



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

PUBLIC NOTICE OF MEETING

Clintondale Board of Education
Regular Board Meeting at 6:30 pm

Mrs. Felicia Kaminski, President

September 8, 2025

Individuals with disabilities who require auxiliary aids or services to participate in the meeting must notify the District by contacting Alexandra Hichel, Director of Communications, by one of the following methods: U.S. mail 35100 Little Mack Avenue, Clinton Township, Michigan 48035, email: hichela@clintondaleschools.net or call 586-791-6300, extension 3055, at least one week prior to the scheduled meeting or call as soon as possible.

Proposed minutes of the above meetings will be available for public inspection during regular business hours, at 35100 Little Mack, Clinton Township, MI 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 approved minutes will be available for public inspection at the same location and on the District Board of Education webpage. Copies of the minutes shall also be available at a reasonable estimated cost.

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.: Mrs. Heather Halpin, The Age Act, Title VI, Title IX, 35100 Little Mack Clinton Township, MI (586)791-6300 and Mr. Kenneth Janczarek, Title II and Section 504, 35100 Little Mack, Clinton Township, MI (586) 791-6300.



AGENDA

The following order of business may be changed by majority vote of the Board at any meeting.

September 8, 2025 Regular Board Meeting 6:30 p.m.

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

CALL MEETING TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

ALSO IN ATTENDANCE

AGENDA

APPROVAL OF THE MINUTES

APPROVAL OF BILLS

CORRESPONDENCE

SUPERINTENDENT'S REPORT

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

CONSENT ITEMS - None

NON-CONSENT ITEMS #1-21

1. Resignation
2. Resignation
3. Resignation
4. Resignation
5. Resignation
6. Resignation
7. Resignation
8. Resignation
9. Resignation
10. Resignation
11. Resignation
12. Resignation
13. Teacher
14. Teacher
15. Teacher
16. Teacher
17. Teacher
18. Teacher
19. Teacher
20. Client Services Agreement
21. Board Policy Updates/New Policies

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

ADJOURNMENT



AGENDA

The following order of business may be changed by majority vote of the Board at any meeting.

September 8, 2025 Regular Board Meeting 6:30 p.m.

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

CALL MEETING TO ORDER

Meeting began at: _____

PLEDGE OF ALLEGIANCE

ROLL CALL

Felicia Kaminski
Jared Maynard
Barry Powers
Lisa Valerio-Nowc
Kurt Wilson Sr.
Lisa Wilson
Diane Zontini

ALSO IN ATTENDANCE

AGENDA - The Superintendent and the Board President recommend that the Board approve the agenda as submitted or amended.

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

APPROVAL OF THE MINUTES - The Superintendent and the Board President recommend that the Board approve the:

- August 18, 2025 Regular Board Meeting Minutes
- August 13, 2025 Policy Committee Minutes

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

APPROVAL OF BILLS - The Superintendent and the Board President recommend that the Board approve the bills ending August 29, 2025.

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

CORRESPONDENCE - The Superintendent and the Board President recommend that the Board accept and receive the following correspondence:

Mary Moss
Tara Benke
Tiffany Saigh
Marissa Paquette
Mary Burrus
Mike Jones
Madison Wagner
Kaitlyn Heuer
Erin Harris
Melissa Kibbe
Laura Shepherd
Dominic Reid

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

Minutes



The following order of business may be changed by majority vote of the Board at any meeting.

August 18, 2025 Regular Board Meeting 6:30 p.m.

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

CALL MEETING TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

Felicia Kaminski	Jared Maynard
Barry Powers (6:40)	Lisa Valerio-Nowc
Kurt Wilson Sr.	Lisa Wilson
Diane Zontini	

ALSO IN ATTENDANCE

Kenneth Janczarek- Superintendent	Lee Walmsley- Director of Human Resources
Bob Walmsley- Director of Athletics	Rashida Shack – Parker Elementary Principal
Alex Hichel- Director of Communications	Kevin Knoblock- Director of Special Education

AGENDA - Motion by Mr. Maynard, Support by Mrs. Valerio-Nowc, that the Board approve the agenda as amended, replacing Agenda Item #10 with Addendum 1AD. Motion carried 6-0.

APPROVAL OF THE MINUTES - Motion by Mr. Maynard, Support by Ms. Wilson, that the Board approve the July 21, 2025 Regular Minutes and the July 21, 2025 Closed Session Minutes. Motion carried 6-0.

APPROVAL OF BILLS - Motion by Mr. Maynard, Support by Mrs. Kaminski, that the Board approve the bills ending August 8, 2025, with Check #1298 removed. Motion carried 6-1. Mr. Powers voted no.

Motion by Mr. Powers, Support by Mrs. Zontini, that the Board censure Board Member Mr. Wilson. Motion failed 3-4. Mrs. Kaminski, Mr. Wilson, Mrs. Wilson and Mr. Maynard voted no.

CORRESPONDENCE - Motion by Ms. Wilson, Support by Mr. Wilson, that the Board accept and file the correspondence. Motion carried 7-0.

SUPERINTENDENT'S REPORT

Update on Buildings

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. **None.**

CONSENT ITEMS

Approve Don Owens as the Varsity Girl's Basketball Coach for the 2025 season.

Approve Marquis Chavez as an Assistant Varsity Football Coach for the 2025 season.

Motion by Mr. Maynard, Support by Ms. Wilson that the Board approve the consent items as presented. Motion carried 7-0.

NON-CONSENT ITEMS

1. **MASB Delegate/Alternate Delegate** - Motion by Ms. Kaminski, Support by Mr. Maynard, that the Board approve Lisa Valerio-Nowc as the official delegate representative for the October 23, 2025 MASB Delegate Assembly. Motion carried 7-0. Motion by Mrs. Kaminski, Support by Ms. Wilson, that the Board approve Mrs. Kaminski as the alternate delegate representative for the October 23, 2025 MASB Delegate Assembly. Motion carried 7-0.

2. **Resignation** - Motion by Ms. Wilson, Support by Mr. Maynard, that the Board approve the resignation of Deborah Perry, Special Education Teacher, effective August 15, 2025. Motion carried 7-0.

3. **Resignation** - Motion by Ms. Wilson, Support by Ms. Kaminski, that the Board approve the resignation of Elise Schmitt, Teacher, effective August 11, 2025. Motion carried 7-0.

4. **AFSCME Contract** - Motion by Mr. Maynard, Support by Mr. Wilson that the Board approve the AFSCME Local 1630 Agreement, retroactive to July 1, 2025. Motion carried 7-0.

5. **Teacher** - Motion by Ms. Wilson, Support by Mr. Wilson, that the Board approve Spencer Richardson-Moore as a Secondary Dance Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

6. **Teacher** - Motion by Ms. Wilson, Support by Mrs. Kaminski, that the Board approve Jeffrey Pedraz as a Secondary Music Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 4-3. Mr. Wilson, Mr. Maynard and Mr. Powers voted no.

7. **Teacher** - Motion by Mr. Wilson, Support by Ms. Wilson, that the Board approve Darah Reese as an ECSE Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

8. **Teacher** - Motion by Ms. Wilson, Support by Mr. Wilson, that the Board approve Karrigan Schell as an Elementary Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

9. **Teacher** - Motion by Ms. Wilson, Support by Mrs. Kaminski, that the Board approve Kelly Mack as an Elementary Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

10. **Teacher** - Motion by Ms. Wilson, Support by Mr. Wilson, that the Board approve Stephanie Brisendine as an Elementary Teacher, for the 2025-26 school year, contingent upon approved physical, records check and fingerprints. Motion carried 7-0.

11. **Board Policies Updates/New Policies** - Motion by Mrs. Valerio-Nowc, Support by Mr. Maynard, that the Board remove this agenda item and place on a September board agenda. Motion carried 6-1. Mrs. Kaminski voted no.

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.

B. Walmsley

ADJOURNMENT

Motioned by Mr. Maynard, Supported by Mrs. Wilson that the regular Board of Education meeting adjourn at 8:50pm. Motion carried 7-0.

Lisa Valerio-Nowc, Secretary

Policy Committee,

1pm

DATE: Wednesday, August 13th, 2025

Call Meeting to Order: 3:02

ROLL CALL:

Felicia Kaminski - Present

Kurt Wilson Sr. - Present

Diane Zontini - Present

Ken Janzarek - Present

Lee Walmsley - Present

ALSO IN ATTENDANCE:

None

OLD BUSINESS:

Outstanding policies:

The Policy Committee reviewed and discussed the following that were on hold:

2203 Authority to Establish Curriculum – Policy Committee holds to review until Director of Curriculum, Heather Halpin, and/or Curriculum Committee reviews.

3101 Insurance – Policy Committee moves forward for board approval.

3208 Finance and Borrowing – Policy Committee holds to review until Chief Financial Officer, Presleigh Derosette, reviews.

4203-Title Fix – Policy Committee moves forward for board approval.

4208-Title fix – Policy Committee moves forward for board approval.

4227 False Medicaid Claims – Policy Committee holds to review until Director of Special Education, Kevin Knoblock, reviews.

The Policy Committee reviewed and discussed the following policies, these policies were first review:

5403 Rights of Non-Custodial Parents - Policy Committee moves forward for board approval.

5404 Free Textbooks, Materials, and Charging of Fees and Fines – Policy Committee moves forward for board approval.

5406 Title I Funds - Policy Committee moves forward for board approval.

5411 Student Promotion, Retention, and Placement - Policy Committee moves forward for board approval.

5419 Policy Committee moves forward for board approval.

5501 Fundraising Activities - Policy Committee moves forward for board approval.

5503 Bulletin Boards and Other Student Postings –

Policy Committee decides not to move this policy for board approval.

5504 School-Sponsored Publications and Productions - Policy Committee moves forward for board approval.

5508 Extracurricular and Athletic Trips - Policy Committee moves forward for board approval.

5511 Secret Organizations - Policy Committee moves forward for board approval.

5602 Independent Educational Evaluations - Policy Committee holds to review until Director of Special Education, Kevin Knoblock, reviews.

5603 Section 504 - Policy Committee moves forward for board approval.

5604 Student Assistance Process - Policy Committee moves forward for board approval.

5704 Student Insurance – Policy Committee moves forward for board approval.

5705 Emergency Anaphylaxis - Policy Committee moves forward for board approval.

5708 Do Not Resuscitate Orders - Policy Committee decides not to move this policy for board approval.

5712 Concussion Awareness -

5802 Student Transportation – Policy Committee moves forward for board approval.

5803 Student Driving and Parking – Policy Committee moves forward for board approval.

5805 Student Audio and Video Recording – Policy Committee moves forward for board approval.
5808 Family Night – Policy Committee decides not to move this policy forward for board approval.

Committee continued to move to Thurn Policy Update Guide Dated June 11, 2025

Policy 2504 Policy Committee moves forward for board approval with B2 to state 3 minutes.

Policy 3110 Data Breach Response - Policy Committee moves forward for board approval.

Policy 3115 Nondiscrimination, Anti-Harassment, and Non-Retaliation (including Title IX and Elliott-Larsen
Civil Rights Act - Policy Committee moves forward for board approval.

Policy 3115A Definitions for 3115 Series - Policy Committee moves forward for board approval.

Policy 3115B Designation of Coordinators - Policy Committee moves forward for board approval.

Policy 3115-F-1 Discrimination, Harassment, and Retaliation Complaint Form –
Policy Committee moves forward for board approval.

Policy 3118 Title IX Sexual Harassment - Policy Committee moves forward for board approval with the
omission of 6d option.

Policy 3118-F-1 Title IX Sexual Harassment Formal Complaint Form –
Policy Committee moves forward for board approval.

Policy 3201 Accounting - Policy Committee moves forward for board approval.

Policy 3201A Financial Management for Federal Awards –

Policy Committee moves forward for board approval with the delineation of D1 to include designee and
D3 to include up to \$10,000.

Policy 3211 Post-Issuance Tax Compliance - Policy Committee moves forward for board approval.

Policy 3212 Post-Issuance Disclosure Compliance - Policy Committee holds to review until Chief Financial
Officer, Presleigh Derosette, reviews.

*3301 Purchasing and Procurement – No action needed, policy in effect.

*3307 Construction Administration – No action needed, policy in effect.

