



CONTRACT TO CHARTER A PUBLIC SCHOOL ACADEMY  
AND RELATED DOCUMENTS

ISSUED TO

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

BY THE

CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

JULY 1, 2020

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**REAUTHORIZING RESOLUTION**

## REAUTHORIZATION OF PUBLIC SCHOOL ACADEMY

### International Academy of Flint

#### Recitals:

1. At its April 27, 2017, meeting this board authorized the issuance of a contract to charter as a public school academy to International Academy of Flint. On July 1, 2017, the contract was effective.
2. The contract of this academy expires June 30, 2020.
3. The Governor John Engler Center for Charter Schools has completed its evaluation and assessment of the operation and performance of International Academy of Flint.
4. The university president or designee has recommended the reissuance of a contract to charter as a public school academy to International Academy of Flint. The term of the contract is recommended for a term not to exceed five (5) years.

BE IT RESOLVED, That this board approves and authorizes the execution of a contract to charter as a public school academy to International Academy of Flint for a term not to exceed five (5) years and authorizes the chair of the board to execute a contract to charter as a public school academy and related documents between International Academy of Flint and the Central Michigan University Board of Trustees, provided that, before execution of the contract, the university president or designee affirms that all terms of the contract have been agreed upon and International Academy of Flint is able to comply with all terms and conditions of the contract.

CMU BDT APPROVED

Date: 12/5/19

Signature: Mary Jane Flanagan

## **Public School Academy Board of Directors: Method of Selection, Appointment and Removal**

The Central Michigan University Board of Trustees declares that the method of selection, length of term, and number of board members shall be as follows.

### **Method of Selection and Appointment**

The Central Michigan University Board of Trustees ("University Board") shall prescribe the method of appointment for members of an academy's board of directors. The director of the charter schools office is authorized to develop and administer an academy board selection and appointment process that includes an *Application for Public School Academy Board Appointment* and is in accord with these policies:

- a. The University Board shall appoint the initial and subsequent academy board of directors by resolution, except as prescribed by subparagraphs d and e. The director of the charter schools office shall recommend qualified individuals to the University Board, and ensure that the board of directors includes representation from the local community where the academy is located.
- b. The academy board of directors, by resolution and majority vote, shall nominate its subsequent members, except as provided otherwise. The academy board of directors shall recommend to the director of the charter schools office at least one nominee for each vacancy. Nominees shall submit the *Application for Public School Academy Board Appointment* for review by the charter schools office. The director of the charter schools office may or may not recommend the appointment of a nominee submitted by the academy board. If the director of the charter schools office does not recommend the appointment of a nominee submitted by the academy board, he/she may select and recommend another nominee or may request the academy board submit a new nominee for consideration.
- c. An individual appointed to fill a vacancy created other than by the expiration of a term shall be appointed for the unexpired term of that vacant position.
- d. Under exigent conditions, and with the approval of the University Board's chair and the president, the director of the charter schools office may appoint a qualified individual to an academy's board of directors. All appointments made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any appointments made under this provision.
- e. In the event that the health, safety and welfare of an academy's students, property or funds are at risk, the president, after consulting with the University Board's chair, may appoint a person to serve as a conservator for the academy. Upon appointment, the conservator shall have all the powers of the academy's board of directors and shall act in the place and stead of the academy's board of directors. After the President appoints a conservator, the full Board of Trustees shall receive notice of the appointment as soon as possible. The president shall appoint the conservator for a definite term which may be extended in writing. During the conservator's appointment, the academy's board of directors, and all powers of the academy's board of directors, are suspended. The charter contract shall set forth any additional powers granted to the conservator during their appointment. All appointments made under this

Date: 2/15/18

Signature: My Hangan

provision must be presented to the University Board for final determination at its next regularly scheduled meeting.

### **Length of Term**

The director of an academy board shall serve at the pleasure of the University Board. Terms of the initial positions of the academy board of directors shall be staggered in accordance with *The Academy Board of Directors Table of Staggered Terms and Appointments* established and administered by the director of the charter schools office. Subsequent appointments shall be for a term of office not to exceed four (4) years, except as prescribed by *The Academy Board of Directors Table of Staggered Terms and Appointments*.

### **Removal and Suspension**

If the University Board determines that an academy board member's service in office is no longer necessary, then the University Board may remove an academy board member with or without cause and shall specify the date when the academy board member's service ends. An academy board member may also be removed as part of a reconstitution under the charter contract or from office by a two-thirds (2/3) vote of the academy's board of directors for cause.

With the approval of the University Board's chair and the president, the director of the charter schools office may suspend an academy board member's service, if in his/her judgment the person's continued presence would constitute a risk to persons or property, or would seriously impair the operation of the academy. Any suspension made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any suspensions made under this provision.

### **Number of Directors**

The number of members of the academy board of directors shall not be less than five (5) nor more than nine (9). If the academy board of directors fails to maintain its full membership by making appropriate and timely nominations, the University Board or its designee may deem that failure an exigent condition.

### **Qualifications of Academy Board Members**

To be qualified to serve on an academy's board of directors, a person shall, among other things: (a) be a citizen of the United States; (b) be a resident of the State of Michigan; (c) submit all materials requested by the charter schools office including, but not limited to, the *Application for Public School Academy Board Appointment* which must include authorization to process a criminal background check; and (d) annually submit a conflict of interest disclosure as prescribed by the charter schools office.

The members of an academy board of directors shall not include: (a) employees of the academy; (b) any director, officer, or employee of an educational management organization or educational management corporation that contracts with the academy; (c) a Central Michigan University official or employee, as a representative of Central Michigan University.

CMU BDT APPROVED

Date: 2/15/18

Signature: m J Flanagan

**Oath of Public Office**

All members of the academy board of directors must take the constitutional oath of office and sign the *Oath of Public Office* before beginning their service. No appointment shall be effective prior to the filing of the *Oath of Public Office* with the charter schools office.

Note: These provisions shall be implemented with new charter contracts and shall be phased in as existing charter contracts are reissued or amended. The charter schools office is authorized to negotiate changes in the terms and conditions of charter contracts to fully implement these provisions.

Amended by Board of Trustees: 18-0215

Adopted by Board of Trustees: 98-0918, 06-1207, 07-0712 and 11-0714

CMU BDT APPROVED

Date: 2/15/18

Signature: my Flanagan



**TERMS AND CONDITIONS**

**TERMS AND CONDITIONS  
OF CONTRACT**

**DATED: JULY 1, 2020**

**ISSUED BY**

**CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES**

**CONFIRMING THE STATUS OF  
INTERNATIONAL ACADEMY OF FLINT**

**AS A**

**PUBLIC SCHOOL ACADEMY**

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WHEREAS, the People of Michigan through their Constitution have provided that schools and the means of education shall forever be encouraged and have authorized the Legislature to maintain and support a system of free public elementary and secondary schools; and

WHEREAS, all public schools are subject to the leadership and general supervision of the State Board of Education; and

WHEREAS, the Legislature has authorized an alternative form of public school designated a "public school academy" to be created to serve the educational needs of pupils and has provided that pupils attending these schools shall be eligible for support from the State School Aid Fund; and

WHEREAS, the Legislature has delegated to the governing boards of state public universities, community college boards, intermediate school district boards and local school district boards, the responsibility for authorizing the establishment of public school academies; and

WHEREAS, the Central Michigan University Board of Trustees ("University Board") has considered and has approved the issuance of a contract to International Academy of Flint ("the Academy");

NOW, THEREFORE, pursuant to the Revised School Code, the University Board issues a contract conferring certain rights, franchises, privileges, and obligations and confirms the Academy's status as a public school academy. In addition, the parties agree that the issuance of this Contract is subject to the following terms and conditions:

## **ARTICLE I DEFINITIONS**

Section 1.1. Certain Definitions. For purposes of this Contract, and in addition to the terms defined throughout this Contract, each of the following words or expressions, whenever initially capitalized, shall have the meaning set forth in this section:

- (a) "Academy" means the Michigan nonprofit corporation named International Academy of Flint which is established as a public school academy pursuant to this Contract.
- (b) "Academy Board" means the Board of Directors of the Academy.
- (c) "Applicable Law" means all state and federal law applicable to public school academies.
- (d) "Application" means the public school academy application and supporting documentation submitted to the University for the establishment of the Academy.
- (e) "Code" means the Revised School Code, Act No. 451 of the Public Acts of 1976, as amended, being Sections 380.1 to 380.1852 of the Michigan Compiled Laws.
- (f) "Community District" means a community school district created under part 5B of the Code, MCL 380.381 et seq.
- (g) "Conservator" means an individual appointed by the University President in accordance with Section 10.8 of these Terms and Conditions.
- (h) "Contract" means, in addition to the definition set forth in the Code, these Terms and Conditions, the Reauthorizing Resolution, the Method of Selection, Appointment, and Removal Resolution, the Schedules, the Educational Service Provider Policies, the Master Calendar and the Application.

- (i) "Department" means the Michigan Department of Education.
- (j) "Director" means a person who is a member of the Academy Board of Directors.
- (k) "Educational Service Provider" or "ESP" means an educational management organization, or employee leasing company, as defined under section 503c of the Code, MCL 380.503c, that has entered into a contract or agreement with the Academy Board for operation or management of the Academy, which contract has been submitted to the Center for review and has not been disapproved by the Center Director, and is consistent with the Educational Service Provider Policies, as they may be amended from time to time, and Applicable Law.
- (l) "Educational Service Provider Policies" or "ESP Policies" means the Educational Service Provider Policies, adopted by The Governor John Engler Center for Charter Schools at Central Michigan University that apply to a Management Agreement. The Educational Service Provider Policies may be amended from time to time. Upon amendment, changes to the ESP Policies shall automatically be incorporated into this Contract and shall be exempt from the amendment procedures under Article IX of these Terms and Conditions.
- (m) "Fund Balance Deficit" means the Academy has more liabilities than assets at the end of any given school fiscal year, and includes any fiscal year where the Academy would have had a budget deficit but for a financial borrowing by the Academy or a monetary contribution by an Educational Service Provider or other person or entity to the Academy. If the Academy receives a gift or grant of money or financial support from an Educational Service Provider or other person or entity that does not require repayment by the Academy, and is not conditioned upon the action or inactions of the Academy or the Academy Board, then such gift or grant shall not constitute a borrowing or contribution for purposes of determining a Fund Balance Deficit.
- (n) "Management Agreement" or "ESP Agreement" means an agreement as defined under section 503c of the Code, MCL 380.503c, that has been entered into between an ESP and the Academy Board for the operation and/or management of the Academy which has been submitted to the Center for review and has not been disapproved by the Center Director.
- (o) "Master Calendar" means the Master Calendar of Reporting Requirements as annually issued by The Governor John Engler Center for Charter Schools setting forth reporting and document submission requirements for the Academy.
- (p) "Method of Selection, Appointment, and Removal Resolution" means the policy adopted by resolution of the University Board on September 18, 1998, and amended on February 15, 2018, establishing the standard method of selection and appointment, length of term, removal and suspension, number of directors and qualifications of academy board members for public school academies issued a Contract by the University Board.
- (q) "Reauthorizing Resolution" means the resolution adopted by the University Board on December 5, 2019, approving the issuance of a Contract to the Academy.
- (r) "Schedules" means the following Contract documents of the Academy: Schedule 1: Restated Articles of Incorporation, Schedule 2: Amended Bylaws, Schedule 3: Fiscal Agent Agreement, Schedule 4: Oversight, Compliance and Reporting Agreement, Schedule 5: Description of Staff Responsibilities, Schedule 6: Physical Plant Description, Schedule 7: Required Information for Public School Academy, and Schedule 8: Information Available to the Public and the Center.

- (s) "State Board" means the State Board of Education, established pursuant to Article 8, Section 3 of the 1963 Michigan Constitution and MCL 388.1001 et seq.
- (t) "State School Aid Fund" means the State School Aid Fund established pursuant to Article IX, Section 11 of the Michigan Constitution of 1963, as amended.
- (u) "State School Reform/Redesign Office" means the office created within the Michigan Department of Technology Management and Budget by Executive Reorganization Order 2015-02 codified at MCL 18.445, and transferred from the Michigan Department of Technology Management and Budget to the Michigan Department of Education by Executive Reorganization Order 2017-02, codified at MCL 388.1282.
- (v) "Superintendent" means the Michigan Superintendent of Public Instruction.
- (w) "Terms and Conditions" means this document entitled "Terms and Conditions of Contract, Dated July 1, 2020, Issued by the Central Michigan University Board of Trustees Confirming the Status of International Academy of Flint as a Public School Academy."
- (x) "The Governor John Engler Center for Charter Schools" or "The Center" means the office designated by the University Board as the initial point of contact for public school academy applicants and public school academies authorized by the University Board. The Center is also responsible for administering the University Board's responsibilities with respect to the Contract.
- (y) "The Governor John Engler Center for Charter Schools Director" or "The Center Director" means the person designated at the University to administer the operations of the Center.
- (z) "University" means Central Michigan University, established pursuant to Article 8, sections 4 and 6 of the 1963 Michigan Constitution and MCL 390.551 et seq.
- (aa) "University Board" means the Central Michigan University Board of Trustees.
- (bb) "University Charter Schools Hearing Panel" or "Hearing Panel" means such persons as designated by the University President.
- (cc) "University President" means the President of Central Michigan University or his or her designee. In section 1.1(bb) above, "University President" means the President of Central Michigan University.

Section 1.2. Captions. The captions and headings used in this Contract are for convenience only and shall not be used in construing the provisions of this Contract.

Section 1.3. Gender and Number. The use of any gender in this Contract shall be deemed to be or include the other genders, including neuter, and the use of the singular shall be deemed to include the plural (and vice versa) wherever applicable.

Section 1.4. Statutory Definitions. Statutory terms defined in the Code shall have the same meaning in this Contract.

Section 1.5. Schedules. All Schedules to this Contract are incorporated into, and made part of, this Contract.

Section 1.6. Application. The Application submitted to the University Board for the establishment of the Academy is incorporated into, and made part of, this Contract. To the extent there is a difference between the Contract and the Application, the Contract shall control.

Section 1.7. Conflicting Contract Provisions. In the event that there is a conflict between language contained in the provisions of this Contract, the Contract shall be interpreted as follows: (i) The Method of Selection, Appointment, and Removal Resolution shall control over any other conflicting language in the Contract; (ii) the Reauthorizing Resolution shall control over any other conflicting language in the Contract with the exception of language in The Method of Selection, Appointment, and Removal Resolution; (iii) the Terms and Conditions shall control over any other conflicting language in the Contract with the exception of language in The Method of Selection, Appointment, and Removal Resolution and the Reauthorizing Resolution; and (iv) the Restated Articles of Incorporation shall control over any other conflicting language in the Contract with the exception of language in the Method of Selection, Appointment, and Removal Resolution, Reauthorizing Resolution and these Terms and Conditions.

## **ARTICLE II**

### **RELATIONSHIP BETWEEN THE ACADEMY AND THE UNIVERSITY BOARD**

Section 2.1. Constitutional Status of Central Michigan University. Central Michigan University is a constitutionally established body corporate operating as a state public university. The University Board is an authorizing body as defined by the Code. In approving this Contract, the University Board voluntarily exercises additional powers given to the University under the Code. Nothing in this Contract shall be deemed to be any waiver of Central Michigan University's powers or independent status and the Academy shall not be deemed to be a part of Central Michigan University. If applicable, the University Board has provided to the Department the accreditation notice required under the Code.

Section 2.2. Independent Status of the Academy. The Academy is a body corporate and governmental entity authorized by the Code. It is organized and shall operate as a public school academy and a nonprofit corporation. It is not a division or part of Central Michigan University. The relationship between the Academy and the University Board is based solely on the applicable provisions of the Code and the terms of this Contract or other agreements between the University Board and the Academy.

Section 2.3. Financial Obligations of the Academy Are Separate From the State of Michigan, University Board and the University. Any contract, mortgage, loan or other instrument of indebtedness entered into by the Academy and a third party shall not in any way constitute an obligation, either general, special, or moral, of the State of Michigan, the University Board, or the University. Neither the full faith and credit nor the taxing power of the State of Michigan or any agency of the State, nor the full faith and credit of the University Board or the University shall ever be pledged for the payment of any Academy contract, mortgage, loan or other instrument of indebtedness.

Section 2.4. Academy Has No Power To Obligate or Bind the State of Michigan, the University Board or the University. The Academy has no authority whatsoever to enter into any contract or other agreement that would financially obligate the State of Michigan, the University Board or the University, nor does the Academy have any authority whatsoever to make any representations to lenders or third parties, that the State of Michigan, the University Board or the University in any way guarantee, are financially obligated, or are in any way responsible for any contract, mortgage, loan or other instrument of indebtedness entered into by the Academy.

Section 2.5. New Public School Academies Located Within the Boundaries of a Community District. If the circumstances listed below in (a) or (b) apply to the Academy's site, the Academy represents to the University Board, intending that the University Board rely on such representation as a precondition



to issuing a contract for a new public school academy, that the Academy will have a substantially different governance, leadership and curriculum than the public school previously operating at the site:

- (a) The Academy's proposed site is the same location as a public school that (i) is currently on the list under Section 1280c(1), MCL 380.1280c(1) or Section 1280g(3), MCL 380.1280g(3) of the Code, as applicable; or (ii) has been on the list under Section 1280c(1) or 1280g(3) of the Code, as applicable, during the immediately preceding 3 school years.
- (b) The Academy's proposed site is the same location of another public school academy, urban high school academy, school of excellence or strict discipline academy whose contract was revoked or terminated by an authorizing body.

### **ARTICLE III ROLE OF THE UNIVERSITY BOARD AS AUTHORIZING BODY**

Section 3.1. University Board Resolutions. The University Board has adopted a resolution, hereinafter The Method of Selection, Appointment, and Removal Resolution, providing for the method of selection and appointment, length of term, removal and suspension, number of Directors and the qualifications of Directors. The University Board has adopted a Reauthorization Resolution which approves the issuance of this Contract. The Reauthorization Resolution and the Method of Selection, Appointment, and Removal Resolution are hereby incorporated into this Contract. The University Board may, from time to time, amend the Method of Selection, Appointment, and Removal Resolution changing the method of selection, length of term, number of Directors and the qualifications of Directors. Any subsequent resolution of the University Board changing the Method of Selection, Appointment, and Removal Resolution shall automatically be incorporated into this Contract without the need for an amendment under Article IX of the Terms and Conditions.

Section 3.2. University Board as Fiscal Agent for the Academy. The University Board is the fiscal agent for the Academy. As fiscal agent, the University Board assumes no responsibility for the financial condition of the Academy. The University Board is not liable for any debt or liability incurred by or on behalf of the Academy Board, or for any expenditure approved by or on behalf of the Academy Board. Except as provided in the Oversight, Compliance and Reporting Agreement and Article X of these Terms and Conditions, the University Board shall promptly, within ten (10) business days of receipt, forward to the Academy all state school aid funds or other public or private funds received by the University Board for the benefit of the Academy. The responsibilities of the University Board, the State of Michigan, and the Academy are set forth in the Fiscal Agent Agreement incorporated herein as Schedule 3.

Section 3.3. Oversight Responsibilities of the University Board. The University Board has the responsibility to oversee the Academy's compliance with the Contract and all Applicable Law. The responsibilities of the Academy and the University Board are set forth in the Oversight, Compliance and Reporting Agreement and incorporated herein as Schedule 4.

Section 3.4. University Board Administrative Fee. The Academy shall pay the University Board an administrative fee to compensate the University Board for overseeing the Academy's compliance with the Contract and all Applicable Law.

Section 3.5. University Board Approval of Condemnation. In the event that the Academy desires to acquire property pursuant to the Uniform Condemnation Procedures Act or other applicable statutes, it shall obtain express written permission for such acquisition from the University Board. The Academy shall submit a written request to the Center describing the proposed acquisition and the purpose for which the Academy desires to acquire the property. Provided the Academy Board submits the written request to the

Center at least sixty (60) days before the University Board's next regular meeting, the University Board may vote on whether to give express written permission for the acquisition at its next regular meeting.

Section 3.6. Authorization to Employ or Contract. The University Board authorizes the Academy Board to employ or contract for personnel according to the position information outlined in Schedule 5. The Academy Board shall prohibit any individual from being employed by the Academy or an Educational Service Provider, in more than one (1) full-time position and simultaneously being compensated at a full-time rate for each of these positions. An employee hired by the Academy shall be an employee of the Academy for all purposes and not an employee of the University for any purpose. With respect to Academy employees, the Academy shall have the power and responsibility to (i) recruit, select and engage employees; (ii) pay their wages, benefits, and applicable taxes; (iii) evaluate performance; (iv) discipline and dismiss employees; and control the employees' conduct, including the method by which the employee carries out his or her work. The Academy Board shall be responsible for carrying workers' compensation insurance and unemployment insurance for its employees.

The Academy Board may contract with an Educational Service Provider to provide comprehensive educational, administrative, management, or instructional services or staff to the Academy. Before entering into a Management Agreement with an Educational Service Provider, the Academy Board shall first comply with the Educational Service Provider Policies issued by the Center. Any Management Agreement entered into by the Academy shall also comply with Section 11.2 and 12.10 of these Terms and Conditions. A copy of the Management Agreement between the Academy Board and the Educational Service Provider shall be incorporated into this Contract under Schedule 5. Any changes to the Management Agreement shall be incorporated into this Contract by amendment in accordance with Article IX, as applicable.

Section 3.7. Teacher Certification. Except as otherwise provided by law, the Academy shall use certificated teachers according to State Board rule.

Section 3.8. Administrator and Teacher Evaluation Systems. The Academy Board shall adopt, implement and maintain a rigorous, transparent, and fair performance evaluation system for its teachers and school administrators that complies with Applicable Law. If the Academy enters into an agreement with an Educational Service Provider, the Academy Board shall ensure that the Educational Service Provider complies with this section.

Section 3.9. Reimbursement of University Board Services. The University Board shall be reimbursed for the actual cost of University services associated with responding to third party subpoenas and freedom of information act (FOIA) requests under the following circumstances:

If the University receives a subpoena or FOIA request from a third party (including the Academy, its counsel, the Academy's ESP or its counsel) demanding the production of Academy documents related to pending litigation or proceedings involving the Academy, the Academy's ESP (or any subcontractor of the ESP or other contractors of the Academy) or a third party, the University may charge the Academy for the actual cost of the services associated with the University's response to the subpoena or FOIA request(s) (including actual attorney's fees in fulfilling the request). The parties agree that the Academy may reduce or avoid the obligation to pay for services by the University Board associated with such responses by directly producing Academy documents to the requesting party.

#### **ARTICLE IV**

#### **REQUIREMENT THAT THE ACADEMY ACT SOLELY AS GOVERNMENTAL ENTITY**

Section 4.1. Limitation on Actions in Performance of Governmental Functions. The Academy shall act exclusively as a governmental entity and shall not undertake any action inconsistent with its status as a governmental

entity authorized to receive state school aid funds pursuant to Section 11 of Article IX of the State Constitution of 1963.

Section 4.2. Other Permitted Activities.

- (a) Nothing in this Contract shall prohibit the Academy from engaging in other lawful activities that are not in derogation of the Academy's status as a public school or that would not jeopardize the eligibility of the Academy for state school aid funds. Except as provided for the agreements identified below in Section 4.2(b), the Academy may enter into agreements with other public schools, governmental units, businesses, community and nonprofit organizations where such agreements contribute to the effectiveness of the Academy or advance education in this state.
- (b) The Academy shall submit to the Center for prior review the following agreements:
  - (i) In accordance with the Educational Service Provider Policies, a draft copy of any ESP Agreement and any subsequent amendments;
  - (ii) In accordance with the Master Calendar, a draft copy of any Academy deed or lease, amendments to existing leases or any new leasing agreements for any Academy facility; and
  - (iii) In accordance with the Master Calendar, draft long-term or short-term financing closing documents and intercept requests.

Section 4.3. Academy Board Members Serve In Their Individual Capacity. All Directors of the Academy Board shall serve in their individual capacity, and not as a representative or designee of any other person or entity. A person who does not serve in their individual capacity, or who serves as a representative or designee of another person or entity, shall be deemed ineligible to continue to serve as a Director of the Academy Board. A Director who violates this section shall be removed from office, in accordance with the removal provisions found in the Method of Selection, Appointment and Removal Resolution and Contract Schedule 2: Amended Bylaws. As set forth in the Resolution, a Director serves at the pleasure of the University Board, and may be removed with or without cause at any time.

Section 4.4. Incompatible Public Offices and Conflicts of Interest Statutes. The Academy shall comply with the Incompatible Public Offices statute, being MCL 15.181 et seq. of the Michigan Compiled Laws, and the Contracts of Public Servants with Public Entities statute, being MCL 15.321 et seq. of the Michigan Compiled Laws. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest. Notwithstanding any other provision of this Contract, the following shall be deemed prohibited conflicts of interest for purposes of this Contract:

- (a) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or consultant of an Educational Service Provider or an employee leasing company, or a subcontractor to an Educational Service Provider or an employee leasing company that has an ESP Agreement with the Academy;
- (b) An individual simultaneously serving as an Academy Board member and an Academy employee;
- (c) An individual simultaneously serving as an Academy Board member and an independent contractor to the Academy;
- (d) An individual simultaneously serving as an Academy Board member and a member of the governing board of another public school;
- (e) An individual simultaneously serving as an Academy Board member and a University official, employee, or paid consultant, as a representative of the University; and

- (f) An individual simultaneously serving as an Academy Board member and having an ownership or financial interest in any real or personal property leased or subleased to the Academy.

Section 4.5. Prohibition of Identified Family Relationships. The Academy Board shall prohibit specifically identified family relationships pursuant to applicable law and the Terms and Conditions of this Contract. Language in this Section controls over section 1203 of the Code. Notwithstanding any other provision of this Contract, the following shall be deemed prohibited familial relationships for the purposes of this Contract:

- (a) No person shall be appointed or reappointed to serve as an Academy Board member if the person's mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, spouse or same-sex domestic partner:
  - (i) Is employed by the Academy;
  - (ii) Works at or is assigned to work at the Academy;
  - (iii) Has an ownership, officer, policymaking, managerial, administrative non-clerical, or other significant role with the Academy's Educational Service Provider or employee leasing company;
  - (iv) Has an ownership or financial interest in any school building lease or sublease agreement with the Academy; or
  - (v) Is a current Academy Board member.
- (b) The Academy Board shall require each individual who works at the Academy to annually disclose any familial relationship with any other individual who works at, or provides services to, the Academy. For purposes of this subsection, familial relationship means a person's mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, spouse or same-sex domestic partner.

Section 4.6. Oath of Public Office. Before entering upon the duties of a public school board member, each Academy Board member shall take the constitutional oath of office as required by the Code and as set forth in the Method of Selection, Appointment and Removal Resolution.

Section 4.7. Academy Counsel. The Academy Board shall select, retain and pay legal counsel to represent the Academy. The Academy shall not retain any attorney to represent the Academy if the attorney or the attorney's law firm also represents the Academy's Educational Service Provider or any person or entity leasing real property to the Academy, if any.

## **ARTICLE V CORPORATE STRUCTURE OF THE ACADEMY**

Section 5.1. Nonprofit Corporation. The Academy shall be organized and operate as a public school academy corporation organized under the Michigan Nonprofit Corporation Act, as amended, Act No. 162 of the Public Acts of 1982, being Sections 450.2101 to 450.3192 of the Michigan Compiled Laws. Notwithstanding any provision of the Michigan Nonprofit Corporation Act, as amended, the Academy shall not take any action inconsistent with the provisions of Part 6A of the Code or other Applicable Law.

Section 5.2. Articles of Incorporation. The Restated Articles of Incorporation of the Academy, as set forth in Schedule 1, shall be the Articles of Incorporation of the Academy.

Section 5.3. Bylaws. The Amended Bylaws of the Academy, as set forth in Schedule 2, shall be the Bylaws of the Academy.

## **ARTICLE VI OPERATING REQUIREMENTS**

Section 6.1. Governance Structure. The Academy shall be organized and administered under the direction of the Academy Board and pursuant to the Governance Structure as set forth in Schedule 7a. The Academy shall have four officers: President, Vice-President, Secretary and Treasurer. The officer positions shall be filled by persons who are members of the Academy Board. A description of their duties is included in Schedule 2.

Section 6.2. Educational Goal and Related Measures. The Academy shall achieve or demonstrate measurable progress for all groups of pupils toward the achievement of the educational goal and related measures identified in Schedule 7b and the results of the academic assessments identified in Schedule 7e. Upon request, the Academy shall provide the Center with a written report, along with supporting data, assessing the Academy's progress toward achieving this goal.

Section 6.3. Educational Programs. The Academy shall implement, deliver and support the educational programs identified in Schedule 7c.

Section 6.4. Curriculum. The Academy shall implement, deliver and support the curriculum identified in Schedule 7d.

Section 6.5. Methods of Pupil Assessment. The Academy shall properly administer the academic assessments identified in Schedule 7e and in accordance with the requirements detailed in the Master Calendar. The Academy shall provide the Center direct access to the results of these assessments, along with any other measures of academic achievement reasonably requested by the Center.

Section 6.6. Application and Enrollment of Students. The Academy shall comply with the application and enrollment requirements identified in Schedule 7f.

Section 6.7. School Calendar and School Day Schedule. The Academy shall comply with the school calendar and school day schedule requirements as set forth in Schedule 7g.

Section 6.8. Age or Grade Range of Pupils. The Academy shall comply with the age or grade ranges as stated in Schedule 7h.

Section 6.9. Collective Bargaining Agreements. Collective bargaining agreements, if any, with employees of the Academy shall be the responsibility of the Academy.

Section 6.10. Accounting Standards. The Academy shall at all times comply with generally accepted public sector accounting principles, and accounting system requirements that comply with the State School Aid Act of 1979, as amended, the Uniform Budgeting and Accounting Act, MCL 141.421, et seq., and applicable State Board and Michigan Department of Education rules.

Section 6.11. Annual Financial Statement Audit. The Academy shall conduct an annual financial statement audit prepared and reviewed by an independent certified public accountant. The Academy Board shall select, retain and pay the Academy's independent auditor. The Academy Board shall not approve the retention of any independent auditor if that independent auditor or auditor's firm is also performing accounting and/or auditing services for the Academy's Educational Service Provider, if applicable. The Academy shall submit the annual financial statement audit and auditor's management letter to the Center in accordance with the Master Calendar. The Academy Board shall provide to the Center a copy of any responses to the auditor's management letter in accordance with the Master Calendar.

Section 6.12. Address and Description of Physical Plant. The address and description of the physical plant for the Academy is set forth in Schedule 6. With the approval of the University Board, the Academy Board may operate the same configuration of age or grade levels at more than one (1) site if each configuration of age or grade levels and each site identified in Schedule 6 are under the direction and control of the Academy Board. University Board consideration regarding requests to add additional site(s) shall include, but not be limited to, the Academy Board's demonstration that it meets all statutory requirements under the Code.

Section 6.13. Contributions and Fund Raising. The Academy may solicit and receive contributions and donations as permitted by law. No solicitation shall indicate that a contribution to the Academy is for the benefit of Central Michigan University.

Section 6.14. Disqualified Organizational or Contractual Affiliations. The Academy shall comply with all state and federal law applicable to public schools concerning church-state issues. To the extent disqualified under the state or federal constitutions, the Academy shall not be organized by a church or other religious organization and shall not have any organizational or contractual affiliation with or constitute a church or other religious organization. Nothing in this Section shall be deemed to diminish or enlarge the civil and political rights, privileges and capacities of any person on account of his or her religious belief.

Section 6.15. Method for Monitoring Academy's Compliance with Applicable Law and its Targeted Educational Outcomes. The Academy shall perform the compliance certification duties required by the University Board as outlined in the Oversight, Compliance and Reporting Agreement set forth as Schedule 4. In addition to the University Board's oversight responsibilities and other Academy compliance and reporting requirements set forth in this Contract, the Academy's compliance with the annual Master Calendar shall serve as one means by which the University will monitor the Academy's compliance with Applicable Law.

Section 6.16. Matriculation Agreements. Before the Academy Board approves a matriculation agreement with another public school, the Academy shall provide a draft copy of the agreement to the Center for review. Any matriculation agreement entered into by the Academy shall be added to Schedule 7f through a contract amendment approved in accordance with the Contract.

Section 6.17. Postings of Accreditation Status. The Academy shall post notices to the Academy's homepage of its website disclosing the accreditation status of each school as required by the Code.

## **ARTICLE VII TUITION PROHIBITED**

Section 7.1. Tuition Prohibited; Fees and Expenses. The Academy shall not charge tuition. The Academy may impose fees and require payment of expenses for activities of the Academy where such fees and payments are not prohibited by Applicable Law.

## **ARTICLE VIII COMPLIANCE WITH APPLICABLE LAWS**

Section 8.1. Compliance with Applicable Law. The Academy shall comply with all applicable state and federal laws. Nothing in this Contract shall be deemed to apply any other state or federal law to the Academy.

## **ARTICLE IX AMENDMENT**

Section 9.1. Amendments. The University Board and the Academy acknowledge that the operation and administration of a public school academy and the improvement of educational outcomes over time will require appropriate amendment of this Contract. In order to assure a proper balance between the need for independent development of the Academy and the statutory responsibilities of the University Board as an authorizing body, the parties have established a flexible process for amending this Contract.

Section 9.2. Process for Amendment Initiated by the Academy. The Academy, by a majority vote of its Board of Directors, may, at any time, propose specific changes in this Contract or may propose a meeting to discuss potential revision of this Contract. The proposal will be made to the University Board through its designee. The University Board delegates to the Center Director the review and approval of changes or amendments to this Contract. In the event that a proposed change is not accepted by the Center Director, the University Board may consider and vote upon a change proposed by the Academy following an opportunity for a presentation to the University Board by the Academy.

Section 9.3. Process for Amendment Initiated by the University Board. The University Board, or an authorized designee, may, at any time, propose specific changes in this Contract or may propose a meeting to discuss potential revision of this Contract. The University Board delegates to the Center Director the review and approval of changes or amendments to this Contract. The Academy Board may delegate to a Director of the Academy the review and negotiation of changes or amendments to this Contract. The Contract shall be amended as requested by the University Board upon a majority vote of the Academy Board.

Section 9.4. Final Approval of Amendments. Amendments to this Contract take effect only after they have been approved by the Academy Board and by the University Board or the Center Director. If the proposed amendment conflicts with any of the University Board's general policies on public school academies, the proposed amendment shall take effect only after approval by the Academy Board and the University Board.

Section 9.5. Change in Existing Law. If, after the effective date of this Contract, there is a change in Applicable Law which alters or amends the responsibilities and obligations of either the Academy or the University Board, this Contract shall be altered or amended to reflect the change in existing law as of the effective date of such change. To the extent possible, the responsibilities and obligations of the Academy and the University Board shall conform to and be carried out in accordance with the change in Applicable Law.

Section 9.6. Emergency Action on Behalf of University Board. Notwithstanding any other provision of this Contract to the contrary, the contents of this Section shall govern in the event of an emergency situation that arises between meetings of the University Board. An emergency situation shall be deemed to occur if the University President, in his or her sole discretion, determines that the facts and circumstances warrant that emergency action take place before the next meeting of the University Board. Upon the determination that an emergency situation exists, the University President may temporarily take action on behalf of the University Board with regard to the Academy or the Contract, so long as such action is in the best interest of the University Board and the University President consults with the University Board Chairperson prior to taking the intended actions. When acting during an emergency situation, the University President shall have the authority to act in place of the University Board, and such emergency action shall only be effective in the interim before the earlier of (a) rejection of the emergency action by the Chairperson of the University Board; or (b) the next meeting of the University Board. The University President shall immediately report such action to the University Board for confirmation at the next meeting so that the emergency action continues or, upon confirmation by the University Board, becomes permanent.

**ARTICLE X**  
**CONTRACT REVOCATION, TERMINATION, AND SUSPENSION**

Section 10.1. Statutory Grounds for Revocation. In addition to the other grounds for revocation in Section 10.2 and the automatic revocation in Section 10.3 of these Terms and Conditions, the University Board may revoke this Contract, pursuant to the procedures set forth in Section 10.6, upon a determination that one or more of the following has occurred:

- (a) Failure of the Academy to demonstrate improved pupil academic achievement for all groups of pupils or abide by and meet the educational goal and related measures set forth in this Contract;
- (b) Failure of the Academy to comply with all Applicable Law;
- (c) Failure of the Academy to meet generally accepted public sector accounting principles and to demonstrate sound fiscal stewardship; or
- (d) The existence of one or more other grounds for revocation as specified in this Contract.

Section 10.2. Other Grounds for Revocation. In addition to the statutory grounds for revocation set forth in Section 10.1 and the grounds for an automatic revocation set forth in Section 10.3, the University Board may revoke this Contract, pursuant to the procedures set forth in Section 10.6, upon a determination that one or more of the following has occurred:

- (a) The Academy fails to achieve or demonstrate measurable progress toward achieving the educational goal and related measures identified in this Contract;
- (b) The Academy fails to properly implement, consistently deliver, and support the educational programs or curriculum identified in this Contract;
- (c) The Academy is insolvent, has been adjudged bankrupt, or has operated for two or more school fiscal years with a Fund Balance Deficit;
- (d) The Academy has insufficient enrollment to successfully operate a public school academy, or the Academy has lost more than fifty percent (50%) of its student enrollment from the previous school year;
- (e) The Academy fails to fulfill the compliance and reporting requirements or defaults in any of the terms, conditions, promises or representations contained in or incorporated into this Contract or, during the term of this Contract, it is discovered by the Center that the Academy failed to fulfill the compliance and reporting requirements or there was a violation of a prior Contract issued by the University Board;
- (f) The Academy files amendments to its Articles of Incorporation with the Michigan Department of Licensing and Regulatory Affairs, Bureau of Commercial Services without first obtaining the Center's approval;
- (g) The Center Director discovers grossly negligent, fraudulent or criminal conduct by the Academy's applicant(s), directors, officers, employees or agents in relation to their performance under this Contract; or



- (h) The Academy's applicant(s), directors, officers, employees or agents have provided false or misleading information or documentation to the Center in connection with the University Board's approval of the Application, the issuance of this Contract, or the Academy's reporting requirements under this Contract or Applicable Law.

Section 10.3. Automatic Amendment Of Contract; Automatic Termination of Contract If All Academy Sites Closed; Economic Hardship Termination. Except as otherwise provided in this Section 10.3, if the University Board is notified by the Department that an Academy site is subject to closure under section 507 of the Code, MCL 380.507 ("State's Automatic Closure Notice"), then this Contract shall automatically be amended to eliminate the Academy's authority to operate certain age and grade levels at the site or sites identified in the State's Automatic Closure Notice. If the State's Automatic Closure Notice includes all of the Academy's existing sites, then this Contract shall automatically be terminated at the end of the current school year in which either the State's Automatic Closure Notice is received without any further action of the University Board or the Academy.

Following receipt of the State's Automatic Closure Notice, the Center Director shall forward a copy of the notice to the Academy Board and request a meeting with the Academy Board representatives to discuss the Academy's plans and procedures for the elimination of certain age or grade levels at the identified site or sites, or if all of the Academy's existing sites are included in that notice, then wind-up and dissolution of the Academy corporation at the end of the current school year. All Academy inquiries and requests for reconsideration of the State's Automatic Closure Notice, including the granting of any hardship exemption by the Department rescinding the State's Automatic Closure Notice ("Pupil Hardship Exemption"), shall be directed to the Department, in a form and manner determined by the Department. If the Department rescinds the State's Automatic Closure Notice for an Academy site or sites by granting a Pupil Hardship Exemption, the Academy is not required to close the identified site(s), but shall present to the Center a proposed Contract amendment incorporating the Department's school improvement plan, if applicable, for the identified site(s).

If the Department elects not to issue a Pupil Hardship Exemption and the Center Director determines, in his or her discretion, that the closure of one or more sites as directed by the Department creates a significant economic hardship for the Academy as a going concern or the possibility of a mid-year school closure, then the Center Director may recommend to the University Board that the Contract be terminated at the end of the current school year (hereinafter "Economic Hardship Termination"). If the University Board approves the Economic Hardship Termination recommendation, then this Contract shall terminate at the end of the current school year without any further action of the parties.

The University Board's revocation procedures set forth in Section 10.6 do not apply to an automatic termination initiated by the State's Automatic Closure Notice or an Economic Hardship Termination under this Section 10.3.

Section 10.4. Grounds and Procedures for Academy Termination of Contract. The Academy Board, by majority vote of its Directors, may, at any time and for any reason, request termination of this Contract. The Academy Board's request for termination shall be made to the Center Director not less than six (6) calendar months in advance of the Academy's proposed effective date of termination. Upon receipt of an Academy request for termination, the Center Director shall present the Academy Board's request for termination to the University Board. A copy of the Academy Board's resolution approving of the Contract termination, including a summary of the reasons for terminating the Contract, shall be included with the Academy Board's request for termination. Upon receipt of the Academy Board's request for termination, the University Board shall consider and vote on the proposed termination request. The University Board may, in its sole discretion, waive the six (6) month advance notice requirement for terminating this Contract.

Section 10.5. Grounds and Procedures for University Termination of Contract. The University Board, in its sole discretion, reserves the right to terminate the Contract (i) for any reason or for no reason provided that such termination shall not take place less than six (6) months from the date of the University Board's action; or (ii) if there is a change in Applicable Law that the University Board, in its sole discretion, determines impairs its rights and obligations under the Contract or requires the University Board to make changes in the Contract that are not in the best interest of the University Board or the University, then such termination shall take effect at the end of the current Academy fiscal year. Following University Board approval, the Center Director shall provide notice of the termination to the Academy. If during the period between the University Board action to terminate and the effective date of termination, the Academy has violated the Contract or Applicable Law, the Contract may be revoked or suspended sooner pursuant to this Article X. If this Contract is terminated pursuant to this Section 10.5, the revocation procedures in Section 10.6 shall not apply.

Section 10.6. University Board Procedures for Revoking Contract. Except for the automatic revocation and procedures initiated by the State of Michigan set forth in Section 10.3, the University Board's process for revoking the Contract is as follows:

- (a) Notice of Intent to Revoke. The Center Director, upon reasonable belief that grounds for revocation of the Contract exist, shall notify the Academy Board of such grounds by issuing the Academy Board a Notice of Intent to Revoke for non-compliance with the Contract or Applicable Law. The Notice of Intent to Revoke shall be in writing and shall set forth in sufficient detail the alleged grounds for revocation.
- (b) Academy Board's Response. Within thirty (30) days of receipt of the Notice of Intent to Revoke, the Academy Board shall respond in writing to the alleged grounds for revocation. The Academy Board's response shall be addressed to the Center Director, and shall either admit or deny the allegations of non-compliance. If the Academy's response includes admissions of non-compliance with the Contract or Applicable Law, the Academy Board's response must also contain a description of the Academy Board's plan and time line for correcting the non-compliance with the Contract or Applicable Law. If the Academy's response includes a denial of non-compliance with the Contract or Applicable Law, the Academy's response shall include sufficient documentation or other evidence to support a denial of non-compliance with the Contract or Applicable Law. A response not in compliance with this Section shall be deemed to be non-responsive. As part of its response, the Academy Board may request that a meeting be scheduled with the Center Director prior to a review of the Academy Board's response.
- (c) Plan of Correction. Within fifteen (15) days of receipt of the Academy Board's response or after a meeting with Academy Board representatives, the Center Director shall review the Academy Board's response and determine whether a reasonable plan for correcting the deficiencies can be formulated. If the Center Director determines that a reasonable plan for correcting the deficiencies set forth in the Notice of Intent to Revoke can be formulated, the Center Director shall develop a plan for correcting the non-compliance ("Plan of Correction") which may include Reconstitution pursuant to 10.6(d) of these Terms and Conditions. In developing a Plan of Correction, the Center Director is permitted to adopt, modify or reject some or all of the Academy Board's response for correcting the deficiencies outlined in the Notice of Intent to Revoke. The Notice of Intent to Revoke shall be closed if the Center Director determines any of the following: (i) the Academy Board's denial of non-compliance is persuasive; (ii) the non-compliance set forth in the Notice of Intent to Revoke has been corrected by the Academy Board; or (iii) the Academy Board has successfully completed the Plan of Correction.
- (d) University Board's Contract Reconstitution Provision. The Center Director may reconstitute the Academy in an effort to improve student educational performance or to avoid interruption of the educational process. Reconstitution may include, but is not limited to, one of the following actions:

(i) removal of 1 or more members of the Academy Board; (ii) termination of at-will board appointments of 1 or more Academy Board members in accordance with The Method of Selection, Appointment and Removal Resolution; (iii) withdrawing approval of a contract under Section 506 of the Code; or (iv) the appointment of a new Academy Board of Directors or a Conservator to take over operations of the Academy.

Except as otherwise provided in this subsection, reconstitution of the Academy does not prohibit the Department from issuing an order under section 507 of the Code, MCL 380.507, directing the automatic closure of the Academy's site(s).

(e) Request for Revocation Hearing. The Center Director may initiate a revocation hearing before the University Charter Schools Hearing Panel if the Center Director determines that any of the following has occurred:

- (i) the Academy Board has failed to respond to the Notice of Intent to Revoke as set forth in Section 10.6(b);
- (ii) the Academy Board's response to the Notice of Intent to Revoke is non-responsive;
- (iii) the Academy Board's response admits violations of the Contract or Applicable Law which the Center Director deems cannot be remedied or cannot be remedied in an appropriate period of time, or for which the Center Director determines that a Plan of Correction cannot be formulated;
- (iv) the Academy Board's response contains denials that are not supported by sufficient documentation or other evidence showing compliance with the Contract or Applicable Law;
- (v) the Academy Board has not complied with part or all of a Plan of Correction established in Section 10.6(c);
- (vi) the Academy Board has engaged in actions that jeopardize the financial or educational integrity of the Academy; or
- (vii) the Academy Board has been issued multiple or repeated Notices of Intent to Revoke.

The Center Director shall send a copy of the request for revocation hearing to the Academy Board at the same time the request is sent to the Hearing Panel. The request for revocation shall identify the reasons for revoking the Contract.

(f) Hearing before the University Charter Schools Hearing Panel. Within thirty (30) days of receipt of a request for revocation hearing, the Hearing Panel shall convene a revocation hearing. The Hearing Panel shall provide a copy of the notice of hearing to the Center and the Academy Board at least ten (10) days before the hearing. The purpose of the Hearing Panel is to gather facts surrounding the Center Director's request for Contract revocation, and to make a recommendation to the University Board on whether the Contract should be revoked. The revocation hearing shall be held at a location, date and time as determined by the Center Director and shall not last more than three hours. The hearing shall be transcribed and the cost shall be divided equally between the University and the Academy. The Center Director or his or her designee, and the Academy Board or its designee, shall each have equal time to make their presentation to the Hearing Panel. Although each party is permitted to submit affidavits and exhibits in support of their positions, the Hearing Panel will not hear testimony from any witnesses for either side. The Hearing Panel may, however, question the Center Director and the Academy Board. Within thirty (30) days of the revocation hearing, the Hearing Panel shall make a recommendation to the University Board concerning the revocation of the Contract. For good cause, the Hearing Panel may extend any time deadline set forth in this subsection. A copy of the Hearing Panel's recommendation shall be provided to the Center and the Academy Board at the same time that the recommendation is sent to the University Board.

- (g) University Board Decision. If the Hearing Panel's recommendation is submitted to the University Board at least fourteen (14) days before the University Board's next regular meeting, the University Board shall consider the Hearing Panel's recommendation at its next regular meeting and vote on whether to revoke the Contract. The University Board reserves the right to modify, reject or approve all or any part of the Hearing Panel's recommendation. The University Board shall have available to it copies of the Hearing Panel's recommendation and the transcript from the hearing. The University Board may waive the fourteen (14) day submission requirement or hold a special board meeting to consider the Hearing Panel's recommendation. A copy of the University Board's decision shall be provided to the Center, the Academy Board and the Department.
- (h) Effective Date of Revocation. If the University Board votes to revoke the Contract, the revocation shall be effective on the date of the University Board's act of revocation, or at a later date as determined by the University Board.
- (i) Disposition of State School Aid Funds. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a recommendation is made by the Hearing Panel to revoke the Contract, or a decision by the University Board to revoke the Contract, may be withheld by the University Board or returned to the Michigan Department of Treasury upon request. The University Board may also direct that a portion of the Academy's state school aid funds be directed to fund the Academy's Dissolution account established under Section 10.9 of these Terms and Conditions.

Section 10.7. Contract Suspension. The University Board's process for suspending the Contract is as follows:

- (a) The Center Director Action. If the Center Director determines, in his or her sole discretion, that certain conditions or circumstances exist such that the Academy Board:
  - (i) has placed staff or students at risk;
  - (ii) is not properly exercising its fiduciary obligations to protect and preserve the Academy's public funds and property;
  - (iii) has lost its right to occupancy of the physical facilities described in Schedule 6, and cannot find another suitable physical facility for the Academy prior to the expiration or termination of its right to occupy its existing physical facilities;
  - (iv) has failed to secure or has lost the necessary fire, health, and safety approvals as required by Schedule 6;
  - (v) has willfully or intentionally violated this Contract or Applicable Law; or
  - (vi) has violated Section 10.2(g) or (h), then the Center Director may immediately suspend the Contract, pending completion of the procedures set forth in Section 10.6. A copy of the suspension notice, setting forth the grounds for suspension, shall be sent to the Academy Board and to the Hearing Panel. If this subsection is implemented, the notice and hearing procedures set forth in Section 10.6 shall be expedited as much as possible.
- (b) Disposition of State School Aid Funds. Notwithstanding any other provision of the Contract, any state school aid funds received by the University Board after a decision by the Center Director to suspend the Contract, shall be retained by the University Board for the Academy until the Contract is reinstated, or shall be returned to the Michigan Department of Treasury upon the State's request.
- (c) Immediate Revocation Proceeding. If the Academy Board, after receiving a notice of Contract suspension from the Center Director, continues to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may immediately convene a revocation hearing in accordance with the procedures set forth in section 10.6(e) of this Contract. The Hearing Panel

has the authority to accelerate the time line for revoking the Contract, provided that notice of the revocation hearing shall be provided to the Center and the Academy Board at least five (5) days before the hearing. If the Hearing Panel determines that the Academy Board has continued to engage in conduct or activities that are covered by the suspension notice, the Hearing Panel may recommend revocation of the Contract. The University Board shall proceed to consider the Hearing Panel's recommendation in accordance with sections 10.6(f) through (h).

Section 10.8. Conservator; Appointment By University President. Notwithstanding any other provision of the Contract, in the event that the University President, in his or her sole discretion, determines that the health, safety and welfare of Academy students, property or funds are at risk, the University President, after consulting with the University Board Chairperson, may appoint a person to serve as the Conservator of the Academy. Upon appointment, the Conservator shall have all the powers and authority of the Academy Board under this Contract and Applicable Law and shall act in the place and stead of the Academy Board. The University President shall appoint the Conservator for a definite term which may be extended in writing at his or her sole discretion. During the appointment, the Academy Board members and their terms in office are suspended and all powers of the Academy Board are suspended. All appointments made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. During their appointment, the Conservator shall have the following powers:

- (a) take into his or her possession all Academy property and records, including financial, board, employment and student records;
- (b) institute and defend actions by or on behalf of the Academy;
- (c) continue the business of the Academy including entering into contracts, borrowing money, and pledging, mortgaging, or otherwise encumbering the property of the Academy as security for the repayment of loans. However, the power shall be subject to any provisions and restrictions in any existing credit documents;
- (d) hire, fire, evaluate and discipline employees of the Academy;
- (e) settle or compromise with any debtor or creditor of the Academy, including any governmental or taxing authority;
- (f) review all outstanding agreements to which the Academy is a party and to take those actions which the Academy Board may have exercised to pay, extend, rescind, renegotiate or settle such agreements as needed; and
- (g) perform all acts necessary and appropriate to fulfill the Academy's purposes as set forth under this Contract or Applicable Law.

Section 10.9. Academy Dissolution Account. If the University Board terminates, revokes or fails to issue a new Contract to the Academy, the Center Director shall notify the Academy that, beginning thirty (30) days after notification of the University Board's decision, the University Board may direct up to \$10,000 from each subsequent State School Aid Fund payment, not to exceed a combined total of \$30,000, to a separate Academy account ("Academy Dissolution Account") to be used exclusively to pay the costs associated with the wind-up and dissolution responsibilities of the Academy. Within five (5) business days of the Center Director's notice, the Academy Board Treasurer shall provide the Center Director, in a form and manner determined by the Center, with account detail information and authorization to direct such funds to the Academy Dissolution Account. The Academy Dissolution Account shall be under the sole care, custody and control of the Academy Board, and such funds shall not be used by the Academy to pay any other Academy debt or obligation until such time as all the wind-up

and dissolution expenses have been satisfied. An intercept agreement entered into by the Academy and a third-party lender or trustee shall include language that the third party lender or trustee acknowledges and consents to the funding of the Academy's dissolution account in accordance with this Contract. Any unspent funds remaining in the Academy's dissolution account after payment of all wind-up and dissolution expenses shall be returned to the Academy.

## **ARTICLE XI PROVISIONS RELATING TO PUBLIC SCHOOL ACADEMIES**

Section 11.1. The Academy Budget; Transmittal of Budgetary Assumptions; Budget Deficit; Enhanced Deficit Elimination Plan. The Academy agrees to comply with all of the following:

- (a) The Academy Board is responsible for establishing, approving, and amending an annual budget in accordance with the Uniform Budgeting and Accounting Act, MCL 141.421, et seq. The Academy Board shall submit to the Center a copy of its annual budget for the upcoming fiscal year in accordance with the Master Calendar. The budget must detail budgeted expenditures at the object level as described in the Department's Michigan School Accounting Manual. In addition, the Academy Board is responsible for approving all revisions and amendments to the annual budget. In accordance with the Master Calendar, revisions or amendments to the Academy's budget shall be submitted to the Center following Academy Board approval.
- (b) Unless exempted from transmitting under section 1219 of the Code, MCL 380.1219, the Academy, on or before July 7th of each school fiscal year, shall transmit to the Center for Educational Performance and Information ("CEPI") the budgetary assumptions used when adopting its annual budget pursuant to the Uniform Budgeting and Accounting Act, MCL 141.421 et seq.
- (c) The Academy shall not adopt or operate under a deficit budget, or incur an operating deficit in a fund during any fiscal year. At any time during the term of this Contract, the Academy shall not have an existing deficit fund balance, incur a deficit fund balance, or adopts a current year budget that projects a deficit fund balance. If the Academy has an existing deficit fund balance, incurs a deficit fund balance in the most recently completed school fiscal year, or adopts a current year budget that projects a deficit fund balance, all of the following apply:
  - (i) The Academy shall notify the Superintendent and the State Treasurer immediately upon the occurrence of the circumstance, and provide a copy of the notice to the Center.
  - (ii) Within 30 days after making notification under subdivision (i), the Academy shall submit to the Superintendent in the form and manner prescribed by the Department an amended budget for the current school fiscal year and a deficit elimination plan approved by the Academy Board, with a copy to the State Treasurer. The Academy shall transmit a copy of the amended budget and the deficit elimination plan to the Center.
  - (iii) After the Superintendent approves Academy's deficit elimination plan, the Academy shall post the deficit elimination plan on the Academy's website.
- (d) If the Academy is required by the State Treasurer to submit an enhanced deficit elimination plan under section 1220 of the Code, MCL 380.1220, the Academy shall do all of the following:
  - (i) The enhanced deficit elimination plan shall be approved by the Academy Board before submission.
  - (ii) After the State Treasurer approves an enhanced deficit elimination plan for the Academy, the Academy shall post the enhanced deficit elimination plan on the Academy's website.

- (iii) As required, submit to the Superintendent and State Treasurer an enhanced monthly monitoring reports in a form and manner prescribed by the State Treasurer and post such monthly reports on the Academy's website.

Section 11.2. Insurance. The Academy Board shall secure and maintain in its own name, as the "first named insured," insurance coverage as required by the University's insurance carrier.

The insurance must be obtained from a licensed mutual, stock, or other responsible company licensed to do business in the State of Michigan. The Academy may join with other public school academies to obtain insurance if the Academy Board finds that such an association provides economic advantages to the Academy, provided that each Academy maintains its identity as first named insured. The Academy shall list the University on the insurance policies as an additional insured as required by the University's insurance carrier. The coverage provided to the University as an additional covered person or organization will be primary and non-contributory with the University's insurance carrier. The Academy shall have a provision included in all policies requiring notice to the University, at least thirty (30) days in advance, upon termination or non-renewal of the policy for any reason other than nonpayment which would require a ten (10) day advance notice to the University. In addition, the Academy shall provide the Center copies of all insurance policies required by this Contract.

When changing insurance programs or carriers, the Academy must provide copies of the proposed policies to the Center at least thirty (30) days prior to the proposed change. The Academy shall not cancel or change its existing carrier without the prior review of the Center.

The University's insurance carrier periodically reviews the types and amounts of insurance coverage that the Academy must secure in order for the University to maintain insurance coverage for the authorization and oversight of the Academy. In the event that the University's insurance carrier requests additional changes in coverage identified in this Section 11.2, the Academy agrees to comply with any additional changes in the types and amounts of coverage requested by the University's insurance carrier within thirty (30) days after notice of the insurance coverage change.

The Academy may expend funds for payment of the cost of participation in an accident or medical insurance program to insure protection for pupils while attending school or participating in a school program or activity. Other insurance policies and higher minimums may be required depending upon academic offerings and program requirements.

Pursuant to Section 3.6 of these Terms and Conditions, the University requires that any Educational Service Provider or employee leasing company that enters into a contract with the Academy must obtain insurance coverage similar to the insurance coverage that is currently required for the Academy. Accordingly, any agreement between the Academy and an Educational Service Provider or employee leasing company shall contain a provision requiring the Educational Service Provider or employee leasing company to comply with the coverage requirements recommended by the University's insurance carrier. Furthermore, the agreement between the Educational Service Provider or employee leasing company and the Academy shall contain a provision stating that "in the event that the University's insurance carrier recommends any change in coverage by the Educational Service Provider or employee leasing company, the Educational Service Provider or employee leasing company agrees to comply with any changes in the type and amount of coverage as requested by the University or the University's insurance carrier within thirty (30) days after notice of the insurance coverage change."

Section 11.3. Legal Liabilities and Covenant Against Suit. The Academy acknowledges and agrees that it has no authority to extend the faith and credit of the University or to enter into a contract that would bind the University. The Academy also is limited in its authority to contract by the amount of funds obtained from the state school aid fund, as provided hereunder, or from other independent sources. The Academy hereby covenants not to sue the University Board, the University or any of its Trustees, officers,

employees, agents or representatives for any matters that arise under this Contract. The University does not assume any obligation with respect to any director, employee, agent, parent, guardian, student, or independent contractor of the Academy, and no such person shall have the right or standing to bring suit against the University Board, the University or any of its Trustees, employees, agents, or independent contractors as a result of the issuance, non-issuance, oversight, revocation, termination or suspension of this Contract.

Section 11.4. Lease or Deed for Proposed Site. The Academy shall provide to the Center copies of its proposed lease or deed for the premises in which the Academy shall operate. Following the Center's review, a copy of the Academy's lease or deed shall be incorporated into this Contract under Schedule 6 and in accordance with Article IX, as applicable.

Section 11.5. Certificate(s) of Use and Occupancy. The Academy Board shall: (i) ensure that the Academy's physical facilities comply with all fire, health and safety standards applicable to schools; and (ii) possess the necessary occupancy certificates for the Academy's physical facilities. The Academy Board shall not occupy or use any facility until approved for occupancy by the Michigan Department of Licensing and Regulatory Affairs, Bureau of Construction Codes. Copies of these Certificate(s) of Use and Occupancy shall be incorporated into this Contract under Schedule 6 and in accordance with Article IX, as applicable.

Section 11.6. New Building Construction or Renovations. The Academy shall not commence construction on a new school building or the major renovation of an existing school building unless the Academy consults on the plans of the construction or major renovation regarding school safety issues with the law enforcement agency that is or will be the first responder for that school building. School building includes either a building intended to be used to provide pupil instruction or a recreational or athletic structure or field used by pupils.

Section 11.7. Criminal Background and History Checks; Disclosure of Unprofessional Conduct. The Academy shall comply with section 1230 and 1230a of the Code concerning criminal background and criminal history checks for its teachers, school administrator(s), and for any other position requiring State Board approval. In addition, the Academy shall comply with section 1230b of the Code concerning the disclosure of unprofessional conduct by persons applying for Academy employment. This Section 11.7 shall apply to such persons irrespective of whether they are employed by the Academy or employed by another entity contracting with the Academy.

Section 11.8. Special Education. Pursuant to Section 1701a of the Code, the Academy shall comply with Article III, Part 29 of the Code, MCL 380.1701 et seq., concerning the provision of special education programs and services at the Academy as referenced in Contract Schedule 7c. Upon receipt, the Academy shall notify the Center of any due process or state complaint filed against the Academy or notice of state audit.

Section 11.9. Information Available to the Public and the Center.

- (a) Information to be provided by the Academy. In accordance with Applicable Law, the Academy shall make information concerning its operation and management, including without limitation information in Schedule 8, available to the public and the Center.
- (b) Information to be provided by Educational Service Provider. The agreement between the Academy and the Educational Service Provider shall contain a provision requiring the Educational Service Provider to make information concerning the operation and management of the Academy, including the information in Schedule 8, available to the Academy as deemed necessary by the Academy Board in order to enable the Academy to fully satisfy its obligations under paragraph 11.9 (a) above.



Section 11.10. Deposit of Public Funds by the Academy. The Academy Board agrees to comply with Section 1221 of the Revised School Code, being MCL 380.1221, regarding the deposit of all public or private funds received by the Academy. Such deposit shall be made within three (3) days after receipt of the funds by the Academy. Only Academy Board members or designated Academy Board employees may be a signatory on any Academy bank account.

Section 11.11. Nonessential Elective Course. If the Academy Board elects to provide nonessential elective courses to part-time pupils at a nonpublic school building, the Academy shall comply with Section 166b of the State School Aid Act of 1979, as amended, MCL 388.166b. Prior to providing instruction, the Academy Board shall ensure that the Academy has sufficient documentation to qualify for part-time pupil funding under the State School Aid Act. The provision of nonessential elective courses by the Academy shall be incorporated into Schedule 7c of this Contract by amendment pursuant to Article IX of these Terms and Conditions.

## **ARTICLE XII GENERAL TERMS**

Section 12.1. Notices. Any and all notices permitted or required to be given hereunder shall be deemed duly given: (i) upon actual delivery, if delivery is by hand; or (ii) upon receipt by the transmitting party of confirmation or answer back if delivery is by facsimile or electronic mail; or (iii) upon delivery into United States mail if delivery is by postage paid first class mail. Each such notice shall be sent to the respective party at the address indicated below or to any other address or person as the respective party may designate by notice delivered pursuant hereto:

If to the University Board:      The Governor John Engler Center for Charter Schools  
Attn: Executive Director  
Central Michigan University  
EHS 200  
Mt. Pleasant, MI 48859

General Counsel:                      General Counsel  
Central Michigan University  
Mt. Pleasant, MI 48859

Chief Financial Officer:              Vice President Finance & Admin. Services  
Central Michigan University  
Mt. Pleasant, MI 48859

If to the Academy:                      Academy Board President  
International Academy of Flint  
2820 South Saginaw Street  
Flint, MI 48503

Section 12.2. Severability. If any provision in this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provision or the remaining provisions of this Contract. If any provision of this Contract shall be or become in violation of any local, state or federal law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

Section 12.3. Successors and Assigns. The terms and provisions of this Contract are binding on and shall inure to the benefit of the parties and their respective successors and permitted assigns.

Section 12.4. Entire Contract. Except as specifically provided in this Contract, this Contract sets forth the entire agreement between the University Board and the Academy with respect to the subject matter of this Contract. All prior contracts, representations, statements, negotiations, understandings, and undertakings are superseded by this Contract.

Section 12.5. Assignment. This Contract is not assignable by the Academy.

Section 12.6. Non-Waiver. Except as provided herein, no term or provision of this Contract shall be deemed waived and no breach or default shall be deemed excused, unless such waiver or consent shall be in writing and signed by the party claimed to have waived or consented. No consent by any party to, or waiver of, a breach or default by the other, whether expressed or implied, shall constitute consent to, waiver of, or excuse for any different or subsequent breach or default.

Section 12.7. Governing Law. This Contract shall be governed and controlled by the laws of the State of Michigan as to interpretation, enforcement, validity, construction, and effect, and in all other respects.

Section 12.8. Counterparts. This Contract may be executed in any number of counterparts. Each counterpart so executed shall be deemed an original, but all such counterparts shall together constitute one and the same instrument.

Section 12.9. Term of Contract. This Contract is for a fixed term and shall terminate at the end of the Contract term without any further action of either the University Board or the Academy. This Contract shall commence on the date first set forth above and shall remain in full force and effect for a period of five (5) academic years and shall terminate on June 30, 2025, unless sooner revoked, terminated, or suspended pursuant to Article X of these Terms and Conditions. Pursuant to University Board policy, the standards by which the Academy may be considered for the issuance of a new contract will be guided by the following core questions:

Is the Academy's academic program successful?

Is the Academy's organization viable?

Is the Academy demonstrating good faith in following the terms of its charter and applicable law?

The Center shall establish the process and timeline for the issuance of a new contract. The standards for the issuance of a new contract shall include increases in academic achievement for all groups of pupils as measured by assessments and other objective criteria established by the University Board as the most important factor of whether to issue or not issue a new contract. Consistent with the Code, the University Board in its sole discretion may elect to issue or not issue a new contract to the Academy.

Section 12.10. Indemnification of University. As a condition to receiving a grant of authority from the University Board to operate a public school pursuant to the Terms and Conditions of this Contract, the Academy agrees to indemnify, defend and hold harmless the University Board, the University and its officers, employees, agents or representatives from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees) settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the public school academy application, the University Board's consideration of or issuance of a Contract, the Academy's preparation for or operation of a public school, or which are incurred as a result of the reliance by the University Board, the University and its officers, employees, agents or representatives upon information supplied by the Academy, or which arise out of the Academy's failure to comply with this Contract or Applicable Law. The foregoing provision shall not be

deemed a relinquishment or waiver of any kind of Section 7 of the Governmental Liability for Negligence Act, being Act No. 170, Public Acts of Michigan, 1964.

Section 12.11. Construction. This Contract shall be construed fairly as to both parties and not in favor of or against either party, regardless of which party prepared the Contract.

Section 12.12. Force Majeure. If any circumstances occur which are beyond the control of the parties, which delay or render impossible the obligations of one or both of the parties, the parties' obligations to perform such services shall be postponed for an equivalent period of time or shall be canceled, if such performance has been rendered impossible by such circumstances.

Section 12.13. No Third Party Rights. This Contract is made for the sole benefit of the Academy and the University Board. Except as otherwise expressly provided, nothing in this Contract shall create or be deemed to create a relationship between the parties hereto, or either of them, and any third person, including a relationship in the nature of a third party beneficiary or fiduciary.

Section 12.14. Non-agency. It is understood that the Academy is not the agent of the University.

Section 12.15. University Board or the Center's General Policies on Public School Academies Shall Apply. Notwithstanding any provision of this Contract to the contrary, and with the exception of existing University Board or the Center policies regarding public school academies which shall apply immediately, University Board or the Center general policies clarifying procedure and requirements applicable to public school academies under this Contract, as from time to time adopted or amended, will automatically apply to the Academy, provided they are not inconsistent with provisions of this Contract. Before issuing general policies under this section, the University Board or the Center shall provide a draft of the proposed policies to the Academy Board. The Academy Board shall have at least thirty (30) days to provide comment to the Center on the proposed policies before such policies shall become effective.

Section 12.16. Survival of Provisions. The terms, provisions, and representations contained in Section 11.2, Section 11.3, Section 11.9, Section 12.10, Section 12.13 and any other provisions of this Contract that by their sense and context are intended to survive termination of this Contract shall survive.

Section 12.17. Termination of Responsibilities. Upon termination or revocation of the Contract, the University Board or its designee shall have no further obligations or responsibilities under this Contract to the Academy or any other person or persons in connection with this Contract. Upon termination or revocation of the Contract, the Academy may amend its articles of incorporation or bylaws as necessary to allow the Academy Board to: (a) take action to appoint Academy Board members in order to have a quorum necessary to take Academy Board action; or (b) effectuate a dissolution, provided that the Academy Board may not amend the articles of incorporation with regard to the disposition of assets upon dissolution.

Section 12.18. Disposition of Academy Assets Upon Termination or Revocation of Contract. Following termination or revocation of the Contract, the Academy shall follow the applicable wind-up and dissolution provisions set forth in the Academy's articles of incorporation, the Code, and Applicable Law.

Section 12.19. Student Privacy. In order to protect the privacy of students enrolled at the Academy, the Academy Board shall not:

- (a) Sell or otherwise provide to a for-profit business entity any personally identifiable information that is part of a pupil's education records. This subsection does not apply to any of the following situations:

- (i) for students enrolled in the Academy, providing such information to an ESP that has a contract with the Academy and whose contract has not been disapproved by the University;
  - (ii) providing the information as necessary for standardized testing that measures a student's academic progress and achievement; or
  - (iii) providing the information as necessary to a person that is providing educational or educational support services to the student under a contract with either the Academy or an educational management organization that has a contract with the Academy and whose contract has not been disapproved by the University.
- (b) The terms "education records" and "personally identifiable information" shall have the same meaning as defined in MCL 380.1136.

Section 12.20. Disclosure of Information to Parents and Legal Guardians.

- (a) Within thirty (30) days after receiving a written request from a student's parent or legal guardian, the Academy shall disclose without charge to the student's parent or legal guardian any personally identifiable information concerning the student that is collected or created by the Academy as part of the student's education records.
- (b) Except as otherwise provided in this subsection (b) and within thirty (30) days after receiving a written request from a student's parent or legal guardian, the Academy shall disclose to a student's parent or legal guardian without charge any personally identifiable information provided to any person, agency or organization. The Academy's disclosure shall include the specific information that was disclosed, the name and contact information of each person, agency, or organization to which the information has been disclosed; and the legitimate reason that the person, agency, or organization had in obtaining the information. The parental disclosure requirement does not apply to information that is provided:
  - (i) to the Department or CEPI;
  - (ii) to the student's parent or legal guardian;
  - (iii) by the Academy to the University Board, University, Center or to the ESP with which the Academy has a Management Agreement that has not been disapproved by the Center Director;
  - (iv) by the Academy to the Academy's intermediate school district or another intermediate school district providing services to Academy or the Academy's students pursuant to a written agreement;
  - (v) to the Academy by the Academy's intermediate school district or another immediate school district providing services to pupils enrolled in the Academy pursuant to a written agreement;
  - (vi) to the Academy by the University Board, University, Center;
  - (vii) to a person, agency, or organization with written consent from the student's parent or legal guardian, or from the student if the student is 18 years of age;
  - (viii) to a person, agency, or organization seeking or receiving records in accordance with an order, subpoena, or ex parte order issued by a court of competent jurisdiction;
  - (ix) to a person, agency, or organization as necessary for standardized testing that measures a student's academic progress and achievement; or
  - (x) in the absence of, or in compliance with, a properly executed opt-out form, as adopted by the Academy in compliance with section 1136(6) of the Code, pertaining to uses for which the Academy commonly would disclose a pupil's "directory information."
- (c) If the Academy considers it necessary to make redacted copies of all or part of a student's education records in order to protect personally identifiable information of another student, the Academy shall not charge the parent or legal guardian for the cost of those redacted copies.

- (d) The terms “education records,” “personally identifiable information,” and “directory information” shall have the same meaning as defined in MCL 380.1136.

Section 12.21. List of Uses for Student Directory Information; Opt Out Form; Notice to Student’s Parent or Legal Guardian.

- (a) The Academy shall do all of the following:
- (i) Develop a list of uses (the “Uses”) for which the Academy commonly would disclose a student’s directory information.
  - (ii) Develop an opt-out form that lists all of the Uses and allows a student’s parent or guardian to elect not to have the student’s directory information disclosed for one (1) or more Uses.
  - (iii) Present the opt-out form to each student’s parents or guardian within the first thirty (30) days of the school year and at other times upon request.
  - (iv) If an opt-out form is signed and submitted to the Academy by a student’s parent or guardian, then the Academy shall not include the student’s directory information in any of the Uses that have been opted out of in the opt-out form.
- (b) The term “directory information” shall have the same meaning as defined in MCL 380.1136.

Section 12.22. Partnership Agreement. If the Department and State School Reform/Redesign Office impose a partnership agreement on the Academy, the Academy shall work collaboratively with the Department, the State School Reform/Redesign Office and other partners to implement the partnership agreement. In the event that a provision in the partnership agreement is inconsistent with a provision in this Contract, this Contract shall control.

As the designated representative of the Central Michigan University Board of Trustees, I hereby issue this Contract to the Academy on the date set forth above.

CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES

By: Tricia A. Keith  
Tricia A. Keith, Chair

Date: May 28, 2020

As the authorized representative of the Academy, I hereby certify that the Academy is able to comply with the Contract and all Applicable Law, and that the Academy, through its governing board, has approved and agreed to comply with and be bound by the terms and conditions of this Contract and All Applicable Law.

INTERNATIONAL ACADEMY OF FLINT

By: Steve Thompson  
Board President

Date: May 18, 2020

**CONTRACT SCHEDULES**

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Oversight, Compliance and Reporting Agreement .....	4
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Physical Plant Description .....	6
Required Information for a Public School Academy.....	7
Information Available to the Public and The Center.....	8

**CONTRACT SCHEDULE 1**

**RESTATED ARTICLES OF INCORPORATION**



**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS**  
**FILING ENDORSEMENT**

**This is to Certify that the RESTATED ARTICLES OF INCORPORATION - NONPROFIT**

**for**

**INTERNATIONAL ACADEMY OF FLINT**

**ID NUMBER: 760214**

**received by facsimile transmission on June 29, 2017 is hereby endorsed.**

**Filed on July 13, 2017 by the Administrator.**

**This document is effective on the date filed, unless a subsequent effective date within 90 days after received date is stated in the document.**



*Sent by Facsimile Transmission*

**In testimony whereof, I have hereunto set my hand and affixed the Seal of the Department, in the City of Lansing, this 13th day of July, 2017.**

*Julia Dale*

**Julia Dale, Director  
Corporations, Securities & Commercial Licensing Bureau**

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS CORPORATIONS, SECURITIES & COMMERCIAL LICENSING BUREAU																				
Date Received																				
	This document is effective on the date filed, unless a subsequent effective date within 90-days after received date is stated in the document.																			
<table border="1"> <tr> <td colspan="3">Name</td> </tr> <tr> <td colspan="3">Diane Thompson</td> </tr> <tr> <td colspan="3">Address</td> </tr> <tr> <td colspan="3">2820 S. Saginaw St.</td> </tr> <tr> <td>City</td> <td>State</td> <td>Zip</td> </tr> <tr> <td>Flint</td> <td>MI</td> <td>48503</td> </tr> </table>			Name			Diane Thompson			Address			2820 S. Saginaw St.			City	State	Zip	Flint	MI	48503
Name																				
Diane Thompson																				
Address																				
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Flint	MI	48503																		
EFFECTIVE DATE: JULY 1, 2017																				
760214																				

**RESTATED ARTICLES OF INCORPORATION  
For Use by Domestic Nonprofit Corporations**

**OF**

**INTERNATIONAL ACADEMY OF FLINT**

Pursuant to the provisions of the Michigan Nonprofit Corporation Act (Act 162) of 1982, as amended (the "Act"), being MCL 450.2101 et seq. and Revised School Code (the "Code") as amended, being Sections 380.501 to 380.507 of the Michigan Compiled Laws, the undersigned corporation executes the following Restated Articles:

The present name of the corporation is: International Academy of Flint.

The corporation identification number ("CID") assigned by the Bureau is: 760214.

The corporation has used no other names.

The date of filing the original Articles of Incorporation was: June 14, 1999.

The following Restated Articles of Incorporation supersede the Articles of Incorporation and shall be the Articles of Incorporation for the corporation:

**ARTICLE I**

The name of the corporation is: International Academy of Flint.

The authorizing body for the corporation is: Central Michigan University Board of Trustees.

**ARTICLE II**

The purpose or purposes for which the corporation is organized are:

1. The corporation is organized for the purpose of operating as a public school academy in the state of Michigan pursuant to the Code.

2. The corporation, including all activities incident to its purposes, shall at all times be conducted so as to be a governmental entity pursuant to Section 115 of the United States Internal Revenue Code ("IRC") or any successor law. Notwithstanding any other provision of these Restated Articles, the corporation shall not carry on any other activity not permitted to be carried on by a governmental instrumentality exempt from federal income tax under Section 115 of the IRC or by a nonprofit corporation organized under the laws of the State of Michigan and subject to a Contract authorized under the Code.

**ARTICLE III**

The corporation is organized on a non-stock basis.

Description:

The corporation is to be financed under the following general plan:

- a. State school aid payments received pursuant to the State School Aid Act of 1979 or any successor law.
- b. Federal funds.
- c. Donations.
- d. Fees and charges permitted to be charged by public school academies.
- e. Other funds lawfully received.

The corporation is organized on a directorship basis.

**ARTICLE IV**

The name of the resident agent at the registered office is Diane Thompson.

The address of its registered office in Michigan is: 2820 S. Saginaw St. Flint, MI 48503.

The mailing address of the registered office in Michigan is the same.

## ARTICLE XI

These Restated Articles of Incorporation shall not be amended except by the process provided in Article IX of the Terms and Conditions incorporated as part of the Contract. This process is as follows:

The corporation, by a majority vote of its Board of Directors, may, at any time, propose specific changes to these Restated Articles of Incorporation or may propose a meeting to discuss potential revision to these Restated Articles of Incorporation. The proposal will be made to the University Board through its designee. The University Board delegates to The Governor John Engler Center for Charter Schools' ("The Center") Executive Director the review and approval of changes or amendments to these Restated Articles of Incorporation. In the event that a proposed change is not accepted by The Center's Executive Director, the University Board shall consider and vote upon a change proposed by the corporation following an opportunity for a written and oral presentation to the University Board by the corporation.

At any time and for any reason, the University Board or an authorized designee may propose specific changes to these Restated Articles of Incorporation or may propose a meeting to discuss potential revision. The corporation's Board of Directors may delegate to an officer of the corporation the review and negotiation of changes or amendments to these Restated Articles of Incorporation. The Restated Articles of Incorporation shall be amended as requested by the University Board or an authorized designee upon a majority vote of the corporation's Board of Directors.

Amendments to these Restated Articles of Incorporation take effect only after they have been approved by the corporation's Board of Directors and by the University Board or The Center's Executive Director, and the amendments are filed with the Michigan Department of Licensing and Regulatory Affairs, Bureau of Commercial Services. In addition, the corporation shall file with the amendment a copy of the University Board's or The Center's Executive Director's approval of the amendment.

Upon termination or revocation of the Contract, the Academy may amend its articles of incorporation as necessary to allow the Academy Board to: (a) take action to appoint Academy Board members in order to have a quorum necessary to take Academy Board action; or (b) effectuate a dissolution, provided that the Academy Board may not amend the articles of incorporation with regard to the disposition of assets upon dissolution.

## ARTICLE XII

The definitions set forth in the Terms and Conditions incorporated as part of the Contract shall have the same meaning in these Restated Articles of Incorporation.

## ARTICLE V

The corporation is a governmental entity.

## ARTICLE VI

The corporation and its incorporators, board members, officers, employees, and volunteers have governmental immunity as provided in section 7 of Act No. 170 of the Public Acts of 1964, being section 691.1407 of the Michigan Compiled Laws.

## ARTICLE VII

Before execution of a Contract to charter a public school academy between the corporation and Central Michigan University Board of Trustees (the "University Board"), the method of selection, length of term, and the number of members of the Board of Directors of the corporation shall be approved by a resolution of the University Board as required by the Code.

## ARTICLE VIII

The Board of Directors shall have all the powers and duties permitted by law to manage the business, property and affairs of the corporation.

## ARTICLE IX

The officers of the corporation shall be a President, Vice-President, Secretary and a Treasurer, each of whom shall be a member of the Board of Directors and shall be selected by the Board of Directors. The Board of Directors may select one or more assistants to the Secretary or Treasurer, and may also appoint such other agents as it may deem necessary for the transaction of the business of the corporation.

## ARTICLE X

No part of the net earnings of the corporation shall inure to the benefit of or be distributable to its board, directors, officers or other private persons, or organization organized and operated for a profit (except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in the furtherance of the purposes set forth in Article II hereof). Notwithstanding any other provision of these Restated Articles, the corporation shall not carry on any other activities not permitted to be carried on by a governmental entity exempt from federal income tax under section 115 of the IRC, or comparable provisions of any successor law.

To the extent permitted by law, upon the dissolution of the corporation, the board shall after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation to the University Board for forwarding to the state school aid fund established under article IX, section 11 of the Constitution of the State of Michigan of 1963, as amended.

**ADOPTION OF ARTICLES**

These Restated Articles of Incorporation were duly adopted on the 26 day of JUNE, 2017, in accordance with the provisions of Section 642 of the Act. These Restated Articles of Incorporation restate, integrate and do further amend the provisions of the Articles of Incorporation and were duly adopted by the directors. The necessary number of votes were cast in favor of these Restated Articles of Incorporation.

Signed this 24<sup>th</sup> day of June, 2017.

By:   
President

**CONTRACT SCHEDULE 2**

**AMENDED BYLAWS**

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**AMENDED BYLAWS  
OF  
INTERNATIONAL ACADEMY OF FLINT**

**ARTICLE I  
NAME**

This organization shall be called International Academy of Flint (the "Academy" or the "corporation").

**ARTICLE II  
FORM OF ACADEMY**

The Academy is organized as a non-profit, non-stock, directorship corporation.

**ARTICLE III  
OFFICES**

Section 1. Principal Office. The principal office of the Academy shall be located in the State of Michigan.

Section 2. Registered Office. The registered office of the Academy may be the same as the principal office of the Academy, but in any event must be located in the State of Michigan, and be the business office of the resident agent, as required by the Michigan Non-Profit Corporation Act. Changes in the resident agent and registered address of the Academy must be reported to the Michigan Department of Licensing and Regulatory Affairs and to The Governor John Engler Center for Charter Schools ("the Center.")

**ARTICLE IV  
BOARD OF DIRECTORS**

Section 1. General Powers. The business, property and affairs of the Academy shall be managed by the Academy Board of Directors ("Academy Board"). The Academy Board may exercise any and all of the powers granted to it under the Michigan Non-Profit Corporation Act or pursuant to Part 6A of the Revised School Code ("Code"). The Academy Board may delegate such powers to the officers and committees of the Academy Board as it deems necessary, so long as such delegation is consistent with the Articles, these Bylaws, the Contract and Applicable Law.

Section 2. Method of Selection and Appointment. The Central Michigan University Board of Trustees ("University Board") shall prescribe the method of appointment for members of an Academy's Board of Directors. The Center Director is authorized to develop and administer an academy board selection and appointment process that includes an *Application for Public School Academy Board Appointment* and is in accord with these policies:

- a. The University Board shall appoint the initial and subsequent Academy Board of Directors by resolution, except as prescribed by subparagraph d. The Center Director shall recommend qualified individuals to the University Board.
- b. The Academy Board of Directors, by resolution and majority vote, shall nominate its subsequent members, except as provided otherwise. The Academy Board of Directors shall

recommend to the Center Director at least one nominee for each vacancy. Nominees shall submit the *Application for Public School Academy Board Appointment* for review by the Center. The Center Director may or may not recommend the appointment of a nominee submitted by the Academy board. If the Center Director does not recommend the appointment of a nominee submitted by the Academy Board, he/she may select and recommend another nominee or may request the Academy Board submit a new nominee for consideration.

- c. An individual appointed to fill a vacancy created other than by the expiration of a term shall be appointed for the unexpired term of that vacant position.
- d. Under exigent conditions, and with the approval of the University Board's chair and the president, the Center Director may appoint a qualified individual to an Academy's board of directors. All appointments made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any appointments made under this provision.

Section 3. Length of Term. The Director of an Academy Board shall serve at the pleasure of the University Board. Terms of the initial positions of the Academy Board of Directors shall be staggered in accordance with *The Academy Board of Directors Table of Staggered Terms and Appointments* established and administered by the Center Director. Subsequent appointments shall be for a term of office not to exceed four (4) years, except as prescribed by *The Academy Board of Directors Table of Staggered Terms and Appointments*.

Section 4. Number of Director Positions. The number of director positions on the Academy Board shall not be less than five (5) nor more than nine (9) as determined by the University Board. If the Academy Board fails to maintain its full membership by making appropriate and timely nominations, the Center Director may deem that failure an exigent condition.

Section 5. Qualifications of Academy Board Members. To be qualified to serve on an Academy's Board of Directors, a person shall, among other things: (a) be a citizen of the United States; (b) be a resident of the State of Michigan; (c) submit all materials requested by the Center including, but not limited to, the *Application for Public School Academy Board Appointment* which must include authorization to process a criminal background check; and (d) annually submit a conflict of interest disclosure as prescribed by the Center.

The members of the Academy Board shall not include (a) employees of the Academy; (b) any director, officer, or employee of a service provider that contracts with the Academy; (c) a Central Michigan University official or employee, as a representative of Central Michigan University.

Section 6. Oath of Public Office. All members of the Academy Board must take the constitutional oath of office and sign the *Oath of Public Office* before beginning their service. The *Oath of Public Office* shall be filed with the Center.

Section 7. Tenure. Each Director shall hold office until the Director's replacement, death, resignation, removal or until the expiration of the term, whichever occurs first.

Section 8. Removal and Suspension. If the University Board determines that an Academy Board member's service in office is no longer necessary, then the University Board may remove an Academy Board member with or without cause and shall specify the date when the Academy Board

member's service ends. An Academy Board member may also be removed from office for cause by a two-thirds (2/3) vote of the Academy's Board.

With the approval of the University Board's chair and the University President, the Center Director may suspend an Academy Board member's service, if in his/her judgment the person's continued presence would constitute a risk to persons or property, or would seriously impair the operation of the Academy. Any suspension made under this provision must be presented to the University Board for final determination at its next regularly scheduled meeting. The University Board reserves the right to review, rescind, modify, ratify, or approve any suspensions made under this provision.

Section 9. Resignation. Any Director may resign at any time by providing written notice to the corporation or by communicating such intention (orally or in writing) to the Center. Notice of resignation will be effective upon receipt or at a subsequent time if designated in a written notice. A successor shall be appointed as provided in Section 2 of this Article.

Section 10. Board Vacancies. A Board of Director vacancy shall occur because of death, resignation, removal, failure to maintain residency in the State of Michigan, disqualification or as otherwise specified in the Code. Any vacancy shall be filled as provided in Section 2 of this Article.

Section 11. Compensation. A Director of the Academy shall serve as a volunteer Director. By resolution of the Board, the Directors may be reimbursed for their reasonable expenses incident to their duties.

## **ARTICLE V MEETINGS**

Section 1. Annual and Regular Meetings. The Academy Board shall hold an annual meeting each year. The Academy Board must provide, by resolution, the time and place, within the State of Michigan, for the holding of regular monthly meetings. The Academy Board shall provide notice of the annual and all regular meetings as required by the Open Meetings Act.

Section 2. Special Meetings. Special meetings of the Academy Board may be called by or at the request of any Director. The person or persons authorized to call special meetings of the Academy Board may fix the place within the State of Michigan for holding any special meeting of the Academy Board called by them, and, if no other place is fixed, the place of meeting shall be the principal business office of the corporation in the state of Michigan. The corporation shall provide notice of all special meetings as required by the Open Meetings Act.

Section 3. Notice; Waiver. The Academy Board must comply with the notice provisions of the Open Meetings Act. In addition, notice of any meeting shall be given to each Director stating the time and place of the meeting, delivered personally, mailed, sent by facsimile or electronic mail to the Director's business address. Any Director may waive notice of any meeting by written statement, facsimile or electronic mail sent by the Director, signed before or after the holding of the meeting. The attendance of a Director at a meeting constitutes a waiver of notice of such meeting, except where a Director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 4. Quorum. In order to legally transact business, the Academy Board shall have a quorum physically present at a duly called meeting of the Academy Board. A "quorum" shall be defined as follows:

# of Academy Board Positions

Five (5)  
Seven (7)  
Nine (9)

# Required for Quorum

Three (3)  
Four (4)  
Five (5)

Section 5. Manner of Acting. The act of the majority of the Directors present at a meeting at which a quorum is present shall be the act of the Academy Board. No member of the Board of Directors may vote by proxy, by way of a telephone conference or any other electronic means of communication.

Section 6. Open Meetings Act. All meetings of the Academy Board, shall at all times be in compliance with the Open Meetings Act.

Section 7. Presumption of Assent. A Director of the Academy Board who is present at a meeting of the Academy Board at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless that Director's dissent shall be entered in the minutes of the meeting or unless that Director shall file a written dissent to such action with the person acting as the Secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail to the Secretary of the corporation immediately after the adjournment of the meeting. This right to dissent shall not apply to a Director who voted in favor of such action.

**ARTICLE VI  
COMMITTEES**

Section 1. Committees. The Academy Board, by resolution, may designate one or more committees. Each committee is to consist of one or more Directors selected by the Academy Board. As provided in the resolution as initially adopted, and as thereafter supplemented or amended by further resolution, the committees shall have such powers as delegated by the Academy Board, except (i) filling of vacancies in the officers of the Academy Board or committees created pursuant to this Section; (ii) amending the Articles of Incorporation or Bylaws; or (iii) any action the Academy Board cannot lawfully delegate under the Articles, Bylaws or Applicable Law. All committee meetings shall at all times be in compliance with the Open Meetings Act. Each committee shall fix its own rules governing the conduct of its activities and shall make such reports to the Academy Board of its activities as the Academy Board may request.

**ARTICLE VII  
OFFICERS OF THE BOARD**

Section 1. Number. The officers of the Academy shall be a President, Vice-President, Secretary, Treasurer, and such assistant Treasurers and assistant Secretaries as may be selected by the Academy Board.

Section 2. Election and Term of Office. The Academy Board shall elect the initial officers at its first duly noticed meeting. Thereafter, the officers of the Academy shall be elected annually by the Academy Board. If the election of officers is not held at the annual meeting, the election shall be held as soon thereafter as may be convenient. Each officer shall hold office while qualified or until the officer resigns or is removed in the manner provided in Section 3.

Section 3. Removal. Any officer or agent elected or appointed by the Academy Board may be removed by the Academy Board whenever in its judgment the best interests of the corporation would be served thereby.

Section 4. Vacancies. A vacancy in any office shall be filled by appointment by the Academy Board for the unexpired portion of the term.

Section 5. President. The President of the Academy shall be a member of the Academy Board. The President of the corporation shall preside at all meetings of the Academy Board. If there is not a President, or if the President is absent, then the Vice-President shall preside. If the Vice-President is absent, then a temporary chair, chosen by the members of the Academy Board attending the meeting shall preside. The President shall, in general, perform all duties incident to the office of President of the Board as may be prescribed by the Academy Board from time to time.

Section 6. Vice-President. The Vice-President of the Academy shall be a member of the Academy Board. In the absence of the President or in the event of the President's death, inability or refusal to act, the Vice-President shall perform the duties of President, and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties as from time to time may be assigned to the Vice-President by the President or by the Academy Board.

Section 7. Secretary. The Secretary of the Academy shall be a member of the Academy Board. The Secretary shall: (a) keep the minutes of the Academy Board meetings in one or more books provided for that purpose; (b) see that all notices, including those notices required under the Open Meetings Act, are duly given in accordance with the provisions of these Bylaws or as required by law; (c) be custodian of the corporate records and of the seal of the corporation and see that the seal of the corporation is affixed to all authorized documents; (d) keep a register of the post office address of each Director; and (e) perform all duties incident to the office of Secretary and other duties assigned by the President or the Academy Board.

Section 8. Treasurer. The Treasurer of the Academy shall be a member of the Academy Board. The Treasurer shall: (a) have charge and custody of and be responsible for all funds and securities of the corporation; (b) keep accurate books and records of corporate receipts and disbursements; (c) deposit all moneys and securities received by the corporation in such banks, trust companies or other depositories as shall be selected by the Board; (d) complete all required corporate filings; (e) assure that the responsibilities of the fiscal agent to the corporation are properly carried out; and (f) in general perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned by the President or by the Academy Board.

