  
Certification and renewal from the crisis prevention institute

## Honors

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

## Professional Skills

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

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

Professional Organizations and Credentials

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



Michael McVey <mcvey@salineschools.org>

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## Reference for Scott Robertson

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**Tim Selgo** <tinselgo@gmail.com>  
To: Michael McVey <mcvey@salineschools.org>

Tue, Jan 7, 2025 at 8:04 PM

Michael,

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

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

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

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

Sincerely,

Tim Selgo

[Quoted text hidden]



Michael McVey <mcvey@salineschools.org>

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## Reference for Scott Robertson

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**Cody Inglis** <Cody@mhsaa.com>  
To: Michael McVey <mcvey@salineschools.org>

Wed, Jan 8, 2025 at 7:43 AM

Good Morning,

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

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

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

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

Thank you.

**CODY INGLIS**

Senior Assistant Director - Eligibility

Michigan High School Athletic Association

517-332-5046 - Office

517-899-2656 - Cell

[www.MHSAA.com](http://www.MHSAA.com)

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**From:** Michael McVey <mcvey@salineschools.org>

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

**Subject:** Reference for Scott Robertson



External Mail

# **Proposal for Comprehensive Review of Saline Athletic Department and Programs**

## **Prepared by:**

Bryan Masi, CAA  
155 Buffington St.  
Novi, MI 48377  
bryanmasi76@gmail.com  
(248) 756-2600

**Date:** January 6, 2025

## **Introduction**

This proposal outlines a plan to conduct a comprehensive and transparent review of the Saline Athletic Department and its programs. The review will address critical areas such as communication, compliance, climate and culture, Title IX adherence, finances, leadership development, program assessments, and other essential operational aspects. This endeavor aims to provide actionable insights and recommendations to enhance the overall effectiveness and integrity of the Saline Athletic Department.

## **Scope of Work**

The review will encompass the following areas:

- 1. Communication with Students, Families, and Community:**  
Evaluate the effectiveness, timeliness, and clarity of communication practices, ensuring inclusivity and engagement.
- 2. Coaching Standards and Training (MHSAA Compliance):**  
Assess coaching credentials, ongoing training, and adherence to Michigan High School Athletic Association (MHSAA) standards.
- 3. Climate and Culture:**  
Analyze the athletic department's environment, fostering a supportive and equitable atmosphere for all stakeholders.
- 4. Title IX Compliance:**  
Review policies and practices to ensure gender equity in programs, resources, and opportunities.
- 5. Finances, Including Fundraising:**  
Examine budget management, fundraising practices, and the allocation of resources.
- 6. Leadership Development and Mentorship:**  
Investigate opportunities for leadership growth among students and staff, ensuring mentorship pathways are robust and effective.
- 7. Coach and Program Assessment:**  
Evaluate coaching performance and program success using qualitative and quantitative measures.

8. **Management of End-of-Year Surveys:**  
Review the processes for gathering, analyzing, and acting on feedback collected through end-of-year surveys.
9. **Innovations in Athletics:**  
Identify and recommend innovative practices that enhance student-athlete experiences and department efficiency.
10. **Process for Recruiting, Hiring, Evaluating, and Terminating Coaching Staff:**  
Assess hiring practices, performance evaluations, and termination procedures for transparency and effectiveness.
11. **Process for Incoming Student-Athlete and Residency Verification:**  
Evaluate the role of the Athletic Department in ensuring compliance with residency requirements.
12. **Compliance with MHSAA Rules Regarding Eligibility:**  
Review processes and safeguards in place to maintain compliance with MHSAA eligibility rules.

## Methodology

1. **Access to Documents:**  
Unrestricted access to current policies, procedures, guidelines, and budget documents will be required.
2. **Stakeholder Engagement:**  
Conduct interviews and meetings with stakeholders, including administrators, coaching staff, students, and parents.
3. **On-Site Observation:**  
Spend time at Saline High School during related athletic activities to gain first-hand insight into day-to-day operations.
4. **Data Collection and Analysis:**  
Utilize surveys and other metrics to identify strengths and areas of improvement.
5. **Regular Updates:**  
Provide regular updates and facilitate transparent communication throughout the review.

## Deliverables

1. A comprehensive written report detailing findings and actionable recommendations.
2. A presentation to the Saline Board of Education and relevant stakeholders summarizing key findings.

## Budget and Timeline

- **Hourly Rate:** \$120/hour
- **Materials and Incidentals:** To be determined based on the scope of the review.
- **Estimated Hours:** To be determined based on the scope of the review.
- **Total Cost:** To be finalized upon agreement of the timeline and specific tasks.

## **Requirements**

- Unrestricted access to current policies, procedures, guidelines, and budget.
- Time on-site at Saline High School to meet with necessary stakeholders and attend athletic-related activities.

## **Conclusion**

This proposal seeks to provide a thorough and objective review of the Saline Athletic Department and its programs, ensuring the department operates at the highest standards of transparency, compliance, and excellence. I look forward to collaborating with you to strengthen the Saline Athletic Department and support its mission of fostering student-athlete success.

