



AGENDA

Regular Meeting of the Bloomfield Hills Schools Board of Education

**Doyle Center for Professional Development
7273 Wing Lake Road | Bloomfield Hills, MI 48301**

www.bloomfield.org/livestream

**December 16, 2021
3:30 PM**

1. Call to Order

A. Attendance

2. Closed Session

A. Closed Session per MCL 15.268 Section 8 (a): Evaluation of the Superintendent

I move that the Board of Education convene a closed session in accordance with MCL 15.268 Section 8 (a) to discuss the 2021 evaluation of the Superintendent.

Roll call vote required

3. Reconvene

A. Reconvene & Call to Order for Regular Meeting @ 6:30 p.m.

B. Attendance

C. Pledge of Allegiance

4. Administrative Appointments

A. Appointment of Anthony DeGrazia to Associate Principal, International Academy
Pat Watson, Superintendent

I move Anthony DeGrazia be appointed to Associate Principal of International Academy effective January 7, 2022.

5. Public Comment

To submit public comment during a meeting of the Bloomfield Hills Schools Board of Education, please complete a comment card and present it to the administrative professional recording minutes prior to the agenda item.

6. Board President's Report

Jennifer Matlow, Acting Board President

7. Superintendent's Report

Pat Watson, Superintendent

8. Bloomfield Township Safety & Security Update

Phil Langmeyer, Chief of Police

9. Board Intern & Student Advisory Council Report

Heather Chen and Leena Jandali

10. Consent Agenda

A. Consent Agenda Motion

John VanGemert, Board Secretary

I move that the Board of Education approve the recommendations detailed in the Consent Agenda as follows:

B. Request to Approve Minutes from the Regular Meeting of November 18, 2021

C. Request to Approve Minutes from the Closed Session of November 30, 2021

D. Request to Approve Minutes from the Closed Session and Study Session of December 2, 2021

E. Request to Approve Monthly Financial Reports

Tina Kostiuk, Assistant Superintendent for Finance & Operations

I move that the Board of Education approve the financial reports, as presented.

F. Request to Approve Disbursement Reports

Tina Kostiuk, Assistant Superintendent for Finance & Operations

I move that the Board of Education approve the disbursement reports, as presented.

G. Request to Approve PPS Vehicle Purchase

Jacob McDermott, Director of Physical Plant Services

I move the Board of Education approve the purchase of one (1) 2023 Ford E-350 Cutaway Box Truck with service lift gate for Physical Plant Services in the amount of \$51,305 to be funded by the Capital Equipment fund.

H. Request to Approve Legal Firms

Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator

I move that the law firms recommended, as presented, be appointed as legal counsel for Bloomfield Hills Schools.

I. Request to Approve HR Actions

Keith McDonald, Assistant Superintendent of Human Resources and Title IX Coordinator

I move that the Board of Education approve the personnel actions, as presented.

11. Special Reports

A. Quarterly Bond Update

Paul Wills, BHS Owner's Rep / Plante Moran CRESA

- B. Bond Series I Elementary Schools Design Update
LST and Strategic Partners

12. General Discussion

- A. MICIP School Improvement Update: Bloomfield Hills Middle School
Randy English, Jen Teal, Karen Carey and Jennifer Ostheimer
- B. MICIP School Improvement Update: East Hills Middle School
Jason Rubel, Angela Konzen, Julia Beattie and Bridget Reynaert
- C. Update on Incidents of Hate and Next Steps
Pat Watson, Superintendent
- D. Oakland County School Board Association Update
Board of Education

13. Board Business

- A. Ratification of Bloomfield Hills Association of Educational Interpreters and Interveners (BHAEEI) Contract
Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator
I move the Board of Education approve the Contract with the Bloomfield Hills Association of Educational Interveners and Interpreters be approved as presented.
- B. Approval of 2021-22 December IA Budget Revisions
Tina Kostiuk, Assistant Superintendent for Finance & Operations
I move that the Board of Education approve the December International Academy Okma Campus Budget Revisions for Fiscal Year 2021-22 as detailed in the attachment. Below is a summary:

Fund	Revenue	Expenditures	Net Change in <u>Fund Balance</u>
International Academy	\$ 6,105,568	\$ 6,126,487	(\$ 20,919)

- C. Approval of Glass Security Film Installation
Jacob McDermott, Director of Physical Plant Services
I move that the Board of Education approve the installation of glass security film by Michigan Glass Coatings for an amount not to exceed \$80,000, in accordance with Oakland County Cooperative Purchasing Program bid pricing. This project will be funded by the Sinking Fund.
- D. Naming of Elementary Schools Discussion
Board of Education
- E. Discussion and Approval of Mission Statement
Board of Education

Proposed Mission Statement:

Bloomfield Hills Schools (prepares or equips) all students to be lifelong learners and engaged citizens in a safe and supportive environment that is equitable and inclusive. Led by high expectations, BHS students discover and pursue their unique potential.

F. Revisiting Vision Statement Discussion

Board of Education

I move the Board of Education revisit the Vision Statement, which reads:

Bloomfield Hills Schools will empower every student to achieve their goals through a system that is inclusive and equitable for all.

Board Approved: June 24, 2021

G. Second Reading Board Policies

Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator

I move the Board of Education approve the Bloomfield Hills Schools Board of Education Bylaws and Policies, as presented.

H. Resolution in Support of Gun Safety and Safe Gun Storage

Board of Education

I move the Board of Education adopt the Resolution in Support of Gun Safety and Safe Gun Storage, as presented.

I. 2021 Superintendent Evaluation

I move that the Bloomfield Hills Board of Education adopt the completed the year-end Evaluation of Superintendent, Pat Watson, pursuant to Michigan Law, including 1249 and 1249b of the Revised School Code and has rated him (XXXXX) for the 2021 school year.

14. Adjournment

Public Comment is a time for individuals to share their thoughts with the Board; however, it is not a time for dialogue with the Board. Those who wish to speak at Public Comment are asked to complete a Public Comment Request Card. In the interest of fairness, the Board will announce a speaker time limit based on the number of cards submitted and available time.

If you have a disability requiring a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service, please call the Office of the Superintendent at 248-341-5406 at least one week prior to the meeting or as soon as possible.

Board Minutes are Located at:

<http://www.bloomfield.org/board-of-education>

Bloomfield Hills School Board of Education

7273 Wing Lake Road

Bloomfield Hills, MI 48301

248-341-5406



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Pat Watson, Superintendent
Date: December 16, 2021
Re: Appointment of Anthony DeGrazia to Associate Principal, International Academy

Recommended Motion:

I move Anthony DeGrazia be appointed to Associate Principal of International Academy effective January 7, 2022.

Background Information:

ATTACHMENTS:

File Name	Description
IA_-_Assoc_Principal_2021_-_10212021.pdf	IA Associate Principal Job Posting
DeGrazia_-_Redacted_Resume_Redacted.pdf	DeGrazia, Anthony Resume

VACANCY ANNOUNCEMENT
Associate Principal - International Academy
2021-2022 School Year



Applications are being accepted for **Associate Principal**. This is a Bloomfield Hills Schools administrative council position.

Responsible to: Building Principal12

Month – 226 Work Days

The Associate Principal supports International Academy and the District's strategic instructional goal to ignite passion, fuel dreams and provide a personalized, world-class experience for every student.

The effective Associate Principal shares the leadership responsibility for the collective success of their school, including the learning, growth and achievement of both students and staff. As one of the school's' primary instructional leaders, the Associate Principal enables critical discourse and data-driven reflection about curriculum, assessment, instruction and student progress and create structures to facilitate improvement. The Associate Principal models best practices, engage stakeholders, and create a culture of high expectations.

The Associate Principal should be adept at creating systems that maximize the utilization of resources and human capital, foster collaboration and facilitate constructive change. By creating a common vision, this leader can articulate and behave in accordance with shared values. The Associate Principal should lead and manage their school in a manner that supports the school's ability to promote equity and to continually improve their positive impact on students and families.

The Associate Principal follows a model of shared governance to support the District's Ten Guiding Principles and International Academy's mission and vision to facilitate optimal learning experiences for students and staff.

QUALIFICATIONS:

- Must possess a valid Michigan Administrative certificate (ES) or be eligible to acquire at time of application.
- Minimum of 5 years of teaching experience and valid Michigan teaching certificate (or ability to qualify for certification).
- Minimum of master's degree from a regionally accredited college or university.
- Experience or knowledge of International Baccalaureate Middle Years Programme and/or Diploma Programme preferred.
- Experience and knowledge in developing a master schedule.
- High level of skills in leadership and communication.
- Knowledge of secondary curriculum and instructional practices.
- Successful administrative experience at the secondary level desired.
- Excellent written and verbal communication skills.
- Strong interpersonal skills.

DUTIES AND RESPONSIBILITIES:

- Effectively manage the day-to-day operations of a 600+ student building including but not limited to building schedule, daily logistics, state requirements for health and safety, and supervision of non-academic time including lunch, pick-up and drop-off
- Proactively and with a restorative lens, support students, teachers, and members of the community with any discipline and fostering a sense of community
- Working collaboratively with the tri-campus administrative team, further the mission and vision of the International Academy
- Create and manage the student schedule that meets the needs of students
- Be the liaison with the parent organizations, student clubs, and other enrichment or extra-curricular activities
- Duties as assigned by the principal or head of school

As educators, the International Academy administrative team strives to meet the leadership quality standards listed on the following pages.

COMPENSATION BENEFITS: Salary range: \$102,784 - \$118,231 with health benefits, paid holidays, paid vacation days and paid leave days.

STARTING DATE: Immediately

METHOD OF APPLICATION: All applicants, who want to be considered for this position, must submit an application at <https://www.oakland.k12.mi.us/about/departments/human-resources/careers>.

It is the policy of the Bloomfield Hills Schools not to discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, transgender status, age, marital status, disability, genetic information, or any other reason prohibited by applicable laws, in its programs, services, activities, or employment practices. Inquiries related to discrimination on the basis of disability should be directed to the Section 504 Coordinator: Director of Special Education, 7273 Wing Lake Road, Bloomfield Hills, MI 48301, (248) 341-5415. Direct all other inquiries related to discrimination to: Assistant Superintendent for Human Resources and Labor Relations, 7273 Wing Lake Road, Bloomfield Hills, MI 48301, (248) 341-5425.

Leadership Quality Standards

- **Associate Principal Demonstrates Strategic Leadership**

- Collaboratively develops the vision, mission, values, expectations and goals of the school and the processes used to establish these foundations; facilitates their integration into the life of the school community.
- Supports plans to improve academic achievement and developmental outcomes for all students and provides for databased progress monitoring.
- Solicits input and collaborates with staff and the school community to implement strategies for change that result in improved achievement and developmental outcomes for all students.
- Creates and utilizes processes to distribute leadership and support collaborative efforts throughout the school among teachers and administrators.

- **Associate Principal demonstrates Instructional Leadership**

- Promotes school-wide efforts to establish, implement and refine appropriate expectations for curriculum, instructional practices, assessment and use of data on student learning based on scientific research and evidence-based practices that result in student academic achievement.
- Creates, processes and schedules which maximize instructional, collaborative and preparation time.
- Supports teachers through ongoing, actionable feedback and needs-based professional development to ensure that rigorous, relevant and evidence-based instruction and authentic learning experiences meet the needs of all students and are aligned across all grades.
- Holds all staff accountable for setting and achieving rigorous performance goals for all students and empower staff to achieve such goals across content areas.
- Demonstrates a rich knowledge of effective research based instructional practices in order to support and guide teachers in databased decision making to maximize student success.

- **Associate Principal demonstrates Culture and Equity Leadership**

- Articulates models and positively reinforces a clear vision and values of the school's culture. Involves students, families and staff in creating an inclusive and welcoming climate.
- Supports Communities of Practice (e.g. special education, counseling, physical education, performing arts) and takes responsibility for attending meetings, reviewing meeting minutes, assuring teams are adhering to agreed-upon practices, making progress toward school-wide goals and engaged in problem solving.
- Promotes the cognitive, physical, social and emotional health, growth and skill development of every student.
- Demonstrates a commitment to a diverse population of students by creating an inclusive and positive school culture; provides instruction in meeting the needs of diverse students, talents, experiences and challenges in support of student achievement.
- Promotes a school culture that encourages continual improvement through reliance on research, innovation, prudent risk-taking, high expectations for all students and teachers, and a valid assessment of outcomes.
- Creates and uses a personal professional learning network.
- Designs and utilizes a personal professional learning plan aligned with District goals.
- Works effectively with colleagues and supports the development and successful implementation of colleagues' professional learning plans.

- **Associate Principal demonstrates Human Resource Leadership**

- Supports the school as a professional learning community and provides opportunities for collaboration, fosters teacher learning and develops teacher leaders in a manner that is consistent with local structures, contracts, policies and strategic plans.
- Assists in establishing and effectively managing processes and systems that ensure a knowledgeable, high quality, high-performing staff.
- Evaluates staff performance using the IA's educator evaluation system in order to ensure that teachers and staff are evaluated in a fair and equitable manner with a focus on improving teacher and staff performance and, thus, student achievement.

- **Associate Principal demonstrates Managerial Leadership**

- Assists in establishing systems for marshaling all available school resources to facilitate the work that needs to be done to improve student learning, academic achievement and overall healthy development for all students.
- Proactively and efficiently manages the complexity of human interactions and relationships, including those among and between parents/guardians, students and staff.
- Facilitates the design and utilization of various forms of formal and informal communication with all school stakeholders.
- Ensures that clear expectations, structures, rules and procedures are established for students and staff.
- Familiar with federal and state laws and school district and board policies, including negotiated agreements, if applicable, and establishes processes to ensure that these policies, laws and agreements are consistently met and implemented.
- Ensures the school provides an orderly and supportive environment that fosters a climate of safety, respect and well-being.

- **Associate Principal demonstrates External Development Leadership**

- Assists in designing and/or utilizing structures and processes which result in family and community engagement, support and ownership for the school.
- Collaborates with tri-campus colleagues, school district leadership and other stakeholders to drive the development and successful implementation of initiatives that better serve students, teachers and schools at all levels of the education system. Ensures that such initiatives are consistent with federal and state laws, school district and board policies and negotiated agreements, where applicable.
- Develops systems and relationships to leverage the available school district and community resources in order to maximize the school's ability to serve the best interest of students and families.

Anthony DeGrazia



Education:

Eastern Michigan University, Ypsilanti, Michigan
Fall 2017 - Present
Education Specialist Degree, K12 Leadership

Eastern Michigan University, Ypsilanti, Michigan
Spring, 2014 – Winter, 2016
K-12 Administrative Certification

University of Michigan, Dearborn, Michigan
Summer, 2011 – Summer, 2013
Master of Arts in Education, Reading Specialist Endorsement

Michigan State University, East Lansing, Michigan
Bachelor of Arts, April, 2008
Major: English
Teaching Major: English Language Arts
Teaching Minor: Political Science

Leadership Experience

Oak Park High School
July 2017-Present
Assistant Principal

- Led building MTSS team, and participated in district MTSS team
- Led building Instructional Leadership Team
- Performed teacher evaluations for all departments at various times
- Oversaw teacher mentor program
- Developed master schedule
- Oversaw state and NWEA testing

John J. Pershing High School
August 2016 – July 2017
9th Grade Academy Leader

- Planned and delivered all professional developments for 9th grade teachers
- Led teachers through observation and feedback cycle
- Planned and monitored all student cultural initiatives
- Designed and implemented data tracking systems to support

- cultural and instructional initiatives and priorities.
- Handled disciplinary actions for 9th grade students

John J. Pershing High School

August 2014-August 2016

Instructional Coach

- Conducted observation/feedback cycle with ELA and Social Studies teachers
- Co-planned lessons and units with teachers
- Assisted in writing ELA and Social Studies curriculum

Teaching Experience:

Detroit Edison Public School Academy Early College of Excellence

August 2010 – July 2014

- 9th – 12th Grade English Language Arts Teacher
- Extensive work with analyzing student data to improve student performance
- Implemented International Baccalaureate Program in the English Language Arts classroom.

Cherry Hill School of Performing Arts, Inkster, Michigan

February 2010 – June 2010

- 8th and 7th Grade English Language Arts Teacher
- Employed a great deal of data-driven analysis in lesson planning
- Tied data-driven curriculum into an emphasis on improving student communication skills, specifically in writing

Cherry Hill School of Performing Arts, Inkster, Michigan

October 2009 – February 2010

- Filled long-term substitute position as 9th Grade U.S. History Teacher
- Focused on the use of classroom discussions to allow students to work together to build an understanding of U.S. History and how this subject is relevant to them today
- Brought essay writing (both formal and informal) into the classroom to allow students to articulate thoughts and build writing skills

Internship:

Troy Athens High School, Troy, Michigan

August 2008 - May 2009

- Lead-taught three sections of 10th Grade Literature & Composition, and one section of 11th Grade Basic English

- Put special focus on strengthening my abilities as a leader of classroom discussions
- Participated in activities of the Student Council and the school newspaper
- Conducted an inquiry project in which I researched the most effective ways to teach punctuation and writing to students, and then implemented my findings in the classroom

**Teaching-related
Experience:**

Head Varsity Baseball Coach
John J. Pershing High School
2015 and 2016

- Plan and conduct all varsity practices
- Guide student athletes in skill development and game preparation
- Handle all administrative duties of the baseball program

Varsity Assistant Football Coach
Oak Park High School, Oak Park, MI
2011 – Present

- Plan and conduct all J.V. practices
- Guide student athletes in skill development and game preparation
- Assist with administrative duties of the football program

Head Varsity Baseball Coach
Detroit Edison Public School Academy Early College of Excellence
2011 – 2014

- Guide student athletes in skill development and game strategy
- Oversee administrative duties of the team
- Assist Athletic Director with scheduling

Student Leadership Coordinator
Detroit Edison Public School Academy Early College of Excellence
2010 – 2014

- Led student leadership meetings
- Guided students in planning of leadership activities
- Handled administrative duties of the leadership team

Assistant Junior Varsity Baseball Coach
Troy Athens High School, Troy, Michigan
Spring 2009

- Helped student athletes with skill development
- Helped student athletes develop their understanding of our team strategy, and situational actions
- Assisted head coach with day-to-day operations of the baseball

team

Assistant Junior Varsity Football Coach
Inkster High School, Inkster, Michigan
2008 - 2010

- Helped quarterbacks and offensive lineman with skill development and game strategy during pre-season
- Taught offensive players the concepts and specifics to effectively carry out our offensive strategy during season
- Helped student athletes implement and adapt our game plan during games

**Honors and
Achievements:**

Spring 2016 – Nominated for, and accepted into, Education Achievement Authority of Michigan Small Learning Community Leadership Program

Spring 2015 – Nominated for, and accepted into, Education Achievement Authority of Michigan Master Teacher Program

Spring 2014 – Nominated for, and accepted into, Education Achievement Authority of Michigan Climate and Culture Leadership Program



Bloomfield Hills Board of Education


Memo

To: Superintendent and Board of Education
From:
Date: December 16, 2021
Re: Request to Approve Minutes from the Regular Meeting of November 18, 2021

Recommended Motion:

Background Information:

ATTACHMENTS:

File Name	Description
 11.18.2021_Board_of_Education_Meeting_Minutes.pdf	Minutes from the November 18, 2021 Board Meeting



**MINUTES FROM A STUDY SESSION OF THE
BLOOMFIELD HILLS BOARD OF EDUCATION**

Video at https://youtu.be/dg9_q4XcQ4U

November 18, 2021

I. CALL TO ORDER

A. Call to Order

Jennifer Matlow, Acting President, called the meeting to order at 6:30 PM.

B. Attendance

John VanGemert, took attendance and reported all trustees were present as follows:

Members Present:

- Jennifer Matlow, Acting President and Vice President
- John VanGemert, Secretary
- Howard Baron, Treasurer
- Lisa Efros, Trustee
- Paul Kolin, Trustee
- Siva Kumar, Trustee
- Michelle Southward, Trustee

C. Pledge of Allegiance

II. PUBLIC COMMENT

Chapri Paulateer (district parent) - In general, has a question regarding apparent additional police presence; requests that the police presence continue.

Anissa Mattison (district parent) - In general, has concerns regarding school safety and a lack of support and response from the administration regarding an event that happened with their children; requests that more be done to ensure students' safety.

Trek Carethers (district parent) - In general, has concerns about barriers to children accessing excellent instruction as a matter of issues with complaints not being investigated and not happening in a timely manner; requests that communication with parents be improved and the Board address proposals that have been submitted.

Jason Johnson (district parent) - In general, has concerns about equality and justice as a matter of students not feeling safe at school; requests the district hold people and students accountable for hate crimes.

Stephanie Crider (district resident) - In general, has concerns about the number of families who do not feel safe sending their children to school from preschool through high school and the fact that most of the children are from black families who already are affected by the achievement gap. In addition, supports the student proposal for change.

Derek Albert (district parent) - In general, believes the Board of Education is complicit in the hate and in children not feeling safe; requests that the administration take immediate action as a matter of being in violation of Title 6. In addition, has contacted the State Attorney General for an independent investigation.

Naomi Oglesby (district parent) - In general, has concerns that the school staff does not know what they are doing with respect to race as a matter of their family's race-based complaint from this past June that is still an open investigation; requests action by the parties since white parents have received action on similar complaints already.

Brenda Carethers (district parent) - In general, has concerns about the stories that have been shared and states that they will be pushing for systematic change as it pertains to children's safety and parents' concerns.

Samantha Sparks (district parent) - In general, as a self-described diplomatic family, was excited to move into the district based on the tour, building, and diversity, but is now has concerns about children's safety given the recent racial incidents; will be holding the Board and administration accountable.

Tiffany Albert (district parent) - In general, notes that this is not about only black students as evidenced by the number of students who spoke out this past Tuesday who expressed fear related to coming to school; requests the district address the concerns of children and families particularly those who fear escalation. In addition, states that parents are organizing and planning to hold the Board and administration accountable.

Maria Welborne (district parent) - In general, has concerns about the anger and frustration that has not been addressed. Experiences include a teacher warning their black child about friendships with other black students, students reading classic literature that used the "N" word, a swastika in a textbook that was ignored, repeated harassment from administration with dress code violations which also were worn by white students and not addressed, people saying that trans people should not exist, people questioning whether black mothers during slavery loved their children, the incident at Homecoming where LGBTQIA students were surrounded by a mob and harassed, every football game classmates are hurling the "N" word. Believes that all opinions are not equal in the classroom because students should not have to listen to it. Notes racism is a societal problem, but since school is a place of socialization it appears that the staff

doesn't know how to address these issues or that they are fearful of addressing them because they might say something wrong and get in trouble. Shares that micro and macro aggressions are an every occurrence for students of color, who are queer, and who are female including groping and that these are regularly occurring for many marginalized students. Suggests that teachers need help with teaching guides, policy, and skills to be able to handle difficult conversations and facilitate conversations. Says that the anger, frustration, fear, and sadness is not a result of this one incident but a lifetime of carrying a burden that is not our problem - it is not a problem of black people. Requests that white people be involved because it is mostly their children inflicting pain and there is little support from white parents. Asks that the district help solve the societal problem.

Angela Henderson (district parent) - In general, selected the Bloomfield community for its diversity and combined high school, but is concerned that students are not disciplined for racist behavior that would not be tolerated in the workplace. Stands with children and every other child of any race. Implores the district to do something now and to stop being afraid of saying enough is enough to children, parents, and teachers. Noted that the forum involved three and a half hours of children telling the district what was said. Implores the district to listen to the children at all levels from preschool on up, fix this now, take effecting change seriously, and treat children as human and understand their feelings.

III. BOARD PRESIDENT'S REPORT

Jennifer Matlow, Interim Board President, read a statement:

Racism and other forms of demographic hatred are not new to Bloomfield. Like the rest of our country, we must fight against them every single day. Recent evidence of hate speech cannot continue. To our students and our families who were victimized, we have not fought hard enough, and for that we apologize. To our LGBTQ students who have been attacked, both verbally and physically, we have not fought hard enough. To our students who have felt shamed, belittled, afraid, and alone, we have not fought hard enough. Our schools must be safe places to learn, and until every single student feels physically and psychologically safe, they are not safe places. We implore the entire BHS community to make every inch of this school district a safe environment for all students. It is our collective responsibility as adults to ensure that love, empathy, and connectedness define our school environment. Individually and collectively we face many challenges. The brilliant writer and activist James Baldwin once called racism a spiritual catastrophe. I asked myself, 'What can we learn here in school if we don't' learn to see each other and embrace each other, support and lift each other up. We -- and I refer not just to Bloomfield -- but our whole lives, our society, our democracy. We have everything to gain and we have everything to lose by whether we understand and consciously choose to see our humanity connected and reflected in each other. We are very proud of our high school students and younger students for speaking your truth both during last Friday's walkout and during last Tuesday's community dialogue. We have heard you. You are asking for a safe place to learn -- something that everyone deserves. We do not tolerate hate speech or discrimination, and we will fight harder than ever to eliminate them from all of Bloomfield Hills Schools. The Board wholeheartedly stands with Superintendent Watson and all of our administrators, teachers, and staff members to promote a safe learning space for all. Initial

steps include examination of policy revisions, increased transparency, and ensuring that those who engage in hateful speech or actions face consequences aimed at preventing the behavior both in the short and long term. We have committed to increased training and development focused on acceptance and are committed to make open and honest dialogue about difficult subjects a priority. There are only the first steps, and the difficult work that lies ahead is vast. We are committed to eradicating racism in our community and making Bloomfield Hills Schools a nurturing environment where all of our students have equitable opportunities to learn and to grow thereby achieving a school community that we all want to be a part of and are proud to call home.

IV. SUPERINTENDENT'S REPORT

A. Pat Watson, Superintendent, reported as follows:

- Thanks to the Board of Education for the support. Thanks also to the administrative team, cabinet, and staff and for their tireless efforts the past few weeks showing they are a team committed to the effort and work ahead.
- In response to the Board request, administration has prepared a draft document of a plan to move forward:
 - For student safety, the Bloomfield Township police are conducting daily threat assessments at the high school, with Resource Office Miller consulting with the captain and chief on all matters who also are consulting with the FBI. Police are on site daily at the high school and the West Bloomfield and Bloomfield Township police are conducting checks at all school buildings.
 - For policies, the district has engaged the law firm of Miller Johnson to review the Student Code of Conduct including all anti-discrimination policies.
 - For wellbeing and social-emotional health, in addition to existing social workers and counselors, there are crisis counselors who will be on site at the high school until break. There also is an Employee Assistance Provider that the staff can access for counseling. The district is looking at national organizations to partner with to prioritize student and staff well-being. Therapy dogs have been on-site.
 - For additional support, the district is working with Oakland Schools, CESO Communications, and neighboring districts, and are looking at national partners who work in this space.
- The district will need the support of students, staff, PTOs, clergy, and community to move this work forward. BHS is wholeheartedly committed to creating and maintaining a safe and welcoming environment for ALL of our staff and students free from harassment and discrimination. I look forward to all of us moving this work forward together for the betterment of Bloomfield Hills Schools and all the children who deserve it.

Board Question: Will the public be able to see the proposal before the study session?

Superintendent Watson stated that they are still working through the proposal and will have it available for review at the study session.

Board Question: The public has asked for an answer tonight and the study session is a few weeks away, would it be possible to get it to the public sooner than that so that the community can help us through it at the study session? Superintendent Watson stated that they want to have something sustainable and not reactionary, real and done properly, and organized for systematic change.

Board Question: We should at least walk away from tonight with details on what is happening today and tomorrow. Can we know that? Superintendent Watson stated that the following is happening today and tomorrow with regard to the student safety steps: The township police are conducting daily threat assessments at the high school in conjunction with the FBI, there are additional police on site at the high school, the West Bloomfield police and Bloomfield Township police are conducting checks at our other buildings, Miller Johnson is evaluating the policies, a team of social workers/counselors/crisis counselors are at the high school, the EAP provider is on-site for the staff, therapy dogs are on site, and the district is evaluating partnerships with national providers, the district has partnered with Oakland Schools/CESO Communications/neighboring districts. Ongoing, support will be needed from

Board Question: What we heard from our community tonight was that we have employees who are not understanding these issues. How can we address this in the short term when students are bringing these issues to the staff so they feel heard? Superintendent Watson stated that the district is responding to the student's demands, one of which is the Hate Incidence Procedure which is expediting and streamlining the process of how incidents are reported and handled for all district employees. The students will be presenting on that later in the meeting.

Board Question: What is the sustainability of safety and how are you going to keep our kids safe. The Board already passed a resolution on how to eradicate racism so I am not really sure based on what you said how that is happening?

Board Question: The community is concerned that the individual who advocated violence is still at large. Can you please report on the threat level from this individual? Superintendent Watson has spoken to the police and stated that the person or persons have not been identified at this point.

Board Question: It seems as if it could be narrowed down? Superintendent Watson stated the police have been working on narrowing it down, but the location is in the girls bathroom in the stall, so there needs to be support from the students who may have seen something to say something.

Board Question: Students named the student at the rally who used the "N" word. We have been able to identify the students from other incidents. This normalizes hate speech which encourages others to do it which becomes a threatening situation. What about the four other incidents? Superintendent Watson stated that they have identified the students from all the other incidents. Superintendent Watson will check in again with the police department to see if there are updates.

Board Question: This list is great with some short- and long-term solutions that we should work toward. But, if I'm a parent with a child who doesn't feel safe, that doesn't do any good when a child is home tomorrow. Could there be an assembly tomorrow? Superintendent Watson stated the high school staff has been working on an assembly and wants to bring in the Oakland County prosecutor and someone who is highly trained in trauma who can speak to how these incidents are impacting other students.

Board Question: Could we have two assemblies? One tomorrow so the students can speak to each other because that was so powerful and one when these resources are available?

Board Question: The students are asking for an assembly. We have the talent in our district and funding. Can we have the assembly? Superintendent Watson said the assembly will be held tomorrow and other assemblies will be held when we have the experts in place to speak on those matters. Superintendent Watson will run the assembly tomorrow and will reach out to Principal Charlie Hollerith tonight. Superintendent Watson noted that many students have been reaching out; they are speaking together and working with them on plans. The sentiment is that it is not about this incident but every day.

Board Question: Can the parents know that they can send their children tomorrow? Superintendent Watson stated that they are looking forward to speaking with the students tomorrow and will meet by grade level so that no students are missed.

Board Question: Will this include Bowers Academy and the IA? Superintendent Watson noted the assembly tomorrow will not, but they will be included in what will be a comprehensive plan from preschool on up as the district has heard from the community that this is not a new issue and that they are angry and that their children are scared. However, Superintendent Watson noted it needs to be more than checking a box. It needs to be systematic. They are asking to be treated with dignity and respect. Although BHS cannot control everything in the world, the district needs to find a way to control it here. We have to do it together, all of us, every single student. They are counting on all of us and all of you. Any child who walks in the door of our schools needs to feel safe. It is so difficult right now to be a kid between social media, COVID, everything going on. There is no break.

Board Question: What are we doing about the kids who are afraid to go to school? Superintendent Watson stated they will work with the crisis counselors to reach out to those who are not coming to school to see what additional support can be provided.

Parent Question: If there is a threat, can we agree that school will be canceled and students will be sent home?

Board Question: We have limited touch points as a community. How can we as a Board gather feedback from more than just a few touch points and incorporate that so that it is communicated with the administration? Jennifer Matlow stated that the BOE is in the process

of setting up systematic meetings from 3:30 p.m.-5 p.m. every other Sunday at the Bloomfield Township Library and the start date of those will be communicated.

V. BOARD STUDENT INTERN & STUDENT ADVISORY COUNCIL UPDATE

Heather Chen and Leena Jandali, Board of Education Interns, and Kennedy Stafford, Board of Education Advisor, presented a report which includes as follows:

- The students shared that the frequency and intensity of these incidents has increased but is not new. The incidents of hate that have been brewing over the years have created a culture that must change.
- The Student Interns and Advisors have discussed how they can support the demands from Friday's walkout. In particular, they believe as a group they can support demand #4 which is creating a pipeline of communication between students and administration to foster a collaborative environment. As a result, they are changing their direction effective immediately to create forums for students to share concerns with administration and elevate student voice across the district.
- The first initiative is creating a BHMS Student Senate with representatives from affinity groups, volunteer-based clubs, and justice-minded students plus those recommended by the staff. Each grade will meet monthly during student lunches. Discussions will be facilitated by Student Interns/Advisors around planned topics like bullying or discrimination. The program will be piloted in December with the 8th grade, with 6th and 7th grades to follow in January. A plan for 5th grade is still being determined. Student Senates will also be initiated at the other middle schools as well as groups at the elementary schools in conjunction with the students and administration and may look different. Students also can schedule meetings with or submit concerns to the Student Interns/Advisors through a new form just for students with @bloomfield.org emails but can be anonymous.
- This will not be the only initiative as the Interns/Advisors remain committed to serving the students and community in combating hatred and bigotry.

Board Question: Who will be attending the lunches at BHMS? Jandali noted that there will be selected students along with facilitators who are familiar with alumni of that school. Chen explained that all volunteer clubs and affinity groups were asked plus additional students who were recommended by the staff as being active, influential, and justice-minded. Chen noted it is being modeled after the high school Student Senate and that the intention of these groups is for it to be both productive and intentionally diverse

Board Question: Have you gotten to a point where you might be able to give some feedback from the high school or middle school to the Board? Chen noted at the latest it will be February, since the first group is meeting in December. The intention is not just to report concerns to administration but also to the Board. Eventually, we want these groups to determine their own space, so the Student Interns/Advisors will be helping to create group norms. Jandali confirmed that information will be shared during future Board updates.

VI. SUPERINTENDENT'S UPDATE

Pat Watson, Superintendent, updated the Board as follows:

- The assembly will include the BHHS administration and any school board members who want to attend.
- Small groups of students will be offered the opportunity to work in circles to be able to share out. They don't want to make students feel uncomfortable or be traumatized by a share out, so they can work in circles or with a crisis counselor.
- The administration is used to pivoting and loves working with the students.

Board Question: Are parents able to attend? Superintendent Watson noted that due to COVID protocols, this will be for students only.

Board Question: How can students feel safe to speak? Superintendent Watson stated that students are being offered small groups today in circles and they will also be offered the same small group circles after the assembly or a chance to speak with a counselor.

A Board member noted that it is expected that the students be strongly informed as to the expectations of them as human beings in a public building and their responsibility to everyone else in that building.

VII. STUDENT EQUITY COUNCIL REPORT

A. Superintendent's Statement

Superintendent Watson read a statement: The Bloomfield Hills Schools Hate Incidence Procedure that the students have created was started immediately after the Resolution to Eradicate Racism was passed by the Board of Education. It is a student-led and creative process, and students received feedback from people at both the American Civil Liberties Union and the Department of Justice. Students have worked with both an associate principal at Bloomfield Hills High School and the Director of Instructional Equity. After tonight, the Director of Instructional Equity will work with the Assistant Director of Human Resources to review the document along with attorneys for the district. Once finalized, the process will be in our administrative regulations. We are so excited to hear from you.

B. Student Report

Janaaki Radhakrishnan, Akita Kotian, and Mehr Farooqi presented a student-written Hate Incidence Procedure proposal from the Student Equity Council.

A. History of the SEC

Farooqi noted the SEC was formed after the murders of George Floyd, Breonna Taylor, and Ahmaud Arbery to shift the culture at BHHS and effect change. The SEC meets weekly and has so far presented the Resolution to Eradicate Racism to the Board, held a fishbowl event on racism, made teaching guides for the staff, provided space for marginalized students, particularly those who are

queer or of color, to share their experiences. The SEC decided to create this policy following years of inaction by BHS administration of not addressing student concerns or actively causing harm to the victims.

B. Review of the Procedure

Kotian provided an overview of the student-created procedure, noting that the purpose of the document is to ensure that Bloomfield Hills Schools does not and will not tolerate any and all acts of harassment based on race, color, sexual orientation, religion, national origin, or disability and that it will be a violation of this procedure for any individual or group who falls under BHS jurisdiction to commit an act of hate. Kotian reviewed and described the eight sections of the document: General Statement, Key Terms, Reporting Procedure, Investigation, Administrative Action, Reprisal and Confidentiality, Accessibility, and Revision and Amendments. Kotian further noted that the process of creating the document should never have been the responsibility of students; it is the job of paid employees, but students took the initiative which has taken an extreme emotional toll and taken them away from academic pursuits.

C. Student Demands

Radhakrishnan reiterated that the SEC work doesn't end with this procedure, but with a radical shift of school culture by immediately implementing the following student demands: implementing the Hate Incidents Procedure by Friday 12/3 at the latest, cancelling classes Monday 11/22 and Tuesday 11/23 to dedicate that time to professional development training for staff on equity in the classroom to support students and to allow students time to process extensive hate incidents, converting Friday 12/3 into a day of equity/anti-oppression programming and formal student speakout by bringing in external facilitators to facilitate conversations around racism/homophobia/oppression, and expeditious implementation of anti-racist and educationally equitable programs and Student Senates in every building from K-12.

Students further demand actionable commitment to upholding the resolution to eradicate racism and create equitable schools through immediate application with the guidance and involvement of the SEC, followed by regular updates to the SEC and community as a whole for review. In addition, administration should create healing spaces for students affected by hate incidents as well as marginalized students with groups facilitated by trained professionals who can personally identify with the affected students, not as a temporary crisis measure but as ongoing reparative healing. There should be regular and consistent student and community forums to discuss and critique BHS responses to racism and hate in the district alongside a direct pipeline of communication between students and administration to end the silencing of student voices and encourage accountability within the administration. Student voice and not student labor must be consistently incorporated into all equity initiatives. Administrators

must follow up with students and community members. The students also demand that the district take accountability for its long and deplorable history of harm against marginalized students and take action in the face of clear and rampant hate. The district must accept responsibility for the harm it has committed, outline and implement corrective action, institute restorative processes to repair the trust and relationships between the district and the students and community.

Finally, the SEC demands the necessary resources to carry out future projects and ensure the safety and wellbeing of our marginalized students, with staff undergoing professional development regarding equity harm reduction, and justice in education and a corresponding increase in staff time and resources dedicated to equity, inclusion, and justice. Following the implementation of the Hate Incidence Procedure, the SEC will be pursuing further opportunities to pursue justice for marginalized populations in this community and helping to train staff on the procedure. In January, the SEC will hold general equity training sessions for the staff with support of BHHS Student Senate and various affinity groups. Other future work of the SEC will be involving reviewing the current sex education curriculum to be more queer-inclusive, training students to become effective change agents, creating community programming surrounding equity and justice, and removing police from schools across the district.

However, to echo previous statements, this task was not the job of students. It was a complex, time-consuming, and emotionally arduous task of tackling this district's glaring inequity. When this Board passed the resolution, which the SEC took the initiative to create, the SEC expected the elected officials and employees of this district to follow through on their commitment with meaningful action. Instead, a group of marginalized students of color have been doing the work to carry out this resolution almost entirely on our own. We are exhausted and traumatized and yet this is consistently falling on our shoulders. We are not suggesting that the district ignore the essential role of student voice in addressing inequity, but we are demanding that you, the adults responsible for safety, security, and development, at the very least have the same level of leadership, maturity, and commitment to change as students you serve. You are failing us. We will not tolerate this inaction any longer. Either you make change or we will change you out. We look forward to seeing you all at SEC meetings in the future.

Board Question: Is it correct that the document just needs to be vetted? Director Margaret Schultz, Director of Instructional Equity, said that they will be looking it over with the attorneys with the plan to get it adopted by 12/3.

Board Question: (to Margaret Schultz, Director of Instructional Equity) What is your role? Director Schultz stated that they sit with students when they meet in their independent study, but this is student work.

The Board amended the agenda to postpone the following items: 8A, 9A, 10C, 10D. The Board voted on the friendly motion.

Ayes: Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin,
Siva Kumar, Michelle Southward, John VanGemert
Nays: N/A
Motion Passed: 7/0

VIII. CONSENT AGENDA

A. Consent Agenda Motion

John VanGemert, Board Secretary, moved that the Board of Education approve the recommendations detailed in the Consent Agenda as follows:

B. Request to Approve Minutes from the Regular Meeting of October 21, 2021

C. Request to Approve Minutes from the Study Session of November 4, 2021

D. Request to Approve Minutes from the Special Meeting of November 8, 2021

E. Request to Approve Disbursement Reports

I move that the Board of Education approve the disbursement reports, as presented.

