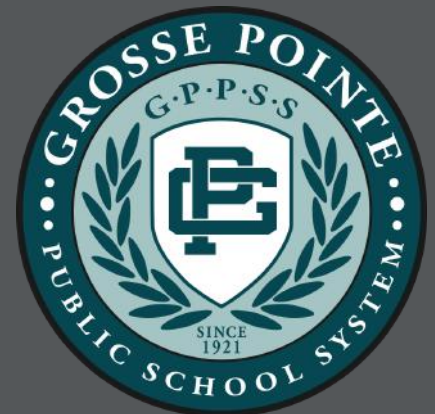




Proposal of Legal Services

Presented To



January 2023

DuMouchelle Building

409 E. Jefferson Ave
Fifth Floor
Detroit, MI 48226
Phone: 313.672.6950
Fax: 313.672.6951

Arena Place

45 Ottawa Ave SW
Suite 1100
Grand Rapids, MI 49503
Phone: 616.831.1700
Fax: 616.831.1701

Radisson Plaza Building

100 West Michigan Ave
Suite 200
Kalamazoo, MI 49007
Phone: 269.226.2950
Fax: 269.226.2951

Table of Contents

1

Firm Background
and Qualifications
Overview

2

Your Team

3

Our
Experience

4

Client
References

5

Our
Philosophy

6

Our
Affiliations

7

Fees & Billing

8

Contracts,
Conflicts &
Insurance

9

Attorney
Bios



1

Miller Johnson at a Glance

Since opening our doors in 1959, Miller Johnson attorneys and staff have committed themselves to excellence in the practice of law; transparency and integrity in client relationships; efficiency and responsiveness in the delivery of services; and active leadership in the communities we serve. Today, we have attorneys and staff in offices located in Kalamazoo, Grand Rapids, Detroit, and many remote environments throughout the Midwest.

Committed to excellence in service to our business, institutional and individual clients, we work in partnership with our clients to promote their success by providing innovative, solution-oriented, cost-effective legal services. We attract, develop and retain exceptional people with a passion for life. By valuing and promoting diversity of thought, background and culture, we foster leaders who enrich the culture of our firm and the communities in which we live and work.

We are passionate about what we do, and that passion has been a central ingredient in not just our firm's success, but also our clients'. We've never strived to be one of the biggest law firms. Instead, Miller Johnson's standard has always been, simply, to be the best. Our clients like knowing that their law firm is innovative, aggressive, consistent, practical, responsive, and efficient.

Business & Corporate Law

Our thriving business practice makes up the core of the firm's work. The varied needs of the small, medium, and large businesses we represent drive our practice. We serve many business organizations, ranging from publicly-traded corporations to family-owned businesses. Our clients represent virtually every profession and industry.

Our services are equally comprehensive, and each is tailored to the specific nature of the client. We provide a complete array of services in the following broadly categorized areas of law:

- Administrative
- Agriculture
- Antitrust
- Automotive
- Aviation
- Banking
- Bankruptcy - Creditors/Debtors Rights
- Business Succession Planning
- Commercial
- Computers
- Construction
- Contracts
- Copyright
- Corporate
- Distribution and Dealerships
- Employee Benefits
- Executive Compensation
- Environmental
- Family Owned and Closely Held
- Finance
- Franchising
- Government Relations
- Health Care
- Immigration
- Insurance
- Intellectual Property
- International
- Mergers and Acquisitions
- Municipal
- Nonprofit and Tax Exempt
- Oil and Gas Interests
- Partnerships
- Privacy and Data Security
- Real Estate
- Reorganizations
- Securities
- Tax Litigation
- Tax Planning
- Telecommunications
- Trade Associations
- Trademark and Trade Name
- Transportation



1

Employment & Labor Relations

We provide a full range of legal services to public and private employers, both union-free and organized, in every aspect of employment relations. Our clients include businesses of all sizes in the manufacturing, retail, construction, transportation, and health care industries and school districts, colleges, cities, counties, and other public employers.

We offer our knowledge and experience to develop policies, practices, and preventive programs that foster long-term profitability and positive employment relations, while achieving our client's goals.

- Affirmative Action Plans and Audits
- Arbitration
- Business Closings and Relocations
- Business Expansions and Acquisitions
- Civil Rights and EEO, including Sections 1981 & 1983
- Collective Bargaining
- Disabilities and Accommodations
- Employee Benefits
- Employment Contracts
- Employment Discrimination
- Employee Handbooks and Personnel Policies
- Employment - Health Care
- FMLA Solutions
- Immigration
- Injunctive Relief
- Occupational Safety and Health Matters
- OFCCP
- Teacher Tenure
- Trade Secret Protection and Noncompetition Agreements
- Unemployment Compensation
- Unfair Labor Practice Cases and All Matters Before the NLRB
- Union / Employee Relations
- Union Negotiations
- Wage and Hour
- Workers' Compensation
- Workplace Harassment

Litigation

We handle cases in all state and federal courts, representing multinational corporations, local businesses, and individuals in cases ranging from simple to highly complex.

We view litigation as one means of dispute resolution, not as an end, counseling clients on risk assessment and cost benefit before suit. When our clients are sued, we search for the most expeditious and least expensive means of resolution. Our lawyers have extensive experience with virtually every form of alternative dispute resolution (ADR).

If trial is a necessary or desired tool, our trial lawyers are among the most capable, experienced, and respected in the country.

- Antitrust
- Appellate
- Banking
- Civil Rights
- Class Action
- Commercial
- Computer
- Condemnation
- Construction
- Contracts
- Criminal
- Election Law
- Employment
- Environmental
- ERISA
- Family Law
- First Amendment
- Government Investigations
- Health Care
- Insurance Policy Holder
- Counseling and Recovery
- Intellectual Property
- Personal Injury
- Products Liability
- Professional Malpractice
- Real Estate
- Securities
- Workers' Compensation



1

Personal Legal Services

As a full service firm, we counsel individuals and families in private and, often, complex matters including wills and trusts, disputes among relatives, arrests by law enforcement, family planning, and tax and IRS audit concerns.

When faced with a situation or decision requiring qualified representation, our experience and value in practices developed for your personal legal needs are available in a wide range of services:

- Adoption
- Child and Spousal Support
- Custody and Parenting Time
- Crisis Management
- Disability and Special Needs Planning
- Divorce
- Elder Law — Medicaid Planning
- Estate Planning
- Family Law
- Guardianships and Conservatorships
- Personal Injury / Wrongful Death
- Personal Taxation
- Private Client
- Probate
- Real Estate
- Vacation Home Planning
- Wills and Trusts Disputes

Professional Standing

Our lawyers have been trained at some of the nation's leading law schools and our quality is reflected in the many honors achieved, including:



Former Presidents of the State Bar of Michigan, the Grand Rapids Bar Association, the Kalamazoo County Bar Association, and the West Michigan Federal Bar Association



Fellows of the American College of Trial Lawyers, International Society of Barristers, American College of Trust and Estate Counsel, Michigan Bar Foundation, and American Bar Foundation



Selected for inclusion in Michigan Super Lawyers. This includes attorneys on the Michigan Top 100 list and an attorney named on the Top 50 Women and Top 25 Women Consumer Super Lawyers list. In addition, 4 attorneys were listed as Michigan Rising Stars.



Chambers USA 2021 ranked among Michigan's best in litigation, corporate/M&A, labor & employment, employee benefits & executive compensation, and high net worth representation.

U.S. News and World Report and *Best Lawyers* awarded 44 Tier One "Best Law Firms" practice rankings in 2023. The firm was top-ranked in practice areas including Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization Law, Employee Benefits (ERISA) Law, Employment Law — Management, Commercial Litigation, Health Care Law, Mediation, Mergers and Acquisitions, Real Estate, Tax Law, Trusts and Estates, and Family Law.

In addition, *The Best Lawyers in America 2023* recognized 45 attorneys selected by their peers to be included in categories from Closely Held Companies and Family Business Law to Bet-The-Company Litigation and Employment Law - Management. Five attorneys were selected "Lawyer of the Year" by *Best Lawyers*.

Education Law

We are passionate about education. Each Miller Johnson attorney chose this field, just like our clients did, to support and foster future generations.

Our Education Law practice provides solutions to public and private school clients on the practical and legal challenges facing educators and boards of education.

Our team has a deep reservoir of experience in the following specific areas:

- Student Rights and Discipline
- Labor and Employment Relations
- Special Education and Section 504
- School Elections and Financing Issues
- Open Meetings Act and FOIA
- Privacy Rights and Constitutional Issues
- Real Estate
- Environmental Concerns
- MERC Proceedings
- Other State and Federal Agency Representation
- Discrimination / Harassment
- Revised School Code
- Contract Administration
- Grievance Arbitration
- Teachers' Tenure Act
- Contracts
- General Business Matters
- Employee Benefits
- Title IX
- LGBTQ+ Student Rights
- School Policy



We propose **Robert Schindler** and **Kevin Sutton** to serve as **Lead Attorneys** and the first-point-of-contacts on most matters and assign or propose other attorneys and staff as necessary.

