

35100 Little Mack - Clinton Township, Michigan 48035 586.791.6300 - www.clintondaleschools.net

PUBLIC NOTICE OF MEETING

THE CLINTONDALE COMMUNITY SCHOOLS BOARD OF EDUCATION WILL CONVENE IN A REGULAR BOARD MEETING on:

Monday, November 13, 2023, at 6:30pm

35200 Little Mack, Clinton Township, MI 48035 High School Conference Center

"The Clintondale Community Schools, upon at least three (3) hours prior notice of a given Board meeting, will provide necessary and reasonable auxiliary aids and services, such as signers for hearing-impaired persons and audiotapes of printed materials for visually-impaired persons, at the commencement of that meeting. Disabled persons requiring such auxiliary aids or services must notify the District by contacting Richard Lerman, Director of Technology, by one of the following methods: 35100 Little Mack Avenue, Clinton Township, Michigan 48035, email:lermanr@clintondaleschools.net or call 586-791-6300, extension 1023."

If you should have any questions or if you plan to bring a group of people to the meeting, please call the Board of Education at (586) 791-6300.

Mr. Jared Maynard President, Board of Education

Proposed minutes of the above meeting will be available for public inspection during regular business hours, at 35100 Little Mack, Clinton Township, MI and online not more than eight business days after said meeting, and approved minutes of said meeting will be available for public inspection during regular business hours, at the same location, not more than five business days after the meeting at which they are approved. Copies of the minutes shall also be available at the reasonable estimated cost of printing and copying.

This Notice is given in compliance with Act. No. 267 of the Public Acts of Michigan, 1976.

District Policy requires nondiscrimination on the basis of race, color, religion, national origin or ancestry, age, sex, marital status, English Proficiency, handicap, or disability, height or weight; in its programs, services, activities, employment, or admissions policies. The following persons have been designated to handle complaints, questions, etc.: Dr. Hicks, The Age Act, Title VI, Title IX, 35100 Little Mack Clinton Township, MI (586)791-6300; Mr. Kenneth Janczarek, Title II and Section 504, 35200 Little Mack, Clinton Township, MI (586) 791-6300.



Clintondale Community Schools Board Agenda 35200 Little Mack - Clinton Township, MI 48035 High School Conference Center November 13, 2023 6:30 p.m. Regular Board Meeting

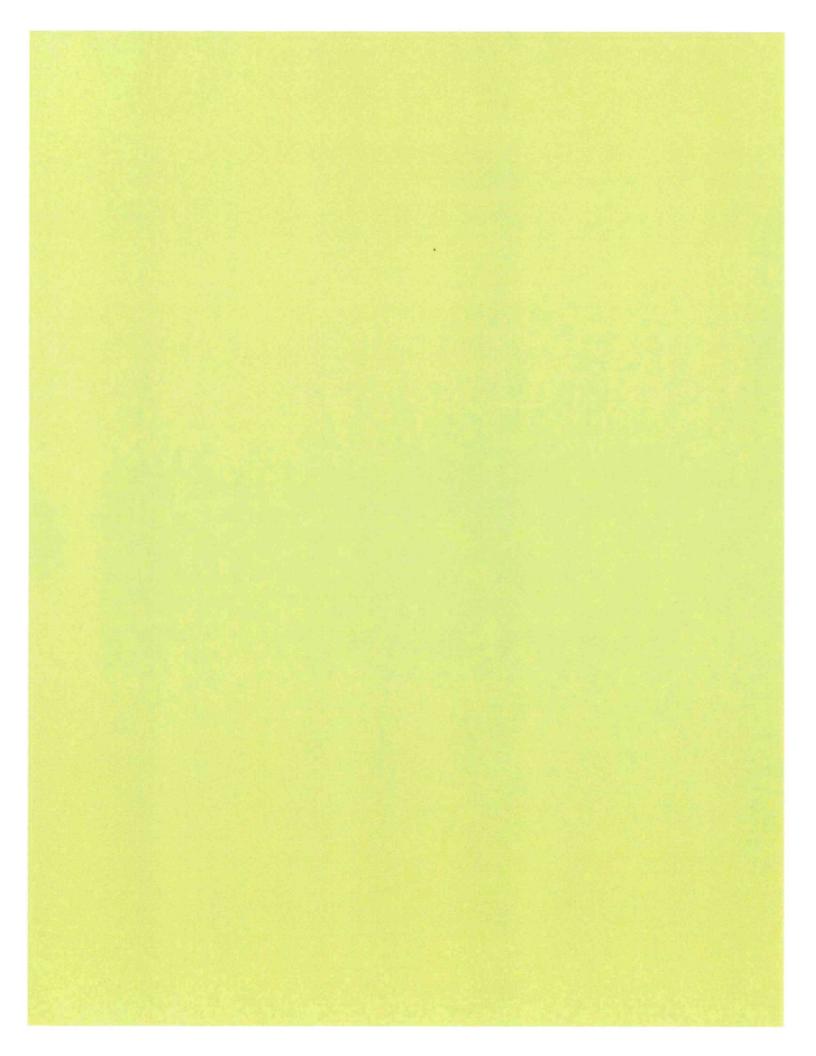
Call Regular Board M	leeting to Order –	6:30 p.m.	Regular Board M	feeting began at:		
ROLL CALL Beverly Lewis- Moss Felicia Kaminski	Jared Maynard Diane Zontini	Barry Powe Michael Ma		erio-Nowc		
ALSO IN ATTENDA	NCE					
PLEDGE OF ALLEG	GIANCE					
AGENDA: Approve the agenda as	submitted or amend	ded.				
Motion by	Support b	у	Y	N	Ab	
APPROVAL OF THI Regular Meeting Minu		23				
Motion by	Support b	у	Y	N	Ab	
BOARD MEETING T Board approve and mo	rime change- ve the November 2	It is recomme 7, 2023 regula	nded by the Super or Board meeting to	intendent and the ime to 7:30pm.	Board President, tha	at the
Motion by	Support b	у	Y	N	Ab	
CORRESPONDENC Jason Machalak Belinda Hicks		Lynn l	Burley			
It is recommended by t receive them.	he Superintendent a	and the Board	President, that the	Board acknowle	edge the corresponde	nce and
Motion by	Support b	у	Y	N	Ab	
SUPERINTENDENT Clintondale Christmas Special Education Upd	Extravaganza					

DISCUSSION ITEMS #1-2

- 1. 2022-2023 Audit Presentation- Lewis Knoph
- 2. Proposed Middle School Wrestling Program- Bob Walmsley

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

We encourage you to voice your opinion on topics on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, board policy limits each individual to three minutes. To ensure due process and respect of individual rights, the District maintains a formal process for handling complaints against individuals. A problem involving an individual(s) or specific incident is best handled through administrative channels. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments, speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible.





Call Regular Board Meeting to Order - 6:30 p.m.

ROLL CALL

Beverly Lewis- Moss Jared Maynard Barry Powers Michael Manning (tardy)

Felicia Kaminski Diane Zontini Lisa Valerio-Nowc

ALSO IN ATTENDANCE

Kenneth Janczarek- Superintendent
Teresa Wilson- Executive Assistant
Edward Makinen- Chief Financial Officer

Bob Walmsley- Director of Athletics Meloney Cargill- Principal

Maurice Woods- Assistant Principal Laura Lawniczak- Director of Operations

Belinda Hicks- Director of Special Services

PLEDGE OF ALLEGIANCE

AGENDA:

Motion by Mr. Powers, Support by Mrs. Kaminski, that the Board approve the agenda as amended. Motion carried 6-1. Mrs Lewis-Moss voted No.

APPROVAL OF THE MINUTES

Motion by Mr. Powers, Support by Mrs. Zontini, that the Board approve Regular Meeting Minutes- October 9, 2023. Motion carried 7-0.

CORRESPONDENCE

Motion by Mr. Powers, Support by Mrs. Kaminski, that the Board acknowledge the correspondence and receive them. Motion carried 6-1. Mrs Lewis-Moss voted No.

Robert Townsend-Resignation – Social Studies/Science Teacher and Basketball Coach-Clintondale High School Alexa Tedeschi- Resignation – Teacher-Clintondale High School Eugene Williams- Resignation – Accountant III Jessica Upshaw- Resignation – I-Campus Special Education Teacher Kenneth Janczarek- Superintendent- Request for Closed Session Sarah Mattarella- Special Education Teacher

SUPERINTENDENT'S REPORT

Update- Clintondale Dragon DADS October is National Principal Month

PRESENTATION

Robert Walmsley- Weight room update

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

We encourage you to voice your opinion on topics on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, board policy limits each individual to three minutes. To ensure due process and respect of individual rights, the District maintains a formal process for handling complaints against individuals. A problem involving an individual(s) or specific incident is best handled through administrative channels. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments, speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible. 3

DISTRICT REPORTS

Motion by Mrs. Valerio-Nowc, Support by Mrs. Kaminski, that the Board approve the Building Reports. Motion carried 6-1. Mrs Lewis-Moss voted No.

Building Reports

- McGlinnen
- Parker
- Rainbow
- Middle School
- High School
- I-Campus

Motion by Mrs. Kaminski, Support by Mrs. Zontini, that the Board approve the Department Reports. Motion carried 6-1. Mrs Lewis-Moss voted No.

Department Reports

- Finance
- Buildings and Grounds
- Athletics
- Human Resources Report
- Community Relations
- Special Education
- Technology

CONSENT ITEMS - #1-3

- Motion by Mr. Powers, Support by Mrs. Zontini, that the Board approve the resignation of ROBERT TOWNSEND, High School Boys's Basketball Coach - effective immediately, per his email dated October 16, 2023. Motion carried 7-0.
- 2. Motion by Mr. Powers, Support by Mrs. Zontini, that the Board approve MARLON COLLIER as a Maintenance I, effective immediately, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.
- 3. Motion by Mr. Powers, Support by Mrs. Zontini, that the Board approve **BRENDA BELAU** as an Instructional Assistant in the GSRP Program McGlinnen Elementary, effective immediately, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

END OF CONSENT ITEMS

NON-CONSENT ITEMS #1-8

1. Motion by Mr. Manning, Support by Mrs. Kaminski that the Board of Education enter into a Closed Session as authorized by Section 8(b) of the Open Meetings Act for a student discipline hearing. Motion carried 7-0.

Motion by Mrs. Kaminski, Support by Mr. Maynard that the Clintondale Board of Education approve the expulsion of student 1750005851 for 180 days. Motion carried 5-1. Mr. Powers did not vote.

- 2. Motion by Mrs. Kaminski, Support by Mrs. Valerio-Nowc, that the Board approve the resignation of **ROBERT TOWNSEND** as a High School Social Studies/Science Teacher, effective at the end of the day October 31, 2023. Motion carried 6-0.
- 3. Motion by Mrs. Kaminski, Support by Mrs. Zontini, that the Board approve the resignation of ALEXA TEDESCHI as a High School Communications Teacher, effective at the end of the day October 30. 2023. Motion carried 6-0.

Regular Meeting –October 23, 2023 Page #3

- 4. Motion by Mrs. Kaminski, Support by Mrs. Valerio-Nowc, that the Board approve the resignation of **EUGENE WILLIAMS** as an Accountant III, effective October 16, 2023, per his email dated October 16, 2023. Motion carried 4-2. Mrs. Lewis-Moss and Mr. Maynard voted No.
- 5. Motion by Mrs. Valerio-Nowc, Support by Mrs. Zontini, that the Board approve the resignation of **JESSICA UPSHAW** as an I-Campus Special Education Teacher, effective immediately. Motion carried 6-0.
- 6. Motion by Mrs. Kaminski, Support by Mrs. Zontini, that the Board approve LYNN DUMALA as an Early Childhood Special Education (ECSE) Teacher, Step 15, \$88,726, effective immediately, contingent upon approved physical, records check and fingerprints. Motion carried 6-0.
- 7. Motion by Mrs. Zontini, Support by Mrs. Kaminski, that the Board consider repealing the existing Board Policy, Administrative Procedures, and Forms, and adopt the Thrun Policy Manual and accompanying documents as set forth in the enclosed resolution. Motion carried 5-1. Mrs. Lewis-Moss voted No.
- 8. Motion by Mrs. Kaminski, Support by Mrs. Valerio-Nowc_that the Board of Education enter into a Closed Session as authorized by Section 8(a) of the Open Meetings Act for the Superintendent evaluation. Motion carried 6-0.
- 1AD- Motion by Mrs. Kaminski, Support by Mrs. Zontini, that the Board approve the resignation of Sarah Martarella, High School Special Education Social Worker, effective at the end of the day November 3, 2023. Motion carried 6-0.

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

We encourage you to voice your opinion on topics not on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, board policy limits each individual to three minutes. To ensure due process and respect of individual rights, the District maintains a formal process for handling complaints against individuals. A problem involving an individual(s) or specific incident is best handled through administrative channels. Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments, speakers should be aware that if your statements violate the rights of others under the law of defamation or invasion of privacy, you may be held legally responsible. None.

Motion by Mrs. Kaminski, Support by Mrs. Zontini_that the Board approve the bills ending October 13, 2023. Motion carried 6-0.

Motion by Mrs. Valerio-Nowc, Support by Mrs. Kaminski, that the regular Board meeting adjourn at 11:40 pm. Motion carried 6-0.