Section 9. Assistants and Acting Officers. The Assistants to the officers, if any, selected by the Academy Board, shall perform such duties and have such authority as shall from time to time be delegated or assigned to them by the Secretary or Treasurer or by the Academy Board. The Academy Board shall have the power to appoint any member of the Academy Board to perform the duties of an officer whenever, for any reason, it is impractical for such officer to act personally. Such acting officer so appointed shall have the powers of and be subject to all the restrictions upon the officer to whose office the acting officer is so appointed except as the Academy Board may by resolution otherwise determine.

Section 10. Salaries. Officers of the Board, as Directors of the corporation, may not be compensated for their services. By resolution of the Academy Board, officers may be reimbursed for reasonable expenses incident to their duties.

Section 11. Filling More Than One Office. Subject to the statute concerning the Incompatible Public Offices, Act No. 566 of the Public Acts of 1978, being Sections 15.181 to 15.185 of the Michigan Compiled Laws, any two offices of the corporation except those of President and Vice-President may be held by the same person, but no officer shall execute, acknowledge or verify any instrument in more than one capacity.

**ARTICLE VIII  
CONTRACTS, LOANS, CHECKS AND DEPOSITS;  
SPECIAL CORPORATE ACTS**

Section 1. Contracts. The Academy Board may authorize any officer or officers, agent or agents, to enter into any contract, to execute and deliver any instrument, or to acknowledge any instrument required by law to be acknowledged in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances, but the appointment of any person other than an officer to acknowledge an instrument required by law to be acknowledged should be made by instrument in writing. When the Academy Board authorizes the execution of a contract or of any other instrument in the name of and on behalf of the corporation, without specifying the executing officers, the President or Vice-President, and the Secretary or Treasurer may execute the same and may affix the corporate seal thereto. No contract entered into, by or on behalf of the Academy Board, shall in any way bind Central Michigan University or impose any liability on Central Michigan University, its trustees, officers, employees or agents.

Section 2. Loans. No loans shall be contracted on behalf of the Academy and no evidences of indebtedness shall be issued in its name unless authorized by a prior resolution of the Academy Board. Such authority shall be confined to specific instances. No loan, advance, overdraft or withdrawal by an officer or Director of the corporation, shall be made or permitted unless approved by the Academy Board. No loan entered into, by or on behalf of the Academy Board, shall in any way be considered a debt or obligation of Central Michigan University or impose any liability on Central Michigan University, its trustees, officers, employees or agents.

Section 3. Checks, Drafts, etc. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Academy, shall be signed by Academy Board members or Academy Board employees, which shall not include employees of the Academy Board's Educational Service Provider, and in such manner as shall from time to time be determined by resolution of the Academy Board.

Section 4. Deposits. All funds of the Academy shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositories as the Academy Board may select, provided that such financial institution is eligible to be a depository of surplus funds under Section 1221 of the Revised School Code, being Section 380.1221 of the Michigan Compiled Laws.

Section 5. Voting of Gifted, Bequested or Transferred Securities Owned by this Corporation. Subject always to the specific directions of the Academy Board, any shares or other securities issued by any other corporation and owned or controlled by this corporation may be voted at any meeting of security holders of such other corporation by the President of this corporation or by proxy appointed by the President, or in the absence of the President and the President's proxy, by the Secretary or Treasurer of this corporation or by proxy appointed by the Secretary or Treasurer. Such proxy or consent in respect to any shares or other securities issued by any other corporation and owned by this corporation shall be executed in the name of this corporation by the President, the Secretary or the Treasurer of this corporation without necessity of any authorization by the Academy Board, affixation of corporate seal or countersignature or attestation by another officer. Any person or persons designated in the manner above stated as the proxy or proxies of this corporation shall have full right, power and authority to vote the shares or other securities

issued by such other corporation and owned by this corporation the same as such shares or other securities might be voted by this corporation. This section shall in no way be interpreted to permit the corporation to invest any of its surplus funds in any shares or other securities issued by any other corporation. This section is intended to apply, however, to all gifts, bequests or other transfers of shares or other securities issued by any other corporation which are received by the corporation.

Section 6. Contracts Between Corporation and Related Persons. As required by Applicable Law, any Director, officer or employee of the Academy, who enters into a contract with the Academy, that meets the definition of contract under the statute on Contracts of Public Servants with Public Entities, Act No. 317 of the Public Acts of 1968, being sections 15.321 to 15.330 of the Michigan Compiled Laws, shall comply with the public disclosure requirements set forth in Section 3 of the statute.

The University Board authorizes the Academy Board to employ or contract for personnel according to the position information outlined in Schedule 5. However, the Academy Board shall prohibit any individual from being employed by the Academy, an educational service provider or an employee leasing company involved in the operation of the Academy, in more than one (1) full-time position and simultaneously being compensated at a full-time rate for each of these positions. An employee hired by the Academy shall be an employee of the Academy for all purposes and not an employee of the University for any purpose. With respect to Academy employees, the Academy shall have the power and responsibility to (i) select and engage employees; (ii) pay their wages, benefits, and applicable taxes; (iii) dismiss employees; and (iv) control the employees' conduct, including the method by which the employee carries out his or her work. The Academy Board shall be responsible for carrying workers' compensation insurance and unemployment insurance for its employees. The Academy Board may contract with an educational service provider or an employee leasing company to provide services or to provide personnel to perform services or work at the Academy. Before entering into an agreement with an educational service provider or an employee leasing company to perform services or to provide personnel to perform services or work at the Academy, the Academy Board must first comply with the Educational Service Provider Policies issued by the Center. A copy of the agreement between the Academy Board and the educational service provider or employee leasing company shall be included as part of Schedule 5.

The Academy shall comply with the Incompatible Public Offices statute, Act No. 566 of the Public Acts of 1978, of the Michigan Compiled Laws, and the Contracts of Public Servants With Public Entities statute, Act No. 371 of the Public Acts of 1968, of the Michigan Compiled Laws. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest. Language in this Section controls over section 1203 of the Code. The following shall be deemed prohibited conflicts of interest:

- (a) An individual simultaneously serving as an Academy Board member and an owner, officer, director, employee or consultant of an educational service provider or an employee leasing company, or a subcontractor to an Educational Service Provider or an employee leasing company that has an ESP Agreement with the Academy;
- (b) An individual simultaneously serving as an Academy Board member and an Academy employee;
- (c) An individual simultaneously serving as an Academy Board member and an independent contractor to the Academy;
- (d) An individual simultaneously serving as an Academy Board member and a member of the governing board of another public school;



- (e) An individual simultaneously serving as an Academy Board member and a University official, employee, or paid consultant, as a representative of the University; and
- (f) An individual simultaneously serving as an Academy Board member and having an ownership or financial interest in any real or personal property leased or subleased to the Academy.

No person shall be appointed or reappointed to serve as an Academy Board member if the person's mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, spouse or same-sex domestic partner:

- (a) Is employed by the Academy;
- (b) Works at or is assigned to work at the Academy;
- (c) Has an ownership, officer, policymaking, managerial, administrative non-clerical or other significant role with the Academy's educational service provider or employee leasing company; and
- (d) Has an ownership or financial interest in any school building lease or sublease agreement with the Academy.

The Academy Board shall require each individual who works at the Academy to annually disclose any familial relationship with any other individual who works at, or provides services to, the Academy. For purposes of this sub-section, familial relationship means a person's mother, mother-in-law, father, father-in-law, son, son-in-law, daughter, daughter-in-law, sister, sister-in-law, brother, brother-in-law, spouse or same-sex domestic partner.

## **ARTICLE IX INDEMNIFICATION**

To the extent permitted by Applicable Law, each person who is or was a Director, officer or member of a committee of the Academy and each person who serves or has served at the request of the Academy as a trustee, director, officer, partner, employee or agent of any other corporation, partnership, joint venture, trust or other enterprise, may be indemnified by the Academy. The corporation may purchase and maintain insurance on behalf of any such person against any liability asserted against and incurred by such person in any such capacity or arising out of his status as such, whether or not the corporation would have power to indemnify such person against such liability under the preceding sentence. The corporation may, to the extent authorized from time to time by the Academy Board, grant rights to indemnification to any employee or agent of the corporation.

## **ARTICLE X FISCAL YEAR**

The fiscal year of the corporation shall begin on the first day of July in each year.

**ARTICLE XI  
AMENDMENTS**

These Amended Bylaws may be altered, amended or repealed and new Amended Bylaws may be adopted by obtaining (a) the affirmative vote of a majority of the Academy Board at any regular or special meeting of the Academy Board, if a notice setting forth the terms of the proposal has been given in accordance with the notice requirements of these Amended Bylaws and applicable law, and (b) the written approval of the changes or amendments by the Center Director. In the event that a proposed change is not accepted by the Center Director, the University Board may consider and vote upon a change proposed by the corporation following an opportunity for a written presentation to the University Board by the Academy Board. These Amended Bylaws and any amendments to them take effect only after they have been approved by both the Academy Board and by the Center Director.

Upon termination or revocation of the Contract, the Academy may amend its Bylaws as necessary to allow the Academy Board to: (a) take action to appoint Academy Board members in order to have a quorum necessary to take Academy Board action; or (b) effectuate a dissolution, provided that the Academy Board may not amend the Bylaws with regard to the disposition of assets upon dissolution.

**ARTICLE XII  
TERMS AND CONDITIONS DEFINITIONS**

The definitions set forth in the Terms and Conditions incorporated as part of the Contract shall have the same meaning in these Amended Bylaws.

**CERTIFICATION**

The Board certifies that these Amended Bylaws were adopted as and for the Bylaws of a Michigan corporation in an open and public meeting, by the Academy Board on the 18<sup>th</sup> day of May, 2020.

  
Secretary

**CONTRACT SCHEDULE 3**  
**FISCAL AGENT AGREEMENT**

**SCHEDULE 3**

**FISCAL AGENT AGREEMENT**

This Agreement is part of the Contract issued by the Central Michigan University Board of Trustees ("University Board"), an authorizing body as defined by the Revised School Code, as amended (the "Code"), to International Academy of Flint ("Academy"), a public school academy.

**Preliminary Recitals**

WHEREAS, pursuant to the Code and the Contract, the University Board, as authorizing body, is the fiscal agent for the Academy, and

WHEREAS, the University Board is required by law to forward any State School Aid Payments received from the State of Michigan ("State") on behalf of the Academy to the Academy,

NOW, THEREFORE, in consideration of the premises set forth below, the parties agree to the following:

**ARTICLE I**  
**DEFINITIONS AND INTERPRETATIONS**

Section 1.1. Definitions. Unless otherwise provided, or unless the context requires otherwise, the following terms shall have the following definitions:

"Academy Account" means an account established by the Academy Board for the receipt of State School Aid Payments at a bank, savings and loan association, or credit union which has not been deemed ineligible to be a depository of surplus funds under Section 6 Act No. 105 of the Public Acts of 1855, being Section 21.146 of the Michigan Compiled Laws.

"Agreement" means this Fiscal Agent Agreement.

"Fiscal Agent" means the University Board or an officer or employee of Central Michigan University as designated by the University Board.

"Other Funds" means any other public or private funds which the Academy receives and for which the University Board voluntarily agrees to receive and transfer to the Academy.

"State School Aid Payment" means any payment of money the Academy receives from the State School Aid Fund established pursuant to Article IX, Section 11 of the Michigan Constitution of 1963 or under the State School Aid Act of 1979, as amended.

"State" means the State of Michigan.

"State Treasurer" means the office responsible for issuing funds to public school academies for State School Aid Payments pursuant to the State School Aid Act of 1979, as amended.

**ARTICLE II**  
**FISCAL AGENT DUTIES**

Section 2.1. Receipt of State School Aid Payments and Other Funds. The University Board is the Fiscal Agent for the Academy for the limited purpose of receiving State School Aid Payments. By separate agreement, the University Board and the Academy may also agree that the University will receive Other Funds for transfer to the Academy. The Fiscal Agent will receive State School Aid Payments from the State, as provided in Section 3.2.

Section 2.2. Transfer to Academy. Except as provided in Article X of the Terms and Conditions and in the Oversight Agreement, the Fiscal Agent shall transfer all State School Aid Payments and all Other Funds received on behalf of the Academy to the Academy within ten (10) business days of receipt or as otherwise required by the provisions of the State School Aid Act of 1979 or applicable State Board rules. The State School Aid Payments and all Other Funds shall be transferred into the Account designated by a resolution of the Board of Directors of the Academy and by a method of transfer acceptable to the Fiscal Agent.

Section 2.3. Limitation of Duties. The Fiscal Agent has no responsibilities or duties to verify the Academy's pupil membership count, as defined in the State School Aid Act of 1979, as amended, or to authorize, to approve or to determine the accuracy of the State Aid School Payments received on behalf of the Academy from the State Treasurer. The duties of the Fiscal Agent are limited to the receipt and transfer to the Academy of State School Aid Payments and Other Funds received by the Academy. The Fiscal Agent shall have no duty to monitor, account for or approve expenditures made by the Academy Board.

Section 2.4. Academy Board Requests for Direct Intercept of State School Aid Payments. If the Academy Board (i) authorizes a direct intercept of a portion of its State School Aid Payments from the State to a third party account for the payment of Academy debts and liabilities; or (ii) assigns or directs that a portion of its State School Aid Payments be forwarded by the Fiscal Agent to a third party account for the payment of Academy debts and liabilities, then Academy shall submit to The Governor John Engler Center for Charter Schools at Central Michigan University for review and consideration: (i) a copy of the Academy Board's resolution authorizing the direct intercept or the assignment or direction of State School Aid Payments; (ii) a State School Aid Payment Agreement and Direction document that is in a form and content acceptable to the Fiscal Agent; and (iii) other documents as required. The Center reserves the right to not acknowledge in writing any State School Aid Payment Agreement and Direction that is not in a form and content acceptable to the Fiscal Agent. The State School Aid Payment and Direction document shall include language that the third party lender or trustee acknowledges and consents to the transfer of State School Aid Payments into the Academy's dissolution account, as set forth in Article X of the Terms and Conditions. Any unspent funds remaining in the Academy dissolution account after payment of all wind-up and dissolution expenses shall be returned to the Academy.

**ARTICLE III**  
**STATE DUTIES**

Section 3.1 Eligibility for State School Aid Payments. The State, through its Department of Education, has sole responsibility for determining the eligibility of the Academy to receive State School Aid Payments. The State, through its Department of Education, has sole responsibility for determining the amount of State School Aid Payments, if any, the Academy shall be entitled to receive.

Section 3.2. State School Aid Payment Overpayments and Penalties. The State, through its Department of Education, has sole responsibility for determining State School Aid Payment overpayments to the Academy and the method and time period for repayment by the Academy. The State, through its Department of Education, has sole responsibility for assessing State School Aid penalties against the Academy for noncompliance with the Code and the State School Aid Act of 1979, as amended.

Section 3.3. Method of Payment. Each State School Aid Payment for the Academy will be made to the Fiscal Agent by the State Treasurer by issuing a warrant and delivering the warrant to the Fiscal Agent by electronic funds transfer into an account specified by the Fiscal Agent, or by such other means deemed acceptable to the Fiscal Agent. The State shall make State School Aid Payments at the times specified in the State School Aid Act of 1979, as amended.

#### **ARTICLE IV** **ACADEMY DUTIES**

Section 4.1. Compliance with State School Aid Act. In order to assure that funds are available for the education of pupils, an Academy shall comply with all applicable provisions of the State School Aid Act of 1979, as amended.

Section 4.2. Academy Account. The Academy is authorized to establish an Account in the name of the Academy. Signatories to the Account shall be current Academy Board members and/or Academy Board employees, which shall not include employees of the Academy Board's Educational Service Provider, as shall from time to time be determined by resolution of the Academy Board. The Academy Board is authorized to approve withdrawals and transfers from any Account established in the name of the Academy. Any authorization approved by the Academy Board for automatic withdrawals or transfers from an Academy Account may only be terminated or amended by the Academy Board.

Section 4.3. Expenditure of Funds. The Academy may expend funds that it receives from the State School Aid Fund for any purpose permitted by the State School Aid Act of 1979 and may enter into contracts and agreements determined by the Academy as consistent with the purposes for which the funds were appropriated.

Section 4.4. Mid-Year Transfers. Funding for students transferring into or out of the Academy during the school year shall be in accordance with the State School Aid Act of 1979 or applicable State Board rules.

Section 4.5. Repayment of Overpayment. The Academy shall be directly responsible for reimbursing the State for any overpayment of State School Aid Payments or any State School Aid penalties. At its option, the State may reduce subsequent State School Aid Payments by the amount of the overpayment or penalty or seek collection of the overpayment or penalty from the Academy.

**ARTICLE V**  
**RECORDS AND REPORTS**

Section 5.1. Records. The Fiscal Agent shall keep books of record and account of all transactions relating to the receipts, disbursements, allocations and application of the State School Aid Payments and Other Funds received, deposited or transferred for the benefit of the Academy, and these books shall be available for inspection at reasonable hours and under reasonable conditions by the Academy and the State.

Section 5.2. Reports. Annually, the Fiscal Agent shall prepare and send to the Academy within thirty (30) days of September 1, a written report dated as of August 31. This report shall summarize all receipts, deposits and transfers made on behalf or for the benefit of the Academy during the period beginning on the latter of the date hereof or the date of the last such written report and ending on the date of the report, including without limitation, State School Aid Payments received on behalf of the Academy from the State Treasurer and any Other Funds which the University Board receives under this Agreement.

**ARTICLE VI**  
**CONCERNING THE FISCAL AGENT**

Section 6.1. Representations. The Fiscal Agent represents that it has all necessary power and authority to enter into this Agreement and undertake the obligations and responsibilities imposed upon it in this Agreement and that it will carry out all of its obligations under this Agreement.

Section 6.2. Limitation on Liability. The liability of the Fiscal Agent to transfer funds to the Academy shall be limited to the amount of State School Aid Payments as are from time to time delivered by the State and the amount of Other Funds as delivered by the source of those funds.

The Fiscal Agent shall not be liable for any action taken or neglected to be taken by it in good faith in any exercise of reasonable care and believed by it to be within the discretion or power conferred upon it by this Agreement, nor shall the Fiscal Agent be responsible for the consequences of any error of judgment; and the Fiscal Agent shall not be answerable except for its own action, neglect or default, nor for any loss unless the same shall have been through its gross negligence or willful default.

The Fiscal Agent shall not be liable for any deficiency in the State School Aid Payments received from the State Treasurer to which the Academy was properly entitled. The Fiscal Agent shall not be liable for any State School Aid overpayments made by the State Treasurer to the Academy for which the State subsequently seeks reimbursement.



The Fiscal Agent shall not be liable for any deficiency in the State School Aid Payments received from the State Treasurer to which the Academy was properly entitled. The Fiscal Agent shall not be liable for any State School Aid overpayments made by the State Treasurer to the Academy for which the State subsequently seeks reimbursement.

Acknowledgment of Receipt

The undersigned, on behalf of the State of Michigan, Department of Treasury, acknowledges receipt of the foregoing Fiscal Agent Agreement that is part of the Contract issued by the Central Michigan University Board of Trustees to International Academy of Flint.

BY: Deborah M. Roberts  
Deborah M. Roberts, Director  
Bureau of State and Authority Finance  
Michigan Department of Treasury

Date: January 7, 2020

**CONTRACT SCHEDULE 4**  
**OVERSIGHT, COMPLIANCE**  
**AND REPORTING AGREEMENT**

## SCHEDULE 4

### OVERSIGHT, COMPLIANCE AND REPORTING AGREEMENT

This Agreement is part of the Contract issued by the Central Michigan University Board of Trustees ("University Board"), an authorizing body as defined by the Revised School Code, as amended (the "Code"), to International Academy of Flint ("Academy"), a public school academy.

#### Preliminary Recitals

WHEREAS, the University Board, subject to the leadership and general supervision of the State Board of Education over all public education, is responsible for overseeing the Academy's compliance with the Contract and all Applicable Law.

NOW, THEREFORE, in consideration of the premises set forth below, the parties agree to the following:

#### **ARTICLE I** **DEFINITIONS AND INTERPRETATIONS**

Section 1.1. Definitions. Unless otherwise provided, or unless the context requires otherwise, the following terms shall have the following definitions:

"Agreement" means this Oversight, Compliance and Reporting Agreement.

"Oversight Responsibilities" means the University Board's oversight responsibilities set forth in Section 2.1 of this Agreement.

"Compliance and Reporting Duties" means the Academy's duties set forth in Section 2.2 of this Agreement.

"State School Aid Payment" means any payment of money the Academy receives from the state school aid fund established pursuant to Article IX, Section 11 of the Michigan Constitution of 1963 or under the State School Aid Act of 1979, as amended.

#### **ARTICLE II** **OVERSIGHT, COMPLIANCE AND REPORTING RESPONSIBILITIES**

Section 2.1. Oversight Responsibilities. The Governor John Engler Center for Charter Schools ("The Center") at Central Michigan University, as it deems necessary to fulfill the University Board's Oversight Responsibilities, may undertake the following:

- a. Monitor and evaluate if the Academy Board is properly governing the Academy and following the Amended Bylaws set forth in the Contract.
- b. Monitor and evaluate the Academy's academic performance and progress toward achieving the educational goal and related measures set forth in Contract Schedule 7b.
- c. Monitor and evaluate the Academy's implementation, delivery, and support of the educational program and curriculum as set forth in Contract Schedules 7c and 7d, respectively.

- d. Monitor and evaluate the Academy's application and enrollment procedures as set forth in Contract Schedule 7f.
- e. Monitor and evaluate the Academy's organizational and financial viability.
- f. Monitor and evaluate the Academy's fiscal stewardship and use of public resources.
- g. Monitor and evaluate the records, internal controls or operations of the Academy.
- h. Monitor and evaluate if the Academy is staffed with qualified personnel and that appropriate background checks have been conducted.
- i. Monitor and evaluate if the Academy is providing a safe learning environment.
- j. Request evidence that the Academy has obtained the necessary permits and certificates to operate as a public school from the applicable governmental agencies, including, without limitation, the Michigan Department of Licensing and Regulatory Affairs' Bureau of Construction Codes and local health departments.
- k. Conduct comprehensive on-site reviews to assess and/or evaluate the Academy's performance.
- l. Monitor and evaluate if the Academy is demonstrating good faith in complying with the Contract, the Revised School Code, and all other Applicable Law.
- m. Request periodic reports from the Academy regarding any aspect of its operation, including, but not limited to, information identified in Schedule 8 of the Contract.
- n. Initiate action pursuant to the Terms and Conditions of the Contract to amend, revoke, reconstitute, terminate or suspend the Contract.
- o. Provide information and support to the Academy.

Section 2.2. Compliance and Reporting Duties. The Academy agrees to fulfill the following Compliance and Reporting Duties:

- a. Adopt and properly maintain governing board policies in accordance with Applicable Law.
- b. Comply with the reporting and document submission requirements set forth in the Master Calendar of Reporting Requirements issued annually by the Center.
- c. Comply with any Academy specific reporting and document submission requirements established by the Center.
- d. Comply with the insurance requirements set forth in Article XI, Section 11.2 of the Terms and Conditions of the Contract.
- e. Comply with the Center's Educational Service Provider Policies, as may be amended.

- f. Report any litigation or formal proceedings to the Center, including, but not limited to, litigation initiated by or against the Academy alleging violation of any Applicable Law. If the University is a named party, notify the general counsel for the University Board as set forth in Article XII, Section 12.1 of the Terms and Conditions.
- g. The Academy shall not occupy or use any school facility set forth in Schedule 6 of the Contract until such facility has received all fire, health and safety approvals required by Applicable Law and has been approved for occupancy by the Michigan Department of Licensing and Regulatory Affairs' Bureau of Construction Codes.
- h. Permit the Center to inspect the records, internal controls, operations or premises of the Academy at any reasonable time.
- i. Authorize the Center to perform audit and evaluation studies using Academy data including, but not limited to, personally identifiable information about the Academy's students and staff submitted by the Academy to agencies including, but not limited to, Center for Educational Performance and Information ("CEPI"), Office of Educational Assessment and Accountability ("OEAA") and the Michigan Department of Education ("MDE"). Pursuant to this authorization, the Center shall abide by the regulations that govern the use of student data within the Family Educational Rights and Privacy Act (FERPA - 34 CFR Part 99), the Michigan Identity Theft Protection Act of 2004, and the Privacy Act of 1974.
- j. Upon request, the Academy Board shall provide the Center with a written report, along with supporting data, assessing the Academy's progress toward achieving the educational goal and related measures outlined in Contract Schedule 7b.
- k. Upon request, provide the Center with copies or view access to data, documents or information submitted to MDE, the Superintendent of Public Instruction, the State Board of Education, CEPI or any other state or federal agency.
- l. If the Academy operates an online or other distance learning program, it shall submit a monthly report to the Michigan Department of Education, in the form and manner prescribed by the Michigan Department of Education, that reports the number of pupils enrolled in the online or other distance learning program, during the immediately preceding month.

Section 2.3. Waiver of Compliance and Reporting Duties. The University Board, or the Center Director as its authorized designee, may modify or waive any of the Academy's Compliance and Reporting Duties.

### **ARTICLE III** **RECORDS AND REPORTS**

Section 3.1. Records. The Academy will keep complete and accurate records and reports of its governance and operations. These records and reports shall be available for inspection by the Center at reasonable hours and under reasonable conditions.

**ARTICLE IV**  
**MISCELLANEOUS**

Section 4.1. Administrative Fee. The Academy agrees to pay to the University Board an administrative fee of 3% of the Academy's State School Aid Payments. This fee shall be retained by the University Board from each State School Aid Payment received for forwarding to the Academy. This fee shall compensate the University Board for overseeing the Academy's compliance with the Contract and all Applicable Law and other related activities for which compensation is permissible. By agreement between the Center and the Academy, the University may charge additional fees beyond the administrative fees for services rendered.

Section 4.2. Time of the Essence. Time shall be of the essence in the performance of obligations from time to time imposed upon the Academy and the University Board by this Agreement.

Section 4.3. Audit and Evaluation. The Academy:

- a. Hereby authorizes the Center to perform audit and evaluation studies using Academy data including, but not limited to, personally identifiable information about the Academy's students and staff submitted by the Academy to agencies including, but not limited to, Center for Educational Performance and Information ("CEPI"), Office of Educational Assessment and Accountability ("OEAA") and the Michigan Department of Education ("MDE"). Pursuant to this authorization, the Center shall abide by regulations that govern the use of student data within the Family Educational Rights and Privacy Act ("FERPA"), the Michigan Identity Theft Protection Act of 2004 and the Privacy Act of 1974.
- b. Shall upon request, provide the Center with copies or view access to data, documents or information submitted to the Michigan Department of Education, the Superintendent of Public Instruction, the State Board of Education, the Center for Educational Performance and Information, the Michigan DataHub or any other state or federal agency.

Section 4.4. Fiscal Stress Notification from State Treasurer. If the State Treasurer notifies the Academy that the State Treasurer has declared the potential for Academy financial stress exists, the Academy shall provide a copy of the notice to the Center. Within fifteen (15) days of receipt of the notification from the Academy, the Center Director shall notify the Academy whether the Center is interested in entering into a contract to perform an administrative review for the Academy. The parties shall consult with the Department of Treasury on the development of the contract and the contract for administrative review shall comply with the Code. If the Center is not interested in performing an administrative review or if the parties are unable to reach agreement on an administrative review, the Academy shall consider entering into a contract for an administrative review with an intermediate school district. Nothing in this Section 4.4 shall prohibit the Academy for electing to enter into a contract for an administrative review with an intermediate school district. Nothing in this Section 4.4 shall require the Academy to elect to enter or not enter into a contract for an administrative review with the Center or an intermediate school district.

**CONTRACT SCHEDULE 5**

**DESCRIPTION OF STAFF RESPONSIBILITIES**

## DESCRIPTION OF STAFF RESPONSIBILITIES

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article III, Section 3.6., the Academy is authorized to employ or contract for personnel according to the position information outlined in this schedule. Before entering into an agreement with an Educational Service Provider, as defined in the Terms and Conditions of this Contract, to provide comprehensive educational, administrative, management or instructional services or staff to the Academy, the Academy Board must first comply with the Educational Service Provider Policies adopted by the Center.

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**Qualifications.** The Academy shall comply with all applicable law regarding requirements affecting personnel employed by or assigned to the Academy including (but not limited to): qualifications, evaluation systems, criminal background checks and unprofessional conduct disclosures. All administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. Except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule.

**Administrator and Teacher Evaluation Systems.** The Academy Board shall adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system that complies with the Code. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider adopts a performance evaluation system that complies with MCL 380.1249.

**Performance Evaluation System.** During the term of this Contract, the Academy shall not assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code. If the Academy is unable to comply with this provision of the Code and plans to assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code, the Academy Board shall notify the pupil's parent or legal guardian that the pupil has been assigned to be taught in the same subject area for a second consecutive year by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations. The notification shall be in writing, shall be delivered to the parent or legal guardian not later than July 15<sup>th</sup> immediately preceding the beginning of the school year for which the pupil is assigned to the teacher, and shall include an explanation of why the pupil is assigned to the teacher. MCL 380.1249a.

**Teacher and Administrator Job Performance Criteria.** The Academy Board shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's or school administrator's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider complies with this section. MCL 380.1250.

### **Reporting Structure**

All positions are employed by the Educational Service Provider(s) and are outlined in the Educational Service Provider Agreement(s) included in this Schedule.

### **Position Responsibilities**

Following are the categories into which Academy staff fall. Descriptions for all positions employed by or assigned to the Academy are available at the Academy.

### **School Administrator(s)**

As stated above, all administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. In addition to the position titles identified in MCL 380.1246, the Michigan Department of Education ("MDE") will deem an administrator working

at a district or school level to be “administering instructional programs” if the person’s position description or day-to-day duties include any or all of the following elements \*:

1. Responsibility for curriculum. This includes final or executive decisions which directly impact what should be taught to students and how it should be delivered, as well as what learning outcomes are expected, often following a philosophy of research, best practices, and continuous improvement providing equitable access to all students.
2. Responsibility for overseeing district or school improvement plan design or implementation. This includes a vision and a method for execution of plans regarding incorporating student assessment, using student performance and school safety data to drive decision-making, the use of information technology to support improvement, professional development, and overall student achievement.
3. Oversight of instructional policies. This includes the creation, modification, and recommendation of final policy regarding any aspect of how teachers implement, deliver, and support curriculum. Whether or not making specific financial decisions in support of these policies is part of the oversight role, this person still has final decision-making responsibility for instruction.
4. Executive-level reporting on academic progress to a governing authority. This includes providing updates, documentation, data, or presentations in an official or executive capacity to a governing body regarding progress on student learning goals—whether or not these reports are tied to expenditures related to the successful delivery of the instruction.
5. Supervision and evaluation of direct reports responsible for instruction. This includes providing executive leadership for employees who report to the individual, and providing direction to establish work priorities and decision-making. This involves evaluation of educator efficacy as well as general work performance of staff.

(\*This statement and numbered items that follow it were taken directly from the February 23, 2017, Memorandum issued by the MDE.)

### **Instructional Staff**

As stated above, except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule. Individuals that are considered instructional staff are responsible for implementing the Academy’s curriculum, developing assessments and monitoring student progress. Instructional staff whose main responsibility is working with students with disabilities must modify instructional techniques in order to enhance learning for all students.

### **Non-Instructional Staff**

The staff that fall into this category are not required to hold an administrator certificate or a teaching certificate. The individuals in this category support the Academy’s pursuit of its mission, vision, and educational goals.

### **Education Provider Agreement**

This Public School Academy Education Provider Agreement (hereinafter the "Agreement") is entered into by and between the International Academy of Flint, a Michigan nonprofit corporation represented by their Board of Directors (hereinafter the "Academy Board"), and Flint Education Management LLC, a Delaware corporation (hereinafter "Education Provider") for services rendered beginning July 1, 2020 ("Start Date"). This Agreement is effective upon the date of Academy Board's signature.

#### **Preamble**

Whereas the Academy Board and the Education Provider (the parties) share a common vision that diligent use of the SABIS® academic program will help a diverse group of student applicants to the program, selected in accordance with the requirements of applicable law, become responsible citizens with a love for life-long learning and prepare them intellectually, morally and socially to succeed in college, and further, the parties desire to indefinitely foster the educational partnership which began with the 1999-2000 Academic Year.

In pursuit of this common vision, the parties enter into this Agreement for the management and operation of the Academy. Both parties agree to hold the best interests of the students above all individual interests, recognizing that the academic success of the Academy's graduates will eventually benefit the mutual interests of the parties.

#### **Recitals**

Whereas, the Academy Board has been issued a Charter Contract (hereinafter the "Charter") by the Central Michigan University Board of Trustees (hereinafter the "Authorizer") to operate an independent Public School Academy (the "Academy") in accordance with Part 6A of the Michigan Revised School Code (the "Code"), as amended, MCL 380.501 et. seq. and all regulations promulgated thereto (hereinafter the "Public School Academy Law") and in accordance with all other applicable federal and state laws;

Whereas, the Academy Board desires to operate the Academy as an independent Public School Academy authorized by the Authorizer under the Public School Academy Law and any and all other applicable federal and state laws and regulations;

Whereas, the Education Provider is in the business of educating children in accordance with the SABIS® educational program and philosophy, as amended from time to time, as described in the Charter between the Academy and the Authorizer originally executed on August 17, 1999, reauthorized on August 17, 2004, July 1, 2007, July 1, 2012, July 1, 2017 and has been or is expected to be reauthorized in 2020 for up to five (5) additional years.

Whereas, the Academy Board desires to have the Education Provider provide the educational and other services to and on behalf of the Academy, in accordance with the provisions of the Public School Academy Law and any and all other applicable laws and regulations, and the terms and conditions hereinafter set forth herein, and the Education Provider desires to provide such services to the Academy; and

Whereas, the Academy Board has reviewed the Educational Program and, as part of the engagement of the Education Provider to provide the services described herein, the Academy Board has determined that it is in the best interest of the Academy and its pupils to adopt the Educational Program included in the Charter.

Now, therefore, in consideration of the mutual covenants, representations, warranties and agreements contained herein and for other good and lawful consideration, the receipt of which is hereby acknowledged, the parties hereby agree as follows:

**1. Appointment and Acceptance.** The Academy represents that it is authorized by law to contract with a private entity for that entity to provide educational management services. The Academy further represents that it has been granted the Charter by the Authorizer to organize and operate a Public School Academy, it is authorized by the Authorizer to supervise and control such Academy, and is invested with all powers necessary or desirable for carrying out the educational program contemplated in this agreement. The Academy Board hereby (i) appoints and engages the Education Provider for the purpose of providing managerial, administrative and educational services to the Academy more specifically described herein and (ii) grants to the Education Provider the right, power and authority to the extent permitted by law to carry out the duties and obligations of an Education Provider provided by this Agreement upon the terms and conditions set forth herein. The Education Provider hereby accepts such appointment, for the term as set forth in Section 6, as manager, with full, general authority, subject to the terms and conditions of this Agreement, the Charter, and all applicable law, to act on behalf of the Academy, and in its name, for purposes of managing and administering the Academy.

**2. Relationship between the Education Provider and the Academy.**

**2.1. Cooperation.** The Education Provider shall provide an opportunity for the Academy Board or its designees, upon notice to the Education Provider and in accordance with guidelines mutually agreeable to the parties, to: (i) observe the Education Provider's educational processes; and (ii) evaluate efforts to meet Evaluation Criteria (as defined in Section 3.5 below). The Academy Board shall carry out its duties under this Agreement in such a manner as to minimize disruption to the orderly functioning and administration of the Academy, and the Education Provider shall have the authority in its good faith judgment to ensure such minimized disruption. The Academy Board and the Education Provider mutually recognize that frequent interruptions of the educational process can be detrimental to the progress of the students and an impediment to the mutual goals of the Academy Board and the Education Provider.

**2.2. Independence.** The Education Provider is not a division, subsidiary, or part of the Academy. The Academy is a body corporate and governmental entity authorized by the Code and is not a division, subsidiary, or part of the Education Provider. The relationship between the Education Provider and the Academy is based solely on the terms of this Agreement and the terms of any other agreements between the Education Provider and the Academy. All terms and conditions between the parties have been reduced to writing herein. No agreement between the parties is enforceable unless it is in writing signed by the parties.

**2.3. Access to Confidential Information.** The Academy Board agrees to define "school official" in the Academy's annual notification of rights under 20 U.S.C. § 1232g, 34 C.F.R. §

99, FERPA to include a contractor who performs an institutional service or function for which the Academy would otherwise use its own employees, who is under the direct control of the Academy with respect to the use and maintenance of personally-identifiable information from education records, and who is subject to the requirements of 34 C.F.R. § 99.33(a) governing the use and redisclosure of personally identifiable information from education records. The Board designates Flint Education Management LLC and certain of its employees and subcontractors as school officials of the Academy having a legitimate educational interest such that they are entitled to access to educational records under FERPA. Flint Education Management LLC and its employees and subcontractors agree to comply with FERPA and corresponding regulations applicable to school officials. Except as set forth in this Paragraph or as expressly acknowledged in writing by the Board, no employee of Flint Education Management LLC shall be deemed to be an agent of the Academy. The Education Provider shall promulgate and suggest to the Academy Board appropriate policies to affect the rights and responsibilities set forth in FERPA.

**2.4. No Interference.** Pursuant to the Policies, no provision of this Agreement shall interfere with the Academy's Board's constitutional duty to exercise its statutory, contractual and fiduciary responsibilities governing the operation of the Academy; prohibit the Academy Board from acting as an independent, self-governing public body; or allow public decisions to be made other than in compliance with the Open Meetings Act.

**2.5. Governmental Immunity.** Pursuant to the Policies, no provisions of this Agreement shall restrict an Academy Board from waiving its governmental immunity or require an Academy Board to assert, waive or not waive its governmental immunity.

**2.6. Academy Accounts.** Pursuant to the Policies, (a) no provision of this Agreement shall alter the Academy Board treasurer's legal obligation to direct that the deposit of all funds received by the Academy be placed in the Academy's depository account as required by law; (b) the signatories on the Academy Board accounts shall solely be Academy Board members or properly designated Academy Board employee(s); and (c) interest income earned on Academy accounts shall accrue to the Academy.

### **3. Rights and Obligations of the Academy Board.**

**3.1. Compliance with Law.** The Academy Board shall be responsible to the Authorizer for the operation of the Academy in accordance with the Charter, the Public School Academy Law and all applicable federal and state laws and regulations, except such waivers and exemptions that are from time to time approved in accordance with applicable law. The Academy Board, with the management assistance of the Education Provider as set forth in this Agreement, shall comply with the provisions of applicable law regulating, including but not limited to, student admissions, student records, access to equal educational opportunities, Academy year and Academy day requirements, special education, food service, transportation, student testing and state and federal health and safety laws and regulations.

**3.2. Compliance with Charter Contract.** The Academy Board has the obligation to comply with the provisions of and maintain the Charter granted it by the Authorizer for establishment of the Academy. It shall do and cause to be done all things necessary to ensure that all conditions imposed by the Authorizer are fulfilled at all times. Notwithstanding the

foregoing, however, the Academy Board has retained the Education Provider to assist it with carrying out its rights and obligations, including maintaining its Charter, complying with all applicable provisions of law, and addressing complaints regarding the Academy's or the Education Provider's operation from any person or entity.

### **3.3. Resolution of Complaints.**

**3.3.1 Notice.** If any agent of the Academy Board receives a written complaint regarding any alleged material deficiency in any aspect of the Academy's or the Education Provider's operations with respect to the Academy from any person or entity, or if the Academy Board is notified by the Authorizer or any other governmental authority that the Academy or the Education Provider is or may be in material violation of the Public School Academy Law, the Charter, or any other applicable law or regulation (all of the foregoing collectively referred to as "Complaint(s)"), then the Academy Board shall promptly notify the Education Provider of the Complaint. Conversely, if the Education Provider (or School Leader) is first notified of Complaints by any person or entity, it (or he or she) shall promptly notify the Academy Board of such Complaint..

**3.3.2. Resolution of Complaints.** Upon receiving notice from any source of a Complaint, the Education Provider shall conduct or direct the School Leader to conduct a thorough investigation to determine whether the claimed violation in fact exists. The Education Provider, through the School Leader, shall keep the Academy reasonably and timely informed of efforts to resolve Complaints and shall cooperate with all reasonable Academy Board requests for non-privileged information regarding the Complaint and its resolution.

**3.3.3 Complaints Regarding Staffing Assignments.** If the Academy Board or Education Provider receive notice of a Complaint involving the terms and working conditions of Staffing Company employees assigned to the Academy, the Academy Board or Education Provider shall promptly notify the School Leader, who shall notify the Staffing Company. Such employee Complaints shall be handled consistent with the terms of the Staffing Agreement.

**3.3.4 Complaints Against the School Leader.** Complaints against or concerning the acts or omissions of the School Leader shall be promptly directed to the Education Provider, who shall be responsible for investigation and resolution of the Complaint.

**3.3.5 Complaints Against the Education Provider.** If the Complaint involves allegations against the Education Provider, then the Academy Board shall conduct a thorough investigation to determine whether or not the claimed violation in fact exists. The Education Provider shall reasonably cooperate with the Academy Board in the Academy Board's investigation of such Complaint. If the Academy Board makes a good faith determination that the Education Provider is failing to do all things necessary and reasonable to investigate, remedy, rebut or contest the Complaint, then the Academy Board shall provide written notice to the Education Provider of such belief, stating with particularity the reason for its finding and the parties shall attempt to resolve the dispute in accordance with Section 11 below. If the dispute is not resolved in accordance with Section 11, the Academy Board may, but shall not be

obligated to, separately take all reasonable actions to investigate, remedy, rebut or contest the Complaint, including but not limited to establishing direct communications with the person(s) raising the Complaint or retaining counsel to contest the matter or negotiate a solution. The foregoing notwithstanding, (a) the Academy Board shall not consent to the entry of any judgment or enter into any settlement with respect to a Complaint without written notice to the Education Provider, and (b) the Academy Board shall seek the Education Provider's reasonable cooperation in the defense of the matter. Nothing in this section precludes the Academy Board from independently investigating a Complaint at any time and making any determination or decision necessary as it deems appropriate.

3.4 [THIS SECTION INTENTIONALLY LEFT BLANK]

**3.5. Evaluation Criteria.** The Academy Board shall have the right and obligation to evaluate the progress of the Education Provider towards educating the children in accordance with the evaluation criteria and minimum outcome standards for performance which shall meet or exceed the minimum standards established by the Charter, Section 4.5, the Public School Academy Law, Board Policy as set from time to time, Authorizer's Educational Service Provider (ESP) Policies ("Policies") as they exist at the time, and any and all other applicable federal and state laws and regulations (hereinafter the "Evaluation Criteria"). The parties agree that they shall mutually agree upon an evaluator. To the extent that the parties cannot agree to an evaluator, then Authorizer shall be requested to evaluate progress. To the extent that Authorizer declines to assume the role of evaluator, the parties may each employ their own evaluator and Education Provider shall pay for its evaluation and such expense shall not be an expense of the Academy or reimbursement.

In addition to the above Academy Board evaluation, the Education Provider shall at least annually (a) seek feedback from the Academy Board on the performance of the School Director, (b) receive comments from and respond to Academy Board questions about the Education Provider's evaluation of the School Director's performance ("Performance Evaluation"), and (c) provide a copy of the Performance Evaluation to the Academy Board. The Education Provider will remain responsible for addressing unsatisfactory performance.

**3.6. Physical Space.** The Academy is the owner of the building and facilities located at 2820 S. Saginaw, Flint, Michigan along with other properties. With respect to any and all leases, bonds, or mortgages under which the Academy is named the Education Provider shall undertake to fully perform and complete the obligations of the Academy under any and all such arrangements, but assumes no financial obligations. However, it is understood that to the extent that there are agreements, payments made pursuant to the physical space occupied by the Academy shall be part of the budgeting process. The Academy Board shall have overall control of the physical plant of the Academy.

**3.7. Name of the Academy.** The name of the Academy shall be "International Academy of Flint". During the term of this Agreement, all business cards, letterhead, brochures, press releases, etc. shall also contain the following words after the Academy name: "a Member of the SABIS® Network." If the Education Provider or another SABIS® affiliate no longer manages the Academy, the Academy Board shall not be permitted to use any copyrighted or protected name associated with SABIS®. However, the Academy Board shall be permitted to continue to use the name "International Academy of Flint" without reference to "SABIS®

Network."

**3.8. Publicity.** The Academy Board shall not refer to the Education Provider or any entity affiliated with the Education Provider in any advertising or other publication in connection with goods or services rendered by the Education Provider without the prior written approval of the Education Provider, which consent shall not be unreasonably withheld.

**3.9. Rules and Procedures.** The Education Provider may recommend reasonable rules, regulations and procedures applicable to the Academy. The Academy Board shall adopt rules, regulations, and procedures and shall authorize and direct the Education Provider to enforce such rules, regulations and procedures.

**3.10. Good Faith Obligation.** The Academy Board shall be responsible for its fiscal and academic policies. The Academy Board shall exercise good faith in considering the recommendations of the Education Provider including, but not limited to, the Education Provider's recommendations concerning policies, rules, regulations, procedures, curriculum and budgets, subject to constraints of law and requirements of the Charter. The Academy Board, however, must exercise its fiduciary obligation to do what is in the best interest of the Academy. The Academy Board shall notify the Education Provider of and allow the Education Provider representatives to attend all of its meetings, except closed meetings unless invited by the Academy Board, in accordance with the Open Meetings Act.

**3.11. Furniture, Fixtures, Books, and Equipment.** Notwithstanding anything to the contrary in this Agreement, Academy Board and the Education Provider acknowledge and agree that all furniture, fixtures, books, materials, supplies and equipment purchased with state aid payments, grants or other revenues, or are otherwise purchased by the Education Provider on behalf of or as the agent of the Academy are and shall remain the property of Academy upon termination of this Agreement. Such purchase shall be made only in compliance with the Code (including, but not limited to, sections 1267 and 1274 of the Code, MCL 380.1267 and MCL 380.1274) as if the Academy were making these purchases directly from a third party supplier or vendor. To the extent that Education Provider has purchased equipment which is located at and used by the Academy, following termination of this agreement, for whatever reason, the Academy may elect to purchase said equipment from Education Provider at its fair market value.

#### **4. Rights and Obligations of the Education Provider.**

**4.1. Education Provider Responsibilities.** Consistent with the obligations of the Academy Board under the Charter, the Public School Academy Law, and any and all applicable federal and state laws and regulations, and in order to assist the Academy Board in carrying out the terms of the Public School Academy Law, the Education Provider shall have the following responsibilities in connection with the administration, operation, and management of the Academy and the education of Academy students:

- (a) Consistent with the SABIS® educational program and philosophy, implementation and administration of the curriculum and educational program identified in the Charter and extra-curricular programming;
- (b) All functions of Academy business administration, to the extent not reserved



to/by the Academy Board;

- (c) Proper maintenance, administration, and operation of Academy facilities;
- (d) Providing the Academy Director at Education Provider's costs and expense as set forth in paragraph 5.6. Education Provider shall be responsible for the selection and dismissal of the Academy Director, subject to the approval of the Academy Board, not to be unreasonably withheld.
- (e) Oversight of Academy personnel;
- (f) Coordination of and cooperation with Academy service providers described in section 4.6 (Other Service Contracts).
- (g) Any other function necessary or expedient for the administration, operation, and management of the Academy to ensure fidelity to the SABIS® academic program.

**4.2. Academy Personnel.** Pursuant to the Policies, the parties acknowledge no contract with staff assigned to the Academy (including by way of example and not limitation, administrators, teachers, counselors and the like) shall contain a non-compete clause of any nature.

**4.2.1 School Leader.** Pursuant to the Policies, Education Provider accepts full liability and acknowledges its responsibility for paying all salaries, benefits, payroll taxes, worker's compensation, unemployment compensation and liability insurance for the School Leader irrespective of whether the Education Provider receives an advancement of its costs or the payment of services from the Academy. Any travel by the School Leader that is primarily for the benefit of the Education Provider shall be paid by the Education Provider and shall not become a part of the annual budget or expenses incurred for the operation of Academy Board. Travel by the School Leader that is primarily for the benefit of the Academy shall be included in the proposed budget and be subject to the Academy Board's review and approval as a part of the budget approval process.

**4.2.2 Leased Employees.** Education Provider acknowledges the Academy has entered or will enter into an agreement with a staffing company ("Staffing Company") substantially in the form of the attached staffing agreement for the employment of Academy staff; back office human resource services, including but not limited to, staff placement, payroll, and benefits; and related administrative services ("Staffing Agreement"). Education Provider acknowledges the Staffing Company's and Academy Board's respective rights and obligations therein. School Leader shall control the day to day activities of Academy staff to operate the Academy in accordance with this Agreement and in compliance with Academy policies, procedures, the Contract, and all applicable law, and shall undertake his or her responsibilities at the Academy consistent with the terms and conditions of the Staffing Agreement. The Education Provider shall be entitled to notice in advance of any amendment to the Staffing Agreement made subsequent to the execution of this Agreement.

**4.3. Place of Performance.** The Education Provider reserves the right to perform functions other than instruction, such as purchasing, professional development and administrative functions, off-site at other Education Provider locations, unless prohibited by state or local law. All efforts shall be made to have such training at the Academy to the extent possible or practical.

**4.4. Pupil Performance Standards and Evaluation.** The Education Provider shall implement pupil performance evaluations that permit assessment of the educational progress of each Academy student. The Education Provider shall be accountable to the Academy Board for the performance of students who attend the Academy. At the minimum, the Education Provider will use assessment strategies required by the Charter. The Academy Board and the Education Provider will cooperate in good faith to identify other measures and goals for student and Academy performance.

**4.5. Education Goals/Measurement.** Pursuant to applicable law and the Terms and Conditions of this Agreement, the Education Provider shall achieve or demonstrate measurable progress toward the achievement of the educational goals identified in Schedule 7b of the Charter Contract titled "Educational Goal and Related Measures" ("Section B"). The Education Provider shall provide, on a monthly basis, the Academy Board and/or The Governor John Engler Center for Charter Schools ("The Center") with a written report, along with supporting data, assessing the Education Provider's progress toward achieving this goal. This report shall be submitted as part of the monthly Education Provider's report. In addition, the Academy Board expects the Education Provider will meet the State of Michigan's accreditation standards pursuant to state and federal law. To determine if the Education Provider is achieving or demonstrating measurable progress toward the achievement of this goal, the Academy Board and/or The Center will annually assess the Education Provider's performance using Section B, and as may be amended by the authorizer during the term of this Agreement.

**4.6. Other Service Contracts.**

**4.6.1. Special Services.** This Agreement shall not restrict the Academy's right to contract directly with public or private entities and individuals for special services outside the scope of this Agreement ("Special Services"), including: food and transportation services; special education services; custodial services, supplies and equipment; landscaping services; maintenance services; grant writing services; website development services; IT training services; RFP drafting services; personnel staffing and leasing, payroll and human resources administration services, personnel recruitment services; building and site improvements; facilities search services, services the Education Provider deems reasonably necessary to achieve the goals of the Academy and the Education Provider subject to Board approval, not to be unreasonably withheld; and any other services the Board and Education Provider mutually deem reasonably necessary.

The Academy may, but shall not be required, to procure such Special Services from Education Provider or its parent company, SABIS® Educational Systems, Inc. The parties acknowledge such Special Services shall be procured through written signed contracts and the expense of any such Special Service contractors shall be a budget item and part of the operating budget.

**4.6.2. Education Provider Subcontracts** If the Education Provider contracts directly with any public or private entity for purposes of fulfilling its responsibilities under this agreement (“Subcontract”), pursuant to the Policies, (a) the Education Provider shall be responsible for payment of the Subcontractor; (b) the Education Provider shall remain ultimately responsible to the Academy Board for the failure of any Subcontractor to adequately provide such services; (c) Education Provider shall ensure that all Subcontracts comply with applicable law including the Family Educational Rights and Privacy Act, 20 U.S.C. §1232g et seq., (“FERPA”) and the criminal background check provisions of the Code; and (d) The Education Provider shall defend, indemnify and hold harmless the Academy Board with regard to any claim, suit or action brought by a third party arising out of any Subcontract.

**4.6.3. No Duplicate Charges.** Notwithstanding Sections 4.6.1 or 4.6.2, Education Provider services included in the management fee shall not be charged to, reimbursed by, or passed through as an additional cost to the Academy. Pursuant to the Policies, no corporate costs of the Education Provider shall be charged to, or reimbursed by, the Academy.

**4.7. Compliance with Law and Charter.** The Education Provider shall exercise its rights and fulfill its responsibilities and obligations under this Agreement so as to remain in compliance with and so as to assure the Academy's compliance with the Charter Public School Academy Law and any and all applicable federal and state laws and regulations. The Education Provider shall also fulfill its responsibilities and obligations with regard to any new policies or procedures as promulgated by the Authorizer or the Academy Board from time to time. The Education Provider agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Charter issued by Authorizer. The provisions of the Academy's Charter shall supersede any competing or conflicting provisions contained in this Agreement. The Education Provider will not act in a manner that will cause the Academy to be in breach of its Charter with the Authorizer or to be in violation of the policies adopted or, from time to time, amended by the Authorizer. Whenever the Academy Charter with the Authorizer is amended, the Academy Board must immediately provide the Education Provider with the amended Charter. Pursuant to the Policies, any action or inaction by the Education Provider that is not cured within sixty (60) days of notice thereof which causes the Charter to be revoked, terminated, suspended or which causes the Charter to be put in jeopardy of revocation, termination or suspension by Central Michigan University is a material breach of this Agreement.

**4.8. Reporting by the Education Provider.** The Education Provider shall:

**4.8.1.** Prior to the beginning of any Academic Year, the Education Provider must provide the Academy with specific goals and objectives, consistent with the Charter goals, with regard to the education and performance of all students for that year along with specific goals and objectives with regard to the education and performance of all students by the end of the term of this Agreement. The specifications of goals and objectives shall be general as to all students and not be required for each individual student.

**4.8.2.** On a quarterly basis, the Education Provider must provide the Academy Board

with a report as to what was done during the previous quarter to accomplish the specific goals and objectives with regard to the education and performance of all students; and must provide the Academy Board with a report as to what is going to be done in the coming quarter to correct any past deficiencies and/or to move forward to accomplishing the specific goals and objectives.

**4.8.3.** Report quarterly to the Academy Board, or as often as required under the Public School Academy Law and all other applicable federal or state laws or regulations (whichever is most frequent), its progress toward attaining the Evaluation Criteria, defined in Section 3.5.

**4.8.4.** Provide financial reports to the Academy Board in accordance with Section 5, including:

(a) Detailed statements of all revenues received from whatever source shall be submitted to the Academy when those funds are picked up by the Academy, and detailed statements of all direct expenditures for services rendered to or on behalf of the Academy in a format showing budget to actual revenues and expenditures with an explanation of variances;

(b) Pursuant to the Policies Education Provider shall provide the Academy Board with monthly financial statements that are not more than forty-five (45) days in arrears, which statements shall include a balance sheet, a cashflow statement, an object-level detailed statement of revenues, expenditures, and changes in fund balance that includes a comparison of budget-to-actual information and an explanation of variances.

(c) Other information on a periodic basis to enable the Academy Board to monitor the Education Provider's educational performance and the efficiency of its operation of the Academy.

**4.8.5.** The financial and other records maintained and kept by the Education Provider in relation to the Academy will be made available to the Academy and the independent auditors of the Academy.

**4.8.6.** The Education Provider and the Academy Board shall cooperate in the preparation of any and all reports required to be submitted under applicable federal or state laws or regulations.

**4.8.7.** A representative of the Education Provider shall attend the monthly board meetings and shall report to the Academy Board the operations of the Academy. The Education Provider's representative will use his or her best efforts to attend the monthly board meetings in person. However, if extenuating circumstances prevent in-person attendance, the Education Provider's representative may attend the monthly board meeting through the use of teleconferencing or videoconferencing.

**4.9. Student and Financial Records.** Pursuant to the Policies (a) the financial, educational and student records pertaining to the Academy are Academy property and such records are subject to the provisions of the Michigan Freedom of Information Act; (b) All Academy

records shall be physically or electronically available, upon request, at the Academy's physical facilities; (c) except as permitted under the Charter and Applicable Law, this Agreement shall not restrict the University's or the public's access to the Academy's records. All records shall be kept in accordance with applicable state and federal requirements. Pursuant to the Policies the Academy Board shall select, retain and pay for an independent auditor to perform the Academy's annual financial audit in accordance with the Academy's authorizing documents and the State School Aid Act. Upon request, all financial and other records of the Education Provider maintained on behalf of the Academy shall be made available to the Academy, the Academy's independent auditor, and the Authorizer by the Education Provider.

**4.9.1.** Pursuant to the Policies and except as permitted under the Code, the Education Provider shall not sell or otherwise provide to a for-profit business entity any personally identifiable information ("PII") that is part of an Academy student's education records; if the Education Provider receives information that is part of an Academy student's education records, the Education Provider shall not sell or otherwise provide the information to any other person except as permitted under the Code. For purposes of this section, the terms "education records" and "personally identifiable information" shall have the same meaning as those terms in section 1136 of the Code, MCL 380.1136. The parties acknowledge that Education Provider stores electronic records containing PII on a network server which is accessible to authorized employees of its parent and affiliated corporate entities for the limited purpose of supporting Education Provider in performing its responsibilities pursuant to this Agreement and similar education management services agreements for K-12 schools.

**4.9.2.** Pursuant to the Policies, in the event of a data breach of personally identifiable information (PII) from Academy education records or other information not suitable for public release, the Academy shall notify the Education Provider in writing; the Education Provider shall promptly determine and implement the steps necessary to correct the unauthorized access and notify those individuals whose personal information may have been compromised in accordance with Academy Policy 8351 and Academy Administrative Guidelines 8330.

**4.10. Student Fees.** The Education Provider may charge fees to students only in accordance with applicable Board policy and provisions of the Public School Academy Law and any other applicable federal or state laws or regulations. Additional revenue accruing as a result of such fees shall be deemed "Revenue" for purposes of Section 5.1 below.

**4.11. Student Recruitment and Enrollment.** The Education Provider and the Academy Board shall be jointly responsible for the recruitment and enrollment of students subject to agreement on general recruitment and admission policies. Students shall be selected in accordance with the procedures set forth in the Charter and in compliance with the Code and other applicable law.

**4.12. Due Process Hearings.** The Education Provider shall provide students due process hearings in conformity with Academy Board policy and the requirements of state and federal law regarding discipline, special education, confidentiality and access to records, to an extent consistent with the Academy Board's own obligations. The Academy Board shall retain the right to provide due process hearings as required by law.

**4.13. Special Education Services.** Special education services shall be provided to eligible students who attend the Academy in a manner that complies with federal, state and local laws and applicable regulations and policies and consistent with section 4.6.

**4.14. Legal Requirements.** The Education Provider shall provide the educational programs set forth in the Charter and as approved by the Academy Board. Any changes to the educational program require prior approval by the Academy Board and the Authorizer and must meet federal, state, and local requirements, and the requirements imposed under the Code and the Charter.

**4.15. Delegation of Authority.** Nothing in this Agreement shall be construed as delegating to the Education Provider any of the powers, obligations, or authority of the Academy Board which are not subject to delegation by the Academy Board under Michigan law.

**4.16. Insurance.** The Education Provider may assist the Academy Board in obtaining and maintaining through a company or companies authorized to do business in Michigan such insurance as required by the Charter.

**4.16.1.** The Academy Board shall secure and maintain such policies of insurance as required by the Charter and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), and that in the event the University or M.U.S.I.C. requests any change in coverage by the Academy, the Academy agrees to comply with any change in the type of or amount of coverage, as requested, within thirty (30) days after notice of the insurance coverage change. The Academy's insurance is separate from and in addition to the insurance the Academy Board is required to obtain under the Charter.

**4.16.2.** Pursuant to the Policies, the Education Provider shall secure and maintain such policies of insurance as required by the Charter and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), and that in the event the University or M.U.S.I.C. requests any change in coverage by the Education Provider, the Education Provider agrees to comply with any change in the type or amount of coverage, as requested, within thirty (30) days after notice of the insurance coverage change. The Education Provider's insurance is separate from and in addition to the insurance the Academy Board is required to obtain under the Charter.

**4.16.3.** The Academy Board and the Education Provider shall comply with any information or reporting requirements applicable to the respective parties under the required insurance policies with their insurer(s), to the extent practicable. The Education Provider and the Academy Board shall have a provision included in all policies requiring notice to the Academy, at least thirty (30) days in advance, upon termination or non-renewal of the policy.

**4.16.4.** Each party shall maintain workers compensation insurance when and as required by law covering their respective employees.

**4.17. Major Changes in Educational Goals and Programs.** The Education Provider agrees to implement the educational goals and programs and curriculum set forth in the Charter and as approved by the Academy Board. Should the Education Provider determine that it is necessary to materially modify the educational goals or programs, it will inform the

Academy Board of the proposed material changes. Only upon prior approval of both the Academy Board and the Authorizer will the Education Provider implement them. To the extent that the Academy Board requires changes to the educational goals and programs and curriculum, the Education Provider shall implement such change to the extent that such change is permitted by law and is approved by the Authorizer.

**4.18. Epicenter Requirements.** Education Provider and Academy Board will fully comply with Authorizer's reporting and submission requirements as to those items each party is responsible for completing so as to ensure that Academy Board's Epicenter score does not fall below 98% compliance for fiscal year of each fiscal year of this Agreement. Compliance will be determined by taking the total timely submissions as required by the Authorizer divided by the total amount of submissions required by the authorizer.

## **5. Plans, Budgets, and Funding**

**5.1. Budget.** All revenues will be used as prescribed by their source. Education Provider shall prepare and propose to the Academy Board a detailed recommended balanced budget using mutually agreed upon student count and financial numbers for each fiscal year in the manner and form prescribed by the Uniform Budget and Accounting Act, as well as the Authorizer. The budget shall show, at the object level in the Michigan Chart of Accounts format, each area of expenditure as a separate line item. The Education Provider shall provide the budget for each school year on or before the second Monday in April by 3:00PM EST. In the event the Academy Board and Education Provider have reached an impasse on the budget, the Education Provider may terminate this Agreement in accordance with the termination provisions listed in Section 11 of this Agreement. Pursuant to the Uniform Budget and Accounting Act, MCL 141.422b, the Academy Board is responsible for designating the Chief Administrative Officer ("CAO") of the Academy. If the Academy employs a superintendent or a person having general administrative control, then the Academy Board may designate that employee as the CAO of the Academy. If the Academy does not employ a superintendent or person having general administrative control, then the Academy Board shall designate an Academy Board member as the CAO of the Academy. Education Provider or no owner, officer, director or employee of Education Provider shall be designated as the CAO of the Academy, but an employee of Education Provider may assist the CAO in carrying out their duties.

**5.1.1.** The definition of a balanced budget shall mean that no proposed expenditures shall exceed current year operating revenues.

**5.2. Net Loss.** The Education Provider is not obligated to cover any Net Loss (as defined by the amount total expenses exceed total revenues), nor is the Education Provider obligated to reduce its fees in the event of a Net Loss. The Net Loss, in its entirety, shall be the responsibility of the Academy Board, and the Academy Board shall hold the Education Provider harmless for any Net Loss. The Education Provider shall not expend any monies beyond the established budget.

**5.3. Gaps in State Funding.** In the event that there is a gap between State School Aid and expenses incurred by the Academy due to the funding cycle set by the State (i.e. State School Aid is distributed to the Academy through the authorizer on or about the 20th of each month, with no payment in September), the Academy will use its best efforts to cover the gap either

using fund balance surplus or through a statutorily authorized borrowing procedure.

**5.4. Funding.** All funds received in connection with the Academy shall be deposited in the Academy's depository account as required by law. Expenditures from the Academy's bank account shall be made only in accordance with the Budget (as it may be modified from time to time) as approved by the Academy Board and upon execution by the party or parties designated by the Academy Board of the appropriate bank draft.

**5.5 Control of Funds; Payment of Expenses.**

**5.5.1.** The Academy Board shall reimburse the Education Provider for approved fees and approved expenses upon properly presented documentation and approval by the Academy Board. Pursuant to the Policies, marketing and development costs paid by or charged to the Academy shall be limited to those costs specific to the Academy program and shall not include any costs for the marketing and development of the Education Provider.

**5.5.2.** Grants and donations shall be expended only on appropriate and allowable program activities. Any revenues generated as described in this Section 5.5.2 shall not be included in the calculation of License Fees or Management Fees. However, if any grant or donation for which expenditures are made herein, is not received by the Academy in the amount of the expenditures, those expenditures shall be reimbursed back to the operating budget or Academy Board, if the Academy Board provided the reimbursed funds, through modification of the operating budget.

**5.5.3.** Significant line-item deviations at the object level (greater than 10% of any major line item, major line items being those whose budget exceeds 10% of total revenues) from the budget must be approved by the Academy Board prior to disbursement/reimbursement. The Education Provider shall provide the Academy Board with all relevant information with respect to such deviation and the parties shall engage in good faith negotiations to resolve such extra-budgetary requests. Expenditures shall never violate the Uniform Budget and Accounting Act.

**5.5.4.** The Education Provider will comply with the Code including, but not limited to, Sections 1267 and 1274 when making purchases on the Academy's behalf. Capital outlay expenditures shall be documented, itemized and become the property of the Academy.

**5.6. Compensation to Education Provider.**

**5.6.1.** License Fees of seven percent (7%) of State School Aid for the use of SABIS® pedagogical materials (including but not limited to curriculum, pacing charts, AMS exams of Math & English, Periodic exams of Math, English, Science, Spanish, Social studies, and SABIS® School Management System) provided by the Manager during the term of this Agreement ("License Fee"); and

**5.6.2.** Management Fees of six percent (6%) of State School Aid, for services provided, including but not limited to methodologies, teaching techniques, operating policies & procedures, on-going advice, academic strategies to enhance standards, and



academic oversight (the "Management Fee").

**5.6.3.** No less than 90 days prior to the renewal of this Agreement, the Academy Board and Education Provider reserve the right to re-negotiate the License Fee and Management Fee in order to account for student enrollment and other financial issues.

**5.6.4.** All License and Management fees shall be paid within fifteen (15) days of receipt by the Academy Board of any funds paid by the State to the Academy Board. The balance of all fees shall be paid within thirty (30) days of the final installment payment.

**5.7. Annual Audit.** The Academy Board shall select, retain and pay for an annual financial audit in accordance with the Charter and the State School Aid Act. Representatives of the Education Provider shall meet with the Academy Board during the second two weeks of the month immediately succeeding each fiscal quarter to review the Academy operations in the quarter just completed in light of the operating budget. Pursuant to the Policies, on an annual basis, the Education Provider shall provide the Academy Board all of the same information that a school district is required to disclose under section 18(2) of the State School Aid Act, MCL 388.1618(2), for the most recent school fiscal year in which the information is available; within thirty (30) days of receiving the information under section 18(2), the Academy Board shall make this information publicly available on its website, in a form and manner prescribed by the Michigan Department of Education.

**6. Term.** Performance under this Agreement shall commence on the Start Date and terminate June 30, 2025 ("Term End Date"). If the Authorizer has established or will establish a charter contract reauthorization term end date ("Reauthorization End Date") other than the Term End Date, the Term End Date shall automatically be amended to the Reauthorization End Date. This Agreement may be terminated prior to the end of the Term End Date in accordance with Section 11 below.

**7. Outside Funding and Loans.** Subject to applicable laws and regulations, either party may apply for and receive funding from private or public sources to be used for the benefit of the Academy. However, in no event shall the Education Provider apply for loans or outside funding without prior approval of the Academy Board. The Parties agree to mutually cooperate in good faith insofar as the cooperation of the other party is required to apply for applicable funding; provided, however, that neither party shall be obligated to participate in such funding application if such party makes a good faith determination that such funding is not in the best interests of the Academy, the Academy Board, or of the Education Provider, as applicable. Outside funding shall be treated as other revenues pursuant to Section 5.5.2. Loans shall not be treated as revenues and shall not be included in the calculation of the License Fee or Management Fee.

**8. Training.** The Education Provider shall provide training in its methods, curriculum, educational program, and technology, to all teaching personnel on a regular and continuous basis. Non-instructional personnel shall receive such training as the Education Provider determines.

**9. Proprietary Information.**

**9.1. Education Provider Prior Rights.** The Academy Board agrees that the Education Provider and/or its parent company owns (a) all trademarks, copyright and other proprietary rights developed prior to the effective date of this Agreement subsisting or created in its instructional materials, training materials, methods and other materials developed by the Education Provider, its employees, agents or subcontracts (to the extent such individuals are legally or contractually obligated to assign or have assigned such rights to the Education Provider); and (b) such other similar instructional materials, training materials, methods and other materials that may be developed at the Education Provider's sites other than the Academy, which is protectable by law (hereinafter "SABIS® Proprietary Information"). During the term of this Agreement, the Education Provider may identify any SABIS® Proprietary Information to the Academy Board, including that which is currently in existence as well as that which may be created in the future.

**9.2. License to the Academy.** Execution of this Agreement shall give rise to a limited, non-exclusive, non-transferable license to the Academy for the use of any and all SABIS® Proprietary Information used for the purpose of operating the Academy's educational programs. The Operating Budget shall include the costs for books and consumable materials, even if such books and consumable materials contain SABIS® Proprietary Information. The Academy Board shall not disclose, publish, copy, transmit, or utilize SABIS® Proprietary Information during the term of this Agreement or at any time after its expiration without the approval of the Education Provider. To the extent permitted by law, the Academy Board and the Education Provider shall take reasonable measures to assure that no personnel or agents disclose, publish, copy, transmit, modify, alter, utilize or permit copying of SABIS® Proprietary Information contrary to this paragraph. Notwithstanding the foregoing, the Education Provider acknowledges pursuant to the Policies that the educational materials and teaching techniques used by the Academy are subject to disclosure under the Code and the Freedom of Information Act.

**9.3. Non-Proprietary Content.** The Education Provider will not claim as proprietary any curriculum or other educational materials that (i) are both directly developed and paid for by the Academy; or (ii) were developed by the Education Provider at the direction of the Academy Board with Academy funds provided that any such developed curriculum or educational materials does not infringe on any legitimate proprietary right or copyright of SABIS® Educational Services, SABIS® Educational Systems, or Education Provider. This provision does not apply to the curriculum and materials for which the Academy pays the License Fee.

## **10. Property Ownership.**

**10.1. Property Disposition.** Upon termination of this Agreement for any reason, or in the event of subsequent dissolution of the Education Provider, all property which the Education Provider might lease, borrow or contract for the Academy shall, in the Academy Board's discretion, either (i) promptly be returned to those organizations or individuals from which the Education Provider has leased, borrowed, or contracted for the materials, or (ii) transferred by lease or contract to the Academy Board, or (iii) purchased outright. To the fullest extent possible, all contracts and/or leases shall be in the name of, and approved by, the Academy Board.

**10.2. Property of Academy.** All acquisitions or lease purchases made by the Education

Provider on behalf of the Academy including, but not limited to, instructional materials, equipment, supplies, furniture, computers and other technology, shall be owned by and remain the property of the Academy Board. Pursuant to the Policies, Education Provider shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties at the request of or on behalf of the Academy.

**10.3. Property of Education Provider.** All acquisitions that, due to the Academy Board's inability to purchase or finance, are purchased by the Education Provider with non-Academy funds including, but not limited to, instructional materials, equipment, supplies, furniture, computers and other technology, shall be owned by and remain the property of the Education Provider. To the extent that such acquisitions can be made with Academy funds (including all payments made to the Education Provider), the parties agree that they will be purchased pursuant to 10.2 above. If such acquisitions are lease purchases, the Academy Board shall be the direct party to the lease purchase wherever possible. Upon termination for any reason, all property which has been purchased and financed by the Education Provider with its own funds, including but not limited to the funds paid by the Academy to the Education Provider for license or management fees under this Agreement, will remain the property of the Education Provider.

## **11. Termination, Renewal and Dispute Resolution**

**11.1. Generally.** Upon 90 days written notice to the Academy Board, the Education Provider may terminate this Agreement without cause. However, the Education Provider shall not be permitted to terminate the Agreement without cause during the school year. The Education Provider may terminate this Agreement for cause upon providing the Academy Board notice of a material breach of this Agreement and such material breach is not cured within sixty (60) days after having received written notification of such material breach. Either party may terminate this Agreement in the event the parties have reached an impasse regarding the budget.

**11.2 Fees & Expenses.** If the Education Provider terminates the Agreement on June 30th of any academic year, the Education Provider shall be paid all of its License Fees and Management Fees, including the final three monthly payments (June, July, and August) received from the State through the authorizer. To the extent that the Education Provider terminates this Agreement before June 30th of any academic year pursuant to paragraph 11.1, the amount due to the Education Provider shall be the Education Provider's total annual fees divided by 12 months, then multiplied by the number of months the Agreement was in effect. Also, the Education Provider shall be entitled to be reimbursed for all appropriate expense incurred on behalf of the Academy up until the date the Agreement is terminated.

**11.3. Dispute Resolution.** If either party at any time believes the other party has committed a material violation of the terms of the Charter, the Public School Academy Law, any applicable law or regulation, or this Agreement, notice shall be given in writing to the other party, stating in detail the nature of such violation. Thereafter:

**11.3.1.** A meeting shall be held promptly between the parties, attended by individuals with decision-making authority regarding the dispute, to confer as to the violation and in good faith attempt to negotiate a mutually acceptable remedy.

**11.3.2.** If, within thirty (30) days after the written notice, the parties are unable to agree to a mutually acceptable remedy, they agree to submit the dispute to binding arbitration in accordance with the Commercial Arbitration Rules of the American Arbitration Association. The arbitration shall take place in Flint, Michigan and be governed by the laws of the state of Michigan. A judgment upon any award rendered may be entered in any court having jurisdiction thereof. Pursuant to the Policies, (a) a cause opinion (written explanation) as to the final decision is required; (b) the Authorizer shall be notified of the decision; and (c) upon the Authorizer's request, the cause opinion shall be made available.

**11.3.3.** If the arbitrator determines that (1) one party has materially breached the Agreement and that (2) the breaching party either cannot or refuses to remedy the breach, the non-breaching party may terminate the Agreement as of the end of the then current academic year and/or recover actual damages.

**11.4. Due To Adverse Law.** If any federal, state, or local law or regulation or court decision has a material adverse impact on the ability of either party to carry out its obligations under this Agreement, then either party, upon written notice to the other party, may request good faith renegotiations of the Agreement; and if the parties are unable to reach agreement on such terms, after good faith negotiations, prior to the end of any academic year, then either party may terminate the Agreement as of June 30 of the academic year unless sooner termination is required by law.

**11.5. By Mutual Agreement.** The parties may terminate this Agreement at any time by mutual written agreement at the end of an academic year.

**11.6. Revocation or Termination of Charter.** Pursuant to the Policies, if the Academy's Charter issued by the Authorizer is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Charter, this Agreement shall automatically terminate on the same date as the Academy's Charter is revoked, terminated or expires without further action of the parties. For avoidance of confusion, "action" in the preceding sentence refers to notice or other behavior of a party which would make termination effective, and shall not limit the respective obligations of each party under provisions of this Agreement which, by their nature, survive the Agreement's termination.

**11.7. Due to Bankruptcy.** In the event of the bankruptcy of either party, the Agreement shall automatically terminate effective upon the filing of such bankruptcy.

**11.8. Termination By the Academy.** The Academy may terminate this Agreement for cause upon providing the Education Provider notice of such material breach of this Agreement and such material breach is not cured within sixty (60) days after having received written notification of such material breach.

**11.9. Academy Records.** Pursuant to the Policies, upon expiration or termination of this Agreement or if this Agreement is terminated due to a Contract revocation, reconstitution, termination or non-renewal, the Education Provider shall, without additional charge: (i) close the financial records on the then-current school fiscal year which includes, but is not limited to, the completion and submission of the annual financial audit, state and federal grant reporting and all other associated reporting within required timelines established by the

appropriate local, state or federal authority; (ii) organize and prepare student records for transition to the new ESP, self-management or in the case of a school closure, transfer to a student's new school as designated by the student's parent / legal guardian or to a person or entity authorized to hold such records; (iii) provide for the orderly transition of employee compensation and benefits to the new ESP or self-management without disruption to staffing, or in the case of school closure, final payment of all employee compensation, benefit and tax obligations related to services provided by the Education Provider to the Academy in conjunction with the scope of Services of this Agreement; (iv) organize and prepare the Academy's records, both electronic and hard-copy (upon Academy request), for transition to the new ESP, self-management or dissolution; and (v) provide for the orderly transition to the new ESP, self-management or dissolution of all Academy-owned assets including, but not limited to, furniture, fixtures, equipment and real estate. This includes any keys, log-in information and passwords related to any Academy asset. The Education Provider may make and keep copies of the records to the extent permitted by law.

**11.10. Due To Reconstitution.** In the event that the Academy receives notice from its Authorizer that the Authorizer is placing the Academy in Reconstitution, as defined in the Charter, and said Reconstitution requires modification or termination of this Agreement, this Agreement shall automatically terminate, with no further obligation of the parties, except that the Education Provider is entitled to payment for services performed and approved budget costs incurred on the Academy's behalf up to the date of termination.

**11.11. No Disparagement.** In the event of any termination of this Agreement, the parties agree that no party will make (or cause or encourage anyone else to make) any disparaging, untrue, or misleading written or oral statements about or relating to the other party or about or relating to any officer, director, shareholder, agent, employee, or other person acting on such party's behalf.

**11.12. Amendment Caused By Academy Site Closure or Reconstitution.** Pursuant to the Policies, in the event that the Academy is required (i) to close an Academy site pursuant to a notice issued by the Michigan Department of Education under Section 507 of the Code, MCL 380.507; or (ii) to undergo a reconstitution pursuant to Section 507 of the Code, MCL 380.507 and the Charter, and such closure of an Academy site or reconstitution causes an amendment to or termination of this Agreement, the parties agree that this Agreement shall be amended or terminated to implement the Academy site closure or reconstitution, with no cost or penalty to the Academy, and the Education Provider shall have no recourse against the Academy or the Authorizer for implementing such site closure or reconstitution.

**11.13. Mutual Obligations Subsequent to Termination for Uncured Breach.** The Academy and the Education Provider acknowledge the Authorizer strongly discourages termination of the Agreement pursuant to Section 11.1 or 11.8 mid-year. Pursuant to the Policies, (a) the Academy and Education Provider will make all efforts necessary to remedy a breach of the Agreement in order to continue school operations until completion of the then-current school fiscal year; (b) if a breach cannot be remedied, the Academy Board and Education Provider agree to work cooperatively to transition management and operations of the school without disrupting the school's operations; and (c) the Education Provider shall perform this transition in a similar manner as described under section 11.9 based upon completion of the then-current school period.

## **12. Indemnification.**

**12.1. Mutual Indemnification.** To the extent permitted by law, the Academy Board and the Education Provider agree to indemnify, save and hold harmless each other from and against any and all claims, allegations, suits, fines, penalties, expenses, costs, liabilities, and damages, whether in contract, tort or otherwise, arising out of or in connection with each party's performance of its particular portion of this Agreement by reason of its acts, inaction, omissions, negligence conduct except and to the extent such losses arise out of the gross negligence or willful misconduct of the indemnified party and further provided that the party against whom any claim is made notifies the other party within a reasonable time of becoming aware of such matter, and the other party is afforded an opportunity to participate in the defense or disposition of such matter and any negotiated settlement, agreement or judgment, including engaging legal counsel of its choice. The Academy Board and the Education Provider shall at all times be solely responsible for their respective legal expenses and costs, including attorneys' fees. The right of indemnification under this section shall be in addition to and not exclusive of all other rights to which any indemnitee may be otherwise entitled by contract or by law.

**12.2. Indemnification of Central Michigan University.** The parties acknowledge and agree pursuant to the Policies that Central Michigan University, its Board of Trustees, and its members, officers, employees, agents or representatives (collectively "University") are deemed to be third party beneficiaries for purposes of this Agreement. Further pursuant to the Policies, as third party beneficiaries, the Education Provider hereby promises to indemnify, defend and hold harmless the University from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, demands, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees) of settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the Academy's application, the University Board's consideration of or issuance of a Charter, the Education Provider's preparation for or operation of the Academy, or which are incurred as a result of the reliance by the University upon information supplied by the Education Provider, or which arise out of the Education Provider's failure to comply with the Charter or applicable law. The parties expressly acknowledge and agree that the University may commence legal action against the Education Provider to enforce its rights as set forth in this section of the Agreement.

**12.3. No Waiver to Third Parties.** The foregoing provisions shall not be deemed a relinquishment or waiver of any rights or immunities of the parties to third parties, including the Academy Board's right to assert or waive assertion of governmental immunity.

**13. Confidentiality.** Each party hereby acknowledges that by virtue of its entering into and performing under this Agreement, it will generate, be exposed to and have access to the Confidential Information of the other party, as such term is defined below. Unless a party has obtained the express prior written consent of the other party, under no circumstances whatsoever shall a party at any time: (i) communicate to any person or entity (other than the other party) any Confidential Information; (ii) permit access by any person or entity (other than the other party) to any Confidential Information; or (iii) use any Confidential Information for such party's own account or for the account of any person or entity (other than the other

Party). For purposes of this Agreement, "Confidential Information" shall mean (i) any financial, business, planning, software, operations, services, potential services, products, potential products, designs, technical information and/or know-how, formulas, production, purchasing, marketing, sales, personnel, customer, broker, supplier, or other information of any party; (ii) any papers, data, records, processes, methods, techniques, systems, models, samples, devices, equipment, compilations, invoices, customer lists, or documents of any party; (iii) any confidential information or trade secrets of any third party provided to any party in confidence or subject to other use or disclosure restrictions or limitations; and (iv) any other information, written, oral, or electronic, whether existing now or at some time in the future, whether pertaining to current or future developments, and whether previously accessed by any party or to be accessed during its future engagement with the other party, which pertains to such party's affairs or interests or with whom or how such party does business. Each party acknowledges and agrees that Confidential Information does not include (i) information properly in the public domain, (ii) information in either party's possession which does not pertain to the business of the Academy or of the Education Provider. The above provisions regarding Confidential Information notwithstanding, the parties agree and acknowledge that anything that the Academy is required to disclose under the Code or the Freedom of Information Act shall be excluded from the definition of Confidential Information.

**14. Non Discrimination.** All parties agree to comply with all applicable federal and state statutes, rules, regulations and orders dealing with discrimination.

**15. Governing Law.** This Agreement shall be governed by, subject to and construed under the laws of Michigan. Any legal actions prosecuted or instituted by any party under this Agreement shall be brought in a court of competent jurisdiction located in Genesee County, Michigan, and each party hereby consents to the jurisdiction and venue of any such courts for such purposes. The parties knowingly and voluntarily waive any right either of them has to a trial by jury in any proceeding which is in any way connected with this Agreement or any related agreement, or the relationship established under them

**16. Compliance with Academy's Contract.** Pursuant to the Policies, the Education Provider agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Charter issued by the Authorizer. Further pursuant to the Policies, the provisions of the Academy's Charter shall supersede any competing or conflicting provisions contained in this Agreement.

**17. Entire Agreement.** This Agreement embodies the entire agreement and understanding between the parties with respect to the subject matter hereof and supersedes all prior oral or written agreements and understandings relating to the subject matter hereof. No statement, representation, warranty, covenant or agreement of any kind not expressly set forth in this Agreement shall affect, or be used to interpret, change or restrict, the ex-press terms and provisions of this Agreement. Any modification of this Agreement must be made in writing, be approved by the Academy Board and Education Provider, be reviewed by the Authorizer, and be signed by a duly authorized officer, agent or attorney of the parties. In addition, any modification to the Agreement must be completed in a manner consistent with Authorizer's Policies before it can become effective.

**18. Notice.** Unless otherwise provided in this Agreement, any notice, demand or request from one party to any other party or parties hereunder shall be deemed to have been

sufficiently given or served for all purposes if, and as of the date it is delivered by hand, overnight courier, or facsimile (with confirmation), or within three (3) business days of being sent by registered or certified mail, postage prepaid, to the parties at the following addresses (which addresses may be changed from time to time by written notice from one party to the other):

To the Education Provider: Mahdi Kansou  
c/o Flint Education Management, LLC  
6385 Beach Road  
Eden Prairie, MN 55344

To Academy: President  
International Academy of Flint  
2820 South Saginaw Street  
Flint, MI 48503

19. **Waiver.** No waiver of any breach of this Agreement shall be held as a waiver of any other or subsequent breach.
20. **Counterparts; Signature by Facsimile.** This Agreement may be signed in counterparts, which shall together constitute the original Agreement. A signature delivered by facsimile shall be considered an original for purposes of this Agreement.
21. **Assignability.** Pursuant to the Policies, this Agreement is not assignable in its entirety.
22. **Severability.** In the event that any provision of this Agreement or the application thereof to any person or in any circumstances shall be determined to be invalid, unlawful, or unenforceable to any extent, the remainder of this Agreement, and the application of such provision to persons or circumstances other than those as to which it is determined to be invalid, unlawful or unenforceable, shall not be affected thereby, and each remaining provision of this Agreement shall continue to be valid and may be enforced to the fullest extent permitted by law.
23. **Force Majeure.** Notwithstanding any other provision in this Agreement, the parties hereto shall not be liable for failure to perform hereunder if the party's performance of this Agreement, in whole or in part, is prevented, delayed, hindered or otherwise made impracticable or impossible by reason of any strike, flood, riot, fire, explosion, war, act of God, sabotage, accident, emergency government order, or any other casualty or cause not within the control of the party, and which cannot be overcome by reasonable diligence and without expense which would be commercially impracticable.
24. **Amendments.** This Agreement may only be amended in writing signed by both parties and approved by the Academy Board at a duly noticed open meeting and must be done in a manner consistent with Authorizer's Policies before it can become effective.
25. **Warranties and Representations.** Both the Academy Board and the Education Provider 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 its actions have been duly and validly authorized, and that it will adopt any and all resolutions or



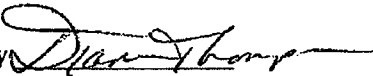
expenditure approvals required for the execution of this Agreement.

**26. Preamble and Headings.** The Preamble is a general statement of purpose only and not a term of this Agreement. It does not affect in any way the meaning or interpretation of this Agreement. The heading of the sections of this agreement are for reference only and shall not affect in any way the meaning or interpretation of this Agreement.

**27. Authorizer Disapproval.** The parties acknowledge that, pursuant to applicable law, the Authorizer may disapprove of this Agreement in whole and in part. This Agreement shall not become effective until the Academy is notified that the Authorizer is not expressing disapproval of the Agreement.

International Academy of Flint


Flint Education Management, LLC

By: 

By: 

Diane Thompson  
Its President

Mahdi Kansou  
Its Manager

Dated: 

Dated: 08/03/2020

## CLIENT SERVICES AGREEMENT

This Client Services Agreement (the "Agreement") is effective July 1, 2020

**BETWEEN:** CSP MANAGEMENT INC., a Michigan corporation d/b/a **PARTNER SOLUTIONS FOR SCHOOLS**, ("Partner Solutions").

**AND:** **INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy (the "Academy") organized under Part 6(A) of the Revised School Code (the "Code"), as amended, being MCL §380.501 to §380.507.

### RECITALS

The Academy has been issued a contract (the "Contract") by **CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES** (the "Authorizer") to organize and to operate as a public school academy.

The Code permits a public school academy to contract with entities for certain services of the public school academy.

Partner Solutions offers to public school academies back office human resource services including but not limited to, staff placement, payroll, benefits and related administrative services (the "Services").

The Academy has entered or will enter into an agreement with Flint Education Management LLC ("FEM") for the management of Academy business and instructional operations ("Management Agreement"), under which agreement FEM shall provide the services of a school leader ("School Leader").

The Academy desires to engage Partner Solutions to provide such Services based on the terms and conditions set forth in this Agreement.

For good and valuable consideration, the receipt and legal sufficiency of which are hereby expressly acknowledged, the parties hereto agree as follows:

#### 1. RELATIONSHIP OF THE PARTIES

- A. Relationship of the Parties. Partner Solutions is not a division, subsidiary or any part of the Academy. The Academy is a corporate and governmental entity authorized under the Code. The Academy is not a division or any part of Partner Solutions. The relationship between the parties hereto was developed and entered into through arms-length negotiation and is based solely on the terms of this Agreement. Partner Solutions (its officers, directors, employees, and designated agents) shall be regarded at all times as performing services as independent contractors for the Academy.

No provision of this Agreement shall restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.

- B. The Board. Academy's Board of Directors (the "Board") is the governing body with oversight responsibilities over the Academy. The parties acknowledge that throughout this Agreement the term "Board" and the term "Academy" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section. This Agreement is executed by a duly authorized member of the Board (on behalf of the Academy), and by so executing this Agreement the Board acknowledges and accepts all obligations and responsibilities related to the Board as set forth in this Agreement.

The Academy shall have responsibility, as may be delegated to FEM pursuant to the Management Agreement, over all of the day to day business and instructional operations of the Academy, including but not limited to, the educational program, instructional equipment and supplies, student achievement and academic outcomes; student discipline; special education; parent, student, and community engagement; food service; budgeting and purchasing; transportation; athletics and extracurricular activities; building and property management; and implementation of appropriate policies and procedures to ensure oversight of the foregoing.

Partners Solution accepts full liability and is responsible for paying all salaries, benefits, payroll taxes, worker's compensation, unemployment compensation and liability insurance for its employees leased to the Academy or working on Academy operations for work already completed irrespective of whether Partners Solution receives an advancement of its costs or the payment of services from the Academy. However, Academy's non-payment of such funds is considered a material breach of this Agreement and must follow Section 7 Termination.

- C. Confidentiality. During the Term of this Agreement, and only to the extent permitted by law, the Academy may disclose or provide access to confidential data and information to Partner Solutions and its respective officers, directors, employees, staff assigned to the Academy ("Worksite Staff") and designated agents. Partner Solutions and its related entities may access confidential data and information, to the extent permitted by Academy Board Policies and applicable law, including without limitation, the Family Educational Rights and Privacy Act ("FERPA"), 20 USC §1232g, 34 CFR Part 99; Section 1136 of the Michigan Revised School Code, MCL 380.1136; the Individual with Disabilities Education Act ("IDEA"), 20 USC §1401 *et seq.*, 34 CFR 300.610 - 300.626; Section 504 of the Rehabilitation Act of 1973, 29 USC §794a, 34 CFR 104.36; the Michigan Mandatory Special Education Act, MCL 380.1701 *et seq.*; the American with Disabilities Act, 42 USC §12101 *et seq.*; the Health Insurance Portability and Accountability Act ("HIPAA"), 42 USC 1320d - 13200d-8; 45 CFR 160,162 and 164; and social security numbers, as protected by the Federal Privacy Act of 1974, 5 USC §552a; and the Michigan Social Security Number Privacy Act, MCL 445.84.

The Academy agrees to define "school official" in the Academy's annual notification of rights under FERPA to include a contractor who performs an institutional service or function for which the Academy would otherwise use its own employees, having a legitimate educational interest such that they are entitled to access educational records under FERPA. Partner Solutions and its employees and subcontractors agree to comply with FERPA and corresponding regulations applicable to school officials, as well as the pupil privacy requirements of section 1136 of the Code, MCL 380.1136. Except as permitted under the Code, Partner Solutions shall not sell or otherwise provide to a for-profit business entity any personally identifiable information that is part

of an Academy student's education records. If Partner Solutions receives information that is part of an Academy student's education records, Partner Solutions shall not sell or otherwise provide the information to any other person except as permitted under the Code. For purposes of this section, the terms "education records" and "personally identifiable information" shall have the same meaning as those terms in section 1136 of the Code, MCL 380.1136.

- D. No Related Parties or Common Control. The parties hereby agree that none of the voting power of the governing body of the Academy or the Board will be vested in Partner Solutions or its directors, members, managers, officers, shareholders, or employees. Further, the Academy and Partner Solutions are not, and shall not become: (a) members of the same controlled group, as that term is defined in the Internal Revenue Code of 1986, as amended (the "IRS Code"); or (b) related persons, as that term is defined in the IRS Code.
- E. Non-Compete Agreement. Partner Solutions agrees that it shall not impose any contractual requirement or contractual obligation on Worksite Staff to enter into a non-compete provision or agreement.

## 2. SCHOOL LEADER

School Leader Role. The School Leader is employed by Flint Education Management ("FEM"). The School Leader shall administer the educational program and curriculum at the Academy. The School Leader will hold all required certifications as required by the Code.

