

Bloomfield's Blueprint

*Returning to teaching &
learning for the 2020-2021
school year*



February 25, 2021



Part One
COVID Update



COVID Vaccine Distribution

Dashboard updated: February 24, 2021. Date when the vaccine is shipped by the distributor, NOT the date of receipt by the provider. Includes first and second dose allotments. Doses are distributed to vaccine providers within the LHD jurisdiction.



Preparedness Region

All

Local Health Dept. Jurisdiction

All

Provider County

Oakland

Data as of :

2/22/21

Distribution Date Range

12/14/2020

2/24/2021

Facility Type

All

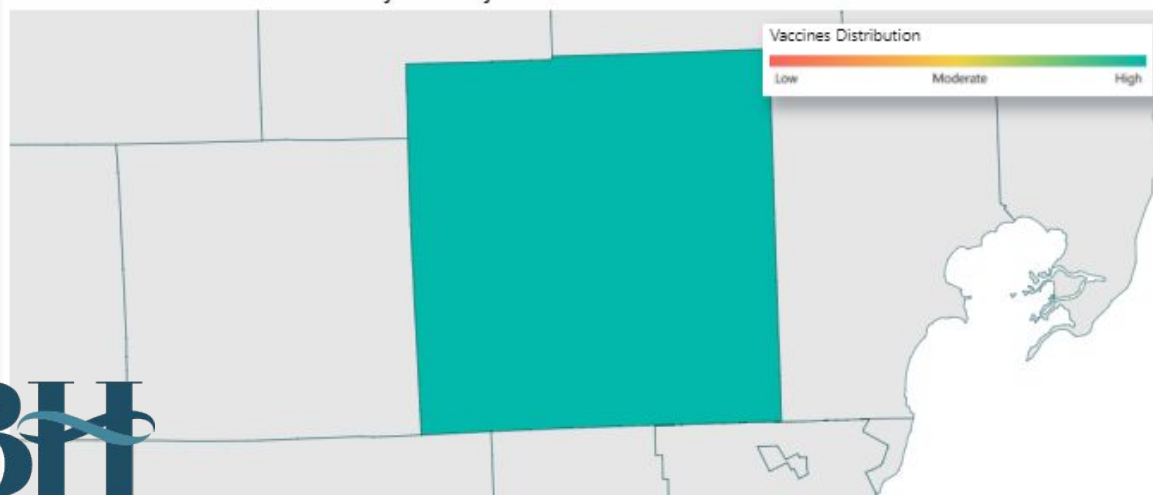
Year

All

Vaccine Type

All

COVID Vaccine Distribution by County



Region 2N

Total Vaccines Distributed*

278,715

*499,200 doses were transferred to the Federal Programs

Pfizer

206,115

Moderna

72,600

Vaccines Distributed in Preparedness Region (units in K = Thousand)

Vaccine Type ● Moderna ● Pfizer

0.2M

0.1M

0.0M



Region 2N

Weekly COVID-19 Report



Oakland County Schools

Reporting period: February 3 – February 16			
METRIC	RESULT	Trend	DEFINITION
Total “Confirmed and Probable” COVID-19 Cases Reported in Oakland County	1595	↑	“Confirmed”: laboratory-confirmed positive molecular viral test “Probable”: rapid-antigen positive viral test
Cases/Day per Million Population 7-Day Average 14-Day Average	83 95	↑	Average number of cases per day per million population over the given timeframe
14-Day Average Daily Case Counts	114	↑	The average number of cases per day reported over the last 14 days of the reporting period
14-Day Average Daily Death Counts	1.4	→	The average number of deaths per day reported over the last 14 days of the reporting period
14-Day Average Tests Per Day	2933	↓	The average number of diagnostic tests administered to Oakland residents over the last 14 days of the reporting period
Percentage of Cases Hospitalized in the Last 14 Days	1.63%	→	The percentage of cases (confirmed and probable) that reported being hospitalized over the last 14 days of the reporting period
Percent Positivity (7 days)	3.51%	↓	Percentage of reported positive tests over the last 7 days (February 16 – February 22)
Percent Positivity (28 days)	3.72%	↓	Percentage of reported positive tests over the last 28 days (January 26 – February 22)
Healthcare Capacity Strength	STABLE	→	Assessment of bed availability and hospital capacity
Testing, Tracing, Containment Infrastructure	STRONG	→	Assessment of testing availability and OCHD contact tracing capability

Reporting Period: February 3 - February 16

Total Oakland County Cases Reported by Age Group					
Age Group	Total Cases	Trend	Age Group	Total Cases	Trend
0-4	16	↓	50-59	246	↑
5-9	40	↑	60-69	134	→
10-13	57	↑	70-79	59	→
14-18	179	↑	80-89	36	↑
19-29	332	↑	90+	13	→
30-39	270	↑	Unknown	0	
40-49	213	↑			

The number of reported cases increased by about 222 cases. The average number of tests per day decreased just over 200 tests per day. Percent positivity decreased about 0.5% over the last 28 days and about 0.6% over the last 7 days. The number of deaths reported during this was stable. The percentage of cases hospitalized remained stable. Healthcare capacity remained stable.





63,622
Total Cases¹

1,572
Total Deaths

59,276
Total Recovered²

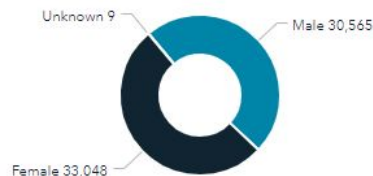
Counts

About

Deaths by Gender



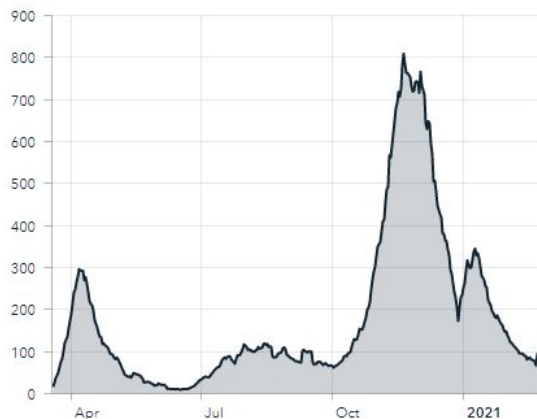
Cases by Gender



Counts by Day*

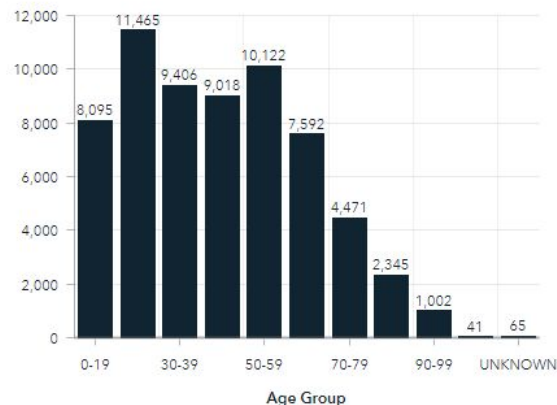
Date	Cases	Deaths
25-Feb	66	
24-Feb	134	
23-Feb	97	
22-Feb	227	
21-Feb	20	
20-Feb	14	
19-Feb	102	
18-Feb	109	
17-Feb	85	
16-Feb	101	

