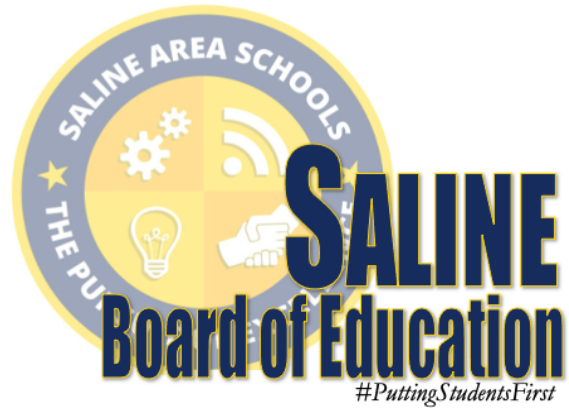


Board of Education Meeting

Liberty School Board Room

August 22, 2023 at 6:30 PM



AGENDA

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. **CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting. Please note that students will be given priority to speak on any topic. The first public participation portion of the meeting will be limited to one-half hour (30 minutes) normally and limited to agenda items. A second public participation portion will be offered at the end of the agenda to allow for any other comment.

Individuals addressing the Board should take into consideration the rules of common courtesy. The public participation portion of the meeting cannot be used to make personal attacks against a Board Member, District Employee, or Student.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. **REVISIONS/APPROVAL OF AGENDA**

(Items may be added or deleted from the meeting agenda, and/or the order of items may be changed, at the request of an individual Board member or the Superintendent. The agenda must be approved before proceeding further.)

RECOMMENDED MOTION . . . move to approve the agenda as printed/revised.

6. ACTION ITEMS

- A. RECOMMENDED MOTION ...** to approve the WEOC (Washtenaw Educational Options Consortium) Restated Agreement Resolution as submitted by Superintendent Laatsch.

- B. RECOMMENDED MOTION ...** to appoint (Name) as the voting delegate and (Name) as the alternate representing the Saline Board of Education at the 2023 MASB Delegate Assembly being held on Thursday, Nov 9, 2023 .

- C. RECOMMENDED MOTION ...** to approve the minutes from the August 8, 2023 closed session for the purpose of the school board to review attorney-client privileged communication pursuant to Section 8(h) of the Michigan Open Meetings Act.

- D. RECOMMENDED MOTION ...** to approve the resolution that MISEC (Michigan Schools Energy Cooperative) as agent of the District, enter into a 15 year Power Purchase Agreement for 100% of the annual electricity usage with NorthStar Clean Energy at a fixed rate not to exceed \$0.075/kWh for the generation and delivery of solar electricity, with commercial operation expected to begin in June, 2025 as submitted by Assistant Superintendent of Finance Miranda Owsley.

- E. RECOMMENDED MOTION ...** to approve the recommendation of A.R. Brouwer to award contracts to the below listed contractors in the total amount of \$1,865,726 for Bid Pack #1 Site Work for the new Operations Center as submitted by Director of Operations, Rex Clary.

Arbor Land Consultants- \$20,190.00
ILE Excavating Inc- \$795,000.00
Nagle Paving Company- \$619,790.00
Spring Valley Landscaping- \$299,265.00
Nagle Paving Company -\$41,490.00
Superior Landscape Companies LLC- \$89,991.00

7. SCHEDULED REPORTS

- 1. Superintendent's Listening Session Recap
Presenter: Steve Laatsch, Superintendent

- 2. SAS Operations Update
Presenter: Rex Clary, Director of Operations

8. **DISCUSSION ITEMS**

1. Policy 2240 Controversial Issues (Instructional Materials: Opt Out)
First Reading
Facilitator, Jenny Miller, Chair

9. **ADMINISTRATION / BOARD UPDATES**

10. **CONSENT AGENDA**

The Consent Agenda is listed in this agenda and will not be read aloud. The motion noted will allow for the authorization of all listed items, without discussion, unless a member of the Board requests that any one or all be considered individually.

RECOMMENDED MOTION . . . move to authorize the Consent Agenda as printed / amended:

- A. **Approval** of the Board of Education Meeting Minutes of August 8, 2023
- B. **Approval** of the Board Finance Committee Meeting Minutes of August 8, 2023
- C. **Approval** of the Board Policy Committee Meeting Minutes of August 9, 2023
- D. **Approval of Payment** of the General Fund Accounts Payable of August 22, 2023, in the amount of \$866,104.84
- E. **Approval of Payment** of 2021 Bond Fund Series III Accounts Payable of August 22, 2023, in the amount of \$14,072.25
- F. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of August 22, 2023, in the amount of \$2,084,178.59
- G. **Receive and File** Human Resources Report

CLOSING

11. **ITEMS SCHEDULED ON NEXT AGENDA**

12. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

13. NEXT MEETING

The next Board of Education Meeting will be held on August 22, 2023, at 6:30 PM.

14. CLOSED SESSION

RECOMMENDED MOTION ... to enter Closed Session of the Board of Education at ____ PM, with the intent to re-enter Open Session at ____ PM, for the purpose of Collective Bargaining 8(c) of the Open Meetings Act. Under Section 8(c) a simple majority vote is sufficient to enter into a closed session.

15. RE-ENTER OPEN SESSION

RECOMMENDED MOTION to re-enter Open Session of the Regular Board of Education Meeting at ____ PM.

16. ADJOURNMENT

RECOMMENDED MOTION ... move to adjourn the Regular Board of Education Meeting of August 22, 2023, at ____ PM.

AMENDED AND RESTATED
WASHTENAW
EDUCATIONAL OPTIONS
CONSORTIUM AGREEMENT
Effective July 1, 2023

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AMENDED AND RESTATED CONSORTIUM AGREEMENT

THIS AMENDED AND RESTATED CONSORTIUM AGREEMENT (“Agreement”), amended effective as of July 1, 2023, is among all signatory local public school districts in Washtenaw County, including Washtenaw Intermediate School District as Fiscal Agent, and any additional Participants admitted in accordance with this Agreement (the “Participants”), which Participants collectively and cooperatively shall, for purposes of establishing and operating one or more educational Programs (hereafter described), be designated as the Washtenaw Educational Options Consortium (the “Consortium”); provided, however, that a Participant shall not be financially obligated to support any Program until it has students enrolled in that Program, nor financially liable for any Consortium deficits unless its Board of Education has expressly approved such liability by board resolution, all in accordance with the terms of this Agreement.

PREMISES

A. Sections 11a and 601a of the Revised School Code, as amended, authorize general powers school districts and intermediate school districts to enter into agreements or cooperative agreements with other entities, public or private, or join organizations as part of performing the functions of the school district or intermediate school district.

B. Section 1282 of the Revised School Code, as amended, authorizes each Participant, in its own right, to establish and carry on the grades, schools, and departments it considers necessary or desirable for the maintenance and improvement of its schools, to determine the courses of study to be pursued, and to provide special assistance for students as may be necessary or desirable for them to achieve educational success.

C. This Agreement is also authorized under Public Act 35, Public Acts of Michigan, 1951, which authorizes the Participants to do jointly, or by any one or more on behalf of all, what each would have the power to do separately, and also by pertinent sections of the State School Aid Act, as amended.

D. The Participants have determined to jointly exercise the foregoing statutory authority through the -Consortium formed by this Agreement, believing that this form of organization will facilitate the most efficient and effective method of program delivery, and this Agreement and the Consortium shall be implemented in conformance with the provisions of those statutes.

E. The Consortium initially operated the WAY Program, hereinafter described in Section 2.1, and in June, 2013, in accordance with Section 2.2, assumed operation of the ECA and WIHI Programs, hereinafter described in their respective Addendums. The ECA Consortium and WIHI Consortium operating those Programs by this Agreement are dissolved, and the assets or liabilities of those consortiums (i.e., ECA surplus: WIHI deficit) conveyed to this Consortium and now subject to this Agreement.

F. As of July 1, 2023, the Consortium also operates the Programs referenced in attached Program Addenda.

NOW, THEREFORE, IN CONSIDERATION OF THE PREMISES AND THEIR MUTUAL PROMISES AND OBLIGATIONS UNDER THIS AGREEMENT, THE PARTICIPANTS AGREE AS FOLLOWS:

ARTICLE I

ORGANIZATION AND LIMITED POWERS

1.1 Establishment of Consortium; Code Compliance. The Participants hereby establish the Consortium under the name “Washtenaw Educational Options Consortium”. The Participants hereby authorize the Consortium, and its Fiscal Agent, respectively, to conduct the affairs of the Consortium and its Programs in accordance with this Agreement. The Participants agree that other consortiums consisting in whole or in part of all or some Participants, with the approval of Washtenaw Intermediate School District, may operate other schools or programs in cooperation with the Consortium. The Participants acknowledge and agree that Consortium coding for Michigan Department of Education purposes, in particular the SEE / S2E2 designation, will be used appropriately for only those students receiving educational services from the Consortium, and that all

their assessment and pupil accounting staff are aware of this designation and of the assessment and accountability practices required under this designation for implementing its policy.

1.2 Joint Steering Committee (“JSC”). The superintendent, or her or his written designee, of each Participant shall serve on the Joint Steering JSC (the “JSC”), The JSC will act as the principal policymaking body for the Consortium and its Programs. The JSC shall have oversight and direction over the establishment, administration and operation of the Consortium, including each of its Programs, respectively and separately, as follows:

(a) Approval of a balanced operating budget (including any prior year surplus funds balance) and any revised budgets (but not to exceed Participant Support Payments as limited by Section 4.11) for each Program;

(b) Appointment of an Executive Director of the Consortium (who may also be Director of a Program), such Assistant or Associate Executive Directors as may be deemed necessary or appropriate, and a Director and any Assistant Director for each Program as deemed appropriate;

(c) Establishment of policies, guidelines, rules and regulations to govern the administration of the Consortium and the operation of each Program;

(d) Research, development, establishment and revision of the curriculum for each Program;

(e) Evaluation of each Program and recommendations for changes in that Program and its operation and administration;

(f) Establishment of the duties, responsibilities and role of any advisory committee;

(g) Responsibility to take actions, including obtaining additional Revenues or reducing Costs (as Revenues and Costs are hereafter defined), as necessary to assure for each Program fiscal year that Revenues cover Costs;

(h) Acquisition, construction or installation of capital improvements, and acquisition of equipment and materials in connection with Programs, separately or collectively; and

(i) Any other matters set forth in this Agreement.

1.3 Officers. In addition to the Executive Director who shall preside ex officio as non-voting chairperson of JSC meetings, the JSC shall recognize a non-voting secretary who may be an employee of the Fiscal Agent. The secretary shall take minutes of an JSC meetings and maintain a roster of the names and addresses (for notice purposes) of all Participants, which shall be kept on file with the Fiscal Agent, and which roster shall be circulated to all Participants by the secretary at the time the Agreement becomes effective, upon admission of a new Participant, or upon request by any Participant to the Fiscal Agent.

1.4 Bylaws and Policies. The JSC may adopt by-laws, policies, guidelines, rules and regulations, which will serve to facilitate the governance, administration and operation of the Consortium and its Programs, separately or collectively.

1.5 Meetings. The JSC shall meet at least on a quarterly basis, with notice to its members as determined by the JSC, and shall post public notice of its meetings in accordance with the Open Meetings Act. For Open Meetings Act purposes, the principal office of the Consortium shall be the principal office of the Fiscal Agent.

1.6 JSC Actions. Unless expressly otherwise provided in this Agreement, action of the JSC shall be accomplished by majority vote of a quorum consisting of a majority of its entire voting membership. A JSC member representing a Participant which does not have enrolled students in a Program shall not vote on matters concerning only that Program, nor be counted in membership for quorum purposes.

1.7 Vacancies. The term of office of a member serving on the JSC shall terminate and a vacancy shall occur in the event of the death or termination of a member as superintendent of his/her Participant district. No vacancy on the JSC shall operate to annul this Agreement, the Consortium or any Program.

1.8 Advisor Committees. The JSC may establish advisory committees for any or all Program(s) (herein referred to as “sub-committees”) and shall determine their responsibilities, not inconsistent with this Agreement. The sub-committees shall report to the JSC.

1.9 No Corporate Authority; Reliance on Fiscal Agent. This Agreement and the Consortium provide only for arrangements and obligations among the Participants (including the

Fiscal Agent) to each other. Unless so reorganized the Consortium is not a corporate entity. The Consortium may be an employer to the extent permitted by Michigan law, but otherwise (unless so reorganized) may not contract in its own name or in any way. Neither the JSC, nor the Fiscal Agent, nor any Participant, has authority to act as agent for or to enter into any contract that would bind the Consortium or any Participant, to a third party. Instead, the Fiscal Agent may act on such matters with reference to the Consortium and its Participants, and the Participants shall, subject to Sections 4.7 and 4.11, reimburse, in accordance with Section 4.12, or indemnify, in accordance with Section 7.4, the Fiscal Agent for liabilities and obligations that the Fiscal Agent incurs with reference to the Consortium.

1.10 Limited Enforceability. Legally binding transactions, expenditures and obligations necessary for the administration and operation of the Consortium and its Programs may only be entered into by the Fiscal Agent as its separate obligation. The Fiscal Agent is only authorized to enter into such transactions, expenditures or obligations which affect the activities or financial affairs of the Consortium and its Programs as are clearly implied by and within authorized budget, or otherwise upon notification to and approval by the JSC. A Participant shall not be bound ipso facto by such contracts of the Fiscal Agent, but the Fiscal Agent contracting in accordance with authorized budget or JSC approval shall, subject to Sections 4.7 and 4.11, have recourse against the other Participants in accordance with Sections 4.12 and 7.4 of this Agreement. A contractor with the Fiscal Agent shall not have direct recourse against any other Participant, and nothing in this Agreement shall create a relationship by the Consortium or a Participant with any third party, including a relationship in the nature of a third party beneficiary.

1.11 Reorganization. To the extent permitted by law, the Consortium by two-thirds vote of the entire membership of the JSC, may select, or direct the organization of, a non-profit or public corporation, association, trust or other legal entity into or with which the Consortium may reorganize or merge, and which may carry on the affairs of the Consortium and, upon dissolution of the Consortium, take over Consortium property, or by two-thirds vote of the entire membership of the JSC, may sell, convey and transfer the Consortium property and affairs to such corporation, association, trust, or other entity, with the assumption by such transferee of the liabilities of the Consortium; and thereupon the Consortium shall proceed to dissolution under Section 9.2.

ARTICLE II
THE PROGRAMS

2.1 Description of WAY Cooperative Educational Option Program. For purposes of describing the “cooperative program” of the Consortium and its Participants in accordance with the Revised School Code and the State School Aid Act, the Consortium's initial cooperative Program shall be the WAY Program, including its admission capacity and criteria, and sites of operation, as described in the Way Program Addendum attached hereto.

2.2 Additional Programs The Consortium may modify or eliminate its Programs, adopt existing educational option programs and schools located within Washtenaw County, or establish and operate new and different Programs, provided that for each modified, adopted or new Program (including Programs referred to as Schools) the JSC by resolution must approve Program description, admission capacity and criteria, sites, and Program budgets for start-up costs (if a new Program) and for the ensuing full or partial fiscal year (collectively a "Program Addendum"). A copy of the Program Addendum certified by the Secretary with the date of the JSC meeting at which the Program Addendum was approved shall be filed with Consortium records and also sent to each Participant Board of Education not less than 90 days prior to the commencement of the Program and in any event prior to enrollment of students in the Program. A Participant Board of Education may then, if it so determines, direct its Superintendent as to the maximum number, if any, of Participant students who may be enrolled in the Program. Pursuant to the foregoing authority the Consortium has adopted the existing ECA and WIHI Programs as described in their Program Addenda.

2.3 Extracurricular Activities. Unless expressly provided otherwise in its Program Addendum, students in a Program shall be eligible to participate in extracurricular activities in their respective home districts (“home district” means the school district which is receiving the Foundation Allowance for that student) on the same terms as other students in their home district.

2.4 Standards Credits and Graduation Credentials All grades earned in a Program will be reported promptly as requested to the student's home district for its education records. Any grade change request shall be in accordance with the provisions of the Revised School Code, as amended, if applicable, and to the extent not inconsistent with the Revised School Code provisions, the policies of the JSC. Unless expressly provided otherwise in its Program Addendum, the

Consortium shall have full responsibility for determining when a Program student is eligible for high school graduation in accordance with State of Michigan requirements, shall resolve any matters pertaining to compliance with State high school graduation requirements, and shall pay the costs of remedying any non-compliance. Upon written notification by the Consortium of a Program student's eligibility for high school graduation, the home school district shall timely issue to such student a high school graduation diploma recognizing that the student has completed all high school graduation requirements of the school district and the State.

2.5 Testing. Unless expressly approved otherwise by the Michigan Department of Education and expressly provided otherwise in its Program Addendum, each Program shall administer the Michigan Merit Examination for enrolled students, or similar successor testing as may be required by the State, and other nationally recognized proficiency testing instruments determined by the JSC for the assessment of student performance. The student's test scores shall be included, except as otherwise required by the Revised School Code or other applicable law, in the calculation of the student's resident or home district average.

2.6 Student Conduct and Discipline. Unless expressly provided otherwise in its Program Addendum, all students enrolled in a Program are subject to that Program's Student Code of Conduct, which shall reference interplay with the enrolling Participant's Student Code of Conduct. The Program Director shall have the authority to suspend for up to ten school days (or such other maximum period under applicable law) or otherwise discipline any student enrolled in the Program, in accordance with law and the Program's Student Code of Conduct as published and distributed to students.

2.7 Records. Unless expressly provided otherwise in its Program Addendum, each Program shall maintain appropriate records of student attendance, behavior, progress, grades and achievement as may be required by law or by action of the JSC. Student records shall be maintained on a basis that is comparable to the recordkeeping by the Participants for students enrolled in regular programming. A Participant shall have complete access to all student records maintained by any Program for those students for which the Participant is home district.

ARTICLE III

PARTICIPANT ENROLLMENT RISK OBLIGATIONS AND STATE AID MEMBERSHIP

3.1 Participant Obligations for Full Program Enrollment. Each Participant shall be obligated either (i) to fill a minimum number of its student positions in each Program, hereafter described as the “Enrollment Obligation Standard,” or (ii) to share Program financial short-falls in the event minimum Program enrollment is not achieved, hereafter described as the “Risk Allocation Standard.” Which obligation is applicable and the terms of such obligation shall be determined in accordance with the following process:

(a) Whenever the JSC establishes or adopts a Program, the JSC shall determine initially whether (i) it is necessary to establish a minimum enrollment for that Program for balanced budget purposes or (ii) it is satisfactory to set only a maximum or unlimited enrollment because a Program balanced budget can be achieved through control of Program variable costs, in which case the Program is subject to the Risk Allocation Standard.

