

COOPERATIVE AGREEMENT FOR SCHOOL RESOURCE OFFICER

THIS COOPERATIVE AGREEMENT FOR SCHOOL RESOURCE OFFICER (the “**Agreement**”) is made and entered into as of this 1st day of September, 2026 (“**Effective Date**”), by and between the **CITY OF GROSSE POINTE FARMS**, a Michigan municipal corporation, whose address is 90 Kerby Road, Grosse Pointe Farms, Michigan 48236 (“**City**”), and the **GROSSE POINTE PUBLIC SCHOOL SYSTEM**, a Michigan general powers school district, whose address is 20601 Morningside, Grosse Pointe Woods, Michigan 48236 (“**School District**”), each a “Party” and, collectively, the “Parties.”

RECITALS

WHEREAS, Article VII, Section 28 of the Michigan Constitution of 1963, provides, in part, that two or more counties, townships, cities, villages or districts, or any combination thereof, may, among other things, enter into contractual undertakings or agreements with one another for joint administration of any of the functions or powers each would have to perform separately;

WHEREAS, the Revised School Code, specifically MCL §380.11a(4), authorizes general powers school districts such as the School District to enter into cooperative agreements with other entities as part of performing its school district functions;

WHEREAS, the School District desires to enter into a cooperative agreement with the City as part of its School District function of providing for the safety and welfare of pupils, pursuant to MCL §380.11a(3)(a);

WHEREAS, the School District seeks to contract with the City to provide one (1) certified law enforcement officer, qualified pursuant to the Michigan Commission on Law Enforcement Standards, to work as a “School Resource Officer” (“**SRO**”) at the School District at all times during which school is in session during the regular School Year. Specifically, the SRO will work and perform Services (as defined in this Agreement) at Grosse Pointe South High School located at 11 Grosse Pointe Blvd, Grosse Pointe Farms, Michigan 48236 (the “**School**”), based on a schedule mutually agreed upon by the Parties;

WHEREAS, the SRO shall provide Services to the School District as set forth in this Agreement. The Services shall be in addition to other law enforcement activities performed by the SRO, while as a public safety officer, at the discretion of the City;

WHEREAS, the Parties have determined that the presence and involvement of the SRO in the School District and in the Educational Program (as defined in this Agreement) will be of public benefit to the School District, its students, staff and school community, by (among other benefits) building respect for law enforcement, creating a positive relationship between law

enforcement, the students, staff and school community, preventing or reducing present and future crime and adding a high profile role model to the school community; and

WHEREAS, the Parties hereto have reached an understanding regarding the performance of the SRO's Services and the SRO's participation in the Educational Program and desire to set forth this understanding in the form of this written Agreement.

NOW, THEREFORE, IN CONSIDERATION OF THE FOREGOING RECITALS AND THE MUTUAL UNDERTAKINGS SET FORTH HEREIN, THE PARTIES AGREE AS FOLLOWS:

ARTICLE I. PARTIES' RIGHTS AND RESPONSIBILITIES

A. School District SRO. The School District's SRO position will require a trained public safety officer selected and assigned to the School District by the City's Director of Public Safety. All periodic training applicable to the SRO will be completed through the City's Department of Public Safety. All of the SRO's equipment, uniforms, communication devices and insurance will be provided by the City.

B. Employer of the SRO. The City will be the sole employer of the SRO. The terms and conditions of employment of the SRO, any applicable public safety officer employment or union contract, and any City rules, regulations, hours of work, shift assignments, orders, policies, procedures, directives, ethical guidelines and similar matters, shall solely and exclusively govern and control the employment relationship of the SRO assigned to the School District. The City shall determine which of its public safety officers shall staff the SRO position. The City will coordinate with the School District when selecting the SRO to be assigned to the School District. To the extent practicable, the SRO assigned by the City to the School District shall remain in that position for the School Year from the date of assignment as the School District's SRO and until the end of the then current School Year.

In the event the School District believes that the assigned SRO is not effectively or properly performing his/her duties and responsibilities, the School District's Superintendent or designee shall recommend to the City that the SRO be removed and shall state the reasons therefor in writing. If the City so desires, the Superintendent or designee(s) shall meet with the SRO and the City to mediate or resolve any problems which may exist. If, within a reasonable amount of time after commencement of such mediation, the problem cannot be resolved, then the SRO shall be removed and replaced with another SRO in coordination with the School District.

The Parties expect that the SRO shall cooperate relative to the implementation and continuation of the SRO's Services, which include the Educational Program as defined in Paragraph D below, however, the SRO shall remain an employee of the City under the direct supervision and control of the City at all times.

Nothing in this Agreement is intended to release, waive or alter any liability or obligation of the City for any of its public safety officers assigned to work as a School District SRO. The School District does not intend nor has it created any obligation for any law enforcement oversight,

supervision or management of any SRO or any other law enforcement personnel. Any input of the School District is limited to the Services to be provided to the School District and the content of the Educational Program for the School District's students, and is not intended to override or supersede the control, oversight, supervision and management by the City of the SRO, or any other public safety officer.

C. Payment of SRO's Wages and Benefits. The City shall remain solely and exclusively responsible for the payment of the SRO's wages, compensation, overtime wages, expenses, fringe benefits, pension or retirement benefits, travel expenses, mileage allowances, training expenses, transportation costs and/or other allowances or reimbursements of any kind, including, but not limited to workers, disability compensation, unemployment compensation, Social Security Act protection(s) and benefits, any employment taxes, and/or statutory or contractual right or benefit based, in any way, upon any public safety officer status as an employee of the City. The SRO shall have all of the rights and benefits provided for in any applicable collective bargaining agreement, and the City's policies and procedures as modified from time to time. The compensation and other benefits paid by the City to the SRO are to be allocated between the Parties in the manner set forth in Article III of this Agreement.

