



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 p.m.**

Mr. Jared Maynard, President

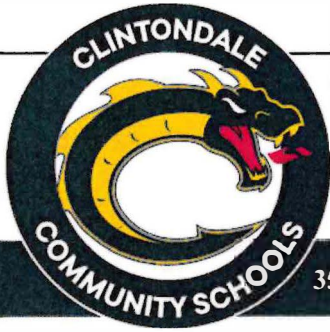
November 24, 2025

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.

November 24, 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

NON-CONSENT ITEMS

1. Third Party Agreement
2. Closed Session - Per Section 8(c) of the Open Meetings Act
3. Closed Session - Per Section 8(b) of the Open Meetings Act
4. Closed Session - Per Section 8(a) of the Open Meetings Act

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.

November 24, 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

Jared Maynard	Lisa Valerio-Nowc
Barry Powers	Ava McDowell
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:

- November 10, 2025 Regular Board Meeting Minutes
- November 11, 2025 Personnel Meeting Minutes

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

APPROVAL OF BILLS- The Board President recommends that the Board approve the payroll and benefits for Clintondale Community Schools employees ending November 14, 2025.

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

The Superintendent and the Board President recommend that the Board approve the bills ending November 14, 2025.

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

CORRESPONDENCE- Ken Janczarek, Superintendent

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- #1-4

1. **Third Party Agreement** - The Superintendent and the Director of Special Education recommend that the Board approve the agreement with Courtney Lucassian, M.S., CCC-SLP, for the 2025-26 school year.

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

2. **Closed Session** - The Superintendent and the Board President recommend that the Board enter into a Closed Session as authorized by Section 8(c) of the Michigan Open Meetings Act to CEA Negotiations.

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

3. **Closed Session**- The Superintendent and the Board President recommend that the Board enter into a Closed Session as authorized by Section 8(b) of the Michigan Open Meetings Act to discuss student discipline.

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

4. **Closed Session**- The Board President recommends that the Board of Education enter into a Closed Session as authorized by Section 8(a) of the Michigan Open Meetings Act to discuss the Superintendent's Evaluation.

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

Motion by: _____ Support by: _____ Time: _____

MINUTES



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

November 10, 2025 Regular Board Meeting

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

CALL MEETING TO ORDER

Meeting began at: 6:30pm

PLEDGE OF ALLEGIANCE

RECOGNITION OF VETERANS

ROLL CALL

Jared Maynard Present
Barry Powers Present
Kurt Wilson Sr. Present
Diane Zontini Present

Lisa Valerio-Nowc Present
Ava McDowell Present
Lisa Wilson Present

ALSO IN ATTENDANCE

Ken Janczarek - Superintendent
Lee Walmsley - Director of Human Resources

Bob Walmsley - Athletic Director

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

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y 7 N 0 Ab 0

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

- October 27, 2025 Regular Board Meeting Minutes
- November 5, 2025 Board Workshop

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y 7 N 0 Ab 0

Mr. Powers recommended correcting a misspelled word on the October 27, 2025 minutes, #3 under Non-Consent Items from Recission to Rescission.

Motioner and Secondor agreed to the recommendation and amended the motion.

APPROVAL OF BILLS- The Board President recommends that the Board approve the payroll and benefits for Clintondale Community Schools employees.

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y 4 N 1 Ab 2

Mr. Powers requested clarification.

Yes: Nowc, McDowell, Zontini, Maynard

No: Powers

Abstain: K. Wilson, L. Wilson

The Superintendent and the Board President recommend that the Board approve the bills ending October 31, 2025.

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y __7__ N __0__ Ab __0__

Mr. Powers requested clarification regarding expenses.

Item #126356 was removed for clarification by the superintendent at the next meeting.

CORRESPONDENCE- The Superintendent and the Board President recommend the Board accept the correspondence and receive them.

Heather Halpin

Motion by Kurt Wilson Support by Lisa Valerio-Nowc Y __7__ N __0__ Ab __0__

SUPERINTENDENT'S REPORT

Mr. Maynard congratulated Math teacher and Senior class advisor, Alex Taylor, on his efforts to engage Seniors.

Mr. Maynard stated that the Board was invited to the November 19 50th Anniversary celebration at Parker Elementary from 5-6pm and the community dance until 6:30.

Strategic Plan: Superintendent Janczarek shared progress on the Strategic Plan with a focus on

- CTE programming
 - Current and future plans
- Community Engagement
 - Mission Mondays, Community dinners, Survey, Newsletters, Social media, Food drive.

Mr. Powers requested clarification on the mission statement and demographic data of the school and community. Mr. Maynard will find the information. Mrs. Zontini asked if information was available regarding the last millage. It was not available.

Mrs. Valerio-Nowc asked about funding for the community dinners. Mr. Janczarek stated that they are refundable through the state of Michigan for students and the rest of the families are charged less than \$5.50 per person.

Mr. Maynard asked for clarification regarding CTE programs.

PUBLIC COMMENT REGARDING BUSINESS BEFORE THE BOARD

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NEW BUSINESS

1. **Mid-Year Progress Report and Evaluation-** The Board President recommends the Board approve the attached timeline for the mid-year progress report and evaluation for the Superintendent.

Motion by Ava McDowell Support by Kurt Wilson Y 7 N 0 Ab 0

CONSENT ITEMS- None

NON-CONSENT ITEMS- #1-4

1. **Resignation-** The Superintendent and the Director of Human Resources recommend the Board approve the resignation of **HEATHER HALPIN**, Chief Academic Officer, effective December 31, 2025.