7 Day Average of Daily Cases



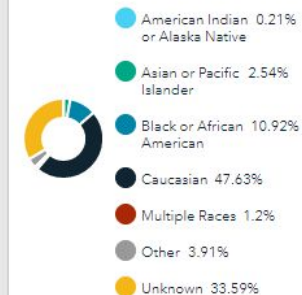
7 Day Case Average

Cases by Age Group



Cases by Age Group

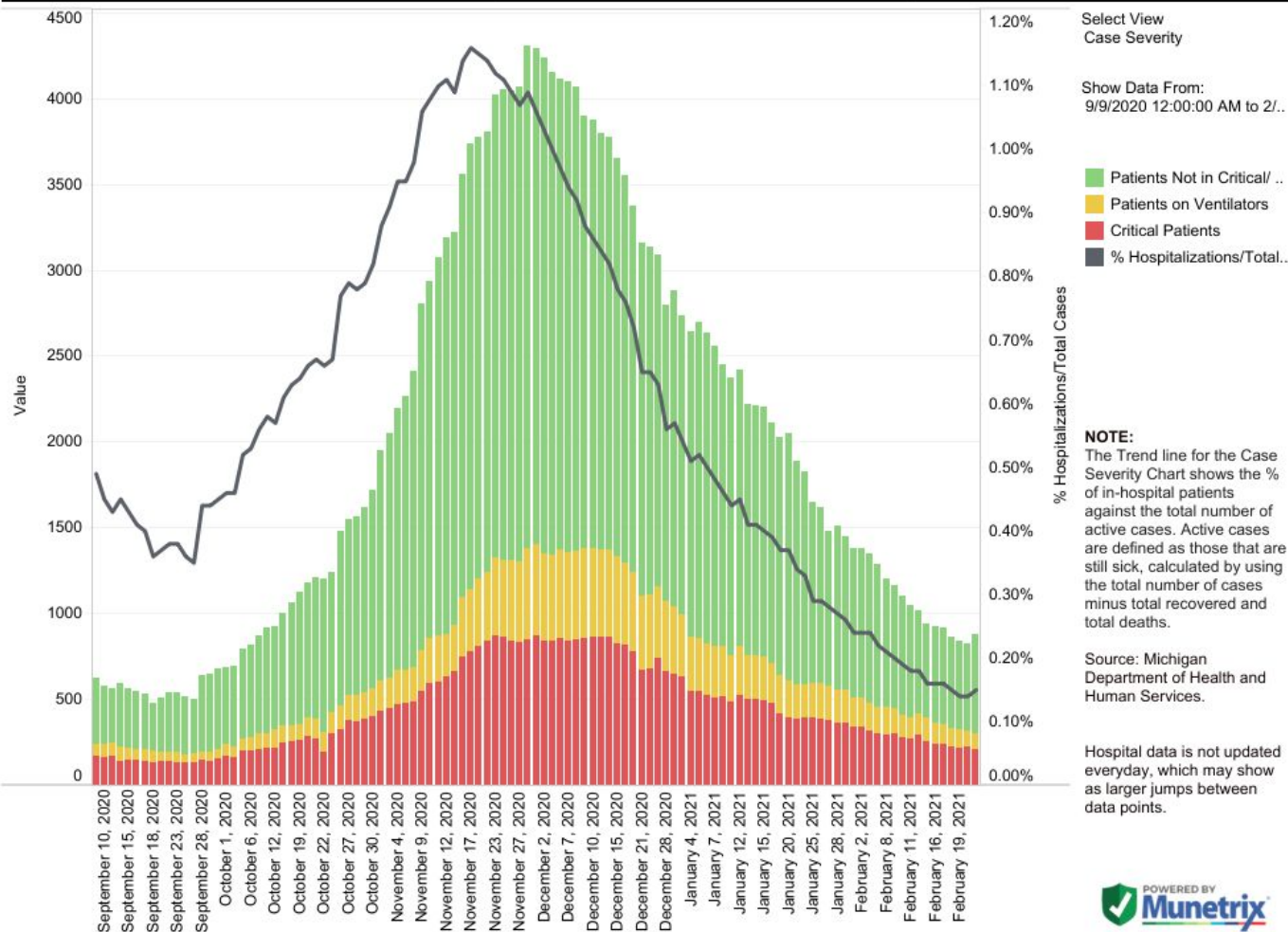
Percentage of Cases by Race



Cases by Race

Deaths by Race

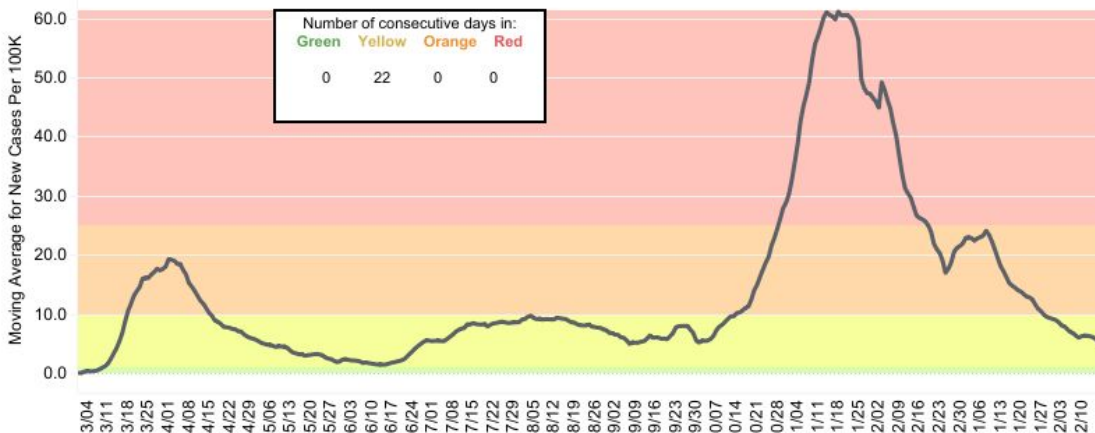
State Hospitalization Trends - Case Severity



County Dashboard: Oakland County

Notes

New Cases per 100K Data



Data for 2/18/2021:
New Cases per 100K: **5.09**
Percent Positive: **3.65%**

County
Oakland County

Show Data From:
3/1/2020 to 2/18/2021
and Null values

■ New Cases Moving Avera..
■ Percent Positive Moving A..