F. Request to Approve Two Vehicle Replacements

I move the Board of Education approve the purchase of two GMC Sierra 2500 HD 4x4 with plow and light package, totaling \$82,194.00 from Todd Wenzel Buick GMC, funded from the Capital Equipment Fund.

G. Request to Approve HR Actions

I move that the Board of Education approve the personnel actions, as presented.

Howard Baron seconded the motion. The Board voted on the consent agenda motion.

Ayes: Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin,
Siva Kumar, Michelle Southward, John VanGemert
Nays: N/A
Motion Passed: 7/0

IX. Special Reports

A. Quarterly Bond Update

This item was postponed.

B. Incident Reporting Tools

Superintendent Watson presented two current processes by which people in the BHS community can report incidents of hate. The first is a BHS-developed tool which is accessible through a QR code. The second is a state-run program called OK2Say. Both can be anonymous.

Board Question: When was this system created? Superintendent Watson noted it was created four years ago.

Board Question: I've never seen any data reporting coming out of our bullying reporting systems. Can I as a Board member get some sort of data reporting by building, grade, and demographic group so we can see not only what type of incident but also what type of action was taken? Superintendent Watson said it would be looked into and reported back to the Board.

Board Question: Could this reporting tool be moved up on the website and not so far down?

Board Question: How does this link up with what the students have created? Superintendent Watson stated it was one link for every building.

Board Question: Is this a totally separate system than acts of bullying that are not demographically motivated so that we are capturing all of the incidents? Superintendent Watson will look into this and see if there is a code needed for each incident and get back to the Board. The Hate Incident Report is just for that, but the OK2Say is for anything. The bullying reporting occurs each year, but the understanding is that the Board is looking for other data pieces.

Board Question: Why aren't the entirety of what must be many more incidents reported? We have a reporting system, but we have seen in the past where only 6 reports are made in a year. How do we incorporate ways for it to be utilized?

Board Question: Was one of the checkpoints to have a consultant look at our processes and see what we can be doing better? Superintendent Watson noted the law firm of Miller Johnson will be looking at the anti-discrimination language in the code of conduct and the district is looking at national partners for both reporting and social-emotional wellness.

Board Question: How do we build something sustainable so we aren't here in 2034 and have the resources to back this long term?

Board Question: How do we do the reporting and make sure we get accurate information?

Board Question: Can we consider these actions in light of both force and friction? The action plan and reporting is the force and we commit to doing them, but, at the same time, can we evaluate and remove the friction which leads a student or a teacher to not report?

Board Question: Can we look at implementing a variety of policies and solutions, some short-term and some long-term?

Superintendent Watson noted that many of these involve the environment in which students learn and Maslow's hierarchy of needs including the top of the pyramid which is food, water, and safety. These have to be priorities and in place before other things can happen.

Board Question: Can we just take the student's recommendations? Superintendent Watson stated that once the document is reviewed by the Director of Instructional Equity and the Assistant Superintendent for Human Resources with the attorneys it will become part of the administrative policies; it is unknown if that will be within the students' deadline, but it needs to be legal. The district is in full support. Once it is finalized the district will build out how every employee understands the process since everyone needs to be part of the solution which requires training everyone from food service to paraprofessionals to transportation to crossing guards -- everyone who would have contact with a student during the day. It needs to be systematic so that every student can come to school, be treated with dignity and respect, and learn in a safe environment. It won't be short and it won't be an easy fix; the district can't policy out of it or suspend out of it. The biggest component is education. The students did a great job and we have shared the next steps with them.

Board Question: Can we at least make sure immediately that no student ever is treated dismissively and told to not worry about something or to just go back to class? Superintendent Watson noted that the most successful institutions have system-level structures and this needs to be looked at from a systems point of view. Throwing things at a dartboard is disrespectful. The district needs a comprehensive plan that supports all students pre-K through 26 that attend our schools.

X. BOARD BUSINESS

A. Request to Approve Traub Lease

Siva Kumar moved the Board of Education approve the Traub building lease amendment for five years beginning July 1, 2022 through June 30, 2027 at the annual rental rates as presented and discussed at the October 7, 2021 Board Committee of the Whole meeting and as outlined within the attached lease amendment. Howard Baron seconded the motion. The Board voted on the motion.

Ayes:	Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin, Siva Kumar, Michelle Southward, John VanGemert
Nayes:	N/A
Motion Passed:	7/0

B. Naming of Middle Schools

Siva Kumar made a motion as follows: In accordance with Board Policy and upon overwhelming preference of the community, I move that the Board of Education adopts the following names for Bloomfield Hills Schools Middle Schools:

North Hills Middle School, located at 3456 Lahser Road;

South Hills Middle School, located at 4200 West Quarton Road.

Howard Baron seconded the motion. The Board voted on the motion.

Ayes: Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin,
Siva Kumar, Michelle Southward, John VanGemert

Nayes: N/A

Motion Passed: 7/0

C. Discussion and Approval of Mission Statement

This item was postponed.

D. Revisiting Vision Statement

This item was postponed.

XI. ADDITIONAL PUBLIC COMMENT

Chapri Paulateer (district parent) - In general, as part of this district do not want it to be an us versus them, but as a parent of 10 children, 7 who have been home for almost a week, believes BHS is not doing a good job of taking care of them. States that they can't send their kids if they don't know they are going to be safe and that their lives are protected. Provided examples of staff telling children that what they heard are rumors, to go back to class, and that "we got this," but as a parent don't see change. States that as a parent and as a social worker, if the children don't feel as if the school district is listening to them, then how can we parents send them anyway? Notes that this district spent a lot of money to be invested in this work of diversity and tolerance, but the urgency does need to fall on the district that every student should feel safe, heard, and protected. Pleads with the district to not start from the beginning because it cannot afford to since children's mental health is at stake. Says the community cannot wait for the Board to get this right even as some of the Board "was trained by me and here we are." Says that they do not want to stand against you, so if you don't know what to do then ask, collect data after moving, and hold teachers accountable. Reminds the Board and administration that trained people are willing to show up and aren't asking for money. REcognizes that if this ship sinks, all sink, so everyone needs to move quickly, and, if needed, to clean house with staff or Board. Says marginalized children are pushed further into the corner. States they are willing to walk together, but the administration and Board has to "give me something to work with." Reveals that staff members are even afraid to come to work - it's not new - so hold everyone accountable.

Stephanie Crider (district resident) - In general, reminds the Board that work has been done and that new staff has not received the history or information. Also, states there

are teachers asking for parents to speak up because administrators are harassing them. Suggests the district should take parents willing to help to show that it is willing to partner. Knows that the report numbers don't match the number of incidents because they are not labeled as a hate crime which has legal recourse and therefore some of the central and building administrators will not put it in writing. Suggests that students have nothing to gain to make it up, so this should be documented in personnel files and people should be held accountable. States that children want to know that if they make a report that it will be taken seriously.

Naomi Oglesby (district parent) - In general, would like to know how long the Board members have lived in the district. Expresses that when statements are made that say "I didn't know" it is entitlement that shows a lack of understanding of what families and their children live through every day. States that black boys aren't taken care of, which is the history of this district. Says it is a continuing struggle to deal with the administration. Additionally, with regard to Miller Johnson as the district's legal firm choice to review the proposal, gives a recommendation that a diverse legal counsel be used for this project. Recommends documentation and paper trail for all complaints.

Maria Wellborn (district parent) - Advises Superintendent Watson to not let perfect be the enemy of good in wanting a robust plan because the district needs an incremental approach. States that this is a cultural problem that is hard to fix because beliefs cannot easily be changed, but behaviors can be changed through policy and process. Reminds the Board that in an August 2020 Board Meeting there was a question as to how a parent could choose between educational equity with a lack of choices virtually or physical safety. Wants the district to enact procedures that will be safe emotionally and mentally. Notes there are faculty and staff and Board members who do support the students and who are doing their best yet still make mistakes so teachers need help, training, and resources. Says that there are barriers to reporting, so the district can address a failure to report with confidential audits that are randomized and by asking the majority community as well. Indicates the district needs to teach kids about the duties and responsibilities of bystanders, as school is the moral and social responsibility vehicle for socialization and citizenship allyship, intervening, and speaking up. Says a barrier of not reporting is the fear of being revictimized/retraumatized through an investigative process that is dismissive, social penalties, and professional penalties for students and staff. Offers that using anonymous reporting and investigations that protect those reporting and recognize the burden of being involved in an investigation such as missing class and the emotional burden. Indicates that currently there is very poor reporting and that the district reporting aggregate information only indicates a cost to the individual and no change to the system, so suggests that people need to know something was done. Further suggests looking at the system that is used for plant safety which records near misses and offers rewards for fixing problems before they occur as such problems are not unique to education and solutions are known. Recommends the district take advantage of the abundance of resources and highly educated parent population.

Julie Oddo (district parent) - In general, to the people who spoke, wants them to know that our family will stand beside you. Imagines if their student came home and said they wanted to leave the district. Believes that if what was written was "kill all Jews" that there would be a different conversation and consequences. Notes that hate isn't new because their own subdivision rules from 1989 noted that there should be no Jews, no Blacks, and no farm animals. Wants the community to know that there are good people and allies, but this is who we are if this is what is so pervasive. Says the current administration has not been responsive and shouldn't be part of the assembly because they don't have the skills. Wants accountability and consequences. Asks that if the district requests more feedback in a survey, that action is taken because otherwise people won't respond.

XII. ADJOURNMENT

There being no further business, the meeting was adjourned at 10:14 p.m.

Respectfully submitted,

John VanGemert, Secretary
JV/bk



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From:
Date: December 16, 2021
Re: Request to Approve Minutes from the Closed Session of November 30, 2021

Recommended Motion:

Background Information:

ATTACHMENTS:

File Name

11.30.2021_Board_of_Education_Meeting_Minutes.pdf

Description

Minutes from the November 30, 2021 Special Meeting / Request for Closed Session



**MINUTES FROM A SPECIAL MEETING / CLOSED SESSION OF THE
BLOOMFIELD HILLS BOARD OF EDUCATION**

November 30, 2021

I. CALL TO ORDER

A. Call to Order

Jennifer Matlow, Acting President, called the meeting to order at 6:05 PM.

B. Attendance

Lisa Efros, Trustee, took attendance and reported all trustees were present except Siva Kumar and John VanGemert.

Members Present:

- Jennifer Matlow, Acting President
- Howard Baron, Treasurer
- Lisa Efros, Trustee
- Paul Kolin, Trustee
- Michelle Southward, Trustee

Others Present:

- Pat Watson, Superintendent
- Keith McDonald, Assistant Superintendent, Human Resources
- Tina Kostiuk, Assistant Superintendent, Finance and Operations
- Charlie Hollerith, Principal, Bloomfield Hills High School
- Mike Weaver, Attorney, Plunkett Cooney

II. PUBLIC COMMENT

Gary Givental (district parent) - In general, after watching the recent Board meeting, expressed concerns regarding the recent discrimination incidents in the schools as stated by the speakers and regarding the response of the district; as matter of being a self-described immigrant, requests a school policy that facilitates the immediate expulsion of any students or staff found to be responsible for these incidents.

III. CLOSED SESSION

Howard Baron moved that the Board of Education convene a closed session in accordance with MCL 15.268 Section 8 (e) to consider material exempt from disclosure under another statute. The motion was supported by Lisa Efros. Jennifer Matlow, Acting President, conducted a roll call vote.

Ayes: Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin,
Michelle Southward
Nays: n/a
Motion Passed: 5/0

The Board left the special meeting to go into closed session at 6:09 PM.

No other business was discussed in closed session.

IV. ADJOURNMENT

There being no further business, the closed session was adjourned at 7:31 p.m.

Respectfully submitted,

Lisa Efros, Trustee
LE/bk



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From:
Date: December 16, 2021
Re: Request to Approve Minutes from the Closed Session and Study Session of December 2, 2021

Recommended Motion:

Background Information:

ATTACHMENTS:

File Name	Description
 12.02.2021_Board_of_Education_Meeting_Minutes.pdf	Minutes from the December 2, 2021 Board Meeting



**MINUTES FROM A SPECIAL MEETING WITH CLOSED SESSION OF THE
BLOOMFIELD HILLS BOARD OF EDUCATION
www.bloomfield.org/livestream**

I. CALL TO ORDER

A. Call to Order

Jennifer Matlow, Acting President, called the virtual meeting to order at 3:30 PM.

B. Attendance

John VanGemert, Secretary, took attendance and reported all trustees were present except Michelle Southward.

Members Present:

- Jennifer Matlow, Acting President
- Howard Baron, Treasurer
- John VanGemert, Secretary
- Lisa Efros, Trustee
- Paul Kolin, Trustee
- Siva Kumar, Trustee

Others Present for Closed Session:

- Pat Watson, Superintendent
- Jay Bennett, Michigan Association of School Boards

II. PUBLIC COMMENT

Gary Givental (district parent) - In general, after watching the recent Board meeting, expressed concerns regarding the recent discrimination incidents in the schools as stated by the speakers and regarding the response of the district; as matter of being an immigrant, requests a school policy that facilitates the immediate expulsion of any students or staff found to be responsible for these incidents.

III. CLOSED SESSION per MCL 15.268 Section 8 (h): To consider material exempt from disclosure under another statute

Howard Baron moved that the Board of Education convene a closed session in accordance with MCL 15.268 Section 8 (e) to consider material exempt from disclosure under another

statute. The motion was supported by Siva Kumar. Jennifer Matlow, Acting President, conducted a roll call vote.

Ayes:	Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin, Siva Kumar
Nayes:	John VanGemert
Motion Passed:	n/a
	6/0

The Board left the special meeting to go into closed session at 3:35 PM.

No other business was discussed in the closed session portion of the meeting.

IV. ADJOURNMENT OF CLOSED SESSION

There being no further business, the closed session portion was adjourned at 5:37 p.m.

V. CALL TO ORDER

A. Call to Order

Jennifer Matlow, Acting President, called the virtual meeting back to order at 6:30 PM.

B. Attendance

John VanGemert, Secretary, took attendance and reported all trustees were present again except Michelle Southward..

VI. BOARD STATEMENT

Acting Board President Jennifer Matlow read a statement from the Board:

As we begin to process the unfathomable loss resulting from Tuesday's massacre in Oxford, we want to extend our love and support to our neighboring district as they grieve the deaths of Hana, Tate, Madison, and Justin and pray for the complete recoveries of those students who are still hospitalized. We understand that some of us may be experiencing a litany of mixed emotions and varying feelings of anxiety, sadness, and loss, and we recognize that each of us processes these feelings differently. In wake of recent events, we struggled with having a meeting today. So to support the physical safety and mental well-being of our entire community, we decided to have a virtual meeting thereby extending our participation more broadly.

The horrific events that have transpired over the past couple days, as well as the trauma experienced over the past weeks, months, and years, has taken an immeasurable toll on our community. As a district, our needs range from short to long term, and, together, we are doing everything we know how to do to address them. We trust Superintendent Watson and our expert educational staff to make emergency decisions that are in the best interest of our students, teachers, staff, and all those who support our schools.

At present, we are in the process of securing the advice and direction of those educated and experienced in trauma-informed education to help us provide the safe learning environment

that all people need to learn and grow. We understand the challenges recent events may place on a person's learning environment. We are committed to helping to make BHS a place where every person is safe and every person feels safe. This is a top priority, and we will have deeper conversations focused on how to provide this in the weeks and months to come. Your Board of Education is united in our focus on the safety and security of our children, and there is no greater cause which we serve. In the days to come, we hope that our community continues to lead with compassion and empathy, and that we respect the processes, which will vary among individuals, as we work together toward a place of healing.

VII. PUBLIC COMMENT

Stephanie Crider (district resident) - In general, is concerned about district attorneys reaching out to students and the cost of that to the families; in addition, is concerned about students not receiving responses to their concerns/proposals so would like an update for the students. Also, is disappointed in the lack of updates on additional threats and concerns.

VIII. STUDY SESSION - PART 1

A. International Academy Tuition & Budget Updates

Board Question: How are we down 20 students if we have waiting lists? Assistant Superintendent Kostiuk stated there is not a singular answer to this and noted that they will put together more information for the Board on this.

Board Question: Is it going to be \$8,900? Assistant Superintendent Kostiuk noted it will be \$9,200 which closes the gap between the low and high districts. Next year will be \$9,500 per district.

Board Question: Does every district pay the same? Assistant Superintendent Kostiuk stated yes, every district pays the same under the agreement.

Board Question: Where is \$8,900 or \$9,200 coming from? Assistant Superintendent Kostiuk noted it was calculated based on target funding from the state budgeting procedure.

Board Question: Do we know if any districts are receiving less than this year's foundation allowance? Assistant Superintendent Kostiuk noted that all districts are at this level. It is allowed to have tuition up to 110%; this agreement is at 107.7% of what those districts are receiving excluding hold harmless.

Board Question: What was discussed at the meeting that everyone is referencing? Assistant Superintendent Kostiuk stated that a recap of the meeting in the form of minutes was not produced and thus cannot recap the meeting adequately at present. A Board of Education member noted that the meeting was called by the Birmingham School District at the request of Birmingham and Bloomfield administrators to start the process of approving a hold harmless reduction. Assistant Superintendent Kostiuk

noted that this may require local Board of Educations in the four hold harmless districts to hold a vote and other hoops to get through before all districts could get to that point.

Board Question: How were Board members chosen to attend this meeting? Acting President Matlow noted that an email request was sent to all Board members and three were chosen from the positive responses so as not to violate the Open Meetings Act.

Board Question: Can we table this discussion so that the whole Board can get information on this topic?

Board Question: Can we add to the next meeting in two weeks two budgets - one as presented and one with a hold harmless reduction where everyone pays the same when some districts get more money through hold harmless as a matter of equity?

The Board discussed next steps related to this discussion. Assistant Superintendent Kostiuk clarified that the actual budget approval will take place in June. This is an update to this year's budget and what was approved. However, the half a million dollar impact of a hold harmless equity change is correct as BHS's contribution will go up and the rest will go down. The consortium agreement does not require this Board to approve the tuition calculation. BHS will double check that it would be legal to go outside the way tuition is written in the agreement.

Board Question: As the Board approves our 2022-23 budget for the school district and IA and have the option at that time of making this adjustment for 2023-24, the Board could go back retroactively \$400,000 to \$500,000 and adjust the 2022-23 IA budget. This would mean that all others would go down and ours would go up. Is that correct? Assistant Superintendent Kostiuk confirmed that for 2022-23 then that is correct. Director Sarah Fairman qualified this by saying that the Birmingham business office has declined to pursue this option, especially this year, and that, according to agreed-upon protocol, nothing would be pursued unless four BHS Board Members request that admin spend time on this project.

IX. ADDITIONAL PUBLIC COMMENT

A. Motion to Allow Additional Public Comment

Jennifer Matlow moved that the agenda be amended to allow an additional time of Public Comment at this time in the meeting. Siva Kumar seconded the motion. The Board voted on the motion.

Ayes:	Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin, Siva Kumar, Michelle Southward, John VanGemert
Nayes:	n/a
Motion Passed:	7/0

B. Additional Public Comment

Angela Henderson (district parent) - In general, concerned about lack of follow up, accountability, and immediate response to threats, so would like an increased level of attention from the district.

Percy Johnson (grandfather of district student) - In general, as a grandchild has a significant concern about feeling safe, would like the adults to respond and address issues to take students seriously and make them feel safe so they can excel in their knowledge and achievements.

Jason Johnson (district parent) - In general, in light of the recent Oxford, requests the district consider metal detectors as soon as possible.

Jessica Bartol (district parent) - In general, concerned about safety of school buildings and communications that come out regarding safety already in place in light of an experience several years ago when the door of Conant was propped open and the leadership did not take that incident seriously.

Larry Lipton (district resident) - In general, requests Board action and the status of both the Board and administration on the student demands from the last meeting. In addition, has concerns about this meeting being virtual when there are ongoing threats to students.

Jennifer Camens (district parent) - In general, believes the Board owes Paul Kolin an apology. In addition, as children are scared to go to school, would like an update on the hate crimes investigation as a matter of parents being able to instruct their children.

Bubba Urdan (district parent) - In general, would like to know whether the glass walls in the high school have been treated with bullet resistant film or whether bullet resistant fabric is available?

Monica Jadan (district parent) - In general, would like to know the best way of communicating issues so they are addressed immediately and to know who a parent would call to get issues of safety concerns addressed?

Jan Frank (district resident) - In general, wants to protect every child and not only our own district children and apologizes for not being at the last meeting to be present for marginalized residents in our district. Additionally, is concerned that the district believes rules are more important than culture and would like a respectful culture established.

Shanna Johnson (district parent) - In general, believes the student council made reasonable requests and would like to see response from Board and Superintendent, a retrospective review of how students have been held accountable, and new leadership.

Crystal Wilson (district parent) - In general, would like metal detectors and safety measures and, although appreciates new communications and the fact that some details cannot be shared, would like the district to put forth more of an effort as it doesn't appear to be prepared to meet the safety needs. In addition, asks if there has been formal diversity and inclusion training assigned to the entire staff and what diversity and inclusion training the Board is participating in as the community deserves a documented plan and lesson schedule.

Wendy Batiste-Johnson (district parent) - In general, concerned about what the district is doing to support the mental health and wellness of the students and would like the district to consider wellness days to address trauma in the community.

Nicole Miller (district parent) - In general, has a child who is scared to go to the high school due to the amount of glass as a matter of school safety and would like the district to tell the community how they are safe in school or provide a virtual option for those scared to attend.

Gary Givental (district parent) - In general, as a self-defined immigrant family, is disappointed there is no place where there is information for parents in the district to see how many hate crimes or incidents of bullying are reported and addressed and would like to see this information as a matter of rebuilding the trust that has been lost with the district.

C. Motion to Discuss Safety Concerns

John VanGemert moved that the Board amend the agenda to immediately address safety concerns brought up at public comment and Agenda Item I: Incidents of Hate and Next Steps. Lisa Efros seconded the motion. The Board voted on the motion.

Ayes:	Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin, Siva Kumar, John VanGemert
Nayes:	n/a
Motion Passed:	6/0

Board Question: What is the protocol for parents who want to address safety concerns? Superintendent Watson noted OK2Say is anonymous. Also, if there are questions, families should email the school secretary or one of the administrators. However, safety concerns should be immediately reported to multiple sources: OK2Say, the police, and trusted administrators at the building.

Board Question: How can community members have access to know what is going on in terms of how many incidents and their severity? How can we balance student privacy and transparency with the reassurance that issues are being handled? Superintendent Watson asked the Board if the request is for a dashboard or something

like a QR code? The Board discussed some options. Director Fairmain noted that, per the sheriff's press conference today, every concern should be reported to police because sending incidents or concerns to students or parents is causing additional trauma.

Board Question: What is the status of the current investigation? Superintendent Watson stated that Bloomfield Township police are currently conducting additional interviews with students who also were in the bathroom. In addition, safety updates are in emails to the community. Every school has emergency procedures, including for evacuations, tornados, locked doors, and secured entrances. There is increased presence of police in other buildings including daily safety checks. The district has convened a crisis response team and is reviewing safety protocols and the crisis response guide, getting input from principals, and planning several administrator meetings and exercises in January. All threats are being investigated. There will be an update going to the community next week. At the high school, there were grade level class meetings where Principal Hollerith, resource officers, and I (Superintendent Watson) spoke. All high school students on Monday went over the new hate incident protocols. There are posters up for OK2Say and there is a QR link on a Canvas page. BHS has received feedback from legal counsel regarding the hate incident document, but certain things already were instituted on Monday with the students. BHS is partnering with the Anti-Defamation League on "No Place for Hate" and all building GET teams are meeting on these issues. BHS is hiring a Dean of Students who will be the primary person to address incidents of bullying, cyberbullying, hate speech, code of conduct violations who will be one point of contact. The middle schools also are looking at whether additional support is needed. The district administration group has set a future meeting review on investigation best practices and procedures.

Board Question: What safety measures are in place in light of the Oxford incident, for example, the glass in the high school and potential for metal detectors?

Superintendent Watson noted a vendor is providing a quote for the safety film tomorrow, but there is currently insufficient evidence on metal detectors with some studies noting they may be detrimental to student safety and with no evidence that metal detectors stop school shootings. The district will continue to work with township police on that issue.

Board Question: Is there refresher training on blue point for students and staff coming back after COVID? Superintendent Watson said that is part of the meeting tomorrow, but that it is very important to use OK2Say because this provides tips to police at the same time, but also ok to report to multiple sources as part of being hypervigilant. Please listen to your own children and see what they are putting and seeing on social media.

Board Question: Some Board members just met with the student interns and wondering if we are bringing in additional resources for mental health because the

counselors are overwhelmed? Superintendent Watson stated that there is a social worker now at every building, but there are additional resources at high school if the counselors need them. Students may not know how to get to the social workers and don't know about the Nest wellness room and who and when can use it. The administration is looking at how to best communicate this information to students.

Board Question: The student interns brought up concerns about confidentiality. How can they do this without having to go through other people?

Board Question: Can we understand the response and has there been a blue point drill? Superintendent Watson does not know if that has happened this year, but, from a mental health standpoint, a full drill will not be appropriate; the procedures can be reviewed with the students. Director Fairman noted there are legal requirements for drills and they are presented carefully.

Board Question: To what extent are we able to use community resources/volunteers or are there FERPA issues?

Board Intern Comment: From a student perspective, if we could play the sound from the blue point system either in class or a safety assembly. Also, teachers who are new hires and new students are unsure of the safety procedures.

Board Intern Comment: From a student perspective, we should prioritize the blue point information. In addition, there should be a virtual option until the training and resolution of threats is complete.

Director Fairman confirmed administration will use the Blue Point sound when the drill occurs.

Board Question: Since prevention is paramount, how are we working to address bullying? Superintendent Watson said the district will hire the Dean Of Students due to feedback from students and the community that BHS needs someone who can handle issues immediately. Additional social work staff has been added to the building. If the social workers can't keep up with the demand from high school students, additional support will be provided.

Board Question: Can you speak to what has historically been and what is currently going on with staff training? Superintendent Watson stated that details on what has occurred previously can be provided to the Board. Acting President Matlow stated that it is not a required part of Board service, but several Board members have been training through BHS when it was offered to the parent and staff community. Director Margaret Schultz noted a significant number of staff has gone through Healing Racism which is a two-day intensive racism training but that all data will be provided to Superintendent Watson to share with the Board. Director Shultz noted training was

scheduled up until shutdown in March 2020 but wasn't restarted because it is too difficult to pull staff members without substitutes available. Director Schultz is meeting with coaches from the National Equity Project to discuss next steps regarding training the entire staff.

Board Question: Will this training also be offered to PTO and parents/community members?

Board Question: What were the training sessions? Director Schultz noted there were generally two per year at the high school and middle schools. Global Champions runs for a full year. Dismantling Racism was two full days (14 hours across back to back days). Right now, the district is working with county resources, including a collaboration with Cranbrook Schools since they have Restorative trainers. Those who have gone through training are encouraged to be part of the GET groups at each school.

Board Question: Could we do some of this work a week or two before school starts so students don't miss class and so they can build community?

Board Question: Can this be done as a collective professional development for the whole Board?

Board Question: What has the district done to communicate with the Student Equity Council (SEC) regarding their demands? Superintendent Watson stated that several administrators have met with the SEC. The district can finalize the Hate Incident Procedure now that it has feedback from students. There is a letter writing campaign to administrators and there is designing what that will look like. There will be a follow-up meeting with the SEC after break. Note that the staff went over the document with the whole student body last Monday.

Board Question: Can the community access this information via the website so they can see the status of each of these items? Superintendent Watson stated there has been talk about a teaching and learning site to include more information, but right now it can't be done. There will be a communication update that will happen next week with many details and updates. There also will be a standing Board of Education agenda item at each meeting.

Board Question: When will the Dean and Principal positions be filled? Superintendent Watson said the district is posting the Dean position now and hopes to fill it in January. A communication about the principal position will be sent next week with the hope of filling that position in February or March, but also open to waiting for the right candidate. There will be an outside principal hired as interim principal; interviews are scheduled for Monday with a potential candidate.

Board Question: What role will the community have with hiring? Superintendent Watson will share the process with the community and Board.

Board Question: Can we have input to the process before it is announced? Director Fairman noted that the administration will create the process, but there is a part of the process that will incorporate parent and community input.

Board Intern Question: Can we have information regarding what the qualifications and role of a Dean will entail? Superintendent Watson noted some of the responsibilities will include violations of the Code of Conduct and conducting restorative circles and that some of the qualities will include being great at relationships, visible and caring, great listener, etc.

Board Question: Will counselors and social workers report to the Dean of Students? Superintendent Watson said no they would not.

Board Question: Will the Dean and principal process be as transparent as the Superintendent process? Superintendent Watson noted it is a long-standing tradition in this district to involve key stakeholders in the process. Director Fairman added that the administration is on the same page, but has been careful in releasing the job description to make sure it doesn't get lost in everything else going on.

Board Question: When trust is low, you need to be extra transparent. Can we be excessively transparent? What can we do to make children and families feel safe to go to school?

Board Question: One of the things that have come to light is reports of incidents as young as third grade or younger. We want to build a culture of respect and we value social-emotional learning. What can we do from the earliest ages to address this? Superintendent Watson highlighted the district's partnership with the Anti-Defamation League and the "No Place for Hate" program which will be for grades K-12. In addition, Superintendent Watson noted that GET teams will help with this as well; Eastover GET met this week and has already started working on this.

X. STUDY SESSION - PART 2

B. First Reading of Draft Board Policy Revisions and Updates

The Board reviewed the draft.

Board Question: How much is statutory and how much are changes that are BHS Board input? Assistant Superintendent Keith MacDonald noted that both of the Board input changes are in blue and occur on Page 3 with regard to the election of officers where the Board eliminated a sentence and also in the compensation area which followed the Board conversation regarding the conference budget. A Board member

noted that the election sentence removed dealt with a Board slate which has not been used and which was inconsistent with the Board Operating Procedure (BOP).

Board Question: With regard to the student bullying section which is being moved to administrative regulations, could the Board consider leaving the section associated with the Superintendent reporting to the Board on bullying? Could we hear from the attorney as to why it is being moved? Annual reporting is statutory, but is it possible that the Board could be apprised quarterly or semi-annually? Assistant Superintendent MacDonald stated that there would be clarification sought on this item. Director Fairman noted that having this piece in administrative regulations provides more nimble response. Assistant Superintendent MacDonald asked if there are four Board members who want to pursue this with the attorney. There were three Board members interested; Acting President Matlow will ask Michelle Southward tomorrow to see if there are four Board members who are interested. Board Comment: The Board policy is on the website and on page 13 of the PDF version there is a statement regarding the Student Code of Conduct where the Board delegates suspensions and expulsions to the Superintendent and Principals so that there is more detail and accountability so that the administration can act nimbly as was pointed out.

Board Question: Why does it say that opioid antagonists needed to be removed from school grounds? Assistant Superintendent MacDonald stated it was part of the public health code so that may have changed. The Board agreed they would like the current antagonists retained.

Board Question: On Page 21, where it stated that the Board must provide instruction on sex education, why was this taken out and what are the ramifications? Assistant Superintendent MacDonald will ask the attorney for clarification.

Board Question: On page 28, section 5003, why was there a change in the purchasing of an individual item that exceeds the competitive bid threshold and presented to the Board for approval? Assistant Superintendent MacDonald stated the threshold is set by the state, and the district cannot write policy that violates the law, so there is no need to put the law in the policy. Assistant Superintendent Kostiuk added the law requires the administration to come to the Board on anything outside that which the law states.

Board Question: Can we keep that sentence and phrase it so that it is in line with that portion of the law? Assistant Superintendent Kostiuk noted that over the years MCLs may be added so that it might not reference all the MCLs that are relevant. If the Board wants to leave something in, then it should be the first sentence regarding purchase of an individual item exceeding the current since the next two sentences are more messy. The Board generally concurred with that suggestion.

Board Question: Did we move section 6009 to regulations with regard to use of school policy? Upon discussion, the Board agreed it wants it to be part of the policy and not removed. Assistant Superintendent MacDonald will confirm this with the attorney.

Board Question: On page 38, it is asking for all volunteers to go through a background check. What is the definition of volunteer? A Board member noted there are specifics on this in the BOP.

Board Question: Why is Assistant Superintendent MacDonald no longer named as a Title IX coordinator? Assistant Superintendent MacDonald stated it is now listed in the administrative regulations. The Board would like to know why it was moved. That information will be provided before the December 16 vote.

C. Legal Firms for 2021-22

The Board reviewed the list.

Board Question: I thought we weren't going to use Jeff Butler for Special Education any more due to complaints from the special education community. Is it because some OCR cases may take 15 or 20 years so some cases that have been started with a particular law firm would be completed by them for cost purposes? Assistant Superintendent MacDonald noted that there is a new lawyer who is being brought in on new cases.

Board Question: To clarify, will we be using the new lawyer and cases for Jeff Butler will be running out cases? Assistant Superintendent MacDonald stated that new cases will go to both. Assistant Superintendent Kostiuk noted that the agreement was not to move away but to also engage someone else. After additional discussion, the Board requested a re-engagement from the Parent Advisory Committee and Jennifer Perrone on this issue.

Board Question: Do we have board or admin policy on matters regarding or around attorneys reaching out to parents? A Board member noted that our district attorneys are never supposed to do that.

Board Question: Do we identify the firm or the attorney? Assistant Superintendent MacDonald stated that typically the firm is identified and not the attorney, but this document was an existing one from the Board.

Board Question: Should the individual attorney names be on the sheet? A Board member noted this was an issue at one point regarding specific attorneys, so this was a proposal to list actual attorneys by the previous Assistant Superintendent for Human Resources. Assistant Superintendent Kostiuk noted if there are concerns going forward, we could go back to the firm name as there may be some wonderful attorneys

with a firm and not having them on the sheet would preclude the district from engaging them.

Board Question: Are we authorizing the specific attorneys? Assistant Superintendent Keith MacDonald stated that if only one or two attorneys are listed for a firm then it could limit the district if it had a larger case. If the district names the firm it gives more flexibility for use of attorneys, for example, rather than going to a partner, the district can go to another attorney and save on the hourly rate.

Board Question: Why are there two attorneys named there? Assistant Superintendent MacDonald stated that there was a firm change where Lusk Alberton has been absorbed into Miller Johnson. Assistant Superintendent Kostiuk clarified that the middle column was the proposed list and the far column was the current list.

Board Question: Can we name the attorneys related to specific Board business? Could we name the attorney and then add "and associates"?

Board Question: Who has history on the lawyers used?

The Board and administration will put together a plan for the new list.

D. Framework for the December 16 Regular Board Meeting

The Board reviewed the agenda items.

Board Question: The Board had intended to create meetings with the community; what is the status of that? A Board member commented that there are parameters to discuss with the attorney relative to the pending litigation with an open class; Siva Kumar and John VanGemert are scheduled to receive instruction still. In addition, setting these meetings might not require a Board vote.

E. Framework for the January 13 Study Session

The Board reviewed the agenda items.

The Board recommended adding an agenda item for the process of the Superintendent review. It also was recommended that there be an agenda item to discuss the IA budget equity proposal. Assistant Superintendent Kostiuk noted that the administration needs to prioritize student issues and does not have capacity to develop this over break as there are other things that will be worked on during that period. The Board agreed to put the IA funding into the parking lot for the future.

Board Question: Can we have a heads up on the Bond funding items on the January agenda? Do these tie into the March capital needs assessment and can they be combined? Assistant Superintendent Kostiuk noted there currently is the right timing

for taxpayers for bond re-funding. There will be a bond update in December with more details.

F. Communication Protocol

The Board reviewed the Board communications protocol.

Board Question: Can we change the communications to state the actual Board member name so we can address any Board members who are abusing the protocol?

Board Question: Did the Board request anonymity or was that recommended? A Board comment was that the process was instituted by administration. Superintendent Watson stated there is no reason to keep it anonymous. A Board comment was that a rationale/why and when it is needed also should be included.

G. Crafting of SMART Goals, Metrics and Targets for #4 (Communication)

Jennifer Matlow moved to table this agenda item with the recognition this needs to be completed in January for a sufficient and appropriate Superintendent review. The Board voted on the motion.

Ayes:	Howard Baron, Jennifer Matlow, Lisa Efros, Paul Kolin, Siva Kumar, John VanGemert
Nayes:	n/a
Motion Passed:	6/0

H. Student Intern and Advisory Council 2021-22 Board Subcommittee

The Board discussed who should be added or continue on the committee with an emphasis on carrying over knowledge and working with the students going forward. Siva Kumar volunteered, but the Board agreed to wait for Michelle Southward for a final decision on the three Board members who will fill this committee.

The Board also noted that Board officers and Board calendar need to be set in January.

XI. ADJOURNMENT

There being no further business, the meeting was adjourned at 10:56 p.m.

Respectfully submitted,

John VanGemert, Secretary
JV/bk



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Tina Kostiuk, Assistant Superintendent for Finance & Operations
Date: December 16, 2021
Re: Request to Approve Monthly Financial Reports

Recommended Motion:

I move that the Board of Education approve the financial reports, as presented.