(b) If it is necessary to establish a minimum enrollment for a Program, the JSC shall, by September 15 of each year, determine whether to allocate a minimum number of student positions to each Participant for the following school year for which that Participant shall be obligated for Participant Support Payments under Section 4.7 if the Participant does not fill those student positions, i.e., the “Enrollment Obligation Standard.” Alternatively, by September 15, the JSC may determine to enroll students on a Consortium-wide basis, whereby in the event of under-enrollment in a Program each Participant shall pay to the Consortium its share of any shortfall in Program Revenues to cover Program Costs, i.e., the “Risk Allocation Standard.” After each September 15, any such JSC determinations for the following school year may not be changed except by unanimous action of the JSC in meeting attendance.

(c) Enrollment Obligation Standard generally means that the minimum number of student positions allocated to each Participant for a Program shall be the ratio of that Participant's grades 9-12 enrollment to the total Participants' grades 9-12 enrollment. However, by unanimous vote of all Participants with students in the Program, the JSC may modify the Enrollment Obligation Standard for a Program.

(d) Likewise, Risk Allocation Standard generally means that the Program shortfall risk obligation assigned to each Participant shall be the ratio of that Participant's grades 9-12 enrollment to the total Participants' grades 9-12 enrollment. However, by unanimous vote of all Participants with students in the Program, the JSC may modify the Risk Allocation Standard for a Program.

(e) If by September 15 of each year the JSC makes no determination whether to utilize either an Enrollment Obligation Standard or a Risk Allocation Standard for the following school year, then the Enrollment Obligation Standard or Risk Allocation Standard for that Program in the following school year shall remain the same as for the then-current school year.

(f) When the Enrollment Obligation Standard is applicable, a minimum number of student positions shall be allocated to each Participant in proportion to the Enrollment Obligation Standard, and the enrollment process may include first come-first served, lottery, or such other selection process as the JSC from time to time may determine. Students shall be enrolled by Participant from applications of that Participant until that Participant's minimum enrollment is or is not fulfilled. Then students shall be enrolled (or wait-listed) from Participants having excess applications in proportion to the number of excess applications from each such Participant. Such excess students shall be credited to those Participants whose Enrollment Obligation have not been fulfilled in proportion to their Enrollment Obligation Standards. The JSC may similarly require such credit process for enrolled school-of-choice students under Section 3.3.

(g) When the Risk Allocation Standard is applicable, enrollment of students in a Program shall be on a Consortium-wide basis, and the selection process may include first come-first served, lottery, or such other selection process as the JSC from time to time may determine. If the Program fails to achieve minimum enrollment, then all Participants shall share the resulting shortfall in Program Revenues to cover Program Costs. In such case, each Participant hereby contractually pledges and commits to each other Participant, including the Fiscal Agent, that if by September 15 of the following school year the Fiscal Agent determines there is a shortfall in Program Revenues to cover Program Costs resulting from

failure to achieve Program minimum enrollment, each Participant shall share and pay to the Consortium such shortfall in proportion to the Risk Allocation Standard. Each Participant further hereby contractually pledges and commits to each other Participant, including the Fiscal Agent, that the Participant, its officials, employees and agents, shall do nothing to discourage students of that Participant from applying for enrollment or enrolling in a Program where the Risk Allocation Standard is applicable.

(h) The foregoing obligations of any Participant are subject to a Participant's limitation on the maximum number, if any, of its students to be enrolled in a newly adopted or established Program under Sections 2.2 and 4.7, and the JSC's acceptance in the Program of any of that Participant's students under such limitation. A Participant may temporarily suspend participation in only one Program for no less than two years upon written request to the JSC by December 1 of the year preceding such suspension, and approval by two / thirds vote of the entire membership of the JSC. Suspension eliminates that Participant from the Enrollment Obligation or Risk Allocation Standard applicable to the suspended Program, but does not eliminate that Participant's responsibility to provide an opportunity for continuing enrollment during the temporary suspension period to its currently enrolled students.

3.2 Student Admission Process. Interested students residing in or choosing enrollment in a Participant school district shall be counseled by Program staff on the appropriateness of a Program. Admission to a Program will be solely determined by Program staff in accordance with Program admission criteria. Students may enroll in or transfer to a Program after the beginning of the Program year only in accordance with policies and charges established by the JSC, subject to approval as to the maximum number, if any, of its students to be enrolled by the Participant responsible for Support Payments under Sections 2.2 and 4.7.

3.3 Membership of Participant Students in Participant School Districts.

This Agreement constitutes written approval by all Participants, in accordance with Section 6(4)(f) of the State School Aid Act. that a student enrolled in a Program, a cooperative education program of the Participants, shall continue to be considered in membership in the student's Participant school district, whether by residence or by prior transfer under school-of-choice provisions in State law.

ARTICLE IV
BUDGET AND FINANCE

4.1 Fiscal Year. The fiscal year of the Consortium and each Program shall be from July 1. through June 30, except for any partial first fiscal year of a Program.

4.2 Accounting and Audits. The Fiscal Agent shall be responsible for the proper and separate accounting by Program of funds generated, received and expended in accordance with applicable law, state accounting requirements, this Agreement and any policies or procedures adopted by the JSC. Consortium funds shall be audited as part of the Fiscal Agent's regular audit. Funds of the Consortium will be handled according to standard accounting procedures and deposited with depositories as determined by the Fiscal Agent. The JSC may require bonding for any Fiscal Agent personnel handling Consortium funds.

4.3 Advances and Repayments. Any one or more Participant(s) may advance funds to cover start-up costs of a Program. Unless expressly provided otherwise in its Program Addendum. Repayment of such advances to any Program shall be made by inclusion and provision for repayment of some portion of such advances in the Consortium Program budget each fiscal year so as to achieve total repayment during the Program's first five fiscal years.

4.4 Budgets and Description of Revenues. Each Program will have its own budget, provided, however, that there may be common overhead or similar accounts. Each Program budget will be prepared by the Executive Director in consultation with, and as directed by, the chief financial officer of the Fiscal Agent, and must be approved by the JSC no later than two weeks preceding each fiscal year. During that subsequent fiscal year, the JSC may revise the budget on the recommendation of the Executive Director, and the JSC shall revise the budget to eliminate Excess Costs reported by the Fiscal Agent. A copy of the budget or any budget revision shall be submitted to the Board of Education of each Participant by its JSC representative promptly following JSC approval. Each Program budget for each fiscal year shall be based on the number of student positions for which Participants are obligated, and shall set forth expected annual Program operating costs ("Costs" as hereafter described) and expected revenues for that fiscal year sufficient to cover Costs. The fiscal year budget may be broken down by semester or other budget period as requested by any Participant, with provision that the budget monitoring or review procedures provided by this Agreement for the

entire fiscal year shall also apply to such shorter budget period. Each Program budget shall be sufficiently detailed as to provide a conventional break-down of Costs for educational programs and services. Program Revenues (collectively the “Revenues”) for each fiscal year shall consist of Participant Support Payments as described in Section 4.7, any state aid and general grants as described in Section 4.10, and Surplus Fund moneys applied as Revenues pursuant to Section 4.13. Any Consortium or Program Costs in excess of Revenues (i.e. “Excess Costs”) may be funded by Participants only in accordance with the Participant Board of Education approval process set forth in Section 4.11. The Fiscal Agent will administer each Program budget and shall report to the JSC periodically or as requested by any member of the JSC regarding the financial status of the Consortium and the Program, but no less than annually. In particular, the Fiscal Agent shall identify when Costs of any Program exceed, or may potentially exceed, its Revenues and within 30 days report this information to the JSC. The report shall include a recommendation for eliminating the potential deficit.

4.5 Description of Program Costs. Program Costs, as determined by the JSC, shall include for each Program, but need not be limited to, the following:

(a) Staff salaries and wages, employee benefits and related compensation costs (e.g. worker's disability, health and unemployment insurance, or payments in lieu thereof, FICA, retirement contributions, etc.), or compensation for contracted or leased personnel, as relates to the Consortium and the Program.

(b) Textbooks and other instructional supplies and materials.

(c) Instructional equipment including maintenance, purchase, lease or replacement. When equipment is used jointly for Program and any Participant purposes other than the Program, the costs shall be apportioned.

(d) Instructional or class-related transportation (not to or from a Program).

(e) In-service and training.

(f) Professional development travel and expenses.

(g) Lease or license of Program facilities, communications, internet, heat, power, and other facilities and services as are necessary for the maintenance, upkeep and repair of facilities supporting the Program.

(h) Expensed facility improvements approved by the JSC which are primarily related to Program activities and services.

(i) License or service agreement payments paid for trademarked or proprietary software, methods or services.

(j) Clerical and office expenses.

(k) Other direct Program Costs as identified and confirmed by the JSC.

(l) Administrative expenses attributable or otherwise allocable to the Program, including accounting, audit, attorney consultant and insurance costs, and other expenses of such nature approved by the JSC, and funds or reserves as determined to be necessary by the JSC.

(m) A reasonable administrative charge which the Consortium agrees to pay to the Fiscal Agent as stated in Section 6.5 and which shall be identified in the Program Addendum.

4.6 Exclusion for Special Education or Similar Costs. For purposes of this Agreement, additional costs attributable to the educational needs of certified special education students, or similar costs for any other federal or state legally prescribed services for distinct class of students, are excluded from Costs. Additional costs attributable to the educational needs of certified special education student (or similar costs for any other legally prescribed services for distinct class of students) shall be agreed to by the Participant district sending such certified or classified student and shall be paid by the sending Participant district.

4.7 Participant Support Payments. Participant Support Payments for each Program shall be determined and assessed in accordance with the methodology established by the JSC on the basis of the following standards:

(a) Only net Costs of the Program are to be allocable to Participants. Net Costs shall be Costs less all expected Consortium receipts during the corresponding budget period under Sections 4.3, 4.10. and 4.13.

(b) The expected Participant Support Payment for each fiscal year shall be based on the same factor applied to each Participant of (either less, equal, or greater as determined by the JSC by not later than February 15 of the predecessor fiscal year) one hundred percent (100%) of the Participant's current year Foundation Allowance as set forth on the

Participant's State Aid Financial Status Report ("Foundation Allowance"); provided, however, that for the purpose of computing Participant Support Payments under this Agreement, a Participant's Foundation Allowance shall not exceed the "Target Foundation Allowance" as defined in State School Aid Act Section 20 (MCL 388.1620), or successor legislation, which equals \$9,150 in FY 2022-2023. The JSC may modify the Foundation Allowance definition by unanimous vote of 11 JSC members. The Participant Support Payment shall be that factor times the number of student positions for which the Participant is obligated in that Program, plus any shortfall obligation under Section 3.1 This expected Participant Support Payment is a maximum amount. Any payment sought from a Participant for that Program in excess of this expected maximum Participant Support Payment shall be deemed "Excess Costs" and must be approved by the Participant's Board of Education pursuant to Section 4.11.

(c) Subject to the foregoing standards, each Participant shall pay the Consortium its share of Program net Costs, based on the number of student positions for which the Participant is obligated, plus any shortfall obligations.

(d) By not later than September 15 each year, the JSC will review current enrollment levels for each Consortium Program and prepare a table of projected new student enrollment levels ("Slot Allocation Chart") for each Consortium Program for the succeeding school year (e.g., approved September 15, 20XX for the 20XY-20XZ school year). The projected numbers of newly enrolling students included in the Slot Allocation Chart will serve as a planning benchmark for purposes of Consortium budgeting, staffing, and facilities usage. Each JSC member shall provide its respective Participant Board of Education, in the form and manner prescribed by that Board, with that Participant's projected Participant Support Payments for budget development purposes.

(e) In the event a Participant's newly enrolled student withdraws from the Program after the start of that school year, the Participant Support Payment obligation of that Participant must still be met. The vacancy created by the disenrollment shall be filled as follows: .

- The Participant shall seek to recruit from within its student body (resident and Schools of Choice students) to fill the vacancy;
- WEOC will open the enrollment vacancy to resident and Schools of Choice students of other Participating members;
- If the opening is still not filled, WEOC will, in good faith, expeditiously revise its budget to reflect the declining enrollment in each Program;
- As a last resort, the under-enrolling Participant will fund the WEOC budget at its Foundation Allowance for the disenrolled student in that school year only due to the Participants agreement under the Enrollment Obligation Standard.

Once another Participant assumes the under-enrollment obligation for the under-enrolling Participant, that other Participant will assume the ongoing financial obligations for those enrolled students thereafter at its Foundation Allowance with no further obligation thereafter by the under-enrolling Participant.

- (i) Section 4.7(e) does not apply to any students enrolled in the prior year(s). In the case that a student, that enrolled in prior year(s), disenrolls from a WEOC Program prior to the fall student count day in that school year, the Participant's financial obligation shall immediately cease and the Participant shall only be financially obligated to the Consortium for the period of time such student was enrolled in a WEOC program.

4.8 This Section Intentionally Blank.

4.9 Contribution Offsets Against Participant Support Payments. For each fiscal year and to the extent approved by the JSC, each Participant's contributions (apart from start-up costs) of staff, services, supplies or capital equipment (or an apportioned amount thereof to the extent such resources are used jointly for Program and Participant purposes) will be credited against its Participant Support Payment. In the event such credits are in excess of the Participant SupportPayment payable by that Participant, the Consortium shall pay the amount of such excess to

that Participant at the time and in the proportion that the Participant Support Payments are due. For the purpose of calculating employee costs, the Participant will be credited for the full cost of both salary and benefits as provided for in Section 4.5. For the purpose of calculating contributions for supplies or capital equipment, the Participant will be credited for the actual cost of the contribution, The JSC, on the basis of recommendations by the chief financial officer of the Fiscal Agent, shall be responsible for developing guidelines and the methodology for the Fiscal Agent to calculate costs, apportionments and credits against Participant Support Payments. All Costs reimbursed to a Participant are subject to applicable law, including any limitations in the State School Aid Act. The Fiscal Agent shall be responsible for maintaining records of Costs reimbursed to a Participant under this section, with a minimum record retention period of five years.

4.10 State Aid and General Grants. The Fiscal Agent, on behalf of, and for the benefit of, the Consortium, with such reasonable support from the Participants as the Fiscal Agent may request, may apply for and receive any state educational funds available to a Program and its students under the State School Aid Act, except for special education funds, similar type funds as referenced in Section 4.6, or foundation allowances, reserved by the Participants in accordance with their rights and responsibilities under this Agreement. The Fiscal Agent may also solicit and receive grants or donations consistent with the mission of each Program, or contract with third party recipients of such grants and donations for the provision of education programs to students from Participant and/or non-Participant school districts. Receipt of such state educational funds, grants, or donations shall be approved by the JSC, including determination whether such state educational funds or grants, or donations shall be deemed Revenues to be offset against Costs, or for some other Consortium or Program purpose.

4.11 Excess Costs. No Costs of the Consortium may be charged to a Participant (other than the Fiscal Agent) in excess of its Participant Support Payments under Section 4.7, except in accordance with this Section. If at any time the Consortium seeks to assess excess Costs against Participants, the Consortium acting by its Fiscal Agent must first submit to the Board of Education of each Participant, the Program budget or revised budget indicating the amount of such excess Costs and the proposed sharing among Participants of such excess Costs. For a Participant to be liable for any excess Costs, its Board of Education shall have adopted a resolution expressly acknowledging

receipt of the Program budget or revised budget showing such excess Costs, and approving that Participant's payment of a stated proportion or amount of such excess Costs. In the event of excess Costs which have not been allocated to and approved by Participants in accordance with this Section, such excess Costs shall be the sole obligation of the Fiscal Agent.

4.12 Billing of Participants. Billing for Consortium Revenues shall be solely by the Fiscal Agent in accordance with JSC determinations, and subject to the provisions of this Agreement. The Fiscal Agent will bill each Participant in advance of each billing period, regularly as determined by the JSC, that Participant's Support Payments, share of excess Costs, start-up costs, or other funds to be advanced by Participants, as budgeted or as actually expected to be incurred for that billing period, as the JSC shall determine. Bills shall be paid by Participants within 30 days of receipt. This payment schedule may be modified by the JSC, upon the recommendation of the chief financial officer of the Fiscal Agent.

4.13 Surplus Fund; Annual Surplus or Deficits. Any surplus or deficit in a Program budget at fiscal year-end shall be used as follows: Any fiscal year-end annual surplus or deficit may be credited to or charged against, respectively, a Consortium surplus fund for that Program. Each Program surplus fund also may be used, as a budget or revised budget item expressly approved by the JSC, for any Program Costs, start-up costs or capital cost, or for transfer to cover deficits in other Program(s).

4.14 Capital Costs. Costs for capital improvements and acquisition of equipment shall be treated as follows:

(a) The Consortium shall have authority to undertake and approve its own expenditures for capital improvements or acquisition of equipment in connection with a Program. Title to such property shall be held in the name of the Fiscal Agent in trust for the Consortium and its Participants in accordance with this Agreement.

(b) Equipment, material or other personal property owned and in the inventory of any Participant prior to this Agreement and not purchased with Consortium funds shall remain the sole and exclusive property of that Participant, and shall not be considered property of the Consortium or the Fiscal Agent. Equipment, material or other personal property acquired for purposes of this Agreement by any Participant with its funds during the

term and for purposes of this Agreement shall similarly remain the sole and exclusive property of that Participant.

(c) Equipment purchased from Consortium funds shall be Consortium property for named Program(s) in accordance with this Agreement and appropriately marked and recorded as such. The Consortium may offer Participants the opportunity to purchase Consortium equipment at its appraised value.

(d) The Fiscal Agent shall periodically report to the JSC on the status of any capital outlay budget.

ARTICLE V

PERSONNEL

5.1 Employer Status. The Consortium shall retain all status and identity as the employer of personnel utilized by it in the administration and operation of the Consortium and its Programs, except to the extent such personnel are contracted for or leased under Section 5.4. Provided, that the Fiscal Agent may so act in the name of the Consortium only if (A) Consortium employer status is not diminished thereby under State law and (B) such Program personnel are not Fiscal Agent employees for membership inclusion in the Fiscal Agent's own bargaining units or for purposes of the Fiscal Agent's collective bargaining responsibilities. Rights and responsibilities retained by the Consortium as employer shall include, but not be limited to, the following:

(a) The right to select, hire and separate employees utilized by the Consortium in the administration or operation of the Consortium and a Program.

(b) The right to evaluate, supervise, manage and otherwise regulate the activities and performance of employees utilized by the Consortium in the administration or operation of the Consortium and a Program, and to control the manner in which the work of such individuals is performed.

(c) The responsibility for all payment of wages and other benefits and compensation to such employees, including the responsibility for satisfaction of any legal obligation to maintain insurance or other contributions required by law including, but not limited to, insurance required under the Workers' Disability Compensation Act, insurance or

reimbursement required under the Michigan Employment Security Act, and retirement contributions mandated pursuant to the Michigan Public School Employees Retirement Act.

