



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, February 5, 2024, 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.: Heather Halpin, 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
February 5, 2024 6:30 p.m.
Regular Board Meeting

Call Regular Board Meeting to Order – 6:30 p.m. Regular Board Meeting began at: _____

ROLL CALL

Beverly Lewis- Moss Jared Maynard Barry Powers Lisa Valerio-Nowc
Felicia Kaminski Diane Zontini Michael Manning

ALSO IN ATTENDANCE

PLEDGE OF ALLEGIANCE

AGENDA- It is recommended by the Board President, that the Board approve the agenda as submitted or amended.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

APPROVAL OF THE MINUTES- It is recommended by the Board President, that the Board approve the Regular Meeting Minutes- January 22, 2024.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

CORRESPONDENCE- It is recommended by the Superintendent and the Board President, that the Board ~~acknowledge the correspondence and receive them.~~

Carol Chatman
Dave Schindler

Motion by _____ Support by _____ Y _____ N _____ Ab _____

SUPERINTENDENT'S REPORT

Updated Goals

PRESENTATION

Young Peoples Theater- Witches vs Princesses
C2 Pipeline- Grand Canyon University College Tour

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. ____

CONSENT ITEM #1-6

1. **Career Option Leave** - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve a Career Option Leave for **CAROL CHATMAN**, Instructional Assistant, beginning January 30, 2024 through January 29, 2025, per her email received January 28, 2024.



Clinton Community Schools Board Agenda
35200 Little Mack - Clinton Township, MI 48035
High School Conference Center
January 22, 2024 6:30 p.m.
Regular Board Meeting Minutes

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

ROLL CALL

Beverly Lewis- Moss (absent)	Jared Maynard	Barry Powers (tardy)	Lisa Valerio-Nowc
Felicia Kaminski	Diane Zontini	Michael Manning	

ALSO IN ATTENDANCE

Kenneth Janczarek- Superintendent	Lee Walmsley- Director of Human Resources
Teresa Wilson- Executive Assistant	Edward Makinen- Chief Financial Officer
Bob Walmsley- Director of Athletics	Heather Halpin- Director of Curriculum
Richard Lerman- Director of Technology	Rashida Shack- Elementary Principal
Deborah Perry- Special Education Director	Dawn Sanchez- Campus Principal
Melissa Klopinski- Child Care Director	Shauna Hemler- Elementary Principal
Laura Lawniczak- Director of Operations	Cara Cottrell- Elementary Principal

PLEDGE OF ALLEGIANCE

AGENDA- Motion by Ms. Kaminski, support by Mr. Manning, that the Board approve the agenda as submitted.
Motion carried 5-0.

APPROVAL OF THE MINUTES- Motion by Mr. Manning, Support by Ms. Kaminski, that the Board approve the Regular Meeting Minutes- January 8, 2024. Motion carried 5-0.

CORRESPONDENCE - Motion by Mr. Manning, Support by Ms. Kaminski, that the Board acknowledge the correspondence and receive them. Motion carried 5-0.

Motion by Mr. Manning, Support by Ms. Kaminski, that the Board move non-consent closed session items #3 to follow correspondence. Motion carried 5-0.

Motion by Mr. Manning, Support by Ms. Kaminski, that the Board move non-consent closed session items #4 to follow item #3. Motion carried 5-0.

SUPERINTENDENT'S REPORT

District Update and Restructure Plan
Board of Education Recognition

PRESENTATION- None

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

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DISTRICT REPORTS- #1-2

1. Motion by Mr. Manning, Support by Mr. Powers, that the Board approve the Department Reports. Motion carried 6-0.
2. Motion by Ms. Kaminski, support by Mr. Manning, that the Board approve the Building Reports. Motion carried 6-0.

CONSENT ITEMS -

Motion by Mr. Powers, Support by Mr. Manning that the Board approve the consent items. Motion carried 6-0.

END OF CONSENT ITEMS

NON-CONSENT ITEMS #1-2

1. Motion by Mr. Manning, Support by Ms. Kaminski, that the Board approve the 2024-2025 District Restructure Plan. Motion carried 5-1. Mr. Powers voted No.
2. Motion by Mr. Manning , Support by Ms. Zontini, that the Board approve **JOSEPH BARBER** as a Specials Teacher- Mystery Science. Motion carried 6-0.

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

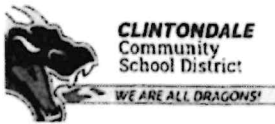
We encourage you to voice your opinion on topics not on the agenda. Please stand and be recognized by the Chairperson, and state your name and address before commenting. To provide the opportunity for all to participate, board policy limits each individual to three minutes. To ensure due process and 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

APPROVAL OF BILLS - Motion by Mr. Powers, Support by Ms. Kaminski, that the Board approve the bills ending January 11, 2024. Motion carried 6-0. Checks 124248, 124252, and 124258 will be held for further review.

Motion by Powers, Support by Kaminski to release the checks after review. Motion carried 6-0.

ADJOURNMENT- Motion by Ms. Valerio-Nowc, Support by Mr. Manning that the regular Board of Education meeting adjourn at 2:50am.

Lisa Valerio-Nowc, Secretary



New Career Option Leave Letter

1 message



Sun, Jan 28, 2024 at 6:56 AM

Hello,

I am requesting a Career Option Leave beginning January 30, 2024 while I complete my Pre-Student Teaching and Student Teaching at Wayne State University. Completing these two courses will allow me to earn my teacher certification in Secondary Education Social Studies.

Thank you,

Carol Chatman

January 22, 2024

Dear Lee Walmsley,

Please accept this as my letter of resignation as head football coach effective immediately

Sincerely,

Dave Schindler



February 5, 2024 - Regular Meeting of the Board of Education

MEMO FROM THE OFFICE OF HUMAN RESOURCES

CONSENT ITEMS #1-6

1. **Career Option Leave** - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve a Career Option Leave for **CAROL CHATMAN**, Instructional Assistant, beginning January 30, 2024 through January 29, 2025, per her email received January 28, 2024.

Carol is an AFSCME member, therefore she is able to apply for a Career Option Leave to seek alternate career opportunities. She is completing her student teaching requirements and plans to earn teaching certification with an endorsement in Secondary Social Studies.

This position will be filled with a new hire.

2. **Resignation** - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of **DAVID SCHINDLER**, as the Varsity Head Football Coach, effective immediately, per his email dated January 22, 2024.

NOTE: Mr. Schindler has been the head football coach for 18 years. He was also an assistant coach for several years.

This position will be filled with a new hire. The position has been posted and is open until February 8, 2024. Thus far, the district has received around 25 applications

3. **Parapro-Culinary Arts** - It is recommended by the Superintendent and the High School Principal, that the Board approve **ASHLEY WINTER** as a Para Professional in the Culinary Arts Program, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$21.42 per hour. This is Step 5 of the Paraprofessional Pay Scale.

Ashley has several years of experience working in Chippewa Valley Schools and is currently enrolled in the Culinary Arts program at Macomb Community College.

4. **Maintenance Level I** - It is recommended by the Superintendent and the Director of Operations, that the Board approve **TERRANCE PERKINS** as a Maintenance- Level One, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$19.20 per hour. This is Step 1 of the Maintenance Level One Pay Scale.



Terrance has worked in the Clinton Township Water Department for 3 years and has operated the lighting and sound systems in the auditorium.

This is not a new position. This position was briefly filled, however the candidate had to vacate the position for personal reasons.

5. **Specialized Instructional Assistant** - It is recommended by the Superintendent and the Interim Director of Special Education, that the Board approve **FARHANA SULTANA** as a Specialized Instructional Assistant, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$19.61 per hour. This is Step 2 of the Specialized Instructional Assistant Pay Scale.

This is not a new position. This hire is due to an instructional assistant doing a long-term assignment as a special education resource room teacher.

6. **Specialized Instructional Assistant** - It is recommended by the Superintendent and the Interim Director of Special Education, that the Board approve **LAURA SHEPHERD** as an Instructional Assistant, effective immediately, contingent upon approved physical, records check and physical.

The rate of pay will be \$18.21 per hour. This is Step 2 of the Specialized Instructional Assistant Pay Scale.

This is not a new position. This hire is due to an instructional assistant doing a long-term assignment as a regular education resource room teacher.

NON-CONSENT ITEMS #3-5

3. **Social Studies Teacher** - It is recommended by the Superintendent and the High School Principal, that the Board approve **DAVID TAYLOR** as a Social Studies Teacher at Clintondale High School, effective immediately, contingent upon approved physical, records check and physical.

NOTE: The rate of pay will be \$81,932.00 (Step 12 of the EDS/DOCT salary schedule) pro-rated to the number of days worked in the 2023-24 school year.

Yeh, we finally found a certified social studies teacher! This is not a new position. There has been an uncertified sub in the position since the beginning of the year.

4. **Retainer Fee** - It is recommended by the Superintendent and the Board President, that the Board approve the Annual Retainer Fee in the amount of \$2,500 for professional services from **THRUN LAW FIRM, P.C.** for the 2024 calendar year.

NOTE: This is an annual occurrence. The amount has not increased from last year.



5. **Board Policy Revision 5202 Unlawful Discrimination, Harassment, and Retaliation Against Students** - It is recommended by the Superintendent and the Board Policy Committee that the Board approve the revisions to Board Policy **5202 Unlawful Discrimination, Harassment, and Retaliation Against Students**, effective immediately.

