



MASB

MICHIGAN ASSOCIATION
OF SCHOOL BOARDS

EXECUTIVE SEARCH SERVICES
presents

A PROPOSAL FOR SERVICES FOR:



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About MASB

The Michigan Association of School Boards has been providing quality educational leadership services to Michigan boards of education for more than 70 years. We are unique in the superintendent search arena in that we are a 501(c)(3) nonprofit service organization that specializes in custom services for boards of education. Other entities offering superintendent searches tend to be for-profit firms and franchises.

Should Grosse Pointe Public Schools retain MASB's Executive Search Services, you will, in effect, be hiring the entire Association. You will gain access to MASB's professional staff, extensive network and resources in their entirety.

Why Choose MASB

MASB is the market leader in superintendent recruitment and selection in Michigan because we're committed to serving boards of education and, in doing so, creating positive outcomes for students.

Our approach to superintendent search is based upon four core tenets:

1. The responsibility of hiring the superintendent rests solely with the board of education.
2. Choosing the most highly qualified individual—who also represents the ideal fit in your community—is critical to the academic achievement and well-being of your students.
3. Searching for and selecting a superintendent should be an inclusive process that meaningfully engages all stakeholders.
4. Boards of education must have access to all information pertinent to making a sound, informed selection.

MASB is beholden only to boards and has no obligation to place certain candidates.

Nationwide Network

As a member of the National Affiliation of Superintendent Searchers, MASB is connected to a network of superintendent search consultants who assist with recruitment and vetting of candidates. NASS enables MASB to harness the skills and collective networks of search professionals across the country with proven track records of accomplishment, characterized by integrity, passion and focus. MASB has placed more than 15 out-of-state candidates into Michigan superintendent positions in recent years and has provided counsel on dozens of searches in other states.



Open Meetings Act

MASB and its consultants are well versed in the intricacies of the Open Meetings Act and relevant public record laws. All MASB search consultants have ready access to our experienced team of attorneys for any necessary legal consultation. MASB Legal Counsel Brad Banasik, J.D. is recognized as one of Michigan's foremost authorities on the OMA.

Recruitment of Candidates

MASB has a strong track record in diversity and is committed to recruiting a diverse, qualified pool of candidates for Grosse Pointe. We will do this by working our extensive network of state and national contacts along with making available a variety of job posting options to maximize the visibility of this position.

Utilization of an equity lens as it relates to business practice and decision-making is a complex topic that warrants more than a brief mention in this proposal. A sampling of issues related to this topic that MASB consultants can provide guidance on include:

- Types of bias that impact selection and success of the candidate chosen (and how to overcome them)
- Recruitment and selection practices that hinder equity
- How the opportunity gap can cause boards to overlook talent

Database of Candidates

Even though MASB does not maintain a “pool” of candidates, our applicant-tracking software does allow us access to a database of those applicants who have professed an interest in open superintendent positions in Michigan. As a result, a vast majority of the candidates in our searches are coming to us through our recruiting efforts, our employment postings, or through our extensive state and nationwide connections. MASB's Revelus Application system allows all of our postings to be seen in those states that are also using this system. This has significantly increased the number of out-of-state applicants applying for our searches.

Vetting

During the application phase, applicants are entitled to strict confidentiality. Applicants are subject to a rigorous application process and extensive paper screening related to the selection criteria established by a board of education. MASB is able to make discreet inquiries during this phase and leverage the knowledge of applicants garnered in previous state and national searches.

Once a candidate has accepted an interview, relinquishing their right to confidentiality, significant personal and professional reference checks are conducted. Reference checks are sent to individuals listed by the candidates as well as those not listed but accessed by MASB via its extensive state and national networks. While optional, MASB encourages board members to consider making some reference checks themselves in order to gain a better feel for a candidate's prospective fit and leadership style.

Throughout the search, MASB vets every issue reported to its consultants, determining the validity of accusations that invariably surface once candidate names become public. Findings are reported to the board in a timely and straightforward manner.

Background Checks and Screening of Applicants

MASB's processes for screening of applicants and background checks reflect industry best practices and are compliant with the complex web of laws that govern superintendent selection in Michigan.