Robert Schindler is a Member at Miller Johnson in the Education practice. Bob focuses his legal practice on the areas of labor and employment law, general school law, and civil litigation and appeals.

Robert Schindler is a graduate of Eastern Michigan University (B.S., cum laude) and Michigan State University College of Law (J.D., magna cum laude). He has successfully represented public school clients in both state and federal courts, as well as before administrative agencies (including the State Tenure Commission, the Michigan Employment Relations Commission and the Michigan Compensation Appellate Commission), in labor arbitrations, and at the collective bargaining table.

Bob has become known throughout the state not just as a school law attorney, but as a speaker, author, and teacher as well. In this regard, he speaks regularly on education law and labor and employment topics to school districts and professional organizations, including the Metropolitan Detroit Bureau of School Studies, the Michigan Negotiators Association, the Michigan Association of School Personnel Administrators, and others. He has also published several articles in the member newsletter for the Michigan Association of School Personnel Administrators and helps produce regular newsletters for the Michigan Negotiators Association and the Metro Bureau.

In addition, Bob is an adjunct professor at Oakland University. In this role he teaches Education Law to teachers and administrators seeking their Ed.S. degree through OU's Department of Educational Leadership. He is also a member of the Michigan Council of School Attorneys and has served on their Board of Directors.

Education has long been a passion of Bob's as he began his professional career as a secondary-level Social Studies teacher and coach. He is also an avid skier, cyclist, and fan of Detroit and Michigan State sports. His biggest passion, however, is his wife Danielle and their four children, with whom he resides in Beverly Hills.

Kevin Sutton is the head of the firm's Education practice. His practice is focused on the defense of contested matters, including state and federal lawsuits filed against his clients, as well as claims of discrimination and harassment submitted to administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the Michigan Department of Civil Rights (MDCR), and U.S. Department of Education Office of Civil Rights (OCR).

Mr. Sutton is a graduate of Michigan State University, and the Case Western Reserve University School of Law. Mr. Sutton also completed the prestigious International Association of Defense Counsel (IADC) Trial Academy at Stanford University, a program focused on the development of trial advocacy skills for defense litigators.

Mr. Sutton serves as an Adjunct Professor at Oakland University, teaching Education Law to students pursuing their Ed.S. degree through OU's Department of Educational Leadership.

Mr. Sutton joined the Detroit office of Miller Johnson in fall 2020. He was previously an attorney at Lusk Albertson, where he worked on a variety of education and employment matters for various school districts and communities across Michigan.

If selected as your Legal Services Provider, you can count on our firm's commitment to excellence in the services we provide. We look forward to having an opportunity to exceed your expectations and to help your schools and community.



2

Meet Your Team

Miller Johnson has the knowledge and experience to handle your education, employment and labor, real estate and immigration law issues. The significant number of attorneys who specialize in key education and employment practice areas provides a wealth of experience and allows us to be proactive and responsive while covering the full spectrum of specific legal needs for the clients we serve. Let's meet your team...



Education

- Cathy Tracey
- Kevin Sutton
- Robert Schindler
- Adam Walker



Real Estate

- Emily Palacios
- Matt Paradiso



Employment and Labor

- Sandy Andre
- Rebecca Strauss



Immigration

- Kevin Battle

You can count on our firm's commitment to excellence in the services we provide. *We look forward to having an opportunity to exceed your expectations.*

Firm's Expertise



Unless otherwise noted, each of the areas/specialties of the law are within the expertise of one or more members of the Miller Johnson team, including attorneys working within the Education practice group.

1. Public School Legislation and Laws

MJ considers it a primary responsibility to stay up to date on legislation and proposed legislation affecting public school districts. This allows MJ to be prepared to give the best possible advice to our clients to avoid legal problems, or to help them once issues have already arisen. MJ sends regular emails to our clients advising them of emerging issues in school law including, but not limited to, public school legislation. MJ advises clients every day on public school legislation and laws.

2. Freedom of Information Act (FOIA)

MJ routinely provides the advice clients need to comply with the Freedom of Information Act (FOIA) guidelines and requests. This includes training, consultation, document review, draft correspondence, draft Board resolutions and opinion letters. MJ attorneys have also successfully handled several lawsuits alleging FOIA violations. Additionally, upon request, MJ will provide clients with form responses for FOIA requests.

3. Open Meetings Act (OMA)

Similar to FOIA, MJ regularly counsels clients on all aspects of OMA and has successfully defended multiple lawsuits alleging OMA violations. Training, consultation, document review, draft correspondence, draft Board resolutions, and opinion letters on this topic are routine for MJ.

4. Roberts Rules of Order

MJ attorneys work with school boards on a regular basis and advise clients on both the general and specific requirements and protocols relative to Roberts Rules of Order.

5. Corporate and Municipal By-laws

MJ is experienced in interpreting, applying, and even drafting by-laws for client school districts, as well as interpreting and applying the by-laws of corporations or municipalities with whom school districts interact or conduct business.

6. Contract Negotiations and Grievance Resolution

MJ clients consider our collective bargaining and contract administration, including grievance resolution, an area of particular strength. MJ attorneys have successfully negotiated scores of collective bargaining agreements and hundreds of labor arbitrations.

7. 501(c)(3) and Other Educational Foundations

MJ attorneys have established 501(c)(3) and other educational foundations for several firm clients.



8. MERC Proceedings

The Michigan Employment Relations Commission (MERC) handles, among other things, unfair labor practice charges filed by public sector employers and unions under the Public Employment Relations Act (PERA). MJ attorneys have been successfully practicing and appearing on behalf of school district clients at MERC for dozens of years and are intimately familiar with MERC practices and proceedings. PERA was substantially amended in 2011 to create several additional prohibited subjects of bargaining. MJ took an aggressive position with respect to these issues and prevailed before MERC when its advice was challenged.



9. Employment Policies

MJ clients consider this an area of particular strength. The 2011 amendments to the Revised School Code, PERA, and the Tenure Act provided school district clients with significant unilateral discretion to create and implement policies covering a wide variety of subjects (e.g., placement, layoffs and recall, evaluation, discipline, etc.). MJ has drafted policies covering all of these topics and provides them to clients upon request. Separately, every day, MJ attorneys are involved in interpreting employment policies, counseling clients, and providing creative solutions to issues that arise from school district employment policies.

10. Civil Rights and Affirmative Action

MJ attorneys have successfully defended clients on civil rights actions before state and federal courts, as well as through actions before administrative agencies such as the Michigan Department of Civil Rights, the Equal Employment Opportunity Commission, and the U.S. Department of Education's Office of Civil Rights. MJ's attorneys are also very familiar with both state and federal civil rights laws and advise clients on how to navigate civil rights and affirmative action concerns on a regular basis.



11. Employee Discipline

Whether trying to decide if discipline can or should be issued, attempting to determine the extent of the discipline, or defending a school district's decision before a labor arbitrator, State Tenure Commission, or other administrative agencies or courts, the attorneys from MJ will be there to assist. Making and defending measured decisions on staff discipline and discharge is a strength in which MJ attorneys pride themselves.

12. Real Estate

MJ is qualified to represent its clients in real estate matters, including the acquisition, disposition, leasing and construction of facilities and related contract formation issues and bidding requirements. MJ attorneys frequently perform these transactions for their clients and, in addition, have successfully handled arbitrations and litigation arising from real estate and related transactions. Additionally, MJ has developed contracts between its school clients and architects, construction managers and general contractors. MJ also provides advice and contracts in connection with the purchase of materials, supplies, and associated bidding requirements.

13. Institutional Agreements and Contract law

MJ has considerable experience counseling school clients and drafting and reviewing contracts pursuant to which schools and school districts share human, capital and technical resources and facilities to shift resources from supervisory and ancillary services into the classroom. Provisions of the Revised School Code and related laws provide schools and school districts with ample legal authority and flexibility to accomplish these tasks and to contract with other governmental and private sector entities to do so. Recent political and funding trends will encourage more of these agreements in the future. We encourage our school clients to investigate whether economies of scale may be achieved by partnering with other private and public sector entities. The art, we find, is to retain enough local control and flexibility to protect the interests of local school boards and students.

14. Creditor Rights

MJ has aided clients in collecting debts on numerous occasions. MJ attorneys are familiar with state and federal laws regarding debt collection and creditor's rights and have worked with individual debtors, courts, and collection agencies to secure debt collection for MJ clients.

15. Intellectual Property

MJ's attorneys do not consider themselves IP attorneys, per se. However, MJ does routinely handle IP issues that arise in the school context. For example, MJ is frequently asked to create and protect school district intellectual property rights, such as trademarks, copyrights and website content. Additionally, MJ attorneys frequently field questions from school district clients about the instructional use of trademarked or copyrighted materials.

16. Litigation

MJ's attorneys have vast experience representing schools and school districts in trial and appellate courts in the Michigan and federal systems, including the United States Supreme Court. Much of this experience has been earned from directly and successfully defending its clients' actions. Several MJ attorneys have tried jury trials to verdict.

17. Charitable Giving

MJ attorneys can work with your school district on matters associated with charitable giving such as setting up foundations, receiving charitable gifts, or providing notices for tax deductions.