D. SRO's Services Provided to the School District. The SRO shall be assigned to provide Services to the School District at the School and implement and maintain the Educational Program for a minimum of forty (40) hours per week during the School Year, while school is in session. If for some reason the assigned SRO is off duty on a day that school is in session (due to sickness, personal day, training, etc.), the School District shall have access to a temporary substitute SRO, as needed. The responsibilities of the SRO and the services provided hereunder ("**Services**") shall include, but shall not be limited to:

1. Conducting an Educational Program in the School that includes health and safety presentations, security concerns and prevention, social issues facing students, bullying and cyber-bullying, early intervention, mitigation of school violence, alcohol and drug abuse by students, harmful effects of vaping, the OPIOD epidemic, dangers of social media and technology, criminal conduct associated with social media and technology and ways to improve communication between law enforcement, students and the school community, among other relevant topics ("**Educational Program**").
2. Providing an additional layer of security and comfort to students, parents and staff at the School with the SRO's presence including, but not limited to, conducting comprehensive safety and security assessments, developing and implementing safety plans or strategies, responding to unauthorized persons on School District property, developing and expanding crime prevention efforts, etc.
3. Enforcing state laws and local ordinances in the School and on School property.
4. Assisting with school investigations involving criminal complaints.
5. Deescalating situations involving students in the school buildings and parking lots, and on school premises and property.

6. Acting as a positive role model to students.
7. Building relationships with students, staff, the school community and stakeholders.
8. Other duties as assigned by the City after consultation with the School District.
9. However, the SRO shall not be involved in enforcing school discipline. The administration of student discipline, including student code of conduct violations and student misbehavior, is the responsibility of School District's administrators unless the violation or misbehavior involves criminal conduct for which law enforcement intervention is required.

E. Emergencies, Mutual Aid, Training and Assistance. The School District understands and agrees that occasionally the SRO may be assigned to periodic training, called to assist with emergency situations and offer mutual aid and assistance outside of the School District given that the SRO is a public safety officer employed by the City. The City will attempt to minimize such training/calls to the SRO to the extent possible. The SRO shall receive such training as is necessary to permit the SRO to effectively advance the School District's educational mission in the context of duties as SRO. Training of the SRO to bolster instruction on the differences between law enforcement when conducted inside a school environment versus outside the school environment shall be prioritized. Training topics, goals, objectives, and attendance shall be determined jointly by the School District and the City.

F. Primary Contact Persons. Each of the Parties shall designate a primary contact person ("**Primary Contact Person**"), who shall administer this Agreement on a day-to-day basis on behalf of their respective Party; provided, however, that all legal notices shall be given in the manner set forth in Article IX.C. herein. The identity of a Party's Primary Contact Person may be changed at any time by written notice delivered to all Parties in the manner set forth in Article IX.C. It is the intent of the Parties that the Primary Contact Persons address questions and areas of concern and provide input into the SRO's Services, including job duties and responsibilities, and the Educational Program.

1. The Director of Public Safety is the Primary Contact Person for the City.
2. The School District designates the Superintendent as the Primary Contact Person for the School District.

G. Location Schedule for the SRO. The Primary Contact Persons shall mutually agree on a location schedule for the SRO's Services at the School. The Primary Contact Persons shall work cooperatively to adjust the established schedule to address emergent issues and needs.

H. SRO's Designated Workspace. The School District shall designate a secure, visible work space, if possible, with a desk and land-line telephone, if available, for use by the SRO on a regular basis at the School. If no designated landline telephone is available for use by the SRO, the SRO may use the land-line telephone in the Principal's office of the designated work space.

Access to a School District computer, printer and copy machine will be made available to the SRO in the designated work space.

I. Designation of the SRO as “School Official” Under the Family Educational Rights and Privacy Act (“FERPA”). The School District agrees to define “school official” in the School District’s annual notification of rights under 20 U.S.C. §1232g, 34 C.F.R. §99, of the Family Educational Rights and Privacy Act to include a contractor such as the SRO who performs an institutional service or function for which the School District would otherwise use its own employees for the provision of the SRO’s Services and the Educational Program to the School District. The School District designates the SRO as a school official having a legitimate educational interest such that the SRO is entitled to access student educational records under FERPA. The SRO is subject to the requirements of 34 C.F.R. §99.33(a) governing the use and re-disclosure of personally identifiable information from student education records. The SRO agrees to comply with FERPA and its corresponding regulations applicable to school officials and the use and re-disclosure of personally identifiable information from student records set forth in MCL §380.1136. Except as set forth in this Paragraph, the SRO is not an employee or an agent of the School District. Notwithstanding the SRO’s designation as a school official for purposes of FERPA, however, since the SRO remains an employee of the City, which is independently subject to Michigan’s Freedom of Information Act (“FOIA”) without the ability to rely upon the FERPA exemption to FOIA contained in MCL §15.243(2), the SRO may have access to view student educational records, if permitted and approved by a School District Administrator, but shall not be entitled to or provided copies of student educational records.

ARTICLE II. TERM

A. Initial Term. Except as otherwise provided herein, the SRO Services under this Agreement shall commence on or about September 1, 2026 for the 2026-27 school year. Once commenced this Agreement and the SRO Services will continue through July 31, 2029.

B. Renewal Term(s). Notwithstanding the foregoing, the Parties may seek to renew/extend this Agreement for future school years, commencing on August 1 and terminating on July 31, (which each shall be referred to as the “**School Year**”), upon written notice delivered to the other Party at least sixty (60) calendar days before the end of Initial Term of this Agreement, or before any such Renewal Term, if extended. Any adjustment or modification of the cost of the Program for each upcoming School Year shall be agreed to by the Parties by July 1 of each year. After the Parties agree to proceed with the SRO Program for the upcoming School Year, the School District shall request the City to designate the public safety officer who will be assigned to the School District as the SRO for the upcoming School Year.

C. Breach or Default. In the event a Party commits a breach or default under this Agreement, and the breach or default cannot be corrected within ten (10) calendar days after receipt by the breaching Party of written notice from the non-breaching Party specifying the breach or default, this Agreement shall be terminated without requiring further written notice from the non-breaching Party to the breaching Party.

D. Availability of Funds. The provision of the SRO's Services to the School District and payment for such Services by the School District are conditioned upon the receipt and availability of government funds appropriated or allocated for such Services. If funds are not allocated and available for the continuance of Services performed or received as set forth herein, either Party may terminate this Agreement at the end of the period for which funds are available. However, both Parties shall remain responsible for any and all costs of the Services set forth herein, unless this Agreement is terminated as stated herein or the Parties are otherwise able to avoid further costs associated with the SRO. The Party that may be affected by the shortage of funds shall notify the other Party at the earliest possible time that the Services may be affected by the shortage of funds or that the Party responsible for payment for these Services has a shortage of funds.