_		
L	isa Valerio-Nowc, S	ecretary

Clinton Township, MI



Clintondale Cares

Accountability | Achievement | Equity | Hard Work | Community

November 13, 2023

Clintondale Community Schools Board of Education,

It is recommended by the Superintendent and the Board President, that the Board approve and move the November 27, 2023, regular Board meeting time to start at 7:30 p.m. This change would allow for the Clintondale Christmas Extravaganza and Tree Lighting to take place at Clintondale High School and allow the Superintendent and Board of Education the opportunity to attend this event prior to the meeting. The Clintondale Christmas Extravaganza will begin on November 27, 2023, at 6:00 p.m. in the Clintondale High School Auditorium.

Kenneth Janczarek
Superintendent - Clintondale Community Schools
35100 Little Mack Avenue
Clinton Township, MI 48035
(586) 791-6300 ext: 3011

janczarekk@clintondaleschools.net

November 7th, 2023

Dear Mr. Janczarek,

I am writing to inform you of my decision to resign as teacher and coach with Clintondale Community Schools, effective 11/24/23.

The past 17 years have been a wonderful experience for me. I appreciate the opportunities the district has given me to learn and grow, and I value all of the friendships and professional relationships I've been able to develop here. I wish everyone at Clintondale the absolute best. This was not an easy decision for me, but another opportunity has come along that I could not pass up.

Please let me know if there is any way I can assist with the transition. I hope to keep in touch.

Sincerely,

Jason Machalak



11/2/23

To whom it may concern,

Please accept this letter as my formal resignation from Clintondale Schools.

Antonietta Luli

Mrs. Lynn Burley

October 24, 2023

Ms. Lee Walmsley Clintondale Community Schools Director of Human Resources 35100 Little Mack Clinton Township, MI 48035

Dear Ms. Walmsley,

I am writing to inform you I am resigning from the Special Education Resource Room High School position with the Clintondale Community Schools District. I am resigning from the district effective as of November 7, 2023, at the end of the school day.

Please be assured this letter is written with many mixed emotions, since many of my colleagues are not just considered co-workers, but have become very dear friends. It has been with great pleasure to teach alongside the educators and staff at each of the five buildings in Clintondale. I will always appreciate the experience, knowledge, and friendships I gained over almost the 13 years with the district.

I hope the notice I provided is enough for you to find a replacement. Please let me know if I can provide any help to prepare a smooth transition for my students and successor.

Sincerely,

Lynn Burley

cc: Supervisors:

Ms. Meloney Cargill

Dr. Hicks

November 6, 2023

To Whom it May Concern,

This letter serves as my resignation from Clintondale Community Schools effective immediately.

I have endured all that I can bare, and I feel that I must leave at this point in time to preserve my health and soul. In the 3 years that I have worked here I have experience being verbally attacked by multiple board members (past and present), staff members; which includes the current superintendent's constant harassment and retaliation. These acts are racially motivated and fueled by hate. The ugly racial undertones that exist here oftentimes proves to unveil the way many people here feel about African Americans including students. The worst part is these are the people who disguise themselves as "good people", yet they are harboring ill will towards African Americans from the board table to the classrooms.

refuse to work at a place whereas staff members are allowed to make slanderous verbal attacks against me at board meetings, board meetings whereas I am personally singled out and summoned to attend to receive these attacks from staff and the board alike. At and after these meetings there is usually an angry mob of people spewing obscenities at me, to the point where I feel unsafe to even walk to my car without an escort.

The behavior and antics of the Board of Education, Superintendent, Human Resource and other staff members leave me no choice but to resign in this abrupt fashion. This has become a completely unsafe place to work, and it is also an unsafe place for all students, in particular students of color to learn. I will keep the students in my prayers, but I have no choice but to move on.

Lincerely

Dr. Hicks

November 6, 2023

To Whom It may concern:

I Michael Bolda am submitting a resignation letter from my afternoon custodial position at Clintondale Community Schools. My last day of employment will be Friday, November 10, 2023. Thank you for the opportunity to work for Clintondale. It has been a pleasure working for the District.

Michael Bolda

Muharl Bolda

Clintondale Christmas Extravaganza



Holiday Tree Lighting and a picture with Santa.

November 27th, 2023 6-8 p.m. High School Auditorium

Refreshments: Cockies and Het Checelate

Entertainment Line up

Master of Ceremony

A Christmas Greeting

I Want a Hippopotamus for Christmas

Three Wise Men Skit

Clintondale Community Theatre

Twelve Days of Christmas

Twas the Night Before Christmas

Santa Claus is Coming to Town

Santa and Mrs. Clause Appearance

Santa Claus

Santa Claus



Proposal to Start a Middle School Wrestling Team



- Clintondale has had a storied past in high school wrestling.
- At one point, we won 92 consecutive dual meets.

We need another winter sport to keep our athletes engaged.

- With the help of our middle school football coaches, Justin student/athletes signed up for wrestling. Pawlowski and Malik Hazzard, we have 24 of our middle school
- Wrestling will also allow us to keep more student/athletes under our athletic academic umbrella.
- The season will start at the end of January and run through middle of March. This would allow our middle school athletes to try both basketball and wrestling.

- We would wrestle all of our meets away this season.
- We will convert one of the MS classrooms into a wrestling
- We already have wrestling mats that we can use.
- Wrestling would help our football team.
- Wrestling teaches discipline and mental toughness.
- Introduce wrestling in the middle school and then to high school.
- To run this right, wrestling would need two coaches.

Passion-Integrity-Trust-Commitment-Humili In the Game - In the Class - With Class

PRE-APPROVAL ITEMS #1-5

1. Resource Room Teacher - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve PAMELA MARKS as a Special Education Resource Room Teacher-Parker, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$88,726.00, Step 15 of the MA Salary Schedule, pro-rated to the number of days worked in the 2023-24 school year.

2. Resource Room Teacher - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve REBEKAH McCARTNEY as a Special Education Resource Room Teacher-Parker, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$78,260.00, Step 12 of the MA Salary Schedule, pro-rated to the number of days worked in the 2023-24 school year.

3. <u>Instructional Assistant - ECSE</u> - It is recommended by the Superintendent and the Former Director of Special Education, that the Board approve **HEIDI PISARSKI** as a Special Education Instructional Assistant, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$20.01 per hour, Step 3 of the IA Salary Schedule.

4. <u>Instructional Assistant - GSRP</u> - It is recommended by the Superintendent and the Former Director of Special Education, that the Board approve PATRICIA McPHERSON as an Instructional Assistant in the GSRP program, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$20.55, Step 5 of the IA Salary Schedule.

5. <u>Basketball Coach</u> - It is recommended by the Superintendent and the Director of Athletics, that the Board approve MARQUIS CHAVEZ as the Boys' Varsity Basketball coach, effective immediately.

The rate of pay will be \$6,160.20 (12 of Step 6 of the BA Salary Schedule).				
Motion by	Support by	Y	N	Ab

CONSENT ITEMS #1-7

- Resignation It is recommended by the Superintendent and the Director of Human Resources, that the Board approve 2023 the resignation of MICHAEL BOLDA as a Custodian, effective at the end of the day November 10, 2023.
- 2. <u>Basketball Coach</u> It is recommended by the Superintendent and the Director of Athletics, that the Board approve SCOTT JOHNSON as the Boy's Junior Varsity Basketball coach, effective immediately.

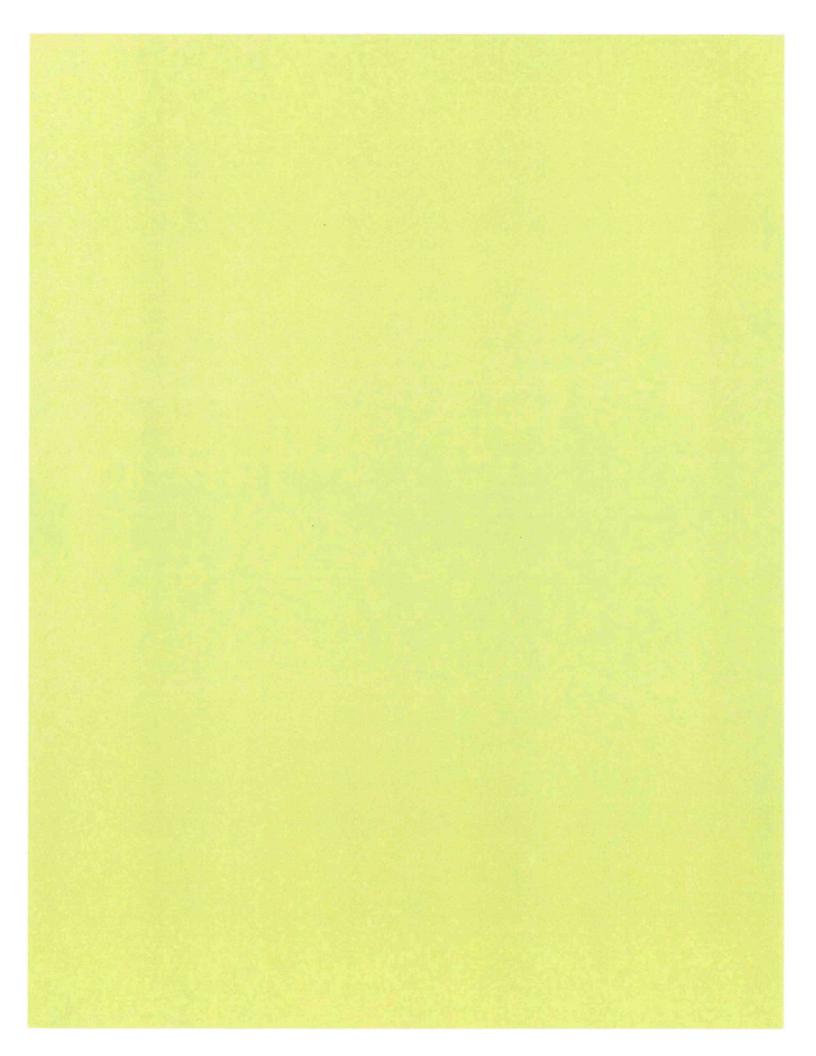
The rate of pay will be \$4,853.84 (8% Step 10 of the BA Salary Schedule). This position will be paid by Edustaff.

3. <u>Basketball Coach</u> - It is recommended by the Superintendent and the Director of Athletics, that the Board approve ERNIE FREEMAN as the Boy's Freshman Basketball coach, effective immediately.

The rate of pay will be \$3,430.07 (7% Step 5 of the BA Salary Schedule). This position will be paid by Edustaff.

Career Option Leave - It is recommended by the Superintendent and the Director of Human Resources, that
the Board approve a Career Option Leave for DOROTHY WILKINS, for the remainder of the 2023-24 school
year.

Dorothy Wilkins is a GSRP Instructional Assistant at McGlinnen.



Memo

From the Office of Human Resources

November 13, 2023 Board of Education Meeting

The following agenda items have been pre-approved by the Board President due to the need of these personnel to begin working prior to the November 13, 2023 Board meeting.

Pre-Approval Items #1-5

 Resource Room Teacher - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve PAMELA MARKS as a Special Education Resource Room Teacher-Parker, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$88,726.00, Step 15 of the MA Salary Schedule, pro-rated to the number of days worked in the 2023-24 school year.

NOTE: This is not a new position. This position is due to a recent resignation. Ms. Marks has over 19 years of teaching experience.

2. <u>Resource Room Teacher</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve REBEKAH McCARTNEY as a Special Education Resource Room Teacher-Parker, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$78,260.00, Step 12 of the MA Salary Schedule, pro-rated to the number of days worked in the 2023-24 school year.

NOTE: This is not a new position. This position is due to a recent resignation. Ms. McCartney has over 11 years of teaching experience.

3. <u>Instructional Assistant - ECSE</u> - It is recommended by the Superintendent and the Former Director of Special Education, that the Board approve **HEIDI PISARSKI** as a Special Education Instructional Assistant, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$20.01 per hour, Step 3 of the IA Salary Schedule.

NOTE: This is a new position. This position is due to increased enrollment in the ECSE program.

4. <u>Instructional Assistant - GSRP</u> - It is recommended by the Superintendent and the Former Director of Special Education, that the Board approve PATRICIA McPHERSON as an Instructional Assistant in the GSRP program, effective immediately, contingent upon approved physical, records check and fingerprints.

The rate of pay will be \$20.55, Step 5 of the IA Salary Schedule.

NOTE: This is a new position. This position is due to the expansion of the GSRP program.

5. <u>Basketball Coach</u> - It is recommended by the Superintendent and the Director of Athletics, that the Board approve MARQUIS CHAVEZ as the Boy's Varsity Basketball coach, effective immediately.

The rate of pay will be \$6,160.20 (12 of Step 6 of the BA Salary Schedule).

CONSENT ITEMS #1-4

1. <u>Resignation</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve 2023 the resignation of **MICHAEL BOLDA** as a Custodian, effective at the end of the day November 10, 2023.

NOTE: Mr. Bolda has worked for the district for 3.5 months.

2. <u>Basketball Coach</u> - It is recommended by the Superintendent and the Director of Athletics, that the Board approve SCOTT JOHNSON as the Boy's Junior Varsity Basketball coach, effective immediately.