Data Source: <https://www.michigan.gov/coronavirus>
Moving average is based on previous 7 days, with a lag time of 3-days for data accuracy.

Reference lines are shown for risk of outbreak levels:

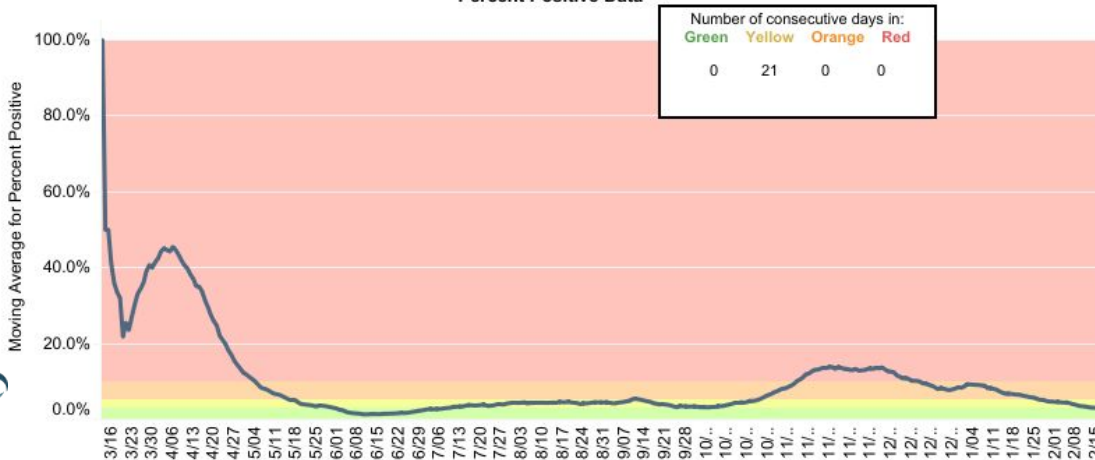
Red: >25 cases/100K
>10% positivity

Orange: 10-25 cases/100K
5-10% positivity

Yellow: 1-10 cases/100K
3-5% positivity

Green: <1 cases/100K
<3% positivity

Percent Positive Data

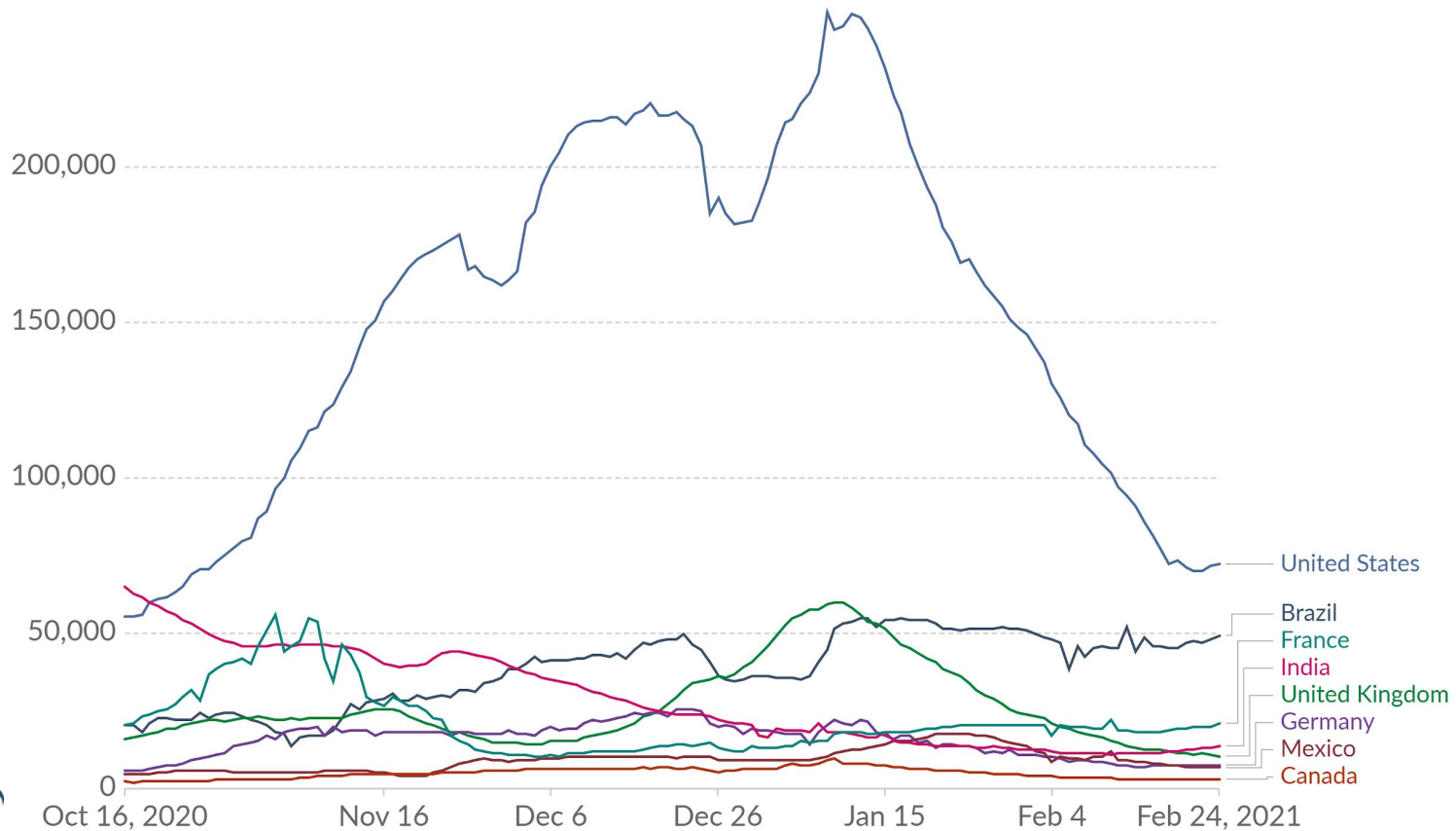


Mx Developed in collaboration with Bloomfield Hills School District and Munetrix



Daily new confirmed COVID-19 cases

Shown is the rolling 7-day average. The number of confirmed cases is lower than the number of actual cases; the main reason for that is limited testing.