Based on each district's specific needs, MASB offers a host of checks including, but not limited to, checks on identity, criminal records, civil records, employment, and verification of education, employment and professional licensing. Additional fees apply.

All checks are conducted in a manner that is consistent with state and federal laws and entities including the Fair Credit Reporting Act and the Equal Employment Opportunity Commission.

Screening assessments can provide additional insight about candidates. MASB routinely conducts DISC Behavioral and Superintendent Achiever Assessments for districts as requested. Additional fees apply.

Search Team

MASB has a diverse and well-qualified search team consisting of retired superintendents, board members and experienced staff.

MASB Staff Contacts

Greg Sieszputowski, M.Ed.

Director of Leadership Development and Executive Search Services
gregs@masb.org | 517.327.9224

Jay D. Bennett, M.Ed.

Assistant Director of Executive Search Services
jrbennett@masb.org | 517.327.5928

Search References

Kalamazoo Public Schools, 2020 Search
Patti Sholler-Barber, Board President
269.873.2110

Kentwood Public Schools, 2021 Search
MaryAnn (Mimi) Madden, Board President
616.460.2977

Waterford School District, 2019 Search
Bob Piggott, Board President
248.789.5139

Proposed Search Plan

MASB's Executive Search Services provides comprehensive support throughout the search process with special emphasis on stakeholder engagement and recruiting high-quality candidates. MASB's Search Team will support the board and district staff through all phases of the search process.

MASB's search process is turnkey and generally spans 12-14 weeks; however, there can be some expansion or compression depending on transition circumstances, district activities and calendars of busy school board trustees. While some time efficiencies may be found, it's important to allow adequate time to maintain the integrity of the search. We will work directly with the Grosse Pointe Board of Education to identify the optimal begin and end dates for the search and adjust the benchmarks accordingly.

Planning (1 week)

MASB will work with the board of education to establish a timeline for the search, develop a plan for stakeholder engagement, identify a compensation strategy and publish a preliminary posting about the vacancy.

Preparation (2-3 weeks)

MASB will implement the stakeholder engagement plan and work with the board of education to develop selection criteria for the vacancy. This will include conducting focused conversations with stakeholder groups, collecting perceptual data via an online survey collector and educating stakeholders about the search process as well as mechanisms for input prior to the selection of candidates.

Findings are reported to the board of education in a public meeting and ultimately serve to inform the board's development of selection criteria.

Recruitment (6-8 weeks)

Recruitment of top talent is key to this process. MASB will work with the board of education, district staff, leadership and our unparalleled in-state and national networks to personally recruit competent, highly skilled leaders to this vacancy. The expertise of MASB's award-winning Communications, Public Relations and Marketing Team will be leveraged to ensure tremendous reach and visibility.

Advertising included in the Proposal Fee:

- MASB publications, website and social media outlets
- MIStaff, listing of education jobs available in Michigan
- NASS posting with other state organizations
- Publications of other education associations, as available

Outreach to/identification of qualified prospects will be based on:

- Alignment to the Selection Criteria
- Likely career trajectory of a prospect
- Recommendation received from board of education trustees and stakeholders
- Referrals to MASB via our extended networks of consultants and colleagues

MASB consultants will field inquiries from prospects and reach out to them to foster interest in the vacancy and an understanding of candidates' backgrounds and motivation.

Interviews (2-3 weeks)

MASB will facilitate and manage the screening and interview process on behalf of the board of education—and do so in a manner that reinforces the board of education’s sovereign role in governance and complies with Michigan’s OMA.

MASB has found the following aspects of this phase as particularly noteworthy:

- The board of education will be provided access to the entire pool of applicants; winnowing of the pool will be done by the board in accordance with OMA and with support from MASB.
- MASB will provide the board with a list of top-tier candidates who present the strongest candidacy based on a rigorous paper screening against the selection criteria and information available during this phase of the search.
- Candidate screening and interviews (questions and format) will be designed and administered in such a way as to ensure equity and transparency while also helping the board of education discern strengths and potential challenges related to each candidate.

Selection (1-2 weeks)

MASB advises boards of education not to make a decision until they can feel good about the decision being made. This means an MASB search doesn’t end with two cycles of interviews—an MASB search ends when the board has enough information to feel confident about the selection it is making.