Please feel free to contact me directly at (248) 756-2600 or via email at [bryanmasi76@gmail.com](mailto:bryanmasi76@gmail.com) for any clarifications or further discussion.

Sincerely,  
Bryan Masi, CAA

## **BRYAN MASI**

155 Buffington St. | Novi, MI 48377 | (248) 756-2600 | bryanmasi76@gmail.com |

### **Professional Summary**

Dynamic and results-oriented independent contractor with over 35 years of experience in Interscholastic Athletics at many different levels. Managed, evaluated and revitalized athletic department similar to the Saline Athletic Department. Proven ability to assess organizational performance, identify areas for improvement, and implement strategic changes that foster athletic and operational excellence. Recognized for expertise in compliance management, resource optimization, and creating environments conducive to coach and athlete success. Dedicated to promoting transparency, collaboration, and sustainable growth within athletic organizations.

### **Key Skills**

- **Program Evaluation and Assessment:** Comprehensive analysis of athletic programs to identify opportunities for development.
- **Policy and Compliance Review:** Ensure adherence to local, state, and national regulations governing athletic operations.
- **Strategic Planning and Resource Allocation:** Design and implement strategic frameworks to maximize efficiency and outcomes.
- **Stakeholder Engagement:** Build and maintain strong relationships with administrators, coaches, parents, and community members.
- **Leadership Training:** Develop leadership training and mentorship to empower athletic staff and coaches.

### **Professional Experience**

#### **Kensington Lakes Activities Association (KLAA) Commissioner      2020-Present**

- Prepare and develop agenda and minutes for monthly league meetings.
- Prepare and manage the budget for the KLAA.
- Represent and act as a liaison for the 16 schools in the KLAA between the MHSAA.
- Assist in coordinating KLAA initiatives such as, student leadership summits, award recognitions and KLAA Sponsorship program.
- Mentor new Athletic Administrators to the KLAA.

- Maintain the KLAA by-laws, constitution and other important league documents.

**Athletic Administrator - Northville Public Schools      2003 to 2019**

**Key Achievements:**

- Coordinated the total operation of the Northville Public Schools Athletic Program including Northville High School, Meads Mill and Hillside Middle Schools.
- Supervised, mentored and evaluated 100+ coaches and oversaw 1200 student/athletes annually.
- Developed in-service programs for coaching standards and training including Coaches Advancement Program (C.A.P.) and a Leadership Summit.
- Created systems and guidelines for hiring and evaluating coaches.
- Developed systems and guidelines for fundraising and financial allocations.
- Created Parent Committee Charter protocol for self-funded sports.
- Facilitated a partnership between community, parents and school district by creating the Northville Turf Club to raise over \$1.5 Million to renovate the Northville stadium.
- Assisted in implementing Unified Sports at Northville High School.
- President of the Kensington Lakes Middle School League (KLMSL)

**Physical Education Instructor - Northville Public Schools      1991 to 2003**

**Key Achievements:**

- Team Leader and Department Chairperson of Elective Department.
- Developed Adventure Challenge Education in Northville Public Schools.
- Developed Fundraising events with the Northville Middle Schools annual Turkey Trot, and 3 on 3 Basketball tournament profiting the American Heart Association.
- Title 1 Instructor for “at risk students”.
- Northville Public Schools Physical Education curriculum development committee member.
- Committee Member of the Michigan Physical Education Exemplary Curriculum.

**Education**

**Master of Arts Administration in Athletics**  
Wayne State University | 1996

**Bachelor of Arts in Physical Education/Health**  
Western Michigan University | 1990

## **Certifications and Training**

- Certified Athletic Administrator (CAA), National Interscholastic Athletic Administrators Association.
- Coaches Advancement Program (CAP), National Interscholastic Athletic Administrators Association.
- Coaches Advancement Program (CAP) Instructor Training Program, Michigan Athletic Administrators Association.

## **Projects**

### **Comprehensive Annual Report of Northville Athletic Department**

- Created a detailed annual report of the department's structure, program offerings and participation numbers, coaching standards and training, and athletic program achievements and highlights.
- Delivered and presented annual report to the Northville Board of Education and Administration.

### **Northville Athletic Program Facility Upgrade Project**

- Assisted and executed a program to fundraise over \$1.5 million to upgrade and turf the Northville stadium.
- Created a shareholder committee of parents, boosters and community businesses and programs to secure funding through sponsorships and naming rights for the Northville stadium.

## **Awards and Recognition**

- |   |      |
|---|------|
| • MHSAA Allen W. Bush Meritorious Award                             | 2024 |
| • Northville Athletic Hall of Fame                                  | 2021 |
| • MIAAA Middle School Athletic Administrator of the Year            | 2019 |
| • MIAAA Region #11 Athletic Administrator of the Year               | 2013 |
| • Coach for the Michigan Football Coaches Association All-Star Game | 1998 |
| • MAHPERD Secondary Physical Education Teacher of the Year          | 1997 |
| • United States Paralympic Team Support Staff                       | 1992 |



## **Volunteer Experience**

### **Facilitate Fellowship of Christian Athletes and Mentor Student-Athletes**

Northville High School Football Program | Fall 2024

- Assisted Student-Athletes create a structure for weekly meetings to create a welcoming and inviting culture to discuss faith, mental health, struggles and successes.
- Provided one-on-one mentorship to student-athletes when needed.