Source: Johns Hopkins University CSSE COVID-19 Data - Last updated 25 February, 19:00 (London time)

CC BY



END OF SECTION

DISCUSSION

Part Two
Staffing Update



Staffing Update



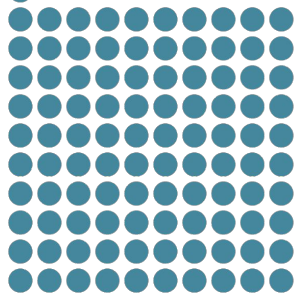
Leave of Absence Provisions:

- 229 recovered / returned
- 0* staff on EPSLA
- 2 currently quarantined
- 24 active FMLA
- 2 Workers Comp Disability

**EPLSA sunset on 12/31/20. The district extended it to 1/29/21. So now any of those are absorbed in the regular FMLA numbers.*

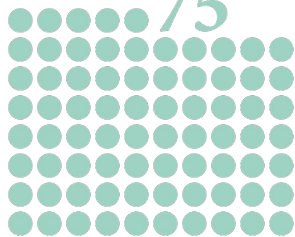
Number of new substitute teachers, paras, and instructional assistants

101



July 2019 - Feb 2020

75



July 2020 - present

Support Staff	Paras	Preschool/ Latch Key	Drivers
2019 Resignations	-12	-10	-13
2019 New Hires	+9	+9	+13
2020 Resignations	-18	-33	-13
2020 New Hires	+9	+4	+4
Cumulative Difference	-12	-30	-9

Staffing - Current Open Positions

Secondary Math
Teacher

Director of
Physical Plant
Services

3 Latchkey/Kidz
Zone teachers, 1
supervisor

13 bus drivers

14-15
paraeducators
district-wide

4 part time food
service positions

School Social
Worker

4 Instructional
Assistants at Wing
Lake





END OF SECTION

DISCUSSION

Part Three

Full 5-Day In-Person Learning
For Grades K-12



All students in Bloomfield Hills Schools
can attend school, for a full school day,
5 days per week, *beginning April 5, 2021.*



	School Start	School End
BHHS Black Hawk Hour at the beginning of the day from 7:30 to 9 a.m.	9:35	2:30
Middle	8:15	3:05
Elementary	9:05	3:55
Wing Lake	8:45	2:35
International Academy	7:45	2:35
Bowers Academy	9:35	2:30



Black Hawk Hour was created to meet student learning needs during pandemic learning. This innovative response was designed to address the difficulty of providing student support when instruction is simultaneously in-person and virtual. While well-received, it is ***important*** to understand that Black Hawk Hour is ***only*** permissible during pandemic learning, as permitted by the MDE Pandemic Learning Guidelines.

As we return next year, Black Hawk Hour will not be available, however the district is reviewing ways to implement the best of Black Hawk Hour within the school year.



Updated: MDHHS Guidance - Spacing, Lunch



Spacing for instructional settings guidance: Maintain six feet of distance. If a school district nonetheless proceeds with an all in-person approach, at a minimum it should maintain a minimum seated distance of three feet in classrooms.

BHS response: Students will have 3 feet of physical distance.



Lunch guidance: When students eat lunch, provide six feet of distance to the extent feasible.

BHS response: Students will have 6 feet of physical distance at lunch.

Wing Lake: Return to Full-Time Instruction



- *Wing Lake staff began planning for a return to full-time face to face instruction in early February. This planning includes migrating from the current “one-schedule” platform to a Virtual **or** In-person option.*
 - *Keeping in mind that over 99% of Wing Lake students do not wear masks, protocols for safely meeting students’ personal care needs (especially shared bathrooms/hallways) are updated; and adequate staffing is in place.*
 - *Daily temperature checks and limitations to visitors will continue with hydrotherapy restarting in March. We are committed to keeping students cohorted (once off the bus) to the greatest extent possible all while maintaining our exceptional level of instruction and care.*
- **Moving back to full-time instruction entails:**
 - A 3-5 day selection window for parents/guardians to log into MiStar and select either in-person or distance learning for the remainder of the 2020/21 school year.
 - This will allow staff to determine how many students are remaining virtual and plan for any necessary changes to classroom assignments.
 - Based on the results, each grade band will determine whether or not to have one virtual teacher vs. the teachers in the grade level sharing virtual responsibilities.
 - Updating our Related Services Schedule to meet the needs of both in-person and virtual students while staying compliant with IEPs and Contingency Learning Plans.
- **In-person students would return for a full school day - Monday - Friday, 8:45 - 2:35 p.m.**
 - There will be one asynchronous learning day (March 26th) leading up to the start date for furniture storage/room set-up and additional professional development to outline new procedures/protocols related to mitigating COVID-19.

Wing Lake: Lunch and Recess Plans



Meal Protocols

- Breakfast and lunch will be delivered to the classrooms by Food Services and Program Aides
- Staff will continue to follow all safety procedures for feeding students.
- Staff will utilize PPE such as gloves, masks, face shields and gowns/scrub jackets during feeding times.
- Students will be physically distanced from one another.