Screening assessments, background checks, organized reference checks, structured interviews, writing assignments and site visits are just a few of the strategies that we leverage to help boards of education garner information about candidates.

After a selection is made, MASB will assist the board, as needed, with contract negotiations and transition planning.

Support

MASB supports and monitors the searches we conduct well past the new superintendent’s start date and throughout the first year. Soon after the new superintendent begins, we help the governance team by facilitating a workshop called *Superintendent Transition* to establish expectations for the first year. Additionally, our network of retired superintendents and consultants will stay in touch with your superintendent and board president to make sure the relationship gets off to a good start.

Board/Staff Assistance

MASB will work closely with the Grosse Pointe Board of Education to design a search process tailored to the unique needs of the community and execute the search in a manner that is consistent with the district’s expectations regarding professionalism, integrity and equity.

The board of education is integral to the search process and is ultimately responsible for selection of the superintendent. MASB will facilitate the search in such a way that supports the authority of the board, honoring its practices related to governance and the district’s commitment to inclusion and equity.

MASB will work with the board of education and district staff members to ensure transparency, meaningful engagement of stakeholders and impeccable execution of search-related activities. MASB will require direct assistance from staff—largely in the areas of coordinating communications

and logistics for meetings and stakeholder input sessions. We go to great lengths to respect staff time and district resources.

Fees

The fee for the search is \$10,000. Additional fees may be incurred for expenses such as mileage (at the Internal Revenue Service's current rate), meals, lodging, background checks, screening assessments, and supplemental local or national advertising. Fee-based processes will be discussed with the board's representative prior to execution. All final expenses will be billed to the district as part of the final billing process. Final billing occurs upon completion of the search process.

Screening Assessments—Screening assessments can be coordinated by your consultant.

- DISC Behavioral Assessment - \$90 per candidate
- Superintendent Achiever Assessment - \$300 per candidate

Background Checks—Premium checks, including education and employer verification, start at \$79 per candidate inquiry.

Supplemental Advertising Opportunities Available and Related Fees

- Local newspapers (paid advertising)
- Ed Week, TopSchoolJobs, \$495 for a 30-day online job posting with unlimited text or html
- The School Superintendents Association, \$559 for a 30-day online job posting
- National Alliance of Black School Educators, \$250 for a 30-day posting
- Association of Latino Administrators and Superintendents, \$200 for a six-week posting

Guarantee of Service

MASB's Executive Search Services guarantees the quality of our service in the following ways:

- A 'no surprise' guarantee—Our consultants will not withhold background information on candidates and we work closely with you to ensure that stakeholders are well informed about the process.
- Satisfaction guarantee—If the candidate pool falls short of the board of education's expectations or if the superintendent placed should remain for less than one year, we will conduct the search again for no additional search fee; reimbursement of out-of-pocket expenses still applies.

Staff Contacts

Greg Sieszputowski, M.Ed.

Director of Leadership Development and Executive Search Services
gregs@masb.org | 517.327.9224

Jay D. Bennett, M.Ed.

Assistant Director of Executive Search Services
jbennett@masb.org | 517.327.5928

MASB Contract—Superintendent Search

1. Definition of Product or Service

WHEREAS, the School District has a vacancy in the office of its Superintendent of Schools and desires to search for a qualified candidate for this position; and

WHEREAS, the Michigan Association of School Boards, through its consultant, is willing to act as Consultant and Advisor to the School District and render services to assist in the employment of a new Superintendent.

NOW, THEREFORE, it is agreed by and between the parties hereto as follows:

Consultant agrees to serve as Advisor and Consultant to the School District in the selective recruitment process for a new Superintendent.

- I. The Board of Education agrees to pay MASB for professional services and to reimburse MASB for all out-of-pocket expenses of the Consultant. In the event the search is reopened or extended, the Board of Education agrees to reimburse MASB for any additional out-of-pocket expenses such as advertising, background checks and screening assessments. Once a final candidate has been chosen it will be the school district's responsibility to conduct state-mandated fingerprinting, background and employment misconduct checks.
- II. Consultant agrees:
 - a. To assist the Board in selection criteria development, including group interviews of board members, staff and citizens.
 - b. To advertise vacancy and solicit nominations and applications.
 - c. To organize and facilitate a screening of all applicants.
 - d. To assist the Board in preparation for the interview process.
 - e. To render such other professional services in connection therewith as may be required to enable the Board of Education to make a knowledgeable decision in the selection of a new Superintendent.
- III. Consultant will communicate with such district personnel as the Board may from time to time designate, and will update the Board of Education at regular intervals.
- IV. The Board of Education agrees to reimburse MASB for both fees and expenses for any additional consultants as agreed upon prior to services being rendered.