3402 Drills, Plans, and Reports - Policy Committee moves forward for board approval.

3407 Asbestos Management - Policy Committee moves forward for board approval with A4 to state
Head of Operations.

3408 Firearms and Weapons – Policy Committee holds to review until School Resource Officer, Tim Victor,
reviews.

With the time being after 3pm Policy Committee agrees to table the remaining policies from Thurn's Updated
2025 Guide until next meeting. The committee will resume beginning with Policy 4101 Non-Discrimination,

NEW BUSINESS:

Tabled until next meeting and the completion of all new policies as given by Thurn.

GENERAL PUBLIC COMMENT: None

NEXT MEETING: TBD

ADJOURNMENT 3:05 pm

8/29/25 9.18.57
CLINTONDALE

DETAIL CHECK REGISTER BY FUND
FROM 8/11/25 TO 8/29/25

CLNSHERRY

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
1300	8/15/25	11218	2622	PRESLEIGH DEROSSETTE			SUMMER TUITION-WILKES UNIVERSI * MANUAL CHECK TOTAL *	1,864.00 1,864.00
126140	8/14/25	05980	286000	JOSTENS	35716512		HS DIPLOMA	18.95
126140	8/14/25	05980	286000	JOSTENS	361000954		CREDIT MEMO	18.95-
126140	8/14/25	05980	286000	JOSTENS	36116426		DIPLOMA *COMPUTER CHECK TOTAL*	18.95 18.95
126141	8/14/25	07440	454010	ARCH ENVIRONMENTAL GROUP, INC.	2507165	260090	Stormwater *COMPUTER CHECK TOTAL*	1,434.00 1,434.00
126142	8/14/25	07500	2164	BLUE WATER INDUSTRIAL PRODUCTS	927080		HI-LO FUEL *COMPUTER CHECK TOTAL*	26.40 26.40
126144	8/14/25	99977	129770	CDW GOVERNMENT, INC	AF3ZG9I	260080	Quote PLTG076-CYBER SECURITY *COMPUTER CHECK TOTAL*	4,000.00 4,000.00
126146	8/14/25	08940	196880	FEDEX	894716364		SHIPPING FOR SAN *COMPUTER CHECK TOTAL*	87.25 87.25
126147	8/14/25	09167	340100	MACOMB COUNTY TREASURER	61026		2025 SUMMER TAX COLLECTIONS *COMPUTER CHECK TOTAL*	1,783.00 1,783.00
126148	8/14/25	99993	340501	MACOMB DUPLICATING CO.	153484		PRINT SHOP - STAPLES *COMPUTER CHECK TOTAL*	105.00 105.00
126149	8/14/25	09386	341045	MACOMB INTERMEDIATE SCHOOL DIS	121037		PSYCHOLOGIST SERVICES *COMPUTER CHECK TOTAL*	11,997.15 11,997.15
126150	8/14/25	08055	341045	MACOMB INTERMEDIATE SCHOOL DIS			NVCI TRAINING-SPECIAL SERVICES *COMPUTER CHECK TOTAL*	900.00 900.00
126152	8/14/25	10016	2665	OPENPATH SECURITY INC	INV176201		CLOUD VIDEO STORAGE *COMPUTER CHECK TOTAL*	180.00 180.00
126153	8/14/25	96640	427290	PARKWAY CHRISTIAN SCHOOL	80925CLINT		FOOTBALL SCRIMMAGE *COMPUTER CHECK TOTAL*	250.00 250.00
126154	8/14/25	08914	1158	PITNEY BOWES	3321140913	260058	Monthly Postage Mach Leas *COMPUTER CHECK TOTAL*	405.84 405.84
126155	8/14/25	07440	442675	POWER VAC SERVICE, INC	42386359	260093	Emer SERVICE-JET/VAC BASINS *COMPUTER CHECK TOTAL*	1,596.00 1,596.00
126156	8/14/25	07221	507150	SPENCER OIL CO	010266-2521201	260052	Fuel *COMPUTER CHECK TOTAL*	697.01 697.01
126157	8/14/25	07000	522540	SUPPLYDEN, INC.	604570-00		CUSTODIAL SUPPLIES *COMPUTER CHECK TOTAL*	72.14 72.14
126158	8/14/25	07500	569525	WARREN PIPE AND SUPPLY CO.	919977	260055	KEYS FOR GATE LOCKS	28.56

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CLINTONDALE

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
							COMPUTER CHECK TOTAL	28.56
126159	8/14/25	07500	573400	WEINGARTZ	11036171-00	260085	Repair ZERO TURN MOWER	298.97
126159	8/14/25	07500	573400	WEINGARTZ	11036552-00		Repairs to old Zero Turn	312.99
126159	8/14/25	07500	573400	WEINGARTZ	11039662-00		PARTS FOR PAINT MACHINE	16.48
							COMPUTER CHECK TOTAL	628.44
126160	8/15/25	40072	555	AFLAC			SUPPLEMENTAL INS 8/15 PAY	788.95
							COMPUTER CHECK TOTAL	788.95
126161	8/15/25	40117	10900	MICHIGAN AFSCME COUNCIL 925			AFSCME DUE	545.05
							COMPUTER CHECK TOTAL	545.05
126162	8/15/25	40119	333675	THE MICHIGAN 529 ADVISOR PLAN			MICH 529 PLAN 8/15 PAY	385.00
							COMPUTER CHECK TOTAL	385.00
126163	8/15/25	40066	210600	MISDU			FRIEND OF THE COURT 8/15 PAY	776.00
							COMPUTER CHECK TOTAL	776.00
126164	8/15/25	40113	2664	TEAMSTERS LOCAL 214			ADMINISTRATORS UNION DUES	845.00
							COMPUTER CHECK TOTAL	845.00
126165	8/18/25	07500	2674	REDLINE AUTOMOTIVE SERCICE CEN		260102	Repair for Dodge Ram 2500	300.00
							COMPUTER CHECK TOTAL	300.00
126166	8/20/25	07500	434850	PHOENIX STONE COMPANY	983		PLAYGROUND MULCH	1,000.00
							COMPUTER CHECK TOTAL	1,000.00
126167	8/21/25	09180	512400	STATE OF MICHIGAN			STATE AID NOTE	560.00
							COMPUTER CHECK TOTAL	560.00
126168	8/22/25	99977	1373	BLUUM OF MINNESOTA, LLC	1053861		GO GUARDIAN 25/26 SUBSCRIPTION	20,750.00
							COMPUTER CHECK TOTAL	20,750.00
126169	8/22/25	07002	353000	CINTAS CORP #721	4240295426	260047	Mop Rental	276.79
							COMPUTER CHECK TOTAL	276.79
126170	8/22/25	07220	2734	DPOOLE	73899	260097	Kitchen vent cleaning ELEMENTA	2,500.00
126170	8/22/25	07220	2734	DPOOLE	73940		Kitchen vent cleaning DRAGON C	2,385.00
							COMPUTER CHECK TOTAL	4,885.00
126171	8/22/25	07220	186026	ELECTRONIC SAFETY, INC.	36723	260105	New pull station RW	500.50
							COMPUTER CHECK TOTAL	500.50
126172	8/22/25	06900	1683	GFL ENVIRONMENTAL USA INC	0070148379	260101	30 CY HAUL MSW ROLL OFF HS	776.60
							COMPUTER CHECK TOTAL	776.60
126173	8/22/25	07500	232250	GRAINGER	9607660934	260100	Wall Mounts FOR SMART BOARDS	440.16
							COMPUTER CHECK TOTAL	440.16
126174	8/22/25	09167	340100	MACOMB COUNTY TREASURER			161126351001/161127277014	2,492.61

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
							COMPUTER CHECK TOTAL	2,492.61
126175	8/22/25	07849	2117	MARCO TECHNOLOGIES, LLC	INV14217509	260000	Monthly Duo Subscrip	27.00
							COMPUTER CHECK TOTAL	27.00
126176	8/22/25	04530	343500	THE MARKERBOARD PEOPLE	10179	260035	Student Marker Paack Blue	360.00
126176	8/22/25	04530	343500	THE MARKERBOARD PEOPLE	10179		Student Eraser	150.00
126176	8/22/25	04530	343500	THE MARKERBOARD PEOPLE	10179		Blank White Boards 9X12	44.70
							COMPUTER CHECK TOTAL	554.70
126177	8/22/25	09120	356625	MESSA	250988372		SEPTEMBER PREMIUM	142,891.93
							COMPUTER CHECK TOTAL	142,891.93
126178	8/22/25	08979	385050	MSBO			25/26 MEMBERSHIP - L WALMSLEY	150.00
							COMPUTER CHECK TOTAL	150.00
126179	8/22/25	09470	414730	OCCUPATIONAL HEALTH CENTERS	716110351	260063	New Hire Physicals - REESE	244.00
							COMPUTER CHECK TOTAL	244.00
126180	8/22/25	10016	2665	OPENPATH SECURITY INC	5089371		ENTRIES 5 & 10 ENTRY PACKS	2,880.00
							COMPUTER CHECK TOTAL	2,880.00
126181	8/22/25	96643	427290	PARKWAY CHRISTIAN SCHOOL		260083	Varsity Volleyball Tourn.	300.00
							COMPUTER CHECK TOTAL	300.00
126182	8/22/25	07009	209880	SCHOOL SPECIALITY, INC.	308104750112	260044	Office Supplies B&G	160.22
126182	8/22/25	04240	209880	SCHOOL SPECIALITY, INC.	308104751832		Rainbow Office Supplies	166.59
							COMPUTER CHECK TOTAL	326.81
126183	8/22/25	07220	542800	TERMINIX PROCESSING CENTER	80268808	260054	Pest Control MCG	62.98
126183	8/22/25	07220	542800	TERMINIX PROCESSING CENTER	81635944		Pest Control HS	136.92
126183	8/22/25	07220	542800	TERMINIX PROCESSING CENTER	81637881		Pest Control MS	87.63
							COMPUTER CHECK TOTAL	287.53
126184	8/22/25	07500	545865	UNITED AUTO PARTS	15440171550	260104	Batteries for Zamboni	1,583.52
126184	8/22/25	07500	545865	UNITED AUTO PARTS	15440171828		CORE CREDIT MEMO	162.00-
							COMPUTER CHECK TOTAL	1,421.52
126186	8/22/25	99977	2113	ZOOM VIDEO COMMUNICATIONS, INC	INV317834460		25/26 ZOOM SUB I CAMPUS	3,747.42
							COMPUTER CHECK TOTAL	3,747.42
126187	8/22/25	08959	2732	ABBIEANN WAGNER FARLEY			SPEECH PATHOLOGIST SERVICES	5,287.50
							COMPUTER CHECK TOTAL	5,287.50
126189	8/28/25	96690	82335	BURKE'S SPORT HAVEN, INC.	CHS7125RECON	260087	Helmet Reconditioning	7,997.00
126189	8/28/25	96710	82335	BURKE'S SPORT HAVEN, INC.	136408		Footballs	420.00
126189	8/28/25	96710	82335	BURKE'S SPORT HAVEN, INC.	136408		Helmet covers	139.80
							COMPUTER CHECK TOTAL	8,556.80
126190	8/28/25	09160	114197	CLINTON TOWNSHIP TREASURER	14947		SCHOOL FEE TAX COLLECTION	24,340.00
							COMPUTER CHECK TOTAL	24,340.00