(d) The responsibility for formation, regulation, modification and/ or termination of all contractual relationships, whether through individual employment agreement(s) or collective bargaining agreement(s), in any way pertaining to employees of the Consortium utilized in connection with administration or operation of the Consortium and a Program,

(e) Nothing in this Agreement shall be construed or regarded as recognition by the Fiscal Agent of majority status or other exclusive representation rights as regards any labor organization for purposes of collective bargaining or contract administration, in any bargaining of the Fiscal Agent.

5.2 Employment Conditions. The establishment and regulation of all employment conditions, whether or not specifically designated above, for employees engaged and utilized in the administration or operation of the Consortium or a Program shall be the sole and exclusive responsibility of the Consortium.

5.3 Executive Director, Program Directors and Assistant Directors. The JSC shall select the Executive Director for the Consortium, may select an Assistant or Associate Executive Director if deemed necessary or appropriate, Program Directors, and Assistant Program Directors as deemed necessary or appropriate for each Program, each of whom shall be an employee of the Consortium or Fiscal Agent, and shall work primarily on Program and Consortium affairs. The Executive Director shall provide leadership and direction for the Consortium, and shall fulfill such duties as set forth in an employment contract approved by the JSC. Each Program Director shall provide leadership and direction to the respective Program and its activities, and shall fulfill such duties as set forth in an employment contract approved by the JSC. The Executive Director shall be accountable to the JSC for the administration and operation of the Consortium and its Programs, and shall also report to the JSC at each of its meetings. An Assistant Program Director shall have such duties as determined by the Program Director with approval by the Executive Director, consistent with duties as set forth in an employment contract approved by the JSC, and shall be evaluated by the respective Program Director.

5.4 Contracted Services. As addition or alternative to the Consortium hiring new staff for a Program, the Consortium (i.e., or the Fiscal Agent in its name) may contract for such services with a separate party contractor which is employer and service provider, including a Participant, provided that such contract is in writing, authorizes the Program Director to evaluate such staff by standards determined by the Program Director, and fully indemnifies the Consortium and the Participants that all persons providing services, shall at all times and for all legal purposes (including, but not limited to compensation, benefits, insurance, taxation, collective bargaining, tenure, termination, retirement or any other employer liability or responsibility) remain exclusively employees of the separate party contractor and members of any of its bargaining units, notwithstanding the nature or manner of the assignment to the Program, or the degree to which the right to evaluate, manage, supervise, and otherwise regulate and control the activities and performance of such staff has been delegated to the Consortium, the JSC or Program Director. Additionally, in the case of a Participant providing services to a Consortium Program, either personnel services or contracting for, leasing or loaning personnel to the Consortium, the written contract between the Participant and the Consortium (i.e., or the Fiscal Agent in its name), addressing the terms of providing such services and personnel shall assure the Consortium and other Participants that the service / personnel providing Participant has sufficient letters of agreement with its bargaining units whose interests are affected by differences inherent in the operation of the Consortium Program.

ARTICLE VI

FISCAL AGENT DESIGNATION AND RESPONSIBILITIES

6.1 Designation of Fiscal Agent. Washtenaw Intermediate School District shall be Fiscal Agent of the Consortium. Washtenaw Intermediate School District may resign as Fiscal Agent for any reason or no reason upon 30 days written notice to the Participants. Such resignation shall become effective at the end of that fiscal year, except that Washtenaw Intermediate School District shall remain responsible for all Fiscal Agent obligations and liabilities incurred through the end of that fiscal year. In the event of such resignation the JSC by two-thirds vote of its entire membership may appoint a successor Fiscal Agent which is willing to accept the duties and responsibilities of Fiscal Agent under this Agreement. By a three / quarters vote of its entire voting membership, the JSC may

remove the Fiscal Agent effective such date as the JSC may determine, provided that the JSC simultaneously appoint a successor Fiscal Agent which is willing to accept as of such effective date the duties and responsibilities of Fiscal Agent under this Agreement.

6.2 General Responsibilities. The Fiscal Agent shall be responsible for the fiscal, legal and day-to-day administrative affairs of the Consortium, and perform all such responsibilities as required of it by applicable law or JSC direction, including the usual responsibilities accorded a consortium fiscal agent under applicable law. The Fiscal Agent shall be responsible for compliance by the Consortium with applicable law.

6.3 Fiscal Authority. The Fiscal Agent's fiscal duties and responsibilities are set forth elsewhere in this Agreement, particularly Article IV (Budget and Finance), and, subject to JSC approval or direction under this Agreement, are generally stated here to include, but are not limited to, the following:

(a) Sole responsibility to collect and disburse funds received for the start-up and operation of each Program.

(b) Participation in the identification and securing of grant moneys, grant flowthrough moneys, and other funds, as may be available for a Program, on behalf of the Consortium.

(c) Program budget direction and assistance to the Executive Director and ongoing oversight of each Program 's finances;

(d) Maintenance of proper records of each Program's accounts, financial transactions and similar activities, and having an annual audit for the Consortium as part of the Fiscal Agent's audit;

(e) Ensuring that each Program's funds generated, received and expended are properly and separately accounted for in accordance with applicable law, state accounting requirements, and adopted policies and accounting procedures of the JSC;

(f) Calculating, in cooperation with the Executive Director, each Program's annual operating Costs, capital outlay costs and start-up costs, shortfall obligations, Participant Support Payments, and crediting Participants for their contributions to the operating Costs;

(g) Paying all lawful bills of the Consortium as approved by the JSC, from the appropriate Program funds of the Consortium.

6.4 Legal and Contracting Authority. The Fiscal Agent may enter into contracts for goods and services for Program purposes within budget amounts and as authorized and approved by the JSC.

6.5 Fiscal Agent Expense Reimbursement. In recognition of and as reimbursement for the administrative expenses to be incurred by the Fiscal Agent in connection with this Agreement, the Fiscal Agent for each Program shall be entitled to retain up to an amount equal to the applicable federal restricted indirect cost rate percentage multiplied by the applicable portion of Program Revenues, subject to annual review and adjustment by action of the JSC. Prior to retention of such amount, the Fiscal Agent shall make a written report to the JSC setting forth the basis and calculation of each Program's reimbursement/retention amount. The JSC shall approve the calculation basis and amount retained as referenced in the adopted Program budget.

ARTICLE VII

INSURANCE AND INDEMNIFICATION

7.1 Insurance. The Fiscal Agent shall be responsible that insurance is maintained naming the Programs and all Participants against liabilities which may be incurred in the administration and operation of the Consortium and its Programs. The Fiscal Agent may obtain separate insurance coverage on behalf of the Consortium, if available, and expend Consortium funds for such coverage within budget parameters and as approved by the JSC. Alternatively, if the Fiscal Agent is unable to obtain separate insurance coverage in the name of the Consortium, or if it is less costly, the Fiscal Agent may work with its insurance carrier to name the Consortium (including its Programs and property) as an Additional Insured on the Fiscal Agent's insurance policies. If the Consortium (including its Programs and property) is named as an Additional Insured on the Fiscal Agent's insurance policies, the Fiscal Agent may determine, in consultation with its insurance carrier, that certain coverages would require increased limits to name the Consortium (including its Programs and property) as an Additional Insured. Any additional cost the Fiscal Agent incurs to provide coverage to the Consortium (including its Programs and property), as an Additional Insured will be

reimbursed by the Consortium within budget parameters and as approved by the JSC. In addition, any required deductibles paid under the Fiscal Agent's policies due to claims against the Consortium (including its Programs or property) will be charged to the Consortium. When applicable, the Fiscal Agent will obtain a certificate of insurance naming the Consortium (including its Programs and property) as an Additional Insured. Insurance coverages shall be reviewed, and insurances costs allocated among Programs, at least annually by the JSC in each of the following areas:

(a) Workers' Compensation and/or other employer's liability insurance which meets Michigan statutory requirements.

(b) Comprehensive general liability insurance, including sexual molestation and abuse coverage.

(c) Comprehensive automobile liability insurance.

(d) Professional liability insurance.

(e) Professional errors and omissions insurance.

(f) Fire and extended coverage for any facilities, including leasehold improvements, equipment and supplies, utilized for the Programs, in amounts deemed appropriate by the Participant owner/lessor of such facilities, shall be maintained by such Participant. The cost of this insurance for fire and extended coverage shall be reimbursed by the Consortium within budget parameters and as approved by the JSC.

7.2 Uninsured Consortium Liabilities. Subject to Sections 4.11 and 7.4, and in the event of any uninsured financial liability imposed upon either the Consortium or upon a Participant in the course of administration and operation of the Consortium and its Programs, and to the extent that the Consortium does not have sufficient appropriate funds or other assets to pay such liability, all Participants shall share such liability (including legal and other out-of-pocket costs in resolving such liability) pro rata in accordance with their share of net Costs in all Consortium Programs, or if liability is limited to a Program or Programs, then only in the liability incurring Program(s), for the applicable period in which such liability was incurred.

7.3 Amounts and Proof of Insurance. Any Participant may require minimum amounts for the foregoing Consortium insurance coverages and may require proof of such insurance in the form of certificates of insurance, including sufficient notification to all Participants for material

changes in coverage and naming Participants as additional insureds, or opportunity to review the actual insurance policies.

7.4 Mutual Indemnification. Each Participant, whether as Participant or Fiscal Agent, shall be solely and entirely responsible for acts or omissions attributable to it or its officers, employees, agents or subcontractors during the performance of this Agreement. To the extent permitted by law, each Participant, as Participant or Fiscal Agent, shall hold harmless and indemnify the Consortium and the other Participants, whether as Participant or Fiscal Agent, for any claim, suit, damage, or cause of action, including the defense thereof, resulting from or attributable to any action or inaction by the indemnifying Participant or Fiscal Agent, or its officers, employees, agents or subcontractors, in respect of the Consortium, any of its Programs, or this Agreement, or for any authorized expenditure by the Fiscal Agent to the extent such indemnifying Participant has benefitted. Further, each Participant, to the extent permitted by law, shall hold harmless and indemnify the Fiscal Agent for its share of any authorized expenditure with reference to the Consortium or its Programs made by the Fiscal Agent, or for all expenses incurred by the Fiscal Agent in the event a Consortium employee is legally determined to have tenure with the Fiscal Agent under the Teacher's Tenure Act, in accordance with its share of net Costs in the Program for which such expenditure was incurred.

7.5 Expiration of Indemnity. The indemnity obligations of this Agreement, shall expire on the last day of the fiscal year that this Agreement is in effect and shall have no effect beyond that date for any claims. whether or not asserted during the term or after the expiration of this Agreement, for damages or other relief occurring after the last day of said fiscal year. Provided, however, that any liabilities known and accrued prior to the expiration of this Agreement shall first be satisfied out of Consortium funds before any disbursement thereof under Section 9.3.

ARTICLE VIII

PARTICIPANTS

8.1 Admission of New Participants A Michigan school district, or where appropriate a Michigan public post-secondary education institution, which is not a party to this Agreement or a member of the Consortium may be admitted to membership as a Participant by action

of the JSC. A new Participant shall be required to contribute to the operating, capital outlay and start-up costs of the school, and may have special or limited participation rights, as determined by the JSC.

8.2 Limited Effects of Withdrawal. No resignation or withdrawal by a Participant or the Fiscal Agent shall operate to annul this Agreement during its term, terminate the existence of the Consortium, or relieve the withdrawing Participant or Fiscal Agent from its obligation to abide by the terms of this Agreement unless otherwise agreed upon by all of the Participants.

8.3 Unilateral Withdrawal. A Participant may unilaterally withdraw from its participation in the Consortium, which withdrawal must be for all Consortium Programs, by giving written notice to the JSC by not later than September 15 prior to the beginning of the next Consortium fiscal year (e.g., notice to September 15, 20XX to unilaterally withdraw effective June 30, 20XZ). Participation shall only be withdrawn effective at the end of a Consortium fiscal year and shall not be effective (without the written consent of the JSC) at any other time of the Consortium fiscal year. In the event of unilateral withdrawal by a Participant during the term of this Agreement (without the written consent of the JSC) the Participant shall forfeit any right it may possess, under this Agreement or otherwise, to distribution of Consortium assets or funds. Those assets or funds shall then revert to the Consortium. Unilateral withdrawal of participation, during the term of this Agreement, shall not relieve the withdrawing Participant from its obligations under this Agreement, including but not limited to:

- (a) continuation of enrollment of its students in Programs to the end of the Program year, and through completion of a Program (e.g., WIMA through grade 8, WIHI through grade 12, WAVE Middle through grade 8, WAVE High through 12, ECA through grade 13) if desired by one or more currently enrolled students of the withdrawing Participant;;
- (b) unpaid Participant Support Payments for past or current fiscal years;
- (c) unpaid past, current year and future payments for start-up costs as provided for in this Agreement;
- (d) its share of any uninsured liabilities incurred for claims, whether already or later asserted, during the period of its participation in the Consortium; and

(e) its re-entry into the Consortium within two years of unilateral withdrawal may occur only upon unanimous vote of the entire membership of the JSC.

8.4 Withdrawal at Expiration. In the event of withdrawal of a Participant or the Fiscal Agent at the expiration of this Agreement, the withdrawing and remaining Participants and/or Fiscal Agent shall within 30 days attempt to resolve their respective remaining rights and obligations. If agreement by all remaining Participants and Fiscal Agent and the withdrawing Participant is not reached at the expiration of the above interval, any Participant may refer the matter to the Dispute Resolution procedures identified in Article XI of this Agreement.

8.5. Expulsion of Participants. If any Participant shall fail to comply with any of the terms or provisions of this Agreement, or default in any of its obligations under this Agreement and shall fail to correct such default or non-compliance within 30 days after written notice, the JSC, at its option, may terminate the Participant's inclusion in the Consortium and its Programs, provided, that the terminated Participant shall continue to be obligated for payment of its share of Consortium costs as if the Participant had determined of its own will to terminate its participation.

ARTICLE IX

TERM

9.1 Term. The term of this Agreement shall continue until such time as the Participants determine to dissolve the Consortium and completion of winding up the affairs of the Consortium as provided in this Agreement, subject also to provisions of this Agreement with respect to withdrawal or amendment.

9.2 Dissolution. Dissolution of the Consortium may occur upon unanimous approving vote of the entire membership of the JSC and provisions reasonably satisfactory to the Fiscal Agent for fulfillment of obligations by Participants to each other, to the Fiscal Agent, and to any third parties, and shall not take effect until the end of a Consortium fiscal year, except to the extent the JSC considers and expressly approves an earlier dissolution date. During such time the Fiscal Agent and the JSC may proceed to wind up the affairs of the Consortium.

9.3 Winding Up and Property Allocation. Upon or pending dissolution of the Consortium, the JSC and the Fiscal Agent shall proceed to wind up the affairs of the Consortium. Subject to compliance with legal requirements pertaining to any Consortium property or moneys, and subject also to the provisions of this Agreement, the Fiscal Agent, separately for each Program, shall pay Consortium liabilities and execute appropriate conveyances of interests in any Consortium property or moneys as determined by the JSC. Any remaining Consortium property, in cash or in kind, shall be distributed, separately for each Program, to Participants on the basis of the Participants Support Payments on average for the previous three years. Upon effective distribution of Consortium property and otherwise winding-up the affairs of the Consortium, the Fiscal Agent shall file with Consortium records a written instrument stating the effective date of dissolution, and notice all Participants by copy of such instrument. Any disputes among Participants, the Fiscal Agent or the JSC as to respective rights and obligations for winding up of Consortium affairs, including failure to reach agreement as to winding up within 30 days of the JSC vote approving dissolution, shall be resolved under the Dispute Resolution provisions of this Agreement.

ARTICLE X

AMENDMENT AND WAIVER

10.1 Entire Agreement. This Agreement contains the entire understanding among the Participants, including the Fiscal Agent, with respect to the Programs as defined herein, and supersedes all prior and contemporaneous agreements and understandings, oral or written, with respect to Programs actually established or adopted by the Consortium. All attachments hereto, including any Program Addendum, and any policies, documents and instruments delivered pursuant to any provision hereof are expressly made a part of this Agreement.

10.2 Amendment. This Agreement may be amended or modified, only in writing, effective only upon the execution of the amendment or Amended Agreement by two-thirds of the Participants, including the Fiscal Agent (with approval of their respective Boards of Education).

10.3 Waivers. Any waiver of any condition, or any breach of any provision, term, covenant, representation, or warranty contained in this Agreement, shall be only by written instrument executed by the Fiscal Agent with authorization by the JSC, and shall not be deemed nor construed as

a continuing waiver of any such condition or breach, or a waiver of any other condition, breach provision, term, covenant, representation, or warranty of this Agreement.

ARTICLE XI

DISPUTE RESOLUTION

11.1 Matters to be Submitted to Arbitration. The Participants shall endeavor to resolve all disputes and controversies through discussion by the JSC. If such disputes and controversies cannot be resolved through discussion by the JSC, all disputes and controversies of every kind and nature among any Participants to this Agreement arising out of or in connection with the performance of this Agreement, or as to the validity, meaning, performance, enforcement, breach, or termination/dissolution of either this Agreement, or the rights and obligations of the Participants among themselves with respect to this Agreement, shall be submitted to arbitration pursuant to the procedure set forth in this article.

11.2 Procedure.

(a) Any Participant may demand such arbitration in writing following 30 days after the controversy has been submitted to the JSC, which demand shall include the name of the arbitrator nominated by the Participant demanding arbitration, together with a written statement of the matter in controversy.

(b) Within 30 days after receipt of such demand, the other Participants(s) shall either consent to the appointment of the arbitrator nominated by the Participant demanding arbitration, or in absence of such consent, the dispute shall be referred to the American Arbitration Association for the selection of the arbitrator.

(c) The arbitration costs of each Participant shall be borne by that Participant. The arbitration costs of the arbitrator shall be shared equally by the Participants to the arbitration dispute.

(d) The arbitration hearing shall be held within Washtenaw County, Michigan, upon at least 30 days advance notice to the Participants.

(e) The Commercial Arbitration Rules and procedures of the American Arbitration Association shall be utilized in the arbitration hearing to the extent that these are

not inconsistent with Michigan law (MCL 600.5001; MSA 27A .5001) and court rule (MCR 3.602). The law of evidence of the State of Michigan shall govern the presentation of evidence at such hearing.

11.3 Effect of Arbitration Award.

(a) An award rendered by an arbitrator appointed under and pursuant to this Agreement, which may include an allocation of arbitration costs different than as provided in this Agreement to favor a prevailing party, shall be final and binding on all Participants to the proceeding, and judgment on the award shall be rendered and enforceable in the Circuit Court for Washtenaw County.

(b) The arbitrator shall be responsible not to alter, change, amend, modify, add, to, or subtract from any of the provisions of this Agreement.