ARTICLE III. PAYMENT OF TOTAL PROGRAM COSTS

A. Total Program Cost. The SRO Total Program Cost shall be based on each School Year. The costs for the SRO shall be based on the law enforcement contract rates established by the City. The Total Program Cost of the SRO includes the costs of materials and any other costs agreed to by the Parties in this Agreement. The Parties have agreed that the School District will be responsible for 75% of the Total Program Cost and the City will absorb 25% of the Total Program Cost.

B. Calculation of Total Program Cost. Total Program Cost shall be the sum of the total compensation of the SRO for the Services provided to the School District during the School Year, flex time scheduling to avoid overtime, if possible, and the cost of the fringe benefits provided to the SRO for Services to the School District. Attendance of the SRO at School functions outside of normal school hours or at schools other than Grosse Pointe South High School is subject to obtaining written approval from the Director of Public Safety, which approval shall not be unreasonably withheld. The Parties agree and understand that the expectations of working outside of the normal school hours are for special events at which the City's public safety officers customarily have provided coverage (e.g., home football games, home basketball games, homecoming, graduation, etc.). Approved overtime, if any, will be charged to the School District and billed under a separate arrangement at 50% of the cost of such overtime. Total compensation for the SRO shall include the sum of the SRO's wages, longevity pay, if applicable, the City's portion of the social security tax for the SRO, the City's cost of the SRO's workers' disability compensation insurance, life insurance, medical insurance, long-term disability insurance and the City's pension contribution for the SRO pursuant to the collective bargaining agreement. For budgetary purposes, the Parties agree that the maximum cost for compensation and initial costs for the SRO's Services and Educational Program, shall not exceed \$162,108.29 for the 2026/2027 School Year, \$168,003.06 for the 2027/2028 School Year, and \$172,695.32 for the 2028/2029 School Year, and the actual amount shall be provided by the City to the School District on or about May 15 of every School Year. The foregoing amounts represent 100% of the Total Program Cost, whereas the School District is only responsible for 75% of such amounts.

C. Invoices. The City shall submit a detailed invoice to the School District each month for the School District's portion of the Total Program Cost identified in Paragraph B above, by the

15th day of the following month. The invoices shall be submitted to the Grosse Pointe Public School System, 20601 Morningside, Grosse Pointe Woods, Michigan 48236.

D. Payment By The School District. The School District shall pay the undisputed amounts of each invoice within thirty (30) calendar days of receipt. Disputed amounts will be communicated to the City in writing. Upon written request, the City shall provide copies of the financial records supporting all invoices sent to the School District within ten (10) calendar days of receipt by the City of the School District's written request. Payments of disputed amounts will be delayed unless the City is able to resolve the matter to the School District's satisfaction within five (5) business days prior to the payment due date. The School District shall not be assessed any late payment penalties, fines or charges for any late payments.

E. No Payment By The School District for Services to Non-Public Schools. The Total Program Costs to be paid by the School District have been specifically computed to limit the contribution of the School District to that portion of the SRO's and the Educational Program involving the School and not for any services to non-public schools. The School District shall have no responsibility for, or provide any direction or supervision over any activities or programs under this Agreement that may occur in any non-public school, that being the sole responsibility of the City.

ARTICLE IV. CONFIDENTIALITY

All information that is identified as confidential or proprietary information and is submitted by a Party to this Agreement to the other Party relative to the SRO's Services performed under this Agreement shall be kept confidential by the receiving Party to the extent permitted or required by federal, state and local laws, rules and regulations. However, the foregoing undertaking is made subject to the Michigan Freedom of Information Act, to the extent applicable to records maintained by either Party.

ARTICLE V. PERSONNEL

A. No Party shall be entitled to any of the benefits that the other Party provides for its employees, nor shall it be subject to or covered by the other Party's employee handbooks, collective bargaining agreements, or other personnel policies. The Parties expressly agree that the SRO is not entitled to nor shall the School District make payments to the Michigan Public School Employees Retirement System, or any other public school retirement system on behalf of the SRO assigned to provide Services and the Educational Program to the School District.

B. No Party shall be responsible for covering the other Party's employees under any workers' disability compensation or unemployment insurance.

C. No Party shall have any authority or right to obligate the other Party in any way whatsoever. Each Party shall identify itself as an independent contractor and shall not hold itself out as an employee, or agent of the other Party.

ARTICLE VI. NO WAIVER OR INDEMNIFICATION

Nothing in this Agreement is intended to release, waive or alter any liability or obligation of the City for its public safety officer designated as the SRO of the School District pursuant to the terms of this Agreement. The City shall be responsible for its public safety officer designated as the SRO and for the SRO's Services rendered hereunder. Nothing in this Agreement shall be construed as creating an obligation to indemnify or defend either Party for claims, damage or liability arising out of or stemming from an act or omission of the public safety officer assigned to be the SRO. Each Party shall be responsible for the acts or omissions of its employees and agents in performing their respective obligations under this Agreement.

ARTICLE VII. GOVERNMENTAL IMMUNITY

The School District and the City do not waive their governmental immunity by entering into this Agreement and each Party fully retains all immunities and defenses provided by law with respect to any action based upon or occurring as a result of this Agreement.

ARTICLE VIII. INSURANCE

A. Each of the School District and the City shall maintain, at its sole expense, commercial general liability insurance to protect the Parties from any liability which may occur as a result of this Agreement. The Commercial General Liability Insurance Policy, must include, but shall not be limited to, coverage for bodily injury, personal injury, property damage (broad form), premises/operations, and blanket contractual. Coverage shall be endorsed to include the other Party as an additional named insured during the term of this Agreement. The City shall also purchase and maintain the following insurance with the stated minimum limits:

Minimum Limits:

- Worker's Compensation – Must meet minimum statutory requirements
- Commercial General Liability
 - \$1,000,000 per person/occurrence
 - \$1,000,000 property damage
 - \$2,000,000 general aggregate
 - \$5,000,000 umbrella coverage
- Commercial Automobile Liability
 - \$1,000,000 per person/occurrence
 - \$1,000,000 property damage
 - \$2,000,000 general aggregate
- Law Enforcement Liability - \$5,000,000 occurrence/aggregate
- Employer's Liability - \$500,000 each occurrence

B. Policies of insurance shall be with companies licensed to do business in the state of Michigan and in a form satisfactory to each Party with each Party named as an Additional Insured on the Certificates of Insurance. Cancellation, material restriction, non-renewal or lapse of any of the required policies shall be grounds for immediate termination of this Agreement.