Background Information:

ATTACHMENTS:

File Name	Description
 Budget_to_Actual_November.pdf	Budget to Actual November

Bloomfield Hills Schools

Budget to Actual by St Revenue and St Function

As of 11/30/2021

St Revenue/Function	Description		Original Budget	Encumbrance	Actual	Balance	Percent
Type: 4 Revenue							
St Revenue: 100	Local Sources	Total:	38,697,140.00	0.00	18,778,391.89	19,918,748.11	48.52%
St Revenue: 300	State Sources	Total:	48,022,668.00	0.00	10,696,343.31	37,326,324.69	22.27%
St Revenue: 400	Federal Sources	Total:	1,976,455.00	0.00	0.00	1,976,455.00	0.00%
St Revenue: 500	Interdistrict Sources	Total:	5,722,157.00	0.00	971,401.17	4,750,755.83	16.97%
St Revenue: 600	Transfers In	Total:	95,000.00	0.00	0.00	95,000.00	0.00%
Type: 4		RevenueTotal:	94,513,420.00	0.00	30,446,136.37	64,067,283.63	32.21%
Type: 5 Expense							
St. Function: 110	Basic Programs		44,589,755.00	22,163.98	12,726,488.65	31,841,102.37	28.59%
St. Function: 120	Added Needs		11,098,747.00	101,475.22	3,030,648.43	7,966,623.35	28.22%
St. Function: 210	Pupil Services		8,328,198.00	0.00	2,562,021.67	5,766,176.33	30.76%
St. Function: 220	Instructional Services		6,263,538.00	9,287.59	2,338,761.21	3,915,489.20	37.48%
St. Function: 230	General Administration		766,326.00	26,636.95	319,572.63	420,116.42	45.17%
St. Function: 240	School Administration		4,689,798.00	0.00	1,497,111.00	3,192,687.00	31.92%
St. Function: 250	Business Services		1,225,499.00	0.00	636,946.42	588,552.58	51.97%
St. Function: 260	Physical Plant Services		7,958,066.00	248,176.00	2,859,461.65	4,850,428.35	39.05%
St. Function: 270	Transportation		3,437,246.00	0.00	1,236,225.57	2,201,020.43	35.96%
St. Function: 280	Central Services		4,295,453.00	33,747.97	2,804,019.73	1,457,685.30	66.06%
St. Function: 290	Cocurricular Activities		1,784,540.00	0.00	701,547.65	1,082,992.35	39.31%
St. Function: 310	Childcare Admin		76,110.00	0.00	42,887.57	33,222.43	56.34%
St. Function: 320	Community Recreation		110,753.00	0.00	33,526.79	77,226.21	30.27%
St. Function: 330	Community Parent Activities		8,245.00	0.00	0.00	8,245.00	0.00%
St. Function: 350	Community Childcare		1,029,786.00	0.00	403,949.53	625,836.47	39.22%
St. Function: 360	Community Welfare Activities		7,221.00	0.00	225.00	6,996.00	3.11%
St. Function: 370	Community Non Public School		443,126.00	0.00	102,359.93	340,766.07	23.09%
St. Function: 390	Other Community Services		450.00	0.00	0.00	450.00	0.00%
St. Function: 600	Transfers Out		1,002,000.00	0.00	0.00	1,002,000.00	0.00%
St. Function: 610	Indirect Cost Recovery		0.00	0.00	0.00	0.00	0.00%
Type: 5		ExpenseTotal:	97,114,857.00	441,487.71	31,295,753.43	65,377,615.86	32.68%
Grand Total:			-2,601,437.00		-849,617.06		
End of Report							

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
St Fund: 11	General Fund						
Type: 4	Revenue						
St Revenue: 100	Local Sources	Total:	38,697,140.00	18,778,391.89	0.00	19,918,748.11	48.52%
St Revenue: 300	State Sources	Total:	48,022,668.00	10,696,343.31	0.00	37,326,324.69	0.00%
St Revenue: 400	Federal Sources	Total:	1,976,455.00	0.00	0.00	1,976,455.00	0.00%
St Revenue: 500	Interdistrict Sources	Total:	5,722,157.00	971,401.17	0.00	4,750,755.83	16.97%
St Revenue: 600	Transfers In	Total:	95,000.00	0.00	0.00	95,000.00	0.00%
Type: 4	Revenue	Total:	94,513,420.00	30,446,136.37	0.00	64,067,283.63	32.21%
Type: 5	Expense						
St Object: 1000	Salaries	Total:	7,606,320.00	2,333,118.61	0.00	5,273,201.39	30.67%
St Object: 2000	Employee Benefits	Total:	5,499,454.00	1,688,011.03	0.00	3,811,442.97	30.69%
St Object: 3000	Purchased Services	Total:	201,419.00	84,959.26	0.00	116,459.74	42.18%
St Object: 4000	Repairs and Maintenance	Total:	63,880.00	34,259.14	0.00	29,620.86	53.63%
St Object: 5000	Supplies and Materials	Total:	171,097.00	121,899.78	0.00	49,197.22	71.24%
St Object: 6000	Capital Outlay	Total:	0.00	149.24	0.00	-149.24	0.00%
St Object: 7000	Other Expenditures	Total:	1,563.00	67.00	0.00	1,496.00	4.28%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	51,600.00	0.00	0.00	51,600.00	0.00%
Function: 111	Elementary Instruction	Total:	13,595,333.00	4,262,464.06	0.00	9,332,868.94	31.35%
St Object: 1000	Salaries	Total:	9,187,834.00	2,488,405.04	0.00	6,699,428.96	27.08%
St Object: 2000	Employee Benefits	Total:	6,345,906.00	1,780,536.12	0.00	4,565,369.88	28.05%
St Object: 3000	Purchased Services	Total:	191,436.00	57,570.65	0.00	133,865.35	30.07%
St Object: 4000	Repairs and Maintenance	Total:	58,842.00	31,359.75	0.00	27,482.25	53.29%
St Object: 5000	Supplies and Materials	Total:	150,444.00	69,966.56	0.00	80,477.44	46.50%
St Object: 6000	Capital Outlay	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 7000	Other Expenditures	Total:	11,900.00	4,128.59	0.00	7,771.41	34.69%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	0.00	975.00	0.00	-975.00	0.00%
Function: 112	Middle School Instruction	Total:	15,946,362.00	4,432,941.71	0.00	11,513,420.29	27.79%
St Object: 1000	Salaries	Total:	7,057,172.00	1,948,487.78	0.00	5,108,684.22	27.61%
St Object: 2000	Employee Benefits	Total:	5,034,623.00	1,374,178.52	0.00	3,660,444.48	27.29%
St Object: 3000	Purchased Services	Total:	191,291.00	73,826.10	0.00	117,464.90	38.59%
St Object: 4000	Repairs and Maintenance	Total:	85,535.00	35,136.21	0.00	50,398.79	41.07%
St Object: 5000	Supplies and Materials	Total:	171,891.00	79,195.44	0.00	92,695.56	46.07%
St Object: 6000	Capital Outlay	Total:	1,854.00	11,941.67	22,163.98	-32,251.65	1,839.57%
St Object: 7000	Other Expenditures	Total:	7,567.00	11,187.00	0.00	-3,620.00	147.83%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	1,414,562.00	52,241.00	0.00	1,362,321.00	3.69%
Function: 113	High School Instruction	Total:	13,964,495.00	3,586,193.72	22,163.98	10,356,137.30	25.83%
St Object: 1000	Salaries	Total:	605,312.00	265,165.29	0.00	340,146.71	43.80%
St Object: 2000	Employee Benefits	Total:	427,310.00	157,693.90	0.00	269,616.10	36.90%
St Object: 3000	Purchased Services	Total:	0.00	1,428.70	0.00	-1,428.70	0.00%
St Object: 4000	Repairs and Maintenance	Total:	12,566.00	5,289.74	0.00	7,276.26	42.09%
St Object: 5000	Supplies and Materials	Total:	35,503.00	15,311.53	0.00	20,191.47	43.12%
Function: 118	Preschool Instruction	Total:	1,080,691.00	444,889.16	0.00	635,801.84	41.16%
St Object: 1000	Salaries	Total:	1,920.00	0.00	0.00	1,920.00	0.00%
St Object: 2000	Employee Benefits	Total:	954.00	0.00	0.00	954.00	0.00%
Function: 119	Summer School Instruction	Total:	2,874.00	0.00	0.00	2,874.00	0.00%
St Object: 1000	Salaries	Total:	3,981,767.00	1,225,483.42	0.00	2,756,283.58	30.77%
St Object: 2000	Employee Benefits	Total:	3,920,381.00	937,026.00	0.00	2,983,355.00	23.90%
St Object: 3000	Purchased Services	Total:	152,444.00	86,632.75	0.00	65,811.25	56.82%
St Object: 5000	Supplies and Materials	Total:	119,166.00	20,986.50	0.00	98,179.50	17.61%
St Object: 7000	Other Expenditures	Total:	0.00	0.00	0.00	0.00	0.00%

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Selection:

FY = '2022' AND GLBA_BUDACT_MSTR.[glba_gr] = 'GL' AND GLBA_BUDACT_MSTR.[glba_level] = 'OB' AND
(GLK_KEY_MSTR.[glk_sec_part02] >= '101' and GLK_KEY_MSTR.[glk_sec_part02] <= '211')

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	1,999,919.00	12,687.50	4,069.00	1,983,162.50	0.83%
Function: 122	Special Education Instr	Total:	10,173,677.00	2,282,816.17	4,069.00	7,886,791.83	22.47%
St Object: 1000	Salaries	Total:	245,117.00	253,670.36	0.00	-8,553.36	103.48%
St Object: 2000	Employee Benefits	Total:	137,294.00	135,173.88	0.00	2,120.12	98.45%
St Object: 3000	Purchased Services	Total:	0.00	21,240.00	0.00	-21,240.00	0.00%
St Object: 5000	Supplies and Materials	Total:	41,220.00	31,570.58	0.00	9,649.42	76.59%
Function: 125	Compensatory Education	Total:	423,631.00	441,654.82	0.00	-18,023.82	104.25%
St Object: 1000	Salaries	Total:	258,734.00	173,877.89	0.00	84,856.11	67.20%
St Object: 2000	Employee Benefits	Total:	168,601.00	108,562.81	0.00	60,038.19	64.39%
St Object: 3000	Purchased Services	Total:	10,821.00	5,208.30	73,725.00	-68,112.30	729.44%
St Object: 4000	Repairs and Maintenance	Total:	512.00	52.51	0.00	459.49	10.25%
St Object: 5000	Supplies and Materials	Total:	53,544.00	25,188.92	23,681.22	4,673.86	91.27%
St Object: 6000	Capital Outlay	Total:	-5,072.00	-9,297.33	0.00	4,225.33	183.30%
St Object: 7000	Other Expenditures	Total:	14,299.00	2,584.34	0.00	11,714.66	18.07%
Function: 127	Career & Tech Instruction	Total:	501,439.00	306,177.44	97,406.22	97,855.34	80.48%
St Object: 1000	Salaries	Total:	1,168,641.00	354,718.48	0.00	813,922.52	30.35%
St Object: 2000	Employee Benefits	Total:	741,216.00	239,530.53	0.00	501,685.47	32.31%
St Object: 3000	Purchased Services	Total:	10,000.00	12,500.00	0.00	-2,500.00	125.00%
Function: 212	Guidance Services	Total:	1,919,857.00	606,749.01	0.00	1,313,107.99	31.60%
St Object: 1000	Salaries	Total:	333,499.00	108,558.68	0.00	224,940.32	32.55%
St Object: 2000	Employee Benefits	Total:	212,516.00	76,851.52	0.00	135,664.48	36.16%
St Object: 3000	Purchased Services	Total:	36,090.00	117.81	0.00	35,972.19	0.32%
St Object: 5000	Supplies and Materials	Total:	82,704.00	1,381.44	0.00	81,322.56	1.67%
Function: 213	Health Services	Total:	664,809.00	186,909.45	0.00	477,899.55	28.11%
St Object: 1000	Salaries	Total:	518,980.00	136,519.29	0.00	382,460.71	26.30%
St Object: 2000	Employee Benefits	Total:	340,204.00	89,323.77	0.00	250,880.23	26.25%
St Object: 3000	Purchased Services	Total:	6,338.00	1,673.60	0.00	4,664.40	26.40%
St Object: 5000	Supplies and Materials	Total:	7,577.00	18,903.73	0.00	-11,326.73	249.48%
Function: 214	Psychological Services	Total:	873,099.00	246,420.39	0.00	626,678.61	28.22%
St Object: 1000	Salaries	Total:	590,636.00	208,794.57	0.00	381,841.43	35.35%
St Object: 2000	Employee Benefits	Total:	417,859.00	149,938.33	0.00	267,920.67	35.88%
St Object: 3000	Purchased Services	Total:	14,690.00	2,116.97	0.00	12,573.03	14.41%
St Object: 5000	Supplies and Materials	Total:	7,238.00	4,962.85	0.00	2,275.15	68.56%
Function: 215	Speech and Audiology Services	Total:	1,030,423.00	365,812.72	0.00	664,610.28	35.50%
St Object: 1000	Salaries	Total:	925,077.00	259,433.61	0.00	665,643.39	28.04%
St Object: 2000	Employee Benefits	Total:	591,017.00	191,731.83	0.00	399,285.17	32.44%
St Object: 3000	Purchased Services	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 5000	Supplies and Materials	Total:	8,952.00	1,570.81	0.00	7,381.19	17.54%
Function: 216	Social Work Services	Total:	1,525,046.00	452,736.25	0.00	1,072,309.75	29.68%
St Object: 1000	Salaries	Total:	703,640.00	205,302.48	0.00	498,337.52	29.17%
St Object: 2000	Employee Benefits	Total:	507,606.00	145,958.99	0.00	361,647.01	28.75%
St Object: 3000	Purchased Services	Total:	1,090.00	1,118.49	0.00	-28.49	102.61%
St Object: 4000	Repairs and Maintenance	Total:	2,155.00	1,241.77	0.00	913.23	57.62%
St Object: 5000	Supplies and Materials	Total:	1,481.00	531.71	0.00	949.29	35.90%
Function: 218	Teacher Consultant Services	Total:	1,215,972.00	354,153.44	0.00	861,818.56	29.12%
St Object: 1000	Salaries	Total:	618,412.00	167,606.34	0.00	450,805.66	27.10%
St Object: 2000	Employee Benefits	Total:	452,927.00	128,102.48	0.00	324,824.52	28.28%
St Object: 3000	Purchased Services	Total:	10,454.00	35,276.82	0.00	-24,822.82	337.44%
St Object: 4000	Repairs and Maintenance	Total:	16,900.00	15,210.00	0.00	1,690.00	90.00%

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
St Object: 5000	Supplies and Materials	Total:	299.00	2,594.77	0.00	-2,295.77	867.81%
St Object: 6000	Capital Outlay	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 7000	Other Expenditures	Total:	0.00	450.00	0.00	-450.00	0.00%
Function: 219	Other Pupil Support Services	Total:	1,098,992.00	349,240.41	0.00	749,751.59	31.77%
St Object: 1000	Salaries	Total:	780,960.00	276,224.71	0.00	504,735.29	35.36%
St Object: 2000	Employee Benefits	Total:	511,009.00	176,762.59	0.00	334,246.41	34.59%
St Object: 3000	Purchased Services	Total:	178,873.00	84,581.55	2,240.00	92,051.45	48.53%
St Object: 4000	Repairs and Maintenance	Total:	1,855.00	842.17	0.00	1,012.83	45.40%
St Object: 5000	Supplies and Materials	Total:	420,814.00	132,630.54	7,047.59	281,135.87	33.19%
St Object: 7000	Other Expenditures	Total:	116,113.00	142,384.07	0.00	-26,271.07	122.62%
Function: 221	Improvement of Instruction	Total:	2,009,624.00	813,425.63	9,287.59	1,186,910.78	40.93%
St Object: 1000	Salaries	Total:	687,003.00	197,328.11	0.00	489,674.89	28.72%
St Object: 2000	Employee Benefits	Total:	499,757.00	146,418.18	0.00	353,338.82	29.29%
St Object: 5000	Supplies and Materials	Total:	11,876.00	8,506.24	0.00	3,369.76	71.62%
St Object: 7000	Other Expenditures	Total:	289.00	289.40	0.00	-0.40	100.13%
Function: 222	Educational Media Services	Total:	1,198,925.00	352,541.93	0.00	846,383.07	29.40%
St Object: 1000	Salaries	Total:	154,130.00	54,315.60	0.00	99,814.40	35.24%
St Object: 2000	Employee Benefits	Total:	99,442.00	34,872.18	0.00	64,569.82	35.06%
St Object: 3000	Purchased Services	Total:	7,502.00	0.00	0.00	7,502.00	0.00%
St Object: 5000	Supplies and Materials	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 7000	Other Expenditures	Total:	200.00	-60.00	0.00	260.00	-30.00%
Function: 224	Educational Television	Total:	261,274.00	89,127.78	0.00	172,146.22	34.11%
St Object: 1000	Salaries	Total:	1,457,318.00	575,856.39	0.00	881,461.61	39.51%
St Object: 2000	Employee Benefits	Total:	990,726.00	361,337.90	0.00	629,388.10	36.47%
St Object: 3000	Purchased Services	Total:	122,481.00	55,248.61	0.00	67,232.39	45.10%
St Object: 4000	Repairs and Maintenance	Total:	9,713.00	14,340.32	0.00	-4,627.32	147.64%
St Object: 5000	Supplies and Materials	Total:	111,593.00	54,217.83	0.00	57,375.17	48.58%
St Object: 6000	Capital Outlay	Total:	500.00	241.74	0.00	258.26	48.34%
St Object: 7000	Other Expenditures	Total:	30,596.00	12,381.84	0.00	18,214.16	40.46%
Function: 226	Supervision of Instructional	Total:	2,722,927.00	1,073,624.63	0.00	1,649,302.37	39.42%
St Object: 1000	Salaries	Total:	46,540.00	12,696.53	0.00	33,843.47	27.28%
St Object: 2000	Employee Benefits	Total:	24,248.00	-2,655.29	0.00	26,903.29	-10.95%
Function: 229	Other Instructional Staff Svc	Total:	70,788.00	10,041.24	0.00	60,746.76	14.18%
St Object: 3000	Purchased Services	Total:	151,457.00	52,594.00	16,661.95	82,201.05	45.72%
St Object: 5000	Supplies and Materials	Total:	2,118.00	840.27	0.00	1,277.73	39.67%
St Object: 7000	Other Expenditures	Total:	17,613.00	8,302.00	0.00	9,311.00	47.13%
Function: 231	Board of Education	Total:	171,188.00	61,736.27	16,661.95	92,789.78	45.79%
St Object: 1000	Salaries	Total:	350,110.00	154,869.11	0.00	195,240.89	44.23%
St Object: 2000	Employee Benefits	Total:	215,419.00	78,813.54	0.00	136,605.46	36.58%
St Object: 3000	Purchased Services	Total:	13,615.00	16,214.82	9,975.00	-12,574.82	192.36%
St Object: 5000	Supplies and Materials	Total:	742.00	311.99	0.00	430.01	42.04%
St Object: 7000	Other Expenditures	Total:	15,252.00	7,626.90	0.00	7,625.10	50.00%
Function: 232	Executive Administration	Total:	595,138.00	257,836.36	9,975.00	327,326.64	45.00%
St Object: 1000	Salaries	Total:	2,718,899.00	869,625.31	0.00	1,849,273.69	31.98%
St Object: 2000	Employee Benefits	Total:	1,943,350.00	617,514.72	0.00	1,325,835.28	31.77%
St Object: 3000	Purchased Services	Total:	1,128.00	152.85	0.00	975.15	13.55%
St Object: 5000	Supplies and Materials	Total:	9,644.00	9,476.22	0.00	167.78	98.26%
St Object: 6000	Capital Outlay	Total:	763.00	0.00	0.00	763.00	0.00%
St Object: 7000	Other Expenditures	Total:	434.00	155.00	0.00	279.00	35.71%

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Selection:

FY = '2022' AND GLBA_BUDACT_MSTR.[glba_gr] = 'GL' AND GLBA_BUDACT_MSTR.[glba_level] = 'OB' AND
(GLK_KEY_MSTR.[glk_sec_part02] >= '101' and GLK_KEY_MSTR.[glk_sec_part02] <= '211')

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
Function: 241	Office of the Principal	Total:	4,674,218.00	1,496,924.10	0.00	3,177,293.90	32.02%
St Object: 3000	Purchased Services	Total:	15,580.00	186.90	0.00	15,393.10	1.19%
Function: 249	Other School Administration	Total:	15,580.00	186.90	0.00	15,393.10	1.19%
St Object: 1000	Salaries	Total:	488,715.00	199,465.41	0.00	289,249.59	40.81%
St Object: 2000	Employee Benefits	Total:	315,022.00	121,362.64	0.00	193,659.36	38.52%
St Object: 3000	Purchased Services	Total:	157,678.00	94,971.61	0.00	62,706.39	60.23%
St Object: 4000	Repairs and Maintenance	Total:	4,728.00	2,886.03	0.00	1,841.97	61.04%
St Object: 5000	Supplies and Materials	Total:	1,956.00	989.61	0.00	966.39	50.59%
St Object: 7000	Other Expenditures	Total:	16,682.00	39,934.11	0.00	-23,252.11	239.38%
Function: 252	Fiscal Services	Total:	984,781.00	459,609.41	0.00	525,171.59	46.67%
St Object: 3000	Purchased Services	Total:	10,380.00	0.00	0.00	10,380.00	0.00%
St Object: 7000	Other Expenditures	Total:	230,338.00	177,337.01	0.00	53,000.99	76.98%
Function: 259	Other Business Services	Total:	240,718.00	177,337.01	0.00	63,380.99	73.67%
St Object: 1000	Salaries	Total:	1,578,138.00	542,161.68	0.00	1,035,976.32	34.35%
St Object: 2000	Employee Benefits	Total:	1,079,378.00	351,587.12	0.00	727,790.88	32.57%
St Object: 3000	Purchased Services	Total:	923,361.00	581,141.28	0.00	342,219.72	62.93%
St Object: 4000	Repairs and Maintenance	Total:	2,215,108.00	828,807.61	248,176.00	1,138,124.39	48.61%
St Object: 5000	Supplies and Materials	Total:	1,821,254.00	529,626.69	0.00	1,291,627.31	29.08%
St Object: 6000	Capital Outlay	Total:	19,520.00	16,340.65	0.00	3,179.35	83.71%
St Object: 7000	Other Expenditures	Total:	9,065.00	2,057.39	0.00	7,007.61	22.69%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	0.00	0.00	0.00	0.00	0.00%
Function: 261	Operating Building Services	Total:	7,645,824.00	2,851,722.42	248,176.00	4,545,925.58	40.54%
St Object: 1000	Salaries	Total:	29,134.00	7,094.08	0.00	22,039.92	24.34%
St Object: 2000	Employee Benefits	Total:	12,764.00	645.15	0.00	12,118.85	5.05%
St Object: 3000	Purchased Services	Total:	269,723.00	0.00	0.00	269,723.00	0.00%
St Object: 5000	Supplies and Materials	Total:	621.00	0.00	0.00	621.00	0.00%
Function: 266	Security Services	Total:	312,242.00	7,739.23	0.00	304,502.77	2.47%
St Object: 1000	Salaries	Total:	1,812,606.00	636,673.84	0.00	1,175,932.16	35.12%
St Object: 2000	Employee Benefits	Total:	1,320,908.00	435,146.78	0.00	885,761.22	32.94%
St Object: 3000	Purchased Services	Total:	16,953.00	13,341.64	0.00	3,611.36	78.69%
St Object: 4000	Repairs and Maintenance	Total:	25,930.00	1,158.52	0.00	24,771.48	4.46%
St Object: 5000	Supplies and Materials	Total:	247,663.00	149,297.79	0.00	98,365.21	60.28%
St Object: 6000	Capital Outlay	Total:	497.00	101.00	0.00	396.00	20.32%
St Object: 7000	Other Expenditures	Total:	12,689.00	506.00	0.00	12,183.00	3.98%
Function: 271	Pupil Transportation Services	Total:	3,437,246.00	1,236,225.57	0.00	2,201,020.43	35.96%
St Object: 1000	Salaries	Total:	231,983.00	76,877.45	0.00	155,105.55	33.13%
St Object: 2000	Employee Benefits	Total:	171,473.00	53,581.80	0.00	117,891.20	31.24%
St Object: 3000	Purchased Services	Total:	171,800.00	61,660.64	0.00	110,139.36	35.89%
St Object: 5000	Supplies and Materials	Total:	8,677.00	11,929.66	0.00	-3,252.66	137.48%
St Object: 6000	Capital Outlay	Total:	384.00	99.98	0.00	284.02	26.03%
St Object: 7000	Other Expenditures	Total:	10,610.00	250.00	0.00	10,360.00	2.35%
Function: 282	Communication Services	Total:	594,927.00	204,399.53	0.00	390,527.47	34.35%
St Object: 1000	Salaries	Total:	592,984.00	245,415.19	0.00	347,568.81	41.38%
St Object: 2000	Employee Benefits	Total:	394,640.00	150,370.18	0.00	244,269.82	38.10%
St Object: 3000	Purchased Services	Total:	103,242.00	64,969.98	0.00	38,272.02	62.92%
St Object: 4000	Repairs and Maintenance	Total:	32,904.00	32,229.98	0.00	674.02	97.95%
St Object: 5000	Supplies and Materials	Total:	2,993.00	1,742.75	0.00	1,250.25	58.22%
St Object: 7000	Other Expenditures	Total:	4,537.00	2,227.92	0.00	2,309.08	49.10%
Function: 283	Personnel Services	Total:	1,131,300.00	496,956.00	0.00	634,344.00	43.92%

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
St Object: 1000	Salaries	Total:	902,498.00	350,463.84	0.00	552,034.16	38.83%
St Object: 2000	Employee Benefits	Total:	572,051.00	224,473.87	0.00	347,577.13	39.24%
St Object: 3000	Purchased Services	Total:	491,813.00	211,634.92	17,770.00	262,408.08	46.64%
St Object: 4000	Repairs and Maintenance	Total:	70,700.00	21,746.94	3,115.22	45,837.84	35.16%
St Object: 5000	Supplies and Materials	Total:	355,685.00	197,108.01	12,862.75	145,714.24	59.03%
St Object: 6000	Capital Outlay	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 7000	Other Expenditures	Total:	701.00	0.00	0.00	701.00	0.00%
Function: 284	Technology Services	Total:	2,393,448.00	1,005,427.58	33,747.97	1,354,272.45	43.41%
St Object: 1000	Salaries	Total:	101,231.00	36,443.28	0.00	64,787.72	36.00%
St Object: 2000	Employee Benefits	Total:	71,892.00	20,378.10	0.00	51,513.90	28.34%
St Object: 3000	Purchased Services	Total:	350.00	1,559.95	0.00	-1,209.95	445.70%
St Object: 4000	Repairs and Maintenance	Total:	1,798.00	1,055.50	0.00	742.50	58.70%
St Object: 5000	Supplies and Materials	Total:	378.00	1,045.18	0.00	-667.18	276.50%
St Object: 7000	Other Expenditures	Total:	129.00	1,092.12	0.00	-963.12	846.60%
Function: 285	Pupil Accounting	Total:	175,778.00	61,574.13	0.00	114,203.87	35.02%
St Object: 1000	Salaries	Total:	0.00	920,500.00	0.00	-920,500.00	0.00%
St Object: 2000	Employee Benefits	Total:	0.00	79,162.49	0.00	-79,162.49	0.00%
St Object: 3000	Purchased Services	Total:	0.00	9,000.00	0.00	-9,000.00	0.00%
St Object: 7000	Other Expenditures	Total:	0.00	27,000.00	0.00	-27,000.00	0.00%
Function: 289	Other Central Services	Total:	0.00	1,035,662.49	0.00	-1,035,662.49	0.00%
St Object: 1000	Salaries	Total:	225,486.00	47,387.00	0.00	178,099.00	21.01%
St Object: 2000	Employee Benefits	Total:	113,083.00	23,940.20	0.00	89,142.80	21.17%
St Object: 3000	Purchased Services	Total:	48,784.00	15,921.38	0.00	32,862.62	32.63%
St Object: 7000	Other Expenditures	Total:	3,813.00	200.00	0.00	3,613.00	5.24%
Function: 291	Pupil Activities	Total:	391,166.00	87,448.58	0.00	303,717.42	22.35%
St Object: 1000	Salaries	Total:	525,372.00	250,356.08	0.00	275,015.92	47.65%
St Object: 2000	Employee Benefits	Total:	289,616.00	133,839.20	0.00	155,776.80	46.21%
St Object: 3000	Purchased Services	Total:	385,574.00	163,574.17	0.00	221,999.83	42.42%
St Object: 4000	Repairs and Maintenance	Total:	2,241.00	1,065.37	0.00	1,175.63	47.53%
St Object: 5000	Supplies and Materials	Total:	162,168.00	48,114.23	0.00	114,053.77	29.66%
St Object: 7000	Other Expenditures	Total:	28,402.00	17,150.02	0.00	11,251.98	60.38%
Function: 293	Athletic Activities	Total:	1,393,373.00	614,099.07	0.00	779,273.93	44.07%
St Object: 5000	Supplies and Materials	Total:	1.00	0.00	0.00	1.00	0.00%
Function: 297	Food Services	Total:	1.00	0.00	0.00	1.00	0.00%
St Object: 1000	Salaries	Total:	51,351.00	28,503.10	0.00	22,847.90	55.50%
St Object: 2000	Employee Benefits	Total:	24,759.00	14,384.47	0.00	10,374.53	58.09%
Function: 311	Community Services Direction	Total:	76,110.00	42,887.57	0.00	33,222.43	56.34%
St Object: 1000	Salaries	Total:	2,408.00	0.00	0.00	2,408.00	0.00%
St Object: 2000	Employee Benefits	Total:	66,276.00	0.00	0.00	66,276.00	0.00%
St Object: 3000	Purchased Services	Total:	31,700.00	30,252.01	0.00	1,447.99	95.43%
St Object: 5000	Supplies and Materials	Total:	10,369.00	3,274.78	0.00	7,094.22	31.58%
Function: 321	Community Recreation	Total:	110,753.00	33,526.79	0.00	77,226.21	30.27%
St Object: 1000	Salaries	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 2000	Employee Benefits	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 3000	Purchased Services	Total:	8,245.00	0.00	0.00	8,245.00	0.00%
Function: 331	Community Activities	Total:	8,245.00	0.00	0.00	8,245.00	0.00%
St Object: 1000	Salaries	Total:	586,466.00	243,375.76	0.00	343,090.24	41.49%
St Object: 2000	Employee Benefits	Total:	429,585.00	152,089.82	0.00	277,495.18	35.40%
St Object: 3000	Purchased Services	Total:	791.00	300.00	0.00	491.00	37.92%

Bloomfield Hills Schools
Budget to Actual by St Revenue and Function-St Object wo Prior Year
As of 11/30/2021

St Revenue/Function	Description		C-Original Budget	Actual	Encumbrance	Balance	Percent
St Object: 5000	Supplies and Materials	Total:	2,620.00	3,085.39	0.00	-465.39	117.76%
St Object: 7000	Other Expenditures	Total:	10,324.00	5,098.56	0.00	5,225.44	49.38%
Function: 351	Custody and Care of Children	Total:	1,029,786.00	403,949.53	0.00	625,836.47	39.22%
St Object: 3000	Purchased Services	Total:	4,241.00	225.00	0.00	4,016.00	5.30%
St Object: 5000	Supplies and Materials	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	2,980.00	0.00	0.00	2,980.00	0.00%
Function: 361	Welfare Activities	Total:	7,221.00	225.00	0.00	6,996.00	3.11%
St Object: 1000	Salaries	Total:	221,911.00	53,369.12	0.00	168,541.88	24.04%
St Object: 2000	Employee Benefits	Total:	153,030.00	36,670.87	0.00	116,359.13	23.96%
St Object: 3000	Purchased Services	Total:	66,077.00	10,368.40	0.00	55,708.60	15.69%
St Object: 5000	Supplies and Materials	Total:	2,108.00	1,951.54	0.00	156.46	92.57%
Function: 371	Non-Public School Pupils	Total:	443,126.00	102,359.93	0.00	340,766.07	23.09%
St Object: 1000	Salaries	Total:	300.00	0.00	0.00	300.00	0.00%
St Object: 2000	Employee Benefits	Total:	150.00	0.00	0.00	150.00	0.00%
Function: 391	Other Community Services	Total:	450.00	0.00	0.00	450.00	0.00%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	0.00	0.00	0.00	0.00	0.00%
Function: 611	Fund Modification	Total:	0.00	0.00	0.00	0.00	0.00%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	2,000.00	0.00	0.00	2,000.00	0.00%
Function: 625	Transfer Out Food Serv	Total:	2,000.00	0.00	0.00	2,000.00	0.00%
St Object: 8000	Outgoing Transfers/Oth Transct	Total:	1,000,000.00	0.00	0.00	1,000,000.00	0.00%
Function: 643	Tran Out 430 Fund	Total:	1,000,000.00	0.00	0.00	1,000,000.00	0.00%
Type: 5	Expense	Total:	97,114,857.00	31,295,753.43	441,487.71	65,377,615.86	32.68%
Grand Total:			-2,601,437.00	-849,617.06			
End of Report							



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Tina Kostiuk, Assistant Superintendent for Finance & Operations
Date: December 16, 2021
Re: Request to Approve Disbursement Reports

Recommended Motion:

I move that the Board of Education approve the disbursement reports, as presented.

Background Information:

A reference chart is included with the disbursement reports to help navigate the definition of the Fund and Object columns included on the Check and EFT Disbursements files.

ATTACHMENTS:

File Name	Description
☐ Reference_Chart_for_Disbursement_Reports_(rev_1-2021).pdf	Reference Chart for Disbursement Reports
☐ November_Disbursements.pdf	November Disbursements

Disbursements Reference Chart

Fund #	Fund - The 3 rd column of the disbursement report
101	General Fund Note: The General Fund is our main fund and accounts for our P-12 activities. We use sub fund #'s to further segregate General Fund activity for analysis purposes. All of the sub fund categories rolls up into the General Fund as a whole. The payment listing identifies the sub fund, which may help further explain the expenditure. The following are subcategories of the General Fund that appear in the payment listing:
	106 Preschools
	108 PREP
	114 Federal grant activities
	124 State grant activities
	210 Athletics
	211 Clubs
220	Center Program
230	Community Services/Recreation
250	Food Services
272	International Academy
402	Capital Improvement Fund
408	Bond Fund
416	Sinking Fund
430	Capital Equipment Fund
510	Scholarship/Trust Funds
610	Hills Funds
810	Internal Service Fund (primarily self-insured activity)

Object #	Object Category – The 4th column of the disbursement report
	Object column has 8 digits. The firsts digit represents the type of account. For the payment listing, it will usually be a “5” for an expenditure/payment. The 2nd digit represents the object category as follows:
51xxxxxx	1 represent salaries/wages through payroll, which is NOT part of the payment
52xxxxxx	2 represent employee benefits
53xxxxxx	3 represents a Purchased Service, such as contracted substitutes and staff, legal/audit/consulting services, police liaisons, officials, etc.
54xxxxxx	4 represent a repair or rental
55xxxxxx	5 represents supplies, such as teaching supplies, energy supplies (gas, electricity, diesel fuel, food, tires, office, etc.
56xxxxxx	6 represents capital outlay. Since the establishment of the Capital Equipment Fund, seeing this category is infrequent, but may occur if someone chose this account for a small purchase that they deemed equipment.
57xxxxxx	7 represents dues, fees, including entry fees, registration fees, taxes abated etc.
58xxxxxx	8 represents payments to other districts, such as outgoing tuition

The payment listing will show some items other than a 5 for expenditures. You may see the following:

2xxxxxxx - this is a liability account that will show up if we are holding money that is refunded, a payroll garnishment or with Hills and Trust activities.

4xxxxxxx - this is a revenue account that will show up if we collected revenue that is refunded.

Bloomfield Hills Schools

Detailed Check Register for Board Reporting

Check Date From 11/1/2021 TO 11/30/2021

PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00033922	ARAMARK SERVICES INC	250	53190000	EP 00006352	11/01/2021	KC00987998	LABOR FEDERAL BREAKFAST	P2200065	16,076.57	MW
00033922	ARAMARK SERVICES INC	250	55610000	EP 00006352	11/01/2021	KC00987998	FOOD FEDERAL BREAKFAST	P2200065	25,626.04	MW
00033922	ARAMARK SERVICES INC	250	55640000	EP 00006352	11/01/2021	KC00987998	NON FOOD FEDERAL BREAKFAST	P2200065	8,284.95	MW
00033922	ARAMARK SERVICES INC	250	55640000	EP 00006352	11/01/2021	KC00987998	Non Food Items		0.01	MW
00033922	ARAMARK SERVICES INC	250	55611000	EP 00006352	11/01/2021	KC00987998	MILK FEDERAL BREAKFAST	P2200065	2,779.77	MW
00033922	ARAMARK SERVICES INC	250	53190000	EP 00006352	11/01/2021	KC00987998	FOOD MANAGEMENT LABOR NON	P2200065	14,932.99	MW
00033922	ARAMARK SERVICES INC	250	55610000	EP 00006352	11/01/2021	KC00987998	FOOD PURCHASES NON FEDERAL	P2200065	23,803.18	MW
00033922	ARAMARK SERVICES INC	250	55640000	EP 00006352	11/01/2021	KC00987998	NON FOOD COSTS NON FEDERAL	P2200065	7,695.61	MW
00033922	ARAMARK SERVICES INC	250	55611000	EP 00006352	11/01/2021	KC00987998	MILK PURCHASES NON FEDERAL	P2200065	2,582.04	MW
00033922	ARAMARK SERVICES INC	250	53190000	EP 00006352	11/01/2021	KC00987998	FOOD SERVICE MANAGEMENT	P2200065	37,439.76	MW
00033922	ARAMARK SERVICES INC	250	55610000	EP 00006352	11/01/2021	KC00987998	FOOD PURCHASES FEDERAL	P2200065	59,678.96	MW
00033922	ARAMARK SERVICES INC	250	55640000	EP 00006352	11/01/2021	KC00987998	NON FOOD FEDERAL LUNCH	P2200065	19,294.31	MW
00033922	ARAMARK SERVICES INC	250	55611000	EP 00006352	11/01/2021	KC00987998	MILK PURCHASES FEDERAL	P2200065	6,473.64	MW
Vendor Total:									224,667.83	
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006353	11/01/2021	18649	Mileage		32.48	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006353	11/01/2021	18630	Interp. services on 10/25		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006353	11/01/2021	18630	Mileage		32.87	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006353	11/01/2021	18649	Interp. services on 10/26		543.75	MW
Vendor Total:									1,152.85	
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006354	11/01/2021	X102015204:01	MISC BUS PARTS		976.21	MW
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006354	11/01/2021	X102015217:01	ALARM FOR RELEASE HINGE		98.85	MW
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006354	11/01/2021	X102015232:01	MISC BUS PARTS		173.12	MW
Vendor Total:									1,248.18	
00007695	JACOBS, JULIE L	610	24317006	EP 00006355	11/01/2021	EXP08282021	PTO teacher reimburse - Jacobs		70.23	MW
00007695	JACOBS, JULIE L	610	24317006	EP 00006355	11/01/2021	EXP08292021	PTO teacher reimburse-Jacobs		36.01	MW
00007695	JACOBS, JULIE L	610	24317006	EP 00006355	11/01/2021	EXP10252021	PTO teacher reimburse - Jacobs		48.59	MW
00007695	JACOBS, JULIE L	610	24317006	EP 00006355	11/01/2021	EXP10252021	PTO Reimb Overage		-4.83	MW
Vendor Total:									150.00	
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP08162021	PTO Teacher Reimbursement		90.34	MW
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP09142021	PTO teacher Reimbursement \$150		26.38	MW
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP09152021	PTO teacher Reimbursement \$150		14.59	MW
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP09192021	PTO teacher Reimbursement \$150		14.83	MW
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP10052021	PTO teacher Reimbursement \$150		7.41	MW
00007530	MELYMUKA, AMANDA	610	24317006	EP 00006356	11/01/2021	EXP08162021CORR	PTO Overage Deduction PTO Reimb		-3.55	MW

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Bloomfield Hills Schools
Detailed Check Register for Board Reporting
Check Date From 11/1/2021 TO 11/30/2021

PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
								Vendor Total:	150.00	
00021565	OAKLAND RHYTHMIC	230	53190000	EP 00006357	11/01/2021	2411082021	ORG Team; 8/1/21 - 8/31/21		6,121.50	MW
								Vendor Total:	6,121.50	
00056641	SCHOOL SPECIALTY LLC	101	55110000	EP 00006358	11/01/2021	208128884937	art room supplies		200.10	MW
								Vendor Total:	200.10	
00007606	THORNE, JUSTINA	101	53412000	EP 00006359	11/01/2021	EXP10122021	REIMB SEPT CELL CHARGES		30.00	MW
								Vendor Total:	30.00	
00057097	ABC LANGUAGES	272	53110000	EP 00006360	11/12/2021	SER10292021	Online French Class 10/18-29		3,550.00	MW
								Vendor Total:	3,550.00	
00055765	BARGREN, LINDA	610	55990000	EP 00006361	11/12/2021	EXPMLT11082021	BHMS FLL 39483 Bargren Exp		45.93	MW
								Vendor Total:	45.93	
00000576	BIRMINGHAM BLOOMFIELD	101	53190000	EP 00006362	11/12/2021	SER10282021	BHPrevention SVS 4/1-6/30/21		2,500.00	MW
00000576	BIRMINGHAM BLOOMFIELD	101	53190000	EP 00006362	11/12/2021	SER10282021A	BH Prevention Svs 2021-2022		10,000.00	MW
								Vendor Total:	12,500.00	
00029818	BLOCH, KIMBERLY	101	53210000	EP 00006363	11/12/2021	MLG10292021	October 2021 Mileage Reimb		57.34	MW
								Vendor Total:	57.34	
00033907	BROOKES BUNCH	230	53190000	EP 00006364	11/12/2021	248021C03	All star cheer dance 9/29-11/3		861.00	MW
00033907	BROOKES BUNCH	230	53190000	EP 00006364	11/12/2021	248021C04	All star cheer dance 9/29-11/5		902.00	MW
00033907	BROOKES BUNCH	230	53190000	EP 00006364	11/12/2021	260221C03	Adv Tumbling Acrobat 9/29-11/3		150.00	MW
								Vendor Total:	1,913.00	
00006401	BROWN, LISA	101	53210000	EP 00006365	11/12/2021	MLG10282021	October 2021 Mileage Reimb		74.76	MW
								Vendor Total:	74.76	
00031986	CENGAGE LEARNING GALE INC	272	57410000	EP 00006366	11/12/2021	76062910	Subscription 10/15-10/14/22		577.24	MW
								Vendor Total:	577.24	
00002081	CHINOSKI, JULIE	101	53210000	EP 00006367	11/12/2021	MLG09302021	September 2021 Mileage		23.17	MW
00002081	CHINOSKI, JULIE	101	53210000	EP 00006367	11/12/2021	MLG10292021	October 2021 Mileage Reimb		32.79	MW
								Vendor Total:	55.96	
00005302	COACH GENEVIEVE LLC	230	53190000	EP 00006368	11/12/2021	2747FALL21	SNAP Flag Football Fall 21		21,841.20	MW
								Vendor Total:	21,841.20	
00032516	COMPONE ADMINISTRATORS INC	810	53190000	EP 00006369	11/12/2021	176591	Pre Paid Med		-15,361.95	MW
00032516	COMPONE ADMINISTRATORS INC	810	53190000	EP 00006369	11/12/2021	176591	Oct 2021 Loss Fund Reimb		16,961.72	MW
00032516	COMPONE ADMINISTRATORS INC	810	53190000	EP 00006369	11/12/2021	176591	Credit		-375.00	MW
								Vendor Total:	1,224.77	