18. Taxation

MJ's Taxation practice consists of highly-trained and well-seasoned attorneys, some who are also certified public accountants, who have earned their Legal Masters of Taxation, or who have substantial governmental experience representing the Internal Revenue Service or the United States in tax matters. Our attorneys have worked for, among others, the Office of Chief Counsel for the Internal Revenue Service, the United States Department of Justice, and Big 4 CPA firms. Our tax attorneys practice in virtually all relevant tax sub-specialty areas.

Our tax attorneys regularly work with school districts in tax planning and compliance matters. They are involved in tax planning matters for virtually every major client of the firm. The Taxation practice also has extensive experience involving tax controversy and litigation matters, whether it be civil or criminal tax, at administrative agency levels or in court.

19. Employee Benefits

MJ attorneys are very familiar with public sector employee benefits laws, including the Michigan Public School Employees Retirement Act (MPSERA), the Affordable Care Act (ACA) as it applies to the employment of school employees, insurance bidding requirements, recent provisions of the Public Employment Relations Act (PERA) governing the expiration of collective bargaining agreements and Internal Revenue Code (IRC) provisions governing 403(b) plans, among others. MJ attorneys have provided advice and opinion letters concerning these various laws, have worked with other school consultants to develop bidding documents and RFPs, and have drafted employment contracts and collective bargaining agreement provisions covering these subjects. MJ attorneys have also successfully handled numerous grievances, arbitrations and lawsuits relating to these laws.



20. Student Due Process, Discipline, and Suspensions

Questions and issues involving the legal rights and responsibilities of students are another routine aspect of the services we provide to school clients. These questions and issues range from the relatively mundane, such as permissive versus mandatory discipline and requests for student records, to extremely complex issues, such as the First Amendment rights of students in matters concerning expression and religion and the Fourth Amendment rights of students to be free from unreasonable searches and seizures in the school environment. MJ attorneys have drafted and reviewed many district policies concerning these issues, including codes of conduct, and have successfully handled dozens of related EEOC, OCR and DOE charges and lawsuits. Upon request, MJ attorneys also represent their school clients in contested student disciplinary hearings.



21. Law Enforcement

MJ attorneys commonly work with law enforcement for the benefit of our clients. In addition to working directly with law enforcement personnel to ensure the safety and security of our school district clients, MJ has crafted agreements for the placement of school resource officers on school property.



22. Governmental Regulations

As previously noted, MJ is very familiar with the host of federal and Michigan governmental regulations that impact public schools. Additionally, from time to time, MJ attorneys have been involved in drafting those statutes and regulations. For example, MJ attorneys have assisted legislators who drafted legislation affecting public schools, such as Section 15b of the Public Employment Relations Act, MCL 423.215b, which prohibits automatic increases in wages and insurance costs after the expiration of a collective bargaining agreement.

23. Environmental Regulation

MJ has experience in supporting districts where environmental considerations come into play, from conducting air and water quality studies environmental to counseling on compliance issues and transactions to mediation and litigation of disputes in federal and state courts. We recognize that environmental laws, regulations and litigation will continue to affect the operations of our clients and can support the professional staff some clients maintain to handle these issues or counsel and defend a client who is facing an environmental claim.

24. Insurance

MJ is well versed in the insurance needs of its client districts and can advise on all insurance contracts that might be presented to the district. Moreover, MJ regularly works as counsel of choice on contested matters assigned through insurance carriers. In this regard, MJ has extensive experience working with third party administrators, excess carriers, and self-insured retention pools.

25. State Capital Outlay Requirements

MJ has a working knowledge of the State Capital Outlay process and its requirements.

26. Appropriate Use Policies

Almost every day there is a news article about the appropriate or inappropriate use of school technology and/or social media. MJ is well versed in the laws and circumstances under which these issues arise. MJ has developed appropriate use policies and administrative procedures to govern district technology as well as to govern the use of technology and social media in interactions between school employees, parents and students. MJ has also successfully handled several court cases in Michigan courts in which these issues have arisen.



27. Technology Acquisition and Ownership

School districts, parents, school staff and students encounter telecommunication and technology law issues on an increasingly frequent basis. MJ routinely creates policies, provides advice and handles litigation and other contested cases that arise at the intersection of these disciplines and education law. Examples include: statutes protecting privacy (e.g., FERPA, COPPA), on-line attacks against district staff or students, constitutional issues arising in connection with on-campus and off-campus expression, the discipline of district staff and students in connection with on-campus and off-campus expression, acceptable use policies, terms of use contracts with vendors and, of course, social media issues.

28. Student and Employee Privacy Rights

State and federal laws protect the privacy of school district students and staff in many respects, but not all. The attorneys at MJ understand the intricacies of privacy law and how to work with our school district clients to ensure both privacy and compliance with the law.



Additional Areas of Expertise

29. Special Education and 504s

MJ clients consider Special Education another area of particular strength. Daily, MJ attorneys provide school clients with advice on special education law and related topics, such as the Americans with Disabilities Act, as amended, and Section 504. The scope of our daily activities includes addressing day-to-day legal issues, developing strategies to help our clients deal with difficult parents and students, providing advice concerning compliance, developing forms, developing policies and attending IEPT and other meetings. MJ attorneys also frequently handle special education due process complaints and hearings and court appeals, when necessary. As previously noted, MJ attorneys have prevailed in precedent-setting special education cases that have helped define Michigan and Sixth Circuit law in favor of school clients.

30. McKinney Vento

MJ attorneys have worked with local and intermediate school districts on the proper application of the McKinney-Vento Act. This has included interpretation, guidance, and negotiation through complexities relative to, among other things, placement, attendance, discipline, and transportation of McKinney Vento qualifying students.

31. Election Law

MJ attorneys are well-versed in election law and regularly advise clients on election related concerns and issues.

32. General Contracts / Vendor Agreements

MJ attorneys have worked with school district clients on all aspects of commercial contracts and vendor agreements. Our lawyers negotiate contracts, interpret contracts, help school districts enforce contracts or even get out of them when necessary. MJ ensures that our school district clients get the most out of the contracts they make without getting taken advantage of in the process.

Client References

Anchor Bay School District

5201 County Line Road, Ste 100
Casco, MI 48064
Mr. Phillip Jankowski, Superintendent
Ms. Lora Gonzales, Director of HR
(586) 727-9059

Birmingham Public Schools

31301 Evergreen Road
Beverly Hills, MI 48025
Dr. Embekka Roberson, Superintendent
Mr. Dean Niforos, Asst. Superintendent-HR
(248) 203-3000

Bloomfield Hills Schools

7273 Wing Lake Road, Suite A
Bloomfield Hills, MI 48301
Mr. Patrick Watson, Superintendent
Mr. Keith McDonald, Asst. Superintendent
(248) 341-5400

Bridgeport-Spaulling Community Schools

4691 Bearcat Blvd
Bridgeport, MI 48722
Mr. Mark Whelton, Superintendent
(989) 777-1770

Cassopolis Public Schools

725 Center Street
Cassopolis, MI 49031-1170
Mr. John Ritzler, Superintendent
(269) 445-0503

Center Line Public Schools

26400 Arsenal
Center Line, MI 48015
Mr. Joseph Haynes, Superintendent
Mr. Charles Roddis, Chief Financial Officer
(586) 510-2019

Chelsea School District

500 Washington Street
Chelsea, MI 48118-1199
Mr. Michael Kapolka, Superintendent
(734) 433-2208

Cheryl Stockwell Academy

9758 E. Highland Road
Howell, MI 48843
Ms. Shelley Stockwell
(810) 632-2200

Chippewa Valley School District

19120 Cass Avenue
Clinton Township, MI 48038
Mr. Ronald Roberts, Superintendent
Mr. Scott Sederlund, Asst. Superintendent
(586) 723-2000

Clarenceville School District

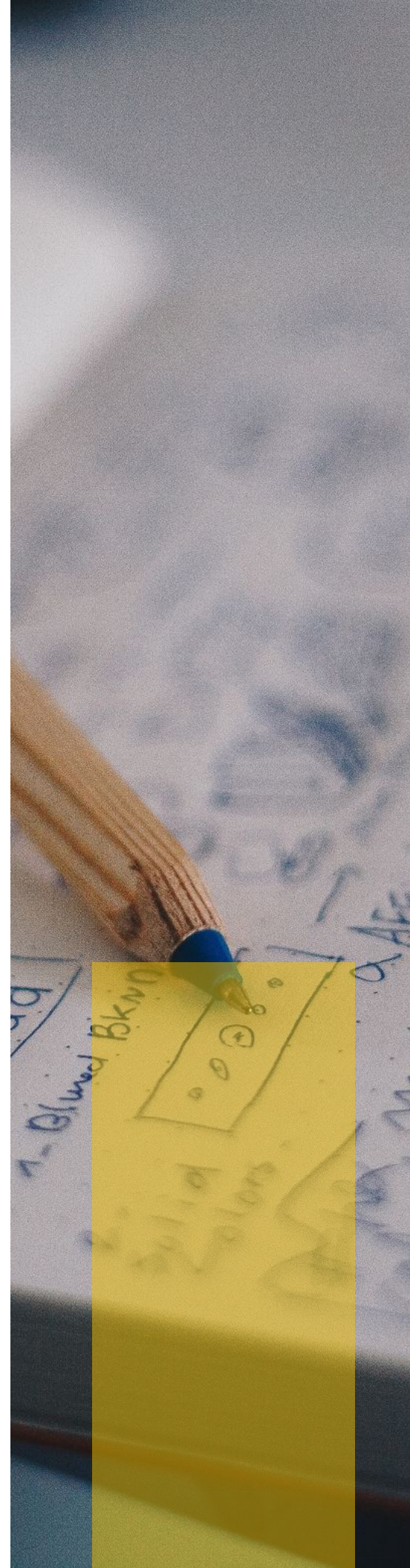
20210 Middlebelt
Livonia, MI 48152
Mr. Paul Shepich, Superintendent
Mr. Dave Bergeron, Asst. Superintendent
(248) 919-0400