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11 General Fund								
126191	8/28/25	07500	232250	GRAINGER	9614126747		DUGOUT WATER FOUNTAINS *COMPUTER CHECK TOTAL*	106.47 106.47
126192	8/28/25	07000	1256	KSS ENTERPRISES	1691838-2	260051	Custodial Supplies *COMPUTER CHECK TOTAL*	319.94 319.94
126193	8/28/25	09167	340100	MACOMB COUNTY TREASURER			PARCEL #161128429025 *COMPUTER CHECK TOTAL*	1,701.00 1,701.00
126194	8/28/25	09105	395800	NATIONAL INSURANCE SERVICES	1714453		SEPTEMER PREMIUM *COMPUTER CHECK TOTAL*	5,290.10 5,290.10
126195	8/28/25	07381	275	PIONEER ATHLETICS	INV-261741	260120	Striping paint ATHLETICS *COMPUTER CHECK TOTAL*	3,033.11 3,033.11
126196	8/28/25	08959	2699	PROCARE THERAPY	21245003		SPEECH PATHOLOGIST *COMPUTER CHECK TOTAL*	1,783.98 1,783.98
126197	8/28/25	00839	504300	SOLUTION TREE	S326853		PD-PLC WORK EMBEDDED COACHING *COMPUTER CHECK TOTAL*	22,500.00 22,500.00
126198	8/28/25	07000	522540	SUPPLYDEN, INC.	604682-00		FLOOR STRIPPER AND SCRAPER *COMPUTER CHECK TOTAL*	41.49 41.49
126199	8/28/25	96643	572650	WARREN WOODS TOWER HIGH SCHOOL		260121	JV Volleyball Entry Fee Var Volleyball Entry Fee *COMPUTER CHECK TOTAL*	300.00 300.00 600.00
126200	8/28/25	04630	329580	WILLIAM V. MACGILL & CO.	IN0905474	260034	1x3 Fabric Bandages Gloves Powder- Free Med *COMPUTER CHECK TOTAL*	105.00 44.95 149.95
126201	8/29/25	40072	555	AFLAC			SUPPLEMENTAL INS 8/30 PAY *COMPUTER CHECK TOTAL*	788.95 788.95
126202	8/29/25	40119	333675	THE MICHIGAN 529 ADVISOR PLAN			MICH 529 PLAN 8/30 PAY *COMPUTER CHECK TOTAL*	455.00 455.00
126203	8/29/25	40066	210600	MISDU			FRIEND OF THE COURT 8/30 PAY *COMPUTER CHECK TOTAL*	902.75 902.75
9124	8/11/25	06945	140020	DTE ENERGY			FH 910001864388 THRU 7/18 * MANUAL CHECK TOTAL *	188.51 188.51
9126	8/13/25	08965	2265	EHIM	ADM00034661	260061	Administrator Fee * MANUAL CHECK TOTAL *	50.00 50.00
9127	8/13/25	05370	153900	DTE ENERGY			MS 910040103673 THRU 7/20 NS 910040103673 THRU 7/20 * MANUAL CHECK TOTAL *	13,414.24 8,942.82 22,357.06

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FROM 8/11/25 TO 8/29/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
9128	8/13/25	40004	624	FLAGSTAR BANK			DD & NET CHECKS 8/15 PAY * MANUAL CHECK TOTAL *	250,061.66 250,061.66
9129	8/14/25	07500	104	HARBOR FREIGHT	AE011252		MAINTENANCE-MOUNTS/BLADES * MANUAL CHECK TOTAL *	143.55 143.55
9130	8/14/25	40110	412	MICHIGAN SCHOOLS AND GOVERNMENT			CU DEPOSIT 8/15 PAY * MANUAL CHECK TOTAL *	32,652.84 32,652.84
9131	8/15/25	40100	411	UNITED STATES TREASURY			FEDERAL TAXES 8/15 PAY	35,297.95
9131	8/15/25	40106	411	UNITED STATES TREASURY			FICA/MED TAXES 8/15 PAY	31,685.38
9131	8/15/25	40152	411	UNITED STATES TREASURY			FICA/MED MATCH 8/15 PAY * MANUAL CHECK TOTAL *	31,685.38 98,668.71
9132	8/15/25	40030	899	HEALTH EQUITY			EE HSA CONTRIBUTIONS 8/15 PAY * MANUAL CHECK TOTAL *	4,121.00 4,121.00
9133	8/15/25	40120	1557	TSA CONSULTING GROUP			EE ANNUITIES 8/15 PAY * MANUAL CHECK TOTAL *	20,394.08 20,394.08
9134	8/15/25	09135	2046	PRIORITY HEALTH			EE HRA CLAIMS PAID * MANUAL CHECK TOTAL *	178.17 178.17
9135	8/15/25	40122	515100	STATE OF MICHIGAN			STATES TAXES 8/15 PAY * MANUAL CHECK TOTAL *	14,764.47 14,764.47
9136	8/15/25	96645	2428	EDUSTAFF	2025081501-2		COACHES PAY * MANUAL CHECK TOTAL *	329.29 329.29
9137	8/18/25	07500	324900	LOWES BUSINESS ACCOUNT		260045	General Maintenance	1,132.21
9137	8/18/25	07560	324900	LOWES BUSINESS ACCOUNT			Plumbing Maintenance	59.16
9137	8/18/25	07381	324900	LOWES BUSINESS ACCOUNT			ATHLETIC GROUNDS SUPPLIES	156.16
9137	8/18/25	40000	324900	LOWES BUSINESS ACCOUNT			ATHLETICS SUPPLIES * MANUAL CHECK TOTAL *	58.38 1,405.91
9138	8/18/25	02250	140020	DTE ENERGY			MCG 910001851773 THRU 7/25	2,393.21
9138	8/18/25	04680	140020	DTE ENERGY			PKR 910001864503 THRU 7/25	4,058.15
9138	8/18/25	06940	140020	DTE ENERGY			ADM 910001864107 THRU 7/25	942.30
9138	8/18/25	06945	140020	DTE ENERGY			FH 910001864248 THRU 7/25	37.28
9138	8/18/25	02250	140020	DTE ENERGY			FH 920026898626 THRU 7/25 * MANUAL CHECK TOTAL *	46.96 7,477.90
9139	8/20/25	06950	1758	TELNET WORLDWIDE, INC	IN79295	260060	District Phone Services * MANUAL CHECK TOTAL *	487.75 487.75
9140	8/21/25	07500	1638	MENARDS	329920925234748		CREDIT MEMO	1.02-
9140	8/21/25	07500	1638	MENARDS	329921125228949		CREDIT MEMO	38.55-
9140	8/21/25	07500	1638	MENARDS	329921725120705		DURA BOARD/FLANGES/BUSHINGS	217.16
9140	8/21/25	07500	1638	MENARDS	329922125112907		MAINTENANCE SUPPLIES * MANUAL CHECK TOTAL *	48.83 226.42

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
9141	8/21/25	40150	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			CONTRIBUTION 8/15 PAY	129,347.95
9141	8/21/25	40102	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			MIP PAYMENT 8/15 PAY	25,449.84
9141	8/21/25	40103	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			TDP PAYMENT 8/15 PAY	50.00
9141	8/21/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D8-DCF PAYMENT 8/15 PAY	9,918.83
9141	8/21/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D8-DCF MATCH 8/15 PAY	3,594.13
9141	8/21/25	40029	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D8-PHF PAYMENT 8/15 PAY	2,550.09
9141	8/21/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D8-PHF MATCH 8/15 PAY	2,550.09
							* MANUAL CHECK TOTAL *	173,460.93
9142	8/21/25	40151	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			UAAL RATE STABLIZATION	128,174.29
9142	8/21/25	40151	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			MPSERS ONE TIME PAYMENT	29,134.52
							* MANUAL CHECK TOTAL *	157,308.81
9143	8/15/25	09012	484	FLAGSTAR BANK			SERVICE CHARGE ASSESSED	308.49
							* MANUAL CHECK TOTAL *	308.49
9144	8/22/25	07500	1638	MENARDS	329921625099920	260084	Drywall, anchors, screws	459.57
							* MANUAL CHECK TOTAL *	459.57
9145	8/27/25	06930	103625	CHARTER TWP. OF CLINTON WATER			ADM 295035100001 THRU 7/29	261.10
9145	8/27/25	05360	103625	CHARTER TWP. OF CLINTON WATER			MS 295035200000 THRU 7/29	413.32
9145	8/27/25	06150	103625	CHARTER TWP. OF CLINTON WATER			HS 295035200000 THRU 7/29	275.55
9145	8/27/25	06935	103625	CHARTER TWP. OF CLINTON WATER			PH 295035202000 THRU 7/29	467.96
9145	8/27/25	04670	103625	CHARTER TWP. OF CLINTON WATER			PKR 410522055000 THRU 7/29	368.49
9145	8/27/25	02240	103625	CHARTER TWP. OF CLINTON WATER			MCG 485021415000 THRU 7/29	379.72
9145	8/27/25	04290	103625	CHARTER TWP. OF CLINTON WATER			REW 582033749000 THRU 7/29	694.16
							* MANUAL CHECK TOTAL *	2,860.30
9146	8/27/25	09130	2693	MICHIGAN CONFERENCE OF TEAMSTE			SEPTEMBER PREMIUM	79,359.10
							* MANUAL CHECK TOTAL *	79,359.10
9147	8/27/25	40004	624	FLAGSTAR BANK			DD & NET CHECKS 8/30 PAY	310,671.28
							* MANUAL CHECK TOTAL *	310,671.28
9148	8/27/25	40110	412	MICHIGAN SCHOOLS AND GOVERNMEN			CU DEPOSIT 8/30 PAY	43,957.78
							* MANUAL CHECK TOTAL *	43,957.78
9149	8/28/25	06945	140020	DTE ENERGY			PH 910001864388 THRU 8/18	188.87
							* MANUAL CHECK TOTAL *	188.87
9150	8/28/25	40122	515100	STATE OF MICHIGAN			STATE TAXES 8/30 PAY	18,679.59
							* MANUAL CHECK TOTAL *	18,679.59
9151	8/28/25	06950	1273	WOW! BUSINESS			ALARM/PHONE BACK UP SYSTEM	654.32
							* MANUAL CHECK TOTAL *	654.32
9152	8/29/25	96645	2428	EDUSTAFF	2025082901-2		COACHES PAY	658.58
							* MANUAL CHECK TOTAL *	658.58
9153	8/29/25	40030	899	HEALTH EQUITY			EE HSA CONTRIBUTIONS	5,621.00
							* MANUAL CHECK TOTAL *	5,621.00

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
9154	8/29/25	40100	411	UNITED STATES TREASURY			FEDERAL TAXES 8/30 PAY	45,159.21
9154	8/29/25	40106	411	UNITED STATES TREASURY			FICA/MED TAXES 8/30 PAY	39,377.55
9154	8/29/25	40152	411	UNITED STATES TREASURY			FICA/MED MATCH 8/30 PAY	39,377.55
							* MANUAL CHECK TOTAL *	123,914.31
9155	8/29/25	40120	1557	TSA CONSULTING GROUP			EE ANNUITIES 8/30 PAY	21,139.08
							* MANUAL CHECK TOTAL *	21,139.08

11 General Fund

COMPUTER CHECKS	59	\$288,219.35
MANUAL CHECKS	32	\$1,394,613.33
TOTAL CHECKS	91	\$1,682,832.68
*** VOID SUMMARY ***		
COMPUTER VOID CHECKS		*NON-PAYMENT*
VOID CHECKS - COMPUTER		
VOID CHECKS - MANUAL		
TOTAL VOID CHECKS		
TOTAL NET CHECKS	91	\$1,682,832.68

REPLACEMENT CHECKS

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FROM 8/11/25 TO 8/29/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
12 Federal Grants								
126149*	8/14/25	01994	341045	MACOMB INTERMEDIATE SCHOOL DIS	121005		MCG TITLE I-MYSTERY SCIENCE	1,295.00
126149	8/14/25	09741	341045	MACOMB INTERMEDIATE SCHOOL DIS	121005		PKR TITLE I-MYSTERY SCIENCE	1,295.00
							COMPUTER CHECK TOTAL	2,590.00
126151	8/14/25	01989	243	NEWSELA, INC	INV47812		25/26 ASSESMENT PLATFORM	3,803.85
							COMPUTER CHECK TOTAL	3,803.85

12 Federal Grants

COMPUTER CHECKS	2	\$6,393.85
MANUAL CHECKS		
TOTAL CHECKS	2	\$6,393.85
*** VOID SUMMARY ***		
COMPUTER VOID CHECKS		*NON-PAYMENT*
VOID CHECKS - COMPUTER		
VOID CHECKS - MANUAL		
TOTAL VOID CHECKS		
TOTAL NET CHECKS	2	\$6,393.85

REPLACEMENT CHECKS

*=CHECK ALSO EXISTS IN A PRIOR FUND

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DETAIL CHECK REGISTER BY FUND
FROM 8/11/25 TO 8/29/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
13 State and Local Grants								
126143	8/14/25	04893	517750	CARE	7249		STUDENT ASST SERVICES 25/26	2,400.00
							COMPUTER CHECK TOTAL	2,400.00
126185	8/22/25	00795	774	URBAN INFANT, INC	S44327	260092	GSRP Nap Mats	1,776.00
							COMPUTER CHECK TOTAL	1,776.00
126188	8/28/25	11146	299	ADOBE SYSTEMS INCORPORATED	3200625507		25/26 CREATIVE CLOUD	2,460.00
							COMPUTER CHECK TOTAL	2,460.00
13 State and Local Grants								
							COMPUTER CHECKS	3 \$6,636.00
							MANUAL CHECKS	
							TOTAL CHECKS	3 \$6,636.00
							*** VOID SUMMARY ***	
							COMPUTER VOID CHECKS	*NON-PAYMENT*
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	3 \$6,636.00
							REPLACEMENT CHECKS	