## **Interests**

- Researching innovative approaches to athlete performance analytics.
- Assisting in the design of athletic facilities.
- Exploring leadership strategies that empower coaches and athletes alike.

## **References**

Mr. Tony Koski, Principal  
Northville High School  
[koskito@northvilleschools.org](mailto:koskito@northvilleschools.org)  
(616) 813-5656

Mr. Billy Shellenbarger, Superintendent  
Clawson Public Schools  
[billy.shellenbarger@clawsonschools.org](mailto:billy.shellenbarger@clawsonschools.org)  
(248) 632-3341

Mr. Dan Hutcheson, Assistant Director  
MHSAA  
[dan@mhsaa.com](mailto:dan@mhsaa.com)  
(517) 332-5046

Ms. Nicole Carter, Principal, KLAA President  
Novi High School  
[nicole.carter@novik12.org](mailto:nicole.carter@novik12.org)  
(248) 240-7338



Michael McVey <mcvey@salineschools.org>

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## Reference Check: Bryan Masi

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**Koski, Tony** <koskito@northvilleschools.org>  
To: Michael McVey <mcvey@salineschools.org>

Wed, Jan 8, 2025 at 8:49 AM

Good Morning Michael.

Simply, Brian Masi is one of the best. He was an awesome teacher and Athletic Director at Northville Public Schools. Specifically as an Athletic Director, he took our athletic program to a different level--not only with wins/losses but with the more important piece of developing quality young men/women (student-athletes) and coaches. I was fortunate to work with Brian for 6 years serving as Principal and he was the Athletic Director. Again, he was one of the best educators/ADs I ever worked with. And most importantly, he is a man of high character and integrity and understands the importance of relationships with students, staff, and parents. Brian currently serves as our KLAA Athletic Commissioner providing leadership and mentorship to our league. I give my highest recommendation for Brian with absolutely no reservation. Please call me if needed at 616.813.5656.

Have a great day and take care,  
Tony

On Tue, Jan 7, 2025 at 2:31 PM Michael McVey <mcvey@salineschools.org> wrote:

[Quoted text hidden]

--

Tony Koski, Principal  
Northville High School  
45700 Six Mile Road  
Northville, MI 48168  
248-344-3824  
[koskito@northvilleschools.org](mailto:koskito@northvilleschools.org)

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## Reference Check: Bryan Masi

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**Billy Shellenbarger** <billy.shellenbarger@clawsonschools.org>  
To: Michael McVey <mcvey@salineschools.org>

Tue, Jan 7, 2025 at 2:39 PM

Good afternoon Mr. McVey. Thank you for reaching out. Bryan Masi was a phenomenal and beloved Athletic Director at Northville High School, which is not an easy place to be the AD. The level of athlete and ultimately parent you encounter is unique to larger schools and the community population. Success is expected and with that comes pressure - certainly from parents. Bryan handled that all tremendously and built a program that was built on collaboration with the other building administrators and a strong, visible and communicative commitment to those kids and district. With that and his strong state network of both AD's and the MHSAA, he was a fantastic AD and leader. He retired on his own and went out on top. I'm not surprised he is looking to scratch that leadership itch once again and I envy any district that brings him on board. He will be an incredible asset to Saline!

Thanks again!

[Quoted text hidden]

--

**Billy Shellenbarger (Shell)**

*Superintendent*

*Clawson Public Schools*

248.655.4448

[billy.shellenbarger@clawsonschools.org](mailto:billy.shellenbarger@clawsonschools.org)

<https://www.facebook.com/ClawsonPublicSchools>

[https://twitter.com/Clawson\\_Schools](https://twitter.com/Clawson_Schools)

<https://twitter.com/MrShell44>

#WeAreCPS #AV24



Michael McVey <mcvey@salineschools.org>

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## Reference Check: Bryan Masi

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**Dan Hutcheson** <dan@mhsaa.com>  
To: Michael McVey <mcvey@salineschools.org>

Tue, Jan 7, 2025 at 4:38 PM

Thank you for your email, Michael.  
Bryan is a true leader in the field of athletic administration and has been for many years.  
He has played a large roll as it pertains to the success of the KLAA (Kensington Lake Activities Association), which is where I worked with him closely.  
If you would like to discuss further, feel free to give me a call.  
Thank you.

Yours in Sportsmanship, Academics, and Athletics,

**DAN HUTCHESON**  
Assistant Director

Michigan High School Athletic Association  
(517) 332-5046  
[www.MHSAA.com](http://www.MHSAA.com)

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**From:** Michael McVey <mcvey@salineschools.org>  
**Sent:** Tuesday, January 7, 2025 2:32 PM  
**Subject:** Reference Check: Bryan Masi

External Mail

[Quoted text hidden]

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**Re: [External Message:] Reference Check: Bryan Masi**

1 message

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**NICOLE CARTER** <nicole.carter@novik12.org>  
To: Michael McVey <mcvey@salineschools.org>

Tue, Jan 7, 2025 at 6:26 PM

Greetings,

Thank you for your email communication and the opportunity to provide a reference for Bryan Masi.