Dearborn Public Schools

18700 Audette Street
Dearborn, MI 48124-4222
Dr. Glenn Maleyko, Superintendent
Ms. Maysam Alie-Bazzi, Exec. Director, HR
(313) 827-3000

Farmington Public Schools

32500 Shiawassee Road
Farmington, MI 48336
Dr. Chris Delgado, Superintendent
Mr. Bradley Paddock, Assistant
Superintendent of Talent Development
(248) 489-3300



Flat Rock Community Schools

28639 Division Street
Flat Rock, MI 48134
Mr. Andrew Brodie, Superintendent
(734) 535-6500

Fraser Public Schools

33466 Garfield Road
Fraser, MI 48026-1892
Dr. Carrie Wozniak, Superintendent
Mr. Kerry Terman, Director, HR
(586) 439-7000

Fremont Public Schools

250 E. Pine Street
Fremont, MI 49412
Mr. Brad Jacobs, Superintendent
(231) 924-2350

Godwin Heights Public Schools

15 - 36th Street
Wyoming, MI 49548
Mr. William Fetterhoff, Superintendent
(616) 252-2090

Grand Rapids Public Schools

PO Box 117
Grand Rapids, MI 49501
Ms. Anya Lusk, Asst. Superintendent, HR
(616) 819-2000

Grandville Public Schools

3839 Prairie Street SW
Grandville, MI 49418
Mr. Roger Bearup, Superintendent
Mr. John Philo, Asst. Superintendent HR
(616) 254-6550

Harbor Springs Public Schools

800 S. State Road
Harbor Springs, MI 49740
Mr. Brad Plackemeier, Superintendent
(231) 5267-4545

Hudsonville Public Schools

3886 Van Buren Street
Hudsonville, MI 49426
Dr. Doug VangerJagt, Superintendent
(616) 669-1740

Huron Valley Schools

2390 S. Milford Road
Highland, MI 48357
Dr. Paul Salah, Superintendent
(248) 684-8000

Jenison Public Schools

8375 20th Avenue
Jenison, MI 49428-9596
Dr. Brandon Graham, Superintendent
Ms. Leslie Philipps, Director, HR
(616) 457-8890

Kelloggsville Public Schools

242 - 52nd Street SE
Grand Rapids, MI 49548
Mr. Eric Alcorn, Director of HR
(616) 538-7460

Kent ISD

2930 Knapp Street NE
Grand Rapids, MI 49525-4518
Mr. Ron Koehler, Superintendent
Mr. Dave Rogers, Asst. Superintendent, HR
and Legal Services
(616) 364-1333

Lake Orion Community Schools

315 N. Lapeer Street
Lake Orion, MI 48362
Mr. Benjamin Kirby, Superintendent
Mr. Rick Arnett, Assistant Superintendent
(248) 693-5400

Lakeshore Public Schools

5771 Cleveland Avenue
Stevensville, MI 49127
Mr. Gregory Eding, Superintendent
(269) 428-1400

Lakeview Public Schools

27575 Harper Avenue
St. Clair Shores, MI 48081-1923
Mr. Karl Paulson, Superintendent
(586) 445-4000

Lakeview School District

15 Arbor Street
Battle Creek, MI 49015
Dr. William Patterson, Superintendent
Mr. Mike Norstrom, Asst. Superintendent
(269) 565-2400

CLIENT REFERENCES

4

Lamphere Schools

31201 Dorchester Avenue
Madison Heights, MI 48071
Mr. Dale Steen, Superintendent
(248) 589-1990

Lapeer Community Schools

250 Second Street
Lapeer, MI 48446
Mr. Matthew Wandrie, Superintendent
Mr. Mark Rajter, Asst. Superintendent
(810) 538-1600

Lincoln Consolidated Schools

7426 Willis Road
Ypsilanti, MI 48197
Mr. Robert Jansen, Superintendent
Mr. Adam Blaylock, Director of HR
(734) 484-7001

Lincoln Park Public Schools

1650 Champaign Road
Lincoln Park, MI 48146-3202
Mr. Terry Dangerfield, Superintendent
(313) 389-0200

Livingston ESA

1425 W. Grand River Avenue
Howell, MI 48843-1916
Dr. R. Michael Hubert, Superintendent
(517) 546-5550

Livonia Public Schools

15125 Farmington Road
Livonia, MI 48154
Ms. Andrea Oquist, Superintendent
Mr. Tony Abbate, Asst. Superintendent
(734) 744-2500

L'Anse Creuse Public Schools

24076 FV Pankow Blvd.
Clinton Township, MI 48036-1304
Mr. Erik Edoff, Superintendent
(586) 783-6300

Mecosta-Osceola ISD

15760 190th Avenue
Big Rapids, MI 49307-9096
Mr. Steve Locke, Superintendent
(231) 796-3543

Mona Shores Public Schools

121 Randall Road
Norton Shores, MI 49441-4944
Mr. Bill O'Brien, Superintendent
Ms. Susan McAvoy, HR Director
(231) 780-4751

Muskegon Area ISD

630 Harvey Street
Muskegon, MI 49442-4278
Mr. Randy Lindquist, Superintendent
(231) 777-2637

New Haven Community Schools

30375 Clark Street
P. O. Box 482000
New Haven, MI 48048-1041
Ms. Cheryl Puzdrakiewicz, Superintendent
(586) 749-5123

Newaygo Public Schools

360 S. Mill Street
Newaygo, MI 49337
Mr. Jeff Wright, Superintendent
(231) 652-6984

Northwest Education Services

1101 Red Drive
Traverse City, MI 49684-4465
Dr. Nicholas Ceglarek, Superintendent
(231) 922-6200

Northville Public Schools

405 W. Main Street
Northville, MI 48167-1577
Dr. R J Webber, Superintendent
(248) 344-3500

Oak Park School District

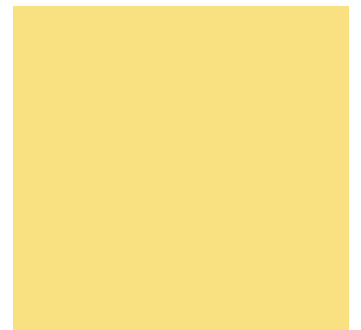
13900 Granzon Street
Oak Park, MI 48237-2756
Mr. Angel Abdulahad, Superintendent
(248) 336-7700

Oakland Schools

2111 Pontiac Lake Road
Waterford, MI 48328-2736
Dr. Wanda Cook-Robinson, Superintendent
Ms. Dandridge Floyd, Asst. Superintendent
(248) 209-2424

Redford Union Schools

17715 Brady Street
Redford, MI 48240
Mr. Jasen Witt, Superintendent
(313) 242-6000



CLIENT REFERENCES

4

Riverview Community School District

13425 Colvin
Riverview, MI 48193
Mr. Joseph J. Hatzl, Superintendent
(734) 285-9660

River Rouge School District

1460 West Coolidge Highway
River Rouge, MI 48218
Dr. Derrick Coleman, Superintendent
(313) 297-9600

Rochester Community Schools

501 W. University Drive
Rochester, MI 48307
Dr. Robert Shaner, Superintendent
Ms. Debi Fragomeni, Chief HR Officer
(248) 726-3000

Rockford Public Schools

350 N. Main Street
Rockford, MI 49341
Dr. Steven Matthews, Superintendent
Mr. Mike Cuneo, Asst. Superintendent,
Finance
(616) 863-6320

Romeo Community Schools

316 N. Main Street
Romeo, MI 48065-4621
Mr. Todd Robinson, Superintendent
(586) 752-0200

Romulus Community Schools

36540 Grant Street
Romulus, MI 48174
Dr. Yolanda Bloodsaw, Interim
Superintendent
(734) 532-1600

Saginaw City School District

550 Millard Street
Saginaw, MI 48607-1140
Dr. Ramont Roberts, Superintendent
(989) 399-6500

South Lake Schools

23101 Stadium Drive
St. Clair Shores, MI 48080-3208
Mr. Ted VonHiltmayer, Superintendent
(586) 435-1600

Southgate Community Schools

13940 Leroy
Southgate, MI 48195
Ms. Sharon Irvine, Superintendent
(834) 246-4600

South Lyon Community Schools

345 Warren Street
South Lyon, MI 48178-1358
Mr. Steven Archibald, Superintendent
Ms. Lisa Kudwa, Asst. Superintendent
(248) 573-8127