The rate of pay will be \$4,853.84 (8% Step 10 of the BA Salary Schedule). This position will be paid by Edustaff.

3. <u>Basketball Coach</u> - It is recommended by the Superintendent and the Director of Athletics, that the Board approve ERNIE FREEMAN as the Boy's Freshman Basketball coach, effective immediately.

The rate of pay will be \$3,430.07 (7% Step 5 of the BA Salary Schedule). This position will be paid by Edustaff.

4. <u>Career Option Leave</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve a Career Option Leave for **DOROTHY WILKINS**, for the remainder of the 2023-24 school year.

NOTE: Mrs. Wilkins has accepted a GSRP (Great Start Readiness Program) Teacher position within the district. This request and approval is a provision of the AFSCME contract.

Pam Marks



Willing to relocate: Anywhere Authorized to work in the US for any employer

Work Experience

Special Education Coordinator

Arts Academy in the Woods - Fraser, MI August 2020 to Present

- Responsible for SE student IEPs maintaining and initiating document timelines, insuring compliance and doc accuracy.
- 2. Provided resource support for a variety of exceptionalities and guiding teacher accommodated lessons.
- 3. Worked with guidance from the Macomb ISD updated district procedures and oversaw Catamaran B10, corrective directives.
- Coordinated SE testing with College Board for State Assessments.
- 5. Over saw and trained para-professionals to work with SE students and their academic goals.

Resource Teacher

Eaton Academy - Eastpointe, MI November 2015 to Present

Resource Teacher

Hope of Detroit Academy Detroit August 2015 to Present

Mi. 48210: 08/2011-06/11/2012

I collaborate with other staff members to plan and schedule lessons, promoting learning and student engagement. I am a caseload manager for all middle school students with a variety of learning disorders. Created lesson plans in accordance with state curriculum and school-wide curriculum standards. Responsible initiating and implementing Individual Education Plans (IEP), worked closely with the school psychologist, speech therapists/pathologists, occupational therapists and social workers to ensure that proper testing was completed and interpreted to correctly qualify the students while maintaining the necessary mandated timelines and accurate paperwork required by the state of Michigan. Accepted coaching from fellow teachers and administrators and immediately incorporated feedback. Differentiated instruction according to student ability and skill level, Strengthened parent-teacher and parent-child communication by holding regular parent-teacher conferences.

Special Ed Teacher for Self-Contained Class

Old Redford Academy - Detroit, MI January 2015 to Present

4th-8th Grade:

Designing, creating, and implementing a hybrid curriculum using a variety of online tools for reading, math, science, and social studies. I case manage all of my student's IEPs as well as quarterly progress reports using an online gradebook: Skyward. Due to structure of data and online progress I am able to provide current and accurate progress of my students. Because of the use of online diagnostics and Core Standard related tools I have been able to effectively teach my class of LD, CI, AI, and EI students.

Resource Room Teacher

Pleasantview Elementary and East Detroit High School August 2012 to August 2015

Upper Elementary: Establish timely and clear objectives for all lessons, units and projects. Observe and assess student performance and keep thorough records of progress. Identify early signs of emotional, developmental, and health problems in students and follow up with parents... I was responsible for all IEPs and resource service hours for my assigned caseload. I collaborated/ co-taught with classroom teachers and provided push-in assistance in the classroom as needed, I provided resource instruction for children individually and in small groups to help them with difficult subjects. I taught extended day after-school programs. Scheduled and held parent-teacher conferences to keep parents up-to-date on children's academic performance. Mentored and counselled, develop behavior intervention plans (BIPS) and assist with manifestation determination reviews (MDRs) for students with adjustment and academic problems. I am SIOP and RTI Trained, MEAP, ELPA, Star, SBAC: Standardized Testing/Scoring Technologies including: Accelerated Reading with use of STAR Math and Reading Assessments, as well as NWEA testing experienced.

Senior classroom teacher

Collier County Public Schools - Immokalee, FL December 2004 to June 2011

Varied Exceptionalities Teacher (K-3)

Collier County Public Schools August 2005 to June 2006

I was responsible for providing instruction within a self-contained classroom. During the second semester my students were mainstreamed and I became an inclusion teacher for this same group of students. I followed the goals and support structures set in place by their IEPs. These were students of migrant parents with emotional and learning disabilities.

Prior to Degree:

Long-term Substitute Teacher:

I served in a number of long-term substitute positions in immokalee Florida within the Collier County School District while I worked toward my degree. Most positions lasted the entire school year and are as follows: Two years I taught as a VE Math teacher 9-12 grade @ Immokalee High School. One year I taught as a Language Arts teacher for the Alternative Education program: New Beginnings. (6-12) this program was therapeutic centered for "at-risk" students. Approximately 1.5 yrs. I taught as the Reading and Language Arts teacher at a DRILL program for adjudicated boys (6-12 grades): This was a residential program that was competency based lab/classroom instruction. Of all of my teaching experiences I am most proud of the work I was able to accomplish with these boys. In 1994 I started teaching for a small private Christian school: Frontier Christian Academy. I taught there for 3.5 yrs. I started out as a K4 teacher and then taught 3-5 grade each year moving up with the same group of children.

Education

BS in Exceptional Student Education

Barry University 2004

Skills

- Teaching
- Organizational Skills

Military Service

Branch: Us Army

Service Country: United States

Rank: E5 Specialist 5

I was active during the Cold War . I served in Germany as a photo interpreter and developed courses and taught the identification of Soviet and Nato ground forces equipment in a joint military school for the US Army and Us Air Force.

Additional Information

Core Competencies

- Sheltered Instructional Operational Protocols (SIOP) Trained
- RTI Reading Interventions
- Progress Monitoring (online)
- Curriculum Development(Multi grade designed)
- Standards Based Curriculum(Core C.)
- MEAP, M-STEP, Mi-Access,
- Scantron, NWEA
- SBAC: Standardized Testing/Scoring
- Technologies including: Mobymax, IXL, Accelerated Reading with use of STAR Math and Reading; MS
 Office; document camera; Mimeo Notepad<, and SMART Bds.

Pamela A. Marks

Current: Standard Teacher Certification: SM: K-12 Special Education Learning Disabilities

NS: K-12 English as a Second Language

Florida Certifications: Certified Elementary (K-6), Middle Grades Integrated (5-9) and Exceptional Student Teacher (K-12) with a Reading Endorsement and English as a Second Language certification (initially certified in Florida)

Relevant and Recent Experience:

Arts Academy in the Woods, Fraser MI (August 2020-present)

SE Department Coordinator and Team Leader:

- Responsible for SE student IEPs, maintaining and initiating document timelines, ensuring compliance and document accuracy
- Provide resource support for a variety of exceptionalities including guiding teachers and social workers with BIPS and accommodated lessons
- Coordinated with Macomb ISD to update district procedures and assumed responsibility of Catamaran B10 and corrective directives
- Coordinated SE testing with College Board for State Assessments for 2022-2023 school year
- Supervised and trained paraprofessionals to work with SE students and their academic goals
- Represented Special Education Team in "At Risk" meetings to provide IEP student insight

Eaton Academy, East Pointe, MI (November 2018-September 2020)

Upper Elementary Special Education Teacher:

- Co-taught with 3-5 grade teachers and helped teachers produce lessons that would better accommodate our student population
- Worked closely with Dr. Dorgan to implement the correction plan as stated by the Macomb ISD.

Hope of Detroit Academy Elementary, Detroit MI (2011-2012 and January 2017-November 2018)

Resource Teacher/Caseload Manager for K-3 students with a variety of eligibilities

Old Redford Academy, Detroit, MI (September 2015-January 2017) Self-Contained Classroom (Grades 3-8)

 Designed, created and implemented an online hybrid curriculum using a variety of online tools for reading, math, science, and social studies

STATE OF MICHIGAN

State Board of Education

Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

PAMELA ANN MARKS

In accordance with Michigan Compiled Laws and Administrative Rules, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

K-12 ENGLISH AS A SECOND LANGUAGE (NS)

K-12 LEARNING DISABILITIES (SM)

Michael F. Rice, Ph.D.

Superintendent of Public Instruction

Issue Date: 05/01/2023 Expiration Date: 06/30/2028 License Number: PV0000000827948

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

MICHIGAN CODE OF EDUCATIONAL ETHICS

The following ethical standards address the professional educator's commitment and responsibility to (and for):

Code of Ethics

https://www.michigan.gov/-/media/Project/Websites/mde/educator services/prof practices/code of ethics.pdf The Profession

Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher

than required by law. This entails holding one and others to the same ethical standards.

Professional Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, Competence

skills and dispositions required for professional competence.

A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-To Students

being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.

The School

Promotion of positive relationships and effective interactions with all members of the school community, while Community maintaining professional boundaries.

Ethical Use of Consideration of the impact of consuming, creating, distributing and communicating information through all Technology technologies. Vigilance to ensure that appropriate boundaries of time, place and role are maintained when using electronic communication.

ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to: use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator	This certificate was subscribed and sworn to before me, along with picture identification, on
according to the best of my ability.	Notary Print Name
Educator Signature	Notary Signature
Educator Signature	Commission Euripean

Notary Seal

Rebekah D. McCartney



CAREER OBJECTIVE:

I am seeking a position as a Co-Teacher or Resource Room Teacher

CERTIFICATION:

Standard Teaching Certification in Elementary Education K-8 with endorsements in Early Childhood, ELA and Special Education

CPR, First Aid, AED Certified

EDUCATION:

2019-2021 Masters of Special Education
Learning Disabilities
Spring Arbor University
Spring Arbor, Michigan 49283

2004-2010 Bachelors of Science in Education
Baker College, Port Huron, MI.
Major-Elementary Education
Minors-Early Childhood Education (ZA), Language Arts

1997-1999 Practical Nursing Degree in Nursing,
St. Clair County Community College, Port Huron, MI.
1990-1993 Associates Degree in Liberal Arts
St. Clair County Community College, Port Huron, MI.

PROFESSIONAL EXPERIENCE:

2021-2023 Port Huron Area School District

Position: Resource Room at Roosevelt Elementary school

<u>Duties:</u> Pull students to work on goals, push into classroom with students work on goals, attend IEP meetings, write IEPs, track goals, take students for walks when they need a sensory break.

Position: ECSE teacher at Early Childhood Center

<u>Duties:</u> created lesson plans, daily schedule, assisted in providing daily physical needs for students, created lesson to help with student goals

2015 Great Start Readiness Program (GSRP) High Scope

Position: Lead teacher: 2015

Duties: Prepared daily large group lesson plans which included morning messages, songs, finger plays and read books that were relevant to what the students were learning that week. Planned small group learning activities, following the High Scope guidelines. Assisted students in completing personal needs and encouraging them to be independent. Recorded anecdotal notes daily per COR (Child Observation Records). Completed home visits, conferences and collaborated with parents/families in regards to learning skills of students.

2012-2014 Childtime Learning Care Center, Chesterfield, MI.

Position: Lead school age teacher: 09/2012-09/2014

Duties: Created lesson plans in literacy, science, math and social issues. Assisted students with homework. Planned summer activities to encourage ongoing learning skills. Managed behavior issues by discussing better choices that the students could have made. Displayed students work to meet the requirements of DOL(Documentation of Learning).

Position: Preschool teacher assistant: 04/2012-09/2012

Duties: Follow lesson plans provided by lead teacher. Guide students in learning skills needed for kindergarten. Interacted daily with students through play. Displayed students work to meet the requirements of DOL.

2011 Port Huron Area School District, Port Huron, MI.

Position: Teacher for ECDD (Early Childhood Developmentally Delayed) at Cleveland Elementary

Duties: Created a schedule, lessons and centers to help each student develop language skills. Administered the BDI (Battelle Developmental Inventory) assessment. Worked closely with Speech Therapist, Occupational Therapist, Physical Therapist, and Social Worker.

2008-Current Port Huron Area School District, Port Huron, MI

Position: Substitute teacher

Duties: Filling in for the regular teacher and fulfilling his/her plans. Have been the permanent building substitute in the high for the last 3 years, filling in for multiple long term classroom vacancies, creating lessons, grading papers and guiding students to be successful. Finished the year book in 2020 (due to the teacher not returning)

STUDENT TEACHING EXPERIENCE:

November 2009-June 2010

Indian Woods, second grade: Host teacher, Mrs. Christine Santer

Indian Woods, fifth grade: Host teacher, Mrs. AnnMarie Kingsbury

Student teaching responsibilities: Created a chart and activities for Daily Five.

Wrote lesson plans aligned with Michigan grade level content expectations using resources such as Math Expressions and Harcourt Trophies. Administered and evaluated assessments.

September 2007-December 2007

Early Childhood Practicum

Keewahdin Head Start: Host teacher, Mrs. Denise Forstner

Student teaching responsibilities: Created lesson plans for whole groups and small groups. Created activities for students related to social emotional, small motor activities and literacy. Interacted with students through play.