11.4 Arbitration as Bar to Suit.

(a) The Participants stipulate that the provisions of this Agreement shall be a complete defense to any suit, action, or proceeding instituted in any federal, state, or local court or before any administrative tribunal with respect to any controversy or dispute arising between or among them under this Agreement and which is arbitrable as set forth in this Agreement.

(b) The arbitration provisions of this Agreement shall, with respect to such controversy or dispute arising hereunder, survive the termination or expiration of this Agreement.

(c) With respect to any dispute or controversy that is made subject to arbitration under the terms of this Agreement, no suit at law or in equity based on such dispute or controversy shall be instituted by any Participant, except to enforce the award of the arbitrator.

ARTICLE XII

APPLICABLE LAW

12.1 Meaning of “Applicable Law.” The term 'applicable law' as used in this Agreement means:

(a) Generally, all federal, state, and municipal laws and regulations, and judicial or administrative determinations, applicable to this Agreement, the Consortium, a Program, and the funding, administration, and operation thereof.

(b) In particular, but not limited to, the Revised School Code (1976 PA 451; MCL 380.1 et seq; MSA 15.4001 et seq), and the state School Aid Act (1979 PA 94; MCL 388.1601 et seq; MSA 15.1919 (901) et seq).

12.2 Change in Applicable Law. The foregoing applicable law includes any amendments, and any superseding or replacement law having substantially comparable purpose. In the event of any change in applicable law which requires a material change in Participant obligations, then at the request of any Participant, this Agreement shall be renegotiated, or a Participant terminated, or the Consortium dissolved in accordance with the provisions of this Agreement.

ARTICLE XIII

MISCELLANEOUS

13.1 Notices. All notices, bills, or other communications to a Participant, whether as Participant or Fiscal Agent, required or permitted under this Agreement, shall be in writing and shall be deemed to be duly given on the day of service if served personally, or by confirmed facsimile or email delivery (if facsimile number or email address is provided by that Participant), upon the Participant to whom notice is given, or on the day after delivery to the United States Postal Service for regular mail service, or to a courier service, to the attention of the Participant's Superintendent and/or Board of Education as applicable, at its address as listed in the current roster of Participants circulated by the secretary. A Participant may change its address(es) by notice in this same manner. Notice to the Consortium or the JSC shall be to the Fiscal Agent, and the Fiscal Agent shall as necessary promptly transmit such notice to JSC members.

13.2 Non-Discrimination. All Participants, including their employees and Program staff, shall comply with applicable law and the provisions of this Agreement prohibiting discrimination. Both as such statement may be required as a matter of applicable law, and additionally as a matter of affirmative contract obligation under this Agreement, no person, on the basis of race, color, national origin, ancestry, religion, political affiliation or belief, age, marital status, sex, sexual

orientation, gender identity or expression, height, weight, military status, genetic information, or disability, shall be unlawfully discriminated against, excluded from enrollment, employment or other participation in, denied the benefits of, or otherwise be subjected to discrimination in any Program or other Consortium activity. Any contract of the Consortium, the Educating District or the Fiscal Agent, in connection with the performance of this Agreement, shall contain the foregoing non-discrimination covenants, and shall state the same when so required to be included and stated in such contracts, according to the laws of the State of Michigan.

13.3 Successors and Assigns. No Participant may assign or transfer any of its rights under this Agreement in whole or in part without prior written notice to and the prior written consent of the JSC, This Agreement shall inure to the benefit and shall be binding upon the successors and permitted assigns of the Participants.

13.4 Headings and Titles. The headings and titles in this Agreement are for convenience only and shall not be considered a part of or used in the interpretation of this Agreement.

13.5 Severability. The unenforceability of any provision of this Agreement shall not affect the enforceability of the remaining provisions of this Agreement, and to this end, the provisions of this Agreement are severable.

13.6 Governing Law. The Agreement shall be governed by and enforced in accordance with the laws of the State of Michigan.

13.7 Counterparts. This Agreement may be executed in counterparts separately by each Participant, each of which counterparts shall be deemed an original, and all of which shall constitute one and the same instrument.

13.8 Further Matters. Each Participant (whether as Participant or Fiscal Agent) agrees to perform such additional acts and execute such additional documents as are reasonably necessary to carry out this Agreement.

13.9 Effectiveness. This Amended and Restated Agreement shall come into full force and effect as of July 1, 2023, if approved by not later than August 31, 2023, by not fewer than two-thirds (6-of-9) of the Boards of Education of general powers school districts in Washtenaw County and the Fiscal Agent's Board of Education, executed by an authorized signatory of each approving Board of Education, and such executed Agreement or counterparts are on file with the Fiscal Agent.

13.10 Signer's Representation. Each signer of this Agreement personally represents and warrants that this Agreement has been expressly approved by the Board of Education of the Participant on whose behalf this Agreement is signed, and that s/he has been expressly authorized to sign this Agreement.

ANN ARBOR PUBLIC SCHOOLS

By: _____

Its: _____

Dated: _____

CHELSEA SCHOOL DISTRICT

By: _____

Its: _____

Dated: _____

DEXTER COMMUNITY SCHOOLS

By: _____

Title: _____

Date: _____

LINCOLN CONSOLIDATED SCHOOLS

By: _____

Title: _____

Date: _____

MANCHESTER COMMUNITY SCHOOLS

By: _____

Title: _____

Date: _____

MILAN AREA SCHOOLS

By: _____

Title: _____

Date: _____

SALINE AREA SCHOOLS

By: _____

Title: _____

Date: _____

WHITMORE LAKE PUBLIC SCHOOLS

By: _____

Title: _____

Date: _____

YPSILANTI COMMUNITY SCHOOLS

By: _____

Title: _____

Date: _____

WASHTENAW INTERMEDIATE SCHOOL DISTRICT

By: _____

Title: _____

Date: _____

WAY PROGRAM ADDENDUM

WAY Program Description. For purposes of describing the "cooperative program" of the Consortium and its Participants in accordance with the Revised School Code and the State School Aid Act, the Consortium's initial cooperative Program shall be the following: A cyber s high school program for students who need an alternative to the traditional high school model, who require more flexibility and choice in the learning process, and who meet Program admission and enrollment requirements. Initially, and for so long as the Consortium JSC determines, this Program shall be referenced as WAY, conducted under the WAY trademark (an acronym for Widening Advances for Youth) and in accordance with the proprietary methods licensed from, and related services provided by, the WAY corporation. WAY provides students a flexible on-line, student-centered, project-based approach to learning. Students have access to a computer workstation and internet connectivity at their home, provided by the Program. Students also must attend laboratory sessions at a Program site technology center in accordance with Program requirements. WAY provides support through an online mentor, a designated team leader and subject matter experts working together to design and support an academic program that meets the Michigan State standards and prepares each student for further education and career skills.

WAY Program Admission Capacity and Criteria. The Participants anticipate a WAY Program enrollment of 400 students during first semester of Consortium operation, with growth in future enrollment capacity to accommodate all interested students.

Process of student enrollment/admission selection:

- Random selection of qualified students (JSC establishes a process for determining criteria for qualification which may include a mathematics proficiency as long as interested students are provided multiple opportunities to demonstrate proficiency and the principle of open and equitable access is maintained.)
- Staff with conduct an initial home visit with each family to discuss expectations and requirements.
- Method for enrollment outside of the lottery to meet student and family needs – such as in cases of home only access to the program for students expelled from local districts with service. This method of enrollment will have clear provisions established by the JSC.

WAY Program Sites.Initial technology center WAY Program Sites shall be Willow Run Cheney School and Ann Arbor Downtown Library.. The JSC may thereafter, after 30 days notice to Participants, students, and their families, determine to change or add WAY Program sites.

WASHTENAW EDUCATIONAL OPTIONS CONSORTIUM

Washtenaw Educational Options (WAY) Consortium Agreement ECA Program Addendum

Pursuant to section 2.2 of the Washtenaw Educational Options (WAY) Consortium Agreement, and in accordance with the Revised School Code and the State School Aid Act, the Consortium hereby evidences an Additional Program of the Consortium, known as the Early College Alliance ("ECA"), as described in this Program Addendum.

Program Description

The ECA shall be an early college or middle college, as appropriate, open for admission of students of Participants and, on a limited and tuition basis, non-Participant high school students who meet admission and enrollment requirements.

The primary purpose of ECA is to provide an early or middle college program for all students, regardless of background, experience or skill level, supporting transition from high school to college; from basis on the student's unique and individualized capacities; through personalized learning, instruction, attention and support for the development of both academic and life management skills on a non-time centric basis; to college readiness and rigorous educational immersion into post-secondary education.

The ECA is a two-phase program. In the first phase, students are provided with a rigorous college preparatory curriculum taught by Michigan- certified secondary education teachers. Students acquire and demonstrate "hard" (academic) skills in English, mathematics, science, and social studies, as well as "soft" (social and emotional) skills. "Soft skills" are fundamental to student success in the post-secondary environment, and are embedded into the curriculum and school culture through direct instruction, practice, and instructor feedback in specific "learner domains." Students remain in ECA college preparatory program until they consistently demonstrate true "college readiness" in both academic and soft skills.

Upon completion of the ECA college preparatory component, ECA students transition to become full-time Eastern Michigan University students where they begin work on their EMU general education and ECA completion requirements.

The purposes, curriculum, and education programs of the ECA shall meet the requirements of the States School Aid Act, Section 64, or similar provisions of the Revised School Code or State School Aid with respect to other career fields.

Admission Capacity and Criteria

ECA has grown from an initial enrollment of 60 students (in 2007 when ECA was under auspices of separate consortium) to its anticipated maximum enrollment of 450 students, and may adjust to lower or higher maximum enrollment as determined by the Joint Steering Committee.

The long-term goal of the ECA is to develop, in cooperation with the participating LEAs ("ECA districts"), a series of "Pre-enrollment Gateways" to determine student eligibility for the ECA program, and students who complete the Pre-enrollment Gateways should be allowed preference in the enrollment process.

Enrollment in the ECA program should not become a sorting and selecting mechanism. To this end, the ECA believes a percentage of the available enrollment slots be placed in reserve to "capture" the non- traditional college bound students (Low SES and highest level of educational attainment of parent) in the enrollment process.

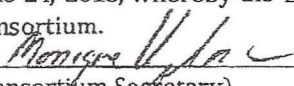
- ECA enrollment and selection policies will be reviewed on a yearly basis by the Committee.
- ECA enrollment slots will be based on standard allocation formula in which slots are allocated to each ECA district based on the proportion of its students to the total number of students in all of the ECA districts combined.
- Initial selection of students shall be based on lottery. After the initial lottery, the remaining, unused slots will be reallocated to districts with wait lists and the number slots allocated to each district will be proportionate to the districts' shares of the total number of wait listed students. The Committee may adjust the slot allocation model yearly, based on local district needs.
- Students who are currently residents of an ECA district, but not currently enrolled in the ECA, are required to enter the ECA program through their resident district. [No diploma shopping].
- Home school students entering ECA are required to demonstrate 9th grade proficiency through the MDE ninth grade skill assessment or other agreed upon assessments.
- 30% of a district's total number of slots in the initial lottery will be reserved for students who are eligible for *free or reduced lunch*.

ECA Program Sites

The ECA program site shall be on the campus of Eastern Michigan University, or other public state university or community college within the boundaries of the Consortium.

Certificate

The foregoing Addendum was approved by the joint Steering Committee at its meeting of June 24, 2013, whereby the ECA Program was adopted as an Additional Program of the Consortium.



(Consortium Secretary)

6-24-13
DATE

WASHTENAW EDUCATIONAL OPTIONS CONSORTIUM

Washtenaw Educational Options (Way) Consortium Agreement

WIHI Program Addendum -

Pursuant to section 2.2 of the Washtenaw Education Options (WAY) Consortium Agreement, and in accordance with the Revised School Code and the State School Aid Act, the Consortium hereby evidences an Additional Program of the Consortium, known as the Washtenaw International High School ("WIHI") Program, as described in this Program Addendum.

Program Description

WIHI shall be a one or more grades, 9 through 12, high school operating as an international school program for students of the participants and non-Participant school districts who meet admission and enrollment requirements. WIHI will develop students for professional, political, and business leadership in an international environment, utilizing a student-centered and inquiry-based instructional methodology across a broad range of subjects. In addition, the Program will emphasize language learning, including a mandatory second language for all students.

All students in the school will pursue a full International Baccalaureate (IB) diploma. The Program has achieved its accreditation as an official IB Diploma Authorized World School, and expects to maintain such accreditation as a critical element of the Program.

Admission Capacity and Criteria

- School size: 6 sections (150 students) per grade, for a maximum enrollment of 600 students for the Program.
 - o Maximum enrollment may be adjusted yearly by the Committee based on local district needs.
 - o Student positions in the Program shall be allocated and accepted by the Participant districts in accordance with a process determined by the Committee, or absent Committee action, shall be allocated in proportion to the Participant districts' grades 9-12 enrollments.

- Process of student enrollment/admission selection:
 - o The Committee establishes a process for determining criteria for qualification, which may include a mathematics proficiency, as long as interested students are provided multiple opportunities to demonstrate proficiency and the principle of open and equitable access is maintained.

Enrollment in the ECA program should not become a sorting and selecting mechanism. To this end, the ECA believes a percentage of the available enrollment slots be placed in reserve to "capture" the non- traditional college bound students (Low SES and highest level of educational attainment of parent) in the enrollment process.

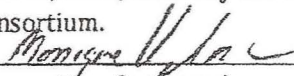
- ECA enrollment and selection policies will be reviewed on a yearly basis by the Committee.
- ECA enrollment slots will be based on standard allocation formula in which slots are allocated to each ECA district based on the proportion of its students to the total number of students in all of the ECA districts combined.
- Initial selection of students shall be based on lottery. After the initial lottery, the remaining, unused slots will be reallocated to districts with wait lists and the number slots allocated to each district will be proportionate to the districts' shares of the total number of wait listed students. The Committee may adjust the slot allocation model yearly, based on local district needs.
- Students who are currently residents of an ECA district, but not currently enrolled in the ECA, are required to enter the ECA program through their resident district. [No diploma shopping].
- Home school students entering ECA are required to demonstrate 9th grade proficiency through the MDE ninth grade skill assessment or other agreed upon assessments.
- 30% of a district's total number of slots in the initial lottery will be reserved for students who are eligible for *free or reduced lunch*.

ECA Program Sites

The ECA program site shall be on the campus of Eastern Michigan University, or other public state university or community college within the boundaries of the Consortium.

Certificate

The foregoing Addendum was approved by the joint Steering Committee at its meeting of June 24, 2013, whereby the ECA Program was adopted as an Additional Program of the Consortium.



(Consortium Secretary)

6-24-13
DATE

WASHTENAW EDUCATIONAL OPTIONS CONSORTIUM

INTERNATIONAL BACCALAUREATE MIDDLE YEARS PROGRAMME (Gr. 6-10) and
INTERNATIONAL BACCALAUREATE DIPLOMA PROGRAMME (Gr. 11-12) ADDENDA

Pursuant to section 2.2 of the Washtenaw Educational Options Consortium ("WEOC" or "Consortium") Agreement, as amended effective June 1, 2014 (the "June 1, 2014 Amended WEOC Agreement"), the participant local school districts (each a "Participant" and collectively the "Participants") and the Washtenaw Intermediate School District as fiscal agent ("Fiscal Agent"), hereby agree through the following Addendum to the June 1, 2014 Amended WEOC Agreement ("Addendum") to modify, adopt, establish or operate an accredited International Baccalaureate Middle Years Programme for grades 6-10 {"IB MYP"} and an accredited International Baccalaureate Diploma Programme for grades 11-12 {"IB DP"}, beginning in the 2018-2019 school year.

PREAMBLE

A. On or about June 24, 2013, the Consortium's Joint Steering Committee ("JSC") approved the Washtenaw International High School ("WIHI") as an Additional Program of the Consortium for students of the Participant school districts and non-Participant school districts who meet admission and enrollment requirements for grades 9-12.

B. On or about that same date, the Ypsilanti Community Schools ("YCS") Board of Education approved operation of the Washtenaw International Middle Academy ("WIMA") for YCS pupils (resident or schools-of-choice) who meet the admission and enrollment requirements for grades 6-8.

C. At all relevant times to date, the WIHI and WIMA programs have been co-located and operated in a shared facility within the geographic boundaries of YCS; specifically, the YCS East Middle School Building.

D. From January 2015 to date, WEOC has been seeking 18 accreditation of an 18 MYP (Grades 6-10). WEOC previously obtain accreditation of the IB Diploma Programme (Grades 11-12) in April of 2013.

E. Criteria to obtain accreditation of an IB MYP (Grades 6-10) reportedly include (1) operation of grades 6-10; (2) under a single governance structure; and (3) with a single financial/budgetary decision-maker.

F. The WEOC JSC determined in or about May of 2017 to consider whether to modify, adopt, establish, and operate an accredited IB MYP (Grades 6-10) and an accredited IB DP (Grades 11-12). To ensure that an accredited and fiscally viable 18 MYP is available to YCS pupils (resident or non-resident enrolled through schools of choice), along with an accredited IB DP, beginning in the 2018-2019 school year, the YCS Board of Education approved on October 16, 2017, a resolution that an IB MYP and IP DP would operate under the WEOC governance structure effective June 30, 2018, subject to an approved Program Addendum.

TERMS AND CONDITIONS

1. Program Descriptions.
 - a. IB Middle Years Programme (Grades 6-10)
 - i. Grades 6-8: The first three years, grades 6-8, of the IB MVP (Grades 6-10) will operate as an accredited IB program for YCS pupils (resident or schools-of-choice) who meet admission and enrollment requirements.
 - ii. Grades 9-10: The Program Description for grades 9-10 of the WIHI program, as set forth in the June 14, 2013 JSC WIHI Addendum, and incorporated into the June 1, 2014 Amended WEOC Agreement, is incorporated by this reference as if fully restated herein. The admission of YCS pupils (resident or schools-of-choice) enrolled in grades 6-8 of the IB MYP into grades 9-10 of the IB MVP (grades 6-10) shall be pursuant to the June 1, 2014 Amended WEOC Agreement.
 - b. IB Diploma Programme (Grades 11-12): The Program Description for grades 11-12 of the WIHI program, as set forth in the June 14, 2013 JSC WIHI Addendum, and incorporated into the June 1, 2014 Amended WEOC Agreement, is incorporated by this reference as the Program Description for grades 11-12 of the IB DP.
2. Admission Capacity and Criteria
 - a. IB Middle Years Programme
 - i. Grades 6-8:
 - School Size: 2 sections of approximately 30-35 pupils each (or 60-70 pupils) per grade, for a maximum enrollment of 180-210 pupils in Grades 6-8 of the IB MYP. YCS shall be fiscally responsible for a minimum of 190 positions in Grades 6-8 of the IB MYP pursuant to Section 3.1 of the June 1, 2014 Amended WEOC Agreement.
 - Process of Student Enrollment/ Admission Selection: Admission and enrollment requirements for grades 6-8 of the IB MYP will be as established by YCS. Because only YCS pupils (resident or schools-of-choice) will be enrolled in grades 6-8 of the IB MYP (Grades 6-10), it is the intent of the Participants that YCS will remain encoded as "parent entity" in Michigan's database of educational entity information (the "Educational Entity Master" or "EEM") for grades 6-8 of the IB MYP (Grades 6-10) for the purpose of reporting student assessment scores to the public. Section 1.1 of the June 1, 2014 Amended WEOC Agreement shall not be construed to require otherwise.
 - ii. Grades 9-10:
 - School Size: 6 sections of approximately 25 pupils each (or approximately 150 pupils) per grade, for a maximum enrollment of approximately 300 students in grades 9-10 of the IB MYP.
 - o Maximum enrollment may be adjusted yearly by the JSC based on local district needs.
 - o Student positions in the Program shall be allocated and accepted by the Participants in accordance with a process

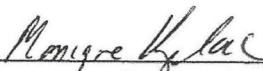
determined by the JSC, or absent JSC action, shall be allocated in proportion to each Participant's grades 9-10 enrollments.