Tahquamenon Area Schools

700 Newberry Avenue
Newberry, MI 49868-1598
Ms. Stacy Price, Superintendent
(906) 293-3226

Trenton Public Schools

2603 Charlton Road
Trenton, MI 48183
Mr. Doug Mentzer, Interim Superintendent
Ms. Jill Simmons, Director of HR
(734) 676-8600

Troy School District

4400 Livernois Road
Troy, MI 48098-4799
Dr. Richard Machesky, Superintendent
Mr. Jordan Harris, Asst. Superintendent, HR
(248) 823-4000

Utica Community Schools

11303 Greendale
Sterling Heights, MI 48312
Mr. Robert Monroe, Superintendent
(586) 797-1000

Van Dyke Public Schools

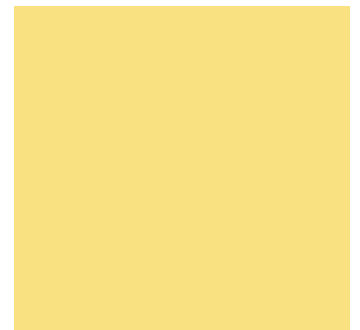
23500 MacArthur
Warren, MI 48089
Ms. Piper Bognar, Superintendent
Ms. Edie Valentine, Director of Personnel
(586) 757-6600

Walled Lake Consolidated Schools

850 Ladd Road, Building D
Walled Lake, MI 48390
Dr. John Bernia, Superintendent
(248) 956-2010

Waterford School District

501 N. Cass Lake Road
Waterford, MI 48328
Mr. Scott Lindberg, Superintendent
(248) 682-7800



CLIENT REFERENCES

4

Wayne County RESA

33500 Van Born Road

Wayne, MI 48184

Dr. Daveda Colbert, Superintendent

Ms. Kelly Bohl, Asst. Superintendent, HR

(734) 334-1442

Wayne-Westland Community Schools

36745 Marquette

Westland, MI 48185

Dr. John Dignan, Superintendent

Dr. Dania Bazzi, Asst. Superintendent, HR

(734) 419-2000

West Bloomfield School District

5810 Commerce Road

West Bloomfield, MI 48324-3200

Mr. Eric Whitney, Deputy Superintendent

(248) 865-6420

West Ottawa Public Schools

1138 - 136th Avenue

Holland, MI 49424

Mr. Timothy Bearden, Superintendent

Ms. Jens Milobinski, Asst. Superintendent

(616) 786-2050

Whitehall District Schools

541 E. Slocum Street

Whitehall, MI 49461

Dr. Jerry McDowell

(231) 893-1010

Whitmore Lake Public Schools

8845 Main Street

Whitmore Lake, MI 48189

Mr. Tom DeKeyser, Superintendent

(734) 449-4464

Woodhaven-Brownstown School District

24821 Hall Road

Woodhaven, MI 48183

Mr. Mark Greathead, Superintendent

(734) 783-3300

Wyandotte Public Schools

639 Oak Street

Wyandotte, MI 48192

Dr. Catherine Cost, Superintendent

(734) 759-5000

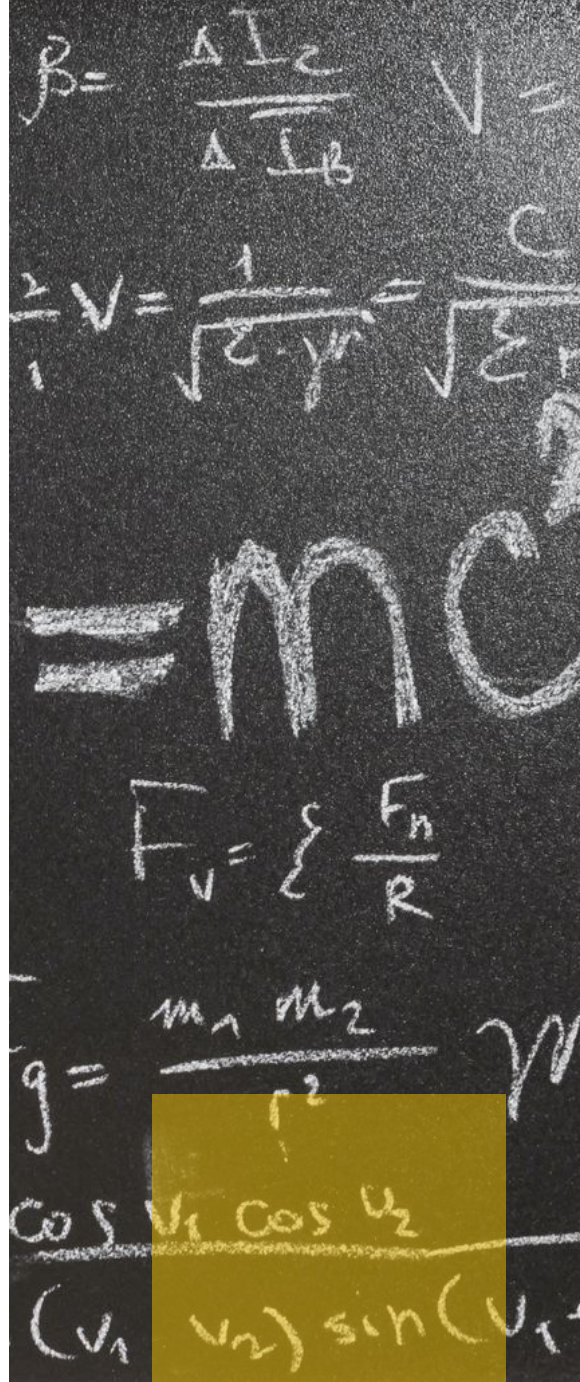
Zeeland Public Schools

PO Box 110

Zeeland, MI 49464

Dr. Brandi-Lyn Mendham

(616) 748-3000





Education Practice Group Philosophy



Vision Statement

What do we aspire to be as an organization?

We are committed to developing and maintaining a cohesive team of legal professionals, working collaboratively in a flexible and energetic environment, to provide Michigan educators the tools and support necessary to transform the lives of their students.

Our defining characteristics, as an organization and as individuals, will be responsive client communication, a commitment to proactive client education on emerging issues in the law, effective and efficient resolution of client matters, direct action in the community to enhance students lives, and the active pursuit of marketing and client development opportunities.



Mission Statement

What message do we share with the world about our objectives?

Our mission is to achieve outstanding results and provide superior service by:

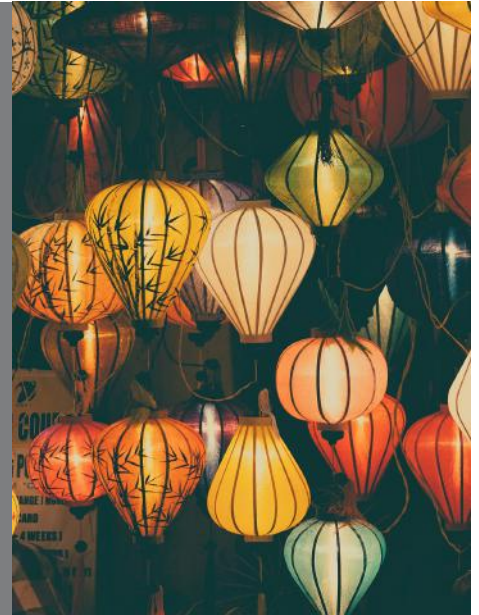
- Understanding and partnering with our clients to provide efficient, practical and innovative solutions;
- Attracting, developing and retaining exceptional people who have a passion for life;
- Valuing and promoting diversity of thought, background and culture;
- Fostering leaders who enrich the culture of Miller Johnson and the communities in which we live and work.



Diversity Statement

Our Diversity mission guides our approach and our workplace.

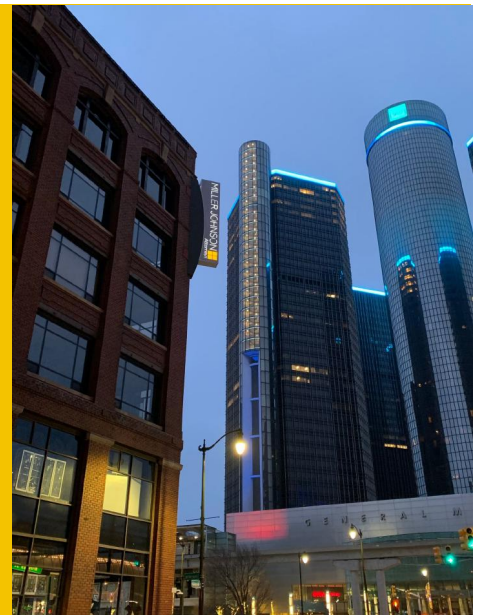
By cultivating a diverse and inclusive culture, we seek to reflect those we serve and engage the perspectives, ideas and innovative thoughts that inspire outstanding legal solutions and exceptional service.



Organizational Mantra

Down to Earth, Down to Business.

Be the difference we want to see!