NOTE: Mrs. Halpin has worked for the district for 4.5 years.

Motion by Kurt Wilson Support by Lisa Valerio-Nowc Y 7 N 0 Ab 0

2. **Board Norms-** The Board President recommends the approval of the Board norms as discussed at the Workshop on November 5, 2025.

Motioned by: Lisa Valerio-Nowc Supported by: Kurt Wilson Y 5 N 2 Ab 0

Yes: Jared Maynard, Lisa Valerio-Nowc, Barry Powers, Ava McDowell, Kurt Wilson

No: Lisa Wilson, Diane Zontini

Mr. Powers requested to add the following preamble to the Board norms: All Board members are strongly encouraged to presume that all board members are acting in good faith and with positive intent.

Motioned by: Lisa Valerio-Nowc Supported by Jared Maynard Y 5 N 2 Ab 0

Yes: Jared Maynard, Lisa Valerio-Nowc, Ava McDowell, Barry Powers, Kurt Wilson

No: Lisa Wilson, Diane Zontini

3. **Closed Session-** The Superintendent and the Board President recommend the Board of Education enter into a Closed Session as authorized by Section 8 (c) of the Michigan Open Meetings Act to discuss CEA negotiations.

Motioned by: Lisa Valerio-Nowc Supported by: Kurt Wilson Y 7 N 0 Ab 0

4. **Closed Session-** The Superintendent and the Board President recommend the Board enter into a Closed Session as authorized by Section 8(h) of the Michigan Open Meetings Act to discuss attorney-client privilege communication.

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y 7 N 0 Ab 0

GENERAL PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA

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Mr. Shannon King was removed from the meeting for disorderly conduct.

The Board meeting was reconvened at 10:27pm

Board received update on 8 (h) with no action needed at this time.

President Maynard read a resolution regarding 8 (c) and requested a motion to accept the resolution.

Motion by Lisa Valerio-Nowc Support by Ava McDowell Y __6__ N __1__ Ab __0__

Yes: Jared Maynard, Lisa Valerio-Nowc, Ava McDowell, Barry Powers, Lisa Wilson, Diane Zontini.

No: Kurt Wilson

ADJOURNMENT

Motioned by: Kurt Wilson Supported by: Lisa Valerio-Nowc Y 7 N 0 Ab 0

Time: 10:30pm

Personnel Committee Minutes

Meeting Date: November 13, 2025

Members Present – Nowc, Maynard, K. Wilson

Administration Present: K. Janczarek, L. Walmsley, H. Halpin, J. Toma

Agenda:

- Parker Staffing Needs
- Technology Proposal - adding Technology Generalist or Specialist
- Auditorium Manager
- Hiring Procedures
- Onboarding Procedures
- Update on CFO and CAO positions

Parker Staffing Needs

Heather Halpin presented the need for additional positions at Parker Elementary due to Parker being designated a CSI School by the State of Michigan. The plan includes the hiring of BCBAs, AP and a Literacy Interventionist. Discussion was held by the committee. The committee agreed to the additional hires to support Parker Elementary. The committee also agreed to add a BCBA and Literacy Interventionist at McGlennen Elementary. The superintendent will include this information in his weekly update to the Board. The proposed hires will be presented to the Board of Education for final approval.

Technology Proposal

Josiah Toma presented the need for the district to hire a Technology Generalist or Specialist. After discussion, the committee decided to add a Technology Specialist. The position will be posted and the proposed hire will be presented to the Board of Education for final approval. This position is covered in the AFSCME Master Agreement. additional staff member in the department. The recommendation was agreed to post for the position by Nowc, Maynard and K. Wilson. The proposed hire will be presented to the Board of Education for final approval.

Auditorium Manager

Josiah Toma presented the need for the district to hire an Auditorium Manager. This is not a new position; however, the position has been vacant for several years. The successful applicant will handle the auditorium needs to include lighting, sound, etc., as well as facilitate livestreaming and audio visual needs at Board of Education meetings. This position will be used on an "as needed" basis. The proposed hire will be presented to the Board of Education for final approval.

Hiring Policy and Onboarding Procedures

HR Director Lee Wamsley reported on hiring procedures. The committee discussed the procedures and determined that the procedures need to be more specific and tailored for each position. The procedures will be brought back to an upcoming Personnel Meeting and when agreed upon by the committee, the procedures will be written into a Policy and presented to the Board of Education for final approval.

Update on filling the CFO and CAO Positions

Superintendent Ken Janczarek provided an update to the committee. There are several applicants for both positions. Interviews will take place after the Thanksgiving holiday. The proposed hire will be presented to the Board of Education for final approval.

Jared Maynard appointed Lisa Valerio-Nowc as the new chair of the Personnel Committee. A new member will be appointed at the next Board of Education meeting.

The meeting was adjourned at 5:00pm.