Article IX. MISCELLANEOUS

A. Sole Agreement. This Agreement supersedes and replaces any and all prior agreements and understandings between the School District and the City on the subject matter hereof.

B. Force Majeure. Notwithstanding any other provision of this Agreement, neither Party shall be liable for any delay in performance or inability to perform due to acts of God or due to war, riot, embargo, fire, explosion, sabotage, flood, accident, labor strike, or other acts beyond its reasonable control.

C. Notices. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each Party, and shall be effective when received by the Parties or mailed to the Parties at their respective addresses set forth below, or at such other address as may be furnished by a Party to the other Party:

If to the City:

City of Grosse Pointe Farms
Director of Public Safety
90 Kerby Road
Grosse Pointe Farms, Michigan 48236

With a copy to:

Dickinson Wright PLLC
William T. Burgess
500 Woodward Avenue
Suite 4000
Detroit, Michigan 48226

If to the School District:

Grosse Pointe Public School System
Superintendent
20601 Morningside
Grosse Pointe Woods, Michigan 48236

With a copy to:

Clark Hill PLC
Jeremy S. Motz, Esq.
220 Park Street
Suite 200
Birmingham, Michigan 48009

D. Severability. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.

E. No Third-Party Beneficiaries. This Agreement shall not create any rights in any third parties (including, without limitation, the SRO).

F. Entire Agreement; Amendments. This Agreement is the entire agreement between the Parties relating to the Services and the Educational Program provided, and the compensation for

such Services and Educational Program by the Parties. Any modification or amendment to this Agreement must be made in writing, approved by the School District and the City, and signed by a duly authorized representative of each Party.

G. Non-Waiver. No failure of a Party in exercising any right, power or privilege under this Agreement shall affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the Parties under this Agreement are cumulative and not exclusive of any rights or remedies which either Party may otherwise have.

H. No Assignment. Neither Party may, without the prior written consent of the other Party, assign or transfer this Agreement nor any obligation incurred hereunder and any attempt to do so in contravention of this Agreement shall be void and of no force and effect.

I. Partial Invalidity. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable in any manner, the remaining provisions of this Agreement shall nonetheless continue in full force and effect without being impaired or invalidated in any way. In addition, if any provision of this Agreement is modified by a court of competent jurisdiction such that it may be fully enforced, then that provision shall be fully enforced as modified.

J. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the State of Michigan.

K. Venue. Except as otherwise required by law or court rule, any action brought to enforce, interpret or decide any claim under this Agreement shall be brought in the Third Judicial Circuit Court, Wayne County, Michigan where the Parties agree venue is proper.

L. Compliance with Law. The Parties agree to comply with all applicable federal, state and local laws, rules and regulations.

M. Compliance with School District Policies. The SRO, while performing the Services and providing the Educational Program to the School District, shall be responsible for knowing and shall be subject to, and adhere to, all rules, regulations, policies and procedures of the School District. Such rules, regulations, policies and procedures include, but are not limited to, all policies concerning the use of School District facilities, appropriate behavior in School District facilities, prohibitions against discrimination, harassment, sexual harassment, sexual misconduct, inappropriate or unprofessional contact or conduct with students, or the use or possession of tobacco, e-cigarettes, alcohol or drugs. However, the SRO may be afforded certain exceptions to these rules, regulations, policies and procedures in order to properly equip themselves and carry out the duties and responsibilities of their profession.

N. Warranties and Representations. Each of the School District and the City represents that each has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that their respective actions have been duly

and validly authorized, and that they will adopt any and all resolutions or expenditure approvals required for execution and implementation of this Agreement.

O. Captions. The captions and paragraph headings in this Agreement are for reference only and shall not be considered in the interpretation of this Agreement.

P. Execution and Delivery. Each Party represents and warrants to the other that it has undertaken all necessary corporate or organizational actions required to give it full power, authority and right to execute, deliver and perform its obligations under this Agreement and that the individual signing this Agreement on its behalf is authorized to do so pursuant to its governing documents.

IN WITNESS WHEREOF, this Agreement has been duly executed, approved by the appropriate governing bodies and shall become effective on the date set forth in Article II(A) above.

**CITY OF GROSSE POINTE FARMS
SCHOOL**

**GROSSE POINTE PUBLIC
SYSTEM**

By: _____
[Insert Name]

By: _____

Its: _____[Insert Title]

Its: Superintendent

Dated: _____

Dated: _____

EXHIBIT A

TOTAL PROGRAM COST AND COST SHARING

The SRO Total Program Cost has been estimated for the next three (3) School Years. The estimated costs for the SRO are based on the law enforcement contract rates established by the City. The Total Program Cost of the SRO, includes the costs of materials and any other costs agreed to by the Parties in this Agreement. The Parties have agreed to the following annual cost sharing amounts for the term of this Agreement:

	Wages & Benefits	Grand Total of Costs
Year One	\$162,108.29	\$162,108.29
Year Two	\$168,003.06	\$168,003.06
Year Three	\$172,695.32	\$172,695.32
3-Yr Total	\$502,806.67	\$502,806.67

The Grosse Pointe Public School System will be responsible for 75% of the Total Program Cost for a total amount of \$377,105.00 for the three-year period. The City of Grosse Pointe Farms will be responsible for the remaining 25%, for a total cost of \$125,701.67 for the three-year period.

	75% Grosse Pointe Public Schools	25% City of GPF
Year One	\$121,581.22	\$40,527.07
Year Two	\$126,002.29	\$42,000.77
Year Three	\$129,521.49	\$43,173.83
3-Yr Total	\$377,105.00	\$125,701.67

COOPERATIVE AGREEMENT FOR SCHOOL RESOURCE OFFICER

THIS COOPERATIVE AGREEMENT FOR SCHOOL RESOURCE OFFICER (the “**Agreement**”) is made and entered into as of this 1st day of September, 2026, by and between **CITY OF GROSSE POINTE WOODS**, a constitutional and municipal corporation and political subdivision of the State of Michigan, whose address is 20025 Mack Plaza, Grosse Pointe Woods, Michigan 48236 (“**City**”), and **GROSSE POINTE PUBLIC SCHOOL SYSTEM**, a Michigan general powers school district, whose address is 20601 Morningside, Grosse Pointe Woods, Michigan 48236 (“**School District**”), each a “**Party**” and, collectively, as the “**Parties**.”