- Process of Student Enrollment/ Admission Selection:
 - o The JSC establishes a process for determining criteria for qualification, which may include a mathematics proficiency, as long as interested students are provided multiple opportunities to demonstrate proficiency and the principle of open and equitable access is maintained.
 - o Lottery selection of qualified students
 - o Method for enrollment outside of the lottery to meet student and family needs such as in cases of "continuation of curriculum" for students coming from other IB programs world-wide.

 - b. IB Diploma Programme (Grades 11-12): The Admission Capacity and Criteria for grades 11-12 of the WIHI program, as set forth in the June 14, 2013 JSC WIHI Addendum, and incorporated into the June 1, 2014 Amended WEOC Agreement, is incorporated by this reference as if fully restated herein.
3. Program Sites: The IB MYP (Grades 6-10) and the IB DP (Grades (11-12) shall be located at the West Middle School Building, located within the geographic boundaries of the Ypsilanti Community Schools, and within the geographic boundaries of the Washtenaw Intermediate School District.

 4. Effective Date. Pursuant to Section 13.9 of the June 1, 2014 Amended WEOC Agreement, this Program Addendum shall come into full force and effect at such time as this Agreement has been executed by an authorized signatory of each participating local school district and such executed Program Addendum (or counterparts) are on file with the Fiscal Agent. By approval of this Program Addendum, the Participants agree to waive the requirement in Section 2.2 of the June 1, 2014 Amended WEOC Agreement that a certified copy of the Program Addendum be filed with the Consortium records "not less than 90 days prior to the commencement of the program and in any event prior to enrollment of students in the Program." The Executive Director shall promptly send to each Participant Board of Education a certified copy of the Program Addendum for consideration under Section 2.2 of the 2014 Amended WEOC Agreement.

 5. Certificate. The foregoing Program Addendum was approved by the WEOC Joint Steering Committee at its special meeting of May 4, 2018, whereby the accredited IB MYP (Grades 6-10) and accredited IB DP (Grades 11-12) were adopted as Additional Programs of the the Consortium.



(Consortium Secretary)

5/4/18

WASHTENAW EDUCATIONAL OPTIONS CONSORTIUM
WAVE MIDDLE SCHOOL PROGRAM (Gr. 6-8) and
WAVE HIGH SCHOOL PROGRAM (Gr. 9-12) ADDENDA

Pursuant to section 2.2 of the Washtenaw Educational Options Consortium (“WEOC” or “Consortium”) Agreement, as amended effective June 1, 2014 and as that section 2.2 may be incorporated into successor Consortium Agreements (the “Consortium Agreement”), the participant local school districts (each a “Participant” and collectively the “Participants”) and the Washtenaw Intermediate School District as fiscal agent (“Fiscal Agent”), hereby conditionally agree through the following Program Addendum (“Addendum”) to modify, adopt, establish or operate the WAVE Middle and High School beginning in the 2023-24 school year.

PREAMBLE

A. On or about June 24, 2013, the Consortium’s Joint Steering Committee (“JSC”) approved the WAY Program as a cooperative education program of the Consortium for students of the Participant school districts and non-Participant school districts who meet admission and enrollment requirements for grades 9-12.

B. On or about August 2014, the Consortium’s JSC acted to modify and amend the WAY Program as the Washtenaw Alliance for Virtual Education (WAVE) for grades 9-12.

C. In April of 2022, the WAVE program was selected to receive a Two Hundred Fifteen Thousand and no/100 (\$215,000.00) planning grant from the NewSchools Venture Fund to design and plan to implement a WAVE middle school program based on the current high school model.

D. From May 2022 to date, the WAVE middle school planning team has developed a design and implementation plan for a WAVE middle school program (beginning with grades 7-8, but allowing for expansion to includes grades 6-8) and presented an update to the JSC on the design and implementation plan, which was sent to JSC members via email transmission dated December 20, 2022 and as an agenda item at the January 27, 2023 JSC meeting.

E. The WEOC JSC reached consensus at its January 27, 2023, meeting to move forward to prepare a proposed addendum for JSC consideration to modify and expand the WAVE program to include a middle school program to launch in Fall 2023 with grade 8, in Fall 2024 with grades 7-8, and in Fall 2025 with grades 6-8 if demand requires.

F. The WEOC JSC conditionally approved the WAVE Middle School Program Addendum at its March 16, 2023 meeting, subject to approval of an Amended and Restated Consortium Agreement discussed and approved by the JSC at meetings held on March 16, 2023, April 14, 2023, and April 28, 2023, subject to approval by not fewer than two-thirds (6-of-9) of the participating school district boards of education and the fiscal agent’s board of education on or before August 31, 2023.

TERMS AND CONDITIONS

1. **Program Descriptions.**
 - a. **WAVE Middle School**

Grades 7-8 (or Grades 6-8 if deemed necessary): The WAVE Middle school program is designed to offer a flexible, student-centered approach to learning for students who need an alternative to the traditional school model. Support is provided through highly trained advisory teachers and online content support teachers. The program offers online and in-person instruction and includes extensive social emotional learning integrated into the day. Staff work together with students and families to design and administer an academic program that meets applicable state standards and prepares each student for the next step toward desired secondary and post-secondary school goals. Students enrolled in the WAVE middle school program can expect: (i) a student-centered, project-based approach to learning aligned with state standards, (ii) individualized support provided by dedicated and accomplished advisory and online content teachers, (iii) home visits, tailored to individual student needs, and (iv) preparation for continued education or career skills development. Students have access to a computer and internet connectivity in their homes, provided by the Program.

b. WAVE High School:

Grades 9-12: An online program (including online and in-person instruction) for students who need an alternative to the traditional high school model, who require more flexibility and choice in the learning process, and who meet Program admission and enrollment requirements. The program offers a strong learning community both online and in-person, and a flexible, year-round schedule. The program objective is to motivate students from various life experiences to achieve academic and personal success. Students enrolled in the WAVE high school program can expect: (i) a student-centered, project-based approach to learning aligned with state standards, (ii) a year-round academic program to ensure continuity of learning, (iii) individualized support provided by dedicated and accomplished advisory and online content teachers, (iv) home visits, tailored to individual student needs, and (v) preparation for continued education or career skills development. Students have access to a computer and internet connectivity in their homes, provided by the program.

2. Admission Capacity and Criteria

a. WAVE Middle School

i. Grades 6-8:

(1) School Size: It is projected that the WAVE middle school program will be sustainable when working in conjunction with the WAVE high school program, at a minimum enrollment of 25 students. Full enrollment projection is 75 students.

(2) Year 1, Fall 2023-Spring 2024: 25-35 8th grade students.

(3) Year 2, Fall 2024 - Spring 2025: expanding to 30-70 7th-8th grade students.

(4) Year 3, Fall 2025-Spring 2026: expanding, if demand requires, to 30-75 6th – 8th grade students.

ii. Student Selection, Admission, Enrollment/Admission Process:

(1) Selection of qualified students will occur in coordination with local district staff pursuant to JSC processes for seat allocation

for each participating district consistent with Article III of the Consortium Agreement.

(2) Admission/Enrollment procedures will otherwise be aligned with the WAVE high school model.

- a. **WAVE High School:** The Admission Capacity and Criteria for WAVE high school, as set forth in the June 14, 2013 JSC WAY Program Addendum, and incorporated into the Consortium Agreement, are incorporated by this reference as if fully restated herein.
3. **Program Sites:** The WAVE middle school and high school programs shall operate in leased space at 301 West Michigan Ave, Ypsilanti, MI 49198, located within the geographic boundaries of the Ypsilanti Community Schools, and within the geographic boundaries of the Washtenaw Intermediate School District. The JSC may thereafter determine to change or add program sites.
4. **Effective Date.** This conditional Program Addendum will become unconditional without further action of the JSC upon approval by not fewer than two-thirds (6-of-9) of the Participant Boards of Education and the Fiscal Agent on or before August 31, 2023, of a proposed Amended and Restated Consortium Agreement. The Executive Director shall promptly send to each Participant Board of Education a certified copy of the Program Addendum for consideration, if desired, of enrollment levels in the new MS WAVE Program pursuant to Section 2.2 of the Consortium Agreement.
5. **Certificate.** The foregoing Program Addendum was conditionally approved by the WEOC Joint Steering Committee at its meeting of March 16, 2023, whereby the WAVE Middle School Program was conditionally adopted as a modification of the Consortium's WAVE Program, subject to approval, on or before August 31, 2023, of a proposed Amended and Restated Consortium Agreement by not fewer than two-thirds (6-of-9) of the Participant District Boards of Education and the Fiscal Agent's Board of Education.

Monique Uzelac
WEOC Secretary

Date

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[Saline Area Schools] Board of Education

A [regular] meeting of the Board of Education (“Board”) of the [Saline Area School District] (the “District”), was held in the Liberty School Board Room located at [7265 North Ann Arbor Street], in the City of Saline, [County] of Washtenaw, State of Michigan, on [August 22,] 2023, at 6:30 o’clock in the p.m.

The meeting was called to order by President Michael McVey.

Members Present: Tim Austin, Susan Estep, Brad Gerbe, Lauren Gold, Michael McVey, Jennifer Miller and Jennifer Steben

Members Absent: N/A

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS:

A. The [District is a Participant in]-OR- [ISD serves as Fiscal Agent to] the Washtenaw Educational Options Consortium (“WEOC” or “Consortium”).

B. The Consortium operates under a consortium agreement that was amended effective on or about July 1, 2014, through an Amended Agreement and Addendum that expired June 30, 2019, although the Participants and the Fiscal Agent have otherwise continued to operate since June 30, 2019, in accordance with the June 1, 2014 Consortium Agreement and Addendum.

C. The Consortium’s Joint Steering Committee (JSC), comprised of the Superintendents of each Participating District, and the Superintendent of Washtenaw ISD as the Consortium’s Fiscal Agent, approved a resolution at a special meeting held on April 28, 2023, to recommend that the respective Boards of Education of each Participating District and the Fiscal Agent adopt a resolution to: (1) memorialize ratification of all otherwise authorized action taken by the Consortium’s JSC, Fiscal Agent, and Executive Director (or their respective designees) on behalf of the Consortium since June 30, 2019; (2) to approve and authorize execution of the attached Amended and Restated Washtenaw Educational Options Consortium Agreement if the attached Amended and Restated Consortium Agreement is approved by not later than August 31, 2023, by the Boards of Education of not fewer than two-thirds (6 of 9) of the Participants and the Fiscal Agent’s Board of Education; (3) to direct that the JSC (comprised of the Superintendent or written designee of each signatory Participant Board of Education), the Fiscal Agent, the Executive Director, and their respective designees, operate the Consortium effective July 1, 2023, in accordance with the attached Amended and Restated Washtenaw Educational Options Consortium Agreement if approved by not later than August 31, 2023, by not fewer than two-thirds (6-of-9) of the Participant Boards of Education and the Fiscal Agent’s Board of Education; and (4) to direct

that the JSC, Fiscal Agent, Executive Director, and their respective designees, endeavor to promptly and amicably resolve the rights and obligations of the non-signatories (if any).

D. By its terms, the attached Amended and Restated Washtenaw Educational Options Consortium Agreement will become effective July 1, 2023, as to the signatories if approved by not later than August 31, 2023 by not fewer than two-thirds (6-of-9) of the Participant Boards of Education and the Fiscal Agent’s Board of Education; signed by an authorized representative of at least two-thirds (6-of-9) of the Participant Boards of Education and the Fiscal Agent’s Board of Education; and the executed Agreement or counterparts are on file with the Fiscal Agent.

E. A District or ISD is not a Participant or Fiscal Agent subject to the attached Amended and Restated Washtenaw Educational Options Consortium Agreement without express approval of its Board of Education and execution by an authorized signatory; provided, however, that a Board of Education’s disapproval or non-approval of the attached Amended and Restated Washtenaw Educational Options Consortium Agreement does not relieve that District or ISD of previously incurred contractual or equitable obligations as a Participant or Fiscal Agent of the Consortium.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The [*Saline Area Schools*] Board of Education hereby memorializes ratification of all otherwise authorized action of the Consortium’s Joint Steering Committee, Fiscal Agent, and Executive Director (or their respective designees) from June 30, 2019 to date.
2. The [*Saline Area Schools*] Board of Education [**select one:**]

[] APPROVES the attached Amended and Restated Washtenaw Educational Options Consortium Agreement AND AUTHORIZES PROMPT EXECUTION on behalf of the [*Name of District/ISD*] Board of Education contingent upon approval of the attached Amended and Restated Washtenaw Educational Options Consortium Agreement by the Boards of Education of not fewer than two-thirds (6-of-9) of the Participant Boards of Educations and the Fiscal Agent’s Board of Education;

- OR -

[] DISAPPROVES AND DOES NOT AUTHORIZE EXECUTION of the attached Amended and Restated Washtenaw Educational Options Consortium Agreement on behalf of the [*Name of District/ISD*] Board of Education.

3. [**Include this Para. No. 3 only if the Board opted in Para. No. 2 above to “APPROVE” the Amended and Restated Consortium Agreement**] The [*Saline Area Schools*] Board of Education authorizes and delegates all necessary authority to [*the Board President*] [*the Superintendent*] to promptly execute the Amended and Restated Washtenaw Educational

Options Consortium Agreement on behalf of the [Saline Area Schools] Board of Education, provided that the Boards of Education of not fewer than two-thirds (6-of-9) of the Participants and the Fiscal Agent have approved and authorized execution of same on behalf of their respective Boards of Education by not later than August 31, 2023.

4. [Include this Para. No. 4 only if the Board opted in Para. No. 2 above to “APPROVE” the Amended and Restated Consortium Agreement] The [Saline Area Schools] Board of Education directs that, if the attached Amended and Restated Consortium Agreement is (a) approved by not later than August 31, 2023, by not fewer than two-thirds (6-of-9) of the Participant Boards of Education and the Fiscal Agent’s Board of Education, (b) executed (in a single document or counterparts) by the respective authorized representatives, and (c) on file with the Fiscal Agent, the JSC (comprised of the Superintendents or written designees of each signatory Participant) the Fiscal Agent, the Executive Director, and their respective designees, will do the following:
 - a. operate the Consortium effective July 1, 2023, in accordance with the attached Amended and Restated W.E.O.C. Consortium Agreement; and
 - b. endeavor to promptly and amicably resolve the rights and obligations of the non-signatories (if any).
5. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution are hereby rescinded.

I, the undersigned, as Secretary of the [Saline Area Schools] Board of Education, do hereby certify that the foregoing Resolution constitutes a true and complete copy of a resolution, the original of which is part of the Board's minutes, that was adopted by the [Saline Area Schools] Board of Education at a public meeting held on August 22, 2023, with notice of the meeting having been given to the public pursuant to the provisions of the Michigan Open Meetings Act, 1976 P.A. 267, as amended, with a vote of:

Ayes: _____

Nays: _____

Abstaining: _____

Absent: _____

By: _____
Jennifer Miller, Secretary

Date: August 22, 2023

RESOLUTION

The Board of Education of Saline Area Schools, hereinafter referred to as the "District," hereby resolves as follows:

WHEREAS, the District is committed to reducing its environmental impact and operating costs; and

WHEREAS, solar energy is a clean, renewable source of energy that can aid the District in achieving its goals; and

WHEREAS, the District is currently a member of the Michigan Schools Energy Cooperative (MISEC) and a participant in the Michigan Schools Energy Cooperative (MISEC) Electric Choice program and MISEC has received a proposal from NorthStar Clean Energy, a CMS Energy company for the installation of an off-site solar energy system that will generate electricity for the School District;

NOW, THEREFORE, BE IT RESOLVED, that the District approves that MISEC, as Agent on behalf of the District, enter into a 15 year Power Purchase Agreement for 100% of the districts annual electricity usage with NorthStar Clean Energy at a fixed rate not to exceed \$0.075/kWh for the generation and delivery of solar electricity, with commercial operation expected to begin in June, 2025.

Passed and approved this 22 day of August, 2023.

Michael McVey
President of the Board

MISEC Choice Solar Farm

		Year	<u>Planning Year</u>	<u>Peak</u>	<u>CMS Rate</u>	<u>Savings (\$/kWh)</u>	<u>100% of Annual Usage (kWh)</u>	<u>Est Savings</u>
District	Saline Area Schools		PY 25	\$ 0.060	\$ 0.062	\$ (0.0019)	12,744,000	\$ (24,479.10)
Annual Usage	12,744,000 kWh	1	PY 26	\$ 0.063	\$ 0.062	\$ 0.0006	12,744,000	\$ 8,071.20
Percentage	100%	2	PY 27	\$ 0.063	\$ 0.062	\$ 0.0006	12,744,000	\$ 8,230.50
		3	PY 28	\$ 0.064	\$ 0.062	\$ 0.0015	12,744,000	\$ 19,116.00
		4	PY 29	\$ 0.065	\$ 0.062	\$ 0.0025	12,744,000	\$ 32,337.90
		5	PY 30	\$ 0.065	\$ 0.062	\$ 0.0030	12,744,000	\$ 37,754.10
		6	PY 31	\$ 0.066	\$ 0.062	\$ 0.0036	12,744,000	\$ 46,462.50
		7	PY 32	\$ 0.067	\$ 0.062	\$ 0.0048	12,744,000	\$ 61,489.80
		8	PY 33	\$ 0.069	\$ 0.062	\$ 0.0068	12,744,000	\$ 86,606.10
		9	PY 34	\$ 0.071	\$ 0.062	\$ 0.0094	12,744,000	\$ 119,368.80
		10	PY 35	\$ 0.074	\$ 0.062	\$ 0.0122	12,744,000	\$ 155,742.30
		11	PY 36	\$ 0.077	\$ 0.062	\$ 0.0154	12,744,000	\$ 195,992.10
		12	PY 37	\$ 0.080	\$ 0.062	\$ 0.0184	12,744,000	\$ 234,914.40
		13	PY 38	\$ 0.083	\$ 0.062	\$ 0.0211	12,744,000	\$ 268,845.30
		14	PY 39	\$ 0.086	\$ 0.062	\$ 0.0237	12,744,000	\$ 301,820.40
		15	PY 40	\$ 0.088	\$ 0.062	\$ 0.0262	12,744,000	\$ 334,105.20
							Est. Savings	\$ 1,886,377.50



Saline Area Schools

District Office

7265 North Ann Arbor Street
Saline, MI 48176



Operations Department

August 17, 2023

Superintendent Laatsch
Saline Area Schools Board of Education

On July 24, 2023 bid documents prepared by AR Brouwer and Hobbs & Black Architects were issued for the Saline Area School Operations Center located at 1255 Teft Court, Saline, MI 48176. Bids were received and publicly read on August 7, 2023 at 11:00 AM.