Jared Maynard
Acting Chair

CCS PAYROLL AND BENEFITS

CHECK #	VENDOR	REASON
9261	MICHIGAN PUBLIC SCHOOLS EMPLOYEES	ORS PAYMENTS (PENSION)
9270	FLAGSTAR BANK	PAYROLL
9275	UNITED STATES TREASURY	FEDERAL TAXES FROM PAYROLL
9276	STATE OF MICHIGAN	STATE TAXES FROM PAYROLL

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CLINTONDALE

DETAIL CHECK REGISTER BY FUND
FROM 11/02/25 TO 11/14/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
126381	11/04/25	07500	434850	PHOENIX STONE COMPANY			BB FIELD DIRT	1,100.00
							COMPUTER CHECK TOTAL	1,100.00
126382	11/05/25	08900	531080	THRUN LAW FIRM, P.C.	307504		LEGAL FEES	5,450.77
126382	11/05/25	08900	531080	THRUN LAW FIRM, P.C.	307505		LEGAL FEES	5,950.96
	** REPLACEMENT		FOR # 126315	10/03/25 **			*COMPUTER CHECK TOTAL*	11,401.73
126383	11/14/25	40072	555	AFLAC			SUPPLEMENTAL INS 11/15 PAY	788.95
							COMPUTER CHECK TOTAL	788.95
126384	11/14/25	40117	10900	MICHIGAN AFSCME COUNCIL 925			AFSCME DUE	792.80
							COMPUTER CHECK TOTAL	792.80
126385	11/14/25	40119	333675	THE MICHIGAN 529 ADVISOR PLAN			MICH 529 PLAN 11/15 PAY	455.00
							COMPUTER CHECK TOTAL	455.00
126386	11/14/25	40066	210600	MISDU			FRIEND OF THE COURT 11/15 PAY	902.75
							COMPUTER CHECK TOTAL	902.75
126387	11/14/25	40070	517560	STILLMAN LAW OFFICE			CASE #18-1647-GC 11/15 PAY	530.31
							COMPUTER CHECK TOTAL	530.31
126388	11/14/25	40113	2664	TEAMSTERS LOCAL 214			ADMINISTRATORS UNION DUES	871.00
							COMPUTER CHECK TOTAL	871.00
126389	11/14/25	09140	8574	ADN ADMINISTRATORS, INC			CLAIMS PAID	102.00
							COMPUTER CHECK TOTAL	102.00
126390	11/14/25	07440	454010	ARCH ENVIRONMENTAL GROUP, INC.	2510212	260236	Stormwater Permit	1,095.65
							COMPUTER CHECK TOTAL	1,095.65
126391	11/14/25	96710	82335	BURKE'S SPORT HAVEN, INC.	CLHS1145	260231	Men's Basketballs	352.00
126391	11/14/25	96710	82335	BURKE'S SPORT HAVEN, INC.	CLHS1145		JR NBA Men's Basketballs	180.00
							COMPUTER CHECK TOTAL	532.00
126392	11/14/25	07002	353000	CINTAS CORP #721	4249145017	260047	Mop Rental	276.79
							COMPUTER CHECK TOTAL	276.79
126393	11/14/25	09976	114197	CLINTON TOWNSHIP TREASURER	15031		SECURITY 9/8 BOARD MEETING	763.97
126393	11/14/25	09976	114197	CLINTON TOWNSHIP TREASURER	15059		SECURITY 9/22 BOARD MEETING	395.33
126393	11/14/25	09976	114197	CLINTON TOWNSHIP TREASURER	15067		SECURITY 10/04 BOARD MEETING	439.25
126393	11/14/25	09976	114197	CLINTON TOWNSHIP TREASURER	15079		SECURITY 10/27 BOARD MEETING	417.29
126393	11/14/25	09976	114197	CLINTON TOWNSHIP TREASURER	15094		SECURITY 11/10 BOARD MEETING	284.43
							COMPUTER CHECK TOTAL	2,300.27
126394	11/14/25	96641	114197	CLINTON TOWNSHIP TREASURER	15093		FOOTBALL GAMES SECURITY	2,092.32
							COMPUTER CHECK TOTAL	2,092.32
126395	11/14/25	07500	139980	D.J. CONLEY ASSOCIATES, INC.	SI-56265-1		MS-BOILER GASKET	104.40
							COMPUTER CHECK TOTAL	104.40