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Bloomfield Hills Schools
Detailed Check Register for Board Reporting
Check Date From 11/1/2021 TO 11/30/2021

PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00033133	COMPTON PRESS INDUSTRIES LLC	230	53610000	EP 00006370	11/12/2021	33076	2021 Ski Snowboard Handbook		1,839.41	MW
Vendor Total:									1,839.41	
00004602	CORRIGAN MOVING SYSTEMS	101	53190000	EP 00006371	11/12/2021	203056	Moving and Storage Fee		1,095.00	MW
Vendor Total:									1,095.00	
00053295	DENI ROSE	101	53210000	EP 00006372	11/12/2021	MLG09242021	September 2021 Mileage		162.34	MW
00053295	DENI ROSE	101	53210000	EP 00006372	11/12/2021	MLG10292021	October 2021 Mileage Reimb		233.02	MW
Vendor Total:									395.36	
00032136	DETROIT INSTITUTE FOR	220	53190000	EP 00006373	11/12/2021	2399	OT 9/25-10/24		1,088.75	MW
Vendor Total:									1,088.75	
00055236	DIGITAL SIGNUP	272	53190000	EP 00006374	11/12/2021	15228	October 2021 Digital Signup		679.20	MW
Vendor Total:									679.20	
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Way		1,225.20	MW
00052692	DIRECT ENERGY BUSINESS	272	55520000	EP 00006375	11/12/2021	213080047283797	I.A.		0.00	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Bloomfield Middle		3,461.63	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Doyle Center/Booth Center		1,666.78	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Lone Pine		2,299.93	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Transportation		257.62	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Fox Hills		0.00	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	BHHS		5,141.80	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	East Hills		3,624.82	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Lahser		1,169.49	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Dublin Bldg		99.90	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Eastover		1,647.17	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Conant		1,719.67	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	Bowers School House		0.00	MW
00052692	DIRECT ENERGY BUSINESS	101	55520000	EP 00006375	11/12/2021	213080047283797	West Hills		3,576.52	MW
Vendor Total:									25,890.53	
00032809	EDUSTAFF LLC	101	53190000	EP 00006376	11/12/2021	20211112016	Contracted Subs 10/24-11/6/21		74,866.98	MW
Vendor Total:									74,866.98	
00052314	ELLIS, RALPH	101	53210000	EP 00006377	11/12/2021	MLG10282021	October 2021 Mileage Reimb		20.64	MW
Vendor Total:									20.64	
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Lone Pine		6,216.46	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl LP 1st Shift Person		0.00	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	East Hills Middle School		12,365.19	MW

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Bloomfield Hills Schools
Detailed Check Register for Board Reporting
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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	EL Johnson Nature Center		1,013.50	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Bloomfield Hills Middle School		17,568.15	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Bowers Academy		0.00	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Booth Center/Doyle		4,324.94	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Fox Hills Preschool		6,216.46	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	High School		20,308.65	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl HS 3rd Shift Person		3,647.84	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl HS 2nd Shift Person		4,083.34	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl HS 2nd Shift Person		4,083.34	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl HS 1st Shift Person		7,986.24	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Addl HS 2nd Shift Person		3,647.83	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	West Hills Middle School		16,554.66	MW
00054859	ENVIRO-CLEAN SERVICES INC	272	54194000	EP 00006378	11/12/2021	107844	International Academy		8,243.46	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Eastover		12,432.93	MW
00054859	ENVIRO-CLEAN SERVICES INC	220	54194000	EP 00006378	11/12/2021	107844	Dublin		253.37	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Conant		10,405.93	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Charles L Bowers Farm		3,647.84	MW
00054859	ENVIRO-CLEAN SERVICES INC	220	54194000	EP 00006378	11/12/2021	107844	Wing Lake		10,405.93	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006378	11/12/2021	107844	Way		10,405.93	MW
Vendor Total:									163,811.99	
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18781	Interpreting BHHS 11/4		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18760	Mileage		15.23	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18760	Interpreting BHHS 11/3		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18781	Mileage		31.81	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18800	Interpreting BHHS 11/5		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18800	Mileage		31.81	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18825	Interpreting BHHS 11/8		562.50	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18825	Mileage		34.38	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18836	Interpreting BHHS 11/9		562.50	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18836	Mileage		24.19	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18853	Interpreting SVS 11/10 BHHS		562.50	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18853	Mileage Reimb		28.78	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18664	Interpreting BHHS 10/27		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18664	Mileage		31.19	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18686	Interpreting BHHS 10/28		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18686	Mileage		31.19	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18700	Interpreting BHHS 10/29		300.00	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18700	Mileage		16.80	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18726	Interpreting BHHS 1/1		543.75	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18726	Mileage		28.78	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18744	Interpreting BHHS 11/2		300.00	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006379	11/12/2021	18744	Mileage		15.23	MW
Vendor Total:									5,839.39	
00006369	GULVAS, MELISSA	220	53210000	EP 00006380	11/12/2021	MLG10282021	October 2021 Mileage Reimb		45.85	MW
Vendor Total:									45.85	
00056937	HOLLAND, SYDNEY	210	53190000	EP 00006381	11/12/2021	SER11012021	BHHS Athletic INTRNSHP		275.00	MW
Vendor Total:									275.00	
00002204	HOLLYER MADIS, LAURA	101	53225000	EP 00006382	11/12/2021	CONF09252021A	NACAC Conf LYFT Exp Reimb		20.72	MW
Vendor Total:									20.72	
00032569	INTEGRITY TESTING AND SAFETY	101	53143000	EP 00006383	11/12/2021	33418	October 2021 DOT Testing		62.00	MW
Vendor Total:									62.00	
00054232	INTERIM OF OAKLAND COUNTY	220	53130000	EP 00006384	11/12/2021	2022-4	Nursing SVS 10/18-29		1,540.00	MW
Vendor Total:									1,540.00	
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	ALLSTEEL - PER QUOTE 6416 ATPA200052		6,652.80	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	ALLSTEEL - PER QUOTE 6416 ATPA200052		774.36	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	ALLSTEEL - PER QUOTE 6416 ATPA200052		290.00	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	IE DISTRIBUTION SERVICES LLCH2200052		1,150.00	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	IE DISTRIBUTION SERVICES LLCH2200052		75.00	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	ALLSTEEL - PER QUOTE 6416 ATPA200052		0.00	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	DELIVERY CONTACT KIM P2200052		0.00	MW
00034017	INTERIOR ENVIRONMENTS	250	56460000	EP 00006385	11/12/2021	1688	PURCHASING TO EXPAND FOR P2200052		0.00	MW
Vendor Total:									8,942.16	
00001731	INTL BACCALAUREATE NORTH	272	57410000	EP 00006386	11/12/2021	398055	DP Remote Eval Visit 11/10-12		2,516.00	MW
00001731	INTL BACCALAUREATE NORTH	272	57410000	EP 00006386	11/12/2021	398056	MYP Remote Eval 11/10-12		2,516.00	MW
Vendor Total:									5,032.00	
00052350	KAUFMAN, BARBARA	610	24316385	EP 00006387	11/12/2021	EXP08282021	Refrigerator Prize Replaced		179.14	MW
Vendor Total:									179.14	

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00056794	KRENT, THOMAS	101	53190000	EP 00006388	11/12/2021	SER11052021	CTE PATHWAYS 10/26-11/5/21	P2200103	1,275.00	MW
Vendor Total:									1,275.00	
00003225	KRONOS INCORPORATED	101	54140000	EP 00006389	11/12/2021	11799098	UKG Ready Software Usage Fee		22,800.00	MW
Vendor Total:									22,800.00	
00056936	LOUISELLE, MASON	210	53190000	EP 00006390	11/12/2021	SER11012021	BHHS Athletic INTRNSHP		275.00	MW
Vendor Total:									275.00	
00056449	MATHIS, KRISTINE	610	24317089	EP 00006391	11/12/2021	EXPDOL10082021	Senior Night Balloon Reimb		27.56	MW
00056449	MATHIS, KRISTINE	610	24317089	EP 00006391	11/12/2021	EXPPAR10082021	Field Hockey Hills Reimb		43.25	MW
00056449	MATHIS, KRISTINE	610	24317089	EP 00006391	11/12/2021	EXPTHR10082021	Field Hockey Hills Reimb		105.31	MW
Vendor Total:									176.12	
00055087	MICHIGAN INTERPRETING	220	53190000	EP 00006392	11/12/2021	92754	Interpreting SVS 10/19-10/28		2,128.00	MW
00055087	MICHIGAN INTERPRETING	220	53190000	EP 00006392	11/12/2021	92754	Interpreting SVS 10/19-10/28		130.00	MW
00055087	MICHIGAN INTERPRETING	220	53190000	EP 00006392	11/12/2021	92754	Mileage		320.88	MW
00055087	MICHIGAN INTERPRETING	220	53190000	EP 00006392	11/12/2021	92769	Interpreting SVS 11/2-11/5		672.00	MW
Vendor Total:									3,250.88	
00000628	MICHIGAN VIRTUAL UNIVERSITY	101	58210000	EP 00006393	11/12/2021	C32154	Advanced Placement Enrollment		399.00	MW
Vendor Total:									399.00	
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	PER NBS QUOTE 339778. E&I CONF	P22000050	0.00	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	VTR2460 - VERB; TABLE-	P22000050	4,766.40	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	VWB2 - VERB; WHITEBOARD, 2 SPD	P22000050	2,083.20	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	SMGRV33879 - GROOVE 18"H A	P22000050	1,235.28	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	LOT NON UNION STRAIGHT TIME	P22000050	177.00	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	LOT NON UNION STRAIGHT TIME	P22000050	592.00	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	PER NBS QUOTE 339778. E&I CONF	P22000050	0.00	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	PURCHASING TO EXPAND FOR	P22000050	0.00	MW
00034016	NBS COMMERCIAL INTERIORS	101	56460000	EP 00006394	11/12/2021	405458	SMITH SYS FREIGHT - INCLUDED	P22000050	206.00	MW
Vendor Total:									9,059.88	
00054247	OG TEES LLC	610	24317072	EP 00006395	11/12/2021	1243	PTC Shirts		440.00	MW
Vendor Total:									440.00	
00007596	OLSON, STEPHANIE E	101	53210000	EP 00006396	11/12/2021	MLG10282021	October 2021 Mileage Reimb		37.52	MW
00007596	OLSON, STEPHANIE E	101	53220000	EP 00006396	11/12/2021	CONF10122021	Cognitive Coaching Conf Reimb		293.44	MW
Vendor Total:									330.96	
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006397	11/12/2021	2042732	REMAINING BALANCE FY21	P2100081	25,000.00	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
								Vendor Total:	25,000.00	
00054705	RABINOWITZ, NYSSA	610	24311252	EP 00006398	11/12/2021	SER10252021	Sept-Oct 2021 Clinician Pymt		375.00	MW
								Vendor Total:	375.00	
00006783	REED, DAVID A	610	24311252	EP 00006399	11/12/2021	SER10262021	Sept-Oct 2021 Clinician Pymt		475.00	MW
								Vendor Total:	475.00	
00056630	ROBINE JR, ROBERT	210	53190000	EP 00006400	11/12/2021	SER11052021	BHHS Ath Trainer 10/22-11/4		1,232.10	MW
								Vendor Total:	1,232.10	
00056585	SANDS, CHRISTIAN	610	24311252	EP 00006401	11/12/2021	SER10252021	Sept-Oct 2021 Clinician Pymt		375.00	MW
								Vendor Total:	375.00	
00056545	SMITH, MARLA	610	24311252	EP 00006402	11/12/2021	SER10252021	October 2021 Clinician Pymt		75.00	MW
								Vendor Total:	75.00	
00018782	SPENCER OIL COMPANY	101	55710000	EP 00006403	11/12/2021	8983169	Diesel Fuel		17,890.20	MW
								Vendor Total:	17,890.20	
00054982	STUART, ELIZABETH	220	53210000	EP 00006404	11/12/2021	MLG10292021	October 2021 Mileage Reimb		69.89	MW
								Vendor Total:	69.89	
00053233	TC CONSTRUCTION	101	53190000	EP 00006405	11/12/2021	006914	Farm projects		2,960.00	MW
00053233	TC CONSTRUCTION	101	54220000	EP 00006405	11/12/2021	006914	Equipment Rental		1,000.00	MW
								Vendor Total:	3,960.00	
00056484	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006406	11/12/2021	2850/2101230	18-45904		218.54	MW
								Vendor Total:	218.54	
00056486	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006407	11/12/2021	2850/2101230	18-51838		172.61	MW
								Vendor Total:	172.61	
00056487	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006408	11/12/2021	2850/2101230	18-46248		77.87	MW
								Vendor Total:	77.87	
00033866	ACTIVE INTERNET	101	53450000	EP 00006409	11/23/2021	INV036340	Prep Registration		398.00	MW
								Vendor Total:	398.00	
00056920	AK INVESTMENTS LLC	101	54210000	EP 00006410	11/23/2021	12012021RENT	281 Enterprise Lease Dec 2021	P2200014	4,676.00	MW
								Vendor Total:	4,676.00	
00055765	BARGREN, LINDA	610	55990000	EP 00006411	11/23/2021	EXPMLT11142021	BHMS FLL 39483 Bargren Exp		8.49	MW
00055765	BARGREN, LINDA	610	55990000	EP 00006411	11/23/2021	EXPMLT11142021	BHMS FLL 39483 Bargren Exp		11.99	MW
								Vendor Total:	20.48	
00032846	BARTON MALOW COMPANY	408	53198002	EP 00006412	11/23/2021	90095590	NEW ACCT GEN LIABILITY	P2100037	681.41	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	ACCESS CONTROL - FOX HILLS	P2200090	180.00	MW

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00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	VIDEO SURVEILLANCE - FOX	P2200090	189.00	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200075	FIRE SUPPRESSION C2109 BP4 SHMS	P2200075	10,800.00	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200077	STRUCTURAL STEEL C2109 BP4	P2200077	58,122.00	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200079	MASONRY C2109 BP4 SHMS	P2200079	35,318.70	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200095	INTEGRATED AUTOMATION C2109	P2200095	16,648.92	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200096	HARD TILE C2109 BP4 SHMS	P2200096	1,998.90	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200097	METAL PANELS C2201 BP4.1	P2200097	8,046.00	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200015	CO#1 THROUGH 10.12.2021	P2200015	2,483.12	MW
00032846	BARTON MALOW COMPANY	408	56310000	EP 00006412	11/23/2021	90095590P2100060	LAHSER DEMOLITION BID C2102P2100060	P2100060	13,300.00	MW
00032846	BARTON MALOW COMPANY	408	56310000	EP 00006412	11/23/2021	90095590P2100060	CO#1 - MUD BED REMOVAL	P2100060	3,000.00	MW
00032846	BARTON MALOW COMPANY	408	56221000	EP 00006412	11/23/2021	90095590P2200015	BOOTH T2106 ACCESS/VIDEO	P2200015	1,550.50	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	ACCESS CONTROL - LONE PINE	P2200090	180.00	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	VIDEO SURVEILLANCE - LONE	P2200090	189.00	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326	CONSTRUCTION MANAGEMENT	P2100078	95.00	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326	GENERAL CONDITIONS &	P2100078	25.48	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100074	BOOTH PILOT ROOM and CO #1	P2100074	3,600.00	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	BOOTH PILOT ROOM - C2103 -	P2100075	4,932.80	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	SCCO#1,2103 - ADD'L TEMPERED	P2100075	149.15	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	SCCO#1,2103 - CREDIT FOR BROKE	P2100075	-25.00	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	SCCO#1,2103 - TEMPORARY	P2100075	99.75	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	SCCO#1,2103 - ADD'L BATHROOM	P2100075	73.70	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096326P2100075	SCCO#2,2103 - ADD'L DISPLAY	P2100075	100.00	MW
00032846	BARTON MALOW COMPANY	416	53198000	EP 00006412	11/23/2021	90096339	T2106 GENERAL CONDITIONS -	P2200088	8.22	MW
00032846	BARTON MALOW COMPANY	408	56310000	EP 00006412	11/23/2021	90095590P2200071	SHMS SITEWORK C2109 BP4	P2200071	141,210.00	MW
00032846	BARTON MALOW COMPANY	408	56310000	EP 00006412	11/23/2021	90095590P2200076	SELECTIVE DEMOLITION C2109	P2200076	22,756.50	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	ACCESS CONTROL - HIGH SCHOOL	P2200090	180.00	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	VIDEO SURVEILLANCE - HIGH	P2200090	190.97	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334	TRAUB IMPROVEMENTS - C2104	P2100080	149.00	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334	TRAUB IMPROVEMENTS - C2104	P2100080	555.65	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334P2100061	CHANGE ORDER 1: SAWCUT, R&R	P2100061	8,877.28	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334P2100061	ADDITIONAL FLOOR DRAINS	P2100061	1,725.72	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334P2100061	Change Order #3 Therm and Plen	P2100061	3,027.32	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096334P2100077	TRAUB IMPROVEMENTS - C2104	P2100077	12,690.00	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	ACCESS CONTROL - I.A.	P2200090	182.32	MW
00032846	BARTON MALOW COMPANY	416	56220000	EP 00006412	11/23/2021	90096339P2200090	VIDEO SURVEILLANCE - I.A.	P2200090	189.00	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00032846	BARTON MALOW COMPANY	408	53198001	EP 00006412	11/23/2021	90095590	NEW ACCT STAFFING PLAN	P2100037	136,282.22	MW
00032846	BARTON MALOW COMPANY	408	53198003	EP 00006412	11/23/2021	90095590	NEW ACCT GENERAL	P2100037	83,720.54	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200007	NORTH HILLS MIDDLE SCHOOL	P2200007	470,923.46	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200007	CO#1 - FILL & POUR TRENCHES	P2200007	42,993.94	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200022	BID CATEGORY #051000 -	P2200022	89,579.70	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200043	BID CATEGORY #210000 - FIRE SUP	P2200043	16,380.00	MW
00032846	BARTON MALOW COMPANY	408	56220000	EP 00006412	11/23/2021	90095590P2200062	BID CATEGORY #260000 - ELECT	P2200062	110,124.00	MW
Vendor Total:									1,303,484.27	
00000576	BIRMINGHAM BLOOMFIELD	610	24317006	EP 00006413	11/23/2021	EXP11162021	ANNUAL DONATION FROM BHHS		100.00	MW
Vendor Total:									100.00	
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP08232021	JEWELRY SUPPLIES		209.29	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10052021	JEWELRY SUPPLIES		74.24	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10222021	JEWELRY SUPPLIES		101.51	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10222021A	JEWELRY SUPPLIES		30.75	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10242021	JEWELRY SUPPLIES		43.00	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10242021A	JEWELRY SUPPLIES		109.00	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP10262021	JEWELRY SUPPLIES		28.76	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP11022021	JEWELRY SUPPLIES		14.38	MW
00052534	BROWNSON, BARB	101	55110000	EP 00006414	11/23/2021	EXP11032021	JEWELRY SUPPLIES		22.86	MW
Vendor Total:									633.79	
00007104	CANTWELL, MARGARET A	610	24317006	EP 00006415	11/23/2021	EXP09292021	PTO Teacher Reimburse-Cantwell		25.00	MW
00007104	CANTWELL, MARGARET A	610	24317006	EP 00006415	11/23/2021	EXP10152021	PTO TEacher Reimburse-Cantwell		24.95	MW
00007104	CANTWELL, MARGARET A	610	24317006	EP 00006415	11/23/2021	EXP11152021	PTO TEacher Reimburse-Cantwell		94.74	MW
00007104	CANTWELL, MARGARET A	610	24317006	EP 00006415	11/23/2021	EXP11192021	PTO TEacher Reimburse-Cantwell		5.31	MW
Vendor Total:									150.00	
00003080	CLARK HILL PLC	402	53170000	EP 00006416	11/23/2021	1149319	Legal Fees Hickory Grove		54.00	MW
00003080	CLARK HILL PLC	101	53170000	EP 00006416	11/23/2021	1149320	Legal Fees IA Consortium		594.00	MW
00003080	CLARK HILL PLC	101	53170000	EP 00006416	11/23/2021	1149322	Legal Fees Sink Fnd Cnstr Prj		54.00	MW
00003080	CLARK HILL PLC	101	53170000	EP 00006416	11/23/2021	1149318	Legal Fees Gen Busn Matters		3,396.00	MW
Vendor Total:									4,098.00	
00033133	COMPTON PRESS INDUSTRIES LLC	230	55910000	EP 00006417	11/23/2021	33194	Winter Brochures		2,550.50	MW
Vendor Total:									2,550.50	
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	7811193		0.00	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	22834517		0.41	MW

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00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56600864		48.09	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	40235192		3.95	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	8453539		104.67	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	23190182		0.00	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	29504470		15.83	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	21773210		4.38	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	6204665		216.73	MW
00034019	CONSTELLATION ENERGY	220	55510000	EP 00006418	11/23/2021	3339910	56070011		58.92	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56150884		18.94	MW
00034019	CONSTELLATION ENERGY	272	55510000	EP 00006418	11/23/2021	3339910	56012030		55.18	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	50802966		292.57	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56140201		53.08	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56146561		1,615.55	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56145449		3.95	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	50811800		362.25	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	9836964		108.04	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	40230917		7.08	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	23385095		0.83	MW
00034019	CONSTELLATION ENERGY	101	55510000	EP 00006418	11/23/2021	3339910	56090227		18.75	MW
Vendor Total:									2,989.20	
00033332	DIGITAL AGE TECHNOLOGIES INC	101	55990000	EP 00006419	11/23/2021	11093	Clarity Audio System with Teac	P2200055	1,500.00	MW
00033332	DIGITAL AGE TECHNOLOGIES INC	101	55990000	EP 00006419	11/23/2021	11093	Shipping	P2200055	25.00	MW
Vendor Total:									1,525.00	
00057098	DOUGLASS, EMILY	101	55110000	EP 00006420	11/23/2021	EXP11082021	Gold License Expen Reimb		159.00	MW
Vendor Total:									159.00	
00032809	EDUSTAFF LLC	101	53113000	EP 00006421	11/23/2021	2021112601-3	Contracted Subs 11/7-11/20/21		78,822.12	MW
Vendor Total:									78,822.12	
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006422	11/23/2021	107599	BBALL PRAC/FBALL GAME 10/24		126.99	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006422	11/23/2021	107601	MATTRESS SALE BHHS 10/3 10/10		261.04	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006422	11/23/2021	107579	BHHS SUPPLIES OCTOBER 2021		5,094.81	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006422	11/23/2021	107595	BOURBON & BREWS XTRA		183.43	MW
00054859	ENVIRO-CLEAN SERVICES INC	101	54194000	EP 00006422	11/23/2021	107602	CONANT MOVIE NIGHT 10/23		190.49	MW
Vendor Total:									5,856.76	
00033905	EXECUTIVE ENERGY SERVICES	101	53190000	EP 00006423	11/23/2021	3913	AUGUST 2021 CONSULT		550.00	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00033905	EXECUTIVE ENERGY SERVICES	101	53190000	EP 00006423	11/23/2021	3932	SEPTEMBER 2021 CONSULT		550.00	MW
00033905	EXECUTIVE ENERGY SERVICES	101	53190000	EP 00006423	11/23/2021	3947	OCTOBER 2021 CONSULT		550.00	MW
Vendor Total:									1,650.00	
00057120	FRANCO	114	53190000	EP 00006424	11/23/2021	9899	Communication Support		9,000.00	MW
Vendor Total:									9,000.00	
00029933	FRENCH ASSOCIATES INC	408	53197000	EP 00006425	11/23/2021	16870	WAY ELEM - ARCH SERVICES	P2100019	50,794.80	MW
00029933	FRENCH ASSOCIATES INC	408	53197000	EP 00006425	11/23/2021	16871	ARCH FEES BP 4.1 5.6% OF 1,832	P2100028	14,026.94	MW
00029933	FRENCH ASSOCIATES INC	408	53197000	EP 00006425	11/23/2021	16871	BHS 2020 BOND REIMBURSEABLES	P2200086	2,955.76	MW
Vendor Total:									67,777.50	
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18942	Interpreting services on 11/17		150.00	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18942	Mileage		10.42	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18869	Interpreting 11/11/21 BHHS		562.50	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18869	Mileage		31.19	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18921	Interpreting 11/16 BHHS		562.50	MW
00056979	GLOBAL INTERPRETING SERVICES	220	53190000	EP 00006426	11/23/2021	18921	Mileage Reimb		31.19	MW
Vendor Total:									1,347.80	
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1192964		172.73	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1192966		165.04	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1309101		880.40	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1065783		100.60	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1202522		1,067.91	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139233		196.65	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 995883		120.89	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1235603		144.16	MW
00032987	GREATAMERICA LEASING	210	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139508		152.12	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 960285		574.49	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1202603		147.67	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1498271		454.53	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1664822		1,192.36	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1152903		104.01	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1016860		252.09	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1152905		73.10	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1017004		76.68	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1324722		306.12	MW

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00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1221205		473.06	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1324711		166.75	MW
00032987	GREATAMERICA LEASING	220	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1551039		194.85	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1117952		1,776.46	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1162146		1.25	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1664236		1.25	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 978984		355.21	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1584219		3,917.48	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139507		393.30	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139510		135.93	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139512		181.45	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1177679		513.58	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1202604		182.51	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 925501		551.31	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 996511		183.47	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 996511		184.78	MW
00032987	GREATAMERICA LEASING	272	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1357989		121.08	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1248779		200.25	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1152905		409.66	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1017003		200.93	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1192969		175.74	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1065775		23.60	MW
00032987	GREATAMERICA LEASING	230	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1139505		148.80	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1619752		118.63	MW
00032987	GREATAMERICA LEASING	106	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1590880		172.25	MW
00032987	GREATAMERICA LEASING	106	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 923862		158.91	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1187701		113.20	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1309139		1,000.55	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1202504		1,871.90	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1152905		121.00	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1365401		116.30	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1307720		746.25	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1193123		754.65	MW
00032987	GREATAMERICA LEASING	272	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1312191		152.07	MW
00032987	GREATAMERICA LEASING	272	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1357988		1,492.84	MW

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00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1235686		2,238.25	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1111549		718.64	MW
00032987	GREATAMERICA LEASING	272	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1203315		181.68	MW
00032987	GREATAMERICA LEASING	272	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1257407		38.02	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1152902		806.26	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1251000		108.16	MW
00032987	GREATAMERICA LEASING	101	54220000	EP 00006427	11/23/2021	30478515	COLOR COPY COST-ID# 1016861		874.92	MW
00032987	GREATAMERICA LEASING	220	54220000	EP 00006427	11/23/2021	30478515	LEASE PMT# 1551039		194.85	MW
Vendor Total:									28,653.58	
00007479	HARTMAN, TIFFANY	101	53210000	EP 00006428	11/23/2021	MLGOCT2021	October 2021 Mileage Reimb		8.62	MW
Vendor Total:									8.62	
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006429	11/23/2021	X102015239:01	Foam ASM Wall MT		173.48	MW
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006429	11/23/2021	X102015239:02	FUEL TANK		1,010.38	MW
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006429	11/23/2021	X102015258:01	Vehicle Repair Parts		594.40	MW
00001602	HOEKSTRA TRANSPORTATION INC	101	55730000	EP 00006429	11/23/2021	X102015270:01	UNIVERSAL JOINT KIT		46.33	MW
Vendor Total:									1,824.59	
00001731	INTL BACCALAUREATE NORTH	610	24317031	EP 00006430	11/23/2021	12132942	IB Exam Fees 2022		260,491.00	MW
Vendor Total:									260,491.00	
00052467	JUNCKER, PAULETTE	610	24316310	EP 00006431	11/23/2021	EXP10112021	GIRLS ROBOTICS		200.75	MW
00052467	JUNCKER, PAULETTE	610	24316310	EP 00006431	11/23/2021	EXP10282021	GIRLS ROBOTICS		126.95	MW
00052467	JUNCKER, PAULETTE	610	24316310	EP 00006431	11/23/2021	EXP10292021	GIRLS ROBOTICS		206.39	MW
Vendor Total:									534.09	
00053524	KALUSNIAK, ELIZABETH	610	24312226	EP 00006432	11/23/2021	EXPRI011052021	Girls League Team Dinner Reimb		711.54	MW
Vendor Total:									711.54	
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGNOV2021	Nov 2021 Mileage		6.72	MW
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGOCT2021	Oct 2021 Mileage Reimb		4.48	MW
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGSEP2021	September 2021 Mileage		6.72	MW
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGNOV2021	Nov 2021 Mileage		6.72	MW
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGOCT2021	Oct 2021 Mileage Reimb		4.48	MW
00006050	MUSSON, ANNE	101	53210000	EP 00006433	11/23/2021	MLGSEP2021	September 2021 Mileage		6.72	MW
Vendor Total:									35.84	
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	ATTACHED WITH DRAWING.	P2200035	36.42	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	339158 ATTACHED WITH	P2200035	444.70	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	ATTACHED WITH DRAWING.	P2200035	20.75	MW

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00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	BASED OFF OF E&I CONTRACT.	P2200035	18.21	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	BASED OFF OF E&I CONTRACT.	P2200035	19.06	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	DSLLB - SOTO; LETTER BOX - LA	P2200035	19.06	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	QUOTE 339158 ATTACHED WITH	P2200035	509.52	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	PER QUOTE 339158 ATTACHED	P2200035	153.75	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	OF E&I CONTRACT.	P2200035	532.06	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	CONTRACT.	P2200035	506.47	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	18D X 84W. PER QUOTE 339158	AP2200035	191.18	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	RSC18422AF - CABINET-STORAGE	P2200035	516.18	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	X 42W X 28H. PER QUOTE 339158	P2200035	880.58	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	LOCK9201FR - LOCK CYLINDER-	P2200035	0.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	OF E&I CONTRACT.	P2200035	280.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	OF E&I CONTRACT.	P2200035	662.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	BASED OFF OF E&I CONTRACT.	P2200035	1,999.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	STEELCASE COM FABRIC. PER	P2200035	700.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	ATTACHED WITH DRAWING.	P2200035	1,992.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMCSC26161 - CASCADE TEACH	P2200035	283.82	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	TS4TWP - CAMPFIRE; TABLE-	P2200035	210.35	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMEMTELYNYG - ELEMENTAL;	P2200035	203.82	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	OF E&I CONTRACT.	P2200035	444.72	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	STUDENT DESK,	P2200035	155.88	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	6-DESK, 6"W BACK. PER QUOTE	B2200035	240.00	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMPLN17554 - 4" DUAL-WHEEL	P2200035	391.80	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	ATTACHED WITH DRAWING.	P2200035	397.68	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SHELL, 16H. PER QUOTE 339158	P2200035	402.36	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMPLT00951 - PLATO STACK	P2200035	384.72	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	339158 ATTACHED WITH	P2200035	205.59	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	QUOTE 339158 ATTACHED WITH	P2200035	124.24	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	PRICING BASED OFF OF E&I	P2200035	493.42	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	TS34401 - ALIGHT; OTTOMAN-	P2200035	479.30	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	TS34401 - ALIGHT; OTTOMAN-	P2200035	223.41	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	TS34403 - ALIGHT; OTTOMAN-	P2200035	298.94	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	CONTRACT.	P2200035	865.42	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	TSBUOY - BUOY; SEAT, CAP. PE	P2200035	150.71	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMOODLE31 - OODLE; STOOL-	P2200035	60.59	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	SMOODLE31 - OODLE; STOOL-	P2200035	60.59	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	ATTACHED WITH DRAWING.	P2200035	60.59	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	BACK, 3D MICROKNIT. PER	P2200035	376.24	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	VE36 - VERB; EASEL, 36W. PER	P2200035	645.88	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	VWB2 - VERB; WHITEBOARD, 2 SP	P2200035	730.60	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	36"W X 43"H. PER QUOTE 339158P	P2200035	173.24	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	PRICING BASED OFF OF E&I	P2200035	18.21	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	WLT12L - LETTER TRAY-	P2200035	36.42	MW
00034016	NBS COMMERCIAL INTERIORS	408	53198003	EP 00006434	11/23/2021	406835	WLTS - LETTER TRAY - PORTRAIT	P2200035	36.42	MW
Vendor Total:									17,635.90	
00021565	OAKLAND RHYTHMIC	230	53190000	EP 00006435	11/23/2021	2411092021	Org Team 9/1-9/30/2021		9,503.90	MW
Vendor Total:									9,503.90	
00053890	PLANSOURCE NGE INC	810	53190000	EP 00006436	11/23/2021	IN264521	October 2021 Premiums		5,610.43	MW
00053890	PLANSOURCE NGE INC	810	53190000	EP 00006436	11/23/2021	IN264521	Credits		-1,013.95	MW
00053890	PLANSOURCE NGE INC	810	53190000	EP 00006436	11/23/2021	IN266389	November 2021 Premiums		5,905.33	MW
Vendor Total:									10,501.81	
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006437	11/23/2021	2071495	REMAINING BALANCE FY21	P2100081	8,000.00	MW
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006437	11/23/2021	2071495	GASB 84 IMPLEMENTATION	P2100081	2,000.00	MW
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006437	11/23/2021	2071495	Added Billing Federal Prgms		5,000.00	MW
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006437	11/23/2021	2071495	Added Billing GASB 84		1,000.00	MW
00007810	PLANTE AND MORAN PLLC	101	53190000	EP 00006437	11/23/2021	2071495	Added Investment GASB 40,72,79		3,000.00	MW
Vendor Total:									19,000.00	
00057114	POWDERPAK INTERNATIONAL	230	55990000	EP 00006438	11/23/2021	4121	PowderPak Rolls for Winter Par		19,153.66	MW
Vendor Total:									19,153.66	
00053063	RAINE, ANDREW SETH	610	24316310	EP 00006439	11/23/2021	EXP10292021	GIRLS ROBOTICS EXPENSES		155.80	MW
00053063	RAINE, ANDREW SETH	610	24316310	EP 00006439	11/23/2021	EXP11012021	GIRLS ROBOTICS EXPENSES		795.00	MW
00053063	RAINE, ANDREW SETH	610	24316310	EP 00006439	11/23/2021	EXP11032021	GIRLS ROBOTICS EXPENSES		18.97	MW
00053063	RAINE, ANDREW SETH	610	24316310	EP 00006439	11/23/2021	EXP08242021	GIRLS ROBOTICS EXPENSES		499.42	MW
Vendor Total:									1,469.19	
00056630	ROBINE JR, ROBERT	210	53190000	EP 00006440	11/23/2021	SER11192021	Nov 21 Athletic Trainer		182.12	MW
00056630	ROBINE JR, ROBERT	210	53190000	EP 00006440	11/23/2021	SER11192021	Nov 21 Athletic Trainer		2,168.75	MW
Vendor Total:									2,350.87	
00024396	ROCHA, WENDY	101	53412000	EP 00006441	11/23/2021	EXP10162021	REIMB JULY-OCT CELL CHARGES		120.00	MW
Vendor Total:									120.00	

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00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10162021	Trunk or Treat Decorations		42.92	MW
00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10162021	Trunk or Treat Decorations		119.76	MW
00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10222021	Pizza for Trunk or Treat		53.00	MW
00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10222021A	Trunk or Treat Supplies		71.72	MW
00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10222021A	Trunk or Treat Supplies		37.58	MW
00007010	SLADE, LISA	610	24312031	EP 00006442	11/23/2021	EXP10222021A	Trunk or Treat Supplies		76.46	MW
Vendor Total:									401.44	
00057068	SN GROUP LLC	272	53190000	EP 00006443	11/23/2021	2021055	Skip the Rat Race Enrichment		2,700.00	MW
Vendor Total:									2,700.00	
00021831	STEABAN, DEBORAH J	101	53190000	EP 00006444	11/23/2021	EXP11052021	Dog Grooming Expen Reimb		60.00	MW
Vendor Total:									60.00	
00054700	THIRD COAST TECH LLC	430	56410000	EP 00006445	11/23/2021	1623	Creston:HD-EXT3-C-B System		1,290.00	MW
00054700	THIRD COAST TECH LLC	101	53190000	EP 00006445	11/23/2021	1621	Smartboard, Viewsonic work		98.00	MW
Vendor Total:									1,388.00	
00033884	ZONAR SYSTEMS INC	101	55113000	EP 00006446	11/23/2021	SI529647	TABLET SERVICE 11/01-12/31/202		4,626.74	MW
Vendor Total:									4,626.74	
00056484	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006447	11/23/2021	2850/2101240	18-45904		218.54	MW
Vendor Total:									218.54	
00056486	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006448	11/23/2021	2850/2101240	18-51838		172.61	MW
Vendor Total:									172.61	
00056487	CHAPTER 13 STANDING TRUSTEE	101	24513392	EP 00006449	11/23/2021	2850/2101240	18-46248		77.87	MW
Vendor Total:									77.87	
00032513	AMERICAs FOUNDATION FOR	101	55110000	AP 00520013	11/01/2021	03691	renewal of chess program		500.00	MW
Vendor Total:									500.00	
00020231	BLOOMFIELD TOWNSHIP	408	57410000	AP 00520014	11/01/2021	EXP11012021A	Bond Permit		16,842.97	MW
Vendor Total:									16,842.97	
00020231	BLOOMFIELD TOWNSHIP	408	57410000	AP 00520015	11/01/2021	EXP11012021	Bond Permit		67,371.90	MW
Vendor Total:									67,371.90	
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08122021	PTO Teacher Reimburse - \$150		20.00	MW
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08142021	PTO Teacher Reimburse - \$150		16.21	MW
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08162021	PTO Teacher Reimburse - \$150		17.99	MW
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08162021	Actual Price Ducks Online		-1.00	MW
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08182021	PTO Teacher Reimburse - \$150		73.65	MW