Playground

- A school-wide playground schedule has been developed for contact tracing purposes
- One to two classrooms at a time
 - Preferably classes that share bathrooms will play at the same time vs. mixing with another group
- Entry/Exit to Playground -
 - Classroom doors leading to playground - Rooms 6, 8, 10, 12, 14
 - Main lobby doors - Rooms 3, 5, 7, 9, 11, 15

Conant: Lunch and Recess Plans



- Every classroom would be split into two groups of students
- Each group will have an assigned room for lunch
- Every student will have 6 feet distance from another student
- Assigned tables/desks will be wiped down before and after eating
- Other COVID safety protocols will continue
 - Hand washing
 - Teachers bringing students down to and from eating areas
 - Utilization of staff to clean tables between lunches
- Masks will be removed when eating only
- Students will be engaged in a developmentally appropriate video during this time
- Two lunch times utilizing para-educator and latchkey staff for supervision (rooms used are close in proximity, paras can supervise 2-3 rooms simultaneously which equates to approx. 24-30 students total among all rooms under supervision)
- Teachers will have their duty free lunch when students eat
- Recess will be scheduled independently by classroom teachers at their discretion, utilizing our large campus of playground spaces and athletic fields to spread out for social distancing.
- Custodian and para will help deliver lunches ordered that morning

Eastover: Lunch and Recess Plans



- Every student will have 6 feet distance from another student, facing the same direction
- Students will be utilizing a variety of spaces during lunch time (classrooms and common areas)
- Classrooms will be split into two groups of students
- Each group will have an assigned room for lunch
- Lunches will be delivered to classrooms (no lunch lines)
- Assigned tables/desks will be wiped down before and after eating
- Para-educators and latchkey staff will supervise lunch periods
- Teachers will have their duty free lunch when students eat
- Other COVID safety protocols will continue
 - Hand washing
 - Utilization of staff to clean tables between lunches
 - Masks will be removed when eating only
- Recess will be scheduled (supervised by classroom teachers), utilizing our two playground spaces and athletic fields to spread out for social distancing

Lone Pine: Lunch and Recess Plans



- School lunch will be delivered to classrooms (no lunchline).
- Most classes will eat in their classrooms, using adjacent hallway or media center space as “spillover” to ensure 6’ of social distancing.
- These classrooms will use a combination of student desks/tables and lightweight portable tray tables that can be collapsed, stacked, and stored after lunch.
- Students from room 6 will eat in the media center, spaced 6’ apart using computer lab and media center tables.
- Students from room 10 will eat in a larger, vacant classroom (room 16) using tray tables.
- Tables/desks will be assigned to each student and wiped down before and after eating.
- Two lunches will be run utilizing para-educator and latchkey staff for supervision, teachers will have their duty free lunch when students eat.
- COVID safety protocols will continue:
 - *Hand washing
 - *Masks will be removed when eating only
- Students will be engaged in a developmentally appropriate video during lunch to focus attention forward.
- Recess will be scheduled independently by classroom teachers at their discretion, utilizing our large campus of playground spaces and athletic fields to spread out for social distancing.

BH



Way: Lunch and Recess Plans



- Every classroom split into two groups.
- Three separate lunchtimes spaced 10 minutes apart, 25 minutes in length.
- Other COVID safety protocols will continue
 - Hand washing
 - Teachers bringing students down to and from eating areas
 - Utilization of staff to clean tables between lunches
- Tables disinfected before and in between each lunch period.
- Common areas set up for lunch for the remainder of the year including gym, media center, and former computer lab. (No daily set up/tear down)
- Teachers, paras and administration supervise lunch.
- Teachers release time during scheduled recesses.
- Masks will be removed when eating only.
- Every student will have 6 feet distance from another student, facing the same direction.
- Lunches to be delivered to each location.
- 10 minute cleaning period between each lunch.
- 35 minute recess/independent reading time supervised by paras and ancillary staff.

Middle School: Lunch and Recess Plans



- Variety of spaces will be used for lunch including larger areas of the school (cafeteria, gym, fieldhouse) to space kids out
- A minimum of 6 ft of social distancing between students during lunch
- Mask removal will only occur while eating and drinking
- Single seating (one student per table) - no students will be grouped together
- All seats and tables will face the same direction
- Assigned seats (still determining process of assignment - alphabetical, by teacher, etc...)
- Adequate adult supervision based on student ratios
- Grab and Go lunch line - no long lines
- Outdoor seating - weather permitting
- Other COVID safety protocols will continue
 - Hand washing
 - Teachers bringing students down to and from eating areas
 - Utilization of staff to clean tables between lunches
- Recess may not follow lunch immediately.
- Recess will be provided at staggered times.
- Recess can also be scheduled independently by classroom teachers at their discretion, utilizing our large campus of playground spaces and athletic fields to spread out for social distancing.

*We will continue to adjust our plan as we know final student enrollment counts.





K-5 Specials

Students will engage in all co-curricular classes within the school day:

- Art
- Media
- Music
- Physical Education
- Spanish

Continued Monitoring & Support

- Use of outdoor spaces for physical education as weather permits
- Optimizing large group spaces for both learning & distancing needs
- Feedback loops with staff regarding routines and spaces



6-8 Electives

Students will engage in all elective classes within the school day.

Work in Progress

- Rescheduling students across core & electives to adjust for remote & in-person
- PPE needed in specialty areas such as band/orchestra/choir
- Furniture adjustments/procurement

Continued Monitoring & Support

- Use of outdoor spaces as weather permits
- Optimizing large group spaces for both learning & distancing needs
- Ongoing feedback loops with staff regarding routines and spaces



Latchkey & Kidz Zone

Black Hawk Extended Care will sunset on March 25, 2021.

Hours of operation 7 a.m. until start of school, end of school day until 5:30 p.m.

- Continues to meet community need with wide range of availability
- Early closure allows for additional cleaning responsibilities
- Limited enrollment due to distancing protocols

Continued Monitoring & Support

- Staffing levels
- Classroom arrangements that create opportunities for distancing
- Training for staff health & safety, instructional shifts, etc.



Timeline of Milestone Tasks Leading to April 5

- **March 1 - 5:** All K-8 students that are interested in changing from in-person to Bloomfield Virtual may indicate this selection on MiStar. BHHS will ask BHHS families to indicate attendance in-person or virtual to assist in preparing appropriate spaces for high school students.
- **March 1 - 5:** Survey families who are eligible for transportation to register for transportation.
- **March 5 - March 26:** Adjust student schedules as needed, stock additional PPE, and schedule furniture to be moved according to the new design. BHHS schedules will remain the same. New schedules including Unified Arts and Electives will be communicated to teachers by building principals once enrollment is finalized.
- **March 8 - 26:** Complete new bus schedule for a full return.
- **Now - March 26:** Staff vaccines.
- **April 3 -** Transportation times and stops communicated to families who registered for transportation. *If a family did not register for transportation by March 5, students can be added to existing stops on April 15 on a case-by-case basis.*

Options

If returning to full class cohort size is not in alignment with the needs of a family, students can select a transfer to Bloomfield Virtual (grades K-5) or distance learning (grades 6-8 and Wing Lake).