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DETAIL CHECK REGISTER BY FUND
FROM 11/02/25 TO 11/14/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
126396	11/14/25	07285	161285	DIHYDRO SERVICES INC.	50829	260039	Water Treatment MCG	133.00
126396	11/14/25	07285	161285	DIHYDRO SERVICES INC.	50830		Water Treatment HS	528.00
126396	11/14/25	07285	161285	DIHYDRO SERVICES INC.	50831		Water Treatment PKR	147.00
							COMPUTER CHECK TOTAL	808.00
126397	11/14/25	08202	2282	DRIVERGENT INC	5899	260056	Transp. - Reg Ed In Dist	26,800.00
126397	11/14/25	08201	2282	DRIVERGENT INC	5900		Transp. - Sp. Ed.	7,660.00
126397	11/14/25	08201	2282	DRIVERGENT INC	5902		Transp. - Sp. Ed.	5,360.00
126397	11/14/25	00491	2282	DRIVERGENT INC	5902		Transp. - Coordinated	3,980.00
126397	11/14/25	08211	2282	DRIVERGENT INC	5904		Transp. - Reg Ed Out Dist	3,980.00
126397	11/14/25	09383	2282	DRIVERGENT INC	5905		Transportation - Latchkey	2,980.00
126397	11/14/25	08202	2282	DRIVERGENT INC	5906		Transp. - Reg Ed In Dist	600.00
126397	11/14/25	96665	2282	DRIVERGENT INC	5923		Transp. - Athletics	1,444.00
							COMPUTER CHECK TOTAL	52,804.00
126398	11/14/25	06160	661	DTE ENERGY COMPANY	90418206		HS POLE RENTAL	86.96
							COMPUTER CHECK TOTAL	86.96
126399	11/14/25	06160	661	DTE ENERGY COMPANY	904229021		HS POLE RENTAL	86.96
							COMPUTER CHECK TOTAL	86.96
126400	11/14/25	06450	229850	GORDON FOOD SERVICE, INC.	876266714	260156	Dragon Cafe Food	147.27
126400	11/14/25	06450	229850	GORDON FOOD SERVICE, INC.	876266777		Dragon Cafe Food	84.02
126400	11/14/25	06450	229850	GORDON FOOD SERVICE, INC.	876266968		Dragon Cafe Food	157.20
							COMPUTER CHECK TOTAL	388.49
126402	11/14/25	07220	310200	LARDNER ELEVATOR COMPANY	206733	260229	Elevator Maintenance	318.00
							COMPUTER CHECK TOTAL	318.00
126403	11/14/25	09167	2752	MANER COSTERISAN & ELLIS, PC	75344		BUSINESS OFFICE SERVICES	3,630.00
							COMPUTER CHECK TOTAL	3,630.00
126404	11/14/25	07849	2117	MARCO TECHNOLOGIES, LLC	INV145823423	260000	Monthly Duo Subscrip	33.00
							COMPUTER CHECK TOTAL	33.00
126405	11/14/25	07009	385050	MSBO	CASH-30675		MURRAY-2025/26 MEMBERSHIP	150.00
							COMPUTER CHECK TOTAL	150.00
126406	11/14/25	07220	2648	NIGHTLOCK	14751	260234	Floor Plates	271.16
							COMPUTER CHECK TOTAL	271.16
126407	11/14/25	09470	414730	OCCUPATIONAL HEALTH CENTERS	71622718	260063	New Hire Phys SHACK/PORTER	431.00
126407	11/14/25	09470	414730	OCCUPATIONAL HEALTH CENTERS	716239632		New Hire Phys-GREENBERG	244.00
126407	11/14/25	09470	414730	OCCUPATIONAL HEALTH CENTERS	716239632		PLOE INJURY	177.00
							COMPUTER CHECK TOTAL	852.00
126409	11/14/25	09386	241	PEARSON	30295503	260227	KTEA-3 Q-Global Scoring	155.00
126409	11/14/25	09386	241	PEARSON	30303888		WIAT-4 Record Forms	460.00
126409	11/14/25	09386	241	PEARSON	30303888		SHIPPING	28.88
							COMPUTER CHECK TOTAL	643.88

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DETAIL CHECK REGISTER BY FUND
FROM 11/02/25 TO 11/14/25

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
126410	11/14/25	08914	1158	PITNEY BOWES	3321569014	260058	Monthly Postage Mach Leas *COMPUTER CHECK TOTAL*	405.84 405.84
126411	11/14/25	08959	2699	PROCARE THERAPY	21305724		SOCIAL WORK SERVICES	580.00
126411	11/14/25	08959	2699	PROCARE THERAPY	21307257		SOCIAL WORK SERVICES	11,250.00
126411	11/14/25	08959	2699	PROCARE THERAPY	21313343		SOCIAL WORK SERVICES *COMPUTER CHECK TOTAL*	6,740.00 18,570.00
126413	11/14/25	09010	494995	SHREDCORP	4385942	260059	District Shredding Serv *COMPUTER CHECK TOTAL*	268.00 268.00
126414	11/14/25	07009	584	STATE OF MICHIGAN	BLR510045	260228	Boiler Inspections *COMPUTER CHECK TOTAL*	900.00 900.00
126415	11/14/25	07988	512920	STATE OF MICHIGAN			REHAB SERVICES 10/1 - 9/30 *COMPUTER CHECK TOTAL*	7,000.00 7,000.00
126416	11/14/25	07220	542800	TERMINIX PROCESSING CENTER	8431990	260054	Pest Control	65.98
126416	11/14/25	07220	542800	TERMINIX PROCESSING CENTER	8431993		Pest Control *COMPUTER CHECK TOTAL*	65.98 131.96
126417	11/14/25	08900	531080	THRUN LAW FIRM, P.C.	308270		LEGAL FEES	3,861.50
126417	11/14/25	08900	531080	THRUN LAW FIRM, P.C.	308271		LEGAL FEES	5,006.40
126417	11/14/25	08900	531080	THRUN LAW FIRM, P.C.	308272		LEGAL FEES *COMPUTER CHECK TOTAL*	670.00 9,537.90
126418	11/14/25	07500	545865	UNITED AUTO PARTS	15440-174881		BATTERY-LIFT (GYM LIGHTS) *COMPUTER CHECK TOTAL*	252.90 252.90
126419	11/14/25	96625	1896	JOE ARMENT			GAME HELP *COMPUTER CHECK TOTAL*	40.00 40.00
126420	11/14/25	96625	2748	BRIANNA CHAMPAGNE			GAME HELP *COMPUTER CHECK TOTAL*	200.00 200.00
126421	11/14/25	96625	2747	THOMAS D CHANPAGNE, JR			GAME HELP *COMPUTER CHECK TOTAL*	200.00 200.00
126422	11/14/25	96625	610450	DAVE HAMME			GAME HELP *COMPUTER CHECK TOTAL*	370.00 370.00
126423	11/14/25	96625	2751	DANIEL H JENKINS			GAME HELP *COMPUTER CHECK TOTAL*	40.00 40.00
126424	11/14/25	96625	2746	COURTNEY MARTIN			GAME HELP *COMPUTER CHECK TOTAL*	80.00 80.00
126425	11/14/25	96625	2723	NICHOLAS MARROGY			GAME HELP *COMPUTER CHECK TOTAL*	80.00 80.00
126426	11/14/25	96625	619050	SHAWN MURRAY			GAME HELP	600.00