6

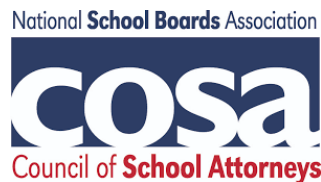
Involvement & Affiliations

Miller Johnson Education Law attorneys frequently interact with other businesses and professionals who serve school districts.



American Association of School Personnel Administrators

AASPA is the only organization that specifically targets and represents school personnel professionals.



Council of School Attorneys - National School Boards Association

COSA provides a national forum for the discussion of legal issues and problems encountered by school attorneys in providing legal counsel, advice, and representation to public school boards and state school boards associations.



Grand Rapids Bar Association

The Grand Rapids Bar Association (GRBA) is an association in which those qualities are the norm and lawyers who lack them are the exception. It also enjoys a climate in which lawyers and judges work together to improve the delivery of legal services.



Human Resources Group of West Michigan (HRG) - The Employers' Association

HRG, a subsidiary of TEA, is a local chapter of SHRM, the Society for Human Resource Management.



Metro Bureau of Metropolitan Detroit

The Metro Bureau seeks to support its member districts and provide accurate data for negotiations and district operations. It does this by sharing information, resources and ideas in seeking solutions to common problems of school districts.



Michigan Association of School Administrators (MASA)

MASA provides "just-in-time" technical, personal and legal services to our members. MASA serves public school leaders in nearly 600 public school districts and intermediate school districts across the state, helping the leaders of Michigan's most important public institutions get better results for our more than 1.5 million students.



The Michigan Association of Secondary School Principals (MASSP)

MASSP is a 1,700-member strong organization representing the state's high school, career technical education, middle level and assistant principals.



Michigan Negotiators Association (MNA)

MNA is a non-profit association for professional school negotiators and contract administrators. Membership in MNA helps individuals network and share information, obtain education, training and support, and develop management skills in negotiations and contract administration.



Society for Human Resource Management (SHRM)

The Society for Human Resource Management is a professional human resources membership association. SHRM promotes the role of HR as a profession and provides education, certification, and networking to its members, while lobbying Congress on issues pertinent to labor management.



The School Superintendents Association (AASA)

AASA, The School Superintendents Association advocates for equitable access for all students to the highest quality public education, and develops and supports school system leaders.



Fees and Billing

There are two guideposts for fees and billing. The client must believe it is receiving high value for fees it pays and the firm must believe it is being fairly compensated for its work. Miller Johnson's clients believe its current standard hourly rates fall within these guideposts and range from \$150, for paralegal services, to \$350, for our most experienced partners. In the Education Practice Group, our rates are consistent with other firms practicing in this area. We invite and encourage the District to raise this subject with the references provided in this response.

That said, Miller Johnson has no objection to: flat fees, for a particular project or some or all of a client's work; or, any other arrangement the client and firm find mutually acceptable. **We do not charge any of our clients for routine overhead expenses, such as: postage, copies, telephone toll charges, faxes, electronic legal research subscriptions, etc.** Miller Johnson further provides numerous services or potential services as described below.

Value-Add Services

Miller Johnson offers its clients a host of services and resources beyond the performance of legal work. These resources include:

- **Monthly 5 Minute Message Video Series.** All MJ clients receive a monthly *5 Minute Message* video email where attorneys provide a quick update on the latest in education law. This video series covers the most-recent developments in policy, compliance, employment, and legislative proceedings.
- **Speaking Engagements.** MJ attorneys are regularly invited by state-wide association groups to present at conferences, seminars, and in-services. MJ team members regularly conduct in-district professional development and education sessions on topics from transgender student rights to seclusion and restraint best practices.
- **MJ School Policy Services™.** Responding to clamoring throughout the education sector for user-friendly policies, MJ formed MJ School Policy Services, which delivers a set of clear and concise basic policies that include all policies required by federal and Michigan law. Most significantly, the flat fee charged for MJ Policies includes the full cost of the services of an MJ Education Law specialist to walk the Board through the policy process, to adapt MJ draft policies and administrative procedures to meet the needs of the educational institution and to revise or create any additional policies and administrative procedures necessary to meet the educational institution's unique needs and preferences.

We have the team at Miller Johnson to expertly and efficiently support your needs, and we appreciate the opportunity.



8

Contracts

Miller Johnson does not require its education clients to sign any contracts as a prerequisite for engagement with the firm. Miller Johnson does share standard record retention and billing practices information with new clients, which it requests an acknowledgment of, but this is not a typical retention agreement or contract similar to what some other firms may require.

Conflicts of Interest

Miller Johnson is a full service law firm with 120 lawyers and 80 staff members serving clients around the country out of our Detroit, Grand Rapids and Kalamazoo offices. Miller Johnson is a Professional Limited Liability Company. We have no disciplinary action taken or pending against the firm or its individual members or associates. Miller Johnson takes its ethical obligations seriously. We maintain safeguards to avoid conflicts of interest. Moreover, Miller Johnson represents a number of public and private schools which are often subject to their own complex array of regulatory and ethical compliance obligations, and we are well-acquainted with our role in those obligations. A review of our clients and the matters we are handling for them did not result in finding any potential conflicts which would prohibit our representing Grosse Pointe Public School System.

We work with our clients to promote their success by providing timely, innovative, solution-oriented, cost-effective legal services. We use our experience to efficiently and proactively identify relevant legal issues and craft practical solutions. We work with our clients to balance the legal and practical risks of a given situation in order to achieve the client's objectives. Our success originates from our problem-solving approach that recognizes the essential importance of our client's organizational mission, culture, and core values. We do not assume the same approach will work for each client. Instead, we tailor our advice to each client and to each occasion.

Insurance

Enclosed on the next page is evidence of Miller Johnson's insurance to practice law in the State of Michigan.



Binder of Insurance



Date of Issue: April 4, 2022

Aon Risk Services Central, Inc.
200 E. Randolph Street, Chicago, IL 60601

Policy Date: April 1, 2022

Insured: Miller, Johnson, Snell & Cummiskey, P.L.C.

Mailing Address: 45 Ottawa Avenue SW, Suite 1100
Grand Rapids, Michigan 49503

Carriers:

Primary Layer (\$20 million):

Aspen U.S.:	\$7.5 million part of \$20 million, or 37.5%
Sompo:	\$5 million part of \$20 million, or 25.0%
Argo U.S.:	\$5 million part of \$20 million, or 25.0%
Great American:	\$2.5 million part of \$20 million, or 12.5%

First Excess (\$10 million excess of \$20 million):

Everest U.S.:	\$5 million part of \$10 million, or 50.0%
Applied Financial:	\$5 million part of \$10 million, or 50.0%

Second Excess (\$20 million excess of \$30 million):

CNA:	\$8 million part of \$20 million, or 40.0%
AXA XL:	\$5 million part of \$20 million, or 25.0%
QBE:	\$3.5 million part of \$20 million, or 17.5%
Travelers.:	\$3.5 million part of \$20 million, or 17.5%

Effective & Expiration Date: April 1, 2022 to April 1, 2023

**Line of Business/
Coverage Description:** Lawyers Professional Liability

Risk Insured: Law Firm

Limits of Liability: \$50 million per claim / \$100 million in the aggregate

Retention: \$250,000 per claim and in the aggregate

Quote Subjectivities: None

Coverage basis: Claims Made

Policy Form: Lead: Aon Middle Market LPL Policy
All Others: Aon Preferred Follow Form Policy

**Supplemental Clauses /
Endorsements:**

- Michigan Surplus Lines Notice
- Service of Suit Endorsement
- OFAC Endorsement
- Sublimit (\$2 million) for OSHA Publication and Michigan Tax Guide
- Punitive Damages Endorsement: Most Favorable Jurisdiction
- Extended Reporting Period Endorsement

AON

(continued)

- Reduction in the Retention for Early Reporting of Circumstances Endorsement
- Reduction in the Retention for Resolution of a Claim through Arbitration or Mediation Endorsement
- Self-Representation Endorsement
- Non-Practicing Extended Reporting Period Endorsement
- Publication Language Extension of Coverage Endorsement

Primary Layer (\$20 million):

□ □ □ □ □

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11/11/2016

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Primary Layer (\$20 million):

Aspen U.S.:	LR000XF22
Sompo:	LPN30017294900
Argo U.S.:	121 LPL 0170049-02
Great American:	LAPE558574

Everest U.S.: PL5EE00236-221
Applied Financial Lines: BFLXPFTMI011200 020352 01

CNA: 652002318
AXA XL: LPE 9037010 04
QBE: 130002558
Travelers: 107410148

Broker Signature:

Date: April 4, 2022

Eric Braverman

Attorney Bios

Education

- Robert Schindler
- Kevin Sutton
- Cathy Tracey
- Adam Walker

Real Estate

- Emily Palacios
- Matt Paradiso

Employment and Labor

- Sandy Andre
- Rebecca Strauss

Immigration

- Kevin Battle



Robert T. Schindler

Member

Detroit

T: 313.672.6931

F: 313.672.6951

schindlerr@millerjohnson.com

Robert Schindler is a Member at Miller Johnson in the Education practice. Bob focuses his legal practice on the areas of labor and employment law, general school law, and civil litigation and appeals.