NOTE: Heather Halpin, Chief Academic Officer, has been named the new Title IX Coordinator.

Previously, Dr. Belinda Hicks was listed on the policy as the Title IX Coordinator.

NOTE: Ms. Chatman has worked for the district for 2 years. Carol is an AFSCME member, therefore she is able to apply for a Career Option Leave (Article 18) to seek alternate career opportunities. She is completing her student teaching requirements and plans to earn teaching certification with an endorsement in Secondary Social Studies.

2. **Resignation** - It is recommended by the Superintendent and the Director of Human Resources, that the Board approve the resignation of **DAVID SCHINDLER**, as the Varsity Head Football Coach, effective immediately, per his email dated January 22, 2024.

NOTE: Mr. Schindler has been the head football coach for 18 years. He was also an assistant coach for several years.

3. **Parapro-Culinary Arts** - It is recommended by the Superintendent and the High School Principal, that the Board approve **ASHLEY WINTER**, as a Para Professional in the Culinary Arts Program, effective immediately, contingent upon approved physical, records check, and fingerprints.

The rate of pay will be \$21.42 per hour. This is Step 5 of the Paraprofessional Pay Scale.

4. **Maintenance Level I** - It is recommended by the Superintendent and the Director of Operations, that the Board approve **TERRANCE PERKINS**, as a Maintenance- Level One, effective immediately, contingent upon approved physical, records check, and fingerprints.

The rate of pay will be \$19.20 per hour. This is Step 1 of the Maintenance Level One Pay Scale.

5. **Specialized Instructional Assistant** - It is recommended by the Superintendent and the Interim Director of Special Education, that the Board approve **FARHANA SULTANA**, as a Specialized Instructional Assistant, effective immediately, contingent upon approved physical, records check, and fingerprints.

The rate of pay will be \$19.61 per hour. This is Step 2 of the Specialized Instructional Assistant Pay Scale.

6. **Specialized Instructional Assistant** - It is recommended by the Superintendent and the Interim Director of Special Education, that the Board approve **LAURA SHEPHERD**, as an Instructional Assistant, effective immediately, contingent upon approved physical, records check, and fingerprints.

The rate of pay will be \$18.21 per hour. This is Step 2 of the Specialized Instructional Assistant Pay Scale.

END OF CONSENT ITEM- Please ask if any Board Member would like to isolate and item.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

NON-CONSENT ITEMS- #1-6

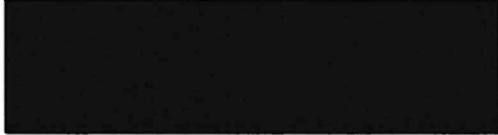
1. **Closed Session-** It is recommended by the Superintendent that the Board of Education enter into a Closed Session as authorized by Section 8(b) of the Open Meetings Act for a student discipline hearing.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

2. **Teacher of the Year removal-** It is recommended by the Board President, that the Board approve the removal of Lauren Osminski as Teacher of the Year for the Clintondale High School for the 2021-2022 School Year.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

Ashley Winter



I am currently working for Chippewa Valley Schools as the kitchen lead server in an elementary school and I am enrolled in the Culinary Arts program at Macomb Community College.

I am ServSafe certified in sanitation, COVID-19 Precautions in the work place and with customers, and I am also T.I.P.S Certified.

Looking to further my experience with a rewarding chance at hands on opportunities!

Authorized to work in the US for any employer

Work Experience

Lead Server

Chippewa Valley Schools - Clinton Township, MI
September 2021 to Present

Currently lead server in an elementary school. I am in charge of prepping/serving breakfast and lunch to 300 students. I am also responsible for ordering products and making sure my staff stays on task.

Kitchen help/cashier

PESG Educational Staffing Solutions
September 2014 to December 2016

I worked in the school district learning the kitchen in all the schools. I started as a cashier but became a lunch server after a while. I cooked, clean and served students.

Education

Associate in Arts (AA) in Culinary Arts

Macomb Community College - Warren, MI
Present

High school or equivalent

Davison High school

Skills

- Food Industry
- Kitchen Experience
- Food Safety

- Childcare
- Food Preparation
- Cooking
- Cleaning Experience
- Food Service
- Cashiering
- Culinary Experience
- POS
- Serving
- Customer service
- Cooking
- POS
- Cash register
- Childcare

Certifications and Licenses

TIPS Certified

March 2022 to March 2027

ServSafe Food Handler

March 2022 to March 2027

ServSafe

March 2022 to Present

ServSafe certified for COVID-19 precautions at the workplace and with customers.

Food Handler Certification

Terrance Perkins



Work Experience

Assistant Manager | Revolution Laser Tag

May 2022 – Present

- Assisted with overseeing day-to-day operations.
- Maintained and performed minor repairs of arcade and laser tag equipment.
- Performed minor painting and replacement of lighting fixtures as needed.

Network Support Tech | Chippewa Valley Schools

July 2019 – Present

- Provide technical support for laptop and desktop computer systems, tablets and mobile phones.
- Performed hardware maintenance on desktop computers and laptops.
- Collaborate with maintenance department on troubleshooting connectivity issues to HVAC equipment.
- Conduct inspection and troubleshooting of card readers, power supplies, magnetic locks and electronic strikes for door access control system.

Computer Technician | Clintondale Community Schools

September 2017 – June 2019

- Provided technical support for laptop and desktop computer systems, tablets and mobile phones.
- Worked with maintenance department to maintain and troubleshoot connectivity to HVAC controllers.
- Assisted with running structured cabling for network equipment.

Laborer | Clinton Township Water Department

May 2014 – September 2017

- Provided general labor support for replacement, and patching of pavements, asphalt, sod, and landscape.
- Operated construction and maintenance equipment.
- Performed minor maintenance on hydrants and valves.
- Assisted in routine maintenance of equipment and tools.

Other Experience

Theatre Crew - Clintondale Community Theatre

June 2018 – Present

- Assisted in the set construction, painting and strike of sets.
- Operated lighting and sound equipment.

Farhana Sultana

Summary	Honest, motivated, team-player, eager and able to learn new procedures and protocols seeking a position as a medical Assistant where I may continue to apply and develop my skills and knowledge in the medical field.		
Experience	2019 – January 2021	Fadi A. Elatat, MD	Union, NJ
	Medical Assistant		
	<ul style="list-style-type: none">• Escort patients to exam rooms, obtain vital signs, chief complaints and current medications taken.• Perform venipuncture, capillary puncture, PFTs, EKGs, VNG, ANS, and allergy testing; prepare syringes for flu vaccines and B12 injections.• Utilize Cerner software to enter vital signs, review and update medication lists.• Answer phones, call patients to confirm appointments, check insurance for copayment, send medication refills to pharmacies.• Clean and set up exam rooms.• Answer phones, call patients to confirm appointments, check insurance for copayment, send medication refills to pharmacies		
	2015 – 2018	Barben Supermarket	Paterson, NJ
	Shift Manager		
	<ul style="list-style-type: none">▪ Provided customer service using strong communication skills and leadership qualities.▪ Assisted in interviewing applicants for open positions and distributing payroll checks.		
	2014 – 2018	Western Union	Paterson, NJ
	Associate		
	<ul style="list-style-type: none">▪ Transferred money from US to different countries.▪ Processed and created Money Orders.		
Education	Fortis Institute		
	<ul style="list-style-type: none">• Certificate: Medical Assisting		Wayne, NJ November 2019
	<u>Areas of Study:</u>		
	<ul style="list-style-type: none">• Anatomy and physiology, human relations, medical law and ethics, pharmacology, OSHA and HIPAA guidelines.• Patient reception, appointment scheduling, medical records, insurance procedures, filing and computer applications utilizing medical software.• Venipuncture, EKG, urinalysis, vital signs, assisting with minor office surgery, First Aid and CPR.		
	<u>Externship:</u>		
	<ul style="list-style-type: none">• 160 hours practical experience - Fadi A. Elatat, MD, Montclair, NJ		
	2010 – 2014	Clifton High School	Clifton, NJ
	Diploma		June 2014
Certification / Skills	CPR/AED Certified; OSHA Certified; Bloodborne Pathogens Certified Languages: English, Bangali, Hindi, Urdu		
References	Available upon request.		

Laura Shepherd

I am a dedicated, trustworthy, compassionate person who is excited to be part of the Special Education team at Clintondale Community Schools. I have spent many years working and observing my mother working with children with special needs. With all my experiences, I feel I will make a great addition to the Clintondale family.

Authorized to work in the US for any employer

Work Experience

Veterinary Receptionist

Lakeville Animal Clinic - Oxford, MI

May 2021 to Present

- Scheduling appointments
- Checking and sending emails and faxes
- Handling patient charts
- Explaining medicine dosages to clients
- Knowing vaccines and prices
- Assisting vet technicians
- Lifting up to 50 pounds
- Clearly communicating messages
- Knowing about flea/tick prevention, heartworm prevention, and prescription food.
- Filling some medicines/checking file for bloodwork
- Performing end of day paperwork/procedures

Counter Specialist

Achatz Handmade Pie Company, LLC - Chesterfield, MI

July 2012 to July 2021

- Working with Aloha, Bakehouse, Gold belly, Microsoft word, Microsoft excel, and Microsoft PowerPoint computer programs
- answering phones for the office, as well as for the storefront
- Taking and fulfilling orders
- Lifting up to 50 pounds
- Keeping clean/organize storefront and workspace
- Topping, selling, and promoting pies

Education

High school diploma

Fraser High School - Fraser, MI

September 2008 to May 2012

3. **Social Studies Teacher** - It is recommended by the Superintendent and the High School Principal, that the Board approve **DAVID TAYLOR**, as a Social Studies Teacher at Clintondale High School, effective immediately, contingent upon approved physical, records check, and fingerprints.