RECITALS

WHEREAS, Article VII, Section 28 of the Michigan Constitution of 1963, provides, in part, that two or more counties, townships, cities, villages or districts, or any combination thereof, may, among other things, enter into contractual undertakings or agreements with one another for joint administration of any of the functions or powers each would have to perform separately;

WHEREAS, the Revised School Code, specifically MCL §380.11a(4), authorizes general powers school districts such as the School District to enter into cooperative agreements with other entities as part of performing its school district functions;

WHEREAS, the School District desires to enter into a cooperative agreement with the City as part of its School District function of providing for the safety and welfare of pupils, pursuant to MCL §380.11a(3)(a);

WHEREAS, the School District seeks to contract with the City to provide one (1) full-time Michigan Commission on Law Enforcement Standards (“**MCOL**ES”) certified law enforcement officer to work as a “School Resource Officer” (“**SRO**”) at the School District, at all times during which school is in session during the regular School Year. Specifically, the SRO will work and perform Services at Grosse Pointe North High School located at 707 Vernier Road, Grosse Pointe Woods, Michigan 48236 (the “**School**”), based on a schedule mutually agreed upon by the Parties.

WHEREAS, the SRO shall provide Services to the School District as set forth in this Agreement. The Services shall be in addition to the law enforcement activities performed at the discretion of the City, including, but not limited to, road patrol, special tactical team, and investigations, which shall continue to be provided on the same basis that such services are provided through the City;

WHEREAS, the Parties have determined that the presence and involvement of the SRO in the School District and in the SRO Educational Program will be of great public benefit to the School District, its students, staff and school community, by building respect for law enforcement,

creating a positive relationship between law enforcement, the students, staff and school community, preventing or reducing present and future crime and adding a high profile role model to the school community, among other benefits; and

WHEREAS, the Parties hereto have reached an understanding with each other regarding the performance of the SRO's Services and the SRO's Educational Program and desire to set forth this understanding in the form of this written Agreement.

NOW, THEREFORE, IN CONSIDERATION OF THE FOREGOING, THE PARTIES MUTUALLY AGREE TO THIS AGREEMENT AS SET FORTH BELOW:

ARTICLE I. PARTIES' RIGHTS AND RESPONSIBILITIES

A. School District SRO. The School District's SRO position will require a full-time trained police officer selected and assigned to the School District by the City's Department of Public Safety. All monthly, yearly and specialized training will be completed through the City's Department of Public Safety. All of the SRO's equipment, uniforms, vehicles, communication devices and insurance will be provided by the City.

B. Employer of the SRO. The City is the sole and exclusive employer of all public safety officers including the SRO. The terms and conditions of employment of any public safety officer with the City, any applicable public safety officer employment or union contract, and any City rules, regulations, hours of work, shift assignments, orders, policies, procedures, directives, ethical guidelines and the like, shall solely and exclusively govern and control the employment relationship of the SRO assigned to the School District by the City and the conduct and actions of any public safety officer. The City shall determine which of its law enforcement officers shall staff the SRO position(s). The City will coordinate with the School District when selecting the SRO to be assigned to the School District. To the extent practicable, the SRO assigned by the City to the School District shall remain in that position for the school year from the date of assignment as the School District's SRO and until the end of the then current school year.

In the event the School District believes that the SRO is not effectively or properly performing his/her duties and responsibilities, the School District's Superintendent or designee shall recommend to the City that the SRO be removed and shall state the reasons therefor in writing. If the City so desires, the Superintendent or designee(s) shall meet with the SRO and the City to mediate or resolve any problems which may exist. If, within a reasonable amount of time after commencement of such mediation, the problem cannot be resolved, then the SRO shall be removed and replaced with another SRO, in coordination with the School District.

The Parties expect that the SRO shall cooperate relative to the implementation and continuation of the SRO's Services, which include the Educational Program as defined in Paragraph D below, however, the SRO shall remain an employee of the City under the direct supervision and control of the City at all times relevant herein.

Nothing in this Agreement is intended to release, waive or alter any liability or obligation of the City for any of its public safety officer assigned to work as a School District SRO. The School

District does not intend nor has it created any obligation for any law enforcement oversight, supervision or management of any SRO or any other law enforcement duty. Any input of the School District is limited to the Services to be provided to the School District and the content of the Educational Program for the School District's students and is not intended to override or supersede the control, oversight, supervision and management of the SRO, or any other public safety officer by the City.

C. Payment of SRO's Wages and Benefits. The City shall remain solely and exclusively responsible for the payment of the SRO's wages, compensation, overtime wages, expenses, fringe benefits, pension or retirement benefits, travel expenses, mileage allowances, training expenses, transportation costs and/or other allowances or reimbursements of any kind, including, but not limited to workers, disability compensation, unemployment compensation, Social Security Act protection(s) and benefits, any employment taxes, and/or statutory or contractual right or benefit based, in any way, upon any public safety officer status as an employee of the City. The SRO shall have all of the rights and benefits provided for in any applicable collective bargaining agreement, and the City's policies and procedures.

D. SRO's Services Provided to the School District. The SRO shall be assigned to provide Services to the School District at the School and implement and maintain the SRO Educational Program for a minimum of forty (40) hours per week during the School Year, while school is in session. If for some reason the fulltime SRO is off (due to sickness, personal day, training, etc.) the School District shall have access to a substitute Detective/SRO, as needed. The responsibilities of the SRO and the services provided hereunder ("**Services**") shall include, but shall not be limited to:

1. Conducting an Educational Program in the School that includes health and safety presentations, security concerns and prevention, social issues facing students, bullying and cyber-bullying, early intervention, mitigation of school violence, alcohol and drug abuse by students, harmful effects of vaping, the OPIOD epidemic, dangers of social media and technology, criminal conduct associated with social media and technology and ways to improve communication between law enforcement, students and the school community, among other relevant topics ("**Educational Program**").
2. Providing an additional layer of security and comfort to students, parents and staff at the School with the SRO's presence including, but not limited to, conducting comprehensive safety and security assessments, developing and implementing safety plans or strategies, responding to unauthorized persons on School District property, developing and expanding crime prevention efforts, etc.
3. Enforcing state laws and local ordinances in the School and on School property.
4. Assisting with school investigations involving criminal complaints.
5. Deescalating situations involving students in the school buildings and parking lots, and on school premises and property.