Attached is the [bid tabulation](#) and bid summary. Proposals were reviewed by ARBrouwer, Rex Clary & Lecole Planners. AR Brouwer conducted post-bid interviews and references were contacted.

I would like to recommend the follow contractors & awards for BID PACK #1 Site Work:

Category 1A- Layout
Arbor Land Consultants- \$20,190.00

Category 1B & 1C- Earthwork &
Utilities
ILE Excavating Inc- \$795,000.00

Category 1D- Asphalt
Nagle Paving Company- \$619,790.00

Category 1E- Site Concrete
Spring Valley Landscaping-
\$299,265.00

Curb & Gutter 1E-
Nagle Paving Company - \$41,490.00

Category 1F- Landscaping
Superior Landscape Companies
LLC- \$89,991.00

Rex Clary
Executive Director of Operations
Saline Area Schools

Bid Pack # 2, 8/7/2023					
1A-Staking				Adem 1 noted	Combined
Arbor Land			20,190.00	no	
Core Land Consulting			22,100.00	no	
Midwest consultaning	x	x	25,500.00	no	
1B Site Earthwork					
Top Grade Ex LLC	x	x	402,525.00	no	
Verditary	x	x	395,325.00	yes	
ILE Ex INC	x	x	401,000.00	yes	
East Edge Ex	x	x	629,672.96	yes	
1C Site Utilities					
ILE Ex Inc	x	x	395,325.00	y	795,000.00
Verditary	x	x	400,000.00	y	795,325.00
East Edge	x	x	406,801.81	y	1,036,373.76
Fanelly Const INC	x	x	418,596.00	y	
Salinbein Trucking & Ex	x	x	Combined Only	y	911,119.00
1D Asphalt					
Naugle Paving	x	x	619,790.00	y	
Best	x	x	709,390.00	y	
T & M Asphalt	x	x	735,600.00	y	
1E Site Concrete					
GM & Sons	x	x	493,800.00	y	
Gardner Corp	x	x	565,400.00	y	
Springvally Landscaping	x	x	575,310.00	y	
Naugle Paving	x	x	398,900.00	y	1,018,690.00
Landscape 1F					
Margolis	x	x	93,686.00	no	
Superior Landscape LLC	x	x	89,990.52	yes	
Charets Cut & Care INC	x	x	112,748.00	no	
Brothers Outdoor World	x	x	114,647.00	yes	
G-Farms Landscape & Irr	x	x	137,343.00	yes	

Book	Policy Manual
Section	2000 Program
Title	Instructional Materials: Opt Out
Code	po2240

Saline Area Schools are committed to creating a culturally competent and responsive school environment where individuality of each student, staff member, and community member are recognized. Saline Area Schools embrace diversity and inclusion as it strives to provide a variety of perspectives for students to consider. All students in SAS should be able to see themselves in the curriculum the district offers. Further, all students should be able to reflect and consider alternate viewpoints that exist within society. In order to provide this, the District encourages the use of resources from different backgrounds and topics.

Saline Area Schools shall adopt instructional materials based on a determination that such materials are an effective learning resource to help students achieve grade-level competency and that the materials meet criterion specified in law. Instructional materials shall be aligned with academic content standards and the district's curriculum to ensure that they effectively support the district's adopted courses of study.

Properly introduced and conducted, complex instructional materials can help students learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop techniques for formulating and evaluating positions.

Parents/guardians and students have a right to inspect instructional materials used as part of the educational curriculum for their student. If, after careful review of these instructional materials, a parent/guardian/student identifies that the instructional materials are personally objectionable, the parent/guardian/student (18 or older) may fill out the district opt out form. Such requests will be considered by the educational team after the appropriate district opt-out form has been submitted. Opt out requests should be considered with respect to individual circumstances and should not place undue burden on teaching staff. Requests may not unreasonably include large portions of the curriculum.

“Instructional materials” means instructional content, regardless of format, that is provided to the student, including printed or representational materials, audio-visual materials, and materials available in electronic or digital formats (such as materials accessible through the Internet). This opt-out request must not impact the education of other students by removing instructional materials, supported by SAS vision, to (FROM?) the classroom at large.

For purposes of this policy, specific administrative guidelines will be developed to support the tenets of the policy:

- Core Curricular Frames
- Commitments to Positive Partnerships
- Decision-Making Regarding Instructional Materials
- Procedures for Opting Out

Legal (*note to NEOLA regarding formatting to match other policies with references such as 5517*)

Related Policies:

Policy 2210 - [Curriculum Development: Approved Courses](#)

Policy 2270 - [Religion in the Curriculum](#)

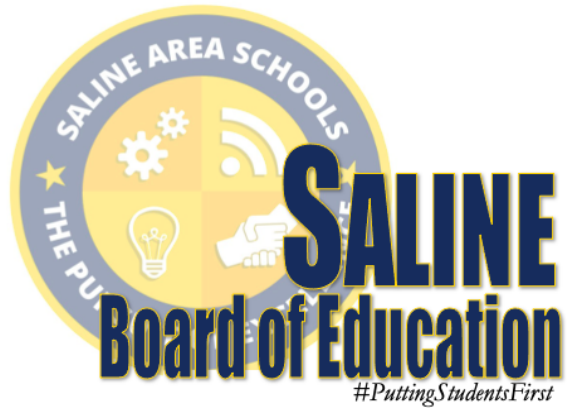
Policy 9130 - [Public Complaints](#)

Policy 5780 [Student/Parent Rights](#)

Board of Education Meeting

Liberty School Board Room

August 8, 2023 at 6:30 PM



MINUTES

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. CALL TO ORDER

The Board of Education Meeting of August 8, 2023 was called to order by President, Michael McVey at 6:30 pm.

2. PLEDGE OF ALLEGIANCE

PRESIDENT'S STATEMENT: I wished to thank the schools for their prompt response in locking for the schools during the tragic incident that happened near Linden Square on August 3rd. Also, please note that Policy 2240 will not be discussed at this evening's meeting.

3. PUBLIC COMMENT

Changming Fan, Community Member - Spoke regarding School Aid Budget.

Lisa Slawson, Community Member - Spoke in appreciation of the response to the recent Linden Square Assisted Living event that occurred on August 3.

EXTENDED PUBLIC COMMENT

Larry Osterling

Service Organizations in Saline

Provided an overview of the service organizations here in Saline and the partnership they have with both the city and school district. Asked for assistance in recruiting new members.

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

President Michael McVey

Thank you to the community members for sharing their opinions about Policy 2240.

AGENDA

5. **REVISIONS/APPROVAL OF AGENDA**

MOTION made by Treasurer Gerbe, support Secretary Miller, **to approve the agenda as printed.**

Ayes - All Present - **MOTION CARRIED 7-0**

6. **ACTION ITEMS**

A. **MOTION** made by Treasurer Gerbe, support Vice President Steben **to approve the recommendation by Executive Director of Teaching and Learning, per Board Policy 2510 - Approval of the textbook and associated ebook digital license: *Biology for the AP® Course* First Edition| ©2022 James Morris; Domenic Castignetti; John Lepri; Rick Relyea.**

Ayes - All Present - **MOTION CARRIED 7-0**

B. **MOTION** made by Vice President Steben, support Trustee Austin **to approve the purchase of additional security cameras in the amount of \$119,144.20 to Sentinel Technologies Inc. as recommended by Jay Grossman, Director of Technology.**

Ayes - All Present - **MOTION CARRIED 7-0**

C. **MOTION** made by Trustee Estep, support Vice President Steben **to approve the minutes from the July 11, 2023 closed session for the purpose of the school board to consider security planning to address existing threats or prevent potential threats to the safety of the students and staff under Section 8(k).**

Ayes - All Present - **MOTION CARRIED 7-0**

D. **MOTION** made by Secretary Miller, support Treasurer Gerbe **to appoint the Thrun Law Firm, P.C., of Lansing, Michigan and Collins & Blaha, P.C as legal counsel for the school district or board for the 2023-2024 school year. In addition, the District is authorized to utilize other law firms pending areas of expertise.**

Ayes - All Present - **MOTION CARRIED 7-0**

7. **SCHEDULED REPORTS**

1. Handbook Reviews

Presenters: Musetta Deneen, Ashley Mantha, James Rafko, Emily Sickler and Michelle Szczechowicz.

School handbooks set expectations and provide guidance for students and families. They all include district and building mission and vision statements, information about bldg operations, programming as well as Code of Conduct. The handbooks are all live documents that reside on the district website and as changes occur or language needs updating, this can occur easily. If changes are such that parents would need notification, then communication regarding changes would be sent. The review process is an annual one which includes bldg administrators, athletics, club & activities. Board Policy changes that impact handbook language would be communicated as policies are updated. There are portions of each bldg handbook that are the same, specifically dealing with Code of Conduct, programming, helpful district information and links. Differences would be age-appropriate needs of the learners within the bldg, areas specific to building operations and logistics and expectations based on activity, developmental age, and other agencies that provide governance to schools and school activities. There was also a brief overview of both the Athletic & Activities handbooks as well.

2. K12 Insight School Quality Survey Report

Presenter, Kara Davis Director, Teaching & Learning

K12 insight is the survey company that we've been using for several years. This is the annual end of year school quality survey benchmarking study results.. This report gathers information collected by parents, students and staff to rate the quality and climate of the schools. This survey collected data from grades 4-12 and sought feedback about various aspects of the school environment to better understand what schools do well and to identify opportunities for improvement. The survey addressed the areas of: academic support, academic curriculum, future focused skills, student support, social emotional learning, school leadership, family involvement, safety and behavior, district operations, Superintendent feedback, and school/district recommendations. The final report summarizes results by participant group. An overview of the study was presented and discussed and will serve as a benchmark for improvements and where the focus should be moving forward into the coming school year.

8. **DISCUSSION ITEMS**

1. Finance Meeting Update

Brad Gerbe Chair

Reviewed the PreK-12 Approved State Aid Budget that was recently approved by Governor Whitmer and signed into law. The per pupil funding increased 5%, or an additional \$458 per student which is what we based our budget on (\$9608/pupil). Review of all areas supported.

2. Policy Meeting Update
Jenny Miller, Chair

Provided an update to Policy 2240. It was originally decided at the policy committee on July 25th to move this policy to the full board as a discussion item. The committee had also asked that legal counsel review the final draft one more time prior to that. Legal counsel made some suggestions and it was agreed that the policy committee needed to review those recommendations before it was presented to the full board. So it did not appear on the 8/8/23 Board agenda and will be brought back to the policy committee for discussion and review on 8/9/23 at 5:30 pm in Room 33 at Liberty.

Policy 5511 Dress & Grooming. We have a draft of a policy and notes to consider from the DEI AC. It will remain on our agenda for the next policy committee meeting. We have similar policies for Administrators / Support Staff / Certified Staff.

Policy 9150 School Visitors. This policy and the Neola recommended changes were accepted back in the fall of 2022. In consideration of some public comments, the policy committee reviewed this policy again. There were changes made to be in compliance with the new laws to SORA (Sex Offender Registry Act). These changes needed to be made to remain in legal compliance with the new updates to the law. Chair Jenny Miller reviewed the updates to the law which affected the need for changes to the policy.

3. Thrun Legal Services
Michael McVey

There was an ad hoc committee that was put together in 2022 to consider the idea to moving our policy platform from Neola Policy Services to something else, maybe Thrun Legal Services or Miller Johnson. President McVey encouraged BOE members to look at some other district policy pages that use other policy services and look at some of our current policies through other policy providers. If we have unique policies that aren't yet covered by a policy provider, we can certainly bring them over to another provider. Also pricing among the 3 platforms is pretty comparable.

9. **ADMINISTRATION / BOARD UPDATES**

Superintendent Laatsch: We have some start of school challenges. We may be facing a bus driver crisis and having to cancel routes and also not having enough custodians as we start the school year. The transportation dept will be in communication with a company "Drivergent" to possibly contract drivers to fill unfilled routes. They provide innovative school transportation and driver staffing solutions. Also of concern is how the traffic patterns will be affected by the road construction mainly on Maple Rd. This is not expected to be done until December. Plans will be communicated to families prior to the start of school. I am excited for the start of the school year despite some of our challenges, but enjoying watching athletics and music programs starting up, community events busy at work. Thank you to staff getting buildings & grounds ready, technology department, safety & security measures including community engagement sessions. Bond projects are busy as well.

Trustee Austin: Concern about traffic patterns especially at the Middle School. Met recently with Dr. Rowe to explore deeper into the SWWC budget. Support bond \$ being used for CAD computers.

Secretary Miller: Welcome back to athletics and extracurricular activities. Exciting to see fields and buildings come to life again. Reminder about “Stuff the Bus” and Summerfest. Welcome to new teachers and staff. Thank you for the quick response by the district to the recent Linden Square event.

President McVey: Will be serving on the MASB Governmental Relations Committee.

Vice President Steben: Acknowledge what is occurring at the Ann Arbor School District. Thank you to Superintendent Laatsch for your service to our District and wishing you a great year.

Trustee Estep: Thank you to the first responders, SAS district, and City of Saline for their response to the events that occurred last week at Linden Square. Spoke at the recent Ann Arbor Pride Kick Off event.

Trustee Gold: Surgeon General of US recently released a statement warning about loneliness and the effects on children. Encourages constituents to find this article to read. Give thought to this as it affects our students. How do we remain connected as smaller communities and a country as a whole. The importance of connection was highlighted this evening by Mr. Osterling and the service organizations that support our community and schools.

10. CONSENT AGENDA

MOTION made by Secretary Miller, support Vice President Steben to **authorize the Consent Agenda as printed:**

Ayes - All Present - **MOTION CARRIED 7-0**

- A. **Approval** of the Board of Education Meeting Minutes of July 11, 2023
- B. **Approval** of the Board Policy Committee Meeting Minutes of July 25, 2023
- C. **Approval of Payment** of the General Fund Accounts Payable of August 8, 2023, in the amount of \$6,064,396.62
- D. **Approval of Payment** of 2021 Bond Fund Series III Accounts Payable of August 8, 2023, in the amount of \$102,509.06
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of August 8, 2023, in the amount of \$622,915.65
- F. **Receive and File** Human Resources Report

CLOSING

11. **ITEMS SCHEDULED ON NEXT AGENDA**

Superintendent's Listening Session Recap

12. **PUBLIC COMMENT**

Libby Williams, Parent - Spoke regarding Opt-Out Policy

Meghan Gunnerson, Parent - Spoke regarding Handbook Presentation

Changming Fan, Community Member - Spoke regarding AI

Lisa Slawson, Community Member - Spoke regarding Policy Change Discussion

13. **NEXT MEETING**

The next Board of Education Meeting will be held on August 22, 2023, at 6:30 PM.

14. **CLOSED SESSION**

MOTION made by Vice President Steben, support Secretary Miller **to enter Closed Session of the Board of Education at 9:15 pm, with the intent to re-enter Open Session at approximately 9:45 pm, for the purpose of the school board to review attorney-client privileged communication pursuant to Section 8(h) of the Michigan Open Meetings Act. Under Section 8(h) a 2/3 roll call vote of members elected or appointed and serving is required.**

Roll Call Vote

Tim Austin - Aye

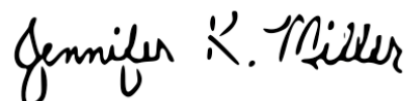
Susan Estep - Aye

Jennifer Steben - Aye

15. **ADJOURNMENT**

MOTION made by Vice President Steben, support Treasurer Gerbe **to adjourn the Regular Board of Education Meeting of August 8, 2023, at 9:37 PM.**

Respectfully Submitted,



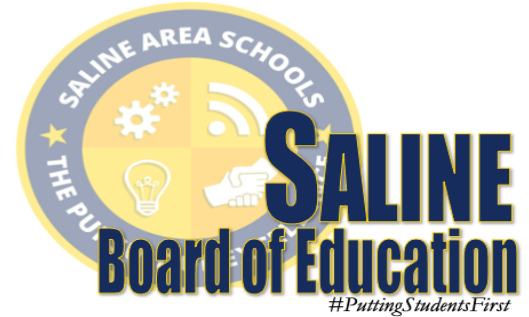
Jennifer Miller
Board Secretary

Recorded by: Betty Jahнке

FINANCE COMMITTEE MEETING

Liberty School Board Room

August 8, 2023 at 5:00 PM



MINUTES

Brad Gerbe, Chair, Tim Austin, Jennifer Steben

Superintendent Laatsch, Assistant Superintendent Owsley, Recording Secretary Jahnke

1. **Call to Order**

Meeting called to order by Chair, Brad Gerbe at 5:04 pm

2. **Public Comment**

Changming Fan, Community Member - Spoke regarding upcoming City of Saline Master Planning meeting.

3. **Discussion Items**

a. **July 20th... 2023- 2024 Pre-K- 12 Budget Signed into law by Governor Whitmer.**

Highlights of the School Aid Discussion

Student count and per pupil allowance run school budgets. 22% increase in per pupil funding which is about \$450 per student increase. \$450M was set aside into a “rainy day” fund. \$370M to support teachers. \$328M for mental health & school safety. \$254.6M to expand free pre-K for up to 5600 kids working towards PreK for all by the end of the Governor’s 2nd term. \$204.5M increase in funding for academically at-risk students. \$160M to provide free lunch/breakfast for all students. \$150M for individualized tutoring or academic support. \$140.3M to continue expanded support for special education students. \$204.5 at risk students, \$125M to fund matching grants for schools to modernize bus fleet, \$94.4M for literacy in Detroit schools, \$25.5M to expand literacy grants, \$25M to support Math intervention programs, \$25M for vocational, CTE support and \$13.3M to provide additional funding for ELL.

b. **Enrollment**

67 student decrease was taken into consideration in preparing the budget. Tracking Kindergarten enrollment is lower. We are talking to parents who may not be coming back. Galapagos is doing an enrollment student for us. Goal is to right size the district based on smaller numbers. How to increase enrollment? Do we increase SOC? Other revenue generation ideas?