NOTE: The rate of pay will be \$81,932.00 (Step 12 of the EDS/DOCT salary schedule) pro-rated to the number of days worked in the 2023-24 school year.

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4. **Retainer Fee** - It is recommended by the Superintendent and the Board President, that the Board approve the Annual Retainer Fee in the amount of \$2,500 for professional services from **THRUN LAW FIRM, P.C.** for the 2024 calendar year.

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5. **Board Policy Revision 5202 Unlawful Discrimination, Harassment, and Retaliation Against Students** - It is recommended by the Superintendent and the Board Policy Committee that the Board approve the revisions to Board Policy **5202 Unlawful Discrimination, Harassment, and Retaliation Against Students**, effective immediately.

NOTE: Heather Halpin, Chief Academic Officer, has been named the new Title IX Coordinator.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

6. **Board Meeting** - It is recommended by the Board President, that the Board approve adding February 21, 2024 as a Regular School Board meeting.

Motion by _____ Support by _____ Y _____ N _____ Ab _____

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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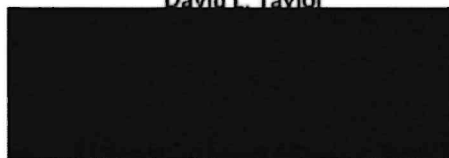
APPROVAL OF BILLS ENDING January 29, 2024

Motion by _____ Support by _____ Y _____ N _____ Ab _____

ADJOURNMENT

Motioned by: _____ Supported by: _____ Time: _____

David L. Taylor



History/Social Studies educator with a passion for learning and teaching. Believe that education is the gateway to social and personal empowerment. Seeking middle or high school Social Studies/History, Civics teaching position. Interested in pursuing additional interim psychology/social science certification.

Career Overview

Social Studies and Business teacher at Grosse Pointe North High School seeking teaching position in Social Studies (Middle - High School). Certified Social Studies (Middle and High School) teacher enrolled in the University of Michigan's M-ARC accelerated teaching certification program. Organizational Psychologist with interest in pursuing additional certification in Psychology/Social Sciences.

12+ years of teaching experience at the undergraduate, graduate and executive levels at Indiana University, Purdue University and Wake Forest University. State coordinator for the High School level Introduction to Business course taught as a 100-level course (IU) and as a high school course.

Pre-Ph.D. Business leadership experience in Advertising and Marketing. Kraft Foods, Ford Motor Company, Eli Lilly and Company. Led development of national new products launches, advertising campaigns. Launched Altoids Nationally, Managed Kool-Aid Trademark, Launched Kool-Aid Juice Jammers. Consumer Director for the Prev-Acid Campaign.

Education

- | | |
|--------|--|
| M-ARC | <i>University of Michigan Accelerated Teaching Certification (March 2023-Present)
Passed MTTC Social Studies Exam, June 2023.</i> |
| Ph. D. | <i>Purdue University, August 2012
Krannert School of Management
Organizational Psychology with emphasis on Organizational and Personal Leadership</i> |
| M.B.A. | <i>Duke University, The Fuqua School Business, May 1995
Executive Director of the Marketing and Consulting Program
Major: Management and Marketing</i> |
| B.A. | <i>Indiana University, School of Business, December 1990
Anna Bosse Scholarship
Major: Business Administration and Marketing</i> |

Secondary Level Teaching

August 2023 - Present

Grosse Pointe North High School

- Certified Social Studies educator (Primary Interest)
- Temporary Certification in Business. Developed curriculum and sourced course materials for a range of business classes including, Marketing, Business Law, and Management.
- Faculty advisor, Diversity Club

University Level Teaching/Academic Positions

August 2012 – May 2021

Assistant Clinical Professor (Teaching Professor)

Kelley School of Business, Indiana University, Bloomington, IN

Undergraduate Honors and Non-Honors Degree Programs

- Capstone Honors Leadership course: Wells Leadership Seminar – 4th Year Intensive leadership development
- Range of courses from large “jumbo” lectures in the Integrated Core (I-Core – foundational integrated Marketing Finance, Operations and Organizational Behavior); Strategic Management and other courses focusing on Leadership, Diversity and Teams.
- State coordinator of Introduction to Business (Large lecture courses at IU and High School courses)

Executive MBA and Certificate Programs

Kelley Executive Partners/Executive Management Partners

- MBA for Educators (Woodrow Wilson Institute). MBA Program for high potential Educators identified for executive leadership – The Authentic Leadership Process
- Sungkyunkwan University Executive MBA Program - Seoul, S. Korea. Partnership Executive MBA program with Sungkyunkwan University.
- Life Sciences Executive Programs: Managing and Leading Human Capital (2015-2017). Non-degree Exec Leadership Development Program.

Online Kelley Direct MBA Program and MBA Full-time In Residence Program

- Developed and implemented rigorous on-line Kelley Direct Program for Organizational Behavior related courses and concentrations.
- Developed integrated online teaching content centered on Authentic and Personal Leadership.
- Developed the MBA(in-residence) leadership capstone course. Integrated diversity and inclusion into the curriculum
- Created a combined strategy and execution course focusing on critical human competencies for various stages of business development: Entrepreneurial stage through maturity.

August 2013 - January 2015 (Concurrent with Kelley Faculty Appointment)

Krannert School of Management, Purdue University, West Lafayette, IN

Adjunct Faculty – Weekend Executive MBA Program

August 2012 – May 2013

Visiting Assistant Professor, Winston-Salem, NC

Wake Forest Schools of Business

Organizational Behavior/Management/Corporate Innovation

HONORS AND AWARDS

Recognized as Among the Best Faculty, Executive Programs, Kelley School of Business

Best Faculty Teaching Award

Krannert School of Management, Executive MBA Program

Nominated for the Graduate School Excellence in Teaching Award (Spring, 2011 and Spring, 2010): Nomination recognizes excellence in the University's learning mission. It is the highest award presented by the University in tribute to exceptional graduate student teachers.

Celebration of Graduate Teaching Award: Teaching Award Given to Two Graduate Students per College based on student ratings and nomination by college faculty.

Academic Leadership

- Led development of Z355 The Kelley Leadership Experience: Fully integrated experiential leadership class partnering with the National Outdoor Leadership School. Funding support behind initiative is currently underway.
- Created and led professional development training for student mentoring program. Mentors work with tutors to support undergraduate I-core (Integrated Core) courses.
- Student academic advisor and mentor for borderline admissions case. Met weekly with student and advised about programs, tutoring and development requirements. Student was successful and admitted into the School of Public and Environmental Affairs.
- Faculty lead and advisor for IU Big Brothers Big Sisters Program and Recreational Volleyball Team. Honors mentor for the Kelley Living and Learning Center.

Service

- Kelley Scholars Selection Committee
- Hutton Honors Scholarship Committee - Review up to 200+ Scholarship applications per season beginning late December 2017-February/March 2018
- Professional Development - Coaching for Intentional Change Executive Coaching Certification - Fall 2017 with ongoing practice coaching sessions
- Thesis Advisor - Kelley Honors Program, 2015 and 2017

Founder - Growth Mindset, LLC

January 2022 - Present

Currently Managing Small Consulting Engagements While Preparing for Certification (Secondary Education)

- Mission is to develop leadership capacity by connecting leaders to purpose.
 - o Authentic leadership begins with self-awareness and growth mindset coaching. Embracing a growth mindset allows leaders to increase emotional intelligence, understanding of vulnerabilities and key differentiating competencies.
 - o Use of leading assessment tools to understand how the client team thinks, communicates and builds trust within organizations.
 - o Strengthening emotional intelligence through assessment and coaching is a core competency of Growth Mindset Partners.
- Introduced "Discover Your Purpose" workshops to the LEAD Program at Wayne State University. Led 2-part workshop reaching 140 participants.
- Extensive experience in leading strategic human capital workshops focused on the development of "Leading for Growth" mindset coaching.

Pre-PhD Career Highlights (1995 - 2007)

Management and Entrepreneurial Executive Experience (15 Years) across multiple industries:

Automotive, Brand Management, and Pharmaceutical.

- Experience with developing and leading teams and marketing departments that are inclusive and change oriented.
- Demonstrated executive performance with brands including, Kraft Foods (Kool-Aid, Altoids), Ford Motor Company, Scotts Lawn and Garden, Abbott/TAP(PrevAcid)).
- Leadership innovation responsibility across diverse and global product teams: Altoids, Ford, Scotts, and Eli Lilly
- Co-founder of a small regional manufacturing and retail venture with over \$1 Million Revenue; 15 hourly and Managerial/Sales Staff.

Brand Manager and Advertising Executive

TAP Pharmaceuticals (Abbot & Takeda Joint Venture). Managed \$150 Million Consumer Marketing Initiative for PrevAcid.

Senior Group Marketing Director:

- Led consumer, agency and professional team behind positioning development process that supported re-launch of declining brand. Resulted in share stabilization in face of highly competitive category.
- Led development of all new Awareness, Direct Response TV and Print initiative from creative development through production. Delivered 1.2 MM incremental scripts (\$96 MM) in 2003.