Bryan Masi is one of the best to ever hold the title of athletic director. His attention to detail, high level of professionalism, depth of knowledge of the importance of educational athletics and programming lends himself to exceed any job description that you might have for a contracted position that evaluates athletics. He is a tremendous asset and resource serving as the Commissioner of the Kensington Lakes Activities Association (KLAA).

His leadership efforts have left an indelible mark on Northville Public Schools, the MHSAA and the KLAA. I have the utmost confidence that he will be able to do the same for Saline Area Schools if afforded the opportunity.

It is without reservation that I advocate and recommend Bryan Masi for this position. Please don't hesitate to contact me if you have any further questions. He is dynamic!

Nicole Carter  
(248) 240-7338

On Jan 7, 2025, at 2:31 PM, Michael McVey <mcvey@salineschools.org> wrote:

Good day,

Your name was provided to the Saline Area Schools Board of Education as a reference for Bryan Masi as we consider contracting him to review our Athletic Department and Programs.

If you have a short statement you can provide I would be most appreciative.

Michael McVey  
on behalf of the Saline Area Schools Board of Education

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**Michael McVey, Ed.D.** *(he | him | his)*  
President, Saline Area Schools Board of Education

# Board of Education Meeting

Liberty School Board Room  
December 10, 2024, at 6:30 PM



## MINUTES

### Mission

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

### OPENING

#### 1. CALL TO ORDER

The Board of Education meeting of December 10th was called to order at 6:30 pm by President Michael McVey.

**Board Members Present:** Susan Estep, Brad Gerbe, Lauren Gold, Michael McVey, Jennifer Miller

**Board Members Absent:** Tim Austin, Jennifer Steben

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

#### 2. PLEDGE OF ALLEGIANCE

#### 3. BOARD PRESIDENT'S RECOGNITION

*Presentation of Board Service plaques to outgoing Trustees Susan Estep (2019-2024) and Jenny Miller (2021-2024).*

#### 4. PUBLIC COMMENT

### STUDENTS

**Elise Zhu, Student** - Spoke regarding Woodland Meadows if it became an early childhood center.

### OTHER PUBLIC STAKEHOLDERS

**Amy Tesolin** - Spoke regarding the Nondiscrimination Policy and efforts regarding Title IX. Thank you to Trustee Estep.

**Tiffanie Alexander** - Spoke regarding Administrative Guidelines. Also expressed gratitude to Trustee Estep for her hard work and dedication.

**David Hayward** - Thank you to Trustee Estep for her hard work and dedication championing the rights of all students.

5. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

<b>AGENDA</b>
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6. **REVISIONS/APPROVAL OF AGENDA**

**MOTION** made by Secretary Miller, support Trustee Estep **to approve the agenda as printed.**

Ayes - All Present - **MOTION CARRIED 5-0**

7. **ACTION ITEMS**

A. **MOTION** made by Secretary Miller, support Treasurer Gerbe **to adopt New Policy 2264 - (Thrun Edition) Nondiscrimination on the Basis of Sex in Education Programs or Activities as recommended by the Policy Committee.**

**Vote**

Ayes - Gerbe, Gold, McVey, Miller

Nay - Estep

**MOTION CARRIED 4-1**

B. **MOTION** made by Treasurer Gerbe, support Trustee Estep **to approve the closed session minutes of November 12, 2024 for the purpose of Disciplinary Action against a School Employee (8a) of the Open Meetings Act.**

Ayes - All Present - **MOTION CARRIED 5-0**

C. **MOTION** made by Treasurer Gerbe, support Trustee Estep **to approve the closed session minutes of November 18, 2024 for the purpose of Superintendent Evaluation 8(a) of the Open Meetings Act.**

Ayes - All Present - **MOTION CARRIED 5-0**

D. **MOTION** made by Secretary Miller, support Treasurer Gerbe **to approve the 2024 Final Superintendent's Evaluation as completed and read at the November 18th Special Board of Education Meeting. The evaluation with ratings is reflected in the minutes of the November 18th Special Board of Education meeting minutes.**

**Vote**

Ayes - Gerbe, Gold, McVey, Miller

Nays - Estep



**MOTION CARRIED 4-1**

- E. **MOTION** made by Secretary Miller, support Treasurer Gerbe **to approve the allocation of funds for the Round I 24/25 CARES Grants in the amount of \$86,999.36 as submitted by Brian Puffer, Director of Community Education.**

Ayes - All Present - **MOTION CARRIED 5-0**

- F. **MOTION** made by Trustee Gold, support Trustee Estep **to approve the 25/26 new courses to the Saline HS Course Catalog as submitted by Executive Director of Teaching & Learning Kara Davis**

1. Data Science
2. Grammar and Composition
3. Video Game Design & Development
4. Drone and ROV Technologies
5. Pilot Program: Job Shadowing

Ayes - All Present - **MOTION CARRIED 5-0**

- G. **MOTION** made by Treasurer Gerbe, support Secretary Miller **to approve the recommended award to MTD Construction in the amount of \$2,106,000.00 for the Saline High School Solar Integrated Roofing replacement as recommended by Executive Director of Operations, Rex Clary.**

Ayes - All Present - **MOTION CARRIED 5-0**

**8. SCHEDULED REPORT**

- A. **State of the District**

*Presenter: Superintendent Laatsch*

The goals for the district have not changed for the last three years. They are (1) academic rigor centered around the SAS compass, (2) culture of equity, (3) civility and unity, and (4) improving the district for the future. While the district has made lots of progress in all these four goal areas, there is still work to be done. Currently the SAS compass is being revised to reflect the needs of the district staying connected to the strategic framework and becoming a more equitable environment for all students, families and staff. The recent passing of the \$180M bond will be used to improve the district's future. The district is also leveraging over \$1M in grant funds to support student, staff and operational needs.