Partner Solutions will provide administrative support to the School Leader to staff the Academy. After qualified staff are selected by the School Leader, Partner Solutions will onboard and provide additional administrative support to the School Leader. It is the responsibility of the School Leader to verify and confirm that all teaching assignments align with teacher certification.

The Board is responsible for ensuring that the School Leader has all the budget information necessary so that personnel costs fall within the parameters of the Academy's approved budget. The School Leader or designee shall be responsible for approving and submitting appropriate hours-worked for all hourly Worksite Staff. The School Leader will notify Partner Solutions of any staffing needs and/or change in status regarding Worksite Staff prior to any reassignment.

## 3. BACK OFFICE HUMAN RESOURCE SERVICES BY PARTNER SOLUTIONS

- A. Worksite Staff. Partner Solutions shall employ Worksite Staff as may be necessary to accomplish the educational mission of the Academy consistent with the Academy's budget approved by the Board. Partner Solutions shall have the complete and exclusive authority and control over human resource matters such as approval of hiring, terminating, disciplining, and reassigning of Worksite Staff. Partner Solutions shall seek input from the School Leader regarding the policies and procedures contained within the Partner Solutions' employee handbook, and any amendments thereto, to ensure appropriate processes for handling personnel matters specific to the Academy's operations. All other functions and responsibilities related to the Academy's operations, including but not limited to those set forth in Paragraph 1.B. of this Agreement, shall

be the sole and exclusive responsibility of the Academy, and as may be delegated to FEM pursuant to the Management Agreement. The services provided by Partner Solutions, including the services of a Human Resources Manager, shall be further specified in Exhibit A.

Partner Solutions will not execute contracts with teachers that contain non-compete clauses.

- B. Compensation. Compensation for Worksite Staff shall be established by the Academy and paid by Partner Solutions. For purposes of this Agreement, "compensation" shall include salary, fringe benefits, and state, federal, local and social security withholdings. Partner Solutions shall be responsible for paying its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its Worksite Staff. Unless required by applicable statute, court or administrative decision, or Attorney General's opinion, Partner Solutions shall not make payment to the Michigan Public School Employees' Retirement System or any other public retirement system on behalf of Worksite Staff. Teachers employed by Partner Solutions shall not be considered teachers for purposes of continuing tenure under MCL §38.71 et. seq.
- C. Health Benefits. Partner Solutions shall provide to Worksite Staff group health and other benefits (i.e., dental, vision, disability, life insurance, etc.) subject to eligibility requirements under the plan and applicable laws. Partner Solutions will also provide COBRA benefits to eligible Worksite Staff.
- D. 401K Plan Administration. Partner Solutions will complete and sign all necessary 401K regulatory and plan documents as required by law and as fiduciary agent of the plan.
- E. Payroll Taxes. Partner Solutions shall report and pay all applicable federal, state and local payroll taxes.
- F. Payroll Records. Partner Solutions shall maintain and verify all required payroll and benefit records.
- G. Michigan Public School Employees Retirement System (MPSERS). If Worksite Staff discloses to Partner Solutions their participation in MPSERS, Partner Solutions: (a) shall promptly notify the Academy in writing of the identity of any individual assigned by Partner Solutions to perform services at the Academy who is a retired from the Michigan Public School Employees Retirement System (MPSERS); and (b) shall provide information on a pay period basis regarding any such individual's wages or amounts paid and hours of service under this Agreement, as necessary for the Academy to report on an Exhibit and in such manner as may be determined from time to time by MPSERS. MCL 38.1342(6).

#### 4. ACADEMY RESPONSIBILITIES

- A. Facility. Academy shall comply with all health and safety laws, regulations, ordinances, directives, and rules of controlling federal, state, and local government and will immediately report all workplace accidents, illnesses, and injuries ("Incident") of Worksite Staff to Partner Solutions by fully completing and sending an Incident Report Form within 24 hours or as soon thereafter as reasonably practical after the Academy receives notice of the Incident. Academy agrees to comply

at its expense with any specific directives from Partner Solutions, Partner Solutions' workers' compensation carrier, or any government agency having jurisdiction over the work place health and safety. Academy shall provide or ensure use of all personal protective equipment, as required by federal, state or local law, regulation, ordinance, directive, or rule or as deemed necessary by Partner Solutions, its workers' compensation or liability insurance carrier. Partner Solutions or its insurance carriers shall have the right to inspect Academy's place of business at all reasonable times to ensure compliance with the terms of this Agreement.

- B. Fair Labor Standards Act. Academy shall provide through the School Leader or designee complete and accurate information to Partner Solutions concerning the nature and extent of the duties performed or to be performed by the Worksite Staff and Academy shall be responsible for providing records of hours worked by the Worksite Staff upon request by Partner Solutions via on-line system provided. Academy shall reimburse Partner Solutions for any overtime pay that is or becomes due to or owed to any Worksite Staff.
- C. Complaints. Partner Solutions' employee handbook shall contain clear processes, procedures, and mechanisms for employees to report complaints or concerns related to their assignment at the Academy ("Complaints"). Complaints include reports of violations of wage and hour, immigration, harassment, discrimination, safety, or any other labor and employment laws or regulations. Academy, through the School Leader, or Partner Solutions shall immediately report any Complaint to the other. The Academy, through the School Leader, and Partner Solutions will cooperate in investigating and resolving any such complaints or concerns. As used herein, "immediately" means within 72 hours or as soon as reasonably practical thereafter, unless applicable policy, law, or regulation directs a shorter timeframe.

Partner Solutions shall ensure that any notices directed to Partner Solutions by any non-employee person or entity about concerns involving the Academy or Worksite Staff ("Allegations") are forwarded immediately to the School Leader. Allegations related strictly to Academy operations not involving the terms and conditions of the employment of Worksite Staff shall not be the responsibility of Partner Solutions; Partner Solutions agrees to cooperate in investigation of Allegations.

- D. Notification Requirements. Academy will immediately (within 24 hours) report civil or administrative proceedings regarding employment matters and notify Partner Solutions of any requests for leave of absence, resignation or other change in status of any Worksite Staff.
- E. Evaluation of Worksite Staff. Evaluation and compensation systems shall be selected by the Academy and shall comply with all applicable laws. The Academy through the School Leader shall conduct teacher performance evaluations as it relates to the delivery of the curriculum in the Academy and as required by the Michigan Department of Education.

If the Board becomes dissatisfied with the performance of Worksite Staff, the Board shall state the causes of such dissatisfaction in writing and deliver it to Partner Solutions. It is agreed that any dissatisfaction shall be reasonable in nature and related specifically to the duties and responsibilities of the Worksite Staff at the Academy.

**5. JOINT RESPONSIBILITIES**

- A. Direction and Control of Worksite Staff. Partner Solutions will administer payroll and benefit services for the Academy, pay the wages of Worksite Staff and has the right to hire, fire, promote, reassign, discipline and terminate any Worksite Staff in consultation with Academy. In performing the above responsibilities, the School Leader will confer and consult with Partner Solutions as necessary or requested before hiring, firing, promoting, reassigning, disciplining and/or terminating any Worksite Staff. The Academy, through the School Leader will control the day to day activities of Worksite Staff to operate the Academy in accordance with the Management Agreement and in compliance with Academy policies, procedures, their Authorizer contract and all applicable law.

Academy agrees to follow Partner Solutions directives, policies and procedures to maintain compliance in employment issues. In relation to Academy’s day-to-day control of Worksite Staff, Academy may have opportunity to make decisions or take action that is governed by employment laws, including but not limited to the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Fair Labor and Standards Act, and any other federal, state, or local employment and discrimination laws. To the extent permitted by law, if Academy makes such decision or takes such action without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such issue, Academy agrees to indemnify, defend, and hold Partner Solutions harmless from any and all claims or liabilities which may arise as a result from such decision or action, or failure to abide by the advice of Partner Solutions and its instructions as an employer.

- B. Criminal Background Checks. Partner Solutions and the Academy acknowledge that Worksite Staff assignments must be in compliance with Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background checks and unprofessional conduct checks.

The Academy, through the School Leader, shall conduct criminal background checks on all Worksite Staff as required by law. The Academy is responsible for any costs associated with performing the criminal background check.

Partner Solutions shall conduct unprofessional conduct checks on all Worksite Staff. Partner Solutions will forward any negative results of unprofessional conduct checks to the School Leader, acting on behalf of the Board.

**6. FEE AND PAYMENT**

- A. Service Fee. During the Term of this Agreement, the Board shall pay Partner Solutions for permanent personnel services an annual Fee (the “Fee”) of total gross wages paid for Worksite Staff employed by Partner Solutions and assigned to the Academy on the following schedule:

Gross Payroll \$/Year	Fee	Annual Minimum

0-2 million in gross payroll	5% of gross payroll, minimum fee \$40,000	\$40,000
\$2,000,001-\$3,000,000	4.5% of gross payroll	\$40,000
3,000,001 - \$4,000,000	4% of gross payroll	\$40,000
\$4,000,001 - \$6,000,000	3.5% of gross payroll	\$40,000
\$6,000,001-\$8,000,000	3.25% of gross payroll	\$40,000
greater than 8 million	3% of gross payroll	\$40,000

A discount of 0.5% will be given to the Academy for having this multi-year agreement run the full length of the Academy’s charter contract as well as having a trained HR professional on-site that acts as our point of contact for many HR functions.

In addition, if the Academy wishes Partner Solutions to employ temporary staff and/or substitutes, an additional fee of five percent (5%) of gross wages for those specific employees will be charged.

The parties agree that the Fee amount is reasonable compensation for the provision of the Services.

- B. Payroll Costs. The Academy will also pay Partner Solutions, on an at-cost basis for properly invoiced salary, benefits, and other costs attributable to Worksite Staff (“Payroll Costs”), including but not limited to gross wages, FICA, Medicare, FUTA, SUTA, workers’ compensation insurance, professional liability insurance, employer portions of health, dental, vision and life insurance, and 401K employer contributions (if applicable).

Partner Solutions shall be in receipt of funds for Payroll Costs no later than the third business day preceding each payroll date (“Payroll Date”) for Partner Solutions’ Worksite Staff. Said funds will be received by Partner Solutions via an electronic transfer, either initiated by the Academy or by Partner Solutions, whichever is agreed upon by both parties. For purposes of this Agreement the Payroll Date shall be that date or dates established annually by Partner Solutions.

If the Payroll Costs funding is not received in full three (3) business days prior to the Payroll Date, Partner Solutions shall be entitled to seek legal action for the payment.

- C. Reimbursable Expenses. In addition to the Fee, the Academy shall reimburse Partner Solutions upon properly presented documentation and approval by the Academy Board for all costs reasonably incurred and paid by Partner Solutions in providing the Services as specified in this Agreement (“Reimbursable Expenses”). Such costs include, but are not limited to, Payroll Costs for Worksite Staff that were not advanced under Section B above, costs mandated by governmental entity, administrative agency or court of law (for example, payment into the Michigan Public School Employees Retirement System), employment ads, recruiting fees, background screening fees, Concentra testing fees, job fair booth fees, substitute charges/fees, and other mutually agreed upon expenses. No corporate costs of Partner Solutions shall be charged to, or reimbursed by, the Academy.

Reimbursable Expenses incurred by Partner Solutions will be paid by the Academy by the 15<sup>th</sup> day of the month following the month the expenditure was incurred by Partner Solutions.



If desired, the Board may advance funds to Partner Solutions for such costs reimbursable under the Agreement before such costs are incurred (rather than reimburse Partner Solutions after the expense is incurred); provided that documentation for the costs are provided for Academy Board ratification at its next regularly scheduled meeting.

- D. Availability of Funds. Notwithstanding any other term or provision in this Agreement to the contrary, Partner Solutions shall not be, directly or indirectly, liable to any third party for any cost or expense incurred by the Academy.
- E. Other Institutions. The Academy acknowledges that Partner Solutions may enter into agreements similar to this Agreement with other public or private educational schools or institutions (the "Institutions"). Partner Solutions shall maintain separate accounts for reimbursable expenses incurred on behalf of the Academy and for reimbursable expenses incurred on behalf of the Institutions. Partner Solutions shall only charge the Academy for expenses incurred on behalf of the Academy.

If Partner Solutions incurs reimbursable expenses on behalf of the Academy and the Institutions which are incapable of precise allocation between the Academy and the Institutions, then Partner Solutions shall allocate such expenses among the Institutions and the Academy, on a pro-rata basis, based on the number of students enrolled at the Academy and the Institutions, or the number of staff assigned to the Academy and the Institutions or upon such other equitable basis as agreed by the parties.

## 7. TERM AND TERMINATION

- A. Term. This Agreement shall be effective beginning July 1, 2020, and ending June 30, 2025. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties.
- B. Termination by Partner Solutions. Partner Solutions may terminate this Agreement prior to the end of the Term in the event the Board fails to remedy a material breach within the required time frames below or it is determined that Partner Solutions is required to pay into the Michigan Public School Employees Retirement System ("MPERS"). A material breach includes, but is not limited to, Partner Solutions' failure to receive, for any reason, the Fee; compensation for Payroll Costs; and/or reimbursement for Reimbursable Expenses as required by the terms of this Agreement. Partner Solutions may also terminate this Agreement prior to the end of the Term with no additional liability or responsibility (besides what is covered under this Agreement) upon the occurrence of the following:
  - 1. The Academy files for bankruptcy or becomes insolvent;
  - 2. The facility where employees are working is closed permanently without an alternative facility being available;

3. The Academy or its successors and assigns discontinue operations;
4. The Academy is a financially distressed business as set forth in the Worker Assistance and Retraining Notification Act; or
5. The Academy is being shut down or closed by the State of Michigan or the Authorizer.

The Academy has until the Payroll Date to fund payroll or to reach an agreement with Partner Solutions on the payment of those funds.

Partner Solutions may also terminate this Agreement if the Academy makes decisions inconsistent with the recommendations of Partner Solutions and/or there is a substantial and unforeseen increase in the cost of administering services of this Agreement. The Academy has thirty (30) days after notice from Partner Solutions to remedy this type of breach. If a breach cannot be remedied, the Academy Board and Partner Solutions agree to work cooperatively to transition staffing operations without disrupting the school's operations.

Termination prior to the end of the Term shall not relieve the Academy of any financial or other obligations to Partner Solutions outstanding as of the date of termination. Failure by Partner Solutions to (a) declare a breach, (b) place the Academy on notice thereof, or (c) exercise or exert any remedy available to Partner Solutions under this Agreement or applicable laws, shall not be deemed a waiver of Partner Solutions' rights and remedies whatsoever.

Notwithstanding the foregoing, Partner Solutions may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that Partner Solutions delivers written notice of intention to terminate to the Academy at least ninety (90) days prior to the end of the then-current academic year.

- C. Termination by the Academy. The Academy may terminate this Agreement prior to the end of the Term in the event that Partner Solutions fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:
1. Material failure by Partner Solutions to account for its expenditures or to pay funds for all compensation required for payroll (provided that Partner Solutions has received such funds from the Academy to do so);
  2. Material failure by Partner Solutions to provide the Services as required by this Agreement;
  3. A determination has been made by a governmental entity, administrative agency or court of law that Partner Solutions is required to pay into MPSERS; or
  4. Any action or inaction by Partner Solutions that causes the Contract to be revoked, terminated, suspended, or which causes the Contract to be put in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer and is not cured within sixty (60) days of that notice.

Partner Solutions has ten (10) days after notice from the Academy to remedy a breach that involves the non-payment of funds for all "compensation" required for payroll (provided that Partner Solutions has received such funds from the Academy to do so) or to reach an agreement with the Academy on the payment of those funds. Partner Solutions has thirty (30) days after written notice from the Academy to remedy all other breaches. Upon expiration of this Agreement, or termination for any reason, all amounts due to Partner Solutions shall immediately become due and payable by the Academy, unless otherwise agreed in writing by Partner Solutions.

Notwithstanding the foregoing, the Academy may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that the Academy delivers written notice of intention to terminate to Partner Solutions at least ninety (90) days prior to the end of the then-current academic year.

## 8. INDEMNIFICATION AND COOPERATION

A. Indemnification of Partner Solutions. To the extent permitted by law, the Academy shall indemnify, save, and hold harmless Partner Solutions and all of its employees, officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of or by reason of any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or made pursuant to this Agreement, any misrepresentations or breach of this Agreement, enforcement of this Agreement, or Academy's obligations hereunder, including but not limited to, failure to timely and accurately notify Partner Solutions of any workplace injuries, leaves of absence, hours worked, change in employment status; any claim arising out of the Academy's educational and school operations (including but not limited to student achievement, special education, student or parent issues, implementation of policies and procedures); any violations of law by the Academy, its officers, directors, contractors or other agents; any act or omission of the Academy, its officers, directors, contractors or other agents; any incorrect information received from Academy that was relied upon by Partner Solutions; any acts or failures to act by Academy which occurred prior to the Effective Date of this Agreement; and if the Academy makes a personnel decision without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such personnel issue.

In addition, to the extent permitted by law, the Academy shall indemnify, save, hold harmless, and reimburse Partner Solutions for any and all legal expenses and costs associated with the defense of any such claim, demand or suit, including any claim for failure to pay wages or overtime based on the hours worked reports approved and submitted by the School Leader. The Academy agrees to advance to Partner Solutions all costs, actual attorneys' fees, actual experts' fees, and similarly related expenses immediately upon request so that Partner Solutions is not required to pay such expenses out of its own funds.

Partner Solutions agrees that for any claim for indemnification made by Partner Solutions, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent the Academy shall be responsible for indemnification of Partner Solutions, the Academy shall have the right to

select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall the Academy indemnify Partner Solutions for the attorney fees accrued by Partner Solutions in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by the Academy and no reimbursement of any costs or fees shall be necessary. The Academy may reimburse Partner Solutions for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by the Academy. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of the Academy.

- B. Indemnification of the Academy. Partner Solutions shall indemnify, save, and hold harmless the Academy and all of its employees (if any), officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of, or by reason of any violation of state or federal law and any noncompliance by Partner Solutions with any agreements, covenants, warranties, or undertakings of Partner Solutions contained in or made pursuant to this Agreement, and any misrepresentation or breach of this Agreement. The foregoing obligation includes, but is not limited to any violations of law by Partner Solutions, its officers, directors, contractors or other agents; any act or omission of Partner Solutions, its officers, directors, contractors or other agents; any incorrect information received from Partner Solutions that was relied upon by Academy; any acts or failures to act by Partner Solutions which occurred prior to the Effective Date of this Agreement; and Partner Solutions' personnel decisions.

In addition, Partner Solutions shall indemnify, save, hold harmless, and reimburse the Academy for any and all legal expenses and costs associated with the defense of such claim, demand or suit. Partner Solutions agrees to advance to the Academy all costs, actual attorneys' fees, actual experts' fees, and such similarly related expenses immediately upon request so that the Academy is not required to pay such expenses out of its own funds.

The Academy agrees that for any claim for indemnification made by the Academy, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent Partner Solutions shall be responsible for indemnification of the Academy, Partner Solutions shall have the right to select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall Partner Solutions indemnify the Academy for the attorney fees accrued by the Board in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by Partner Solutions and no reimbursement of any costs or fees shall

be necessary. Partner Solutions may reimburse the Academy for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by Partner Solutions. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of Partner Solutions.

- C. Indemnification for Negligence. To the extent permitted by law, each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents, and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- D. Indemnification of Central Michigan University. The parties acknowledge and agree that Central Michigan University, its Board of Trustees, and its members, officers, employees, agents or representatives (collectively "University") are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, Partners Solution hereby promises to indemnify, defend and hold harmless the University from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, demands, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees), of settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the Academy's application, the University Board's consideration of or issuance of a Contract, Partners Solution's preparation for or operation of the Academy, or which are incurred as a result of the reliance by the University upon information supplied by Partners Solution, or which arise out of Partners Solution's failure to comply with the Contract or applicable law. The parties expressly acknowledge and agree that the University may commence legal action against Partners Solution to enforce its rights as set forth in this section of the Agreement.
- E. Immunities and Limitations. The Academy may assert all immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- F. Responsibility of Academy. The Academy will be solely and entirely responsible for its acts and omissions and for the acts and omissions of the Academy's agents and employees (if any) in connection with the performance of the Academy's responsibilities under this Agreement; provided, however, that nothing in this Agreement is intended, nor will be construed, as a waiver of the governmental immunity provided to the Academy and its incorporators, board members, officers, employees, and volunteers under Section 7 of Act 170, Public Acts of Michigan, 1964, as amended, MCL 691.1407. If Partner Solutions is made a party to any litigation involving claims arising out of or relating in any way to any alleged acts and/or omissions of the Academy or its directors, agents, or employees, the Academy will provide

any reasonable assistance requested by Partner Solutions in the defense against such claims as long as such assistance does not adversely affect the Academy's ability to defend against such claims.

- G. Mutual Duty to Cooperate. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement. The purpose of the duty to cooperate is to enable each party to perform its obligations as efficiently as possible. The duty to cooperate also includes reasonable assistance in the event of litigation or a dispute involving a party related to the Academy or the Services provided, such as provision of testimony, records and/or documents reasonably related to the litigation or dispute (which are not otherwise protected from disclosure).

## 9. INSURANCE

- A. Academy Insurance. The Academy will secure and maintain general liability and umbrella insurance coverage. This coverage will include the building and related capital facilities if they are the property of the Academy. The Academy will maintain such insurance in an amount and on such terms as required by the provisions of the Contract and Michigan Universities Self-Insurance Corporation (M.U.S.I.C.), including the indemnification of Partner Solutions required by this Agreement, and naming Partner Solutions as an additional insured. The Academy will, upon request, present evidence to Partner Solutions that it maintains the requisite insurance in compliance with the provisions of this section. Partner Solutions will comply with any information or reporting requirements applicable to the Academy under the Academy's policy with its insurer(s), to the extent practicable. Nothing in this Agreement is intended, nor shall be construed, as a waiver or relinquishment of any immunity from action or liability enjoyed by the Academy under controlling law.
- B. Partner Solutions Insurance. Partner Solutions will secure and maintain general liability and umbrella insurance coverage, with the Academy listed as an additional insured. Partner Solutions will maintain such policies of insurance as are required by the Contract and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), including the indemnification of the Academy as required by this Agreement. In the event that Authorizer or M.U.S.I.C. requests any change in coverage by Partner Solutions, Partner Solutions agrees to comply with any change in the type or amount of coverage as requested, within thirty (30) days after notice of the insurance coverage change. Partner Solutions will, upon request, present evidence to the Academy and Authorizer that it maintains the requisite insurance in compliance with the provisions of this section. The Academy will comply with any information or reporting requirements applicable to Partner Solutions under Partner Solutions' policy with its insurer(s), to the extent practicable.
- C. **Workers' Compensation Coverage.** Additionally, each party shall maintain workers' compensation insurance, as required by state law, covering their respective employees.

## 10. WARRANTIES AND REPRESENTATIONS

- A. Warranties and Representations of the Academy. The Academy represents to Partner Solutions that (a) it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (b) its actions have been duly and validly

authorized, and (c) it will adopt the necessary resolutions or expenditure approvals required for execution of this Agreement.

- B. Warranties and Representations of Partner Solutions. Partner Solutions represents and warrants to the Academy that (a) it is a Michigan corporation in good standing duly authorized to conduct business in the State of Michigan, (b) it has the authority under applicable laws to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (c) its actions have been duly and validly authorized, and (d) it will adopt any and all resolutions required for execution of this Agreement.
- C. Mutual Representations and Warranties. Each party represents and warrants to the other party that except as disclosed in writing to the other party, to its knowledge, there are no pending actions, claims, suits, or proceedings, whether threatened or reasonably anticipated, against or affecting it, which if adversely determined would have a material adverse effect (as might be reasonably determined by the non-affected party if disclosed) on its ability to perform its obligations under this Agreement.

## 11. ALTERNATIVE DISPUTE RESOLUTION

- A. Mediation. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be communicated in writing to the other party and mutually discussed between the parties with an opportunity to cure. If no resolution can be ascertained through that mutual discussion, then the matter will be submitted to mediation for resolution in Livingston County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.
- B. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three (3) persons. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The arbitrators shall issue a cause opinion and such opinion shall be final and binding. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction, by any party, without the consent of the other party. The losing party shall pay the cost of arbitration, not including attorney fees. It shall be within the discretion and purview of the arbitrator or arbitration panel to award reasonable attorney fees to the prevailing party. The prevailing party shall be defined as the party who prevails in total.

The Authorizer shall be notified of said cause opinion and decision, and upon request, be provided with a copy of the cause opinion.

## 12. MISCELLANEOUS

- A. Entire Agreement. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between the Academy and Partner Solutions. This Agreement constitutes the entire agreement of the parties.
- B. Force Majeure. Notwithstanding any other sections 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, accident labor strike, flood, terrorism, or other acts beyond its reasonable control.
- C. Governing Law. This Agreement and the rights of the parties hereto shall be interpreted according to the laws of the State of Michigan.
- D. Governmental Immunity. This Agreement shall not restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.
- E. Official Notices. All notices or other communications required by the terms of this Agreement shall be in writing and sent to the parties at the addresses set forth below. Notice may be given by certified or registered mail, postage prepaid, return receipt requested, or personal delivery. Notices shall be deemed to have been given on the date of personal delivery, or, if given by mail, the postmark date. Unless

amended or updated in writing, the addresses of the parties hereto for the purposes of this Agreement shall be:

THE ACADEMY:                    Board President  
    International Academy of Flint  
    2820 South Saginaw Street  
    Flint, MI 48503

PARTNER SOLUTIONS: Partner Solutions for Schools  
    c/o Maria Dockins  
    869 South Old US 23  
    Brighton, Michigan 48114

- F. Assignment. This Agreement shall not be assigned (a) by Partner Solutions, without prior consent of the Board, in writing which consent shall not be unreasonably withheld; or (b) by the Academy, without the prior consent of Partner Solutions, in writing, which consent shall not be unreasonably withheld. Partner Solutions may, without the consent of the Board, delegate the performance of but not responsibility for any duties and obligations of Partner Solutions hereunder to any independent contractor, expert or professional adviser. However, this Agreement shall not be assignable without prior notification to the Authorizer and any assignment must be done in a manner consistent with the Authorizer's ESP Policies.
- G. Limitation of Liability. EXCEPT FOR AMOUNTS EXPRESSLY DUE AND OWING UNDER THIS AGREEMENT, EACH PARTY'S TOTAL LIABILITY TO THE OTHER AND ANY



THIRD PARTIES UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER. THIS LIMITATION DOES NOT APPLY TO ANY AMOUNTS OWED PURSUANT A PARTY'S INDEMNIFICATION OBLIGATIONS UNDER THIS AGREEMENT. PARTNER SOLUTIONS TOTAL LIABILITY TO THE ACADEMY UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER.

- H. Amendment. This Agreement may only be amended in writing, signed by a duly authorized representative of each party, and must be done in a manner consistent with the Authorizer's ESP Policies.
- I. Effect of Headings. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.
- J. Waiver. No waiver of any portion of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall such waiver constitute a continuing waiver unless otherwise expressly stated in writing.
- K. Severability. The invalidity of any portion or term of this Agreement shall not affect the remaining portions or terms of this Agreement. In the event a portion or a term of this Agreement is deemed invalid, the parties shall cooperatively work together to modify the invalid portion or term as minimally as possible to cure the invalidity, while at all times preserving the spirit and purpose of the applicable portion or term.
- L. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- M. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and Partner Solutions. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- N. Survival of Termination. All representations, warranties, and indemnities made in this Agreement shall survive any termination or expiration of this Agreement without limitation.
- O. Delegation of Authority; Compliance with Laws. Nothing in this Agreement shall be construed as delegating to Partner Solutions any of the powers or authority of the Board which are not subject to delegation by the Board in accordance with all applicable laws. The parties agree to comply with all applicable laws
- P. Execution. The parties may execute this Agreement by facsimile or in counterparts. A facsimile or photographic copy of this Agreement may be relied upon by either party, or any third party, as if it were an original signature copy. If this Agreement is executed in counterparts, the separate counterpart signature pages shall be combined and treated by the parties, or any third party, as if the separate counterpart signature pages were part of one original signature copy.

- Q. Review by Independent Counsel. The parties agree that each has reviewed, or had the opportunity to review, this Agreement with its own independent legal counsel prior to the execution of this Agreement.

### 13. Authorizer Contract Provisions

- A. Compliance with Academy's Contract. Partner Solutions agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by the Central Michigan University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement. Any action or inaction by Partner Solutions that is not cured within 60 days of notice thereof which causes the Contract to be revoked, terminated, suspended or which causes the Contract to be put in jeopardy of revocation, termination or suspension by Central Michigan University is a material breach.
- B. Information Available to Authorizer and Public. The financial, educational and student records pertaining to the Academy are Academy property, and that such records are subject to the provisions of the Michigan Freedom of Information Act. All Academy records shall be physically or electronically available, upon request, at the Academy's physical facilities. Except as permitted under the Contract and Applicable Law, no ESP Agreement shall restrict the University's or the public's access to the Academy's records.

On an annual basis, Partner Solutions shall provide the Academy Board all of the same information that a school district is required to disclose under section 18(2) of the State School Aid Act, MCL 388.1618(2), for the most recent school fiscal year in which the information is available. Within thirty (30) days of receiving the information under section 18(2), the Academy Board shall make this information publicly available on its website, in a form and manner prescribed by the Michigan Department of Education.

Partner Solutions shall have no rights regarding the curriculum or educational materials. The Academy owns all proprietary rights to curriculum or educational materials that (i) are both directly developed and paid for by the Academy; or (ii) were developed by Partner Solutions at the direction of the Academy Board with Academy funds. All educational materials and teaching techniques used by the Academy are subject to disclosure under the Revised School Code and the Freedom of Information Act.

- C. Academy's Independent Auditor. All of the Academy's financial and other Partner Solutions related records will be made available to the Academy's independent auditor and Partner Solutions staff will cooperate with said auditor. All finance and other records of the ESP related to the Academy will be made available to the Academy, the Academy's independent auditor and the Center upon request. The Academy Board shall select and retain the Academy's independent auditor.
- D. Purchases Made for Academy. If Partner Solutions purchases equipment, materials and supplies on behalf of or as the agent of the Academy, Partner Solutions shall provide that such equipment, materials and supplies shall be and remain the property of the Academy. Partner Solutions shall

comply with the Revised School Code (including, but not limited to, sections 1267 and 1274 of the Code, MCL 380.1267 and MCL 380.1274) as if the Academy were making these purchases directly from a third party supplier or vendor. Partner Solutions shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties.


- E. Data Security Breach. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach), shall promptly report to the Board, not later than three business days following discovery, any use or disclosure of personally identifiable information from the Academy's education records or other information not suitable for public release (collectively, Covered Data or Information ("CDI") that is not authorized by this Agreement or Applicable Law. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) agrees to promptly undertake to identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breaches) has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure, (v) whether, and if so on what grounds, the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has determined that the security breach has not or is not likely to cause substantial loss or injury to, or result in identity theft with respect to, one or more residents of this state, and (vi) what corrective action the School Leader (as to an on-site breaches) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has taken or shall take to prevent future similar unauthorized use or disclosure. Partner Solutions shall provide such other information as reasonably requested by the Board. Partner Solutions shall take appropriate action, in accordance with MCL 445.72, to notify affected individuals whose personal information may have been compromised.
- F. Chief Administrative Officer ("CAO"). No Partner Solutions' employee shall be designated as the CAO of the Academy, although such employee may be a designee of the CAO for certain purposes enumerated by Academy Board action. The CAO for the Academy shall be an Academy Board member approved by the Academy Board.
- G. Academy Accounts. No provision of the ESP Agreement shall alter the Academy Board treasurer's legal obligation to direct that the deposit of all funds received by the Academy be placed in the Academy's depository account as required by law. The signatories on the Academy Board accounts shall solely be Academy Board members or properly designated Academy Board employee(s). Interest income earned on Academy accounts shall accrue to the Academy.
- H. Revocation or Termination of Contract. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties."
- I. Reconstitution. In the event that the Academy is required (i) to close an Academy site pursuant to a notice issued by the Michigan Department of Education under Section [507][528][561] of the Code, MCL [380.507][380.528][380.561]; or (ii) to undergo a reconstitution pursuant to Section

[507][528][561] of the Code, MCL [380.507][380.528][380.561], and the Contract, and such closure of an Academy site or reconstitution causes an amendment to or termination of this ESP Agreement, the parties agree that this ESP Agreement shall be amended or terminated to implement the Academy site closure or reconstitution, with no cost or penalty to the Academy, and Partner Solutions shall have no recourse against the Academy or the University Board for implementing such site closure or reconstitution.

The undersigned hereby execute this Agreement to be effective as of the date set forth first above.

**THE ACADEMY:**

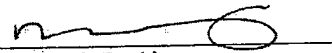
**INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy

By: 

Its: Board President

**PARTNER SOLUTIONS:**

**CSP MANAGEMENT, INC. d/b/a PARTNER SOLUTIONS FOR SCHOOLS**, a Michigan corporation

By:   
Maria Dockins

Its: President

# EXHIBIT A



# Partner Solutions

## Comprehensive HR Service Grid

<b>Recruitment Support &amp; Applicant Tracking</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>We are your trusted partner providing support with our user-friendly job posting and applicant tracking system.</b>			
Applicant tracking software	•		
Electronic employment application	•		
Job posting development	•	•	
Job posting on Academy website, Indeed, Glassdoor and a multitude of education and position specific websites	•		
Interview, select, verify credentials, reference checks, and make verbal offers to staff		•	
<b>Onboarding &amp; Compliance</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>From the moment your new hire accepts their job offer we are prepared with a dedicated onboarding team to help ensure a friendly, smooth and easy onboarding process.</b>			
Paperless onboarding with digital signature capability	•		
Guidance for employees through the new hire process	•		
Background check documentation – Crime Waiver, Unprofessional Conduct Check, ICHAT	•		
Complete Red Light Green Light Affidavit	•		
Maintain documentation required for Michigan State Police audit on CHRIS records	•		
Complete requirements for Michigan Child Care Background Check System (CCBC)		•	
Approval process for misdemeanors (PS & SL) and felonies (PS, SL, & SB)	•	•	•
Tax forms: state, local and federal	•		
I-9 compliance; Electronic sign off by Academy through online supervisor portal	•	•	
MPSERS – notification to employees to contact ORS	•		
Create and send offer letters with electronic signature and tracking	•		
Give "all clear" to supervisors when new hire steps are complete – onboarding paperwork, background check, credentials collected, required Safe Schools training	•		
Employee electronic personnel file management	•		
HRIS (Human Resource Information System) database management	•		
Labor Law posters delivered to school	•		
Provide HR Scorecard metrics on quarterly and annual basis	•		
Collect credentials from employees and verify credentials based on requirements position	•		
Obtain permits for teachers and special education approvals	•		
Registry of Educational Personnel (REP) completion for Partner Solutions employees	•		
Preparation for personnel reviews/audits from outside agencies & on-site audit management when done at the Partner Solutions Home Office	•		
Substitute system management	•	•	
Assist with missing personnel file documentation previously requested by Partner Solutions		•	
Recordkeeping of district provided professional development and staff mentor assignments		•	
Annual staff performance evaluations		•	



# EXHIBIT A

# Partner Solutions

<b>Payroll</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>Outsource your payroll processing services without sacrificing control, flexibility and accessibility associated with in-house payroll. We ensure accuracy, timeliness and compliance.</b>			
Onsite Supervisors verify employee punches and PTO in the timekeeping portal		•	
Payroll approval		•	
Payroll processing (includes online employee and employer portals)	•		
Time and Attendance and PTO tracking platform	•		
Direct deposit & pay card processing	•		
File and deposit all payroll taxes	•		
W-2 and W-3 preparation	•		
State(s) Unemployment Insurance claim administration	•		
Garnishment and agency payments	•		
Detailed payroll reports customized to correspond with the Michigan chart of accounts & GL interface	•		
Respond to employment and wage verification requests	•		
<b>Benefits &amp; Retirement</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>When you partner with us your team gains access to top-notch benefits at our affordable group prices. You will also have access to an online portal and a dedicated Benefits Coordinator that is available to work with your team along the way.</b>			
Group Medical, Dental, Vision, Life, and disability package design	•	•	
Determine Academy contribution levels for benefit and retirement plans	•	•	•
Annual Open-Enrollment meeting	•		
Employee benefits communication and education	•		
Annual shopping and comparing benefit options and design	•		
FMLA, ADA, USERRA, ERISA, PPACA compliance and guidance	•		
Employee leave of absence management and guidance	•		
Benefit plans premium reconciliation and payment	•		
Benefit plan eligibility assessment	•		
Employee Assistance Program Administration	•		
Voluntary (125) Flexible Spending Account and Dependent Care Account administration	•		
COBRA & HIPPA administration and liability	•		
Retirement Plan administration: enrollment/waiver, 1:1 financial planning, annual plan audit	•		
Workers Compensation coverage, administration, and liability	•		



# EXHIBIT A

## Partner Solutions

<b>HR Consultation</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>You will have a dedicated HR Manager that is expertly equipped with the education, experience and leadership needed to advise and mentor school leadership on all human resources matters.</b>			
Dedicated and personalized expert HR Team	•		
Annual staff meeting	•		
Provide standard Job Descriptions	•		
Employee handbook development	•		
Staff retention initiatives best practices	•		
Annual staff survey questions and platform with reporting capabilities	•		
Exit Interview survey questions and platform with reporting capabilities	•		
Supervisor training and consultation on HR best practices, employee discipline, and processes	•		
Staff culture, employee retention, addressing employee complaints, and discipline		•	
Termination approval, reduction in force, severance agreement preparation	•		
Respond to litigation, wage and hour, and EEOC claims	•		
Safe Schools and HR procedural trainings	•		
Credential consultation and communication	•		
Annual salary comparison data	•		
Performance evaluation tool for School Leader	•		

**CONTRACT SCHEDULE 6**

**PHYSICAL PLANT DESCRIPTION**



## PHYSICAL PLANT DESCRIPTION

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article XI, Section 11.5, the Academy is authorized to operate at the physical facility or facilities outlined in this schedule. The Academy shall not occupy or use any facility until approved for occupancy by the Michigan Department of Licensing and Regulatory Affairs' Bureau of Construction Codes.

Physical Plant Description .....	6-1
Site Plan .....	6-3
Floor Plans .....	6-4
Bond Purchase Agreement.....	6-6
Mortgage Agreement .....	6-28
Office of Fire Safety Approvals.....	6-46
Certificate of Use and Occupancy .....	6-49

1. Applicable Law requires that a public school academy application and contract must contain a description of and the address for the proposed physical plant in which the public school academy will be located. See MCL 380.502(3)(i) and 380.503(6)(f);

2. The address and a description of the site and physical plant (the "Site") of International Academy of Flint (the "Academy") is as follows:

Address: 2820 South Saginaw St.  
Flint, MI 48503

Description: This is the original location of the Academy and is located on approximately four acres. The original portion of the facility was constructed in 1917 with an addition built in 1964. The Academy constructed a classroom addition during the 1999-2000 academic year, a 2,566 square foot multi-purpose room during the 2000-2001 academic year and a 54,519 square foot classroom and gymnasium addition in 2008. The total square footage of the facility is approximately 121,000.

The facility contains three floors with a total of 54 classrooms. The facility also contains a computer lab, a student life room, a media center, an auxiliary gymnasium/dining area, a testing area, a science lab, a regulation size gymnasium, a kitchen, a health clinic, 18 restrooms and several offices. Parking lots are paved and lined with clearly marked "no parking" areas necessary for driver and student safety. There is also a playground area for student recreation before and after school and during recess. The exterior of both the original facility and the new addition are constructed of brick and all interior and exterior lighting is LED.

Configuration of Grade Levels: Kindergarten through Twelfth Grade.

Term of Use: Term of Contract.

Name of School District and Intermediate School District:

Local: Flint Community Schools  
ISD: Genesee ISD

3. It is acknowledged and agreed that the following information about this Site is provided on the following pages, or must be provided to the satisfaction of the University Board or its designee, before the Academy may operate as a public school in this state.

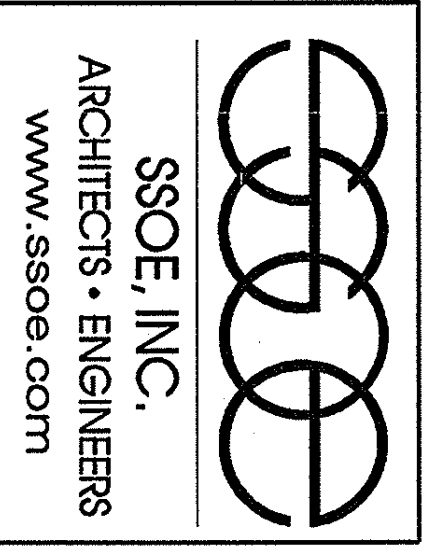
- A. Narrative description of physical facility
- B. Size of building
- C. Scaled floor plan
- D. Copy of executed lease or purchase agreement

4. In addition, the Academy and the University Board hereby acknowledge and agree that this Contract is being issued to the Academy with the understanding that the Academy cannot

conduct classes as a public school academy in this state until it has obtained the necessary fire, health and safety approvals for the above-described physical facility. These approvals must be provided and be acceptable to the University Board or its designee prior to the Academy operating as a public school. In cases of disagreement, the Academy may not begin operations without the consent of the University Board or its designee.

5. If the Site described above is not used as the physical facilities for the Academy, then Schedule 6 of this Contract between the Academy and the University Board must be amended pursuant to Article IX of the Terms and Conditions of Contract, to designate, describe, and agree upon the Academy's physical facilities. The Academy must submit to the University Board or its designee complete information about the new site to be actually used. This information includes that described in paragraphs 2, 3 and 4 of this Schedule 6. It is acknowledged and agreed that the public school academy cannot conduct classes as a public school in this state until it has submitted all the information described above, to the satisfaction of the University Board or its designee, and the amendment regarding the new site has been executed.

6. Any change in the configuration of grade levels at the Site requires an amendment to this Schedule 6 pursuant to Article IX of the Terms and Conditions of Contract set forth above.



SSOE, INC.  
ARCHITECTS - ENGINEERS  
www.ssoe.com

CONSULTANTS  
INTERNATIONAL  
ACADEMY  
OF FLINT  
CLASSROOM ADDITION  
FLINT, MICHIGAN

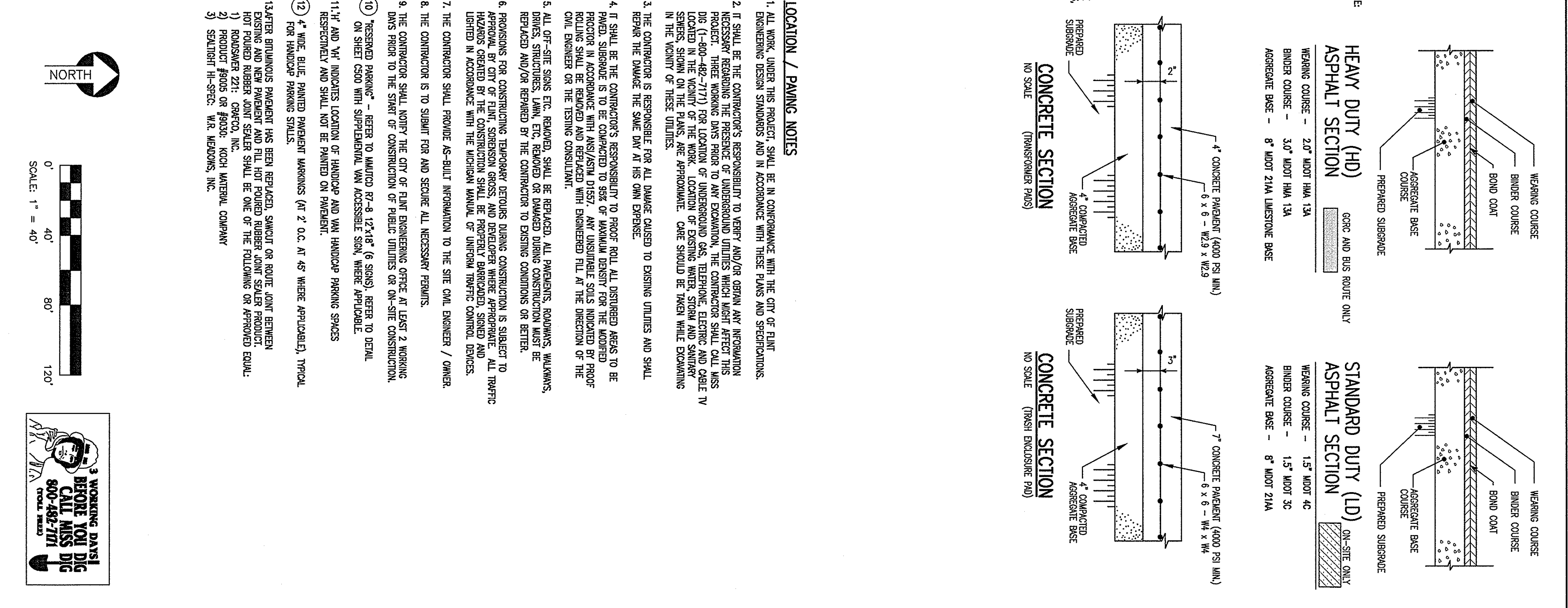
STATE OF MICHIGAN  
MICHAEL  
DESSUREAULT  
ENGINEER  
50980  
Professional Engineer Seal

NO.	DATE	REVISION	BY	CHKD
01-14-07	01-14-07	SO PROGRESS SET		
02-14-07	02-14-07	DATE SHEET PRINTED		
02-28-07	02-28-07	DATE SHEET PRINTED		
06-18-07	06-18-07	BIS / REVIEWS		
06-18-07	06-18-07	GENESE COUNTY SSC		

DESIGNED	DESSUREAULT
CHECKED	DESSUREAULT
APPROVED	A. BRUNING
CLIENT PROJECT NUMBER	06-7079-00
DATE	06-18-07

3 WORKING DAYS BEFORE YOU CALL MISS DIG 800-482-7171

ISSUING TITLE  
**C200**



- ### LOCATION / PAVING NOTES
- ALL WORK UNDER THIS PROJECT SHALL BE IN CONFORMANCE WITH THE CITY OF FLINT ENGINEERING DESIGN STANDARDS AND IN ACCORDANCE WITH THESE PLANS AND SPECIFICATIONS.
  - IT SHALL BE THE CONTRACTOR'S RESPONSIBILITY TO VERIFY AND/OR OBTAIN ANY INFORMATION NECESSARY REGARDING THE PRESENCE OF UNDERGROUND UTILITIES WHICH MIGHT AFFECT THIS PROJECT. THESE WORKING BANS FROM TO ANY EXISTING UTILITIES SHALL BE THE CONTRACTOR'S RESPONSIBILITY. THE CONTRACTOR SHALL CALL MISS DIG (1-800-482-7171) FOR LOCATION OF UNDERGROUND UTILITIES. TELEPHONE LISTINGS AND CABLE TV LISTINGS FOR THE PROJECT LOCATION ARE APPROXIMATE. CARE SHOULD BE TAKEN WHILE EXCAVATING IN THE VICINITY OF THESE UTILITIES.
  - THE CONTRACTOR IS RESPONSIBLE FOR ALL DAMAGE CAUSED TO EXISTING UTILITIES AND SHALL REPAIR THE DAMAGE AT HIS OWN EXPENSE.
  - IF SHALL BE THE CONTRACTOR'S RESPONSIBILITY TO PROOF ROLL ALL DISTURBED AREAS TO BE PAVED. SUBGRADE IS TO BE COMPACTED TO 95% OF MAXIMUM DENSITY FOR THE ADOPTED PROCTOR IN ACCORDANCE WITH MS/MSM DIS-7. ANY UNSUITABLE SOILS INDICATED BY PROOF ROLLING SHALL BE REMOVED AND REPLACED WITH ENGINEERED FILL AT THE DISCRETION OF THE CIVIL ENGINEER OR THE TESTING CONSULTANT.
  - ALL OFF-SITE SIGNS ETC. REMOVED, SHALL BE REPLACED. ALL PAVERS, ROADWAYS, MAILBOXES, DRIVES, STRUCTURES, LAWN, ETC. REMOVED OR DAMAGED DURING CONSTRUCTION MUST BE REPLACED AND/OR REPAIRED BY THE CONTRACTOR TO EXISTING CONDITIONS OR BETTER.
  - PROVISIONS FOR CONSTRUCTING TEMPORARY DETOURS DURING CONSTRUCTION IS SUBJECT TO APPROVAL BY CITY OF FLINT, SENIORS GROSS, AND DEVELOPERS WHERE APPROPRIATE. ALL TRAFFIC HAZARDS CREATED BY THE CONSTRUCTION SHALL BE PROPERLY BARREDED, SIGNED AND LIGHTED IN ACCORDANCE WITH THE MICHIGAN MANUAL OF UNIFORM TRAFFIC CONTROL DEVICES.
  - THE CONTRACTOR SHALL PROVIDE AS-BUILT INFORMATION TO THE SITE CIVIL ENGINEER / OWNER.
  - THE CONTRACTOR IS TO SUBMIT FOR AND SECURE ALL NECESSARY PERMITS.
  - THE CONTRACTOR SHALL NOTIFY THE CITY OF FLINT ENGINEERING OFFICE AT LEAST 2 WORKING BANS PRIOR TO THE START OF CONSTRUCTION OF PUBLIC UTILITIES OR ON-SITE CONSTRUCTION.
  - THESSED PARKING - REFER TO MUNITD 87-8 12"X18" (6 SIGNS) REFER TO DETAIL 11"X AND "H" INDICATES LOCATION OF HANDICAP AND VAN HANDICAP PARKING SPACES RESPECTIVELY AND SHALL NOT BE PAINTED ON PAVEMENT.
  - "H" AND "V" INDICATES LOCATION OF HANDICAP AND VAN HANDICAP PARKING SPACES FOR HANDICAP PARKING STALLS.
  - AFTER BRUNING'S PAVEMENT HAS BEEN REPLACED, SWAP OUT OR ROUTE JOINT BETWEEN EXISTING AND NEW PAVEMENT SHALL NOT FORMED. ROBERT ADAM STEEL PRODUCTION SHALL BE RESPONSIBLE FOR THE INSTALLATION OF JOINTS. SHALL BE ONE OF THE FOLLOWING OR APPROVED EQUIV: 1) ROUSSEAU 221; CARCO; KOCI MATERIAL COMPANY 2) PRODUCT #405 OR #400; KOCI MATERIAL COMPANY 3) SALTFLIGHT H-SPEC; W.R. WERNERS, INC.

- ### PAVEMENT MATERIAL NOTES
- ALL WORK AND MATERIAL TO BE DONE IN ACCORDANCE WITH CONTRACT AND ADOPT SPECIFICATIONS.
  - NOT SPEC'S WHEN USED REFERS TO THE MICHIGAN DEPARTMENT OF TRANSPORTATION'S 2003 STANDARD SPECIFICATIONS FOR CONSTRUCTION WHERE APPROPRIATE.
  - ASBESTOS TEST SHALL BE 24HA ASBESTOS LUNSTONE COMPACTED TO 95% OF ITS MAXIMUM DRY DENSITY IN ACCORDANCE WITH MS/MSM DIS-7.
  - A BRUNING'S BOND COAT MUST BE APPLIED BETWEEN THE BRUNING'S LEVELING COURSE AND WEARING COURSE.

- ### PARKING REQUIREMENTS
- 1 STALL PER EMPLOYEE PLUS 1 STALL PER CLASSROOM (NO ALTERNATE OR STALLS PROVIDED)
  - EMPLOYEES = 108 (INCLUDES 6 PART TIME)
  - CLASSROOMS = 37 EXISTING + 24 PROPOSED = 61
  - PARKING REQUIRED = 108 + 61 = 169 STALLS
- PARKING PROPOSED:  
NORTH LOT = 48 STALLS  
SOUTH LOT (KANSAS SIDEWAY) = 57 STALLS  
ALONG BUS DRIVEWAY = 10 STALLS  
TOTAL PROPOSED = 115 STALLS

GREENLY STREET  
EDWINTON STREET  
OAKLEY STREET  
OLIVER STREET  
SACINAW STREET





**Execution Copy**

**BOND PURCHASE AGREEMENT**

by and between the

**INTERNATIONAL ACADEMY OF FLINT**

and

**FIFTH THIRD SECURITIES, INC.**

**Dated: September 26, 2007**

**Relating to:**

**\$17,175,000  
INTERNATIONAL ACADEMY OF FLINT  
PUBLIC SCHOOL ACADEMY REVENUE BONDS,  
SERIES 2007**

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**BOND PURCHASE AGREEMENT**  
**\$17,175,000**  
**INTERNATIONAL ACADEMY OF FLINT**  
**PUBLIC SCHOOL ACADEMY REVENUE BONDS, SERIES 2007**

This Bond Purchase Agreement is dated September 26, 2007, and is by and between the International Academy of Flint, a Michigan public school academy (the "Academy") and Fifth Third Securities, Inc. ( the "Underwriter").

The Underwriter hereby offers to enter into this Bond Purchase Agreement for the purchase by the Underwriter and sale by the Academy of the Academy's Public School Academy Revenue Bonds specified below. This offer is made subject to acceptance by the Academy prior to 5:00 o'clock p.m., Michigan Time, on the date hereof, and upon such acceptance this Bond Purchase Agreement shall be in full force and effect in accordance with its terms and shall be binding upon the Academy and the Underwriter.

1. Purchase and Sale.

Upon the terms and conditions and upon the basis of the representations herein set forth, the Underwriter hereby agrees to purchase from the Academy and the Academy hereby agrees to sell to the Underwriter all, but not less than all, of the \$17,175,000 aggregate principal amount of the Academy's Public School Academy Revenue Bonds, Series 2007 (the "Bonds"), which are to mature, are to be subject to redemption prior to maturity and are to bear interest as set forth in Exhibit A attached hereto (the Bonds being more fully described in the Official Statement hereinafter mentioned), at an aggregate purchase price as set forth in Exhibit A. The Bonds are being issued pursuant to the provisions of Act 451, Public Acts of Michigan, 1976, as amended ("Act 451") for the purpose of providing the Academy with funds to (i) acquire, construct and furnish the Project (as defined in the Trust Indenture described below), (ii) pay capitalized interest on the Bonds, (iii) fund a debt service reserve fund and (iv) provide funds to pay certain costs relating to issuance of the Bonds. The Bonds shall be described in, and shall be issued and secured under and pursuant to, a Trust Indenture between the Academy and The Bank of New York Trust Company, N.A., as trustee (the "Trustee"), dated as of October 1, 2007 (the "Trust Indenture") and an authorizing resolution adopted by the Academy on July 20, 2007 (the "Authorizing Resolution"), substantially in the forms heretofore delivered to the Underwriter, with only such changes therein as shall be mutually agreed upon. The Bonds shall be dated, shall be in the principal amount, shall have the maturities, bear interest at the rates per annum, be sold with original issue premium (discounts) and be subject to redemption at the times, on the terms and in the manner set forth on Exhibit A. The Underwriter agrees to make an initial bona fide public offering of the Bonds at the offering prices set forth in the Official Statement; however, the Underwriter may offer and sell the Bonds to certain dealers and others at prices lower than such offering prices and the Underwriter further reserves the right to change such offering prices after the initial offering as the Underwriter shall deem necessary in connection with the marketing of the Bonds. Terms not otherwise defined herein shall have the same meaning as such terms are given in the Trust Indenture.

A Preliminary Official Statement, dated September 12, 2007, describing the Academy, the Bonds and the security for the Bonds has been prepared for use in connection with the public offer, sale and distribution of the Bonds. There will also be prepared a final Official Statement to be dated September 26, 2007, in substantially the form of the draft submitted to the Academy on or before the date hereof, setting forth definitive information relating to the terms of offering of the Bonds. Any and all appendices, exhibits, reports and summaries included in the Preliminary Official Statement or the Official Statement or attached to them shall be for all purposes of this Bond Purchase Agreement deemed to be a part of the Preliminary Official Statement and the Official Statement, as applicable.

2. Delivery at Signing.

a) The Academy shall deliver or cause to be delivered to the Underwriter promptly after the acceptance hereof:

(i) two copies of the Official Statement dated the date hereof relating to the Bonds, substantially in the form of the Preliminary Official Statement dated September 12, 2007 (the "Preliminary Official Statement") with only such changes therein as shall have been accepted by the Underwriter (such Official Statement, with such changes and including the cover page and the exhibits thereto, being herein called the "Official Statement," except that, if the Official Statement has been amended between the date thereof and the date of Closing referred to in Paragraph 6 hereof, the term "Official Statement" shall refer to the Official Statement as so amended);

(ii) additional copies of the Official Statement in such quantities as the Underwriter shall designate as being required in order to satisfy the requirements of Rule 15c2-12 of the Securities and Exchange Commission promulgated under the Securities Exchange Act of 1934 (herein called the "Rule").

b) The Academy hereby approves the Official Statement and authorizes the use, in accordance with applicable law, of copies of: (i) the Official Statement; (ii) the Trust Indenture; and (iii) the Authorizing Resolution in connection with the offering and sale of the Bonds. The Academy hereby agrees to provide copies of the Official Statement in a timely fashion in order to satisfy the requirements of the Rule and with any applicable requirements of the Municipal Securities Rulemaking Board (the "MSRB") and in no event later than seven (7) business days after the date hereof. The Academy consents to the use by the Underwriter, prior to the date hereof, of the Preliminary Official Statement relating to the Bonds in connection with the public offering of the Bonds in accordance with applicable law and a legend in substantially the following form appearing on the Preliminary Official Statement:

This Preliminary Official Statement and the information contained herein are subject to completion, amendment and change without notice. These securities described herein may not be sold nor may offers to buy be accepted prior to the time the Official Statement is delivered in final form. Under no circumstances shall this Preliminary Official Statement constitute an offer to sell or the solicitation of an offer to buy, nor shall there be any sale of the Bonds

in any jurisdiction in which such offer, solicitation or sale would be unlawful prior to the registration or qualification under the securities laws of any such jurisdiction. As of its date, this Preliminary Official Statement has been "deemed final" by the Academy for purposes of SEC Rule 15c2-12(b)(1), except for omissions permitted by SEC Rule 15c2-12(b)(1).

c) The Academy hereby deems the Preliminary Official Statement to be final as of its date, except for the omission of such information that is permitted to be omitted therefrom pursuant to the Rule.

3. Academy's Representations and Warranties.

The Academy makes the following representations and warranties:

a) The Academy (i) has been duly organized and is now validly existing and in good standing as a public school academy under the laws of the State of Michigan and (ii) has duly and validly obtained all certificates, licenses and permits from all public authorities, federal, state or local, as are now required by such authorities to enable it to carry on its business as and where now conducted, and no other approvals are needed for the Project other than those which the Academy needs and expects to obtain in connection with the acquisition and installation of the Project.

b) The Academy has full legal right, power and authority (i) to adopt the Authorizing Resolution, (ii) to enter into this Bond Purchase Agreement, the State Aid Agreement to be entered into by and among the Academy, the Trustee and Central Michigan University, as the Academy's fiscal agent dated as of October 1, 2007 (the "State Aid Agreement"), the Trust Indenture and the Continuing Disclosure Agreement in substantially the form set forth in the Official Statement (the "Continuing Disclosure Agreement"), (iii) to issue, sell and deliver the Bonds to the Underwriter as provided herein, and (iv) to carry out and consummate all other transactions contemplated by each of the aforesaid documents, and the Academy has complied with the applicable law in all matters relating to such transactions.

c) The Academy has duly authorized the execution, delivery and due performance of this Bond Purchase Agreement, the Trust Indenture, the State Aid Agreement, the Continuing Disclosure Agreement, the delivery of the Preliminary Official Statement and the Official Statement and the taking of any such action as may be required on the part of the Academy to carry out, give effect to and consummate the transactions contemplated by such instruments.

d) The Authorizing Resolution has been duly adopted by the Academy and is in full force and effect and constitutes the legal, valid and binding action of the Academy, and this Bond Purchase Agreement, the Trust Indenture, the State Aid Agreement and the Continuing Disclosure Agreement, when executed and delivered by the parties thereto, will constitute legal, valid and binding obligations of the Academy, except as limited by applicable insolvency, reorganization, moratorium and similar laws in effect from time to time affecting the rights of creditors generally,

and except to the extent that the enforceability thereof may be limited by application of general principles of equity.

e) When delivered to and paid for by the Underwriter at the Closing in accordance with the provisions of this Bond Purchase Agreement, the Bonds will have been duly authorized, executed, issued and delivered and, assuming due authentication, will constitute legal, valid and binding limited obligations of the Academy, except as limited by applicable insolvency, reorganization, moratorium and similar laws in effect from time to time affecting the rights of creditors generally, in conformity with, and entitled to the benefit and security of, applicable law, the Trust Indenture and the Authorizing Resolution.

f) No consents or authorizations of or by any governmental or public agency, authority or person (except as may be required under the securities or "blue sky" laws of any state) not already obtained are required by the Academy in connection with the issuance and sale of the Bonds, the execution and delivery of, or the performance of its obligations under, this Bond Purchase Agreement, the Bonds, the Trust Indenture and the State Aid Agreement. The Academy has complied with or as of the date of delivery, will have complied with all provisions of the Constitution and laws of the State of Michigan with respect to all transactions contemplated by this Bond Purchase Agreement, the Bonds, the Trust Indenture, and the State Aid Agreement, including the sale and delivery of the Bonds to the Underwriter as provided herein, compliance with which is required as of the date of delivery of the Bonds.

g) The execution and delivery by the Academy of this Bond Purchase Agreement, the Bonds and the Trust Indenture and the adoption of the Authorizing Resolution, and compliance with the provisions thereof, under the circumstances contemplated thereby, will not conflict with or result in a violation of the Constitution of the State of Michigan or the laws of the State of Michigan (including Act 34, Public Acts of Michigan, 2001, as amended ("Act 34")) or any debt limitations or other restrictions or conditions on the debt-issuing power of the Academy in any material respect or conflict with or constitute on the part of the Academy a breach of or default under any other agreement or instrument to which the Academy is a party, including without limitation, the Academy's Articles of Incorporation, Bylaws and its charter contract with Central Michigan University, or any existing law, administrative regulation, court order or consent decree to which the Academy is subject. The Academy has not received any written notice, not subsequently withdrawn, given in accordance with the remedy provisions of any bond resolution or ordinance, trust indenture or agreement or state law pertaining to bonds or notes of the Academy, of any default or event of default which has not been cured, remedied or waived. The Academy is not in breach of or in default under any existing law, court or administrative regulation, decree or order, material agreement, indenture, mortgage, lease, sublease or other instrument to which it is a party or by which it or its property may be bound, and no event has occurred or is continuing which, with the passage of time or the giving of notice, or both, would constitute a default or an event of default thereunder, in either case in any manner or to any extent which could have a material adverse effect on the financial condition of the Academy, the operation of the Academy or the transactions contemplated by this Bond Purchase Agreement and the Official Statement, or have an adverse effect on the validity or enforceability in accordance with their respective terms of the Bonds or the Documents or

in any way adversely affect the existence or powers of the Academy or in any way adversely affect the exclusion from gross income for federal income tax purposes of interest on the Bonds.

h) There is no action, suit, proceeding or investigation, at law or in equity, or before any court, public board or body, served upon the Academy, or to the best of the knowledge of the Academy, threatened or otherwise affecting the Academy in any way (i) affecting the existence of the Academy or the title of any official of the Academy to such person's office, (ii) seeking to restrain or enjoin the issuance, sale or delivery of the Bonds, payment of the moneys and property pledged or to be pledged for the payment of principal of, premium, if any, or interest on the Bonds, (iii) contesting or affecting the validity or enforceability of this Bond Purchase Agreement, the Authorizing Resolution, the State Aid Agreement, the Continuing Disclosure Agreement or the Bonds, (iv) contesting the completeness or accuracy of the Official Statement or the powers or authority of the Academy to engage in the transactions contemplated by this Bond Purchase Agreement, the Authorizing Resolution, the Continuing Disclosure Agreement or the Bonds (v) questioning the exemption of interest on the Bonds from taxation as described under "TAX MATTERS" in the Official Statement, or (vi) wherein an unfavorable decision, ruling or finding would materially and adversely affect the transactions contemplated by this Bond Purchase Agreement or which would in any way adversely affect the validity or enforceability of the Bonds, the Trust Indenture, the State Aid Agreement, the Mortgage, the Continuing Disclosure Agreement or this Bond Purchase Agreement (or any other instrument which is executed by the Academy which is required or contemplated for use in consummating the transactions contemplated thereby).

i) Any certificate relating to the Bonds signed by any authorized representative of the Academy and delivered to the Underwriter at or before the Closing Date shall be deemed a representation and warranty by the Academy to the Underwriter as to the truth of the statements therein contained.

j) On or prior to the Closing Date, the Academy shall have taken all actions necessary to be taken by it for: (i) the issuance, sale, execution and delivery of the Bonds upon the terms set forth in this Bond Purchase Agreement and in the Authorizing Resolution, and (ii) the execution and delivery by the Academy of this Bond Purchase Agreement and all such other instruments and the taking of all actions on the part of the Academy as may be necessary or appropriate for the effectuation and consummation of the transactions on the part of the Academy contemplated by them. Between the date of this Bond Purchase Agreement and the Closing Date, the Academy will take no action which will cause any representation contained in this Bond Purchase Agreement to be untrue as of the Closing Date.

k) The Academy has not been notified of any listing or proposed listing by the Internal Revenue Service to the effect that the Academy is a bond issuer whose arbitrage certifications may not be relied upon.

l) The Preliminary Official Statement, as of its date (other than the information relating to the book-entry-only system and under the caption "UNDERWRITING," as to which no representation is made), did not include any untrue statement of material fact or omit to state any material fact necessary to make the statements made therein, in light of the circumstances under

which they were made, not misleading, and the Official Statement, including any amendments or supplements to it (other than the information relating to the book-entry-only system and under the caption "UNDERWRITING," as to which no representation is made), will not, as of its date, as of the Closing Date or as of the date of any amendment or supplement to it, include any untrue statement of a material fact or omit to state any material fact necessary to make the statements made therein, in light of the circumstances under which they are or were made, not misleading.

m) Each of the representations and warranties of the Academy contained in the Trust Indenture are true and correct on and as of the date hereof and are hereby made to the Underwriter on and as of the date hereof as if set forth herein at length. The Academy has no record of default in payment of its bonded indebtedness.

n) The Academy will furnish such information, execute such instruments and take such other action in cooperation with the Underwriter as the Underwriter may deem necessary in order to qualify the Bonds for offer and sale under the "blue sky" or securities laws and regulations of such states and other jurisdictions of the United States as the Underwriter may designate; provided, however, that the Academy will not be required to consent to service of process in any state or jurisdiction outside the State of Michigan.

o) During the period beginning on the date hereof and ending at the time the Underwriter is no longer required to provide an Official Statement to potential customers who request the same pursuant to the Rule, if there shall exist any event relating to the Academy which in the Underwriter's judgment, either (A) makes untrue or incorrect in any material respect any statement or information contained in the Official Statement, or (B) is not reflected in the Official Statement but should be reflected therein in order to make the statements and information contained therein not misleading in any material respect, or if the Academy or the Underwriter shall be informed by the Academy that any such event relating to the Academy shall exist, the Academy shall amend or supplement the Official Statement, in form and substance satisfactory to counsel to the Underwriter, so that it will not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements therein, in the light of the circumstances under which they were made, not misleading.

p) Before amending or supplementing the Official Statement, the Academy will furnish to the Underwriter a copy of each such proposed amendment or supplement. No amendment or supplement to the Official Statement will contain material information substantially different from that contained in the Official Statement on the date it was issued which is unsatisfactory in form or substance to the Underwriter unless such information is required by law.

q) Unless the Academy is notified in writing on the date of Closing that a shorter period applies, the Academy may assume that the "end of the underwriting period" (as defined in the Rule) has occurred thirty (30) days after the Closing, unless the Underwriter notifies the Academy in writing prior to such date that there exists an unsold balance of the Bonds, in which case the end of the underwriting period shall be deemed to be extended for thirty (30) days from the date of such notice. The deemed end of the underwriting period shall be extended for additional periods of thirty (30) days each upon receipt of written notification from the Underwriter that there exists an unsold

balance of the Bonds. The Underwriter agrees to file the Official Statement with a nationally recognized municipal securities information repository on or before the date of Closing.

r) The audited financial statements of the Academy included in the Official Statement present the financial position of the Academy at June 30, 2006 and the results of its operations and the changes in its financial position for the year then ended. For the period from the dates of the presented financial information to the date of this Bond Purchase Agreement, there has been no material adverse change in the financial condition of the Academy except as described in the Official Statement. The Academy does not have any material contingent obligations which are not disclosed in its most recent financial statement furnished to the Underwriter. The inclusion of the audited financial statements in the Official Statement as presented does not violate any agreement with the Academy's auditors as to the use of such statements.

s) Except as set forth in the Preliminary Official Statement and the Official Statement, subsequent to the respective dates as of which information is given in the Preliminary Official Statement (except as to dates or information contained in the Preliminary Official Statement that have been changed in the Official Statement) and the Official Statement, the Academy has not incurred any liabilities, direct or contingent, or entered into any transactions, not in the ordinary course of business, that are material to the business and affairs of the Academy and there has not been any material adverse change in the condition, results of operation or general affairs of the Academy (financial or otherwise).

t) The Academy has taken or has caused to be taken all necessary action for execution and delivery of the Mortgage given as security for the Bonds (the "Mortgage") and the Collateral Assignment to be executed by the Academy (the "Collateral Assignment"), and each will be a legal, valid and binding obligation of the Academy enforceable in accordance with its terms (except as limited by applicable insolvency, reorganization, moratorium and similar laws in effect from time to time and affecting the rights of creditors, generally, and except to the extent that the enforceability thereof may be limited by applicable insolvency, reorganization, moratorium and similar laws in effect from time to time and by the application of general principles of equity) and the performance by the Academy thereunder does not and will not conflict with or result in a breach of any of the unwaived provisions of, or constitute a default under, any agreement or instrument by which the Academy is bound or result in a violation of law, administrative regulation or court decree to which the Academy or any of its property is subject.

u) Neither the Securities and Exchange Commission nor any state securities administrator has issued and delivered to the Academy or, to the best of the Academy's knowledge, is threatening to issue any order preventing or suspending the use of the Official Statement or the issue, offer or sale of the Bonds.

v) The Academy will not take or omit to take any action which action or omission would in any way cause the proceeds from the sale of the Bonds to be applied in a manner contrary to that provided for in the Trust Indenture.

4. Covenants of the Academy.

The Academy covenants as follows:

a) The Academy will observe all covenants of the Academy in the Trust Indenture and will not issue or sell any bonds or obligations other than the Bonds referred to in the Trust Indenture.

b) The Academy will reasonably cooperate with the Underwriter in qualifying the Bonds for offer and sale under the securities or blue sky laws of such jurisdiction of the United States as the Underwriter may request; provided, however, that the Academy shall not be obligated to consent to service of process, be subject to taxation in any such jurisdiction or be required to pay any costs or expenses of qualification of the Bonds in any such jurisdiction.

c) The Academy will take such action as may be reasonably requested to facilitate the timely consummation of the transactions contemplated by this Bond Purchase Agreement.

d) The Academy will operate and maintain the Project as provided in and subject to all the terms and provisions of the Trust Indenture and will observe all covenants in the Trust Indenture.

e) The Academy will not take any action or permit any action to be taken, or cause or permit any circumstance within its control to arise or continue, if such action would adversely affect the exclusion of interest on the Bonds from gross income for federal tax purposes.

f) In the event the Bonds are not delivered by the Academy to the Underwriter, the Academy will pay the reasonable expenses to be paid by it pursuant to Paragraph 9 hereof.

g) The Academy covenants and agrees to enter into the Continuing Disclosure Agreement to provide ongoing disclosure about the Academy, for the benefit of the bondholders on or before the date of delivery of the Bonds as required under the Rule. The Continuing Disclosure Agreement shall be substantially in the form set forth in Appendix E to the Official Statement, with such changes as may be agreed to by the Underwriter. The Academy has not, in the last five years, failed to comply in any material respect with any undertaking previously entered into by it pursuant to the Rule. The Underwriter's obligation to purchase the Bonds shall be conditioned upon the Academy delivering a Continuing Disclosure Agreement, satisfactory to the Underwriter, on or before the date of delivery of the Bonds.

5. Indemnification.

a) To the extent permitted by law, the Academy agrees to indemnify and hold harmless the Underwriter and each person, if any, who controls the Underwriter (within the meaning of Section 15 of the Securities Act or Section 20 of the 1934 Act) against any and all losses, claims, damages, liabilities and expenses (including reasonable costs of investigation) caused by any untrue statement or alleged untrue statement of a material fact contained in the Academy's Portion of the



Official Statement or in any amendment or supplement thereto, or caused by any omission or alleged omission to state therein a material fact necessary to make the statements therein, in the light of the circumstances under which they were made, not misleading.

b) If any action or claim shall be brought or asserted against the Underwriter or any person so controlling the Underwriter based upon the Official Statement or any amendment or supplement thereto and in respect of which indemnity may be sought from the Academy pursuant to subparagraph (a) of this Paragraph 5, the Underwriter or such person shall promptly notify the Academy in writing, and the Academy shall assume the defense thereof, including the employment of counsel and the payment of all expenses. The Underwriter and such person shall have the right to employ separate counsel in any such action and participate in the defense thereof, but such employment of separate counsel shall be at the expense of the Underwriter or such person, as the case may be, unless (i) the employment thereof has been specifically authorized by the Academy, or (ii) the Academy has failed to assume the defense and employ counsel, or (iii) the named parties to any such action (including any impleaded parties) include both the Underwriter or such person and the Academy, and the Underwriter or such person shall have been advised by such counsel that there may be one or more legal defenses available to it which are inconsistent with those available to the Academy (in which case the Academy shall not have the right or obligation to assume the defense of such action on behalf of the Underwriter or such person), it being understood, however, that the Academy shall not, in connection with any such action or separate but substantially similar or related actions in the same jurisdiction arising out of the same general allegations or circumstances, be liable for the reasonable fees and expenses of more than one separate firm of attorneys for the Underwriter and controlling persons, which firm shall be designated in writing by the Underwriter. The Academy shall not be liable for any settlement of any such action effected without its written consent, but if settled with the written consent of the Academy, or if there be a final judgment for the plaintiff in any such action, the Academy agrees to indemnify and hold harmless the Underwriter and any such controlling person from and against any loss or liability by reason of such settlement and judgment.

c) The Underwriter agrees to indemnify and hold harmless the Academy to the same effect as the foregoing indemnity from the Academy to the Underwriter, but only with respect to information furnished in writing by or on behalf of the Underwriter expressly for use in connection with the Official Statement.

In case any action or claim shall be brought against the Academy based upon the Official Statement, and in respect of which indemnity may be sought from the Underwriter, the Underwriter shall have the rights and duties given to the Academy, and the Academy shall have the rights and duties given to the Underwriter by subparagraph (b) of this Paragraph 5. The indemnity agreement of this subparagraph (c) shall extend upon the same terms and conditions to each officer of the Academy and to each person, if any, who controls the Academy within the meaning of the Securities Act of 1933.

d) The indemnity agreements contained in this Paragraph 5 and the representations and warranties of the Academy set forth in Paragraph 3 shall remain operative and in full force and effect after the Closing Date, regardless of any investigation made by or on behalf of the Underwriter

or any person so controlling the Underwriter or by or on behalf of the Academy. A successor of the Underwriter or the Academy, as the case may be, shall be entitled to the benefits of the indemnity agreements contained in this Paragraph 5.

6. The Closing.

On October 2, 2007 (the "Closing Date"), or on such other business day as shall have been agreed upon by the Academy and the Underwriter, the Academy will deliver the Bonds to the Underwriter through the facilities of The Depository Trust Company ("DTC"), in New York, New York, duly executed and authenticated, and the Underwriter will accept delivery and pay the purchase price of the Bonds as set forth herein, in immediately available funds if the Closing occurs no later than 1:00 p.m., Detroit, Michigan time, on the Closing Date, payable to the order of the Trustee for the account of the Academy. Delivery of documents (other than the Bonds and payments as aforesaid) shall be made at the offices of Dickinson Wright, PLLC, Bloomfield Hills, Michigan. Such payment and delivery is hereinafter called the "Closing," and such date and time are called the "Closing Date." The Bonds shall bear proper CUSIP numbers (provided, however, that neither the failure to print such numbers on any of the Bonds nor any error with respect to such numbers shall constitute cause for a failure or refusal by the Underwriter to accept the delivery of or pay for the Bonds in accordance with the terms of this Bond Purchase Agreement), and shall be delivered on the Closing Date to DTC, in registered form without coupons, as one bond per maturity registered in the name of Cede & Co. The Bonds will be made available to the Underwriter for checking and inspection at the above-mentioned place of their delivery at least one business day prior to the Closing.

7. Conditions of the Underwriter's Obligations.

The Underwriter's obligation hereunder to purchase and pay for the Bonds shall be subject to the performance by the Academy of its obligations and agreements to be performed hereunder at or prior to the Closing; to the performance by the Academy of its obligations and agreements to be performed hereunder at or prior to the Closing; and to the accuracy in all material respects of the representations and warranties of the Academy contained herein as of the date hereof and as of the Closing Date, as set forth in or contemplated by the Official Statement, and shall also be subject to the following conditions:

a) At the time of Closing, (i) the Official Statement, the Trust Indenture, the Authorizing Resolution, the Continuing Disclosure Agreement, the State Aid Agreement, the Mortgage and the Collateral Assignment shall be in full force and effect and shall not have been materially amended, modified or supplemented except as therein permitted or as may have been agreed to by the Underwriter, (ii) the proceeds of the sale of the Bonds shall be applied as described in the Official Statement or as the Academy, and the Underwriter shall otherwise agree, (iii) the Academy shall have duly adopted and there shall be in full force and effect such resolutions as, in the opinion of Dickinson Wright PLLC, Bloomfield Hills, Michigan ("Bond Counsel") shall be necessary in connection with the transactions contemplated hereby;

b) The Underwriter shall have the right to cancel its obligation to purchase the Bonds if between the date hereof and the Closing (i) legislation shall have been enacted by the Congress of the United States or the legislature of the State of Michigan, or a decision shall have been rendered by a court of the United States, the Tax Court of the United States or the Supreme Court of the State of Michigan, or a ruling shall have been made or a regulation shall have been proposed or made or a press release or some other form of notice, have been issued by the Treasury Department of the United States or the Internal Revenue Service or other federal authority, with respect to federal or State of Michigan taxation upon interest received on obligations of the general character of the Bonds, which, in the Underwriter's reasonable judgment, materially adversely affects the market for the Bonds, (ii) there shall exist any event which, in the Underwriter's judgment, either (A) makes untrue or incorrect in any material respect any statement or information contained in the Official Statement or (B) is not reflected in the Official Statement but should be reflected therein in order to make the statements and information contained therein not misleading in any material respect, (iii) there shall have occurred any new outbreak of hostilities or other national or international calamity or crisis, or a default with respect to the debt obligations of, or the institution of proceedings under the federal bankruptcy laws by or against, any state of the United States or agency thereof, or any city located in the United States having a population of over one million, the effect of which on the financial markets of the United States will be such as, in the Underwriter's reasonable judgment, makes it impracticable for the Underwriter to market the Bonds or enforce contracts for the sale of the Bonds, (iv) there shall be in force a general suspension of trading on the New York Stock Exchange or other national securities exchange, or minimum or maximum prices for trading shall have been fixed and be in force, or maximum ranges for prices of securities shall have been required and be in force on the New York Stock Exchange or other national securities exchange, whether by virtue of a determination by any such exchange or by order of the Securities and Exchange Commission or any other governmental authority having jurisdiction, or (v) the declaration of a general banking moratorium by United States or Michigan state authorities, (vi) there has been any material adverse change or any development involving such prospective material adverse change in the affairs, operations, business, financial condition or prospects of the Academy or the financial or securities markets which, in the reasonable opinion of the Underwriter, either (A) makes untrue or incorrect in any material respect any statement or information contained in the Official Statement or (B) is not reflected in the Official Statement but should be reflected therein in order to make the statements and information contained therein not misleading and

c) On or prior to the Closing, the following documents shall be delivered:

- (i) The Authorizing Resolution certified by the Secretary of the Board as having been duly adopted;
- (ii) The executed copy of the Trust Indenture;
- (iii) An executed copy of the State Aid Agreement.
- (iv) Opinions of counsel as follows:
  - (A) the approving opinion of Bond Counsel, dated the date of

Closing, accompanied by a supplementary opinion of Bond Counsel, dated the date of Closing and addressed and delivered to the Academy and the Underwriter.

(B) The opinion of counsel for the Academy, addressed and delivered to the Academy and the Underwriter and dated the date of Closing.

(C) The opinion of counsel to the Underwriter.

(D) The opinion of counsel to Central Michigan University as the authorizing body for the Academy.

(v) A certificate, dated the date of Closing, signed by an authorized officer of the Academy and in form and substance satisfactory to the Underwriter, to the effect that:

(A) The representations and agreements of the Academy herein are true and correct in all material respects as of the date of Closing;

(B) The material appearing in the Academy's portion of the Official Statement does not include any untrue statement of a material fact or omit to state any material fact necessary to make the statements therein, in light of the circumstances under which they were made, not misleading in any material respect;

(C) Since June 30, 2006, no material adverse change has occurred in the financial position of the Academy.

(D) No event has occurred and is continuing which with the lapse of time or the giving of notice, or both, would constitute an Event of Default by the Academy under the Academy Documents.

(E) No litigation is pending or, to the knowledge of such officer, threatened in any court in any way affecting, (I) the existence of the Academy, (II) the entitlement of its officers to their respective offices, (III) seeking to restrain or to enjoin the issuance, sale or delivery of the Bonds, (IV) in any way contesting or affecting the validity of the Bonds, the Trust Indenture, the Authorizing Resolution, the Continuing Disclosure Agreement, the State Aid Agreement, the Mortgage, or this Bond Purchase Agreement, (V) in any way contesting the existence or powers of the Academy.

(vi) Executed copies of the Mortgage, the Collateral Assignment and the Trust Indenture and a copy of the Authorizing Resolution, duly certified.

(vii) The organizational documents of the Academy, certified by an authorized officer of the Academy along with the Authorizing Resolution of the Board of Trustees of

the Academy.

(viii) The Official Statement, executed on behalf of the Academy by an Authorized Representative of the Academy.

(ix) Evidence of the Academy's qualified status under Act 34 to issue municipal obligations, effective on the Closing Date, pursuant to which the Bonds may be issued and delivered.

(x) Evidence satisfactory to the Underwriter that the Bonds have received a rating no lower than "BBB-" from Standard & Poor's Rating Services ("S&P").

(xi) A specimen Bond.

(xii) An endorsed commitment for a Title Insurance Policy issued by the title agent for Cisko Title Company, Flint, Michigan (the "Title Company") dated the Closing Date, with premium paid thereon. "Title Insurance Policy" shall mean a title insurance policy issued by the Title Company in the form of an American Land Title Association Standard Loan Policy (revised 1984) Form 70, insuring that on the Closing Date the Academy owns fee simple title to the mortgaged property and that the Mortgage is a valid first lien thereon in the amount of \$17,175,000, and such other terms and endorsements as may be required by the Underwriter;

(xiii) Certificates evidencing liability, property damage and business interruption insurance with respect to the mortgaged property and the Academy naming the Trustee as mortgagee and lender loss payee in amounts and in form and substance as set forth in the Indenture and the Mortgage;

(xiv) A current ALTA survey and legal description of the mortgaged property certified to the Academy, the Trustee, the Underwriter, and the Title Company, by a surveyor on a certificate satisfactory to the Underwriter; and evidence as to whether the mortgaged property is located in a Special Flood Hazard Area as defined by the United States Department of Housing and Urban Development;

(xv) An appraisal of the Project, prepared by an appraiser satisfactory to the Underwriter;

(xvi) A current Phase I environmental report, prepared at the expense of the Academy, concerning the quality and condition of the Project conducted by an environmental consultant satisfactory to the Underwriter, together with a letter from such firm to the effect that the Trustee and Underwriter may rely on such report as though it were addressed to the Trustee and Underwriter;

(xvii) Certified copy of the Contract to Charter a Public School Academy and Related Documents dated July 1, 2007, as amended (the "Charter") between the Academy and the Central Michigan University Board of Trustees (the "Authorizing Body"), together with a certificate

of the Authorizing Body certifying that the Academy is in compliance with its Charter and related matters; a certificate of the Authorizing Body acknowledging the transaction; and the State Aid Agreement compliant with the terms of the Indenture;

(xviii) Non-arbitrage and tax compliance certificates of the Academy satisfactory to Bond Counsel.

(xix) A copy of the Blanket Issuer Letter of Representations to The Depository Trust Company, signed by an authorized officer of the Academy, the Bond Trustee and by an authorized officer of The Depository Trust Company.

(xx) The Continuing Disclosure Agreement.

(xxi) A certificate, dated the Closing Date, signed by an authorized officer or officers of the Trustee, to the effect that the Trustee is a national banking corporation, duly organized and existing under the laws of the United States, and has full power and authority to conduct its activities, to execute, deliver and perform its obligations under the Indenture, and to carry out the transactions contemplated thereby; and that the Indenture constitutes the legal, valid and binding obligation of the Trustee enforceable against the Trustee in accordance with its terms except as limited by (i) bankruptcy, insolvency, reorganization, moratorium or other laws relating to, or affecting generally, the enforcement of creditors' rights and remedies, and (ii) the availability of equitable remedies, including specific performance and injunctive relief.

(xxii) Such additional legal opinions, certificates, instruments and other documents as the Underwriter may deem necessary or Bond Counsel may reasonably request to evidence compliance by the Academy with legal requirements, the truth and accuracy, as of the time of Closing of the Academy's representations herein contained and the due performance or satisfaction by the Academy at or prior to such time of all agreements then to be performed and all conditions then to be satisfied by the Academy.

If the Academy shall be unable to satisfy the conditions to the Underwriter's obligations contained in this Bond Purchase Agreement or if the Underwriter's obligations shall be terminated for any reason permitted by this Bond Purchase Agreement, this Bond Purchase Agreement shall terminate and neither the Underwriter nor the Academy shall have any further obligation hereunder.

#### **8. Conditions of the Academy's Obligations.**

The Academy's obligations hereunder to sell and deliver the Bonds shall be subject to the performance by the Underwriter of its obligations to be performed hereunder at or prior to the Closing; to the performance by the Academy of the obligations and agreements to be performed by it at or prior to the Closing hereunder and to the accuracy in all material respects of the representations and warranties of the Underwriter and the Academy contained herein as of the date hereof and as of the Closing Date, as set forth in or contemplated by the Official Statement, and shall also be subject to the Academy having received, at or prior to the Closing Date, the following documents:

- a) The opinions of counsel referred to in Paragraph 7(c)(iv) hereof; and
- b) The certificate described in Paragraphs 7(c)(v) hereof.

9. Payment of Expenses.

a) Whether or not the Bonds are delivered by the Academy to the Underwriter, the Underwriter shall be under no obligation to pay any expenses incident to the performance of the obligations of the Academy hereunder except for those expenses authorized in advance by the Underwriter in writing. All reasonable expenses and costs incident to the authorization, issuance, printing, sale and delivery, as the case may be, of the Bonds, the Trust Indenture, the Mortgage and the State Aid Agreement shall be paid by the Academy, including without limitation (i) the preparation and printing of copies of the Preliminary Official Statement and the Official Statement; (ii) any documentary, stamp or other transfer taxes in connection with the original issue of the Bonds hereunder; (iii) all filing, registration and recording fees and expenses; (iv) the Trustee's fees; (v) the Academy's fees; (vi) the fees and disbursements of Bond Counsel and Underwriter's counsel; (vii) the Financial Advisor's fees; (viii) the fees and expenses related to the blue sky qualification of the Bonds and the costs related thereto; (ix) CUSIP fees; (x) fees of The Depository Trust Company; and (xi) the interest carrying costs arising in connection with the transaction contemplated hereunder as a result of the receipt by the Underwriter of clearing house funds and the same day payment by the Underwriter of immediately available federal funds.

b) Any liability of the Academy under this Bond Purchase Agreement or any certificates rendered hereunder or in connection herewith shall be limited to the security and source of payment pledged for payment of principal of and interest on the Bonds under the Indenture, and in the event the transactions contemplated by this Bond Purchase Agreement do not take place, regardless of the reason therefor, the Academy shall have no liability whatsoever.

c) The Academy shall be under no obligation to pay any fees or expenses incident to this Bond Purchase Agreement or any transaction contemplated hereby, nor shall the proceeds of the Bonds be used for such fees or expenses except as provided in the Trust Indenture. To the extent Bond proceeds are not available for payment of such fees and expenses, such fees and expenses shall be paid by the Academy.

10. Notices.

Any notice or other communication to be given to the Academy under this Bond Purchase Agreement may be given by delivering the same in writing signed by an authorized officer of the Underwriter at the office of the Academy, 2820 South Saginaw Street, Flint, Michigan 48503; and any such notice or other communication to be given to the Underwriter may be given by delivering the same in writing to the Underwriter, Fifth Third Securities, Inc., 38 Fountain Square Plaza, MD 10903C, Cincinnati, Ohio 45263, Attention: Municipal Trading.

11. No Pecuniary Liability of Academy.

It is understood that the representations, warranties and covenants of the Academy contained herein are made by the Academy, and in due reliance thereon, in order to facilitate the offering of the Bonds by the Underwriter and that the same shall not create any general obligation or liability of the Academy.

12. Benefit and Survival.

This Bond Purchase Agreement is made solely for the benefit of the Academy and the Underwriter, including the successors or assigns of the Underwriter, and no other person, partnership, association or academy shall acquire or have any right hereunder or by virtue hereof. All representations and agreements of the Academy in this Bond Purchase Agreement shall remain operative and in full force and effect regardless of the investigation made by or on behalf of the Underwriter and shall survive the delivery of and payment for the Bonds hereunder and any termination of this Bond Purchase Agreement.

13. Governing Law.


This Bond Purchase Agreement shall be construed under and enforced in accordance with the laws of the State of Michigan.



14. Counterparts.

This Bond Purchase Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one of the same instrument.

**FIFTH THIRD SECURITIES, INC.**

By:   
Its:     Vice President    

**INTERNATIONAL ACADEMY OF  
FLINT**

By: Deborah Bouke  
Its: Treasurer  
Board of Directors

*[SIGNATURE PAGE TO BOND PURCHASE AGREEMENT]*

**Exhibit A**

**CERTAIN DETAILS OF THE BONDS**

**Dated Date:** October 2, 2007

**Principal Amount:** \$17,175,000

**Purchase Price:** \$16,820,206.30; which equals the aggregate principal amount of the Bonds, less original issue discount of \$52,513.70, less Underwriter's discount of \$302,280.00

**Interest Payment:** The Bonds are issuable as fully registered bonds in denominations of \$5,000 or any integral multiple of \$5,000 thereof. Interest on the Bonds will be payable on April 1, 2008 and on each April 1 and October 1 thereafter.

**Term Bonds**

<b><u>Due</u></b>	<b><u>Amount</u></b>	<b><u>Interest Rate</u></b>	<b><u>Yield</u></b>
October 1, 2017	\$2,980,000	5.000%	5.05%
October 1, 2022	2,270,000	5.375	5.40
October 1, 2027	2,940,000	5.500	5.60
October 1, 2037	8,985,000	5.750	5.75

**Mandatory Redemption:** The Bonds maturing on October 1, 2017, October 1, 2022, October 1, 2027 and October 1, 2037 are subject to mandatory redemption, in part by lot, on the dates and in the amounts set forth below at a redemption price of par plus accrued interest to the date of redemption:

**Term Bonds Maturing  
October 1, 2017**

<b>Date</b>	<b>Principal Amount</b>
October 1, 2008	\$ 95,000
October 1, 2009	265,000
October 1, 2010	275,000
October 1, 2011	290,000
October 1, 2012	305,000

October 1, 2013	320,000
October 1, 2014	330,000
October 1, 2015	345,000
October 1, 2016	370,000
October 1, 2017*	385,000

**Term Bonds Maturing  
October 1, 2022**

Date	Principal Amount
October 1, 2018	\$400,000
October 1, 2019	430,000
October 1, 2020	455,000
October 1, 2021	480,000
October 1, 2022*	505,000

**Term Bonds Maturing  
October 1, 2027**

Date	Principal Amount
October 1, 2023	\$530,000
October 1, 2024	555,000
October 1, 2025	585,000
October 1, 2026	620,000
October 1, 2027*	650,000

**Term Bonds Maturing  
October 1, 2037**

Date	Principal Amount
October 1, 2028	\$695,000
October 1, 2029	730,000
October 1, 2030	770,000
October 1, 2031	815,000
October 1, 2032	860,000
October 1, 2033	905,000
October 1, 2034	965,000
October 1, 2035	1,025,000
October 1, 2036	1,080,000
October 1, 2037*	1,140,000

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\* Final Maturity

Mandatory Redemption Upon Determination of Taxability

The Bonds shall be subject to mandatory redemption prior to maturity, as a whole and not in part, on the earliest practicable date for which notice can be given following the occurrence of a Determination of Taxability, at a redemption price equal to 100% of the principal amount thereof plus accrued interest to the redemption date.