Eli Lilly and Company, Indianapolis, Indiana. Consumer marketing leader. New Products and New Brand Development.

Senior Marketing Professional:

- Led global segmentation initiative for future innovative Herpes treatment. Study encompassed rich emotional insights that supported future consumer communications and optimized drug label/clinical endpoint studies.
- Developed marketing strategy for next generation osteoporosis brand. Created and validated positioning that established direction for clinical trials (benefit profile).

The Scotts Company, Marysville, Ohio. New Products/Innovation Marketing Manager, Sr. Brand Manager Weed-B-Gon Franchise.

Innovation and Research Manager: Created new products pipeline/strategy from clean slate utilizing brand equity, habits and practices research as foundation.

- Developed concept, based on observational research, and plan for innovative Home Perimeter/Indoor Insecticide line: Tested to deliver year 1 revenue of \$75 MM.

Weed-B-Gon Sr. Brand Manager:

- Managed flagship \$120 MM brand. Created distinctive positioning as the basis to restage mature brand in highly competitive category resulting in +20% growth. Managed integrated re-launch.

Kraft General Foods, Rye Brook New York. Foundational Marketing Training. Cross-functional and General Management Development/Leadership.

Assistant Brand Manager - Altoids:

- Developed new products vision/strategy with international R&D team. Launched >75% incremental new products initiatives (Wintergreen, Cinnamon, Big Tin, Small Tin).
- Led development of Marketing Plan expanding brand to mass distribution (+35% growth) while enhancing brand's equity cachet among targeted, urban trend setter target.

Associate Brand Manager - Kool-Aid: \$500 MM flagship franchise. Managed Ready-to-Drink portfolio.

- Led development of \$125 MM New Brand (Kool-Aid Juice Jammers) to support re-stage of Base Business. Gained support for \$25 MM capital investment.

Ford Motor Company, Marketing Leadership Development Program.

- Finance and Marketing

January 5, 2024

Clintondale High School
35100 Little Mack Ave
Clinton Township, MI 48035

Dear Members of the Selection Committee,

I am writing to express my interest in the Social Studies teaching position at Clintondale Community Schools. Clintondale's commitment to developing well rounded, socially empowered citizens is the reason I choose a career in education.

As noted in your values, I also believe that education is the pathway to personal and social empowerment as my personal story is based on how education gave me not only a fulfilled life but has created a passion to pass this experience on to our kids. Developing an awareness of broader social justice issues and demonstrating how education provides the avenue to not only economic but social empowerment as well, is a goal I seek to deliver in my role as a teacher. I aspire to create a nurturing, structured environment that inspires students to engage in an active and challenging, learning dynamic that provides a foundation for critical thinking, creativity, and personal growth.

With a multifaceted career in education from roles as a professor, teacher, researcher, and former business executive, I am confident that my blend of experiences and skills align with the needs of the Utica Community Schools and its dedicated faculty. Over 13+ in education, I have had the privilege of working with students from diverse backgrounds and ages. As a high school social studies teacher, I tailored my approach to meet the needs of my students, created innovative lesson plans, and collaborated with families and communities. My lessons focused on immersing students in the complexities of global and national social dynamics, sparking excitement about unfamiliar cultures and places. I'm eager to contribute my experience to guide students in discovering their passion for learning and a life well-lived.

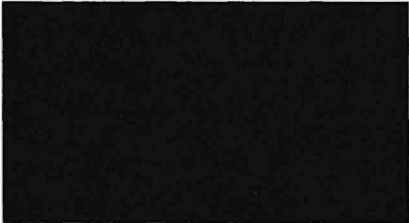
Education has been a long-time passion of mine as I believe that it is an opportunity for personal growth, empowerment, and social equity. I started my educational teaching journey nearly 16 years ago when I transitioned from a career in business (advertising and marketing) to begin my Ph.D. at Purdue University. As a second career, I was able to fulfill my passion to teach and inspire students to pursue a *life with meaning* approach to their educational journey. I believe that my passion and unique skill set can be leveraged to help inspire students to see learning as a gateway to opportunity.

Currently, I am enrolled in the University of Michigan's M-ARC program (Accelerated Teaching Certification) and have passed the MTTC exam in Social Studies. My educational background, strength as a communicator and empathy support my ability to connect with students across all grade levels. Moreover, my experience at Grosse Pointe North High School, Indiana, and Purdue University, highlights my ability to lead, create change and make an impact in the classroom.

I currently teach both Social Studies and Business courses at Grosse Pointe North High School, but my passion and interest in the position at your school reflects my dedication to the fields of history and social studies. Beyond secondary teaching, I have taught in a range of programs including Kelly's ranked online MBA program, full-time MBA program and undergraduate programs (Honors and non-Honors). In addition, I have held various positions in executive teaching programs at both Kelley and Purdue. I received recognition as "best teaching faculty" for my role in the MBA for Educators program and among other audiences.

Prior to receiving my Ph.D., I had a successful career in advertising and marketing. My CV highlights my growth from entry level marketing associate to having the responsibility as an executive in the pharmaceutical industry. I was fortunate to have had a career in brand management at leading companies such as Kraft Foods on leading brands such as Altoids and Kool-Aid, a flagship and iconic brand. Later in my career I worked in new product development and led the consumer initiative behind the Prev-Acid launch. I seek to share these experiences and lessons, both successes and failures with students as they explore their potential.

I am a life-long learner who views education as a necessity for personal achievement and empowerment. The mission and vision of Clintondale high school speak to my goal of joining an established and successful learning environment focused on the success of all our children. I would be honored to join your team and community of inspired educators. While I have many skills to contribute, continued progress in the M-ARC program will surely improve my capacity in the classroom to reach students considering future academic endeavors.



STATE OF MICHIGAN

State Board of Education

Department of Education

INTERIM TEACHING CERTIFICATE

awarded to

DAVID L TAYLOR

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.

6-12 SOCIAL STUDIES (RX)



Michael F. Rice, Ph.D.
Superintendent of Public Instruction

Issue Date: 09/01/2023

Expiration Date: 06/30/2028

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/documents/mde/Code_of_Ethics_653130_7.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 Competence Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills and dispositions required for professional competence.

To Students A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional and social boundaries.

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

Ethical Use of Technology Consideration of the impact of consuming, creating, distributing and communicating information through all 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 according to the best of my ability.

This certificate was subscribed and sworn to before me, along with picture identification, on _____

Notary Print Name

Notary Signature

Commission Expires: _____

Notary Seal

Educator Signature



THRUN
LAW FIRM, P.C.

2900 WEST ROAD, SUITE 400
EAST LANSING MI 48823-2396
MAILING ADDRESS: P.O. BOX 2575
EAST LANSING MI 48826-2575
TAX ID#: 38-2201807

January 2, 2024

Clintondale Community Schools
Attn: Barbara Vanweden
35100 Little Mack Avenue
Clinton Township, MI 48035-2633

Invoice# 292102
Our file# 1007 - 00004
Billing through 01/02/2024

Retainer

PROFESSIONAL SERVICES

01/02/2024 RT Annual Retainer Fee

2,500.00

Total Fees

\$2,500.00

BILLING SUMMARY

Total professional services
Total charges for this invoice

\$2,500.00

\$2,500.00

Total balance now due \$2,500.00

**Statement due upon receipt. Please make checks payable and remit to Thrun Law Firm, P.C.,
P.O.Box 2575, East Lansing, MI 48826-2575. If you have any questions, please contact Vicki Williams by
phone 517-374-4530, fax 517-484-0041, or email vwilliams@thrunlaw.com**



THRUN

LAW FIRM, P.C.

U.S. MAIL ADDRESS
P.O. Box 2575, EAST LANSING, MI 48826-2575
PHONE: (517) 484-8000 FAX: (517) 484-0041

ALL OTHER SHIPPING
2900 WEST ROAD, SUITE 400
EAST LANSING, MI 48823-6386

JEFFREY J. SOLES
ROY H. HENLEY
MICHAEL D. GRESINS
CHRISTOPHER J. IMAHINO
RAYMOND M. DAVIS
MICHELE R. EADY

KIRK C. HERALD
ROBERT A. DYEZEL
KATHERINE WOLF BROADBENT
DANIEL R. MARTIN
JENNIFER K. STARLIN
TIMOTHY T. GARDNER, JR.

IAN F. KOFFLER
FREDRIC G. HEIDENHAIN
RYAN J. NICHOLSON
CRISTINA T. PATZELT
PHILIP G. CLARK
PIOTR M. MATUSIAK

JESSICA E. MCNAMARA
RYAN J. MURRAY
ERIN H. WALZ
MACKENZIE D. FLYNN
KATHRYN R. CHURCH
MARYJO D. BANASIK

CATHLEEN M. DOOLEY
AUSTIN M. DELAND
KELLY S. BOWMAN

GORDON W. VANWIEREN, JR. (OF COUNSEL)
LISA L. SWEN (OF COUNSEL)

January 2, 2024

Dear Client:

Welcome to the new year! In 2023, school officials continued to see their schools at the epicenter of many divisive social issues. We are grateful to our school clients for their dedication, passion, and professionalism in light of the significant challenges posed in 2023. We are honored to provide guidance to help school officials manage those circumstances.

Our attorneys assisted school clients with numerous issues in 2023, including – to name just a few – increased student services matters, library book challenges, ongoing school safety concerns, complicated election issues, and navigating the complex web of federal ESSER funds spending regulations.