VOLUNTEER WORK:

1998-2012 AWANA (Approved Workmen Are Not Ashamed) program at Wadhams Baptist Church

2000-2012 Vacation Bible School at Wadhams Baptist Church

2001-2012 Sunday school Teacher at Wadhams Baptist Church

2009-2012 Sunday school superintendent at Wadhams Baptist Church

2001-2010 Junior Church teacher at Wadhams Baptist Church

2007-2010 Cub Scouts Leader

2009-2010 Popcorn Kernel Cub Scouts

Volunteer in Young 4's, Kindergarten, 1st, 2nd and 3rd grade classrooms

2004 Volunteer work for instructing Girl Scouts in

2009- AYSO (American Youth Soccer Organization) Region 161 Board Member

2009-2010 AYSO secretary

2010- CVPA (Child Volunteer Protective Advocate) for AYSO

2010 AYSO Coach

STATE OF MICHIGAN

State Board of Education

Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

REBEKAH DANELLE ARMSTRONG

In accordance with Michigan Compiled Laws and Administrative Rules, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

EARLY CHILDHOOD EDUCATION PK-K (ZA)

ELEMENTARY K-5 ALL SUBJECTS (K-8 ALL SUBJECTS IN SELFCONTAINED CLASSROOM) (ZG)

K-8 LANGUAGE ARTS (BX)

K-12 LEARNING DISABILITIES (SM)

Michael F. Rice, Ph.D. Superintendent of Public Instruction Issue Date: 04/19/2019 Expiration Date: 06/30/2024 License Number: IF0000000340014

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

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Code of Ethics https://www.michigan.gov/-/media/Project/Websites/mde/educator services/prof practices/code of ethics.pdf Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher The Profession than required by law. This entails holding one and others to the same ethical standards. Professional Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, Competence skills and dispositions required for professional competence. A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-To Students being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries. Promotion of positive relationships and effective interactions with all members of the school community, while The School Community maintaining professional boundaries. Ethical Use of Consideration of the impact of consuming, creating, distributing and communicating information through all Technology technologies. Vigilance to ensure that appropriate boundaries of time, place and role are maintained when using electronic communication.

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THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the
Constitution of the United States of America and the
Constitution of the State of Michigan, and that I will
faithfully discharge the duties of the office of educator
according to the best of my ability.

Educator Signature

with picture identification, on	and sworn to before me, along

Notary	Print	Name
--------	-------	------

Notary Signature

Heidi Pisarski



Work Experience

Special Education Paraprofessional for Eastpointe School District

Maxim Healthcare Staffing - Grand Rapids, MI March 2023 to Present

I took care of kids in Pre K special education classroom at the Early Childhood Center. I took the kids off the bus and brought them into the school, took their jackets and back packs off and put in cubby. Assisted with lunch helping the teacher. I changed diapers. Assisted at carpet time, Helped with table time and helped kids learn and do work. Sing with the teacher and helped our friends learn their alphabet and ABC's. Signed preschool kids certificates to go into Kindergarten along with the teacher. Took kids outside or into the gym. We also went to the sensory room to play and learn.

Home Health Aide

Creative Care - Clinton Township, MI September 2017 to Present

Checked vitals, drove client to and from appointment, helped with transfers, housekeeping, helped with ADL's. Cooked for clients, drove clients on outings. Took care of many different clients and different cases.

Home Health Aide

Comforecare - Saint Clair Shores, MI February 2019 to May 2020

Took care of numerous clients in their homes. Checked vitals, gave bed baths, sponge baths, emptied catheter, helped clients dress, changed adult diapers, fed clients, cooked for clients. Took care of Alzheimer's and Dementia patients.

Education

Bachelor's in Health Administration in Healthcare Management

University of Phoenix August 2017 to May 2021

Skills

- Alzheimer's Care
- Caregiving
- Cleaning Experience

- Home Care
- Laundry
- Nursing
- Senior Care
- Vital Signs
- Sales
- Dementia Care
- Food Preparation
- Patient Care
- Hospice Care
- Leadership
- Management
- Leadership
- Management
- Meal Preparation
- · EMR systems (3 years)
- Infection Control Training
- Hospital Experience
- Memory Care
- · Phlebotomy
- Medication Administration
- · Microsoft Word
- Quality Assurance
- Medical Office Experience (1 year)
- Venipuncture
- · Computer Skills
- ICD-10
- · Home health
- · Communication skills
- Cooking
- English
- Medical Billing
- Personal Assistant Experience
- Anatomy Knowledge
- Customer service
- Physiology Knowledge
- · Experience Administering Injections
- Medical Coding
- · Care plans
- Medical terminology

- · Data entry
- Microsoft Office
- Preschool experience (1 year)
- Typing
- Patient monitoring (10+ years)
- Teaching

Languages

· English - Fluent

Links



Awards

Dean's List

May 2021

Maintained a GPA of 3.68 through college.

Certifications and Licenses

CPR certified and First Aid

February 2019 to February 2022

AED Certification

BLS Certification

Groups

National Leadership Honor Society

May 2021 to Present

I am a member of the NSLS

Patricia McPherson



Work Experience

Assistant Teacher

Merritt Academy - New Haven, MI October 2021 to Present

Working with low income population to provide an excellent education.

- Daily communication with families
- Child assessment
- Lesson planning
- · Problem solving
- Conflict resolution
- Setting and implementing family goals
- Teaching literacy, math, social, and science goals

Child Advocate

Macomb Action Headstart - Mount Clemens, MI March 2019 to October 2021

- Providing community resources to those in need
- · Working with at risk children
- Setting and implementing family goals
- · Completing applications
- · Calculating income qualifications
- Observing and interacting with children ages 3-5
- Office Experience

Paraprofessional

EDUStaff - Mount Clemens, MI December 2017 to April 2019

As a paraprofessional, my job responsibilities are as follows: tutoring students from 6th grade to twelfth, giving extra help to students behind in class, including special need children. Giving extra support in classrooms as needed, Identifying students who are falling behind in any subject.

Assistant Teacher

Kiddy Korner Preschool - Mount Clemens, MI October 2015 to December 2017

Curriculum Development

Certifications and Licenses

driver's license

Early Childhood Education

First Aid Certification

CPR Certification

Additional Information

CPR/First Aide



HS Head Boys Basketball Coach

1 message

I am recommending Marquis Chavez as our Boys Head Basketball Coach. Marquis brings the enthusiasm and knowledge to bring our climate and culture in the basketball program to a level we will be proud of. Marquis is our behavior coach at the high school. Marquis is also a 2013 Clintondale graduate. I recommend Marquis start at step 6.

Go Dragons!
-Bob Walmsley
Athletic Director
Printing & Publications
Clintondale Community Schools
Past President, The C Club, Inc.
(586) 791-6300 X 2621 or 2806 office

COMPETE

In The Game. In The Class. With Class.

Passion - Integrity - Trust - Commitment - Humility



MARQUIS

CHAVEZ

Professional Summary

Passionate driven director of students focused on maximizing student success by developing positive student culture and structured learning environments. 7+ years in education fostering relationships with families, teachers, and students to create effective learning objectives to obtain student success. Skilled in problem solving, discipline, and promoting student success.

Experience

Behavioral Coach | August 2022-Present

Michigan Collegiate

- Develop individualized behavioral plans for students to help reinforce positive behaviors
- Collaborate with fellow educators on the creation of effective intervention plans
- Foster and cultivate solid relationships with students to improve competence to self-regulate emotions and willingness to participate in social interactions and academic learning.
- Ensure optimal sanitary conditions in/around the facility, enhancing the safety/comfort of students.
- Stepped in as a substitute days I was needed and helped coach teachers through classroom management.

Associate Athletic Director | August 2018-Present

Michigan Collegiate

- Assist manage athletic department operations including supervision of coaches and day to day operations
- Establishing budget development plans
- Coordinating with coaches on practice, games, and banquets
- Promoting fundraisers and sponsorships for the sports department

Physical Education

Michigan Collegiate K-12 | August 2018- August 2022

- Help students develop physical abilities and healthy habits that can last for the rest of their lives
- Organize games and challenges that helps promote physical activity
- Promoted 3x in the district for the PE position (Elementary, MS, HS)

Coaching/Accomplishments

Head Boys & Girls Varsity Track | August 2019- March 2023

- CSC League Champions 2019-2022/ Regional Champions 2019
- Coached 6 State Champions/ 4x200, Long Jump, 100M

Head JV Boys Basketball /Varsity Assistant | August 2019- Present

- CSC JV Champions 2022 & 2023/ CSC Varsity Champions 2023
- Multiple kids playing collegiate basketball

Head JV Football/ Varsity Assistant WR | August 2019- Present

- CSC Champions 2018-2022/ District Championship 2020, 2021,2022
- Regional Champions 2021, State Championship Finalist 2021
- Multiple Athletes playing at the Collegiate level

Education & Certifications

Bachelor of Science in Sport Management | Eastern Michigan University- 2018



HS JV Boys Basketball Coach

1 message

I am recommending Scott Johnson as our JV Boys Basketball Coach. Scott has been successfully coaching basketball for over 25 years at various levels. He brings a wealth of knowledge to assist Coach Chavez in bringing our basketball program to a championship level. Scott is a 1994 Clintondale graduate.

I recommend Scott start at step 10.

Go Dragons!
-Bob Walmsley
Athletic Director
Printing & Publications
Clintondale Community Schools
Past President, The C Club, Inc.
(586) 791-6300 X 2621 or 2806 office

C O M P E T E
In The Game. In The Class. With Class.

Passion - Integrity - Trust - Commitment - Humility





Objective

Twenty-Six years' experience as a head, assistant, JV and freshman coach of a highly competitive travel basketball program and 14 years at high competitive high schools. I am an articulate, student-focused individual, with proven expertise in motivating youth to achieve goals, while also prioritizing and strategizing for winning school athletic programs. I hold students, parents, and staff in high esteem, and interacts with the greatest degree of professionalism and personal integrity. Background includes leadership in the educational field and in business. I am dedicated to student and staff development, proficient with athletic scheduling software.

Athletics Experience

Macomb County Cougars AAU, Clinton Township, Michigan

Coach (1999 - Present), President (2007 - present)

- Responsible for budgeting, travel planning, staffing/scheduling, academic standards, public relations, recruiting
- Developed and mentored 62 All Conference basketball players the 10 years
- Since 2010 have players who played on 2 state championships teams 3 final four appearances, 17 district championships 3 football state championship
- Have help over 100+ players obtain an academic and sports scholarships
- Member of USA Basketball
- Member of BCAM

L'Anse Creuse High North

Coach, Boys Head Junior Varsity, Varsity Assistant (2009-2015) (2017-2018)

- 2009-2010 MAC Red Champs
- 2011-2012 MAC Red Champs, District Champs, Reginal Champs, Quarterfinals, Final Four
- 2012-2013 MAC Red Champs, District Champs

Mount Clemens High School, Mount Clemens, Michigan

Coach, Boys Freshman Basketball Coach (2007 - 2009)

- Assisted in reorganizing of the basketball program
- Develop and implemented strength training program
- Implemented a youth basketball league

Detroit Mumford High School, Detroit, Michigan

Junior Varsity Basketball Coach Boy's and Girl's (2000 - 2003) Assistant Basketball Boys' Varsity Coach (2001 - 2006)

- Two District Championships, Two Regional Finals Appearances,
- Undefeated girl's JV team
- Girls City Championship JV and Varsity, Boy's City Championship

Relevant Employment Experience

US Army TACOM, Warren, Michigan Logistics Management Specialist, (2010 - Present)

Secret Clearance

Detroit Mumford High School, Detroit, Michigan Conflict Resolution Teacher (2000 - 2002) (2003 - 2005)

Hancock Preparatory School, Detroit, Michigan Conflict Resolution Teacher (2002 - 2003)

Education

Macomb Community College, Warren, MI
 Associate in Applied Science, AAS, in Product Development and Vehicle Design, 2009



HS Freshman Boys Basketball Coach

1 message

I am recommending Ernie Freeman as our Freshman Boys Basketball Coach. After being a head coach himself, Ernie brings experience and knowledge to assist Coach Chavez in our basketball program. Ernie has 3 step children that attend CCS. I recommend Ernie start at step 5.

Go Dragons!
-Bob Walmsley
Athletic Director
Printing & Publications
Clintondale Community Schools
Past President, The C Club, Inc.
(586) 791-6300 X 2621 or 2806 office

C O M P E T E
In The Game. In The Class. With Class.
Passion - Integrity - Trust - Commitment - Humility





Ernie Freeman

PROFESSIONAL SUMMARY

Dedicated Basketball Coach well-versed in developing skilled players and good citizens with diverse abilities in athletic, academic and social arenas. Awardwinning competitor with demonstrated track record of success in team and program leadership. Offering Number years of experience in sports.

SKILLS

- Game Coordination
- **Facility Maintenance**
- Game Rule Expertise
- **Player Evaluation**
- Behavior Improvements
- **Behavior Standards**
- Team Bonding
- Athletic Recruiting

WORK HISTORY

BASKETBALL COACH

10/2015 to 01/2023

Bradford Academy | Southfield, MI

- Acted as positive role model for team participants and in community.
- Managed drills and fitness circuits to bolster athletes' coordination and performance levels.
- Promoted good sportsmanship with competing teams on- and off-field.
- Evaluated individual knowledge, skills, and strengths, and assigned team positions to maximize talent areas.
- Developed and implemented effective training and skills development strategies to improve overall team performance.
- Directed ambitious practice sessions to boost athletic abilities and teamwork.
- Participated in fundraising events, helping team bring in funds to pay for travel and other expenses.
- Monitored athletes during events and practice to quickly identify injuries.
- Coordinated special events such as pre-season tryouts, training camps and special workshops to support team goals.
- Started my own summer league.