Mandatory Redemption from Insurance and Condemnation Proceeds.

The Bonds are subject to mandatory redemption in whole at any time or in part (and if in part in Authorized Denominations; provided that no Bond may be redeemed in part if the principal amount to be outstanding following such partial redemption is not an Authorized Denomination) on any Interest Payment Date, at a redemption price equal to 100% of the aggregate principal amount of the Bonds to be redeemed plus accrued interest to the redemption date, in an amount equal to any insurance or condemnation proceeds deposited with the Trustee for the purpose of redemption pursuant to the Trust Indenture.

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**FUTURE ADVANCE MORTGAGE**

THIS MORTGAGE, is dated as of October 1, 2007 from the International Academy of Flint, a Michigan public school academy whose address is 2820 South Saginaw Street, Flint, Michigan 48503 to The Bank of New York Trust Company, N.A., a national banking association, in its capacity as trustee under the Indenture defined below, with offices at 719 Griswold, Suite 930, Detroit, Michigan 48226 (hereinafter referred to as the "Mortgagee" or the "Trustee").

WITNESSETH:

WHEREAS, the International Academy of Flint ( the "Mortgagor") is issuing its Public School Academy Revenue Bonds, Series 2007 (the "Bonds") in the aggregate principal amount of \$17,175,000 pursuant to the terms of a Trust Indenture, dated as of October 1, 2007 (the "Indenture") between the Mortgagor and the Mortgagee, as trustee thereunder; and

WHEREAS, the Bonds are being issued for the purposes set forth in the Indenture; and

WHEREAS, it is a condition precedent to the issuance of the Bonds that the Mortgagor mortgage the Property (as hereinafter described) to secure the Mortgagee's obligations under the Indenture and thereby secure the repayment of the Bonds, the Mortgagee is obligated, among other things, to grant a first-priority lien on the Property;

NOW, THEREFORE, to secure the payment of the Secured Obligations (as defined below), Mortgagor does hereby MORTGAGE and WARRANT unto Mortgagee, and its successors and assigns, the following described property (the "Property"):

- (A) the land situated in the City of Flint, County of Genesee, State of Michigan, more specifically described in Exhibit A hereto (the "Land");
- (B) all easements, rights-of-way, licenses and privileges, thereunto belonging or in anywise appertaining, including without limitation all the Mortgagor's right, title and interest in and to those easements, rights-of-way, licenses and privileges described in Exhibit A hereto, if any;
- (C) all buildings and improvements now or hereafter situated upon the Land or any part thereof;

- (D) all minerals, royalties, gas rights, water, water rights, water stock, flowers, shrubs, lawn plants, crops, trees, timber and other emblements now or hereafter located on, under or above all or any part of the Land;
- (E) all and singular the tenements, hereditaments and appurtenances thereunto belonging or in anywise appertaining, and the reversion or reversions, remainder and remainders thereof; and also all the estate, right, title, interest, property, claim and demand whatsoever of the Mortgagor, of, in and to the same and of, in and to every part and parcel thereof;
- (F) all the rents, issues and profits thereof under present or future leases, or otherwise, which are hereby specifically assigned, transferred and set over to the Mortgagee, including, but not limited to, all rights conferred by Act No. 210 of the Michigan Public Acts of 1953 as amended by Act No. 151 of the Michigan Public Acts of 1966 (MCL 554.231 et seq.), and including, but not limited to, all cash or securities deposited under any such leases to secure performance by the tenants of their obligations thereunder, whether said cash or securities are to be held until the expiration of the terms of such leases or applied to one or more of the installments of rent coming due thereunder;
- (G) all right, title and interest of the Mortgagor, if any, in and to the land lying in the bed of any street, road, avenue, alley or walkway, opened or proposed or vacated, or any strip or gore, in front of or adjoining the Land;
- (H) all present and future "equipment" (as defined in Article 9 of the Uniform Commercial Code of the State of Michigan, as in effect from time to time (the "UCC")), machinery, apparatus, fittings, fixtures, and articles of personal property of every kind and nature whatsoever, other than consumable goods, now or hereafter located in or upon the Land or any part thereof and used or useable in connection with any present or future operation of the Land or any building or buildings now or hereafter on the Land and now owned or hereafter acquired by the Mortgagor (all of which is herein called "Equipment"), including, but without limiting the generality of the foregoing, all lighting, heating, cooling, ventilating, air-conditioning, incinerating, refrigerating, plumbing, sprinkling, communicating and electrical systems, and the machinery, appliances, fixtures and equipment pertaining thereto, it being understood and agreed that all Equipment is part and parcel of the Land and appropriated to the use of said real estate and, whether affixed or annexed or not, shall for the purposes of this Mortgage, unless the Mortgagee shall otherwise elect, be deemed conclusively to be real estate and mortgaged hereby;
- (I) any and all awards or payments, including interest thereon, and the right to receive the same, which may be made with respect to the Land as a result of (a) the exercise of the right of eminent domain, (b) the alteration of the grade of any street, (c) any loss of or damage to any building or other improvement on the Land, (d) any other injury to or decrease in the value of the Land or (e) any refund due on account of the payment of real estate taxes, assessments or other charges levied against or imposed upon the Land, to the extent of all amounts which may be secured by this Mortgage at

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the date of receipt of any such award or payment by the Mortgagee, and of the reasonable counsel fees, costs and disbursements incurred by the Mortgagee in connection with the collection of such award or payment, the Mortgagor hereby agreeing to execute and deliver, from time to time, such further instruments as may be requested by the Mortgagee to confirm such assignment to the Mortgagee of any such award or payment.

TO HAVE AND TO HOLD the Property, and each and every part thereof, unto the Mortgagee and its successors and assigns forever. Any reference herein to the "Property" shall, unless the context shall require otherwise, be deemed to include and apply to the above described land and said buildings, improvements, equipment, rents, issues, profits, leases, easements, tenements, hereditaments and appurtenances and all other rights, privileges and interests hereinabove described, including all rights to make divisions of the Land pursuant to the Michigan Land Division Act (MCL 560.101 et seq.).

SUBJECT only to those matters set forth in Exhibit B hereto (the "Permitted Encumbrances").

AND, the Mortgagor does hereby covenant and warrant as follows:

1. Title to Property, Priority of Lien and Permitted Encumbrances. The Mortgagor does and will own good, indefeasible and marketable title to the Property in fee simple, free of all easements, liens, mortgages, security interests, encroachments, rights, claims, and other interests of any nature (herein "Interests"), other than the Permitted Encumbrances. The Mortgagor will forever warrant and defend the Property against any and all Interests, other than Permitted Encumbrances, and the lien created by this Mortgage is and will be kept as a first lien upon the Property, unless otherwise agreed in writing by the Trustee. The Mortgagor will pay when due all obligations which, if unpaid, may become a lien on the Property. Upon request, the Mortgagor will, at the Mortgagor's cost, provide the Trustee with a title insurance policy and other evidence of title as the Trustee may request from time to time which must be in form and substance satisfactory to the Trustee.

2. Secured Obligations. This Mortgage secures the following: (collectively referred to in this Mortgage as the "Secured Obligations"):

A. The payment of the principal sum of Seventeen Million One Hundred Seventy Five Thousand Dollars (\$17,175,000), together with interest thereon, whether presently outstanding or advanced in the future, under or on account of the Indenture and any amendments and supplements thereto;

B. The payment of the principal of, premium, if any, and interest on the Bonds; and

C. The payment and performance by the Mortgagor of the covenants and provisions under this Mortgage, the Indenture and other documents to be delivered by

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Mortgagor in connection with the issuance of the Bonds, and any monies expended by Mortgagee in connection therewith.

This Mortgage is a "future advance mortgage" within the meaning of Act No. 348 of Michigan Public Acts of 1990, MCL 565.901, *et seq.*, as amended from time to time. All future advances under the Indenture shall have the same priority as if the future advance was made on the date that this Mortgage was recorded.

3. Payment and Performance of Secured Obligations. The Mortgagor will pay the Secured Obligations in accordance with their terms and will keep and perform all of the terms, conditions and covenants of the Secured Obligations.

4. Condition, Maintenance and Use of the Property. The Property is in good condition and will be maintained in good condition, sufficient for the use contemplated by the Mortgagor, and free of all material defects. None of the Permitted Encumbrances materially impair or restrict the use of the Property as contemplated by the Mortgagor. The Mortgagor will not commit, now or hereafter, waste on the Property and will maintain all of the Property in good condition and working order satisfactory to the Trustee and will make all repairs and replace all fixtures necessary to maintain the utility and value of the Property and keep it in compliance with all applicable laws, regulations, and ordinances. The Mortgagor will do everything necessary to keep in force any manufacturer's and seller's warranties with respect to the Fixtures. The Mortgagor will hold all valid permits and licenses necessary to operate and maintain the Property as contemplated by the Mortgagor, and the Property will be used only for lawful purposes and in compliance with all applicable laws, regulations and ordinances. The Mortgagor will promptly repair, restore, replace or rebuild each part of the Property which may be damaged or destroyed by fire or other casualty or which may be affected by any eminent domain proceedings, notwithstanding application by the Trustee of the insurance proceeds or eminent domain award to payment of the Secured Obligations.

5. Payment of Taxes. The Mortgagor will pay and discharge all taxes, assessments, fees, licenses, liens, and charges at any time levied upon or assessed against the Mortgagor or the Property before the same become delinquent. The Mortgagor will not do anything or permit anything to be done which would impair the lien of this Mortgage. Notwithstanding the foregoing, the Mortgagor will not be required to pay any tax, assessment, fee, license, lien, or charge so long as the Mortgagor is in good faith contesting the validity thereof by proper proceedings. If such contest is made, the Mortgagor will provide security for the payment of such tax, assessment, fee, license, lien, or charge in a manner satisfactory to the Trustee.

6. Insurance. The Mortgagor will carry, insurance against such risks, with such companies, and in such amounts as is required under the Indenture (including but not limited to, hazard insurance and flood insurance, if the Property is located within a flood hazard area). Each policy will be in a form in conformance with the requirements set forth in the Indenture with standard mortgagee clauses making all loss payable to the Trustee. The Mortgagor will promptly pay all premiums therefore, and deliver to the Trustee all such policies of insurance. All insurance policies will provide that notice of nonrenewal or

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cancellation must be given to the Trustee at least thirty (30) days before such nonrenewal or cancellation. Any insurance money received by the Trustee shall be paid, either in whole or in part, to the Mortgagor for the purpose of defraying the costs and expenses of repair, restoration or replacement of the Property damaged or destroyed, or be retained and applied toward the payment of any of the Secured Obligations, in the order as set forth in the Indenture, with the excess, if any, over the Secured Obligations to be repaid to the Mortgagor, without impairing the Mortgagor's duties under this Mortgage or the Secured Obligations. In the event of loss with respect to the Property, the Mortgagor will promptly notify the Trustee thereof and the Trustee may make any proof of loss not promptly made by the Mortgagor. In the event of foreclosure or other disposition of the Property in partial or full payment of the Secured Obligations, the Trustee will be entitled to all of the Mortgagor's right, title and interest in and to all policies of insurance with respect to the Property, including, without limitation, the right to collect any unearned premium refund relating to such policies.

7. Assignment of Awards and Tax Refunds. The Mortgagor hereby assigns to the Trustee, in their entirety, all judgments, decrees and awards for injury or damage to the Property, all awards pursuant to proceedings for condemnation thereof, and all refunds of local, state or federal income or other taxes relating to the Property or the disposition thereof by the Mortgagor (the "Claims"). Subject to the provisions of the Indenture, including but not limited to the restoration provisions contained therein, the Mortgagor authorizes the Trustee, at its sole election (and as to refunds of taxes, after default), to apply the Claims, or the proceeds thereof, to the Secured Obligations in such manner as the Trustee may elect; and the Mortgagor hereby authorizes the Trustee, at its option (and as to refunds of taxes, after default), in the name of the Mortgagor, to appear and participate in any proceeding related to the Claims and to execute and deliver valid receipts, discharges, and settlements for, and to appeal from, any award, judgment or decree with respect to the Claims.

8. Trustee's Right to Perform. If the Mortgagor defaults in the payment of any taxes, assessments or charges (or in providing security as provided in Section 2), in procuring or maintaining insurance in maintaining the Property, or in performing any of the other obligations of this Mortgage, then the Trustee may, at its option, but shall not be obligated to, (notwithstanding anything to the contrary contained in any of the Secured Obligations), take any action or pay any amount required to be taken or paid by the Mortgagor hereunder. The cost of such action or payment by the Trustee will be immediately paid by the Mortgagor, will be added to the Secured Obligations, will be secured hereby, and will bear interest at the highest rate specified in the Secured Obligations from the date incurred by the Trustee until fully paid. No such action taken or amount paid by the Trustee will constitute a waiver of any default of the Mortgagor hereunder.

9. Removal of the Property. Except for maintenance in the ordinary course of business, the Mortgagor will not, without the prior written consent of the Trustee, materially alter, remove or demolish any timber, topsoil, minerals, fixture, building, or improvement forming part of the Property.

10. Transfer of the Property. The Trustee is relying upon the integrity of the Mortgagor and its promises to perform the covenants of this Mortgage. The Mortgagor will not sell, transfer, convey, assign, rent for a period exceeding one year, dispose of, or further encumber, voluntarily or involuntarily, its interest in any of the Property by deed, land contract, mortgage or otherwise, except as expressly permitted under the Indenture. Subject to the foregoing, if the ownership of the Property, or any part thereof, becomes vested in a person other than the Mortgagor, the Trustee may deal with such successor or successors in interest in the same manner as with the Mortgagor, without in any manner vitiating or discharging the Mortgagor's liability hereunder or upon the Secured Obligations. The Mortgagor will at all times continue to be primarily liable on the Secured Obligations until fully discharged or until the Mortgagor is formally released in writing by the Trustee.

11. Additional Documents. At any time, upon request of the Trustee, the Mortgagor will execute and deliver or cause to be executed and delivered to the Trustee and, where appropriate, will cause to be recorded and/or filed at such time and in such offices and places designated by the Trustee, any and all such other and further mortgages, financing statements, instruments of further assurance, certificates and other documents as may be necessary or desirable to effectuate, complete, perfect, continue or preserve the obligation of the Mortgagor under this Mortgage and the lien of this Mortgage as a first lien upon all the Property (except Permitted Encumbrances), as evidenced by an opinion of counsel to the Mortgagor delivered to the Trustee. If the Mortgagor fails to comply with the foregoing sentence, the Trustee may execute, record, file, rerecord and refile any and all such mortgages, financing statements, instruments, certificates and documents for and in the name of the Mortgagor and the Mortgagor hereby irrevocably appoints the Trustee as its agent and attorney in fact to do so. The Mortgagor agrees to execute, acknowledge and deliver, from time to time, such financing statements or other instruments as may be requested by the Trustee or required by the aforementioned opinion of counsel to confirm, protect and perfect the lien of this Mortgage on any Fixtures under the provisions of the Uniform Commercial Code or other applicable statutes in effect in Michigan or otherwise, and this Mortgage will also constitute a security agreement with reference to the Fixtures, and upon the Mortgagor's default the Trustee will, in addition to all other remedies herein provided, have the remedies provided for under the Uniform Commercial Code in effect in Michigan.

12. Observance of Lease Assignment. Mortgagor, pursuant to Act No. 210 of Michigan Public Acts of 1953, as amended, does hereby sell, assign, transfer and set over to Mortgagee all of its right, title and interest in and to all leases, subleases, tenancy, occupancy, rental, use, sale or license agreements (hereinafter collectively referred to as "leases"), existing as of the date hereof, or hereinafter executed, covering all or any part of the property, together with any and all extensions and renewals of any of said leases, and also together with any and all guarantees of the lessee's obligations under said leases, and any and all extensions and renewals thereof, the rents, accounts, issues, income, profits, proceeds, security deposits and any other payments now owing or which shall hereafter become owing by virtue of all of said leases, all or any part of the oil and gas located in, on or under oil and gas properties, and all or any of the rents and profits from oil and gas properties, and the income from the sales of oil and gas produced or to be produced from

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oil and gas properties (in accordance with MCLA 565.81 et seq.), and all extensions, amendments and renewals thereof, and all moneys payable thereunder, to have and to hold unto the Mortgagee as security for the mortgage indebtedness. **NOTICE OF ABSOLUTE ASSIGNMENT OF RENTS:** (a) Mortgagor acknowledges and agrees that the assignment of rents hereunder to Mortgagee is and is intended to be an absolute present assignment of rents pursuant to MCLA 554.231 et seq. and MCLA 565.81 et seq. and that as such, upon the occurrence of a default and without any action by Mortgagee, Mortgagor shall have no further right to collect or otherwise receive such rents and that such rents will be the absolute and sole property of Mortgagee pursuant to said statute, (b) any rents collected or received by Mortgagor subsequent to such default shall be held in trust by Mortgagor for the benefit of Mortgagee and Mortgagor shall have no right thereto or interest therein, and (c) such rents, as the sole and absolute property of Mortgagee, will not under any circumstances be available to Mortgagor or any trustee of Mortgagor in any bankruptcy proceeding. This assignment shall continue and remain in full force and effect during any foreclosure proceedings relating to this Mortgage and the period of redemption, if any, and until all sums secured by this Mortgage, together with interest thereon, shall have been paid in full. If the entire balance secured hereunder shall be bid by Mortgagee at the foreclosure sale (by cash or otherwise) or a third party at such sale, said assignment shall nonetheless continue for the benefit of the successful bidder, with any rent collected by Mortgagee, purchaser at the foreclosure sale or their successors (net of operating expenses actually paid) to be applied in reduction of the redemption price. In the event of any default under the Indenture or this Mortgage, Mortgagee shall have the full right and power to collect the assigned rents, income security deposits, issues, profits and proceeds by demand, suit or otherwise. All monies received by Mortgagee pursuant to said assignment shall be applicable at the option of Mortgagee in the manner hereinafter provided for the use of such funds if paid to a receiver appointed to manage the Property or in the manner hereinafter provide for the application of proceeds from sale of the Property in the event of a foreclosure. Mortgagor will not, without Mortgagee's prior written consent, make any lease of the Property except for actual occupancy by the lessee thereunder.

13. **Waste and Receiver.** The failure, refusal or neglect of the Mortgagor to pay any of the taxes assessed against the Property before any interest or penalty attaches thereto and to provide adequate security therefore will constitute waste hereunder and in accordance with the provisions of Act No. 236 of the Public Acts of Michigan for 1961. The failure, refusal or neglect of the Mortgagor to keep the Property adequately insured as herein provided, or to pay the premiums therefore, will likewise constitute waste hereunder and in accordance with the provisions of Act No. 236. Upon the happening of any act of waste and on proper application made therefor by the Trustee to a court of competent jurisdiction, the Trustee will forthwith be entitled to the appointment of a receiver of the Property and of the earnings, income, issue and profits thereof, with such powers as the court making such appointment will confer. The Mortgagor hereby irrevocably consents to such appointment and waives notice of any application therefor.

14. **Reimbursement of Expenses.** The Mortgagor will pay or reimburse the Trustee for expenses reasonably necessary or incidental to the protection of the lien and priority of this Mortgage and for expenses incurred by the Trustee in seeking to enforce the provisions hereof and of the Secured Obligations (whether before or after default),

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including but not limited to costs of evidence of title to and survey of the Property, costs of recording this and other instruments, actual, reasonable attorney fees (including, but not limited to, fees incurred in participating or taking action in any bankruptcy or other insolvency proceeding of the Mortgagor), trustees' fees, court costs, and expenses of advertising, selling and conveying the Property. All such payments or reimbursements will be paid immediately to the Trustee, will be added to the Secured Obligations, will be secured by this Mortgage, and will bear interest at the highest rate specified in the Secured Obligations from the date incurred by the Trustee until fully paid.

15. Inspection and Reports. At all reasonable times, the Trustee and its agents may inspect the Property to ascertain whether the covenants and agreements contained herein or in any supplementary agreement are being performed. Upon demand by the Trustee, the Mortgagor will promptly deliver to the Trustee all financial reports, statements, rent rolls, and other documents relating to the Property and the Mortgagor, as will be reasonably requested by the Trustee. Mortgagor hereby authorized the Trustee to undertake or to have third parties undertake on its behalf (not more often than once in any 12-month period) environmental investigations regarding the Property and its operation including research into the previous and current ownership, use, and condition (by taking samples or borings or otherwise) of the Property for the purpose of attempting to determine whether: (i) Mortgagor or any current or past occupant of the Property has violated any federal, state or local laws involving the protection of the environment and/or the disposition of, or exposure to, hazardous or toxic substances, as now existing or as hereinafter amended or enacted, or any rules, regulations, guidelines or standards promulgated pursuant thereto; and (ii) whether any hazardous or toxic substances have been used or disposed of on the Property. Such investigations may be performed at any time before or after occurrence of an Event of Default and Mortgagor will permit the Trustee and persons acting on its behalf to have access to the Property and records concerning the Property for the purpose of conducting such investigations. The cost of all such investigations will be immediately paid by Mortgagor to the Trustee, and if not paid will be added to the Secured Obligations secured hereby and will bear interest at the highest rate specified in any of the Secured Obligations secured hereby from the date incurred by the Trustee until paid.

16. Events of Default. Occurrence of any one of the following events will constitute an "Event of Default" under this Mortgage:

- (a) An Event of Default under the Indenture.
- (b) Breach or failure of payment under any of the terms, conditions, or covenants of this Mortgage for a period of ten (10) days after such payment is due; or
- (c) Breach, failure of performance, or default under any of the terms, conditions or covenants of this Mortgage for a period of forty-five (45) days after written notice and opportunity to cure.

17. Trustee's Rights Upon Default. Upon occurrence of an Event of Default all of the Secured Obligations (regardless of any contrary terms thereof) will, at the option of

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the Trustee, be immediately due and payable without demand or notice, and the Trustee may take any one or more of the following actions not contrary to law:

(a) Foreclose this Mortgage by legal proceedings and collect its actual attorney fees as awarded by the Court;

(b) Sell, grant, and convey the Property, or cause the Property to be sold, granted and conveyed at public sale and to execute and deliver to the purchaser at such sale a good and sufficient deed or deeds of conveyance at law, pursuant to the statute in such case made and provided and out of the proceeds of such sale to retain the sums due under this Mortgage and all costs and charges of the sale (including, without limitation, the attorney fees provided by statute), rendering the surplus moneys, if any, to the Mortgagor or as otherwise provided by law, and in the event of a public sale and unless otherwise prohibited by law, the Property may be sold as one or more parcels, the Trustee may sell the Property for cash and/or secured credit, and the Trustee may give a warranty deed to the purchaser binding upon the Mortgagor and all claiming under the Mortgage;

(c) As to the Fixtures, exercise any of the rights and remedies of a creditor under the Uniform Commercial Code, any other law, and any Court Rule;

(d) Enter upon the Property and take other actions as the Trustee deems appropriate to perform the Mortgagor's obligations under this Mortgage, to inspect, repair, protect or preserve the Property, to investigate or test for the presence of any hazardous materials, and/or to appraise the Property, each of the rights under this subparagraph being specifically enforceable since there is not adequate monetary remedy available to the Trustee;

(e) Exercise any and all rights granted to the Trustee herein or in any of the Secured Obligations; and/or

(f) Take any other action allowed by law.

In addition to and without limitation of the foregoing, the Trustee shall not otherwise acquire possession of or take any other action with respect to the property subject to the Mortgage (the "Mortgaged Property"), if as a result of any such action, the Trustee would be considered to hold title to, to be a "mortgagee-in-possession of, or to be an "Owner" or "operator" of the Mortgaged Property within the meaning of the Comprehensive Environmental Responsibility Cleanup and Liability Act of 1980, as amended, from time to time, unless the Trustee has previously determined, based on a report prepared by a person who regularly conducts environmental audits, that:

(i) the Mortgaged Property is in compliance with applicable environmental laws or, if not, that it would be in the best interest of the owners of the Bonds to take such actions as are necessary for the Mortgaged Property to comply therewith; and

(ii) there are not circumstances present at the Mortgaged Property relating to the use, management or disposal of any hazardous wastes for which investigation, testing, monitoring, containment, clean-up or remediation could be required under any federal, state or local law or regulation, or that if any such materials are present for which such action could be required, that it would be in the best economic interest of the owners of the Bonds to take such actions with respect to the Mortgaged Property.

The environmental audit report contemplated hereby shall not be prepared by an employee or affiliate of the Trustee, but shall be prepared by a person who regularly conducts environmental audits for purchasers of commercial property, as determined (and, if applicable, selected) by the Trustee, and the cost thereof shall be borne by the Mortgagor or the Bondholders.

18. Application of Payments After Default. Notwithstanding anything to the contrary contained in this Mortgage or in any of the Secured Obligations, upon occurrence of an Event of Default under this Mortgage, any proceeds of any foreclosure, voluntary sale, or other disposition of the Property will be applied by the Trustee to reduction of the Secured Obligations in such order as the Trustee will determine in its sole judgment and the Mortgagor will have no right to require the Trustee to apply such proceeds to any specific Secured Obligation.

19. Waiver of Marshalling. In the event of foreclosure of this Mortgage or the enforcement by the Trustee of any other rights and remedies under this Mortgage, the Mortgagor waives any right otherwise available in respect to marshalling of assets which secure the Secured Obligations or to require the Trustee to pursue its remedies against any other assets or any other party which may be liable for any of the Secured Obligations.

20. Subrogation. Any transferee of endorser, guarantor or surety or other party providing security who pays the Secured Obligations secured hereby in full may take over all or any part of the Property and will succeed to all rights of the Trustee in respect thereto and the Trustee will be under no further responsibility therefor. No party will succeed to any of the rights of the Trustee so long as any of the Secured Obligations remain unpaid to the Trustee.

21. Release of Security. The Mortgagor agrees that the Trustee may, without impairing the obligation of the Mortgagor hereunder: release any other obligors or guarantors from their obligations to pay or perform the Secured Obligations; release any security of any obligor or guarantor of the Secured Obligations before or after maturity of any of the Secured Obligations; take, release or enforce its rights with respect to any of the Property without being obliged first to do so to any other security, whether owned by the Mortgagor or any other person; and agree with any obligor of the Secured Obligations to extend, modify, forbear or make any accommodations with regard to the terms of the Secured Obligations owed by such obligor.

22. WAIVER OF RIGHTS REGARDING SALE BY ADVERTISEMENT. The Mortgagor understands, acknowledges, and agrees that, upon occurrence of an Event of Default, the Trustee has the right, at its option, to foreclose this Mortgage by

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advertisement pursuant to relevant Michigan statutes and that such statutes provide for notice of a sale solely by advertisement and posting and afford no right to a hearing to the Mortgagor. The Mortgagor hereby voluntarily and knowingly agrees and consents to the right of the Trustee, at its option, to foreclose this Mortgage by advertisement and waives its rights, if any, under the Constitution of the United States and/or the State of Michigan to notice or a hearing regarding such foreclosure by advertisement, except for the notice requirements described in the Michigan statutes providing for such sale. Mortgagor hereby acknowledges that this Mortgage contains a POWER OF SALE and that in the event Mortgagee elects to foreclose by advertisement pursuant to the POWER OF SALE, in accordance with MCLA 600.3201 et seq., MORTGAGOR EXPRESSLY WAIVES NOTICE THEREOF (EXCEPT ANY NOTICE REQUIRED UNDER THE AFORESAID STATUTE), A HEARING PRIOR TO SALE AND ANY RIGHT, CONSTITUTIONAL OR OTHERWISE, THAT MORTGAGOR MIGHT OTHERWISE HAVE TO REQUIRE A JUDICIAL FORECLOSURE.

23. No Consent. Nothing in this Mortgage will be deemed or construed in any way as constituting the consent or request by the Trustee, express or implied, to any contractor, subcontractor, laborer, mechanic or materialman for the performance of any labor or the furnishing of any material for any improvement, construction, alteration or repair of the Property. The Mortgagor further agrees that the Trustee does not stand in any fiduciary relationship to the Mortgagor.

24. Indemnity. Mortgagor agrees, to the extent permitted by law, in addition to payments of the Secured Obligations, to indemnify, defend, pay and hold harmless the Trustee and any holder of any of the Secured Obligations, and the officers, directors, employees, agents and affiliates of the Trustee and such holders (collectively called the "Indemnitees") from and against any and all other liabilities, obligations, losses, damages, penalties, actions, judgments, suits, claims, costs (including, without limitation, settlement costs), expenses or disbursements of any kind or nature whatsoever (including, without limitation, the reasonable fees and disbursements of counsel for such Indemnitees in connection with any investigative, administrative or judicial proceeding commenced or threatened, whether or not such Indemnitee will be designated a party thereto), which may be imposed on, incurred by, or asserted against that Indemnitee, in any manner relating to or arising out of this Mortgage and/or its enforcement, the Secured Obligations, the Trustee's relationship with Mortgagor, the use or intended use of the proceeds of any of the Secured Obligations or any environmental matter (the "Indemnified Claims"); provided that Mortgagor will have no obligation to an Indemnitee hereunder with respect to Indemnified Claims if it has been determined by a final decision (after all appeals and the expiration of time to appeal) by a court of competent jurisdiction that such Indemnified Claims arose primarily from the gross negligence or willful misconduct of that Indemnitee. To the extent that the undertaking to indemnify, defend, pay and hold harmless set forth in the preceding sentence may be unenforceable because it is violative of any law or public policy, Mortgagor will contribute the maximum portion which it is permitted to pay and satisfy under applicable law, to the payment and satisfaction of all Indemnified Claims incurred by the Indemnitees or any of them.

The foregoing indemnity set forth in this Section 24 will include, without limitation, indemnification by Mortgagor to each Indemnitee for any and all expenses and costs (including, without limitation, remedial, removal, response, abatement, clean-up, investigative, closure and monitoring costs), losses, claims (including claims for contribution or indemnity and including the costs of investigating or defending any claim and whether or not such claim is ultimately defeated, and whether such claim arose before, during or after Mortgagor's ownership, operation, possession or control of the Property, or before, on or after the date hereof, and including also any amounts paid incidental to any compromise or settlement by the Indemnitees or any Indemnitee to the holders of any such claim), lawsuits, liabilities, obligations, actions, judgments, suits, disbursements, encumbrances, liens, damages (including, without limitation, damages for contamination or destruction of natural resources), penalties and fines of any kind or nature whatsoever (including, without limitation, in all cases the reasonable fees and disbursements of counsel in connection therewith) incurred, suffered or sustained by that Indemnitee based upon, arising under or relating to any federal, state or local laws involving the protection of the environment and/or the disposition of, or exposure to, hazardous or toxic substances, as now existing or as hereinafter amended or enacted, or any rules, regulations, guidelines or standards promulgated pursuant thereto, based on, arising out of or relating to, in whole or in part, the exercise and/or enforcement of any rights or remedies by any Indemnitee under this Mortgage or any of the Secured Obligations, and including, but not limited to, taking title to, owning, possessing, operating, controlling, managing or taking any action in respect of the Property. The provisions of this indemnity section of this Mortgage will survive payment of the Secured Obligations, termination of this Mortgage and the resignation or removal of the Trustee.

25. Reinstatement of Mortgage. If any payment to the Trustee on any of the Secured Obligations is wholly or partially invalidated, set aside, declared fraudulent, or required to be repaid to the Mortgagor or anyone representing the Mortgagor or the Mortgagor's creditors under any Bankruptcy or insolvency act or code, under any state or federal law, or any common law or equitable principles, then this Mortgage will remain in full force and effect or be reinstated, as the case may be, until payment in full to the Trustee of the repaid amounts, and of the Secured Obligations. If this Mortgage must be reinstated, the Mortgagor agrees to execute and deliver to the Trustee new mortgages, if necessary, in form and substance acceptable to the Trustee, covering the Property.

26. Miscellaneous. All persons signing this Mortgage on behalf of a corporation, partnership, trust or other entity warrant to the Trustee that they are duly and property authorized to execute this Mortgage. Nothing in this Mortgage will waive or restrict any right of the Trustee granted in any other document or by law. No delay on the part of the Trustee in the exercise of any right or remedy will operate as a waiver. No single or partial exercise by the Trustee of any right or remedy will preclude any other future exercise of that right or remedy or the exercise of any other right or remedy. No waiver or indulgence by the Trustee of any default will be effective unless in writing and signed by the Trustee, nor will a waiver on one occasion be construed as a bar to or waiver of that right on any future occasion. Acceptance of partial or late payments owing on any of the Secured Obligations at any time will not be deemed a waiver of any default. All

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rights, remedies and security granted to the Trustee herein are cumulative and in addition to other rights, remedies or security which may be granted elsewhere or by law. Any inspection, audit, appraisal or examination of the Property by or on behalf of the Trustee will be solely for its benefit and will not create any duty or obligation to the Mortgagor or any other person. Whenever possible, each provision of this Mortgage will be interpreted in such manner as to be effective and valid under applicable law. If any provision hereof will be declared invalid or illegal it will be ineffective to the extent of such prohibition or invalidity, without invalidating the remainder of the provision or the remaining provisions of this Mortgage. Notice from the Trustee to the Mortgagor, if mailed, will be deemed given when mailed to the Mortgagor, postage prepaid, at the Mortgagor's address set forth at the beginning of this Mortgage or at any other address of the Mortgagor in the records of the Trustee. Any reference to the Trustee will include any holder of the Secured Obligations and any holder will succeed to the Trustee's rights under this Mortgage. This Mortgage will bind the respective successors and assigns of the Mortgagor. If any payment applied by the Trustee to the Secured Obligations is subsequently set aside, recovered, rescinded or otherwise required to be returned or disgorged by the Trustee for any reason (pursuant to bankruptcy proceedings, fraudulent conveyance statutes, or otherwise), the Secured Obligations to which the payment was applied will for the purposes of this Mortgage be deemed to have continued in existence, notwithstanding the application, and will be secured by this Mortgage as fully as if the Trustee had not received and applied the payment.

27. Joint and Several Obligations. If two or more persons execute this Mortgage as the Mortgagor, the obligations and grants of liens of such persons herein will be joint, several, and individual.

28. Environmental Matters. The representations, warranties, covenants, indemnification and agreements made by the Mortgagor to the Mortgagee in the Indenture delivered by the Mortgagor to the Mortgagee in connection with the Property are incorporated herein by reference. The Mortgagor agrees that any default under the terms of the Indenture will constitute a default under this Mortgage.

29. Future Advance Notice Language. Notice is hereby given that the indebtedness secured hereby may increase as a result of any defaults hereunder by Mortgagor due to, for example, and without limitation, unpaid interest or late charges, unpaid taxes or insurance premiums which Mortgagee elects to advance, defaults under leases that Mortgagee elects to cure, attorney fees or costs incurred in enforcing the Indenture or other expenses incurred by Mortgagee in protecting the Property, the security of this Mortgage or Mortgagee's rights and interests.

30. Construction Mortgage. This Mortgage secures an obligation of improvements on the Land and constitutes a "construction mortgage", within the meaning of Section 9-334(h) of the UCC (MCL 440.9334(h)).

31. Recordable Events. The provisions set forth in this Mortgage are not intended to evidence an additional recordable event, as may be proscribed by Act 459 of

FUTURE ADVANCE MORTGAGE – IAF

the Public Acts of Michigan of 1996, but rather are included in this Mortgage for purposes of complying with applicable law.

32. Defined Terms. Terms used but not defined herein shall have the meanings ascribed thereto in the Indenture.

33. Fixture Filing. Portions of the Property are goods which are or are to become fixtures, and Mortgagor covenants and agrees that this Mortgage when filed in the real estate records of the County in which the Property is located shall operate as a fixture filing under the Sections 9502 and 9604 of the Michigan Uniform Commercial Code (MCL 440.9502 and 440.9604) with respect to such goods, with Mortgagor as the "debtor" and Mortgagee as the "secured party", and with the names and addresses of the "debtor" and the "secured party" for such purposes being:

Debtor:	International Academy of Flint 2820 South Saginaw Street Flint, Michigan 48503
Secured Party:	The Bank of New York Trust Company, N.A. 719 Griswold Street, Suite 930 Detroit, Michigan 48226
Description of types (or items) of property covered by this financing statement:	All of the property described in the definition of "Property" which is or is to become a fixture.
Description of real estate to which collateral is attached or upon which it is located:	Described in <u>Exhibit A</u> hereto
State organizational number of the Debtor:	760 214

**[SIGNATURES FOLLOW NEXT PAGE]**

FUTURE ADVANCE MORTGAGE – IAF

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*Signature Page  
Future Advance Mortgage*

IN WITNESS WHEREOF, each Mortgagor executes and delivers this Mortgage as of the date set forth in Paragraph 1 above.

**MORTGAGOR:**

**INTERNATIONAL ACADEMY OF FLINT,**  
a Michigan public school academy and non-profit organization

By: Deborah Bourke  
Deborah Bourke

Its: Treasurer

STATE OF MICHIGAN

COUNTY OF OAKLAND

The foregoing instrument was acknowledged before me this October 1<sup>st</sup>, 2007 by Deborah Bourke, the Treasurer of the International Academy of Flint, a Michigan nonprofit corporation and public school academy, on behalf of said academy.

Susan F. Snyder

Notary Public, State of Michigan  
County of: Oakland  
My Commission Expires: 7-5-08  
Acting in the County of: Oakland

**SUSAN F. SNYDER**  
Notary Public, Oakland County, MI  
Acting in Oakland County, Michigan  
My Commission Expires on 07-05-2008

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## EXHIBIT A

### LEGAL DESCRIPTION OF THE PROPERTY

Land situated in the City of Flint, County of Genesee, State of Michigan, described as follows:

**Parcel 1:**

Lots 20, 21, and Part of Lot 22 of Charles E. Steven's Plat of Outlots as recorded in Deed Liber 50, page 641, Genesee County Records and part of Nickel's Addition to the City of Flint as recorded in Liber 1, page 44, Genesee County Records and part of the South  $\frac{1}{2}$  of the Northeast  $\frac{1}{4}$  of Section 19, Township 7 North, Range 7 East, City of Flint, more particularly described as beginning at a point on the North line of said Nickel's Addition which is South 89 degrees 44 minutes 36 seconds West, along said North line, 12.60 feet from the Northeast corner of said Nickel's Addition; thence continuing South 89 degrees 44 minutes 36 seconds West along said North line of Nickel's Addition, 347.59 feet to the Northeast corner of Lot 9 of said Nickel's Addition; thence South 00 degrees 14 minutes 18 seconds East, along the East line of said Lot 9, 100.10 feet to the Southeast corner of said Lot 9 and the North line of Eddington Street; thence South 89 degrees 46 minutes 01 seconds West, along said North line of Eddington Street, 159.78 feet to the Southwest corner of Lot 12 of said Nickel's Addition; thence North 00 degrees 15 minutes 24 seconds West, along the West line of said Lot 12, 8.00 feet; thence North 89 degrees 46 minutes 01 seconds East, 114.04 feet; thence North 00 degrees 15 minutes 24 seconds West, 92.10 feet to a point on the Northerly line of said Lot 10, said point beginning South 89 degrees 46 minutes 38 seconds West, 5.75 feet from the Northeast corner of said Lot 10; thence North 06 degrees 13 minutes 45 seconds West, 336.01 feet; thence North 22 degrees 15 minutes 24 seconds East, 50.00 feet; thence North 07 degrees 44 minutes 36 seconds West, 82.73 feet to a point on the South line of Oakley Street (said line previously described as:

Beginning at a point on the Northerly line of Nickel's Addition, 371.79 feet Westerly of the Westerly line of Saginaw Street; thence Northerly to a point in the Southerly line of Oakley Street, 365.1 feet Westerly from said Westerly line of Saginaw Street); thence North 89 degrees 32 minutes 46 seconds East, along said South line of Oakley Street, 358.53 feet to a point on the Westerly line of Saginaw Street; thence South 07 degrees 48 minutes 11 seconds East along said Westerly line of Saginaw Street, 469.16 feet to the point of beginning. Being Subject to any Easements, Restrictions, or Right-of-Way of Records.

**Parcel 2:**

Lots 70, 71, 72, 90, 91, 92 and 93 of the Recorded Plat of Oakland, recorded in Liber 3, page 37, Genesee County Records. Being Subject to any Easements, Restrictions or Right-of-Way of Record.

**Parcel 3:**

Part of Lot 22 of Charles E. Steven's Plat of Outlots as recorded in Deed Liber 50, page 641, Genesee County Records and part of the South  $\frac{1}{2}$  of the Northeast  $\frac{1}{4}$  of Section 19 Township 7 North, Range 7 East, City of Flint, more particularly described as Beginning at a point on the North line of Nickel's Addition to the City of Flint as recorded in Liber 1, page 44, Genesee County Records, which is South 89 degrees 44 minutes 36 seconds West, along said North line, 371.79 feet from the Northeast corner of said Nickel's Addition; thence South 89 degrees 47 minutes 38 seconds West, along said North line of Nickel's Addition, 34.17 feet; thence North 06 degrees 13 minutes 45 seconds West, 336.01 feet; thence North 22 degrees 15 minutes 24 seconds East, 50.00 feet; thence South 07 degrees 44 minutes 36 East, 383.67 feet to the point of beginning. Being subject to any Easements, Restrictions or Right-of-Way of Record.

FUTURE ADVANCE MORTGAGE - IAF

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**ALSO**

The East 5.75 feet of Lot 10 and the South 8.00 feet of Lots 10, 11, and 12 of Nickel's Addition to the City of Flint as recorded in Liber 1, page 44, Genesee County Records. Being Subject to any Easements, Restrictions, or Right-of-Way of Record.

**Parcel 1**

Tax Identification No. 41-19-256-002

**Parcel 2**

Lots 70 & 71, Except Estly. 30 ft. - Tax Identification No. 41-19-279-046

East 30 feet of Lots 70 & 71 - Tax Identification No. 41-19-279-007

Lot 72 - Tax Identification No. 41-19-279-008

Lot 90 - Tax Identification No. 41-19-279-004

Lot 91 - Tax Identification No. 41-19-279-005

Lot 92 - Tax Identification No. 41-19-279-006

Lot 93 - Tax Identification No. 41-19-279-027

**Parcel 3**

Tax Identification No. 41-19-403-001

Tax Identification No. 41-19-403-002

Tax Identification No. 41-19-403-003

Tax Identification No. 41-19-403-004

**FUTURE ADVANCE MORTGAGE – IAF**

**A-2**

**EXHIBIT B**

**Permitted Encumbrances**

1. Easement as shown on recorded plat of subdivision.
2. Right of Way to Consumers Energy, as set forth in Liber 4325, pages 832 to 834, Genesee County Records.
3. Easement granted to Genesee County Drain Commissioner, disclosed by instrument recorded in Liber 2018, page 40, Genesee County Records.
4. Any rights, title or claim thereof to that portion of land taken, used or granted for streets, roads or highways.
5. Easement for Ingress and Egress, as more fully set forth in Liber 4172, pages 830 and 831, Genesee County Records.

BLOOMFIELD 90402-7 810697v3

FUTURE ADVANCE MORTGAGE – IAF  
B-1



State of Michigan  
John Engler, Governor

Department of Consumer & Industry Services  
Kathleen M. Wilbur, Director

Page 1 of 1  
OFS-40  
Office of Fire Safety  
General Office Building  
7150 Harris Drive  
Lansing, MI 48009-7504

JURISDICTION NAME INTERNATIONAL ACADEMY OF FLINT	DATE 11/23/1999	COUNTY GENESEE	PROJECT 1101-99
ADDRESS 2820 SOUTH SAGINAW	FACILITY TYPE SCHOOL	RULES/CODES 89 MI. SCH.	JOB/LIC/FAC. NO. N/A
CITY, STATE ZIP CODE FLINT, MI. 48597	FACILITY REPRESENTATIVE PATRICK DOWELL		INSPECTION TYPE Final

AREAS REQUIRING COMPLIANCE:

**ADDITIONS AND RENOVATIONS**

A final fire safety inspection of the above captioned project was completed this date. Deficiencies noted in our prior inspection reports have been satisfactorily corrected. This report may be considered as final approval of this project.

□

RECEIVED  
NOV 29 1999  
ACCOUNTING

RECEIVED  
DEC 8 1999  
BY: *JM*

RECEIVED  
DEC - 1 1999  
ACCOUNTING

FIRE SAFETY CERTIFICATION Full Approval		PROJECT STATUS	REVIEWED BY <i>PLB</i>
DISTRIBUTION City File CIS/HQ Sorensen Education	INSPECTING OFFICIAL PAUL T. BUTTERFIELD SIGNATURE OF OFFICIAL <i>Paul T. Butterfield</i>	ADDRESS 411 E. GENESEE STREET SAGINAW, MI 48607	TELEPHONE 517-758-1914 FAX 517-758-1616



State of Michigan  
John Engler, Governor

Department of Consumer & Industry Services  
Kathleen M. Wilbur, Director

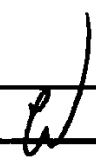

# Inspection Report

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OFS-40  
Office of Fire Safety  
General Office Building  
7150 Harris Drive  
Lansing, Mi 48909-7504  
Web Site [www.cis.state.mi.us/fire](http://www.cis.state.mi.us/fire)

FACILITY NAME <b>INTERNATIONAL ACADEMY OF</b>	DATE <b>October 26, 2000</b>	COUNTY <b>Genesee</b>	PROJECT <b>1267-00</b>
ADDRESS <b>2820 SOUTH SAGINAW</b>	FACILITY TYPE <b>School</b>	RULES/CODES <b>School - 99</b>	JOB LIC/FAC. NO. <b>N/A</b>
CITY, STATE ZIP CODE <b>FLINT, MI. 48507</b>	FACILITY REPRESENTATIVE <b>PATRICK DOWELL</b>	INSPECTION TYPE <b>Re-Check Final</b>	

A final fire safety inspection was completed this date. There were no deficiencies. Full approval.

Patrick Dowell  
Sorensen Gross Construction Co.  
3407 Torrey Rd.  
Flint, Mi. 48507  
FAX 810-238-6222

FIRE SAFETY CERTIFICATION <b>Full Approval</b>		PROJECT STATUS <b>Closed</b>	REVIEWED BY 
DISTRIBUTION City File CIS/HQ Local FD Education	INSPECTING OFFICIAL <b>PAUL T. BUTTERFIELD</b> SIGNATURE OF OFFICIAL 	ADDRESS <b>411 E. GENESEE SAGINAW, MI. 48607</b>	TELEPHONE <b>517-758-1914</b> FAX <b>517-758-1616</b> E-MAIL <b>paul.butterfield@cis.state.mi.us</b>





State of Michigan  
John Engler, Governor

Department of Consumer & Industry Services  
Kathleen M. Wilbur, Director

## Inspection Report

Office of Fire Safety  
General Office Building  
7150 Harris Drive  
Lansing, MI 48909-7504

Web Site [www.cis.state.mi.us/ifs](http://www.cis.state.mi.us/ifs)

FACILITY NAME INTERNATIONAL ACADEMY OF	DATE November 29, 2001	COUNTY Genesee	PROJECT 1071-01
ADDRESS 2820 SOUTH SAGINAW	FACILITY TYPE School	RULES/CODES School - 99	JOB/LIC/FAC. NO. N/A
CITY, STATE ZIP CODE FLINT, MI. 48507	FACILITY REPRESENTATIVE MARK WEINBERG	INSPECTION TYPE Re-Check Final	

### ONE ROOM ADDITION - FIRE ALARM AND AUTOMATIC SPRINKLER

1. A recheck fire safety inspection was completed this date. Deficiencies noted in prior inspection reports have been satisfactorily corrected. This report may be considered as final approval of this project.

MARK WEINBERG  
INTERNATIONAL ACADEMY OF FLINT  
2820 SOUTH SAGINAW  
FLINT, MI. 48507  
TX: 810-251-5151  
FX: 810-251-5154

DEC 08 2001  
*Lee*

**COPY**

FIRE SAFETY CERTIFICATION Approved		PROJECT STATUS Closed	REVIEWED BY
DISTRIBUTION	INSPECTING OFFICIAL	ADDRESS	411 East Genesee St. Saginaw, MI 48607 989-758-1914 989-758-1616 paul.butterfield@cis.state.mi.us
Facility File CIS/HQ Local FD Education	Paul T. Butterfield SIGNATURE OF OFFICIAL	TELEPHONE	
		FAX	
		E-MAIL	

# **CERTIFICATE OF USE AND OCCUPANCY**


## **PERMANENT**

**Michigan Department of Energy, Labor and Economic Growth  
Bureau of Construction Codes/Building Division  
P. O. Box 30254  
Lansing, MI 48909  
(517) 241-9317**

**Permit No. B026179  
International Academy of Flint  
2820 S Saginaw Street  
Flint, Michigan  
Genesee County**

**The above named building of Use Group E and Construction Type 3A is approved for use and occupancy.**

**THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 110.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.**

  
\_\_\_\_\_  
Larry Lehman, Chief  
Charles E. Curtis, Assistant Chief  
Building Division

April 22, 2009

**CONTRACT SCHEDULE 7**

**REQUIRED INFORMATION FOR  
A PUBLIC SCHOOL ACADEMY**

## SCHEDULE 7

### REQUIRED INFORMATION FOR A PUBLIC SCHOOL ACADEMY

Required Information for a Public School Academy. This Schedule contains information required by the Code and the Contract. The required information for the Academy is contained in this Schedule 7.

- Section a. Governance Structure. The governance structure of the Academy is set forth in Section a of this Schedule.
- Section b. Educational Goal and Related Measures. The educational goal and related measures of the Academy are set forth in Section b of this Schedule.
- Section c. Educational Programs. The educational programs of the Academy are set forth in Section c of this Schedule.
- Section d. Curriculum. The curriculum of the Academy is set forth in Section d of this Schedule.
- Section e. Methods of Pupil Assessment. The methods of pupil assessment of the Academy are set forth in Section e of this Schedule.
- Section f. Application and Enrollment of Students. The application and enrollment of students criteria of the Academy is set forth in Section f of this Schedule.
- Section g. School Calendar and School Day Schedule. The school calendar and school day schedule procedures are set forth in Section g of this Schedule.
- Section h. Age or Grade Range of Pupils. The age or grade range of pupils to be enrolled by the Academy is set forth in Section h of this Schedule.

**SECTION A**

**GOVERNANCE STRUCTURE**

## GOVERNANCE STRUCTURE

WHEREAS, the People of Michigan through their Constitution have provided that schools and the means of education shall forever be encouraged and have authorized the Legislature to maintain and support a system of free public elementary and secondary schools; and all public schools are subject to the leadership and general supervision of the State Board of Education; and the Legislature has authorized an alternative form of public school designated a "public school academy" to be created to serve the educational needs of pupils and has provided that pupils attending these schools shall be eligible for support from the State School Aid Fund; and the Legislature has delegated to the governing boards of state public universities, community college boards, intermediate school district boards and local school district boards, the responsibility for authorizing the establishment of public school academies; and the University Board has approved the issuance of a contract conferring certain rights, franchises, privileges, and obligations of a public school academy to the Academy Board.

The Academy is incorporated as a Michigan nonprofit corporation, organized on a non-stock, directorship basis for the purpose of operating as a Michigan public school academy. The Academy shall conduct its affairs as a governmental entity exempt from federal income taxes under Section 115 of the United States Internal Revenue Code or any successor law. The Academy is a body corporate and is not a division or part of Central Michigan University. The relationship between the Academy and the University Board is based solely on the applicable provisions of the Code and the terms of this Contract.

The Academy Board shall have at least five (5), but no more than nine (9) members, as determined by the University Board. Academy Board members shall be appointed according to the terms of the Method of Selection, Appointment and Removal Resolution adopted by the University Board. The Academy Board has all the powers and duties permitted by law to manage the business, property and affairs of the Academy and for adopting policies by which the Academy shall be governed. The Academy Board is responsible for assuring that the Academy operates according to the Terms and Conditions of this Contract and Applicable Law. Contract Schedule 2: Bylaws, set forth a further description of the Academy Board's governance structure.

Academy Board members shall serve in their individual capacity, and not as a representative or designee of any other person or entity. The Academy Board shall ensure compliance with Applicable Law relating to conflicts of interest and prohibited familial relationships, including Article IV, Sections 4.4 and 4.5 of this Contract.

Pursuant to applicable law and the Terms and Conditions of this Contract, including Article III, Section 3.6, the Academy Board may employ or contract for personnel according to the position information outlined in Schedule 5. Before entering into an agreement with an educational service provider or an employee leasing company to provide services or to provide personnel to perform services or work at the Academy, the Academy Board must first comply with the Educational Service Provider Policies issued by the Center.

**SECTION B**

**EDUCATIONAL GOAL AND RELATED MEASURES**

## EDUCATIONAL GOAL AND RELATED MEASURES

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.2, the Academy shall achieve or demonstrate measurable progress for all groups of pupils toward the achievement of the educational goal identified in this schedule. Although an increase in academic achievement for all groups of pupils as measured by assessments and other objective criteria is the most important factor in determining the Academy’s progress toward the achievement of the educational goal, the Center also considers other factors. Upon request, the Academy shall provide the Center with a written report, along with supporting data, assessing the Academy’s progress toward achieving this goal. In addition, the University expects the Academy will meet the State of Michigan’s accreditation standards pursuant to state and federal law.

### **Educational Goal to be Achieved**

Prepare students academically for success in college, work and life.

### **Measures to Assist In Determining Measurable Progress Toward Goal Achievement**

To assist in determining whether the Academy is achieving measurable progress toward the achievement of this goal, the Center will annually assess the Academy’s performance using the following measures.

#### **Measure 1: Student Achievement**

The academic achievement of **all students who have been at the academy for one or more years<sup>1</sup>** in grades 3-8 will be assessed using the following measures and targets:

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The percentage of students meeting or surpassing grade-level national norms on the NWEA MAP reading and math tests administered in the spring.	Distribution (which will be in the form of percentages): Exceeds $\geq 70.0\%$ Meets $\geq 50.0\%$ Approaching $\geq 30.0\%$ Does not meet $< 30.0\%$	50%
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students meeting or surpassing grade-level national norms over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 6.0\%$ Meets $\geq 3.0\%$ Approaching $\geq 1.0\%$ Does not meet $< 1.0\%$	3.0%
<b>Comparison Measure:</b>	The percentage of students categorized as proficient or advanced on the most recent state assessment will surpass the school’s Composite Resident District (CRD) percentage.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 10.0\%$ Meets $\geq 5.0\%$ Approaching $\geq 0.0\%$ Does not meet $< 0.0\%$	5.0%

<sup>1</sup> One or more years students (also called 1+ students) are students who are enrolled in the academy on or before count day and are still enrolled at the end of a given academic year.



Grade	MAP National Norms	
	Reading	Math
3	198.6	203.4
4	205.9	213.5
5	211.8	221.4
6	215.8	225.3
7	218.2	228.6
8	220.1	230.9

### **Measure 2: Student Growth**

The academic growth of all students in grades 3-8 at the Academy will be assessed using the following measures and targets:

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The median of student growth percentiles (MGP) reflecting fall-to-spring scaled score growth on the reading and math NWEA MAP tests.	MGP: Exceeds $\geq 65$ th Meets $\geq 50$ th Approaching $\geq 45$ th Does not meet $< 45$ th	Reading: 50 Math: 50
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students making at least one year’s growth over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 6.0\%$ Meets $\geq 3.0\%$ Approaching $\geq 1.0\%$ Does not meet $< 1.0\%$	3.0%
<b>Comparison Measure:</b>	The MGP reflecting growth on the two most recent state assessments will surpass the school’s Composite Resident District.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 10.0\%$ Meets $\geq 5.0\%$ Approaching $\geq 0.0\%$ Does not meet $< 0.0\%$	5.0%

**Measure 1: Post-Secondary Readiness: Grades 9-11**

The ‘on-track’ towards college readiness rates of all students in grades 9-11 will be assessed using the following measures and targets.

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The percentage of students meeting or surpassing grade-level college readiness benchmarks on the PSAT (grades 9 and 10) and SAT (grade 11) in Evidence-Based Reading and Writing (EBRW) and Math.	For EBRW, distribution (which will be in the form of percentages): Exceeds $\geq 70.0\%$ Meets $\geq 60.0\%$ Approaching $\geq 50.0\%$ Does not meet $< 50.0\%$  For Math, distribution (which will be in the form of percentages): Exceeds $\geq 50.0\%$ Meets $\geq 40.0\%$ Approaching $\geq 30.0\%$ Does not meet $< 30.0\%$	<b>PSAT 9</b> EBRW: 60% Math: 40%
			<b>PSAT 10</b> EBRW: 60% Math: 40%
			<b>SAT 11</b> EBRW: 60% Math: 40%
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students meeting or surpassing grade-level college readiness benchmarks on the PSAT (grades 9 and 10) and SAT (grade 11) over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 6.0\%$ Meets $\geq 3.0\%$ Approaching $\geq 1.0\%$ Does not meet $< 1.0\%$	3.0%
<b>Comparison Measure:</b>	The percentage of students meeting or surpassing grade-level college readiness benchmarks on the SAT (grade 11) will surpass the school’s Composite Resident District percentage.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 10.0\%$ Meets $\geq 5.0\%$ Approaching $\geq 0.0\%$ Does not meet $< 0.0\%$	5.0%

Grade	College Readiness Benchmarks		
	TEST	EBRW	MATH
9	PSAT	410	450
10	PSAT	430	480
11	SAT	480	530

**SECTION C**

**EDUCATIONAL PROGRAMS**

## **EDUCATIONAL PROGRAMS**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.3, the Academy shall implement, deliver, and support the educational programs identified in this schedule.

The International Academy of Flint (“Academy”), in its collaboration with SABIS® Educational Systems, Inc., employs SABIS education philosophy and methods which are based on the belief that all students can achieve high levels of academic progress if they have the desire to learn and learning gaps that invariably develop in the process of education are filled as they form. The SABIS educational model is based on over 130 years of research and development.

### **Academy Mission**

The International Academy of Flint will prepare students for success in college, inspire a lifelong love of learning, and foster responsible citizenship.

The SABIS model is designed to achieve the Academy’s college preparatory mission and high expectations for all students. Evidence that this model leads to improved student performance has been accumulated. The SABIS model is research-based, has a record of accomplishment, and is founded on an understanding of effective educational practices, efficient teaching methods, and the focus on core academic subjects.

### **Academy Vision**

We are committed to sustaining a top-quality, college-preparatory, international charter school in Flint, Michigan. The Academy continues to prepare students, regardless of ability, income or background, to demonstrate academic mastery, as measured by state assessments, college acceptance and other standardized assessments. The Academy will be recognized as a school of excellence for a highly diverse student body that maintains high standards of accountability throughout the Academy program. Students continue to feel a sense of belonging; demonstrate they value learning; develop strong study habits; meet grade-level academic standards; and continue to grow in confidence and character. Academy students care about themselves, their peers, and humanity. Students are molded into young men and women with the knowledge, skills, and social judgment needed to face the challenges of the future.

The Academy continues to have a significant impact on the city of Flint and the surrounding districts. The challenges of urban education are well known, but so are the examples of schools overcoming the odds and bringing success to every student, regardless of circumstances. The Academy continues to be a resource for our community, and provides the opportunity for learning and college access for all learners in Genesee County and beyond.

The Academy has a safe and orderly learning environment that is bright, friendly, and purposeful. Students are engaged in learning, the school’s social culture, and the community. Parents are expected to support children’s learning; parents are engaged regularly with supportive wrap-around programs to help them help the children. Teachers, administrators and support staff are focused on achieving academic success; creating a positive school culture; and providing friendly customer

service in a welcoming atmosphere. The Academy mission and vision drive everyone – students, parents, staff, and board members - toward outstanding achievement.

### **Educational Philosophy and Educational Foundation**

The educational philosophy and educational foundation make it possible to achieve the mission, vision and values. The central tool is that the Academy emphasizes college admission from day one (beginning in Kindergarten!) throughout the school, across all grade levels. In the highly competitive and interconnected global economy, a college education is vital for student and community success. The key features of the educational philosophy and foundation are:

- ◆ **College Preparatory Mission:** The vision of college readiness will be pursued in every grade level, every day.
- ◆ **World-Class Curriculum:** The spiral-designed curriculum is highly structured, scripted, and sequential, as well as horizontally and vertically aligned to state, national, and international standards. Mastery is a prerequisite for grade level promotion.
- ◆ **Student Life™ Program:** The Student Life Organization® (“SLO”) develops skills in leading, working in teams, and helping to build a strong school community by developing students’ interests and talents.
- ◆ **Diagnostic Assessment:** Tests will determine: 1) placement for grade level, 2) selection of educational program, and 3) choice of services.
- ◆ **Direct Instruction:** Direct instruction delivers curriculum toward student mastery, using results to measure student and teacher performance. Learning gaps are remedied so that students can excel with grade-equivalent work.
- ◆ **Differentiated Instruction:** Teachers are flexible in presenting information to learners who need instruction presented to them in various ways.
- ◆ **Pacing Charts:** Curriculum maps, known as pacing charts at the Academy, pace the content along a timeline, clearly indicating knowledge and skills to be learned by students and how and when it will be assessed during an academic year.
- ◆ **Testing:** Formative and summative tests provide placement, as well as baseline measurement, to gauge growth over time for individuals, classes, grade levels, and programs.
- ◆ **SABIS School Monitoring System (“SSMS”):** Reports come from information about: students, classrooms, programs, schools, tests, finances and operations.
- ◆ **SABIS 360:** An online analysis tool that draws real-time data from SSMS and provides the Director and other administrators customized analyses used to monitor the academics and behavior of all students, as well as to communicate with teachers and support staff about specific successes and challenges.

Continuous evaluation and feedback on student learning are integral parts of the SABIS instructional process. This constant evaluation enables Academy administrators and teachers to verify whether students have successfully acquired essential skills and fundamental knowledge. These skills and knowledge are of special value because they are the tools and the foundation upon which future, more complex learning will be built. Learning is a sequential process, and if one step in the sequence is missed or is misunderstood, a student can develop a serious learning gap preventing him or her from proceeding to the next level. Therefore, the Academy utilizes a systematic testing program, with testing time and intensity of testing appropriate to specific grade

levels. Results are compared with initial baseline scores and early benchmark standards to determine progress in the education of each individual student. This early academic monitoring system prevents students from slipping through the cracks.

National norm-referenced and standardized tests are administered each fall to all students, starting in first grade. The results on these tests provide the Academy a benchmark for student academic standing relative to peers within the Academy, in the district, state and across the country. These external tests are administered again each winter and spring, thus enabling the Academy to measure each student's progress based on national norms.

In the SABIS model, English language arts (“ELA”) is the most important subject, since it is the language of instruction. With thorough English comprehension, all liberal arts subjects are accessible (e.g. social studies, literature, history, etc.). Mathematics is the second most important subject. Mathematics is viewed by SABIS as a second language. Indeed, it is considered the language of sciences. It is also the subject that gives the students the greatest amount of mental “muscle-flexing” and is a subject that prepares students for any field or discipline in college. Other subject areas follow in degree of importance.

### **Efficiency of Instruction**

The SABIS system defines efficiency of instruction as teaching a body of knowledge and skills in the shortest time possible with the least effort. Reducing “wasted effort” and taking maximum advantage of each teaching situation increases learning efficiency. This does not require overworking students; efficiency simply enables students to learn essential skills with the least effort and time. Children can use saved time to learn and play more.

A SABIS teacher’s primary objective is to maximize the use of time by guiding students through the set curriculum as rapidly as possible without sacrificing the expected level of mastery. Efficiency in teaching is the key—what and how much to teach in the allocated time. The role of a teacher is primarily academic instruction. Effective and efficient teaching requires:

- ◆ Development of appropriate academic materials such as practice exercises and tests;
- ◆ Planning instruction (i.e. including appropriate levels, appropriate selection of points, maintaining momentum, teaching strategies, type of assignments);
- ◆ Selecting an objective at the correct level;
- ◆ Teaching to the objective;
- ◆ Using the principles of learning: motivation, retention, reinforcement and transfer;
- ◆ Establishing and maintaining learner focus on the objective;
- ◆ Pacing instruction;
- ◆ Monitoring student progress and making adjustments as necessary; and
- ◆ Strong classroom management.

The purpose of a school is to help students master the curriculum. Accordingly, SABIS teachers:

- ◆ Allocate most available time to curriculum-related activities;
- ◆ Require students to be business-like and task-oriented; and,

- ◆ Allocates class time to academic activities rather than to other functions (e.g., personal adjustment, group dynamics, etc.) or activities with no clear objectives (e.g., free time or student-chosen games).

### **Evidence of the Research Base for the Educational Program, the Instructional Strategies, and the Methodology used at the Academy**

The research based educational system implemented at the Academy integrates written curriculum, instruction and assessment with state and national standards. The program includes direct instruction of academic and social skills; data-driven decision making based on frequent assessment of student and staff performance; job-embedded professional development for staff members; SABIS Point System of Instruction<sup>®</sup>; SABIS SLO; and SMSS.

### **Research about Classroom Strategies and Teaching/Learning Interventions**

The research foundation of the Academy's educational system includes evidence about classroom strategies and teaching/learning interventions. Studies supporting Academy best practices can be grouped into six categories: (1) General Instruction; (2) Cognitively Oriented Instruction; (3) Grouping Structures; (4) Tutoring; (5) Peer Tutoring; and (6) Computer-Assisted Instruction. Each of these categories is described in the following sections.

#### **General Instruction Research**

Direct instruction incorporates pedagogical theory into whole-class instruction in multiple ways when supporting all students being held to high standards: (1) identifying and filling in gaps in knowledge for each student, (2) building foundations for a spiraled curriculum, (3) helping all students achieve at least at grade level, and (4) providing students with intensive learning and tutoring opportunities that lead to success on internal and external assessments.

#### **Cognitively Oriented Instruction Research**

Cognitively Oriented Instruction is designed to help students; 1) improve the quality of their thinking, 2) become independent lifelong learners, and 3) develop proficiency at accomplishing complex, higher order tasks. Regarding the Academy's pedagogy, each of the functional considerations and necessary instructional components of cognitively oriented instruction are included in the Teach- Practice-Check Cycle when using point-by-point teaching.

#### **Grouping Structure Research**

Several techniques take advantage of the effectiveness of applying group dynamics to the teaching/learning process: 1) formation of classes and placement of students, 2) point-by-point teaching, and 3) the academic cycle. Each of these techniques is explained in the following paragraphs.

#### **Tutoring Research**

Tutoring is an important activity of the Academy's student life program. Attention is given to the diagnostic and prescriptive aspects of the tutoring activities. Consideration is given to the procedures guiding the tutoring as well as ongoing program monitoring processes. Tutors are given detailed, timely, written and verbal feedback from both instructional and student life program staff using the Academy's information monitoring system. Thus, the strong relationships among monitoring, feedback and achievement are affirmed.

Research shows that student learning motivation increases when students see peers succeed at a task (Howard Margolis and Patrick McCabe, Improving Self-Efficacy and Motivation, *Invention in School and Clinic*, v. 41, p. 218-227). The student prefect system to be implemented at the Academy provides valuable peer models, facilitates peer tutoring assistance, and advances the Academy's character development goals.

### **Peer Tutoring Research**

The Academy uses peer tutoring as an important instructional activity included in point-by-point teaching during the Teach-Practice-Check Cycle. Here, prefects are students who check the work of their peers during group work, and tutor when students need help with correcting their work. The Student Life Organization Coordinator and Academic Quality Controller are closely involved in coordinating, scheduling and monitoring peer tutoring behaviors and activities.

### **Computer-Assisted Instruction (“CAI”) Research**

Research about CAI supports the Academy's educational philosophy that all students can learn and achieve high academic standards:

- ◆ it is an effective strategy for addressing the needs of students at risk for low achievement.
- ◆ it can be used extensively to identify curriculum weaknesses of low-performing students.
- ◆ it is effective to teach mathematics to low-performing students.
- ◆ academic growth does not depend on the grade level of the students or the design of the software being used.
- ◆ the role of the teacher in CAI is significant.
- ◆ teacher facilitation of CAI activities has an important influence on results.
- ◆ the attitude of the teacher toward CAI is significant, and can greatly influence the gains of low-performing students.

The Academy's information monitoring system incorporates multiple, specific IT characteristics that contribute to learning, such as: (1) non-judgmental and motivational; (2) frequent and immediate feedback; (3) efficiently meets students' needs; (4) greater autonomy; (5) active engagement; (6) multi-sensory images, sounds and symbols, and (7) learning through simulated real-life situations. The Academy's information management program employs many IT strategies in its school-wide management of academics, budget, finances, operations, monitoring, testing, exam correction and tutorials.

### **Supplemental Educational Services**

The Academy's educational program continues to provide services to low-performing students in all core academic areas. Many at-risk, disadvantaged and minority students are currently residing in the city of Flint, and the Academy currently enrolls close to 90% African American students, with over three quarters identified as low income. A variety of strategies are used to ensure the needs of various special student populations served by the Academy are met: tutoring; Multi-Tier System of Supports (“MTSS”); testing to monitor progress; development of critical thinking skills; before or after school programs or services; Saturday tutoring; and summer school.

### **Diagnostic Testing and Monitoring Progress**

Children receive instruction that is needed to achieve academic and nonacademic standards. The



Academy uses diagnostic tests upon enrollment to identify students' learning gaps for placement at the proper level where students can successfully continue their education.

### **Summer School**

The Academy continues to provide summer school in cases qualified according to:

- ◆ Every Student Succeeds Act (“ESSA”) requirements, or whatever current federal or state guidelines are in place
- ◆ Promotion and Retention Policies
- ◆ Extended School Year (“ESY”) services to students with special needs
- ◆ School practices that help at-risk students meet high standards

Summer school is offered as a remediation service only to students who fail either math or English. Students must pass summer school and meet the basic requirements to prevent being retained. Students who fail both English and math will be retained, unless there is a specific condition related to an Individualized Educational Program (“IEP”), health related absences, and/or drop out concern for an at-risk student. Notices are sent to parents along with the end of Term II Report Cards informing them whether their child is in danger of being retained, and whether the student is eligible for summer school.

### **Providing Services to Students with Exceptionalities and Special Needs**

The Academy’s philosophy concerning students with special needs is that all children can learn, and if children are placed in the appropriate level within a program, they will have a higher possibility of thriving. The Academy employs qualified Special Education staff to accommodate those students with diagnosed learning disabilities and Section 504 accommodations. A continuum of services including inclusion and pullout services are provided as needed. Students with special needs are evaluated and placed at the appropriate skill level and age range.

The Academy provides instruction, equipment, supplementary aides and services of outside specialists as specified in the IEP. Students with disabilities are integrated into the classroom as much as is feasible, embracing the principles of “least restrictive environment” and “free appropriate public education.” Students will be expected to master the general curriculum to the maximum extent possible with the use of supplementary aides and other services as outlined in the student’s IEP.

### **Special Education**

When making educational placement decisions for students with disabilities, the Academy will ensure that parents are contributing members of the IEP team, and together the team will make decisions that are subject to requirements regarding provision of the least-restrictive environment. When determining how services will be delivered to students with disabilities, the Academy will follow all Special Education Rules as issued by the Michigan Department of Education. If a child with a current IEP enrolls in the Academy, the Academy will implement the existing IEP to the extent possible or will provide an interim IEP agreed upon by parents until a new IEP can be developed. IEPs will be developed, revised and implemented in accordance with the Individuals with Disabilities Education Improvement Act (“IDEIA”) and state law and regulations.

The Academy will fully comply with federal laws and regulations governing children with disabilities as follows:

1. The Academy is responsible for providing a free, appropriate public education to children with disabilities enrolled in the Academy that have been determined through an IEP to require Special Education programs and services.
2. The Academy will ensure that children who are suspected of having disabilities are properly evaluated by a multidisciplinary team, as defined in the Michigan Special Education Rules, and that children who have already been identified are re-evaluated by the multidisciplinary team at least every three years.
3. When a multidisciplinary team determines that a special education student requires Special Education programs and services, the Academy will ensure that the IEP is fully implemented in accordance with IDEIA and reviewed on an annual basis or more frequently as determined by the IEP team.

### **Staffing Services to Special Student Populations**

The Academy employs a full-time certified Special Education Academic Quality Controller (“SEAQC”) who oversees the purchase of services from special education vendors, implementation of special education services, and supervision of staff. The Academy’s SEAQC works collaboratively with Genesee Intermediate School District (“GISD”) and attends the monthly special education administration meetings with all of the surrounding county public school districts. The special education staffing levels are determined as students are enrolled, identified and evaluated. The SEAQC is responsible for the administration of special education programs, including teacher and staff training, the management of independent contractors, and securing technical assistance.

The SEAQC’s responsibilities also include assisting in the retention of qualified and/or licensed personnel; composing the Academy’s multidisciplinary team; conducting special education assessments; participating on IEP teams; determining if incoming students have IEPs; ensuring that any required reevaluations are performed; ensuring that all required special education and related services are being provided, and that all IEPs are appropriate in the context of the public school academy setting. The SEAQC ensures that program disputes involving parents are resolved.

The Academy retains qualified and/or licensed personnel to conduct special education assessments (including related services) and participate as members of the multidisciplinary assessment team for students who may be defined as “exceptional.” Special education teachers have experience with compliance-related issues of special education.

The Academy has a comprehensive system of personnel development designed to ensure an adequate supply of qualified special education, regular education, and related service personnel. The Academy is fully committed to complying with federal guidelines and requirements governing the delivery of special education services for students with IEPs. Academy staff are knowledgeable about state and federal special education laws that pertain to charter schools.

### **Recruiting and Retaining Special Student Populations**

The Academy is a welcoming place of learning, staffed by professionals who care about children and the quality of education they receive. All marketing and outreach materials clearly state that our school does not discriminate in any fashion. As a welcoming school for all children, the Academy provides the services necessary for academic success of all students.

### **Providing Accommodations for Special Student Populations**

The Academy provides the required and necessary services, and due process procedures are implemented for students with disabilities in accordance with all relevant Federal and State laws, rules, and regulations. The 504 Committee assembled for a student continues to follow procedures consistent with United States Department of Education, Office of Civil Rights guidelines. The Academy ensures that data regarding students with disabilities is retained and kept confidential, including having procedures for maintaining files in a secure and locked location with limited access. The Academy retains data and prepares reports to comply with federal law and regulations. The Academy provides appropriate notification to parents in connection with the law. Before school opens and during the first term of each year, the Academy's SEAQC collects all student records from the school districts of new students.

### **Serving Limited English Proficiency ("LEP") Students**

The Academy collaborates with GISD to identify and provide instruction to students who may be eligible for English as a Second Language ("ESL") Services under the Title III of the Elementary and Secondary Education Act. Home language surveys are collected from all enrolled families to identify students who may have LEP. The survey is used as an initial tool to screen students that may be eligible for instructional support. Instructional support services and annual assessments are coordinated with GISD.

State-approved procedures for identifying students with LEP who may need support services are used in order to help students not only master core curriculum, but also, per the Academy's mission, to achieve the higher academic standards essential for post-secondary study.

### **Ensuring Academic Success for LEP Students**

The Academy provides all state and federally mandated services to LEP Students. The Academy serves students with LEP by offering structured English language learning opportunities by highly qualified bilingual instructors assigned by GISD. GISD screens referred students and recommends students for additional hours of support based on the student's results on the screener test. Students are reviewed annually for continuation of services using data from both local and state assessments.

### **Plan for Ensuring Success for Homeless Students**

The Academy provides a free and appropriate public education to any "homeless child or youth" within the Academy's jurisdiction, and subject to the enrollment policy. Any homeless child or youth will be enrolled even if the child lacks records normally required for enrollment (i.e. previous academic records, medical records, proof of residency). The necessary enrollment documentation will be requested after the student is enrolled. The Academy may require parents or guardians to submit contact information. Additional training and services are provided by the GISD in order to appropriately serve eligible students.

A homeless liaison is assigned to coordinate services and assist unaccompanied youths (defined as a youth not in the physical custody of a parent or guardian) to ensure there are no barriers to the enrollment, attending classes, and participation in school activities for homeless children and youth.

### **Assessments Utilized at the Academy**

In the SABIS system, student assessment and program evaluation is fundamental. The Academy utilizes both internal and external measurements to monitor student academic and non-academic progress. The Academy's accountability plan contains a detailed breakdown of academic and non-academic goals and objectives, as well as the tools used to measure progress made toward achieving those goals and objectives. The Academy's assessment information not only serves to hold the school accountable to The Center for Charter Schools at Central Michigan University and the Academy's Board of Directors, it also provides the administrative team with valuable information for continuous improvement. Both the Academy Board and SABIS embrace the importance of a rigorous system of accountability for results.

The first level of assessment is at the classroom level. Staff members (instructional, administrative, and support) are responsible for assessment and involved in the collection and analysis of data. The second level is conducted by the academic quality controller ("AQC") and/or heads of department ("HOD"). The AQCs and/or HODs are responsible for reviewing the testing data across grade levels and subject matter, identifying students needing academic intervention, and identifying sections or classes needing concepts re-taught. The Academy director leads a third level, and conducts ongoing discussions with senior staff members regarding the summary reports about the day-to-day operations and issues for the school. This third level is valuable for finding insights about how students learn by studying individuals, cohorts, or particular sub-group characteristics.

The Academy assessment program involves weekly tests, as well as tests at the end of Terms 1 and End-of-Year Final Exams, in all subjects for all grades. Internal and external assessments are used to evaluate the progress of individual students, cohorts over time, and the Academy as a whole to meet statewide requirements. In addition to the required state assessments, the Academy administers tests such as diagnostic tests in English and math at the beginning of an academic year; STAR Reading<sup>®</sup> at the beginning and end of an academic year; Northwest Evaluation Association<sup>™</sup> ("NWEA<sup>™</sup>") MAP Growth<sup>®</sup> ("MAP") testing as required in the charter contract; mastery of essential concepts after classes; practice tests for state-mandated tests; and Accelerated Reader<sup>®</sup> Program Tests.

Proficiency and mastery outcomes are based on assessment results by grade, achievement level, and grouping level for each of the core subjects of ELA, mathematics, science and social studies. The assessments are for either formative or summative purposes.

### **Assessment to Improve Student Learning**

A formative use of test results is done by Academy staff in order to improve student learning processes and outcomes. Students who do not demonstrate mastery receive additional assistance to address the particular learning gaps. Concepts that are not learned are re-taught and re-tested, especially if they are essential concepts. Student progress is followed continuously, and extra

support is provided when needed. In contrast, a summative use of assessment results occurs when a decision about a student's grade, score, or promotion to another level of learning.

The Information Management System implemented at the Academy is not an ordinary database used simply for storing student scores on multiple-choice tests. When used properly, the various modules provide feedback about test performance including:

- ◆ exact number of problems for groups as well as individuals.
- ◆ precise nature of problems for both groups as well as individuals.

Having this feedback permits teachers and administrators to develop accurate and focused intervention plans, thereby saving the time and energy of students, teachers and administrators.

The Academy's monitoring system

- ◆ reduces frustration from wasted effort.
- ◆ accelerates the learning process.
- ◆ assures that the curriculum material is covered and understood as intended.

## **TYPES OF IAF ASSESSMENTS**

### **SABIS Diagnostic Tests**

All students in grades 1-12, upon enrollment, are administered SABIS-developed diagnostic tests in mathematics and English. These assessments are designed to detect any gaps in core subject knowledge for specific grades. These diagnostic tests measure and assess essential concepts from previous grades to determine whether the student has the essential knowledge required for the grade into which he or she has registered.

### **SABIS Academic Monitoring System™ (“AMS”)**

AMS is a proprietary, computerized system of testing, designed to monitor student learning and progress. These frequently administered tests detect gaps in knowledge as they form and monitor level of knowledge retention. Students and teachers work as a team to fill these gaps, thus accelerating the rate and efficiency of learning. The AMS is administered frequently (generally weekly) for both math and English. An AMS testing period is scheduled in the permanent school-year schedule for each of the two subjects. AMS is currently offered in math in grades 3 through 12 and English in grades 3 through 9.

As an academic monitoring tool, the AMS covers concepts that had just been taught during the previous week, as well as other selected concepts that were taught previously. These tests consist of multiple-choice questions, and students record their answers either on the traditional “bubble sheets” or on a computer in the Integrated Technology Lab (“ITL”) or on a laptop, which is part of a wireless laptop cart utilized in individual classrooms. If a “bubble sheet” is used, these sheets are then scanned and computer-graded. If the ITL or a laptop is used, scores are immediately available on the computer screen for students to utilize for a review, reteach, and retake of the AMS. AMS tests count for 20% of the total grade. The primary purpose of these tests is to inform the school on the progress individual students are making. These tests provide an objective and reliable academic status report on each student. The results from these reports are then given to the following staff members: Student Life Coordinator, HOD of subject tested, Academy director, and teacher of subject of class tested.

This use of sophisticated technology allows the Academy to have constant diagnosis of a student’s academic foundations and progress. It also enables the Academy to track a student’s record and to detect any learning patterns and precise areas of difficulty.

**Periodic Exams**

Starting in Grade 2, there are two exam periods every week. These are cumulative exams in every academic subject designed to test knowledge depth as well as long-term retention. Unlike the AMS, these periodic tests measure more than just the essential concepts. These tests also require that students show their work since they are not exclusively multiple choice based.

**End of Term Exams**

Comprehensive exams are administered at the end of each term. Exams at the end of Term I assess mastery of all the material taught in Term 1. Final exams, given at the end of Term II, measure a student's achievement over the course of the entire academic year. End of term exams and final exams account for 40% of a student’s grade in English and mathematics and 50% of a student’s grade in all other subjects.

**Norm-Referenced and Standardized Tests**

Norm-referenced and standardized tests are given each fall to all students, starting in kindergarten. The results on these tests give the Academy a benchmark for student academic standing relative to their peers within the school and across the country. The following standardized tests are given at the Academy:

<b>Norm- Referenced and Standardized Test Title</b>	<b>Grades Tested</b>	<b>When Test is Given</b>	<b>How Often Test is Given</b>
MAP-Reading & Math	First - Eighth	Fall/Winter/Spring	Each Year
M-STEP	Eighth & Eleventh	Spring	Each Year
MI Access	Third – Ninth	Spring	Each Year
DRA	Kindergarten – Third	Fall/Winter/Spring	Each Year
PSAT™ 8-9	Eighth & Ninth	Spring	Each Year
PSAT™ 10	Tenth	Spring	Each Year
M-STEP/SAT®/ACT Work Keys®	Third-Eighth & Eleventh	Spring	Each Year
Observation Survey/MLPP Assessments	Kindergarten – Third, as needed	Fall/Winter/Spring	Each Year

**State Tests**

As referenced above, the Academy administers the M-STEP, MI Access, SAT, PSAT 8-9, PSAT 10

and ACT Work Keys tests according to state guidelines. These tests show how Academy students are performing relative to the state's requirements and relative to other schools and districts in the state.

**External Exams: Advanced Placement® (“AP”)**

Students in high school continue to study for the Advanced Placement tests in the academic subjects offered at the Academy each year. The curriculum at the Academy is designed to prepare students to take these college entrance exams.

**Graduation Requirements**

The Academy’s graduation requirements are listed below.

<b>SABIS Graduation Requirements</b>			
<b>SUBJECT</b>	<b>Credits per Year</b>	<b><u>Minimum</u> Years Required</b>	<b><u>Minimum</u> Content/Level Required</b>
English	1.3	4*	All 4 Years Course of Study
Mathematics	1.3	4*	Integrated Math 2
World Language	1.3	2	2 Years Course of Study
Science	1	3	1 Biology & 1 Physical Science
History/Social Science	1	3	U.S. History World History American Government/Economics
Fine Arts	0.5	2	Available as a required course and an elective in grades 11 and 12
Physical Education	0.6	2	Available as a required course and an elective in grades 11 and 12
Health	0.6	1	Available at least one year in HS
Computer Studies	0.5	3	1 year Online Learning Experience 1 year Computer Lab Application
Electives	0.5	3	
<b>Total # of Credits Required for Graduation</b>	<b>25</b>	<b>The minimum number of credits required for Graduation is 25.</b> <b>Students may earn more credits.</b> <b>By taking only the above minimum requirements, students will only reach 24.8 credits. Additional credits will be required in any of the above subject matter to earn the minimum total number of credits required for graduation.</b>	

**Notes:**

Total number of credits required for Graduation: **Minimum of 25 Credits.**  
 Students MUST complete and PASS a course before any credit is earned. There will be NO partial credit given.

## **Curriculum**

Full-time curriculum specialists in the SABIS Curriculum Development Department continually refine the SABIS program, not only to improve on the system, but also to ensure Academy curriculum is aligned with state and national (where applicable) curriculum standards. The first step in the SABIS program development process is the identification of concepts and skills for a given class. These skills and concepts are then classified as “essential” and “non-essential.”

Essential concepts are those needed for future learning. These are not formally taught after initial mastery. For example, the concept of converting from decimal to percent is not an essential concept for fifth grade. It becomes essential in sixth grade because it is needed for future grades and is not taught in later mathematics classes.

Expectations in terms of mastery allow for differences in student abilities and in effort. All students must master essential concepts at 100% accuracy to advance to the next grade level. While some concepts are labeled non-essential, they remain part of the course curriculum. All students must master a set amount over and above the minimum requirement, and will go into more in-depth study in some areas. It is within this body of knowledge, over and above the essential, that the amount and depth of knowledge students achieve varies.

The body of knowledge—the facts and skills—that make up the content of a course will not be learned in its entirety by all students. Even with the most structured learning, such as in mathematics, learning is not strictly linear. Students must master some essential concepts, but others that do not interfere with future learning and understanding are not essential. One of the strengths of the SABIS program is its identification of essential knowledge.

The SABIS program includes both formal and informal learning activities leading to credits for graduation that are implemented in relation to planned courses of instruction. The SABIS program reflects a pluralistic viewpoint. It recognizes the diversity of cultures, including history, language, life styles and patterns of beliefs.

## **Teaching Methods**

The SABIS academic program, systematic monitoring of learning and external testing ensures that students acquire the knowledge and skills that form the foundation for future knowledge acquisition.

The SABIS program uses structured and traditional teaching methods that have proven successful over the years. SABIS teaching techniques include memorization, phonics in reading and drilling in basic mathematics. These techniques build a strong foundation for accelerated learning, creative judgment, individual exploration and ownership of one’s education, especially in upper grades. Teachers are trained to be well organized and to use available time effectively.

### **The SABIS Program works as follows:**

- ◆ Concepts and skills that students should learn are carefully selected.
- ◆ Teachers teach these concepts according to a set time plan.
- ◆ Computer-based assessments monitor the attainment of objectives.
- ◆ Continuous feedback from weekly testing is used to detect learning gaps as soon as they



form, and the gaps are filled before new concepts are taught.

- ◆ Clear objectives and the absence of gaps accelerate the learning process.
- ◆ The point system of teaching, the computer-aided systems of monitoring, long and short breaks between learning sessions, group work to monitor the learning of each individual and other techniques are combined to maximize learning
- ◆ The SABIS® program’s teaching style is interactive. Teachers are expected to spend class time teaching, checking learning through asking questions, discussing homework, and providing feedback. This allows for almost immediate correction of any problem. The teacher always stays involved with the student throughout the class period.

### **Whole Class Instruction**

SABIS teachers teach whole classes at the same time using direct instruction. Some students learn faster than others do and stronger students are encouraged to help slower students in groups. This enables faster learners to reinforce their knowledge and learn concepts in greater depth. Students of different abilities can learn together, at the same rate, albeit at different levels of mastery and depth of understanding.

### **Point System of Instruction™**

SABIS® teachers use a “Point System” methodology to maximize subject content coverage by pacing students through a set curriculum as rapidly as possible without sacrificing expected levels of mastery. The SABIS Point System, in essence, “qualifies” the body of knowledge to be taught and helps teachers and students focus on exactly what they will teach and learn. The Point System increases teacher efficiency significantly.

SABIS teachers begin a classroom lesson by listing those concepts, or points, to be taught in a class and introduce them one “point” at a time. Examples of points include:

- ◆ Use of commas to set off a name in direct address;
- ◆ Comparison of states of matter by density;
- ◆ Identifying the order of colors in the spectrum; and
- ◆ Agreement of articles and nouns in gender.

Points are taught to the class as a whole. Classrooms are organized into groups of four or five students, deliberately selected by the teacher, with one stronger student serving as the group’s prefect (or “group leader”). Because some students learn faster than others, the faster learners are encouraged to help other group members. Through this approach, faster learners reinforce their knowledge by practicing what they learned in the process of helping their group members. They also learn concepts at greater depths.

The teaching of “points” is a structured process. For example, the teacher present points in the following manner:

- ◆ Introduce a point through a presentation, explanation, examples, questions and other means.
- ◆ Follow the introduction by an activity such as an exercise, an application or a definition to check for understanding.
- ◆ Monitor student work and re-teach as necessary.

- ◆ Continue to the next point when the vast majority of the students have demonstrated in writing that they fully understand the point. The teacher then marks off the point and moves to the next one.
- ◆ Group leaders (academic prefects) help teachers check the work of the members of their groups.

### **Group Work**

Students are assigned seats so that every four, five or six students form a group with one leader (prefect). A class may have between six and eight such groups operating as outlined below.

1. Group work in support of the Point System: After a teacher explains a point, an application or exercise is given. The teacher then goes around the class to see how well the point is understood. Frequently the teacher may ask group leaders to help, speeding up the checking process.
2. Group work in support of class discussions: In some situations, a class may be broken down into groups and students asked to record their ideas. The class is reassembled a few minutes later and the ideas of the various groups are collected, listed on the board and discussed.
3. Peer interaction: Review of writing assignments includes checklist-guided review by group members of each other's drafts.
4. Group work to learn specific concepts: When concepts are misunderstood or not learned by a portion of a class, the concepts may be taught again in groups. Different groups can tackle different problems simultaneously in an academic equivalent to parallel processing, speeding up the correcting process.

### **Hierarchy of Subjects**

As previously mentioned, in the SABIS educational system, curricular subjects are not equal in value or importance. The value of one subject over another is determined by how crucial the given subject is for future academic success. The SABIS Program uses a hierarchy to order subjects.

The two most important SABIS subjects are mathematics and ELA. Mathematics and ELA represent the base upon which future knowledge is built. A solid understanding of mathematics and mastery of the English language are major factors in determining future learning and career opportunities. If a student does not understand the relationship between decimals and fractions, the student will not be able to perform measurements in the higher science classes. This lack of knowledge or gap in mathematics understanding will impede the student's ability to learn in high school. Ultimately, the student's college education and career options depend on mastery of these two key subjects. If a student knows mathematics well, he or she can become a scientist; if a student can read English and has a good command of the language, he or she can become a historian. The reverse does not hold true. Therefore, the teaching of mathematics and English takes precedence over the teaching of history and science.

### **Assisting students in the attainment of the Michigan Academic Standards (“MAS”)**

SABIS Educational Systems Inc. has a fully integrated curriculum, assessment and information management function. The SABIS curriculum is horizontally and vertically aligned to state, national and international standards. The curriculum, including its pacing charts, is fully aligned with the SABIS proprietary assessment program. Test results are collected by the Academy’s information management system, enabling over 100 different reports to be generated and distributed. Those reports are reviewed by staff to determine what support students may need. Thus, Academy administrative, instructional and appropriate support personnel have precise information about student knowledge gaps and progress toward attaining the MAS. If test performance indicates lack of mastery, then the Academy has several interventions to help students achieve according to standards. Interventions include:

- ◆ an extended day, afterschool program, summer school;
- ◆ diagnostic testing and intensive classes for various subject matter;
- ◆ special programs for reading and English Language Arts (Accelerated Reader® Program, STAR Reading, Read Naturally® Program);
- ◆ frequent assessments to measure students’ mastery of academic standards;
- ◆ placing students in a specific grade level class according to need and ability;
- ◆ peer tutoring or teacher tutoring outside of class hours;

### **Preparation of Educational Development Plans (“EDP”) for Middle School Students**

In addition to those social skills and behaviors that are taught in the educational program during the school day, other employability skills will be learned during Student Life activity periods. As part of the Student Life Program, middle school students learn skills and practice behaviors that are useful for employment, acceptance into college, and life-long learning. No later than the end of 8<sup>th</sup> grade, each middle school student will have an individual EDP that will be upgraded annually in subsequent years. Academy middle school students have various resources available, including Career Cruiser software, to explore career goals, employability and work-related skills. The EDP students develop include all mandated Michigan requirements for EDPs.