*Board Finance Committee Meeting Minutes
August 8, 2023*

4. **Public Comment**

Changming Fan, Community Member - spoke regarding a City/School District land use partnership

5. **Next Meeting:** Tuesday, September 12th at 5 pm.

6. **Adjournment**

There being no further business, the meeting was adjourned at 6:02 pm by Chair, Brad Gerbe.

Respectfully submitted,

Jennifer K. Miller

Jennifer Miller
Board Secretary

Recorded by: Betty Jahnke

DRAFT



POLICY COMMITTEE MEETING

Liberty School Board Room
Wednesday, August 9, 2023
5:30 pm

MINUTES

Jenny Miller, Chair, Susan Estep, Lauren Gold
Superintendent Laatsch, Recording Secretary Betty Jahnke

1. **Call to Order**

Meeting was called to order by Chair, Jenny Miller at 5:30 pm

2. **Public Comment**

Tiffanie Alexander: Spoke regarding the Opt Out Policy.

3. **Discussion Items**

a. **Policy 2240: Controversial Issues**

[Current Policy](#)

Current [Proposed Revised](#)

Purpose of this meeting is to discuss the recommendations that legal counsel (Thrun Law) came back with when reviewing this policy. It had previously been scheduled for full board discussion on August 8th with the intent that legal counsel would review beforehand. With the suggestions from Thrun, it was decided that it would not be placed on the August 8th agenda so that further discussion on the “suggestions” could be discussed at this meeting. Thrun feels that this policy is too narrow in scope and could be more easily dealt with on a case to case basis. It was discussed that getting a 2nd opinion from additional legal counsel would be beneficial. Each policy committee member shared their perspective. In conclusion, it will be moved to a first reading on August 22nd without the changes recommended by Thrun Law.

Board Policy Committee Meeting Minutes
August 9, 2023

4. **Public Comment**

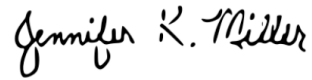
Tiffanie Alexander: Spoke regarding the Opt Out Policy

David Hayward: Spoke regarding the Opt Out Policy

5. **Next Meeting: TBD**

6. **Adjourn**

There being no further business, the meeting was adjourned at 6:44 pm by Chair, Jenny Miller.



Jennifer K. Miller

Jennifer Miller
Board Secretary

Recorded by: Betty Jahnke

DRAFT



Board of Education
22.Aug.23

TOPIC: Human Capital Recommendations

Curt Ellis, Assistant Superintendent of Human Resources presents for your consideration the following human capital changes including resignations, new hires and changes in tenure status:

RESIGNATIONS / TERMINATIONS:

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>REASON</u>	<u>EFFECTIVE</u>
Katlin Barth	Heritage	Teacher	Resignation	Personal	9.Aug.23
Brooke Gilb	Heritage	Social Worker	Resignation	Personal	8.Aug.23
Karen Hawk	Pleasant Ridge	Literacy Tutor	Resignation	Personal	15.Aug.23
Jessica Shaw	Transportation	Bus Driver	Resignation	Personal	7.Aug.23
Jessie Spicer	Heritage	Teacher	Resignation	Personal	8.Aug.23
Lauren Truett	Harvest	Paraeducator	Resignation	Personal	16.Aug.23
Kelly Voigt	Saline MS	Media Specialist	Resignation	Personal	18.Aug.23
Kathy White	Saline MS	Paraeducator	Resignation	Retirement	23.Aug.23
Tera Sky White	Pleasant Ridge	Literacy Tutor	Resignation	Personal	18.Aug.23

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Alyssa Baird	Heritage	Teacher	New Hire	BA1	15.Aug.23
Rebecca Combs	Heritage	Teacher	New Hire	MA3	16.Aug.23
Shelby Dutcher	Saline MS	Paraeducator	New Hire	6-12+ LS 2	10.Aug.23
Randi Goodburn	Liberty	Paraeducator	New Hire	YA/PP 3	18.Aug.23
Sarah Hickman	Heritage	Teacher	New Hire	MA1	15.Aug.23
Allison Holecek	ECSE	Speech and Language Pathologist	New Hire	MA7	8.Aug.23
Cherie Mailloux	Saline HS	Teacher	New Hire	BA12	11.Aug.23
Karly Malkonian	Harvest	Literacy Tutor	New Hire	3	11.Aug.23
Justice Manchester	Pleasant Ridge	SEL Coach	New Hire	MA3	14.Aug.23
Michael Mortensen	Saline MS	Teacher	New Hire	MA3	16.Aug.23
Ricky Raeff	Saline HS	Paraeducator	New Hire	6-12+ 3	18.Aug.23
Alissa Reese	Saline MS	Paraeducator	New Hire	6-12+ LS 2	18.Aug.23
Sarah Robinson	TBA	Literacy Tutor	New Hire	3	16.Aug.23

RECOMMENDATION: That the Saline Area Schools Board of Education adopts the personnel report recommendations as presented.



Alyssa Baird

Teacher

CERTIFICATION

Michigan Standard Teaching Certification

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

(ZG)

TEACHING EXPERIENCE

Woodland Meadows Elementary (Saline Area Schools)

February 2023 - May 2023

2nd Grade Long Term Substitute

- Planned and implemented lesson plans using the district's curriculum.
- Reinforced high expectations for all students by utilizing classroom and behavior management skills to enhance student learning outcomes.
- Attended grade level and faculty meetings assuming the responsibilities of the classroom teacher.
- Collaborated with special education teachers, school psychologists, and reading specialists to ensure each student had the necessary tools and resources.
- Administered district and state-wide assessments.
- Attended professional development in the district (DEI Training, Science of Reading, Literacy Building Goals, Data Analysis Goals)

Paddock Elementary (Milan Area Schools)

January 2022 - April 2022

Student Teaching (First Grade)

- Planned and implemented structured lesson plans for a first-grade classroom that included content areas such as math, science, social studies, and English language arts.
- Reinforced high expectations for all students by utilizing classroom and behavior management skills to enhance student learning outcomes.
- Attended grade level and faculty meetings assuming the responsibilities of a classroom teacher.
- Collaborated with special education teachers, school psychologists, and reading specialists to ensure each student had the necessary tools and resources.
- Created and taught an interdisciplinary unit that included developmentally appropriate and highly interactive lessons in math.

Pooh Corner Preschool (Saline Area Schools)

August 2022 - December 2022

Student Teaching (Preschool)

- Planned and implemented a unit of study.
- Reinforced high expectations for all students by utilizing classroom and behavior management skills to enhance student learning outcomes.
- Collaborated with co-teachers, the speech pathologist, and the director.

ADDITIONAL WORK EXPERIENCE

Before and After School Care/Summer Camp (Saline Community Education)

November 2018 - Present

- Supervised indoor and outdoor play, orchestrated and participated in group games to develop strong relationships with each child.
- Guided children in problem-solving, building friendships, and other social-emotional and cognitive skills.
- Provided leadership to campers in all areas and acted as a role model in all camp activities, including rules and sportsmanship.
- Identified and responded to camper behavior issues.
- Monitored and controlled the classroom using effective and appropriate instructional techniques.



[Redacted]



[Redacted]



[Redacted]

EDUCATION

Eastern Michigan University

Bachelor of Science

Elementary Education with an Early

Childhood Comprehensive

Summa Cum Laude Graduate

SKILLS

- Time Management
- Organization
- Team Work
- Critical Thinking
- Communication Skills

REFERENCES

Mary Marshall

2nd Grade Teacher

Woodland Meadows Elementary

[Redacted]

Melissa Machak

1st Grade Teacher

Paddock Elementary School

[Redacted]

REBECCA COMBS

EXPERIENCE

Current

SECOND GRADE TEACHER, LINCOLN CONSOLIDATED SCHOOLS

JUNE 2021- June 2022

JUNIOR KINDERGARTEN TEACHER, LIVINGSTON CHRISTIAN SCHOOL

September 2020-June 2021

LEAD TEACHER- HEAD START

JULY 2019- SEPTEMBER 2020

SOCIAL EMOTIONAL SUPPORT SPECIALIST, LIVINGSTON EDUCATIONAL SERVICE AGENCY

FEBRUARY 2018- JULY 2019

LEAD TEACHER- HEAD START, LIVINGSTON EDUCATIONAL SERVICE AGENCY

2007-2017

EARLY CHILDHOOD TEACHER

EDUCATION

2022-CURRENT

TEACHER CERTIFICATION PROGRAM, TEACHERS OF TOMORROW

2021- CURRENT

MASTERS OF ED. CURRICULUM AND INSTRUCTION- DIFFERENTIATION, AMERICAN COLLEGE OF EDUCATION

2014-2017

BACHELOR OF SCIENCE- EARLY CHILDHOOD EDUCATION, BAKER COLLEGE

SKILLS

- Creative
- Collaborative
- DRA
- RTI
- Lucy Caulkins
- Sense of Humor
- Flexible
- Fountas and Pinnel
- Math Expressions/Journeys
- Acadience Math

SARAH HICKMAN

CERTIFICATION

Michigan Standard Teaching Certificate

Lower Elementary (Z0): Pk-3; Upper Elementary (ZP): 3-6

06/2022

EDUCATION

University of Michigan School of Education

M.A. in Educational Studies with Elementary Certification (ELMAC)

06/2022

Ann Arbor, MI

Eastern Michigan University

B.S. in Biology

04/2018

Ypsilanti, MI

EXPERIENCE

Long Term Substitute Teacher – Kindergarten

01/2023 to Current

Bryant Elementary

Ann Arbor, MI

- Adapts given curriculum to create engaging, student voice centered lesson plans that are tailored to students needs as assessed through formal and informal observations.
- Keeps open communication with students' guardians through weekly class newsletters, emails and phone calls as needed to foster relationships with guardians for student success.
- Collaborates with grade level team to create lessons and activities based on state standards and give authentic learning experiences for students.
- Collaborates with grade level team and support staff to create a positive and safe learning environment.
- Design, implement, and adapt behavioral plans for students to create more self-aware and self-regulating students, and help students be successful in accomplishing daily goals as set by the student and teacher.
- Creates safe space for and moderates restorative conversations and conflict resolution between peers, and student and staff.
- Implements both district given formal assessments and informal assessments for each individual student and tracks individual and class academic progress.
- Completed report cards for 21 students that accurately depicted where each student was in given areas, providing feedback to guardians about student's areas of success and areas for growth.
- Edited and wrote Individualized Reading Intervention Plans for students based on data from formal and informal assessments, centering the student's area(s) for growth.
- Created small groups based on assessments and designed small group lesson plans to help students be successful in a given area.

Teacher – 2nd Grade

08/2022-10/2022

Brick Elementary

Lincoln Consolidated Schools - Ypsilanti, MI

Student Teacher – 2nd Grade

09/2021 to Current

Mitchell Elementary

Ann Arbor, MI

- Communicated and fostered relationships with guardians that invited them into their student's learning and social emotional growth, and positioned guardians as the experts on their student.
- Worked collaboratively with grade level team to develop units and lessons that uplift state standards, International Baccalaureate standards and ideals, incorporates student knowledge and interests, and have explicit real-world application.
- Helped guide and foster classroom community alongside students by centering and uplifting student voices, knowledge, and ideas.
- Aided students in learning procedures, routines, classroom expectations, and structure through explicit instruction and inviting students into the 'why' behind each.
- Designed and implemented developmentally appropriate lessons for whole group and small groups.
- Engaged students through things like movement activities, group discussion, and turn and talks, to provide students with various modalities to learn concepts and develop language around concepts.
- Adapted lessons and activities based on the needs of students calculated through independent, group and partner work, observations, and formative and summative assessments.
- Provided intentional social emotional learning within lessons and throughout the day as appropriate to situations that arise.

Student Teacher – Kindergarten & 1st Grade

07/2021

Summer Learning Institute - Ann Arbor Open Elementary

Ann Arbor, MI

- Assessed students' abilities formally and informally to gather data and evaluate next instructional steps
- Performed running records on student's independent reading time to assess reading abilities
- Planned and organized mathematics and literacy small group lessons and materials tailored to student's needs as observed during informal and formal assessments
- Taught small group instruction implementing lesson plans created from assessments
- Planned and performed guided reading small groups to scaffold and aid in students' independent work at instructional reading levels
- Planned and performed interactive read-a-louds with the whole classroom to scaffold reading strategies and elicit students' excitement for reading
- Enacted classroom expectations

Assistant Teacher

09/2020 to 06/2021

Stony Creek Preschool Too

Ann Arbor, MI

- Cared for and educated children in preschool, ages 2.5 to 4 years.
- Planned and executed adaptive, creative curriculum lesson plans tailored towards student's interests in order to encourage excitement for exploration and mastering learning objectives.
- Assisted in classroom management to create a safe and positive learning environment and teach children to understand and articulate their emotions with each other and adults.
- Taught children life skills to promote fine motor and gross motor development and build child's confidence and independence.

Childcare Provider

06/2014 to 06/2021

Multiple Families

Ypsilanti, MI

- Cared for up to 5 children ranging in age from 2 to 8.
- Implemented important schedule routines such as mealtimes, nap times, play times, and learning times to create a safe, secure and comfortable environment.
- Identified and created interactive play tailored to child's interests outside of electronic devices.
- Guided children in tasks including tidying up and good hygiene to promote responsibility.
- Created structure that encourages desired, positive behaviors, and discipline with a nurturing approach as necessary.
- Fostered and maintained open, healthy communication with parents/caregivers through discussions including expectations, household rules, routines, misbehavior and or concerns with child[ren], positive engagements and growth areas.

Missionary

08/2018 to 06/2019

Adventures in Missions

Gainesville, GA

- Actively learned cultural rules from adults and students across a multitude of cultural backgrounds to respectfully and effectively partner and educate with these groups.
- Created lesson plans with school leadership to align with age-appropriate learning for ages 3 to 18.
- Prepared and organized class materials to carry out and enhance lesson plans.
- Cleaned and set up classrooms to best fit the needs of the teachers and daily activities.
- Assisted teachers with discipline and encouraging attentiveness.
- Enforced lessons with games, music, and discussions for better week to week retention of topics.
- Lead discussions with adults on how to better engage and care for students to build trusted relationships.

Allison Holecek, M.A., CCC-SLP



School Experience

- Washtenaw International Middle Academy December 2022-Current
- Caseload of 12 middle school students
 - Medicaid billing trained
- Honey Creek Community School December 2022-Current
- Caseload of 26 students grades K-8
 - Case manager for most students due to lack of appropriate staffing
 - Brought IEP's into compliance, making up from the beginning of the year
- Multicultural Academy September 2019-Current
- Manage caseload of 9-12 students from 1st-8th grade, many of whom are ESL
 - Treated via teletherapy during COVID-19 closure,
- Ann Arbor Learning Community September 2019- June 2020
- Caseload of 6 kids in 2nd-6th grade with articulation and language disorders

Outpatient Clinical Experience

- MetroEHS Pediatric Therapy November 2018-November 2022
- Pediatric Outpatient ABA Clinic November 2018-November 2022
- Evaluation and treatment of children ages 1-17 with disorders in language, speech sounds, and fluency often complicated by concomitant disorders including Down Syndrome, ASD, hearing loss, CP, etc.
 - Trained in many evidence-based procedures including SOS Approach to Feeding, Food Chaining, Dynamic Tactile and Temporal Cueing, Cycles Approach, Dialogic Reading
 - Used creativity and imagination to motivate children and increase trials during sessions
 - Engaged parents in sessions, provided home programs, and effectively communicated treatment plans, goals, and referrals
 - Completed necessary documentation, billed, and requested insurance visits
 - Referred to ENT, GI, dentists, orthodontists, psychology, occupational therapy, and for modified barium swallow studies as needed
 - Collaborated closely with occupational therapist, BCBA, behavior technicians, teachers, and pediatricians
 - Spearheaded teletherapy program and provided services directly with children and via parent training
 - Treated children with and financed Speech-generating devices through insurance; familiar with use of Big Mac switches, ProLoQuo, LAMP Words for Life, TouchChat
- Feeding Therapy June 2019-November 2022
- Started multidisciplinary feeding program with occupational therapist and BCBA
 - Evaluated and treated children ages 6 months-10 years with dysphagia and pediatric feeding disorder, at times complicated by orofacial anomalies
 - Trained, supervised, and consulted with SLP's frequently at other centers regarding complicated feeding clients

- Presented information regarding the SLP's role in evaluation and treatment of pediatric feeding disorder at multiple conferences and virtual seminars in the community

Therapy Manager July 2021-November 2022

- Management of two occupational therapists and two speech pathologists at two clinics
- Supervised clinical fellows and graduate interns, coordinated student observers
- Interviewed prospective employees and trained new employees
- Created and consulted with others regarding creation of intake forms, documentation system, insurance processes, clinic organization system

Beaumont Health Center- Pediatric Outpatient Clinic May 2017-November 2018

- Evaluated children and discussed results and recommendations with families
- Treated children age 1-13 years with impairments in receptive and expressive language, speech sounds, fluency, and feeding complicated by ASD, Down Syndrome, hearing loss, febrile seizures, cleft palate, English as a second language
- Collaborated with classroom teachers, therapists, doctors, and school SLP's
- Referred to appropriate specialists, therapies, and additional evaluations
- Managed patients' insurance and documented progress
- Counseled caregivers regarding treatment progress and implementing home programs
- Participated in the speech and language delay preschool for push-in therapy
- Completed clinical fellowship supervised by pediatric feeding specialist at Beaumont

Wayne State University Internships

- Beaumont Health Center *Pediatric Outpatient Clinic* January-May 2017
- Parent Education Group *WSU Clinic* September-December 2016
- Adult Higher Level Language/Book Club Group *WSU Clinic* September-December 2016
- Adult Outpatient Clinic *WSU Clinic* May-July 2016
- Head Start Center *Detroit* January-April 2016
- Athletes with Autism *WSU* January-April 2016
- Pediatric Outpatient Clinic *WSU Clinic* September- December 2015

Education and Training

Apraxia-Kids.org listed provider	May 2021
Sequential Oral Sensory Approach to Feeding Training	February 2020
Certificate of Clinical Competence	March 2018
Michigan Licensed Speech Language Pathologist	May 2017
M.A. Speech and Language Pathology <i>Wayne State University</i>	May 2017
C.P.R. and First Aid Certified	May 2017
B.A. Communication Sciences and Disorders <i>Wayne State University</i>	May 2015

Related Experience

Ski Instructor <i>Otsego Club and Resort</i>	December 2006 - March 2017
Volleyball Coach <i>Southfield Christian Middle School</i>	Fall 2011, 2013, 2014

CHERIE MAILLOUX

Summary

Customer-oriented, strategic-thinking sales and marketing professional with over 20 years of experience planning and executing advertising campaigns. Demonstrated success in driving sales to increase revenue through excellent client relationship management. Adept at providing consistent follow-through and exceptional negotiation to foster growth and build rapport with clients.