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
23 Child Care								
126145	8/14/25	01081	2282	DRIVERGENT INC	5348		SUMMER CAMP FT TO LASER TAG	320.00
126145	8/14/25	01081	2282	DRIVERGENT INC	5353		SUMMER CAMP FT TO LASER TAG	320.00
126145	8/14/25	01081	2282	DRIVERGENT INC	5375		SUMMER CAMP FT TO AMC THEATER	320.00
126145	8/14/25	01081	2282	DRIVERGENT INC	5401		SUMMER CAMP FT TO GREAT SKATE	320.00
							COMPUTER CHECK TOTAL	1,280.00
9136*	8/15/25	01044	2428	EDUSTAFF	2025081501-2		DAYCARE	47,395.71
							* MANUAL CHECK TOTAL *	47,395.71
9152*	8/29/25	01044	2428	EDUSTAFF	2025082901-2		DAYCARE	45,719.03
							* MANUAL CHECK TOTAL *	45,719.03

23 Child Care

COMPUTER CHECKS	1	\$1,280.00
MANUAL CHECKS	2	\$93,114.74
TOTAL CHECKS	3	\$94,394.74

*** VOID SUMMARY ***
COMPUTER VOID CHECKS *NON-PAYMENT*
VOID CHECKS - COMPUTER
VOID CHECKS - MANUAL
TOTAL VOID CHECKS
TOTAL NET CHECKS 3 \$94,394.74

REPLACEMENT CHECKS

*=CHECK ALSO EXISTS IN A PRIOR FUND

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT

25 School Lunch Fund								
9125	8/12/25	82005	2424	SFE HOLDINGS LLC	250612010		JUNE FOOD SERVICE	79,332.70
							* MANUAL CHECK TOTAL *	79,332.70
25 School Lunch Fund								
							COMPUTER CHECKS	
							MANUAL CHECKS	1 \$79,332.70
							TOTAL CHECKS	1 \$79,332.70
							*** VOID SUMMARY ***	
							COMPUTER VOID CHECKS	*NON-PAYMENT*
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	1 \$79,332.70
							REPLACEMENT CHECKS	

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DETAIL CHECK REGISTER BY FUND
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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
29 Student/School Activity Fund								
3623	8/28/25	85965	142000	DALE'S LANDSCAPING SUPPLY	73120		20 YDS SANDBOX SAND - FOOTBALL	885.00
							COMPUTER CHECK TOTAL	885.00
29 Student/School Activity Fund								
							COMPUTER CHECKS	1
							MANUAL CHECKS	
							TOTAL CHECKS	1
							*** VOID SUMMARY ***	
							COMPUTER VOID CHECKS	
							VOID CHECKS - COMPUTER	*NON-PAYMENT*
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	1
								885.00
							REPLACEMENT CHECKS	

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
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*** GRAND TOTALS ***

COMPUTER CHECKS	65	\$303,414.20
MANUAL CHECKS	33	\$1,567,060.77
TOTAL CHECKS	98	\$1,870,474.97

*** VOID SUMMARY ***

COMPUTER VOID CHECKS	*NON-PAYMENT*
VOID CHECKS - COMPUTER	
VOID CHECKS - MANUAL	
TOTAL VOID CHECKS	

TOTAL NET CHECKS	98	\$1,870,474.97
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REPLACEMENT CHECKS

CHECKS IN MULTIPLE FUNDS ONLY COUNTED ONCE FOR GRAND TOTALS

** SPOILED CHECKS NOT INCLUDED IN THIS REPORT **

SUPERINTENDENT'S REPORT

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 ITEMS - None

NON-CONSENT ITEMS- #1-20

1. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MARY MOSS**, Behavior Coach, effective August 31, 2025.

NOTE: Mrs. Moss has worked for the District for 10 years.

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

2. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **TARA BENKE**, Teacher, effective August 31, 2025.

NOTE: Mrs. Benke has worked for the District for 20 years.

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

3. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **TIFFANY SAIGH**, Teacher, effective August 22, 2025.

NOTE: Mrs. Saigh has worked for the District for 8 years.

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

4. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MARISSA PAQUETTE**, Teacher, effective August 31, 2025.

NOTE: Mrs. Paquette has worked for the District for 10 years.

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

5. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MARY BURRUS**, Teacher, effective August 25, 2025.

NOTE: Ms. Burrus has worked for the District for 2 years.

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

6. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MIKE JONES**, Teacher, effective August 31, 2025.

NOTE: Mr. Jones has worked for the District for 8 years.

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

7. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MADISON WAGNER**, Nurse, effective August 31, 2025.

NOTE: Mrs. Wagner has worked for the District for 2 years.

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

8. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **KAITLYN HEUER**, Social Worker, effective September 12, 2025.

NOTE: Mrs. Heuer has worked for the District for 7 months.

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

9. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **ERIN HARRIS**, Teacher, effective September 12, 2025.

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

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

10. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **DOMINIC REID**, Counselor, effective September 18, 2025.

NOTE: Mr. Reid has worked for the District for 5 years.

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

11. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **MELISSA KIBBE**, Instructional Assistant, effective August 19, 2025.

NOTE: Mrs. Kibbe has worked for the District for 3 years.

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

12. **Resignation** - The Superintendent and the Director of Human Resources recommend that the Board approve the resignation of **LAURA SHEPHERD**, Instructional Assistant, effective August 19, 2025.

NOTE: Ms. Shepherd has worked for the District for 1 year.

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

13. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **ARIA COLLINS** as a Special Education Resource Room Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

14. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **FAITH DAVIS** as an Elementary Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

15. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **LILY DEMERS** as an Elementary Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

16. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **NICOLE HOPE** as an Elementary Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

17. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **REBECCA EASTMAN** as an Elementary Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$58,339.00, (Step 9 of the BA Salary schedule).

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

18. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **BROOKE DOUBLIN** as an Elementary Teacher, for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

Aria Collins - Application Process

Position:

Candidates Interviewed:

Interview

Highlights:

- *Principal, she did a special education long term position for CCS in 24-25.*

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Heather Halpin

References: Principal, she did a special education long term position for CCS in 24-25.

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

Aria Collins



Qualifications

Strong communication and collaboration skills
Highly flexible, Organized
Self-motivated, continually interested in learning
Trustworthy, Honest and Engaged
Patience
Collaboration and teamwork

Education

Macomb Community College, Clinton Township, MI Graduated 2023

- Associate of Business Administration in Business Management, Dec 2023
- Achieved Dean's List Honors, Grade point Average 3.5/4.0
- Proficient in Microsoft 365; Word, Excel, Visio, and PowerPoint
- Developed skills in Marketing, Human Resources, Project Management and Accounting

Experience

Utica Community Schools, Sterling Heights, MI

Building Substitute Teacher

March 2024-Present

- Substitute teaching at a primary school level daily
- Supervising students, managing classroom behavior
- Delivering and teaching lesson plans every week.
- Managed a flexible schedule
- Adapt teaching methods to fit student needs
- Working one on one with students

Hollister, Sterling Heights, MI

Cashier, Part-Time

August 2021-August 2022

- Operating the cash register: Scanning items, totaling purchases, and calculating sales and change
- Collecting payment: Accepting cash, checks, and credit cards, and counting cash at the beginning and end of shifts
- Providing receipts: Issuing receipts to customers
- Handling returns and refunds: Facilitating return transactions and dealing with refunds as needed.

Chippewa Valley Schools, Clinton Township, MI

**School Aged Child Care Teacher, Part-time
2021**

- Supervised elementary children before and after school
- Assisted students with homework
- Completed recreational enrichment group and individual activities (reading, crafting, playing indoor and outdoor sports, etc.)

Community Service

- Clinton- Macomb Public Library, Clinton Township, MI
- K-12 Math Tutor, Clinton Township

Michigan Online Educator Certification System

Michigan Department of Education

SCECH Catalog SCECH Sponsors

[Change Profile/District](#)

Permit Details

First Name ARIA **Last Name** COLLINS **PIC** [REDACTED]
SSN [REDACTED] **Date of Birth** [REDACTED]
Permit Number: [REDACTED] **Permit Type:** Full-Year Basic Substitute Permit **Year:** 2025 - 2026

Permit Number	Permit Type	Date Evaluated	Expiration Date	Expiration Date	Expiration Date	Expiration Date
<u>889060</u>	Clintondale Community Schools - CLINTON TOWNSHIP	08/20/2025	08/20/2025	08/20/2025	COGNITIVE IMPAIRMENT	08/31/2026

[Back](#)

Faith Davis - Application Process

Position: Elementary Teacher

Candidates Interviewed: 5

Interview

Highlights:

- Very strong classroom management skills
- Very strong, comprehensive answers about 1-on-1 student interactions
- Very strong, comprehensive answers about formative assessment
- Great job at building rapport with students and parents

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Andrew Lewis

References:

- Mentor
- Teacher in student teaching program
- College Program Director

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

Dear Clintondale Hiring Team,

I am excited to express my interest in a teaching position within the Clintondale District. I have a deep understanding of the values, expectations, and community spirit that make Clintondale such a unique and inspiring place to learn and grow. I would be a strong fit because my background aligns with your belief of a proud, student-centered district where we believe every child deserves the opportunity to succeed, grow, and shine.

During my student teaching at Romeo Community Schools, I had the opportunity to design and deliver engaging lessons, manage daily routines, and build strong and deep relationships with students and staff. I worked closely with individuals who had IEPs, 504 plans, and received IRR support within a general education setting. This experience reinforced my dedication to differentiated instruction and equitable learning. In addition to my student teaching, I have worked as a substitute teacher, caregiver, and nanny. These roles have given me valuable experience in connecting with children of varying ages and backgrounds, building trust, and meeting students where they are, both academically and emotionally. I understand the importance of partnering with families as a team to create a learning environment where students feel supported, challenged, inspired, and loved.

These experiences have also strengthened my classroom management skills, adaptability, and commitment to inclusive practices. I am passionate about creating a welcoming and inclusive classroom where every student can succeed at all costs. It would be a privilege to contribute meaningfully to your district's continued success.

Sincerely,
Faith Davis

Faith Davis



SUMMARY STATEMENT

Enthusiastic and dedicated to elementary education. Skilled in creating engaging lesson plans, utilizing diverse teaching strategies, and promoting student growth in academic and social development—strong communicator, collaborative team player, and committed to impacting students' educational journey.

EDUCATION

Oakland University | Rochester, MI

Bachelor of Science in Elementary Education (*May 2025*)

Dean's List - 2024 | President's List - 2025

CERTIFICATIONS

- PK-3 Lower Elementary Education (ZO)
- 3-6 Upper Elementary Education (ZP)
- CPR and First Aid - American Red Cross
- Substitute teacher - EDUSTAFF

FIELD EXPERIENCE

Hevel Elementary | Romeo, Michigan - 3rd grade Student Teaching | *September 2024 - April 2025*

- Engaged in lesson delivery, state-aligned lesson planning, and instruction adaptation for diverse student needs
- Monitored student progress, gave constructive feedback, and maintained a positive, disciplined classroom
- Collaborated with mentor teachers and parents, technology integration, and strategy adaptation for student success
- Participated in professional development, student supervision during non-instructional time, and fostering a safe, supportive environment

Deerfield Elementary | Rochester Hills, Michigan - 4th grade Embedded literacy | *September 2024 - I*

- Developed and implemented literacy lessons to enhance reading comprehension and writing skills for 4th-grade students
- Collaborated with peers to evaluate and apply effective literacy strategies tailored to diverse learning needs

Webb Elementary | Hazel Park, MI - Kindergarten Field Placement | *January 2024 - April 2024*

- Co-taught a science lesson with a peer, leading interactive, hands-on activities to enhance students' understanding of basic scientific concepts
- Actively participated in classroom routines, assisting with transitions, managing materials, and ensuring a structured environment
- Gained valuable insight into classroom management strategies, supporting behavior management, and contributing to a positive learning atmosphere

Deerfield Elementary | Rochester Hills, MI - 2nd grade Embedded literacy | *January 2024 - April 2024*

- Implemented interactive reading and writing activities to build foundational literacy skills in 2nd-grade students
- Assessed student progress and provided targeted support to improve reading comprehension and writing expression

Faith Davis



Webb Elementary | Hazel Park, MI - 4th grade Field Placement | September 2023 - December 2023

- Assisted in teaching lessons across subjects, gradually taking on more responsibility for lesson delivery and student engagement.
- Gained experience in lesson planning and adapting instructional strategies to meet the diverse needs of students.
- Observed and implemented classroom management techniques to maintain a positive and effective learning environment.