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
							COMPUTER CHECK TOTAL	600.00
126427	11/14/25	96625	622356	JOHNIE ARLANDOS ROSE			GAME HELP	370.00
							COMPUTER CHECK TOTAL	370.00
126428	11/14/25	96625	885	RICHARD YAWORSKI			GAME HELP	505.00
							COMPUTER CHECK TOTAL	505.00
991954	11/14/25	07849	419	AMAZON.COM	1MCHYQXCVN7W		TECH SUPPLIES	163.06
991954	11/14/25	09940	419	AMAZON.COM	1MCHYQXCVN7W		CURRICULUM BOOKS	70.69
991954	11/14/25	40000	419	AMAZON.COM	1MCHYQXCVN7W		SCHOOL STORE SUPPLIES	78.16
							* MANUAL CHECK TOTAL *	311.91
991965	11/14/25	99973	419	AMAZON.COM	1DF611FPXNMW		SS SUPPLIES	30.99
991965	11/14/25	07990	419	AMAZON.COM	1D396Q3XY6QX		SS SUPPLIES	52.12
991965	11/14/25	08940	419	AMAZON.COM	1D7VJLL9Y4R7		BUS OFFICE SUPPLIES	2.99
991965	11/14/25	40000	419	AMAZON.COM	1FXQ3NVPYJQ6		VOLLEYBALL SUPPLIES	94.97
991965	11/14/25	00890	419	AMAZON.COM	1GKRTRYR6TMFQ		WALKIE TALKING EARPIECES	48.59
991965	11/14/25	04240	419	AMAZON.COM	1MHCYQXCVN7W		RBW SUPPLIES	13.99
991965	11/14/25	04980	419	AMAZON.COM	1MMKX11CQNGR		MS SUPPLIES	159.43
991965	11/14/25	40000	419	AMAZON.COM	1MMKX11CWH9Y		HS STORE SUPPLIES	222.96
991965	11/14/25	04240	419	AMAZON.COM	1N3DTMRJVWL4		RBW SUPPLIES	207.10
991965	11/14/25	05960	419	AMAZON.COM	1P3N14GVTNF3		HS OFFICE SUPPLIES	43.90
991965	11/14/25	04240	419	AMAZON.COM	1R37Q713R4JT		RBW SUPPLIES	159.30
991965	11/14/25	99972	419	AMAZON.COM	1WVHTX3PWKKG		SS SUPPLIES	530.70
991965	11/14/25	07500	419	AMAZON.COM	13JH7HC431LH		MAINTENANCE SUPPLIES	88.23
991965	11/14/25	05790	419	AMAZON.COM	16W7FLXD13C1		ART/DANCE SUPPLIES	173.35
991965	11/14/25	99973	419	AMAZON.COM	16W7FLXD19HK		SS SUPPLIES	16.99
							* MANUAL CHECK TOTAL *	1,845.61
9258	11/04/25	07500	1638	MENARDS			AUDITORIUM	119.79
							* MANUAL CHECK TOTAL *	119.79
9259	11/04/25	07956	2149	SUB TEACHER SOURCE	127542		RBW SUBS	326.40
9259	11/04/25	05601	2149	SUB TEACHER SOURCE	127545		HS SUB TEACHERS	407.20
9259	11/04/25	04461	2149	SUB TEACHER SOURCE	127550		SUB SECRETARY PKR	435.20
9259	11/04/25	06205	2149	SUB TEACHER SOURCE	127550		PKR SUBS	2,227.45
9259	11/04/25	07957	2149	SUB TEACHER SOURCE	127553		MCG IA'S	1,088.00
							* MANUAL CHECK TOTAL *	4,484.25
9260	11/05/25	07849	1680	COMPLETE INTERACTIVE TECHNOLOG	86102	260057	Monthly CTap Leasing	870.00
							* MANUAL CHECK TOTAL *	870.00
9261	11/05/25	40150	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			CONTRIBUTION 10/30 PAY	130,227.80
9261	11/05/25	40102	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			MIP PAYMENT 10/30 PAY	20,856.90
9261	11/05/25	40103	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			TDP PAYMENT 10/30 PAY	50.00
9261	11/05/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D%-DCP PAYMENT 10/30 PAY	11,270.29
9261	11/05/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D%-DCP MATCH 10/30 PAY	4,862.08
9261	11/05/25	40029	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D%-PHF PAYMENT 10/30 PAY	3,316.35
9261	11/05/25	40022	364800	MICHIGAN PUBLIC SCHOOL EMPLOYE			D5-PHF MATCH 10/30 PAY	3,316.35
							* MANUAL CHECK TOTAL *	173,899.77