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00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP09162021	PTO Teacher Reimburse - \$150		37.69	MW
00006262	COLBY, DIANNE	610	24317006	AP 00520016	11/01/2021	EXP08162021	PTO Teacher Reimb Overage		-14.54	MW
Vendor Total:									150.00	
00054418	DECA INC	610	24316201	AP 00520017	11/01/2021	104890	DECA STUDENT AFFILIATION		493.00	MW
Vendor Total:									493.00	
00057087	ELERT, ROBERT	101	53140000	AP 00520018	11/01/2021	EXP10222021	CDL		86.23	MW
Vendor Total:									86.23	
00057079	O'NEILL, MARTIN	610	24312065	AP 00520019	11/01/2021	EXP11062021	Ski Swap Start Up Advance		7,000.00	MW
Vendor Total:									7,000.00	
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520020	11/01/2021	210421C04	Seaton BBA 9/17-10/22/21		675.00	MW
Vendor Total:									675.00	
00005716	ADVANTAGE MEDICAL	220	54120000	AP 00520022	11/12/2021	5128	Battery and wheel repairs		555.00	MW
00005716	ADVANTAGE MEDICAL	220	54120000	AP 00520022	11/12/2021	5128	Battery and wheel repairs		555.00	MW
Vendor Total:									1,110.00	
00056581	ANDERSON, DALE	610	24311252	AP 00520023	11/12/2021	SER10252021	Sept-Oct 2021 Clinician Pymt		500.00	MW
Vendor Total:									500.00	
00055112	BARTERIAN, STEPHANIE	101	53210000	AP 00520024	11/12/2021	MLG10272021	October 2021 Mileage Reimb		42.09	MW
Vendor Total:									42.09	
00057100	BERGER, LAURA	101	53190000	AP 00520025	11/12/2021	EXP10292021	Fingerprinting Expense Reimb		67.25	MW
Vendor Total:									67.25	
00020231	BLOOMFIELD TOWNSHIP	101	53830000	AP 00520026	11/12/2021	1171541121	Way ES		1,542.55	MW
00020231	BLOOMFIELD TOWNSHIP	101	53830000	AP 00520026	11/12/2021	1260801121	PPS Franklin #A		364.11	MW
00020231	BLOOMFIELD TOWNSHIP	101	53830000	AP 00520026	11/12/2021	1271101121	LHS		935.43	MW
Vendor Total:									2,842.09	
00000437	BLOOMFIELD TOWNSHIP FIRE	220	53120000	AP 00520027	11/12/2021	EXP10212021	HeartSaver AED CPR Class		70.00	MW
00000437	BLOOMFIELD TOWNSHIP FIRE	220	53120000	AP 00520027	11/12/2021	EXP10212021	HeartSaver AED CPR Cards		27.50	MW
Vendor Total:									97.50	
00008892	BLUE LAKES CHARTER AND	610	24312059	AP 00520028	11/12/2021	279680	Deposit BHHS 4/30 PU 5/7 RTN		1,786.00	MW
Vendor Total:									1,786.00	
00056433	BRIDGES, KRISTIN	101	55110000	AP 00520029	11/12/2021	EXP10282021	Costco Red Cups Exp Reimb		59.47	MW
Vendor Total:									59.47	
00003984	BROWN, RUTH MYERS	610	24311252	AP 00520030	11/12/2021	SER10252021	Sept-Oct 2021 Clinician Pymt		625.00	MW
Vendor Total:									625.00	

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00011828	CAMPBELL, DIANA M	220	53210000	AP 00520031	11/12/2021	ML10292021	October 2021 Mileage Reimb		36.94	MW
Vendor Total:									36.94	
00056812	CANTOR, DAN	101	53210000	AP 00520032	11/12/2021	MLG10292021	October 2021 Mileage Reimb		62.33	MW
Vendor Total:									62.33	
00054497	CHAN, ELEANOR	610	55990000	AP 00520033	11/12/2021	EXP10122021	BHMS FTC 7043 GG Chan Team Exp		317.92	MW
Vendor Total:									317.92	
00004441	CLARK, EUGENE	272	53190000	AP 00520034	11/12/2021	32902	Figure Drawing 10/12-11/9		2,250.00	MW
Vendor Total:									2,250.00	
00056823	CLOSSON, LEAH	610	24317007	AP 00520035	11/12/2021	EXP06162021	Staff Meeting Exp Reimb		82.31	MW
00056823	CLOSSON, LEAH	610	24317007	AP 00520035	11/12/2021	EXP08272021	Meeting Supplies Exp Reimb		115.01	MW
Vendor Total:									197.32	
00014354	DEAF COMMUNITY ADVOCACY	220	53190000	AP 00520036	11/12/2021	114378	Interpreting SVS 10/18-10/29		4,317.50	MW
00014354	DEAF COMMUNITY ADVOCACY	220	53190000	AP 00520036	11/12/2021	114378	Mileage 10/18-10/29		115.92	MW
00014354	DEAF COMMUNITY ADVOCACY	220	53190000	AP 00520036	11/12/2021	114179	Interpreting SVS 9/21-10/15		7,342.50	MW
00014354	DEAF COMMUNITY ADVOCACY	220	53190000	AP 00520036	11/12/2021	114179	Mileage		192.64	MW
00014354	DEAF COMMUNITY ADVOCACY	220	53190000	AP 00520036	11/12/2021	114179	Parking Fee		20.00	MW
Vendor Total:									11,988.56	
00054740	DI PERRI, KRISTIN	220	53190000	AP 00520037	11/12/2021	SER11022021	Webinar Bedrock Literacy		600.00	MW
Vendor Total:									600.00	
00057096	DOERR, MEGAN	610	55990000	AP 00520038	11/12/2021	EXP09232021	Conant FLL Ex 11811 Doerr Team		24.68	MW
00057096	DOERR, MEGAN	610	55990000	AP 00520038	11/12/2021	EXP10262021	Conant FLL Ex 11811 Doerr Team		21.88	MW
Vendor Total:									46.56	
00057076	ELITE PIANO MOVERS LLC	101	53190000	AP 00520039	11/12/2021	SER08312021	Piano Tuning		525.00	MW
Vendor Total:									525.00	
00057074	EPC CONSULTING LLC	101	57410000	AP 00520040	11/12/2021	0062021	Equity Ingenuity 2021-22 Prgm		9,111.44	MW
Vendor Total:									9,111.44	
00054179	GOLEMBIESKI, MICHELLE	230	55990000	AP 00520041	11/12/2021	EXP10222021	Festival Supplies Exp Reimb		162.65	MW
Vendor Total:									162.65	
00056786	GRAPHIC SCIENCES INC	101	53190000	AP 00520042	11/12/2021	2800	SPED Files for disposal		3,842.89	MW
Vendor Total:									3,842.89	
00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	SICO PACER CAFETERIA TABLE P2200048		7,200.00	MW
00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	INSTALLATION. PER QUOTE P2200048		500.00	MW
00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	SHIPPING. PER QUOTE DATED 8/2200048		1,560.00	MW

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00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	PER QUOTE DATED 8/3/2021. TEX	P2200048	0.00	MW
00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	DELIVERY CONTACT KIM	P2200048	0.00	MW
00003224	GREAT LAKES FURNITURE	250	56460000	AP 00520043	11/12/2021	2359	PURCHASING TO EXPAND FOR	P2200048	0.00	MW
Vendor Total:									9,260.00	
00057101	GREER, JAMES	610	24311252	AP 00520044	11/12/2021	SER10272021	Sept-Oct 2021 Clinician Pymt		1,018.00	MW
Vendor Total:									1,018.00	
00052550	HAKOPIAN, PAULINA	610	24317006	AP 00520045	11/12/2021	EXP10212021	PIE Pumpkin Exp Reimb		541.36	MW
00052550	HAKOPIAN, PAULINA	610	24317006	AP 00520045	11/12/2021	EXP10272021	Costco Cider Donuts Exp Reimb		1,916.80	MW
00052550	HAKOPIAN, PAULINA	610	24317006	AP 00520045	11/12/2021	EXP11022021	Pie Pumpkin Return		-142.10	MW
Vendor Total:									2,316.06	
00057069	HIBBLER, MARCIA	101	53210000	AP 00520046	11/12/2021	MLG09302021	Mileage reimb 8/30-/29		92.40	MW
00057069	HIBBLER, MARCIA	101	53210000	AP 00520046	11/12/2021	MLG09302021	9/30/2021 Mileage Reimb		4.20	MW
Vendor Total:									96.60	
00033735	IDEMIA IDENTITY & SECURITY	101	53190000	AP 00520047	11/12/2021	SER10312021	Oct 2021 Fingerprinting Fees		134.50	MW
Vendor Total:									134.50	
00056758	KAUKAB LLC	230	53190000	AP 00520048	11/12/2021	201021C01	Glow in the dark Conant		720.00	MW
00056758	KAUKAB LLC	230	53190000	AP 00520048	11/12/2021	201121C02	Clay factory at EO		69.00	MW
00056758	KAUKAB LLC	230	53190000	AP 00520048	11/12/2021	201521D01	Thanksgiving craft party EO		92.00	MW
Vendor Total:									881.00	
00057102	KAVANAUGH, KATIE	101	53210000	AP 00520049	11/12/2021	MLG10282021	October 2021 Mileage Reimb		11.65	MW
Vendor Total:									11.65	
00056298	KIDS IN MOTION PEDIATRIC	101	53190000	AP 00520050	11/12/2021	18953	PT OT Visits 9/21-10/14		1,040.00	MW
00056298	KIDS IN MOTION PEDIATRIC	101	53190000	AP 00520050	11/12/2021	18953	Speech Visits 9/23-10/14		210.00	MW
00056298	KIDS IN MOTION PEDIATRIC	101	53190000	AP 00520050	11/12/2021	18953	Speech Visit 10/7		7.00	MW
Vendor Total:									1,257.00	
00054238	LYNCH, LORA	610	24312226	AP 00520051	11/12/2021	EXPCOS09212021	Girls Swim Hills Reimb		265.59	MW
00054238	LYNCH, LORA	610	24312226	AP 00520051	11/12/2021	EXPTAR09212021	Girls Swim Hills Reimb		73.59	MW
Vendor Total:									339.18	
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Tarquinio 10/1		7.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Garcia 10/9		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Barnett 10/14		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Pettibone 10/14		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Watkins 10/16		5.18	MW

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00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Rakowski 10/20		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Herlein 10/25		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Pettibone 10/25		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Littlejohn 10/26		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Pettibone 10/26		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Rakowski 10/26		3.58	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Littlejohn 10/28		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash King 10/28		5.00	MW
00054543	MACK, EUGENIE	101	53140000	AP 00520052	11/12/2021	PC10282021	Petty Cash Rakowski 10/28		5.00	MW
Vendor Total:									70.76	
00056911	MAD SCIENCE OF DETROIT	230	53190000	AP 00520053	11/12/2021	266121D02	Crazy Chemworks 9/30-11/4		1,824.00	MW
Vendor Total:									1,824.00	
00052343	MALCOLM, SARAH	220	53210000	AP 00520054	11/12/2021	MLG10282021	October 2021 Mileage Reimb		90.22	MW
Vendor Total:									90.22	
00057055	MANJO, MIRANDA	101	53210000	AP 00520055	11/12/2021	MLG10252021	October 2021 Mileage Reimb		35.39	MW
Vendor Total:									35.39	
00056901	MARTIN, KATHI	101	53190000	AP 00520056	11/12/2021	0000001	Meeting Eval IEP Services		1,875.00	MW
Vendor Total:									1,875.00	
00055742	MONDRAGON, DONNA	101	53210000	AP 00520057	11/12/2021	MLG10262021	October 2021 Mileage Reimb		25.98	MW
00055742	MONDRAGON, DONNA	101	53210000	AP 00520057	11/12/2021	MLG10262021	October 2021 Mileage Reimb		25.99	MW
Vendor Total:									51.97	
00053519	MUNSELLS POULTRY PROCESSING	610	24312074	AP 00520058	11/12/2021	13604	FFA Chickens Processing		406.00	MW
Vendor Total:									406.00	
00006157	MURPHY, CULLEN T	101	55110000	AP 00520059	11/12/2021	EXP10162021	Harbor Freight Science Supply		12.60	MW
Vendor Total:									12.60	
00002686	OAKLAND COUNTY SCHOOL	101	57410000	AP 00520060	11/12/2021	10-2022-63080	K Krahn OCSBO Dues 2021-2022		100.00	MW
Vendor Total:									100.00	
00002667	OAKLAND SCHOOLS	101	53160000	AP 00520061	11/12/2021	A0000091	MI Peer B+ Finance HR		60,288.75	MW
Vendor Total:									60,288.75	
00032600	OAKLAND UNIVERSITY READING	101	57410000	AP 00520062	11/12/2021	EXP09212021	READING RECOVERY STUDENT		56,192.50	MW
00032600	OAKLAND UNIVERSITY READING	101	57410000	AP 00520062	11/12/2021	EXP09212021	LITERACY SUPPORT TEACHER		6,422.00	MW
Vendor Total:									62,614.50	
00055717	OBERST, MANDY	101	53210000	AP 00520063	11/12/2021	MLG09282021	September 2021 Mileage		4.54	MW

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00055717	OBERST, MANDY	101	53210000	AP 00520063	11/12/2021	MLG09282021	September 2021 Mileage		4.53	MW
Vendor Total:									9.07	
00020884	OXFORD UNIVERSITY PRESS	101	55110000	AP 00520064	11/12/2021	195132916	Books		222.04	MW
Vendor Total:									222.04	
00008598	RELIANCE STANDARD LIFE	810	53190000	AP 00520065	11/12/2021	GL158260112021	November 21 ER Premiums		9,027.17	MW
00008598	RELIANCE STANDARD LIFE	101	24513371	AP 00520065	11/12/2021	GL158260112021	November 21 EE Premiums		7,280.13	MW
Vendor Total:									16,307.30	
00054031	SCHLIP, JENNIFER	610	55990000	AP 00520066	11/12/2021	EXP04162021	BHMS FTC 7047 MM Team Exp		243.00	MW
Vendor Total:									243.00	
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	210421C01	Basketball 9/28-10/26		675.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	210421C02	Basketball 9/29-10/27		675.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	210421C03	Basketball 9/23-10/28		972.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	210521C03	Dodgeball 9/24-10/22		495.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	251221D02	Weird Science 10/5-26		720.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	251221D03	Weird Science 9/29-10/27		432.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	251221D04	Weird Science 10/1-22		900.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	273621C01	Seaton Soccer 9/27-11/1		747.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	273621C02	Seaton Soccer 9/28-10/26		720.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	273621C03	Seaton Soccer 9/22-10/27		1,044.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	273621C04	Soccer 9/24-11/5		918.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	274221C01	Flag Football 9/27-11/1		585.00	MW
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520067	11/12/2021	290021C04	Dragon Floor Hockey 9/23-10/28		486.00	MW
Vendor Total:									9,369.00	
00055801	SIMONELLI, LAURIE	230	53210000	AP 00520068	11/12/2021	MLG10272021	October 2021 Mileage Reimb		69.78	MW
00055801	SIMONELLI, LAURIE	230	55990000	AP 00520068	11/12/2021	EXP10122021	Festival Supplies Exp Reimb		251.20	MW
00055801	SIMONELLI, LAURIE	230	55990000	AP 00520068	11/12/2021	EXP10212021	Festival Supplies Exp Reimb		179.88	MW
Vendor Total:									500.86	
00054584	SUSAN ADAMS PHOTOGRAPHY	610	24312208	AP 00520069	11/12/2021	202128	Cross Country Photos		300.00	MW
Vendor Total:									300.00	
00052361	SYLVANIA SCHOOL DISTRICT	610	24312318	AP 00520070	11/12/2021	8FB8BFE0	2 teams Science Olympiad		180.00	MW
Vendor Total:									180.00	
00054589	VERSATILE TRAINING LLC	272	53190000	AP 00520071	11/12/2021	07	Fall 2021 IA Enrichment		1,440.00	MW
00054589	VERSATILE TRAINING LLC	272	53190000	AP 00520071	11/12/2021	07	Fall 2021 IA Enrichment		12,420.00	MW

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Vendor Total:									13,860.00	
00056731	VUCETICH, JENNIFER	101	53210000	AP 00520072	11/12/2021	MLG10272021	Cost of Travel (Mileage)		0.00	MW
00056731	VUCETICH, JENNIFER	101	53210000	AP 00520072	11/12/2021	MLG10272021	October 2021 Mileage Reimb		54.88	MW
Vendor Total:									54.88	
00057062	WEBER, JAMIE	101	53210000	AP 00520073	11/12/2021	MLG10262021	October 2021 Mileage Reimb		23.73	MW
Vendor Total:									23.73	
00054293	WOLAK, JANELLE	101	53210000	AP 00520074	11/12/2021	MLG10292021	October 2021 Mileage Reimb		42.78	MW
Vendor Total:									42.78	
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520075	11/12/2021	26612	SPED Transportation 10/25-29		240.00	MW
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520075	11/12/2021	26615	Sp Ed Taxi Svs 10/15,10/29		460.00	MW
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520075	11/12/2021	26538	Special Ed Taxi Svs 10/18-22		220.00	MW
Vendor Total:									920.00	
00057052	WROBLEWSKI, LESLIE	101	53210000	AP 00520076	11/12/2021	MLG10282021	October 2021 Mileage Reimb		33.45	MW
Vendor Total:									33.45	
00056176	XU, SHICHUN	610	24312266	AP 00520077	11/12/2021	EXP10212021	Theater rental exp reimb		350.00	MW
Vendor Total:									350.00	
00055668	ZOCCOLI, LENA	101	53210000	AP 00520078	11/12/2021	MLG10262021	October 2021 Mileage Reimb		69.46	MW
Vendor Total:									69.46	
00055741	GLEANERS COMM FOOD BANK SE	610	24317006	AP 00520079	11/12/2021	EXP11092021	Make a difference day		404.69	MW
Vendor Total:									404.69	
00057107	PINE LAKE COUNTRY CLUB	610	24317089	AP 00520080	11/12/2021	2284	Bloomfield Hills Hockey Dinner		4,195.33	MW
Vendor Total:									4,195.33	
00005789	INTERNAL REVENUE SERVICE	101	24510000	AP 00520081	11/12/2021	2830/2101230	PAYROLL		457.32	MW
Vendor Total:									457.32	
00053766	STATE OF MICHIGAN - DETROIT	101	24513383	AP 00520082	11/12/2021	2030/2101230	PAYROLL		489.01	MW
Vendor Total:									489.01	
00003530	TREASURER CITY OF PONTIAC	101	24513384	AP 00520083	11/12/2021	2040/2101230	PAYROLL		361.11	MW
Vendor Total:									361.11	
00054628	WEBER & OLCESE, P.L.C.	101	24510000	AP 00520084	11/12/2021	2840/2101230	19166293GC		156.78	MW
Vendor Total:									156.78	
00009550	WELTMAN WEINBERG AND REISS	101	24510000	AP 00520085	11/12/2021	2840/2101230	040177611		190.20	MW
Vendor Total:									190.20	
00032253	ARCH ENVIRONMENTAL GROUP	408	53198003	AP 00520086	11/23/2021	2109159	SHMS ASBESTOS ABATEMENT		506.33	MW

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00032253	ARCH ENVIRONMENTAL GROUP	408	53198003	AP 00520086	11/23/2021	2110116	SHMS ASBESTOS ABATEMENT		6,642.94	MW
00032253	ARCH ENVIRONMENTAL GROUP	408	53198003	AP 00520086	11/23/2021	2111011	BHMS Asbestos Consulting		2,166.62	MW
Vendor Total:									9,315.89	
00054305	BIDLACK, TODD	101	55110000	AP 00520087	11/23/2021	EXP11122021	Food - Prof Development		83.89	MW
Vendor Total:									83.89	
00005831	BLOOMFIELD SPORTS SHOP	210	55990000	AP 00520088	11/23/2021	6545	Sport Tek Long Sleeve Logo		1,708.00	MW
00005831	BLOOMFIELD SPORTS SHOP	610	24312208	AP 00520088	11/23/2021	6548	CCX black 1/4 zip with logo		442.00	MW
Vendor Total:									2,150.00	
00000438	BLOOMFIELD YOUTH ASSISTANCE	610	24317006	AP 00520089	11/23/2021	EXP11162021	ANNUAL DONATION FROM BHHS		100.00	MW
Vendor Total:									100.00	
00000429	CHARTER TOWNSHIP OF	210	55711000	AP 00520090	11/23/2021	2022-00003008	UNLEADED FUEL ATHLETICS OCT		75.96	MW
00000429	CHARTER TOWNSHIP OF	101	55711000	AP 00520090	11/23/2021	2022-00003008	UNLEADED FUEL OCT PPS		1,816.00	MW
00000429	CHARTER TOWNSHIP OF	101	55711000	AP 00520090	11/23/2021	2022-00003008	DIESEL FUEL OCT PPS		183.50	MW
Vendor Total:									2,075.46	
00055348	CHRIS CAKES OF MI	610	24316385	AP 00520091	11/23/2021	SER11172021	DEPOSIT FOR SENIOR PANCAKE		200.00	MW
Vendor Total:									200.00	
00052441	COBB, MIHAELA	610	24319110	AP 00520092	11/23/2021	EXP10252021	Cooking with Friends Exp Reimb		49.74	MW
Vendor Total:									49.74	
00003632	CONNOLLY, BRYAN	272	53190000	AP 00520093	11/23/2021	SER11132021	Guitar Enrichment		1,440.00	MW
Vendor Total:									1,440.00	
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650234	97721020		46.44	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650235	97021183		33.37	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650230	50811800		1,182.11	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650231	8453539		144.19	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650228	6204665		1,065.11	MW
00000807	CONSUMERS ENERGY	220	55510000	AP 00520094	11/23/2021	204922724648	97452854		295.06	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	207146457417	96335565		501.64	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	204922724647	75128501		245.38	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	204922714229	98464040		522.22	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650227	56146561		2,189.80	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	206880087151	56145449		22.76	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650229	9836964		146.87	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650233	50802966		1,126.04	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	205367650232	7811193		890.85	MW

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PE ID	Vendor Name	Fund	Object	Check#	Check Date	Invoice #	Description	PO#	Amount	Type
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	201096175284	97016930		202.04	MW
00000807	CONSUMERS ENERGY	101	55510000	AP 00520094	11/23/2021	204477746262	97622506		36.23	MW
Vendor Total:									8,650.11	
00056805	CUCKOVICH, LISA	610	24317072	AP 00520095	11/23/2021	EXP11102021	Supplies for PTC Play		111.74	MW
00056805	CUCKOVICH, LISA	610	24317072	AP 00520095	11/23/2021	EXP11122021	Cake and Face Masks for PTC Pl		30.58	MW
Vendor Total:									142.32	
00057105	DANDAVOLU, RAAGA	610	24316310	AP 00520096	11/23/2021	SER11062021	BGRC - SCHOLARSHIP WINNER		1,000.00	MW
Vendor Total:									1,000.00	
00054418	DECA INC	610	24316201	AP 00520097	11/23/2021	106259	STUDENT AFFILIATION REG FEE		17.00	MW
Vendor Total:									17.00	
00057083	DRIVERGENT TRANSPORTATION	610	24317089	AP 00520098	11/23/2021	1072	School Bus Field Trip		276.25	MW
00057083	DRIVERGENT TRANSPORTATION	610	24317089	AP 00520098	11/23/2021	1072	Portal Time Reimb		32.50	MW
Vendor Total:									308.75	
00022521	DTE ENERGY	101	55520000	AP 00520099	11/23/2021	90351280	10 Pole Rental Fee QTRLY		683.56	MW
Vendor Total:									683.56	
00056467	EDUCERE LLC	101	53710000	AP 00520100	11/23/2021	BLOMFDH2105	EHMS Virtual Education		1,596.00	MW
Vendor Total:									1,596.00	
00057094	ENVIRONMENTAL MAINTENANCE	408	53198007	AP 00520101	11/23/2021	17418	SHMS ASBESTOS ABATEMENT		7,200.00	MW
Vendor Total:									7,200.00	
00002214	FISH, LISA	610	24317006	AP 00520102	11/23/2021	EXP11062021	PTO teacher reimbursement-Fish		64.64	MW
Vendor Total:									64.64	
00055741	GLEANERS COMM FOOD BANK SE	610	24317006	AP 00520103	11/23/2021	EXP11102021	WHMS Make a Difference Donatio		1,255.06	MW
Vendor Total:									1,255.06	
00033365	GLOBAL COMPLIANCE NETWORK	101	53190000	AP 00520104	11/23/2021	11897	2022 Annual Tutorials Invoice		1,400.00	MW
Vendor Total:									1,400.00	
00057113	HILL, TAWN	101	53220000	AP 00520105	11/23/2021	CONF09282021	MPAAA Conf Reimb		185.02	MW
Vendor Total:									185.02	
00006105	HILLBERRY, MARY	101	53190000	AP 00520106	11/23/2021	EXP11092021	Dog Supplies Expen Reimb		5.29	MW
Vendor Total:									5.29	
00057106	HYATT, EMILY	610	24316310	AP 00520107	11/23/2021	SER11062021	BGRC - SCHOLARSHIP WINNER		1,000.00	MW
Vendor Total:									1,000.00	
00030413	I D N DOOR AND HARDWARE	416	56220000	AP 00520108	11/23/2021	9412956	Booth Door Replacements		8,882.00	MW
00030413	I D N DOOR AND HARDWARE	416	56220000	AP 00520108	11/23/2021	9607465	BHHS Doors Replacement		1,208.00	MW

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Vendor Total:									10,090.00	
00057119	JIMS AMISH STRUCTURES	101	55990000	AP 00520109	11/23/2021	11707	10 x 20 Horse Run		3,630.00	MW
Vendor Total:									3,630.00	
00057082	KELLY, CHRISTOPHER	101	53210000	AP 00520110	11/23/2021	MLGOCT2021	October 2021 Mileage Reimb		18.10	MW
00057082	KELLY, CHRISTOPHER	101	53210000	AP 00520110	11/23/2021	MLGOCT2021	October 2021 Mileage Reimb		18.10	MW
Vendor Total:									36.20	
00055344	KRAFT, TERRI	610	24317006	AP 00520111	11/23/2021	EXP11082021	STAFF APPRECIATION FALL		49.74	MW
00055344	KRAFT, TERRI	610	24317006	AP 00520111	11/23/2021	EXP11092021	STAFF APPRECIATION FALL		5.67	MW
Vendor Total:									55.41	
00057110	LALLAIZON, LUCIANA	610	24317006	AP 00520112	11/23/2021	EXP10112021	PTIA Grant Whiteboards		44.51	MW
Vendor Total:									44.51	
00052242	LANGWELL, STEPHANIE	610	24317006	AP 00520113	11/23/2021	EXP11092021	FRUIT FOR STAFF APPRECIATION		69.99	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPAMA10072021	Boys Tennis Amazon Reimb		46.54	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPAMA10092021	Boys Tennis Amazon Reimb		27.54	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPCVS10202021	Boys Tennis CVS Reimb		10.92	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPCVS10222021	Boys Tennis CVS Reimb		406.96	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPOTD10282021	Boys Tennis On The Dunes Reimb		786.82	MW
00052242	LANGWELL, STEPHANIE	610	24312218	AP 00520113	11/23/2021	EXPSWE10222021	Boys Tennis Sweet Dreams Reimb		63.23	MW
00052242	LANGWELL, STEPHANIE	610	24317006	AP 00520113	11/23/2021	EXP11152021	Fruit Teacher Conf Exp Reimb		33.98	MW
Vendor Total:									1,445.98	
00057111	LARRY LOBERT & ASSOCIATES	101	53190000	AP 00520114	11/23/2021	BH20211	Development hosting report360		1,000.00	MW
Vendor Total:									1,000.00	
00007549	MACKINDER, NICOLE L	101	55110000	AP 00520115	11/23/2021	EXP10282021	Craft Supplies Exp Reimb		91.12	MW
Vendor Total:									91.12	
00023050	MERCHANT, AMY	101	53190000	AP 00520116	11/23/2021	EXP11082021	IB BREAKFAST FOR DP STUDENTS		32.97	MW
Vendor Total:									32.97	
00002332	MICHIGAN SCHOOL BUSINESS	101	53190000	AP 00520117	11/23/2021	16592	2021-22 Galileo Tuition		8,000.00	MW
Vendor Total:									8,000.00	
00020967	MICHIGAN DECA	610	24316201	AP 00520118	11/23/2021	06103019A	2021 MI DECA DISTRICT 6 CONFER		675.00	MW
Vendor Total:									675.00	
00056681	MILLER JOHNSON	101	53170000	AP 00520119	11/23/2021	1810461	Legal Fees Special Education		970.00	MW
00056681	MILLER JOHNSON	101	53170000	AP 00520119	11/23/2021	1810460	Legal Fees School Policy SVS		4,000.00	MW
00056681	MILLER JOHNSON	101	53170000	AP 00520119	11/23/2021	1810461	Legal Fees Labor Employment		370.00	MW

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00056681	MILLER JOHNSON	101	53170000	AP 00520119	11/23/2021	1810461	Legal Fees School Law		3,487.50	MW
Vendor Total:									8,827.50	
00002658	OAKLAND COUNTY TREASURER	101	53430000	AP 00520120	11/23/2021	MLR0002125	Metered Postage 9/16-10/15		522.58	MW
Vendor Total:									522.58	
00002677	OAKLAND SCHOOLS EVENT	101	58210000	AP 00520121	11/23/2021	A0000243	FY22 Oak Ace Annual Tuition		44,100.00	MW
Vendor Total:									44,100.00	
00030414	OAKLAND UNIVERSITY	101	53220000	AP 00520122	11/23/2021	2142	AP US HISTORY CONFERENCE		675.00	MW
Vendor Total:									675.00	
00057115	PANORAMA EDUCATION INC	114	57410000	AP 00520123	11/23/2021	INV6788	Surveys Intervent Tracking Rep		27,000.00	MW
Vendor Total:									27,000.00	
00057103	PATTERSON, CHLOE	610	24316310	AP 00520124	11/23/2021	SER11062021	BGRC - SCHOLARSHIP WINNER		1,000.00	MW
Vendor Total:									1,000.00	
00053550	ROSLIN, SOPHIA	610	24312218	AP 00520125	11/23/2021	EXPCVS10172021	Boys Tennis Banquet Items		1,425.80	MW
Vendor Total:									1,425.80	
00005745	ROWLEYS WHOLESALE ROWLEY	101	55711000	AP 00520126	11/23/2021	2286933-00	DIESEL EXHAUST FLUID		325.50	MW
Vendor Total:									325.50	
00033258	SEATON ATHLETICS LLC	230	53190000	AP 00520127	11/23/2021	290021C03	Dragons Floor Hockey9/29-10/27		405.00	MW
Vendor Total:									405.00	
00055301	SIMAKAS, LEAH	610	24316310	AP 00520128	11/23/2021	SER11062021	BGRC - SCHOLARSHIP WINNER		1,000.00	MW
Vendor Total:									1,000.00	
00055099	SMALL, KATHLEEN	101	55110000	AP 00520129	11/23/2021	EXP10212021	IB PSYCHOLOGY COURSE		29.36	MW
00055099	SMALL, KATHLEEN	101	55110000	AP 00520129	11/23/2021	EXP10282021	IB PSYCHOLOGY COURSE		71.00	MW
00055099	SMALL, KATHLEEN	101	55110000	AP 00520129	11/23/2021	EXP11122021	IB PSYCHOLOGY COURSE		70.25	MW
Vendor Total:									170.61	
00000747	SPALDING DEDECKER ASSOC INC	416	53198000	AP 00520130	11/23/2021	00088782	CONANT/TRANS CONSULT 8/30-		280.00	MW
Vendor Total:									280.00	
00054584	SUSAN ADAMS PHOTOGRAPHY	610	24312218	AP 00520131	11/23/2021	202129	Boys Tennis Banner Photos		215.00	MW
00054584	SUSAN ADAMS PHOTOGRAPHY	610	24312032	AP 00520131	11/23/2021	202131	Poms Hills Senior Banners		350.00	MW
Vendor Total:									565.00	
00052925	TIERNEY BROTHERS INC	408	53198003	AP 00520132	11/23/2021	854699	Custom Product Bundle 91715-C-	P2200017	851.52	MW
Vendor Total:									851.52	
00054869	TREDROC TIRE SERVICES	101	55720000	AP 00520133	11/23/2021	7320050015	TIRES AND MISC SUPPLIES		1,798.08	MW
Vendor Total:									1,798.08	

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00057053	TRYON, JAMIE	101	53210000	AP 00520134	11/23/2021	MLGOCT2021	October 2021 Mileage Reimb		6.01	MW
Vendor Total:									6.01	
00053724	TUROWSKI, MARJORIE	610	24317006	AP 00520135	11/23/2021	EXP10052021	PTO Reimburse- Turowski		54.32	MW
00053724	TUROWSKI, MARJORIE	610	24317006	AP 00520135	11/23/2021	EXP10142021	PTO Reimburse- Turowski		50.00	MW
00053724	TUROWSKI, MARJORIE	610	24317006	AP 00520135	11/23/2021	EXP10212021	PTO Reimburse- Turowski		47.92	MW
Vendor Total:									152.24	
00054501	WATKINS, HERBERT	101	53140000	AP 00520136	11/23/2021	EXP10292021	CDL RENEWAL		70.00	MW
Vendor Total:									70.00	
00011391	WAYNE COUNTY RESA	250	57410000	AP 00520137	11/23/2021	100400	Cooperative Membership 2021-22		250.00	MW
Vendor Total:									250.00	
00003734	WAYNE STATE UNIVERSITY	101	53711000	AP 00520138	11/23/2021	73101	Kadhakrishnan, J Fall 2021		1,001.76	MW
Vendor Total:									1,001.76	
00055026	WIEGAND, ALEC	101	55110000	AP 00520139	11/23/2021	5014	Tuning the pianos in the music		250.00	MW
Vendor Total:									250.00	
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520140	11/23/2021	26068	SPECIAL ED TAXI SERVICE		160.00	MW
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520140	11/23/2021	26676	SPECIAL ED TAXI SERVICE		220.00	MW
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520140	11/23/2021	26754	SPECIAL ED TAXI SERVICE		210.00	MW
00056703	WORRY FREE TRANSPORTATION	101	53310000	AP 00520140	11/23/2021	26755	SPECIAL ED TAXI SERVICE		220.00	MW
00056703	WORRY FREE TRANSPORTATION	101	55730000	AP 00520140	11/23/2021	X102015232:02	MISC BUS PARTS		184.68	MW
00056703	WORRY FREE TRANSPORTATION	101	55730000	AP 00520140	11/23/2021	X102015270:02	MISC BUS PARTS		1,062.90	MW
Vendor Total:									2,057.58	
00057104	YOUNG, JAE	610	24316310	AP 00520141	11/23/2021	SER11062021	BGRC - SCHOLARSHIP WINNER		1,000.00	MW
Vendor Total:									1,000.00	
00052476	ZONDAG, JAMES	610	24316310	AP 00520142	11/23/2021	EXP10222021	GIRLS ROBOTICS TROPHIES		448.00	MW
Vendor Total:									448.00	
00054436	BIANCO TOURS	610	24312089	AP 00520143	11/23/2021	C42706	Trav City Boys BKB Charter		2,438.00	MW
Vendor Total:									2,438.00	
00020231	BLOOMFIELD TOWNSHIP	408	57410000	AP 00520144	11/23/2021	EXP11172021	Escrow Eng Plan Review NHMS		10,000.00	MW
Vendor Total:									10,000.00	
00057118	KRZYMINSKI, STACY	101	55110000	AP 00520145	11/23/2021	EXP11172021	Home Economics Supplies		163.78	MW
Vendor Total:									163.78	
00057116	STEPHISON, HEATHER	124	53210000	AP 00520146	11/23/2021	MLGOCT2021	REIMB OCTOBER MILEAGE		53.70	MW
Vendor Total:									53.70	

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00005789	INTERNAL REVENUE SERVICE	101	24510000	AP 00520147	11/23/2021	2830/2101240	PAYROLL		432.51	MW
Vendor Total:									432.51	
00053766	STATE OF MICHIGAN - DETROIT	101	24513383	AP 00520148	11/23/2021	2030/2101240	PAYROLL		430.85	MW
Vendor Total:									430.85	
00003530	TREASURER CITY OF PONTIAC	101	24513384	AP 00520149	11/23/2021	2040/2101240	PAYROLL		363.56	MW
Vendor Total:									363.56	
00009550	WELTMAN WEINBERG AND REISS	101	24510000	AP 00520150	11/23/2021	2840/2101240	040177611		205.99	MW
Vendor Total:									205.99	
Total # of Checks:					235			Grand Total:	3,015,098.83	

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Electronic Banking Transactions
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Account Number	Transaction Type	Date	Amount	Description	Bank Reference	Customer Reference
1850530799	Electronic Withdrawal	11/2/2021	\$ 1,518.59	Nge Nge Nge4965	9488102965	Flexible Spending/Dependent Child Care Reimbursement
1850530799	Electronic Withdrawal	11/9/2021	\$ 1,898.72	Nge Nge Nge4965	9488735710	Flexible Spending/Dependent Child Care Reimbursement
1850530799	Electronic Withdrawal	11/16/2021	\$ 1,503.60	Nge Nge Nge4965	9488804713	Flexible Spending/Dependent Child Care Reimbursement
1850530799	Electronic Withdrawal	11/23/2021	\$ 2,638.96	Nge Nge Nge4965	9488353816	Flexible Spending/Dependent Child Care Reimbursement
1850530799	Electronic Withdrawal	11/30/2021	\$ 2,281.20	Nge Nge Nge4965	9488183702	Flexible Spending/Dependent Child Care Reimbursement
1851884716	Electronic Withdrawal	11/1/2021	\$ 1,363,900.00	Wire # 001395 Bnf U.S. Bank Trus Fed # 000193	9485003313	Bond payment
1851884716	Electronic Withdrawal	11/1/2021	\$ 908,987.50	Wire # 001378 Bnf The Bank Of NE Fed # 000183	9485003314	Bond payment
1851884716	Electronic Withdrawal	11/2/2021	\$ 55,161.95	Wire # 001019 Bnf Bcn Service CO Fed # 000076	9485002229	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/3/2021	\$ 104,478.15	Wire # 005940 Bnf Blue Cross Blue Shield Of	9485002481	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/3/2021	\$ 23,850.71	Wire # 001621 Bnf Bcn Service CO Fed # 000177	9485002482	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/4/2021	\$ 12,973.58	Wire # 001444 Bnf Bcn Service CO Fed # 000119	9485002632	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/4/2021	\$ 9,896.12	Capturepoint ACH Direct 211103	9488541629	Monthly Card Fees Community Pass
1851884716	Electronic Withdrawal	11/10/2021	\$ 235,073.64	Wire # 006174 Bnf Blue Cross Blue Shield Of	9485003026	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/12/2021	\$ 78,094.14	Wire # 002789 Bnf Tsacg Common R Fed # 000178	9485004429	Payroll Deductions
1851884716	Electronic Withdrawal	11/12/2021	\$ 19,887.01	Wire # 004121 Bnf Bcn Service CO Fed # 000279	9485004430	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/12/2021	\$ 71.35	Wire # 006138 Bnf The Private Ba Fed # 000581	9485004431	Payroll Deductions
1851884716	Electronic Withdrawal	11/15/2021	\$ 522,308.61	IRS Usataxpymt 111521 270171942970999	9488484457	Federal Payroll Taxes
1851884716	Electronic Withdrawal	11/15/2021	\$ 76,352.52	MI Business Tax Payment 211112 Smibus005163773	9488489366	State Payroll and Other deductions
1851884716	Electronic Withdrawal	11/17/2021	\$ 129,356.46	Wire # 013530 Bnf Blue Cross Blue Shield Of	9485002521	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/17/2021	\$ 1,179.02	MI Business Tax Payment 211116 Smibus005177487	9488956378	State Payroll and Other deductions
1851884716	Electronic Withdrawal	11/18/2021	\$ 19,259.14	Wire # 002029 Bnf Bcn Service CO Fed # 000106	9485003095	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/24/2021	\$ 351,800.82	Wire # 002116 Bnf Blue Cross Blue Shield Of	9485003330	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/26/2021	\$ 78,026.15	Wire # 003768 Bnf Tsacg Common R Fed # 000249	9485002747	Payroll Deductions
1851884716	Electronic Withdrawal	11/26/2021	\$ 10,554.54	Wire # 002390 Bnf Bcn Service CO Fed # 000103	9485002748	Self Funded Insurance Claims
1851884716	Electronic Withdrawal	11/26/2021	\$ 71.35	Wire # 002406 Bnf The Private Ba Fed # 000107	9485002749	Payroll Deductions
1851884716	Electronic Withdrawal	11/29/2021	\$ 506,693.10	IRS Usataxpymt 112921 270173304996488	9488403106	Federal Payroll Taxes
1851884716	Electronic Withdrawal	11/29/2021	\$ 74,952.69	MI Business Tax Payment 211126 Smibus005198702	9488405693	State Payroll and Other deductions
1851884724	Electronic Withdrawal	11/12/2021	\$ 1,487,204.27	Bloomfield Hills Payroll -sett-bloom Sch	9488270640	Net Payroll
1851884724	Electronic Withdrawal	11/16/2021	\$ 50.00	Net Payroll	9488660418	Net Payroll
1851884724	Electronic Withdrawal	11/26/2021	\$ 1,467,214.82	Bloomfield Hills Payroll -sett-bloom Sch	9488771062	Net Payroll
1851885234	Electronic Withdrawal	11/1/2021	\$ 233,720.46	Bloomfield Sch Payment 211101 -sett-blmflld SC	9488837113	Accounts Payable (see detailed report)
1851885234	Electronic Withdrawal	11/1/2021	\$ 130.01	Doubleknot Transfer St-x8y1l2r2u9x9	9488566728	Farm/Nature Center Software/Payment Processing Fees
1851885234	Electronic Withdrawal	11/2/2021	\$ 767,688.69	State Of Mich Miorspaymt 211030	9488108528	MPSERS
1851885234	Electronic Withdrawal	11/2/2021	\$ 114,761.68	State Of Mich Miorspaymt 211030	9488108534	MPSERS
1851885234	Electronic Withdrawal	11/2/2021	\$ 550.00	Doubleknot Llc ACH 211101 888-839-8150	9488107987	Farm/Nature Center Software/Payment Processing Fees
1851885234	Electronic Withdrawal	11/3/2021	\$ 2,560.74	Doubleknot Inc Payments 110221	9488335907	Farm/Nature Center Software/Payment Processing Fees
1851885234	Electronic Withdrawal	11/3/2021	\$ 1,726.90	DTE Energy 800477474 211102	9488342457	DTE utility payment
1851885234	Electronic Withdrawal	11/3/2021	\$ 822.76	DTE Energy 800477474 211102	9488342460	DTE utility payment
1851885234	Electronic Withdrawal	11/3/2021	\$ 632.69	DTE Energy 800477474 211102	9488342456	DTE utility payment
1851885234	Electronic Withdrawal	11/3/2021	\$ 103.64	DTE Energy 800477474 211102	9488342461	DTE utility payment
1851885234	Electronic Withdrawal	11/8/2021	\$ 11.48	Doubleknot Transfer St-g3d4d3w8r0o4	9488453587	Farm/Nature Center Software/Payment Processing Fees
1851885234	Electronic Withdrawal	11/12/2021	\$ 421,392.37	Bloomfield Sch Payment 211112 -sett-blmflld SC	9488091202	Accounts Payable (see detailed report)
1851885234	Electronic Withdrawal	11/12/2021	\$ 2,436.72	DTE Energy 800477474 211110	9488505507	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 899.99	DTE Energy 800477474 211110	9488505506	DTE utility payment