2. Independent Contractor and Liability

In the performance of the services provided under this agreement, MASB, through its Consultant, shall be an independent contractor. Under the Revised School Code, the MASB Consultant has no legal authority to enter into contracts or agreements with applicants on behalf of the Board of Education and is not an employee, agent, joint venturer or representative of the Board of Education.

The Board of Education acknowledges that only it can hire the School District's Superintendent. The Board of Education agrees, to the extent allowable by law, to defend, hold harmless and to indemnify MASB and its Consultant against all claims, losses, liability and damages associated with the selection and hiring of the School District's Superintendent.

3. Effective Date

This Agreement will commence on or about 8/28/2023; however, if no date is specified, the Agreement will commence upon the Association's receipt of this executed Contract and either a purchase order or payment of fees from the District.

4. Term

The Contract will terminate upon completion of the terms of the Contract.

5. Fees

The district agrees to pay the Association the fee of \$10,000 and reimburse the Association for any out-of-pocket expenses including mileage (IRS rate), meals, lodging, background checks, screening assessments, and supplemental local or national advertising.

6. Guarantee of Services

MASB acknowledges the Guarantee of Services, including the "no surprise guarantee" and "satisfaction guarantee" as described in MASB's proposal.

7. Payment

The District agrees to pay the fee(s) under this Contract according to the following schedule:
50% (\$5,000) due upon commencement of work
50% (\$5,000) plus out-of-pocket expenses due upon completion

8. Termination

This Agreement may be terminated by the District at any time by written notice to MASB. Upon termination of this Contract, the Association shall cease its delivery of services to the District and all money owed to the Association shall become immediately due and payable. This amount will be for services rendered, including out-of-pocket expenses, to the date of termination.

9. Authority

The District represents that the person signing this Contract has full authority to enter into the Contract. Further, either party may rely upon a digital signature as if it were an original, and the failure of a party to have possession of a manually executed original will not affect the validity, enforceability or binding nature of this Contract.

10. Warranties

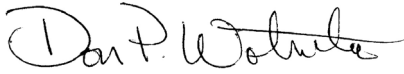
Except for the services and obligations imposed by the express terms of this Contract, the District and the Association agree there are no other warranties attached to this Contract.

11. Entire Contract

This Contract contains the complete understanding and agreement of the parties and supersedes all prior or contemporaneous agreements or understandings, oral or written, relating to the subject matter herein.

ON BEHALF OF MICHIGAN ASSOCIATION OF
SCHOOL BOARDS

ON BEHALF OF SCHOOL DISTRICT
GROSSE POINTE PUBLIC SCHOOLS



Don P. Wotruba
Executive Director
8/28/23

Signed:

Printed Name:

Title: _____

Date: _____

Statement of Assurance

The Michigan Association of School Boards assures and certifies compliance with state¹ and federal laws² as they relate to conducting the process of searching for a new Superintendent. Specifically, MASB assures that:

The screening and interviewing of applicants will be performed in compliance with Michigan’s Open Meetings Act, which permits closed sessions to review applications for employment if requested by the applicant and requires all interviews to be conducted in open session.

The requirements of Michigan’s Freedom of Information Act will be followed when requests for documents relating to the search are submitted to the district.



 Signature of Authorized Representative

Greg Sieszputowski, M.Ed.

 Printed Name

Director, Leadership Development &
 Executive Search Services/MASB

 Title/Organization

8/28/23

 Date Submitted

¹These include, but are not limited to: (a) The Elliott-Larsen Civil Rights Act (Act 453 of 1976), which prohibits discrimination on the basis religion, race, color, national origin, age, sex, height, weight, familial status or marital status; (b) Persons With Disabilities Civil Rights Act (Act 220 of 1976), which prohibits discrimination on the basis of a disability; and (c) the requirements of any other state nondiscrimination statute(s) that may apply.