**SECTION D**  
**CURRICULUM**

## CURRICULUM

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.4, the Academy shall implement, deliver, and support the curriculum identified in this schedule.

The Academy has adopted SABIS<sup>®</sup> written curriculum, My Perspectives<sup>™</sup> English language arts for grades nine through twelve, High School Financial Planning Program (“HSFPP”) Financial Literacy, Michigan Model for Health<sup>™</sup> and Edmentum<sup>™</sup> PLATO<sup>®</sup> Learning as a curriculum. The curriculum for all core subjects has been received, reviewed and approved by the Center.

- HSFPP <http://www.hsfpp.org>
- Edmentum/PLATO <http://edmentum.com>
- Michigan Model for Health [http://www.michigan.gov/mdhhs/0,5885,7-339-73971\\_4911\\_4912\\_74286---,00.html](http://www.michigan.gov/mdhhs/0,5885,7-339-73971_4911_4912_74286---,00.html)

SABIS created texts, workbooks and materials referenced in the curriculum are proprietary documents and are available from the Academy upon request.

### **Elementary**

The following subjects/courses are offered at the Academy.

Course	K	1	2	3	4	5	6	7	8
English Language Arts	X	X	X	X	X	X	X	X	X
Mathematics	X	X	X	X	X	X	X	X	X
Science	X	X	X	X	X	X	X	X	X
Social Studies	X	X	X	X	X	X	X	X	X
World History								X	
American History									X
Health	X	X	X	X	X	X	X	X	X
Physical Education	X	X	X	X	X	X	X	X	X

## Secondary

The following subjects/courses are offered at the Academy\*.

Course Name	Grade**	Course Name	Grade**
English ( <i>minimum 4</i> )		World Language ( <i>minimum 2</i> )	
English 9	9	Spanish Level Fcv	9, 10
English 10	10	Spanish Level Ga	10
American Literature	11	Spanish Level Gb	10
British/World Literature	12		
AP Literature and Composition	12		
Mathematics ( <i>minimum 4</i> )		Visual, Performing & Applied Arts ( <i>minimum 1</i> )	
Integrated Math 1	9	Art	Any
Integrated Math 1X	9		
Integrated Math 2	10, 11		
Integrated Math 2X	10, 11	Other	
Integrated Math 3	11	Journalism	11, 12
Mathematical Studies 2	12	Financial Literacy	11, 12
AP Calculus	12	Computers	Any
Science ( <i>minimum 3</i> )		Dual Enrollment	
Biology	9	Poetry (Harvard course)	11, 12
Physics 1	10		
Physics 2	11		
Social Studies ( <i>minimum 3</i> )		Virtual Courses***	
American History 2/Geography	9	Earth and Space Science	10-12
World History & Geography	10		
US Government (Civics)/Economics	11, 12		
AP US Government (Civics)	11, 12		
US History/Geography	12		
Physical Education & Health		Off Campus Courses	
Physical Education	Any		
Health ( <i>MI Model</i> )	Any		

\* The Academy updates course offerings each school year based on the needs and interests of students as well as teacher certification. As a result some courses are rotated and are not offered each year. All core subjects are taught every year and high school students are required to meet the requirements of the Michigan Merit Curriculum.

\*\*If students are not required to take a course at a specific grade level, “any” is used for the grade indication.

\*\*\*Virtual Courses are defined as any course(s) that are delivered using the internet.

**SECTION E**

**METHODS OF PUPIL ASSESSMENT**

## **METHODS OF PUPIL ASSESSMENT**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.5, the Academy shall properly administer all state-mandated academic assessments identified in the Code, as applicable, and all academic assessments identified in the Public School Academy Chartering Policies adopted by the University Board, as applicable, in accordance with the requirements detailed in the Master Calendar annually issued by the Center.

The Academy shall authorize the Center to have access to the Academy's Student/School Data Applications through the Center for Educational Performance and Information and to the electronic reporting system administered by the Michigan Department of Education to access the Academy's state assessment results, as applicable. The Academy shall ensure that those involved with the administration of these assessments are properly trained and adhere to the ethical standards and testing procedures associated with these assessments.

### **Academic Assessments to Be Administered:**

Assessments as identified in Schedule 7b and all state-mandated assessments.



**SECTION F**

**APPLICATION AND ENROLLMENT OF STUDENTS**

## APPLICATION AND ENROLLMENT OF STUDENTS

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Sections 6.6 and 6.16, the Academy shall comply with the application and enrollment requirements identified in this Schedule.

### **Enrollment Limits**

The Academy will offer kindergarten through twelfth grade. The maximum enrollment shall be 1,250 students. The Academy Board will annually adopt maximum enrollment figures prior to its application and enrollment period.

### **Requirements**

Section 504 of the Code provides that public school academies shall not charge tuition and shall not discriminate in its pupil admissions policies or practices on the basis of intellectual or athletic ability, measures of achievement or aptitude, status as a student with a disability, or any other basis that would be illegal if used by a Michigan school district. However, a public school academy may limit admission to pupils who are within a particular range of age or grade level or on any other basis that would be legal if used by a Michigan school district and may give enrollment priority as provided below.

- Academy enrollment shall be open to all individuals who reside in Michigan. Except for a foreign exchange student who is not a United States citizen, a public school academy shall not enroll a pupil who is not a Michigan resident.
- Academy admissions may be limited to pupils within a particular age range/grade level or on any other basis that would be legal if used by a Michigan school district.
- The Academy shall allow any pupil who was enrolled in the Academy in the immediately preceding school year to enroll in the Academy unless the appropriate grade is not offered.
- No student may be denied participation in the application process due to lack of student records.
- If the Academy receives more applications for enrollment than there are spaces available, pupils shall be selected for enrollment through a random selection drawing.

The Academy may give enrollment priority to one (1) or more of the following:

- A sibling of a pupil enrolled in the Academy.
- A pupil who transfers to the Academy from another public school pursuant to a matriculation agreement between the Academy and other public school that provides for this enrollment priority, if all of the following requirements are met:
  1. Each public school that enters into the matriculation agreement remains a separate and independent public school.
  2. The Academy shall select at least 5% of its pupils for enrollment using a random selection process.

3. The matriculation agreement allows any pupil who was enrolled at any time during elementary school in a public school that is party to the matriculation agreement and who was not expelled from the public school to enroll in the public school academy giving enrollment priority under the matriculation agreement.
- A child, including an adopted child or legal ward, of a person who is employed by or at the Academy or who is on the Academy Board.

### **Matriculation Agreement**

- The Academy Board may enter into a matriculation agreement with another public school pursuant to section 504(4) of the Code.
- However, before the Academy Board approves a matriculation agreement, the Academy shall provide a draft copy of the agreement to the Center for review.
- Any matriculation agreement entered into by the Academy shall be added to this Schedule 7f through a contract amendment approved in accordance with Article IX in the Terms and Conditions of this Contract.

### **Application Process**

- The Academy shall make reasonable effort to advertise its enrollment openings.
- The Academy's open enrollment period shall be a minimum of two weeks (14 calendar days) in duration and shall include evening and weekend times.
- The Academy shall accept applications all year. If openings occur during the academic year, students shall be enrolled. If openings do not exist, applicants shall be placed on the official waiting list. The waiting list shall cease to exist at the beginning of the Academy's next open enrollment period.
- In the event there are openings in the class for which students have applied, students shall be admitted according to the official waiting list. The position on the waiting list shall be determined by the random selection drawing. If there is no waiting list, students shall be admitted on a first-come, first-served basis.
- The Academy may neither close the application period nor hold a random selection drawing for unauthorized grades prior to receipt of written approval from the Center.

### **Legal Notice or Advertisement**

- The Academy shall provide legal notice or advertisement of the application and enrollment process in a local newspaper of general circulation. A copy of the legal notice or advertisement shall be forwarded to the Center.
- At a minimum, the legal notice or advertisement must include:
  1. The process and/or location(s) for requesting and submitting applications.
  2. The beginning date and the ending date of the application period.

3. The date, time, and place the random selection drawing(s) will be held, if needed.
- The legal notice or advertisement of the application period shall be designed to inform individuals that are most likely to be interested in attending the Academy.
  - The Academy, being an equal opportunity educational institution, shall be committed to good-faith affirmative action efforts to seek out, create and serve a diverse student body.

### **Re-enrolling Students**

- The Academy shall notify parents or guardians of all enrolled students of the deadline for notifying the Academy that they wish to re-enroll their child.
- If the Academy Board has a sibling preference policy, the re-enrollment notice must also request that the parent or guardian indicate whether a sibling(s) seeks to enroll for the upcoming academic year.
- An enrolled student who does not re-enroll by the specified date can only apply to the Academy during the application period for new students.
- An applicant on the waiting list at the time a new application period begins must reapply as a new student.
- After collecting the parent or guardian responses, the Academy must determine the following:
  1. The number of students who have re-enrolled per grade or grouping level.
  2. The number of siblings seeking admission for the upcoming academic year per grade.
  3. If space is unavailable, the Academy must develop a waiting list for siblings of re-enrolled students.
  4. The number of spaces remaining, per grade, after enrollment of current students and siblings.

### **Random Selection Drawing**

A random selection drawing is required if the number of applications exceeds the number of available spaces. Prior to the application period, the Academy shall:

- Establish written procedures for conducting a random selection drawing.
- Establish the maximum number of spaces available per grade or age grouping level.
- Establish the date, time, place and person to conduct the random selection drawing.
- Notify the Center of both the application period and the date of the random selection drawing, if needed. The Center may have a representative on-site to monitor the random selection drawing process.

The Academy shall use a credible, impartial individual who is not employed by, under contract with, a member of the Board of, or otherwise affiliated with the Academy to conduct the random selection drawing. Further, the Academy shall:

- Conduct the random selection drawing in a manner that is open to parents, community members and members of the public who want to observe the process.
- Use numbers, letters, or another system that guarantees fairness and does not give an advantage to any applicant.

The Academy shall notify applicants not chosen in the random selection drawing that they were not selected and that their name has been placed on the Academy's official waiting list for openings that may occur during the academic year. Students shall appear on the official waiting list in the order they were selected in the random selection drawing.

**SECTION G**

**SCHOOL CALENDAR AND SCHOOL DAY SCHEDULE**

## **SCHOOL CALENDAR AND SCHOOL DAY SCHEDULE**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.7, the Academy shall comply with the school calendar and school day schedule requirements identified in this schedule.

### School Calendar

The Academy's school calendar shall comply with Sections 1175, 1284 and 1284a, if applicable, of the Code. The Academy's school calendar shall also comply with the minimum requirements set forth in Section 101 of the School Aid Act of 1979 (MCL 388.1701). The Academy Board must submit a copy of the Academy's school calendar to the Center in accordance with the Master Calendar of Reporting Requirements.

### School Day Schedule

The Academy Board must structure the Academy's school day schedule to meet the required number of instructional days and hours. The Academy Board must submit the school day schedule to the Center prior to the commencement of each academic year.

**SECTION H**

**AGE OR GRADE RANGE OF PUPILS**



## **AGE OR GRADE RANGE FOR PUPILS TO BE ENROLLED**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.8, the Academy shall comply with the age or grade ranges as stated in this schedule.

The Academy will enroll students in kindergarten through twelfth grade.

Students of the Academy will be children who have reached the age of 5 by the dates outlined in the Code.

**CONTRACT SCHEDULE 8**

**INFORMATION AVAILABLE TO  
THE PUBLIC AND THE CENTER**

## **INFORMATION AVAILABLE TO THE PUBLIC AND THE CENTER**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article XI, Section 11.9, the Academy shall comply with this Schedule.

### **Information Available to the Public and The Center**

The Code provides that the board of directors of a public school academy shall make information concerning its operation and management available to the public and to the Center in the same manner as is required by state law for school districts.

The Code provides that the board of directors of a public school academy shall collect, maintain, and make available to the public and the Center, in accordance with applicable law and the Contract, at least all of the following information concerning the operation and management of the Academy:

1. A copy of the Academy's Charter Contract.
2. A list of currently serving members of the Academy Board, including name, address, and term of office.
3. Copies of policies approved by the Academy Board.
4. The Academy Board meeting agendas and minutes.
5. The budget approved by the Academy Board and of any amendments to the budget.
6. Copies of bills paid for amounts of \$10,000.00 or more, as submitted to the Academy Board.
7. Quarterly financial reports submitted to the Center.
8. A current list of teachers and administrators working at the Academy that includes individual salaries as submitted to the Registry of Educational Personnel.
9. Copies of the teaching or administrator's certificates or permits of current teaching and administrative staff.
10. Evidence of compliance with the criminal background and records checks and unprofessional conduct check required under sections 1230, 1230a, and 1230b of the Code for all teachers and administrators working at the Academy.
11. Curriculum documents and materials given to the Center.
12. Proof of insurance as required by the Contract.
13. Copies of facility leases or deeds, or both.
14. Copies of any equipment leases.
15. Copies of any management contracts or services contracts approved by the Academy Board.
16. All health and safety reports and certificates, including those relating to fire safety, environmental matters, asbestos inspection, boiler inspection, and food service.
17. Annual financial audits and any management letters issued as part of the Academy's annual financial audit, required under Article VI, Section 6.11 of the Terms and Conditions of this Contract.
18. Any other information specifically required under the Code.

**Information to be Provided by the Academy's Educational Service Provider (if any)**

Pursuant to the Terms and Conditions of this Contract, including Article III, Section 3.6, the University Board authorizes the Academy Board to employ or contract for personnel according to the position information outlined in Schedule 5. Any Educational Service Provider Management Agreement entered into by the Academy must contain a provision requiring the educational service provider to provide to the Academy Board information concerning the operation and management of the Academy (including without limitation, but not limited to, the items identified above and annually the information that a school district is required to disclose under Section 18(2) of the State School Aid Act of 1979, MCL 388.1618) available to the Academy Board in order to enable the Academy to fully satisfy its obligations under Section 11.9(a) of the Terms and Conditions.

AMENDMENT NO. 1

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

## CONTRACT AMENDMENT NO. 1

### INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the “Contract”), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the “University Board”) to INTERNATIONAL ACADEMY OF FLINT (the “Academy”), the parties agree to amend the Contract as follows:

- 1.) The Preparedness Plan, approved by the Academy Board, is incorporated into the Contract by reference.
- 2.) Any updates to the Preparedness Plan, approved by the Academy Board, shall automatically be incorporated into the Contract and shall be exempt from the amendment procedures under Article IX of the Terms and Conditions of Contract.
- 3.) This Contract amendment shall remain in effect until the earlier of (i) the end of the 2020-2021 school fiscal year or (ii) the rescission of Executive Order 2020-142, including any successor executive order authorizing a Preparedness Plan.

This Contract amendment is hereby approved by the University Board and the Academy Board through their authorized designees and shall have an effective date of August 17, 2020.



## **International Academy of Flint- COVID-19 Preparedness and Response Plan**

Address of School District: 2820 S. Saginaw St. Flint MI 48503

District Code Number: 25905

Building Code Number: 08732

District Contact Person: Ms. Traci Schmidt-Cormier

District Contact Person Email Address: [tcormier@sabis.net](mailto:tcormier@sabis.net)

Local Public Health Department: Genesee County Health Department

Local Public Health Department Contact Person Email Address: Kimberly VanSlyke-Smith  
[kvanslyke@gchd.us](mailto:kvanslyke@gchd.us)

Name of Intermediate School District: Genesee Intermittent School District

Name of Authorizing Body: Central Michigan University

Date of Adoption by Board of Directors: 08/10/2020



August 12, 2020 [via email]

Ms. Traci Cormier  
International Academy of Flint  
2820 South Saginaw Street  
Flint, MI 48503

Re: Approval of COVID-19 Preparedness and Response Plan (“Plan”)

Dear Ms. Cormier:

I am pleased to inform you that the Plan for International Academy of Flint (“Academy”) has been approved by The Governor John Engler Center for Charter Schools at Central Michigan University and has been transmitted by our office to the State Superintendent of Public Instruction and the State Treasurer. The Plan is effective as of the date indicated in the Plan.

To fulfill one of the required assurances, immediately add a copy of the approved Plan to the Academy’s Home Page of its website. An approved copy of the Plan is attached and can be found in Epicenter. The approved Plan constitutes a Charter Contract amendment and remains in effect as long as the Plan remains in effect.

If the Academy requires an amendment to the Plan, please contact Amy Densmore, Director of Charter Accountability, at (989) 506-0355 or via email at [avanatten@thecenterforcharters.org](mailto:avanatten@thecenterforcharters.org) to initiate that process. Thank you for all your efforts to keep student learning moving forward in these trying times. If you have any further questions or need additional support, please do not hesitate to contact us.

Sincerely,

A handwritten signature in black ink that reads "Corey Northrop". The signature is written in a cursive, flowing style.

Corey Northrop  
Executive Director

cc: Diane Jackson, Board President  
Courtney Pinkelman, Board Corresponding Agent

Attachment:  
Approved COVID-19 Preparedness and Response Plan



**RESOLUTION APPROVING THE COVID-19 PREPAREDNESS AND RESPONSE PLAN (“PREPAREDNESS PLAN”) AND APPROVAL OF CHARTER CONTRACT AMENDMENT**

International Academy of Flint (the “Academy”)

A [regular/ special] meeting of the Academy Board of Directors was held on the 10th day of [July / August], 2020, at 5:30 [a.m. / p.m.]

The meeting was called to order at 5:30 [a.m. / p.m.] by Board Member D. Thompson :

Present: D. Thompson, J. Houck, Y. Speights-Beaugard, J. Sopczynski, F. Booker, M. Childress, J. Kelley

Absent: None

The following preamble and resolution were offered by Board Member J. Sopczynski and supported by Board Member Y. Speights-Beaugard :

**BACKGROUND**

On June 30, 2020, in response to the novel coronavirus (COVID-19) pandemic affecting our state, Governor Gretchen Whitmer issued Executive Order 2020-142 (the “Order”) that, provides a structure to support all schools in Michigan as they plan for a return of preK-12 education in the fall. Under the order, all schools must adopt a COVID-19 Preparedness and Response Plan (“Preparedness Plan”) laying out how they will cope with the disease across the various phases of the Michigan Safe Start Plan. Under the Order and the Michigan Safe Schools: Michigan’s 2020-2021 Return to School Roadmap developed by the COVID-19 Task Force on Education Return to School Advisory Council (“Return to School Roadmap”), Schools retain flexibility to tailor their instruction to their particular needs and to the disease conditions present in their regions.

Acting under the Michigan Constitution of 1963 and Michigan law, the Order and the Return to School Roadmap state:

1. Coronavirus relief funds under the Coronavirus Aid, Relief, and Economic Security Act will be provided and may be used to aid in developing, adopting, and following a COVID-19 Preparedness Plan under section 2 of the Order.
2. Every school must develop and adopt a Preparedness Plan that is informed by the Return to School Roadmap.
3. By August 15, 2020 or seven days before the start of the school year for students, whichever comes first: the Academy Board must approve its Preparedness Plan.
4. By August 17, 2020, the Academy’s authorizing body, Central Michigan University, must collect the Preparedness Plan and transmit such plan to the Superintendent and to the State Treasurer.
5. By August 17, 2020, the Academy must prominently post its approved Preparedness Plan on the Academy’s website home page.

The Academy submitted its Preparedness Plan to Central Michigan University ("Authorizer") for review and approval.

The Academy Board of Directors ("Academy Board") is required to approve the Academy's Preparedness Plan by August 15, 2020 or seven days before the start of the school year for students, whichever comes first, and is required to approve the Academy's Preparedness Plan as a charter contract ("Contract") amendment.

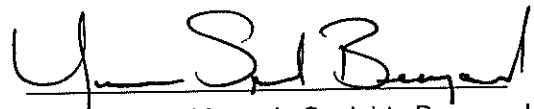
**THE ACADEMY BOARD THEREFORE RESOLVES THAT:**

1. The actions taken by Academy representatives to prepare and submit the Academy's Preparedness Plan to Authorizer are ratified.
2. The Preparedness Plan, as approved by the Authorizer, is approved by the Academy Board as the COVID-19 Preparedness Plan and as the COVID-19 Preparedness Plan Amendment to the Contract. This Contract Amendment shall remain in effect as long as The Preparedness Plan remains in effect. The Board President is authorized to sign and submit the Contract amendment to the Authorizer for approval.
3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same hereby are rescinded.
4. The Academy will deliver from time to time such information regarding the implementation of the Academy's Preparedness Plan as the Authorizer or Michigan Department of Education may reasonably request.
5. Any Board policies or provision of Board policies that prohibit or impede the Academy's compliance with The Preparedness Plan or Executive Order 2020-142 are temporarily waived, suspended or altered.
6. Any actions or actions taken by authorized Academy representatives in the development, submission and implementation of The Preparedness Plan are (to the extent such actions or actions are not inconsistent with the delegation of authority provided under this resolution) ratified and confirmed in all respects.
7. This Resolution shall take immediate effect and continue through the end of the state of emergency and disaster declared in Executive Order 2020-127 and any subsequent executive order declaring a state of emergency or disaster in response to COVID-19 or the end of the 2020-2021 school year, whichever is sooner.

Ayes: 7

Nays: 0

Resolution declared adopted.



Print Name: Yuwonia Speights-Beaugard

Secretary, Academy Board

AMENDMENT NO. 2

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

## CONTRACT AMENDMENT NO. 2

### INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the “Contract”), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the “University Board”) to INTERNATIONAL ACADEMY OF FLINT (the “Academy”), as amended, the parties agree to further amend the Contract as follows:

- 1.) The Extended COVID-19 Learning Plan (“ECLP”), approved by the Academy Board, is incorporated into the Contract by reference. The parties agree to suspend the following Contract provisions for the 2020-2021 school year:

Schedule 7, Section b: Educational Goal and Related Measures

Schedule 7, Section c: Educational Programs

Schedule 7, Section d: Curriculum

Schedule 7, Section e: Methods of Pupil Assessment

- 2.) Any revisions or changes to the ECLP, approved by the Academy Board, shall automatically be incorporated into the Contract by reference and shall be exempt from the amendment procedures under Article IX of the Terms and Conditions of Contract.
- 3.) This Contract amendment shall remain in effect until the end of the 2020-2021 school fiscal year.
- 4.) In the event there is a perceived conflict between the ECLP and the Academy’s Preparedness Plan, prepared in compliance with Executive Order 2020-142, the parties agree to discuss implementation of both the ECLP and the Preparedness Plan to ensure that the Academy will meet all of its obligations under applicable law.

This Contract amendment is hereby approved by the University Board and the Academy Board through their authorized designees and shall have an effective date of the Academy’s first day of school for the 2020-2021 school year.



## Extended COVID-19 Learning Plan

Address of School District: 2820 S. Saginaw St. Flint MI 48503

District Code Number: 25905

Building Code Number(s): 08732

District Contact Person: Ms. Traci Schmidt Cormier

District Contact Person Email Address: [tcormier@sabis.net](mailto:tcormier@sabis.net)

Local Public Health Department: Genesee County Health Department

Local Public Health Department Contact Person Email Address: Kimberly VanSlyke-Smith  
[kvanslyke@gchd.us](mailto:kvanslyke@gchd.us)

Name of Intermediate School District: Genesee Intermediate School District

Name of Authorizing Body: Central Michigan University

Date of Adoption by Board of Directors: 09/21/2020



October 01, 2020 [via email]

Ms. Traci Cormier  
International Academy of Flint

Re: Approval of Extended COVID-19 Learning Plan (“Extended Learning Plan”)

Dear Ms. Cormier:

I am pleased to inform you that the Extended Learning Plan for International Academy of Flint (“Academy”) has been approved by The Governor John Engler Center for Charter Schools at Central Michigan University. The Center will transmit the Extended Learning Plan to the State as soon as an appropriate mechanism to do so is made available. The Extended Learning Plan is effective as of the date indicated in the document.

To fulfill one of the required assurances, immediately add a copy of the approved Extended Learning Plan to the Academy’s Transparency Page of its website. An approved copy of the Extended Learning Plan is attached and can be found in Epicenter. The approved Extended Learning Plan constitutes a Charter Contract amendment and remains in effect as long as the Extended Learning Plan remains in effect.

Thank you for all your efforts to keep student learning moving forward in these trying times. If you have any further questions or need additional support, please do not hesitate to contact us.

Sincerely,

A handwritten signature in black ink that reads "Corey Northrop". The signature is written in a cursive, flowing style.

Corey Northrop  
Executive Director

cc: Diane Thompson, Board President  
Courtney Pinkelman, Board Corresponding Agent

Attachment: Approved Extended COVID-19 Learning Plan

**RESOLUTION APPROVING THE EXTENDED COVID-19 LEARNING PLANS  
("ECLP") AND APPROVAL OF CHARTER CONTRACT AMENDMENT**

International Academy of Flint (the "Academy")

A regular [special] meeting of the Academy Board of Directors was held on the 21<sup>st</sup> day of September, 2020, at 5:30 [a.m. / p.m.]

The meeting was called to order at 5:34 [a.m. / p.m.] by Board Member D. Thompson :

Present: D. Thompson, J. Houck, Y. Speights-Beaugard, J. Sopczynski, F. Booker, M. Childress, J. Kelley

Absent: \_\_\_\_\_

The following preamble and resolution were offered by Board Member J. Houck and supported by Board Member J. Kelley :

**BACKGROUND**

On August 20, 2020, in response to the novel coronavirus (COVID-19) pandemic affecting our state, Governor Whitmer signed into law certain amendments to the State School Aid Act of 1979, as amended, MCL 388.1601 et seq. ("Back to School Laws"). The Back to School Laws include additional requirements for all Michigan schools as they plan for a return of preK-12 education for the 2020-2021 school year. Under the Back to School Laws, a public school academy must provide for instruction under an extended COVID-19 learning plan ("ECLP") that is approved by its authorizing body ("Authorizer"). ECLPs includes many of the same subject matters addressed in a public school academy's charter contract, including measurable educational goals to be achieved by all subgroups in the school, measurement of those educational goals by one or more benchmark assessments, a description of how the educational program, including instruction, will be delivered, a description of the school's curricula and specific reporting requirements for the 2020-2021 school year. Under the Back to School Laws, schools retain the flexibility to tailor and adjust their ECLPs to meet the needs of their students and the community they serve.

The Back to School Laws require, among other things, that each public school academy do the following:

- (1) Establish educational goals required to be included in the ECLP no later than September 15, 2020.
- (2) Approve an ECLP and submit it to their respective authorizing body ("Authorizer") for approval by October 1, 2020. If approved by the Authorizer, the ECLP is transmitted by the Authorizer to the Superintendent of Public Instruction and the State Treasurer.
- (3) Make an ECLP accessible through the transparency reporting link on the school's website by October 1, 2020.
- (4) Within the first nine weeks of the 2020-2021 school year, administer 1 or more benchmark assessments from the list approved by the Michigan Department of Education (MDE)<sup>1</sup>, a benchmark assessment provided by MDE, or local benchmark assessments, or a combination of the above, to pupils in grades K-8 to measure math and reading proficiency. In addition, by the last day of the 2020-2021 school year, administer another benchmark assessment to pupils in K-8 to measure proficiency in the same subject matter. The Back to School Laws require schools to use the same benchmark assessment(s) used in the 2019-2020 school year, if applicable.
- (5) Provide each pupil's data from the benchmark assessment or benchmark assessments, as available, to the pupil's parent or legal guardian within 30 days of administering the benchmark assessment(s).

<sup>1</sup> MDE has approved four providers of benchmark assessments and continues to assess additional providers. See [https://www.michigan.gov/documents/mde/Benchmark assessments 700077 7.pdf](https://www.michigan.gov/documents/mde/Benchmark%20assessments%20700077%207.pdf)

(6) Not later than February 1, 2021, create a report that addresses the progress made in meeting the educational goals in the ECLP that the academy expected would be achieved by the middle of the school year and make the report available on the transparency reporting link on a public school academy's website.

(7) Not later than the last day of the 2020-2021 school year, create a report concerning progress made in meeting the educational goals in the ECLP and make the report available on the transparency reporting link on a public school academy's website.

(8) No later than June 30, 2021, send the aggregate academy-level data from a benchmark assessment(s), excluding data from a local benchmark assessment or local benchmark assessments, to a regional data hub that is part of the Michigan data hub network that shall compile the data and send it to the Center for Educational Performance and Information (CEPI).

(9) Thirty days after approval of the ECLP, the Board shall meet monthly to re-confirm how pupil instruction is being delivered at the school and whether it is consistent with the ECLP and to ensure that 2 2-way interaction, as defined in the Act, is occurring between students and teachers each week of the school year for at least 75% of students enrolled in the school. At each meeting, the Board shall: (a) publicly announce its weekly interaction rates of 2 2-way interaction since its last meeting; (b) allow for public comment on the ECLP; and (c) discuss whether changes to the method of delivery for pupil instruction under the ECLP are necessary.


**THE ACADEMY BOARD THEREFORE RESOLVES THAT:**

1. The actions taken by Academy representatives to prepare and submit the Academy's ECLP to Authorizer are ratified.
2. The ECLP, as approved by the Authorizer, is approved by the Academy Board as the ECLP and as the ECLP Amendment to the Contract.
3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same hereby are rescinded.
4. The Academy will deliver from time to time such information regarding the implementation of the Academy's ECLP as the Authorizer or Michigan Department of Education may reasonably request.
5. Any Board policies or provision of Board policies that prohibit or impede the Academy's compliance with ECLP are temporarily waived, suspended or altered.
6. This Resolution shall take immediate effect and continue through the end of the 2020-2021 school year. If the Back to School Laws are amended, and such amendments requires additional Board action relative to the ECLP, the Board may take such action to comply with existing law.

Ayes: 7

Nays: 0

Resolution declared adopted.



Print Name: YUNONIA SORIGHTS-BEAUCHAMP

Secretary , Academy Board



AMENDMENT NO. 3

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 3

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

- 1.) Amend Schedule 5: Description of Staff Responsibilities, by replacing the Client Services Agreement contained therein with the Client Services Agreement, attached as Tab 1.

The changes identified in Section 1 shall have an effective date of July 1, 2020.

- 2.) Amend Schedule 7, Section d: Curriculum, by replacing the materials contained therein with the materials attached as Tab 2.

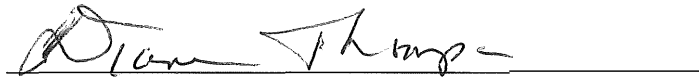
The changes identified in Section 2 shall have an effective date of December 21, 2020.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees.



Dated: 03/25/2021

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board



Dated: 3-15-2021

By: \_\_\_\_\_  
International Academy of Flint  
Designee of the Academy Board

International Academy of Flint

Contract Amendment No. 3

# Tab 1

## CLIENT SERVICES AGREEMENT

This Client Services Agreement (the "Agreement") is effective July 1, 2020

**BETWEEN:** CSP MANAGEMENT INC., a Michigan corporation d/b/a **PARTNER SOLUTIONS FOR SCHOOLS**, ("Partner Solutions").

**AND:** **INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy (the "Academy") organized under Part 6(A) of the Revised School Code (the "Code"), as amended, being MCL §380.501 to §380.507.

### RECITALS

The Academy has been issued a contract (the "Contract") by **CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES** (the "Authorizer") to organize and to operate as a public school academy.

The Code permits a public school academy to contract with entities for certain services of the public school academy.

Partner Solutions offers to public school academies back office human resource services including but not limited to, staff placement, payroll, benefits and related administrative services (the "Services").

The Academy has entered or will enter into an agreement with Flint Education Management LLC ("FEM") for the management of Academy business and instructional operations ("Management Agreement"), under which agreement FEM shall provide the services of a school leader ("School Leader").

The Academy desires to engage Partner Solutions to provide such Services based on the terms and conditions set forth in this Agreement.

For good and valuable consideration, the receipt and legal sufficiency of which are hereby expressly acknowledged, the parties hereto agree as follows:

#### 1. RELATIONSHIP OF THE PARTIES

- A. Relationship of the Parties. Partner Solutions is not a division, subsidiary or any part of the Academy. The Academy is a corporate and governmental entity authorized under the Code. The Academy is not a division or any part of Partner Solutions. The relationship between the parties hereto was developed and entered into through arms-length negotiation and is based solely on the terms of this Agreement. Partner Solutions (its officers, directors, employees, and designated agents) shall be regarded at all times as performing services as independent contractors for the Academy.

No provision of this Agreement shall restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.

- B. The Board. Academy's Board of Directors (the "Board") is the governing body with oversight responsibilities over the Academy. The parties acknowledge that throughout this Agreement the term "Board" and the term "Academy" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section. This Agreement is executed by a duly authorized member of the Board (on behalf of the Academy), and by so executing this Agreement the Board acknowledges and accepts all obligations and responsibilities related to the Board as set forth in this Agreement.

The Academy shall have responsibility, as may be delegated to FEM pursuant to the Management Agreement, over all of the day to day business and instructional operations of the Academy, including but not limited to, the educational program, instructional equipment and supplies, student achievement and academic outcomes; student discipline; special education; parent, student, and community engagement; food service; budgeting and purchasing; transportation; athletics and extracurricular activities; building and property management; and implementation of appropriate policies and procedures to ensure oversight of the foregoing.

Partners Solution accepts full liability and is responsible for paying all salaries, benefits, payroll taxes, worker's compensation, unemployment compensation and liability insurance for its employees leased to the Academy or working on Academy operations for work already completed irrespective of whether Partners Solution receives an advancement of its costs or the payment of services from the Academy. However, Academy's non-payment of such funds is considered a material breach of this Agreement and must follow Section 7 Termination.

- C. Confidentiality. During the Term of this Agreement, and only to the extent permitted by law, the Academy may disclose or provide access to confidential data and information to Partner Solutions and its respective officers, directors, employees, staff assigned to the Academy ("Worksite Staff") and designated agents. Partner Solutions and its related entities may access confidential data and information, to the extent permitted by Academy Board Policies and applicable law, including without limitation, the Family Educational Rights and Privacy Act ("FERPA"), 20 USC §1232g, 34 CFR Part 99; Section 1136 of the Michigan Revised School Code, MCL 380.1136; the Individual with Disabilities Education Act ("IDEA"), 20 USC §1401 *et seq.*, 34 CFR 300.610 - 300.626; Section 504 of the Rehabilitation Act of 1973, 29 USC §794a, 34 CFR 104.36; the Michigan Mandatory Special Education Act, MCL 380.1701 *et seq.*; the American with Disabilities Act, 42 USC §12101 *et seq.*; the Health Insurance Portability and Accountability Act ("HIPAA"), 42 USC 1320d - 13200d-8; 45 CFR 160,162 and 164; and social security numbers, as protected by the Federal Privacy Act of 1974, 5 USC §552a; and the Michigan Social Security Number Privacy Act, MCL 445.84.

The Academy agrees to define "school official" in the Academy's annual notification of rights under FERPA to include a contractor who performs an institutional service or function for which the Academy would otherwise use its own employees, having a legitimate educational interest such that they are entitled to access educational records under FERPA. Partner Solutions and its employees and subcontractors agree to comply with FERPA and corresponding regulations applicable to school officials, as well as the pupil privacy requirements of section 1136 of the Code, MCL 380.1136. Except as permitted under the Code, Partner Solutions shall not sell or otherwise provide to a for-profit business entity any personally identifiable information that is part

of an Academy student's education records. If Partner Solutions receives information that is part of an Academy student's education records, Partner Solutions shall not sell or otherwise provide the information to any other person except as permitted under the Code. For purposes of this section, the terms "education records" and "personally identifiable information" shall have the same meaning as those terms in section 1136 of the Code, MCL 380.1136.

- D. No Related Parties or Common Control. The parties hereby agree that none of the voting power of the governing body of the Academy or the Board will be vested in Partner Solutions or its directors, members, managers, officers, shareholders, or employees. Further, the Academy and Partner Solutions are not, and shall not become: (a) members of the same controlled group, as that term is defined in the Internal Revenue Code of 1986, as amended (the "IRS Code"); or (b) related persons, as that term is defined in the IRS Code.
- E. Non-Compete Agreement. Partner Solutions agrees that it shall not impose any contractual requirement or contractual obligation on Worksite Staff to enter into a non-compete provision or agreement.

## 2. SCHOOL LEADER

School Leader Role. The School Leader is employed by Flint Education Management ("FEM"). The School Leader shall administer the educational program and curriculum at the Academy. The School Leader will hold all required certifications as required by the Code.

Partner Solutions will provide administrative support to the School Leader to staff the Academy. After qualified staff are selected by the School Leader, Partner Solutions will onboard and provide additional administrative support to the School Leader. It is the responsibility of the School Leader to verify and confirm that all teaching assignments align with teacher certification.

The Board is responsible for ensuring that the School Leader has all the budget information necessary so that personnel costs fall within the parameters of the Academy's approved budget. The School Leader or designee shall be responsible for approving and submitting appropriate hours-worked for all hourly Worksite Staff. The School Leader will notify Partner Solutions of any staffing needs and/or change in status regarding Worksite Staff prior to any reassignment.

## 3. BACK OFFICE HUMAN RESOURCE SERVICES BY PARTNER SOLUTIONS

- A. Worksite Staff. Partner Solutions shall employ Worksite Staff as may be necessary to accomplish the educational mission of the Academy consistent with the Academy's budget approved by the Board. Partner Solutions shall have the complete and exclusive authority and control over human resource matters such as approval of hiring, terminating, disciplining, and reassigning of Worksite Staff. Partner Solutions shall seek input from the School Leader regarding the policies and procedures contained within the Partner Solutions' employee handbook, and any amendments thereto, to ensure appropriate processes for handling personnel matters specific to the Academy's operations. All other functions and responsibilities related to the Academy's operations, including but not limited to those set forth in Paragraph 1.B. of this Agreement, shall

be the sole and exclusive responsibility of the Academy, and as may be delegated to FEM pursuant to the Management Agreement. The services provided by Partner Solutions, including the services of a Human Resources Manager, shall be further specified in Exhibit A.

Partner Solutions will not execute contracts with teachers that contain non-compete clauses.

- B. Compensation. Compensation for Worksite Staff shall be established by the Academy and paid by Partner Solutions. For purposes of this Agreement, "compensation" shall include salary, fringe benefits, and state, federal, local and social security withholdings. Partner Solutions shall be responsible for paying its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its Worksite Staff. Unless required by applicable statute, court or administrative decision, or Attorney General's opinion, Partner Solutions shall not make payment to the Michigan Public School Employees' Retirement System or any other public retirement system on behalf of Worksite Staff. Teachers employed by Partner Solutions shall not be considered teachers for purposes of continuing tenure under MCL §38.71 et. seq.
- C. Health Benefits. Partner Solutions shall provide to Worksite Staff group health and other benefits (i.e., dental, vision, disability, life insurance, etc.) subject to eligibility requirements under the plan and applicable laws. Partner Solutions will also provide COBRA benefits to eligible Worksite Staff.
- D. 401K Plan Administration. Partner Solutions will complete and sign all necessary 401K regulatory and plan documents as required by law and as fiduciary agent of the plan.
- E. Payroll Taxes. Partner Solutions shall report and pay all applicable federal, state and local payroll taxes.
- F. Payroll Records. Partner Solutions shall maintain and verify all required payroll and benefit records.
- G. Michigan Public School Employees Retirement System (MPSERS). If Worksite Staff discloses to Partner Solutions their participation in MPSERS, Partner Solutions: (a) shall promptly notify the Academy in writing of the identity of any individual assigned by Partner Solutions to perform services at the Academy who is a retired from the Michigan Public School Employees Retirement System (MPSERS); and (b) shall provide information on a pay period basis regarding any such individual's wages or amounts paid and hours of service under this Agreement, as necessary for the Academy to report on an Exhibit and in such manner as may be determined from time to time by MPSERS. MCL 38.1342(6).

#### 4. ACADEMY RESPONSIBILITIES

- A. Facility. Academy shall comply with all health and safety laws, regulations, ordinances, directives, and rules of controlling federal, state, and local government and will immediately report all workplace accidents, illnesses, and injuries ("Incident") of Worksite Staff to Partner Solutions by fully completing and sending an Incident Report Form within 24 hours or as soon thereafter as reasonably practical after the Academy receives notice of the Incident. Academy agrees to comply

at its expense with any specific directives from Partner Solutions, Partner Solutions' workers' compensation carrier, or any government agency having jurisdiction over the work place health and safety. Academy shall provide or ensure use of all personal protective equipment, as required by federal, state or local law, regulation, ordinance, directive, or rule or as deemed necessary by Partner Solutions, its workers' compensation or liability insurance carrier. Partner Solutions or its insurance carriers shall have the right to inspect Academy's place of business at all reasonable times to ensure compliance with the terms of this Agreement.

- B. Fair Labor Standards Act. Academy shall provide through the School Leader or designee complete and accurate information to Partner Solutions concerning the nature and extent of the duties performed or to be performed by the Worksite Staff and Academy shall be responsible for providing records of hours worked by the Worksite Staff upon request by Partner Solutions via on-line system provided. Academy shall reimburse Partner Solutions for any overtime pay that is or becomes due to or owed to any Worksite Staff.
- C. Complaints. Partner Solutions' employee handbook shall contain clear processes, procedures, and mechanisms for employees to report complaints or concerns related to their assignment at the Academy ("Complaints"). Complaints include reports of violations of wage and hour, immigration, harassment, discrimination, safety, or any other labor and employment laws or regulations. Academy, through the School Leader, or Partner Solutions shall immediately report any Complaint to the other. The Academy, through the School Leader, and Partner Solutions will cooperate in investigating and resolving any such complaints or concerns. As used herein, "immediately" means within 72 hours or as soon as reasonably practical thereafter, unless applicable policy, law, or regulation directs a shorter timeframe.

Partner Solutions shall ensure that any notices directed to Partner Solutions by any non-employee person or entity about concerns involving the Academy or Worksite Staff ("Allegations") are forwarded immediately to the School Leader. Allegations related strictly to Academy operations not involving the terms and conditions of the employment of Worksite Staff shall not be the responsibility of Partner Solutions; Partner Solutions agrees to cooperate in investigation of Allegations.

- D. Notification Requirements. Academy will immediately (within 24 hours) report civil or administrative proceedings regarding employment matters and notify Partner Solutions of any requests for leave of absence, resignation or other change in status of any Worksite Staff.
- E. Evaluation of Worksite Staff. Evaluation and compensation systems shall be selected by the Academy and shall comply with all applicable laws. The Academy through the School Leader shall conduct teacher performance evaluations as it relates to the delivery of the curriculum in the Academy and as required by the Michigan Department of Education.

If the Board becomes dissatisfied with the performance of Worksite Staff, the Board shall state the causes of such dissatisfaction in writing and deliver it to Partner Solutions. It is agreed that any dissatisfaction shall be reasonable in nature and related specifically to the duties and responsibilities of the Worksite Staff at the Academy.



**5. JOINT RESPONSIBILITIES**

- A. Direction and Control of Worksite Staff. Partner Solutions will administer payroll and benefit services for the Academy, pay the wages of Worksite Staff and has the right to hire, fire, promote, reassign, discipline and terminate any Worksite Staff in consultation with Academy. In performing the above responsibilities, the School Leader will confer and consult with Partner Solutions as necessary or requested before hiring, firing, promoting, reassigning, disciplining and/or terminating any Worksite Staff. The Academy, through the School Leader will control the day to day activities of Worksite Staff to operate the Academy in accordance with the Management Agreement and in compliance with Academy policies, procedures, their Authorizer contract and all applicable law.

Academy agrees to follow Partner Solutions directives, policies and procedures to maintain compliance in employment issues. In relation to Academy’s day-to-day control of Worksite Staff, Academy may have opportunity to make decisions or take action that is governed by employment laws, including but not limited to the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Fair Labor and Standards Act, and any other federal, state, or local employment and discrimination laws. To the extent permitted by law, if Academy makes such decision or takes such action without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such issue, Academy agrees to indemnify, defend, and hold Partner Solutions harmless from any and all claims or liabilities which may arise as a result from such decision or action, or failure to abide by the advice of Partner Solutions and its instructions as an employer.

- B. Criminal Background Checks. Partner Solutions and the Academy acknowledge that Worksite Staff assignments must be in compliance with Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background checks and unprofessional conduct checks.

The Academy, through the School Leader, shall conduct criminal background checks on all Worksite Staff as required by law. The Academy is responsible for any costs associated with performing the criminal background check.

Partner Solutions shall conduct unprofessional conduct checks on all Worksite Staff. Partner Solutions will forward any negative results of unprofessional conduct checks to the School Leader, acting on behalf of the Board.

**6. FEE AND PAYMENT**

- A. Service Fee. During the Term of this Agreement, the Board shall pay Partner Solutions for permanent personnel services an annual Fee (the “Fee”) of total gross wages paid for Worksite Staff employed by Partner Solutions and assigned to the Academy on the following schedule:

Gross Payroll \$/Year	Fee	Annual Minimum
-----------------------	-----	----------------

0-2 million in gross payroll	5% of gross payroll, minimum fee \$40,000	\$40,000
\$2,000,001-\$3,000,000	4.5% of gross payroll	\$40,000
3,000,001 - \$4,000,000	4% of gross payroll	\$40,000
\$4,000,001 - \$6,000,000	3.5% of gross payroll	\$40,000
\$6,000,001-\$8,000,000	3.25% of gross payroll	\$40,000
greater than 8 million	3% of gross payroll	\$40,000

A discount of 0.5% will be given to the Academy for having this multi-year agreement run the full length of the Academy's charter contract as well as having a trained HR professional on-site that acts as our point of contact for many HR functions.

In addition, if the Academy wishes Partner Solutions to employ temporary staff and/or substitutes, an additional fee of five percent (5%) of gross wages for those specific employees will be charged.

The parties agree that the Fee amount is reasonable compensation for the provision of the Services.

- B. Payroll Costs. The Academy will also pay Partner Solutions, on an at-cost basis for properly invoiced salary, benefits, and other costs attributable to Worksite Staff ("Payroll Costs"), including but not limited to gross wages, FICA, Medicare, FUTA, SUTA, workers' compensation insurance, professional liability insurance, employer portions of health, dental, vision and life insurance, and 401K employer contributions (if applicable).

Partner Solutions shall be in receipt of funds for Payroll Costs no later than the third business day preceding each payroll date ("Payroll Date") for Partner Solutions' Worksite Staff. Said funds will be received by Partner Solutions via an electronic transfer, either initiated by the Academy or by Partner Solutions, whichever is agreed upon by both parties. For purposes of this Agreement the Payroll Date shall be that date or dates established annually by Partner Solutions.

If the Payroll Costs funding is not received in full three (3) business days prior to the Payroll Date, Partner Solutions shall be entitled to seek legal action for the payment.

- C. Reimbursable Expenses. In addition to the Fee, the Academy shall reimburse Partner Solutions upon properly presented documentation and approval by the Academy Board for all costs reasonably incurred and paid by Partner Solutions in providing the Services as specified in this Agreement ("Reimbursable Expenses"). Such costs include, but are not limited to, Payroll Costs for Worksite Staff that were not advanced under Section B above, costs mandated by governmental entity, administrative agency or court of law (for example, payment into the Michigan Public School Employees Retirement System), employment ads, recruiting fees, background screening fees, Concentra testing fees, job fair booth fees, substitute charges/fees, and other mutually agreed upon expenses. No corporate costs of Partner Solutions shall be charged to, or reimbursed by, the Academy.

Reimbursable Expenses incurred by Partner Solutions will be paid by the Academy by the 15<sup>th</sup> day of the month following the month the expenditure was incurred by Partner Solutions.

If desired, the Board may advance funds to Partner Solutions for such costs reimbursable under the Agreement before such costs are incurred (rather than reimburse Partner Solutions after the expense is incurred); provided that documentation for the costs are provided for Academy Board ratification at its next regularly scheduled meeting.

- D. Availability of Funds. Notwithstanding any other term or provision in this Agreement to the contrary, Partner Solutions shall not be, directly or indirectly, liable to any third party for any cost or expense incurred by the Academy.
- E. Other Institutions. The Academy acknowledges that Partner Solutions may enter into agreements similar to this Agreement with other public or private educational schools or institutions (the "Institutions"). Partner Solutions shall maintain separate accounts for reimbursable expenses incurred on behalf of the Academy and for reimbursable expenses incurred on behalf of the Institutions. Partner Solutions shall only charge the Academy for expenses incurred on behalf of the Academy.

If Partner Solutions incurs reimbursable expenses on behalf of the Academy and the Institutions which are incapable of precise allocation between the Academy and the Institutions, then Partner Solutions shall allocate such expenses among the Institutions and the Academy, on a pro-rata basis, based on the number of students enrolled at the Academy and the Institutions, or the number of staff assigned to the Academy and the Institutions or upon such other equitable basis as agreed by the parties.

## 7. TERM AND TERMINATION

- A. Term. This Agreement shall be effective beginning July 1, 2020, and ending June 30, 2025. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties.
- B. Termination by Partner Solutions. Partner Solutions may terminate this Agreement prior to the end of the Term in the event the Board fails to remedy a material breach within the required time frames below or it is determined that Partner Solutions is required to pay into the Michigan Public School Employees Retirement System ("MPERS"). A material breach includes, but is not limited to, Partner Solutions' failure to receive, for any reason, the Fee; compensation for Payroll Costs; and/or reimbursement for Reimbursable Expenses as required by the terms of this Agreement. Partner Solutions may also terminate this Agreement prior to the end of the Term with no additional liability or responsibility (besides what is covered under this Agreement) upon the occurrence of the following:
  - 1. The Academy files for bankruptcy or becomes insolvent;
  - 2. The facility where employees are working is closed permanently without an alternative facility being available;

3. The Academy or its successors and assigns discontinue operations;
4. The Academy is a financially distressed business as set forth in the Worker Assistance and Retraining Notification Act; or
5. The Academy is being shut down or closed by the State of Michigan or the Authorizer.

The Academy has until the Payroll Date to fund payroll or to reach an agreement with Partner Solutions on the payment of those funds.

Partner Solutions may also terminate this Agreement if the Academy makes decisions inconsistent with the recommendations of Partner Solutions and/or there is a substantial and unforeseen increase in the cost of administering services of this Agreement. The Academy has thirty (30) days after notice from Partner Solutions to remedy this type of breach. If a breach cannot be remedied, the Academy Board and Partner Solutions agree to work cooperatively to transition staffing operations without disrupting the school's operations.

Termination prior to the end of the Term shall not relieve the Academy of any financial or other obligations to Partner Solutions outstanding as of the date of termination. Failure by Partner Solutions to (a) declare a breach, (b) place the Academy on notice thereof, or (c) exercise or exert any remedy available to Partner Solutions under this Agreement or applicable laws, shall not be deemed a waiver of Partner Solutions' rights and remedies whatsoever.

Notwithstanding the foregoing, Partner Solutions may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that Partner Solutions delivers written notice of intention to terminate to the Academy at least ninety (90) days prior to the end of the then-current academic year.

- C. Termination by the Academy. The Academy may terminate this Agreement prior to the end of the Term in the event that Partner Solutions fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:
1. Material failure by Partner Solutions to account for its expenditures or to pay funds for all compensation required for payroll (provided that Partner Solutions has received such funds from the Academy to do so);
  2. Material failure by Partner Solutions to provide the Services as required by this Agreement;
  3. A determination has been made by a governmental entity, administrative agency or court of law that Partner Solutions is required to pay into MPSERS; or
  4. Any action or inaction by Partner Solutions that causes the Contract to be revoked, terminated, suspended, or which causes the Contract to be put in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer and is not cured within sixty (60) days of that notice.

Partner Solutions has ten (10) days after notice from the Academy to remedy a breach that involves the non-payment of funds for all "compensation" required for payroll (provided that Partner Solutions has received such funds from the Academy to do so) or to reach an agreement with the Academy on the payment of those funds. Partner Solutions has thirty (30) days after written notice from the Academy to remedy all other breaches. Upon expiration of this Agreement, or termination for any reason, all amounts due to Partner Solutions shall immediately become due and payable by the Academy, unless otherwise agreed in writing by Partner Solutions.

Notwithstanding the foregoing, the Academy may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that the Academy delivers written notice of intention to terminate to Partner Solutions at least ninety (90) days prior to the end of the then-current academic year.

## **8. INDEMNIFICATION AND COOPERATION**

A. Indemnification of Partner Solutions. To the extent permitted by law, the Academy shall indemnify, save, and hold harmless Partner Solutions and all of its employees, officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of or by reason of any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or made pursuant to this Agreement, any misrepresentations or breach of this Agreement, enforcement of this Agreement, or Academy's obligations hereunder, including but not limited to, failure to timely and accurately notify Partner Solutions of any workplace injuries, leaves of absence, hours worked, change in employment status; any claim arising out of the Academy's educational and school operations (including but not limited to student achievement, special education, student or parent issues, implementation of policies and procedures); any violations of law by the Academy, its officers, directors, contractors or other agents; any act or omission of the Academy, its officers, directors, contractors or other agents; any incorrect information received from Academy that was relied upon by Partner Solutions; any acts or failures to act by Academy which occurred prior to the Effective Date of this Agreement; and if the Academy makes a personnel decision without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such personnel issue.

In addition, to the extent permitted by law, the Academy shall indemnify, save, hold harmless, and reimburse Partner Solutions for any and all legal expenses and costs associated with the defense of any such claim, demand or suit, including any claim for failure to pay wages or overtime based on the hours worked reports approved and submitted by the School Leader. The Academy agrees to advance to Partner Solutions all costs, actual attorneys' fees, actual experts' fees, and similarly related expenses immediately upon request so that Partner Solutions is not required to pay such expenses out of its own funds.

Partner Solutions agrees that for any claim for indemnification made by Partner Solutions, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent the Academy shall be responsible for indemnification of Partner Solutions, the Academy shall have the right to

select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall the Academy indemnify Partner Solutions for the attorney fees accrued by Partner Solutions in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by the Academy and no reimbursement of any costs or fees shall be necessary. The Academy may reimburse Partner Solutions for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by the Academy. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of the Academy.

- B. Indemnification of the Academy. Partner Solutions shall indemnify, save, and hold harmless the Academy and all of its employees (if any), officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of, or by reason of any violation of state or federal law and any noncompliance by Partner Solutions with any agreements, covenants, warranties, or undertakings of Partner Solutions contained in or made pursuant to this Agreement, and any misrepresentation or breach of this Agreement. The foregoing obligation includes, but is not limited to any violations of law by Partner Solutions, its officers, directors, contractors or other agents; any act or omission of Partner Solutions, its officers, directors, contractors or other agents; any incorrect information received from Partner Solutions that was relied upon by Academy; any acts or failures to act by Partner Solutions which occurred prior to the Effective Date of this Agreement; and Partner Solutions' personnel decisions.

In addition, Partner Solutions shall indemnify, save, hold harmless, and reimburse the Academy for any and all legal expenses and costs associated with the defense of such claim, demand or suit. Partner Solutions agrees to advance to the Academy all costs, actual attorneys' fees, actual experts' fees, and such similarly related expenses immediately upon request so that the Academy is not required to pay such expenses out of its own funds.

The Academy agrees that for any claim for indemnification made by the Academy, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent Partner Solutions shall be responsible for indemnification of the Academy, Partner Solutions shall have the right to select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall Partner Solutions indemnify the Academy for the attorney fees accrued by the Board in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by Partner Solutions and no reimbursement of any costs or fees shall

be necessary. Partner Solutions may reimburse the Academy for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by Partner Solutions. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of Partner Solutions.

- C. Indemnification for Negligence. To the extent permitted by law, each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents, and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- D. Indemnification of Central Michigan University. The parties acknowledge and agree that Central Michigan University, its Board of Trustees, and its members, officers, employees, agents or representatives (collectively "University") are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, Partners Solution hereby promises to indemnify, defend and hold harmless the University from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, demands, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees), of settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the Academy's application, the University Board's consideration of or issuance of a Contract, Partners Solution's preparation for or operation of the Academy, or which are incurred as a result of the reliance by the University upon information supplied by Partners Solution, or which arise out of Partners Solution's failure to comply with the Contract or applicable law. The parties expressly acknowledge and agree that the University may commence legal action against Partners Solution to enforce its rights as set forth in this section of the Agreement.
- E. Immunities and Limitations. The Academy may assert all immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- F. Responsibility of Academy. The Academy will be solely and entirely responsible for its acts and omissions and for the acts and omissions of the Academy's agents and employees (if any) in connection with the performance of the Academy's responsibilities under this Agreement; provided, however, that nothing in this Agreement is intended, nor will be construed, as a waiver of the governmental immunity provided to the Academy and its incorporators, board members, officers, employees, and volunteers under Section 7 of Act 170, Public Acts of Michigan, 1964, as amended, MCL 691.1407. If Partner Solutions is made a party to any litigation involving claims arising out of or relating in any way to any alleged acts and/or omissions of the Academy or its directors, agents, or employees, the Academy will provide

any reasonable assistance requested by Partner Solutions in the defense against such claims as long as such assistance does not adversely affect the Academy's ability to defend against such claims.

- G. Mutual Duty to Cooperate. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement. The purpose of the duty to cooperate is to enable each party to perform its obligations as efficiently as possible. The duty to cooperate also includes reasonable assistance in the event of litigation or a dispute involving a party related to the Academy or the Services provided, such as provision of testimony, records and/or documents reasonably related to the litigation or dispute (which are not otherwise protected from disclosure).

## 9. INSURANCE

- A. Academy Insurance. The Academy will secure and maintain general liability and umbrella insurance coverage. This coverage will include the building and related capital facilities if they are the property of the Academy. The Academy will maintain such insurance in an amount and on such terms as required by the provisions of the Contract and Michigan Universities Self-Insurance Corporation (M.U.S.I.C.), including the indemnification of Partner Solutions required by this Agreement, and naming Partner Solutions as an additional insured. The Academy will, upon request, present evidence to Partner Solutions that it maintains the requisite insurance in compliance with the provisions of this section. Partner Solutions will comply with any information or reporting requirements applicable to the Academy under the Academy's policy with its insurer(s), to the extent practicable. Nothing in this Agreement is intended, nor shall be construed, as a waiver or relinquishment of any immunity from action or liability enjoyed by the Academy under controlling law.
- B. Partner Solutions Insurance. Partner Solutions will secure and maintain general liability and umbrella insurance coverage, with the Academy listed as an additional insured. Partner Solutions will maintain such policies of insurance as are required by the Contract and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), including the indemnification of the Academy as required by this Agreement. In the event that Authorizer or M.U.S.I.C. requests any change in coverage by Partner Solutions, Partner Solutions agrees to comply with any change in the type or amount of coverage as requested, within thirty (30) days after notice of the insurance coverage change. Partner Solutions will, upon request, present evidence to the Academy and Authorizer that it maintains the requisite insurance in compliance with the provisions of this section. The Academy will comply with any information or reporting requirements applicable to Partner Solutions under Partner Solutions' policy with its insurer(s), to the extent practicable.
- C. Workers' Compensation Coverage. Additionally, each party shall maintain workers' compensation insurance, as required by state law, covering their respective employees.

## 10. WARRANTIES AND REPRESENTATIONS

- A. Warranties and Representations of the Academy. The Academy represents to Partner Solutions that (a) it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (b) its actions have been duly and validly



authorized, and (c) it will adopt the necessary resolutions or expenditure approvals required for execution of this Agreement.

- B. Warranties and Representations of Partner Solutions. Partner Solutions represents and warrants to the Academy that (a) it is a Michigan corporation in good standing duly authorized to conduct business in the State of Michigan, (b) it has the authority under applicable laws to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (c) its actions have been duly and validly authorized, and (d) it will adopt any and all resolutions required for execution of this Agreement.
- C. Mutual Representations and Warranties. Each party represents and warrants to the other party that except as disclosed in writing to the other party, to its knowledge, there are no pending actions, claims, suits, or proceedings, whether threatened or reasonably anticipated, against or affecting it, which if adversely determined would have a material adverse effect (as might be reasonably determined by the non-affected party if disclosed) on its ability to perform its obligations under this Agreement.

## 11. ALTERNATIVE DISPUTE RESOLUTION

- A. Mediation. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be communicated in writing to the other party and mutually discussed between the parties with an opportunity to cure. If no resolution can be ascertained through that mutual discussion, then the matter will be submitted to mediation for resolution in Livingston County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.
- B. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three (3) persons. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The arbitrators shall issue a cause opinion and such opinion shall be final and binding. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction, by any party, without the consent of the other party. The losing party shall pay the cost of arbitration, not including attorney fees. It shall be within the discretion and purview of the arbitrator or arbitration panel to award reasonable attorney fees to the prevailing party. The prevailing party shall be defined as the party who prevails in total.

The Authorizer shall be notified of said cause opinion and decision, and upon request, be provided with a copy of the cause opinion.

## 12. MISCELLANEOUS

- A. Entire Agreement. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between the Academy and Partner Solutions. This Agreement constitutes the entire agreement of the parties.
- B. Force Majeure. Notwithstanding any other sections 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, accident labor strike, flood, terrorism, or other acts beyond its reasonable control.
- C. Governing Law. This Agreement and the rights of the parties hereto shall be interpreted according to the laws of the State of Michigan.
- D. Governmental Immunity. This Agreement shall not restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.
- E. Official Notices. All notices or other communications required by the terms of this Agreement shall be in writing and sent to the parties at the addresses set forth below. Notice may be given by certified or registered mail, postage prepaid, return receipt requested, or personal delivery. Notices shall be deemed to have been given on the date of personal delivery, or, if given by mail, the postmark date. Unless

amended or updated in writing, the addresses of the parties hereto for the purposes of this Agreement shall be:

THE ACADEMY:                      Board President  
    International Academy of Flint  
    2820 South Saginaw Street  
    Flint, MI 48503

PARTNER SOLUTIONS: Partner Solutions for Schools  
    c/o Carlie Lockwood  
    869 South Old US 23  
    Brighton, Michigan 48114

- F. Assignment. This Agreement shall not be assigned (a) by Partner Solutions, without prior consent of the Board, in writing which consent shall not be unreasonably withheld; or (b) by the Academy, without the prior consent of Partner Solutions, in writing, which consent shall not be unreasonably withheld. Partner Solutions may, without the consent of the Board, delegate the performance of but not responsibility for any duties and obligations of Partner Solutions hereunder to any independent contractor, expert or professional adviser. However, this Agreement shall not be assignable without prior notification to the Authorizer and any assignment must be done in a manner consistent with the Authorizer's ESP Policies.
- G. Limitation of Liability. EXCEPT FOR AMOUNTS EXPRESSLY DUE AND OWING UNDER THIS AGREEMENT, EACH PARTY'S TOTAL LIABILITY TO THE OTHER AND ANY

THIRD PARTIES UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER. THIS LIMITATION DOES NOT APPLY TO ANY AMOUNTS OWED PURSUANT A PARTY'S INDEMNIFICATION OBLIGATIONS UNDER THIS AGREEMENT. PARTNER SOLUTIONS TOTAL LIABILITY TO THE ACADEMY UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER.

- H. Amendment. This Agreement may only be amended in writing, signed by a duly authorized representative of each party, and must be done in a manner consistent with the Authorizer's ESP Policies.
- I. Effect of Headings. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.
- J. Waiver. No waiver of any portion of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall such waiver constitute a continuing waiver unless otherwise expressly stated in writing.
- K. Severability. The invalidity of any portion or term of this Agreement shall not affect the remaining portions or terms of this Agreement. In the event a portion or a term of this Agreement is deemed invalid, the parties shall cooperatively work together to modify the invalid portion or term as minimally as possible to cure the invalidity, while at all times preserving the spirit and purpose of the applicable portion or term.
- L. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- M. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and Partner Solutions. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- N. Survival of Termination. All representations, warranties, and indemnities made in this Agreement shall survive any termination or expiration of this Agreement without limitation.
- O. Delegation of Authority; Compliance with Laws. Nothing in this Agreement shall be construed as delegating to Partner Solutions any of the powers or authority of the Board which are not subject to delegation by the Board in accordance with all applicable laws. The parties agree to comply with all applicable laws
- P. Execution. The parties may execute this Agreement by facsimile or in counterparts. A facsimile or photographic copy of this Agreement may be relied upon by either party, or any third party, as if it were an original signature copy. If this Agreement is executed in counterparts, the separate counterpart signature pages shall be combined and treated by the parties, or any third party, as if the separate counterpart signature pages were part of one original signature copy.

- Q. Review by Independent Counsel. The parties agree that each has reviewed, or had the opportunity to review, this Agreement with its own independent legal counsel prior to the execution of this Agreement.

### 13. Authorizer Contract Provisions

- A. Compliance with Academy's Contract. Partner Solutions agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by the Central Michigan University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement. Any action or inaction by Partner Solutions that is not cured within 60 days of notice thereof which causes the Contract to be revoked, terminated, suspended or which causes the Contract to be put in jeopardy of revocation, termination or suspension by Central Michigan University is a material breach.
- B. Information Available to Authorizer and Public. The financial, educational and student records pertaining to the Academy are Academy property, and that such records are subject to the provisions of the Michigan Freedom of Information Act. All Academy records shall be physically or electronically available, upon request, at the Academy's physical facilities. Except as permitted under the Contract and Applicable Law, no ESP Agreement shall restrict the University's or the public's access to the Academy's records.

On an annual basis, Partner Solutions shall provide the Academy Board all of the same information that a school district is required to disclose under section 18(2) of the State School Aid Act, MCL 388.1618(2), for the most recent school fiscal year in which the information is available. Within thirty (30) days of receiving the information under section 18(2), the Academy Board shall make this information publicly available on its website, in a form and manner prescribed by the Michigan Department of Education.

Partner Solutions shall have no rights regarding the curriculum or educational materials. The Academy owns all proprietary rights to curriculum or educational materials that (i) are both directly developed and paid for by the Academy; or (ii) were developed by Partner Solutions at the direction of the Academy Board with Academy funds. All educational materials and teaching techniques used by the Academy are subject to disclosure under the Revised School Code and the Freedom of Information Act.

- C. Academy's Independent Auditor. All of the Academy's financial and other Partner Solutions related records will be made available to the Academy's independent auditor and Partner Solutions staff will cooperate with said auditor. All finance and other records of the ESP related to the Academy will be made available to the Academy, the Academy's independent auditor and the Center upon request. The Academy Board shall select and retain the Academy's independent auditor.
- D. Purchases Made for Academy. If Partner Solutions purchases equipment, materials and supplies on behalf of or as the agent of the Academy, Partner Solutions shall provide that such equipment, materials and supplies shall be and remain the property of the Academy. Partner Solutions shall

comply with the Revised School Code (including, but not limited to, sections 1267 and 1274 of the Code, MCL 380.1267 and MCL 380.1274) as if the Academy were making these purchases directly from a third party supplier or vendor. Partner Solutions shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties.

- E. Data Security Breach. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach), shall promptly report to the Board, not later than three business days following discovery, any use or disclosure of personally identifiable information from the Academy's education records or other information not suitable for public release (collectively, Covered Data or Information ("CDI")) that is not authorized by this Agreement or Applicable Law. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) agrees to promptly undertake to identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breaches) has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure, (v) whether, and if so on what grounds, the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has determined that the security breach has not or is not likely to cause substantial loss or injury to, or result in identity theft with respect to, one or more residents of this state, and (vi) what corrective action the School Leader (as to an on-site breaches) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has taken or shall take to prevent future similar unauthorized use or disclosure. Partner Solutions shall provide such other information as reasonably requested by the Board. Partner Solutions shall take appropriate action, in accordance with MCL 445.72, to notify affected individuals whose personal information may have been compromised.
- F. Chief Administrative Officer ("CAO"). No Partner Solutions' employee shall be designated as the CAO of the Academy, although such employee may be a designee of the CAO for certain purposes enumerated by Academy Board action. The CAO for the Academy shall be an Academy Board member approved by the Academy Board.
- G. Academy Accounts. No provision of the ESP Agreement shall alter the Academy Board treasurer's legal obligation to direct that the deposit of all funds received by the Academy be placed in the Academy's depository account as required by law. The signatories on the Academy Board accounts shall solely be Academy Board members or properly designated Academy Board employee(s). Interest income earned on Academy accounts shall accrue to the Academy.
- H. Revocation or Termination of Contract. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties."
- I. Reconstitution. In the event that the Academy is required (i) to close an Academy site pursuant to a notice issued by the Michigan Department of Education under Section [507][528][561] of the Code, MCL [380.507][380.528][380.561]; or (ii) to undergo a reconstitution pursuant to Section

[507][528][561] of the Code, MCL [380.507][380.528][380.561], and the Contract, and such closure of an Academy site or reconstitution causes an amendment to or termination of this ESP Agreement, the parties agree that this ESP Agreement shall be amended or terminated to implement the Academy site closure or reconstitution, with no cost or penalty to the Academy, and Partner Solutions shall have no recourse against the Academy or the University Board.

- J. If applicable, Marketing and development costs paid by or charged to the Academy shall be limited to those costs specific to the Academy program and shall not include any costs for the marketing and development of the ESP.
  
- K. If applicable, ESP Agreements shall contain a provision that upon termination or expiration of the ESP Agreement, or the ESP Agreement is terminated due to a Contract revocation, reconstitution, termination or non-renewal, the ESP shall, without additional charge: (i) close the financial records on the then-current school fiscal year which includes, but is not limited to, the completion and submission of the annual financial audit, state and federal grant reporting and all other associated reporting within required timelines established by the appropriate local, state or federal authority; (ii) organize and prepare student records for transition to the new ESP, self-management or in the case of a school closure, transfer to a student's new school as designated by the student's parent / legal guardian or to a person or entity authorized to hold such records; (iii) provide for the orderly transition of employee compensation and benefits to the new ESP or self-management without disruption to staffing, or in the case of school closure, final payment of all employee compensation, benefit and tax obligations related to services provided by the ESP to the Academy; (iv) organize and prepare the Academy's records, both electronic and hard-copy, for transition to the new ESP, self-management or dissolution; and (v) provide for the orderly transition to the new ESP, self-management or dissolution of all Academy-owned assets including, but not limited to, furniture, fixtures, equipment and real estate. This includes any keys, log-in information and passwords related to any Academy asset.

The undersigned hereby execute this Agreement to be effective as of the date set forth first above.

**THE ACADEMY:**

**INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy

By:  /w permission  
Its:   
Board President

**PARTNER SOLUTIONS:**

**CSP MANAGEMENT, INC. d/b/a PARTNER SOLUTIONS FOR SCHOOLS**, a Michigan corporation

By: Carlie Lockwood 11/23/2020  
Carlie Lockwood

Its: President

**EXHIBIT A**  
**HUMAN RESOURCE SERVICES**





## Comprehensive HR Service Grid

<b>Recruitment Support &amp; Applicant Tracking</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>We are your trusted partner providing support with our user-friendly job posting and applicant tracking system.</b>			
Applicant tracking software	•		
Electronic employment application	•		
Job posting development	•	•	
Job posting on Academy website, Indeed, Glassdoor and a multitude of education and position specific websites	•		
Interview, select, verify credentials, reference checks, and make verbal offers to staff		•	
<b>Onboarding &amp; Compliance</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>From the moment your new hire accepts their job offer we are prepared with a dedicated onboarding team to help ensure a friendly, smooth and easy onboarding process.</b>			
Paperless onboarding with digital signature capability	•		
Guidance for employees through the new hire process	•		
Background check documentation – Crime Waiver, Unprofessional Conduct Check, ICHAT	•		
Complete Red Light Green Light Affidavit	•		
Maintain documentation required for Michigan State Police audit on CHRIS records	•		
Complete requirements for Michigan Child Care Background Check System (CCBC)		•	
Approval process for misdemeanors (PS & SL) and felonies (PS, SL, & SB)	•	•	•
Tax forms: state, local and federal	•		
I-9 compliance; Electronic sign off by Academy through online supervisor portal	•	•	
MPSERS – notification to employees to contact ORS	•		
Create and send offer letters with electronic signature and tracking	•		
Give "all clear" to supervisors when new hire steps are complete – onboarding paperwork, background check, credentials collected, required Safe Schools training	•		
Employee electronic personnel file management	•		
HRIS (Human Resource Information System) database management	•		
Labor Law posters delivered to school	•		
Provide HR Scorecard metrics on quarterly and annual basis	•		
Collect credentials from employees and verify credentials based on requirements position	•		
Obtain permits for teachers and special education approvals	•		
Registry of Educational Personnel (REP) completion for Partner Solutions employees	•		
Preparation for personnel reviews/audits from outside agencies & on-site audit management when done at the Partner Solutions Home Office	•		
Substitute system management	•	•	
Assist with missing personnel file documentation previously requested by Partner Solutions		•	
Recordkeeping of district provided professional development and staff mentor assignments		•	
Annual staff performance evaluations		•	



<b>Payroll</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>Outsource your payroll processing services without sacrificing control, flexibility and accessibility associated with in-house payroll. We ensure accuracy, timeliness and compliance.</b>			
Onsite Supervisors verify employee punches and PTO in the timekeeping portal		•	
Payroll approval		•	
Payroll processing (includes online employee and employer portals)	•		
Time and Attendance and PTO tracking platform	•		
Direct deposit & pay card processing	•		
File and deposit all payroll taxes	•		
W-2 and W-3 preparation	•		
State(s) Unemployment Insurance claim administration	•		
Garnishment and agency payments	•		
Detailed payroll reports customized to correspond with the Michigan chart of accounts & GL interface	•		
Respond to employment and wage verification requests	•		
<b>Benefits &amp; Retirement</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>When you partner with us your team gains access to top-notch benefits at our affordable group prices. You will also have access to an online portal and a dedicated Benefits Coordinator that is available to work with your team along the way.</b>			
Group Medical, Dental, Vision, Life, and disability package design	•	•	
Determine Academy contribution levels for benefit and retirement plans	•	•	•
Annual Open-Enrollment meeting	•		
Employee benefits communication and education	•		
Annual shopping and comparing benefit options and design	•		
FMLA, ADA, USERRA, ERISA, PPACA compliance and guidance	•		
Employee leave of absence management and guidance	•		
Benefit plans premium reconciliation and payment	•		
Benefit plan eligibility assessment	•		
Employee Assistance Program Administration	•		
Voluntary (125) Flexible Spending Account and Dependent Care Account administration	•		
COBRA & HIPPA administration and liability	•		
Retirement Plan administration: enrollment/waiver, 1:1 financial planning, annual plan audit	•		
Workers Compensation coverage, administration, and liability	•		



<b>HR Consultation</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>You will have a dedicated HR Manager that is expertly equipped with the education, experience and leadership needed to advise and mentor school leadership on all human resources matters.</b>			
Dedicated and personalized expert HR Team	•		
Annual staff meeting	•		
Provide standard Job Descriptions	•		
Employee handbook development	•		
Staff retention initiatives best practices	•		
Annual staff survey questions and platform with reporting capabilities	•		
Exit Interview survey questions and platform with reporting capabilities	•		
Supervisor training and consultation on HR best practices, employee discipline, and processes	•		
Staff culture, employee retention, addressing employee complaints, and discipline		•	
Termination approval, reduction in force, severance agreement preparation	•		
Respond to litigation, wage and hour, and EEOC claims	•		
Safe Schools and HR procedural trainings	•		
Credential consultation and communication	•		
Annual salary comparison data	•		
Performance evaluation tool for School Leader	•		

International Academy of Flint

Contract Amendment No. 3

# Tab 2

## CURRICULUM

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.4, the Academy shall implement, deliver, and support the curriculum identified in this schedule.

The Academy has adopted SABIS<sup>®</sup> written curriculum, My Perspectives<sup>™</sup> English language arts for grades nine through twelve, High School Financial Planning Program (“HSFPP”) Financial Literacy, Michigan Model for Health<sup>™</sup> and Edmentum<sup>™</sup> PLATO<sup>®</sup> Learning as a curriculum. The curriculum for all core subjects has been received, reviewed and approved by the Center.

- HSFPP <http://www.hsfpp.org>
- Edmentum/PLATO <http://edmentum.com>
- Michigan Model for Health [http://www.michigan.gov/mdhhs/0,5885,7-339-73971\\_4911\\_4912\\_74286---,00.html](http://www.michigan.gov/mdhhs/0,5885,7-339-73971_4911_4912_74286---,00.html)

SABIS created texts, workbooks and materials referenced in the curriculum are proprietary documents and are available from the Academy upon request.

### **Elementary**

The following subjects/courses are offered at the Academy.

Course	K	1	2	3	4	5	6	7	8
English Language Arts	X	X	X	X	X	X	X	X	X
Mathematics	X	X	X	X	X	X	X	X	X
Science	X	X	X	X	X	X	X	X	X
Social Studies	X	X	X	X	X	X	X	X	X
World History								X	
American History									X
Health	X	X	X	X	X	X	X	X	X
Physical Education	X	X	X	X	X	X	X	X	X

## Secondary

The following subjects/courses are offered at the Academy\*.

Course Name	Grade**	Course Name	Grade**
English ( <i>minimum 4</i> )		World Language ( <i>minimum 2</i> )	
English 9	9	Spanish Level Fcv	9, 10
English 10	10	Spanish Level Ga	10
American Literature	11	Spanish Level Gb	10
British/World Literature	12		
AP Literature and Composition	12		
Mathematics ( <i>minimum 4</i> )		Visual, Performing & Applied Arts ( <i>minimum 1</i> )	
Integrated Math 1	9	Art	Any
Integrated Math 1X	9		
Integrated Math 2	10, 11		
Integrated Math 2X	10, 11	Other	
Integrated Math 3	11	Journalism	11, 12
Mathematical Studies 2	12	Financial Literacy	11, 12
AP Calculus	12	Computers	Any
Science ( <i>minimum 3</i> )		Dual Enrollment	
Biology	9	Poetry (Harvard course)	11, 12
Physics 1	10		
Physics 2	11		
Social Studies ( <i>minimum 3</i> )		Virtual Courses***	
American History 2/Geography	9	Earth and Space Science	10-12
World History & Geography	10		
US Government (Civics)/Economics	11, 12		
AP US Government (Civics)	11, 12		
US History/Geography	12		
World Wars	11, 12		
Physical Education & Health		Off Campus Courses	
Physical Education	Any		
Health ( <i>MI Model</i> )	Any		

\* The Academy updates course offerings each school year based on the needs and interests of students as well as teacher certification. As a result some courses are rotated and are not offered each year. All core subjects are taught every year and high school students are required to meet the requirements of the Michigan Merit Curriculum.

\*\*If students are not required to take a course at a specific grade level, “any” is used for the grade indication.

\*\*\*Virtual Courses are defined as any course(s) that are delivered using the internet.

AMENDMENT NO. 4

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 4

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

- 1.) Amend Schedule 7, Section b: Educational Goal and Related Measures, by replacing the materials contained therein with the materials attached as Tab 1.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees, and shall have an effective date of July 1, 2021.



Dated: 06/16/2021

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board



Dated: 6-14-2021

By: IAF Board President  
International Academy of Flint  
Designee of the Academy Board



International Academy of Flint

Contract Amendment No. 4

# Tab 1

## EDUCATIONAL GOAL AND RELATED MEASURES

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.2, the Academy shall achieve or demonstrate measurable progress for all groups of pupils toward the achievement of the educational goal identified in this schedule. Although an increase in academic achievement for all groups of pupils as measured by assessments and other objective criteria is the most important factor in determining the Academy’s progress toward the achievement of the educational goal, the Center also considers other factors. Upon request, the Academy shall provide the Center with a written report, along with supporting data, assessing the Academy’s progress toward achieving this goal. In addition, the University expects the Academy will meet the State of Michigan’s accreditation standards pursuant to state and federal law.

### **Educational Goal to be Achieved**

Prepare students academically for success in college, work and life.

### **Measures to Assist In Determining Measurable Progress Toward Goal Achievement**

To assist in determining whether the Academy is achieving measurable progress toward the achievement of this goal, the Center will annually assess the Academy’s performance using the following measures.

#### **Measure 1: Student Achievement**

The academic achievement of **all students who have been at the academy for one or more years<sup>1</sup>** in grades 3-8 will be assessed using the following measures and targets:

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The percentage of students meeting or surpassing the current, spring, grade-level national norms <sup>2</sup> on the NWEA Growth reading and math tests administered in the spring.	Distribution (which will be in the form of percentages): Exceeds $\geq 70.0\%$ Meets $\geq 50.0\%$ Approaching $\geq 30.0\%$ Does not meet $< 30.0\%$	50%
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students meeting or surpassing spring grade-level national norms over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 6.0\%$ Meets $\geq 3.0\%$ Approaching $\geq 1.0\%$ Does not meet $< 1.0\%$	3.0%
<b>Comparison Measure:</b>	The percentage of students categorized as proficient or advanced on the most recent state assessment will surpass the school’s Composite Resident District (CRD) percentage.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 10.0\%$ Meets $\geq 5.0\%$ Approaching $\geq 0.0\%$ Does not meet $< 0.0\%$	5.0%

<sup>1</sup> One or more years students (also called 1+ students) are students who are enrolled in the academy on or before count day and are still enrolled at the end of a given academic year.

<sup>2</sup> Grade level national norms are updated periodically by NWEA following comprehensive norming studies. The Center will use the most updated national norms published by NWEA and will inform the Academy when they are updated and how the updated norms may impact analysis and performance reporting.

**Measure 2: Student Growth**

The academic growth of all students in grades 3-8 at the Academy will be assessed using the following measures and targets:

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The median of student growth percentiles (MGP) reflecting fall-to-spring scaled score growth on the reading and math NWEA Growth tests.	MGP: Exceeds $\geq$ 65th Meets $\geq$ 50th Approaching $\geq$ 45th Does not meet $<$ 45th	Reading: 50 Math: 50
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students making at least one year’s growth over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq$ 6.0% Meets $\geq$ 3.0% Approaching $\geq$ 1.0% Does not meet $<$ 1.0%	3.0%
<b>Comparison Measure:</b>	The mean student growth percentile reflecting growth on the two most recent state assessments will surpass the school’s Composite Resident District.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq$ 10.0% Meets $\geq$ 5.0% Approaching $\geq$ 0.0% Does not meet $<$ 0.0%	5.0%

**This space left intentionally blank.**

**Measure 3: Post-Secondary Readiness: Grades 9-11**

The ‘on-track’ towards college readiness rates of all students in grades 9-11 will be assessed using the following measures and targets.

Sub Indicator	Measure	Metric	Target
<b>Against a Standard:</b>	The percentage of students meeting or surpassing the current grade-level college readiness benchmarks on the PSAT (grades 9 and 10) and SAT (grade 11) in Evidence-Based Reading and Writing (EBRW) and Math.	For EBRW, distribution (which will be in the form of percentages): Exceeds $\geq 70.0\%$ Meets $\geq 60.0\%$ Approaching $\geq 50.0\%$ Does not meet $< 50.0\%$  For Math, distribution (which will be in the form of percentages): Exceeds $\geq 50.0\%$ Meets $\geq 40.0\%$ Approaching $\geq 30.0\%$ Does not meet $< 30.0\%$	<b>PSAT 9</b> EBRW: 60% Math: 40%
			<b>PSAT 10</b> EBRW: 60% Math: 40%
			<b>SAT 11</b> EBRW: 60% Math: 40%
In the event that performance against the standard falls below these required expectations, “measurable progress towards the achievement of this goal” will be defined using the following measures and targets:			
<b>Over Time:</b>	The percentage of students meeting or surpassing the current grade-level college readiness benchmarks on the PSAT (grades 9 and 10) and SAT (grade 11) over time (CY-AVG(PY1+PY2+PY3)).	Trend score (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 6.0\%$ Meets $\geq 3.0\%$ Approaching $\geq 1.0\%$ Does not meet $< 1.0\%$	3.0%
<b>Comparison Measure:</b>	The percentage of students meeting or surpassing the current grade-level college readiness benchmarks on the SAT (grade 11) will surpass the school’s Composite Resident District percentage.	Portfolio Distribution (which will be in the form of $-x$ to $+x$ ): Exceeds $\geq 10.0\%$ Meets $\geq 5.0\%$ Approaching $\geq 0.0\%$ Does not meet $< 0.0\%$	5.0%

AMENDMENT NO. 5

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 5

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

- 1.) Amend Schedule 7, Section c: Educational Programs, by incorporating into this Section a virtual component, limited to the 2021-2022 school year, that complies with Applicable Law, University Board requirements, and pupil membership requirements set forth in the Michigan Department of Education Pupil Accounting Manual.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees, and shall have an effective date of the Academy's first day of school for the 2021-2022 school year.

  
\_\_\_\_\_

Dated: 08/20/2021

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board

  
\_\_\_\_\_

Dated: 8-19-2021

By: LAF BOARD President  
International Academy of Flint  
Designee of the Academy Board

AMENDMENT NO. 6

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 6

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

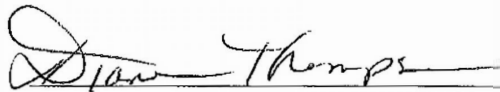
- 1.) Amend Schedule 5: Description of Staff Responsibilities, by replacing the materials contained therein with the materials attached as Tab 1.
- 2.) Amend Schedule 7, Section c: Educational Programs, by replacing the materials contained therein with the materials attached as Tab 2.
- 3.) Amend Schedule 7, Section d: Curriculum, by replacing the materials contained therein with the materials attached as Tab 3.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees, and shall have an effective date of July 1, 2021.

  
\_\_\_\_\_

Dated: 10/22/2021

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board

  
\_\_\_\_\_

Dated: 10-19-2021

By: IAF Board President  
International Academy of Flint  
Designee of the Academy Board



International Academy of Flint

Contract Amendment No. 6

# Tab 1

## DESCRIPTION OF STAFF RESPONSIBILITIES

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article III, Section 3.6., the Academy is authorized to employ or contract for personnel according to the position information outlined in this schedule. Before entering into an agreement with an Educational Service Provider, as defined in the Terms and Conditions of this Contract, to provide comprehensive educational, administrative, management or instructional services or staff to the Academy, the Academy Board must first comply with the Educational Service Provider Policies adopted by the Center.

Qualifications .....	5-1
Administrator and Teacher Evaluation Systems .....	5-1
Performance Evaluation System .....	5-1
Teacher and Administrator Job Performance Criteria .....	5-1
Reporting Structure .....	5-1
Position Responsibilities .....	5-1
School Administrator(s) .....	5-2
Instructional Staff .....	5-2
Non-Instructional Staff .....	5-2
Educational Service Provider Agreement .....	5-3

**Qualifications.** The Academy shall comply with all Applicable Law regarding requirements affecting personnel employed by or assigned to the Academy including (but not limited to): qualifications, evaluation systems, criminal background checks and unprofessional conduct disclosures. All administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. Except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule.

**Administrator and Teacher Evaluation Systems.** The Academy Board shall adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system that complies with the Code. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider adopts a performance evaluation system that complies with MCL 380.1249.

**Performance Evaluation System.** During the term of this Contract, the Academy shall not assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code. If the Academy is unable to comply with this provision of the Code and plans to assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code, the Academy Board shall notify the pupil's parent or legal guardian that the pupil has been assigned to be taught in the same subject area for a second consecutive year by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations. The notification shall be in writing, shall be delivered to the parent or legal guardian not later than July 15<sup>th</sup> immediately preceding the beginning of the school year for which the pupil is assigned to the teacher, and shall include an explanation of why the pupil is assigned to the teacher. MCL 380.1249a.

**Teacher and Administrator Job Performance Criteria.** The Academy Board shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's or school administrator's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider complies with this section. MCL 380.1250.

### **Reporting Structure**

- One position is contracted by the Academy Board; and
- Applicable positions that are employed by CSP MANAGEMENT INC., a Michigan corporation d/b/a PARTNER SOLUTIONS FOR SCHOOLS, ("Partner Solutions") are outlined in the Educational Service Provider Agreement included in this Schedule.

### **Position Responsibilities**

Following are the categories into which Academy staff fall. Descriptions for all positions employed by or assigned to the Academy are available at the Academy.

### **School Administrator(s)**

As stated above, all administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. In addition to the position titles identified in MCL 380.1246, the Michigan Department of Education (“MDE”) will deem an administrator working at a district or school level to be “administering instructional programs” if the person’s position description or day-today duties include any or all of the following elements \*:

1. Responsibility for curriculum. This includes final or executive decisions which directly impact what should be taught to students and how it should be delivered, as well as what learning outcomes are expected, often following a philosophy of research, best practices, and continuous improvement providing equitable access to all students.
2. Responsibility for overseeing district or school improvement plan design or implementation. This includes a vision and a method for execution of plans regarding incorporating student assessment, using student performance and school safety data to drive decision-making, the use of information technology to support improvement, professional development, and overall student achievement.
3. Oversight of instructional policies. This includes the creation, modification, and recommendation of final policy regarding any aspect of how teachers implement, deliver, and support curriculum. Whether or not making specific financial decisions in support of these policies is part of the oversight role, this person still has final decision-making responsibility for instruction.
4. Executive-level reporting on academic progress to a governing authority. This includes providing updates, documentation, data, or presentations in an official or executive capacity to a governing body regarding progress on student learning goals—whether or not these reports are tied to expenditures related to the successful delivery of the instruction.
5. Supervision and evaluation of direct reports responsible for instruction. This includes providing executive leadership for employees who report to the individual, and providing direction to establish work priorities and decision-making. This involves evaluation of educator efficacy as well as general work performance of staff.

(\*This statement and numbered items that follow it were taken directly from the February 23, 2017, Memorandum issued by the MDE.)

### **Instructional Staff**

As stated above, except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule. Individuals that are considered instructional staff are responsible for implementing the Academy’s curriculum, developing assessments and monitoring student progress. Instructional staff whose main responsibility is working with students with disabilities must modify instructional techniques in order to enhance learning for all students.

### **Non-Instructional Staff**

The staff that fall into this category are not required to hold an administrator certificate or a teaching certificate. The individuals in this category support the Academy’s pursuit of its mission, vision, and educational goals.

## CLIENT SERVICES AGREEMENT

This Client Services Agreement (the "Agreement") is effective July 1, 2020

**BETWEEN:** CSP MANAGEMENT INC., a Michigan corporation d/b/a **PARTNER SOLUTIONS FOR SCHOOLS**, ("Partner Solutions").

**AND:** **INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy (the "Academy") organized under Part 6(A) of the Revised School Code (the "Code"), as amended, being MCL §380.501 to §380.507.

### RECITALS

The Academy has been issued a contract (the "Contract") by **CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES** (the "Authorizer") to organize and to operate as a public school academy.

The Code permits a public school academy to contract with entities for certain services of the public school academy.

Partner Solutions offers to public school academies back office human resource services including but not limited to, staff placement, payroll, benefits and related administrative services (the "Services").

The Academy has entered or will enter into an agreement with Flint Education Management LLC ("FEM") for the management of Academy business and instructional operations ("Management Agreement"), under which agreement FEM shall provide the services of a school leader ("School Leader").

The Academy desires to engage Partner Solutions to provide such Services based on the terms and conditions set forth in this Agreement.

For good and valuable consideration, the receipt and legal sufficiency of which are hereby expressly acknowledged, the parties hereto agree as follows:

#### 1. RELATIONSHIP OF THE PARTIES

- A. Relationship of the Parties. Partner Solutions is not a division, subsidiary or any part of the Academy. The Academy is a corporate and governmental entity authorized under the Code. The Academy is not a division or any part of Partner Solutions. The relationship between the parties hereto was developed and entered into through arms-length negotiation and is based solely on the terms of this Agreement. Partner Solutions (its officers, directors, employees, and designated agents) shall be regarded at all times as performing services as independent contractors for the Academy.

No provision of this Agreement shall restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.

- B. The Board. Academy's Board of Directors (the "Board") is the governing body with oversight responsibilities over the Academy. The parties acknowledge that throughout this Agreement the term "Board" and the term "Academy" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section. This Agreement is executed by a duly authorized member of the Board (on behalf of the Academy), and by so executing this Agreement the Board acknowledges and accepts all obligations and responsibilities related to the Board as set forth in this Agreement.