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11 General Fund								
9262	11/06/25	07500	254900	HOME DEPOT CREDIT SERVICES		260049	Maintenance Supplies * MANUAL CHECK TOTAL *	507.23 507.23
9263	11/07/25	96645	2428	EDUSTAFF	2025110701-3		COACHES	2,036.69
9263	11/07/25	07131	2428	EDUSTAFF	2025110701-3		MAINTENANCE	1,825.62
9263	11/07/25	05602	2428	EDUSTAFF	2025110701-3		HS TEACHERS	533.70
9263	11/07/25	05601	2428	EDUSTAFF	2025110701-3		HS TEACHERS	3,326.73
9263	11/07/25	07921	2428	EDUSTAFF	2025110701-3		MCG SS TEACHERS	533.70
9263	11/07/25	07920	2428	EDUSTAFF	2025110701-3		MCG SS TEACHERS	1,156.35
9263	11/07/25	04861	2428	EDUSTAFF	2025110701-3		MS TEACHERS	5,467.46
9263	11/07/25	04432	2428	EDUSTAFF	2025110701-3		PKR TEACHERS	444.75
9263	11/07/25	04431	2428	EDUSTAFF	2025110701-3		PKR TEACHES	978.45
9263	11/07/25	04492	2428	EDUSTAFF	2025110701-3		RBW TEACHERS	177.90
9263	11/07/25	04490	2428	EDUSTAFF	2025110701-3		RBW TEACHES * MANUAL CHECK TOTAL *	978.45 17,459.80
9264	11/07/25	06945	140020	DTE ENERGY			FH 910001864388 THRU 10/16 * MANUAL CHECK TOTAL *	588.33 588.33
9265	11/07/25	07731	2422	TEAM FINANCIAL GROUP INC	1539241	260062	Lighting Project * MANUAL CHECK TOTAL *	11,445.00 11,445.00
9266	11/10/25	06950	1758	TELNET WORLDWIDE, INC	IN111591	260060	District Phone Servives * MANUAL CHECK TOTAL *	492.95 492.95
9267	11/10/25	07956	2149	SUB TEACHER SOURCE	127740		RBW ECSE SUBS	1,357.05
9267	11/10/25	05601	2149	SUB TEACHER SOURCE	127743		HS SUBS	1,085.64
9267	11/10/25	06205	2149	SUB TEACHER SOURCE	127748		PKR AIDE SUB	217.60
9267	11/10/25	04431	2149	SUB TEACHER SOURCE	127748		PKR TEACHERS SUBS	2,009.85
9267	11/10/25	07957	2149	SUB TEACHER SOURCE	127750		MCG SUBS	217.60
9267	11/10/25	07945	2149	SUB TEACHER SOURCE	127801		MS IA SUB * MANUAL CHECK TOTAL *	435.20 5,322.94
9268	11/12/25	06450	512550	STATE OF MICHIGAN			DRAGON CAFE SALES TAX	48.54
9268	11/12/25	06450	512550	STATE OF MICHIGAN			DISCOUNT * MANUAL CHECK TOTAL *	6.00- 42.54
9269	11/12/25	05370	153900	DTE ENERGY			MS 910040103673 THRU 10/19	8,979.30
9269	11/12/25	06160	153900	DTE ENERGY			HS 910040103673 THRU 10/19 * MANUAL CHECK TOTAL *	8,979.30 17,958.60
9270	11/12/25	40004	624	FLAGSTAR BANK			DD & NET CHECKS 11/15 PAY * MANUAL CHECK TOTAL *	285,830.07 285,830.07
9271	11/12/25	40110	412	MICHIGAN SCHOOLS AND GOVERNMENT			CU DEPOSIT 11/15 PAY * MANUAL CHECK TOTAL *	34,664.66 34,664.66
9272	11/13/25	04300	140020	DTE ENERGY			RBW 910001851948 THRU 10/22 * MANUAL CHECK TOTAL *	3,321.48 3,321.48
9273	11/13/25	08025	523950	T-MOBILE			NURSE CELL PHONE	34.75

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
11 General Fund								
9273	11/13/25	07340	523950	T-MOBILE			MAINTENANCE CELL PHONES	104.25
9273	11/13/25	08592	523950	T-MOBILE			SUPT CELL PHONES	34.75
9273	11/13/25	05720	523950	T-MOBILE			SECURITY CELL PHONE	34.75
9273	11/13/25	05721	523950	T-MOBILE			TECH CELL PHONE	34.75
9273	11/13/25	06950	523950	T-MOBILE			SQUARE TABLET	31.35
							* MANUAL CHECK TOTAL *	274.60
9274	11/14/25	40120	1557	TSA CONSULTING GROUP			EE ANNUITIES 11/15 PAY	22,880.46
							* MANUAL CHECK TOTAL *	22,880.46
9275	11/14/25	40100	411	UNITED STATES TREASURY			FEDERAL TAXES 11/15 PAY	42,378.01
9275	11/14/25	40106	411	UNITED STATES TREASURY			FICA/MED TAXES 11/15 PAY	36,560.17
9275	11/14/25	40152	411	UNITED STATES TREASURY			FICA/MED MATCH 11/15 PAY	36,560.17
							* MANUAL CHECK TOTAL *	115,498.35
9276	11/14/25	40122	515100	STATE OF MICHIGAN			STATE TAXES 11/15 PAY	17,217.26
							* MANUAL CHECK TOTAL *	17,217.26
9277	11/14/25	02250	140020	DTE ENERGY			MCG 910001851773 THRU 10/23	2,094.06
9277	11/14/25	04680	140020	DTE ENERGY			PKR 910001864503 THRU 10/23	3,780.10
9277	11/14/25	06940	140020	DTE ENERGY			ADM 910001864107 THRU 10/23	818.01
9277	11/14/25	06945	140020	DTE ENERGY			FH 910004864248 THRU 10/23	43.98
9277	11/14/25	02250	140020	DTE ENERGY			FH 920026898626 THRU 10/23	52.03
							* MANUAL CHECK TOTAL *	6,788.18
9278	11/14/25	07560	1638	MENARDS			PLUMBING SUPPLIES	62.43
							* MANUAL CHECK TOTAL *	62.43
9279	11/07/25	06140	944	CONSTELLATION	4442266		HS GAS THRU 10/31	2,324.56
9279	11/07/25	05350	944	CONSTELLATION	4442266		MS GAS THRU 10/31	2,324.56
9279	11/07/25	04280	944	CONSTELLATION	4442266		RBW GAS THRU 10/31	215.20
9279	11/07/25	02230	944	CONSTELLATION	4442266		MCG GAS THRU 10/31	283.50
9279	11/07/25	06920	944	CONSTELLATION	4442266		ADM GAS THRU 10/31	111.45
9279	11/07/25	04660	944	CONSTELLATION	4442266		PKR GAS THRU 10/31	238.66
							* MANUAL CHECK TOTAL *	5,497.93