Robert Schindler is a graduate of Eastern Michigan University (B.S., cum laude) and Michigan State University College of Law (J.D., magna cum laude). He has successfully represented public school clients in both state and federal courts, as well as before administrative agencies (including the State Tenure Commission, the Michigan Employment Relations Commission and the Michigan Compensation Appellate Commission), in labor arbitrations, and at the collective bargaining table.

Bob has become known throughout the state not just as a school law attorney, but as a speaker, author, and teacher as well. In this regard, he speaks regularly on education law and labor and employment topics to school districts and professional organizations, including the Metropolitan Detroit Bureau of School Studies, the Michigan Negotiators Association, the Michigan Association of School Personnel Administrators, and others. He has also published several articles in the member newsletter for the Michigan Association of School Personnel Administrators and helps produce regular newsletters for the Michigan Negotiators Association and the Metro Bureau.

In addition, Bob is an adjunct professor at Oakland University. In this role he teaches Education Law to teachers and administrators seeking their Ed.S. degree through OU's Department of Educational Leadership. He is also a member of the Michigan Council of School Attorneys and has served on their Board of Directors.

Education has long been a passion of Bob's as he began his professional career as a secondary-level Social Studies teacher and coach. He is also an avid skier, cyclist, and fan of Detroit and Michigan State sports. His biggest passion, however, is his wife Danielle and their four children, with whom he resides in Beverly Hills.



Kevin T. Sutton

Member

Detroit

T: 313.672.6930

F: 313.672.6951

suttonk@millerjohnson.com

Kevin Sutton is the head of the firm's Education practice. His practice is focused on the defense of contested matters, including state and federal lawsuits filed against his clients, as well as claims of discrimination and harassment submitted to administrative agencies such as the Equal Employment Opportunity Commission (EEOC), the Michigan Department of Civil Rights (MDCR), and U.S. Department of Education Office of Civil Rights (OCR).

Mr. Sutton is a graduate of Michigan State University, and the Case Western Reserve University School of Law. Mr. Sutton also completed the prestigious International Association of Defense Counsel (IADC) Trial Academy at Stanford University, a program focused on the development of trial advocacy skills for defense litigators.

In addition to his efforts in the courtroom and with administrative agencies, Mr. Sutton regularly investigates allegations of employee/student harassment and conduct; advises his clients regarding their statutory obligations under Michigan's Revised School Code and federal law, applicable special education laws, and other school-related statutes; and counsels his clients on labor and employment issues. Mr. Sutton also focuses extensively on the development of organizational policies for his clients. Mr. Sutton currently serves on the Michigan Council of School Attorneys (MCSA) Board of Directors.

Mr. Sutton often presents on topics relevant to his school clients, including transgender student rights, Title IX, social media in schools, student/staff investigations, student privacy rights/FERPA, and student/staff discipline. On the issue of transgender student rights, Mr. Sutton is recognized as a legal expert, having been invited by the Michigan Department of Education to help develop guidance for supporting LGBTQ students. Mr. Sutton has presented to education groups across the State of Michigan on this important topic.

Mr. Sutton serves as an Adjunct Professor at Oakland University, teaching Education Law to students pursuing their Ed.S. degree through OU's Department of Educational Leadership.

For years, Mr. Sutton has been actively involved with the nonprofit organization Winning Futures, a goal setting, mentoring, and scholarship program for high school students. Mr. Sutton served as a mentor to students at Warren Mott High School and was recognized as "Mentor of the Year" for the 2011-2012 school year. Mr. Sutton also served on the Board of Directors for the organization. Following the tragic passing of his first mentee, Melvin Akins, Mr. Sutton and his wife formed the Melvin Akins Memorial Scholarship, to be awarded annually to an outstanding Winning Futures students. In July 2015, Mr. Sutton was recognized, along with seven other Michigan residents, as a RARE Everyday Hero for his many contributions to the community.

Mr. Sutton - an avid MSU and Detroit sports fan - lives in Livonia with his wife, Lauren, a public elementary school teacher, and their two children. When he's not working, he can be found watching his kids participate in youth sports, biking a trail, or kayaking a river somewhere in Michigan.



Catherine A. Tracey

Member

Grand Rapids

T: 616.831.1792

F: 616.998.1792

traceyc@millerjohnson.com

Cathy Tracey is a Member at the firm, serves as Chair of the Employment and Labor section, and has practiced law since 2001. Her practice is focused on representing a wide range of public and private sector employers in matters related to employment law and school law.

Labor and Employment Law

Ms. Tracey has broad experience handling labor and employment law matters, including employment litigation. She counsels both public and private sector employers on how to handle a wide variety of employment issues, including difficult harassment, discrimination, Family and Medical Leave, disability accommodation and wage and hour situations. Ms. Tracey frequently represents employers in federal court and before federal and state administrative agencies.

School Law

In addition to her work in the area of employment law, Ms. Tracey has extensive experience working with K-12 public school districts, public school academies, and private schools on both complex and day-to-day matters, including student disciplinary and special education matters, teacher discipline and tenure disputes, teacher evaluation, FERPA issues, contract negotiations, Title IX controversies, and discrimination and constitutional related litigation. As an example, Ms. Tracey recently represented a school district in a tenure case involving a teacher charged with criminal sexual conduct, and was able to use that criminal charge to prevent the teacher from receiving pay and benefits while awaiting his hearing. She has also been successful in many other high profile cases, including a case filed by taxpayers challenging the inclusion of “no-privatization” provisions in collective bargaining agreements related to support staff.

Through her years counseling school districts, Ms. Tracey has learned that counseling schools on “the law” is a necessary, but not sufficient, requirement of her job. Ms. Tracey therefore makes an effort to respond promptly to her clients’ concerns, with practical advice that takes into account the unique challenges that public schools face.

Professional Affiliations, Activities and Honors

Ms. Tracey is a member of the Board of Directors of the Michigan Council of School Attorneys, and serves on the Regional Council for Inforum, a women’s professional development organization. She also stays involved in the community by serving on the Board of Indian Trails Camp. Ms. Tracey is a member the Human Resources Group of Grand Rapids, the American Bar Association, the State Bar of Michigan, and the Grand Rapids Bar Association. Ms. Tracey has been named a “Rising Star” for Employment and Labor Law by *Super Lawyers*.

Articles and Presentations

Ms. Tracey is a frequent speaker on various employment and education related topics, including

presentations on The Family and Medical Leave Act of 1993 (FMLA), The Americans With Disabilities Act (ADA), the Civil Rights Act of 1991, sexual harassment, education reform, student discipline, FERPA administration, collective bargaining and the legal ramifications of employment decisions. Additionally, she has authored articles on student discipline, collective bargaining, disability discrimination and accommodation, and constitutional issues.

Education

Ms. Tracey received her law degree from the University of Michigan Law School. While in law school, Ms. Tracey was awarded the Carl Gussin Memorial Prize for excellence in trial advocacy. Ms. Tracey also received her undergraduate degree from the University of Michigan, where she graduated Phi Beta Kappa, was a James B. Angell Scholar, and was awarded the William J. Brandstrom Freshman Prize. Ms. Tracey is admitted to practice in all Michigan state and appellate courts, as well as the Sixth Circuit and federal courts in Michigan.



Adam J. Walker

Associate

Grand Rapids

T: 616.831.1761

F: 616.988.1761

walkera@millerjohnson.com

Adam Walker is an attorney at Miller Johnson in the firm's Education practice.

Adam Walker is a graduate of Central Michigan University (B.S., Religion, 2012) and the University of Michigan Law School (J.D., 2015). While pursuing his law degree, Adam worked with a Michigan prosecutor's office and an Illinois non-profit focused on community organizing and governmental transparency. After obtaining his degree, Adam served as a judicial clerk for the Hon. Scott Hill-Kennedy and the Hon. Kim Booher in Big Rapids, Michigan.

Adam has represented clients in contested matters, including state and federal lawsuits, and in numerous administrative matters before the Equal Employment Opportunity Commission and Michigan Department of Civil Rights. Adam regularly advises clients regarding their obligations under the Revised School Code and other applicable law. In addition to general school law, Adam's practice is focused on labor and employment, First Amendment speech and religion issues, and discrimination law – including legal requirements related to service animals.

Adam has appeared as a speaker on various legal topics across the state, including employer responsibilities, recreational and medical marijuana and CBD, and disability-related issues. Adam has also been published as a writer in the State Bar's Labor and Employment Law notes publication.

Adam, an Oxford native, now lives in Rockford with his wife, Mariah. He has a strong affinity for public service, which comes in no small part from two parents in law enforcement, a grandfather who fought fires, and a sister in public education. In his spare time, Adam enjoys cheering on the Michigan Wolverines and Detroit Red Wings – and, of course, the Grand Rapids Griffins.



Emily C. Palacios

Member

Detroit

T: 313.672.6934

F: 313.672.6951

palacios@milljohnson.com

Emily Palacios focuses her practice on transactional and litigation matters involving real estate, construction, land use, and public law and government affairs. She has practiced law in Michigan since 2002 and is a member in our Detroit office.