Additionally, our retainer clients received numerous E-Blasts and our monthly *School Law Notes* newsletter, and had access to client webinars on a variety of topics.

Thrun Law Firm prides itself on providing high-quality, practical, and cost-effective legal services to our school clients. This letter explains in detail the costs and benefits of becoming or continuing as a retainer client. We believe that, more than ever, the services we provided in 2023 highlight the value of that relationship.

We look forward to continuing our attorney-client relationship with you in 2024. We appreciate your confidence in us and will strive throughout the new year to provide your school with legal services.

Retainer Fee

Enclosed is our retainer fee statement for the 2024 calendar year in the amount of \$2,500, which remains unchanged from last year. This fee establishes an attorney-client relationship that covers extensive legal resource availability.

Thrun Law Firm has 29 attorneys, each of whom focuses on school law and works with public school officials on a daily basis. Our experience in this highly specialized area of law ensures effective and efficient representation for our school clients.

Benefits of Retainer Relationship

- Substantially lower hourly rates than those charged to non-retainer clients.
- No charge for occasional brief telephone calls.
- Access to all of our attorneys across all practice groups.



Retainer Client
January 2, 2024
Page 2 of 4

- Reduced pricing for the initial purchase of, and annual updates for, the Thrun Policy Service.
- Access to model language and forms that are generally provided without charge or for a nominal flat fee.
- *School Law Notes*, our monthly retainer client newsletter, which contains timely information about current legal issues affecting school districts, boards of education, and school officials.
- Access to our annual spring webinar series at no additional charge.
- Periodic, prompt electronic notices (E-Blasts) about important legal developments.
- We also provide additional valuable services at no charge to our retainer clients regarding pertinent legal developments that affect your school district's day-to-day operations. Recent examples of those services include:
 - reviewing forms, such as the annual Municipal Finance Qualifying Statement, that school districts are required to file with governmental agencies;
 - regularly attending meetings of the State Tenure Commission and the Michigan Employment Relations Commission to monitor developments under the laws administered by those agencies;
 - analyzing State Tenure Commission decisions, special education due process decisions, property transfer decisions, and pupil accounting decisions; and
 - serving as a resource to statewide school management membership organizations on a variety of legal issues.

We take great pride in preparing our E-Blasts and *School Law Notes* newsletter in an accessible format that emphasizes "plain English," avoids "legalese," and provides our clients with practical legal information, including model forms, resolutions, and other helpful documents. For example, the newsletter annually includes summer tax and truth-in-taxation resolution forms at no additional cost. Past editions of the *School Law Notes* newsletter (January 2008 to present) are available in a searchable electronic format on our website (www.thrunlaw.com) exclusively for our retainer clients.

Practice Areas

In addition to our extensive trial and appellate practice before Michigan and federal courts, as well as various state and federal administrative agencies, Thrun Law Firm offers a broad range of legal services for public school districts, which are described in Attachment A to this letter.



Retainer Client
January 2, 2024
Page 3 of 4

Fees

For 2024, fees will be billed to our retainer and non-retainer clients at the following hourly rates¹:

<u>Shareholder</u>		<u>Senior Associate</u>		<u>Associate</u>	
Retainer	\$325	Retainer	\$305	Retainer	\$275
Non-Retainer	\$365	Non-Retainer	\$345	Non-Retainer	\$325

Election issues involving ballot questions and finance issues (i.e., bonds, tax and state aid anticipation notes, installment purchase agreements, and lines of credit) are billed on a flat fee basis. With the exception of an election for a regional enhancement millage², our 2024 school millage/bond election fee is \$1,950 for retainer clients and a minimum fee of \$2,350 for non-retainer clients, which amounts remain unchanged from last year.³ This fee covers our review of existing millages and potential needs, as well as preparation of the necessary calendar, resolutions, ballot language, and related documents. We retain a copy of the entire proceedings for school district elections. Consequently, if an issue arises about an election, either for a potential borrowing or any court action, we have a complete transcript of the election proceedings on site for use in addressing the matter. We also maintain a database for our use regarding each election client that has important information about millage expiration dates. This information allows our attorneys to provide our clients with the advice they need to help determine when a school district's millage should be renewed by voters.

Our fee for a school bond financing is determined by the nature and amount of the bond issue, while fees for other types of finance issues are determined primarily by the amount of the financing. Our bond counsel fees are all-inclusive - clients are not billed for additional expenses such as in-state travel, telecommunications, copies, shipping, and other related costs. However, fees for architect, construction manager, energy performance, construction contract reviews and related construction or renovation matters are considered separate and are billed at the applicable hourly rate. Board member election questions are also generally billed on an hourly basis.

Forms

All governmental units and nonprofit organizations, including public school districts, are required to issue a Form 1099 to each law firm to which any payment for legal services was made

¹ Please note, if the retainer fee is not paid by March 31, 2024, billing rates will be adjusted to the non-retainer rates.

² Our fee for a regional enhancement millage election is \$1,950 for retainer clients or a minimum fee of \$2,350 for non-retainer clients, as applicable, plus an additional \$100 for each constituent school district. Note that the fee amounts are unchanged from 2023.

³ When a bond election passes, the election fee is waived and incorporated into our bond counsel fee that is billed when the related bonds are issued.



Retainer Client
January 2, 2024
Page 4 of 4

during calendar year 2023. Please submit your school district's Form 1099 to us *by January 31, 2024*.

In anticipation of your request for our federal taxpayer identification number, we have enclosed a completed Substitute Form W-9 for your files.

Conclusion

We look forward to being of continuing service to your school district in 2024. If you would like additional information regarding our legal services, please do not hesitate to contact us.

Very truly yours,

THRUN LAW FIRM, P.C.

Enclosures: Retainer Fee Statement
Substitute Form W-9

ATTACHMENT A

Board Counsel

- Board policy
- Board operations
- Business contracts
- Construction and real estate matters
- Finance and elections
- Freedom of Information Act (FOIA)
- Labor and employment
- Litigation, administrative law, and appeals
- Open Meetings Act (OMA)
- Special education
- State aid/pupil accounting
- Student matters

Business Contracts

- Arbitration and mediation
- Competitive bidding and procurement/RFPs
- Construction and architectural agreements
- Cooperative service agreements
- Donations and charitable giving arrangements
- Energy improvement projects
- Environmental protection and remediation
- Formation of business entities (including 501(c)(3) organizations)
- General business agreements
- Trademarks and service marks
- Intergovernmental agreements
- Investment and depository agreements
- Real estate transactions
- Technology and telecommunication agreements
- Third party service agreements
- Zoning and ordinance compliance

General School Law

- Constitutional law, including free speech, religion, search & seizure, and due process
- Family Educational Rights and Privacy Act (FERPA)
- Freedom of Information Act (FOIA)
- Open Meetings Act (OMA)
- Revised School Code
- State Aid Act
- Board policy drafting and review
- Board governance, including Robert's Rules of Order
- Incompatibility of public offices and conflicts of interest

Labor and Employment

- Administrative hearings
- Americans with Disabilities Act (ADA)
- Arbitration and mediation
- Civil rights and discrimination (EEOC and MDCR)
- Collective bargaining agreements
- Contract negotiations
- Employee contracts
- Employment regulations (OSHA, MIOSHA, and DOL)
- Employment-related investigations
- Fact finding
- Fair Labor Standards Act (FLSA)
- Family and Medical Leave Act (FMLA)
- Management strategies
- MPERS
- Patient Protection and Affordable Care Act
- PERA and MERC
- Personnel policies and procedures
- Teacher tenure
- Unemployment
- Wage and hour compliance
- Whistleblowers' Protection Act

Litigation, Administrative Law, and Appeals

- Arbitration and mediation
- Civil rights litigation
- Construction arbitration, mediation, and litigation
- Defense of insured claims
- Employment litigation
- Fair Labor Standards Act (FLSA)/wage and hour claims
- MDCR complaints
- MERC hearings and appeals
- OCR complaints
- Teacher tenure and appeals
- Property tax appeals
- Property transfers
- Special education/Section 504/ADA claims
- State aid and pupil accounting appeals
- Unemployment compensation claims
- Whistleblowers' Protection Act
- Workplace safety claims
- Wrongful discharge claims

Public Finance and Elections

- Annexations and consolidations
- Ballot drafting, including millage, bond, and other proposals
- Campaign Finance Act compliance
- Competitive bidding
- Emergency loan notes
- Energy bonds
- Energy loan notes
- Equipment leases and lease purchase agreements
- Headlee restoration and Headlee hedge proposals
- Installment purchase agreements
- Intermediate school district millages, including CTE, special education, and regional enhancement millages
- Investment of funds
- Lines of credit
- Michigan Finance Authority borrowings
- Operating millage renewals
- Permitted use of bond and note proceeds
- Post-issuance compliance
- Public recreation millage
- Revenue bonds
- School Bond Qualification and Loan Program
- Sinking fund millage
- Special assessment bonds
- State aid notes (SANs)
- State Building Authority borrowings
- Tax anticipation notes (TANs)
- Truth-in-taxation and budget hearings
- Voted and non-voted bonds, including capital improvement bonds

Special Education

- Americans with Disabilities Act (ADA)
- Auxiliary services
- Child find, evaluations, and eligibility
- Cooperative agreements and contracted services
- Defense of insured claims
- Due process complaints and hearings
- Extracurricular activities
- FAPE, LRE, and placement
- Funding
- IEP Team meetings
- Individuals with Disabilities Education Act (IDEA)
- In-services and workshops