Details will be shared with families upon Board approval of the full 5-day in-person schedule.

*Bloomfield
Virtual*





END OF SECTION

DISCUSSION

Part Four
Midyear Budget
Amendment

General Fund

The General Fund accounts for the district's core operations:

- General education
- Special education (non-Center Programs)
- Preschool through 12th grade and beyond, including up to 26 years old for special education students.

Funding Sources



- The Foundation Allowance comprises almost three quarters of the General Fund revenue. The formula is:
Foundation Allowance per pupil x Enrollment
- Annually, through the State's budgeting process, a Foundation Allowance per pupil amount is established and not always known before July 1 when the district must have a budget in place.
- The Foundation Allowance is comprised of State and Local sources, including approved operating millages, capped at the State determined Foundation amount.
- In many years, increases in the Foundation Allowance per pupil is allocated using a "2x" formula where the lowest funded districts receive twice the increase of the highest funded districts, resulting in an overall lower cumulative increase since the enactment of Proposal A.
- Since the enactment of Proposal A, school districts have limited revenue raising ability.

General Fund Budgets - Fiscal Year 2020/2021

	Original Budget	December Budget	Midyear Budget
General Fund – Fund balance as of July 1, 2020 (audited)*	\$20,875,724	\$20,875,724	\$20,875,724
Revenues & Transfers In	91,205,879	95,733,937	96,332,341
Expenditures & Transfers Out	(93,289,914)	(95,482,925)	(96,099,961)
Revenue over (under) expenditures	(2,084,035)	251,012	232,380
General Fund – Fund balance as of June 30, 2021 (projected)	\$18,791,689	\$21,126,736	\$21,108,104
Fund balance as a percent of expenditures	20.1%	22.1%	22.0%

General Fund – Midyear Revisions



The December special amendment focused on significant, known changes in key areas such as foundation allowance revenue with updated enrollment, COVID funding and related COVID costs. The midyear amendment has a minimal net change since December; however, a more detailed review resulted in reclassifications within budgeted functions.

**Impact on
Fund Balance
Better (Worse)**

December Amended Budget – Revenue over (under) Expenditures

\$ 251,012

Revenue -

- ✓ Foundation allowance funding – shift between local and state revenue
- ✓ State special education added cost reimbursement, including transportation, net decrease due to a lag in reporting final costs for last year that had less reportable transportation costs, therefore a negative adjustment offset by increased special education instructional added costs with a positive adjustment
- ✓ Federal revenue:
 - FEMA reimbursement is now included based upon recent communications
 - Oakland County CARES Act monies originally classified as interdistrict from the County

598,404

Expenditures -

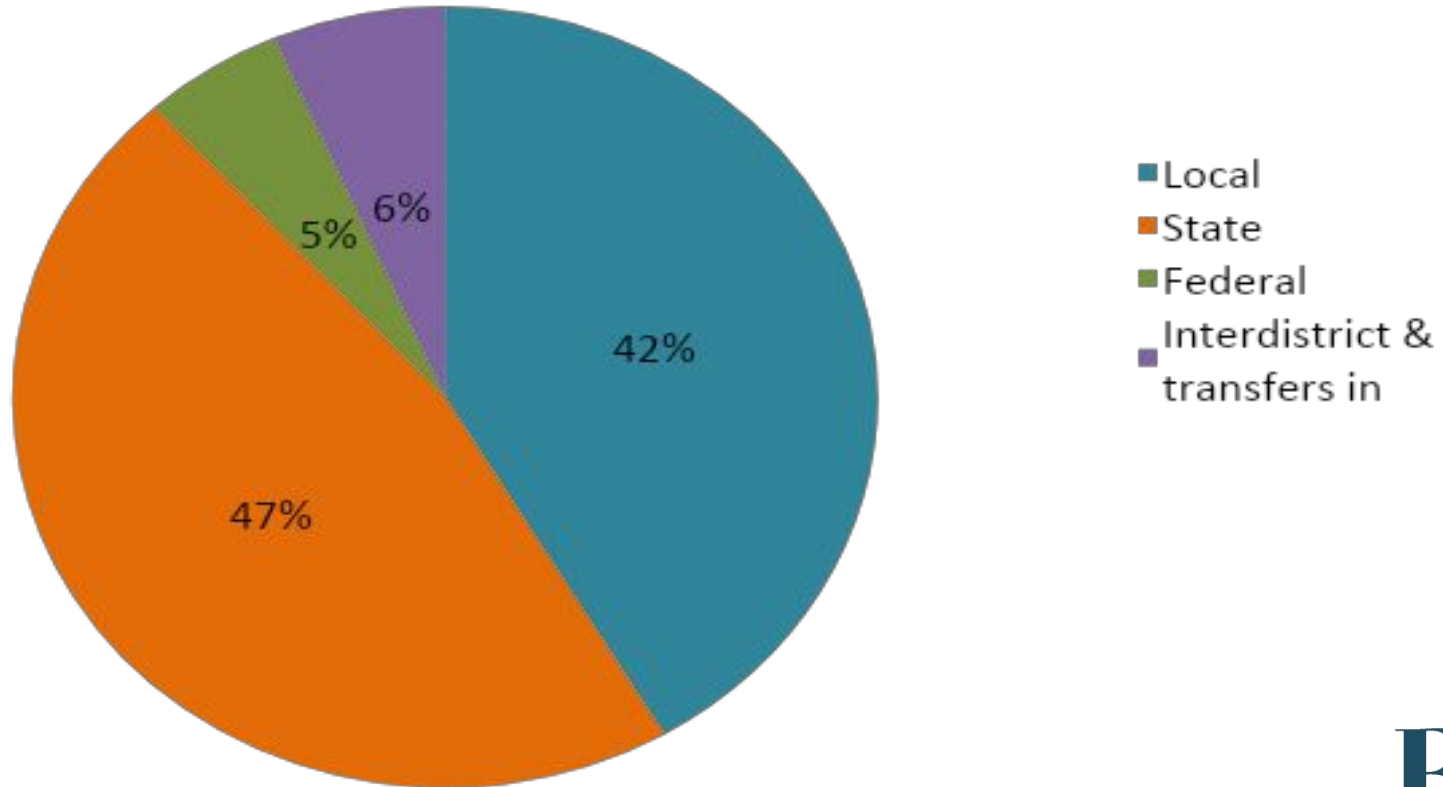
- ✓ Staffing reclassifications for grant funded positions, turnover and severance costs, projected costs for potential added student needs through the remainder of the year
- ✓ Purchased services & supplies, ongoing needs due to COVID