²These include, but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352), which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 540 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; and (e) the requirements of any other federal nondiscrimination statute(s) that may apply.

Searches Completed by MASB

Intermediate School Districts

Allegan AESA	2000, 2005, 2007
Berrien RESA	2010
Clare Gladwin RESD.....	1997
Clinton County RESA.....	1998, 2012, 2013, 2022
IONIA ISD	2000
COOR ISD.....	2018
Copper Country ISD.....	2014
Delta Schoolcraft ISD.....	2005, 2015
Dickinson-Iron ISD	2021
Eaton RESA.....	2011, 2015
Gratiot-Isabella RESD.....	2021
Hillsdale ISD	2000, 2015
Huron ISD	2006, 2010, 2021
Ingham ISD.....	2005, 2015, 2017
Kalamazoo RESA.....	2000, 2007
Kent ISD.....	1984
Lapeer ISD	2005
Livingston ESA.....	2002
Manistee ISD.....	1998
Marquette Alger RESA	2007, 2013
Mecosta Osceola ISD.....	1998, 2017
Menominee ISD.....	2002
Midland County ESA.....	2004
Montcalm Area ISD	2003
Newaygo County RESA.....	1980, 2007
Oakland Schools	2004
Ottawa Area ISD	2015, 2020
Saginaw ISD	2007, 2014, 2020

Sanilac ISD	1997
Shiawassee RESD	2012
Washtenaw ISD	2008, 2011
Wayne RESA	2015, 2021
West Shore ESD	2008
Wexford Missaukee ISD.....	1997

Local School Districts

Addison Community Schools	2022
Airport Community Schools	1998, 2006
Albion Public Schools.....	2007
Algonac Community Schools	2014
Allendale Public Schools.....	2008, 2017
Alma Public Schools.....	2011, 2021
Alpena Public Schools	2020
Ann Arbor Public Schools.....	1998, 2006
Arenac Eastern School	1998
Armada Area Schools.....	1985, 2012
Athens Area Schools	1986
Atherton Community Schools.....	1984, 2003, 2010
Atlanta Community Schools	2003, 2005, 2008, 2017
Au Gres-Sims School District	2020
Avondale School District.....	2006
Bad Axe Public Schools	2002
Baldwin Community Schools.....	2002, 2004, 2018
Baraga Area Schools.....	2005, 2022
Bark River Harris Schools.....	2003
Bath Community Schools	1984, 2004, 2006, 2019
Battle Creek Public Schools	2010
Bay City Public Schools.....	1983, 2015, 2017