The Academy shall have responsibility, as may be delegated to FEM pursuant to the Management Agreement, over all of the day to day business and instructional operations of the Academy, including but not limited to, the educational program, instructional equipment and supplies, student achievement and academic outcomes; student discipline; special education; parent, student, and community engagement; food service; budgeting and purchasing; transportation; athletics and extracurricular activities; building and property management; and implementation of appropriate policies and procedures to ensure oversight of the foregoing.

Partners Solution accepts full liability and is responsible for paying all salaries, benefits, payroll taxes, worker's compensation, unemployment compensation and liability insurance for its employees leased to the Academy or working on Academy operations for work already completed irrespective of whether Partners Solution receives an advancement of its costs or the payment of services from the Academy. However, Academy's non-payment of such funds is considered a material breach of this Agreement and must follow Section 7 Termination.

- C. Confidentiality. During the Term of this Agreement, and only to the extent permitted by law, the Academy may disclose or provide access to confidential data and information to Partner Solutions and its respective officers, directors, employees, staff assigned to the Academy ("Worksite Staff") and designated agents. Partner Solutions and its related entities may access confidential data and information, to the extent permitted by Academy Board Policies and applicable law, including without limitation, the Family Educational Rights and Privacy Act ("FERPA"), 20 USC §1232g, 34 CFR Part 99; Section 1136 of the Michigan Revised School Code, MCL 380.1136; the Individual with Disabilities Education Act ("IDEA"), 20 USC §1401 *et seq.*, 34 CFR 300.610 - 300.626; Section 504 of the Rehabilitation Act of 1973, 29 USC §794a, 34 CFR 104.36; the Michigan Mandatory Special Education Act, MCL 380.1701 *et seq.*; the American with Disabilities Act, 42 USC §12101 *et seq.*; the Health Insurance Portability and Accountability Act ("HIPAA"), 42 USC 1320d - 13200d-8; 45 CFR 160,162 and 164; and social security numbers, as protected by the Federal Privacy Act of 1974, 5 USC §552a; and the Michigan Social Security Number Privacy Act, MCL 445.84.

The Academy agrees to define "school official" in the Academy's annual notification of rights under FERPA to include a contractor who performs an institutional service or function for which the Academy would otherwise use its own employees, having a legitimate educational interest such that they are entitled to access educational records under FERPA. Partner Solutions and its employees and subcontractors agree to comply with FERPA and corresponding regulations applicable to school officials, as well as the pupil privacy requirements of section 1136 of the Code, MCL 380.1136. Except as permitted under the Code, Partner Solutions shall not sell or otherwise provide to a for-profit business entity any personally identifiable information that is part

of an Academy student's education records. If Partner Solutions receives information that is part of an Academy student's education records, Partner Solutions shall not sell or otherwise provide the information to any other person except as permitted under the Code. For purposes of this section, the terms "education records" and "personally identifiable information" shall have the same meaning as those terms in section 1136 of the Code, MCL 380.1136.

- D. No Related Parties or Common Control. The parties hereby agree that none of the voting power of the governing body of the Academy or the Board will be vested in Partner Solutions or its directors, members, managers, officers, shareholders, or employees. Further, the Academy and Partner Solutions are not, and shall not become: (a) members of the same controlled group, as that term is defined in the Internal Revenue Code of 1986, as amended (the "IRS Code"); or (b) related persons, as that term is defined in the IRS Code.
- E. Non-Compete Agreement. Partner Solutions agrees that it shall not impose any contractual requirement or contractual obligation on Worksite Staff to enter into a non-compete provision or agreement.

## 2. SCHOOL LEADER

School Leader Role. The School Leader is employed by Flint Education Management ("FEM"). The School Leader shall administer the educational program and curriculum at the Academy. The School Leader will hold all required certifications as required by the Code.

Partner Solutions will provide administrative support to the School Leader to staff the Academy. After qualified staff are selected by the School Leader, Partner Solutions will onboard and provide additional administrative support to the School Leader. It is the responsibility of the School Leader to verify and confirm that all teaching assignments align with teacher certification.

The Board is responsible for ensuring that the School Leader has all the budget information necessary so that personnel costs fall within the parameters of the Academy's approved budget. The School Leader or designee shall be responsible for approving and submitting appropriate hours-worked for all hourly Worksite Staff. The School Leader will notify Partner Solutions of any staffing needs and/or change in status regarding Worksite Staff prior to any reassignment.

## 3. BACK OFFICE HUMAN RESOURCE SERVICES BY PARTNER SOLUTIONS

- A. Worksite Staff. Partner Solutions shall employ Worksite Staff as may be necessary to accomplish the educational mission of the Academy consistent with the Academy's budget approved by the Board. Partner Solutions shall have the complete and exclusive authority and control over human resource matters such as approval of hiring, terminating, disciplining, and reassigning of Worksite Staff. Partner Solutions shall seek input from the School Leader regarding the policies and procedures contained within the Partner Solutions' employee handbook, and any amendments thereto, to ensure appropriate processes for handling personnel matters specific to the Academy's operations. All other functions and responsibilities related to the Academy's operations, including but not limited to those set forth in Paragraph 1.B. of this Agreement, shall

be the sole and exclusive responsibility of the Academy, and as may be delegated to FEM pursuant to the Management Agreement. The services provided by Partner Solutions, including the services of a Human Resources Manager, shall be further specified in Exhibit A.

Partner Solutions will not execute contracts with teachers that contain non-compete clauses.

- B. Compensation. Compensation for Worksite Staff shall be established by the Academy and paid by Partner Solutions. For purposes of this Agreement, “compensation” shall include salary, fringe benefits, and state, federal, local and social security withholdings. Partner Solutions shall be responsible for paying its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its Worksite Staff. Unless required by applicable statute, court or administrative decision, or Attorney General’s opinion, Partner Solutions shall not make payment to the Michigan Public School Employees’ Retirement System or any other public retirement system on behalf of Worksite Staff. Teachers employed by Partner Solutions shall not be considered teachers for purposes of continuing tenure under MCL §38.71 et. seq.
- C. Health Benefits. Partner Solutions shall provide to Worksite Staff group health and other benefits (i.e., dental, vision, disability, life insurance, etc.) subject to eligibility requirements under the plan and applicable laws. Partner Solutions will also provide COBRA benefits to eligible Worksite Staff.
- D. 401K Plan Administration. Partner Solutions will complete and sign all necessary 401K regulatory and plan documents as required by law and as fiduciary agent of the plan.
- E. Payroll Taxes. Partner Solutions shall report and pay all applicable federal, state and local payroll taxes.
- F. Payroll Records. Partner Solutions shall maintain and verify all required payroll and benefit records.
- G. Michigan Public School Employees Retirement System (MPSERS). If Worksite Staff discloses to Partner Solutions their participation in MPSERS, Partner Solutions: (a) shall promptly notify the Academy in writing of the identity of any individual assigned by Partner Solutions to perform services at the Academy who is a retired from the Michigan Public School Employees Retirement System (MPSERS); and (b) shall provide information on a pay period basis regarding any such individual’s wages or amounts paid and hours of service under this Agreement, as necessary for the Academy to report on an Exhibit and in such manner as may be determined from time to time by MPSERS. MCL 38.1342(6).

#### 4. ACADEMY RESPONSIBILITIES

- A. Facility. Academy shall comply with all health and safety laws, regulations, ordinances, directives, and rules of controlling federal, state, and local government and will immediately report all workplace accidents, illnesses, and injuries (“Incident”) of Worksite Staff to Partner Solutions by fully completing and sending an Incident Report Form within 24 hours or as soon thereafter as reasonably practical after the Academy receives notice of the Incident. Academy agrees to comply



at its expense with any specific directives from Partner Solutions, Partner Solutions' workers' compensation carrier, or any government agency having jurisdiction over the work place health and safety. Academy shall provide or ensure use of all personal protective equipment, as required by federal, state or local law, regulation, ordinance, directive, or rule or as deemed necessary by Partner Solutions, its workers' compensation or liability insurance carrier. Partner Solutions or its insurance carriers shall have the right to inspect Academy's place of business at all reasonable times to ensure compliance with the terms of this Agreement.

- B. Fair Labor Standards Act. Academy shall provide through the School Leader or designee complete and accurate information to Partner Solutions concerning the nature and extent of the duties performed or to be performed by the Worksite Staff and Academy shall be responsible for providing records of hours worked by the Worksite Staff upon request by Partner Solutions via on-line system provided. Academy shall reimburse Partner Solutions for any overtime pay that is or becomes due to or owed to any Worksite Staff.
- C. Complaints. Partner Solutions' employee handbook shall contain clear processes, procedures, and mechanisms for employees to report complaints or concerns related to their assignment at the Academy ("Complaints"). Complaints include reports of violations of wage and hour, immigration, harassment, discrimination, safety, or any other labor and employment laws or regulations. Academy, through the School Leader, or Partner Solutions shall immediately report any Complaint to the other. The Academy, through the School Leader, and Partner Solutions will cooperate in investigating and resolving any such complaints or concerns. As used herein, "immediately" means within 72 hours or as soon as reasonably practical thereafter, unless applicable policy, law, or regulation directs a shorter timeframe.

Partner Solutions shall ensure that any notices directed to Partner Solutions by any non-employee person or entity about concerns involving the Academy or Worksite Staff ("Allegations") are forwarded immediately to the School Leader. Allegations related strictly to Academy operations not involving the terms and conditions of the employment of Worksite Staff shall not be the responsibility of Partner Solutions; Partner Solutions agrees to cooperate in investigation of Allegations.

- D. Notification Requirements. Academy will immediately (within 24 hours) report civil or administrative proceedings regarding employment matters and notify Partner Solutions of any requests for leave of absence, resignation or other change in status of any Worksite Staff.
- E. Evaluation of Worksite Staff. Evaluation and compensation systems shall be selected by the Academy and shall comply with all applicable laws. The Academy through the School Leader shall conduct teacher performance evaluations as it relates to the delivery of the curriculum in the Academy and as required by the Michigan Department of Education.

If the Board becomes dissatisfied with the performance of Worksite Staff, the Board shall state the causes of such dissatisfaction in writing and deliver it to Partner Solutions. It is agreed that any dissatisfaction shall be reasonable in nature and related specifically to the duties and responsibilities of the Worksite Staff at the Academy.

**5. JOINT RESPONSIBILITIES**

- A. Direction and Control of Worksite Staff. Partner Solutions will administer payroll and benefit services for the Academy, pay the wages of Worksite Staff and has the right to hire, fire, promote, reassign, discipline and terminate any Worksite Staff in consultation with Academy. In performing the above responsibilities, the School Leader will confer and consult with Partner Solutions as necessary or requested before hiring, firing, promoting, reassigning, disciplining and/or terminating any Worksite Staff. The Academy, through the School Leader will control the day to day activities of Worksite Staff to operate the Academy in accordance with the Management Agreement and in compliance with Academy policies, procedures, their Authorizer contract and all applicable law.

Academy agrees to follow Partner Solutions directives, policies and procedures to maintain compliance in employment issues. In relation to Academy’s day-to-day control of Worksite Staff, Academy may have opportunity to make decisions or take action that is governed by employment laws, including but not limited to the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Fair Labor and Standards Act, and any other federal, state, or local employment and discrimination laws. To the extent permitted by law, if Academy makes such decision or takes such action without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such issue, Academy agrees to indemnify, defend, and hold Partner Solutions harmless from any and all claims or liabilities which may arise as a result from such decision or action, or failure to abide by the advice of Partner Solutions and its instructions as an employer.

- B. Criminal Background Checks. Partner Solutions and the Academy acknowledge that Worksite Staff assignments must be in compliance with Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background checks and unprofessional conduct checks.

The Academy, through the School Leader, shall conduct criminal background checks on all Worksite Staff as required by law. The Academy is responsible for any costs associated with performing the criminal background check.

Partner Solutions shall conduct unprofessional conduct checks on all Worksite Staff. Partner Solutions will forward any negative results of unprofessional conduct checks to the School Leader, acting on behalf of the Board.

**6. FEE AND PAYMENT**

- A. Service Fee. During the Term of this Agreement, the Board shall pay Partner Solutions for permanent personnel services an annual Fee (the “Fee”) of total gross wages paid for Worksite Staff employed by Partner Solutions and assigned to the Academy on the following schedule:

Gross Payroll \$/Year	Fee	Annual Minimum

0-2 million in gross payroll	5% of gross payroll, minimum fee \$40,000	\$40,000
\$2,000,001-\$3,000,000	4.5% of gross payroll	\$40,000
3,000,001 - \$4,000,000	4% of gross payroll	\$40,000
\$4,000,001 - \$6,000,000	3.5% of gross payroll	\$40,000
\$6,000,001-\$8,000,000	3.25% of gross payroll	\$40,000
greater than 8 million	3% of gross payroll	\$40,000

A discount of 0.5% will be given to the Academy for having this multi-year agreement run the full length of the Academy's charter contract as well as having a trained HR professional on-site that acts as our point of contact for many HR functions.

In addition, if the Academy wishes Partner Solutions to employ temporary staff and/or substitutes, an additional fee of five percent (5%) of gross wages for those specific employees will be charged.

The parties agree that the Fee amount is reasonable compensation for the provision of the Services.

- B. Payroll Costs. The Academy will also pay Partner Solutions, on an at-cost basis for properly invoiced salary, benefits, and other costs attributable to Worksite Staff ("Payroll Costs"), including but not limited to gross wages, FICA, Medicare, FUTA, SUTA, workers' compensation insurance, professional liability insurance, employer portions of health, dental, vision and life insurance, and 401K employer contributions (if applicable).

Partner Solutions shall be in receipt of funds for Payroll Costs no later than the third business day preceding each payroll date ("Payroll Date") for Partner Solutions' Worksite Staff. Said funds will be received by Partner Solutions via an electronic transfer, either initiated by the Academy or by Partner Solutions, whichever is agreed upon by both parties. For purposes of this Agreement the Payroll Date shall be that date or dates established annually by Partner Solutions.

If the Payroll Costs funding is not received in full three (3) business days prior to the Payroll Date, Partner Solutions shall be entitled to seek legal action for the payment.

- C. Reimbursable Expenses. In addition to the Fee, the Academy shall reimburse Partner Solutions upon properly presented documentation and approval by the Academy Board for all costs reasonably incurred and paid by Partner Solutions in providing the Services as specified in this Agreement ("Reimbursable Expenses"). Such costs include, but are not limited to, Payroll Costs for Worksite Staff that were not advanced under Section B above, costs mandated by governmental entity, administrative agency or court of law (for example, payment into the Michigan Public School Employees Retirement System), employment ads, recruiting fees, background screening fees, Concentra testing fees, job fair booth fees, substitute charges/fees, and other mutually agreed upon expenses. No corporate costs of Partner Solutions shall be charged to, or reimbursed by, the Academy.

Reimbursable Expenses incurred by Partner Solutions will be paid by the Academy by the 15<sup>th</sup> day of the month following the month the expenditure was incurred by Partner Solutions.

If desired, the Board may advance funds to Partner Solutions for such costs reimbursable under the Agreement before such costs are incurred (rather than reimburse Partner Solutions after the expense is incurred); provided that documentation for the costs are provided for Academy Board ratification at its next regularly scheduled meeting.

- D. Availability of Funds. Notwithstanding any other term or provision in this Agreement to the contrary, Partner Solutions shall not be, directly or indirectly, liable to any third party for any cost or expense incurred by the Academy.
- E. Other Institutions. The Academy acknowledges that Partner Solutions may enter into agreements similar to this Agreement with other public or private educational schools or institutions (the "Institutions"). Partner Solutions shall maintain separate accounts for reimbursable expenses incurred on behalf of the Academy and for reimbursable expenses incurred on behalf of the Institutions. Partner Solutions shall only charge the Academy for expenses incurred on behalf of the Academy.

If Partner Solutions incurs reimbursable expenses on behalf of the Academy and the Institutions which are incapable of precise allocation between the Academy and the Institutions, then Partner Solutions shall allocate such expenses among the Institutions and the Academy, on a pro-rata basis, based on the number of students enrolled at the Academy and the Institutions, or the number of staff assigned to the Academy and the Institutions or upon such other equitable basis as agreed by the parties.

## 7. TERM AND TERMINATION

- A. Term. This Agreement shall be effective beginning July 1, 2020, and ending June 30, 2025. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties.
- B. Termination by Partner Solutions. Partner Solutions may terminate this Agreement prior to the end of the Term in the event the Board fails to remedy a material breach within the required time frames below or it is determined that Partner Solutions is required to pay into the Michigan Public School Employees Retirement System ("MPERS"). A material breach includes, but is not limited to, Partner Solutions' failure to receive, for any reason, the Fee; compensation for Payroll Costs; and/or reimbursement for Reimbursable Expenses as required by the terms of this Agreement. Partner Solutions may also terminate this Agreement prior to the end of the Term with no additional liability or responsibility (besides what is covered under this Agreement) upon the occurrence of the following:
  - 1. The Academy files for bankruptcy or becomes insolvent;
  - 2. The facility where employees are working is closed permanently without an alternative facility being available;

3. The Academy or its successors and assigns discontinue operations;
4. The Academy is a financially distressed business as set forth in the Worker Assistance and Retraining Notification Act; or
5. The Academy is being shut down or closed by the State of Michigan or the Authorizer.

The Academy has until the Payroll Date to fund payroll or to reach an agreement with Partner Solutions on the payment of those funds.

Partner Solutions may also terminate this Agreement if the Academy makes decisions inconsistent with the recommendations of Partner Solutions and/or there is a substantial and unforeseen increase in the cost of administering services of this Agreement. The Academy has thirty (30) days after notice from Partner Solutions to remedy this type of breach. If a breach cannot be remedied, the Academy Board and Partner Solutions agree to work cooperatively to transition staffing operations without disrupting the school's operations.

Termination prior to the end of the Term shall not relieve the Academy of any financial or other obligations to Partner Solutions outstanding as of the date of termination. Failure by Partner Solutions to (a) declare a breach, (b) place the Academy on notice thereof, or (c) exercise or exert any remedy available to Partner Solutions under this Agreement or applicable laws, shall not be deemed a waiver of Partner Solutions' rights and remedies whatsoever.

Notwithstanding the foregoing, Partner Solutions may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that Partner Solutions delivers written notice of intention to terminate to the Academy at least ninety (90) days prior to the end of the then-current academic year.

C. Termination by the Academy. The Academy may terminate this Agreement prior to the end of the Term in the event that Partner Solutions fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:

1. Material failure by Partner Solutions to account for its expenditures or to pay funds for all compensation required for payroll (provided that Partner Solutions has received such funds from the Academy to do so);
2. Material failure by Partner Solutions to provide the Services as required by this Agreement;
3. A determination has been made by a governmental entity, administrative agency or court of law that Partner Solutions is required to pay into MPSERS; or
4. Any action or inaction by Partner Solutions that causes the Contract to be revoked, terminated, suspended, or which causes the Contract to be put in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer and is not cured within sixty (60) days of that notice.

Partner Solutions has ten (10) days after notice from the Academy to remedy a breach that involves the non-payment of funds for all "compensation" required for payroll (provided that Partner Solutions has received such funds from the Academy to do so) or to reach an agreement with the Academy on the payment of those funds. Partner Solutions has thirty (30) days after written notice from the Academy to remedy all other breaches. Upon expiration of this Agreement, or termination for any reason, all amounts due to Partner Solutions shall immediately become due and payable by the Academy, unless otherwise agreed in writing by Partner Solutions.

Notwithstanding the foregoing, the Academy may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that the Academy delivers written notice of intention to terminate to Partner Solutions at least ninety (90) days prior to the end of the then-current academic year.

## **8. INDEMNIFICATION AND COOPERATION**

A. Indemnification of Partner Solutions. To the extent permitted by law, the Academy shall indemnify, save, and hold harmless Partner Solutions and all of its employees, officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of or by reason of any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or made pursuant to this Agreement, any misrepresentations or breach of this Agreement, enforcement of this Agreement, or Academy's obligations hereunder, including but not limited to, failure to timely and accurately notify Partner Solutions of any workplace injuries, leaves of absence, hours worked, change in employment status; any claim arising out of the Academy's educational and school operations (including but not limited to student achievement, special education, student or parent issues, implementation of policies and procedures); any violations of law by the Academy, its officers, directors, contractors or other agents; any act or omission of the Academy, its officers, directors, contractors or other agents; any incorrect information received from Academy that was relied upon by Partner Solutions; any acts or failures to act by Academy which occurred prior to the Effective Date of this Agreement; and if the Academy makes a personnel decision without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such personnel issue.

In addition, to the extent permitted by law, the Academy shall indemnify, save, hold harmless, and reimburse Partner Solutions for any and all legal expenses and costs associated with the defense of any such claim, demand or suit, including any claim for failure to pay wages or overtime based on the hours worked reports approved and submitted by the School Leader. The Academy agrees to advance to Partner Solutions all costs, actual attorneys' fees, actual experts' fees, and similarly related expenses immediately upon request so that Partner Solutions is not required to pay such expenses out of its own funds.

Partner Solutions agrees that for any claim for indemnification made by Partner Solutions, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent the Academy shall be responsible for indemnification of Partner Solutions, the Academy shall have the right to

select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall the Academy indemnify Partner Solutions for the attorney fees accrued by Partner Solutions in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by the Academy and no reimbursement of any costs or fees shall be necessary. The Academy may reimburse Partner Solutions for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by the Academy. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of the Academy.

- B. Indemnification of the Academy. Partner Solutions shall indemnify, save, and hold harmless the Academy and all of its employees (if any), officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of, or by reason of any violation of state or federal law and any noncompliance by Partner Solutions with any agreements, covenants, warranties, or undertakings of Partner Solutions contained in or made pursuant to this Agreement, and any misrepresentation or breach of this Agreement. The foregoing obligation includes, but is not limited to any violations of law by Partner Solutions, its officers, directors, contractors or other agents; any act or omission of Partner Solutions, its officers, directors, contractors or other agents; any incorrect information received from Partner Solutions that was relied upon by Academy; any acts or failures to act by Partner Solutions which occurred prior to the Effective Date of this Agreement; and Partner Solutions' personnel decisions.

In addition, Partner Solutions shall indemnify, save, hold harmless, and reimburse the Academy for any and all legal expenses and costs associated with the defense of such claim, demand or suit. Partner Solutions agrees to advance to the Academy all costs, actual attorneys' fees, actual experts' fees, and such similarly related expenses immediately upon request so that the Academy is not required to pay such expenses out of its own funds.

The Academy agrees that for any claim for indemnification made by the Academy, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent Partner Solutions shall be responsible for indemnification of the Academy, Partner Solutions shall have the right to select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall Partner Solutions indemnify the Academy for the attorney fees accrued by the Board in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by Partner Solutions and no reimbursement of any costs or fees shall

be necessary. Partner Solutions may reimburse the Academy for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by Partner Solutions. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of Partner Solutions.

- C. Indemnification for Negligence. To the extent permitted by law, each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents, and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- D. Indemnification of Central Michigan University. The parties acknowledge and agree that Central Michigan University, its Board of Trustees, and its members, officers, employees, agents or representatives (collectively "University") are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, Partners Solution hereby promises to indemnify, defend and hold harmless the University from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, demands, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees), of settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the Academy's application, the University Board's consideration of or issuance of a Contract, Partners Solution's preparation for or operation of the Academy, or which are incurred as a result of the reliance by the University upon information supplied by Partners Solution, or which arise out of Partners Solution's failure to comply with the Contract or applicable law. The parties expressly acknowledge and agree that the University may commence legal action against Partners Solution to enforce its rights as set forth in this section of the Agreement.
- E. Immunities and Limitations. The Academy may assert all immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- F. Responsibility of Academy. The Academy will be solely and entirely responsible for its acts and omissions and for the acts and omissions of the Academy's agents and employees (if any) in connection with the performance of the Academy's responsibilities under this Agreement; provided, however, that nothing in this Agreement is intended, nor will be construed, as a waiver of the governmental immunity provided to the Academy and its incorporators, board members, officers, employees, and volunteers under Section 7 of Act 170, Public Acts of Michigan, 1964, as amended, MCL 691.1407. If Partner Solutions is made a party to any litigation involving claims arising out of or relating in any way to any alleged acts and/or omissions of the Academy or its directors, agents, or employees, the Academy will provide



any reasonable assistance requested by Partner Solutions in the defense against such claims as long as such assistance does not adversely affect the Academy's ability to defend against such claims.

- G. Mutual Duty to Cooperate. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement. The purpose of the duty to cooperate is to enable each party to perform its obligations as efficiently as possible. The duty to cooperate also includes reasonable assistance in the event of litigation or a dispute involving a party related to the Academy or the Services provided, such as provision of testimony, records and/or documents reasonably related to the litigation or dispute (which are not otherwise protected from disclosure).

## 9. INSURANCE

- A. Academy Insurance. The Academy will secure and maintain general liability and umbrella insurance coverage. This coverage will include the building and related capital facilities if they are the property of the Academy. The Academy will maintain such insurance in an amount and on such terms as required by the provisions of the Contract and Michigan Universities Self-Insurance Corporation (M.U.S.I.C.), including the indemnification of Partner Solutions required by this Agreement, and naming Partner Solutions as an additional insured. The Academy will, upon request, present evidence to Partner Solutions that it maintains the requisite insurance in compliance with the provisions of this section. Partner Solutions will comply with any information or reporting requirements applicable to the Academy under the Academy's policy with its insurer(s), to the extent practicable. Nothing in this Agreement is intended, nor shall be construed, as a waiver or relinquishment of any immunity from action or liability enjoyed by the Academy under controlling law.
- B. Partner Solutions Insurance. Partner Solutions will secure and maintain general liability and umbrella insurance coverage, with the Academy listed as an additional insured. Partner Solutions will maintain such policies of insurance as are required by the Contract and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), including the indemnification of the Academy as required by this Agreement. In the event that Authorizer or M.U.S.I.C. requests any change in coverage by Partner Solutions, Partner Solutions agrees to comply with any change in the type or amount of coverage as requested, within thirty (30) days after notice of the insurance coverage change. Partner Solutions will, upon request, present evidence to the Academy and Authorizer that it maintains the requisite insurance in compliance with the provisions of this section. The Academy will comply with any information or reporting requirements applicable to Partner Solutions under Partner Solutions' policy with its insurer(s), to the extent practicable.
- C. Workers' Compensation Coverage. Additionally, each party shall maintain workers' compensation insurance, as required by state law, covering their respective employees.

## 10. WARRANTIES AND REPRESENTATIONS

- A. Warranties and Representations of the Academy. The Academy represents to Partner Solutions that (a) it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (b) its actions have been duly and validly

authorized, and (c) it will adopt the necessary resolutions or expenditure approvals required for execution of this Agreement.

- B. Warranties and Representations of Partner Solutions. Partner Solutions represents and warrants to the Academy that (a) it is a Michigan corporation in good standing duly authorized to conduct business in the State of Michigan, (b) it has the authority under applicable laws to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (c) its actions have been duly and validly authorized, and (d) it will adopt any and all resolutions required for execution of this Agreement.
- C. Mutual Representations and Warranties. Each party represents and warrants to the other party that except as disclosed in writing to the other party, to its knowledge, there are no pending actions, claims, suits, or proceedings, whether threatened or reasonably anticipated, against or affecting it, which if adversely determined would have a material adverse effect (as might be reasonably determined by the non-affected party if disclosed) on its ability to perform its obligations under this Agreement.

## 11. ALTERNATIVE DISPUTE RESOLUTION

- A. Mediation. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be communicated in writing to the other party and mutually discussed between the parties with an opportunity to cure. If no resolution can be ascertained through that mutual discussion, then the matter will be submitted to mediation for resolution in Livingston County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.
- B. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three (3) persons. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The arbitrators shall issue a cause opinion and such opinion shall be final and binding. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction, by any party, without the consent of the other party. The losing party shall pay the cost of arbitration, not including attorney fees. It shall be within the discretion and purview of the arbitrator or arbitration panel to award reasonable attorney fees to the prevailing party. The prevailing party shall be defined as the party who prevails in total.

The Authorizer shall be notified of said cause opinion and decision, and upon request, be provided with a copy of the cause opinion.

## 12. MISCELLANEOUS

- A. Entire Agreement. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between the Academy and Partner Solutions. This Agreement constitutes the entire agreement of the parties.
- B. Force Majeure. Notwithstanding any other sections 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, accident labor strike, flood, terrorism, or other acts beyond its reasonable control.
- C. Governing Law. This Agreement and the rights of the parties hereto shall be interpreted according to the laws of the State of Michigan.
- D. Governmental Immunity. This Agreement shall not restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.
- E. Official Notices. All notices or other communications required by the terms of this Agreement shall be in writing and sent to the parties at the addresses set forth below. Notice may be given by certified or registered mail, postage prepaid, return receipt requested, or personal delivery. Notices shall be deemed to have been given on the date of personal delivery, or, if given by mail, the postmark date. Unless

amended or updated in writing, the addresses of the parties hereto for the purposes of this Agreement shall be:

THE ACADEMY:                      Board President  
    International Academy of Flint  
    2820 South Saginaw Street  
    Flint, MI 48503

PARTNER SOLUTIONS: Partner Solutions for Schools  
    c/o Carlie Lockwood  
    869 South Old US 23  
    Brighton, Michigan 48114

- F. Assignment. This Agreement shall not be assigned (a) by Partner Solutions, without prior consent of the Board, in writing which consent shall not be unreasonably withheld; or (b) by the Academy, without the prior consent of Partner Solutions, in writing, which consent shall not be unreasonably withheld. Partner Solutions may, without the consent of the Board, delegate the performance of but not responsibility for any duties and obligations of Partner Solutions hereunder to any independent contractor, expert or professional adviser. However, this Agreement shall not be assignable without prior notification to the Authorizer and any assignment must be done in a manner consistent with the Authorizer's ESP Policies.
- G. Limitation of Liability. EXCEPT FOR AMOUNTS EXPRESSLY DUE AND OWING UNDER THIS AGREEMENT, EACH PARTY'S TOTAL LIABILITY TO THE OTHER AND ANY

THIRD PARTIES UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER. THIS LIMITATION DOES NOT APPLY TO ANY AMOUNTS OWED PURSUANT A PARTY'S INDEMNIFICATION OBLIGATIONS UNDER THIS AGREEMENT. PARTNER SOLUTIONS TOTAL LIABILITY TO THE ACADEMY UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER.

- H. Amendment. This Agreement may only be amended in writing, signed by a duly authorized representative of each party, and must be done in a manner consistent with the Authorizer's ESP Policies.
- I. Effect of Headings. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.
- J. Waiver. No waiver of any portion of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall such waiver constitute a continuing waiver unless otherwise expressly stated in writing.
- K. Severability. The invalidity of any portion or term of this Agreement shall not affect the remaining portions or terms of this Agreement. In the event a portion or a term of this Agreement is deemed invalid, the parties shall cooperatively work together to modify the invalid portion or term as minimally as possible to cure the invalidity, while at all times preserving the spirit and purpose of the applicable portion or term.
- L. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- M. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and Partner Solutions. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- N. Survival of Termination. All representations, warranties, and indemnities made in this Agreement shall survive any termination or expiration of this Agreement without limitation.
- O. Delegation of Authority; Compliance with Laws. Nothing in this Agreement shall be construed as delegating to Partner Solutions any of the powers or authority of the Board which are not subject to delegation by the Board in accordance with all applicable laws. The parties agree to comply with all applicable laws
- P. Execution. The parties may execute this Agreement by facsimile or in counterparts. A facsimile or photographic copy of this Agreement may be relied upon by either party, or any third party, as if it were an original signature copy. If this Agreement is executed in counterparts, the separate counterpart signature pages shall be combined and treated by the parties, or any third party, as if the separate counterpart signature pages were part of one original signature copy.

- Q. Review by Independent Counsel. The parties agree that each has reviewed, or had the opportunity to review, this Agreement with its own independent legal counsel prior to the execution of this Agreement.

### 13. Authorizer Contract Provisions

- A. Compliance with Academy's Contract. Partner Solutions agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by the Central Michigan University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement. Any action or inaction by Partner Solutions that is not cured within 60 days of notice thereof which causes the Contract to be revoked, terminated, suspended or which causes the Contract to be put in jeopardy of revocation, termination or suspension by Central Michigan University is a material breach.
- B. Information Available to Authorizer and Public. The financial, educational and student records pertaining to the Academy are Academy property, and that such records are subject to the provisions of the Michigan Freedom of Information Act. All Academy records shall be physically or electronically available, upon request, at the Academy's physical facilities. Except as permitted under the Contract and Applicable Law, no ESP Agreement shall restrict the University's or the public's access to the Academy's records.

On an annual basis, Partner Solutions shall provide the Academy Board all of the same information that a school district is required to disclose under section 18(2) of the State School Aid Act, MCL 388.1618(2), for the most recent school fiscal year in which the information is available. Within thirty (30) days of receiving the information under section 18(2), the Academy Board shall make this information publicly available on its website, in a form and manner prescribed by the Michigan Department of Education.

Partner Solutions shall have no rights regarding the curriculum or educational materials. The Academy owns all proprietary rights to curriculum or educational materials that (i) are both directly developed and paid for by the Academy; or (ii) were developed by Partner Solutions at the direction of the Academy Board with Academy funds. All educational materials and teaching techniques used by the Academy are subject to disclosure under the Revised School Code and the Freedom of Information Act.

- C. Academy's Independent Auditor. All of the Academy's financial and other Partner Solutions related records will be made available to the Academy's independent auditor and Partner Solutions staff will cooperate with said auditor. All finance and other records of the ESP related to the Academy will be made available to the Academy, the Academy's independent auditor and the Center upon request. The Academy Board shall select and retain the Academy's independent auditor.
- D. Purchases Made for Academy. If Partner Solutions purchases equipment, materials and supplies on behalf of or as the agent of the Academy, Partner Solutions shall provide that such equipment, materials and supplies shall be and remain the property of the Academy. Partner Solutions shall

comply with the Revised School Code (including, but not limited to, sections 1267 and 1274 of the Code, MCL 380.1267 and MCL 380.1274) as if the Academy were making these purchases directly from a third party supplier or vendor. Partner Solutions shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties.

- E. Data Security Breach. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach), shall promptly report to the Board, not later than three business days following discovery, any use or disclosure of personally identifiable information from the Academy's education records or other information not suitable for public release (collectively, Covered Data or Information ("CDI")) that is not authorized by this Agreement or Applicable Law. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) agrees to promptly undertake to identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breaches) has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure, (v) whether, and if so on what grounds, the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has determined that the security breach has not or is not likely to cause substantial loss or injury to, or result in identity theft with respect to, one or more residents of this state, and (vi) what corrective action the School Leader (as to an on-site breaches) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has taken or shall take to prevent future similar unauthorized use or disclosure. Partner Solutions shall provide such other information as reasonably requested by the Board. Partner Solutions shall take appropriate action, in accordance with MCL 445.72, to notify affected individuals whose personal information may have been compromised.
- F. Chief Administrative Officer ("CAO"). No Partner Solutions' employee shall be designated as the CAO of the Academy, although such employee may be a designee of the CAO for certain purposes enumerated by Academy Board action. The CAO for the Academy shall be an Academy Board member approved by the Academy Board.
- G. Academy Accounts. No provision of the ESP Agreement shall alter the Academy Board treasurer's legal obligation to direct that the deposit of all funds received by the Academy be placed in the Academy's depository account as required by law. The signatories on the Academy Board accounts shall solely be Academy Board members or properly designated Academy Board employee(s). Interest income earned on Academy accounts shall accrue to the Academy.
- H. Revocation or Termination of Contract. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties."
- I. Reconstitution. In the event that the Academy is required (i) to close an Academy site pursuant to a notice issued by the Michigan Department of Education under Section [507][528][561] of the Code, MCL [380.507][380.528][380.561]; or (ii) to undergo a reconstitution pursuant to Section

[507][528][561] of the Code, MCL [380.507][380.528][380.561], and the Contract, and such closure of an Academy site or reconstitution causes an amendment to or termination of this ESP Agreement, the parties agree that this ESP Agreement shall be amended or terminated to implement the Academy site closure or reconstitution, with no cost or penalty to the Academy, and Partner Solutions shall have no recourse against the Academy or the University Board.

- J. If applicable, Marketing and development costs paid by or charged to the Academy shall be limited to those costs specific to the Academy program and shall not include any costs for the marketing and development of the ESP.
  
- K. If applicable, ESP Agreements shall contain a provision that upon termination or expiration of the ESP Agreement, or the ESP Agreement is terminated due to a Contract revocation, reconstitution, termination or non-renewal, the ESP shall, without additional charge: (i) close the financial records on the then-current school fiscal year which includes, but is not limited to, the completion and submission of the annual financial audit, state and federal grant reporting and all other associated reporting within required timelines established by the appropriate local, state or federal authority; (ii) organize and prepare student records for transition to the new ESP, self-management or in the case of a school closure, transfer to a student's new school as designated by the student's parent / legal guardian or to a person or entity authorized to hold such records; (iii) provide for the orderly transition of employee compensation and benefits to the new ESP or self-management without disruption to staffing, or in the case of school closure, final payment of all employee compensation, benefit and tax obligations related to services provided by the ESP to the Academy; (iv) organize and prepare the Academy's records, both electronic and hard-copy, for transition to the new ESP, self-management or dissolution; and (v) provide for the orderly transition to the new ESP, self-management or dissolution of all Academy-owned assets including, but not limited to, furniture, fixtures, equipment and real estate. This includes any keys, log-in information and passwords related to any Academy asset.

The undersigned hereby execute this Agreement to be effective as of the date set forth first above.


**THE ACADEMY:**

**INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy

By:   
Its:   
Board President

**PARTNER SOLUTIONS:**

**CSP MANAGEMENT, INC. d/b/a PARTNER SOLUTIONS FOR SCHOOLS**, a Michigan corporation

By:  11/23/2020  
Carlie Lockwood

Its: President



**EXHIBIT A**  
**HUMAN RESOURCE SERVICES**



## Comprehensive HR Service Grid

<b>Recruitment Support &amp; Applicant Tracking</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>We are your trusted partner providing support with our user-friendly job posting and applicant tracking system.</b>			
Applicant tracking software	•		
Electronic employment application	•		
Job posting development	•	•	
Job posting on Academy website, Indeed, Glassdoor and a multitude of education and position specific websites	•		
Interview, select, verify credentials, reference checks, and make verbal offers to staff		•	
<b>Onboarding &amp; Compliance</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>From the moment your new hire accepts their job offer we are prepared with a dedicated onboarding team to help ensure a friendly, smooth and easy onboarding process.</b>			
Paperless onboarding with digital signature capability	•		
Guidance for employees through the new hire process	•		
Background check documentation – Crime Waiver, Unprofessional Conduct Check, ICHAT	•		
Complete Red Light Green Light Affidavit	•		
Maintain documentation required for Michigan State Police audit on CHRIS records	•		
Complete requirements for Michigan Child Care Background Check System (CCBC)		•	
Approval process for misdemeanors (PS & SL) and felonies (PS, SL, & SB)	•	•	•
Tax forms: state, local and federal	•		
I-9 compliance; Electronic sign off by Academy through online supervisor portal	•	•	
MPSERS – notification to employees to contact ORS	•		
Create and send offer letters with electronic signature and tracking	•		
Give "all clear" to supervisors when new hire steps are complete – onboarding paperwork, background check, credentials collected, required Safe Schools training	•		
Employee electronic personnel file management	•		
HRIS (Human Resource Information System) database management	•		
Labor Law posters delivered to school	•		
Provide HR Scorecard metrics on quarterly and annual basis	•		
Collect credentials from employees and verify credentials based on requirements position	•		
Obtain permits for teachers and special education approvals	•		
Registry of Educational Personnel (REP) completion for Partner Solutions employees	•		
Preparation for personnel reviews/audits from outside agencies & on-site audit management when done at the Partner Solutions Home Office	•		
Substitute system management	•	•	
Assist with missing personnel file documentation previously requested by Partner Solutions		•	
Recordkeeping of district provided professional development and staff mentor assignments		•	
Annual staff performance evaluations		•	



<b>Payroll</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>Outsource your payroll processing services without sacrificing control, flexibility and accessibility associated with in-house payroll. We ensure accuracy, timeliness and compliance.</b>			
Onsite Supervisors verify employee punches and PTO in the timekeeping portal		•	
Payroll approval		•	
Payroll processing (includes online employee and employer portals)	•		
Time and Attendance and PTO tracking platform	•		
Direct deposit & pay card processing	•		
File and deposit all payroll taxes	•		
W-2 and W-3 preparation	•		
State(s) Unemployment Insurance claim administration	•		
Garnishment and agency payments	•		
Detailed payroll reports customized to correspond with the Michigan chart of accounts & GL interface	•		
Respond to employment and wage verification requests	•		
<b>Benefits &amp; Retirement</b>	<b>Partner Solutions</b>	<b>School Leader</b>	<b>School Board</b>
<b>When you partner with us your team gains access to top-notch benefits at our affordable group prices. You will also have access to an online portal and a dedicated Benefits Coordinator that is available to work with your team along the way.</b>			
Group Medical, Dental, Vision, Life, and disability package design	•	•	
Determine Academy contribution levels for benefit and retirement plans	•	•	•
Annual Open-Enrollment meeting	•		
Employee benefits communication and education	•		
Annual shopping and comparing benefit options and design	•		
FMLA, ADA, USERRA, ERISA, PPACA compliance and guidance	•		
Employee leave of absence management and guidance	•		
Benefit plans premium reconciliation and payment	•		
Benefit plan eligibility assessment	•		
Employee Assistance Program Administration	•		
Voluntary (125) Flexible Spending Account and Dependent Care Account administration	•		
COBRA & HIPPA administration and liability	•		
Retirement Plan administration: enrollment/waiver, 1:1 financial planning, annual plan audit	•		
Workers Compensation coverage, administration, and liability	•		



<b>HR Consultation</b> You will have a dedicated HR Manager that is expertly equipped with the education, experience and leadership needed to advise and mentor school leadership on all human resources matters.	Partner Solutions	School Leader	School Board
Dedicated and personalized expert HR Team	•		
Annual staff meeting	•		
Provide standard Job Descriptions	•		
Employee handbook development	•		
Staff retention initiatives best practices	•		
Annual staff survey questions and platform with reporting capabilities	•		
Exit Interview survey questions and platform with reporting capabilities	•		
Supervisor training and consultation on HR best practices, employee discipline, and processes	•		
Staff culture, employee retention, addressing employee complaints, and discipline		•	
Termination approval, reduction in force, severance agreement preparation	•		
Respond to litigation, wage and hour, and EEOC claims	•		
Safe Schools and HR procedural trainings	•		
Credential consultation and communication	•		
Annual salary comparison data	•		
Performance evaluation tool for School Leader	•		

International Academy of Flint

Contract Amendment No. 6

# Tab 2

## **EDUCATIONAL PROGRAMS**

Educational Program Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.3, the Academy shall implement, deliver, and support the educational programs identified in this schedule.

### **MISSION**

The International Academy of Flint (“Academy”) will prepare students for success in college, inspire a lifelong love of learning, and foster responsible citizenship.

### **VISION**

The Academy’s purpose is to provide rigorous instruction coupled with high expectations to cultivate the “whole child” through a K-12 education in the city of Flint. The Academy addresses each student’s cognitive/intellectual, social/emotional, moral/character, and physical/sensory needs as we engage students in enriching educational experiences.

The Board and Leadership team feel strongly that a positive school climate is at the core of a successful educational experience and is critical in the overall success of the Academy. Relationships and emotions strongly influence learning; a positive school climate that provides support for teaching social and emotional skills should go hand in hand with academic content. Learning is influenced by how students are treated at school, as well as at home and in their communities. School climate creates the physiological and psychological conditions for productive learning. Without secure relationships and multiple supports for development, student engagement and learning are undermined.

Some of the Academy’s beliefs surrounding the whole village / whole child vision are:

- developing strong interpersonal relationships, communication, cohesiveness, and belongingness between students and teachers, as these are the essential ingredients that catalyze healthy development and learning critical for overall success.
- implementing structural features of the school, such as smaller class size, physical conditions, mindfulness room, and resources to shape students’ daily experiences of personalization and caring with a whole child mindset.
- providing an education for students that honors individual growth and development.
- developing the whole child by recognizing the uniqueness of each student as a scholar, citizen, athlete, and valued community member.
- using identified “best practices in education,” as indicated by valid research in the field.
- holding high expectations for students’ progress and success in their cognitive/intellectual, social/emotional, moral/character, and physical/sensory achievements.
- monitoring continuous improvement activities as the vehicle for achieving and sustaining a standard of educational excellence.
- providing instruction that includes robust engagement, anchored in positive youth development.
- ensuring that the Academy is a welcoming and safe environment, one where students and staff feel empowered and fulfilled.
- The Academy is the first charter school in Genesee County to become a community school and partnership with the Crim Fitness Foundation. As a Community School, community

partners and internal stakeholders work collaboratively to support the mission and the Academy's core values. Community education aligns and supports the whole school / whole child with a prioritized focus on attendance, third grade, graduation / grade promotion, and collective neighborhood impact. This is accomplished through the collaborative efforts of community partners such as YouthQuest, Genesee Health, Crim Fitness, Crim Nutrition, Stemletics and Crim Mindfulness.

## **EDUCATIONAL PHILOSOPHY**

The Academy's focus is on "knowing who our children are" and responding with effective instruction and social emotional support. Our delivery of instruction will focus on a hands-on, differentiated, provocative, and collaborative approach—and most important, fun, creative, *relevant to our student body*, and meaningful!

The Academy uses effective, research-based practices to create settings in which students' healthy growth and development are central to the design of classrooms and the school as a whole.

The Academy strives to assemble the whole village—school, partnerships with health care organizations, youth- and family-serving agencies, state and local governments, and families—to work together to ensure that every student receives the benefits to support his or her healthy path to productive global citizenship.

The following key features of the educational philosophy are fundamental to the mission of the Academy.

### **Education of the "Whole Child"**

Education of the "whole child" at the Academy means addressing each student's cognitive/intellectual, social/emotional, moral/character and physical/sensory needs to plan instruction and engage students in rigorous educational experiences.

### **Habits, Mindset & High Expectations**

The Academy plans instruction with high expectations and works to help students acquire good habits and mindsets necessary for students to be successful in school and life beyond.

### **Collaborative Planning Time**

The Academy spends collaborative planning time and professional development articulating the outcomes for learning that reflect knowing who our children are and the whole village model so students develop the essential skills and acquire knowledge for education, careers and life.

### **Partnership between Academy and Home**

A strong partnership between school and home is critical to the individual success of each student in school. The Academy has established programs and practices to enhance parent involvement and reflect the specific needs of students, families and the community. The overarching program essential to success in the partnership between the Academy and home is the school's Parent Academy.

The purpose of the Parent Academy is to facilitate communication, fundraising and volunteer activities among Academy parent groups to ensure alignment with the Academy mission, core philosophies and the common purpose of supporting the Academy faculty and staff. Parent

representatives from each of the parent groups serve on the Parent Academy, in addition to members of the Academy's Leadership Team, Community School Director (Flint Community Education Initiative/Crim), and the Director of Culture, Climate and Student Success.

## **EDUCATIONAL STRATEGIES**

The Academy implements and delivers a curriculum that is 21st century relevant and aligned with the Michigan Academic Standards (“MAS”), Next Generation Science Standards (“NGSS”) and National Social Studies Standards. The curriculum includes various assessment tools such as Developmental Reading Assessment (DRA<sup>®</sup>), Northwest Evaluation Association™ (“NWEA™”) MAP Growth<sup>®</sup> (“MAP<sup>®</sup>”) test and Lexia Learning; and has committed to a consistent review of data to help inform curriculum, instruction, and assessment through weekly Professional Learning Communities (“PLC”) and professional development throughout the year.

The Academy is regularly engaged in developing and articulating the learning goals at each grade level. Staff will be engaged in in-service development throughout the year that will help Academy educators continually build on and refine student-centered practices, learn to use data about school climate and a wide range of student outcomes to undertake continuous improvement. Additionally, all staff are involved in PLCs that meet to study, practice, and reinforce effective instructional strategies. Instructional Coaches are paired with teachers with the primary goal of coaching through improved teaching practices to accelerate teacher effectiveness, improve teacher retention, build teacher leadership, increase student learning, and support equitable outcomes for every learner. The Academy partners with GISD to employ two Literacy Coaches for additional literacy support to assist content teachers in addressing the reading comprehension, writing, and communication skills.

Students are supported via Student Success Coaches at each grade span. The responsibility of the Student Success Coach is to assist students with setting goals and overcoming any potential obstacles or barriers in completing school. Additionally, students in grades 6-12 will be paired with staff mentors through the Check and Connect Student Engagement Model. The role of the mentors is to promote student engagement with school, reduce dropout and increase school completion.

The Academy carefully monitors the progress of all students in order to catch remediation needs as well as to celebrate successes. The Academy uses technology to individualize and differentiate learning and increase the rate of student learning by providing access to materials and resources that maximize student time on task.

Parents are informed about the child’s learning and growth through progress reports, newsletters, report cards and twice-yearly parent teacher conferences that are extensive and informative. Additionally, Student Success Coaches, administrators, and student mentors conduct home visits as needed to check-in on families and provide support and encouragement, as well as celebrate successes.

## **INSTRUCTIONAL STRATEGIES**

The Academy strives to provide students with instruction that engages and enhances learning. Teachers utilize several teaching strategies to provide the best instruction for students. Some high-yield teaching strategies have been identified below.



## Evidence-Based Effective Teaching Strategies

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD.

	Strategy	What the Research Says:	How it looks in the Classroom:
1	Identifying similarities and differences	Students should compare, classify, and create metaphors, analogies and non-linguistic or graphic representations.	Thinking Maps, T-charts, Venn diagrams, classifying analogies, cause, and effect links, compare and contrast organizers, QAR (Question/ Answer/ Relationship), sketch to stretch, affinity diagrams, Frayer model
2	Summarizing and note taking	Students should learn to eliminate unnecessary information, substitute some information, keep important information, write/rewrite, and analyze information. Students should be encouraged to put some information into their own words.	Teacher models summarization techniques, identify key concepts, bulleted points, outlines, clusters, narrative organizers, journal summaries, break down assignments, create simple reports, quick-writes, graphic organizers, column notes, affinity diagrams, etc.
3	Reinforcing effort and Recognition	Teachers should reward based on standards of performance; use symbolic recognition rather than tangible rewards.	Explain and maintain high expectations, display finished products, praise students' effort, encourage students to share ideas and express their thoughts, honor individual learning styles, conference individually with students' authentic portfolios, stress-free environment, high-fives, Spelling Bee, Constitution Day, Pause-Prompt-Praise, etc.
4	Homework and Practice	Teachers should vary the amount of homework based on student grade level (less at the elementary level, more at the secondary level), keep parent involvement in homework to a minimum, state purpose, and, if assigned, should be debriefed.	Retell, recite, and review learning for the day at home, reflective journals, parents are informed of the goals and objectives, grade level teams plan together for homework distributions
5	Nonlinguistic representations	Students should create graphic representations, models, mental pictures, drawings, pictographs, and participate in kinesthetic (hands on) activities in order to assimilate knowledge.	Visual tools and manipulatives, problem-solution organizers, spider webs, diagrams, concept maps, drawings, charts, Thinking Maps, graphic organizers, sketch to stretch, storyboards, foldables, act out content, make physical models, etc.
6	Cooperative learning	Teachers should limit use of ability groups, keep groups small, apply strategy consistently and	Integrate content and language through group engagement, reader's theater, pass the pencil, circle of friends, cube

		systematically but not overuse. Assign roles and responsibilities in groups	it, radio reading, shared reading, and writing, plays, science projects, debates, jigsaw, group reports, choral reading, affinity diagrams. Students tackle word problems in groups and explain their answers, etc.
7	Setting objectives and providing feedback	Teachers should create specific but flexible goals, allowing some student choice. Teacher feedback should be corrective, timely, and specific to a criterion.	Articulating and displaying learning goals, KWL, contract learning goals, etc. Teacher can display objectives on the in-focus projector and follow-up on the mastery of the objective at the end of the lesson.
8	Generating and testing hypothesis	Students should generate, explain, test, and defend hypotheses using both inductive and deductive strategies through problem solving, history investigation, invention, experimental inquiry, and decision making.	Thinking processes, constructivist practices, investigate, explore, social construction of knowledge, use of inductive and deductive reasoning, questioning the author of a book, finding other ways to solve the same math problem, etc.
9	Questions, cues, and advanced organizers	Teachers should use cues and questions that focus on what is important (rather than unusual), use ample wait time before accepting responses, eliciting inference and analysis. Advanced organizers should focus on what is important and are more useful with information that is not well organized.	Graphic organizers, provide guiding questions before each lesson, think alouds, inference, predicting, drawing conclusions, skim chapters to identify key vocabulary, concepts, and skills, foldables, annotating the text, etc.

## Differentiation Strategies

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD

	Strategy	What the Research Says:	How it looks in the classroom:
1	Multiple Intelligences	In differentiated classrooms, teachers begin where students are, not the front of a curriculum. This information provides a glimpse of how the learner processes new information and can be valuable in making it part of the permanent memory.	Provide support resources (manipulatives, visual aids, charts, outlines, picture cues, audiotape books and instructions. Vary assessment type (i.e. performance task, open response, multiple choice, etc.)
2	Graphic Organizers	This approach provides the scaffolding for learners to organize their new information in a way that	Thinking Maps KWL chart (what do we already think we know, what do we want to know,

		is most useful for them to understand. Students should be taught a variety of organizers that could be used for many situations.	what did we learn) Sequencing Compare and Contrast Word and number webs
3	Flexible Grouping	These groups must be fluid and based on commonalities from the learner's progress towards the desired outcome.	Jigsaw Group investigation Small-group instruction
4	Individual student contracts	Accountability and communication are paramount to the success of this approach.	Gradual release of direct assistance so students can perform independently
5	Adjusting level of rigor in questions	This will give the teacher a clear understanding of the depth to which students are processing the desired outcome.	Finding of answers in provided texts rather than by random guessing Varied questioning strategies
6	Independent study of student-selected projects	Providing choice will foster ownership for the student to progress towards the desired outcome.	Using scoring guides (rubrics) to guide development of a student-selected independent project
7	Compacting (streamlining or modifying basic content to provide students with tiered assignments)	When the formative assessment has been conducted and portions of the class already understand the desired outcome, compacting can validate this understanding.	Clear emphasis on the most important concepts and skills (i.e., "unwrapped" Priority Standards/Power Standards)
8	Tiered assignments (designed at different levels of complexity according to students' readiness levels)	All tiers must include meaningful activities. If you meet the learners where they are with the objectives it can be a powerful experience that fosters ownership. It must be done carefully.	Varied texts and supplementary materials Varied homework Assignment "menu" (choices)
9	Connect new concepts to prior learning	The activation of prior knowledge is the foundation for all new learning.	KWL, use real world ideas, topics, and contexts that are appropriate and engaging

## **ELEMENTARY & MIDDLE SCHOOL EDUCATIONAL PROGRAM**

### **Math**

The Academy utilizes Eureka Math for grades K-12. Eureka Math, also known as EngageNY Math, is a complete, holistic PK-12 curriculum that carefully sequences the mathematical progressions into expertly crafted modules. It is meticulous and coherent, with an intense focus on key concepts that layer over time. Students gain a complete body of math knowledge, not just a discrete set of skills. The same models of problem-solving methods are used from grade to grade, so math concepts stay with students and are built upon year after year. The program's rigor, coherence, and focus on the classroom allow students to gain a deeper understanding of the *why* behind the numbers.

In addition to the curriculum, Eureka Math offers professional development, available in a variety of modes-in person, virtual, or on-demand. Professional development is also continuous, designed to support new implementers to seasoned users.

Amongst Eureka's many tools is Eureka Math Equip, a program designed to meet the moment and ensure students have the essential foundational knowledge needed to engage with grade-level content. This adaptive diagnostic tool identifies a student's last point of success and, through direct instructional videos, supporting lessons, and fluency practice, helps student's close knowledge gaps. The Academy utilizes this via its MTSS process and as needed in other areas.

### **ELA**

#### **MAISA- Reading and Writing, K-8**

The Academy will implement the MAISA Units of reading and writing for grades K-8. K-5 literacy will encompass reading, writing, listening, speaking and problem solving for a wide range of purposes. As students learn and develop literacy skills during elementary school, they engage in individual and collaborative work to allow for participation in a literate world. The development of students' authentic literacies throughout this process are supported with a balanced literacy program and monitored formatively and via summative assessments.

The development of literacy skills for students in grades 6-8 will focus on close reading, developing a complex line of thinking in writing, and speaking and listening for effective discussion participation.

#### **Reader and Writer's Workshop K-8**

The Academy encourages students to express ideas, construct meaning, and remember information through speech, writing, drawing, poetry, drama, music, movement, and visual arts. The use of the Reading Workshop model provides a structured instructional tool that teachers use to differentiate instruction in reading. During mini lessons, Academy staff offer readers several different strategies, such as making connections, creating mental maps, making inferences, drawing conclusions, asking questions, synthesizing information and monitoring comprehension and meaning to utilize as students read independently and in small groups. During Reader's workshop, teachers also implement guided reading groups, differentiating instruction based on student's instructional reading levels, to help improve literacy achievement for all students.

To deliver writing instruction, the Academy has adopted the practices of Writing Workshop. Academy teachers provide mini lessons to students to teach writing concepts and strategies. In

addition to mini lessons, teachers provide independent reading time where students practice prewriting, drafting, revising, editing and publishing. During independent writing time, teachers conference with individual students and observe and discuss their work providing opportunities for formative feedback. The workshop model also allows for students to share their work.

### **Savvas *myPerspectives*<sup>™</sup>, 9-12**

For grades 9-12, the Academy implements *myPerspectives* from Savvas Learning Company to create a teacher-led, student-centered classroom. Students read and respond through conversations and writing. The teacher models concepts for the class, then students collaborate in smaller groups on specific tasks. The students complete independent work and come back to share their learning. This framework supports and challenges students to become collaborative and self-directed learners.

All activities, instruction and assessments contribute to students demonstrating learning in response to an achievable performance-based assessment. Students integrate the knowledge they acquire, apply critical thinking skills, cite evidence and use effective expression to respond to a complex multi-step writing and/or speaking and listening task.

### **Literacy Essential Instructional Practices**

The Academy also implements the General Education Leadership Network (“GELN”) Essential Instructional Practices. The purpose of the Essential practices is to increase capacity to improve children’s literacy proficiency outcomes by identifying a small set of research-supported instructional practices for daily use in the classroom.

- **Grades K-3** will use the *Essential Instructional Practices in Early Literacy*
- **Grades 4-5** will use the *Essential Instructional Practices in Literacy*
- **Grades 6-12** will use the *Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom* (which covers reading and writing in all core subjects-ELA, math, science, and social studies)

### **Social Studies**

#### **MAISA Units, K-4**

The Academy implements the Michigan Citizenship Collaborative Curriculum (“MC3”) to provide real world experiences while teaching about our communities, our country and our world. The social studies curriculum includes journaling, role playing, literature references, mapping and graphing, oral and written presentations, developing critical thinking skills, inferring, drawing conclusions, predicting, and incorporating writing processes. The program uses multiple intelligences to address varying student learning styles. MC3 builds a strong knowledge of economic principles so students understand the impact of economic forces internationally and in the students’ own home and community. Social studies instruction is driven by the MAS and utilizes a variety of assessments including, but not limited to, teacher generated tests, authentic assessments and the annual state assessment.

#### **MyWorld Interactive & American History, 5-8**

The Academy implements MyWorld History, a comprehensive middle grades social studies program designed to engage and meet the needs of all students. It allows students to travel across the globe and through time with big ideas that give context and meaning to discrete facts and skills.

Students partake in innovative online resources and project-based activities to actively experience the world as it was then and is today.

## **Science**

The Academy's Science curriculum is fully aligned to the MAS and promotes three-dimensional ("3D") learning. 3D learning refers to the intentional integration of three distinct dimensions: Scientific and Engineering Practices ("SEPs"), Disciplinary Core Ideas ("DCIs"), and Crosscutting Concepts ("CCCs"). Using this approach, the MAS emphasize that science is not just a series of isolated facts. This awareness enables students to view science more as an interrelated world of inquiry and phenomena rather than a static set of science disciplines. This fundamental shift in science education requires a different approach to teaching science than in the past; teachers are now using a range of strategies to engage students and create opportunities to demonstrate students' thinking and learning.

### **K-5**

The Academy implements science programs that are hands-on, leading students in the doing of science and engineering. Lessons are NGSS-aligned and support MAS. Through a combination of video lessons, literature and other supplements students are presented with a scientific mystery and set up with clues. Questioning promotes thinking and discussion around the topic and leads to a hands-on activity designed to create an ah-ha moment, allowing students to solve the scientific mystery.

### **6-8**

Amplify Science, a top-rated program via Ed Reports, is used in grades 6-8. Amplify Science blends hands-on investigations, literacy-rich activities and interactive digital tools to empower students to think, read, write and defend like real scientist and engineers.

## **Educational Development Plans ("EDP")**

P.A. 141 of 2007 requires districts to provide students an opportunity to develop an EDP. At the Academy, an EDP is developed in the seventh grade with the students' homeroom teacher. Once completed, the middle school homeroom teachers ensure maintenance and ongoing updates of the plan. The EDP contains personal information, student's grade level, student identified career goals, assessment results, (academic and career) educational/training goals, a plan of action that identifies a broad career pathway, course selections for high school that support student's goals/interests, information on options to meet the state graduation requirements (including postsecondary enrollment options), long-term goals and planning to support postsecondary/post-school options.

## HIGH SCHOOL GRADUATION REQUIREMENTS

The Academy's graduation requirements are listed below.

<b>Graduation Requirements</b>			
<b>SUBJECT</b>	<b>Credits per Year</b>	<b>Minimum Years Required</b>	<b>Minimum Content/Level Required</b>
English	1	4	All 4 Years Course of Study
Mathematics	1	4	Algebra II
World Language	1	2	2 Years Course of Study
Science	1	3	1 Biology & 1 Physical Science
History Social Science	1	3	U.S. History World History American Government (.5) Economics (.5)
Visual Performing Applied Arts	1	1	
Physical Education Health	1	1	PE (.5) Health (.5)
Computer Studies	0.5	2	1-year Online Learning Experience 1-year Computer Lab Application
Additional Credit	5.0	1	Electives, Job Shadowing, Grade 12 non required classes & Genesee Career Institute
Total # of Credits Required for Graduation	25	The minimum number of credits required for Graduation is 25. Students may earn more credits. By taking only the above minimum requirements, students will only reach 24.8 credits. Additional credits will be required in any of the above subject matter to earn the minimum total number of credits required for graduation.	

**Notes:** Total number of credits required for Graduation: **Minimum of 25 Credits**. A student is able to achieve more than 25 credits. A student **MUST** complete and **PASS** a course before any credit is earned. There will be **NO** partial credit given.

### Health and Physical Education

The science, health and physical education department at the Academy is based upon the premise that investigation, exploration and experience are essential for understanding the environment and ourselves.

Instructional materials are cross-curricular, evidence-based and teacher generated to ensure learning opportunities for all students. Learning outcomes are achieved through hands-on activities and technologically driven instruction. All lessons align with the MAS and use both summative and formative assessments through performance evaluations, student assignments, projects and teacher observations.

K-8 physical education instruction focuses on activities that develop fundamental motor skills and health practices. This is accomplished through aerobic activity, drill and practice. Emphasis is placed on the importance of nutrition (including eating habits), exercise, skill practice and overall physical and mental health. Basic skills necessary for participation in sports, creative movement and games are introduced early. The curriculum moves toward highly structured and competitive activities that emphasize important character traits such as team building.

Developing safe and healthy relationships begins in kindergarten and progresses until students graduate from the Academy. Students learn personal safety skills. Fifth graders learn about their changing bodies. At the middle school level, a human sexuality program is implemented that focuses on developing positive and appropriate relationships. This program is abstinence-based and consists of many activities that deal with making good choices and reacting appropriately in social situations.

The Academy has competitive level sports teams in grades 6-12. Additionally, the Academy partners with Crim to provide additional physical and enrichment clubs and activities after school and on weekends which are open to all ages.

### **Fine Arts**

The Academy's fine arts program is a very important part of the Academy's overall curriculum. The fine arts program provides general music education, visual art program, and music and art electives are offered to the students in high school. The Academy's fine arts program reflects the many different musical periods, styles and cultures. Students are exposed to the complex role of fine arts in history. The evaluation and analysis of music, art, and dance assist students in developing higher order thinking skills by making crucial judgments and informed decisions.

Through the fine arts program, students develop intellect, an understanding of the culture and creative nature of musical, visual and kinesthetic artistry, and make connections between the arts, technology, and other aspects of social life. Using creative performance, students apply the expressive technical skills of music and develop critical thinking skills to explore multiple forms of problem solving. The fine arts staff appreciates the need for various avenues of instruction. By the very nature of the arts, students are given the opportunity to learn by multiple presentations. The Academy strives to foster a successful and enjoyable experience for each and every student.

### **Technology**

The Academy is a one-to-one campus where each student has access to a mobile device. The Academy's technology curriculum focuses on skills to enrich student learning and provide cross curricular opportunities. Various skills are taught such as proper device etiquette, internet safety awareness, digital literacy, keyboarding and program usage. Students are also provided with the opportunity to use online resources, applications and web-based programs. Student accounts are provided for each student and students are taught how to use the accounts to support and enhance curricular learning.

## **CURRICULUM ALIGNMENT AND REVIEW**

Curriculum is monitored and adjusted in weekly grade level meetings and PLC meetings. During these times, assessment data is reviewed, and the horizontal and vertical alignment of the



curriculum is evaluated and revised as needed to accommodate the whole class and individual needs. Administration works closely with instructional and literacy coaches as well as Deans of Academics to monitor curriculum alignment and instructional delivery.

## **CURRICULUM FLEXIBILITY**

### **Academically Advanced Program**

The Academy is dedicated to providing academically advanced students with a challenging and optimized school experience in order to meet their full potential, just as any other student. The Academically Advanced Program provides acceleration of instruction in core mathematics and literacy study; curriculum which moves beyond basic fact, understanding and skills to complex learning experiences that involve multiple ideas, uncertainties and abstractions which causes students to modify, combine and extend learning; opportunities for appropriate pacing; moving more rapidly when understanding comes quickly or at a slower, more appropriate pace to allow for a depth or breadth of investigation; opportunities for in-depth learning and open-ended tasks that respond to the student's curiosity and passions; and guidance in self-assessing one's work.

The Academy is participating in the Genesee Career Institute ("GCI") to provide instruction and experiential learning in many career areas that help prepare our students for immediate entry into the workforce upon completion of high school and the GCI program.

### **Supplemental Educational Services**

The Academy's educational program continues to provide services to low-performing students in all core academic areas. Many at-risk, disadvantaged and minority students are currently residing in the city of Flint, and the Academy currently enrolls close to 90% African American students, with nearly 90% identified as low income. A variety of strategies are used to ensure the needs of various special student populations served by the Academy are met. Some of these are tutoring, student mentoring, Multi-Tier System of Supports ("MTSS"), development of critical thinking skills, before or after school programs or services, and Summer Academy.

### **Expanded Learning**

The Academy's afterschool and enrichment opportunities provide barrier free, no cost programs to further youth development in academic, leadership and social emotional areas for all grade levels.

### **Dual Enrollment**

Dual enrollment permits an eligible high school student to take a college class while still enrolled in high school. The college class may be taken for college credit, and it does not apply to the Academy's GPA. The law that governs the dual enrollment program provides that a portion of the cost may be paid for by the school district. It does not cover fees for books, transportation, parking costs or activity fees.

### **Credit Recovery**

Opportunities for credit recovery are provided on an as-needed basis. Sometimes a student may recover credit during the school year and other times a student may need to take credit recovery during the summer.

## **Special Education**

When making educational placement decisions for students with disabilities, the Academy will ensure that parents are contributing members of the Individualized Educational Program (“IEP”) team and together the team will make decisions that are subject to requirements regarding provision of the least restrictive environment. When determining how services will be delivered to students with disabilities, the Academy will follow all Special Education Rules as issued by the Michigan Department of Education. If a child with a current IEP enrolls in the Academy, the Academy will implement the existing IEP to the extent possible or will provide an interim IEP agreed upon by parents until a new IEP can be developed. IEPs will be developed, revised and implemented in accordance with the Individuals with Disabilities Education Improvement Act (“IDEIA”) and state law and regulations.

The Academy will fully comply with federal laws and regulations governing children with disabilities as follows:

1. The Academy is responsible for providing a free, appropriate public education to children with disabilities enrolled in the Academy that have been determined through an IEP to require Special Education programs and services.
2. The Academy will ensure that children who are suspected of having disabilities are properly evaluated by a multidisciplinary team, as defined in the Michigan Special Education Rules, and that children who have already been identified are re-evaluated by the multidisciplinary team at least every three years.
3. When a multidisciplinary team determines that a special education student requires Special Education programs and services, the Academy will ensure that the IEP is fully implemented in accordance with IDEIA and reviewed on an annual basis or more frequently as determined by the IEP team.

## **Providing Services to Students with Exceptionalities and Special Needs**

The Academy’s philosophy concerning students with special needs is that all children can learn, and if children are placed in the appropriate level within a program, they will have a higher possibility of thriving. The Academy employs qualified Special Education staff to accommodate those students with diagnosed learning disabilities and Section 504 accommodations. A continuum of services including inclusion and pullout services are provided as needed. Students with special needs are evaluated and placed at the appropriate skill level and age range.

The Academy provides instruction, equipment, supplementary aids and services of outside specialists as specified in the IEP. Students with disabilities are integrated into the classroom as much as is feasible, embracing the principles of “least restrictive environment” and “free appropriate public education.” Students will be expected to master the general curriculum to the maximum extent possible with the use of supplementary aids and other services as outlined in the student’s IEP.

## **Recruiting and Retaining Special Student Populations**

The Academy is a welcoming place of learning, staffed by professionals who care about children and the quality of education they receive. All marketing and outreach materials clearly state that the Academy does not discriminate in any fashion. As a welcoming school for all children, the Academy provides the services necessary for academic success of all students.

### **Serving Limited English Proficiency (“LEP”) Students**

The Academy provides all state and federally mandated services to LEP Students through a collaboration with GISD to identify and provide instruction to students who may be eligible for English as a Second Language (“ESL”) Services under the Title III of the Elementary and Secondary Education Act. Home language surveys are collected from all enrolled families to identify students who may have LEP. The survey is used as an initial tool to screen students that may be eligible for instructional support. Instructional support services and annual assessments are coordinated with GISD.

State-approved procedures for identifying students with LEP who may need support services are used in order to help students not only master core curriculum, but also, per the Academy’s mission, to achieve the higher academic standards essential for post-secondary study.

### **Plan for Ensuring Success for Homeless Students**

The Academy provides a free and appropriate public education to any “homeless child or youth” within the Academy’s jurisdiction, and subject to the enrollment policy. Any homeless child or youth will be enrolled even if the child lacks records normally required for enrollment (i.e. previous academic records, medical records, proof of residency). The necessary enrollment documentation will be requested after the student is enrolled. The Academy may require parents or guardians to submit contact information. Additional training and services are provided by the GISD in order to appropriately serve eligible students.

A homeless liaison is assigned to coordinate services and assist unaccompanied youths (defined as a youth not in the physical custody of a parent or guardian) to ensure there are no barriers to the enrollment, attending classes, and participation in school activities for homeless children and youth.

### **Online Delivery**

The Academy offers virtual opportunities for its students. The options follow:

- EdMentum courses for students in grades 9-12 for credit recovery purposes and in the event the Academy has a shortage of certified teachers in high school contact areas, such as science.
- Gen Net Virtual courses is hosted through Canvas, and the Academy partners with the GISD for students in grades 6-12 who want a 100% virtual, online experience offered at the Academy. Courses can be taught by a teacher at the Academy or the Academy can rely completely on the provider via the Gen Net Virtual offerings.

### **Summer Academy**

The Academy provides a robust summer enrichment and credit recovery in cases qualified according to:

- Every Student Succeeds Act (“ESSA”) requirement, or whatever current federal or state guidelines are in place
- Promotion and Retention Policies
- Extended School Year (“ESY”) services to students with special needs
- School practices that help at-risk students meet high standards

## Honors

Students in high school are encouraged to extend and exemplify learning through the Academy Honors classes that are offered annually. The Academy's Honors classes allow students to integrate and investigate more deeply in areas which the students have an interest. Students who choose to do the Honors Program are engaging in studies run much like college-level independent studies. Students must demonstrate self-direction and independence as well as intellectual curiosity and methodology. Successful completion of the Honors class allows students to earn additional GPA points.

## MTSS: Academic Intervention Support

The Academy's educational program allows for adaptation and modification to meet the needs of all learners. Instructional planning is focused on ensuring student success. The result is a curriculum that enables students to derive meaning from all educational experiences. Active student engagement is a key feature of student success. There is an expectation that all teachers design lessons and assessments that engage students.

The Academy's core curriculum:

1. is available to all children;
2. is preventative and proactive; and
3. includes, but is not limited to
  - differentiated instruction through adaptation
  - use of diagnostic assessments to guide instruction
  - small, flexible groups
  - scaffolded curriculum
  - data driven decisions and progress monitoring

The Academy subscribes to a three "tiered" Intervention structure as listed below:

*Tier I* is general classroom instruction that includes ALL students. Teachers use differentiated instruction to meet student needs as much as possible. Frequent formative assessments determine the extent to which content is learned prior to summative assessments. Summative assessments in the form of unit tests, papers, projects, presentations and demonstrations indicate mastery of content. Teachers reteach and reassess as necessary.



## Intervention Strategies

**Tier II (Targeted)** interventions include, but are not limited to:

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
1	Smaller grouping of students (may include individual student)	Additional 30 minutes of instruction 2-3 times per week. Instruction should be specific to the needs of those students. Extra guided reading groups Needs-based groups Groups of 1:1 or up to 3 students for the most intensive students. No more than 5 for strategic support.
2	Instruction highly focused on specific skills and/or learning strategies	Explicit instruction Teach common misconceptions before errors occur Additional 30 minutes of instruction
3	Frequent monitoring and assessment of progress and social development	Bi-weekly progress monitoring Adjust instruction accordingly
4	Matching of specific strategy to specific skill need and changing as needed	Data meetings to determine targeted intervention. On-going review of progress Adapt ways of presenting task to address a variety of learning modalities.
5	Repetition	Copy material or write it again. Rehearse things mentally or aloud. Repeat information to be recalled. Recite steps in a procedure, facts, lists, labels, or rules. Explicitly model strategies <i>multiple</i> times for struggling readers. Repeat directions frequently and always model directions and outcomes explicitly with struggling students.
6	“Chunking” of information /time into smaller segments	Break instructional duration into smaller chunks of time. Break instructional content into smaller chunks.
7	Providing more (or less) time	Adjust the length of time for instruction, assignments, assessments, and projects according to student need
8	Use of technology	Smart Board, calculators, computer, student response clickers, videos, Website, Netbooks, document camera, digital licenses

## Intervention Strategies

**Tier 3 (Intensive)** interventions include all of Tier I and Tier II PLUS:

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
1	Smaller teacher-student ratio and one-to-one instruction	Tutor Title I pull-out/push-in

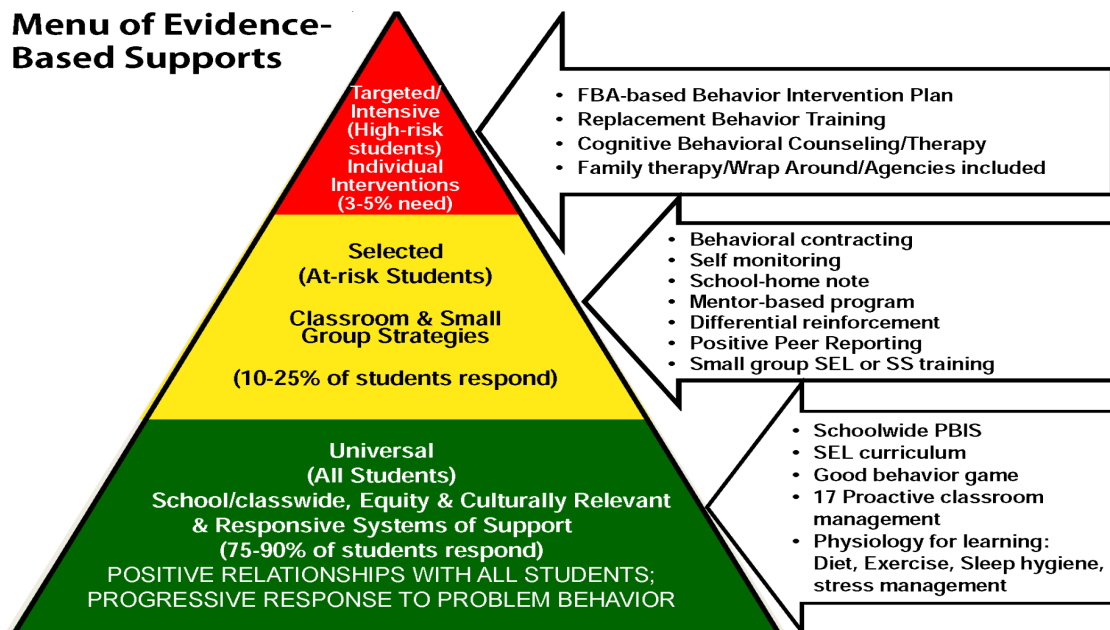
		Resource teacher Guided reading groups Needs-based groups Interventionists
2	More Intensive supplemental interventions	Supplemental resources Highly explicit instruction Individualized intervention Increase in duration and intensity
3	Longer duration of instruction	Adjusting pacing calendar to include more reteaching of key concepts/skills
4	Detailed attention to the social environment	Minimize distractions in environment: -close shades -close door -move seat -clear desk -put pencils away -put tennis balls on legs of chairs/desk -provide study corral -headphones
5	More frequent progress monitoring	Daily/weekly data points; daily progress-monitoring checks to monitor learning and adjust instruction accordingly

**MTSS: Positive Behavior Interventions and Support (“PBIS”)**

The Academy also implements a multi-tiered system of support for positive behavior support. The continuum of services includes positive support at all three levels: Tier I, Tier II and Tier III. As defined by Michigan Integrated Behavior and Learning Systems Initiative, PBIS is, “a systems approach for establishing the social culture and behavioral supports needed for schools to be effective learning environments for all students.”

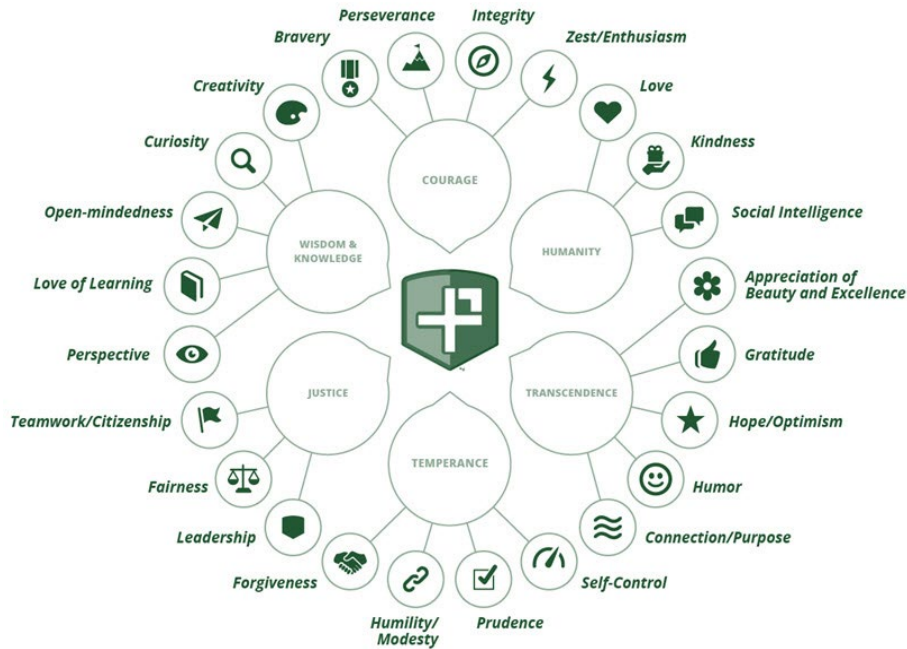
**Tier 1** – The goal of Tier 1 behavioral interventions is to support and encourage all students knowing that at this level at least 85% of the student population will meet or exceed the behavioral expectations set forth by the Academy.

## Menu of Evidence-Based Supports



- **S.O.A.R. (Safe, On-Task, Accountable, and Respectful)** – The Academy has developed an integrated school-wide behavior expectation for students in kindergarten – twelfth grade. These expectations include lesson plans for explicitly teaching the expectations, an updated yearly schedule for teaching the expectations school-wide, posters throughout the building and a reward system to acknowledge students following these expectations.
- **Restorative Practices** - An opportunity to promote inclusiveness, relationship building and problem-solving in the school community. It also includes Circles which are used proactively to build community and relationships or support teaching and learning. Circles will also be used reactively or responsively to address harm or to dialogue challenges or issues as they arise.
- **Social Emotional Learning (“SEL”)** -- SEL is a daily component of teaching at the Academy. Emotions and social relationships affect learning. Positive relationships, including trust in the teacher, and positive emotions—such as interest and excitement—open up the mind to learning. Additionally, to the teaching of SEL competencies, morning meetings are done to resolve problems, establish goals, learn new skills, or participate in a community-building activity.

- **Positivity Project** – The Academy has adopted the Positivity Project to create citizens and leaders who will enhance our communities and country by focusing on twenty-four (24) character strengths and positive relationships. The project helps provide students with the foundation of self-confidence grounded in self-awareness. It also helps students to understand why everyone is different and how to appreciate those differences. This is accomplished with supportive coaching through implementation and beyond. Each class has 15-minute daily lessons with homeroom teachers which encompasses the character strengths listed below:



**Tier II** – The goal of Tier II behavior interventions is to support and encourage 15% of the student population who are at risk, but not engaging in severe behavioral problems. The Dean of Students, with input from support staff and parents, uses behavioral data to determine which students participate in Tier II interventions and which interventions would meet the needs of the student.

**Tier III** – The goal of the Tier III behavior interventions is to support and encourage the 5% of the student population at the Academy that may engage in severe forms of high-risk behaviors and therefore require more intensive and individualized behavioral interventions. The Dean of Students or School Social Workers facilitates a formalized Functional Behavior Assessment resulting in an Individualized Behavioral Intervention Plan.

**Specifically Designed Instruction Behavior Strategies:**

	<b>Strategy</b>	<b>Suggestions for How to Use the Strategy</b>
<b>1</b>	Reward System	Phoenix Tokens Student input on rewards through discussion Phoenix School Store Items



2	Explicit Feedback on appropriate and inappropriate behavior	Students help to develop rules/logical consequences Weekly SOAR lessons Routines posted in classrooms and reviewed as necessary Restorative Practices Circles Check-in/Check-out Self-monitoring Model & provide examples
3	Tangible and intangible incentives/rewards	Positive postcard or phone call home Earned privileges Phoenix Store Rewards Positive Home Visits
4	Time away from task	Brain Breaks

### Assessments Utilized at the Academy

The Academy utilizes a variety of assessments, including both formative and summative assessments, to monitor student academic and non-academic progress. The Academy monitors a detailed breakdown of academic and non-academic goals and objectives, as well as the tools used to measure progress made toward achieving those goals and objectives. The Academy's assessment information not only serves to hold the school accountable to The Center for Charter Schools at Central Michigan University and the Academy's Board of Directors, but it also provides the administrative team with valuable information for continuous improvement. The Academy Board embraces the importance of a rigorous system of accountability for results.

### Formative and Summative assessments may include:

- Projects
- Assignments
- Portfolios
- Papers
- Presentations
- Labs
- Unit tests
- Performance based assessments
- Selective response assessments
- Participation
- Attendance
- Homework and Practice

### Norm-Referenced and Standardized Tests

National norm-referenced and standardized tests are administered each fall to all students, starting in kindergarten as required by either MDE and/or The Center for Charter Schools. The results on these tests provide the Academy a benchmark for student academic standing relative to peers within the Academy, in the district, state and across the country.

### **External Exams: Advanced Placement® (“AP”)**

Courses in the AP Program are college level studies. As such, the homework requirements for these courses exceed those of non-AP courses. Students who register for these classes are encouraged to take the AP examination in May. The scores are used as a measurement for placement in college courses with the possibility of receiving college credit. There is an examination fee.

### **College Entrance Exams**

The Academy requires PSAT™ 8/9 for all eighth and ninth-grade students. And all tenth-grade students take the PSAT 10. The Academy encourages eleventh grade students to take the PSAT MSNQT in October. All eleventh-grade students automatically take the SAT® in the Spring as part of the Michigan Merit Examination.

### **Program Evaluation**

The instructional staff, students and administrators collaboratively reflect on the educational program and evaluate its effectiveness annually. Students are given the opportunity to reflect on instructional strategies, teacher delivery and resources through end of the year surveys. Parents are also asked to participate in Academy-wide curriculum surveys. Staff provide input on the effectiveness of programs and school climate, and offer suggestions. Additionally, formative and summative data is utilized to determine effectiveness or needed enhancements throughout the school year.

The Academy uses a systematic approach to ensuring that the implementation, delivery and support of the educational program is effective.

At the classroom level, the Academy utilizes The Marzano Teacher Evaluation Model. This model is designed using thousands of conducted studies. It does not require a new set of skills or strategies; instead, it is aligned to the professional teaching standards established in the Michigan Public Act 173.

At the Administrative level, the Academy Board utilizes the Indicators of Excellence Evaluation tool to evaluate the Academy Administrator. The Indicator of Excellence Evaluation tool uses research and theory by identifying areas of evaluation that reflect key outcomes using value added measures and by evaluating the efforts or inputs of the school leader to positively influence said outcomes.

In conjunction with the requirements of the Michigan Department of Education, the Academy completes an annual comprehensive needs assessment utilizing the Michigan Integrated Continuous Improvement Process (“MICIP”). This process includes accumulating and analyzing demographic, program and process data, perception data, academic student achievement data and other factors impacting student achievement. Information derived from these sources help the Leadership Team and stakeholders understand strengths, gaps and needs at the Academy.

Utilizing the comprehensive needs assessment information, the Leadership Team develops a comprehensive School Improvement Plan. The School Improvement Plan identifies district-wide goals in curricular area, and strategies and activities to focus on throughout the school year. The team annually reviews and shares information with the community and the Academy Board. The Academy also uses *Correlates of Effective Schools* to evaluate success. The seven correlates

overlap with the philosophies of the Academy and influence the practical running of the school. The correlates that are evaluated, and the data that is collected through collaborative planning, teacher evaluation and mentoring, and through surveys are:

- **Clear and Focused Mission**

How often is the mission referenced when making decisions about initiatives, policy, curriculum, and instruction?

- **High Expectations**

*Perception Surveys:* Do teachers believe they have the skills and knowledge necessary to ensure that nearly all students in the classes master the curriculum?

*Self-Reporting:* Were there students whose progress fell below expectations? What was the response? Were there students whose expectations exceeded expectations—how were the student and the student’s family informed? Based on your knowledge thus far, are there students who are not likely to master the curriculum?

- **Instructional Leadership**

*Perception Surveys:* Do teachers feel that efforts to maintain the disciplinary climate of the Academy are reinforced by the principal? Do teachers see the principal or curriculum leader as a resource for solving instructional problems?

*Self-Reporting:* How many classroom observations longer than 10-minutes were conducted weekly/monthly? How much time did leadership spend examining student data? How many students were met with because of classroom disruptions?

- **Frequent Monitoring of Student Success**

*Self-Reporting:* Teachers use assessment data to give feedback and inform instruction. Analysis and discussion of assessment content and form are part of regular curricular reviews in collaborative planning.

- **Opportunity to Learn/Time on Task**

*Perception Surveys:* Is allocated time flexible enough to meet the needs of teachers and students? Is enhanced instruction regularly provided for low-achieving students?

*Self-Reporting:* What percent of students were performing at or above grade-level at the beginning of the year? How do teachers account for lack of background knowledge that may prevent access to learning?

- **Safe and Orderly Environment**

*Perception Surveys:* Do teachers at the Academy genuinely care about students? Are students treated fairly and consistently? Is the Academy clean and a source of pride to all? Is discipline a problem at the Academy?

- **Home School Relationships**

*Perception Surveys:* Do parents feel they have numerous opportunities to interact with the Academy? Are parents adequately notified about events, conferences, and other opportunities in the Academy? Do parents have opportunities to work with the Academy to select and evaluate school activities?

*Self-Reporting:* How many parent complaints have occurred weekly/monthly? How many parent contacts were made by teachers or by administration?

International Academy of Flint

Contract Amendment No. 6

# Tab 3

## CURRICULUM

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.4, the Academy shall implement, deliver, and support the curriculum identified in this schedule.

The Academy has adopted Michigan Association of Intermediate School Administrators (“MAISA”) English language arts (“ELA”) for grades K-8 and My Perspectives™ ELA for grades 9-12; Eureka Math for grades K-12; Mystery Science for grades K-5, Amplify Science for grades 6-8, and Academy written curriculum for grades 9-12; MAISA MC3 social studies for grades K-4, and Academy written curriculum for grades 5-12 social studies; the High School Financial Planning Program (“HSFPP”) Financial Literacy; Michigan Model for Health™; Edmentum™ PLATO® Learning; and Academy written curriculum. The curriculum for all core subjects has been received, reviewed and approved by the Center.

- MAISA ELA <https://www.oaklandschoolsliteracy.org/resources/>
- myPerspectives <https://www.savvas.com/index.cfm>
- Eureka Math <https://greatminds.org/math>
- Mystery Science <https://mysteryscience.com/>
- Amplify Science <https://amplify.com/programs/amplify-science/>
- MAISA MC3 <https://oaklandk12-public.rubiconatlas.org/Atlas/Browse/>
- HSFPP <https://www.nefe.org/initiatives/hsfpp.aspx>
- Edmentum/PLATO <https://www.edmentum.com/>
- MI Model for Health <https://www.michiganmodelforhealth.org/>

### **Elementary**

The following subjects/courses are offered at the Academy.

Course	K	1	2	3	4	5	6	7	8
English Language Arts	X	X	X	X	X	X	X	X	X
Mathematics	X	X	X	X	X	X	X	X	X
Science	X	X	X	X	X	X	X	X	X
Social Studies	X	X	X	X	X	X	X		
World History								X	
American History									X
Health	X	X	X	X	X	X	X	X	X
Physical Education	X	X	X	X	X	X	X	X	X

**Secondary**

The following subjects/courses are offered at the Academy\*.

Course Name	Grade**	Course Name	Grade**
English ( <i>minimum 4</i> )		World Language ( <i>minimum 2</i> )	
English 9	9	Spanish Level 1	Any
English 10	10	Spanish Level 2	Any
American Literature	11		
British / World Literature	12		
English Honors	9-11		
AP Literature & Composition	12		
Mathematics ( <i>minimum 4</i> )		Visual, Performing & Applied Arts ( <i>minimum 1</i> )	
Pre-Algebra I	9	Art	Any
Algebra I	9,10	Music	Any
Geometry	10,11		
Algebra II	11,12		
Pre-Calculus	12		
Science ( <i>minimum 3</i> )		Other	
Biology	9-10	Journalism	11, 12
Physics I	10	Financial Literacy	11, 12
Physics II	11	Computers	Any
Social Studies ( <i>minimum 3</i> )		Virtual Courses***	
American History 2/Geography	9	Earth and Space Science	10-12
World History & Geography	10	Equity Lab	11, 12
US Government (Civics)/ Economics	11, 12	Gen Net Online Learning	6-12
US History & Geography	12	Gen Net Virtual	6-12
AP US Government (Civics)	11, 12	Ed Mentum	9-12
Physical Education & Health ( <i>minimum .5 each</i> )		Off Campus Courses	
Physical Education	Any	Genesee Career Institute	9-12
Health (MI Model)	Any		

\* The Academy updates course offerings each school year based on the needs and interests of students as well as teacher certification. As a result some courses are rotated and are not offered each year. All core subjects are taught every year and high school students are required to meet the requirements of the Michigan Merit Curriculum.

\*\*If students are not required to take a course at a specific grade level, “any” is used for the grade indication.

\*\*\*Virtual Courses are defined as any course(s) that are delivered using the internet.

AMENDMENT NO. 7

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 7

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

- 1.) Amend Schedule 5: Description of Staff Responsibilities, by replacing the materials contained therein with the materials attached as Tab 1.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees, and shall have an effective date of July 1, 2021.