**Curriculum:** The district is in year three of its curriculum review cycle. This works to ensure that curriculum is aligned across grade levels from PreK to 26. The review process also helps to identify and address gaps, supports teacher collaboration and professional development as well as enhancing student outcomes and success. The district has started to explore the use of AI in education and looking at different AI tools.

**Special Education:** The special education department has been focused on building community partnerships and supporting student success. This has included: growing unified

sports teams and competing in local events, partnering with local business to fundraise for the department, continuing the annual holiday shopping trip for life skills classes.

**Finance:** The district's fund balance is currently equivalent to 2.9 months of operation. This allows for time to adjust to declining enrollment and right-size staffing, flexibility to make changes in the district and the avoidance of borrowing from the state and paying interest. The district has not had to borrow from the state since 2022. The state budget and student count will have a significant impact on district finances over the next couple of years.

**Human Resources:** The HR department is focusing on implementing systems and transparency to impact the entire district and improve the employee experience. Creation of "Whom to Ask" staff links that allows employees to access and interact with documents, forms, and procedures across the district. Also development of individual calendars for each collective bargaining agreement for clearer communication. The hiring process and trainings are focused on sharpening internships, improving the onboarding process and implementing an exit survey to analyze why employees may leave the district. The district is dedicated to building relationships through contract negotiations with the SEA and other contract groups.

**Communications and Community Relations:** The district is going to be introducing a new communications platform called ParentSquare to provide greater equity and make systems easier to navigate for parents and students. Also updating and standardizing SAS brand templates to increase accessibility for building communications. The district is also working to standardize volunteer processes to ensure a similar entry point across roles and ensure safety for students.

**Operations:** The new ESP contact has helped the district in getting more staff to apply and stay within the district. In transportation, food service and buildings & grounds, they are almost at 100% staffing level. The district has completed the 28,000 sq ft Operations Center in just over 2 years. Other projects ongoing include a new HS STEAM Center, a new athletic facility and a solar integrated roofing project. Regarding Safety and Security, the district has adopted the School Standard Response Protocols and implemented them in all 7 buildings. Building safety manuals have been updated, training admin team on standard response and reunification methods, integration with Informacast.

**Overall:** Saline has the highest AP pass rate in years with over 93% of students passing their AP exams. M-Step and SAT scores consistently rank in the top 20 in Michigan, students excel in Career Tech programs which provide valuable hands-on learning, a district that prioritizes music education, recognizing its importance in a well-rounded curriculum. The district offers a wide range of extracurricular activities in addition to having been rated as in the top of Michigan high schools for athletics.

## 9. DISCUSSION ITEMS

- A. **Report from ad hoc committee on Third Party Review of Athletics**  
Facilitator: President McVey

Defined more about what is a “Third Party Review” and what possibly it would look like. Adhoc committee consists of President McVey, Trustees Austin and Gold. Also made some phone calls to people who actually perform these types of reviews. The review could include interviews with coaches, parents, players, administrative staff if necessary, possible surveys, departmental audits on communication with families and students, compliance with MSHAA, compliance with Title IX, department finances and team fundraising, leadership development and mentorship programs, recruiting and hiring staff, evaluation of staff, process for incoming student athletes and the role of the athletic department in that process. Cost for such a review could range from \$6000 to \$10,000.

After board discussion, the following motion was offered:

**MOTION** made by Secretary Miller, support Treasurer Gerbe **to empower the Board President to reconvene the adhoc committee to continue its work and generate comparisons of potential review groups for the Board to consider.**

Ayes - All Present - **MOTION CARRIED 5-0**

#### 10. ADMINISTRATION / BOARD UPDATES

**Superintendent Laatsch:** Congratulations to the SHS eSports teams and MS Robotics teams for their recent outstanding performances. The Superintendent announced his retirement, effective July 1, 2025. He has had 27 years of service in the district.

**Student Representatives:** Thanked the outgoing Board members for their work.

**President McVey:** Recently attended the SWWC Open House.

**Treasurer Gerbe:** Expressed appreciation and gratitude to outgoing Trustees Miller and Estep for their service to the Board and to the community. Expressed the importance of the stability of an organization is crucial for its success. A stable organization is one that is able to maintain its core values and mission despite changes in the environment. Expressed that meddling and undermining can be detrimental to the stability of an organization. Also expressed gratitude to Superintendent Laatsch for his outstanding job in leading the district.