Real Estate and Construction

Emily advises clients in all types of real estate transactions, from acquisition and construction to leasing and disposition. Her experience includes converting multiple-family rental properties to condominium projects, due diligence supporting construction financing of commercial and industrial projects, drafting and negotiation of renewable energy (wind and solar) build-transfer agreements, and assisting clients pursue project incentives under the Obsolete Property Rehabilitation Act, Commercial Property Rehabilitation Act, among others.

Emily additionally represents clients in real estate and construction disputes. She litigates claims involving purchase agreements, development agreements, commercial leases, rights of first offer/first refusal, and easements. Her experience also includes prosecuting quiet-title and plat vacation actions in support of the redevelopment of obsolete subdivisions and arbitrating construction disputes on behalf of owners and construction managers.

Public Law and Government Affairs

Emily serves as special outside counsel to governmental authorities on a variety of issues, including matters arising under the Michigan and U.S. Constitutions, Michigan Zoning Enabling Act, Michigan Election Law, and the Michigan Regulation and Taxation of Marihuana Act. She also advises clients on issues arising under the Open Meetings Act, Freedom of Information Act, and under laws governing public official conflicts of interest.

Emily drafts and reviews proposed legislation on behalf of clients and assists clients advance policy initiatives.

Professional Affiliations, Activities, and Honors

Emily is a member of the State Bar of Michigan (SBM) and active in the Real Estate and Government Law sections. She is an appointed member of SBM's Unauthorized Practice of Law Committee.

Emily is also member of the Michigan Association of Planning and serves on its Planning Law Committee. She is former municipal planning consultant and held professional certifications from the American Institute of Certified Planners (AICP) and the State of Michigan (Professional Community Planner license).

Education and Clerkship

Emily received her J.D., *magna cum laude*, from the University of Michigan Law School, where she served as the Managing Articles Editor for the Journal of Law Reform and won several legal writing awards. Prior to law school, she earned a M.U.P. and a B.A. degree with high honors from the University of Michigan.

Before private practice, Emily clerked for the Honorable Judge Cornelia G. Kennedy of the United States Court of Appeals for the Sixth Circuit.



Matthew J. Paradiso

Associate

Detroit

T: 313.672.6938

paradisom@millerjohnson.com

Matt Paradiso is a real estate attorney in Miller Johnson's Detroit office. His practice is focused on all aspects of commercial real estate transactions, including representing buyers and sellers in acquisitions and dispositions and landlords and tenants in commercial leasing matters. Mr. Paradiso has assisted clients in transactions involving office, retail, health care, and industrial properties.

Prior to joining Miller Johnson, Mr. Paradiso was a real estate attorney at the nation's largest health care-focused law firm. He has significant experience advising health care providers on the fraud and abuse laws that apply to real estate transactions.

Professional Experience and Affiliations

Mr. Paradiso is a member of the State Bar of Michigan - Real Property Section and the American Health Law Association.

Education

Mr. Paradiso earned his J.D. cum laude in 2017 from Wayne State University Law School. While in law school, he was an Editor of the Wayne Law Review and a member of the Moot Court program where he was selected to compete as an oralist and brief writer for the ABA National Appellate Advocacy Competition. He also served as a student attorney for the Business and Community Law Clinic. Prior to law school, Mr. Paradiso earned his B.A. from James Madison College at Michigan State University in 2013.



Sandra M. Andre

Associate

Grand Rapids

T: 616.831.1731

F: 616.988.1731

andres@millerjohnson.com

Sandra Andre is an Associate in Miller Johnson's employment and labor section. She counsels a diverse group of employers and human resource practitioners on a full spectrum of employment-and labor law related legal issues. These range from matters of occupational safety and health, wage and hour law, employment discrimination, disabilities and accommodation, discipline and termination, hiring, and workplace harassment.

Ms. Andre is a part of the employment litigation team defending employers in cases including claims such as discrimination, harassment, wrongful termination, and retaliation. She is experienced preparing for trials and hearings. This includes drafting motions, reviewing depositions and conducting legal research.

Human Resources Experience

Ms. Andre holds a PHR (Professional of Human Resources) certification and was previously a Certified Professional with the Society for Human Resource Management (SHRM-CP). Before pursuing a career as an attorney and joining Miller Johnson, she worked for over a decade as a dedicated human resources leader and professional. As the Central Michigan University College of Medicine's first Assistant Dean of Faculty and Staff Affairs, she served as the HR subject matter expert and consultant to executive leadership. In addition to counseling college leadership on complex employment issues, she also worked to develop and implement many of the college's first human resources programs, such as the medical faculty compensation plan, the medical faculty employment handbook, and the medical faculty's appointment, reappointment, promotion, and tenure process.

Prior to her leadership role with the College of Medicine, Ms. Andre also held positions as a Human Resources Consultant, Human Resources Supervisor, Human Resources Manager and Employment Coordinator/Generalist in various higher education, healthcare, and manufacturing settings. In those roles, she routinely advised and counseled facility leadership on policy and procedure development and interpretation, and served as a subject matter expert and change agent in all HR-related areas, including: retention and recruitment, compensation and benefits administration, employee relations, and labor and employment law.

Professional Experience

Ms. Andre also gained valuable legal experience while working throughout law school. She was a judicial intern to the Honorable Fred L. Borchard, Chief Judge (retired) with the 10th Judicial Circuit Court in Saginaw County. She was a legal intern in the Office of Reinventing Performance in Michigan (RPM) with the State of Michigan's Department of Licensing and Regulatory Affairs (LARA). She also held two law student assistant positions with the State of Michigan: one, with LARA's Office of Process Reengineering and Optimization (PRO) and another, with the Department of Technology, Management, and Budget (DTMB)'s Office of Retirement Services (ORS). Ms. Andre also served as a teaching assistant in the Michigan State University College of Law's Research, Writing, and Advocacy program.

Education

Ms. Andre is a graduate of Michigan State University College of Law where she earned her J.D. magna cum laude in 2018. She made the Dean's List and in addition to receiving several scholarships, she was the recipient of a Jurisprudence Award. She was active in Moot Court where she received numerous top placing for both oralist and brief in competitions.

Ms. Andre received a Master of Labor Relations and Human Resources in 2003 and a B.S. in Psychology with honors in 2002 both at Michigan State University.



Rebecca Strauss

Member

Kalamazoo

T: 269.226.2986

F: 269.978.2986

straussr@millerjohnson.com

Rebecca Strauss is an employment attorney who takes on her clients' issues as her own by offering legally sound, practice advice.

Ms. Strauss counsels manufacturers, health care providers, professional service providers, and public and private employers in matters of wage and hour law, employment discrimination, disabilities and accommodation, discipline and termination, hiring, and workplace harassment. She advises a preventive approach to ensure protective policies and maintain compliant processes and procedures. When litigation becomes necessary, Rebecca represents employers against claims of discrimination, harassment, wrongful discharge, and retaliation, breach of contract, and wage and hour concerns.

Ms. Strauss is a national Leadership Council on Legal Diversity Fellow and participates in LCLD in-person conferences, training, and peer-group projects to foster collaboration and build relationships with the 265-member organization's top leadership including managing partners of leading law firms and general counsel of major corporations. She also served as the firm's Diversity Partner and chair of Miller Johnson's Diversity Council overseeing outreach and inclusion programs aimed at furthering minority involvement in the legal profession. Rebecca currently serves on the firm's Professional Development Committee.

Rebecca chairs the firm's Professional Development Committee and the Wage and Hour Practice Group, and has led the firm's Fall Client Seminar.

Rebecca recently completed her term as President of the Federal Bar Association of the Western District of Michigan and has chaired the district's Magistrate Selection Panel. She is also the Legislative Chair for the Kalamazoo Human Resources Management Association and serves on the Board of Directors of Legal Aid of Western Michigan. She is a former board member of the Kalamazoo County Bar Association. Rebecca enjoys spending time with her husband and three children, and running with various running groups in Kalamazoo.

Before joining Miller Johnson, Rebecca enjoyed clerking for The Honorable Nancy G. Edmunds, United States District Court for the Eastern District of Michigan (2002-2004) and The Honorable Ralph B. Guy, United States Court of Appeals for the Sixth Circuit (2005-2007).



Kevin D. Battle

Member

Grand Rapids

T: 616.831.1718

F: 616.988.1718

battlek@millerjohnson.com

Kevin Battle counsels clients on employment policies and practices, immigration matters, and litigation strategy.

His practice focuses on employment based and business related immigration matters. Kevin's experience in this area includes assisting employers with H-1B visas for specialty occupations, TN visas for professionals, E visas based on U.S. Treaties and Trade Agreements, L-1 visas for intra-company transfers of managers and specialized knowledge workers, as well as employment based permanent resident filings. Kevin also has significant experience both counseling clients on Form I-9 issues and conducting full-scale audits of Form I-9s.

Kevin has briefed cases for state and federal trial courts, the United States Citizenship & Immigration Service, the Administrative Appeals Office and the Board of Alien Labor Certification Appeals.

Mr. Battle co-authored "Investment-Based Immigration for the Small Business Entrepreneur" in the September, 2020 issue of the *Michigan Bar Journal*.