Dated: 09/29/2022

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board



Dated: 9-19-2022

By: \_\_\_\_\_  
International Academy of Flint  
Designee of the Academy Board



International Academy of Flint

Contract Amendment No. 7

# Tab 1

## DESCRIPTION OF STAFF RESPONSIBILITIES

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article III, Section 3.6., the Academy is authorized to employ or contract for personnel according to the position information outlined in this schedule. Before entering into an agreement with an Educational Service Provider, as defined in the Terms and Conditions of this Contract, to provide comprehensive educational, administrative, management or instructional services or staff to the Academy, the Academy Board must first comply with the Educational Service Provider Policies adopted by the Center.

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Performance Evaluation System .....	5-1
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Non-Instructional Staff .....	5-2
Educational Service Provider Agreement .....	5-3

**Qualifications.** The Academy shall comply with all Applicable Law regarding requirements affecting personnel employed by or assigned to the Academy including (but not limited to): qualifications, evaluation systems, criminal background checks and unprofessional conduct disclosures. All administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. Except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule.

**Administrator and Teacher Evaluation Systems.** The Academy Board shall adopt and implement for all teachers and school administrators a rigorous, transparent, and fair performance evaluation system that complies with the Code. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider adopts a performance evaluation system that complies with MCL 380.1249.

**Performance Evaluation System.** During the term of this Contract, the Academy shall not assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code. If the Academy is unable to comply with this provision of the Code and plans to assign a pupil to be taught in the same subject area for 2 consecutive years by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations per the Code, the Academy Board shall notify the pupil's parent or legal guardian that the pupil has been assigned to be taught in the same subject area for a second consecutive year by a teacher who has been rated as ineffective on his or her 2 most recent annual year-end evaluations. The notification shall be in writing, shall be delivered to the parent or legal guardian not later than July 15<sup>th</sup> immediately preceding the beginning of the school year for which the pupil is assigned to the teacher, and shall include an explanation of why the pupil is assigned to the teacher. MCL 380.1249a.

**Teacher and Administrator Job Performance Criteria.** The Academy Board shall implement and maintain a method of compensation for its teachers and school administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation. The assessment of job performance shall incorporate a rigorous, transparent, and fair evaluation system that evaluates a teacher's or school administrator's performance at least in part based upon data on student growth as measured by assessments and other objective criteria. If the Academy enters into an agreement with an Educational Service Provider, then the Academy Board shall ensure that the Educational Service Provider complies with this section. MCL 380.1250.

### **Reporting Structure**

All positions are employed by CSP Management, Inc, a Michigan corporation d/b/a Partner Solutions for Schools, and are outlined in the Educational Service Provider Agreement included in this Schedule.

### **Position Responsibilities**

Following are the categories into which Academy staff fall. Descriptions for all positions employed by or assigned to the Academy are available at the Academy.

### **School Administrator(s)**

As stated above, all administrators or other person whose primary responsibility is administering instructional programs or as a chief business official shall meet the certification and continuing education requirements as described in MCL 380.1246. In addition to the position titles identified in MCL 380.1246, the Michigan Department of Education ("MDE") will deem an administrator working

at a district or school level to be “administering instructional programs” if the person’s position description or day-to-day duties include any or all of the following elements \*:

1. Responsibility for curriculum. This includes final or executive decisions which directly impact what should be taught to students and how it should be delivered, as well as what learning outcomes are expected, often following a philosophy of research, best practices, and continuous improvement providing equitable access to all students.
2. Responsibility for overseeing district or school improvement plan design or implementation. This includes a vision and a method for execution of plans regarding incorporating student assessment, using student performance and school safety data to drive decision-making, the use of information technology to support improvement, professional development, and overall student achievement.
3. Oversight of instructional policies. This includes the creation, modification, and recommendation of final policy regarding any aspect of how teachers implement, deliver, and support curriculum. Whether or not making specific financial decisions in support of these policies is part of the oversight role, this person still has final decision-making responsibility for instruction.
4. Executive-level reporting on academic progress to a governing authority. This includes providing updates, documentation, data, or presentations in an official or executive capacity to a governing body regarding progress on student learning goals—whether or not these reports are tied to expenditures related to the successful delivery of the instruction.
5. Supervision and evaluation of direct reports responsible for instruction. This includes providing executive leadership for employees who report to the individual, and providing direction to establish work priorities and decision-making. This involves evaluation of educator efficacy as well as general work performance of staff.

(\*This statement and numbered items that follow it were taken directly from the February 23, 2017, Memorandum issued by the MDE.)

### **Instructional Staff**

As stated above, except as otherwise provided by law, the Academy shall use certificated teachers according to state board rule. Individuals that are considered instructional staff are responsible for implementing the Academy’s curriculum, developing assessments and monitoring student progress. Instructional staff whose main responsibility is working with students with disabilities must modify instructional techniques in order to enhance learning for all students.

### **Non-Instructional Staff**

The staff that fall into this category are not required to hold an administrator certificate or a teaching certificate. The individuals in this category support the Academy’s pursuit of its mission, vision, and educational goals.

## CLIENT SERVICES AGREEMENT

This Client Services Agreement (the "Agreement") is effective July 1, 2021.

**BETWEEN:** CSP MANAGEMENT INC., a Michigan corporation d/b/a **PARTNER SOLUTIONS FOR SCHOOLS**, ("Partner Solutions").

**AND:** **INTERNATIONAL ACADEMY OF FLINT**, a Michigan public school academy (the "Academy") organized under Part 6(A) of the Revised School Code (the "Code"), as amended, being MCL §380.501 to §380.507.

### RECITALS

The Academy has been issued a contract (the "Contract") by **CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES** (the "Authorizer") to organize and to operate as a public school academy.

The Code permits a public school academy to contract with entities for certain services of the public school academy.

Partner Solutions offers to public school academies back office human resource services including but not limited to, staff placement, payroll, benefits and related administrative services (the "Services").

The Academy has entered or will enter into an agreement with Concise Consulting ("CC") for the management of Academy business operations ("Management Agreement").

The Academy desires to engage Partner Solutions to provide the Services based on the terms and conditions set forth in this Agreement.

For good and valuable consideration, the receipt and legal sufficiency of which are hereby expressly acknowledged, the parties hereto agree as follows:

#### 1. RELATIONSHIP OF THE PARTIES

- A. Relationship of the Parties. Partner Solutions is not a division, subsidiary or any part of the Academy. The Academy is a corporate and governmental entity authorized under the Code. The Academy is not a division or any part of Partner Solutions. The relationship between the parties hereto was developed and entered into through arms-length negotiation and is based solely on the terms of this Agreement. Partner Solutions (its officers, directors, employees, and designated agents) shall be regarded at all times as performing services as independent contractors for the Academy.
- B. Educational Program. The School Leader shall administer the Educational Program of the Academy. The Board retains the responsibility for determining the fiscal and academic policies that will govern the operation of the Academy. The School Leader is responsible for the development and implementation of all curriculum and educational programming for the Academy (the "Educational Program"). The Board is responsible for monitoring academic outcomes and shall notify PS of any dissatisfaction with these outcomes.
- C. The Board. Academy's Board of Directors (the "Board") is the governing body with oversight responsibilities over the Academy. The parties acknowledge that throughout this Agreement the term "Board" and the term "Academy" are sometimes used interchangeably in some sections for the sole purpose of readability based on the nature and subject-matter of the article/section. This Agreement is executed by a duly authorized member of the Board (on behalf of the Academy), and by so executing this Agreement the Board acknowledges and accepts all obligations and responsibilities related to the Board as set forth in this Agreement.
- D. Confidentiality. During the Term of this Agreement, and only to the extent permitted by law, the Academy may disclose or provide access to confidential data and information to Partner Solutions and its respective officers, directors, employees, staff assigned to the Academy ("Worksite Staff") and designated agents. Partner Solutions

and its related entities may access confidential data and information, to the extent permitted by Academy Board Policies and applicable law, including without limitation, the Family Educational Rights and Privacy Act ("FERPA"), 20 USC §1232g, 34 CFR Part 99; Section 1136 of the Michigan Revised School Code, MCL 380.1136; the Individual with Disabilities Education Act ("IDEA"), 20 USC §1401 *et seq.*, 34 CFR 300.610 -300.626; Section 504 of the Rehabilitation Act of 1973, 29 USC §794a, 34 CFR 104.36; the Michigan Mandatory Special Education Act, MCL 380.1701 *et seq.*; the American with Disabilities Act, 42 USC §12101 *et seq.*; the Health Insurance Portability and Accountability Act ("HIPAA"), 42 USC 1320d - 13200d-8; 45 CFR 160,162 and 164; and social security numbers, as protected by the Federal Privacy Act of 1974, 5 USC §552a; and the Michigan Social Security Number Privacy Act, MCL 445.84.

The Academy agrees to define "school official" in the Academy's annual notification of rights under FERPA to include a contractor who performs an institutional service or function for which the Academy would otherwise use its own employees, having a legitimate educational interest such that they are entitled to access educational records under FERPA. Partner Solutions and its employees and subcontractors agree to comply with FERPA and corresponding regulations applicable to school officials, as well as the pupil privacy requirements of section 1136 of the Code, MCL 380.1136. Except as permitted under the Code, Partner Solutions shall not sell or otherwise provide to a for-profit business entity any personally identifiable information that is part of an Academy student's education records. If Partner Solutions receives information that is part of an Academy student's education records, Partner Solutions shall not sell or otherwise provide the information to any other person except as permitted under the Code. For purposes of this section, the terms "education records" and "personally identifiable information" shall have the same meaning as those terms in section 1136 of the Code, MCL 380.1136.

- E. No Related Parties or Common Control. The parties hereby agree that none of the voting power of the governing body of the Academy or the Board will be vested in Partner Solutions or its directors, members, managers, officers, shareholders, or employees. Further, the Academy and Partner Solutions are not, and shall not become: (a) members of the same controlled group, as that term is defined in the Internal Revenue Code of 1986, as amended (the "IRS Code"); or (b) related persons, as that term is defined in the IRS Code.
- F. Non-Compete Agreement. Partner Solutions agrees that it shall not impose any contractual requirement or contractual obligation on Worksite Staff to enter into a non-compete provision or agreement.

## 2. SCHOOL LEADER

School Leader Role. The School Leader is employed by Partner Solutions. The School Leader shall administer the educational program and curriculum at the Academy. The School Leader will hold all required certifications as required by the Code.

Partner Solutions will provide administrative support to the School Leader to staff the Academy. After qualified staff are selected by the School Leader and certification is verified, Partner Solutions will onboard and provide additional administrative support to the School Leader. Partner Solutions will inform the School Leader when the employee can start working. It is the responsibility of the School Leader to verify and confirm that all teaching assignments align with teacher certification as assignments change throughout the year.

The Board is responsible for ensuring that the School Leader has all the budget information necessary so that personnel costs fall within the parameters of the Academy's approved budget. The School Leader or designee shall be responsible for approving and submitting appropriate hours-worked for all hourly Worksite Staff. The School Leader will notify Partner Solutions of any staffing needs and/or change in status regarding Worksite Staff prior to any reassignment.

## 3. BACK OFFICE HUMAN RESOURCE SERVICES BY PARTNER SOLUTIONS

- A. Worksite Staff. Partner Solutions shall employ Worksite Staff as may be necessary to accomplish the educational mission of the Academy consistent with the Academy's budget approved by the Board. Partner Solutions shall have the complete and exclusive authority and control over human resource matters such as approval of hiring, terminating, disciplining, and reassigning of Worksite Staff. Partner Solutions shall seek input from the School

Leader regarding the policies and procedures contained within the Partner Solutions' employee handbook, and any amendments thereto, to ensure appropriate processes for handling personnel matters specific to the Academy's operations. All other functions and responsibilities related to the Academy's operations, including but not limited to those set forth in Paragraph 1.B. of this Agreement, shall be the sole and exclusive responsibility of the Academy, and as may be delegated to CC pursuant to the Management Agreement. The services provided by Partner Solutions, including the services of a Human Resources Manager, shall be further specified in Exhibit A.

Partner Solutions will not execute contracts with teachers that contain non-compete clauses.

- B. Compensation. Compensation for Worksite Staff shall be established by the Academy and paid by Partner Solutions. For purposes of this Agreement, "compensation" shall include salary, fringe benefits, and state, federal, local and social security withholdings. Partner Solutions shall be responsible for paying its portion of social security, unemployment, and any other taxes required by law to be paid on behalf of its Worksite Staff. Unless required by applicable statute, court or administrative decision, or Attorney General's opinion, Partner Solutions shall not make payment to the Michigan Public School Employees' Retirement System or any other public retirement system on behalf of Worksite Staff. Teachers employed by Partner Solutions shall not be considered teachers for purposes of continuing tenure under MCL §38.71 et. seq. Partners Solution accepts full liability and is responsible for paying all salaries, benefits, payroll taxes, worker's compensation, unemployment compensation and liability insurance for its employees leased to the Academy or working on Academy operations for work already completed irrespective of whether Partners Solution receives an advancement of its costs or the payment of services from the Academy. However, Academy's non-payment of such funds is considered a material breach of this Agreement and must follow Section 7 Termination.
- C. Health Benefits. Partner Solutions shall provide to Worksite Staff group health and other benefits (i.e., dental, vision, disability, life insurance, etc.) subject to eligibility requirements under the plan and applicable laws. Partner Solutions will also provide COBRA benefits to eligible Worksite Staff.
- D. 401K Plan Administration. Partner Solutions will complete and sign all necessary 401K regulatory and plan documents as required by law and as fiduciary agent of the plan.
- E. Payroll Taxes. Partner Solutions shall report and pay all applicable federal, state and local payroll taxes.
- F. Payroll Records. Partner Solutions shall maintain and verify all required payroll and benefit records.
- G. Michigan Public School Employees Retirement System (MPSERS). If Worksite Staff discloses to Partner Solutions their participation in MPSERS, Partner Solutions: (a) shall promptly notify the Academy in writing of the identity of any individual assigned by Partner Solutions to perform services at the Academy who is a retired from the Michigan Public School Employees Retirement System (MPSERS); and (b) shall provide information on a pay period basis regarding any such individual's wages or amounts paid and hours of service under this Agreement, as necessary for the Academy to report on an Exhibit and in such manner as may be determined from time to time by MPSERS. MCL 38.1342(6).

#### 4. ACADEMY RESPONSIBILITIES

- A. Facility. Academy shall comply with all health and safety laws, regulations, ordinances, directives, and rules of controlling federal, state, and local government and will immediately report all workplace accidents, illnesses, and injuries ("Incident") of Worksite Staff to Partner Solutions by fully completing and sending an Incident Report Form within 24 hours or as soon thereafter as reasonably practical after the Academy receives notice of the Incident. Academy agrees to comply at its expense with any specific directives from Partner Solutions, Partner Solutions' workers' compensation carrier, or any government agency having jurisdiction over the workplace health and safety. Academy shall provide or ensure use of all personal protective equipment, as required by federal, state or local law, regulation, ordinance, directive, or rule or as deemed necessary by Partner Solutions, its workers' compensation or liability insurance carrier. Partner Solutions or its insurance carriers shall have the right to inspect Academy's place of business at all reasonable times to ensure compliance with the terms of this Agreement.

- B. Fair Labor Standards Act. Academy shall provide through the School Leader or designee complete and accurate information to Partner Solutions concerning the nature and extent of the duties performed or to be performed by the Worksite Staff and Academy shall be responsible for providing records of hours worked by the Worksite Staff upon request by Partner Solutions via on-line system provided. Academy shall reimburse Partner Solutions for any overtime pay that is or becomes due to or owed to any Worksite Staff.
- C. Complaints. Partner Solutions' employee handbook shall contain clear processes, procedures, and mechanisms for employees to report complaints or concerns related to their assignment at the Academy ("Complaints"). Complaints include reports of violations of wage and hour, immigration, harassment, discrimination, safety, or any other labor and employment laws or regulations. Academy, through the School Leader, or Partner Solutions shall immediately report any Complaint to the other. The Academy, through the School Leader, and Partner Solutions will cooperate in investigating and resolving any such complaints or concerns. As used herein, "immediately" means within 72 hours or as soon as reasonably practical thereafter, unless applicable policy, law, or regulation directs a shorter timeframe.

Partner Solutions shall ensure that any notices directed to Partner Solutions by any non-employee person or entity about concerns involving the Academy or Worksite Staff ("Allegations") are forwarded immediately to the School Leader. Allegations related strictly to Academy operations not involving the terms and conditions of the employment of Worksite Staff shall not be the responsibility of Partner Solutions; Partner Solutions agrees to cooperate in investigation of Allegations.

- D. Notification Requirements. Academy will immediately (within 24 hours) report civil or administrative proceedings regarding employment matters and notify Partner Solutions of any requests for leave of absence, resignation, or other change in status of any Worksite Staff. The Academy is also required to notify Partner Solutions in writing if the Academy receives a notification from their Authorizer discussing a possibility of an intent to revoke the Contract and/or non-renewal or closure is discussed by a Board member or their Authorizer.
- E. Evaluation of Worksite Staff. Evaluation and compensation systems shall be selected by the Academy and shall comply with all applicable laws. The Academy through the School Leader shall conduct teacher performance evaluations as it relates to the delivery of the curriculum in the Academy and as required by the Michigan Department of Education.

If the Board becomes dissatisfied with the performance of Worksite Staff, the Board shall state the causes of such dissatisfaction in writing and deliver it to Partner Solutions. It is agreed that any dissatisfaction shall be reasonable in nature and related specifically to the duties and responsibilities of the Worksite Staff at the Academy.

## 5. JOINT RESPONSIBILITIES

- A. Direction and Control of Worksite Staff. Partner Solutions will administer payroll and benefit services for the Academy, pay the wages of Worksite Staff and has the right to hire, fire, promote, reassign, discipline and terminate any Worksite Staff in consultation with Academy. In performing the above responsibilities, the School Leader will confer and consult with Partner Solutions as necessary or requested before hiring, firing, promoting, reassigning, disciplining and/or terminating any Worksite Staff. The Academy, through the School Leader will control the day to day activities of Worksite Staff to operate the Academy in accordance with the Management Agreement and in compliance with Academy policies, procedures, their Authorizer contract and all applicable law.

Academy agrees to follow Partner Solutions directives, policies and procedures to maintain compliance in employment issues. In relation to Academy's day-to-day control of Worksite Staff, Academy may have opportunity to make decisions or take action that is governed by employment laws, including but not limited to the Americans with Disabilities Act, the Family and Medical Leave Act, the National Labor Relations Act, the Fair Labor and Standards Act, and any other federal, state, or local employment and discrimination laws. To the extent permitted by law, if Academy makes such decision or takes such action without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such issue, Academy agrees to indemnify,



defend, and hold Partner Solutions harmless from any and all claims or liabilities which may arise as a result from such decision or action, or failure to abide by the advice of Partner Solutions and its instructions as an employer.

- B. Criminal Background Checks. Partner Solutions and the Academy acknowledge that Worksite Staff assignments must be in compliance with Sections 1230, 1230a, 1230b and related provisions of the Code pertaining to criminal background checks and unprofessional conduct checks.

The Academy, through the School Leader, shall conduct criminal background checks on all Worksite Staff as required by law. The Academy is responsible for any costs associated with performing the criminal background check.

Partner Solutions shall conduct unprofessional conduct checks on all Worksite Staff. Partner Solutions will forward any negative results of unprofessional conduct checks to the School Leader, acting on behalf of the Board.

**6. FEE AND PAYMENT**

- A. Service Fee. During the Term of this Agreement, the Board shall pay Partner Solutions for permanent personnel services an annual Fee (the "Fee") of total gross wages paid for Worksite Staff employed by Partner Solutions and assigned to the Academy on the following schedule:

Gross Payroll \$/Year	Fee	Annual Minimum
0-2 million in gross payroll	5% of gross payroll, minimum fee \$40,000	\$40,000
\$2,000,001-\$3,000,000	4.5% of gross payroll	\$40,000
3,000,001 - \$4,000,000	4% of gross payroll	\$40,000
\$4,000,001 - \$6,000,000	3.5% of gross payroll	\$40,000
\$6,000,001-\$8,000,000	3.25% of gross payroll	\$40,000
greater than 8 million	3% of gross payroll	\$40,000

A discount of 0.5% will be given to the Academy for having this multi-year agreement run the full length of the Academy's charter contract as well as having a trained HR professional on-site that acts as our point of contact for many HR functions.

In addition, if the Academy wishes Partner Solutions to employ temporary staff and/or substitutes, an additional fee of five percent (5%) of gross wages for those specific employees will be charged.

The parties agree that the Fee amount is reasonable compensation for the provision of the Services.

- B. Payroll Costs. The Academy will also pay Partner Solutions, on an at-cost basis for properly invoiced salary, benefits, and other costs attributable to Worksite Staff ("Payroll Costs"), including but not limited to gross wages, FICA, Medicare, FUTA, SUTA, workers' compensation insurance, professional liability insurance, employer portions of health, dental, vision and life insurance, and 401K employer contributions (if applicable).

Partner Solutions shall be in receipt of funds for Payroll Costs no later than the third business day preceding each payroll date ("Payroll Date") for Partner Solutions' Worksite Staff. Said funds will be received by Partner Solutions via an electronic transfer, either initiated by the Academy or by Partner Solutions, whichever is agreed upon by both parties. For purposes of this Agreement the Payroll Date shall be that date or dates established annually by Partner Solutions.

If the Payroll Costs funding is not received in full three (3) business days prior to the Payroll Date, Partner Solutions shall be entitled to seek legal action for the payment.

- C. Reimbursable Expenses. In addition to the Fee, the Academy shall reimburse Partner Solutions upon properly presented documentation and approval by the Academy Board for all costs reasonably incurred and paid by Partner Solutions in providing the Services as specified in this Agreement (“Reimbursable Expenses”). Such costs include, but are not limited to, Payroll Costs for Worksite Staff that were not advanced under Section B above, costs mandated by governmental entity, administrative agency or court of law (for example, payment into the Michigan Public School Employees Retirement System), employment ads, recruiting fees, background screening fees, Concentra testing fees, job fair booth fees, substitute charges/fees, and other mutually agreed upon expenses. No corporate costs of Partner Solutions shall be charged to, or reimbursed by, the Academy.

Reimbursable Expenses incurred by Partner Solutions will be paid by the Academy by the 15<sup>th</sup> day of the month following the month the expenditure was incurred by Partner Solutions.

If desired, the Board may advance funds to Partner Solutions for such costs reimbursable under the Agreement before such costs are incurred (rather than reimburse Partner Solutions after the expense is incurred); provided that documentation for the costs are provided for Academy Board ratification at its next regularly scheduled meeting.

- D. Availability of Funds. Notwithstanding any other term or provision in this Agreement to the contrary, Partner Solutions shall not be, directly or indirectly, liable to any third party for any cost or expense incurred by the Academy.
- E. Other Institutions. The Academy acknowledges that Partner Solutions may enter into agreements similar to this Agreement with other public or private educational schools or institutions (the “Institutions”). Partner Solutions shall maintain separate accounts for reimbursable expenses incurred on behalf of the Academy and for reimbursable expenses incurred on behalf of the Institutions. Partner Solutions shall only charge the Academy for expenses incurred on behalf of the Academy.

If Partner Solutions incurs reimbursable expenses on behalf of the Academy and the Institutions which are incapable of precise allocation between the Academy and the Institutions, then Partner Solutions shall allocate such expenses among the Institutions and the Academy, on a pro-rata basis, based on the number of students enrolled at the Academy and the Institutions, or the number of staff assigned to the Academy and the Institutions or upon such other equitable basis as agreed by the parties.

## 7. TERM AND TERMINATION

- A. Term. This Agreement shall be effective beginning July 1, 2021 and ending June 30, 2025. If the Academy’s Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy’s Contract, this Agreement shall automatically terminate on the same date as the Academy’s Contract is revoked, terminated or expires without further action of the parties.
- B. Termination by Partner Solutions. Partner Solutions may terminate this Agreement prior to the end of the Term in the event the Board fails to remedy a material breach within the required time frames below or it is determined that Partner Solutions is required to pay into the Michigan Public School Employees Retirement System (“MPSERS”). A material breach includes, but is not limited to, Partner Solutions' failure to receive, for any reason, the Fee; compensation for Payroll Costs; and/or reimbursement for Reimbursable Expenses as required by the terms of this Agreement. Partner Solutions may also terminate this Agreement prior to the end of the Term with no additional liability or responsibility (besides what is covered under this Agreement) upon the occurrence of the following:
1. The Academy files for bankruptcy or becomes insolvent;
  2. The facility where employees are working is closed permanently without an alternative facility being available;

3. The Academy or its successors and assigns discontinue operations;
4. The Academy is a financially distressed business as set forth in the Worker Assistance and Retraining Notification Act; or
5. The Academy is being shut down or closed by the State of Michigan or the Authorizer.

The Academy has until the Payroll Date to fund payroll or to reach an agreement with Partner Solutions on the payment of those funds.

Partner Solutions may also terminate this Agreement if the Academy makes decisions inconsistent with the recommendations of Partner Solutions and/or there is a substantial and unforeseen increase in the cost of administering services of this Agreement. The Academy has thirty (30) days after notice from Partner Solutions to remedy this type of breach. If a breach cannot be remedied, the Academy Board and Partner Solutions agree to work cooperatively to transition staffing operations without disrupting the school's operations.

Termination prior to the end of the Term shall not relieve the Academy of any financial or other obligations to Partner Solutions outstanding as of the date of termination. Failure by Partner Solutions to (a) declare a breach, (b) place the Academy on notice thereof, or (c) exercise or exert any remedy available to Partner Solutions under this Agreement or applicable laws, shall not be deemed a waiver of Partner Solutions' rights and remedies whatsoever.

Notwithstanding the foregoing, Partner Solutions may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that Partner Solutions delivers written notice of intention to terminate to the Academy at least ninety (90) days prior to the end of the then-current academic year.

C. Termination by the Academy. The Academy may terminate this Agreement prior to the end of the Term in the event that Partner Solutions fails to remedy a material breach within the required time frames below. A material breach includes, but is not limited to:

1. Material failure by Partner Solutions to account for its expenditures or to pay funds for all compensation required for payroll (provided that Partner Solutions has received such funds from the Academy to do so);
2. Material failure by Partner Solutions to provide the Services as required by this Agreement;
3. A determination has been made by a governmental entity, administrative agency or court of law that Partner Solutions is required to pay into MPSERS; or
4. Any action or inaction by Partner Solutions that causes the Contract to be revoked, terminated, suspended, or which causes the Contract to be put in jeopardy of revocation, suspension or termination, as evidenced by written notification from the Authorizer and is not cured within sixty (60) days of that notice.

Partner Solutions has ten (10) days after notice from the Academy to remedy a breach that involves the non-payment of funds for all "compensation" required for payroll (provided that Partner Solutions has received such funds from the Academy to do so) or to reach an agreement with the Academy on the payment of those funds. Partner Solutions has thirty (30) days after written notice from the Academy to remedy all other breaches. Upon expiration of this Agreement, or termination for any reason, all amounts due to Partner Solutions shall immediately become due and payable by the Academy, unless otherwise agreed in writing by Partner Solutions.

Notwithstanding the foregoing, the Academy may terminate this Agreement without cause and without penalty to be effective upon completion of an academic year provided that the Academy delivers written notice of intention to terminate to Partner Solutions at least ninety (90) days prior to the end of the then-current academic year.

## 8. INDEMNIFICATION AND COOPERATION

- A. Indemnification of Partner Solutions. To the extent permitted by law, the Academy shall indemnify, save, and hold harmless Partner Solutions and all of its employees, officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of or by reason of any noncompliance by the Academy with any agreements, covenants, warranties or undertakings of the Academy contained in or made pursuant to this Agreement, any misrepresentations or breach of this Agreement, enforcement of this Agreement, or Academy's obligations hereunder, including but not limited to, failure to timely and accurately notify Partner Solutions of any workplace injuries, leaves of absence, hours worked, change in employment status; any claim arising out of the Academy's educational and school operations (including but not limited to student achievement, special education, student or parent issues, implementation of policies and procedures); any violations of law by the Academy, its officers, directors, contractors or other agents; any act or omission of the Academy, its officers, directors, contractors or other agents; any incorrect information received from Academy that was relied upon by Partner Solutions; any acts or failures to act by Academy which occurred prior to the Effective Date of this Agreement; and if the Academy makes a personnel decision without consulting Partner Solutions or if Academy fails or refuses to abide by the advice provided by Partner Solutions on such personnel issue.

In addition, to the extent permitted by law, the Academy shall indemnify, save, hold harmless, and reimburse Partner Solutions for any and all legal expenses and costs associated with the defense of any such claim, demand or suit, including any claim for failure to pay wages or overtime based on the hours worked reports approved and submitted by the School Leader. The Academy agrees to advance to Partner Solutions all costs, actual attorneys' fees, actual experts' fees, and similarly related expenses immediately upon request so that Partner Solutions is not required to pay such expenses out of its own funds.

Partner Solutions agrees that for any claim for indemnification made by Partner Solutions, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent the Academy shall be responsible for indemnification of Partner Solutions, the Academy shall have the right to select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall the Academy indemnify Partner Solutions for the attorney fees accrued by Partner Solutions in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by the Academy and no reimbursement of any costs or fees shall be necessary. The Academy may reimburse Partner Solutions for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by the Academy. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of the Academy.

- B. Indemnification of the Academy. Partner Solutions shall indemnify, save, and hold harmless the Academy and all of its employees (if any), officers, directors, subcontractors, and agents against any and all lawsuits and causes of action or other forms of liability that may arise out of, or by reason of any violation of state or federal law and any noncompliance by Partner Solutions with any agreements, covenants, warranties, or undertakings of Partner Solutions contained in or made pursuant to this Agreement, and any misrepresentation or breach of this Agreement. The foregoing obligation includes, but is not limited to any violations of law by Partner Solutions, its officers, directors, contractors or other agents; any act or omission of Partner Solutions, its officers, directors, contractors or other agents; any incorrect information received from Partner Solutions that was relied upon by Academy; any acts or failures to act by Partner Solutions which occurred prior to the Effective Date of this Agreement; and Partner Solutions' personnel decisions.

In addition, Partner Solutions shall indemnify, save, hold harmless, and reimburse the Academy for any and all legal expenses and costs associated with the defense of such claim, demand or suit. Partner Solutions agrees to advance to the Academy all costs, actual attorneys' fees, actual experts' fees, and such similarly related expenses immediately upon request so that the Academy is not required to pay such expenses out of its own funds.

This indemnification shall not apply to any matter that involves Academy operations, including but not limited to, student achievement, student discipline, special education, parent and community engagement, food service, transportation, athletics, extracurricular activities, building and property management, compliance issues, and/or policy and procedure implementation.

The Academy agrees that for any claim for indemnification made by the Academy, to the extent the interests of Partner Solutions and the Academy are aligned, the parties agree to coordinate a defense to minimize the costs of such defense. To the extent Partner Solutions shall be responsible for indemnification of the Academy, Partner Solutions shall have the right to select the attorneys of its choice and to make all decisions and in every respect control the manner in which Partner Solutions and the Academy are defended. Notwithstanding the foregoing, in no event shall Partner Solutions indemnify the Academy for the attorney fees accrued by the Board in the regular course of business.

To the extent the parties are coordinating a defense, the parties shall utilize shared counsel which shall be paid for by Partner Solutions and no reimbursement of any costs or fees shall be necessary. Partner Solutions may reimburse the Academy for pre-approved legal expenses and costs associated with the defense of any such claim, demand, or suit which are not otherwise covered by the shared defense.

If desired, all or part of the indemnification obligations set forth in this section may be met by the purchase of insurance by Partner Solutions. The indemnification in this Section shall also specifically apply, without limitation, to any current claims or litigation at the time this Agreement is executed, as well as any future or additional claims or litigation regarding any prior activities of Partner Solutions.

- C. Indemnification for Negligence. To the extent permitted by law, each party to this Agreement shall indemnify and hold harmless the other, and their respective boards of directors, partners, officers, employees, agents, and representatives, from any and all claims and liabilities which they may incur and which arise out of the negligence of the other party's trustees, directors, officers, employees, agents, or representatives.
- D. Indemnification of Central Michigan University. The parties acknowledge and agree that Central Michigan University, its Board of Trustees, and its members, officers, employees, agents or representatives (collectively "University") are deemed to be third party beneficiaries for purposes of this Agreement. As third party beneficiaries, Partners Solution hereby promises to indemnify, defend and hold harmless the University from and against all demands, claims, actions, suits, causes of action, losses, judgments, liabilities, damages, fines, penalties, demands, forfeitures, or any other liabilities or losses of any kind whatsoever, including costs and expenses (not limited to reasonable attorney fees, expert and other professional fees), of settlement and prosecution imposed upon or incurred by the University, and not caused by the sole negligence of the University, which arise out of or are in any manner connected with the University Board's approval of the Academy's application, the University Board's consideration of or issuance of a Contract, Partners Solution's preparation for or operation of the Academy, or which are incurred as a result of the reliance by the University upon information supplied by Partners Solution, or which arise out of Partners Solution's failure to comply with the Contract or applicable law. The parties expressly acknowledge and agree that the University may commence legal action against Partners Solution to enforce its rights as set forth in this section of the Agreement.
- E. Immunities and Limitations. The Academy may assert all immunities and statutory limitations of liability in connection with any claims arising under this Agreement.
- F. Responsibility of Academy. The Academy will be solely and entirely responsible for its acts and omissions and for the acts and omissions of the Academy's agents and employees (if any) in connection with the

performance of the Academy's responsibilities under this Agreement; provided, however, that nothing in this Agreement is intended, nor will be construed, as a waiver of the governmental immunity provided to the Academy and its incorporators, board members, officers, employees, and volunteers under Section 7 of Act 170, Public Acts of Michigan, 1964, as amended, MCL 691.1407. If Partner Solutions is made a party to any litigation involving claims arising out of or relating in any way to any alleged acts and/or omissions of the Academy or its directors, agents, or employees, the Academy will provide any reasonable assistance requested by Partner Solutions in the defense against such claims as long as such assistance does not adversely affect the Academy's ability to defend against such claims.

- G. Mutual Duty to Cooperate. The parties acknowledge that each party has a duty and obligation to cooperate with the other party, and further that such duty to cooperate is a material part of this Agreement. The purpose of the duty to cooperate is to enable each party to perform its obligations as efficiently as possible. The duty to cooperate also includes reasonable assistance in the event of litigation or a dispute involving a party related to the Academy or the Services provided, such as provision of testimony, records and/or documents reasonably related to the litigation or dispute (which are not otherwise protected from disclosure).

## 9. INSURANCE

- A. Academy Insurance. The Academy will secure and maintain general liability and umbrella insurance coverage. This coverage will include the building and related capital facilities if they are the property of the Academy. The Academy will maintain such insurance in an amount and on such terms as required by the provisions of the Contract and Michigan Universities Self-Insurance Corporation (M.U.S.I.C.), including the indemnification of Partner Solutions required by this Agreement, and naming Partner Solutions as an additional insured. The Academy will, upon request, present evidence to Partner Solutions that it maintains the requisite insurance in compliance with the provisions of this section. Partner Solutions will comply with any information or reporting requirements applicable to the Academy under the Academy's policy with its insurer(s), to the extent practicable. Nothing in this Agreement is intended, nor shall be construed, as a waiver or relinquishment of any immunity from action or liability enjoyed by the Academy under controlling law.
- B. Partner Solutions Insurance. Partner Solutions will secure and maintain general liability and umbrella insurance coverage, with the Academy listed as an additional insured. Partner Solutions will maintain such policies of insurance as are required by the Contract and the Michigan Universities Self-Insurance Corporation ("M.U.S.I.C."), including the indemnification of the Academy as required by this Agreement. In the event that Authorizer or M.U.S.I.C. requests any change in coverage by Partner Solutions, Partner Solutions agrees to comply with any change in the type or amount of coverage as requested, within thirty (30) days after notice of the insurance coverage change. Partner Solutions will, upon request, present evidence to the Academy and Authorizer that it maintains the requisite insurance in compliance with the provisions of this section. The Academy will comply with any information or reporting requirements applicable to Partner Solutions under Partner Solutions' policy with its insurer(s), to the extent practicable.
- C. Workers' Compensation Coverage. Additionally, each party shall maintain workers' compensation insurance, as required by state law, covering their respective employees.

## 10. WARRANTIES AND REPRESENTATIONS

- A. Warranties and Representations of the Academy. The Academy represents to Partner Solutions that (a) it has the authority under law to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (b) its actions have been duly and validly authorized, and (c) it will adopt the necessary resolutions or expenditure approvals required for execution of this Agreement.
- B. Warranties and Representations of Partner Solutions. Partner Solutions represents and warrants to the Academy that (a) it is a Michigan corporation in good standing duly authorized to conduct business in the State of Michigan, (b) it has the authority under applicable laws to execute, deliver and perform this Agreement and to incur the obligations provided for under this Agreement, (c) its actions have been duly and validly authorized, and (d) it will adopt any and all resolutions required for execution of this Agreement.

- C. Mutual Representations and Warranties. Each party represents and warrants to the other party that except as disclosed in writing to the other party, to its knowledge, there are no pending actions, claims, suits, or proceedings, whether threatened or reasonably anticipated, against or affecting it, which if adversely determined would have a material adverse effect (as might be reasonably determined by the non-affected party if disclosed) on its ability to perform its obligations under this Agreement.

## 11. ALTERNATIVE DISPUTE RESOLUTION

- A. Mediation. Any and all disputes between the parties concerning any alleged breach of this Agreement or arising out of or relating to the interpretation of this Agreement or the parties' performance of their respective obligations under this Agreement shall first be communicated in writing to the other party and mutually discussed between the parties with an opportunity to cure. If no resolution can be ascertained through that mutual discussion, then the matter will be submitted to mediation for resolution in Livingston County. Both parties must mutually agree upon the mediator selected and shall participate in all meetings in good faith. The mediation shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The parties will share equally in the costs of the mediation including forum fees, expenses and charges of the mediator.
- B. Arbitration. If the mediation does not result in a mutually satisfactory compromise, then the matter shall be resolved by arbitration, and such procedure shall be the sole and exclusive remedy for such matters. Unless the parties agree upon a single arbitrator, the arbitration panel shall consist of three (3) persons. The arbitration shall be conducted in accordance with the rules of the American Arbitration Association seated in Livingston County, Michigan, with such variations as the parties and arbitrators unanimously accept. The arbitrators shall issue a cause opinion and such opinion shall be final and binding. A judgment on the award rendered by the arbitrators may be entered in any court having appropriate jurisdiction, by any party, without the consent of the other party. The losing party shall pay the cost of arbitration, not including attorney fees. It shall be within the discretion and purview of the arbitrator or arbitration panel to award reasonable attorney fees to the prevailing party. The prevailing party shall be defined as the party who prevails in total.

The Authorizer shall be notified of said cause opinion and decision, and upon request, be provided with a copy of the cause opinion.

## 12. MISCELLANEOUS

- A. Entire Agreement. This Agreement supersedes and replaces any and all prior written or oral agreements and understandings between the Academy and Partner Solutions. This Agreement constitutes the entire agreement of the parties.
- B. Force Majeure. Notwithstanding any other sections 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, accident labor strike, flood, terrorism, or other acts beyond its reasonable control.
- C. Governing Law. This Agreement and the rights of the parties hereto shall be interpreted according to the laws of the State of Michigan.
- D. Governmental Immunity. This Agreement shall not restrict the Academy Board from waiving its governmental immunity or require the Academy Board to assert, waive or not waive its governmental immunity.
- E. Official Notices. All notices or other communications required by the terms of this Agreement shall be in writing and sent to the parties at the addresses set forth below. Notice may be given by certified or registered mail, postage prepaid, return receipt requested, or personal delivery. Notices shall be deemed to have been given on the date of personal delivery, or, if given by mail, the postmark date. Unless

amended or updated in writing, the addresses of the parties hereto for the purposes of this Agreement shall be:

THE ACADEMY: Board President  
International Academy of Flint  
2820 South Saginaw Street  
Flint, MI 48503

PARTNER SOLUTIONS: Partner Solutions for Schools  
c/o Chris Matheson  
869 South Old US 23  
Brighton, Michigan 48114

- F. Assignment. This Agreement shall not be assigned (a) by Partner Solutions, without prior consent of the Board, in writing which consent shall not be unreasonably withheld; or (b) by the Academy, without the prior consent of Partner Solutions, in writing, which consent shall not be unreasonably withheld. Partner Solutions may, without the consent of the Board, delegate the performance of but not responsibility for any duties and obligations of Partner Solutions hereunder to any independent contractor, expert or professional adviser. However, this Agreement shall not be assignable without prior notification to the Authorizer and any assignment must be done in a manner consistent with the Authorizer's ESP Policies.
- G. Limitation of Liability. EXCEPT FOR AMOUNTS EXPRESSLY DUE AND OWING UNDER THIS AGREEMENT, EACH PARTY'S TOTAL LIABILITY TO THE OTHER AND ANY THIRD PARTIES UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER. THIS LIMITATION DOES NOT APPLY TO ANY AMOUNTS OWED PURSUANT A PARTY'S INDEMNIFICATION OBLIGATIONS UNDER THIS AGREEMENT. PARTNER SOLUTIONS TOTAL LIABILITY TO THE ACADEMY UNDER OR ARISING OUT OF THIS AGREEMENT SHALL BE LIMITED TO THE AGGREGATE AMOUNTS PAID OR DUE AND OWING BY THE ACADEMY TO PARTNER SOLUTIONS HEREUNDER.
- H. Amendment. This Agreement may only be amended in writing, signed by a duly authorized representative of each party, and must be done in a manner consistent with the Authorizer's ESP Policies.
- I. Effect of Headings. The underlined headings are included for convenience of the reader, and if the underlined headings are inconsistent with the other text the underlined text shall be disregarded.
- J. Waiver. No waiver of any portion of this Agreement shall be deemed or shall constitute a waiver of any other provision, nor shall such waiver constitute a continuing waiver unless otherwise expressly stated in writing.
- K. Severability. The invalidity of any portion or term of this Agreement shall not affect the remaining portions or terms of this Agreement. In the event a portion or a term of this Agreement is deemed invalid, the parties shall cooperatively work together to modify the invalid portion or term as minimally as possible to cure the invalidity, while at all times preserving the spirit and purpose of the applicable portion or term.
- L. Successors and Assigns. This Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and permitted assigns.
- M. No Third Party Rights. This Agreement is made for the sole benefit of the Academy and Partner Solutions. Except as otherwise expressly provided herein, nothing in this Agreement shall create or be deemed to create a relationship between the parties, or either of them individually with any third person, third party beneficiary, fiduciary, or the Authorizer.
- N. Survival of Termination. All representations, warranties, and indemnities made in this Agreement shall survive any termination or expiration of this Agreement without limitation.
- O. Delegation of Authority; Compliance with Laws. Nothing in this Agreement shall be construed as delegating to Partner Solutions any of the powers or authority of the Board which are not subject to delegation by the Board in



accordance with all applicable laws. The parties agree to comply with all applicable laws

- P. Execution. The parties may execute this Agreement by facsimile or in counterparts. A facsimile or photographic copy of this Agreement may be relied upon by either party, or any third party, as if it were an original signature copy. If this Agreement is executed in counterparts, the separate counterpart signature pages shall be combined and treated by the parties, or any third party, as if the separate counterpart signature pages were part of one original signature copy.
- Q. Review by Independent Counsel. The parties agree that each has reviewed, or had the opportunity to review, this Agreement with its own independent legal counsel prior to the execution of this Agreement.

### 13. Authorizer Contract Provisions

- A. Compliance with Academy's Contract. Partner Solutions agrees to perform its duties and responsibilities under this Agreement in a manner that is consistent with the Academy's obligations under the Academy's Contract issued by the Central Michigan University Board of Trustees. The provisions of the Academy's Contract shall supersede any competing or conflicting provisions contained in this Agreement. Any action or inaction by Partner Solutions that is not cured within 60 days of notice thereof which causes the Contract to be revoked, terminated, suspended or which causes the Contract to be put in jeopardy of revocation, termination or suspension by Central Michigan University is a material breach.
- B. Information Available to Authorizer and Public. The financial, educational and student records pertaining to the Academy are Academy property, and that such records are subject to the provisions of the Michigan Freedom of Information Act. All Academy records shall be physically or electronically available, upon request, at the Academy's physical facilities. Except as permitted under the Contract and Applicable Law, no ESP Agreement shall restrict the University's or the public's access to the Academy's records.

On an annual basis, Partner Solutions shall provide the Academy Board all of the same information that a school district is required to disclose under section 18(2) of the State School Aid Act, MCL 388.1618(2), for the most recent school fiscal year in which the information is available. Within thirty (30) days of receiving the information under section 18(2), the Academy Board shall make this information publicly available on its website, in a form and manner prescribed by the Michigan Department of Education.

Partner Solutions shall have no rights regarding the curriculum or educational materials. The Academy owns all proprietary rights to curriculum or educational materials that (i) are both directly developed and paid for by the Academy; or (ii) were developed by Partner Solutions at the direction of the Academy Board with Academy funds. All educational materials and teaching techniques used by the Academy are subject to disclosure under the Revised School Code and the Freedom of Information Act.

- C. Academy's Independent Auditor. All of the Academy's financial and other Partner Solutions related records will be made available to the Academy's independent auditor and Partner Solutions staff will cooperate with said auditor. All finance and other records of Partner Solutions related to the Academy will be made available to the Academy, the Academy's independent auditor and the Center upon request. The Academy Board shall select and retain the Academy's independent auditor.
- D. Purchases Made for Academy. If Partner Solutions purchases equipment, materials and supplies on behalf of or as the agent of the Academy, Partner Solutions shall provide that such equipment, materials and supplies shall be and remain the property of the Academy. Partner Solutions shall comply with the Revised School Code (including, but not limited to, sections 1267 and 1274 of the Code, MCL 380.1267 and MCL 380.1274) as if the Academy were making these purchases directly from a third party supplier or vendor. Partner Solutions shall not include any added fees or charges with the cost of equipment, materials and supplies purchased from third parties.
- E. Data Security Breach. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach), shall promptly report to the Board, not later than three business days following discovery, any use or disclosure of personally identifiable information from the

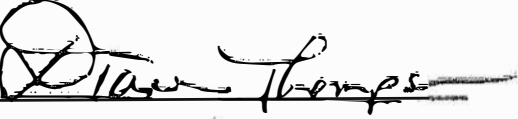
Academy's education records or other information not suitable for public release (collectively, Covered Data or Information ("CDI")) that is not authorized by this Agreement or Applicable Law. The School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) agrees to promptly undertake to identify: (i) the nature of the unauthorized use or disclosure, (ii) the CDI used or disclosed, (iii) who made the unauthorized use or received the unauthorized disclosure, (iv) what the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breaches) has done or shall do to mitigate any deleterious effect of the unauthorized use or disclosure, (v) whether, and if so on what grounds, the School Leader (as to an on-site breach) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has determined that the security breach has not or is not likely to cause substantial loss or injury to, or result in identity theft with respect to, one or more residents of this state, and (vi) what corrective action the School Leader (as to an on-site breaches) or an authorized representative of Partner Solutions (as to an off-site Partner Solutions' breach) has taken or shall take to prevent future similar unauthorized use or disclosure. Partner Solutions shall provide such other information as reasonably requested by the Board. Partner Solutions shall take appropriate action, in accordance with MCL 445.72, to notify affected individuals whose personal information may have been compromised.

- F. Chief Administrative Officer ("CAO"). No Partner Solutions' employee shall be designated as the CAO of the Academy, although such employee may be a designee of the CAO for certain purposes enumerated by Academy Board action. The CAO for the Academy shall be an Academy Board member approved by the Academy Board.
- G. Academy Accounts. No provision of this Agreement shall alter the Academy Board treasurer's legal obligation to direct that the deposit of all funds received by the Academy be placed in the Academy's depository account as required by law. The signatories on the Academy Board accounts shall solely be Academy Board members or properly designated Academy Board employee(s). Interest income earned on Academy accounts shall accrue to the Academy.
- H. Revocation or Termination of Contract. If the Academy's Contract issued by the Central Michigan University Board of Trustees is revoked, terminated or a new charter contract is not issued to the Academy after expiration of the Academy's Contract, this Agreement shall automatically terminate on the same date as the Academy's Contract is revoked, terminated or expires without further action of the parties.
- I. Reconstitution. In the event that the Academy is required (i) to close an Academy site pursuant to a notice issued by the Michigan Department of Education under Section [507][528][561] of the Code, MCL [380.507][380.528][380.561]; or (ii) to undergo a reconstitution pursuant to Section [507][528][561] of the Code, MCL [380.507][380.528][380.561], and the Contract, and such closure of an Academy site or reconstitution causes an amendment to or termination of this ESP Agreement, the parties agree that this ESP Agreement shall be amended or terminated to implement the Academy site closure or reconstitution, with no cost or penalty to the Academy, and Partner Solutions shall have no recourse against the Academy or the University Board for implementing such site closure or reconstitution.
- J. Marketing and development costs paid by or charged to the Academy (if any) shall be limited to those costs specific to the Academy program and shall not include any costs for the marketing and development of the ESP.
- K. Upon termination or expiration of the ESP Agreement, or the ESP Agreement is terminated due to a Contract revocation, reconstitution, termination or non-renewal, Partner Solutions shall, without additional charge, provide for the orderly transition of employee compensation and benefits to the new ESP or self-management without disruption to staffing, or in the case of school closure, final payment of all employee compensation, benefit and tax obligations related to services provided by Partner Solutions to the Academy.

The undersigned hereby execute this Agreement to be effective as of the date set forth first above.

**THE ACADEMY:**

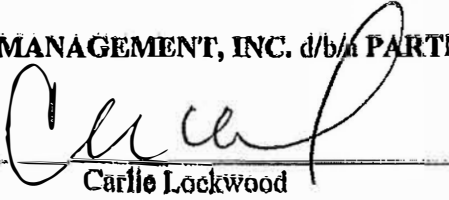
**INTERNATIONAL ACADEMY OF FLINT, a Michigan public school academy**

By: 

Its: Board President

**PARTNER SOLUTIONS:**

**CSP MANAGEMENT, INC. d/b/a PARTNER SOLUTIONS FOR SCHOOLS, a Michigan corporation**

By:   
Carlie Lockwood

Its: Designated Officer

AMENDMENT NO. 8

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

CONTRACT AMENDMENT NO. 8

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

- 1.) Amend Schedule 7, Section c: Educational Programs, by replacing the materials contained therein with the materials attached as Tab 1.
- 2.) Amend Schedule 7, Section d: Curriculum, by replacing the materials contained therein with the materials attached as Tab 2.

The changes identified in Sections 1 and 2 shall have an effective date of July 1, 2022.

- 3.) Amend Schedule 6: Physical Plant Description, by replacing the physical plant description narrative and the floor plan contained therein with the materials attached as Tab 3.
- 4.) Further amend Schedule 6: Physical Plant Description, by inserting at the end of this Schedule the Certificate of Use and Occupancy, attached as Tab 4.

The changes identified in Sections 3 and 4 shall have an effective date of January 9, 2023.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees.

  
\_\_\_\_\_

Dated: 03/15/2023

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board

  
\_\_\_\_\_

Dated: 3-14-23

By: Diane Thompson  
International Academy of Flint  
Designee of the Academy Board

International Academy of Flint

Contract Amendment No. 8

# Tab 1

## **EDUCATIONAL PROGRAMS**

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.3, the Academy shall implement, deliver, and support the educational programs identified in this schedule.

### **MISSION**

The International Academy of Flint (“Academy”) will prepare students for success in college or career, inspire students to respect learning, and lead purposeful lives.

### **VISION**

At the Academy, our purpose is to provide rigorous instruction coupled with high expectations to cultivate the “whole child” through a K-12 education in the city of Flint. The Academy will address each student’s cognitive/intellectual, social/emotional, moral/character, and physical/sensory needs as we engage students in enriching educational experiences.

The Board and Leadership team feel strongly that a positive school climate is at the core of a successful educational experience and is critical in the overall success of the Academy. Relationships and emotions strongly influence learning, and a positive school climate that provides support for teaching social and emotional skills, as well as academic content, should go hand in hand. School climate creates the physiological and psychological conditions for productive learning. Without secure relationships and multiple supports for development, student engagement and learning are undermined.

Some of the Academy’s beliefs surrounding this whole village / whole child vision include:

- developing strong interpersonal relationships, communication, cohesiveness, and belongingness between students and teachers are essential ingredients that catalyze healthy development and learning critical for overall success.
- implementing structural features of the school, such as smaller class size, physical conditions, mindfulness room, and resources to shape students’ daily experiences of personalization and caring with a whole child mindset.
- providing an education for students that honors their growth and development.
- developing the whole child by recognizing the uniqueness of each student as a scholar, citizen, athlete, and valued community member.
- using identified “best practices in education,” as indicated by valid research in the field.
- holding high expectations for students’ progress and success in their cognitive/intellectual, social/emotional, moral/character, and physical/sensory achievements.
- monitoring continuous improvement activities as the vehicle for achieving and sustaining a standard of educational excellence.
- providing positive youth development.
- ensuring the Academy is a welcoming and safe environment where students and staff feel empowered and fulfilled.
- The Academy is the first charter school in Genesee County to become a community school and partnership with the Flint Education Initiative (Crim). As a Community School, community partners and internal stakeholders work collaboratively to support the Academy’s mission and core values. Community education aligns and supports the whole

school / whole child with a prioritized focus on attendance, third grade, graduation / grade promotion, and collective neighborhood impact. This is accomplished through the collaborative efforts of community partners. YouthQuest, Genesee Health, Crim Fitness, Crim Nutrition, Stemletics and the Crim Mindfulness.

## **EDUCATIONAL PHILOSOPHY**

The Academy's focus is on "knowing who our children are" and responding with effective instruction and social emotional support. The Academy's delivery of instruction focuses on a hands-on, differentiated, and collaborative approach—and most important, fun, creative, *relevant to our student body*, and meaningful!

The Academy uses effective, research-based practices to create settings in which students' healthy growth and development are central to the design of classrooms and the school as a whole. The Academy strives to assemble the whole village—school, partnerships with health care organizations, youth- and family-serving agencies, state and local governments, and families—to work together to ensure that every student receives the benefit to support his or her healthy path to becoming a productive global citizen.

The following key features of the educational philosophy are fundamental to the mission of the Academy.

### **Education of the "Whole Child"**

Education of the "whole child" at the Academy means addressing each student's cognitive/intellectual, social/emotional, moral/character and physical/sensory needs to plan instruction and engage students in rigorous educational experiences. This occurs often outside of the classroom through after school, weekend events and interventions.

### **Habits, Mindset & High Expectations**

The Academy plans instruction with high expectations and works to help students acquire good habits and mindsets necessary for students to be successful in school and life beyond.

### **Collaborative Planning Time**

The Academy spends collaborative planning time and professional development articulating the outcomes for learning that reflect knowing who our children are and the whole village model so students develop the essential skills and acquire knowledge for education, careers and life.

### **Partnership between Academy and Home**

A strong partnership between school and home is critical to the individual success of each student in school. The Academy has established programs and practices to enhance parent involvement and reflect the specific needs of students, families, and the community. The overarching program essential to the Academy's success in the partnership between the Academy and home is the Parent Academy.

The purpose of the Parent Academy is to facilitate communication, fundraising and volunteer activities among Academy parent groups to ensure alignment with the Academy mission, core philosophies and the common purpose of supporting the Academy faculty and staff. Parent representatives from each of the parent groups serve on the Parent Academy, in addition to



members of the Academy's Leadership Team, the Director of School and Family Engagement, Community School Director (Flint Community Education Initiative/Crim), and the Director of Culture, Climate and Student Success.

## **ATTENDANCE**

Student attendance is a critical component for academic success for Academy students. It is necessary for students to attend school on-time for the full day as listed on the annual school calendar. Attendance is the heartbeat of the Academy. Students must physically come to school each day to engage in the robust, engaging and innovative learning and social development opportunities.

The Academy works diligently with key stakeholders (students, caregivers, staff, administration and community partners) to reduce barriers for students to attend school regularly. The Academy is establishing an Attendance and Student Success Task Force made up of diverse team members which include: Director of Family and Community Engagement, Family and Community Engagement Advocates, teachers, support staff and Community School Director (FCEI/Crim) and other community partners. The Attendance Task Force will meet monthly and focus on school-wide attendance strategies (Tier I) and support Tier II interventions to increase student attendance.

The Family and Community Engagement (“FACE”) team takes an active approach in supporting attendance. FACE is responsible for attendance monitoring, accurate tracking of tardies, early release documentation, engaging parents and guardians, work with the Genesee County Attendance Task Force (“ATF”), Flint Community Education Initiative (Crim) and other partners.

Attendance strategies and support will follow the Multi-Tiered Systems of Support (“MTSS”) approach as outlined in the Attendance Flow Chart located in the Student Handbook.

## **EDUCATIONAL STRATEGIES**

The Academy implements and delivers a curriculum that is 21st century relevant and aligned with the Michigan Academic Standards (“MAS”), Next Generation Science Standards (“NGSS”) and National Social Studies Standards. The curriculum includes various assessment tools such as Developmental Reading Assessment (DRA<sup>®</sup>), Northwest Evaluation Association™ (“NWEA™”) MAP Growth<sup>®</sup> (“MAP<sup>®</sup>”) test and Lexia Learning; and has committed to a consistent review of data to help inform curriculum, instruction, and assessment through weekly Professional Learning Communities (“PLC”) and professional development throughout the year.

The Academy is regularly engaged in developing and articulating the learning goals at each grade level. Staff will be engaged in in-service development throughout the year that will help Academy educators continually build on and refine student-centered practices, learn to use data about school climate and a wide range of student outcomes to undertake continuous improvement. Additionally, all staff are involved in PLCs that meet to study, practice, and reinforce effective instructional strategies. Instructional Coaches are paired with teachers with the primary goal of coaching through improved teaching practices to accelerate teacher effectiveness, improve teacher retention, build teacher leadership, increase student learning, and support equitable outcomes for every learner. The Academy partners with Genesee Intermediate School District (“GISD”) to employ

two Literacy Coaches for additional literacy support to assist content teachers in addressing the reading comprehension, writing, and communication skills.

Students are supported via Student Success Coaches at each grade department span. The responsibility of the Student Success Coach is to assist students with setting goals and overcoming any potential obstacles or barriers in completing school. Student Success Coaches may conduct small groups based on data collected via School Wide Information Systems (“SWIS”) that pairs with Positive Behavior Interventions and Supports (“PBIS”). Additionally, students in grades 6-12 are paired with staff mentors through the Check and Connect Student Engagement Model. The role of the mentors is to promote student engagement with school, increase attendance, reduce dropout, reduce barriers and increase school completion.

The Academy carefully monitors the progress of all students in order to catch remediation needs as well as to celebrate successes. The Academy uses technology in ways to individualize and differentiate learning and increase the rate of student learning by providing access to materials and resources that maximize student time on task.

Parents are informed about the child’s learning and growth through progress reports, newsletters, report cards and twice-yearly parent teacher conferences that are extensive and informative. Additionally, various staff members conduct home visits, as needed, to check-in on families and provide support and encouragement, as well as celebrate successes.

**INSTRUCTIONAL STRATEGIES**

The Academy strives to provide students with instruction that engages and enhances learning. Teachers utilize several teaching strategies to provide the best instruction for students. Some high-yield teaching strategies have been identified below.

**Evidence-Based Effective Teaching Strategies**

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD.

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the Classroom:</b>
1	Identifying similarities and differences	Students should compare, classify, and create metaphors, analogies and non-linguistic or graphic representations.	Thinking Maps, T-charts, Venn diagrams, classifying analogies, cause, and effect links and compare and contrast organizers
2	Summarizing and note taking	Students should learn to eliminate unnecessary information, substitute some information, keep important information, write/rewrite, and analyze information. Students should be encouraged to put some information into their own words.	Teacher models summarization techniques, identify key concepts, bulleted points, outlines, clusters, narrative organizers, journal summaries, create simple reports, quick-writes, graphic organizers, column notes, etc.

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the Classroom:</b>
3	Reinforcing effort and Recognition	Teachers should reward based on standards of performance; use symbolic recognition rather than tangible rewards.	Explain and maintain high expectations, praise students' effort, encourage students to share ideas and express their thoughts, honor individual learning styles, stress-free environment, high-fives, Spelling Bee and Constitution Day.
4	Homework and Practice	Teachers should vary the amount of homework based on student grade level (less at the elementary level, more at the secondary level), keep parent involvement in homework to a minimum, state purpose, and, if assigned, should be debriefed.	Retell, recite, and review learning for the day at home, reflective journals, parents are informed of the goals and objectives, grade level teams plan together for homework distributions
5	Nonlinguistic representations	Students should create graphic representations, models, mental pictures, drawings, pictographs, and participate in kinesthetic (hands on) activities in order to assimilate knowledge.	Visual tools and manipulatives, problem-solution organizers, diagrams, concept maps, drawings, charts, Thinking Maps, graphic organizers, storyboards, foldables, etc.
6	Cooperative learning	Teachers should limit use of ability groups, keep groups small, apply strategy consistently and systematically but not overuse. Assign roles and responsibilities in groups	Integrate content and language through group engagement, reader's theater, shared reading, and writing, plays, science projects, debates, jigsaw, group reports, choral reading.
7	Setting objectives and providing feedback	Teachers should create specific but flexible goals, allowing some student choice. Teacher feedback should be corrective, timely, and specific to a criterion.	Articulating and displaying learning goals, KWL, contract learning goals, etc. Teachers can display objectives on and follow-up on the mastery of the objective at the end of the lesson.
8	Generating and testing hypothesis	Students should generate, explain, test, and defend hypotheses using both inductive and deductive strategies through problem solving, history investigation, invention, experimental inquiry, and decision making.	Thinking processes, use of inductive and deductive reasoning, and questioning the author of a book.

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the Classroom:</b>
9	Questions, cues, and advanced organizers	Teachers should use cues and questions that focus on what is important (rather than unusual), use ample wait time before accepting responses, eliciting inference and analysis.	Graphic organizers provide guiding questions before lessons, think alouds, inference, predicting, drawing conclusions, skim chapters to identify key vocabulary, concepts, and skills, etc.

### **Differentiation Strategies**

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the classroom:</b>
1	Multiple Intelligences	In differentiated classrooms, teachers begin where students are, not the front of a curriculum. This information provides a glimpse of how the learner processes new information and can be valuable in making it part of the permanent memory.	Provide support resources (manipulatives, visual aids, charts, outlines and picture cues. Vary assessment type (i.e., performance task, open response, multiple choice, etc.)
2	Graphic Organizers	This approach provides the scaffolding for learners to organize their new information in a way that is most useful for them to understand.	Thinking Maps KWL chart (what do we already think we know, what do we want to know, what did we learn) Compare and Contrast
3	Flexible Grouping	These groups must be fluid and based on commonalities from the learner's progress towards the desired outcome.	Jigsaw Group investigation Small-group instruction
4	Individual student contracts	Accountability and communication are paramount to the success of this approach.	Gradual release of direct assistance so students can perform independently
5	Adjusting level of rigor in questions	This will give the teacher a clear understanding of the depth to which students are processing the desired outcome.	Finding of answers in provided texts rather than by random guessing Varied questioning strategies
6	Independent study of student-	Providing choice will foster ownership for the student to progress towards the desired outcome.	Using scoring guides (rubrics) to guide development of a student-selected independent project

	Strategy	What the Research Says:	How it looks in the classroom:
	selected projects		
7	Compacting (streamlining or modifying basic content to provide students with tiered assignments)	When the formative assessment has been conducted and portions of the class already understand the desired outcome, compacting can validate this understanding.	Clear emphasis on the most important concepts and skills (i.e., “unwrapped” Priority Standards/Power Standards)
8	Tiered assignments (designed at different levels of complexity according to students’ readiness levels)	All tiers must include meaningful activities. If you meet the learners where they are with the objectives it can be a powerful experience that fosters ownership.	Varied texts and supplementary materials
9	Connect new concepts to prior learning	The activation of prior knowledge is the foundation for all new learning.	KWL, use real world ideas, topics, and contexts that are appropriate and engaging

## ELEMENTARY & SECONDARY SCHOOL EDUCATIONAL PROGRAM

### Math

The Academy utilizes Eureka Math for grades K-12 (<https://greatminds.org/math>).

#### **K-5 – Eureka Math<sup>2</sup>**

The Academy will implement Eureka Math<sup>2</sup> for grades K-5. Eureka Math<sup>2</sup> is a revolutionary math program designed to advance equity in the math classroom by helping students build enduring math knowledge. Eureka Math<sup>2</sup> provides consistent math models, rigor to support the productive struggle, and coherence across grades. The digital interactives, increased opportunities for student discourse, and a new level of flexibility to make math instruction exponentially more teachable and engaging are just more of the many reasons why Eureka Math<sup>2</sup> is the most celebrated math curriculum to joyfully teach and learn. Teachers are provided with high-quality materials and tools to ensure students build a conceptual understanding of mathematics. The teacher-writers and experts of Eureka Math<sup>2</sup> used a research-based approach to craft a new curriculum that ensures students build enduring knowledge that is accessible, coherent, and engaging.

#### **6-12 – Eureka Math**

The Academy will implement Eureka Math for grades 6-12 (<https://greatminds.org/math>).

Eureka Math, also known as Engage NY Math, is a complete, holistic PK-12 curriculum that carefully sequences the mathematical progressions into expertly crafted modules. It is meticulous and coherent, with an intense focus on key concepts that layer over time. Students gain a complete body of math knowledge, not just a discrete set of skills. The same models of problem-solving methods are used from grade to grade, so math concepts stay with students and are built upon year after year. The program's rigor, coherence, and focus on the classroom allow students to gain a deeper understanding of the *why* behind the numbers.

Amongst Eureka's many tools is Eureka Math Equip and Eureka Math Affirm. Eureka Math Equip is a program designed to meet the moment and ensure students have the essential foundational knowledge they need to engage with grade-level content. This adaptive diagnostic tool identifies a student's last point of success and, through direct instructional videos, supporting lessons, and fluency practice, helps student's close knowledge gaps. Eureka Affirm is the perfect complement to Eureka Math Equip. Affirm is a digital mid - and end-of-module assessment and practice tool that equips educators with a robust database of formative items and analytic tools that help track student progress and identify areas of need.

In addition to the curriculum, Eureka Math offers professional development, available in a variety of modes-in person, virtual, or on-demand. Professional development is also continuous, designed to support new implementers to seasoned users.

## **12 – Foundations in Personal Finance**

The Academy will implement Foundations in Personal Finance for grade 12.

<https://www.ramseysolutions.com/education/k-12>

Ramsey Education provides Foundations in Personal Finance as a course designed to teach students wise money habits early. The Foundations curriculum breaks down complex financial topics to simple easy-to-understand concepts. Students learn how to budget, save, spend wisely, and invest. Extended learning prompts are provided specifically for differentiated learning. Foundations in Personal Finance is full of ready-to-teach classroom activities and lesson plans that will help teachers to save time and allow them to feel confident about teaching Foundations. The Foundations in Personal Finance curriculum meets state and national standards. Foundations in Personal Finance is available in a fully digital option, as well as a print and streaming option. More than 45% of schools across the country have used the Foundations curriculum.

## **ELA**

### **K-2 MAISA- Reading**

The Academy implements the MAISA Units of reading for grades K-2. (<https://www.oaklandschoolsliteracy.org/resources/common-core-resources/ccss-curriculum>)

### **K-2 WriteWell- Writing**

The Academy implements the WriteWell Units of writing for grades K-2.

[WriteWell Curriculum - St. Clair County Regional Educational Service Agency \(sccresa.org\)](https://www.sccresa.org/write-well-curriculum)

K-2 literacy encompasses reading, writing, listening, speaking and problem solving for a wide range of purposes. As students learn and develop their literacy skills during elementary school, they engage in individual and collaborative work to allow for participation in a literate world. The

development of students' authentic literacies throughout this process are supported with a balanced literacy program and monitored formatively and via summative assessments.

In addition to reading MAISA units, K-2 classrooms will also implement essential foundational skills such as phonological/phonemic awareness, phonics, use of decodable texts and read alouds daily. The Academy will use the Heggerty Curriculum for phonemic awareness, Sadlier's *From Phonics to Reading*, and various decodable texts and read alouds that are intentionally chosen to match the skills and themes taught in the classroom.

[\(Heggerty Curriculum - Phonemic Awareness Programs | Heggerty\)](#)

[\(From Phonics to Reading | Grades K-3 | Sadlier School\)](#)

### **Grades 3-5- Houghton Mifflin- Into Reading**

[HMH Into Reading | K-6 Reading Curriculum | Houghton Mifflin Harcourt \(hmhco.com\)](#)

The Academy is implementing a comprehensive reading curriculum, *Into Reading*, by Houghton Mifflin in grades 3-5. *Into Reading* provides research-based, explicit, systematic instruction to support whole group, small group, and independent work. Each module includes foundational skills, vocabulary, reading, communication, literacy centers, and writer's workshop to deepen students' understanding of literacy skills.

### **Reader and Writer's Workshop K-5**

The Academy encourages students to express ideas, construct meaning, and remember information through – speech, writing, drawing, poetry, drama, music, movement, and visual arts. The use of the Reading Workshop model provides a structured instructional tool that teachers use to differentiate instruction in reading. During mini lessons, Academy staff offer readers several different strategies, such as making connections, creating mental maps, making inferences, drawing conclusions, asking questions, synthesizing information, and monitoring comprehension and meaning to utilize as they read independently and in small groups. During Reader's workshop, teachers will also implement small group reading groups, differentiating instruction based on student's instructional reading levels, to help improve literacy achievement for all students.

To deliver writing instruction, the Academy has adopted the practices of Writing Workshop. Academy teachers provide mini lessons to students to teach writing concepts and strategies. In addition to mini lessons, teachers provide independent reading time where students practice prewriting, drafting, revising, editing, and publishing. During the independent writing time, teachers conference with individual students and observe and discuss their work providing opportunities for formative feedback. The workshop model also allows for students to share their work.

### **Grades 6-8 CommonLit 360 and Novel Studies**

[CommonLit 360 Curriculum Framework - Ed1.0; https://www.commonlit.org](https://www.commonlit.org)

CommonLit360 curriculum provides standard-aligned units using high interest unit topics and texts. There are easy-to-use lessons and interactive technology, providing teacher choice and flexibility. Throughout the school year, students will read a wide range of fiction, poetry, non-fiction texts, including full-length novels. Students get explicit instruction with writing, with daily opportunities to practice and get feedback. Students produce several literary analysis and

argumentative essays. They also conduct authentic research and produce a research report. Rigorous vocabulary and grammar is also embedded into the curriculum each week.

Novels will be used within the curriculum to provide opportunities for expanding background knowledge and exposure, improving vocabulary, communication, and dialogue skills. Students will engage in higher thinking discussions and activities linked to the novels.

### **Grades 9-12 Savvas *myPerspectives* and Novel Studies**

For grades 9-12, the Academy implements *myPerspectives* from Savvas Learning Company. *myPerspectives* creates a teacher-led, student-centered classroom. Students read and respond through conversations and writing. The teacher models concepts for the class, then students collaborate in smaller groups on specific tasks. The students complete independent work and come back to share their learning. This framework supports and challenges students to become collaborative and self-directed learners.

All activities, instruction, and assessments contribute to students demonstrating their learning in response to an achievable performance-based assessment. Students integrate the knowledge they acquire, apply critical thinking skills, cite evidence, and use effective expression to respond to a complex multi-step writing and/or speaking and listening task.

In addition to *myPerspectives*, high school classrooms will also engage in novel studies throughout the school year to dig into literary elements and analyze the author's craft and structure. Students will use novels for authentic discussions in the classroom to expand on vocabulary, language and higher thinking skills. Writing opportunities and projects will be connected with each novel.

### **Literacy Essential Instructional Practices**

The Academy also implements the GELN Essential Instructional Practices <https://literacyessentials.org>.

The purpose of the Essential practices is to increase capacity to improve children's literacy proficiency outcomes by identifying a small set of research-supported instructional practices for daily use in the classroom.

- **Grades K-3** will use the *Essential Instructional Practices in Early Literacy*
- **Grades 4-5** will use the *Essential Instructional Practices in Literacy*
- **Grades 6-12** will use the *Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom* (which covers reading and writing in all core subjects- ELA, math, science, and social studies)

### **Social Studies**

#### **MAISA Units, K-4**

The Academy implements the Michigan Citizenship Collaborative Curriculum ("MC3") to provide real world experiences while teaching about our communities, our country, and our world. The social studies curriculum includes journaling, role playing, literature references, mapping and graphing, oral and written presentations, developing critical thinking skills, inferring, drawing conclusions, predicting, and incorporating writing processes. The program uses multiple



intelligences to address varying student learning styles. MC3 builds a strong knowledge of economic principles so students understand the impact of economic forces internationally and in the students' own home and community. Social studies instruction is driven by the MAS and utilizes a variety of assessments including, but not limited to, teacher generated tests, authentic assessments, and the annual state assessment.

### **MyWorld & American History, 5-8**

IAF implements MyWorld History, a comprehensive middle grades social studies program from Savvas Learning Company designed to engage and meet the needs of all students. It allows students to travel across the globe and through time with big ideas that give context and meaning to discreet facts and skills. Students partake in innovative online resources and project-based activities, so they actively experience the world as it was then and is today.

### **United States History: Part Two, Gr. 9**

This course examines the continued development of the United States from the mid-Nineteenth century to the present. The academic year ends with the study of the 1990s.

One hundred and twenty-odd years of history may not seem like a lot, but many very important events occurred during this time. Course content includes the US War against Native Americans, the closing of the frontier, the Progressive Era, the Spanish-American War, American isolationism, World War I, the Great Depression, World War II, the Cold War, the Korean War, the Civil Rights movement, 1960's Social Protest, the Vietnam War, and contemporary political, social, and economic issues. After our unit on World War II, we have a special unit on the Japanese-American experience in the internment camps.

### **World Civilization, Gr. 10**

World History is a critical key for understanding our world today. This course begins with an exploration of historiography, the process by which we study history. History is not a list of dates to memorize, but a series of arguments and controversies to be debated and supported by logic and historical evidence. Using these tools of history, students will study the struggle and advances of humans in pre-history and the rise of ancient civilizations. The class begins tens of thousands of years in the past with the beginnings of civilization during the Old Stone Age and ends with European and American imperialism at the turn of the 20th century.

Semester 1 covers the ancient civilizations of the Middle East, India, China, the Americas and Africa, Greek and Roman empires, the rise of the Byzantine, Russian, and Eastern European civilizations, the birth of Islam and its spread throughout the world, and the Middle Ages in Europe. Semester II will examine the key developments in Europe—the Renaissance and Reformation, European exploration and colonization, the French Revolution, the Industrial Revolution and the Enlightenment. The class will also explore European and American imperialism and its impact on the continents of Africa, Asia and the Americas.

### **Economics and American Government, Gr. 11**

Eleventh graders for Semester 1 economics will be working with the online platform called MAISA Units, The Michigan Association of Intermediate School Administrators. See below.

<https://gomaisa-public.rubiconatlas.org/Atlas/Public/View/Default>

Unit 1 students focus on the fundamental economic problem of scarcity and build a foundation for how people, businesses, and societies respond to scarcity. Unit 2 introduces students to the study of microeconomics. Students explore market behavior of individual consumers and firms in an attempt to understand the decision-making process of households and businesses. Finally, unit 3 introduces students to the study of macroeconomics, focusing on the overall economy and measuring its performance.

Semester 2 offers a practical study of the American political system ranging from the foundations of American government to citizen involvement in the political process at the national, state and local government. It also familiarizes students with government at the international level. In addition, it stresses Citizenship Competency thus helping students become better prepared to fulfill their responsibilities and protect their interests as citizens.

### **Reconstruction to the 21st Century, Gr. 12**

This course reexamines in greater detail the development of the United States from Reconstruction to the present. The academic year ends with the study of current events.

Course content includes the US War against Native Americans, the closing of the frontier, the Progressive Era, the Spanish-American War, American isolationism, World War I, the Great Depression, World War II, the Cold War, the Korean War, the Civil Rights movement, 1960's Social Protest, the Vietnam War, and contemporary political, social, and economic issues.

### **Science**

The Academy's Science curriculum is fully aligned to the MAS and promotes three-dimensional ("3D") learning. 3D learning refers to the intentional integration of three distinct dimensions: Scientific and Engineering Practices ("SEPs"), Disciplinary Core Ideas ("DCIs"), and Crosscutting Concepts ("CCCs"). Using this approach, the MAS emphasize that science is not just a series of isolated facts. This awareness enables students to view science more as an interrelated world of inquiry and phenomena rather than a static set of science disciplines. This fundamental shift in science education requires a different approach to teaching science than in the past; teachers are now using a range of strategies to engage students and create opportunities to demonstrate students' thinking and learning.

### **Mystery Science, K-3**

The Academy implements Mystery Science, a science program that is hands-on, leading students in the doing of science and engineering. Lessons are NGSS-aligned and support Common Core standards. Through a combination of video lessons, literature and other supplements students are presented with a scientific mystery and set up with clues. Questioning promotes thinking and discussion around the topic and leads to a hands-on activity designed to create an ah-ha moment, allowing students to solve the scientific mystery.

### **Amplify Science, 4-8**

Amplify Science, a top-rated program via Ed Reports, is used in grades 4-8. Amplify Science blends hands-on investigations, literacy-rich activities, and interactive digital tools to empower students to think, read, write and defend like real scientists and engineers. Amplify supports the use of the Claim, Evidence and Reasoning ("CER") Model which ties directly to the Science and

Engineering Practices. The CER Model supports students as they learn to align their conclusions to the purpose of the investigation of the topic. When applying the CER model in the science classroom, an explanation consists of a claim that answers a question. The evidence used to support the claim comes from the student’s data. Finally the reasoning involves a scientific principle that describes why the evidence supports the original claim.

**High School Science, 9-12**

Students in high school take one year of biology, one year of physical science and a third science credit, either in their junior or senior year. A variety of online courses are offered for the final credit. This also assists in fulfilling the online requirement for our students and gives students the experience of online courses that they may have if they transition college after graduation.

**Educational Development Plans (“EDP”)**

P.A. 141 of 2007 requires districts to provide students an opportunity to develop an EDP. At the Academy, an EDP is developed in the seventh grade with the students’ homeroom teacher. Once completed, the middle school homeroom teachers ensure maintenance and ongoing updates of the plan. The EDP contains personal information student’s grade level student identified career goals assessment results (academic and career) educational/training goals a plan of action that identifies a broad career pathway course selections for high school that supports student’s goals/interests information on options to meet the state graduation requirements including postsecondary enrollment options long-term goals and planning to support postsecondary/post-school options.

**Genesee Career Institute (“GCI”), Gr. 10-12**

The Genesee Career Institute provides instruction and experiential learning in many career areas that help prepare Genesee County students for immediate entry into the workforce, upon completion of high school and the GCI program. The institute also offers excellent opportunities for students to gain advanced exposure to knowledge and skillsets in preparation for moving on to post-secondary education in their chosen field, and can even lead to college credit for courses taken at GCI. The Academy currently has students in grades 11 and 12 and will open it up to other students as seen fit with career interests.

**HIGH SCHOOL GRADUATION REQUIREMENTS**

The Academy’s graduation requirements are listed below.

<b>Graduation Requirements</b>			
<b>SUBJECT</b>	<b>Credits per Year</b>	<b><u>Minimum Years Required</u></b>	<b><u>Minimum Required</u> Content/Level</b>
<b>English</b>	<b>1</b>	<b>4</b>	<b>All 4 Years Course of Study</b>
<b>Mathematics</b>	<b>1</b>	<b>4</b>	<b>Algebra II</b>
<b>World Language</b>	<b>1</b>	<b>2</b>	<b>2 Years Course of Study</b>

<b>Graduation Requirements</b>			
<b>SUBJECT</b>	<b>Credits per Year</b>	<b><u>Minimum Years Required</u></b>	<b><u>Minimum Required</u> Content/Level</b>
<b>Science</b>	<b>1</b>	<b>3</b>	<b>1 Biology &amp; 1 Physical Science</b>
<b>History Social Science</b>	<b>1</b>	<b>3</b>	<b>U.S. History World History American Government (.5) Economics (.5)</b>
<b>Visual Performing Applied Arts</b>	<b>1</b>	<b>1</b>	
<b>Physical Education Health</b>	<b>1</b>	<b>1</b>	<b>PE (.5) Health (.5)</b>
<b>Computer Studies</b>	<b>0.5</b>	<b>2</b>	<b>1-year Online Learning Experience 1-year Computer Lab Application</b>
<b>Additional Credit</b>	<b>5.0</b>	<b>1</b>	<b>Electives, Job Shadowing, Grade 12 non required classes &amp; Genesee Career Institute</b>
<b>Total # of Credits Required for Graduation</b>	<b>25</b>	<p><b>The minimum number of credits required for Graduation is 25. Students may earn more credits.</b></p> <p><b>By taking only the above minimum requirements, students will only reach 24.8 credits. Additional credits will be required in any of the above subject matter to earn the minimum total number of credits required for graduation.</b></p>	

**Notes:** Total number of credits required for Graduation: **Minimum of 25 Credits.** A student is able to achieve more than 25 credits. A student **MUST** complete and **PASS** a course before any credit is earned. There will be no partial credit given.

## **Health and Physical Education**

The science, health and physical education department at the Academy is based upon the premise that investigation, exploration, and experience are essential for understanding the environment and ourselves.

Instructional materials are cross-curricular, evidence based, and teacher generated to ensure learning opportunities for all students. Learning outcomes are achieved through hands-on activities and technologically driven instruction. All lessons align with the MAS and use both summative and formative assessments through performance evaluations, student assignments, projects, and teacher observations.

K-8 physical education instruction focuses on activities that develop fundamental motor skills and health practices. This is accomplished through aerobic activity, drill, and practice. Emphasis is placed on the importance of nutrition (including eating habits), exercise, skill practice and overall physical and mental health. Basic skills necessary for participation in sports, creative movement and games are introduced early. The curriculum moves toward highly structured and competitive activities that emphasize important character traits such as team building.

Developing safe and healthy relationships begins in kindergarten and progresses until students graduate from the Academy. Students learn personal safety skills. Fifth graders learn about their changing bodies. At the middle school level, a human sexuality program is implemented that focuses on developing positive and appropriate relationships. This program is abstinence-based and consists of many activities that deal with making good choices and reacting appropriately in social situations.

The Academy has competitive level sports teams in grades 6-12. Additionally, the Academy partners with Crim to provide additional physical and enrichment clubs, intramural sports and activities after school and on weekends which are open to all ages.

## **Fine Arts**

The Academy's fine arts program is a very important part of the Academy's overall curriculum. The Academy's fine arts program provides opportunities for students such as step, dance, general music offerings, as well as general art offerings to students at various grade levels and at various times of the year. The Academy's fine arts program reflects the many different musical periods, styles, and cultures.

Through the fine arts program, students develop intellect, an understanding of the culture and creative nature of musical, visual and kinesthetic artistry, and make connections between the arts, technology, and other aspects of social life. The fine arts staff appreciates the need for various avenues of instruction. By the very nature of the arts, students are given the opportunity to learn by multiple presentations.

## **Technology**

The Academy is a one-to-one campus where each student has access to a mobile device. The Academy's technology curriculum focuses on skills to enrich student learning and provide cross curricular opportunities. Various skills are taught such as proper device etiquette, internet safety awareness, digital literacy, keyboarding, and program usage. Students are also provided with the

opportunity to use online resources, applications, and web-based programs. Student accounts are provided for each student and students are taught how to use the accounts to support and enhance curricular learning.

## **CURRICULUM ALIGNMENT AND REVIEW**

Curriculum is monitored and adjusted in weekly grade level meetings and PLC meetings. During these times, assessment data is reviewed, and the horizontal and vertical alignment of the curriculum is evaluated and revised as needed to accommodate the whole class and individual needs. Administration will work closely with Curriculum Directors, instructional and literacy coaches, as well as Deans of Academics to monitor curriculum alignment and instructional delivery.

## **CURRICULUM FLEXIBILITY**

### **Academically Advanced Program**

The Academy is dedicated to providing academically advanced students with a challenging and optimized school experience, in order to meet their full potential, just as any other student. The Academically Advanced Program provides acceleration of instruction in core mathematics and literacy study; curriculum which moves beyond basic fact, understanding, and skills to complex learning experiences that involve multiple ideas, uncertainties, and abstractions which causes students to modify, combine, and extends learning; opportunities for appropriate pacing; moving more rapidly when understanding comes quickly or at a slower, more appropriate pace to allow for a depth or breadth of investigation; opportunities for in-depth learning and open-ended tasks that respond to the student's curiosity and passions; guidance in self-assessing one's work.

The Academy is participating in the GCI to provide instruction and experiential learning in many career areas that help prepare our students for immediate entry into the workforce upon completion of high school and the GCI program.

At the Academy, all Grade 8 students begin the study of Algebra. Algebra is taught across two years to Grade 8 and Grade 9 students. The Michigan Merit Curriculum allows for students to earn high school Algebra credit in Grade 8. The goal, by moving the curriculum across two years, is to make it accessible to all students. By moving slower, the Academy is allowing students to gain a deeper understanding of complex algebraic concepts and foundational skills. This deeper understanding supports students as they take higher level mathematics classes, enabling students to be better prepared for college and career fields, especially those careers in STEM fields.

### **Supplemental Educational Services**

The Academy's educational program continues to provide services to low-performing students in all core academic areas. Many at-risk, disadvantaged and minority students are currently residing in the city of Flint, and the Academy currently enrolls close to 90% African American students, with nearly 90% identified as low income. A variety of strategies are used to ensure the needs of various special student populations served by the Academy are met. Some of these are tutoring, student mentoring, Multi-Tier System of Supports ("MTSS"), development of critical thinking skills, before or after school programs or services, and Summer Academy.

### **Expanded Learning**

The Academy's after school and enrichment opportunities provide barrier free, no cost programs to further youth development in academic, leadership, physical, and social emotional areas for all grade levels.

### **Dual Enrollment**

Dual enrollment permits an eligible high school student to take a college class while still enrolled in high school. The college class may be taken for college credit, and it does not apply to the Academy's GPA.

### **Credit Recovery**

Opportunities for credit recovery are provided on an as-needed basis. Sometimes a student may recover credit during the school year and other times a student may need to take credit recovery during the summer.

### **Special Education**

When making educational placement decisions for students with disabilities, the Academy will ensure that parents are contributing members of the Individualized Educational Program ("IEP") team, and together the team will make decisions that are subject to requirements regarding provision of the least restrictive environment. When determining how services will be delivered to students with disabilities, the Academy will follow all Special Education Rules as issued by the Michigan Department of Education. If a child with a current IEP enrolls in the Academy, the Academy will implement the existing IEP to the extent possible or will provide an interim IEP agreed upon by parents until a new IEP can be developed. IEPs will be developed, revised and implemented in accordance with the Individuals with Disabilities Education Improvement Act ("IDEIA") and state law and regulations.

The Academy will fully comply with federal laws and regulations governing children with disabilities as follows:

1. The Academy is responsible for providing a free, appropriate public education to children with disabilities enrolled in the Academy that have been determined through an IEP to require Special Education programs and services.
2. The Academy will ensure that children who are suspected of having disabilities are properly evaluated by a multidisciplinary team, as defined in the Michigan Special Education Rules, and that children who have already been identified are re-evaluated by the multidisciplinary team at least every three years.
3. When a multidisciplinary team determines that a special education student requires Special Education programs and services, the Academy will ensure that the IEP is fully implemented in accordance with IDEIA and reviewed on an annual basis or more frequently as determined by the IEP team.

### **Providing Services to Students with Exceptionalities and Special Needs**

The Academy's philosophy concerning students with special needs is that all children can learn, and if children are placed in the appropriate level within a program, they will have a higher possibility of thriving. The Academy employs qualified Special Education staff to accommodate

those students with diagnosed disabilities and Section 504 accommodations. A continuum of services including inclusion and pullout services are provided as needed. Students with special needs are evaluated and placed at the appropriate skill level and age range.

The Academy provides instruction, equipment, supplementary aids, and services of outside specialists as specified in the IEP. Students with disabilities are integrated into the classroom as much as is feasible, embracing the principles of “least restrictive environment” and “free appropriate public education.” Students will be expected to master the general curriculum to the maximum extent possible with the use of supplementary aids and other services as outlined in the student’s IEP.

### **Recruiting and Retaining Special Student Populations**

The Academy is a welcoming place of learning, staffed by professionals who care about children and the quality of education they receive. All marketing and outreach materials clearly state that our school does not discriminate in any fashion. As a welcoming school for all children, the Academy provides the services necessary for academic success of all students.

### **Serving Limited English Proficiency (“LEP”) Students**

The Academy provides all state and federally mandated services to LEP Students through a collaboration with GISD to identify and provide instruction to students who may be eligible for English as a Second Language (“ESL”) Services under the Title III of the Elementary and Secondary Education Act. Home language surveys are collected from all enrolled families to identify students who may have LEP. The survey is used as an initial tool to screen students that may be eligible for instructional support. Instructional support services and annual assessments are coordinated with GISD.

State-approved procedures for identifying students with LEP who may need support services are used in order to help students not only master core curriculum, but also, per the Academy’s mission, to achieve the higher academic standards essential for post-secondary study.

### **Plan for Ensuring Success for Homeless Students**

The Academy provides a free and appropriate public education to any “homeless child or youth” within the Academy’s jurisdiction, and subject to the enrollment policy. Any homeless child or youth will be enrolled even if the child lacks records normally required for enrollment (i.e. previous academic records, medical records, proof of residency). The necessary enrollment documentation will be requested after the student is enrolled. The Academy may require parents or guardians to submit contact information. Additional training and services are provided by the GISD in order to appropriately serve eligible students.

A homeless liaison is assigned to coordinate services and assist unaccompanied youths (defined as a youth not in the physical custody of a parent or guardian) to ensure there are no barriers to the enrollment, attending classes, and participation in school activities for homeless children and youth.



## **Summer Academy**

The Academy will provide a robust summer enrichment and credit recovery in cases qualified according to:

- Every Student Succeeds Act (“ESSA”) requirement, or whatever current federal or state guidelines are in place
- Promotion and Retention Policies
- Extended School Year (“ESY”) services to students with special needs
- School practices that help at-risk students meet high standards

## **Honors**

Students in high school are encouraged to extend and exemplify learning through the Academy Honors classes that are offered annually. The Academy’s Honors classes allow students to integrate and investigate more deeply in which the students have an interest. Students who choose to do the Honors Program are engaging in studies run much like college-level independent studies. Students must demonstrate self-direction and independence as well as intellectual curiosity and methodology. Successful completion of the Honors class allows students to earn additional GPA points.

## **Multi-Tiered System of Support: Academic Intervention Support**

The Academy’s educational program allows for adaptation and modification to meet the needs of all learners. Instructional planning is focused on ensuring student success. The result is a curriculum that enables students to derive meaning from all educational experiences. Active student engagement is a key feature of student success. There is an expectation that all teachers design lessons and assessments that engage students.

The Academy’s core curriculum:

1. is available to all children;
2. is preventative and proactive; and
3. includes, but is not limited to
  - differentiated instruction through adaptation
  - use of diagnostic assessments to guide instruction
  - small, flexible groups
  - scaffolded curriculum
  - data driven decisions and progress monitoring

The Academy subscribes to a three “tiered” Intervention structure as listed below:



*Tier I* is general classroom instruction that includes ALL students. Teachers use differentiated instruction to meet student needs as much as possible. Frequent formative assessments determine the extent to which content is learned prior to summative assessments. Summative assessments in the form of unit tests, papers, projects, presentations, and demonstrations indicate mastery of content. Teachers reteach and reassess as necessary.