Bloomfield Hills Schools
Electronic Banking Transactions
November 2021

Account Number	Transaction Type	Date	Amount	Description	Bank Reference	Customer Reference
1851885234	Electronic Withdrawal	11/12/2021	\$ 498.40	DTE Energy 800477474 211110	9488500767	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 425.43	DTE Energy 800477474 211110	9488505682	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 355.38	DTE Energy 800477474 211110	9488505509	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 125.03	DTE Energy 800477474 211110	9488505505	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 32.82	DTE Energy 800477474 211110	9488505508	DTE utility payment
1851885234	Electronic Withdrawal	11/12/2021	\$ 6.37	DTE Energy 800477474 211110	9488505689	DTE utility payment
1851885234	Electronic Withdrawal	11/15/2021	\$ 381,131.27	Commercial Card Payments Bhsmainrevo6493	9488611820	Purchasing cards
1851885234	Electronic Withdrawal	11/15/2021	\$ 22,747.64	Commercial Card Payments Bhsexternal3042	9488611819	Purchasing cards
1851885234	Electronic Withdrawal	11/15/2021	\$ 1,275.85	Expertpay Expertpay 386003046	9488487830	Payroll Deductions
1851885234	Electronic Withdrawal	11/15/2021	\$ 1,261.79	Commercial Card Payments Bhsmaindec19462	9488611818	Purchasing cards
1851885234	Electronic Withdrawal	11/15/2021	\$ 1,238.64	DTE Energy 800477474 211112	9488489180	DTE utility payment
1851885234	Electronic Withdrawal	11/16/2021	\$ 26.81	DTE Energy 800477474 211115	9488810296	DTE utility payment
1851885234	Electronic Withdrawal	11/17/2021	\$ 7,774.04	DTE Energy 800477474 211116	9488958547	DTE utility payment
1851885234	Electronic Withdrawal	11/17/2021	\$ 2,573.55	DTE Energy 800477474 211116	9488958539	DTE utility payment
1851885234	Electronic Withdrawal	11/17/2021	\$ 1,215.72	DTE Energy 800477474 211116	9488958543	DTE utility payment
1851885234	Electronic Withdrawal	11/17/2021	\$ 296.65	DTE Energy 800477474 211116	9488958538	DTE utility payment
1851885234	Electronic Withdrawal	11/17/2021	\$ 44.56	DTE Energy 800477474 211116	9488958537	DTE utility payment
1851885234	Electronic Withdrawal	11/18/2021	\$ 769,052.10	State Of Mich Miorspaymt 211117	9488991196	MPSERS
1851885234	Electronic Withdrawal	11/18/2021	\$ 82,591.93	State Of Mich Miorspaymt 211117	9488991198	MPSERS
1851885234	Electronic Withdrawal	11/19/2021	\$ 2,544.78	DTE Energy 800477474 211118	9488091711	DTE utility payment
1851885234	Electronic Withdrawal	11/19/2021	\$ 1,974.80	DTE Energy 800477474 211118	9488091723	DTE utility payment
1851885234	Electronic Withdrawal	11/19/2021	\$ 101.90	DTE Energy 800477474 211118	9488091714	DTE utility payment
1851885234	Electronic Withdrawal	11/19/2021	\$ 16.55	DTE Energy 800477474 211118	9488091712	DTE utility payment
1851885234	Electronic Withdrawal	11/22/2021	\$ 3,418.55	DTE Energy 800477474 211119	9488118820	DTE utility payment
1851885234	Electronic Withdrawal	11/22/2021	\$ 1,663.00	DTE Energy 800477474 211119	9488118819	DTE utility payment
1851885234	Electronic Withdrawal	11/23/2021	\$ 1,866,878.21	Bloomfield Sch Payment 211123 -sett-blmflld SC	9488849381	Accounts Payable (see detailed report)
1851885234	Electronic Withdrawal	11/23/2021	\$ 1,206.70	DTE Energy 800477474 211122	9488357147	DTE utility payment
1851885234	Electronic Withdrawal	11/24/2021	\$ 1,275.85	Expertpay Expertpay 386003046	9488665942	Payroll Deductions
1851885234	Electronic Withdrawal	11/26/2021	\$ 515.79	DTE Energy 800477474 211124	9488907931	DTE utility payment
1851885234	Electronic Withdrawal	11/26/2021	\$ 501.79	DTE Energy 800477474 211124	9488907919	DTE utility payment



Bloomfield Hills Board of Education

Memo

To: Tina Kostiuk and Board of Education
From: Jacob McDermott, Director of Physical Plant Services
Date: December 13, 2021
Re: Request to Approve PPS Vehicle Purchase

Recommended Motion:

I move the Board of Education approve the purchase of one (1) 2023 Ford E-350 Cutaway Box Truck with service lift gate for Physical Plant Services in the amount of \$51,305 to be funded by the Capital Equipment fund.

Background Information:

This vehicle will replace an existing liftgate box truck used by Physical Plant Services. PPS has utilized this truck for the past 18 years, using it for furniture moves, large supply/equipment moves from building to building, saving the district moving company expenses numerous times, as well as facilitating moves for other departments.

This vehicle will utilize the State Of Michigan "MI Deal" purchasing program.

ATTACHMENTS:

File Name	Description
 Gorno_Ford_2022_E350_Food_Service_Truck_Quote.pdf	GORNO FORD QUOTE

DATE: 4/26/21 **E-350 Cutaway Box Unit (OSS) Pool Unit**

TO: JACOB McDERMOTT, BLOOMFIELD HILLS PUBLIC SCHOOLS
248-420-7504 (DIRECT) (CELL) jmcdermott@bloomfield.org

FROM: JIM AGNEY, GORNO FORD, GOVERNMENT & FLEET SALES
734-671-4033 (DIRECT) jagnev@gornoford.com

RE: **CONTRACT # 17118000001104**

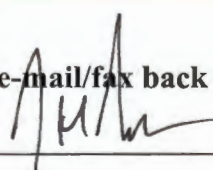
MiDEAL # 0141-CAV – **2022MY** E-350 CUT-AWAY VAN BODY, DRW, 158"WB,
7.3L V8, 6spd.A/Tw/OD, OXFORD WHITE/FLINT VINYL BUCKET SEATS,
VINYL FRONT FLOOR,A/C, AM/FMw/CLOCK, TILT/CRUISE, 55 gal. FUEL
TANK, EXT. TRIM PKG., 12,500# GVWR PKG., 4.56 REG. AXLE, AIR BAGS,
DISC BRKS.w/ABS, LT225/75Rx16E, TRAILERTOW MIRRORS ,
MSG. CENTER, REVERSE SAFETY BEEPER, REAR VIEW CAMERA,
H.D. ALL-WEATHER RUBBER FLOOR MATS BASE CONTRACT 23,528.00
CHASSIS UPGRADES (SPEC) TO ACCOMMODATE HIGH CUBE 4,635.00

ROCKPORT, 15'x 7.0' HIGH-CUBE BOXw/ SLIDING ACCESS DOOR, AIR FARING,
.040 ALUM. SIDEWALLS, .060 TRANSLUCENT ROOF ON 24"CENTERS,
3" CROSSMEMBERS ON 16" CENTERS, 5" ALUMINUM EXTRUDED CORNERS,
5" TUBE SHAPE LONG SILLS, E-COATED REAR STRUCTURE & BUMPER, MUD-FLAPS,
1 1/8" LAMINATED HARD WOOD FLOOR, (3) PIECE SAFETY KIT, 3/8" PLYWOOD LINER,
REAR GRAB HANDLES, FULL UNDERCOATING, E-COATED STEP BUMPER, 3-WAY-
LED CARGO LIGHTSw/CAB SWITCH, RECESSED LED OPERATING LIGHTS,
COMPOSITE REAR ROLL-UP DOOR, (2) ROW OF E-TRACKw/TWO RATCHET STRAPS,
ALUMINUM 1,600# TOMMY GATE-89"x 55"+12" TAPERw/SAFETY TRIP BAR & CART STOPS,
REMOTE PENDANT CNTRL. IN ADDITION TO STD. WALL MOUNT CNTRL.
3 YEAR / 36,000 MILE LTD. WARRANTY 19,550.00

F.O.B. DELIVERED TO BLOOMFIELD HILLS., MI TOTAL **\$48,113.00**
MSRP = \$55,930.00

Current lead time is approximately 16 -20 weeks + 6-8 weeks BOX BUILD from receipt of P.O.
Above unit would be sold as an "Out of Stock" sale and is only availavle in Oxford White.
TO ORDER CHASSIS ONLY, LEAD TIME IS ESTIMATED @ 30 – 36 WEEKS.

Please review, sign and e-mail/fax back or e-mail/fax Purchase Order to Jim Agney.

Customer Signature:  _____

Thank you,

Jim Agney

This quotation is confidential and privileged and is intended solely for the use of Gorno Ford and Bloomfield Hills Public Schools. This quotation is compiled in association with the MiDEAL Contract and intended for use by MiDEAL Members and State of Michigan government agencies stated above. Information/specifications in this quotation have been established by and are intended only for use by the stated parties. This document is not to be disclosed, distributed, used/re-used as a basis for specifications subsequent bids or request(s) for quotation(s) to any other party or bidders other than the intended parties and/or their authorized personnel.



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator
Date: December 16, 2021
Re: Request to Approve Legal Firms

Recommended Motion:

I move that the law firms recommended, as presented, be appointed as legal counsel for Bloomfield Hills Schools.

Background Information:

ATTACHMENTS:

File Name	Description
 Request_to_Approve_2022_Legal_Firms.pdf	Recommended Legal Firms (2022)

Primary Category	Recommended Legal Firms	Current Authorized Legal Firms
Business Matters	Clark Hill, PLC	Clark Hill, PLC
Board Matters	Clark Hill, PLC Miller Johnson Thrun Law Firm, P.C.	Thrun Law Firm, P.C.
Special Education	Keller Thoma Miller Johnson Thrun Law Firm, P.C.	Clark Hill, PLC
Employment Matters	The Allen Law Group Thrun Law Firm, P.C.	Thrun Law Firm, P.C.
MAISL Claims (*)	Miller Johnson Plunkett Cooney	Lusk & Albertson Plunkett Cooney
Sinking Fund/Bonds/Elections	Miller Canfield	Miller Canfield
Payroll / Benefits	Clark Hill, PLC	Clark Hill, PLC
Special Counsel to the Board	Brooks Wilkins Sharkey & Turco, PLLC	Brooks Wilkins Sharkey & Turco, PLLC
Board Policy Updates Administrative Regulations	Miller Johnson	Lusk & Albertson

If approved, this list remains under constant administrative review and the addition or deletion of attorneys and law firms may be recommended for approval by the Board of Education at any time as the needs of the district change.

(*) MAISL Claims: MAISL & Gallagher Bassett created a partnership to utilize Gallagher Bassett Litigation Management Program (GBLMP). This program enables MAISL to look at key performance indicators on legal spend and operations management. As such, additional attorneys may be used in litigating MAISL claims. The insurance carrier retains final authorization on the assignment of claims. The District may request specific legal counsel, but it may not be granted.



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Keith McDonald, Assistant Superintendent of Human Resources and Title IX Coordinator
Date: December 16, 2021
Re: Request to Approve HR Actions

Recommended Motion:

I move that the Board of Education approve the personnel actions, as presented.

Background Information:

ASSIGNMENTS

Anthony DeGrazia

Associate Principal/IA/1.0 FTE

Effective: January 7, 2021

Salary: \$106,600/Step 2 Administrative Council Salary Schedule

Sarah Schantz

Art Teacher/Lone Pine & Way/1.0FTE

Effective: December 6, 2021

Salary: \$52,784/Step 4.5/MA/16 Step Salary Schedule – To be prorated to reflect a start date after July 1, 2021

Caylan Healy

School Counselor/IA/1.0 FTE

Effective: January 17, 2022

Salary: \$72,965/Step 11/MA/16 Step Salary Schedule – To be prorated to reflect a start date after July 1, 2021

RECALLS

None to report

ASSIGNMENTS

(Not requiring Board approval)

None to report

RESIGNATIONS

TERMINATIONS

Richard Zager

Special Education Level 4 Teacher/Lone Pine/1.0 FTE

Effective: December 17, 2021

LAYOFFS

None to report

LEAVE OF ABSENCE

Sarah Sirovy

2nd Grade Teacher/Lone Pine/1.0 FTE

Effective: December 15, 2021

Reason: Unpaid Child Care Leave for the remainder of the 2021-2022 School Year

Hire Date: August 27, 2015

ATTACHMENTS:

File Name

📎 HR_Actions_(12.16.2021).pdf

Description

HR Actions (12.16.2021)

ASSIGNMENTS

Anthony DeGrazia

Associate Principal/IA/1.0 FTE

Effective: January 7, 2021

Salary: \$106,600/Step 2 Administrative Council Salary Schedule

Sarah Schantz

Art Teacher/Lone Pine & Way/1.0FTE

Effective: December 6, 2021

Salary: \$52,784/Step 4.5/MA/16 Step Salary Schedule – To be prorated to reflect a start date after July 1, 2021

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RECALLS

None to report

ASSIGNMENTS

(Not requiring Board approval)

None to report

RESIGNATIONS

TERMINATIONS

Richard Zager

Special Education Level 4 Teacher/Lone Pine/1.0 FTE

Effective: December 17, 2021

LAYOFFS

None to report

LEAVE OF ABSENCE

Sarah Sirovy

2nd Grade Teacher/Lone Pine/1.0 FTE

Effective: December 15, 2021

Reason: Unpaid Child Care Leave for the remainder of the 2021-2022 School Year

Hire Date: August 27, 2015



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Paul Wills, BHS Owner's Rep / Plante Moran CRESA
Date: December 16, 2021
Re: Quarterly Bond Update

Recommended Motion:

Background Information:

ATTACHMENTS:

File Name	Description
 BHS_Bond_Program_Presentation_(12.16.2021).pdf	BHS Bond Program Quarterly Update (12.16.2021)

Bloomfield Hills Schools

2020 Bond Program Quarterly Update
December 16, 2021

Presentation Overview

Finance/Bond Schedule Update

- Series I
 - Construction Cost Update
 - Contingency Update
- Series II

Construction Progress Update

- North Hills Middle School
- South Hills Middle School

Design Process Update

- Series I
 - Conant Elementary
 - East Hills Elementary
 - West Hills Elementary
 - Way Elementary
- Series II Overview

Finance/Bond Schedule Update

- Bond Proposal successfully approved by District residents in August 2020
- 2-series bond issuance totaling approx. \$200,155,000
 - Series I = \$94,045,000 (bonds sold in 2020)
 - Series II = \$106,110,000 (anticipated bond sale in 2022/2023)
- Committed to Date for Series I = \$87,900,000
 - Complies with the Dept. of Treasury 85% expenditure requirements in first 3 years
- Series I (2020 through 2022)
 - Design and Construction of North Hills and South Hills Middle Schools
 - Design and Construction of Additions for Conant and Way Elementary Schools
 - Piloting for Technology
 - Piloting for Furniture

Series I – Construction Cost Update

Commitments & Spending	Contract Budget (Post-Bond)	4th Quarter 2021		
		Forecast	Committed	Spent to Date
Series I - Construction Only				
North Hills Middle School	\$ 34,879,051	\$ 34,879,051	\$ 34,832,406	\$ 3,596,140
South Hills Middle School	\$ 27,237,300	\$ 27,237,300	\$ 27,237,300	\$ 719,052
Conant Elementary	\$ 10,782,728	\$ 10,782,728	\$ -	\$ -
East Hills Elementary	\$ 6,585,424	\$ 6,585,424	\$ -	\$ -
Way Elementary	\$ 6,669,272	\$ 6,669,272	\$ -	\$ -
West Hills Elementary	\$ 4,714,784	\$ 4,714,784	\$ -	\$ -
Total Series I - Construction Only	\$ 90,868,559	\$ 90,868,559	\$ 62,069,706	\$ 4,315,192
Total Series II - Construction Only	\$ 26,836,337	\$ 26,836,337	\$ -	\$ -
Total District-wide + Series I & II Construction	\$ 200,155,000	\$ 200,155,000		

Series I – Contingency Update

	Budget	Q4 2021	Q4 vs. Contract
<u>Contingency - Series I</u>			
Construction Contingency/Escalation	\$ 18,282,632	\$ 610,000	3%
FFE Contingency	\$ 1,142,318	\$ -	0%
Technology Contingency	\$ 2,174,317	\$ -	0%
Owner Contingency	\$ 2,658,624	\$ -	0%
Total Contingency	\$ 24,257,891	Total	Total %

North Hills Middle School - \$55.2M Total Program Costs

- Safety/Security / ADA / Code
 - Secured Vestibule, Access Control
- Educational Improvements
 - Classroom Additions
 - Multi-purpose Commons Space
 - Special Education
 - Technology/Furniture
- Community Improvements
 - Construct new pool
- Critical Infrastructure
 - Roofing
 - Mechanical, electrical, plumbing

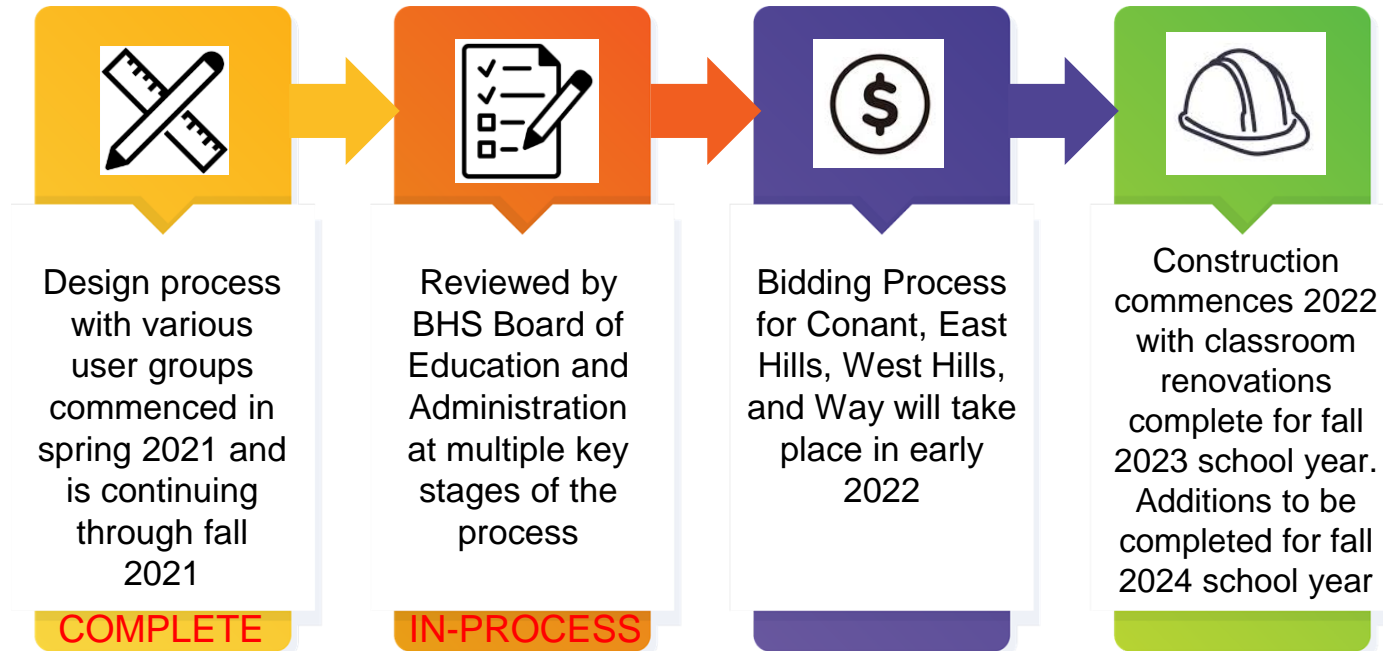


South Hills Middle School - \$38.9M Total Program Costs

- Safety/Security / Ada / Code
 - Secured Vestibule, Access Control
- Educational Improvements
 - Science Room Additions
 - Arts and Auditorium Addition
 - Special Education
 - Technology/Furniture
- Community Improvements
 - Turf Athletic Field
 - Turf Field House
- Critical Infrastructure
 - Roofing
 - Mechanical, electrical, plumbing, etc.



Series I - Design Update (Conant, East Hills, West Hills, & Way)



Series II Project Overview

- Series II (2023 through 2024)
 - Finalize Construction of North Hills Pool Addition (2023)
 - Design and Construction of Renovations for East Hills Elementary Schools (2023-2024)
 - Design and Construction of Renovations for West Hills Elementary Schools (2023-2024)
 - Design and Construction of Renovations for Bloomfield Hills High Schools (2023-2024)
 - Implementation of Technology - Throughout
 - Implementation of Furniture - Throughout

Series II Project Overview

- Series II (2025 through 2026)
 - Design and Construction for Bowers Farm (2025)
 - Design and Construction for International Academy (2025)
 - Design and Construction for Wing Lake Center (2025)
 - Design and Construction for Nature Center (2025)
 - Design and Construction for Eastover Early Childhood Center (2025)
 - Design and Construction for Transportation / Bus Garage (2025)
 - Doyle, Fox Hills, and Lone Pine Elementary (2026)
 - Implementation of Technology - Throughout
 - Implementation of Furniture - Throughout

Sharing Bond 2020 Information



Quarterly updates at regular BOE meetings, posted to website



Quarterly email update to community, article in every print newsletter



Monthly update emailed to BHMS regarding construction



Status updates shared with PTOC and neighborhoods



Annual meeting held to update Scope & Design Committee

On the Horizon - Tasks on deck



Meetings with staff
regarding catchment



Email to explain new
boundary maps, legacy
options



Monthly update
emailed to any school
under construction



Meetings with
community regarding
catchment



Meetings (as needed)
with neighborhoods
regarding catchment

For more information, please visit;

<https://www.bloomfield.org/bond-information/bond>



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: LST and Strategic Partners
Date: December 16, 2021
Re: Bond Series I Elementary Schools Design Update

Recommended Motion:

Background Information:

ATTACHMENTS:

File Name	Description
 Elementary_School_Design_Update.pdf	Elementary School Design Update



Bloomfield Hills Schools

Board of Education Meeting

December 16, 2021

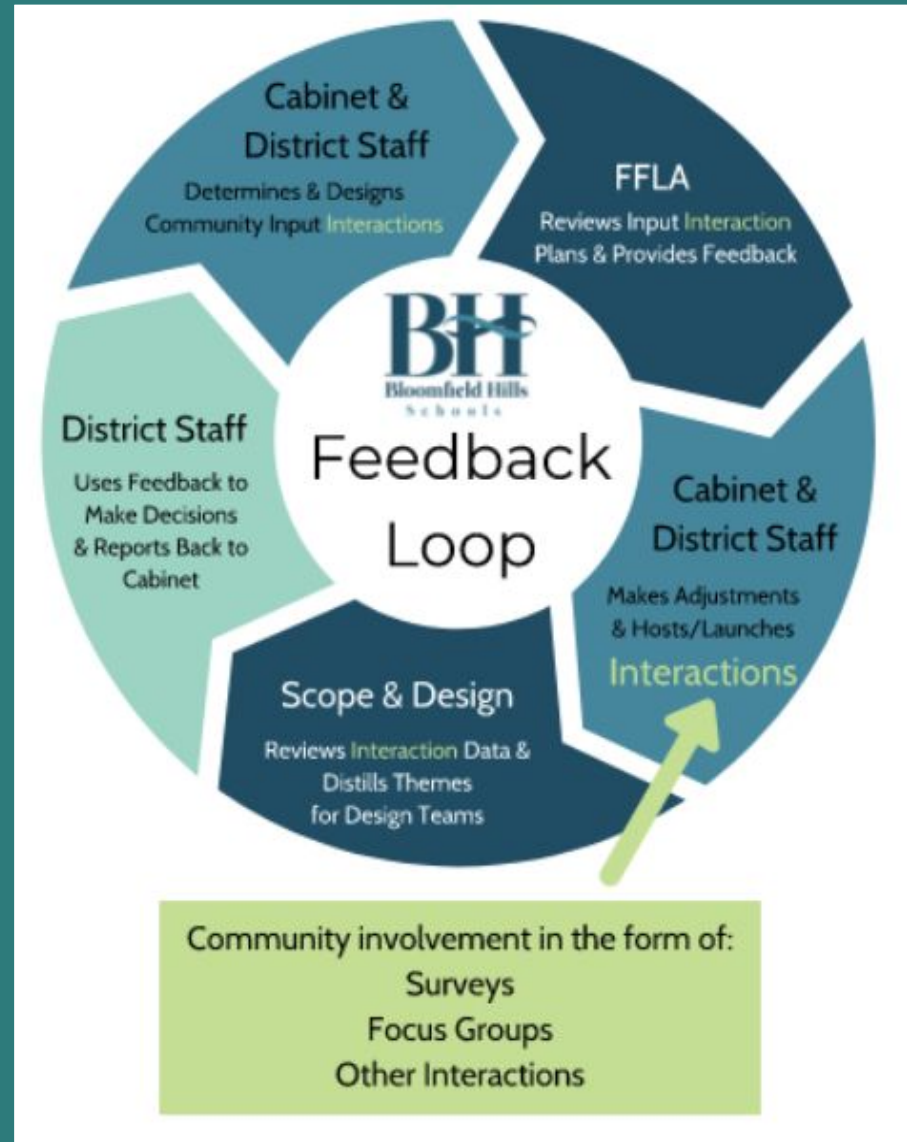
Elementary School Design Update

PLANNING SESSIONS

✓ Educator Driven Design

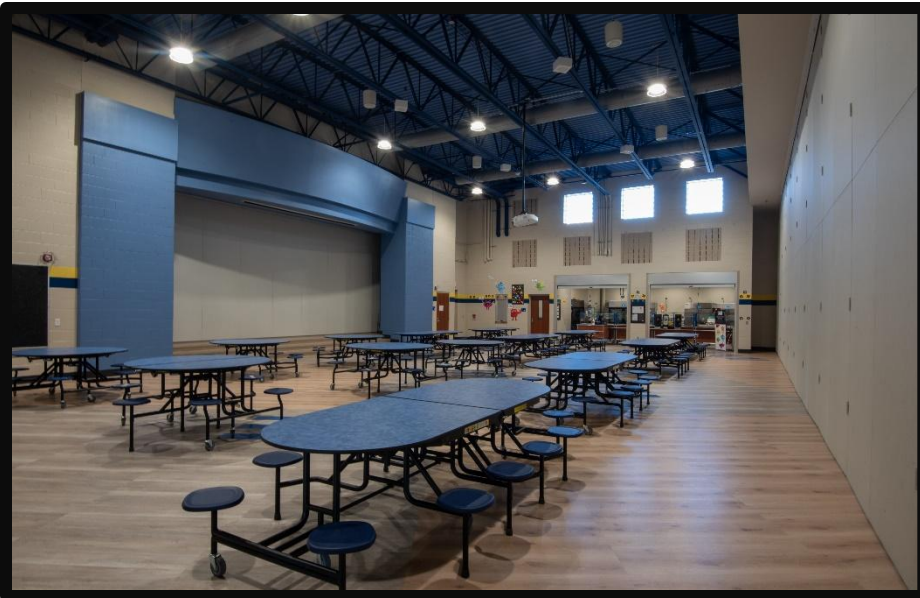
✓ Building Principal Guidance

- ✓ 16 Design Sessions
- ✓ Input from over 180 Teachers, Staff, and Administrators
- ✓ 600+ Stakeholder Interactions

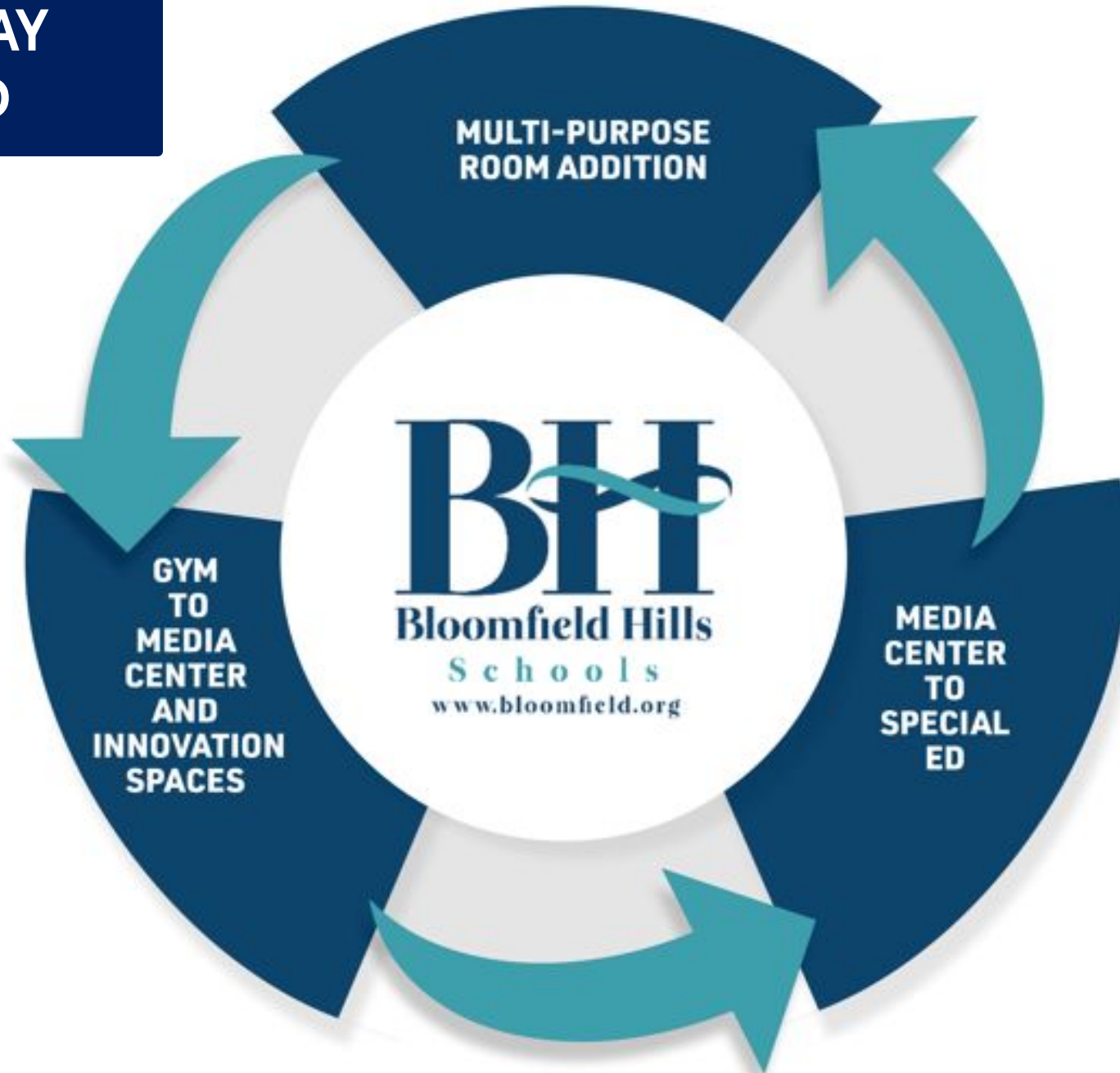


Instruction Leading Construction

STUDENT SPACES REIMAGINED



CONANT & WAY REIMAGINED

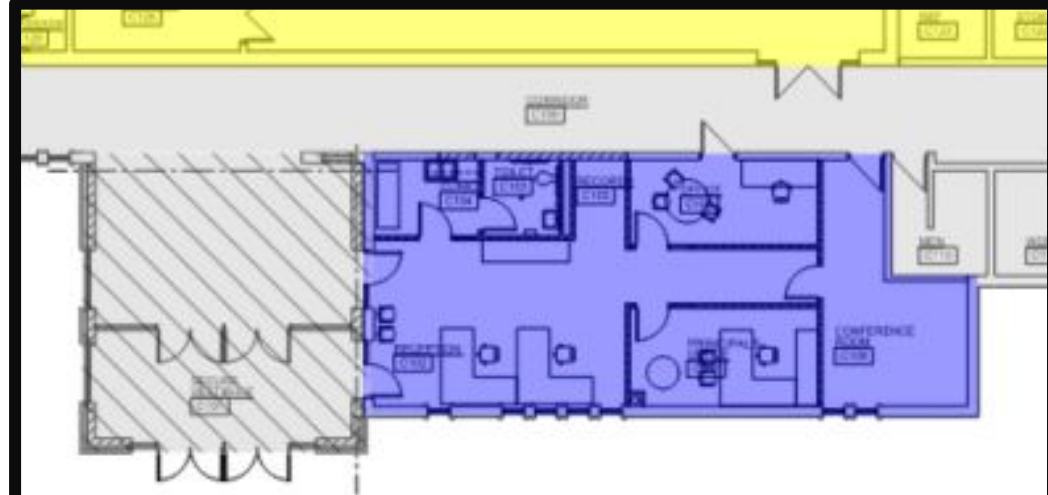


WAY ELEMENTARY SCHOOL



Building Facts:

Over 67,000 sf of Renovations
Over 16,000 sf of New Construction
\$12.4M in Bond Projects



Secure
Entrance

WAY ELEMENTARY SCHOOL

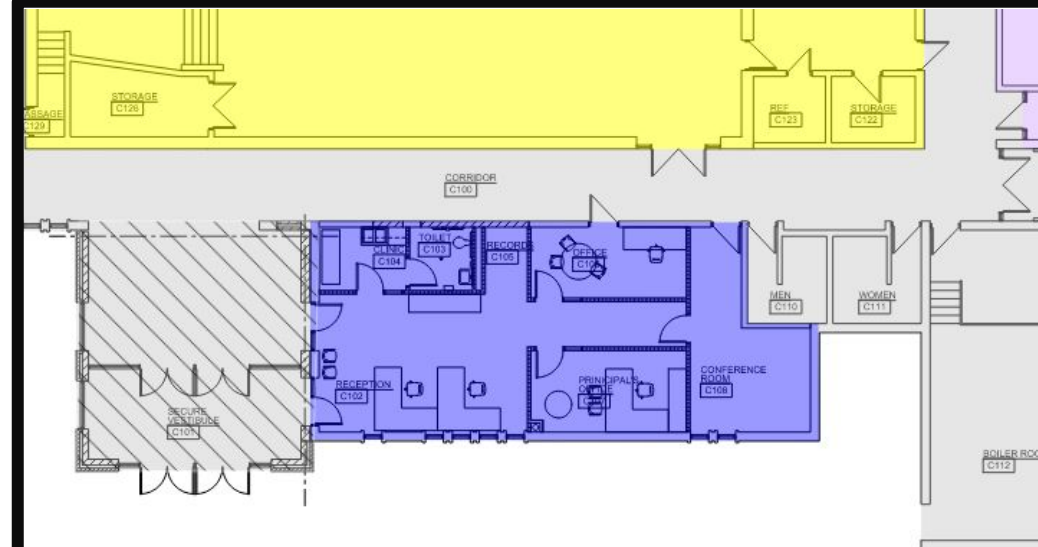


CONANT ELEMENTARY SCHOOL



Building Facts:

Over 73,000 sf of Renovations
Over 18,000 sf of New Construction
\$18.7M in Construction Projects



Secure

CONANT ELEMENTARY SCHOOL



SPECIAL EDUCATION

Guiding Viewpoints:

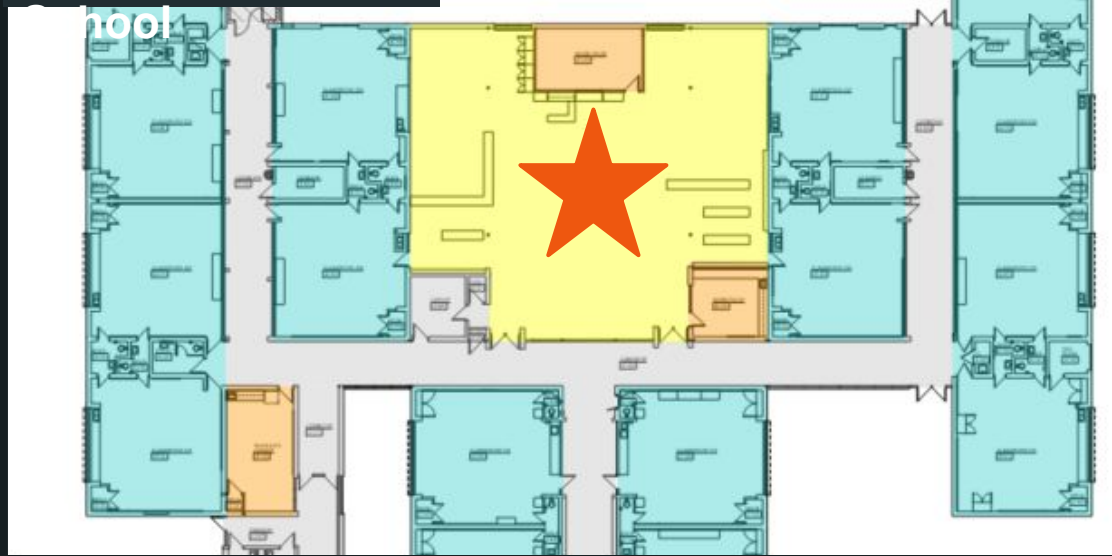
Dignity + Privacy for All Students

Integrated Within General Education Spaces

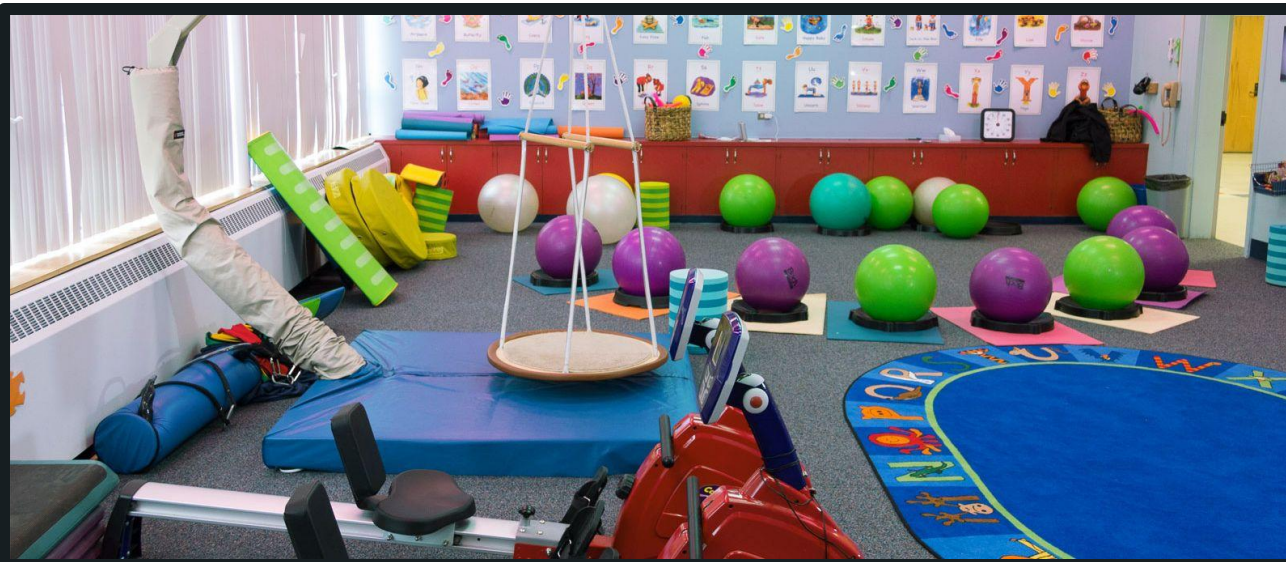
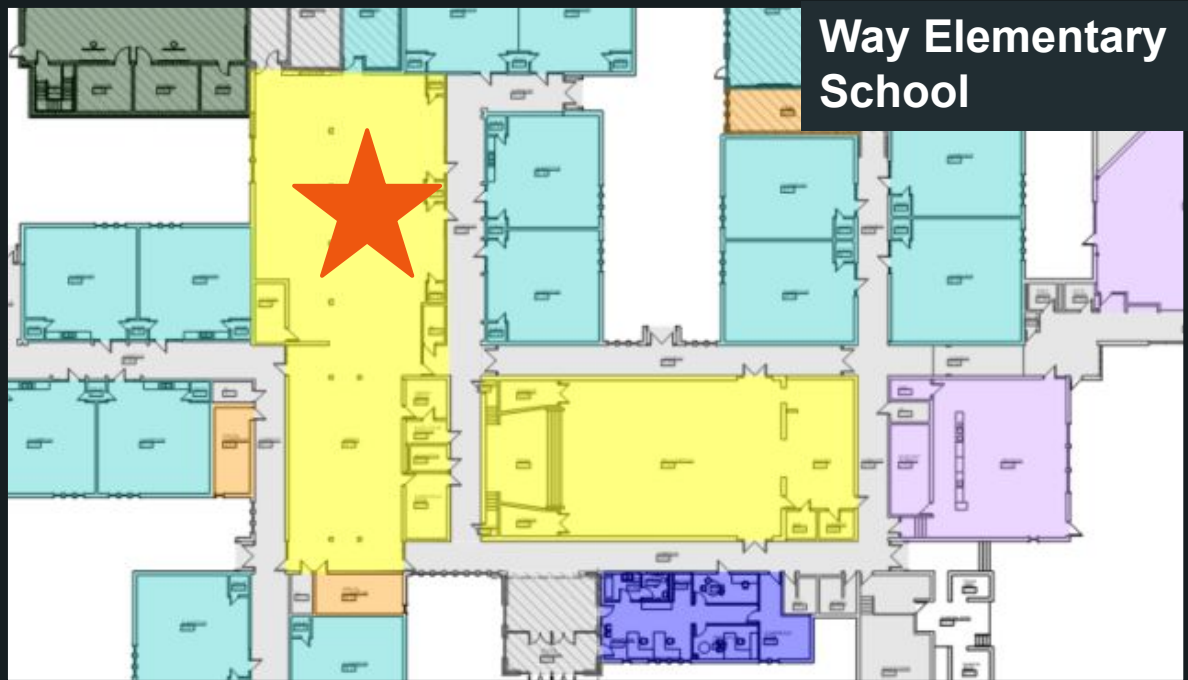
Support Services and Restrooms in Proper Locations

Additional Exercise + Sensory Rooms

Conant
Elementary
School



Way Elementary
School



KINDERGARTEN CLASSROOMS

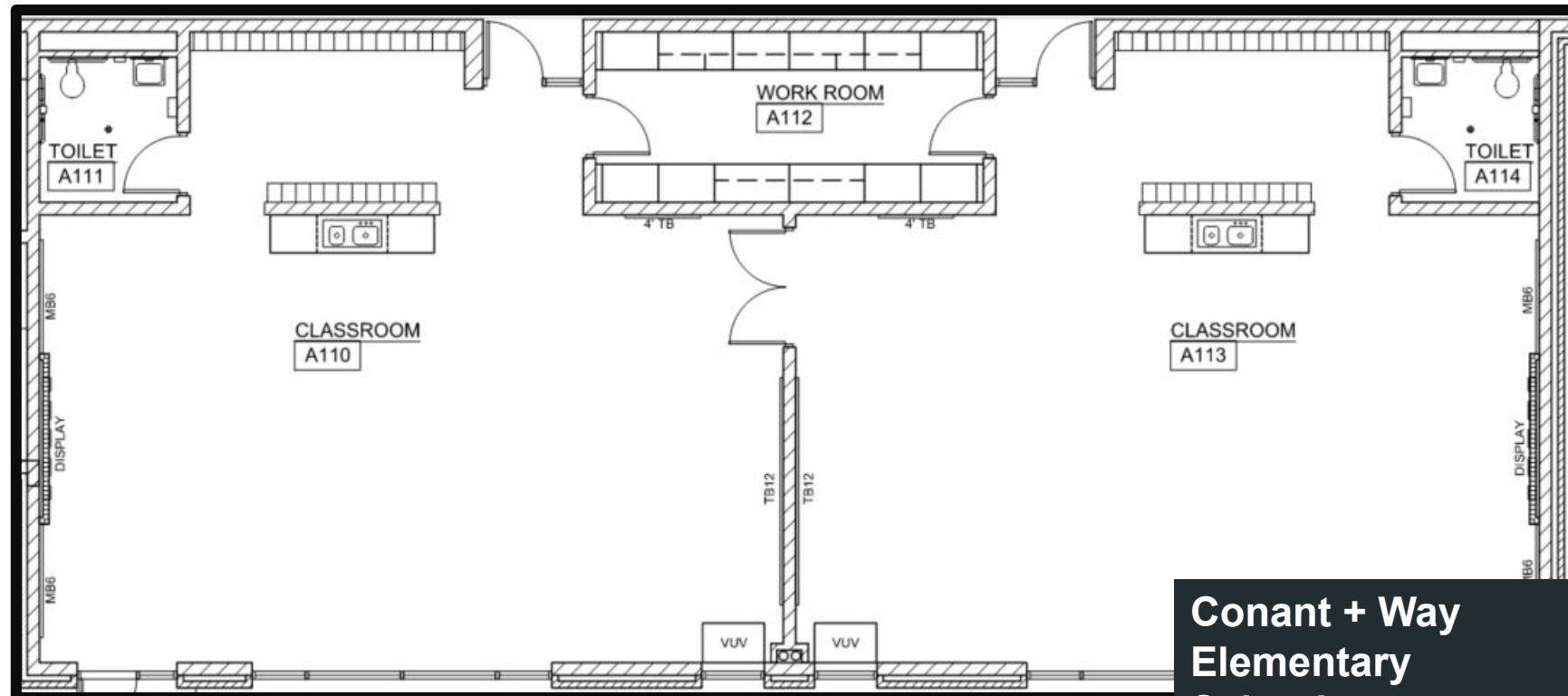
Guiding Viewpoints:

Supports Movement/Play Spaces, Small Group Meeting & Workspaces.

Supports Whole Class & Small Group Instruction

Create Classroom Gathering Areas

Provide Classroom Accessible Restrooms



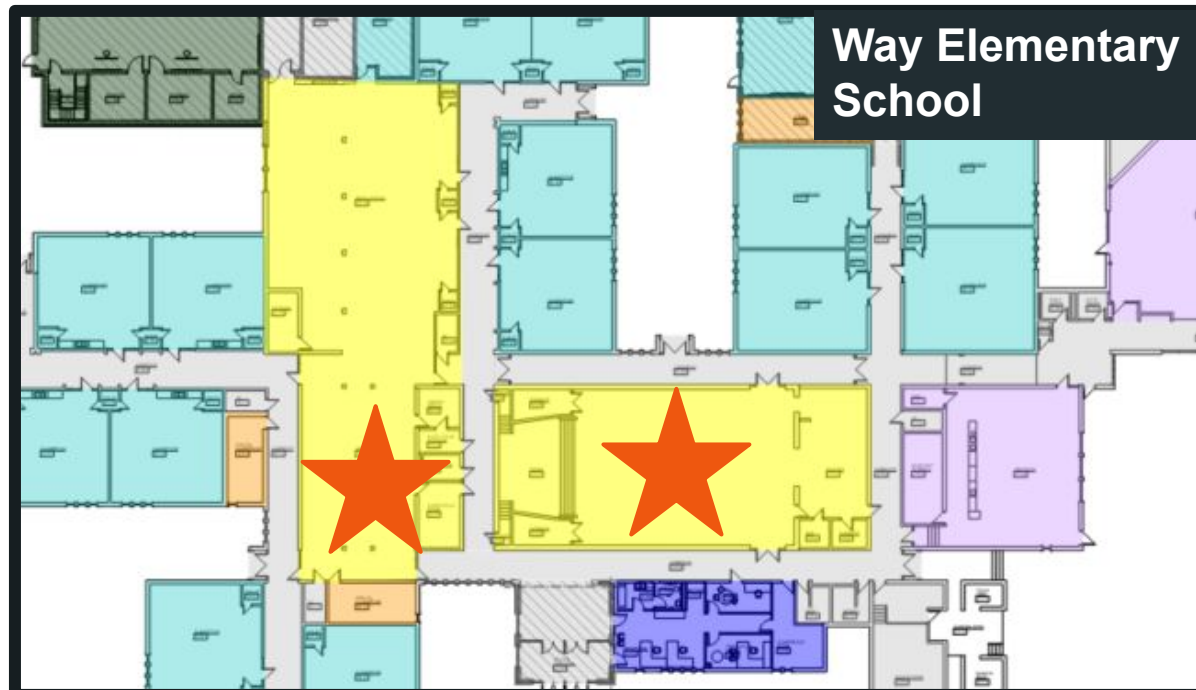
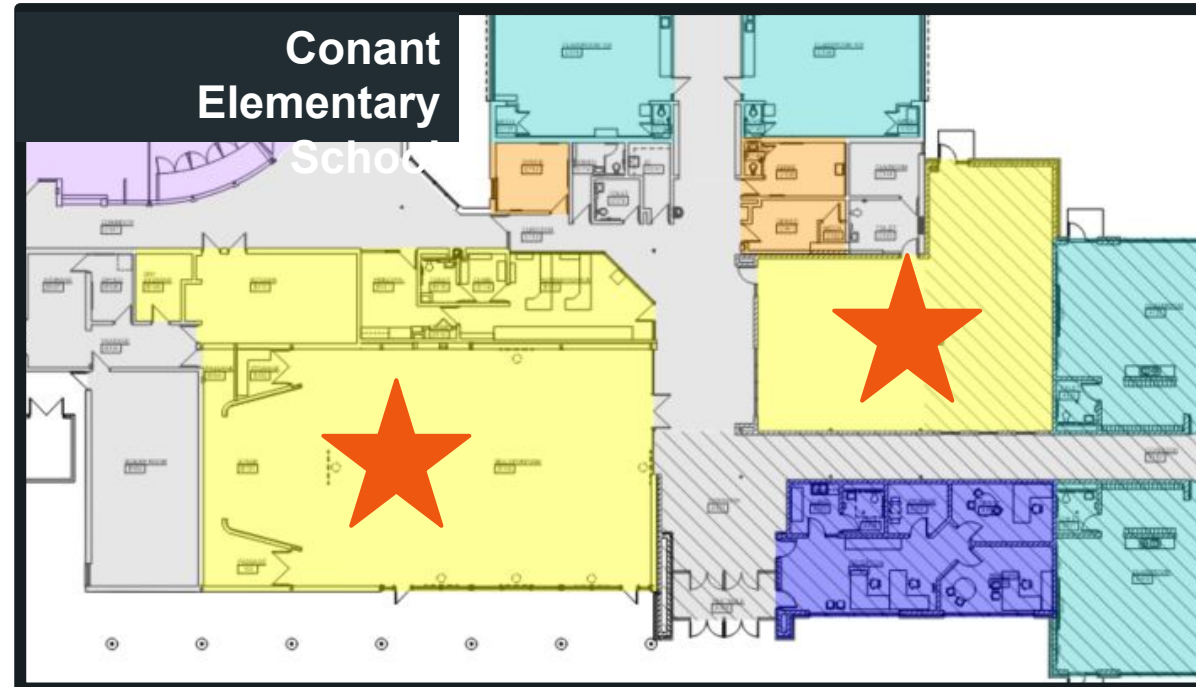
Conant + Way
Elementary



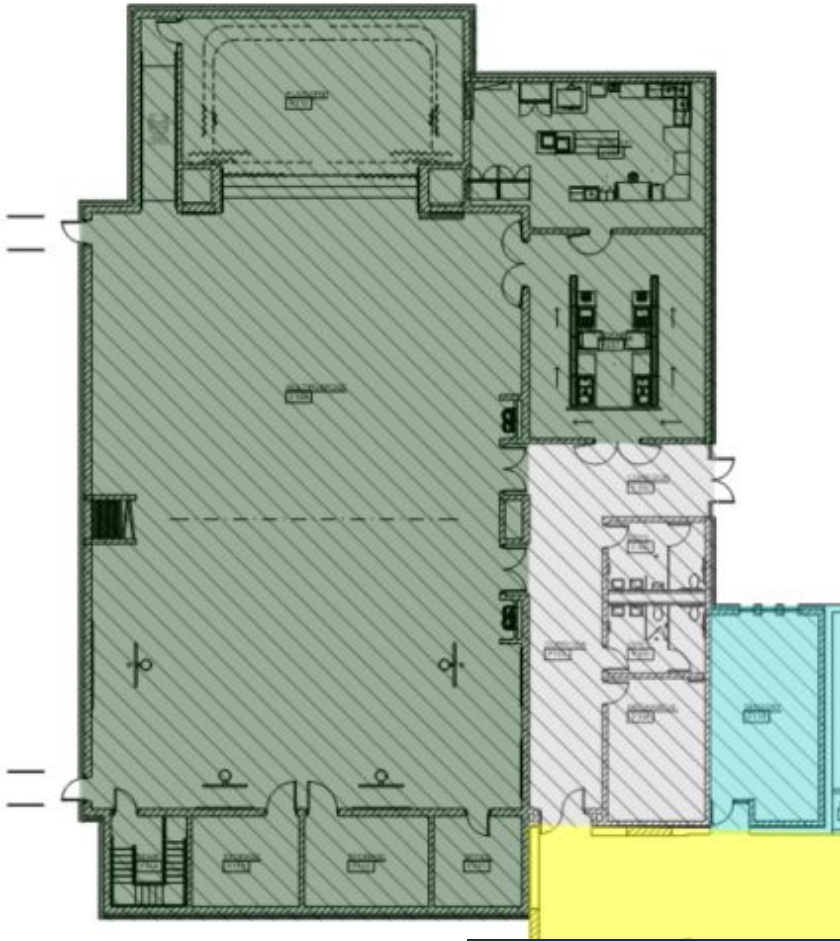
INNOVATION SPACES

Guiding Viewpoints:

- Equipment and Space for Student Led Design
- Dedicated Science Instructional Space
- Flexible Space for Digital and Media Technology Integration
- Collaborative Learning Space for Students and Staff



MULTI-PURPOSE ROOMS



Way
Elementary
School



Conant
Elementary
School



Guiding Viewpoints:

- School Wide Gathering and Learning Space
- Performance & Exhibition Space
- Opportunity for Multi-Grade Lunches and Assemblies
- Allow for Simultaneous Activities

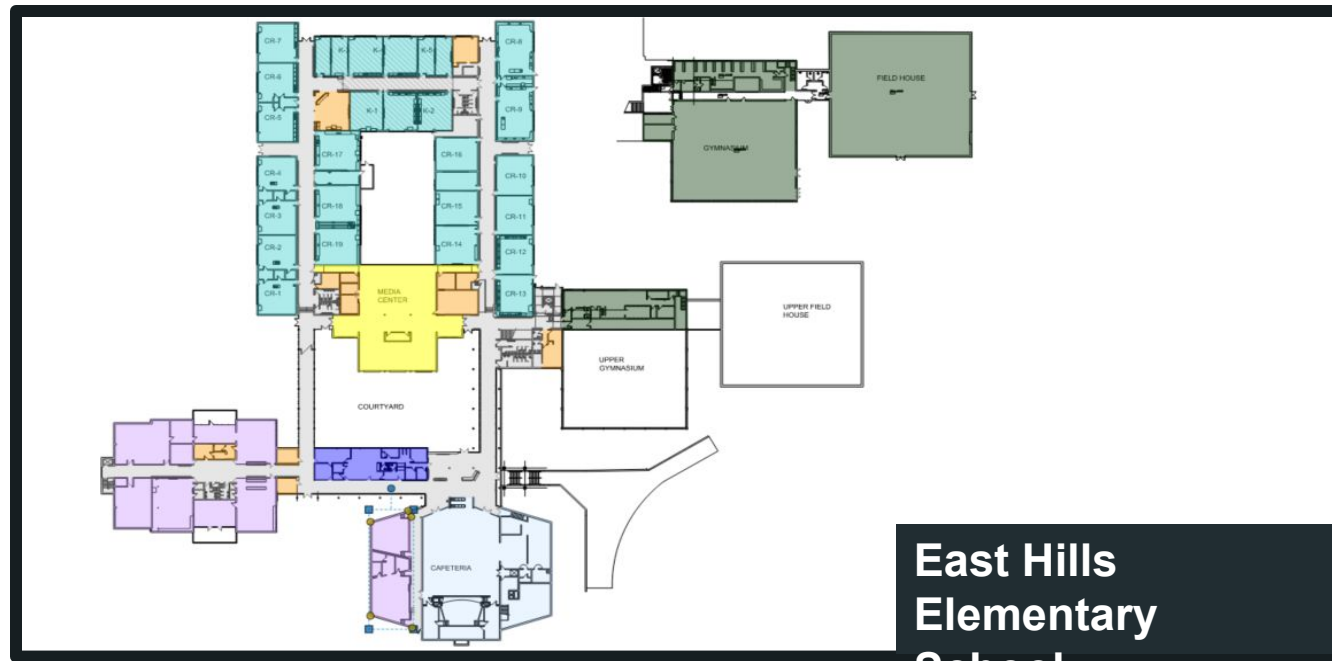
EAST HILLS & WEST HILLS ELEMENTARY

Schedule:

Design Kick-Off	Spring 2022
Design Phase	Summer 2022
Bid Phase	Fall 2022
Groundbreaking	Spring 2023
Construction Phase	2023/24

Project Highlights:

Over \$24M in Bond Projects
Safety and Security Upgrades
Educational Improvements
Critical Infrastructure



SCHEDULE UPDATE

Up-Coming and Recent Events:

North Hills Middle School Groundbreaking ✓

South Hills Middle School Groundbreaking ✓

Conant & Way Elementary Design Kick-Off ✓

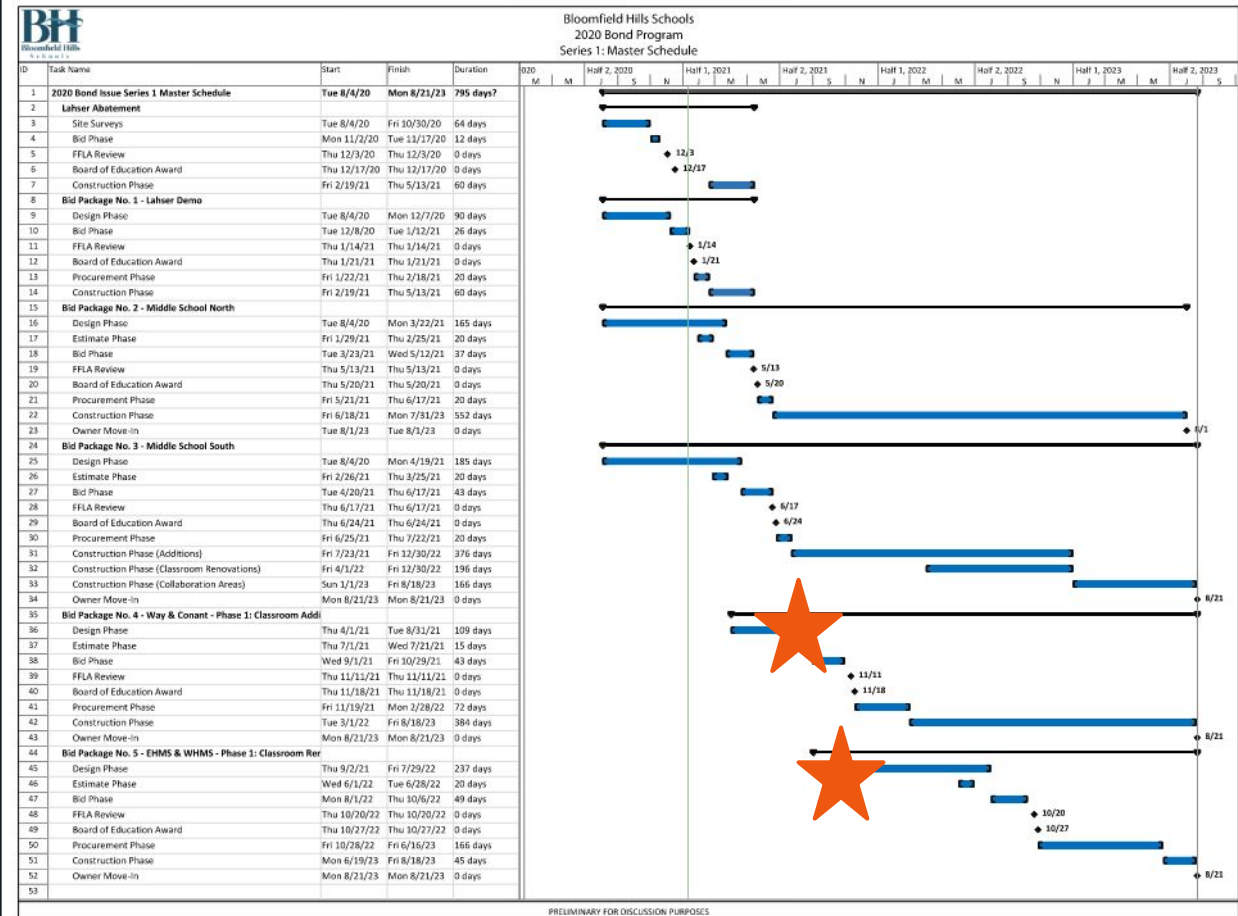
★ **Conant & Way Elementary Design Phase** 12/21

Conant and Way Elementary Bid Phase 1/22

★ **Elementary Renovations Design Kick-Off** 2/22

Conant and Way Groundbreaking 4/21

School Starts in New Configuration 9/23



Closing Comments

Questions?



Bloomfield Hills Board of Education

Memo

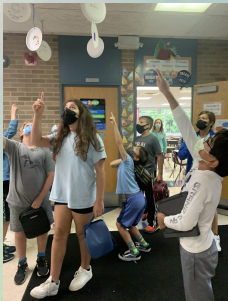
To: Superintendent and Board of Education
From: Randy English, Jen Teal, Karen Carey and Jennifer Ostheimer
Date: December 16, 2021
Re: MICIP School Improvement Update: Bloomfield Hills Middle School

Recommended Motion:

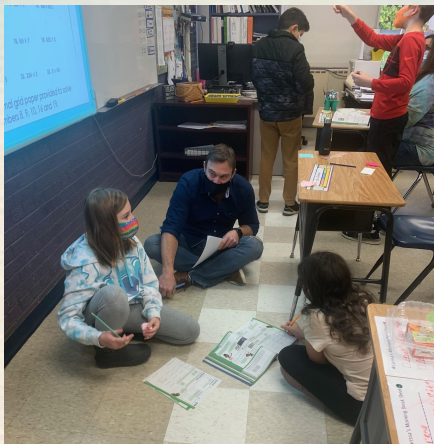
Background Information:

ATTACHMENTS:

File Name	Description
 BHMS_BOE_Presentation_12.16.2021.pdf	BHMS MICIP Presentation (12.16.2021)



BHMS



BH Bloomfield Hills
Schools

M-STEP Proficiency Rates by Building Average (Reading)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
Reading 2016-17 SY	69%	86%	65%	64%	67%	48%	27%	32%
Reading 2017-18 SY	68%	89%	55%	67%	67%	51%	31%	23%
Reading 2018-19 SY	71%	71%	58%	73%	69%	56%	17%	28%
Reading 2020-21 SY	74%	N/A	N/A	N/A	73%	N/A	N/A	N/A
Reading 5 -Year Avg. Baseline & Target for 2021	71%	82%	59%	68%	69%	52%	25%	28%

M-STEP With Additional Data Sources by Building Average (Reading)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
NWEA 2019 Avg.	83%	94%	70%	83%	84%	66%	43%	24%
Fountas & Pinnell 2019 Avg	86.63%	88.89%	62.5%	80%	86.25%	60%	39.29%	20.83%
Fountas & Pinnell Fall 2020	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fountas & Pinnell Spring 2021	75%	83%	44%	50%	82%	57%	33%	9%
Fountas & Pinnell Fall 2021	83%	100%	38%	50%	84%	N/A	67%	48%
FastBridge Avg. Fall 2020	82%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FastBridge Avg. Spring 2021	83%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
FastBridge Avg. Fall 2021	74%	97%	57%	73%	85%	74%	45%	37%
Aspirational Goal Target	On Track*							

Bloomfield Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
Identifying, naming, and determining the impact of figurative language on overall text's meaning	<ul style="list-style-type: none">• Monitoring and reflecting on progress toward learning outcomes using Interactive Reading Notebooks• Modeling with reading mentor texts and discussion allows for differentiation to meet all students' needs while providing them with strategies to promote independence• Classroom discussions identifying examples of figurative language and discussing the meanings• Conferencing between individual students and the teacher• Small group work with students to focus on differentiation of instruction• Teacher training through professional development (TCWRP summer training, conferences and workshops)	<ul style="list-style-type: none">• Analyzing the students' responses to identify comprehension and additional areas of support• School and district level content area professional development• Recognizing diverse learners, learning styles & strengths in others• Replicate use of figurative language in personal writing• Continuous professional discourse (ie: learning walks, district and school level professional development)• Identify trends, patterns, successes and challenges within our data collection• Provide strategies to further support students in their academic achievement

Bloomfield Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
Developing readers' understanding of informational text features	<ul style="list-style-type: none">• Expanding learning through strategies such as chunking & modeling or the use of graphic organizers which allows for analysis and discussion on a narrow focus of a text• Utilizing comprehension strategies such as CLOZE when reading and understanding lab procedures• Engaging in professional development highlighting disciplinary literacy• Analysis of students' responsive writing using the MYP Criterion D for critical thinking	<ul style="list-style-type: none">• Recognizing diverse learners, learning styles & strengths in others• Continuous professional discourse (ie: learning walks, district and school professional development)• Identify trends, patterns, successes and challenges within our data collection• Provide comprehension tools and strategies to further support students in their academic achievement• Ongoing, targeted professional development for teachers in the area of disciplinary literacy

Bloomfield Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
<p>Determining Tier 2 Interventions for teachers to implement to support comprehension of informational and/or narrative text</p>	<ul style="list-style-type: none">• Providing students with a robust, diverse reading selection to facilitate use of “Just-Right Books” provides students with opportunities to progress toward their own personal academic goals & increase self-awareness• Connection to the formative process and good quality feedback• Students are self-assessing, organizing, monitoring and reflecting on their own strengths and areas for growth as a reader• Implementation of a streamlined, multi-departmental BIT process	<ul style="list-style-type: none">• Foster our data culture through reflective teaching for continuous growth• Recognizing diverse learners, learning styles & strengths in others• Continuous professional discourse (ie: learning walks, professional development and observation opportunities)• Monitoring and assessing students to provide feedback using MTSS (ie: bi-weekly BIT, data digs)• Identify trends, patterns, successes and challenges within our data collection• Ongoing analysis of student data/artifacts collected during COVID (ECOL)

M-STEP Proficiency Rates by Building Average (Math)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
Math 2016-17 SY	66%	90%	48%	44%	67%	38%	23%	31%
Math 2017-18 SY	67%	95%	43%	58%	68%	42%	17%	26%
Math 2018-19 SY (includes P-SAT 8)	69%	90%	42%	59%	69%	49%	17%	33%
Math 2020-21 SY (includes P-SAT 8)	65%	N/A	N/A	N/A	65%	N/A	N/A	N/A
Math 5 -Year Avg. Baseline & Target for 2021	67%	92%	44%	54%	67%	43%	19%	30%

M-STEP With Additional Data Sources by Building Average (Math)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
NWEA 2019 Avg.	86%	94%	60%	89%	87%	73%	51%	34%
FastBridge Avg. Fall 2020	87%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Avg. Spring 2021	88%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Avg. Fall 2021	87%	98%	55%	69%	89%	77%	64%	47%
Aspirational Goal Target	On Track*							

Bloomfield Hills Middle School

Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
Develop skills in reasoning and justifying mathematical solutions	<ul style="list-style-type: none">• Utilization of math resources (Extensions) that provide students with opportunities to progress toward their learning goals independently• Various modes of instruction to support all learners and incorporating ATL skills to support math goals (kinesthetic, visual, audio)• Small group instruction and one-on-one conferencing to discuss math concepts and clarify strategies• Use of formative assessments to monitor student learning	<ul style="list-style-type: none">• Ongoing professional discourse and professional development opportunities for teachers• Sustained reflection of continuous monitoring plans to assess and support students and provide feedback (MTSS)• Continued use of formative assessments to inform instruction• Provide strategies to further support students in their academic achievement

Bloomfield Hills Middle School

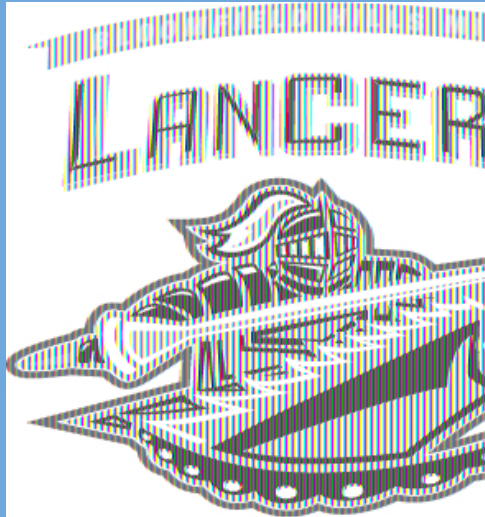
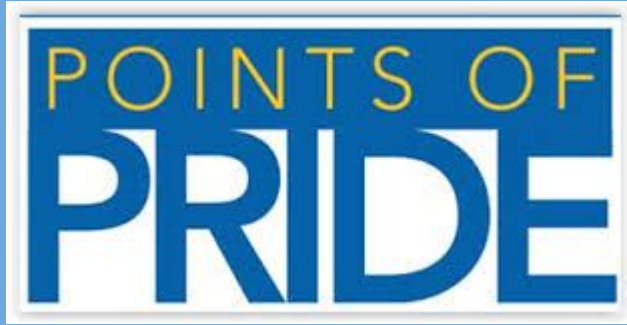
Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
Expand students' problem solving skills	<ul style="list-style-type: none">• Utilizing various instructional strategies to revisit, reteach and reinforce concepts• Focusing on the language of math to help students understand what the math problems are asking, and facilitating discussion using math vocabulary• Providing opportunities for students to talk about math and share their thinking with their classmates• Engaging in professional development with students	<ul style="list-style-type: none">• Ongoing professional discourse combined with professional development opportunities for teachers• Analysis of student assessments and assignments to determine areas to support• Identify trends, patterns, successes and challenges within our data collection• Provide strategies to further support students in their academic achievement

Bloomfield Hills Middle School

Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
Determine which areas of focus are needed for Tier 2 interventions in mathematical problem-solving and reasoning	<ul style="list-style-type: none">• Utilizing frequent check-ins to provide formative data for informing and guiding instruction• Monitoring and adjusting interventions to ensure students are meeting their goals• District level math meetings involving learning walks throughout district math classes• Small group instruction to provide differentiated instruction and support• Analysis of current data to monitor student progress	<ul style="list-style-type: none">• Foster our data culture through reflective teaching to verify continuous growth• Recognizing diverse learners, learning styles & strengths in others• Promoting an inclusive learning environment• Sustained professional discourse• Ongoing reflection of continuous monitoring plans to assess students and provide feedback (MTSS)• Identify trends, patterns, successes and challenges within our data collection• Provide strategies to further support students in their academic achievement• Continue to analyze student data/artifacts collected during COVID (ECOL)



- ★ Restructured MTSS/BIT Procedure
- ★ Lancer Time: SEL Weekly check-in surveys
- ★ Learning Walks
 - SEL
 - Literacy
 - Math
- ★ Lancer Leader (Upstander/OK2SAY) extended to all grades at BHMS
- ★ Affinity Groups/Clubs
- ★ Student Senate



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Jason Rubel, Angela Konzen, Julia Beattie and Bridget Reynaert
Date: December 16, 2021
Re: MICIP School Improvement Update: East Hills Middle School

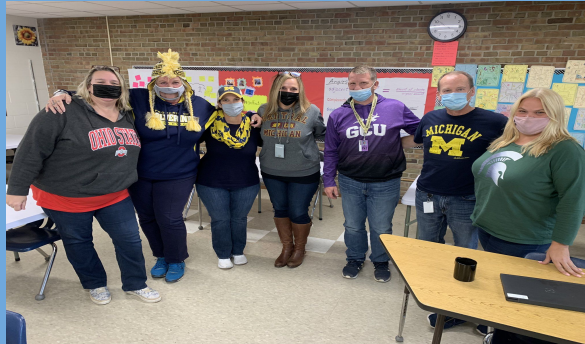
Recommended Motion:

Background Information:

ATTACHMENTS:

File Name	Description
 EHMS_MICIP_Presentation_(12.16.2021).pdf	EHMS MICIP Presentation (12.16.2021)

East Hills Data Stories



M-STEP Proficiency Rates by Building Average (Reading)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
Reading 2016-17 SY	69%	86%	50%	67%	70%	53%	47%	59%
Reading 2017-18 SY	68%	88%	55%	62%	67%	49%	55%	59%
Reading 2018-19 SY* (includes P-SAT 8)	72%	85%	53%	59%	73%	55%	48%	50%
Reading 2020-21 SY* (includes P-SAT 8)	70%	86%	31%	75%	72%	57%	33%	45%
Reading 5-Year Avg. Baseline & Target for 2021	70%	86%	48%	66%	71%	54%	46%	53%

Additional Data Sources by Building Average (Reading)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
NWEA 2019 Avg.	80%	91%	60%	60%	81%	51%	31%	47%
Fountas & Pinnell 2019 Avg	64%	75%	42%	40%	67%	38%	29%	0%
Fountas & Pinnell Fall 2020	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
Fountas & Pinnell Spring 2021	75%	60%	42%	67%	79%	56%	42%	38%
Fountas and Pinnell Fall 2021	68%	74%	44%	40%	72%	50%	60%	29%
FastBridge Avg. Fall 2020	78%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Avg. Spring 2021	78%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Fall 2021	80%	96%	59%	58%	81%	63%	25%	49%
Aspirational Goal Target	On-Track*							

East Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
Students will be able to identify key elements of text analysis including universal themes, complex vocabulary, author's craft, plot and subplots, characterization, understanding multiple perspectives, symbolism, conflicts and figurative language, and word solving.	<ul style="list-style-type: none">• August 2021-Teachers attended TCRWP Reading Institute• Small Group Targeted Instruction• Implementing the Learning Progression-Reading Continuum• Guided collaborative discussion with focus areas and specific talk-moves and sentence stems.	<p>Examine evidence gr. 6-8 for Criterion A: Analysis.</p> <p>Analysis of Performance Assessments to guide instruction.</p>

East Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
<p>Students will be able to write for different purposes, including clear claim/main idea, with credible evidence and commentary.</p>	<ul style="list-style-type: none">Teachers are working to use common language and organizers to help students identify main ideas/thesis statements with evidence and rationale across subject areas	<p>Continue to assess and examine IB Communication criterion rubrics for strengths and opportunities for growth.</p>
<p>Students will work independently reading books of their choice and reading level, promoting independent reading and challenging them in the areas of communication, research and thinking.</p>	<ul style="list-style-type: none">In partnership with media specialists, and teacher leaders, teachers have created and shared leveled texts of various genres, interests and topics to engage readers.	<p>Continue to invest in high-interest novels of various reading levels and providing resources that are attentive to SEL needs of students.</p>

East Hills Middle School

Exploration Target Areas - Reading

Target Goal	Actions taken	Further Study
Students will participate in regular class read-alouds.	<ul style="list-style-type: none">• Teachers have employed Calkins reading workshop strategies, including modeling of talking to the text with regular read-alouds.• Increase read-alouds and think-alouds with annotation and visible thinking.	Fountas and Pinnell check for fluency in addition to other formative check-ins.

M-STEP Proficiency Rates by Building Average (Math)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
Math 2016-17 SY	64%	83%	33%	67%	68%	40%	40%	47%
Math 2017-18 SY	64%	82%	38%	58%	67%	39%	50%	53%
Math 2018-19 SY* (includes P-SAT 8)	66%	88%	38%	52%	68%	48%	50%	53%
Math 2020-21 SY* (includes P-SAT 8)	62%	86%	26%	69%	63%	38%	41%	33%
Math 5-Year Avg. Baseline & Target for 2021	64%	85%	34%	62%	67%	42%	45%	47%

M-STEP With Additional Data Sources by Building Average (Math)								
	All	Asian	Black	Hispanic	White	Econ. Dis.	EL	SWD
M-STEP 5-Year Avg.	64%	85%	34%	62%	67%	42%	45%	47%
NWEA 2019 Avg.	81%	94%	58%	72%	83%	58%	51%	40%
FastBridge Avg. Fall 2020	78%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Avg. Spring 2021	79%	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.	Not Av.
FastBridge Avg. Fall 2021	80%	92%	56%	64%	84%	63%	40%	45%

East Hills Middle School

Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
Students will be able revise their thinking and consider common errors and misconceptions in mathematical processes as they grapple with complex problems.	<ul style="list-style-type: none">Teachers dissect word problems and model thinking through: talking to the text, highlighting/circling key words and phrases, chunking, and drawing upon prior knowledge of essential math skillsTeachers provide students with opportunities to practice critical thinking as they work through multi-step problems together and apply skills to new problemsTeachers participate “Rough Draft Math” book study on revisionist thinking, problem-solving and productive struggle as students work through complex problems	<p>Use Big Ideas Math practice resource for further observance of how students correct errors in mathematical processes.</p> <p>Provide opportunities for students to work on the transfer of developing skills by working on familiar to unfamiliar prompts/problems</p> <p>Continue to gather data and utilize the “MathEquity Challenge” rubrics to observe for mastery and opportunities for growth.</p>

East Hills Middle School

Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
(See above)	<ul style="list-style-type: none">Teachers will create time within instruction to take a closer look at common misconceptions and errors within foundational mathematical processes.Teachers have built in time monthly to look at problems solved incorrectly, working through each step of a problem to discuss the processes and misconceptions involved.	Examine foundational skills students need to apply to address more complex math problems.
Students will have formative practice opportunities with feedback to help develop essential math skills.	<ul style="list-style-type: none">Teachers have utilized data combined with student feedback to design formative learning and practice of foundational math skills.	Look at Fastbridge assessment data to track math development with essential skills

East Hills Middle School

Exploration Target Areas - Math

Target Goal	Actions taken	Further Study
Students will construct viable arguments and critique the reasoning of others.	<ul style="list-style-type: none">• Teachers engage students in collaborative conversations• Justifying thinking, words objects and drawings,• Elaborate on others thinking to justify answers• Talk about and asking questions about each other's thinking• Teacher model use of claim, evidence, and reasoning framework to construct arguments in math.	<p>Continue to observe collaborative conversations where students are given the opportunity to justify defend thinking.</p> <p>Utilize IB Rubrics for data gathering,specifically Criterion C; Communication</p>



- ★ Instructional staff collaboration and share-out of tier 1 and tier 2 classroom-based instructional interventions and strategies.
- ★ Student involvement in the selection process of SEL literature for our media-center
- ★ Investment and application in the use of IB criterion rubrics, Fountas and Pinnell and other content-area based assessment tools to support student learning
- ★ Middle school writing/literacy peer mentor program for our upper-elementary students.
- ★ Unified Arts teachers support student-engagement and social-emotional learning through disciplinary literacy



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator
Date: December 16, 2021
Re: Ratification of Bloomfield Hills Association of Educational Interpreters and Interveners (BHAEEI) Contract

Recommended Motion:

I move the Board of Education approve the Contract with the Bloomfield Hills Association of Educational Interveners and Interpreters be approved as presented.