Skills

- B2B Sales
- Account Management
- Franchise Business
- Teamplayer
- Digital Marketing
- Marketing Strategies
- CPG Vertical
- Networking and Relationship Building
- Salesforce/ SalesLoft
- Microsoft Office
- Data Analytics
- CRM Systems

Experience

5/2023 - Present

Manager, Partner Strategy & Success, **Determined Agency**, Wixom, MI

- Strategically grow sales pipeline through prospecting, networking, and identifying new opportunities within current client base
- Develop digital marketing strategy within client relationship based on their current business challenges
- Coordinate with internal teams to ensure that all parties are aligned on client objectives

07/2021 – 5/2023

SMB Sales Executive, **Netsertive**, (remote)

- Developed and presented sales proposals to prospective customers to build new opportunities
- Studied the competitive landscape and articulated my companies differentiators
- Negotiated digital marketing packages to be sold at the franchisee level
- Lead the engagement with cross-functional internal teams to ensure smooth client onboarding and ongoing relationship management
- Managed sales pipeline utilizing SalesLoft and Salesforce

06/2018 - Current

Partial Owner, **SPENGA**, Ann Arbor, MI

- Collaboratively opened a fitness franchise, now serving in an absentee owner capacity

01/2016 - 07/2021

Account Executive, **Valassis**, Livonia, MI

- Prepared and presented marketing solutions to both prospects and existing clients
- Identified and developed a strong understanding of client's core objectives and challenges
- Utilized research in presentations and interactions with prospects and clients
- Consistently maintained accountability for successfully reaching sales quota and increasing YOY revenue

11/2013 - 01/2016

Sr. Targeting Analyst, **Valassis**, Livonia, MI

- Established and leveraged overall best print marketing strategies when consulting with sales and/or clients
- Designed and executed targeting strategies, media recommendations and comprehensive reports to meet client advertising objectives
- Disseminated expertise in data-driven applications for client solutions
- Consulted with internal clients, introduced alternatives and strategically influenced buy-in on new approaches

08/2009 - 11/2013

Sr. In-Store Marketing Analyst, **Valassis**, Livonia, MI

- Analyzed industry and client trends in relation to in-store activity; prepared monthly reviews on data for executive leadership team
- Created tools to showcase retailer network; managed third party audits on retail network
- Developed back-end reporting to identify opportunities and key areas for improvement for brand sales

03/2008 - 08/2009

Client Liaison, **Valassis**, Livonia, MI

- Built sustainable client relationships built on trust by applying excellent communication and interpersonal skills
- Assessed client requests and provided consultative solutions while leveraging available internal resources
- Provided direction to internal associates to achieve program goals

06/2000 - 03/2008

Targeting Specialist/Supervisor, **Valassis**, Livonia, MI

- Identified target audiences based on client objectives utilizing internal and external data resources
- Created media recommendations, reports and insights based on data findings
- Actively participated in internal/external client calls to present analyses and overall recommendations
- Assisted in hiring process for new analysts

02/1998 - 06/2000

District Sales Manager, **Illy Espresso**, Chicago, IL

- Fostered relationships with customers to expand customer base and retain business
- Identified customer needs to deliver relevant product solutions and promotions and meet target budgets
- Participated in trade shows and charity events to help promote brand awareness

09/1995 - 02/1998

Client Service Associate, **Kellogg's**, Battle Creek, MI

- Delivered high level of service to clients to both maintain and extend relationships for future business opportunities
- Introduced new and seasonal product lines to current clients
- Assisted in forecasting foodservice order cycles

12/1996

Bachelor of Science, Marketing

Western Michigan University, Kalamazoo, MI

Delta Gamma Sorority, Philanthropic Chair

Dean's List Honors

Education and Training

Accomplishments

- Achieved 134% of Q1 2022 sales quota
- Achieved 108% of 2020 sales quota despite pandemic setbacks
- Achieved 101% of 2019 overall sales quota and 115% of digital quota
- Achieved 110% of 2018 overall sales quota and 120% of digital quota
- Awarded Platinum Performer 2018, 2014 and 2010
- Google Ads Certification, 2022, 2023

Justice Manchester

Education

- Master of Social Work, Barry University, Miami Shores, FL
Graduated December 2022
Major: Social Work
G.P.A: 3.625
- Bachelor of Social Work, Siena Heights University, Adrian, MI
Graduated May 2021
Major: Social Work
Minor: Psychology
G.P.A: 3.38

Certification/ License

- Limited License Master of Social Work
- Cognitive Behavior Therapy Certification
- Suicide Prevention Certification
- Death Notification Certification
- Child Welfare Certification
- ServeSafe

Educational Experience

- Field Placement-Internship, Parkside Family Counseling, Adrian, MI (Social Work 689P-OL, Field Education IV, Fall 2022)
- Field Placement-Internship, Parkside Family Counseling, Adrian, MI (Social Work 689P-OL, Field Placement IV, Summer 2022)
- Field Placement-Internship, Parkside Family Counseling, Adrian, MI (Social Work, 675P-OL, Field Education III, Winter 2022)
- Field Practice-Internship, Parkside Family Counseling, Adrian, MI (Social Work 675P-OL, Field Education III, Fall 2021)
- Field Practice-Internship, Fostering Solutions, Adrian, MI (Social Work 481AA, Field Practice II, Winter 2021)
- Field Practice- Internship, Fostering Solutions, Adrian, MI (Social Work 480AA, Field Practice I, Fall 2020)
- Community Based Ethnographic Research, Boys and Girls Club, Adrian, MI (Sociology 469AA, Social Justice in Local/ Global Studies, Winter 2020)
- Field Observations, Michigan Department of Health and Human Services (Child Protective Services), Adrian, MI (Social Work 334AA, Intro to Social Work Practice I, Fall 2019)
- Community Based Ethnographic Research Project, Michener Elementary School, Adrian, MI (Sociology 113AA, Cultural Anthropology, Winter 2019)

Experience

- Outpatient Therapist, Parkside Family Counseling, LLC, Adrian, MI
January 2023-Present
 - Provide crisis intervention
 - Provide community resource referrals
 - Complete assessments
 - Develop and implement treatment plans
 - Provide individual, family, couple, and group therapy
 - Attend Professional Development

- Complete regular progress notes
- Social Emotional Learning Teacher, Madison Public Schools, Adrian, MI
August 2022 - Present
 - Provide training to staff and faculty on everyday SEL best practices, yoga, and mindfulness
 - Assisted students in effectively navigating social and academic environments
 - Completed professional development courses
 - Organized and prepared instructional materials
 - Conducted small group and individual classroom activities with students
 - Read stories to children, facilitated discussions and tied books into learning
- Substitute Teacher, EDUStaff, Adrian, MI
August 2019 - 2020
 - Provided supervision
 - Ensure students safety
 - Adhere to lessons planned
- Child Care Provider, Adrian, MI
May 2018 - Present
 - Provide supervision
 - Prepare meals
 - Facilitate a healthy and safe environment for the children
 - Perform light housekeeping duties
- Certified Swing Shift Manager, McDonalds, Adrian, MI
June 2014 - August 2022
 - Provide excellent customer care and conflict resolution
 - Guarantee quality of service through effective communication with customers
 - Train new employees
 - Prepare customer orders
 - Maintain a clean and organized restaurant
 - Ensure food safety rules are met
 - Hired new employees

Campus Involvement

- Student Social Work Association (President 2020), Sept 2020 - May 2021
 - Facilitate an environment of trust, cooperation, and responsibility.
 - Assist in fundraising and event planning.
 - Collaborate with Association Members, Executive Board, and Faculty Adviser.
- Cheer Team (Captain 2017-2020), Sept 2016 - 2020
 - Appointed by Head Coach and Assistant Coach 3 years in a row
 - Co-Facilitated an environment of trust, cooperation, and responsibility.
 - Assisted in setting up and running camps
 - Responsible for team at events and practice when coaches were not available
 - Collaborated with coaches and co-captains to make decisions for the team
 - Attended captains meetings that consisted of the Head Coach, Assistant Coach, and 3 other captains- discussed the well being of the team and any concerns there were
- Phi Sigma Sigma (Alumna), Sept 2016 - Dec 2018
 - Member-at-Large: Helps mediate any conflicts that may arise within chapter. Help uphold the standards within the organization as well as the standards of the campus. Head of the Standards Board.

- Risk Management: Oversee and educate members on all aspects of risk involved with chapter activities. Responsible for creating an event that consists of learning about one's health or doing an activity to promote the wellness of each sister.
- Bursar: Handles all of the money and budgets. Creates the budget for the following year and makes sure the members are able to pay their dues on time. Helps create fundraisers, and to teach members money management
- Scribe: Keep track of local and chapter correspondence: letters, invitations, and other campus information. Keeps track of Chapter Excellence (a point system that Headquarters looks at: each chapter receives points when turning in grades, community service, etc.)
- Tribune: Takes attendance and does meeting minutes
- Social Chair: planning all social functions with other Greek and outside organizations. Responsible for setting up social events and getting involved in social events on campus. Has a committee to help plan events.

Volunteerism

- Girl Scout Troop, 2019
 - Co-Facilitated a meeting, girls earn their cheer and dance badge
- The Hemophilia Foundation of Michigan (Camp Bold Eagle- Medical Center), 2018
 - Assisted in the administration of medications
 - Co-Facilitated group medical classes- each group had a scenario they were to act out correct protocol
 - Reported blood pressure and temperature of each camper
 - Filing and Organizing
 - Organized care packages for each camper
- Children's Cheer Camp, 2017 - 2019
 - Educated young children about safe tumbling, stunting, and cheers
 - Assisted in setting up and cleaning up
- Share the Warmth, 2016
 - Provided dinner
 - Participated in games (Euchre)
 - Worked check in
- Hope Center, 2016 - 2020
 - Participated in basketball games- cheer team

Professional References

- Available upon request

Michael Mortensen



EXPERIENCE

Ann Arbor Public Schools, Ann Arbor, MI **Thurston Elementary — 1st Grade Teacher**

October 2022 - Present

- Teach district approved curriculum.
- Instruct students in citizenship and basic subject matter specified in state and administrative regulations and procedures of the school district.
- Develop lesson plans and instructional material in accordance with the district provided curriculum.
- Instruct and monitor students in the use of learning materials and equipment.
- Comprehend and impart the content of applicable grade level and subject curriculum.
- Communicate with students and parents regularly and clearly in an interactive way by means of newsletters, notes, phone calls, emails, conferences, etc.
- Establish and maintain standards of student behavior to achieve an effective learning atmosphere.
- Evaluate students' academic and social growth, keep appropriate records and prepare progress reports and report cards.
- Identify student needs and make appropriate referrals and develop strategies for individual education plans.
- Teach developmentally appropriate lessons following assigned curriculum guidelines.
- Plan and implement activities for maximum effectiveness.
- Work collaboratively with grade level teachers and with teachers across grade levels.
- Provide students with a safe and orderly environment for learning.
- Provide individualized and small group instruction to adapt the curriculum to the needs of the students.
- Attend IEP Meetings to plan for students with special needs.

SKILLS

18 years teaching experience in general education.

18 years of special education (LD, CI, EI, ASD, CP, POHI) inclusion experience into the general ed classroom.

15 years experience on the School Safety Team.

Provided before and after school intervention for at-risk students.

Crisis Prevention Intervention Trained.

Created, directed, and produced Pirate News Network.

Digital learning platforms such as Google Classroom, Seesaw, Raz Kids, MobyMax, Xtra Math, Prodigy, and Zearn.

School events DJ for 4 years.

Supervised student-run School Store for 8 years.

Responsible for creating, organizing, selling, and distributing the school yearbook for 9 years.

Summer reading program for at risk students.

Tracked academic progress & administered unit (Illuminate), grade level (Aimsweb), district (NWEA), district (Smarter Balance) & state (MStep) assessments.

Hartland Consolidated Schools, Hartland, MI
Village Elementary — *Building Sub*

March 2022 - May 2022

- Teacher Support
- Subjects: Reading, writing, science, social studies, and math
- Grade level curriculum support
- Intervention / DRA / Running Records / Assessment Support

South Lyon Community Schools, South Lyon, MI
Hardy Elementary — *4th Grade Teacher (Long-Term)*

August 2021 - Dec 2021

- 4th Grade Teacher with both face-to-face and virtual students
- Subjects: Reading, writing, science, social studies, and math
- Grade level curriculum and online instruction planning
- Intervention and Instructional Consultation
- Implementation of Open House Parent Meet and Greet
- Implementation of conferences and records reporting

Hartland Consolidated Schools, Hartland, MI
Round Elementary — *4th Grade Teacher*

August 2020 - May 2021

- Teach district approved curriculum.
- Instruct students in citizenship and basic subject matter specified in state and administrative regulations and procedures of the school district.
- Develop lesson plans and instructional material in accordance with the district provided curriculum.
- Instruct and monitor students in the use of learning materials and equipment.
- Comprehend and impart the content of applicable grade level and subject curriculum.
- Communicate with students and parents regularly and clearly in an interactive way by means of newsletters, notes, phone calls, emails, conferences, etc.
- Establish and maintain standards of student behavior to achieve an effective learning atmosphere.
- Evaluate students' academic and social growth, keep appropriate records and prepare progress reports and report cards.
- Identify student needs and make appropriate referrals and develop strategies for individual education plans.

References

Ms. Dotty Hottum

Principal: Round Elementary
Hartland Consolidated Schools

Mr. David Kromer

Teacher: Round Elementary
Hartland Consolidated Schools

Ms. Theresia Rogers

Teacher: Round Elementary
Hartland Consolidated Schools

Mr. Jason Reck

Principal: Village Elementary
Hartland Consolidated Schools

Mr. Thomas Carr

Teacher: Retired
Pinckney Community Schools

Ms. Virginia Morgan

Consultant
VMM Consulting

Ms. Deborah Morton

Teacher Assistant
Ann Arbor Public Schools

- Teach developmentally appropriate lessons following assigned curriculum guidelines.
- Plan and implement activities for maximum effectiveness.
- Work collaboratively with grade level teachers and with teachers across grade levels.
- Provide students with a safe and orderly environment for learning.
- Provide individualized and small group instruction to adapt the curriculum to the needs of the students.
- Attend IEP Meetings to plan for students with special needs.

Pinckney Community Schools, Pinckney, MI
Country Elementary — 3rd Grade Teacher

August 2016 - June 2020

- Teach district approved curriculum.
- Instruct students in citizenship and basic subject matter specified in state and administrative regulations and procedures of the school district.
- Develop lesson plans and instructional material in accordance with the district provided curriculum.
- Communicate with students and parents regularly and clearly in an interactive way by means of newsletters, notes, phone calls, emails, conferences, etc.
- Establish and maintain standards of student behavior to achieve an effective learning atmosphere.
- Evaluate students' academic and social growth, keep appropriate records and prepare progress reports and report cards.
- Identify student needs and make appropriate referrals and develop strategies for individual education plans.
- Teach developmentally appropriate lessons following assigned curriculum guidelines.
- Work collaboratively with grade level teachers and with teachers across grade levels.
- Provide individualized and small group instruction to adapt the curriculum to the needs of the students.
- Attend IEP Meetings / plan for students with special needs.

Pinckney Community Schools, Pinckney, MI
Navigator Upper Elementary — 4th Grade Teacher

August 2013 - August 2016

- Teach district approved curriculum.
- Instruct students in citizenship and basic subject matter specified in state and administrative regulations and procedures of the school district.
- Develop lesson plans and instructional material in accordance with the district provided curriculum.
- Instruct and monitor students in the use of learning materials and equipment.
- Communicate with students and parents regularly and clearly in an interactive way by means of newsletters, notes, phone calls, emails, conferences, etc.
- Establish and maintain standards of student behavior to achieve an effective learning atmosphere.
- Evaluate students' academic and social growth, keep appropriate records and prepare progress reports and report cards.
- Identify student needs and make appropriate referrals and develop strategies for individual education plans.
- Teach developmentally appropriate lessons following assigned curriculum guidelines.
- Work collaboratively with grade level teachers and with teachers across grade levels.
- Provide students with a safe and orderly environment for learning.
- Provide individualized and small group instruction to adapt the curriculum to the needs of the students.
- Attend IEP Meetings to plan for students with special needs.

Pinckney Community Schools, Pinckney, MI
Pathfinder Middle School — 7th/8th Grade Social Studies

August 2012 - August 2013

- Member of the School Improvement, School Safety Team, and Social Committee
- Crisis Prevention Intervention and Instructional Consultation Team trained
- Building audio/visual tech support

Pinckney Community Schools, Pinckney, MI
Navigator Upper Elementary — *6th Grade ELA / Soc. St.*

August 2009 - August 2012

- 6th Grade Teacher with 27-32 students
- Building audio/visual tech support
- Member of the district curriculum cabinet
- Crisis Prevention Intervention and Instructional Consultation Team trained
- After-School Student Enrichment

Pinckney Community Schools, Pinckney, MI
Pinckney Elementary — *4th Grade Teacher*

August 2004 - August 2009

- Teach district approved curriculum.
- Instruct students in citizenship and basic subject matter specified in state and administrative regulations and procedures of the school district.
- Develop lesson plans and instructional material in accordance with the district provided curriculum.
- Instruct and monitor students in the use of learning materials and equipment.
- Communicate with students and parents regularly and clearly in an interactive way by means of newsletters, notes, phone calls, emails, conferences, etc.
- Establish and maintain standards of student behavior to achieve an effective learning atmosphere.
- Evaluate students' academic and social growth, keep appropriate records and prepare progress reports and report cards.
- Identify student needs and make appropriate referrals and develop strategies for individual education plans.
- Teach developmentally appropriate lessons following assigned curriculum guidelines.
- Work collaboratively with grade level teachers and with teachers across grade levels.
- Provide students with a safe and orderly environment for learning.
- Provide individualized and small group instruction to adapt the curriculum to the needs of the students.
- Attend IEP Meetings to plan for students with special needs.

EDUCATION

Marygrove College, Detroit , MI — M.A.

January 2009 - August 2010

- Earned Masters in the Art of Teaching
- 3.1 GPA

Eastern Michigan University, Ypsilanti , MI — B.A. May

2001 - April 2003

- Earned Bachelor of Arts
- Social Science Major
- Literature Minor

Adrian College, Adrian , MI — B.A.

August 1992 - April 1996

- Earned Bachelor of Arts
- Business Administration

CREDITS BEYOND MASTERS

Baker College, Flint , MI

September 2003 - May 2005

- Continued education and certificate renewal
- Reading Assessment

Michigan Teaching Certificate, State of Michigan, Department of Education

Issued June 30, 2021 - Expires June 30, 2026

- All Subject (K-5), Self Contained (K-8), Social Studies (6-8)