Bedford Public Schools..... 2009

Beecher Community Schools2007, 2017

Belding Area Schools..... 2016

Bellaire Public Schools 2019

Bellevue Community Schools..... 2007, 2019, 2022

Bentley Community Schools..... 2013

Benton Harbor Area Schools.....1984, 2007

Benzie County Central School..... 1984, 2016, 2020

Big Rapids Public Schools.....2000, 2004

Birch Run Area Schools1986, 1998

Bloomington Public Schools2021

Boyne City Public Schools..... 1999

Brandywine Community 1985

Breckenridge Community Schools..... 2015

Breitung Township Schools2006, 2021

Bridgeport Spaulding School District..... 2000, 2009, 2018

Brighton Area Schools1984, 2006

Bronson Community Schools 2014, 2017, 2019

Buchanan Community Schools..... 2020

Buckley Community Schools 1981, 1983, 1986, 1999, 2001, 2018

Buena Vista Schools 1986, 2003, 2012

Bullock Creek School District..... 1983

Burr Oak Community Schools 1984

Burt Township Schools 2002

Byron Area Schools..... 2007

Byron Center Public Schools 1984

Cadillac Area Public Schools..... 2012

Caledonia Community Schools 2004

Camden Frontier Schools 1998

Capac Community Schools..... 2017

Caro Community Schools2014, 2021

Carrollton Public Schools.....	2019, 2022
Carson City Crystal Area Schools	2020
Carsonville-Port Sanilac School District	2002, 2016, 2019
Cassopolis Public Schools.....	1982, 2004, 2005
Cedar Springs Public Schools	1999, 2009
Center Line Public Schools.....	2003, 2009, 2020
Centreville Public Schools	2017, 2022
Charlevoix Public Schools.....	1998, 2012, 2015
Cheboygan Area Schools.....	1999
Chelsea School District.....	2002, 2016
Chippewa Hills School District.....	2002
Clare Public Schools	2005, 2011
Clarenceville School District.....	1983
Clarkston Community Schools	2010, 2018
Clawson Public Schools.....	2018, 2022
Clinton Community Schools	2013, 2016, 2022
Clintondale Community Schools	2023
Clio Area Schools	1986
Coldwater Community Schools	2005
Coloma Community Schools	1986
Columbia School District	2012
Comstock Park Public Schools.....	2004
Concord Community Schools	1998, 2010
Coopersville Public Schools.....	1981
Corunna Public Schools.....	2008, 2012
Crawford AuSable Schools	2005
Crestwood School District	1985
Croswell-Lexington Schools.....	1984, 2017, 2022
Dansville Schools.....	2010
Dearborn Heights School District.....	1984
Dearborn Public Schools	1982

Decatur Public Schools..... 2014

Deckerville Community Schools.....1982, 2023

Delton Kellogg Schools..... 2022

DeWitt Public Schools 1999, 2005, 2010, 2021

Dowagiac Union Schools 2019

Dryden Community Schools1983, 2005

Durand Area Schools 2007

East China School District..... 1980

East Detroit Public Schools2000, 2015

East Grand Rapids Public Schools..... 2018

East Jordan Public Schools 1980

East Lansing Public Schools.....1985, 2014

Eaton Rapids Public Schools.....1986, 2000

Eau Claire Public Schools 2000

Edwardsburg Public Schools1983, 2023

Elk Rapids Public Schools2009, 2020

Elkton-Pigeon-Bay Port Laker Schools 2007

Escanaba Area Schools.....2009, 2017

Ewen Trout Creek Schools.....2015, 2023

Farmington Public Schools..... 1985, 2005, 2019

Fairview Area Schools..... 2022

Fenton Area Public Schools..... 1985, 2000, 2016

Ferndale Public Schools2000, 2017

Flat Rock Community Schools.....2007, 2011

Flint Community Schools 2019

Flushing Community Schools 1984

Forest Area Community 2007

Fowler Public Schools..... 1986, 2007, 2021, 2023

Fowlerville Community Schools..... 2009

Fraser Public Schools 2002

Freeland Community Schools 1984

Fremont Public Schools.....	2002, 2010, 2023
Fruitport Community Schools.....	1981, 2009, 2021
Fulton Schools	2021
Galien Township Schools.....	2002
Gaylord Community Schools	2016, 2022
Genesee School District	2007, 2017, 2022
Gibraltar Schools.....	2009
Gladstone Area Schools	2007
Gladwin Community Schools.....	1997
Gobles Public Schools	2005, 2022
Godfrey Lee Public Schools.....	2005, 2017
Godwin Heights Public Schools.....	2005
Goodrich Area Schools	2004, 2007
Grand Haven Area Schools.....	2006
Grand Ledge Public Schools	1984
Grand Rapids Public Schools	2012
Grand Traverse Academy	2022
Grant Public Schools.....	2000, 2006, 2019
Grass Lake Community Schools	2015
Greenville Public Schools	1982, 1997
Grosse Pointe Public Schools.....	1981, 2015
Gull Lake Community Schools	2008, 2019
Gwinn Area Community Schools.....	2008, 2014, 2021
Hale Area Schools.....	2002, 2011, 2019, 2022
Hamilton Community	1981, 1999, 2008
Hancock Public Schools	2017
Hanover Horton Schools.....	1999
Harbor Beach Community Schools.....	2011
Harbor Springs Public Schools.....	2018
Harper Creek Community Schools.....	1981, 1997, 2013
Harper Woods School District	2008, 2017