6. Acting as a positive role model to students.
7. Building relationships with students, staff, the school community and stakeholders.
8. Other duties as assigned by the City after consultation with the School District.
9. However, the SRO shall not be involved in enforcing school discipline. The administration of student discipline, including student code of conduct violations and student misbehavior, is the responsibility of School District's administrators unless the violation or misbehavior involves criminal conduct for which law enforcement intervention is required.

E. Emergencies, Mutual Aid, Training and Assistance. The School District understands and agrees that occasionally the SRO may be assigned to periodic training, called to assist with emergency situations and offer mutual aid and assistance outside of the School District given that the SRO is a public safety officer employed by the City. The City will attempt to limit such training/calls to the SRO to the extent possible. The SRO shall receive such training as is necessary to permit the SRO to effectively advance the School District's educational mission in the context of duties as SRO. Training of the SRO to bolster instruction on the differences between law enforcement when conducted inside a school environment versus outside the school environment is critical, i.e., including understanding the teen brain and de-escalation techniques in a school environment. Training topics, goals, objectives, and attendance shall be determined jointly by the School District and the City.

F. Primary Contact Persons. Each of the Parties shall designate a primary contact person ("**Primary Contact Person**"), who shall administer this Agreement on a day-to-day basis on behalf of their respective Party; provided, however, that all legal notices shall be given in the manner set forth in Article IX.C. herein. The identity of a Party's Primary Contact Person may be changed at any time by written notice delivered to all Parties in the manner set forth in Article IX.C. It is the intent of the Parties that the Primary Contact Persons address questions and areas of concern and provide input into the SRO's Services, including job duties and responsibilities, and the SRO Educational Program.

1. The Director of Public Safety is the Primary Contact Person for the City.
2. The School District designates the Superintendent as the Primary Contact Person for the School District.

G. Location Schedule for the SRO. The Primary Contact Persons shall mutually agree on a location schedule for the SRO's Services at the School. The Primary Contact Persons shall work cooperatively to adjust the established schedule to address emergent issues and needs.

H. SRO's Designated Workspace. The School District shall designate a secure, visible work space, if possible, with a desk and land-line telephone, if available, for use by the SRO on a regular basis at the School. If no designated landline telephone is available for use by the SRO, the SRO may use the land-line telephone in the Principal's office of the designated work space. Access to

a School District computer, printer and copy machine will be made available to the SRO in the designated work space.

I. Designation of the SRO as “School Official” Under the Family Educational Rights and Privacy Act (“FERPA”). The School District agrees to define “school official” in the School District’s annual notification of rights under 20 U.S.C. §1232g, 34 C.F.R. §99, of the Family Educational Rights and Privacy Act to include a contractor such as the SRO who performs an institutional service or function for which the School District would otherwise use its own employees for the provision of the SRO’s Services and the Educational Program to the School District. The School District designates the SRO as a school official having a legitimate educational interest such that the SRO is entitled to access student educational records under FERPA. The SRO is subject to the requirements of 34 C.F.R. §99.33(a) governing the use and re-disclosure of personally identifiable information from student education records. The SRO agrees to comply with FERPA and its corresponding regulations applicable to school officials and the use and re-disclosure of personally identifiable information from student records set forth in MCL §380.1136. Except as set forth in this Paragraph, the SRO is not an employee or an agent of the School District. Notwithstanding the SRO’s designation as a school official for purposes of FERPA, however, since the SRO remains an employee of the City, which is independently subject to Michigan’s Freedom of Information Act (“FOIA”) without the ability to rely upon the FERPA exemption to FOIA contained in MCL §15.243(2), the SRO may have access to view student educational records, if permitted and approved by a School District Administrator, but shall not be entitled to or provided copies of student educational records.

J. Vehicle For SRO. The City shall provide a vehicle to each SRO assigned to work at the School District. The vehicle shall be deemed by the City to be suitable for the performance of the SRO’s Services to the School District, pursuant to this Agreement, to assist with emergencies and provide mutual aid and assistance to the School District and the City as necessary. The total cost of the vehicle, including fuel, maintenance and insurance shall be paid by the City. This vehicle may be used by the City for other activities when not in use to meet the obligations of the SRO pursuant to this Agreement. All City vehicles, equipment and supplies used by the SRO in the performance of this Agreement shall remain the property of the City.

ARTICLE II. TERM

A. Initial Term. Except as otherwise provided herein, this Agreement shall commence on September 1, 2026 and continue through July 31, 2029.

B. Renewal Term(s). Notwithstanding the foregoing, the Parties may seek to renew/extend this Agreement for future school years, commencing on August 1 and terminating on July 31, (which each shall be referred to as the “**School Year**”), upon written notice delivered to the other Party at least sixty (60) calendar days before the end of Initial Term of this Agreement, or before any such Renewal Term, if extended. Any adjustment or modification of the cost of the Program for each upcoming School Year shall be agreed to by the Parties by July 1 of each year. After the Parties agree to proceed with the SRO Program for the upcoming School Year, the School District shall request the City to designate the public safety officer who will be assigned to the School District as the SRO for the upcoming School Year.

C. Breach or Default. In the event a Party commits a breach or default under this Agreement, and the breach or default cannot be corrected within ten (10) calendar days after receipt by the breaching Party of written notice from the non-breaching Party specifying the breach or default, this Agreement shall be terminated without requiring further written notice from the non-breaching Party to the breaching Party.

D. Availability of Funds. The provision of the SRO's Services to the School District and payment for such Services by the School District are conditioned upon the receipt and availability of government funds appropriated or allocated for such Services. If funds are not allocated and available for the continuance of Services performed or received as set forth herein, either Party may terminate this Agreement at the end of the period for which funds are available. However, both Parties shall remain responsible for any and all costs of the Services set forth herein, unless this Agreement is terminated as stated herein or the Parties are otherwise able to avoid further costs associated with the SRO. The Party that may be affected by the shortage of funds shall notify the other Party at the earliest possible time that the Services may be affected by the shortage of funds or that the Party responsible for payment for these Services has a shortage of funds.