**Intervention Strategies**

**Tier II (Targeted)** interventions include, but are not limited to:

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
1	Smaller grouping of students (may include individual student)	Additional 30 minutes of instruction 2-3 times per week. Instruction should be specific to the needs of those students. Extra guided reading groups Needs-based groups Groups of 1:1 or up to 3 students for the most intensive students. No more than 5 for strategic support.
2	Instruction highly focused on specific skills and/or learning strategies	Explicit instruction Teach common misconceptions before errors occur Additional 30 minutes of instruction
3	Frequent monitoring and assessment of progress and social development	Bi-weekly progress monitoring Adjust instruction accordingly
4	Matching of specific strategy to specific skill	Data meetings to determine targeted intervention. On-going review of progress

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
	need and changing as needed	Adapt ways of presenting tasks to address a variety of learning modalities.
5	Repetition	Copy material or write it again. Rehearse things mentally or aloud. Repeat information to be recalled. Recite steps in a procedure, facts, lists, labels, or rules. Explicitly model strategies <i>multiple</i> times for struggling readers. Repeat directions frequently and always model directions and outcomes explicitly with struggling students.
6	“Chunking” of information /time into smaller segments	Break instructional duration into smaller chunks of time. Break instructional content into smaller chunks.
7	Providing more (or less) time	Adjust the length of time for instruction, assignments, assessments, and projects according to student need
8	Use of technology	Smart Board, calculators, computer, student response clickers, videos, Website, Netbooks, document camera, digital licenses

### Intervention Strategies

**Tier 3 (Intensive) interventions include all of Tier I and Tier II PLUS:**

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
1	Smaller teacher-student ratio possibly one-to-one instruction	Tutor Title I pull-out/push-in Guided reading groups Needs-based groups Interventionists
2	More Intensive supplemental interventions	Supplemental resources Highly explicit instruction Individualized intervention Increase in duration and intensity
3	Longer duration of instruction	Adjusting pacing calendar to include more reteaching of key concepts/skills
4	Detailed attention to the social environment	Minimize distractions in environment: -close shades

	Strategy	What it looks like in the Classroom, Small Group or 1:1:
		-close door -move seat -clear desk -put pencils away -put tennis balls on legs of chairs/desk -provide study corral -headphones
5	More frequent progress monitoring	Daily/weekly data points; daily progress-monitoring checks to monitor learning and adjust instruction accordingly

**Multi-Tiered System of Support: Positive Behavior Interventions and Support (“PBIS”)**

The Academy also implements a multi-tiered system of support for positive behavior support. The continuum of services includes a positive support at all three levels: Tier 1, Tier II and Tier III. As defined by Michigan Integrated Behavior and Learning Systems Initiative, PBIS is, “a systems approach for establishing the social culture and behavioral supports needed for schools to be effective learning environments for all students.”

**Tier 1** – The goal of Tier 1 behavioral interventions is to support and encourage all students knowing that at this level at least 80% of the student population will meet or exceed the behavioral expectations set forth by the Academy.

- **S.O.A.R. (Safe, On-Task, Accountable, and Respectful)** – The Academy has developed an integrated school-wide behavior expectation for students in kindergarten – twelfth grade. These expectations include lesson plans for explicitly teaching the expectations, an updated yearly schedule for teaching the expectations school-wide, posters throughout the building and a reward system to acknowledge students following these expectations.
- **Restorative Practices** - An opportunity to promote inclusiveness, relationship building and problem-solving in the school community. It also includes Circles which are used proactively to build community and relationships or support teaching and learning. Circles will also be used reactively or responsively to address harm or to dialogue challenges or issues as they arise.
- **Social Emotional Learning (“SEL”)**-- SEL will be a daily component of teaching at the Academy. Emotions and social relationships affect learning. Positive relationships, including trust in the teacher, and positive emotions—such as interest and excitement—open up the mind to learning. Additionally, to the teaching of SEL competencies, morning meetings will be done to resolve problems, establish goals, learn new skills, or participate in a community-building activity.

**Tier II** – The goal of Tier II behavior interventions is to support and encourage 15% of the student population who are at risk, but not engaging in severe behavioral problems. The Dean of Students,

with input from support staff and parents, uses behavioral data to determine which students participate in Tier II interventions and which interventions would meet the needs of the student.

**Tier III** – The goal of the Tier III behavior interventions is to support and encourage the 5% of the student population at the Academy that may engage in severe forms of high-risk behaviors and therefore require more intensive and individualized behavioral interventions. The Dean of Students or School Social Workers facilitates a formalized Functional Behavior Assessment resulting in an Individualized Behavioral Intervention Plan.

**Specifically Designed Instruction Behavior Strategies:**

	<b>Strategy</b>	<b>Suggestions for How to Use the Strategy</b>
<b>1</b>	Reward System	SOAR PBIS Points (digital app) Student input on rewards through discussion SOAR School Store Items
<b>2</b>	Explicit Feedback on appropriate and inappropriate behavior	Students help to develop rules/logical consequences Weekly SOAR lessons Routines posted in classrooms and reviewed as necessary Restorative Practices & Circles Check-in/Check-out Self-monitoring Model & provide examples
<b>3</b>	Tangible and intangible incentives/rewards	Positive postcard or phone call home Earned privileges Phoenix Store Rewards Positive Home Visits
<b>4</b>	Time away from task	Brain Breaks

**Assessments Utilized at the Academy**

The Academy utilizes a variety of assessments, including both formative and summative assessments, to monitor student academic and non-academic progress. The Academy monitors a detailed breakdown of academic and non-academic goals and objectives, as well as the tools used to measure progress made toward achieving those goals and objectives. The Academy’s assessment information not only serves to hold the school accountable to The Center for Charter Schools at Central Michigan University and the Academy’s Board of Directors, but it also provides the administrative team with valuable information for continuous improvement. The Academy Board embraces the importance of a rigorous system of accountability for results.

**Formative and Summative assessments may include:**

- Projects
- Assignments
- Portfolios
- Papers
- Presentations

- Labs
- Unit tests
- Performance based assessments
- Selective response assessments
- Participation
- Attendance
- Homework and Practice

### **Norm-Referenced and Standardized Tests**

National norm-referenced and standardized tests are administered each fall to all students, starting in kindergarten as required by either MDE and/or The Center for Charter Schools. The results on these tests provide the Academy a benchmark for student academic standing relative to peers within the Academy, in the district, state and across the country.

### **External Exams: Advanced Placement® (“AP®”)**

Courses in the AP Program are college level studies. As such, the homework requirements for these courses exceed those of non-AP courses. Students who register for these classes are encouraged to take the AP examination in May. The scores are used as a measurement for placement in college courses with the possibility of receiving college credit. There is an examination fee.

### **College Entrance Exams**

The Academy requires PSAT™ 8/9 for all eighth and ninth-grade students. And all tenth-grade students take the PSAT 10. The Academy encourages eleventh grade students to take the PSAT/NMSQT in October. All eleventh-grade students automatically take the SAT® in the Spring as part of the Michigan Merit Examination.

### **Program Evaluation**

The instructional staff, students and administrators collaboratively reflect on the educational programs and evaluate its effectiveness annually. Students are given the opportunity to reflect on instructional strategies, teacher delivery and resources through end of the year surveys. Parents are also asked to participate in Academy-wide curriculum surveys. Staff also provide input on the effectiveness of programs, school climate, and offer suggestions through small group discussions and surveys. Additionally, formative, and summative data is utilized to determine effectiveness or needed enhancements throughout the school year.

The Academy uses a systematic approach to ensuring that the implementation, delivery, and support of the educational program is effective.

At the classroom level, the Academy utilizes The Marzano Teacher Evaluation Model. This model is designed using 1,000’s of studies conducted. It does not require a new set of skills or strategies; instead, it is aligned to the professional teaching standards established in the Michigan Public Act 173.

At the Administrative level, the Academy Board utilizes the Indicators of Excellence Evaluation tool to evaluate the Academy Administrator. The Indicator of Excellence Evaluation tool uses

research and theory by identifying areas of evaluation that reflect key outcomes using value added measures and by evaluating the efforts or inputs of the school leader to positively influence said outcomes.

In conjunction with the requirements of the Michigan Department of Education, the Academy completes an annual comprehensive needs assessment utilizing the Michigan Integrated Continuous Improvement Process (“MICIP”). This process includes accumulating and analyzing demographic, program and process data, perception data, academic student achievement data and other factors impacting student achievement. Information derived from these sources help the Leadership Team and stakeholders understand strengths, gaps and needs at the Academy.

Utilizing the comprehensive needs assessment information, the Leadership Team develops a plan through MICIP district-wide goals in curricular area, and strategies and activities to focus on throughout the school year. The team annually reviews and shares information with the community and the Academy Board.

International Academy of Flint

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# Tab 2



## CURRICULUM

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.4, the Academy shall implement, deliver, and support the curriculum identified in this schedule.

The Academy has adopted Michigan Association of Intermediate School Administrators (“MAISA”) English language arts (“ELA”) for grades K-2, Houghton Mifflin Harcourt Into Reading for grades 3-5, CommonLit 360 for grades 6-8, and My Perspectives™ ELA for grades 9-12; Eureka Math<sup>2</sup> and Eureka Math for grades K-12; Mystery Science for grades K-3, Amplify Science for grades 4-8, and Academy written curriculum for grades 9-12; MAISA MC3 social studies for grades K-4, and Academy written curriculum for grades 5-12 social studies; McGraw Hill *Asi se dice!* Spanish; Foundations in Personal Finance Financial Literacy; Michigan Model for Health™; Edmentum™ PLATO® Learning; and Academy written curriculum. The curriculum for all core subjects has been received, reviewed and approved by the Center.

- MAISA ELA <https://www.oaklandschoolsliteracy.org/resources/>
- myPerspectives <https://www.savvas.com/index.cfm>
- Eureka Math <https://greatminds.org/math>
- Mystery Science <https://mysteryscience.com/>
- Amplify Science <https://amplify.com/programs/amplify-science/>
- MAISA MC3 <https://oaklandk12-public.rubiconatlas.org/Atlas/Browse/>
- ConnectEd <https://my.mheducation.com/login>
- Personal Finance <https://www.ramseysolutions.com/education/k-12>
- Edmentum/PLATO <https://www.edmentum.com/>
- MI Model for Health <https://www.michiganmodelforhealth.org/>

### **Elementary**

The following subjects/courses are offered at the Academy.

Course	K	1	2	3	4	5	6	7	8
English Language Arts	X	X	X	X	X	X	X	X	X
Mathematics	X	X	X	X	X	X	X	X	X
Science	X	X	X	X	X	X	X	X	X
Social Studies	X	X	X	X	X	X	X		
World History								X	
American History									X
Health	X	X	X	X	X	X	X	X	X
Physical Education	X	X	X	X	X	X	X	X	X

## Secondary

The following subjects/courses are offered at the Academy\*.

Course Name	Grade**	Course Name	Grade**
English ( <i>minimum 4</i> )		World Language ( <i>minimum 2</i> )	
English 9	9	Spanish Level 1	Any
English 10	10	Spanish Level 2	Any
American Literature	11		
British / World Literature	12	Visual, Performing & Applied Arts ( <i>minimum 1</i> )	
English Honors	9-12	Art	Any
AP Literature & Composition	12	Music	Any
Mathematics ( <i>minimum 4</i> )		Other	
Pre-Algebra I	9	Journalism	11, 12
Algebra I	9,10	HS Yearbook	11, 12
Geometry	10,11	World Wars	11, 12
Algebra II	11,12	Africana Studies	11, 12
Pre-Calculus	12		
Financial Literacy	12	Virtual Courses***	
Science ( <i>minimum 3</i> )		Earth and Space Science	12
Biology	9-10	Fundamentals of Ecology	11
Physical Science	10-11	Equity Lab	11, 12
Fundamentals of Ecology	11	Gen Net Online Learning	6-12
Earth and Space Science	12	Gen Net Virtual	6-12
Social Studies ( <i>minimum 3</i> )		Ed Mentum	9-12
U.S. History & Geography	9	Off Campus Courses	
World History & Geography	10	Genesee Career Institute (GCI)	
US Government / Civics (.5)	11	GCI—Digital Art & Design	11-12
AP US Government (Civics)	11	GCI—Culinary	11-12
Economics (.5)	11	GCI—Medical Career Foundations	11-12
US History Reconstruction to 21 <sup>st</sup> Century	12	GCI—Mechatronics & Robotics	11-12
Physical Education & Health ( <i>minimum .5 each</i> )		GCI—Emergency Medical Concepts	11-12
Physical Education	Any	GCI—Agriculture & Natural Resources	11-12
Health (MI Model)	Any	GCI—Public Safety	11-12

\* The Academy updates course offerings each school year based on the needs and interests of students as well as teacher certification. As a result some courses are rotated and are not offered each year. All core subjects are taught every year and high school students are required to meet the requirements of the Michigan Merit Curriculum.

\*\*If students are not required to take a course at a specific grade level, “any” is used for the grade indication.

\*\*\*Virtual Courses are defined as any course(s) that are delivered using the internet.

International Academy of Flint

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# Tab 3

1. Applicable Law requires that a public school academy application and contract must contain a description of and the address for the proposed physical plant in which the public school academy will be located. See MCL 380.502(3)(i) and 380.503(6)(f);

2. The address and a description of the site and physical plant (the "Site") of International Academy of Flint (the "Academy") is as follows:

Address: 2820 South Saginaw St.  
Flint, MI 48503

Description: This is the original location of the Academy and is located on approximately four acres. The original portion of the facility was constructed in 1917 with an addition built in 1964. The Academy constructed a classroom addition during the 1999-2000 academic year, a 2,566 square foot multi-purpose room during the 2000-2001 academic year and a 54,519 square foot classroom and gymnasium addition in 2008. The total square footage of the facility is approximately 121,000.

The facility contains three floors with a total of 53 classrooms. The facility also contains a computer lab, a student life room, a media center, an auxiliary gymnasium/dining area, 12 focused learning/working hubs with a small storage space, a science lab, a regulation size gymnasium, a kitchen, a health clinic, 23 restrooms and several offices. Parking lots are paved and lined with clearly marked "no parking" areas necessary for driver and student safety. There is also a playground area for student recreation before and after school and during recess. The exterior of both the original facility and the new addition are constructed of brick and all interior and exterior lighting is LED.

Configuration of Grade Levels: Kindergarten through Twelfth Grade.

Term of Use: Term of Contract.

Name of School District and Intermediate School District:

Local: Flint Community Schools  
ISD: Genesee ISD

3. It is acknowledged and agreed that the information identified below, about this Site, is provided on the following pages, or must be provided to the satisfaction of the University Board or its designee, before the Academy may operate as a public school in this state.

- A. Narrative description of physical facility
- B. Size of building
- C. Scaled floor plan
- D. Copy of executed lease or purchase agreement

4. In addition, the Academy and the University Board hereby acknowledge and agree that this Contract is being issued to the Academy with the understanding that the Academy cannot conduct classes as a public school academy in this state until it has obtained the necessary fire, health and safety approvals for the above-described physical facility. These approvals must be provided and be acceptable to the University Board or its designee prior to the Academy operating as a public school. In cases of disagreement, the Academy may not begin operations without the consent of the University Board or its designee.

5. If the Site described above is not used as the physical facilities for the Academy, then Schedule 6 of this Contract between the Academy and the University Board must be amended pursuant to Article IX of the Terms and Conditions of Contract, to designate, describe, and agree upon the Academy's physical facilities. The Academy must submit to the University Board or its designee complete information about the new site to be actually used. This information includes that described in paragraphs 2, 3 and 4 of this Schedule 6. It is acknowledged and agreed that the public school academy cannot conduct classes as a public school in this state until it has submitted all the information described above, to the satisfaction of the University Board or its designee, and the amendment regarding the new site has been executed.

6. Any change in the configuration of grade levels at the Site requires an amendment to this Schedule 6 pursuant to Article IX of the Terms and Conditions of Contract set forth above.

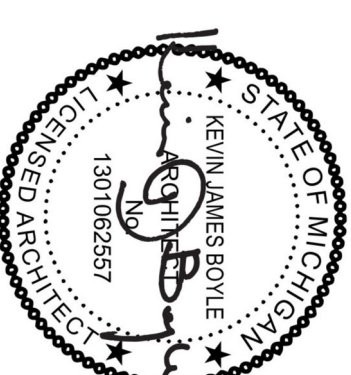
607 SHELBY STREET  
 5TH FLOOR  
 DETROIT, MICHIGAN 48226  
 T: (313) 379-7005  
 EMAIL: INFO@BASICSIGN.CO  
 WEBSITE: WWW.BASICSIGN.CO

CONSULTANTS:  
**MECHANICAL ENGINEER**  
**SELLINGER ASSOCIATES**  
 13821 FARMINGTON RD  
 LITTLE ROCK, AR 72205  
 (248) 482-0045

**ELECTRICAL ENGINEER**  
**TAC ASSOCIATES, LLC**  
 CONSULTING ENGINEERS  
 4321 EAST CAMDEN ROAD  
 OSSEO, MI 48266  
 (517) 254-4789

SHEET: \_\_\_\_\_

CLIENT: \_\_\_\_\_



**INTERNATIONAL  
 ACADEMY OF FLINT**  
 2820 SAGINAW ST  
 FLINT, MI 48803

**PROJECT:  
 CLASSROOM &  
 TOILET ROOM  
 RENOVATION**

SHEET CONTENTS:

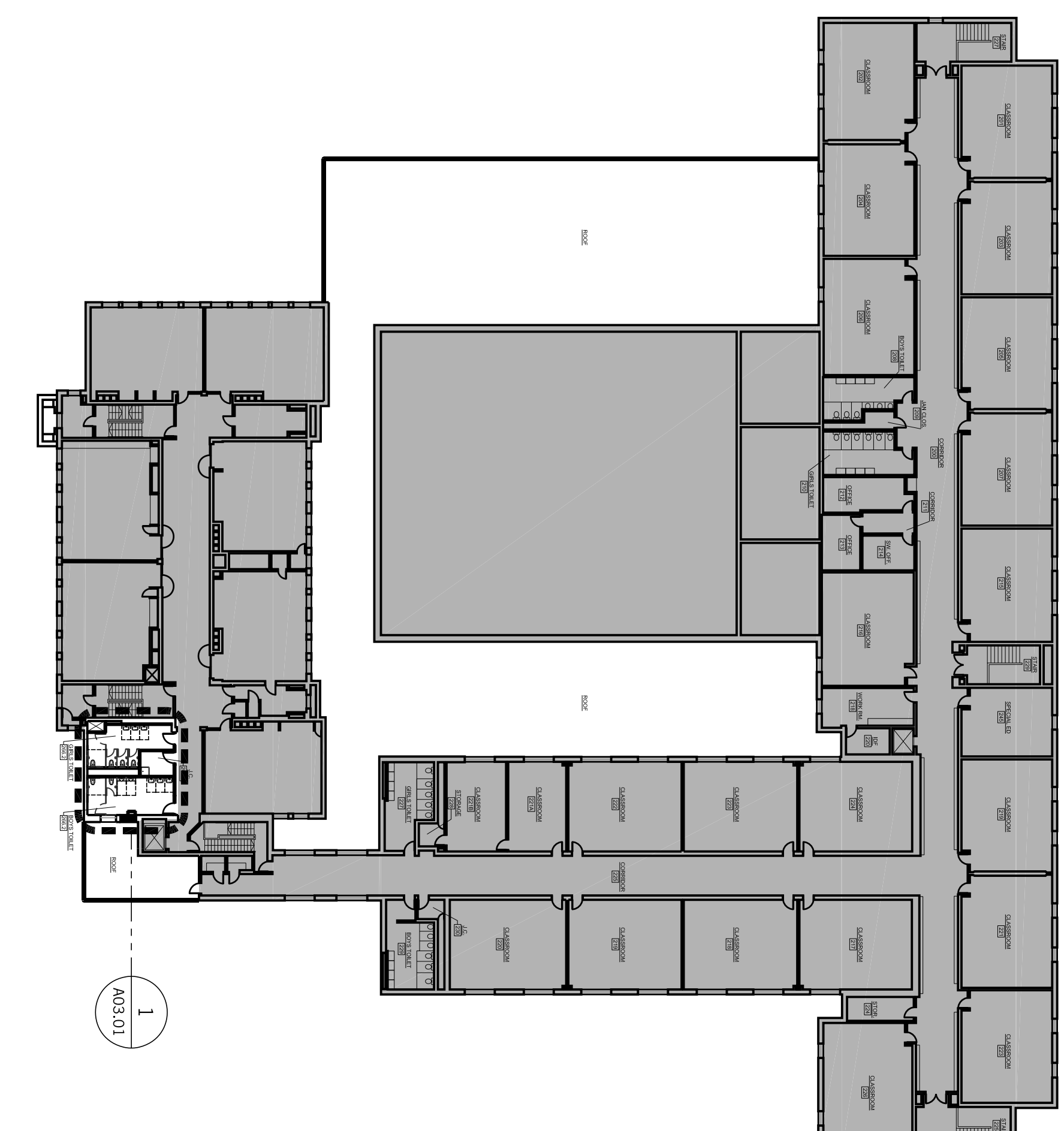
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DATE: \_\_\_\_\_ DESCRIPTION: \_\_\_\_\_ DRAWN BY: \_\_\_\_\_

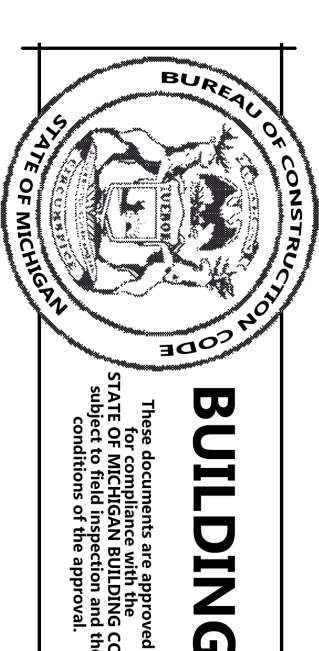
12/15/2021 PERMITS  
 12/28/2021 OWNER REVIEW  
 DATE: \_\_\_\_\_ DESCRIPTION: \_\_\_\_\_ DRAWN BY: \_\_\_\_\_

PROJECT NUMBER: \_\_\_\_\_ SHEET NUMBER: \_\_\_\_\_

21-17 **A03.00**

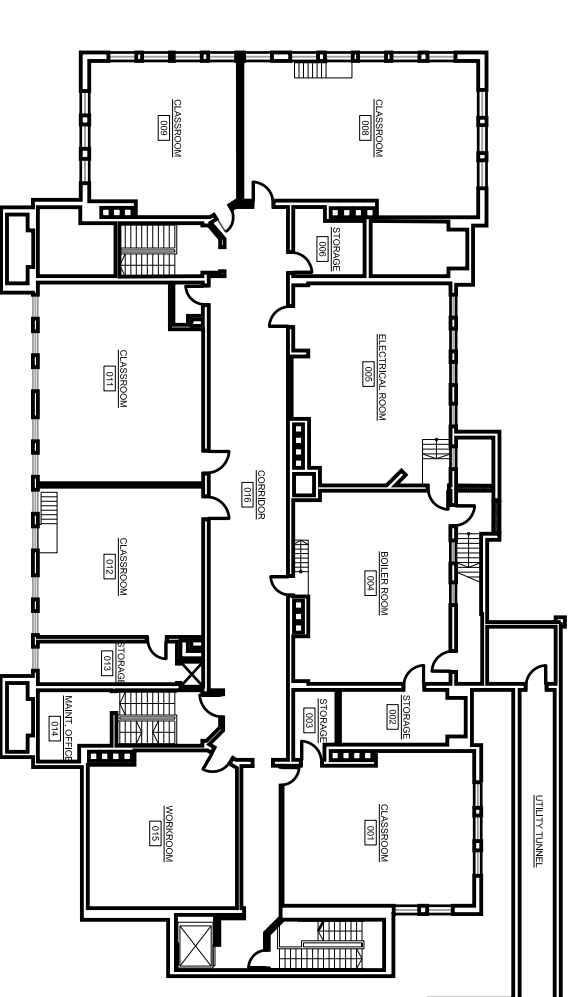


**OVERALL SECOND FLOOR PLAN**  
 SCALE: 1/32" = 1' - 0"  
 NORTH

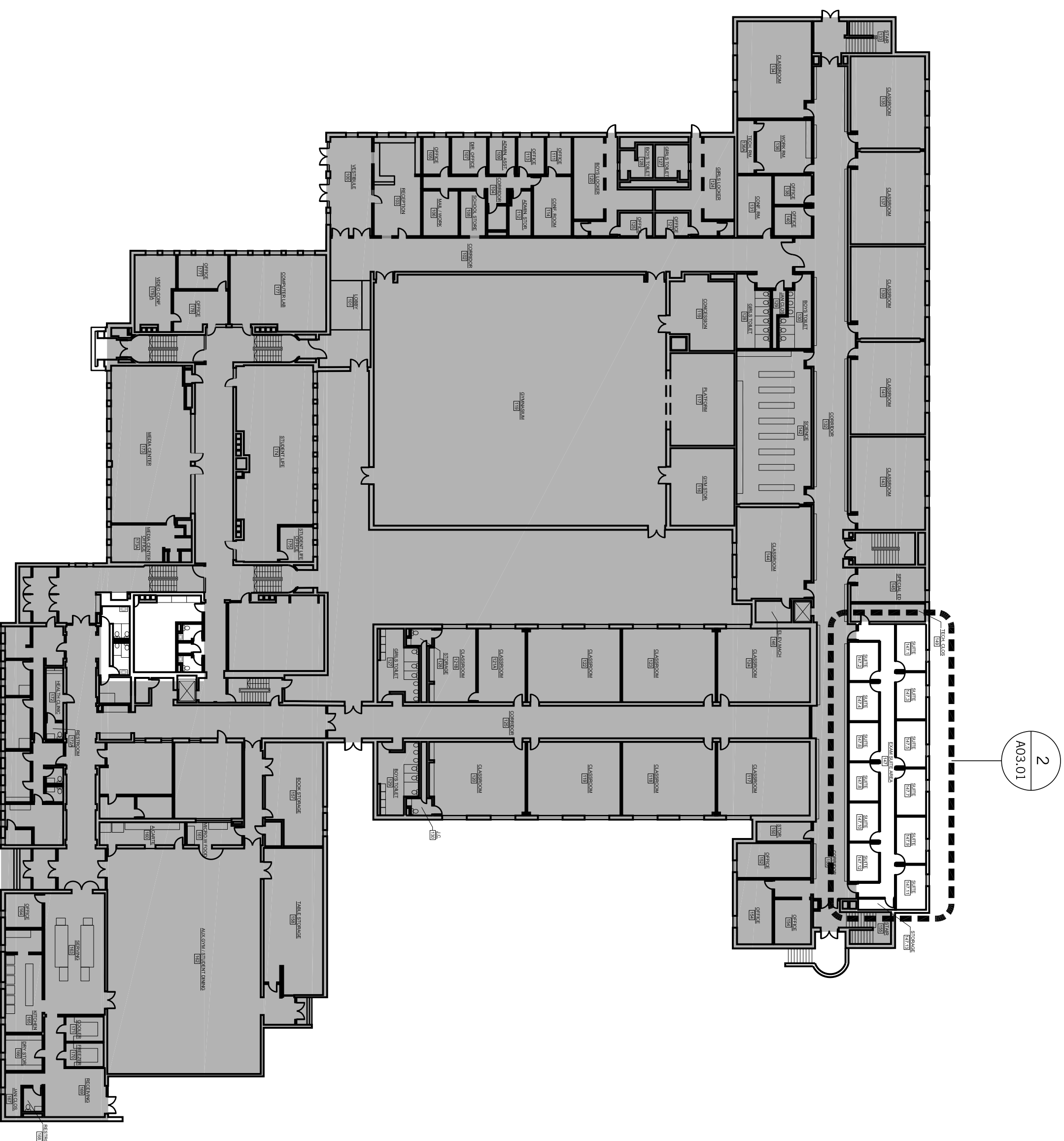


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 #PR2022BCC-0000361

**BUILDING**  
 These documents are approved  
 by the State of Michigan Building Code  
 Subject to the provisions of the approval



**OVERALL BASEMENT FLOOR PLAN**  
 SCALE: 1/32" = 1' - 0"  
 NORTH



**OVERALL FIRST FLOOR PLAN**  
 SCALE: 1/32" = 1' - 0"  
 NORTH

## DOOR HARDWARE SCHEDULE

Hardware Group No. 01			
For use on Door #16:			
QTY	DESCRIPTION	CATALOG NUMBER	FINISH
3	HINGE	5B81 4.5 X 4.6 NRP	662 MFR
1	STOREROOM LOCK	7S81 DAN	628 MFR
1	CYLINDER CORE	TO MATCH EXISTING SYSTEM	628 BO
1	SURFACE CLOSER	SC71A RWP/PA	688 MFR
1	WALL STOP	8A00 10" X 2" LDM B-CS	630 PAL
1	WALL STOP	WS4014DC2CV	628 MFR
Hardware Group No. 02			
For use on Door #16:			
QTY	DESCRIPTION	CATALOG NUMBER	FINISH
3	HINGE	5B81 4.5 X 4.6 NRP	662 MFR
1	CLASSROOM DEADBOLT	B683	628 MFR
1	CYLINDER CORE	TO MATCH EXISTING SYSTEM	628 BO
1	PULL PLATE	8302 10" X 1" IP	630 MFR
1	PULL PLATE	SC71A RWP/PA	688 MFR
1	SURFACE CLOSER	8A00 10" X 2" LDM B-CS	630 PAL
1	KICK PLATE	WS4014DC2CV	628 MFR
1	WALL STOP		
Hardware Group No. 03			
For use on Door #16:			
QTY	DESCRIPTION	CATALOG NUMBER	FINISH
3	HINGE	5B81 4.5 X 4.6 NRP	662 MFR
1	CLASSROOM DEADBOLT	B683	628 MFR
1	CYLINDER CORE	TO MATCH EXISTING SYSTEM	628 BO
1	PULL PLATE	8302 10" X 1" IP	630 MFR
1	PULL PLATE	SC71A RWP/PA	688 MFR
1	OH STOP	905	630 GAV
1	SURFACE CLOSER	8A00 10" X 2" LDM B-CS	688 PAL
1	KICK PLATE		630 MFR
1	WALL STOP		
Hardware Group No. 04			
For use on Door #16:			
QTY	DESCRIPTION	CATALOG NUMBER	FINISH
3	HINGE	5B81 4.5 X 4.6 NRP	662 MFR
1	CLASSROOM DEADBOLT	B683	628 MFR
1	CYLINDER CORE	TO MATCH EXISTING SYSTEM	628 BO
1	PULL PLATE	8302 10" X 1" IP	630 MFR
1	PULL PLATE	SC71A RWP/PA	688 MFR
1	OH STOP	905	630 GAV
1	SURFACE CLOSER	8A00 10" X 2" LDM B-CS	688 PAL
1	KICK PLATE		630 MFR
1	WALL STOP		
Hardware Group No. 05			
For use on Door #16:			
QTY	DESCRIPTION	CATALOG NUMBER	FINISH
3	HINGE	5B81 4.5 X 4.6 NRP	662 MFR
1	CLASSROOM DEADBOLT	B683	628 MFR
1	CYLINDER CORE	TO MATCH EXISTING SYSTEM	628 BO
1	PULL PLATE	8302 10" X 1" IP	630 MFR
1	PULL PLATE	SC71A RWP/PA	688 MFR
1	OH STOP	905	630 GAV
1	SURFACE CLOSER	8A00 10" X 2" LDM B-CS	688 PAL
1	KICK PLATE		630 MFR
1	WALL STOP		

## FLOOR PLAN LEGEND:

- METAL/WOOD STUD WALL WITH WALL TYPE TAG - REFER TO TAG - REFER TO SHEET A00.01
- GML WALL WITH WALL TYPE TAG - REFER TO SHEET A00.01
- DOOR WITH DOOR TAG - REFER TO DOOR SCHEDULE
- WINDOW WITH WINDOW TAG - REFER TO WINDOW ELEVATIONS
- ADDENDUM
- ARCHITECT'S SUPPLEMENTAL INSTRUCTION
- F.E.C.: FIRE EXTINGUISHER CABINET - REFER TO SPECIFICATIONS
- F.E.: WALL MOUNTED FIRE EXTINGUISHER - REFER TO SPECIFICATIONS

International Academy of Flint

Contract Amendment No. 8

# Tab 4

**CERTIFICATE OF USE AND OCCUPANCY**  
**PERMANENT**

**Michigan Department of Licensing and Regulatory Affairs**

Bureau of Construction Codes/Building Division

P.O. Box 30254

Lansing, MI 48909

Authority: 1972 PA 230

(517) 241-9317

**Building Permit No: BLDG22-00833**

2820 S SAGINAW ST

FLINT, MI 48503

COUNTY: GENESEE

The above named building of Use Group E, Education and Construction Type 3A is approved for use and occupancy.

THIS APPROVAL IS GRANTED UNDER THE AUTHORITY OF SECTIONS 13 OF ACT 230 OF THE PUBLIC ACTS OF 1972, AS AMENDED, BEING §125.1513 OF THE MICHIGAN COMPILED LAWS, AND, IN ACCORDANCE WITH SECTION 111.0 OF THE STATE BUILDING CODE. THIS SHALL SUPERSEDE AND VOID ANY PREVIOUS APPROVAL OF USE AND OCCUPANCY.

Print Date: 01/09/2023



AMENDMENT NO. 9

to the  
July 1, 2020 Contract to Charter  
A Public School Academy and Related Documents

Issued To

INTERNATIONAL ACADEMY OF FLINT  
(A PUBLIC SCHOOL ACADEMY)

By

THE CENTRAL MICHIGAN UNIVERSITY  
BOARD OF TRUSTEES  
(AUTHORIZING BODY)

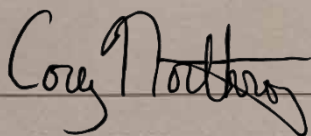
CONTRACT AMENDMENT NO. 9

INTERNATIONAL ACADEMY OF FLINT

In accordance with Article IX of the Terms and Conditions of the Contract (the "Contract"), dated July 1, 2020, issued by the CENTRAL MICHIGAN UNIVERSITY BOARD OF TRUSTEES (the "University Board") to INTERNATIONAL ACADEMY OF FLINT (the "Academy"), as amended, the parties agree to further amend the Contract as follows:

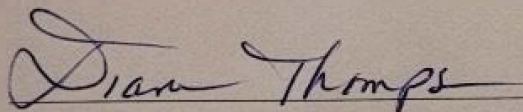
- 1.) Amend Schedule 7, Section c: Educational Programs, by replacing the materials contained therein with the materials attached as Tab 1.
- 2.) Amend Schedule 7, Section d: Curriculum, by replacing the materials contained therein with the materials attached as Tab 2.

This entire amendment is hereby approved by the University Board and the Academy Board through their authorized designees, and shall have an effective date of July 1, 2023.



Dated: 10/20/2023

By: Corey R. Northrop, Executive Director  
The Governor John Engler Center for Charter Schools  
Designee of the University Board



Dated: 10-16-2023

By: Diane Thompson, Board President  
International Academy of Flint  
Designee of the Academy Board

International Academy of Flint

Contract Amendment No. 9

# Tab 1

## **EDUCATIONAL PROGRAMS**

Educational Program Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.3, the Academy shall implement, deliver, and support the educational programs identified in this schedule.

### **MISSION**

The International Academy of Flint (“Academy”) will prepare students for success in college or career, inspire students to respect learning, and lead purposeful lives.

### **VISION**

At the Academy, our purpose is to provide rigorous instruction coupled with high expectations to cultivate the “whole child” through a K-12 education in the city of Flint. The Academy will address each student’s cognitive/intellectual, social/emotional, moral/character, and physical/sensory needs as we engage students in enriching educational experiences.

The Board and Leadership team feel strongly that a positive school climate is at the core of a successful educational experience and is critical to the overall success of the Academy. Relationships and emotions strongly influence learning, and a positive school climate that provides support for teaching social and emotional skills, as well as academic content, should go hand in hand. School climate creates the physiological and psychological conditions for productive learning. Without secure relationships and multiple supports for development, student engagement and learning are undermined.

Some of the Academy’s beliefs surrounding this whole village / whole child vision include:

- Developing strong interpersonal relationships, communication, cohesiveness, and belongingness between students and teachers are essential ingredients that catalyze healthy development and learning critical for overall success.
- Implementing structural features of the school, such as smaller class sizes, physical conditions, a mindfulness room, and resources to shape students’ daily experiences of personalization and caring with a whole child mindset.
- Providing an education for students that honors their growth and development.
- Developing the whole child by recognizing the uniqueness of each student as a scholar, citizen, athlete, and valued community member.
- Using identified “best practices in education,” as indicated by valid research in the field.
- Holding high expectations for students’ progress and success in their cognitive/intellectual, social/emotional, moral/character, and physical/sensory achievements.
- Monitoring continuous improvement activities as the vehicle for achieving and sustaining a standard of educational excellence.
- Providing positive youth development.
- Ensuring the Academy is a welcoming and safe environment where students and staff feel empowered and fulfilled.

The Academy is the first charter school in Genesee County to become a community school in partnership with the Flint Community Education Initiative through the Crim Fitness Foundation. As a Community School, community partners and internal stakeholders work collaboratively to

support the Academy’s mission and core values. Community education aligns and supports the whole school and the whole child with a prioritized focus on attendance, third grade, graduation and grade promotion, and the collective neighborhood impact. This is accomplished through the collaborative efforts of community partners such as The Flint Center for Educational Excellence, Hope Squad through Genesee Health Systems, Regional Alliance for Healthy Schools Clinic, American Red Cross, Genesee Health, Crim Fitness, Crim Nutrition, Crim Mindfulness and Stemletics.

## **EDUCATIONAL PHILOSOPHY**

The Academy focuses on “knowing who our children are” and responding with effective instruction and social-emotional support. The Academy’s delivery of instruction focuses on a hands-on, differentiated, and collaborative approach. Most importantly, instruction must be fun, creative, *relevant to our student body*, and meaningful!

The Academy uses effective, research-based practices to create settings in which students’ healthy growth and development are central to the design of classrooms and the school as a whole. The Academy strives to assemble the whole village—school, partnerships with health care organizations, youth- and family-serving agencies, state and local governments, and families—to work together to ensure that every student receives the benefit to support his or her healthy path to becoming a productive global citizen.

The following key features of the educational philosophy are fundamental to the mission of the Academy.

### **Education of the Whole Child**

Education of the whole child at the Academy means addressing each student’s cognitive/intellectual, social/emotional, moral/character and physical/sensory needs to plan instruction and engage students in rigorous educational experiences. This often occurs outside of the classroom through after-school, weekend events and interventions.

### **Habits, Mindset & High Expectations**

The Academy plans instruction with high expectations and works to help students acquire good habits and mindsets necessary for students to be successful in school and life beyond.

### **Collaborative Planning Time**

The Academy spends collaborative planning time and professional development articulating the outcomes for learning that reflect knowing who our children are and the whole village model so students develop the essential skills and acquire knowledge for education, careers and life.

### **Partnership between Academy and Home**

A strong partnership between school and home is critical to the individual success of each student in school. The Academy has established programs and practices to enhance parent involvement and reflect the specific needs of students, families, and the community. The overarching program essential to the Academy’s success in the partnership between the Academy and home is the Parent Academy.

The purpose of the Parent Academy is to facilitate communication, fundraising and volunteer activities among Academy parent groups to ensure alignment with the Academy mission, core philosophies and the common purpose of supporting the Academy faculty and staff. Parent representatives from each of the parent groups serve on the Parent Academy, in addition to members of the Academy's Leadership Team, the Director of School and Family Engagement, the Community School Director, and the Director of Culture, Climate and Student Success.

## **ATTENDANCE**

Student attendance is a critical component for academic success for Academy students. It is necessary for students to attend school on time for the full day, as listed on the annual school calendar. Attendance is the heartbeat of the Academy. Students must physically come to school each day to engage in robust, engaging and innovative learning and social development opportunities.

The Academy works diligently with key stakeholders (students, caregivers, staff, administration and community partners) to reduce barriers for students to attend school regularly. The Academy is establishing an Attendance and Student Success Task Force made up of diverse team members, which include the Director of Family and Community Engagement, Family and Community Engagement Advocates, teachers, support staff and the Community School Director and other community partners. The Attendance Task Force meets monthly and focuses on school-wide attendance strategies (Tier I) and supporting Tier II interventions to increase student attendance.

The Family and Community Engagement (“FACE”) team takes an active approach to supporting attendance. FACE is responsible for attendance monitoring, accurate tracking of tardies, early release documentation, engaging parents and guardians, working with the Genesee County Attendance Task Force (“ATF”), the Flint Center for Educational Excellence and other community partners.

Attendance strategies and support will follow the Multi-Tiered Systems of Support (“MTSS”) approach as outlined in the Attendance Flow Chart located in the Student Handbook.

## **EDUCATIONAL STRATEGIES**

The Academy implements and delivers a curriculum that is 21<sup>st</sup>-century relevant and aligned with the Michigan Academic Standards (“MAS”), Next Generation Science Standards (“NGSS”) and National Social Studies Standards. The curriculum includes various assessment tools such as Developmental Reading Assessment (DRA<sup>®</sup>), NWEA<sup>®</sup> MAP<sup>®</sup> Growth<sup>™</sup> test and Lexia<sup>®</sup> Learning, and has committed to a consistent review of data to help inform curriculum, instruction, and assessment through weekly Professional Learning Communities (“PLC”) and professional development throughout the year.

The Academy is regularly engaged in developing and articulating the learning goals at each grade level. Staff will be engaged in in-service development throughout the year to help Academy educators continually build on and refine student-centered practices and learn to use data about school climate and analyze a wide range of student outcomes to undertake continuous improvement. Additionally, all staff are involved in PLCs that meet to study, practice, and reinforce effective instructional strategies. Instructional Coaches are paired with teachers with the

primary goal of coaching through improved teaching practices to accelerate teacher effectiveness, improve teacher retention, build teacher leadership, increase student learning, and support equitable outcomes for every learner. The Academy partners with Genesee Intermediate School District (“GISD”) to employ two Literacy Coaches for additional literacy support to assist content teachers in addressing reading comprehension, writing, and communication skills.

Students are supported via Student Success Coaches at each grade department span. The responsibility of the Student Success Coach is to assist students with setting goals and overcoming any potential obstacles or barriers in completing school. Student Success Coaches may conduct small groups based on data collected via School-Wide Information Systems (“SWIS”) that pairs with Positive Behavior Interventions and Supports (“PBIS”). Additionally, students in grades 6-12 are paired with staff mentors through the Check and Connect Student Engagement Model. The role of the mentors is to promote student engagement with school, increase attendance, reduce dropout, reduce barriers and increase school completion.

The Academy carefully monitors the progress of all students in order to catch remediation needs as well as to celebrate successes. The Academy uses technology to individualize and differentiate learning and increase the rate of student learning by providing access to materials and resources that maximize student time on task.

Parents/Guardians are informed about the child’s learning and growth through various communication methods, including calls, emails and social media. The Academy also connects with parents via written communication, progress reports, newsletters, report cards and twice-yearly parent-teacher conferences that are extensive and informative. Additionally, various staff members conduct home visits, as needed, to check in on families, provide support and encouragement, and celebrate successes.

**INSTRUCTIONAL STRATEGIES**

The Academy strives to provide students with instruction that engages and enhances learning. Teachers utilize several teaching strategies to provide the best instruction for students. Some high-yield teaching strategies have been identified below.

**Evidence-Based Effective Teaching Strategies**

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD.

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the classroom:</b>
1	Identifying similarities and differences	Students should compare, classify, and create metaphors, analogies and non-linguistic or graphic representations.	Thinking Maps, T-charts, Venn diagrams, classifying analogies, cause, and effect links and compare and contrast organizers
2	Summarizing and note taking	Students should learn to eliminate unnecessary information, substitute some information, keep important information, write/rewrite, and analyze information. Students should be	Teacher models summarization techniques, identify key concepts, bulleted points, outlines, clusters, narrative organizers, journal summaries,

	<b>Strategy</b>	<b>What the Research Says:</b>	<b>How it looks in the classroom:</b>
		encouraged to put some information into their own words.	create simple reports, quick-writes, graphic organizers, column notes, etc.
3	Reinforcing effort and Recognition	Teachers should reward based on standards of performance; use symbolic recognition rather than tangible rewards.	Explain and maintain high expectations, praise students' effort, encourage students to share ideas and express their thoughts, honor individual learning styles, stress-free environment, high-fives, Spelling Bee and Constitution Day.
4	Homework and Practice	Teachers should vary the amount of homework based on student grade level (less at the elementary level, more at the secondary level), keep parent involvement in homework to a minimum, state purpose, and, if assigned, should be debriefed.	Retell, recite, and review learning for the day at home, reflective journals, parents are informed of the goals and objectives, grade level teams plan together for homework distributions
5	Nonlinguistic representations	Students should create graphic representations, models, mental pictures, drawings, pictographs, and participate in kinesthetic (hands on) activities in order to assimilate knowledge.	Visual tools and manipulatives, problem-solution organizers, diagrams, concept maps, drawings, charts, Thinking Maps, graphic organizers, storyboards, foldables, etc.
6	Cooperative learning	Teachers should limit use of ability groups, keep groups small, apply strategy consistently and systematically but not overuse. Assign roles and responsibilities in groups	Integrate content and language through group engagement, reader's theater, shared reading, and writing, plays, science projects, debates, jigsaw, group reports, choral reading.
7	Setting objectives and providing feedback	Teachers should create specific but flexible goals, allowing some student choice. Teacher feedback should be corrective, timely, and specific to a criterion.	Articulating and displaying learning goals, KWL, contract learning goals, etc. Teachers can display objectives on and follow-up on the mastery of the objective at the end of the lesson.
8	Generating and testing hypothesis	Students should generate, explain, test, and defend hypotheses using both inductive and deductive strategies through problem solving, history investigation, invention, experimental inquiry, and decision making.	Thinking processes, use of inductive and deductive reasoning, and questioning the author of a book.
9	Questions, cues, and advanced organizers	Teachers should use cues and questions that focus on what is important (rather than unusual), use ample wait time before accepting responses, eliciting inference and analysis.	Graphic organizers provide guiding questions before lessons, think alouds, inference, predicting, drawing conclusions, skim chapters to identify key vocabulary, concepts, and skills, etc.



## Differentiation Strategies

Adapted from Marzano, Robert. (2001). *Classroom instruction that works*. Alexandria: ASCD

	Strategy	What the Research Says:	How it looks in the classroom:
1	Multiple Intelligences	In differentiated classrooms, teachers begin where students are, not the front of a curriculum. This information provides a glimpse of how the learner processes new information and can be valuable in making it part of the permanent memory.	Provide support resources (manipulatives, visual aids, charts, outlines and picture cues. Vary assessment type (i.e., performance task, open response, multiple choice, etc.)
2	Graphic Organizers	This approach provides the scaffolding for learners to organize their new information in a way that is most useful for them to understand.	Thinking Maps KWL chart (what do we already think we know, what do we want to know, what did we learn) Compare and Contrast
3	Flexible Grouping	These groups must be fluid and based on commonalities from the learner's progress towards the desired outcome.	Jigsaw Group investigation Small-group instruction
4	Individual student contracts	Accountability and communication are paramount to the success of this approach.	Gradual release of direct assistance so students can perform independently
5	Adjusting level of rigor in questions	This will give the teacher a clear understanding of the depth to which students are processing the desired outcome.	Finding of answers in provided texts rather than by random guessing Varied questioning strategies
6	Independent study of student-selected projects	Providing choice will foster ownership for the student to progress towards the desired outcome.	Using scoring guides (rubrics) to guide development of a student-selected independent project
7	Compacting (streamlining or modifying basic content to provide students with tiered assignments)	When the formative assessment has been conducted and portions of the class already understand the desired outcome, compacting can validate this understanding.	Clear emphasis on the most important concepts and skills (i.e., "unwrapped" Priority Standards/Power Standards)
8	Tiered assignments (designed at different levels of complexity according to students' readiness levels)	All tiers must include meaningful activities. If you meet the learners where they are with the objectives it can be a powerful experience that fosters ownership.	Varied texts and supplementary materials

	Strategy	What the Research Says:	How it looks in the classroom:
9	Connect new concepts to prior learning	The activation of prior knowledge is the foundation for all new learning.	KWL, use real world ideas, topics, and contexts that are appropriate and engaging

## ELEMENTARY & SECONDARY SCHOOL EDUCATIONAL PROGRAM

### Math

The Academy utilizes *Eureka Math*<sup>™</sup> for grades K-12.

#### **Kindergarten-5th Grades *Eureka Math*<sup>2</sup>**

The Academy implements *Eureka Math*<sup>2</sup> for grades K-5. *Eureka Math*<sup>2</sup> is a revolutionary math program designed to advance equity in the math classroom by helping students build enduring math knowledge. *Eureka Math*<sup>2</sup> provides consistent math models, rigor to support the productive struggle, and coherence across grades. The digital interactives, increased opportunities for student discourse, and a new level of flexibility to make math instruction exponentially more teachable and engaging are why *Eureka Math*<sup>2</sup> is the most celebrated math curriculum to joyfully teach and learn. Teachers are provided with high-quality materials and tools to ensure students build a conceptual understanding of mathematics. The teacher-writers and experts of *Eureka Math*<sup>2</sup> used a research-based approach to craft a new curriculum that ensures students build enduring knowledge that is accessible, coherent, and engaging.

#### **6th-12th Grades *Eureka Math***

The Academy implements *Eureka Math* for grades 6-12.

*Eureka Math* is a complete, holistic PK-12 curriculum that carefully sequences mathematical progressions into expertly crafted modules. It is meticulous and coherent, with an intense focus on key concepts that layer over time. Students gain a complete body of math knowledge, not just a discrete set of skills. The same models of problem-solving methods are used from grade to grade, so math concepts stay with students and are built upon year after year. The program's rigor, coherence, and focus on the classroom allow students to gain a deeper understanding of the *why* behind the numbers.

Among *Eureka*'s many tools are *Eureka Math Equip* and *Eureka Math Affirm*. *Eureka Math Equip* is designed to meet the moment and ensure students have the essential foundational knowledge to engage with grade-level content. This adaptive diagnostic tool identifies a student's last point of success and, through direct instructional videos, supporting lessons, and fluency practice, helps students close knowledge gaps. *Eureka Math Affirm* is the perfect complement to *Eureka Math Equip*. *Eureka Math Affirm* is a digital mid - and end-of-module assessment and practice tool that equips educators with a robust database of formative items and analytic tools that help track student progress and identify areas of need.

In addition to the curriculum, *Eureka Math* offers professional development, available in a variety of modalities: in person, virtual, or on-demand. Professional development is also continuous and designed to support new implementers and seasoned users.

## **12th Grade – *Foundations in Personal Finance***

The Academy utilizes *Foundations in Personal Finance* for grade 12.

Ramsey Education provides *Foundations in Personal Finance* (“*Foundations*”) as a course designed to teach students wise money habits early. The *Foundations* curriculum breaks down complex financial topics to simple easy-to-understand concepts. Students learn how to budget, save, spend wisely, and invest. Extended learning prompts are provided specifically for differentiated learning. *Foundations* is full of ready-to-teach classroom activities and lesson plans that will help teachers to save time and allow them to feel confident about teaching. The *Foundations* curriculum meets state and national standards. *Foundations* is available in a fully digital option, as well as a print and streaming option. More than 45% of schools across the country have used the *Foundations* curriculum.

## **English Language Arts**

### **Kindergarten-2nd Grades - *Engaging Readers*™ Reading**

The Academy uses engaging read-aloud resources to teach and expand students’ oral language skills, vocabulary, literary elements, and reading comprehension strategies.

### **Kindergarten-2nd Grades *WriteWell*® Writing**

The Academy implements the *WriteWell* Units of writing for kindergarten -2nd grades.

The kindergarten -2nd grades literacy encompasses reading, writing, listening, speaking and problem-solving for a wide range of purposes. As students learn and develop their literacy skills during elementary school, they engage in individual and collaborative work to allow for participation in a literate world. The development of students’ authentic literacies throughout this process is supported with a balanced literacy program and monitored formatively and via summative assessments.

In addition to *Engaging Readers*, kindergarten - 2nd grade classrooms will also implement essential foundational skills such as phonological/phonemic awareness, phonics, use of decodable texts and read alouds daily. The Academy will use the Heggerty Curriculum for phonemic awareness, Sadlier’s *From Phonics to Reading*, and various decodable texts and read-aloud resources that are intentionally chosen to match the skills and themes taught in the classroom.

### **3rd-5th Grades *Into Reading*®**

The Academy implements a comprehensive reading curriculum, *Into Reading*, by Houghton Mifflin in grades 3-5. *Into Reading* provides research-based, explicit, systematic instruction to support whole group, small group, and independent work. Each module includes foundational skills, vocabulary, reading, communication, literacy centers, and a writer’s workshop to deepen students’ understanding of literacy skills.

### **Kindergarten – 5th Grades *Reader’s and Writer’s Workshop***

The Academy encourages students to express ideas, construct meaning, and remember information through – speech, writing, drawing, poetry, drama, music, movement, and visual arts. The Reading Workshop model provides a structured instructional tool that teachers use to differentiate

instruction in reading. During mini-lessons, Academy staff offer readers several strategies, such as making connections, creating mental maps, making inferences, drawing conclusions, asking questions, synthesizing information, and monitoring comprehension and meaning to utilize as they read independently and in small groups. During Reader's Workshop, teachers implement small group reading groups, differentiating instruction based on student's instructional reading levels, to help improve literacy achievement for all students.

To deliver writing instruction, the Academy has adopted the practices of Writing Workshop. Academy teachers provide mini-lessons to students to teach writing concepts and strategies. In addition to mini-lessons, teachers provide independent writing time where students practice prewriting, drafting, revising, editing, and publishing. During the independent writing time, teachers conference with individual students and observe and discuss their work, providing opportunities for formative feedback. The workshop model also allows for students to share their work.

### **6th – 8th Grades *CommonLit 360*, *EB Academics*, and *Novel Studies***

The *CommonLit360* curriculum provides standard-aligned units using high-interest unit topics and texts. There are easy-to-use lessons and interactive technology, providing teachers with choice and flexibility. Throughout the school year, students will read a wide range of fiction, poetry, and non-fiction texts, including full-length novels. Students produce several literary analyses and argumentative essays. Rigorous vocabulary and grammar are also embedded into the curriculum each week.

#### ***EB Academics; The EB Writing Program***

*EB Academics* provides a complete writing curriculum that aids in the mastery of writing standards and increases learning outcomes.

Novels are used within the curriculum to provide opportunities for expanding background knowledge and exposure and improving vocabulary, communication, and dialogue skills. Students will engage in higher-thinking discussions and activities linked to the novels.

### **9th-12th Grades *myPerspectives*<sup>™</sup> and *Novel Studies***

For 9th-12th grades the Academy implements *myPerspectives* from Savvas Learning Company. *myPerspectives* creates a teacher-led, student-centered classroom. Students read and respond through conversations and writing. The teacher models concepts for the class, then students collaborate in smaller groups on specific tasks. The students complete independent work and come back to share their learning. This framework supports and challenges students to become collaborative and self-directed learners.

All activities, instruction, and assessments contribute to students demonstrating their learning in response to an achievable performance-based assessment. Students integrate the knowledge they acquire, apply critical thinking skills, cite evidence, and use effective expression to respond to a complex multi-step writing and/or speaking and listening task.

In addition to *myPerspectives*, high school classrooms will also engage in novel studies throughout the school year to dig into literary elements and analyze the author's craft and structure. Students

will use novels for authentic discussions in the classroom to expand on vocabulary, language and higher thinking skills. Writing opportunities and projects will be connected with each novel.

### ***Literacy Essential Instructional Practices***

The Academy also implements the GELN *Essential Instructional Practices* (“*Essentials*”).

The purpose of the *Essential* practices is to increase capacity to improve children’s literacy proficiency outcomes by identifying a small set of research-supported instructional practices for daily use in the classroom.

- **Grades K-3** uses the *Essential Instructional Practices in Early Literacy*
- **Grades 4-5** uses the *Essential Instructional Practices in Literacy*
- **Grades 6-12** uses the *Essential Practices for Disciplinary Literacy Instruction in the Secondary Classroom* (which covers reading and writing in all core subjects-ELA, math, science, and social studies)

### **Social Studies**

#### **Kindergarten – 4th Grades MAISA Units**

The Academy implements the Michigan Citizenship Collaborative Curriculum (“MC3”) to provide real-world experiences while teaching about our communities, our country and world. The social studies curriculum includes journaling, role-playing, literature references, mapping and graphing, oral and written presentations, developing critical thinking skills, inferring, drawing conclusions, predicting, and incorporating writing processes. The program uses multiple intelligences to address varying student learning styles. MC3 builds a strong knowledge of economic principles so students understand the impact of economic forces internationally and in the student’s own home and community. Social studies instruction is driven by the MAS and utilizes a variety of assessments, including but not limited to teacher-generated tests, authentic assessments, and the annual state assessment.

#### **5th – 8th Grades MyWorld & American History**

IAF implements MyWorld History, a comprehensive middle-grades social studies program from Savvas Learning Company designed to engage and meet the needs of all students. It allows students to travel across the globe and through time with big ideas that give context and meaning to discreet facts and skills. Students partake in innovative online resources and project-based activities, so they actively experience the world as it was then and is today.

#### **9th Grade United States History: Part Two**

This course examines the continued development of the United States from the mid-nineteenth century to the present. The academic year ends with the study of the 1990s.

One hundred and twenty-odd years of history may not seem like a lot, but many very important events occurred during this time. Course content includes the US War against Native Americans, the closing of the frontier, the Progressive Era, the Spanish-American War, American isolationism, World War I, the Great Depression, World War II, the Cold War, the Korean War, the Civil Rights movement, 1960’s Social Protest, the Vietnam War, and contemporary political, social, and

economic issues. After our unit on World War II, we have a special unit on the Japanese-American experience in the internment camps.

### **10th Grade World Civilization**

World History is a critical key to understanding our world today. This course begins with an exploration of historiography, the process by which we study history. History is not a list of dates to memorize but a series of arguments and controversies debated and supported by logic and historical evidence. Using these tools of history, students will study the struggle and advances of humans in prehistory and the rise of ancient civilizations. The class begins tens of thousands of years ago, with the beginnings of civilization during the Old Stone Age and ends with European and American imperialism at the turn of the 20th century.

Semester 1 covers the ancient civilizations of the Middle East, India, China, the Americas and Africa, the Greek and Roman empires, the rise of the Byzantine, Russian, and Eastern European civilizations, the birth of Islam and its spread throughout the world, and the Middle Ages in Europe. Semester II will examine the key developments in Europe—the Renaissance and Reformation, European exploration and colonization, the French Revolution, the Industrial Revolution and the Enlightenment. The class will also explore European and American imperialism and its impact on the continents of Africa, Asia and the Americas.

### **11th Grade Economics and American Government**

Eleventh graders for Semester 1 economics work with the online platform called MAISA Units, The Michigan Association of Intermediate School Administrators.

Unit 1 students focus on the fundamental economic problem of scarcity and build a foundation for how people, businesses, and societies respond to scarcity. Unit 2 introduces students to the study of microeconomics. Students explore the market behavior of individual consumers and firms in an attempt to understand the decision-making process of households and businesses. Finally, unit 3 introduces students to the study of macroeconomics, focusing on the overall economy and measuring its performance.

Semester 2 offers a practical study of the American political system, ranging from the foundations of the American government to citizen involvement in the political process at the national, state and local governments. It also familiarizes students with the government at the international level. In addition, it stresses Citizenship Competency, thus helping students become better prepared to fulfill their responsibilities and protect their interests as citizens.

### **12<sup>th</sup> Grade Reconstruction to the 21st Century**

This course reexamines in greater detail the development of the United States from Reconstruction to the present. The academic year ends with the study of current events.

Course content includes the US War against Native Americans, the closing of the frontier, the Progressive Era, the Spanish-American War, American isolationism, World War I, the Great Depression, World War II, the Cold War, the Korean War, the Civil Rights movement, 1960's Social Protest, the Vietnam War, and contemporary political, social, and economic issues.

## **Science**

The Academy's Science curriculum is fully aligned with the MAS and promotes three-dimensional ("3D") learning. 3D learning refers to the intentional integration of three distinct dimensions: Scientific and Engineering Practices ("SEPs"), Disciplinary Core Ideas ("DCIs"), and Crosscutting Concepts ("CCCs"). Using this approach, the MAS emphasizes that science is not just a series of isolated facts. This awareness enables students to view science more as an interrelated world of inquiry and phenomena rather than a static set of science disciplines. This fundamental shift in science education requires a different approach to teaching science than in the past; teachers are now using a range of strategies to engage students and create opportunities to demonstrate students' thinking and learning.

### **Kindergarten – 1st Grade Mystery Science**

The Academy implements Mystery Science, a science program that is hands-on, leading students in the doing of science and engineering. Lessons are NGSS-aligned and support Common Core standards. Through a combination of video lessons, literature and other supplements, students are presented with a scientific mystery and set up with clues. Questioning promotes thinking and discussion around the topic and leads to a hands-on activity designed to create an ah-ha moment, allowing students to solve the scientific mystery.

### **2nd – 8th Grades Amplify Science**

Amplify Science, a top-rated program via Ed Reports, is used in grades 2-8. Amplify Science blends hands-on investigations, literacy-rich activities, and interactive digital tools to empower students to think, read, write and defend like real scientists and engineers. Amplify supports the use of the Claim, Evidence and Reasoning ("CER") Model, which ties directly to the Science and Engineering Practices. The CER Model supports students as they learn to align their conclusions to the purpose of the investigation of the topic. When applying the CER model in the science classroom, an explanation consists of a claim that answers a question. The evidence used to support the claim comes from the student's data. Finally, the reasoning involves a scientific principle that describes why the evidence supports the original claim.

### **9th-12th Grades High School Science**

Students in high school take one year of biology, one year of physical science and a third science credit, either in their junior or senior year. In person courses and a variety of online courses are offered for the final credit. This also assists in fulfilling the online requirement for our students and gives students the experience of online courses that they may have if they transition college after graduation.

### **Educational Development Plans ("EDP")**

The Michigan Public Act 141 requires districts to provide students an opportunity to develop an EDP. At the Academy, an EDP is developed in the seventh grade with the student's homeroom teacher and /or EDP Coordinator. Once completed, the middle school homeroom teachers ensure maintenance and ongoing updates of the plan. The EDP contains personal information: 1) student's grade level, 2) student identified career goals assessment results (academic and career), 3) educational/training goals, 4) a plan of action that identifies a broad career pathway, 5) course selections for high school that supports student's goals and interests, 6) information on options to

meet the state graduation requirements including postsecondary enrollment options, and 7) long-term goals and planning to support postsecondary school options.

### 10th – 12th Grades Genesee Career Institute (“GCI”)

The Genesee Career Institute provides instruction and experiential learning in many career areas that help prepare Genesee County students for immediate entry into the workforce, upon completion of high school and the GCI program. The institute also offers excellent opportunities for students to gain advanced exposure to knowledge and skillsets in preparation for moving on to post-secondary education in their chosen field and can lead to college credit for courses taken at GCI. The Academy currently has students in grades 11 and 12 and will open it up to other students as seen fit with career interests.

### HIGH SCHOOL GRADUATION REQUIREMENTS

The Academy’s graduation requirements are listed below.

<b>Graduation Requirements</b> <i>Beginning with the Class of 2027 &amp; Beyond</i>		
Subject	Minimum Credits Required	Mandatory Courses Required
English	4	<b>ELA 9</b> <b>ELA 10 or ELA 10 Honors</b> <b>American Literature or Am. Literature Honors</b> <b>Must take a Senior year English course</b>
Mathematics	4	<b>Algebra IA/IB or Algebra 1</b> <b>Geometry or Geometry Honors</b> <b>Algebra IIA/IIB or Algebra II</b> <b>Must take a Senior year Mathematics course</b>
Social Sciences	3	<b>US History &amp; Geography</b> <b>World History &amp; Geography</b> <b>American Government ½ &amp; Economics ½</b> <b>or AP American Govt/Economics</b>
Science	3	<b>Biology</b> <b>Physical Science (online)</b> <b>Must choose one additional Science course</b>
World Language	2	<b>Spanish I</b> <b>Spanish II or an additional (VPAA)</b>
Visual, Performing, & Applied Arts (VPAA)	1	<b>Art</b>
Physical Education & Health	1	<b>Physical Education .5 &amp; Health .5</b>
Computer Studies	2	<b>1 Time Online Learning Experience</b> <b>Computer Lab Application</b>
Electives	2	<b>Varied</b>
<b>Minimum Credits to Graduate</b>	<b>22</b>	
<b>Total Possible Credits</b>	<b>24</b>	

Total number of credits required for Graduation: Minimum of 22 Credits. A student is able to achieve 24 credits. A student MUST complete and PASS a course before any credit is earned. There will be no partial credit given. Online courses may account for the online learning experience. If not, projects and activities in courses will count for the online learning experience requirement.



## **Health and Physical Education**

The science, health and physical education department at the Academy is based upon the premise that investigation, exploration, and experience are essential for understanding the environment and oneself.

Instructional materials are cross-curricular, evidence-based, and teacher-generated to ensure learning opportunities for all students. Learning outcomes are achieved through hands-on activities and technologically driven instruction. All lessons align with the MAS and use summative and formative assessments through performance evaluations, student assignments, projects, and teacher observations.

K-8 physical education instruction focuses on activities that develop fundamental motor skills and health practices. This is accomplished through aerobic activity, drills, and practice. Emphasis is placed on the importance of nutrition (including eating habits), exercise, skill practice and overall physical and mental health. Basic skills necessary for participation in sports, creative movement and games are introduced early. The curriculum moves toward highly structured and competitive activities that emphasize important character traits such as team building.

Developing safe and healthy relationships begins in kindergarten and progresses until students graduate from the Academy. Students learn personal safety skills. Fifth and sixth graders learn about their changing bodies. At the middle school level, a human sexuality program focuses on developing positive and appropriate relationships. This program is abstinence-based and consists of many activities that deal with making good choices and reacting appropriately in social situations.

The Academy has competitive-level sports teams in grades 6-12. Additionally, the Academy partners with Crim to provide additional physical and enrichment clubs, intramural sports and activities after school and on weekends, which are open to all ages.

## **Fine Arts**

The Academy's fine arts program is a very important part of the Academy's overall curriculum. The program provides opportunities for students such as step, dance, general music and general art offerings to students at various grade levels and at different times of the year. The program reflects many different musical periods, styles, and cultures.

Through the fine arts program, students develop intellect, an understanding of the culture and creative nature of musical, visual and kinesthetic artistry, and make connections between the arts, technology, and other aspects of social life. The fine arts staff appreciates the need for various avenues of instruction. By the very nature of the arts, students are given the opportunity to learn through multiple presentations.

## **Technology**

The Academy is a one-to-one campus where each student has access to a mobile device. The Academy's technology curriculum focuses on skills to enrich student learning and provide cross-curricular opportunities. Various skills are taught, such as proper device etiquette, internet safety awareness, digital literacy, keyboarding, and program usage. Students are also provided with the opportunity to use online resources, applications, and web-based programs. Student accounts are

provided for each student, and students are taught how to use the accounts to support and enhance curricular learning.

## **CURRICULUM ALIGNMENT AND REVIEW**

The curriculum is monitored and adjusted in weekly grade-level and PLC meetings. During these times, assessment data are reviewed, and the horizontal and vertical alignment of the curriculum is evaluated and revised as needed to accommodate the whole class and individual needs. Administration works closely with Curriculum Directors, Instructional and Literacy coaches, as well as the Deans of Academics to monitor curriculum alignment and instructional delivery.

## **CURRICULUM FLEXIBILITY**

### **Academically Advanced Program**

The Academy is dedicated to providing academically advanced students with a challenging and optimized school experience in order to meet their full potential, just like any other student. The Academically Advanced Program provides 1) acceleration of instruction in core mathematics and literacy study, 2) a curriculum that moves beyond basic fact, understanding, and skills to complex learning experiences that involve multiple ideas, uncertainties, and abstractions, which causes students to modify, combine, and extend learning, 3) opportunities for appropriate pacing, 4) moving more rapidly when understanding comes quickly or at a slower, 5) more appropriate pace to allow for a depth or breadth of investigation, 6) opportunities for in-depth learning and open-ended tasks that respond to the student's curiosity and passions, and 7) guidance in self-assessing one's work.

The Academy is participating in the GCI to provide instruction and experiential learning in many career areas that help prepare our students for immediate entry into the workforce upon completion of high school and the GCI program.

At the Academy, all Grade 8 students begin the study of Algebra. Algebra is taught across two years to Grade 8 and Grade 9 students. The Michigan Merit Curriculum allows for students to earn high school Algebra credit in Grade 8. The goal, by moving the curriculum across two years, is to make it accessible to all students. By moving slower, the Academy is allowing students to gain a deeper understanding of complex algebraic concepts and foundational skills. This deeper understanding supports students as they take higher level mathematics classes, enabling students to be better prepared for college and career fields, especially those careers in STEM fields.

### **Personal Curriculum**

According to the Michigan Department of Education, "Personal Curriculum is a tool for modifying the MMC [Michigan Merit Curriculum] in order to individualize the rigor and relevance of the state of graduation requirements. All students are eligible for a Personal Curriculum with different populations of students falling under different rules of modification." IAF may consider a personal curriculum for transfer students, ELL students, students with an IEP, or students who want to advance their education.

### **Supplemental Educational Services**

The Academy's educational program continues to provide services to low-performing students in all core academic areas. Many at-risk, disadvantaged and minority students currently reside in

Flint, and the Academy enrolls nearly 90% African American students, with almost 90% identified as low-income. A variety of strategies are used to ensure the needs of various special student populations served by the Academy are met. Some of these are tutoring, student mentoring, MTSS, development of critical thinking skills, before or after-school programs or services, and Summer Academy.

### **Expanded Learning**

The Academy's after-school and enrichment opportunities provide barrier-free, no-cost programs for all grade levels to further youth development in academic, leadership, physical, and social-emotional areas. The Academy established a student leadership and student government program for grades 3-12 to create a positive culture for students. In addition to student leadership offerings, the Academy also provides robots, dance clubs and drone teams outside of the interscholastic sports offered.

### **Dual Enrollment**

Dual enrollment permits an eligible high school student to take a college class while still enrolled in high school. The college class may be taken for college credit.

### **Credit Recovery**

Opportunities for credit recovery are provided on an as-needed basis. Sometimes a student may recover credit during the school year and other times a student may need to take credit recovery during the summer.

### **Special Education**

When making educational placement decisions for students with disabilities, the Academy will ensure that parents are contributing members of the Individualized Educational Program ("IEP") team, and together the team will make decisions that are subject to requirements regarding provision of the least restrictive environment. When determining how services will be delivered to students with disabilities, the Academy will follow all Special Education Rules as issued by the Michigan Department of Education. If a child with a current IEP enrolls in the Academy, the Academy will implement the existing IEP to the extent possible or will provide an interim IEP agreed upon by parents until a new IEP can be developed. IEPs will be developed, revised and implemented in accordance with the Individuals with Disabilities Education Improvement Act ("IDEIA") and state law and regulations.

The Academy will fully comply with federal laws and regulations governing children with disabilities as follows:

1. The Academy is responsible for providing a free, appropriate public education to children with disabilities enrolled in the Academy that have been determined through an IEP to require Special Education programs and services.
2. The Academy will ensure that children who are suspected of having disabilities are properly evaluated by a multidisciplinary team, as defined in the Michigan Special Education Rules, and that children who have already been identified are re-evaluated by the multidisciplinary team at least every three years.

3. When a multidisciplinary team determines that a special education student requires Special Education programs and services, the Academy will ensure that the IEP is fully implemented in accordance with IDEIA and reviewed on an annual basis or more frequently as determined by the IEP team.

### **Providing Services to Students with Exceptionalities and Special Needs**

The Academy's philosophy concerning students with special needs is that all children can learn, and if children are placed at the appropriate level within a program, they will have a higher possibility of thriving. The Academy employs qualified Special Education staff to accommodate those students with diagnosed disabilities and Section 504 accommodations. A continuum of services, including inclusion and pullout services, are provided as needed. Students with special needs are evaluated and placed at the appropriate skill level and age range.

The Academy provides instruction, equipment, supplementary aids, and services of outside specialists as specified in the IEP. Students with disabilities are integrated into the classroom as much as is feasible, embracing the principles of "least restrictive environment" and "free appropriate public education." Students will be expected to master the general curriculum to the maximum extent possible with the use of supplementary aids and other services as outlined in the student's IEP.

### **Recruiting and Retaining Special Student Populations**

The Academy is a welcoming place of learning, staffed by professionals who care about children and the quality of education they receive. All marketing and outreach materials clearly state that our school does not discriminate in any fashion. As a welcoming school for all children, the Academy provides the services necessary for the academic success of *all* students.

### **Serving Limited English Proficiency ("LEP") Students**

The Academy provides all state and federally-mandated services to LEP students through a collaboration with GISD, to identify and provide instruction to students eligible for English as a Second Language ("ESL") Services under Title III of the Elementary and Secondary Education Act. Home language surveys are collected from all enrolled families to identify students who may have LEP. The survey is used as an initial tool to screen students who may be eligible for instructional support. Instructional support services and annual assessments are coordinated with GISD.

State-approved procedures for identifying students with LEP who may need support services are used in order to help students not only master the core curriculum but also, per the Academy's mission, to achieve the higher academic standards essential for post-secondary study.

### **Plan for Ensuring Success for Homeless Students**

The Academy provides a free and appropriate public education to any "homeless child or youth" within the Academy's jurisdiction and subject to the enrollment policy. Any homeless child or youth will be enrolled even if the child lacks the records normally required (i.e., previous academic records, medical records, proof of residency). The necessary enrollment documentation will be requested after the student is enrolled. The Academy may require parents or guardians to submit

contact information. Additional training and services are provided by the GISD in order to appropriately serve eligible students.

A homeless liaison is assigned to coordinate services and assist unaccompanied youths (defined as a youth not in the physical custody of a parent or guardian) to ensure there are no barriers to enrollment, attending classes, and participation in school activities for homeless children and youth.

### **Summer Academy**

The Academy will provide a robust summer enrichment and credit recovery in cases qualified according to:

- Every Student Succeeds Act (“ESSA”) requirement, or whatever federal or state guidelines apply
- Promotion and Retention Policies
- Extended School Year (“ESY”) services to students with special needs
- School practices that help at-risk students meet high academic standards

### **Honors & Advanced Placement® (“AP®”) courses**

Students in high school are encouraged to extend and exemplify learning through the Academy Honors and AP classes that are offered annually. The Academy’s Honors classes allow students to integrate and investigate more deeply ideas of interest. Students who choose to do the Honors Program engage in studies that run much like college-level independent course. Students must demonstrate self-direction and independence as well as intellectual curiosity and methodology. Successful completion of the Honors class allows students to earn additional grade point average points. AP classes are developed by the College Board® as an introduction to college level coursework. AP courses are more challenging, with critical thinking and analyses integrated into daily instruction. Students are expected to complete much of the reading and work outside of class, as the courses are faster paced than regular courses at the high school level. Successful completion of AP courses allows students to gain college credits.

### **Multi-Tiered System of Support (MTSS)**

At the Academy, we believe that a MTSS framework will help achieve our mission, that all students will be prepared for success in college or career and lead purposeful lives. MTSS is a three-tiered, problem-solving and prevention model with strong evidence of success. MTSS uses data-based decision-making to inform academic, behavioral and attendance interventions based on individual student needs. As a result of our commitment to developing an effective support system for all students, we will adhere to seven guiding principles. These foundational elements of the IAF MTSS Handbook will guide the Academy to success.

#### **The Seven Guiding Principles of MTSS:**

##### **1. MTSS is for ALL students.**

- a. Educators must work proactively to support students’ learning needs.
- b. ALL students can learn.
- c. ALL available resources are accessible to teach all students.

##### **2. Leadership is vital.**

- a. Strong administrative support ensures clarity around protocol and commitment to time and resources.

- b. Administration supports teachers by sharing the common goal of improving instruction (core, supplemental, and intervention.)
  - c. MTSS team builds internal capacity and sustainability over time.
- 3. Scientific research-based core instruction and intervention is the foundation for success.**
- a. Core Curriculum: To ensure students have the best chance at success, use strategies with a scientific research base.
    - i. Core curriculum and instructional approaches must have a high probability of success for most students. (80%)
    - ii. Implementation of the core curriculum must be verifiably implemented with fidelity.
  - b. Tiered Levels of Support: Beyond the core curriculum, match students' instruction/support to the level and intensity of their needs. The levels of support provided to students are based on increasing levels of student needs, which is organized through a tiered framework:
    - i. Tier 1 is whole class instruction.
    - ii. Tier 2 is whole class instruction + additional targeted instruction (often small group pullouts).
    - iii. Tier 3 is whole class instruction + additional targeted instruction + intensive intervention.
- 4. Instructionally relevant, valid and reliable assessments are critical for providing proactive and reactive support.**
- a. There are 3 types of assessments, which vary in administration and use:
    - i. Summative assessments are administered to all students annually to determine students' mastery of grade-level standards and provide educators with information about adequate yearly progress.
    - ii. Universal screening assessments (NWEA MAP) are administered to all students three times a year to proactively and objectively identify which students potentially need educational support to the core curriculum.
    - iii. Progress monitoring assessments are given to students receiving Tier 2 and 3 intervention support. This data should come from skill-specific measurements and/or standardized assessments because they provide a reliable and valid measure of students' growth in a specific skill.
- 5. A MTSS Protocol is used to make support decisions for students on a continuum of needs.**  
 A MTSS Protocol refers to the method and approach used when determining student needs and how to address them. It defines "who gets what and when."
- a. A MTSS Protocol outlines a plan for using research-based, targeted interventions and acceleration services with increasing levels of cumulative support.
  - b. A MTSS Protocol outlines the roles and responsibilities of staff and clarifies the procedures and process within the model (e.g., requirements to move a student into Tier 3, notifying parents, etc.)
- 6. Data guides instructional decisions.**
- a. Data are used to determine additional supports needed with specific skills.
  - b. Data are used to allocate resources.
  - c. Data are used to determine overall trends that need to be addressed.

## 7. Educators are also respected as diverse learners.

- a. Educators require professional development to ensure effectiveness and integrity at all levels of instruction.
- b. Educators receive ongoing training and support to assimilate new knowledge and skills in diverse ways.
- c. Educators anticipate and are willing to meet newly emerging needs based on student performance.
- d. Educators require collaboration time for planning and meeting the needs of diverse learners.



### **Multi-Tiered System of Support: Academic Intervention Support**

The Academy's educational program allows for adaptation and modification to meet the needs of all learners. Instructional planning is focused on ensuring student success. The result is a curriculum that enables students to derive meaning from all educational experiences. Active student engagement is a key feature of student success. There is an expectation that all teachers design lessons and assessments that engage students.

**Tier I** - The goal of Tier I (Universal Support) academic interventions is to support and encourage all students, knowing that at this level, at least 80% of the student population will meet or exceed the academic expectations set forth by the Academy.

- At this tier, ALL students receive scientific, research-based core instruction implemented with integrity, fidelity and emphasizing grade-level standards.
- Instruction at Tier I should be explicit, differentiated, scaffolded and include flexible grouping and active student engagement.
- Data from frequent formative assessments will be used to guide instruction and determine the extent to which content is learned prior to summative assessments.
- Summative assessments in the form of unit tests, papers, projects, presentations, and demonstrations indicate mastery of content.
- Through progress monitoring, teachers will reteach and reassess as necessary.

**Tier II** - The goal of Tier II (Targeted Support) academic interventions is to support and encourage the 15% of students who are at risk of falling behind academically. The MTSS Team, with the support of the classroom teachers and Dean of Academics, will determine which students will benefit from participation in Tier II interventions. At Tier II (Targeted Support), all Tier I interventions are a possibility with the addition of, but are not limited to, the following:

- Smaller grouping of students with instruction that is specific to the needs of those students,
- Highly focused-explicit instruction on specific skills, paying attention to common misconceptions before errors occur,
- Frequent monitoring and assessment of progress, with adjustments made to instruction accordingly,
- Data meetings to determine targeted interventions, matching specific strategies to the changing needs of students,
- “Chunking” of information/time into smaller segments, and
- Adjustments made to the length of time for assignments, assessments and projects according to student needs.

**Tier III** - The goal of Tier III (Intensive Support) academic interventions is to support and encourage the 5% of students at the Academy that require more intensive and individualized interventions. The MTSS Team, classroom teachers and the Dean of Academics will develop an individualized academic plan. At Tier III (Intensive Support), all Tier I/II interventions are a possibility with the addition of, but are not limited to, the following:

- Smaller student-teacher ratio,
- 1:1 tutoring,
- Pull out/push in support,
- Intensive-individualized supplemental instruction, and
- More frequent progress monitoring.

### **Multi-Tiered System of Support: Positive Behavior Interventions and Support (“PBIS”)**

The Academy also implements a multi-tiered system of support for positive behavior support. The continuum of services includes positive support at all three levels: Tier I, Tier II and Tier III. As defined by Michigan Integrated Behavior and Learning Systems Initiative, PBIS is, “a systems approach for establishing the social culture and behavioral supports needed for schools to be effective learning environments for all students.”

**Tier I** – The goal of Tier I behavioral interventions is to support and encourage all students, knowing that at this level, at least 80% of the student population will meet or exceed the behavioral expectations set forth by the Academy.

- **S.O.A.R. (Safe, On-Task, Accountable, and Respectful)** – The Academy has developed an integrated school-wide behavior expectation for students in kindergarten – twelfth grades. The expectations include lesson plans for explicitly teaching the expectations, an updated yearly schedule for teaching the expectations school-wide, posters throughout the building and a reward system to acknowledge students following the expectations.



- **Restorative Practices** - An opportunity to promote inclusiveness, relationship building and problem-solving in the school community. It also includes Community Circles, which are used proactively to build community and relationships or support teaching and learning. Circles will also be used reactively or responsively to address harm or dialogue challenges or issues as they arise.
- **Social Emotional Learning (“SEL”)**-- SEL will be an integral component of teaching at the Academy. Emotions and social relationships affect learning. Positive relationships, including trust in the teacher, and positive emotions—such as interest and excitement—open up the mind to learning.

**Tier II** – The goal of Tier II behavior interventions is to support and encourage 15% of the student population who are at risk but not engaging in severe behavioral problems. The MTSS Team, with input from classroom teachers, the Dean of Students, support staff and parents, use behavioral data to determine which students participate in Tier II interventions and which interventions would meet the needs of the student.

**Tier III** – The goal of the Tier III behavior interventions is to support and encourage the 5% of the student population at the Academy that may engage in severe forms of high-risk behaviors and, therefore, require more intensive and individualized behavioral interventions. The MTSS Team, which includes the Dean of Students and/or School Social Workers, facilitate a formalized Functional Behavior Assessment resulting in an Individualized Behavioral Intervention Plan.

**Specifically Designed Instruction Behavior Strategies:**

	<b>Strategy</b>	<b>Suggestions for How to Use the Strategy</b>
<b>1</b>	Reward System	<ul style="list-style-type: none"> <li>– SOAR PBIS Points (digital app)</li> <li>– Student input on rewards through discussion</li> <li>– SOAR School Store Items</li> </ul>
<b>2</b>	Explicit Feedback on appropriate and inappropriate behavior	<ul style="list-style-type: none"> <li>– Students help to develop rules/logical consequences</li> <li>– Weekly SOAR lessons</li> <li>– Routines posted in classrooms and reviewed as necessary</li> <li>– Restorative Practices &amp; Community Circles</li> <li>– Check-in/Check-out</li> <li>– Self-monitoring</li> <li>– Model &amp; provide examples</li> </ul>
<b>3</b>	Tangible and intangible incentives/rewards	<ul style="list-style-type: none"> <li>– Positive postcard or phone call home</li> <li>– Earned privileges</li> <li>– Phoenix Store Rewards</li> <li>– Positive Home Visits</li> </ul>
<b>4</b>	Time away from task	<ul style="list-style-type: none"> <li>– Brain Breaks</li> </ul>

## **Multi-Tiered System of Support: Attendance**

The Academy implements a three-tiered system of support for attendance. All students are expected to attend school regularly, on-time and for the full day.

### **Tier I**

The goal of Tier I attendance interventions is to support and encourage all students to be at school consistently.

- Students are celebrated and recognized for their attendance throughout the school year.
- When a student is absent two or more times in a week, families are contacted by the teacher or the Dean of Academics. The information is documented and shared with FACE team advocates through a shared log.
- When a student has been absent four times, a parent or legal guardian receives a phone call from a Community Health Worker or FACE team member. In addition, an attendance letter with community resources will be mailed to parent or legal guardian's address on file with the school. This step will be documented on the FACE team's documentation log.

### **Tier II**

The goal of Tier II attendance interventions is to support and encourage those students who have struggled to come to school to be present consistently.

- Once a student has been absent from school for six days, a home visit by a FACE team member will be scheduled in order to provide support from the Community Education team.
- When a student has been absent from school for ten days, a mediation is scheduled with the parent or legal guardian, FACE and Community Education team members, and a GISD Attendance Task Force representative to discuss attendance and create an Attendance Success Plan with the family.
- When a student has been absent 15 days a phone call to the parent or legal guardian will be made by the FACE team and a referral to Attendance and Student Success Task Force will be made.

### **Tier III**

The goal of Tier III attendance intervention is to provide more intensive and individualized interventions.

- After 20 days absent a truancy petition will be filed in partnership with the GISD Attendance Task Force.

## **Assessments Utilized at the Academy**

The Academy utilizes a variety of assessments, including both formative and summative assessments, to monitor student academic and non-academic progress. The Academy monitors a detailed breakdown of academic and non-academic goals and objectives, as well as the tools used to measure progress made toward achieving those goals and objectives. The Academy's assessment information not only serves to hold the school accountable to The Center for Charter Schools at Central Michigan University and the Academy's Board of Directors, but it also provides the administrative team with valuable information for continuous improvement. The Academy Board embraces the importance of a rigorous system of accountability for results.

**Formative and Summative assessments may include:**

- Projects
- Assignments
- Portfolios
- Papers
- Presentations
- Labs
- Unit tests
- Performance based assessments
- Selective response assessments
- Homework and Practice

**Norm-Referenced and Standardized Tests**

The NWEA MAP Growth assessments in K-12 reading and math are nationally norm-referenced standardized tests. MAP Growth<sup>®</sup> is administered each fall to all students, starting in kindergarten as required by either MDE and/or The Center for Charter Schools. The results from the tests provide the Academy with a benchmark for student academic standing relative to peers within the Academy, in the district, state and across the country.

**College Entrance Exams**

The Academy requires PSAT<sup>™</sup> 8/9 for all eighth and ninth-grade students. All tenth-grade students take the PSAT<sup>™</sup> 10. The Academy encourages eleventh grade students to take the PSAT/ NMSQT in October. All eleventh-grade students automatically take the SAT<sup>®</sup> in the spring as part of the Michigan Merit Examination.

**Program Evaluation**

The instructional staff, students and administrators collaboratively reflect on the educational programs and evaluate its effectiveness annually. Students are given the opportunity to reflect on instructional strategies, teacher delivery and resources through end-of-year surveys. Parents are also asked to participate in Academy-wide curriculum surveys. Staff also provide input on the effectiveness of programs, school climate, and offer suggestions through small-group discussions and surveys. Additionally, formative and summative data are utilized to determine effectiveness or needed enhancements throughout the school year.

The Academy uses a systematic approach to ensure that the implementation, delivery, and support of the educational program is effective.

At the classroom level, the Academy utilizes The Marzano Teacher Evaluation Model. This model is designed using thousands of studies. It does not require a new set of skills or strategies, but instead, it is aligned to the professional teaching standards established in the Michigan Public Act 173.

At the Administrative level, the Academy Board utilizes the Indicators of Excellence Evaluation tool to evaluate the Academy Administrator. The Indicator of Excellence Evaluation tool uses research and theory by identifying areas of evaluation that reflect key outcomes using value-added

measures and by evaluating the efforts or inputs of the school leader to positively influence said outcomes.

In conjunction with the requirements of the Michigan Department of Education, the Academy completes an annual comprehensive needs assessment utilizing the Michigan Integrated Continuous Improvement Process (“MICIP”). This process includes accumulating and analyzing demographic, program and process data, perception data, academic student achievement data and other factors impacting student achievement. Information derived from these sources help the Leadership Team and stakeholders understand strengths, gaps and needs at the Academy.

Utilizing the comprehensive needs assessment information, the Leadership Team develops a plan through MICIP district-wide goals in curricular areas, and strategies and activities to focus on throughout the school year. The team annually reviews and shares information with the community and the Academy Board.

International Academy of Flint

Contract Amendment No. 9

# Tab 2

## CURRICULUM

Pursuant to Applicable Law and the Terms and Conditions of this Contract, including Article VI, Section 6.4, the Academy shall implement, deliver, and support the curriculum identified in this schedule.

The Academy has adopted *Engaging Readers*<sup>™</sup> English language arts (“ELA”) for grades K-2, Houghton Mifflin Harcourt<sup>®</sup> *Into Reading*<sup>®</sup> for grades 3-5, *CommonLit 360* for grades 6-8, and *myPerspectives*<sup>™</sup> ELA for grades 9-12; *Eureka Math*<sup>®</sup> and *Eureka Math*<sup>2®</sup> for grades K-12 and Ramsey Education’s *Foundations in Personal Finance*; *Mystery Science* for grades K-1, *Amplify Science* for grades 2-8, and Academy written curriculum for grades 9-12; Michigan Association of Intermediate School Administrators (“MAISA”) MC3 social studies for grades K-4, myWorld for grades 5-8, and Academy written curriculum for grades 9-12 social studies; McGraw Hill *Asi se dice!* Spanish; Foundations in Personal Finance Financial Literacy; Michigan Model for Health<sup>™</sup>; Edmentum<sup>™</sup> PLATO<sup>®</sup> Learning; and Academy written curriculum. The curriculum for all core subjects has been received, reviewed and approved by the Center.

- Into Reading <https://www.hmhco.com/programs/into-reading>
- myPerspectives/myWorld <https://www.savvas.com/index.cfm>
- Eureka Math <https://greatminds.org/math>
- Mystery Science <https://mysteryscience.com/>
- Amplify Science <https://amplify.com/programs/amplify-science/>
- MAISA MC3 <https://oaklandk12-public.rubiconatlas.org/Atlas/Browse/>
- ConnectEd <https://my.mheducation.com/login>
- Personal Finance <https://www.ramseysolutions.com/education/k-12>
- Edmentum/PLATO <https://www.edmentum.com/>
- MI Model for Health <https://www.michiganmodelforhealth.org/>

### **Elementary**

The following subjects/courses are offered at the Academy.

Course	K	1	2	3	4	5	6	7	8
English Language Arts	X	X	X	X	X	X	X	X	X
Mathematics	X	X	X	X	X	X	X	X	X
Science	X	X	X	X	X	X	X	X	X
Social Studies	X	X	X	X	X	X	X	X	X
Health						X	X	X	X
Physical Education	X	X	X	X	X	X	X	X	X

**Secondary**

The following subjects/courses are offered at the Academy\*.

Course Name	Grade**	Course Name	Grade**
English ( <i>minimum 4</i> )		World Language ( <i>minimum 2</i> )	
English 9	9	Spanish I	9
English 10	10	Spanish II	10
American Literature	11	Spanish III	11-12
British / World Literature	12		
English Honors	9-12	Visual, Performing & Applied Arts ( <i>minimum 1</i> )	
AP Literature & Composition	12	Art	9-10
Mathematics ( <i>minimum 4</i> )		Art- Introduction to Drawing	11-12
Pre-Algebra I	9	History of Film	11-12
Algebra I	9-10	Percussion Ensemble	Any
Geometry	10-11		
Algebra II	11		
Pre-Calculus	12	Other	
Financial Literacy	12	Journalism	11-12
Science ( <i>minimum 3</i> )		HS Yearbook	11-12
Biology	9-10	World Wars	11-12
Physical Science	10-11	Africana Studies	11-12
Earth and Space Science	11-12	Public Speaking	11-12
Anatomy	11-12	Technical & Scholarship Writing	11-12
Social Studies ( <i>minimum 3</i> )		Virtual Courses***	
U.S. History & Geography	9	Physical Science	10-11
World History & Geography	10	Earth and Space Science	11-12
US Government / Civics (.5)	11	Fundamentals of Ecology	11
AP US Government (Civics)	11	Anatomy	11-12
Economics (.5)	11		
US History Reconstruction to 21 <sup>st</sup> Century	12	As offered via Gen Net and/or Ed Mentum	
Physical Education & Health ( <i>minimum .5 each</i> )			
Physical Education	Any	Off Campus Courses	
Health (MI Model)	Any	Genesee Career Institute (GCI)	
Weight Lifting Fitness Class	Any		
Sports Medicine	Any		

\* The Academy updates course offerings each school year based on the needs and interests of students as well as teacher certification. As a result, some courses are rotated and are not offered each year. All core subjects are taught every year and high school students are required to meet the requirements of the Michigan Merit Curriculum.

\*\*If students are not required to take a course at a specific grade level, “any” is used for the grade indication.

\*\*\*Virtual Courses are defined as any course(s) that are delivered using the internet.