Harrison Community Schools.....	2003, 2008, 2015, 2022
Hart Public Schools.....	2005
Hartford Public Schools.....	2021
Haslett Public Schools.....	2004, 2016
Hastings Area Schools.....	1982, 2019
Hazel Park Schools.....	2015
Highland Park Schools.....	2003, 2006
Hillman Community Schools.....	2000, 2005, 2017, 2023
Holland Public Schools.....	2004, 2021, 2022
Holly Area Schools.....	1982, 2013
Holt Public Schools.....	1986, 1997, 2015
Holton Public Schools.....	1998, 2002, 2009
Homer Community Schools.....	1982, 2021
Honey Creek Community Schools.....	2022
Hopkins Public Schools.....	2003
Houghton Lake Community Schools.....	2003, 2008, 2018, 2020
Houghton-Portage Township Schools.....	2004, 2011
Howell Public Schools.....	2015
Hudsonville Public Schools.....	2009, 2018
Huron School District.....	2017
Imlay City Community Schools.....	1983
Inland Lakes Schools.....	1998
Ionia Public Schools.....	1998
Ironwood Area Schools.....	2003, 2010, 2018
Iron Mountain Schools.....	2019
Ishpeming School District.....	1982, 2014
Ithaca Public Schools.....	1999, 2016
Jackson Public Schools.....	2014
Jefferson Schools.....	2008, 2022
Jenison Public Schools.....	1985, 2003
JKL Bahweting Anishnabe PSA.....	2007

Johannesburg-Lewiston Area Schools 2015

Kalamazoo Public Schools2007, 2020

Kalkaska Public Schools 1982, 2014, 2018, 2021

Kenowa Hills Public Schools 2007

Kent City Community Schools2004, 2006

Kentwood Public Schools2021

Laingsburg Community Schools..... 2009

Lake City Area Schools2005, 2010

Lake Fenton Community..... 2010

Lake Shore Public Schools 2003

Lakeshore Public Schools 1984, 1985, 2003

Lakeview Public Schools 1983

Lakeview School District.....2017, 2022

Lakeville School District 1985, 2006, 2008

Lakewood Public Schools..... 2005

L’Anse Creuse Public Schools 2002

Lansing School Districts 2021

Lapeer Community Schools.....2003, 2005

Lawton Community Schools 2003

Leland Public Schools..... 1983

Leslie Public Schools1999, 2007

Lincoln Consolidated Schools1983, 2011

Linden Community Schools..... 1983

Litchfield Community Schools.....1985, 1999

Lowell Area Schools 1983

Mackinaw City Public Schools..... 2004

Madison District Public Schools.....2010, 2022

Manistee Area Public Schools..... 1997, 2004, 2010

Manistique Area Schools.....1984, 2004, 2007, 2015, 2019

Manton Consolidated Schools 2002

Maple Valley Schools.....2004, 2018

Marlette Community Schools	2021
Martin Public Schools	1986, 2019
Marysville Public Schools	2005, 2010
Mason Consolidated Schools.....	2015, 2020
Mason County Central Schools	1986
Mason County Eastern Schools	2002, 2006
Mason Public Schools.....	2022
Mayville Community Schools.....	1985, 2000, 2014
Melvindale Northern Allen Park Schools	2022
Memphis Community Schools.....	2002, 2021
Menominee Area Public Schools	1981, 1999, 2008
Meridian Public Schools	2011, 2023
Mesick Consolidated Schools	1985, 2000, 2005
Michigan Center Schools.....	1984
Midland Public Schools	1984
Millington Community Schools.....	1998, 2003, 2011
Mio AuSable Schools	2022
Montague Area Public Schools	1983
Morenci Area Schools.....	1999
Morley Stanwood Community Schools	1986
Morrice Area Schools.....	1985, 2005
Mount Clemens Community Schools.....	1984, 1998, 2023
Mt Morris Consolidated Schools.....	1984, 2016
Muskegon Heights Public Schools.....	1997
Muskegon Public Schools	2006, 2011
Negaunee Public Schools.....	1981, 1985
New Buffalo Area Schools	2009, 2016
New Haven Community Schools	2020
New Lothrop Area Public Schools.....	2014
NICE Community School District.....	2008
North Branch Area Schools	2002, 2010