**Trustee Gold:** Thank you to Trustees Estep and Miller for their service to our Board and community and for their guidance and support as a mentor. Looking forward to the concerts coming up this month. Wishing families happy holidays.

**Trustee Estep:** Proud of the student achievements of the eSports and Robotics Teams. Reflective of her years as a Board member and proud accomplishments including representation and advocacy for the LGBTQ+ and underrepresented communities in our district, role of the first openly LGBTQ+ Board Trustee in SAS. The importance of continued advocacy. Proud of both the Transgender and Non-Binary Student Policy and DEI Advisory Policy. Reminded the Board about the importance of recording and reporting data on bullying, and the need for systemic change and accountability in addressing these issues. Also the role of the board in uplifting the recommendations of the DEIAC and

implementing action steps. Expressed her sincere appreciation to fellow trustees on the board for their dedication and partnership.

**Trustee Miller:** Thank you to her family for their support during these last four years. Also thanked the families of all the trustees for supporting their loved ones while doing the important work of the district. Thank you to fellow Trustee Gerbe for his friendship and support as a fellow K12 educator. Expressed gratitude for the dedication and partnership of all the trustees. Thank you to the staff and CORE team for their expertise and pursuit of excellence. Expressed deepest gratitude to Superintendent Laatsch for his exceptional leadership and guidance.

**11. CONSENT AGENDA**

**MOTION** made by Secretary Miller, support Trustee Estep **to authorize the Consent Agenda as printed**

Ayes - All Present - **MOTION CARRIED 5-0**

- A. **Approval** of the Board of Education Meeting Minutes of November 12, 2024
- B. **Approval** of the Board Finance Committee Meeting Minutes of November 12, 2024
- C. **Approval** of the Special Board of Education Meeting Minutes of November 18, 2024
- D. **Approval of Payment** of the General Fund Accounts Payable of December 10, 2024, in the amount of \$3,417,697.81
- E. **Approval of Payment** of Bond Series III Accounts Payable of December 10, 2024, in the amount of \$14,276.54
- F. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of December 10, 2024, in the amount of \$1,081,439.72
- G. **Receive and File** Finance and Human Resources Reports
- H. **Approval** of the 2025 Board of Education Regular Meeting Calendar

<b>CLOSING</b>
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**12. ITEMS SCHEDULED ON NEXT AGENDA**

Election of Officers  
Recognition of eSports and MS Robotics Team

**13. PUBLIC COMMENT**

**STUDENTS - None**

**OTHER PUBLIC STAKEHOLDERS**

**Tiffanie Alexander, Parent** - Spoke regarding the need for improvements in the district  
**David Hayward, Parent** - Spoke regarding the Title IX policy and possible implications on the other policies if laws would change.

**Dave Rosenfeld, Community Member** - Thank you to Trustee Estep. Spoke regarding the Title IX policy and possible implications on the transgender policy if laws would change.

**14. NEXT MEETING**

The next regular Board of Education Meeting will be held on January 14, 2025, at 6:30 PM.

**15. ADJOURNMENT**

**MOTION** made by Trustee Estep, support Secretary Miller **to adjourn the Regular Board of Education Meeting of December 10, 2024, at 9:28 PM.**