Woodland Elementary | Troy, MI - 1st grade Embedded Math | September 2023 - December 2023

- Designed and taught hands-on math activities to develop foundational skills in number sense, number talks, addition, and subtraction for 1st-grade students
- Collaborated with peers to create differentiated math instruction strategies that supported diverse learning styles and abilities

Deerfield Elementary | Rochester Hills, MI - Kindergarten Embedded Literacy | September 2023 - December 2023

- Assisted in developing and delivering literacy lessons to promote vocabulary, comprehension, and early writing skills in kindergarten students
- Supported individualized literacy interventions, adapting strategies to meet the diverse needs of young learners

Mohawk Elementary School | Macomb, MI - 3rd grade Field Placement | September 2022 - December 2022

- Observed and got familiarized with classroom rules, routines, and daily procedures to understand the structure of the learning environment.
- Built rapport with students and supported their individual needs, contributing to a positive and engaging classroom atmosphere.

RELATED EXPERIENCE

Child Caregiver | Washington, MI

June 2018 - October 2024

- **Created a safe environment & promoted growth and learning**
- **Communicated with parents to keep them informed and involved in their children's- development**
- **Organized and engaged students in academic learning**

SACC Provider | Romeo, MI

April 2023 - August 2024 | June 2025 - August 2025

- **Ensured & supervised children's safety and well-being**
- **Fostered community & engagement**
- **Showed leadership and promoted an inclusive environment**

REFERENCES

JODI STREMERSCHE



MARYSUE ENCISO



STATE OF MICHIGAN
State Board of Education Department of Education
STANDARD TEACHING CERTIFICATE

awarded to

FAITH A DAVIS

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.

PK-3 LOWER ELEMENTARY EDUCATION (G03)
3-6 UPPER ELEMENTARY EDUCATION (G03)

Michael F. Rice

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

Issue Date: 05-13-2025
Expiration Date: 06-30-2030

Certification requirements are subject to change. The certificate holder is responsible for keeping 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

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Code of Ethics	https://www.michigan.gov/modis/ProjectWebfiles/mde-educator_services_prof_practices/code_of_ethics.pdf
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ADVISORY TO EDUCATOR

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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.

Faith Davis
Educator Signature

This certificate was subscribed and sworn to before me, along with picture identification, on July 21st 2025.

Brittany Riley
Notary Print Name
Brittany Riley
Notary Signature

Commission Expires: 12-24-27

BRITTANY RILEY
Notary Public - State of Michigan
County of Macomb
My Commission Expires May 24, 2027
Acting in the County of Macomb

Notary Seal

EMPLOYERS MUST VERIFY EDUCATOR CERTIFICATIONS AT: <https://mdoe.state.mi.us/BOECS/PublicCredentialSearch.aspx>
For information on the renewal or advancement requirements of this educator certificate please go to www.michigan.gov/teachercert

Lily Demers - Application Process

Position: Elementary Teacher

Candidates Interviewed: 5

Interview

Highlights:

- Strong relationship-building skills with students and parents
- Demonstrated strong ability to create and foster an inclusive environment
- Good understanding of formative assessment and classroom management skills

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Kaitlin Barber
- Erinne Lubienski
- Jamie Lampasona
- Andrew Lewis

References:

- Teacher Mentor
- Student Teacher Mentor
- Supervisor

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

Lily Demers

AUGUST 19TH, 2025



Clintondale Community Schools

35100 Little Mack Avenue

Clinton Township, MI 48035

586-791-6786

Dear Clintondale Community Schools,

I am writing to express my strong interest in a teaching position at Clintondale Community Schools! With a recently completed degree in Elementary Education, as well as hands-on experience through student teaching and substitute teaching, I am eager to bring my passion for teaching and my dedication to fostering a positive learning environment to your school.

During my time as a student teacher in a second-grade classroom in the school district as well as a pre-student teacher in a kindergarten class, I had the opportunity to work closely with young learners and help them develop foundational skills in literacy, science, social studies, mathematics, and social emotional growth. I created and implemented engaging lesson plans, assessed student progress, and provided individualized support to ensure each child's success. These experiences also strengthened my classroom management skills and taught me to adapt quickly to new environments and student needs.

I am particularly drawn to your school district because of its commitment to academic excellence and its focus on fostering a nurturing and inclusive environment for all students. I would be honored to contribute to a school community that values both academic achievement and the unique creativity of each child.

I am confident that my enthusiasm, creativity, and dedication to student success make me a strong candidate for this position. I would love the opportunity to contribute to the continued success of your school and be part of a school community that strives to make a difference in the lives of its students.

Thank you for considering my application. I look forward to the opportunity to discuss how my skills and experience can contribute to the continued success of your school. I am available for an interview at your convenience and can be reached at [REDACTED] or [REDACTED].

Sincerely,

Lily Demers



Lily Demers

SKILLS

Classroom management, team collaboration, relationship building, effective communication, lifelong learning, student support and engagement.

PROFESSIONAL SUMMARY

Energetic, patient, and adaptable individual, skilled in creating engaging and inclusive learning environments. Possesses solid understanding of educational techniques and proficient in lesson planning and classroom management. Dedicated to fostering academic growth and inspiring love for learning.

EXPERIENCE

Chippewa Valley and Anchor Bay School District, Macomb MI — *Substitute Teacher*

October 2024 – Present

- Delivered engaging and effective instruction with lesson plans provided by classroom teacher
- Maintained a productive and positive classroom, ensuring student safety
- Adapted quickly to different classroom settings and adjusted lessons to meet student needs

Fox Elementary, Macomb MI — *Student Teacher*

September 2024 – December 2024

- Utilized interactive whiteboards and online tools to enhance student learning and engagement
- Developed and implemented engaging lesson plans and educational materials (worksheets, quizzes, presentations)
- Fostered a positive and inclusive classroom environment, encouraging open communication between students, parents, and staff
- Participated in parent-teacher conferences to discuss student progress and concerns
- Applied differentiated instruction strategies to meet the needs of diverse learners

Crews Inn, Harrison Twp. MI — *Server*

May 2024 – August 2024

- Provided exceptional customer service by addressing guest needs and ensuring a positive dining experience
- Collaborated with kitchen staff to ensure accurate communication of special requests or modifications
- Presented daily specials and menu items with professionalism and attention to detail
- Maintained high standards of service quality, ensuring guest satisfaction

Clare Elementary, Clare MI— *Pre-Student Teacher*

February 2024 – May 2024

- Communicated regularly with the lead teacher regarding student progress and areas of improvement
- Collaborated with fellow student teachers to share instructional strategies and classroom management techniques
- Observed classroom dynamics, discipline strategies, and effective teaching practices
- Assisted students during class activities and supported group projects

Texas Roadhouse, MT Pleasant, MI— *Server*

September 2022 – May 2024

- Provided high-quality customer service and ensured a welcoming dining atmosphere
- Worked collaboratively with team members to maintain smooth restaurant operations
- Addressed guest needs promptly, ensuring a positive and memorable experience
- Demonstrated excellent communication and teamwork in a fast-paced environment

EDUCATION

Central Michigan University, Mount Pleasant Michigan — *Bachelor of Science Elementary Education*

September 2020 – December 2024

- GPA 3.1
- Certified to teach PK-6th Grade

Dakota High School, Macomb Michigan — *High School Diploma*

September 2016 - June 2020

- Completed 2 Advanced Placement courses (Psychology, Language) and an Honors English class.

STATE OF MICHIGAN

State Board of Education

Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

LILY ANN DEMERS

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.

PK-3 LOWER ELEMENTARY EDUCATION (ZO)

3-6 UPPER ELEMENTARY EDUCATION (ZP)



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

Issue Date: 01/11/2025
Expiration Date: 06/30/2030
License Number: [REDACTED]

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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.


Educator Signature

This certificate was subscribed and sworn to before me, along with picture identification, on Jan. 24th 2025

Brendan Champine
Notary Print Name

Brendan Champine
Notary Signature

Commission Expires: Oct. 11 2029

BRENDAN CHAMPINE
NOTARY PUBLIC, STATE OF MI
COUNTY OF MACOMB
MY COMMISSION EXPIRES Oct 11, 2025
ACTING IN COUNTY OF Macomb

Notary Seal

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For information on the renewal or advancement requirements of this educator certificate please go to www.michigan.gov/teachercert

Nicole Hope - Application Process

Position:

Candidates Interviewed:

Interview

Highlights:

- Demonstrated capable classroom management skills with a focus on positive reinforcement.
- Gave practical examples of adapting lesson content to meet student needs.
- Described reliable organizational systems for tracking individual student goals.

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Heather Halpin

References:

- Principal
- Principal

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

NICOLE HOPE

RE: Elementary Teacher

Dear Human Resources of Clintondale Community Schools,

I'm writing to express my interest in the Elementary Teacher position as posted. With my years of experience, I have developed my foundation in classroom management and analyzing data to better support my student's needs. As a recent graduate of Oakland University, I believe my skills and knowledge make me an excellent fit for the position.

In my previous roles, I have created a collaborative culture and inclusive classroom environment among my students. I think collaboration and increasing engagement is key to enhancing their educational experience. As such I continue to create an environment where every voice is valued and feels empowered.

I know that the different funds of knowledge my students have shape their academic lives. I aim to ensure each student is supported in all facets to bolster their self image. Furthermore, my commitment to being an educator extends beyond learning objectives, as I model and teach life skills such as critical thinking, compassion, and viewpoint diversity within my students.

I am excited for an opportunity to contribute to your community by bringing my passion for education and fostering positive learning environments into your team. Thank you for your time and consideration and I look forward to hearing from you.

Best Regards

Nicole Hope

Nicole A. Hope

Passionate, dedicated elementary education teacher with experience cultivating a positive and inclusive learning environment. Able to tailor instructional methods to meet diverse students' needs, promoting their academic success and personal growth so they feel valued and encouraged to reach their full potential. Adept at building strong relationships with students, parents, and colleagues to create a collaborative and engaging educational environment.

EDUCATION

Oakland University, Rochester, MI

Bachelor of Science in Elementary Education

December 2024

Endorsements: 3-6 (ZP)

President's List, *Oakland University*

Winter 2023

Dean's List, *Oakland University*

Fall 2022- Winter 2024

TEACHING EXPERIENCE

STEAM and Literacy Summer Camp

June 2025- August 2025

Beacon Tree Elementary, Utica Community Schools

- Led interdisciplinary STEM and literacy lessons promoting critical thinking and problem-solving through hands-on experiments
- Collaborated with educators to enhance student engagement of MISD unit plans and supplemented enrichment in a summer camp setting.