EDUCATION

Diploma

06/2000

Murray Wright Highschool, Detroit, MI





Do you think this could be added to Mondays board agenda, Thank you 3 messages

Dorothy Wilkins

Sat, Oct 7, 2023 at 4:48 PM

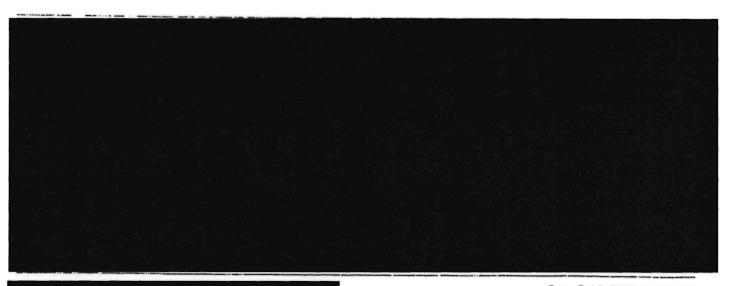
October 5, 2023

To Lee Walmsley, Superintendent Ken Janczarek, and the Board of Education.

I am requesting a career option leave from the instructional assistant position in GSRP with Dawn Derkacz while I teach the new GSRP class at McGlinnen Elementary.

Thank you

Dorothy Wilkins Mcglinnen GSRP Co-Teacher Clintondale Community Schools



Sun, Oct 8, 2023 at 4:51 PM

Regular Meeting - November 13, 2023 Page #3

5. <u>Secretary II</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve **HEIDI SHAGENA** as a Secretary II - Clintondale Middle School, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$20.01 per hour (Step 3 of the IA Salary Schedule). This is not a new position. The current secretary will transfer to a Special Education Instructional Assistant position within the district.

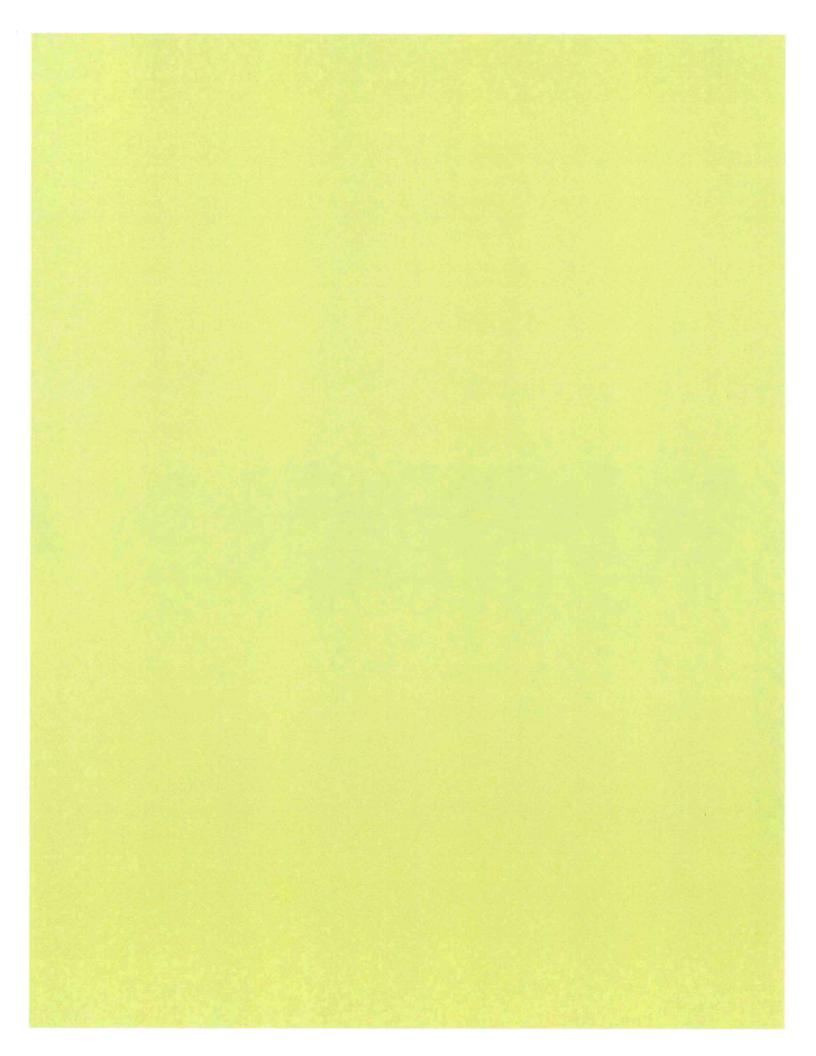
6. <u>Accountant III</u> - It is recommended by the Superintendent and the Chief Financial Officer, that the Board approve PRESLEIGH DEROSETTE as an Accountant III -Business Office, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$26.89 per hour (Step 5 of the Accountant III Salary Schedule). This is not a new position. This hire is due to a recent resignation.

7. <u>Mentor-I-Campus</u> - It is recommended by the Superintendent and the I-Campus Principal, that the Board approve JALEN TURNER as a Mentor - I-Campus, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$20.60 per hour (Step 6 of the Mentor Salary Schedule). This is not a new position. This hire is due to an employee transfer to a CEA position.

END OF CONSENT ITEM	IS- Please ask if any Board Men	ber would like t	o isolate and	item.
Motion by	Support by	Y	N	Ab
NON-CONSENT ITEMS - 1. Resignation - It is recomm approve the resignation of Dr. letter dated November 6, 2023.	ended by the Superintendent and BELINDA HICKS, Director of	I the Director of Special Education	Human Resou on - effective	urces, that the Board immediately, per her
Motion by	Support by	Y	N	Ab
that the Board approve DEBOI	al Education - It is recommend RAH PERRY as the Interim Dir	ector of Special I	Education, eff	fective immediately.
The rate of pay will be \$100,00	0, pro-rated to the number of day	ys worked in the	2023-24 scho	ool year.
Motion by	Support by	Y	N	Ab
3. Resignation - It is recommapprove the resignation of LYN 7, 2023.	ended by the Superintendent and N BURLEY, Special Education	the Director of Teacher - effecti	Human Resou	urces, that the Board of the day November
Motion by	Support by	Y	N	Ab
4. Resignation - It is recommapprove the resignation of ANT	ended by the Superintendent and COINETTA LULL, Teacher - e	d the Director of ffective immedia	Human Reso tely.	ources, that the Board
Motion by	Support by	Y	N	Ab



Memo

From the Office of Human Resources

November 13, 2023 Board of Education Meeting

CONSENT ITEMS #5-7

5. <u>Secretary II</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve **HEIDI SHAGENA** as a Secretary II - Clintondale Middle School, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$20.01 per hour (Step 3 of the IA Salary Schedule). This is not a new position. The current secretary will transfer to a Special Education Instructional Assistant position within the district.

6. Accountant III - It is recommended by the Superintendent and the Chief Financial Officer, that the Board approve PRESLEIGH DEROSETTE as an Accountant III -Business Office, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$26.89 per hour (Step 5 of the Accountant III Salary Schedule). This is not a new position. This hire is due to a recent resignation.

7. Mentor-I-Campus - It is recommended by the Superintendent and the I-Campus Principal, that the Board approve JALEN TURNER as a Mentor - I-Campus, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$20.60 per hour (Step 6 of the Mentor Salary Schedule). This is not a new position. This hire is due to an employee transfer to a CEA position.

NON-CONSENT ITEMS - #1-4

1. <u>Resignation</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of **Dr. BELINDA HICKS**, Director of Special Education - effective immediately, per her letter dated November 6, 2023.

NOTE: Dr. Hicks has served in the capacity of Director of Special Education for the last 3 years.

2. <u>Interim Director of Special Education</u> - It is recommended by the Superintendent and the Board President, that the Board approve **DEBORAH PERRY** as the Interim Director of Special Education, effective immediately.

NOTE: Mrs. Perry is currently serving as a Middle School Resource Room Teacher.

The rate of pay will be \$100,000, pro-rated to the number of days worked in the 2023-24 school year.

3. <u>Resignation</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of LYNN BURLEY, Special Education Teacher - effective at the end of the day November 7, 2023.

NOTE: Mrs. Burley has worked for the District for 13 years.

4. Resignation - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of ANTOINETTA LULL, Teacher - effective immediately.

NOTE: Mrs. Lull has worked for the District for 26 years.

HEIDI A SHAGENA

CAREER OBJECTIVE_

To obtain an administrative position utilizing my skills in office administration. In addition to being a result driven professional, excelling at working not only within a team setting and challenging environments but also in an independent setting with exemplary results, I have obtained training on several different transportation systems such as VersaTrans and Transfinder. I also have experience with utilizing several different operation systems to approve payroll, create invoices, create/supervise general and special needs routing, adjust schedules, and perform various clerical tasks such as incident reports.

EDUCATION

GENERAL STUDIES, UNIVERSITY OF DETROIT MERCY (08/2006 – 04/2008)
BUSINESS ADMINISTRATION, MACOMB COMMUNITY COLLEGE (5/2023-PRESENT)
HIGH SCHOOL DIPLOMA, WARREN LINCOLN SENIOR HIGH SCHOOL (06/2006)

PROFESSIONAL TRACK

Secretary, Chippewa Valley Schools Transportation Department

July 2021 - October 2023

- Assisted in completing routing of all Chippewa Valley Students and updating information for parent knowledge.
- Responsible for accurately and efficiently processing all Purchase Orders, Payroll, and Field Trip billing.
- Basic knowledge in the PowerSchool program.
- Complete daily office work such as answering phone calls, filing appropriate documentation, and updating necessary documents for a staff of 64 bus drivers.
- Utilize VersaTrans to complete general education routing.
- Utilize TransFinder to update general education routing.
- Utilize TripTracker
- Utilized VersaTrans to complete ECSE routing
- Utilized TransFinder to complete ECSE routing.
- Set-up users in TripTracker
- Set-up users in VersaTrans
- Set-up users in TransFinder
- Knowledge of the MyStop (VersaTrans parent app)
- Knowledge of OnScreen (VersaTrans office tracking app)
- Knowledge of StopFinder (TransFinder parent tracking app).
- Knowledge of TripFinder (TransFinder Field Trip program)
- Currently learning incident reporting and further documentation skills.
- Trained current Chippewa Valley and Drivergent drivers on the WayFinder tablets.
- Utilize Zonar to locate buses, assign users for WayFinder and learned how to audit routes to help with routing times.
- Updated TransFinder with student photos from Lifetouch.
- Assisted in summer school routing for 2022 school year.
- Assisted in summer school routing for 2023 school year.
- Complete reference checks on all new hires.
- Process driver's licenses through SOS Online to verify driver's record status.
- Process new hire packets (includes references, letter of referral, driver's record, clearinghouse forms)
- Complete new hire processes (includes assigning time clock number, door badge number through Lenel S2, assign zonar tablet log-in information, add employee to VersaTrans/TransFinder, add employee to bus conduct).
- Processed P. Card statements for administrators and mechanics.
- Submitted work orders through maintenance partner
- Submitted Help Desk tickets through the ticket portal.
- Processed fuel reports, creating, and updating driver fobs through Fuel Master.
- Update Pupil Transportation website using FoxBright.
- Input student conduct incident reports into Bus Conduct.

Processed purchase orders for transportation department.

Clerk, Chippewa Valley Schools Transportation Department 2021

August 2019 - July

- Responsible for processing all alternate stop request forms.
- Lead member on the VW Grant Replacement Bus project packet that was ultimately presented to the State of Michigan and approved for \$2,390,475 towards the purchase of new buses.
- Utilized Microsoft Office for pre-trip data packets, weekly reports, and follow up items.

Customer Service Specialist, Best Buy

August 2009 - April 2015

- Performed opening and closing duties for the store including counting tills, assisting with managerial tasks, creating deposit slips, etc.
- Provided excellent customer service by handling customer complaints, returns, exchanges, processing delivery requests, and online purchasing assistance.
- Member of the Employee Experience Team which contributed to the community through various service
 events.

Service Coordinator, CHEF RAYMONE CATERING COMPANY

June 2006 - August 2009

- Performed food prep work for various social events.
- Provided delivery of catering and established the catering at events.
- Served food at events while providing excellent customer service and an excellent customer experience.