Mediation

- OCR, MDCR, and MDE complaints
- Private schools and private placement
- Related services, supplementary aids, and accommodations
- Resolution meetings
- Schools of choice and 105c agreements
- Section 504
- State and federal court litigation
- Student discipline

State Aid and Pupil Accounting

- Certification penalty appeals
- Program compliance review
- Pupil accounting procedures
- State aid appeals (all levels)
- State School Aid Act

Student Matters

- Athletics and extracurricular activities
- Board policy changes and interpretations
- Child protection law
- CIPA and COPPA
- Curriculum
- Discipline
- Dress code
- Due process
- Electronic devices
- Family Educational Rights and Privacy Act (FERPA)
- Free speech rights
- Handbooks
- Religious exercises and the Equal Access Act
- Residency
- Search and seizure
- Special education and Section 504 implications
- Titles IV, VI, VII, and IX

CLINTONDALE COMMUNITY SCHOOLS

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

5202 Unlawful Discrimination, Harassment, and Retaliation Against Students

The District prohibits unlawful discrimination. For purposes of this Policy, “unlawful discrimination” includes unlawful harassment and retaliation, unless specifically stated otherwise. The District will investigate all allegations of unlawful discrimination and will take appropriate action, including discipline, against any person who, following an investigation, is determined to have engaged in unlawful discrimination.

This Policy applies to student-to-student conduct and staff-to-student conduct. See Policy 4102 for District personnel harassment.

Complaints alleging Title IX sexual harassment (staff-to-staff, staff-to-student, student-to-student, or student-to-staff) are governed by Policy 3118.

This Policy applies to all conduct occurring on school property, including in a classroom, elsewhere on school premises, on a school bus or other school related vehicle, at a school-sponsored activity or event whether or not it is held on school premises, or conduct with a direct nexus to school.

The District will comply with all applicable state and federal laws related to unlawful discrimination.

A. Student Handbooks

The Superintendent or designee will include in student handbooks a statement explaining the District’s policy against unlawful discrimination, including unlawful harassment and retaliation. This statement must include an explanation of types of unlawful discrimination, examples of harassment, reporting requirements, and consequences as described in this Policy.

B. Types of Unlawful Harassment

“Unlawful harassment” is verbal, written, or physical conduct that denigrates or shows hostility or aversion toward a student because of the student’s race, color, religion, sex (including pregnancy, gender identity, or sexual orientation), national origin, disability, or any other legally protected class that has the purpose or effect of:

1. creating an intimidating, hostile, or offensive environment; or
2. unreasonably interfering with the student's ability to benefit from the District’s educational programs or activities.

CLINTONDALE COMMUNITY SCHOOLS

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

BOARD POLICY

Race, color, and national origin harassment is prohibited by Title VI of the Civil Rights Act of 1964 and the Michigan Elliott-Larsen Civil Rights Act. Race, color, and national origin harassment is unwelcome conduct based on a student's actual or perceived race, color, or national origin. Race, color, and national origin harassment can take many forms, including slurs, taunts, stereotypes, or name-calling, as well as racially motivated physical threats, attacks, or other hateful conduct. Under this Policy, harassment based on ethnicity, ancestry, or perceived ancestral, ethnic, or religious characteristics, will be considered race, color, and national origin harassment.

Disability harassment is prohibited by the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, and the Michigan Persons with Disabilities Civil Rights Act. Disability harassment is unwelcome conduct based on a student's actual or perceived disability. Disability harassment can take many forms, including slurs, taunts, stereotypes, or name-calling, as well as disability motivated physical threats, attacks, or other hateful conduct.

Sex-based harassment is prohibited by Title IX of the Education Amendments of 1972 and the Michigan Elliott-Larsen Civil Rights Act. For the definition of sexual harassment under Title IX, see Policy 3118. Sex-based harassment prohibited by this Policy includes harassment based on gender identity or sexual orientation. This Policy also prohibits harassment of a sexual nature that does not rise to the level of Title IX sexual harassment, as defined in Policy 3118.

C. Reporting Requirements

District personnel must immediately report incidents of alleged unlawful discrimination, including incidents that District personnel witness or about which they receive reports or information, regardless of whether the incidents are verbal, visual, or physical, and whether the incidents also constitute harassment, bullying, or hazing.

District personnel who witness an act of unlawful discrimination must intervene immediately, unless circumstances would make intervention dangerous. A person who is unable to intervene should promptly attempt to find another person who is able to intervene, contact a building administrator, or contact law enforcement, as the situation requires.

Any student who witnesses an act of unlawful discrimination is encouraged to report it to District personnel. No student will be retaliated against based on any report of suspected unlawful discrimination. A student may also anonymously report an incident of unlawful discrimination. The District will investigate anonymous reports pursuant to its investigation procedures described below. Minor students do not need parent/guardian permission to file complaints or participate in the formal complaint resolution process described below.

CLINTONDALE COMMUNITY SCHOOLS

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

BOARD POLICY

D. How to Report Unlawful Discrimination

If you or someone you know has been the victim of unlawful sex-based discrimination, you may file a report with any District employee or with the Title IX Coordinator:

**Chief Academic Officer
35100 Little Mack Ave.
Clinton Township, MI 48035
586-791-6300
halpinh@clintondaleschools.net**

Formal Complaints of Title IX Sexual Harassment must be filed with the Title IX Coordinator. For information on the District's Title IX Sexual Harassment Grievance Process, see Policy 3118.

If you or someone you know has been the victim of disability-based discrimination, you may file a complaint with:

**Chief Academic Officer
35100 Little Mack Ave.
Clinton Township, MI. 48035
586-791-6300
[halpinh @clintondaleschools.net](mailto:halpinh@clintondaleschools.net)**

If you or someone you know has been the victim of any other type of unlawful discrimination, including unlawful conduct based on race, color, or national origin, you may file a complaint with:

**Chief Academic Officer
35100 Little Mack Ave.
Clinton Township, MI. 48035
586-791-6300
halpinh @clintondaleschools.net**

A report of unlawful discrimination may be made verbally or in writing.

The coordinators identified above will document all unlawful discrimination reports, as well as any incidents they personally observe. The District will retain this documentation in accordance with applicable record retention requirements.

E. Complaint Process

Any person who has been the victim of unlawful discrimination or any person who has witnessed an incident of unlawful discrimination may make a complaint at any

CLINTONDALE COMMUNITY SCHOOLS

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

BOARD POLICY

time. District personnel who receive a complaint of unlawful discrimination must immediately document the reported incident and notify the appropriate coordinator identified above by the end of the next school day.

F. Investigation Timelines

The District will initiate an investigation within 5 school days after receiving a complaint of unlawful discrimination. In most cases, an investigation will be completed within 20 school days.

The District will attempt to comply with all law enforcement requests for cooperation. In some circumstances, compliance with law enforcement requests may require the District to briefly suspend its investigation. The District will promptly resume its investigation as soon as it is notified by the law enforcement agency that the law enforcement agency has completed its evidence gathering process. This delay should not exceed 10 school days. If the District's investigation is suspended, interim steps will be taken to provide for the safety of the alleged victim or victims and the school community and to avoid potential retaliation. Those steps may include suspending the alleged perpetrator from work or school until the investigation is complete. If the law enforcement agency does not notify the District within 10 school days that the investigation may resume, the District will notify the law enforcement agency that the District intends to promptly resume its investigation.

Within 5 school days after completing the investigation, the District will separately notify, in writing, the alleged victim and the alleged perpetrator of the investigation's outcome. Any disciplinary action against the alleged perpetrator will be implemented in accordance with the due process standards contained within Policy 5206.

An alleged victim of unlawful discrimination may present new evidence at any time.

An alleged perpetrator's status as a student with a disability will not affect the District's obligation to protect the alleged victim during and after an investigation.

G. Investigation Procedures

The District will use the following procedures when initiating and conducting investigations of unlawful discrimination:

1. Any written or verbal report of unlawful discrimination or harassment, including anonymous written or verbal reports, will be promptly addressed and investigated.
2. The District will assure the alleged victim that:

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- a. the complaint will be fully investigated;
 - b. the alleged victim's identity will be kept confidential during the investigation, to the extent possible;
 - c. the alleged victim will not be retaliated against by the District; and
 - d. the District will enforce its non-retaliation policy.
3. The District will take preventative measures to ensure that others, including the alleged perpetrator, do not retaliate against the alleged victim during or after the investigation.
 4. The District will notify the alleged victim that the victim will not be required to confront the alleged perpetrator during the investigation, that steps will be taken to immediately ensure that the alleged conduct does not continue, and that retaliation is prohibited.
 5. The District will interview any witnesses identified by the alleged victim and the alleged perpetrator. All witnesses will be assured that their identities will be kept confidential during the investigation, to the extent both possible and practical, and that retaliation is prohibited.
 6. The District will implement individualized interim measures during the investigation to ensure that any unlawful conduct does not continue. Interim measures may include, but are not limited to, temporary schedule changes, no-contact directives, short-term suspensions, changes to class schedules or lockers, and student escorts.
 7. The District will take action to end unlawful discrimination, including monitoring that the conduct does not reoccur and modifying responses if the unlawful discrimination does reoccur.
 8. If the alleged victim is a minor student, the District will notify the student's parent/guardian of the complaint. The parent/guardian will be informed of the investigation's status, as appropriate.
 9. Unless otherwise required by law, if an alleged victim has been discriminated against or harassed based on sexual orientation, gender identity, or non-compliance with gender stereotypes, the District will first consult with the student to determine an appropriate method of notifying the student's parent/guardian of the complaint.
 10. All documentation, including witness statements, must be kept with the complaint and reports.