(617,036)

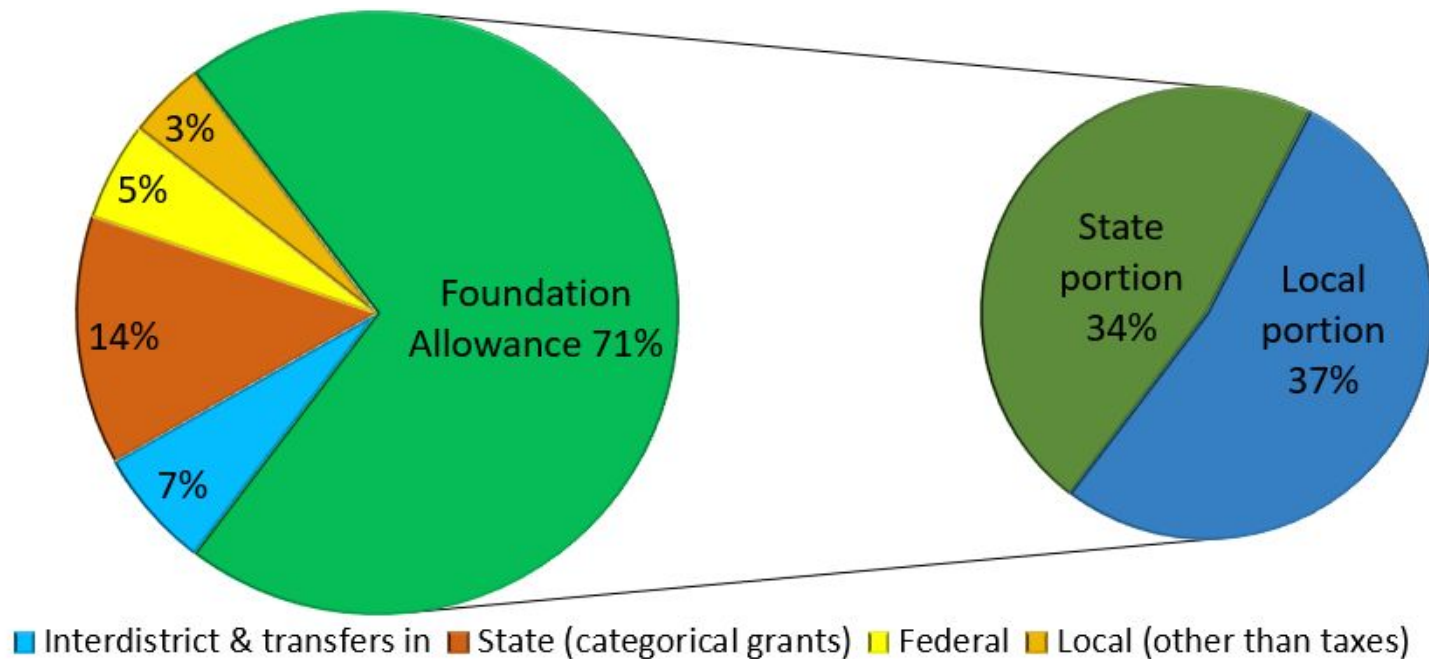
Midyear Budget – Revenue over (under) Expenditures

\$ 232,380

Fiscal Year 2020/2021 - General Fund Revenue Sources

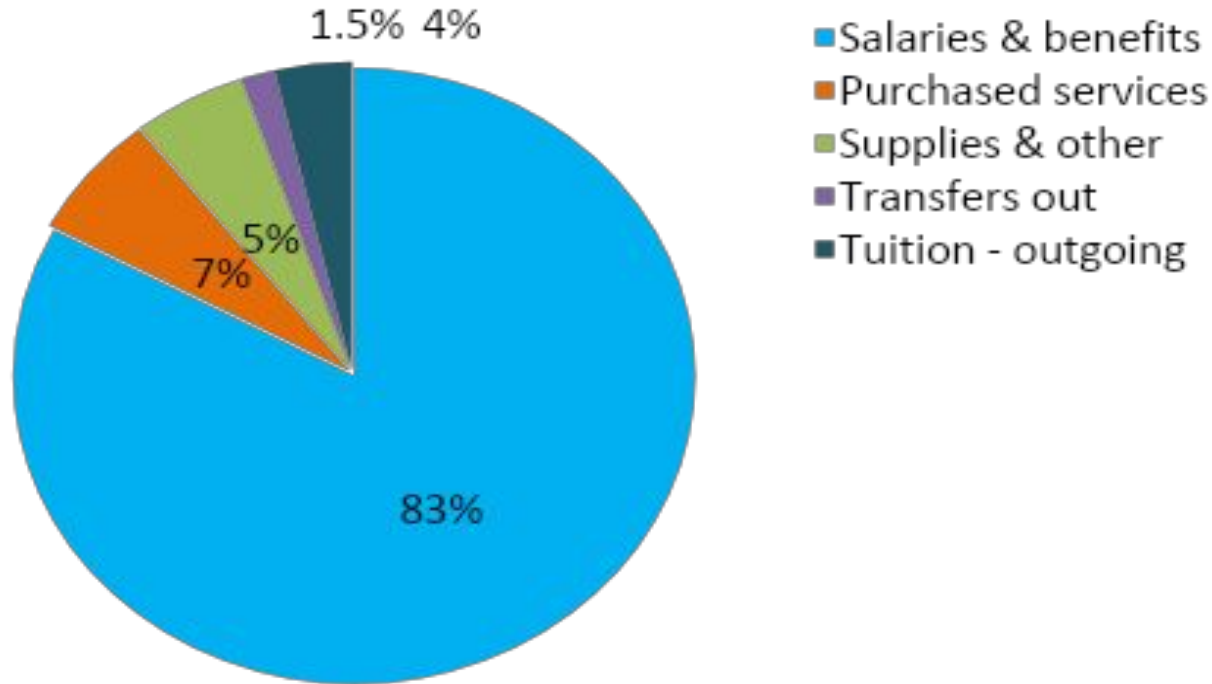


Fiscal Year 2020/2021 - General Fund Foundation Revenue Split



The Foundation Allowance is funded both locally, through non-homestead and hold harmless operating taxes, and by the State School Aid Fund. Approximately \$68 million, or 71% of total revenue represents the per pupil Foundation Allowance funding.