11 General Fund

COMPUTER CHECKS	45	\$122,970.02
MANUAL CHECKS	24	\$727,384.14
TOTAL CHECKS	69	\$850,354.16

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

TOTAL NET CHECKS	69	\$850,354.16
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REPLACEMENT CHECKS	1	\$11,401.73
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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
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11 General Fund

GRAND TOTAL NET CHECKS 68 \$838,952.43

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CHECK NUMBER	CHECK DATE	ASN	VEND #	VENDOR NAME	INVOICE NO	PO #	DESCRIPTION	AMOUNT
12 Federal Grants								
126397	11/14/25	20206	2282	DRIVERGENT INC	5903	260233	Transportation (Sedan)	5,500.00
							COMPUTER CHECK TOTAL	5,500.00
126412	11/14/25	09745	1971	READ TO THEM	17025357		MCG-ONE BOOK CONNECTS US	2,300.75
126412	11/14/25	09750	1971	READ TO THEM	17025359		PKR-ONE BOOK CONNECTS US	2,340.25
126412	11/14/25	09746	1971	READ TO THEM	17025360		RBW-ONE BOOK CONNECTS US	359.50
							COMPUTER CHECK TOTAL	5,000.50

12 Federal Grants

COMPUTER CHECKS	2	\$10,500.50
MANUAL CHECKS		
TOTAL CHECKS	2	\$10,500.50
*** VOID SUMMARY ***		
COMPUTER VOID CHECKS		*NON-PAYMENT*
VOID CHECKS - COMPUTER		
VOID CHECKS - MANUAL		
TOTAL VOID CHECKS		
TOTAL NET CHECKS	2	\$10,500.50

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
13 State and Local Grants								
126397	11/14/25	00236	2282	DRIVERGENT INC	5901	260056	Transp. - GSRP	5,360.00
							COMPUTER CHECK TOTAL	5,360.00
126401	11/14/25	06214	2753	IDENTIMETRICS	10500		ATTENDANCE SUBSCRIPTION	1,800.00
							COMPUTER CHECK TOTAL	1,800.00
991965	11/14/25	11053	419	AMAZON.COM	146L1V6R1TTW		BATTERIES FOR WALKIE TALKIES	135.99
							* MANUAL CHECK TOTAL *	135.99
9263	11/07/25	99955	2428	EDUSTAFF	2025110701-3		RBW GSRP	2,610.73
							* MANUAL CHECK TOTAL *	2,610.73

13 State and Local Grants

COMPUTER CHECKS	2	\$7,160.00
MANUAL CHECKS	2	\$2,746.72
TOTAL CHECKS	4	\$9,906.72

*** VOID SUMMARY ***
COMPUTER VOID CHECKS *NON-PAYMENT*
VOID CHECKS - COMPUTER
VOID CHECKS - MANUAL
TOTAL VOID CHECKS
TOTAL NET CHECKS 4 \$9,906.72

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

23 Child Care								
126408	11/14/25	01045	2418	OLD FASHIONED CONCESSION RENTA	INV426		DAYCARE TRUNK OR TREAT	2,371.00
							COMPUTER CHECK TOTAL	2,371.00
9263*	11/07/25	01044	2428	EDUSTAFF	2025110701-3		DAYCARE	38,224.08
9263	11/07/25	01067	2428	EDUSTAFF	2025110701-3		RBW LATCHKEY	4,534.94
							* MANUAL CHECK TOTAL *	42,759.02

23 Child Care

COMPUTER CHECKS	1	\$2,371.00
MANUAL CHECKS	1	\$42,759.02
TOTAL CHECKS	2	\$45,130.02

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

TOTAL NET CHECKS	2	\$45,130.02
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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
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25 School Lunch Fund

9263	11/07/25	82006	2428	EDUSTAFF	2025110701-3		NOON AIDE	2,653.04
							* MANUAL CHECK TOTAL *	2,653.04

25 School Lunch Fund

COMPUTER CHECKS		
MANUAL CHECKS	1	\$2,653.04
TOTAL CHECKS	1	\$2,653.04

*** VOID SUMMARY ***
COMPUTER VOID CHECKS
VOID CHECKS - COMPUTER
VOID CHECKS - MANUAL
TOTAL VOID CHECKS

NON-PAYMENT

TOTAL NET CHECKS	1	\$2,653.04
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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

29 Student/School Activity Fund								
3627	11/14/25	85963	2282	DRIVERGENT INC	5745		MCG GRI FIELD TRIP TO BLAKE'S	400.00
							COMPUTER CHECK TOTAL	400.00
3628	11/14/25	85962	480000	SCHOLASTIC BOOK FAIRS	6021212		RBW-BOOK FAIR	621.29
							COMPUTER CHECK TOTAL	621.29