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11. The District will use the preponderance of the evidence standard as the appropriate standard to substantiate allegations of unlawful discrimination.
12. If the District determines that a school official's impartiality has been compromised during the investigation process, that school official will be removed from the investigation and have no further involvement.
13. If an alleged victim requests complete confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the alleged victim's request. If an alleged victim insists that the victim's name or other identifying information not be disclosed to the alleged perpetrator, the appropriate coordinator or designee will notify the alleged victim that the District's ability to investigate and respond to the complaint may be limited.

H. Remedies

The District will take appropriate and effective measures to promptly remedy effects of unlawful discrimination. Appropriate remedies will be based on the circumstances and may include, but are not limited to:

1. providing an escort to ensure that the victim can safely attend classes and school activities;
2. providing the victim with school-based counseling services;
3. providing the victim with academic support services, such as tutoring;
4. rearranging course schedules, to the extent practicable, to minimize contact between the victim and perpetrator;
5. moving the victim's or the perpetrator's locker;
6. issuing a "no contact" directive to the perpetrator; or
7. imposing discipline, up to and including suspension or expulsion, consistent with Policy 5206 and the student code of conduct.

Whenever possible, the District will strive to ensure that the victim's academic and other school-related schedules remain intact.

These remedies may also be available to any other student who is or was affected by unlawful discrimination.

The applicable coordinator should also consider whether broader remedies are required, which may include, but are not limited to:

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1. assemblies reminding students and staff of their obligations under this Policy and applicable handbooks;
2. additional staff training;
3. a climate survey; or
4. letters to students, staff, and parents/guardians reminding them of their obligations under this Policy and applicable handbooks.

If the alleged victim is a student with a disability, the Superintendent or designee will convene an IEP or Section 504 Team meeting to determine if additional or different programs, services, accommodations, or supports are required to ensure that the alleged victim continues to receive a free appropriate public education.

I. Investigation Report

After the investigation concludes, the appropriate coordinator or designee will create an investigation report. The report must include the following information:

1. the alleged victim's name, a description, or identifying information;
2. the alleged victim's relevant protected class(es);
3. the name, a description, or identifying information about the person making the report, if not the alleged victim;
4. the protected class(es) of the person making the report, if not the alleged victim;
5. the nature of the allegation, a description of the alleged incident(s), and the date and time (if known) of the alleged incident(s);
6. the name(s) and protected classes of all persons alleged to have committed the unlawful discrimination, if known, or a description/identifying information available if the name is not known;
7. the name(s) or description/identifying information and protected classes of all known witnesses to the alleged incident;
8. any written statement of the person making the report, the alleged victim (if different than the reporter), the alleged perpetrator(s), and any known witnesses;
9. the applicable standard of evidence, conclusion, and recommendations; and

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10. the response by District personnel, including the date any incident was reported to law enforcement.

J. Filing a False Report

Any person who knowingly or maliciously files a false report of unlawful discrimination will be subject to discipline, up to and including expulsion.

K. Retaliation

Retaliation against a person who reports unlawful discrimination is prohibited. Any person who retaliates against a person who reports suspected unlawful discrimination will be disciplined in accordance with Policy 5206. This prohibition against retaliation also applies to retaliation against people who participate in or cooperate with an investigation related to a complaint.

L. Office for Civil Rights

Any person who believes that he or she was the victim of unlawful discrimination may file a complaint with the Office for Civil Rights (OCR) at any time:

**U.S. Department of Education
Office for Civil Rights
1350 Euclid Avenue, Suite 325
Cleveland, Ohio 44115
Phone: (216) 522-4970
E-mail: OCR.Cleveland@ed.gov**

This complaint may be filed before, during, or after filing a complaint with the District. A person may forego filing a complaint with the District and instead file a complaint directly with OCR. The District recommends that a person who has been subjected to unlawful discrimination also file a complaint with the District to ensure that the District is able to take steps to prevent any further harassment and to discipline the alleged perpetrator, if necessary. OCR does not serve as an appellate body for District decisions. An investigation by OCR will occur separately from any District investigation.

M. Appeal Process

An alleged victim or alleged perpetrator may appeal the written investigation findings and conclusions to the Superintendent within 5 business days of receipt. Upon receipt of an appeal, the Superintendent or designee will review the investigation report, may contact additional witnesses, may consider all additional evidence, and may re-interview any witnesses. The Superintendent will then notify the parties in writing of the decision. The Superintendent or designee is not

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required to give deference to the investigation report and may consider any new, previously unavailable evidence in evaluating the appeal.

N. Training

The District will provide to District personnel training on responding to and investigating unlawful discrimination. This training is mandatory for all District personnel responsible for implementing and enforcing anti-discrimination and anti-harassment laws and related policies and procedures. The Superintendent or designee will ensure that District personnel are notified of mandatory training sessions.

Legal authority: 20 USC 1400 et seq., 1681 et seq.; 29 USC 206 et seq., 621 et seq., 701 et seq., 794, 2601 et seq., 6101 et seq.; 38 USC 4301 et seq.; 42 USC 1983, 2000d et seq., 2000e et seq., 2000ff et seq., 6101 et seq., 12101 et seq.; 29 CFR 1604.1 et seq., 1635; 34 CFR 106.8, 106.9; MCL 37.1101 et seq., 37.2101 et seq.

Date adopted: 10/23/23

Date revised:

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11 General Fund								
124305	1/26/24	09180	2596	BAKER TILLY MUNICIPAL ADVISORS BTMA23854			ANNUAL DISCOURSE *COMPUTER CHECK TOTAL*	750.00 750.00
124307	1/26/24	09940	2101	COLLEGE BOARD	ES221165		STUDENT SAT TESTS *COMPUTER CHECK TOTAL*	506.88 506.88
124308	1/26/24	07849	1680	COMPLETE INTERACTIVE TECHNOLOG 82456			MONTHLY CTAP LEASING *COMPUTER CHECK TOTAL*	870.00 870.00
124309	1/26/24	07849	2017	CONVERGENT TECHNOLOGY PARTNERS 18225			FRATE CONSULTING *COMPUTER CHECK TOTAL*	926.25 926.25
124310	1/26/24	06450	229850	GORDON FOOD SERVICE, INC.	876233986	240156	DRAGON CAFE FOOD *COMPUTER CHECK TOTAL*	49.96 49.96
124311	1/26/24	07500	1392	GREAT LAKES RECREATION COMPANY 2617		240046	Wear Mat-PLAYGROUND EQUIPMENT *COMPUTER CHECK TOTAL*	1,826.00 1,826.00
124312	1/26/24	99977	1163	INTRADO INTERACTIVE SERVICES C 381818		240087	School Messenger *COMPUTER CHECK TOTAL*	2,173.31 2,173.31
124313	1/26/24	05890	286000	JOSTENS	32765864		FACULTY GOWNS-GRADUATION *COMPUTER CHECK TOTAL*	296.25 296.25
124315	1/26/24	07000	1256	KSS ENTERPRISES	1543435		CLEANING SUPPLIES *COMPUTER CHECK TOTAL*	583.62 583.62
124316	1/26/24	09167	340100	MACOMB COUNTY TREASURER			TAX ASSESSMENT *COMPUTER CHECK TOTAL*	2,276.13 2,276.13
124318	1/26/24	08914	437400	PITNEY BOWES RESERVE ACCOUNT			DISTRICT POSTAGE *COMPUTER CHECK TOTAL*	3,000.00 3,000.00
124319	1/26/24	00860	451000	QUILL CORPORATION	36428467		SUPT-OFFICE SUPPLIES	88.76
124319	1/26/24	08940	451000	QUILL CORPORATION	36428467		OFFICE SUPPLIES	186.69
124319	1/26/24	04980	451000	QUILL CORPORATION	36616038		Pre-Sharpened pencils	76.20
124319	1/26/24	05230	451000	QUILL CORPORATION	36616038		Post-Itch pencil sharpener	22.09
124319	1/26/24	05230	451000	QUILL CORPORATION	36661132		bandaids *COMPUTER CHECK TOTAL*	37.79 411.53
124320	1/26/24	09085	493300	SET SEG			Q3 WORKERS COMP *COMPUTER CHECK TOTAL*	7,881.00 7,881.00
124321	1/26/24	09386	2569	SOLIANT	20852758	240307	Staffing - psychologist *COMPUTER CHECK TOTAL*	2,205.00 2,205.00
124322	1/26/24	07988	512920	STATE OF MICHIGAN		240306	Michigan Rehab Services *COMPUTER CHECK TOTAL*	7,000.00 7,000.00
124323	1/26/24	96640	2593	MICHAEL HARDING			INSTALL TURF ABOVE LOCKER ROOM *COMPUTER CHECK TOTAL*	500.00 500.00