SKILLS____

- Proficient in Microsoft Office (Excel, PowerPoint, Word)
- Multi-Tasking / Time Management

Accounting Coordinator

Presleigh Derosette



EDUCATION

Master's Accounting SNHU | In Process-2025

Bachelor's Business Administration SNHU | 2015-2019

EXPERTISE

Bookkeeping

Accounting

Customer Service

ERP System

Collections

Accounts Receivable

Accounts Payable

Process Improvement

WORK EXPERIENCE

Accounting Coordinator

CLAW Logistics, Inc. | Sterling Heights, MI | 2023-Present

- Run Daily Reports and analyze for data accuracy
- Utilize Accrual Based Accounting to input payments/credits
- Analyze & import payment spreadsheets from Ford and FCA
- · Verify accuracy and approval for purchase orders
- · Review aging of customers and vendors
- Code using GL accounting and input vendor bills
- Process & send invoices to customers via email or EDI portal
- Review statements monthly to ensure accuracy

Accounting Analyst

Siser North America. | Sterling Heights, MI | 2021-2023 *downsizing

- Review 120-180 orders to invoice and submit to customers
- Utilize General Ledger Accounting to input payments/credits
- Deposit checks using Remote Deposit Capture
- Process credit card charges on BluePay website
- Analyze reports from SmartLists for Sales Team
- Work directly on retail EDI websites
- Improved and documented processes for department
- Researched denial codes for payments from retailers
- Collaborate with Sales Manager on past due accounts

Business Office Assistant

ATS Educational Services, Inc. | Clinton Township, MI | 2018-2020

- Create invoices for 30+ school districts in Quickbooks/Excel
- Assist in payroll processing of 300+ employees as needed
- Enter payroll into Quickbooks for bookkeeping
- Reconcile bank and credit card accounts in Quickbooks
- Process payments for bills
- Compile/enter information for billing/payroll spreadsheets
- Run any necessary reports from Quickbooks/Paychex

Jalen Dale Turner

EDUCATION

International Academy of Macomb Clinton Township, Michigan

High School + IB Diploma, GPA 4.0

Graduated: May 2015

Michigan State University East Lansing, Michigan Bachelor's of Arts, Media and Information GPA 3.47 Specialization in Game and Interactive Media Minor in Game Design and Development

Graduated: May 2020

EXPERIENCE

Collaborative Game Design Capstone

VFX Artist, QA Tester, UI and Graphic Artist

- Worked under guidance for a client of professional game developers
- Focused on Visual Effects, learning and applying new techniques and making all of the effects in the game
- Created promotional material such as thumbnails and posters, sprites and other artwork for the User Interface
- Held weekly standup meetings to discuss progress and present updates to the client
- Consistently met deadlines and was praised for efficient and quality work

SMT Siding. Clinton Township, Michigan Siding Installer

April 2018 - Current

- Learned physical labor skills from experienced trade workers
- Worked with industry veterans to remodel the exteriors of homes
- Experience working full time, 9 a.m. 5 p.m.
- Helped teach and coach newer team members on successful practices

C.J. Barrymore's Entertainment Clinton Township , Michigan Ride Attendant

August 2014 - September 2015

- Guaranteed the safety of customers on the rides by handling any accidents or build-ups on the go-kart tracks, fixing people who spun out, etc. while also keeping the rides running smoothly and getting customers onto and off of the rides in the most efficient manner.
- Great experience with customers and customer service.
- Learned how to clean and close a business.

Sparty's East Lansing, Michigan

November 2015- May 2016

Sales Associate/Barista

- . Ran a point of sale on a daily basis
- Customer service experience
- Food preparation and proper handling

HONORS/AWARDS

- -International Baccalaureate diploma (2015)
- -4.0+ weighted GPA in a vigorous program (2011-2015)
- Selected for National Honor Society (2012-15)
- -Certificate of Achievement- ACT Score, Michigan (31) (2015)

SKILLS

- Eagerness to learn and apply new techniques and skills
- 83 Words Per Minute typing speed

DEBORAH A. PERRY

SCHOOL ADMINISTRATOR

"A leader is one who knows the way, goes the way, and shows the way." John C. Maxwell

Dependable and child-focused educational professional with over 10 years of school administration leadership expertise. Goal-oriented and innovative leader dedicated to the growth and development of every student, staff, and teacher to ensure school and district visions are realized. Well-rounded educator with a diverse background in K-12 Exceptional Student Education and 6th-12th English Language Arts. Collaborative professional who uses strong communication skills to liaise effectively with students, staff, parents, and members of the community. Core competencies include:

- Educational Administration
- Team Building & Leadership
- Special Education Instruction
- Teacher Coaching & Development
- Digital Technology & Multimedia
- Behavior Intervention Plans
- Educational Compliance
- Standardized Testing/Scores
- Parental Involvement
- Oral & Written Communication

EDUCATION

Doctor of Education: Educational Leadership & Policy Studies, Wayne State University, Detroit, Michigan (Pending Completion)

Ed. S: General Administration and Supervision, Wayne State University, Detroit, Michigan

Special Education Directorship, Supervision and Central Office, Wayne State University, Detroit, Michigan

Master's Degree in Special Education Learning Disabilities; English Language Arts, University of Detroit Mercy, Detroit, Michigan

Bachelor of Science Degree: Major: Consumer Resource and Technology/Marketing, Minor: Business Administration and Black Americana Studies, Western Michigan University, Kalamazoo, Michigan

ADMINISTRATION EXPERIENCE

EXCEPTIONAL STUDENT EDUCATION LEAD/RESOURCE TEACHER COORDINATOR (2018 - Present) Frank Cody High School (3 schools merged into 1)

- Represented special education on the English Language Arts and Social Studies 2018-2019 Instructional Materials Adoption Committee for the Detroit Public School Community District.
- Serve as TAC (ESE Test Accommodation Coordinator) for District and Statewide Testing.
- Main responsibilities include: Liaison to Administration and Central Office; Assist ESE staff with best practice for improvements/implementation for compliance with State and Federal Law; Review student IEP's before finalizing; Coach ESE staff in classrooms, and provide feedback to instructors, but not limited instruction, assessments, progress monitoring, compliance, etc.; Assists in the planning of workshops and other in-service programs; Maintain/Monitor required records at the District level for compliance with Federal, State and District mandates; Provide professional development through in-service training and individual support to Special Education Teachers and ancillary staff; Assists in preparing cases for District Compliance Reports; and Other responsibilities as assigned by ESE Supervisor and/or District Director.

SCHOOL ADMINISTRATIVE INTERNSHIP LEAD/RESOURCE TEACHER (2015 - 2018)

Frank Cody High School (Detroit Institute of Technology, 1 of 3 schools)

Assisted the principal and handled duties and responsibilities while accomplishing the following objectives: Vision; School Culture for Learning; School Management; Diversity Family, And Community; Ethics/Integrity; and Political,

ADMINISTRATION EXPERIENCE Continued

Social, Economic, Legal, And Cultural Contexts. Also served as Interim Special Education Lead Teacher when necessary, handling all special education related duties and responsibilities.

- Assisted with authoritative leadership on matters related to effective administrative operations of the school.
- Collaborated with agencies and external partners to provide services to students and families.
- Supported the principal with hiring, recruiting, and retention efforts of staff. Coordinated training
 opportunities for personnel to improve knowledge and skills for best practices.
- Coach ESE staff; Maintain/monitor required records for compliance with Federal, State and District mandates;
 Liaison to Administration and Central Office; Assisted with intervention plans per IEPT recommendations;
 and provided Professional development/in-service training and individual support to ESE and ancillary staff.
- Appointed to various leadership teams: Culture and Climate Team; School Improvement Team; (PLC)
 Professional Learning Communities Team; (NAF) National Academies Foundation Advisory Committee; and
 the Cody Student Mentoring Team.

ESE LEAD TEACHER (2012 - 2015) Marquette Elementary-Middle School

Liaised with the Special Education Central Office and supported eight Special Education Teachers and Ancillary staff. Built strong relationships with the Administration and General Education staff.

- Enrolled and provided accommodations for approximately 180 students. Developed effective schedules for staff and students. Met 100% compliance with all student IEPs for the end of school year State Audit Report.
- Collaborated with parents to provide students with the support and guidance to meet their needs. Assigned students to staff caseloads.
- Facilitated monthly departmental meetings and worked on the disciplinary team to provide support towards implementing BIP (Behavior Intervention Plans).
- Managed the Special Education department budget, distributing equal funding to teachers. Routinely met
 with support staff to accommodate their students' needs. Met with the RCT (Resource Coordinating Team) to
 discuss students with academic challenges to develop/implement an effective intervention plan.
- Leadership positions held (2012-2015) included: TAC (Special Education Test Accommodations Coordinator) for District and Statewide Testing; ESE Lead Teacher; RCT Coordinator; Culture and Climate/PBIS (Positive Behavior Interventions and Supports) Team Member; Instructional Leadership Team Member; School Improvement Team/AER (Academic Employee Relations) Team Member; PLC (Professional Learning Communities) Team Consultant; and Professional Development Facilitator for Marzano High Yield Instructional Strategies 1, 2, & 3.

ESE LEAD TEACHER (2011 - 2012) Samuel Mumford High School

Collaborated with administration and the general education team; liaised with Central Office, ESE staff, and Ancillary staff.

- Motivated the ESE staff to cohesively work together as a team. The school year ended with 100% compliance to the State
 Audit Report and all IEP's were completed for a student population close to 400 special education students.
- Carefully designed and implemented an effective resource schedule while supervising a staff of 24 ESE teachers. Also prepared schedules for all staff and students. Maintained a daily count of students for the FTE (Full Time Equivalency) count day.
- Met with parents to provide counseling and assistance for their children. Maintained effective communication
 with students and their families to ensure support in the classroom and at home.
- Facilitated and attended monthly departmental meetings to update staff on current issues. Served as a troubleshooter for daily problems.
- Worked on the disciplinary team to provide support for BIP (Behavior Intervention Plans) that would sometimes lead to MDR (Manifestation Determination Reviews).
- Maintained a separate budget for the ESE department and issued equal funding to each teacher to purchase supplies.
- Routinely met with support staff to accommodate students' needs. Met with the RCT team to discuss staff
 referrals regarding students with academic challenges.

ADMINISTRATION EXPERIENCE Continued

ESE INTERIM DEPARTMENT HEAD (2005 - 2008) Samuel Mumford High School

Assisted the ESE Assistant Principal in charge with various responsibilities associated with ESE. Handled staff concerns and provided effective solutions. Met with administrators and teachers regarding class scheduling.

- Managed discipline problems and met with parents regarding their concerns. Collaborated with support services and discussed interventions to improve student behaviors.
- Prepared a bi-weekly FYI (For Your Information) newsletter to all administrators and ESE staff informing them of urgent and important issues relating to special education laws and other particulars.
- Conducted departmental staff meetings and attended Monthly Area Constellation ESE meetings in collaboration with supervisors and department heads.
- Trained and mentored new teachers with instruction and classroom management; provided guidance and counsel as well as best practices in teaching.
- Provided regular and clear communication with the school community and stakeholders. Communicated effectively with parents and students and promoted a school based on collaboration.

ESE RESOURCE TEACHER (2018 ~ Present) Frank Cody High School

Co-teach with the ELA general education teacher providing resource support services for students in grades 9-12. Teach English Language Arts based on the common core state standards.

- Collaborate with general education staff providing differentiation instructions; identify and review materials for data driven accommodations and modifications to service students with learning disabilities.
- Plan accommodations and interventions for each student's IEP in accordance to their deficit(s).

ESE RESOURCE TEACHER/ELA (2009 - 2011) Samuel Mumford High School

Collaborated with the General Education 10th/11th Grade English Teacher to modify lesson plans to accommodate students' individualized needs in an inclusive classroom setting. Monitored all students while providing accommodations and retrieved supplemental materials to assist with academic challenges.

- Created a data chart to maintain the daily measurements and progress of students' academic achievement.
- Appointed for three years (2008-2011) to be the ACT/MME TAC (Testing Accommodations Coordinator).
- Participated on the School Improvement Team and Department Leadership Team.

12™ GRADE ENGLISH LANGUAGE ARTS/ESE LEARNING DISABILITY TEACHER (2001 - 2009) Samuel Mumford High School (Departmentalized)

Taught students to understand, speak, read, and write in ELA and planned lessons that were aligned with common core state standards. Graded tests, essays, group projects, and other assignments.

- Delivered engaging lectures and motivating lessons to students across all key stages. Utilized learning technology in the planning and delivery of lessons.
- Modified assignments and activities to meet the learning needs of individual students.
- Prepared classroom and coursework materials, homework assignments, and handouts. Planned and integrated appropriate instructional materials for classroom instruction.
- Prepared transition strategies for senior students to successfully mainstream into a global technological
- Communicated with parents, students, administrators, and outside resource programs to inform parents of available programs to assist special education students.
- Arranged college tours for learning disabled students to local community colleges and trade schools. Focused on Assisted Learning Programs that provided accommodations to further support their academic needs.
- Conducted IEPs (Individualized Education Plans) for assigned membership students.