Fiscal Year 2020/2021 - General Fund Expenditures by Object



Our largest cost is our staff totaling about \$80 million, which comprises around 83% of our total General Fund expenditures.

Special Revenue Funds - Fiscal Year 2020/21



	Original Budget	Midyear Budget
Special Revenue Funds – Fund balance as of July 1, 2020*	\$5,960,770	\$7,289,634
Revenues & Transfers In	19,783,908	18,872,261
Expenditures & Transfers Out	(19,538,432)	(19,104,546)
Revenue over (under) expenditures	245,476	(232,285)
Special Revenue Funds – Fund balance as of June 30, 2021 (projected)	\$ 6,206,246	\$ 7,057,349

Special Revenue Funds include: International Academy, Center Program, Recreation/Community Services, Food Services, Hills Activities, Co-Curricular Endowment. The budget for each fund is included in the Board agenda package.

* The July 1, 2020 fund balance is restated in accordance with the implementation of Governmental Accounting Standards Board Statement #84 and reflects the new Hills Activities Fund opening balance of \$1,328,864.



Please visit bloomfield.org for more information

Click the transparency icon on the home page or visit the Finance web pages under Departments

Budget & Finances

Bloomfield Hills Schools Budget

Plante Moran Financial Audits

- [2020 Financial Audit by Plante Moran](#)
- [2019 Financial Audit by Plante Moran](#)
- [2018 Financial Audit by Plante Moran](#)
- [2017 Financial Audit by Plante Moran](#)
- [2016 Financial Audit by Plante Moran](#)

Public Hearings

- [Budget Public Hearing June 25, 2020 - slides](#)
- [Budget Public Hearing June 6, 2019 - video](#)
- [Budget Public Hearing June 6, 2019 - slides](#)
- [Budget Public Hearing June 21, 2018 - video](#)
- [Budget Public Hearing June 21, 2018 - slides](#)
- [Budget Public Hearing June 15, 2017 - video](#)
- [Budget Public Hearing June 15, 2017 - slides](#)
- [Budget Public Hearing June 29, 2016 - video](#)
- [Budget Public Hearing June 29, 2016 - slides](#)
- [Budget Public Hearing June 4, 2015 - slides](#)
- [Budget Public Hearing June 19, 2014 - slide](#)
- [Budget Public Hearing June 20, 2013 - slides](#)
- [Budget Public Hearing June 21, 2012 - slides](#)

Budget Balancing Actions

- + [Fiscal Year 2020-21](#)
- + [Fiscal Year 2019-20](#)
- + [Fiscal Year 2018-19](#)
- + [Fiscal Year 2017-18](#)
- + [Fiscal Year 2016-17](#)
- + [Fiscal Year 2015-16](#)
- + [Fiscal Year 2014-15](#)

Messages and Awards

- [ASBO Award for 2019](#)
- [ASBO Award for 2018](#)
- [ASBO Award for 2017](#)
- [ASBO Award for 2016](#)
- [ASBO Award for 2015](#)
- [Winter 2015, A Message from Dr. Rob Glass](#)
- [ASBO Award for 2014](#)

Budget Updates

- [December Budget Revisions- December 17, 2020](#)
- [Midyear Budget Update January 30, 2020](#)
- [Midyear Budget Update February 21, 2019](#)
- [Midyear Budget Update February 15, 2018](#)
- [Midyear Budget Update February 16, 2017](#)
- [Final Budget Update June 2, 2016](#)
- [Midyear Budget Update February 18, 2016](#)
- [Midyear Budget & Forecast Preview February 16, 2014](#)
- [Midyear Budget Progress December 19, 2013](#)
- [Midyear Budget Update February 7, 2013](#)

School Finance Information

Year	Data Status	Indicator Score	Enrollments	Foundation Allowances	Revenues	Expenditures	Fund Balances	Taxable Values
2021	Budget	1	5510	\$12,364	\$91,205,879	\$93,289,914	\$18,791,690	\$3,977,488,738
2021	Amended Budget	0	5510	\$12,364	\$95,733,937	\$95,482,925	\$21,126,736	\$3,977,488,738
2020	Audited	0	5555	\$12,364	\$92,828,645	\$92,352,781	\$20,875,724	\$3,834,253,160
2019	Historic	0	5505	\$12,244	\$91,972,626	\$91,994,886	\$20,399,860	\$3,657,510,341
2018	Historic	0	5609	\$12,124	\$91,140,256	\$91,520,770	\$20,422,121	\$3,500,227,339
2017	Historic	1	5548	\$12,016	\$88,546,335	\$86,269,729	\$20,802,671	\$3,395,089,160
2016	Historic	2	5409	\$12,004	\$84,447,225	\$85,292,854		
2015	Historic	2	5349	\$11,934	\$82,232,047	\$84,906,750		



Budget and Salary / Compensation Transparency Reporting

- + [Fiscal Year 2020-2021 Board Approved Budget](#)
- + [Fiscal Year 2019-2020 Board Approved Budget](#)
- + [Fiscal Year 2018-2019 Board Approved Budget](#)
- + [Fiscal Year 2017-2018 Board Approved Budget](#)
- + [Fiscal Year 2016-2017 Board Approved Budget](#)
- + [Fiscal Year 2015-2016 Board Approved Budget](#)
- + [Fiscal Year 2014-2015 Board Approved Budget](#)
- + [Personnel Expenditures](#)
- + [Current Operating Expenditures](#)
- + [Current Bargaining Agreements](#)
- + [Employer Sponsored Health Care Plans](#)
- + [Audited Financial Statements](#)
- + [Medical Benefit Plan Bids](#)
- + [Procurement Policy](#)
- + [Expense Reimbursement Policy](#)
- + [Accounts Payable Check Register](#)
- + [Employee Compensation Information](#)
- + [District Paid Association Dues](#)
- + [District Paid Lobbying Costs](#)
- + [Approved Deficit Elimination Plan](#)
- + [District Credit Card Information](#)
- + [District Paid Out-of-State Travel Information](#)
- + [COVID-19 Information](#)
- + [Other Budget Documents](#)
- + [FOIA Procedures & Guidelines](#)
- + [MI School Data](#)
- + [Educator Evaluation Systems Postings and Assurances](#)



END OF SECTION

DISCUSSION