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11 General Fund								
124324	1/26/24	06033	2417	TERRENCE PERKINS JR			TECH/AUDITORIUM *COMPUTER CHECK TOTAL*	860.00 860.00
124325	1/26/24	96648	2594	MARY PREDKO			ATHLETIC TRAINER *COMPUTER CHECK TOTAL*	1,400.00 1,400.00
999763	1/26/24	05755	2554	BEDFORD, FREEMAN & WORTH PUBLI	35574267	240152	Krugman's AP Economics Online Resources Assessment Suite Econ Assessment Suite Macro Shipping *COMPUTER CHECK TOTAL*	5,172.60 .00 .00 .00 94.71 5,267.31
5391	1/16/24	09012	484	FLAGSTAR BANK			SERVICE CHARGE ASSESSED * MANUAL CHECK TOTAL *	284.00 284.00
5392	1/16/24	08965	2265	EHIM	00031542		ADMIN FEE * MANUAL CHECK TOTAL *	68.00 68.00
5393	1/16/24	07500	324900	LOWES BUSINESS ACCOUNT		240191	Maintenance Supplies Plumbing Supplies PAINT SUPPLIES Heating/Plumbing Supplies * MANUAL CHECK TOTAL *	1,301.35 304.78 176.28 272.02 2,054.43
5394	1/16/24	06920	944	CONSTELLATION	3934282		ADMIN GAS THRU 11/30 HS GAS THRU 11/30 MS GAS THRU 11/30 MCG GAS THRU 11/30 PKR GAS THRU 11/30 RDW GAS THRU 11/30 * MANUAL CHECK TOTAL *	998.21 4,292.30 6,031.49 2,069.37 3,069.49 2,735.48 19,196.34
5395	1/17/24	40030	2265	EHIM	MED0003624		2024 EE FSA CONTRIBUTIONS * MANUAL CHECK TOTAL *	10,240.00 10,240.00
5396	1/17/24	02250	140020	DTE ENERGY			MCG 910001851773 THRU 12/21 PKR 910001864503 THRU 12/21 RDW 910001851948 THRU 12/21 ADM 910001864107 THRU 12/21 PH 910001864248 THRU 12/21 * MANUAL CHECK TOTAL *	1,854.67 4,184.01 2,546.55 576.62 65.79 9,227.64
5397	1/18/24	40100	411	UNITED STATES TREASURY			ADDITIONAL FEDERAL TAXES DUE * MANUAL CHECK TOTAL *	23,106.84 23,106.84
5398	1/19/24	09135	2046	PRIORITY HEALTH			EE HRA CLAIMS THRU 1/15 * MANUAL CHECK TOTAL *	612.88 612.88
5399	1/19/24	40116	2428	EDUSTAFF	2024011902-1		OUT OF CYCLE PAY * MANUAL CHECK TOTAL *	355.80 355.80

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11 General Fund								
5400	1/19/24	40116	2428	EDUSTAFF	2024011901-3		CONTRACT SUBS THRU 1/13 * MANUAL CHECK TOTAL *	39,463.44 38,463.44
5401	1/22/24	09145	514150	STATE OF MICH UNEMPLOYMENT AGE			UNEMPLOYMENT 2022 * MANUAL CHECK TOTAL *	3,416.01 3,416.01
5402	1/22/24	05720	474	VERIZON WIRELESS	9954075381		SECURITY CELL PHONE	49.19
5402	1/22/24	07340	474	VERIZON WIRELESS	9954075381		MAINTENANCE CELL PHONES	236.77
5402	1/22/24	08592	474	VERIZON WIRELESS	9954075381		SUPT CELL PHONE	49.19
5402	1/22/24	08025	474	VERIZON WIRELESS	9954075381		NURSE CELL PHONE * MANUAL CHECK TOTAL *	49.19 384.34
5403	1/22/24	40150	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			CONTRIBUTION 1/15 PAY	160,455.73
5403	1/22/24	40102	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			MIP PAYMENT 1/15 PAY	33,593.72
5403	1/22/24	40103	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			TDP PAYMENT 1/15 PAY	600.00
5403	1/22/24	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D&-DCP PAYMENT 1/15 PAY	14,829.57
5403	1/22/24	40029	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D5-PHF PAYMENT 1/15 PAY	3,396.50
5403	1/22/24	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D&-PHF MATCH 1/15 PAY * MANUAL CHECK TOTAL *	3,396.50 216,272.02
5404	1/23/24	40116	2428	EDUSTAFF	2024012301-1		OUT OF CYCLE PAY * MANUAL CHECK TOTAL *	88.95 88.95
5405	1/25/24	02240	103625	CHARTER TWP. OF CLINTON WATER			MCG 485021412000 THRU 12/28	498.89
5405	1/25/24	04290	103625	CHARTER TWP. OF CLINTON WATER			RBW 582033749000 THRU 12/28	488.26
5405	1/25/24	04670	103625	CHARTER TWP. OF CLINTON WATER			PKR 410522050000 THRU 12/28	583.93
5405	1/25/24	06930	103625	CHARTER TWP. OF CLINTON WATER			ADM 295035100001 THRU 12/28	158.70
5405	1/25/24	06935	103625	CHARTER TWP. OF CLINTON WATER			FH 295035202000 THRU 12/28	402.90
5405	1/25/24	05360	103625	CHARTER TWP. OF CLINTON WATER			MS 295035200000 THRU 12/28	808.25
5405	1/25/24	06150	103625	CHARTER TWP. OF CLINTON WATER			HS 295035000000 THRU 12/28 * MANUAL CHECK TOTAL *	538.83 3,479.76
5406	1/25/24	02250	140020	DTE ENERGY			FH 920026898626 THRU 12/21 * MANUAL CHECK TOTAL *	14.87 14.87
5407	1/25/24	40151	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			UAAAL RATE STABILIZATION * MANUAL CHECK TOTAL *	249,306.37 249,306.37
5408	1/26/24	06950	1273	WOW! BUSINESS			DIST PHONE/ALARM BACK UP * MANUAL CHECK TOTAL *	625.10 625.10
5409	1/26/24	09135	2046	PRIORITY HEALTH			EE HRA CLAIMS THRU 1/22 * MANUAL CHECK TOTAL *	1,422.88 1,422.88
5410	1/26/24	09167	2581	SCHOOL LEADERSHIP SOLUTIONS L 3			ACCOUNTING SERVICES * MANUAL CHECK TOTAL *	393.75 393.75
5411	1/29/24	40116	2149	SUB TEACHER SOURCE	114844		SUB TEACHERS THRU 1/14 * MANUAL CHECK TOTAL *	2,416.00 2,416.00
5412	1/26/24	40110	412	MICHIGAN SCHOOLS AND GOVERNMENT			CU DEPOSIT 1/30 PAY	48,312.93

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11 General Fund								
5413	1/26/24	40004	624	FLAGSTAR BANK			* MANUAL CHECK TOTAL *	48,312.93
							DD & NET CHECKS 1/30 PAY	358,341.55
							* MANUAL CHECK TOTAL *	358,341.55
11 General Fund								
							COMPUTER CHECKS	19 \$38,783.24
							MANUAL CHECKS	23 \$988,083.90
							TOTAL CHECKS	42 \$1,026,867.14
							*** VOID SUMMARY ***	
							COMPUTER VOID CHECKS	
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	42 \$1,026,867.14
							REPLACEMENT CHECKS	1 \$5,267.31
							GRAND TOTAL NET CHECKS	41 \$1,021,599.83

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12 Federal Grants								
124306	1/26/24	00478	1373	BLUUM OF MINNESOTA, LLC	960241		LESSON CAPTURE-STUDENT MIC *COMPUTER CHECK TOTAL*	1,895.00 1,895.00
124314	1/26/24	99894	2426	KENNEDY RECREATION INC	012420024-JPK1	240316	playgrounds *COMPUTER CHECK TOTAL*	243,558.00 243,558.00
124317	1/26/24	12100	635710	PETTY CASH-ADMINISTRATION			MCKINNEY VENTO GAS CARDS *COMPUTER CHECK TOTAL*	400.00 400.00
12 Federal Grants								
							COMPUTER CHECKS	3 \$245,853.00
							MANUAL CHECKS	
							TOTAL CHECKS	3 \$245,853.00
							*** VOID SUMMARY ***	
							COMPUTER VOID CHECKS	
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	3 \$245,853.00
							REPLACEMENT CHECKS	

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29 Student/School Activity Fund								
3544	1/25/24	85927	2590	G BRAND	EARMENT10324		BOWLING SHIRTS *COMPUTER CHECK TOTAL*	1,030.00 1,030.00
29 Student/School Activity Fund								
							COMPUTER CHECKS MANUAL CHECKS TOTAL CHECKS	1 \$1,030.00 1 \$1,030.00
							*** VOID SUMMARY *** COMPUTER VOID CHECKS VOID CHECKS - COMPUTER VOID CHECKS - MANUAL TOTAL VOID CHECKS	*NON-PAYMENT*
							TOTAL NET CHECKS	1 \$1,030.00
							REPLACEMENT CHECKS	

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*** GRAND TOTALS ***								
							COMPUTER CHECKS	23 \$285,666.24
							MANUAL CHECKS	23 \$988,083.90
							TOTAL CHECKS	46 \$1,273,750.14
*** VOID SUMMARY ***								
							COMPUTER VOID CHECKS	*NON-PAYMENT*
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	46 \$1,273,750.14
REPLACEMENT CHECKS								
							1	\$5,267.31
GRAND TOTAL NET CHECKS								
							45	\$1,268,482.83

** SPOILED CHECKS NOT INCLUDED IN THIS REPORT **