REGULAR EDUCATION SCIENCE TEACHER (1997 - 2000) Edward Cerveny Elementary-Middle School ESE RESOURCE TEACHER - ELA (1993 - 1997) Edward Cerveny Elementary-Middle School

PROFESSIONAL AFFILIATIONS

President, December Birth Month Ministry, Hartford Memorial Baptist Church
Wayne State University & University of Detroit Mercy Honors Society; Alpha Kappa Alpha Sorority, Inc.
National Alliance for Black School Educators; Phi Delta Kappa Educational Fraternity
Open Court Corrective Reading Specialist; Member, Orton Gilliam Wilson Reading Certified Specialist Level I
Who's Who in America Teachers (2000 Edition); MRRA (Michigan Reading Recovery Association)
DECA (Michigan Association of Distributive Education Club of America)
MRA (Michigan Reading Association); Member, CEC (Council for Exceptional Children)

AENU Milgov

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Certificate Information

Name Certificate #

Certificate # Certificate Type

National Board Certified

DEBORAH A PERRY

SA000000977332

School Administrator Certificate Renewal

No

Certificate	Endorsements
-------------	--------------

Subject/Grade Level	Instillution	IsNullifled?	NuiMed Date
CENTRAL OFFICE (CO)		No	
ELEMENTARY & SECONDARY ADMIN K-12 (ES)		No	

Certificate History

Арр#	Carridicate Type	Status	Topus Date	Expiration Onte	Iristitution
415634	School Administrator Certificate Renewal	Valid	06/09/2023	06/30/2028	
270745	School Administrator Certificate	Expired	07/26/2018	06/30/2023	Wayne State University

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STATE OF MICHIGAN

State Board of Education

Department of Education

SCHOOL ADMINISTRATOR CERTIFICATE

awarded to

DEBORAH A PERRY

In accordance with the provisions of Act 451 of the Public Acts of 1976, the holder of this certificate has completed all state requirements for Administrator Certification.

ENDORSEMENTS CENTRAL OFFICE (CO) ELEMENTARY & SECONDARY ADMIN K-12 (ES)

Interim State Superintendent

Issue Date : 07/26/2018 Expiration Date: 06/30/2023 License Number: \$A0000000977332

Certification requirements are subject to change. The certificate holder is responsible for being knowledgeable about current and revised regulations. It is the responsibility of the certificate holder to maintain a valid appropriate certification by meeting the requirements for certificate renewal as prescribed by statute and/or the State Board of Education.

MICHIGAN PROFESSIONAL EDUCATOR'S CODE OF ETHICS

The following ethical standards address the professional educator's commitment to the student and the profession:

Service toward The professional educator's primary goal is to support the growth and development of all learners for the purpose

common good of creating and sustaining an informed citizenry in a democratic society.

Mutual respect -Professional educators respect the inherent dignity and worth of each individual.

Equity -Professional educators advocate the practice of equity. The professional educator advocates for equal access to

educational opportunities for each individual.

Diversity -Professional educators promote cross-cultural awareness by honoring and valuing individual differences and

supporting the strengths of all individuals to ensure that instruction reflects the realities and diversity of the world.

Truth and

Professional educators uphold personal and professional integrity and behave in a trustworthy manner. They adhere honesty to acceptable social practices, current state law, state and national student assessment guidelines, and exercise

sound professional judgment.

ADVISORY TO EDUCATOR

In accordance with Public Act 96 of the Public Acts of 1995, it is a criminal misdemeanor to : use a suspended, surrendered, revoked, nullified, fraudulently obtained, altered or forged educator certificate, or a certificate of another person.

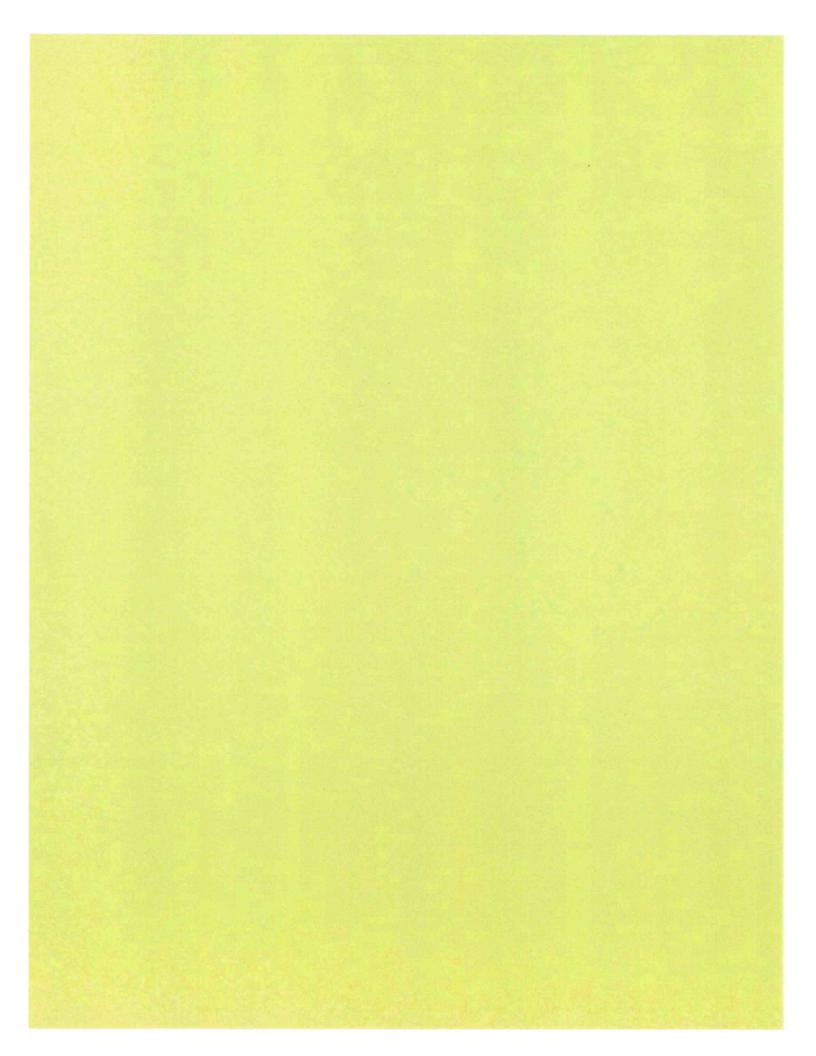
TO BE EMPLOYED AS AN EDUCATOR IN MICHIGAN THE EDUCATOR OATH MUST BE SIGNED, NOTARIZED, AND SUBMITTED TO YOUR EMPLOYER. THIS IS AN OFFICIAL CERTIFICATE ONCE SIGNED AND NOTARIZED.

EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator	This certificate was subscribed and sworn to before with picture identification, on	me, along
according to the best of my ability.	Notary Print Name	
Educator Signature	Notary Signature	
Educator Signature	Commission Expires:	Notary Seal

Regular Meeting – November 13, 2023 Page #4

5. <u>Resignation</u> - It is recomme approve the resignation of JASC	ended by the Superintendent and ON MACHALAK, Teacher - ef	the Director of I	Human Resou r 24, 2023.	irces, that the Board
Motion by	Support by	Y	N	Ab
6. Resource Room Teacher that the Board approve NANCY immediately, contingent upon a	JAMES as a Special Education	Resource Room	Teacher - Hi	
The rate of pay will be \$91,789.0 in the 2023-24 school year.	00, Step 15 of the MA+30 Salary	Schedule, pro-ra	ated to the nur	nber of days worked
Motion by	Support by	Y	N	Ab
	recommended by the Superinter d Policy 8053, Anti-Bullying,			
Motion to approve the consent a	genda items as presented.			
Motion by	Support by	Y	N	Ab
We encourage you to voice yo Chairperson, and state your nam board policy limits each individ District maintains a formal p individual(s) or specific incider themselves in a civil manner, w comments, speakers should be a	ur opinion on topics not on the and address before commenting that to three minutes. To ensure the rocess for handling complaint at it is best handled through administration of the dignity and the respect for the respect f	e agenda. Please g. To provide the due process and s against indivi- nistrative channel and privacy of othe ate the rights of of	e opportunity I respect of it duals. A pro- ils. Speakers a ters who may	for all to participate, ndividual rights, the oblem involving an are asked to express be affected by your
APPROVAL OF BILLS END	ING October 27, 2023			
Motion by	Support by	Y	N	Ab
ADJOURNMENT				
Motioned by:	Supported by:		Ti	me:



Memo

From the Office of Human Resources

November 13, 2023 Board of Education Meeting

NON-CONSENT ITEMS - #5-7

5. <u>Resignation</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of JASON MACHALAK, Teacher - effective immediately.

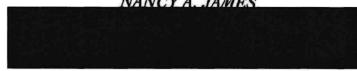
NOTE: Mr. Machalak has worked for the District for 17 years. Mr. Machalak has also served as a football and baseball coach.

6. <u>Resource Room Teacher</u> - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve NANCY JAMES as a Special Education Resource Room Teacher - High School, effective immediately, contingent upon approved physical, records check and fingerprints. The rate of pay will be \$91,789.00, Step 15 of the MA+30 Salary Schedule, pro-rated to the number of days worked in the 2023-24 school year.

NOTE: This is not a new position. This position is due to a recent resignation. Ms. James has over 26 years of teaching experience.

Anti-Bullying Policy - It is recommended by the Superintendent and the Board Policy Committee, that
the Board repeal the existing Board Policy 8053, Anti-Bullying, and adopt Policy 5207 Anti-Bullying,
effective immediately.

NANCY A. JAMES



EDUCATION

Western Michigan University; B.S. 1988

De Paul University; MEd 1996

Kalamazoo, MI

Chicago, IL

Post Graduate: 30 Credit Hours

CERTIFICATION

Michigan Professional Education Certification

K-12 Learning Disabilities (SM)

K-5 All Subjects

6-8 Language Arts (BX), Social Studies (RX), Business Education (GX)

Wilson Reading System

Multi-sensory Language Training

Highly Qualified; 8-12 Self Contained

Language Arts, Math, Science, Social Studies

EXPERIENCE

Special Education Teacher, Anchor Bay, MI

August 2021 - press

High School Resource Room Teacher

Self Contained Instruction: Pre Algebra, Algebra, ELA 12

Special Education Teacher, Clintondale Schools, MI

April 2018 - 2021

Resource Room Teacher

Self Contained Instruction: Math, Science, Social Studies

Transition Coordinator

Testing Accommodations Coordinator: SAT, M-Step, NWEA, MI-ACCESS Grades 9-12

Elementary Summer School Principal

Special Education Teacher, Lincoln Park Schools, MI

Aug 2017 - April 2018

Self-Contained Instruction Clintondale High School: Math

Co-Teacher; Algebra 1, US History, World History

Resource Room Teacher

Special Education Teacher, Clintondale Schools, MI

Jan 2014 - 2017

Self-Contained Instruction Clintondale High School: Math, Science, Social Studies

Self Contained Instruction Clintondale Middle School: Math

Special Education Virtual Academy Provider

Class Advisor & STUCO Sponsor

Special Education Teacher, Vista Meadows Academy, Dearborn Heights, MI

Sept 2013-jan 2014

Special Education Coordinator

High School Resource Room Teacher

CIMS Coordinator

Special Education Teacher, Grosse Pointe Public Schools, MI

2012-2013

Alternative Placement Home Bound Teacher

Middle School Resource Room and Learning Coach All Subjects

Virtual Learning Academy Consortium curriculum

Supervisor, Prometric Testing Systems

2012 - 2014

Paper Based Testing Supervisor

Test Administration and Proctor Supervision

Special Education Teacher, South Lake High School, St Clair Shores, MI

2001-2010

Self-Contained Instruction: Science, Social Studies, Language Arts, Math. Grades 9-12

Teacher Consultant. Grades 9-12 Transition Coordinator. Grades 8-12

Testing Accommodations Coordinator: ACT, MME, SAT, PLAN. MI-ACCESS Grades 9-12

Alternative Education Teacher. Grades 9-12

ESL Teacher, St Clair Shores Continuing Education, St Clair Shores, MI

2002-2006

Adult Education English Instruction: ESL

Substitute Teacher: Adult ESL

Summer School Instruction: Gen Ed; Social Studies, English. Grades 6-8

Special Education Teacher, Trix Elementary, Detroit, MI

1999-2001

Resource Room K-5; LD, EI, OHI

Summer School Instruction: Gen Ed; Math, Social Studies, Language Arts. Grades 4-6

Special Education Teacher, Cove School, Northbrook, IL

1996-1999

High School Special Education Teacher
Self-Contained Instruction: Social Studies, Language Arts, Math, Science
Teacher's Aid Coordinator

Adult Education Teacher, Cosmopolitan Prep School

1996-1998

Science Instruction
GED Prep Instruction

STATE OF MICHIGAN

State Board of Education

Department of Education

PROFESSIONAL TEACHING CERTIFICATE RENEWAL

awarded to

NANCY A JAMES

In accordance with the provisions of Act 287 of the Public Acts of 1964, the holder of this certificate is authorized to teach in any Michigan school all subjects and grades indicated.

Elementary K-5 all subjects (K-8 All Subjects Self Contained Classroom)

a. Od. 0000

BUSINESS EDUCATION (GX) 6-8 LANGUAGE ARTS (BX) K-8 LEARNING DISABILITIES (SM) K-12 SOCIAL STUDIES (RX) K-8

Sheila A. Alles

Interim State Superintendent

Issue Date: 02/07/2019 Expiration Date: 06/30/2024

License Number: CC-YRP500452111

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supporting the strengths of all individuals to ensure that instruction reflects the realities and diversity of the world.

Truth and honesty -

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EDUCATOR OATH - STATE OF MICHIGAN

I do solemnly swear (or affirm) that I will support the Constitution of the United States of America and the Constitution of the State of Michigan, and that I will faithfully discharge the duties of the office of educator according to the best of my ability.