29 Student/School Activity Fund

COMPUTER CHECKS	2	\$1,021.29
MANUAL CHECKS		
TOTAL CHECKS	2	\$1,021.29
*** VOID SUMMARY ***		
COMPUTER VOID CHECKS		*NON-PAYMENT*
VOID CHECKS - COMPUTER		
VOID CHECKS - MANUAL		
TOTAL VOID CHECKS		
TOTAL NET CHECKS	2	\$1,021.29
REPLACEMENT CHECKS		

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

*** GRAND TOTALS ***								
							COMPUTER CHECKS	50 \$144,022.81
							MANUAL CHECKS	24 \$775,542.92
							TOTAL CHECKS	74 \$919,565.73
*** VOID SUMMARY ***								
							COMPUTER VOID CHECKS	*NON-PAYMENT*
							VOID CHECKS - COMPUTER	
							VOID CHECKS - MANUAL	
							TOTAL VOID CHECKS	
							TOTAL NET CHECKS	74 \$919,565.73
							REPLACEMENT CHECKS	1 \$11,401.73
							GRAND TOTAL NET CHECKS	73 \$908,164.00

** SPOILED CHECKS NOT INCLUDED IN THIS REPORT **



35100 Little Mack, Clinton Township, Michigan 48035-2633
Phone: (586) 791-6300 · Fax: (586) 791-6786
www.clintondaleschools.net

BOARD OF EDUCATION
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Superintendent
Kenneth Janczarek

To: Board of Education President
From: Kenneth Janczarek, Superintendent
Date: November 18, 2025
Re: Request for Closed Session – Superintendent Evaluation

Dear Board of Education President,

I am writing to formally request that the Board conduct the meetings related to my superintendent evaluation in closed session at the following Board of Education meetings:

- **Monday, November 24, 2025**
- **Monday, December 15, 2025**

The purpose of this request is to allow the Board to review, discuss, and conduct my evaluation in a manner that permits open, candid dialogue and constructive feedback regarding my performance as Superintendent.

In accordance with the provisions of the Michigan Open Meetings Act that permit a public body to go into closed session at the written request of the employee being evaluated, I am providing this written request in advance of the scheduled meeting.

Thank you for your consideration of this request and for your ongoing support and collaboration. Please let me know if any additional information is needed.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Kenneth Janczarek', with a large, stylized flourish at the end.

Kenneth Janczarek
Superintendent - Clinton Dale Community Schools
35100 Little Mack Avenue
Clinton Township, MI 48035
www.clintondaleschools.net
(586) 791-6300 ext: 3011



Clinton Township, MI

Clintondale Cares

Board of Education for November 24, 2025

CONSENT ITEM - #1 - None

NON-CONSENT ITEM - #1

1. **Third Party Agreement** - It is recommended by the Superintendent and the Director of Special Education that the Board approve the agreement with Courtney Lucassian, M.S., CCC-SLP, for the 2025-26 school year.

Note: This agreement will allow the District to provide speech and language services to our special education students.

SPEECH AND LANGUAGE PATHOLOGY SERVICES AGREEMENT

This Agreement is entered into on this 24th day of November, **2025**, by and between:

Clintondale Community Schools

35100 Little Mack

Clinton Township, MI

AND

Courtney Lucassian, M.S., CCC-SLP



1. Scope of Services

The Contractor agrees to provide speech and language pathology services to students enrolled in Clintondale Community Schools, including but not limited to:

- Five (5) in-person days
- Conducting evaluations and assessments
- Developing Individualized Education Programs (IEPs)
- Delivering direct and consultative therapy services
- Participating in IEP meetings
- Maintaining documentation and progress reports in compliance with IDEA and state regulations

2. Term of Agreement

This Agreement shall begin on December 1, **2025** and shall continue until June 10, 2026. unless terminated earlier in accordance with this Agreement.

3. Payment Terms

- The District shall pay the Contractor \$115 per hour up to 37.5 hours per week
- Contractor shall submit itemized invoices bi-weekly/monthly.
- Payment shall be made within 30 days of receipt of invoice.

4. Independent Contractor Status

- Contractor is an independent contractor and not an employee of the District.

- Contractor shall be responsible for all federal, state, and local taxes.
- Contractor shall not be eligible for District employee benefits.

5. Licensure and Background Checks

Contractor affirms that they:

- Hold a current, valid license in Speech-Language Pathology from the State of Michigan.
- Are certified by the American Speech-Language-Hearing Association (ASHA), if applicable.
- Have passed all criminal background checks as required by the District and state law.

6. Confidentiality and Student Records

Contractor agrees to comply with:

- FERPA and HIPAA regulations regarding student confidentiality.
- District policies on student data and record keeping.
- Not disclose or use student information for any unauthorized purpose.

7. Termination

This Agreement may be terminated:

- By either party with 30 days' written notice.
- Immediately by the District for cause (e.g., failure to maintain licensure, misconduct, breach of contract).

8. Insurance

Contractor shall maintain professional liability insurance in the amount of \$1,000,000 per occurrence and provide proof of insurance upon request.

9. Indemnification

Contractor agrees to indemnify and hold harmless the District from any claims, liabilities, or expenses arising from Contractor's services or actions.

10. Miscellaneous

- **Entire Agreement:** This Agreement constitutes the entire agreement between the parties.
- **Amendments:** Any modifications must be in writing and signed by both parties.
- **Governing Law:** This Agreement shall be governed by the laws of the State of Michigan.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

Clintondale Community Schools

By:

Name: Kenneth Janczarek

Title: Superintendent

Date: 9/29/2025

Contractor (SLP)

By: Courtney R Lucassian

Name: Courtney Lucassian

Date: 11/18/2025