



Bargaining Implications of the 2025-2026 State School Aid Act

Collins & Blaha, P.C. will have multiple experienced labor attorneys, along with experienced Human Resources administrators, presenting a comprehensive seminar related to 1) bargaining issues that have arisen as a result of the 2025-2026 State School Aid Act; 2) bargaining the former prohibited topics; and 3) health insurance bargaining and litigation.

The information presented regarding the 2025-2026 state school aid act will include, but not be limited to, the following:

- Recommendations for bargaining the \$203 million teacher allocation;
- Short-term and Long-term effects of the MPSERS reduction;
- Changes to Fuel Pump Taxes and the Constitutionality of such changes;
- The sustainability of the other sales tax revenues being sent to the state school aid fund; and
- A discussion regarding Section 31aa funds and the requirement to agree to comprehensive investigations and the waiver of privileges.

The Collins & Blaha, P.C. attorneys will also provide a summary of lessons learned a year after initial rounds of bargaining the former prohibited topics of bargaining. The discussion regarding these topics will include the following:

- Teacher union bargaining tactics and union prototype language to avoid;
- Prototype language that has been successfully bargained;
- Strategies for successful bargaining and how to maintain management rights; and
- How to have substantive discussions regarding discipline and discharge standards and balancing such standards with the Teacher Tenure Act.

The Collins & Blaha, P.C. team will further discuss the status of health insurance bargaining and litigation related to the hard cap.

Targeted Audience: Superintendents, Human Resources Personnel, Central Office Administrators, Building Administrators, and Board Members.

Date: Tuesday, November 11, 2025

Time: Registration / Continental Breakfast: 8:30 am
Presentation: 9:00 am to 12:15 pm

Location: **VisTaTech Center**
Schoolcraft College
18600 Haggerty Rd, Livonia, MI 48152

Cost: \$50.00 per person, member district
\$150.00 per person, nonmember district

Use the attached registration form or [register online](#)



About the Presenters from

COLLINS & BLAHA, P.C.

ATTORNEYS AT LAW



GARY J. COLLINS received his undergraduate degree with high honors, and a Masters in Labor and Industrial Relations from Michigan State University; and his Juris Doctor degree from Wayne State University. Prior to becoming an attorney, Mr. Collins was employed for two years by the Michigan Association of School Boards as a Labor Relations Consultant and for four years by Grand Blanc Community Schools as Director of Labor Relations. Mr. Collins has represented over 30 Michigan School Districts in all phases of collective bargaining, including mediation, fact finding and arbitration. Gary J. Collins co-authored *The Michigan Teacher and Tenure* with William J. Blaha, with the Eighth Edition released in 2017. Mr. Collins also co-authored *The Michigan Teacher and Administrator Evaluations* in 2016.

Mr. Collins was rated in the Top Attorneys in Michigan in Crains Detroit Business in 2019 and was peer selected as a Michigan Super Lawyer in Schools and Education law in 2021 and 2022.



JOHN C. KAVA received his undergraduate degree from Saginaw Valley State University and received his Juris Doctor from Ave Maria School of Law, where he served as Vice President of the Moot Court Board. Mr. Kava represented Ave Maria School of Law as an oral advocate in several Moot Court Competitions, and was a member of the Moot Court Team that won the 2008 State of Michigan Competition. Prior to entering law school, Mr. Kava was a college football coach at Gannon University and took graduate courses in Business Administration.

Mr. Kava practices in the area of labor relations and educational law. Mr. Kava also counsels clients in areas of special education and student discipline. In addition to Mr. Kava's experience with traditional school districts, Mr. Kava has extensive expertise in representing public school academies.



JEREMY D. CHISHOLM earned his bachelor's degree in Political Science with minor concentrations in economics, foreign affairs, and Spanish, from St. Mary's College of Maryland, and his J.D. from Ave Maria Law School in Ann Arbor, Michigan. During law school he was an active and award-winning competitor in state and national moot court competitions. Prior to practicing law in Michigan, Mr. Chisholm worked in Washington, D.C., for the United States Securities and Exchange Commission. Mr. Chisholm concentrates his practice in employment relations and labor law, while maintaining a broad practice serving the general needs for school clients.



DAVID A. COMSA graduated from Purdue University and received his Juris Doctor from the Detroit College of Law (now Michigan State University College of Law). Mr. Comsa started his legal career in private practice and was also the Chief of Human Resources for the Flint Community Schools and served as Deputy Superintendent and General Counsel for the Ann Arbor Public Schools for 16 years. Mr. Comsa is an adjunct Assistant Professor at Madonna University teaching the graduate course Legal and Ethical Issues in Education, since 2010. His practice is concentrated in representing educational institutions in education law, collective bargaining, and labor relations.



JORDAN M. HARRIS received a bachelor's degree in International Relations, a master's degree in Human Resources & Labor Relations, and a Juris Doctor degree from Michigan State University. Mr. Harris began his professional career in 2004 with Collins & Blaha before a stint with the Michigan Education Association as an Executive Director representing college and K-12 faculty across Michigan. He then served as the chief human resources officer and Assistant Superintendent of Employee Services for the Troy School District for 8 years prior to returning to Collins & Blaha in 2023. Currently, his practice is concentrated in representing both educational and non-profit institutions in collective bargaining, employee retention and management, employment investigations, alternative dispute resolution, grievance processing, mediation, and arbitration.

The Metro Bureau presents
Tuesday, November 11, 2025
Bargaining Implications of the 2025-26 State School Aid Act
VisTaTech Center, Schoolcraft College – 18600 Haggerty Rd., Livonia MI 48152

This workshop is open to the entire district management team. Please complete and return the registration form below to the Metro Bureau by **Friday, November 14, 2025**.

Cost for attendance is \$50.00 per person for Metro Bureau members and \$150.00 per person for non-member districts.

CANCELLATION POLICY: A \$25 service fee will be retained for all cancellations made one week or less prior to the event. All cancellations on the day of the event will be charged the full amount.

The Metro Bureau may offer 3 SCECHs credit for attendance at this seminar at no added cost. The SCECHs credit will be received following the seminar.

REGISTRATION FORM – or register at www.metrobureau.org
Tuesday, November 11, 2025
Bargaining Implications of the 2025-26 State School Aid Act
VisTaTech Center, Schoolcraft College – 18600 Haggerty Rd., Livonia MI 48152

School District: _____ Contact phone number: _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

NAME _____ TITLE _____

Email _____

☐ Pay by check – mail to address below (**must be received by November 7, 2025**)

☐ Pay By Credit Card

Account Type: ☐ VISA ☐ MASTERCARD ☐ DISCOVER ☐ AMEX

Amount Authorized: _____

Account Number _____

Expiration Date: ____/____ (MM/YY) Security Code: ____ (Three digits on back of card, four digits on front of AMEX)

Cardholder Name: _____ Account ZIP CODE _____

Authorization

- ☐ By checking this box you give the Metropolitan Detroit Bureau of School Studies, Inc. permission to debit your account for the amount indicated above and for the event indicated above. This is permission for a single transaction only, and does not provide authorization for any additional unrelated debits or credits to your account.

SIGNATURE _____ DATE _____

Return registration form to: **Metropolitan Detroit Bureau of School Studies, Inc.** - 391 College of Education-Wayne State University - Detroit, Michigan 48202
(For security purposes, please do not e-mail credit card information) - For questions dial 313-577-1611