First Grade

December 2024- June 2025

Flickinger Elementary, Utica Community Schools

- Administered small group interventions for mathematics, phonics, and literacy
- Co-planned multiple events and activities that enhanced student learning and engagement for those subject standards
- Spearheaded new classroom management that helped boost responsibility and intrinsic motivation within students at a lower el level

Fifth Grade

August- December 2024

Flickinger Elementary, Utica Community Schools

- Provided instructional, management, and assessment strategies to meet the different needs of 65 fifth-grade students
- Engaged in a classroom management system that promoted a positive and inclusive learning environment
- Analyzed assessment data per individual student with IEPs and 504s to provide each student with an individual learning path with differentiated instruction
- Collaborated with colleagues to adopt additional teaching methodologies and strategies
- Implemented research-based strategies for academic instruction and classroom management

Nicole A. Hope

Fifth/Sixth Split Grade Field Placement

January- April 2024

Flickinger Elementary, Utica Community Schools

- Provided core academic instruction to students both with and without disabilities
- Observed the school's transitional curriculum for middle school preparedness and maturity
- Planned instruction to align with CCS while considering the Universal Design for Learning and the needs of each student

Fourth Grade Field Placement

Webber Elementary, Lake Orion Schools

January- April 2024

- Worked with fourth-grade students to increase decoding and fluency skills in reading
- Created an eight-week mini-unit about social injustice and heroification through literature

Kindergarten and Fourth/Fifth Split Grade Field Placement

Roose Elementary, Center Line Public Schools

January- April & September- December 2023

- Utilized individualized daily behavior charts to assist students with transitions
- Observed and assisted with instruction and assessment for students with identified learning disabilities
- Collaborated with teachers to create updated resources for English, math, and science classes

Kindergarten and 1st Grade Field Placement

Webb Elementary, Hazel Park Schools

January- April & September- December 2023

- Worked one-on-one with Kindergarten and first grade to increase decoding and fluency skills in reading
- Utilized individual assessments to plan and create lessons to support phonemic awareness and phonics skills

Kindergarten Field Placement

Woodland Elementary, Avondale School District

January- April 2023

- Observed and implemented hands-on math lessons using cooperative learning groups to increase students' ability to comprehend basic concepts
- Observed the benefits of scaffolding and formative assessment for student understanding

Third Grade Field Placement

Huron Elementary, Chippewa Valley Schools

September- December 2022

- Helped design and facilitate weekly lesson plans and activities in six subject areas
- Utilized formative and summative assessments to track student progress and identify areas for improvement

Second, Third, and Fifth Grade Field Placement

Monfort Elementary, Utica Community Schools

January- April 2022

- Observed and assisted with instructional lessons
- Helped design and enact weekly lesson plans and activities in three subject areas

Nicole A. Hope

ADDITIONAL EXPERIENCE

Substitute Teacher, Edustaff

January 2023- Current

- Followed lesson plans provided to create a cohesive and consistent learning experience for students and maintained a positive equitable learning environment

TECHNOLOGY INTEGRATION

PowerSchool | Remind | Schoology | TeachTCi | McGraw Hill | PlanBook | Amplify | Canva | Class Dojo | Kahoot | NWEA Teachers | Google Slides | Google Classroom | Popplet | Seesaw |

ADDITIONAL SKILLS

Verbal & Written Communication | Lesson Planning | Critical Thinking | Active Listening | Classroom Management | Differentiated Instruction | Student Advocacy | Time Management | Teamwork | Problem Solving | Creativity | Leadership | Analytical Thinking | Collaborative skill |

STATE OF MICHIGAN

State Board of Education

Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

NICOLE HOPE

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.

3-6 UPPER ELEMENTARY EDUCATION (ZP)



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

Issue Date: 02/02/2025
Expiration Date: 06/30/2030

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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

Rebecca Eastman - Application Process

Position: Teacher

Candidates Interviewed:

Interview

Highlights:

- Expressed a student-centered approach to building rapport and understanding motivations.
- Showed a functional understanding of using technology to enhance lesson delivery.
- Discussed a standard process for re-teaching concepts to small groups based on assessment data.

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Heather Halpin

References:

- Principal
- Principal

Job Offer Details:

- Start date: 9/15/25
- Salary: \$58,339.00, pro-rated to the number of days worked in 2025-26.

Rebecca Eastman

I am writing to you in regards to the Elementary School Teacher position. I have eight years of classroom teaching experience. For the past five years I have worked at Hamtramck Public Schools. I graduated from Oakland University with a Bachelor of Science in Elementary Education. I am currently certified to teach K through 8 self-contained.

I make it my first priority to create a rapport with my students. Creating a climate where a child feels understood and appreciated is essential to effective teaching and learning. I am fully committed to the success of my students. This commitment is reflected in my students' passion for learning and success.

I strive to set high expectations for all of my students. To achieve these expectations, I try to involve parents in their child's learning. I keep communication with parents open, and schedule involvement for them in my classroom. Another important factor in my classroom is technology. I strive to create engaging and creative ways to have students interact with developmentally appropriate levels of technology.

Thank you for your time and consideration for this excellent opportunity. Please feel free to contact me with any questions you may have.

Sincerely,

Rebecca Eastman

EXECUTIVE SUMMARY

An Elementary School Teacher with 15 years of experience in educating young children. Adept at using positive reinforcement teaching techniques to encourage student behavior and growth. Licensed by the State of Michigan to teach K-5, with a B.S. in Elementary Education. A passionate and innovative educator with a track record in developing effective lesson plans and rapport with students.

FUNCTIONAL EXPERTISE

- Lesson Planning
- Active Listening
- Accuracy and Attention to Detail
- Interpersonal Communication
- Differentiated Instruction
- Positive Attitude

EXPERIENCE

Dickinson West Elementary School,
Hamtramck Public Schools (Hamtramck, MI)

October 2020 – Present

A school district serving a diverse population of both native English speakers and English language learners

Third Grade Teacher

- Creates a safe classroom environment that cultivates a culture of learning.
- Develops lesson plans tailored to individual and group learning goals.
- Conducts ongoing assessment of student needs, and adjusts instruction when necessary.
- Coordinates with the fifth grade team to evaluate and assess curriculum.

Warren Consolidated Schools (Sterling Heights, MI)

February 2020 – October 2020

A public school district serving the cities of Warren, Sterling Heights and Troy, Michigan.

Long-Term Substitute Teacher

Ensures the students receive the required instruction according to the school's curriculum.

- Create developmentally appropriate lesson plans.
- Manage a classroom of fifteen students.
- Conduct student evaluations.
- Conduct child assessments to gauge students' progress.

St. Mary Child Development Center (Troy, MI)

August 2018 – February 2020

An early education and childcare center for infants to pre-kindergarten.

Lead Toddler Teacher

Responsible for formulating and implementing curricula to meet the basic and educational needs of toddlers.

- Create developmentally appropriate lesson plans.
- Manage a classroom of eleven students.
- Train, supervise, and mentor three assistant teachers.

- Conduct child assessments to gauge students' progress.

A School for the Mind and Body (Clarkston, MI)

September 2017 – May 2018

An early education and childcare facility with a holistic approach to education.

Assistant Teacher

Responsible for supporting the lead teacher in charge of the classroom; including activity planning, documenting progress, and overseeing classroom preparations for infant children.

- Created age-appropriate activities related to fine motor refinement.
- Monitored children for developmental milestones.
- Worked with parents to help children progress toward enrichment goals.

New Richmond Christian Childcare (New Richmond, OH)

June 2016 – September 2017

A childcare facility with a focus on family values.

Pre-K Teacher

Responsible for the instruction and care of young children, aged four to five years old.

- Developed lesson plans focused on core concepts, such as numbers, letters, shapes, and colors.
- Used creative, hands-on methods of learning, such as artistic expression, free play, and storytelling.
- Encouraged and monitored social interaction between children.

Farmview Montessori Garden (Fairfield, OH)

August 2014 – June 2016

A Montessori style preschool, pre-kindergarten, and kindergarten.

Assistant Teacher

Responsible for creating lesson plans, documenting progress, and overseeing lesson preparations for children ages three to six.

- Worked with the lead teacher to monitor the class schedule.
- Assisted teachers with lesson preparation by gathering materials and setting up equipment.
- Documented student progress and communicated with parents to keep them informed.

Laurus Academy (Southfield, MI)

September 2011 – June 2014

A charter school that is dedicated to academic excellence and character development.

5th Grade Teacher

Responsible for accomplishing the school's philosophy of education through instruction and example.

- Created developmentally appropriate lesson plans.
- Integrated technology whenever possible.
- Lead monthly assemblies focused on character development

EDUCATION

Bachelor of Science in Elementary Education

Oakland University (Auburn Hills, MI)

2005-2009

- 3.8 GPA
- Graduated Magna Cum Laude
- Multiple recognitions for academic excellence

STATE OF MICHIGAN

State Board of Education

Department of Education

STANDARD TEACHING CERTIFICATE

awarded to

REBECCA ANN EASTMAN

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-8 ELEMENTARY K-5 ALL SUBJECTS (K-8 ALL SUBJECTS IN SELF-CONTAINED CLASSROOM) (ZG)
K-8 MATHEMATICS (EX)
K-8 SOCIAL STUDIES (RX)



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

Issue Date: 02/24/2024
Expiration Date: 06/30/2029

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 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

Brooke Dublin - Application Process

Position: Elementary Teacher

Candidates Interviewed:

Interview

Highlights:

- Presented a clear strategy for building a positive and inclusive classroom community.
- Demonstrated a practical method for self-reflection to improve teaching practice.
- Provided competent answers on developing strong 1-on-1 interactions with students.

Interview Panel:

- Heather Halpin
- Shauna Hemler

References:

- Principal
- Teacher/Colleague

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

BROOKE DOUBLIN

June, 2025

RE: Elementary Teacher

Dear Hiring Team,

I am writing to express my interest in the general elementary teacher position available within your district. As a recent graduate of Oakland University with a Bachelor of Science in Elementary Education, I am excited to bring my energy, creativity, and dedication to a full-time teaching role for the upcoming school year.

During the Fall of 2024, I completed my student teaching at Miami Elementary in the Chippewa Valley School District. This experience allowed me to design and implement engaging standard aligned lessons, develop effective classroom management strategies, and differentiate instruction to meet the diverse needs of my students. I believe these experiences, combined with my strong academic foundation, have prepared me well to begin my teaching career with confidence. I prioritize effective communication, which fosters trust and openness in the classroom, allowing every student to thrive.

I am currently certified in the ZP 3–6 grade band and am in the process of obtaining certification for the PK–3 grade band as well. I am passionate about fostering a supportive and inclusive learning environment and am committed to helping every student grow academically, socially, and emotionally. Although I am at the beginning of my career, my passion for education and commitment to student success are my greatest strengths.

Thank you for considering my application. I would love the opportunity to further discuss how my background, enthusiasm, and dedication to education align with your district's goals. I look forward to the possibility of contributing to your school community!

Sincerely,

Brooke Dublin

Brooke Dublin

Brooke Dublin



Education

Oakland University - Rochester, MI

Bachelor of Science in Elementary Education

- Graduating December 14th, 2024
- Active Member of Tau Sigma National Honor Society
- Dean's List 2022-2023 and 2023-2024

Macomb Community College - Clinton Twp MI

Associate of General Education

Certifications and Endorsements

Endorsements: 3-6 (ZP)

Certifications: CPR and First Aid, American Red Cross

Teaching Experience

Miami Elementary School - Clinton Twp, MI

January 2024 - April 2024 / September 2024 - December 2024

5th Grade Student Teaching Placement

- Designed and administered formative and summative assessments to measure student progress and better inform instructional practices
- Developed and implemented engaging lesson plans aligned with curriculum standards for diverse classroom settings
- Established and maintained effective classroom management techniques to promote a respectful and productive learning environment

Schwarzkoﬀ Elementary School - Sterling Heights, MI

3rd and 5th Grade Field Placement

- Assisted and observed my mentor teachers in teaching mini-lessons to small groups
- Developed strong relationships with students to create a positive learning environment

Lincoln Elementary School - Center Line, MI

Transitional Kindergarten Field Placement

- Observed classroom procedures to learn what a classroom environment should look like
- Elicited and interpreted student thinking to better understand how students learn

Leonard Elementary School - Troy, MI

January 2023 - April 2023 / September 2023 - December 2023

Kindergarten and 1st Grade Literacy Placement

- Designed and enacted targeted literacy lessons to help students succeed in reading and writing
- Conducted assessments to monitor student progress so that targeted intervention could be provided in their areas of need

West Utica Elementary School - Utica, MI

January 2024 - April 2024

5th Grade Literacy Placement

- Developed targeted literacy instruction strategies that improved reading fluency and comprehension among diverse learners
- Designed individualized literacy intervention plans for struggling readers

Brooke Doublin



Related Experience

Huron Academy - Sterling Heights, MI

PK-8 Substitute Teacher

November 2022 - September 2023

- Followed lesson plans and provided instruction based on provided subject areas
- Quickly adapted to different classroom environments and teaching styles while demonstrating flexibility in diverse educational settings

EDUstaff - Macomb, MI

K-5 Substitute Teacher

November 2022 - Present

- Maintained positive classroom environments while ensuring student engagement and following school policies
- Experienced the need to modify instruction for diverse learning styles and abilities

Childcare Nanny - Huntington Woods, MI

Child Caregiver

August 2022 - Present

- Provided attentive and nurturing care while ensuring a safe and supportive environment
- Assisted with homework and educational projects, reinforcing learning concepts and fostering a love of learning

Skills

- Class Dojo
- Kahoot and Blooket
- Remind
- Lexia and DreamBox
- Class Link
- Mystery Science and Prime Science
- Wonders

References

Michelle McAskin, Professor at Oakland University



Angela Zambelli, Student Teaching Mentor Teacher



Morgan Deis, Mentor Teacher



STATE OF MICHIGAN

State Board of Education

Department of Education

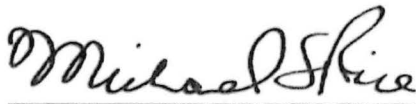
STANDARD TEACHING CERTIFICATE

awarded to

BROOKE ALEXANDRA DOUBLIN

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.