ARTICLE III. PAYMENT OF TOTAL PROGRAM COSTS

A. Total Program Cost. The SRO Total Program Cost shall be based on each School Year. The costs for the SRO shall be based on the law enforcement contract rates established by the City. The Total Program Cost of the SRO and the parties' not-to-exceed respective costs are set forth in **Exhibit A**, which is attached to this Agreement.

B. Calculation of Total Program Cost. Total Program Cost shall be the cost of the total compensation of the SRO for the Services to the School District during the School Year, flex time scheduling to avoid overtime, if possible, and the cost of the fringe benefits provided to the SRO for Services to the School District. Attendance of the SRO at School functions outside of normal school hours or at schools other than Grosse Pointe North High School is subject to obtaining written approval from the Director of Public Safety, which approval shall not be unreasonably withheld. The Parties agree and understand that the expectations of working outside of the normal school hours are for special events that the City's public safety officers have traditionally provided an officer for in the past, i.e., home football games, home basketball games, homecoming, graduation, etc. Approved overtime, if any, will be charged to the School District and billed under a separate arrangement at 50% of the cost, which is the same arrangement currently in place by the Parties. Total compensation for the SRO shall include the sum of the SRO's wages, longevity pay, if applicable, the City's portion of the social security tax for the SRO, the City's cost of the SRO's workers' disability compensation insurance, life insurance, medical insurance, long-term disability insurance and the City's pension contribution for the SRO pursuant to the collective bargaining agreement. For budgetary purposes, the Parties agree that the maximum cost for compensation and initial costs for the SRO's Services and Educational Program, shall not exceed \$166,064.95 for the 2026/2027 School Year, \$177,942.68 for the 2027/2028 School Year, \$186,948.50 for the 2028/2029 School Year and the actual amount shall be provided by the City to the School District on or about May 15 of every School Year. Notwithstanding the foregoing,

the Parties have agreed that the capped amount above represents one hundred (100%) percent of the Total Program Cost, but the School District is only responsible for seventy-five (75%) percent of the Total Program Cost, which represents the maximum amount reimbursable to the City by the School District.

C. Invoices. The City shall submit a detailed invoice to the School District each month for the School District's portion of the Total Program Cost identified in Paragraph B above, by the 15th of the following month. The invoices shall be submitted to the Grosse Pointe Public School System, 20601 Morningside, Grosse Pointe Woods, Michigan 48236.

D. Payment By The School District. The School District shall pay the undisputed amounts of each invoice within thirty (30) calendar days of receipt. Disputed amounts will be communicated to the City in writing. Upon written request, the City shall provide copies of the financial records supporting all invoices sent to the School District within ten (10) calendar days of receipt by the City of the School District's written request. Payments of disputed amounts will be delayed unless the City is able to resolve the matter to the School District's satisfaction within five (5) business days prior to the payment due date. The School District shall not be assessed any late payment penalties, fines or charges for any late payments.

E. No Payment By The School District for Services to Non-Public Schools. The Total Program Costs to be paid by the School District has been specifically computed to limit the contribution of the School District to that portion of the SRO's and the SRO's Educational Program involving the School and not for any services to non-public schools. The School District shall have no responsibility for, or provide any direction or supervision over any activities or programs under this Agreement that may occur in any non-public school, that being the sole responsibility of the City.

ARTICLE IV. CONFIDENTIALITY

All information that is identified as confidential or proprietary information and is submitted by a Party to this Agreement to another Party relative to the SRO's Services performed under this Agreement shall be kept confidential by the receiving Party to the extent permitted or required by federal, state and local laws, rules and regulations. However, the foregoing representation is made subject to the Michigan Freedom of Information Act.

ARTICLE V. PERSONNEL

A. No Party shall be entitled to any of the benefits that the other Party provides for its employees, nor shall it be subject to or covered by the other Party's employee handbooks, collective bargaining agreements, or other personnel policies. The Parties expressly agree that the SRO is not entitled to nor shall the School District make payments to the Michigan Public School Employees Retirement System ("MPERS"), or any other public school retirement system on behalf of the SRO assigned to provide Services and the Educational Program to the School District.

B. No Party shall be responsible for covering the other Party's employees under any workers' disability compensation or unemployment insurance.

C. No Party shall have any authority or right to obligate the other Party in any way whatsoever. Each Party shall identify itself as an independent contractor and shall not hold itself out as an employee, or agent of the other Party.

ARTICLE VI. NO WAIVER OR INDEMNIFICATION

Nothing in this Agreement is intended to release, waive or alter any liability or obligation of the City for its public safety officer designated as the SRO of the School District pursuant to the terms of this Agreement. The City shall be responsible for its public safety officer designated as the SRO and for the SRO's Services rendered. Nothing in this Agreement shall be construed as creating an obligation to indemnify or defend either Party for claims, damage or liability arising out of or stemming from an act or omission of the public safety officer assigned to be the SRO. Each Party shall be responsible for the acts or omissions of its employees and agents in performing its respective obligations under this Agreement.

ARTICLE VII. GOVERNMENTAL IMMUNITY

The School District and the City do not waive their governmental immunity by entering into this Agreement and each Party fully retains all immunities and defenses provided by law with respect to any action based upon or occurring as a result of this Agreement.

ARTICLE VIII. INSURANCE

A. The City shall be responsible for its public safety officer assigned to be the School District's SRO and for the SRO's Services and Educational Program. The School District and the City shall each purchase and maintain, at its sole expense, commercial general liability insurance to protect the Parties from any liability or cost which may occur as a result of this Agreement. The Commercial General Liability Insurance Policy, must include, but shall not be limited to coverage for bodily injury, personal injury, property damage (broad form), premises/operations, and blanket contractual. Coverage shall be endorsed to include the other Party as an additional named insured during the term of this Agreement. The City and the School District shall each purchase and maintain the following insurance with the stated minimum limits:

Minimum Limits:

- Worker's Compensation – Must meet minimum statutory requirements
- Commercial General Liability
 - \$1,000,000 per person/occurrence
 - \$1,000,000 property damage
 - \$2,000,000 general aggregate
 - \$5,000,000 umbrella coverage
- Commercial Automobile Liability
 - \$1,000,000 per person/occurrence
 - \$1,000,000 property damage
 - \$2,000,000 general aggregate
- Law Enforcement Liability - \$5,000,000 occurrence/aggregate(not required from the School District)
- Employer's Liability - \$500,000 each occurrence

B. Policies of insurance shall be with companies licensed to do business in the state of Michigan and in a form satisfactory to each Party with each Party named as an Additional Insured on the Certificates of Insurance. Cancellation, material restriction, non-renewal or lapse of any of the required policies shall be grounds for immediate termination of this Agreement.