Ayes - All Present - **MOTION CARRIED 5-0**

Respectfully submitted,



Jennifer Miller  
Board Secretary

*Recorded by: Betty Jahnke*

Other Code	Amended Budget	Actual	Encumbrances	% Act/Bud	Bud-Act	Prior Year Total	Prior to Current Dif.	Function * Code
<b>Fund 11 - General Fund</b>								
Account Type <b>Revenue</b>								
Function * 0000 - Revenue	74,968,476.00	20,504,672.98	.00	27	54,463,803.02	20,196,356.15	308,316.83	Function * 0000 - Revenue
Account Type <b>Revenue Totals</b>	<b>\$74,968,476.00</b>	<b>\$20,504,672.98</b>	<b>\$0.00</b>	<b>27%</b>	<b>\$54,463,803.02</b>	<b>\$20,196,356.15</b>	<b>\$308,316.83</b>	
Account Type <b>Expense</b>								
Function * 1111 - Elem	14,069,008.00	3,731,767.35	11,849.77	27	10,337,240.65	3,546,604.02	185,163.33	Function * 1111 - Elem
Function * 1112 - Mid School	6,761,605.00	1,647,535.12	6,134.50	24	5,114,069.88	1,766,427.89	(118,892.77)	Function * 1112 - Mid School
Function * 1113 - High School	10,003,930.00	2,549,679.81	16,461.25	25	7,454,250.19	2,738,835.20	(189,155.39)	Function * 1113 - High School
Function * 1118 - Pre-K	87,586.00	26,695.52	.00	30	60,890.48	19,372.92	7,322.60	Function * 1118 - Pre-K
Function * 1119 - Summer School	69,400.00	20,653.25	.00	30	48,746.75	181,045.84	(160,392.59)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	10,228,147.00	2,996,747.64	9,423.05	29	7,231,399.36	2,384,463.21	612,284.43	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,648,317.00	529,199.99	65.00	32	1,119,117.01	636,234.64	(107,034.65)	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,517,105.00	306,921.01	.00	20	1,210,183.99	240,673.34	66,247.67	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	160,000.00	23,884.03	68,411.78	15	136,115.97	8,751.77	15,132.26	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,040,162.00	300,239.96	.00	29	739,922.04	292,348.24	7,891.72	Function * 1212 - Guidance
Function * 1213 - Health Services	1,113,076.00	256,832.44	252,164.50	23	856,243.56	303,707.13	(46,874.69)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	1,163,856.00	330,352.95	.00	28	833,352.05	236,623.98	93,728.97	Function * 1214 - Psychologist, School
Function * 1215 - Speech	2,072,792.00	499,685.57	.00	24	1,573,106.43	533,655.83	(33,970.26)	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,356,067.00	333,168.94	.00	25	1,022,898.06	322,856.21	10,312.73	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,217,667.00	525,533.04	.00	24	1,692,133.96	606,618.05	(81,085.01)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	13,000.00	940.05	8,059.95	7	12,059.95	827.17	112.88	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,690,726.00	756,026.35	20,299.73	45	934,699.65	608,623.70	147,402.65	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	658,636.00	165,532.25	.00	25	493,103.75	159,601.67	5,930.58	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	573,832.00	269,255.46	.00	47	304,576.54	204,777.24	64,478.22	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	648,941.00	327,153.12	572.82	50	321,787.88	213,473.43	113,679.69	Function * 1226 - Supervision
Function * 1231 - Board of Ed	225,459.00	140,363.39	2,200.00	62	85,095.61	119,292.70	21,070.69	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	548,493.00	226,294.08	6,362.56	41	322,198.92	216,492.25	9,801.83	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,751,552.00	1,349,303.22	3,449.99	36	2,402,248.78	1,301,993.50	47,309.72	Function * 1241 - Principal
Function * 1249 - Other School Admin	511,825.00	10,771.81	.00	2	501,053.19	10,807.38	(35.57)	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	781,736.00	288,087.67	2,925.32	37	493,648.33	299,028.04	(10,940.37)	Function * 1252 - Finance Office
Function * 1257 - District Office	225,969.00	88,784.57	4,306.42	39	137,184.43	80,591.38	8,193.19	Function * 1257 - District Office
Function * 1259 - Other Business Services	83,378.00	91,806.55	.00	110	(8,428.55)	73,686.83	18,119.72	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,612,916.00	2,366,753.90	440,250.39	36	4,246,162.10	2,253,864.87	112,889.03	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	594,587.00	121,182.00	45,356.00	20	473,405.00	52,220.46	68,961.54	Function * 1266 - Security Services
Function * 1271 - Transportation	2,502,992.00	816,753.05	198,637.37	33	1,686,238.95	766,763.35	49,989.70	Function * 1271 - Transportation
Function * 1282 - Communication Services	220,727.00	98,984.78	.00	45	121,742.22	86,659.89	12,324.89	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	918,750.00	340,571.89	1,289.97	37	578,178.11	427,003.86	(86,431.97)	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	949,258.00	352,942.03	57,045.52	37	596,315.97	448,903.78	(95,961.75)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,543,418.00	583,423.40	30,938.23	38	959,994.60	617,977.14	(34,553.74)	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	23,332.00	.00	.00	0	23,332.00	.00	.00	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	14,113.00	959.18	.00	7	13,153.82	660.00	299.18	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	26,985.00	3,782.00	.00	14	23,203.00	7,948.00	(4,166.00)	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	25,000.00	38,836.00	18,836.00	155	(13,836.00)	20,000.00	18,836.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type <b>Expense Totals</b>	<b>\$76,654,343.00</b>	<b>\$22,517,403.37</b>	<b>\$1,205,040.12</b>	<b>29%</b>	<b>\$54,136,939.63</b>	<b>\$21,789,414.91</b>	<b>\$727,988.46</b>	
<b>Fund 11 - General Fund Totals</b>	<b>(\$1,685,867.00)</b>	<b>(\$2,012,730.39)</b>	<b>(\$1,205,040.12)</b>	<b>119%</b>	<b>\$326,863.39</b>	<b>(\$1,593,058.76)</b>	<b>(\$419,671.63)</b>	
Revenue Totals	\$74,968,476.00	\$20,504,672.98	\$0.00	27%	\$54,463,803.02	\$20,196,356.15	\$308,316.83	
Expense Totals	\$76,654,343.00	\$22,517,403.37	\$1,205,040.12	29%	\$54,136,939.63	\$21,789,414.91	\$727,988.46	
<b>Grand Totals</b>	<b>(\$1,685,867.00)</b>	<b>(\$2,012,730.39)</b>	<b>(\$1,205,040.12)</b>	<b>119%</b>	<b>\$326,863.39</b>	<b>(\$1,593,058.76)</b>	<b>(\$419,671.63)</b>	



## TOPIC: Human Capital Recommendations

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

### RESIGNATIONS / TERMINATIONS:

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>REASON</u>	<u>EFFECTIVE</u>
Adam Ditri	High School/SWWC	Exercise Science Technician	Separation	Resignation	31.Dec.24
Jim Scarlett	Transportation		Separation	Resignation	17.Dec.24

### NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Daniel Karrick	Operations	Director of Safety & Security	New Hire	10	06.Jan.25
Robert Jenkins	Transportation	Bus Driver	New Hire	1	12.Dec.24
Brady Farr	Woodland Meadows	Paraeducator	New Hire	1	07.Jan.25
Megan Allgood	Woodland Meadows	Paraeducator	New Hire	1	06.Jan.25
Stacy LaBrecque	Middle School	Paraeducator	New Hire	1	13.Jan.25

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



# Daniel Karrick



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## PROFESSIONAL EXPERIENCE

### University of Michigan

*Michigan School Safety Initiative / National Center for School Safety*

#### **Technical Assistance Specialist**

2024 - Present

- Provide expert guidance to schools and districts on evidence-based safety strategies.
- Conduct individualized technical assistance sessions, facilitating the implementation of effective safety measures.
- Present on school safety topics to diverse audiences.
- Assist in the development and rollout of school safety toolkits and resources.
- Build networks with safety professionals at local, state, and national levels.
- Attend training sessions in the areas of school safety and DEI.

### Blue Line Security

#### **Security Officer**

2022 - 2024

- Delivered security services within Livonia Public Schools (K-12).
- Collaborated with school administrators to address safety incidents and provide actionable recommendations.

### Eastern Michigan University Police Department

#### **Deputy Chief of Police**

2016 - 2021

- Led Patrol Operations and Investigations Bureau, managing a team of 34 personnel, including 2 lieutenants and 7 sergeants.
- Oversaw the department's Information Technology, including radio and emergency systems.
- Participated in labor negotiations for patrolman and sergeant unions, working closely with University HR.
- Managed Clery Act compliance and co-authored the Annual Security Report for the university.
- Collaborated with the Title IX Coordinator on relevant incidents.
- Appointed Executive Officer for Washtenaw County SWAT and Negotiations Teams.
- Attended extensive training and experience in the area of Diversity Equity and Inclusion.

### **Investigations Lieutenant**

2012 - 2016

- Directed all criminal investigations, providing leadership to the Detective Bureau and special units.
- Developed and implemented departmental policies including Emergency Operations Plans.
- Provided training on active shooter responses (ALICE).
- Led sensitive investigations, including internal affairs.

### **Westland Police Department**

#### **Deputy Chief of Police**

2010 - 2012

- Managed the Detective Bureau and Special Investigative Unit, overseeing all criminal, and internal investigations and liaising with labor unions.
- Supervised the Patrol Division
- Engaged with community groups to address public safety needs and implemented training programs.

### **Detective Bureau Commander – Lieutenant**

2007 - 2010

- Supervised 11 detectives in comprehensive investigations, serving as the department's Public Information Officer.
- Initiated the School Resource Officer position at John Glenn High School
  - Worked with school administration to create, and develop the responsibilities for the SRO position.
  - Supervised the SRO.

### **Patrol Shift Lieutenant**

2005 - 2007

- Oversaw patrol shift operations and conducted performance evaluations for staff.
  - Supervised 2 sergeants, 15 officers and 3 dispatchers

### **Traffic Bureau – Sergeant**

2003 - 2005

- Managed traffic investigations and enforcement activities.
  - Supervised 5 traffic officers

### **Detective Sergeant**

2000 - 2003

- Investigated all types of serious crimes, collaborating with prosecutors throughout the legal process.

**Patrol Officer**

1991 - 1994

- Responded to emergencies and enforced laws as a uniformed officer.
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**EDUCATION**

**Eastern Michigan University Police Department**

Numerous certifications and specialized training in Clery Act compliance  
2012 - 2021

**University of Michigan, Dearborn**

Master of Public Administration, Concentration in Governmental Agencies  
2003

**Eastern Michigan University, Ypsilanti**

Graduate of School of Police Staff and Command  
2002

**Madonna University, Livonia**

Bachelor of Science in Criminal Justice, Graduated with Highest Honors  
2000

**Wayne County Regional Police Academy**

Graduate  
1991

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**NOTABLE ACCOMPLISHMENTS**

- Oversaw the multi-jurisdictional SWAT and Negotiations Team for Washtenaw County.
- Implemented the Special Victims Unit at Eastern Michigan University.
- Served as Honor Guard Commander, establishing and leading the unit.
- Acted as a Lead Firearms Instructor for the Westland Police Department.
- Elected Treasurer of the Westland Police Lieutenant's and Sergeant's Association for a decade.
- Achieved the rank of Eagle Scout.

## Board of Education

January 14, 2024



## Re: Retirement Acknowledgement

Dear Superintendent Laatsch,

On behalf of the Board of Education, I extend our gratitude for your verbal and emailed announcements of your intention to retire effective July 1, 2025. This letter formally acknowledges and confirms the Board's receipt of your official retirement notice from your position as Superintendent.

We appreciate your dedication and contributions to our district, respect and accept your decision to retire, and look forward to celebrating your long career with Saline Area Schools later this year.

Most sincerely,

A handwritten signature in blue ink that reads "M. McVey". The signature is written in a cursive style.

Michael McVey, Ed.D.

President, Saline Area Schools Board of Education