North Central Area Schools	2006, 2008, 2019
Northwest Community Schools	1997
Oak Park School District	2010
Okemos Public Schools	1980, 2005, 2017, 2018
Olivet Community Schools	1985, 2012
Onaway Area Schools	1999, 2002, 2021
Ontonagon Area School District	2022
Orchard View Schools	2000, 2002
Oscoda Area Schools	2011
Otsego Public Schools	1986, 2002, 2014
Owosso Public Schools	1983, 2009
Oxford Community Schools	2007
Parchment School District	2000, 2007, 2018, 2022
Paw Paw Public Schools	2016, 2019
Pennfield Schools	2008, 2019, 2022
Pentwater Public Schools	1998, 2009
Perry Public Schools	1980, 2008
Pewamo-Westphalia Community Schools	2002, 2021
Pine River Area Schools	2023
Pittsford Area Schools	2000
Plainwell Community Schools	1983, 2006, 2016
Pontiac School District	2012
Port Huron School District	1981, 2014
Portland Public Schools	1991, 2016
Posen Consolidated Schools	1998
Potterville Public Schools	1998, 2018
Ravenna Public Schools	2008, 2019
Reading Community Schools	1986, 1998
Redford Union Schools	2010, 2015, 2021
Reed City Area Public Schools	1985, 2004, 2017
Reese Public Schools	1999

Reeths Puffer Public Schools 1986

Richmond Community Schools 2010

River Rouge School District.....2005, 2008

River Valley School District..... 2000, 2005, 2011, 2021

Riverview Community Schools2022

Romeo Community Schools1984, 2003

Romulus Community Schools 2006, 2013, 2014, 2020

Roscommon Area Public Schools2006, 2011

Roseville Community Schools 1981

Royal Oak Public Schools 2005, 2011, 2017

Rudyard Area Schools..... 1983

Saginaw City School District..... 2010

Saline Area Schools1984, 2008

Sandusky Community Schools..... 2000, 2007, 2017, 2023

Saugatuck Public Schools2003, 2009

Sault Ste. Marie Area Schools2002, 2021

Shepherd Public Schools.....2018, 2021

Southfield Public Schools..... 2018

South Redford Schools 1997

Southgate Community Schools..... 1999

Sparta Area Schools1999, 2006

Spring Lake Public Schools 2008

Springport Public Schools..... 2017

St Charles Community Schools.....2004, 2022

St Ignace Area Schools..... 1999, 2011, 2021

St Johns Public Schools..... 1982

Standish Sterling Community Schools 2007

Stephenson Area Schools2020

Stockbridge Community Schools2012, 2021

Summerfield Schools..... 2021

Superior Central Schools..... 2005

Suttons Bay Public Schools.....	2007, 2014, 2020
Swartz Creek Community Schools	1982, 2016
Tahquamenon Area Schools	2005
Tawas Area Schools.....	2008
Taylor School District	2002, 2016
Tecumseh Public Schools	2013, 2019
Thornapple Kellogg Schools.....	2002, 2007
Three Rivers Community Schools	2018
Traverse City Area Public Schools.....	1999, 2005
Trenton Public Schools	2020
Troy School District	1986, 2014
Ubyly Community Schools	2003, 2016
Van Buren Public Schools	2003, 2016
Vandercook Lake	2022
Van Dyke Public Schools	2004
Vassar Public Schools.....	2008, 2016
Vestaburg Community Schools	2004
Walkerville Public Schools.....	2000, 2017
Walled Lake Consolidated Schools.....	2022
Warren Consolidated Schools.....	2008
Waterford School District	2002, 2015, 2019
Waverly Community Schools	2002, 2012
Wayland Union Schools	2004, 2010, 2020, 2022
Wayne-Westland Community Schools	1984, 2014, 2017
West Branch Rose City Area Schools.....	1983, 2000, 2022
West Iron County Schools.....	2007
West Ottawa Public Schools	2021
Western School District	2009
Westwood Heights Schools	2004, 2008, 2017
White Cloud Public Schools.....	2000, 2004
Whitefish Township Schools.....	1998

Whiteford Agricultural Schools.....	2004, 2015, 2021
Whittemore-Prescott Area Schools	2014, 2023
Williamston Community Schools.....	2004
Willow Run Community Schools.....	1982, 2007
Wyandotte Public Schools	1986, 2023
Wyoming Public Schools.....	1985, 2002
Yale Public Schools.....	2021
Ypsilanti Community Schools.....	2009
Zeeland Public Schools	2021