Commission Expires

Notary Seal

35100 Little Mack - Clinton Township, Michigan 48035 - 586-791-6300 - www.clintondaleschools.net BOARD POLICY

Series 5000: Students, Curriculum, and Academic Matters

5200 Student Conduct and Discipline

5207 Anti-Bullying

All types of bullying, including cyberbullying, without regard to subject matter or motivating animus, are prohibited.

A. Prohibited Conduct

- Bullying, including cyberbullying, a student at school is prohibited. Bullying is any written, verbal, or physical act, or electronic communication that is intended to or that a reasonable person would know is likely to harm one or more students directly or indirectly by doing any of the following:
 - a. substantially interfering with a student's educational opportunities, benefits, or programs;
 - adversely affecting a student's ability to participate in or benefit from the District's educational programs or activities by placing the student in reasonable fear of physical harm or by causing substantial emotional distress;
 - having an actual and substantial detrimental effect on a student's physical or mental health; or
 - d. causing substantial disruption in, or substantial interference with, the District's orderly operations.
- Retaliation or false accusations against the target of bullying, anyone reporting bullying, a witness, or another person with reliable information about an act of bullying, are prohibited.

B. Reporting an Incident

If a student, staff member, or other person suspects there has been a bullying incident, the person must promptly report the incident to the building principal or designee, or to the Responsible School Official(s), as defined below.

A report may be made in person, by telephone, or in writing (including electronic transmissions). If a bullying incident is reported to a staff member who is not the building principal, designee, or a Responsible School Official, the staff member must promptly report the incident to the building principal, designee, or a Responsible School Official.

35100 Little Mack - Clinton Township, Michigan 48035 - 586-791-6300 - www.clintondaleschools.net BOARD POLICY

To encourage reporting of suspected bullying or related activities, each building principal, after consulting the Responsible School Official(s), will create, publicize, and implement a system for anonymous reports. The system must emphasize that the District's ability to investigate anonymous reports may be limited.

Complaints that the building principal has bullied a student must be reported to the Superintendent. Complaints that the Superintendent has bullied a student must be reported to the Board President.

C. Investigation

All bullying complaints will be promptly investigated. The building principal or designee will conduct the investigation, unless the building principal or Superintendent is the subject of the investigation. If the building principal is the subject of the investigation, the Superintendent or designee will conduct the investigation. If the Superintendent is the subject of the investigation, the Board President will designate a neutral party to conduct the investigation.

A description of each reported incident, along with all investigation materials and conclusions reached, will be documented and retained.

D. Notice to Parent/Guardian

If the investigator determines that a bullying incident has occurred, the District will promptly notify the victim's and perpetrator's parent/guardian in writing.

E. Annual Reports

At least annually, the building principal or designee, or the Responsible School Official, must report all verified bullying incidents and the resulting consequences, including any disciplinary action or referrals, to the Board.

The District will annually report incidents of bullying to MDE in the form and manner prescribed by MDE.

F. Responsible School Official

The Superintendent is the "Responsible School Official" for this Policy and is responsible for ensuring that this Policy is properly implemented. This appointment does not reduce or eliminate the duties and responsibilities of the building principal or designee as described in this Policy.

G. Posting/Publication of Policy

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The Superintendent or designee will ensure that this Policy is available on the District's website and incorporated into student handbooks and other relevant school publications.

The Superintendent or designee will submit this Policy to the MDE within 30 days after its adoption.

Training. The Responsible School Official will provide and require annual training opportunities for District personnel who have significant contact with students on preventing, identifying, responding to, and reporting incidents of bullying.

Educational Programs. The Responsible School Official will periodically arrange or otherwise provide educational programs for students and parents on preventing, identifying, responding to, and reporting incidents of bullying and cyberbullying. The Responsible School Official may arrange for teachers to address these same issues within the classroom curriculum.

H. Definitions

- "At school" means in a classroom, elsewhere on school premises, on a school bus or other school-related vehicle, or at a school-sponsored activity or event whether it is held on school premises. "At school" also includes any conduct using a telecommunications access device or telecommunications service provider that occurs off school premises if the device or provider is owned by or under the control of the District.
- 2. "Telecommunications access device" means any of the following:
 - a. any instrument, device, card, plate, code, telephone number, account number, personal identification number, electronic serial number, mobile identification number, counterfeit number, or financial transaction device defined in MCL 750.157m (e.g., an electronic funds transfer card, a credit card, a debit card, a point-of-sale card, or any other instrument or means of access to a credit, deposit, or proprietary account) that alone or with another device can acquire, transmit, intercept, provide, receive, use, or otherwise facilitate the use, acquisition, interception, provision, reception, and transmission of any telecommunications service; or
 - b. any type of instrument, device, machine, equipment, technology, or software that facilitates telecommunications or which is capable of transmitting, acquiring, intercepting, decrypting, or receiving any telephonic, electronic, data, internet access, audio, video, microwave, or radio transmissions, signals, telecommunications, or services, including the receipt, acquisition, interception, transmission, retransmission, or decryption of all telecommunications, transmissions, signals, or services provided by or through any cable television, fiber optic, telephone,

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satellite, microwave, data transmission, radio, internet based or wireless distribution network, system, or facility, or any part, accessory, or component, including any computer circuit, security module, smart card, software, computer chip, pager, cellular telephone, personal communications device, transponder, receiver, modem, electronic mechanism or other component, accessory, or part of any other device that is capable of facilitating the interception, transmission, retransmission, decryption, acquisition, or reception of any telecommunications, transmissions, signals, or services.

- 3. "Telecommunications service provider" means any of the following:
 - a. a person or entity providing a telecommunications service, whether directly or indirectly as a reseller, including, but not limited to, a cellular, paging, or other wireless communications company or other person or entity which, for a fee, supplies the facility, cell site, mobile telephone switching office, or other equipment or telecommunications service:
 - a person or entity owning or operating any fiber optic, cable television, satellite, internet based, telephone, wireless, microwave, data transmission, or radio distribution system, network, or facility; or
 - a person or entity providing any telecommunications service directly or indirectly by or through any distribution systems, networks, or facilities.

Legal authority: MCL 380.1310b; MCL 750.157m, 750.219a

Date adopted: 10/23/23

Date revised:

CD0502 PAGE 2	AMOUNT		12.50	47.46	47.46	65.88	3.4.40	00.42	2.845.55	26.51	10.45	58.00	1,972.07	103.38	142.78	2,041.93	0.5 5.0	62.50	120.00	3,675.00	1 175 34	1,795.01	300.00 300.00 600.00	1,584.79	2 476 00	1,800.00 375.00 200.00 9,850.00	152.19	3,900.00- 713.92- 3,900.00 5,900.00 1,410.00
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10/27/23 15.24.18 CLINTONDALE		DETAIL CHECK REGISTER BY F FROM 10/16/23 TO 10/27/23	CHECK REGISTER BY FUND 0/16/23 TO 10/27/23		CLNSHERRY	CD0502 PAGE 3
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124051 10/27/23 07220	20 1605	15 EMMI ENTERPRISES, INC	05003-1 2,	240222	Cameras *COMPUTER CHECK TOTAL*	840.00
124052 10/27/23 06900	00 1683	33 GFL ENVIRONMENTAL USA INC	0063121436 24	240011	Trash Removal *COMPUTER CHECK TOTAL*	1,614.95
124053 10/27/23 06450	50 229850	SO GORDON FOOD SERVICE, INC.	876230804 24	40156	DRAGON CAFE FOOD *COMPUTER CHECK TOTAL*	90.45
124054 10/27/23 07500	00 232250	50 GRAINGER	9869018953 24	240216	Maintenance Supplies *COMPUTER CHECK TOTAL*	270.66
124055 10/27/23 07849	49 2477	77 HEADTECH ELECTRONINCS INC	10566		TECH-REPLACE SWITCHES BOARD IA *COMPUTER CHECK TOTAL*	450.00
124057 10/27/23 08202 124057 10/27/23 08201	02 2573 01 2573	73 INTERNAL REVENUE SERVICE 73 INTERNAL REVENUE SERVICE			DRIVERGENT LEVY DRIVERGENT LEVY *COMPUTER CHECK TOTAL*	3,900.00 713.92 4,613.92
124058 10/27/23 08980	80 329252	2 MASB	INV-121216		XAMINSKI-FUNDAMENTAL OF SB *COMPUTER CHECK TOTAL*	198.00
124059 10/27/23 07783 124059 10/27/23 07789	85 1114 85 1114	4 MECHANICAL SYSTEM SERVICES, LL MECHANICAL SYSTEM SERVICES, LL	230913 230913M	240221	HS HVAC HS Compressor *COMPUTER CHECK TOTAL*	9,358.85 4,880.00 14,238.85
124060 10/27/23 09470	70 414730	0 OCCUPATIONAL HEALTH CENTERS	715067974		NEW HIRE PHYS-JONES/PATCHEL *COMPUTER CHECK TOTAL*	302.00
124062 10/27/23 089	940 635710	.0 PETTY CASH-ADMINISTRATION			ADDITIONAL PETTY CASH *COMPUTER CHECK TOTAL*	150.00
124063 10/27/23 07381 124063 10/27/23 07500	81 435900 00 435900	10 PIONEER MANUFACTURING COMPANY 10 PIONEER MANUFACTURING COMPANY	INV906438 24 INV906481	40218	Paint/Athletic Fields Part-TANK GASKET *COMPUTER CHECK TOTAL*	667.00 17.95 684.95
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124066 10/27/23 07220	20 542800	00 TERMINIX PROCESSING CENTER	439055970 24	240010	Pest Control *COMPUTER CHECK TOTAL*	201.00

CD0502 PAGE 4	AMOUNT		329.00	6,433.67	50.00	98.96 88.96	2,842.74	2,860.79 4,040.18 644.91 35.58 41.80 7,623.26	905.31 905.31	12,362.50 6,768.75 19,131.25	1,533.65 245.21 314.26 652.81 712.50- 2,033.43	111.30 187.58 49.19 49.19 103.24 500.50	809.28	167,929.39 35,519.07 520.00 14,422.96 3,483.31
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3 15.24.18 DALE	CHECK	General Fund	10/16/23	10/16/23	10/16/23	10/17/23	10/17/23	10/17/23 10/17/23 10/17/23 10/17/23	10/18/23	10/18/23	10/19/23 10/19/23 10/19/23 10/19/23	10/19/23 10/19/23 10/19/23 10/19/23	10/20/23	10/20/23 10/20/23 10/20/23 10/20/23
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2572 1	10/20/23 40022	40022	364800	364800 MICHIGAN PUBLIC SCHOOL EMPLOYE		D% PHF MATCH 10/15 PAY * MANUAL CHECK TOTAL *	3,483.31
2573 1 2573	10/24/23	40116	2149	SUB TEACHER SOURCE 113162		SUB TEACHERS SUB TEACHERS * MANUAL CHECK TOTAL *	810.00 1,478.00 2,288.00
2574 1	10/25/23	02240	103625	CHARTER TWP. OF CLINTON WATER CHARTER TWP. OF CLINTON WATER CHARTER TWP. OF CLINTON WATER		MCG 485021415000 THRU 9/26 RBW 582033749000 THRU 9/26 BWR 410525055000 THRU 9/26	308.18 499.52 627.08
		06930	103625	CHARTER TWP. OF CLINTON		295035100001 THRU	148.70
		06935	103625	CHARTER TWP. OF CLINTON		157521381001 THRU	107.44
2574 1	10/25/23	06150	103625	CHARTER TWP. OF CLINTON		295035000000 THRU AANUAL CHECK TOTAL	543.34 3,526.57
2575 1	10/26/23 40004	40004	624	FLAGSTAR BANK		DD & NET CHECKS 10/30 PAY * MANUAL CHECK TOTAL *	358,218.98 358,218.98
2576 1	10/27/23	09135	2046	PRIORITY HEALTH		EE HRA CLAIMS THRU 10/23 * MANUAL CHECK TOTAL *	115.00
2577 1	10/27/23 40120	40120	1557	TSA CONSULTING GROUP		EE ANNUTTES 10/30 PAY * MANUAL CHECK TOTAL *	25,193.99
2578 1	10/27/23	40116	2428	EDUSTAFF 2023102701-4	01-4	CONTRACT SUBS * MANUAL CHECK TOTAL *	41,633.77
2579 1	10/27/23	40110	412	MICHIGAN SCHOOLS AND GOVERNMEN		CU DEPOSIT 10/30 PAY * MANUAL CHECK TOTAL *	50,780.34
11 General	al Fund					COMPUTER CHECKS 32 MANUAL CHECKS 19 TOTAL CHECKS 51	\$131,723.33 \$747,862.09 \$879,585.42

REPLACEMENT CHECKS

\$879,585.42

51

TOTAL NET CHECKS

NON-PAYMENT

*** VOID SUMMARY ***
COMPUTER VOID CHECKS
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	VEND #		2495	2522	289275 289275	341045	269695	535710			
10/27/23 15.24.18 CLINTONDALE	CHECK CHECK NUMBER DATE ASN	12 Federal Grants	124027 10/20/23 09867	124030 10/20/23 99868	124034 10/20/23 00492 2 124034 10/20/23 00492	124037 10/20/23 09820	124056 10/27/23 99911 2	124062*10/27/23 12100	12 Federal Grants		

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REPLACEMENT CHECKS

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REPLACEMENT CHECKS

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