Article IX. MISCELLANEOUS

A. Sole Agreement. This Agreement supersedes and replaces any and all prior agreements and understandings between the School District and the City on the subject matter hereof.

B. Force Majeure. Notwithstanding any other provision of this Agreement, neither party shall be liable for any delay in performance or inability to perform due to acts of God or due to war, riot, embargo, fire, explosion, sabotage, flood, accident, labor strike, or other acts beyond its reasonable control.

C. Notices. All notices, demands, requests and consents under this Agreement shall be in writing, shall be delivered to each Party, and shall be effective when received by the Parties or mailed to the Parties at their respective addresses set forth below, or at such other address as may be furnished by a Party to the other Party:

If to the City:

City of Grosse Pointe Woods
Director of Public Safety
20025 Mack Plaza
Grosse Pointe Woods, Michigan 48236

With a copy to:

Rosati Schultz Joppich Amtsbuechler
Debra Walling
27555 Executive Drive
Suite 250
Farmington Hills, MI 48331

If to the School District:

Grosse Pointe Public School System
Superintendent
20601 Morningside
Grosse Pointe Woods, Michigan 48236

With a copy to:

Clark Hill PLC
Jeremy S. Motz Esq.
220 Park Street
Suite 200
Birmingham, Michigan 48009

D. Severability. The invalidity of any of the covenants, phrases or clauses in this Agreement shall not affect the remaining portions of this Agreement, and this Agreement shall be construed as if such invalid covenant, phrase or clause had not been contained in this Agreement.

E. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the Parties.

F. Entire Agreement. This Agreement is the entire agreement between the Parties relating to the Services and the Educational Program provided, and the compensation for such Services and Educational Program by the Parties. Any modification or amendment to this Agreement must be made in writing, approved by the School District and the City, and signed by a duly authorized officer.

G. Non-Waiver. No failure of a Party in exercising any right, power or privilege under this Agreement shall affect such right, power or privilege, nor shall any single or partial exercise thereof preclude any further exercise thereof or the exercise of any other right, power or privilege. The rights and remedies of the Parties under this Agreement are cumulative and not exclusive of any rights or remedies which either Party may otherwise have.

H. No Assignment. Neither Party may, without the prior written consent of the other Party, assign or transfer this Agreement nor any obligation incurred hereunder and any attempt to do so in contravention of this Agreement shall be void and of no force and effect.

I. Partial Invalidity. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void or unenforceable in any manner, the remaining provisions of this Agreement shall nonetheless continue in full force and effect without being impaired or invalidated in any way. In addition, if any provision of this Agreement is modified by a court of competent jurisdiction such that it may be fully enforced, then that provision shall be fully enforced as modified.

J. Governing Law. This Agreement shall be governed by and enforced in accordance with the laws of the State of Michigan.

K. Venue. Except as otherwise required by law or court rule, any action brought to enforce, interpret or decide any claim under this Agreement shall be brought in the Third Judicial Circuit Court, Wayne County, Michigan where the Parties agree venue is proper.

L. Compliance with Law. The Parties agree to comply with all applicable federal, state and local laws, rules and regulations.

M. Compliance with School District Policies. The SRO, while performing the Services and providing the Educational Program to the School District, shall be responsible for knowing and shall be subject to, and adhere to, all rules, regulations, policies and procedures of the School District. Such rules, regulations, policies and procedures include, but are not limited to, all policies concerning the use of School District facilities, appropriate behavior in School District facilities, prohibitions against discrimination, harassment, sexual harassment, sexual misconduct,

inappropriate or unprofessional contact or conduct with students, or the use or possession of tobacco, e-cigarettes, alcohol or drugs. However, the SRO may be afforded certain exceptions to these rules, regulations, policies and procedures in order to properly equip themselves and carry out the duties and responsibilities of their profession.

N. Warranties and Representations. Both the School District and the City represent that each has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, that their respective actions have been duly and validly authorized, and that they will adopt any and all resolutions or expenditure approvals required for execution of this Agreement.

O. Captions. The captions and paragraph headings in this Agreement are for reference only and shall not be considered in the interpretation of this Agreement.

P. Execution and Delivery. Each party represents and warrants to the other that it has undertaken all necessary corporate or organizational actions required to give it full power, authority and right to execute, deliver and perform its obligations under this Agreement and that the individual signing this Agreement on its behalf is authorized to do so pursuant to its governing documents.

IN WITNESS WHEREOF, this Agreement has been duly executed, approved by the appropriate governing bodies and shall become effective on the date set forth in Article II(A) above.

CITY OF GROSSE POINTE WOODS

**GROSSE POINTE PUBLIC SCHOOL
SYSTEM**

By: _____
[Insert Name]

By: _____

Its: _____[Insert Title]

Its: Superintendent

Dated: _____

Dated: _____

EXHIBIT A

TOTAL PROGRAM COST AND COST SHARING

The SRO Total Program Cost has been estimated for the next three (3) School Years. The estimated costs for the SRO are based on the law enforcement contract rates established by the City. The Total Program Cost of the SRO, includes the costs of materials and any other costs agreed to by the Parties in this Agreement. The Parties have agreed to the following annual cost sharing amounts for the term of this Agreement:

	PSO Wages & Benefits	Grand Total of Costs
Year One	\$166,064.95	\$166,064.95
Year Two	\$177,942.68	\$177,942.68
Year Three	\$186,948.50	\$186,948.50
3-Yr Total	\$530,956.13	\$530,956.13

The Grosse Pointe Public School System will be responsible for 75% of the Total Program Cost for a total amount of \$398,217.10 for the three-year period. The City of Grosse Pointe Woods will be responsible for the remaining 25%, for a total cost of \$132,739.03 for the three-year period.

	75% Grosse Pointe Public Schools	25% City of GPW
Year One	\$124,548.71	\$41,516.24
Year Two	\$133,457.01	\$44,485.67
Year Three	\$140,211.38	\$46,737.12
3-Yr Total	\$398,217.10	\$132,739.03