3-6 UPPER ELEMENTARY EDUCATION (ZP)



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

Issue Date: 06/15/2025
Expiration Date: 06/30/2030

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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

19. **Teacher** - The Superintendent and the Director of Human Resources recommend that the Board approve **JUSTIN LUPENEC** as a Great Start Readiness Teacher (GSRP), for the 2025-26 school year, contingent upon approved fingerprints, records check and physical.

NOTE: The rate of pay will be \$39,664.00, (Step 1 of the BA Salary schedule).

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

20. **Pro-Care Client Services Agreement** - The Superintendent and the Director of Special Education, recommend that the Board approve the Client Services Agreement with **ProCare Therapy** for the 2025-26 school year.

NOTE: ProCare Therapy will provide speech and language, social work, and psychiatric services to our special education students in the event the district is unable to hire qualified persons to provide services.

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

21. **Board Policy Updates/New Policies** - The Superintendent and the Board Policy Committee recommend that the Board approve the following updates and new policies: 2504, 3101, 3110, 3115, 3115A, 3115B, 3115 F-1, 3118, 3118 F-1, 3201, 3201A, 3211, 3212, 3301, 3301A, 3307, 3402, 3407, 4203, 4208, 5403, 5404, 5406, 5411, 5419, 5501, 5504, 5508, 5511, 5603, 5604, 5704, 5705, 5712, 5802, 5803, 5805 and the Employee Recognition Policy.

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

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.

ADJOURNMENT

Motioned by: _____ Supported by: _____ Time: _____

Justin Lupenec - Application Process

Position: GSRP Teacher

Candidates Interviewed:

Interview

Highlights:

- Displayed a good grasp of flexible grouping strategies within the classroom.
- Discussed a thoughtful approach to partnering with parents as a resource.
- Gave reasonable examples of integrating social-emotional learning into the school day.

Interview Panel:

- Dr. Shauna Hemler
- Rashida Shack
- Heather Halpin

References:

- Principal

Job Offer Details:

- Start date: 8/26/25
- Salary: \$39,664.00

Felicia Kaminski
Board President
Robbie Hall Parker Elementary School
22055 Quinn Rd, Clinton Township, MI 48035

Justin Lupenec



Dear Felicia Kaminski,

I am excited to apply for the teaching position at Robbie Hall Parker Elementary School. As a graduate of Michigan State
With a degree in Elementary Education, I bring a solid foundation in pedagogy paired with extensive hands-on experience as a substitute teacher and youth coach. I have gained meaningful, practical classroom experience by working in Rochester Community Schools across elementary, middle, and high school levels.

In the past two school years, I have served in long-term substitute positions at both West Middle School and Musson Elementary, where I led physical education instruction and created engaging learning environments for diverse groups of students. These assignments challenged me to quickly adapt to varied classroom needs, collaborate with colleagues, and maintain consistency for students. Additionally, as a district-wide substitute during the 2024–2025 school year, I further developed flexibility and classroom management skills by working in multiple grade levels and subject areas.

Beyond the classroom, my role as a director for Rochester Community Schools' enrichment camps and as a coach with Vardar Soccer Club has strengthened my ability to connect with children, foster teamwork, and build

positive relationships with families. Coaching competitive youth soccer, directing futsal and Little V's programs, and serving as an assistant goalkeeper coach have all allowed me to integrate teaching, mentorship, and leadership into extracurricular environments. These experiences translate directly into my teaching philosophy: creating a supportive, structured environment where students feel confident, engaged, and motivated to succeed. I am confident that my background in education, substitute teaching, and coaching uniquely equips me to contribute to your team. I would welcome the opportunity to bring my adaptability, energy, and commitment to student growth to Robbie Hall Parker Elementary School.

Thank you for considering my application. I look forward to the opportunity to discuss how my experiences can contribute to the continued success of your school community.

Sincerely,
Justin Lupenec

Justin Lupenec

Education

Michigan State University – East Lansing, MI

Bachelor of Arts in Elementary Education • Aug 2019 – Aug 2023

Teaching Experience

Rochester Community Schools – West Middle School

Long-Term Substitute Teacher, Physical Education | Oct 2023 – Mar 2024

- Delivered daily PE instruction for middle school students during a long-term assignment.
- Developed engaging lessons promoting teamwork, fitness, and healthy habits.

Rochester Community Schools – Musson Elementary

Long-Term Substitute Teacher, Physical Education | Mar 2024 – Jun 2024

- Taught PE classes to elementary students, adjusting lessons for varying skill levels.
- Contributed to school community by supporting after-hours events and activities.

Rochester Community Schools – District-Wide

Substitute Teacher (K–12) | 2024 – 2025 School Year

- Substituted across elementary, middle, and high school classrooms.
- Maintained consistent classroom management and adapted quickly to diverse learning environments.

Rochester Community Schools – Enrichment Programs

Camp Director | Jul 2017 – Present

- Advanced from counselor to director, managing youth enrichment camps.
- Supervise staff, coordinate logistics, and design age-appropriate programming for children of various ages.

Coaching & Soccer Leadership

Vardar Soccer Club

- Head Coach & MLS Next Go Coach | Aug 2020 – Present
- Head Coach – Boys 2019 & 2020 Teams | Aug 2024 – Present
- Assistant Goalkeeper Coach | Aug 2022 – Present
- Director – Futsal Soccer League | Nov 2022 – Present
- Director – Little V's Youth Program | Aug 2019 – Jun 2025
- Equipment Manager | Aug 2023 – Present

Little V's Youth Soccer League

- Soccer Referee | Aug 2017 – Jun 2025

Key Skills

- Classroom Instruction & Student Engagement
- Coaching & Player Development
- Program & Camp Leadership
- Curriculum Planning
- Team Collaboration
- Communication & Organization

Core Strengths

- Dedicated and empathetic educator with ability to build rapport with students and families from diverse backgrounds.
- Collaborative team player who enjoys collaborating with colleagues and coaching staff to support shared goals.
- Adaptable and dependable in new environments, with strong classroom management skills.
- Committed to continuous improvement and fostering a supportive, structured learning environment.

19. **Pro-Care Client Services Agreement** - The Superintendent and the Director of Special Education, recommend that the Board approve the Client Services Agreement with **ProCare Therapy** for the 2025-26 school year.

NOTE: ProCare Therapy will provide speech and language, social work, and psychiatric services to our special education students in the event the district is unable to hire qualified persons to provide services.

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

20. **Board Policy Updates/New Policies** - The Superintendent and the Board Policy Committee recommend that the Board approve the following updates and new policies: 2504, 3101, 3110, 3115, 3115A, 3115B, 3115 F-1, 3118, 3118 F-1, 3201, 3201A, 3211, 3212, 3301, 3301A, 3307, 3402, 3407, 4203, 4208, 5403, 5404, 5406, 5411, 5419, 5501, 5504, 5508, 5511, 5603, 5604, 5704, 5705, 5712, 5802, 5803, 5805 and the Employee Recognition Policy.

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

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ADJOURNMENT

Motioned by: _____ Supported by: _____ Time: _____

CLIENT SERVICES AGREEMENT

New Direction Solutions, LLC d/b/a ProCare Therapy ("ProCare" or the "Company") , whose address is 5550 Peachtree Parkway, Suite 300, Peachtree Corners, Georgia 30092 and the Board of Education of Clintondale Community Schools, a Michigan general powers school district organized and operating pursuant to the Revised School Code, MCL 380.1, et seq., as amended, whose principal location is 35100 LITTLE MACK AVENUE, CLINTON TOWNSHIP, MI 48035 ("Client") enter into this non-exclusive Client Services Agreement ("Agreement") for the purpose of referring and placing Consultants ("Consultants") with Client (individually the "Party," collectively the "Parties"). This Agreement shall govern the overall terms of the contractual relationship, while a separate Client Assignment Confirmation for each placement will outline specifics as to bill rates, personnel, and assignment lengths.

1. Scope of Services.

ProCare will use its commercially reasonable efforts to provide Consultants for assignment with Client. ProCare will be responsible for payment of each Consultant's wages and applicable payroll taxes, deductions, and insurance, including worker's compensation, general liability and professional liability coverage for the benefit of the Consultants. If a Consultant is unable to complete the specified assignment, ProCare will use its commercially reasonable efforts to find a replacement in a timely manner.

2. Independent Contractor.

The parties hereto specify and intend that the relationship of each to the other is that of an independent contractor, that each Consultant shall be an employee of ProCare and that no qualified Consultant shall at any time be an employee of Client, unless the parties shall otherwise agree in writing. ProCare agrees to provide and maintain all payroll services for any qualified Consultant placed with Client, to maintain payroll records and to withhold and remit all payroll taxes and social security payments. ProCare does not ordinarily use subcontractors in providing services.

3. Telepractice Services.

ProCare, at Client's specific request, may provide telepractice services through VocoVision. Should utilization of VocoVision occur, Client shall, at that time, receive in addition to Addendum A – Teleservices Assignment Confirmation which outlines specific terms and conditions regarding VocoVision's telepractice services.

4. Insurance.

ProCare will maintain at least the following minimum amounts of insurance:

General Liability - \$2,000,000 per occurrence and \$4,000,000 aggregate.

Workers Compensation - in accordance with state regulations.

Employer's Liability - \$1,000,000.

Excess Liability over General Liability and Employer's Liability - \$5,000,000 per occurrence and \$5,000,000 aggregate.

Professional Liability - \$1,000,000 per occurrence and \$3,000,000 aggregate.

Sexual Abuse and Molestation - \$1,000,000 each claim and \$3,000,000 aggregate

Before the Agreement is ratified, Procare is required to provide evidence of insurance policies to the District.

5. Competency and Licensing.

ProCare will conduct comprehensive pre-employment screening to provide licensed Consultants who meet applicable professional standards. ProCare will endeavor to present only Consultants who are qualified for Client's open position(s) on job requirements established by Client either verbally or in writing. While ProCare will make every effort to prescreen job candidates based on these requirements, Client acknowledges the candidate assignment decision is ultimately the responsibility of the Client. To this end, ProCare will make available to Client all appropriate Consultant records that ProCare may permissibly disclose and will facilitate an interview between Client and Consultant in order to assist Client in the hiring decision. In the event Client becomes aware of any notices, findings, or information, including but not limited to fingerprint search results that may negatively impact the commencement or continuation of said assignment, the Client shall notify ProCare in writing within three (3) business days of Client becoming aware. Client shall furnish all relevant details regarding the situation. Failure to notify ProCare of such matters may result in the termination of the contractual relationship. ProCare will do its due diligence to ascertain the professional and applicable Department of Education licensing and certification requirements for the Consultant discipline placed with Client, however, it is ultimately the responsibility of the Client to approve the Consultant's licensure and certifications as acceptable.

6. Background Check.

Pursuant to the requirements of section 1230 and 1230a of the Revised School Code, Procare will cooperate with the Client to ensure that a criminal history check through the Michigan State Police and a criminal records check through the Federal Bureau of Investigation is conducted for any person Procare assigns to regularly and continuously provide in-person services to District students. Procare will not assign any person to provide in-person services to District students under this Agreement who has been convicted of any of the following offenses:

- a. A "listed offense" as defined under Section 2 of the Sex Offender Registration Act, MCL 28.722; or
- b. Any offense enumerated in Sections 1535a or 1539b of the Revised School Code, MCL 380.1535a, MCL 380.1539b; or
- c. Any felony, unless the felony is not for a "listed offense" and the Client's Board of Education has expressly approved, in writing, the person's assignment; or
- d. Any misdemeanor conviction involving sexual or physical abuse as those terms are defined in sections 1230 (10) and 1230a (8) of the Revised School Code; or
- e. Any offense of a substantially similar enactment (to those enumerated in A-D above) of the United States or another State; or
- f. Any other offense that would, in the judgment of the District, so long as such decision does not violate or cause ProCare to violate Michigan State law, create a potential risk to the safety and security of District students or employees.

The Client reserves the right to refuse ProCare's assignment of any person to provide services under this Agreement if the person's background indicates, in the Client's judgment, so long as such decision does not violate or cause ProCare to violate Michigan State law, unfitness to perform the services under this Agreement. The Client will provide notice of serious concerns or requests for personnel reassignment to ProCare.

7. On-Site Responsibility.

Client is responsible for providing all support, facilities, training, direction, materials, supplies, and means for the Consultant to complete the assignment. Client acknowledges that ProCare is not providing special education and/or related services, but rather is providing candidate identification and placement services. As such, Client is responsible for the Consultant's adherence to the applicable standard of care and acknowledges that ProCare is not responsible for the Consultant's on-site performance. Client warrants that its facilities and operations will comply at all times with all federal, state and local safety and health laws, regulations and standards, including OSHA standards, and that Client will be responsible for providing all safety training and equipment, and for each Consultant's compliance with health and safety requirements, including those instituted by Client.

8. Employment of Consultants.

Client agrees that it will not directly or indirectly, personally or through an agent or agency, contract with or employ any Consultant introduced or referred by the Company for a period of one year after the latest date of introduction, referral, or placement or the conclusion of Consultant's assignment through the Company. If Client or its affiliate enters into such a relationship or refers Consultant to a third party for employment, Client and ProCare shall negotiate a fee based on Consultant discipline. Payment is due and payable to the Company upon start date.

9. Equal Opportunity.

It is the policy of ProCare to provide equal opportunity to all Consultants for employment. The Parties agree not to discriminate against any Consultant, employee or applicant for employment with respect to hire, tenure, terms, conditions or privileges of employment, or a matter directly or indirectly related to employment, due to race, color, religion, sex, national origin, pregnancy, age, height, weight, disability, marital status, veteran status, genetic information, or any other characteristic for which discrimination is prohibited under state or federal law. The Parties further agree not to discriminate against any student or other recipient of services under this Agreement due to race, color, religion, sex, national origin, or disability in the delivery of programs and services rendered under this Agreement. Breach of covenants recited in this Paragraph will be regarded as a material breach of this Agreement.

10. Timekeeping and Invoicing.

Client will ensure that Consultants accurately record the start and stop times for all hours worked, in accordance with the Client's policies utilizing the Client designated method which may include the submission of ProCare's timesheet. Timesheets are due weekly by 12:00 PM on the Monday following the end of Client's designated workweek.

ProCare will generate an invoice for Client based on timesheets submitted. Each invoice will contain a unique invoice number, date(s) services were provided, Consultant name, Consultant job title, hourly bill rate, total hours billed, and total amount due. Client must review the invoice and notify ProCare of any errors, including billed hours or improper rates, immediately and in writing. Invoicing errors not received within thirty (30) days of the date of the invoice shall not be disputed and invoices will be due in full.

11. Payment Terms.

Client will be billed on a weekly basis for work performed during the previous week and pay ProCare based on the service charges specified in the Assignment Confirmation included as an addendum to this Agreement. ProCare pays its Consultant(s) overtime in compliance with federal, state, and/or local laws. ProCare will bill Client at one and one-half times the regular bill rate for all hours ProCare is required to pay the Consultant(s) overtime. It is Client's responsibility to notify ProCare if pre-approval is required for any or all overtime hours prior to any such hours being worked. **Payment is due within fifteen (15) days of receipt of invoice.**

12. Default Charges.

Invoices shall be considered past due if not paid by the agreed-upon due date. Client agrees to pay all necessary collection costs of amounts past due, including reasonable attorney's fees and costs.

12. Limitation of Liability.

Intentionally Omitted.

13. Administrative Responsibilities.

Client shall be responsible for orienting Consultant to Client's policies and procedures regarding the submission of any requisite paperwork which must be tendered for reimbursement by funding entities such as Medicare, Medicaid, or health insurance. Such paperwork may include, but is not limited to, patient care plans, comprehensive patient histories, individual education plans, or Client specific program plans. During the contracted assignment, should Consultant fail to submit paperwork as required per Client's policies and procedures, Client must notify ProCare in writing within three (3) business days of alleged failure. Client agrees that all approved time sheets by Client's assigned representative are not subjected to billing dispute if Client fails to notify ProCare of time sheet and work performed discrepancies.

14. Incident and Error Tracking.

Procare agrees to ensure Consultants report to the Client the status and extent of Consultant's actions, efforts, and services in accordance with Client's policies and procedures and promptly upon the Client's written request. All accidents or incidents involving any of Client's students, personnel, or property shall be orally reported immediately to Consultants assigned supervisor or school Principal. A written report shall be submitted to the Client in accordance with Client's policies and procedures. All such reports shall be delivered to the Client's Superintendent of Schools unless otherwise directed in writing by the Client's Superintendent of Schools. Client will report to ProCare any performance issues, incidents, errors and other events related to the care and services provided by ProCare Consultants within five (5) business days of Client's awareness of such. ProCare will document reported incidents in Consultant's personnel file and track all such.

15. Reporting of Work-Related Injuries.

Client will maintain a safe working environment and provide all appropriate personal protective equipment as deemed appropriate for unit to which ProCare's Consultant has been assigned. All accidents or incidents involving any of Client's students, personnel, or property shall be orally reported immediately to Consultants assigned supervisor or school Principal in accordance with Client's policies and procedures. A written report shall be submitted to the Client in accordance with Client's policies and procedures.

16. Termination of Contracted Assignment with Cause.

Intentionally Omitted.

17. Termination of Contracted Assignment.

Client may cancel an assignment with two-weeks written notice. Client is responsible for all charges and fees prior to cancellation date and through the two-week period of notice. In the event Client is unable to provide two-weeks notice of termination, Client will be billed for two-weeks at the agreed upon regular bill rate and minimum hours. In the event of termination without cause, Client will be responsible for any housing and travel costs actually incurred by ProCare as a result of such cancellation. All supporting documentation specifying the reasons and facts of the termination is required within forty-eight (48) hours of termination.

18. Guaranteed Minimum Hours.

Client agrees to provide Consultant the guaranteed number of work hours per week specified in the attached Assignment Confirmation Addendum A subject to the Consultant being unable to work due to facility closures due to COVID-19 outbreak or any other unforeseen manmade or natural disaster. Cancellation of prescheduled shift(s) or reduction in work hours by Client will be billed reflecting the guaranteed minimum work hours.

19. Unscheduled Facility Closure Policy.

ProCare will incur fixed expenses over the entire course of a Consultant's contract assignment with Client related to the Consultant's housing and per diem costs. The parties agree that in the event of an unforeseen or unexpected interruption in a Consultant's assignment resulting from an unscheduled closure, complete or partial, of Client's facilities due to natural or manmade disasters, such as, and without limiting the generality of the foregoing, fire, storms, COVID-19 outbreak, flooding, earthquake, labor unrest, riots, and/or acts of terrorism or war (each an "Unscheduled Closure"), Client will transition to virtual services for all Consultants whose services can be performed in such a setting. Client shall be billed for services performed at the regular contracted hourly bill rate for all hours worked by Consultant. Virtual service hours shall be entered and processed according to the normal time submittal and approval process unless otherwise requested by Client and agreed upon by ProCare. ProCare and Client will mutually determine which contracted disciplines qualify for virtual services.

20. Multiple Locations.

If client requires Consultant to travel to and perform services at more than one location, Client will compensate ProCare for travel time between facilities at the regular hourly bill rate and for mileage up to the current acceptable IRS reimbursement rate.

21. Issue Resolution.

In the event Client encounters an issue that is not satisfactorily resolved by its ProCare representative, Client should escalate the issue to the appropriate ProCare manager by calling: 800-825-7133. Please ask for your account representative's manager.

22. Indemnification.

Intentionally Omitted.

23. Confidentiality.

Each party acknowledges that as a result of this Agreement, they will learn confidential information of the other party. Confidential information is defined as that information which is private to each party but is shared by one to the other party as required to accomplish this Agreement and includes bill rates, fees for permanent placements and terms and conditions of this Agreement. It is agreed that neither party will disclose any confidential information of the other party to any person or entity. Neither will it permit any person nor entity to use said confidential information.

Disclosures required by law including properly executed Freedom of Information Act requests and information shared to the appropriate individuals within the respective organizations as necessary to execute this Agreement shall be the only exceptions permitted under this Agreement.

Confidential Information of ProCare shall include, but is not limited to, any and all unpublished information owned or controlled by ProCare and/or its Consultants, that relates to the clinical, technical, marketing, business or financial operations of ProCare and which is not generally disclosed to the public including but not limited to Consultant information, technical data, policies, financial data and information to include contract terms and provisions, billing rates, permanent placement fees whether disclosed orally, in writing or by inspection. If the receiving party shall attempt to use or dispose of any of the Confidential Information, or any duplication or modification thereof, in any manner contrary to the terms of the foregoing, the disclosing party shall have the right, in addition to such other remedies which may be available to it, to obtain an injunctive relief enjoining such acts or attempts as a court of competent jurisdiction may grant, it being acknowledged that legal remedies are inadequate.

24. Family Education Rights and Privacy Act.

ProCare shall comply with all laws, rules and regulations pursuant to the Family Educational Rights and Privacy Act, 20 USC 1232g ("FERPA") and acknowledges that certain information about the Client's students is contained in records maintained by ProCare and the Consultant and that this information can be confidential by reason of FERPA and related Client policies. Both parties agree to protect these records in accordance with FERPA and Client policy. To the extent permitted by law, nothing contained herein shall be construed as precluding either party from releasing such information to the other so that each can perform its respective responsibilities. As it applies, Consultants assigned to Client will execute a FERPA Statement of Understanding outlining appropriate guidelines.

25. State Retirement System Notice.

Procare shall promptly notify the District in writing of the identity of any individual employed or assigned by Procare to perform services at the District that is a retirant from the MPSERS.

26. Conflicts of Interest.

The parties acknowledge their respective obligation to report any conflict of interest and/or apparent conflict of interest that may interfere with their ability to perform their obligations hereunder objectively and effectively. To that end, the Parties hereby certify and represent that their officials, employees and agents do not have any significant financial or other pecuniary interest in the other party's business enterprise, and that no inducements of monetary or other value were offered or given to any officer, employee or agent of the other party. Each party agrees to promptly notify the other in the event it becomes aware of any conflict of interest or apparent conflict of interest.

27. Notices.

All notices required to be given in writing will be sent to the names/addresses listed below.

ProCare Therapy

Contract Department
5550 Peachtree Parkway, Ste 500
Peachtree Corners, GA 30092
ContractNotices@procaretherapy.com

To Client

Client: CLINTONDALE COMMUNITY SCHOOLS

Address: 35100 LITTLE MACK AVENUE, CLINTON TOWNSHIP, MI 48035

28. Survival.

The parties' obligations under this Agreement which by their nature continue beyond termination, cancellation or expiration of this Agreement, shall survive termination, cancellation or expiration of this Agreement.

29. Governing Law.

This Agreement shall be governed by the laws of the state of Michigan.

30. Modification of Agreement.

This Agreement may not be modified, amended, suspended, or waived, except by the mutual written agreement of the Parties who are authorized to execute the agreement.

31. Entire Agreement.

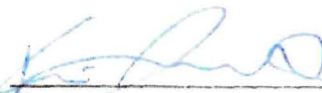
This Agreement represents the entire agreement between the parties and supersedes any prior understandings or agreements whether written or oral between the parties respecting the subject matter herein. This Agreement may only be amended in a writing specifically referencing this provision and executed by both parties. This Agreement shall inure to the benefit of and shall be binding upon the parties hereto and their respective heirs, personal representatives, successors and assigns, subject to the limitations contained herein. The unenforceability, invalidity or illegality of any provision of this Agreement shall not render any other provision unenforceable, invalid or illegal and shall be subject to reformation to the extent possible to best express the original intent of the parties. This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties.

This Agreement and attached Assignment Confirmation contain terms that may only be altered when agreed upon in writing by both parties.

CLIENT ID – CLIENT NAME

96072 - CLINTONDALE COMMUNITY SCHOOLS

New Direction Solutions, LLC dba ProCare Therapy

 8-29-2025
Signature Date

Kenneth Janczarek
Print Name

Superintendent
Title

Signature Date

Print Name

Title