Background Information:

ATTACHMENTS:

File Name	Description
□ BHAEEI_20.21_Ratification_(12.16.2021).pdf	BHAEEI Tentative Agreement (12.16.2021)



AGREEMENT BETWEEN
BLOOMFIELD HILLS BOARD OF EDUCATION
AND
BLOOMFIELD HILLS ASSOCIATION OF
EDUCATIONAL INTERPRETERS AND
INTERVENERS (BHAЕii)

The BHS and Bloomfield Hills Association of Educational Interpreters and Interveners (BHAЕii) reached a tentative agreement on December 8, 2021.

The current contract expired in August of 2021 and the employees covered by this bargaining agreement have been working under the previous conditions. With this TA, wage increases will begin upon the ratification and signing of both parties. No retroactive pay will be permitted.

The changes to the contract include:

- Addition of Employment Rights article commensurate with other bargaining groups
- Addition of Union Rights article commensurate with other bargaining groups
- Addition of Discipline and Discharge article commensurate with other bargaining groups
- Specific definitions and limitations on the use of family illness days
- Inclement Weather language commensurate with other bargaining groups
- Dental and Vision Insurance increases commensurate with other bargaining groups
- Three-year agreement through June, 2024
- Wage Increases to only occur on July 1 in subsequent years
- Salary Scales

Creation of a new Interpreter Scale that is 16 steps with patterned step differentials

§ Eliminates steps at the beginning of the scale to better attract new employees

§ Add additional stipends for additional certifications which make the Interpreter more flexible to the program

§ Increase steps by \$.15 - \$.50 in years 2 and 3

§ Steps each year, placement on scale in year one

o Reduce Intervener Scales from 21 to 16 steps by eliminating the bottom five steps

§ Increase in steps by \$.50 in years 2 and 3

Education Association Date of Ratification:		Board of Education Date of Ratification:
Tammy Mistrzak, President		Jennifer Matlow, President
Scott Warrow, MEA ExecutiveDirector		John VanGemert, Secretary
		Pat Watson, Superintendent
		Keith McDonald, Assistant Superintendent of Human Resources and Title IX Coordinator



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Tina Kostiuk, Assistant Superintendent for Finance & Operations
Date: December 16, 2021
Re: Approval of 2021-22 December IA Budget Revisions

Recommended Motion:

I move that the Board of Education approve the December International Academy Okma Campus Budget Revisions for Fiscal Year 2021-22 as detailed in the attachment. Below is a summary:

Fund	Revenue	Expenditures	<u>Net Change in Fund Balance</u>
International Academy	\$ 6,105,568	\$ 6,126,487	(\$ 20,919)

Background Information:

The original budget was initially developed in fall 2020 to calculate and share tuition by December 10, 2020. Projections were adjusted were needed for the formal fiscal agent Board of Education approval in June along with participating district's approval, disapproval or abstention.

Bloomfield Hills Schools (BHS) is the fiscal agent for the International Academy (IA) Okma Campus, one of three IA campuses. The Okma Campus is funded by tuition, determined annually by December 10 of the preceding year, and has ten participating districts, including BHS. Participating district business officials meet as necessary, at a minimum annually, to discuss the Okma Campus budget and tuition, which is a percentage of the sending district's state foundation allowance funding based on the preliminary budget projections.

This month's amended budget revises tuition for the latest target foundation allowance of \$8,700 established by the State budget for all districts, adjusts projected revenue for actual enrollment, and incorporates other changes based on the latest information available.

The budget is based on a set of assumptions that continue to be updated throughout the fiscal year. As these assumptions become known quantities, budget adjustments are required.

The budget detail provided includes last year's audited actuals, the original budget and this month's revised budget.

ATTACHMENTS:

File Name	Description
 Dec_16_FY22_December_IA_revisions_pkg.pdf	IA December Budget Revisions

**International Academy
Okma Campus
Fiscal Year 2021-22**

International Academy			
	2020-21	2021-22	2021-22 December Amended Budget
	<u>Audited Actual</u>	<u>Original Budget</u>	<u>Amended Budget</u>
Revenue			
Local Sources	247,230	340,000	320,000
Interdistrict Sources	<u>5,905,175</u>	<u>5,987,200</u>	<u>5,785,568</u>
Total revenue	6,152,405	6,327,200	6,105,568
Expenditures			
Instruction:			
Basic Programs	4,309,444	4,263,830	4,138,394
Support services:			
Pupil Services	230,199	280,794	220,485
Instructional Services	227,921	260,265	252,392
School Administration	664,582	653,089	570,752
Physical Plant Services	313,468	628,394	635,684
Transportation	<u>-</u>	<u>8,186</u>	<u>8,780</u>
Total support services	1,436,170	1,830,728	1,688,093
Community Service	<u>225,741</u>	<u>300,000</u>	<u>300,000</u>
Total expenditures	<u>5,971,355</u>	<u>6,394,558</u>	<u>6,126,487</u>
Net Change in Fund Balance	181,050	(67,358)	(20,919)
Fund Balance - Beginning of Year	<u>72,461</u>	<u>253,511</u>	<u>253,511</u>
Fund Balance - End of Year	<u><u>253,511</u></u>	<u><u>186,153</u></u>	<u><u>232,592</u></u>



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Jacob McDermott, Director of Physical Plant Services
Date: December 16, 2021
Re: Approval of Glass Security Film Installation

Recommended Motion:

I move that the Board of Education approve the installation of glass security film by Michigan Glass Coatings for an amount not to exceed \$80,000, in accordance with Oakland County Cooperative Purchasing Program bid pricing. This project will be funded by the Sinking Fund.

Background Information:

Scope of work includes installation of film glass panels with 3M safety 70 clear security film on classroom-side of glass at Bloomfield Hills High School. Installers will return to apply caulk to window frames after drying period.

ATTACHMENTS:

File Name	Description
-----------	-------------

No Attachments Available



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Keith McDonald, Assistant Superintendent for Human Resources & Title IX Coordinator
Date: December 16, 2021
Re: Second Reading Board Policies

Recommended Motion:

I move the Board of Education approve the Bloomfield Hills Schools Board of Education Bylaws and Policies, as presented.

Background Information:

ATTACHMENTS:

File Name	Description
❏ BHS_Policy_Manual-U11.22.21.pdf	BHS Policy Manual
❏ BHS_Policy_Manual-10.01.21-AUDIT_(Completed_11.23.2021).PDF	BHS Policy Manual (Redlined)



BOARD OF EDUCATION BYLAWS AND POLICIES



Miller Johnson School Policy Services

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INTRODUCTION

0001 Name and Legal Status

The legal name of the School District is Bloomfield Hills Schools. The School District is a general powers school district within the meaning of the Michigan Revised School Code (RSC), MCL 380.1 *et seq.*

0002 The Board of Education

The School District is governed by the Board of Education (the Board). A principal function of the Board is to adopt Bylaws and Policies that are reasonable and necessary to guide present and future Board and School District decision making and operations. The adoption, amendment or repeal of Bylaws or Policies requires the vote of a majority of the Board members elected and serving.

Bylaws and Policies supplement the wide body of federal and state statutory and regulatory law that applies to public school districts in the State of Michigan. Federal and state law supersede these Bylaws and Policies, to the extent of any inconsistency. The Board has determined that it is not reasonable or necessary to attempt to replicate federal or Michigan statutes or regulations in these Bylaws and Policies.

0003 The Superintendent of Schools

The Board will employ a Superintendent of Schools in conformity with the RSC and other applicable laws. The Superintendent will serve as the School District's chief administrator and is responsible for the development and implementation of Administrative Regulations that give operational effect to the Board Policies. Regulations are to be consistent with these Bylaws and Policies and, except as otherwise agreed by the Board, will not be effective for a period of one month from the date they are provided to the Board. The Board may, but is not required to, formally approve Administrative Regulations. A reference to the Superintendent in these Bylaws and Policies (and in any Administrative Regulations that may be promulgated) means the Superintendent or his/her designee, unless otherwise expressly stated.

To facilitate labor negotiation procedures, the Superintendent is appointed as chief representative of the Board for the purpose of effecting negotiation objectives and the approval of team members for collective bargaining with recognized bargaining units.

The Board has adopted these Bylaws to define the manner in which the Board meets, operates and conducts its business. Bylaws are intended to provide for the Board's own internal governance, providing the basic framework for Board operations.

1001 Organization and Functioning of the Board

Composition The Board of Education is comprised of seven (7) members, elected or appointed in accordance with the [RSC](#) and the [Michigan Election Law](#). Board members shall be elected at the District's regular election, which is a bi-annual election, held on the even-year state authorized general election date in November. The Board may change the regular election date upon resolution adopted by December 31 of the year prior to the new election date.

Term of Office The term of office of each member is four (4) years.

Oath of Office Newly elected, reelected and appointed members of the Board will take the required oath of office before being seated.

Vacancies In the event of a vacancy on the Board, the Board may appoint an eligible person to fill the position consistent with [Michigan law](#).

Duties and Responsibilities of Board Members Board members are elected to serve the interests of the School District and the entire school community. These interests may not be subordinated to any partisan principle, group or interest. Board members are expected to be and remain informed about issues that may come before the Board for decision, including but not limited to the pursuit of professional development opportunities. In furtherance of this objective, Board members are expected to pursue MASB certification. Regular attendance at Board meetings is necessary to fulfill the obligations of a Board member.

Role of Individual Board Members The Board acts as a whole, and only at properly convened Board meetings. An individual Board member lacks independent authority and may not act for or on behalf of the Board unless he/she has been specifically delegated authority by the Board to act in a particular instance.

Code of Ethics Each Board member will be asked to acknowledge and sign the following [Code of Ethics](#):

As a member of the Board, I will promote the best interest of the School District as a whole and will adhere to the following ethical standards and principles:

1. I will represent all School District constituents honestly and equally and refuse to surrender my responsibilities to any partisan principal, group or interest.
2. I will avoid any conflict of interest prohibited by law or appearance of a conflict of interest that could result from my position, and will not use my membership on the Board for personal gain or where contrary to the interests of the School District.
3. I will recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public meeting of the Board.

4. I will take no private action that might compromise the Board or administration and will respect the confidentiality of privileged information.
5. I will abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
6. I will encourage and respect the free expression of opinion by my fellow Board members and will participate in Board discussions in an open, honest and respectful manner, honoring differences of opinion or perspective.
7. I will prepare for, attend and actively participate in School Board meetings.
8. I will become sufficiently informed about and prepared to act on the specific issues before the Board.
9. I will respectfully listen to those who communicate with the Board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire school community.
10. I will strive for a positive working relationship with the Superintendent, respecting the Superintendent's authority to advise the Board, implement Board policy, and administer the School District.
11. I will model continuous learning and work to ensure good governance by taking advantage of Board member development opportunities, including, but not limited to, those sponsored by state and national school board associations, and encourage my fellow Board members to do the same.
12. I will strive to keep the Board focused on its primary work of clarifying the School District purpose, direction and goals, and monitoring District performance.

Confidentiality Board members will receive information that is not available to the general public. This includes information that is received during a closed session of the Board. In order for the proper functioning of the Board, an individual Board member will not share confidential information without the prior authorization of the Board or as may be required by law.

Conflict of Interest If a relative (father, mother, son, daughter, sister, brother, or spouse; father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law; step-father, step-mother, step-son, step-daughter; step- or half-brother; step- or half-sister; or, any other persons who reside at the same location as a Board member) of a Board member is already an employee of the District, such Board member shall abstain from voting on any matter affecting the employment status of the employee.

New Members Board service requires considerable preparation and study. New Board members are strongly encouraged to participate in orientation and educational activities to acquaint themselves with the duties and responsibilities of a Board member.

Committees The Board may create various committees to gather information for the Board. Committee members will be appointed by the Superintendent and the Board President. A committee will not consist of more than three (3) Board members.

Election of Officers of the Board The President, Vice President, Treasurer and Secretary of the Board will be elected at the Board's annual organizational meeting. The vote of a majority of the Board members elected and serving will be necessary for election to these offices. The elected officers will hold office for one year, and continue in office until their successors are chosen and take office. Board officers are eligible for reelection to their office.

President The President of the Board will preside at all meetings of the Board and conduct meetings in the manner prescribed by these Bylaws. The President will prepare the agenda for Board meetings in consultation with other Board members and the Superintendent and may perform such other tasks as are reasonably necessary to facilitate Board meetings.

The President, or his/her designee, functions as the official spokesperson for the Board. The President will be the official recipient of correspondence directed to the Board and will provide copies of School District related correspondence to all other Board members and, in his/her discretion, to the Superintendent. Board members who receive School District related correspondence that was not addressed to the President will promptly provide a copy to the President.

The President will sign all papers and documents required by law or otherwise authorized by action of the Board.

The President, or his/her designee, on behalf of the Board, is authorized to consult with the Superintendent and/or School District legal counsel prior to presentation of an issue to the full Board.

Vice-President The Vice-President of the Board will have the powers and duties of the President during the temporary absence or disability of the President. The Vice-President will also have such other powers and duties as the Board may from time to time determine.

Treasurer The Treasurer of the Board will sign all School District documents required by law or otherwise authorized by action of the Board and perform other duties required by law and/or assigned by the Board.

Secretary The Secretary of the Board or an administrative designee will be responsible for taking and keeping the Board minutes in conformity with applicable legal requirements and performing such other duties as the Board may from time to time determine.

Vacancies in Officer Positions In the event of a vacancy in a Board office, the Board will elect a successor to serve for the balance of the term.

Removal from Officer Position The Board may remove a person from an elected Board office by a majority vote of the serving members. Removal from an office does not constitute removal from the Board.

Compensation Board members are not compensated for Board service.

Board Budget The Board will have an annual (fiscal year) budget (to be determined at the organizational meeting each year) for professional development (PD), including, but not limited to, MASB classes, seminars, conferences, memberships in meetings of county, state or national organizations and any other enrichments engaged in on behalf of the Board. Consultants hired for district business or in furtherance of district goals and goal setting will not be included in the Board PD budget.

Reimbursement of Expenses Board members will be reimbursed for actual and necessary expenses incurred in the discharge of their official duties. Board members are expected to exercise good judgment, and ensure that expenditures incurred are reasonable, necessary, and in the best interest of the School District. Board members will not be reimbursed for entertainment expenses or the purchase of alcoholic beverages.

Indemnification The School District will indemnify the Board and individual Board members to the extent permitted by law. The School District will also purchase and keep in effect insurance policies for the defense and indemnification of the Board and individual Board members.

Discipline and Removal By a majority vote, the Board may censure an individual Board member or members for violating federal or Michigan law, these Bylaws or Board policy, or otherwise acting in a manner inconsistent with the office of a Board member. By a majority vote, the Board may petition the Governor to remove an individual Board member or members from the Board for any reason permitted by law.

Professional Services The Board may select and appoint qualified individuals or firms to provide professional services to the District for legal, architectural, and auditing/accounting services. In making such selections, the Board will, minimally, consider certifications, licenses, training and experience.

1002 Meetings of the Board of Education

Michigan Open Meetings Act [The Michigan Open Meetings Act \(OMA\), MCL 15.261 et seq.](#), governs many aspects of Board of Education meetings. These Bylaws supplement the requirements of the [OMA](#).

Annual Organizational Meeting An organizational meeting will be held annually during the month of January. The Board may elect to hold its organizational meeting in July, so long as the meeting date does not result in non-compliance with Michigan law. The business of the meeting will include:

- The election of Board officers;
- The establishment of a schedule of regular Board meetings for the year; and,
- Such other business as the Board may choose to address.

Regular Meetings Regular meetings of the Board will be held in accordance with the schedule established by the Board at the organizational meeting. The agenda for each regular meeting will be developed by the President of the Board in consultation with other Board members and the Superintendent. It is the policy of the Board to defer action on matters not on its agenda which are brought to the Board's attention for the first time in a public meeting, in order to provide members adequate time for study. However, matters placed for the first time on the agenda for a regular or special Board meeting may be acted upon during that meeting.

Special Meetings Special meetings of the Board may be called by the President or any three (3) Board members by providing not less than 18 hours' notice to all Board members. The notice to Board members and the public shall be consistent in manner and form with the requirements of the [OMA](#).

Meeting Procedures

Quorum. Unless otherwise required or permitted by law, a majority of the serving members will constitute a quorum.

Voting. Unless otherwise required or permitted by law, the affirmative vote of a majority of the serving Board members is required to exercise the Board's authority.

Electronic Meetings and Remote Participation. Until December 31, 2020, the Board may hold any and all meetings wholly electronically and individual Board members may, for any reason, participate remotely in Board meetings held in a physical location. Beginning January 1, 2021, the Board may hold meetings wholly electronically in the event of a local or statewide emergency or disaster that would risk the health or safety of the public if the meeting was held in a physical location. Individual Board members may also participate in meetings remotely if their absence is due to such an emergency or disaster, military duty, or a medical condition. Beginning January 1, 2022, Board members may only participate in meetings remotely if their absence is due to military duty.

Board meetings may be held wholly electronically so long as members of the general public may also attend electronically and are able to hear and be heard by the Board. For meetings in which any or all Board members attend remotely, the following conditions must be met:

- At the beginning of the meeting, any Board member attending remotely must announce s/he is attending remotely and, unless absent due to military duty, disclose the city, township, village, etc. and state from which s/he is participating;
- The Board Secretary must include the name of each Board member attending remotely in the meeting minutes;
- The Board member attending remotely must hear and be heard by other Board members and those in attendance at the Board meeting;
- The Board member attending remotely must notify the Board President at least one (1) business day before the meeting that s/he will participate remotely to allow the Board President to make arrangements to notify the general public of the means by which it may contact the Board member prior to the meeting; and
- The Board President must take steps to ensure the general public is aware of the manner any Board member attending remotely voted on any and all matters brought before the Board for a vote, such as requiring roll call voting.

Consistent with [MCL 15.263a\(4\) and \(5\)](#), the Board will post notice of wholly electronic meetings at least 18 hours and an agenda at least two (2) hours in advance of the meeting [here](#).

Guidelines for Public Participation at Board Meetings. The Board will establish guidelines concerning public participation at Board meetings. The guidelines will include, but not be limited to:

- Limiting the time any individual may address the Board.
- Requesting individuals who wish to address the Board to identify themselves, their address, and any organization they may represent.
- Advising the public that, generally, the Board and individual Board members will not directly respond to comments or questions that arise during the public participation portion of the meeting.
- Requiring individuals who wish to address the Board to direct their comments to the entire Board and not to individual Board members, the Superintendent, other School District employees or members of the audience.
- Prohibiting behavior that is intemperate, abusive, or discourteous, or that otherwise interferes with the orderly conduct and timely completion of the Board meeting.
- Excluding from the meeting an individual who engages in conduct that constitutes a breach of the peace.

Rules of Order. Disagreements concerning the rules of order for a meeting will be resolved according to the latest edition of *Robert's Rules of Order*. The Board may, however, suspend the Rules for a particular meeting or vote by action of a two-thirds (2/3) vote of those members present.

Suspension or Waiver of the Bylaws. The Board's bylaws and policies may be suspended by a majority vote of the members elected to and serving on the Board.

1003 Adoption or Amendment of Bylaws and Policies

The Board will, by a majority vote, adopt or amend Bylaws and Policies after readings at two separate Board meetings. The Board may, by a majority vote of members elected and serving, waive a first reading.

Resident Students Michigan law establishes which students have the right to attend school in the School District. From time to time, the Board may review and/or revise District attendance boundaries. The Superintendent will develop and implement regulations for the enrollment of resident students and their assignment to School District schools, facilities and programs. The Superintendent may also develop and implement regulations for intra-district open enrollment.

Nonresident Students Nonresident students may be permitted to enroll in the School District, as described below.

Schools of Choice. The Board may choose to permit the enrollment of nonresident students pursuant to a schools of choice program. If such a program is adopted, the Superintendent will develop and implement regulations for the enrollment of nonresident schools of choice students. Students duly enrolled pursuant to a schools of choice program will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Tuition Students. The Board may choose to permit the enrollment of nonresident students pursuant to a tuition program. If a tuition program is adopted, the Superintendent will develop and implement regulations for the enrollment of nonresident tuition students. Students duly enrolled through a tuition program will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Foreign Exchange Students. The Superintendent may develop and implement regulations for the enrollment of foreign exchange students.

Homeless Students. The School District will comply with applicable legal requirements concerning the enrollment of students defined as homeless under federal law. The Superintendent will appoint a designee to serve as the District's liaison with homeless students and their parents or guardians. The liaison will coordinate and collaborate with state and local officials, as necessary. Students duly enrolled as homeless students will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Children of Non-resident Employees. A child of a non-resident employee of the School District may be permitted to enroll in the School District without the payment of tuition, provided the enrolling student is enrolling in the K-12 program. Once enrolled, such a student will be permitted to continue to attend the School District through graduation or receipt of a certificate of completion. This policy does not, however, bar the long-term suspension or expulsion of a student for a violation of the Student Code of Conduct.

Shared Time Instruction Under certain circumstances, students enrolled in non-public schools located within the geographic boundaries of the School District, as well as eligible students who are being home-schooled, are permitted to participate in non-core elective classes offered by the School District.

The core function of the School District is to educate students to prepare them to become productive and responsible citizens and adults. All other policies and considerations are secondary to this objective.

Curriculum The Superintendent, in consultation with selected School District personnel, is responsible for developing and implementing a legally compliant School District-wide curriculum. The curriculum is to

be designed to further the educational growth of School District students and prepare students for post-secondary education and employment opportunities. All School District personnel are responsible for faithfully and effectively implementing the curriculum in their respective buildings and classrooms.

The curriculum developed for students should be reflective of the School District's Core Values, as well as the School District's Mission Statement. Consistent with those items, the Board:

- Encourages the use of electronic information technologies in educational endeavors, as well as instruction and guidance for students on the importance of responsible digital citizenship;
- Encourages the development of critical thinking for students, which may include the review and discussion of controversial issues which have political, economic, or social significance; and
- Supports those instructional practices designed to maximize the creativity and accomplishments of the School District's student artists.

Assessments The Superintendent, in consultation with selected School District personnel, is responsible for developing, implementing, and/or administering legally compliant student assessments. These assessments are to be designed to accurately measure the degree to which students of the School District are progressing in the School District's curriculum, in general, and how each individual student is progressing within the curriculum.

The Superintendent, in consultation with selected School District personnel, is also responsible for developing and implementing an assessment reporting system. The purposes of the reporting system include informing the Board, School District staff, parents,¹ and the community, at large, about student progress within the School District's curriculum, in general; informing the Board, School District staff, parents and the community at large about student progress relative to their peers in other school districts and communities; and, notifying parents and students of the particular student's individual progress in the School District's curriculum. Reporting to the Board will occur at least annually. All School District personnel are responsible for faithfully and effectively administering the School District's assessments and following the prescribed system of assessment reporting.

Students will be allowed to make up assignments or examinations that are missed for valid reason and encouraged, when appropriate, to retake tests when new levels of understanding are achieved. A process and timeline for students to complete missed work or retake tests will be established by teachers in collaboration with the building principal.

Progress Reports and Grades The Superintendent, in consultation with selected School District personnel, is responsible for developing and implementing a system of legally compliant periodic progress reporting and grading that accurately reflects the degree to which students are progressing within the School District's curriculum, in general, and relative to their peers, as well as how each individual student is progressing. All School District personnel are responsible for faithfully and effectively implementing the School District's progress reporting and grading system.

Placement To the extent permitted by law, the Superintendent and building administrators, in consultation with parents, are responsible for placing students in schools, grades and courses consistent with the School District's core function of preparing students to become productive and responsible citizens and adults. Where agreement cannot be reached, following consultation, placement decisions may be made notwithstanding parental objection. The Superintendent will promulgate administrative regulations necessary to implement this policy.

¹ The word "parents," when used in these policies, includes legal guardians and, where required by law, those acting in the place of parents.

Graduation Requirements In order to graduate and receive a high school diploma from the School District, a student must successfully complete all coursework required by law, all credits, coursework and assessments required by the School District and all other requirements that may be established and published from time to time by the Board.

2003 Education Records

Generally The Superintendent will develop and implement legally compliant regulations covering the creation, maintenance, preservation and confidentiality of student records. The Superintendent will notify parents annually of their rights with respect to student records and related matters, as required by the [Family Education Rights and Privacy Act](#) (FERPA) and the [Protection of Pupil Rights Amendment](#) (PPRA).

Directory Information The Board designates the following student record information as directory information:

- A student's name, address and telephone number;
- A student's photograph;
- A student's birth date and place of birth;
- A student's participation in School District related programs and extracurricular activities;
- A student's academic awards and honors;
- A student's height and weight, if a member of an athletic team;
- A student's honors and awards; and
- A student's dates of attendance and date of graduation.

Such information may be released by the School District, upon request, unless a parent or adult student has made timely objection, in writing, in accordance with [FERPA](#).

Student Surveys Parents may inspect all materials used for any student survey, analysis or evaluation conducted by the School District in connection with a program that is funded by the United States Department of Education. The School District will not, without the consent of the parents of a student, require the student to participate in such a survey, analysis or evaluation that reveals or is intended to reveal information concerning the student's or the student's parents':

- Political or religious affiliations, beliefs or practices;
- Mental or psychological problems;
- Sexual behavior or attitudes;
- Illegal, anti-social, self-incriminating or demeaning behavior;
- Critical appraisals of other individuals with whom the student or the student's parents have close family relationships;

- Legally recognized privileged or analogous relationships, such as those with lawyers, physicians and ministers;
- Income, other than when required by law to determine eligibility for programs or financial assistance.

2004

Extracurricular Activities

The Board strongly encourages the participation of School District students in extracurricular activities. Such activities are intended to supplement the School District's curriculum and provide opportunities for student enrichment. While important, it must be emphasized that participation in extracurricular activities is a privilege; not a right. Students will not be excluded from school activities on the basis of their failure to participate in fund-raising activities or their inability to pay.

Athletics The Superintendent, in consultation with the Board and selected School District personnel, will develop and administer a robust program of interscholastic athletics. The athletic program must, at all times, adhere to the principle that participants are students first and athletes second.

School District Clubs and Other Activities The Superintendent, in consultation with the Board and selected School District personnel, will develop and administer a program of curricular and extracurricular student clubs and other activities.

Student-Initiated Clubs School District secondary students may also initiate clubs and other activities to be held on School District premises, subject to such rules and regulations as may be established by the Board, the Superintendent or District personnel consistent with the federal [Equal Access Act](#) and its [Michigan equivalent](#). The School District will not discriminate among such student-initiated clubs and activities based on the religious, political or philosophical content of their meetings, provided the following conditions are met:

- Club meetings and events may not take place during instructional time.
- Club meetings and events must, in fact, be student initiated and student participation must be voluntary.
- Club meetings and events will not be sponsored by the School District or School District employees or agents.
- School District employees and agents may be present in only a supervisory capacity. They may not otherwise participate in club meetings and events.
- Persons not affiliated with the School District may not direct, conduct, control or regularly attend club meetings and events.
- Club meetings and events must not materially or substantially interfere with the orderly conduct of School District educational programs or activities.

2005

Communication

Closed Forum The School District is a closed forum, dedicated to the education of School District students based on the School District's curriculum. Where deemed necessary, the School District reserves the right to prohibit communication by students or others while observing all applicable legal requirements.

Student Publications The School District supports and encourages student publications that are part of the School District's curriculum, including school newspapers, yearbooks and similar publications.

Distribution and Posting of Materials The posting and distribution of materials, including petitions, on School District premises is prohibited, unless the materials are generated by the School District itself or provides factual information about School District academic or extracurricular activities. All postings and materials to be distributed require the prior written approval of the building administrator or his/her designee.

The Superintendent, in consultation with building administrators, may develop and implement regulations for the posting and distribution of other information. In all cases, the School District prohibits the posting or distribution of literature that:

- Is libelous, defamatory, obscene, lewd, vulgar, or profane;
- Violates federal, state or local laws;
- Advocates the use or availability of any substance or material that may reasonably be believed to constitute a direct and substantial danger to the health or welfare of students, such as tobacco, alcohol or illegal drugs;
- Incites violence;
- Interferes with or advocates interference with the rights of any individual or the orderly operation of the schools and their programs;
- Is primarily of a commercial nature, including but not limited to material that primarily seeks to advertise products or services; or
- The primary purpose of which is fundraising, except as approved in advance by the Superintendent.

2006

Behavior

Introduction The Board of Education is committed to providing a school environment in which staff may deliver and students may receive educational services without disruption or interference. Expectations for students are based on principles of civility, mutual respect, and otherwise doing what is necessary to be a functioning member of a school community. These expectations apply to conduct on School District premises, while en route to and from school, while in attendance at school functions, as well as when off-campus, to the extent the off-campus behavior is likely to or does substantially disrupt District academic or extracurricular activities or programs

Attendance and Truancy The School District requires its students to attend school every day school is in session, except when excused by the School District. The School District's Assistant Superintendent of Learning Services is responsible for enforcing this policy. In cases where the School District's Assistant Superintendent of Learning Services concludes a parent is failing to comply with Michigan's compulsory school attendance law, [MCL 380.1561](#), s/he may refer the matter to Child Protective Services or the appropriate police agency or prosecutor's office.

Student Appearance Students' dress and grooming must not disrupt the educational process, and should be applied using gender neutral criteria. Enforcement should promote the least restrictive modification possible.

Student Code of Conduct The Superintendent, in consultation with selected School District personnel, will develop and implement a legally compliant Student Code of Conduct. The Student Code of Conduct will apply to student behavior on school premises, while en route to and from school, at School District related events, as well as to off-campus behavior, to the extent the off-campus behavior is likely to or does substantially disrupt District academic or extracurricular activities or programs, or to the extent the District is legally required to consider the off-campus behavior, such as criminal sexual conduct and cyberbullying.

- Principals are delegated the authority to suspend a student from school for misconduct for a period not to exceed ten (10) school days. The Student Code of Conduct to be developed by the Superintendent is to include the due process protections that will apply in connection with such suspensions.
- The Student Code of Conduct will include a procedure for considering and disposing of recommendations by the administration for long term suspensions (in excess of 10 school days) and expulsions. The procedure will be consistent with this policy.

Long Term Suspensions and Expulsions. The Board of Education delegates to the Superintendent the authority to issue long-term suspensions and expulsions, pursuant to legally compliant procedures set forth in the Student Code of Conduct. The Superintendent's decision on such suspensions and expulsions will be final.

Consistent with state law, the Board encourages the use of restorative practices, to the extent appropriate and practicable, to address incidents of student misconduct.

The Superintendent may also develop and implement an Athletic and Extracurricular Code of Conduct. The Code will be developed on the foundational basis that participation in athletics and extracurricular activities is a privilege; not a right. The Superintendent will post the School District's Student Code of Conduct and Athletic and Extracurricular Code of Conduct on the School District's web site and take other reasonable measures to assure that students and parents are aware of their existence.

Other Student Behavior Michigan law requires that the Board adopt policies concerning bullying, "verbal assault" and locker searches. The Board adopts the following policies, which the Superintendent is to incorporate into the Student Code of Conduct.

Student Bullying The Board recognizes that bullying and cyberbullying significantly interfere with the learning process. Through this anti-bullying policy, the Board prohibits bullying "at school," as defined below, as well as off-campus conduct that is likely lead to a material or substantial disruption of the school learning environment for one or more students.

This anti-bullying policy is intended to protect *all* students from bullying, including cyberbullying, regardless of the subject matter or motivation for the behavior. The Board, through this anti-bullying policy, also prohibits retaliation or false accusations against a target of bullying, as well as against a witness or another person with reliable information about an act of bullying. The identity of an individual who reports an act of bullying shall remain confidential.

In order that this Policy be properly implemented, the Board directs that:

Implementation

Responsible School Official. The Principal of each school building is primarily responsible for implementing this Policy for the school to which he or she is assigned.

Publication. The Superintendent shall revise the District's Student Code of Conduct, consistent with this Policy, to specifically prohibit bullying and cyberbullying, as defined below. The Superintendent is directed to post this Policy on the District's website.

Reporting. The Superintendent shall report to the Board of Education, on an annual basis, all verified incidents of bullying, and the resulting consequences that were imposed.

Administrative Regulations. The Superintendent shall promulgate such administrative regulations as he/she may deem necessary for the implementation of this Policy. The regulations shall include all of the following:

- A procedure for an individual to report an act of bullying;
- A procedure for the prompt investigation of a report of an act of bullying by the building principal or his/her designee;
- A procedure for providing notification to the parent or guardian of both the claimed victim of an act of bullying and the parent or guardian of the alleged perpetrator;
- A procedure to protect the confidentiality of a person making a report of bullying;
- A procedure for documenting any prohibited bullying incident that is reported; and
- A procedure for the Superintendent to report to the Board of Education, on an annual basis, all verified incidents of bullying, and the resulting consequences that were imposed.

Definitions. The following definitions shall apply for purposes of this Policy:

"Bullying" means any written, verbal or physical act, or any electronic communication, including, but not limited to, cyberbullying, that is intended or that a reasonable person would know is likely to harm one or more District students, either directly or indirectly, by doing any of the following:

- (i) Substantially interfering with educational opportunities, benefits or programs;
- (ii) Adversely affecting a student's ability to participate in or benefit from educational programs or activities by placing a student in reasonable fear of physical harm or by causing substantial emotional distress;
- (iii) Having an actual and substantial detrimental effect on a student's physical or mental health; or,
- (iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

"At school" means in a classroom, anywhere else on school premises, on a school bus or other school-related vehicle and at a school-sponsored activity or event, whether or not the activity or event is held on school premises. *"At school"* includes the off-premises use of a telecommunications access device or telecommunications service provider if the device or service provider is owned by or under the control of the District.

"Cyberbullying" means any electronic communication that is intended or that a reasonable person would know is likely to harm one or more pupils either directly or indirectly by doing any of the following:

- (i) Substantially interfering with educational opportunities, benefits or programs;

- (ii) Adversely affecting a student's ability to participate in or benefit from educational programs or activities by placing a student in reasonable fear of physical harm or by causing substantial emotional distress;
- (iii) Having an actual and substantial detrimental effect on a student's physical or mental health;
or
- (iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

Accountability. Each student in the School District is accountable for his/her own behavior, based on age-appropriate expectations. Respect for all students is part of a safe and healthy learning environment. Each student is expected to demonstrate respect through their interactions with the give-and-take of friendships, group cooperation, social interaction, compromise and acceptance of differences among other students and staff.

Retaliation. Retaliation against a target of bullying, a witness, another person with reliable information about an act of bullying or any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of bullying is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy independent of whether a complaint is found to have been substantiated. Suspected reprisal or retaliation should be reported in the same manner as bullying.

Making intentionally false reports about bullying for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated.

Retaliation and intentionally false reports may result in disciplinary action.

The Superintendent is directed to implement this Policy and is authorized and directed to promulgate such administrative regulations as may be deemed necessary.

Verbal Assault A verbal assault is a communication or series of communications that does or is intended to put a reasonable person in fear of harm to himself/herself or his/her property. The Superintendent will address verbal assault within the Student Code of Conduct.

Locker and Other Searches Lockers provided to students are the property of the School District and students and others have no expectation of privacy with respect to the lockers or their contents. School District principals and their designees may search student lockers at any time for any reason and may request the assistance of local law enforcement personnel. When conducting locker searches, School District personnel will respect the privacy rights of students regarding items found that are not illegal or possession of which is not in violation of School District policy. Any searches of personal property on school grounds will be conducted in a manner consistent with applicable legal standards.

Personal Electronic Devices The School District reserves the right to prohibit the possession or use of personal electronic devices on School District property or at School District-related functions. For purposes of this Policy, "personal electronic device" means a privately-owned device that is used for audio, video or text communications.

Students are permitted to use personal electronic devices as follows:

- As directed by a teacher or other professional staff member for educational purposes.
- Before and after the regular school day.
- During the student's scheduled lunch time.

Students may possess personal electronic devices on their person but the devices must be powered off and kept out of sight in backpacks/purses or lockers except during the times, above.

The Superintendent may develop regulations to further control student possession and use of personal electronic devices. This policy is intended to compliment, not contradict, the District's Bring Your Own Device (BYOD) practices in schools.

2007

Health and Safety

Programs and Activities School District personnel will take reasonable precautions to preserve the health, safety and welfare of students participating in School District related programs and activities.

Health Concerns Raised by Parents or Guardians Parents are responsible for informing the School District of health and safety concerns particular to their children and cooperating with the School District to address those concerns. The Superintendent will develop and implement regulations for addressing the health and safety concerns of students with disabilities within the meaning of [Section 504 of the Rehabilitation Act of 1973](#).

Immunization Except as otherwise specifically provided by law, the Board requires that all students be properly immunized, not later than the first day of school.

Medication The Superintendent will develop regulations concerning student medications. The regulations will address the possession, storage and accessing of student medications, as well as the administration of prescription medications to students while at school.

Performance Enhancing Substances Students are prohibited from using or being in the possession of any performance-enhancing substances, including, but not limited to, those that may be listed by the National Collegiate Athletic Association, the Michigan High School Athletic Association or the Michigan Department of Community Health.

Seclusion and Restraint The Board directs School District personnel and others to comply with Michigan law prohibiting seclusion and restraint, except for emergency seclusion and emergency physical restraint in the manner permitted by law.

Wellness The Board of Education recognizes that student wellness is integral to learning, growth and development. The School District will promote proper nutrition and nutrition education, as well as regular physical activity, as steps toward student wellness. The Superintendent will develop administrative regulations to implement this policy.

Food Allergy Management The Board supports the education of school personnel, students and parents regarding food allergy management to maintain a safe school environment for allergic children.

Epinephrine Auto-Injectors (Epi-Pens) The School District will acquire or purchase and maintain at least two functioning epinephrine auto-injectors (epi-pens) for and at each school building it operates. Properly trained School District personnel or authorized contractors will administer an epi-pen injection to any individual on school grounds who is believed to be having an anaphylactic reaction, or to any student who has a prescription on file at the school. The District will notify the parent of any student to whom the District administers an epi-pen injection on school grounds or at a school-related activity.

The purpose of this policy is to comply with 2013 PA 187 (PA 187) and sections [1178](#) and [1179](#) of the [Revised School Code](#). This policy is not intended, and should not be construed, to create or grant any rights or remedies to any person. The Superintendent will promulgate administrative regulations for implementing this policy consistent with the requirements of the [Revised School Code](#), which regulations

will incorporate, by reference, the Michigan Department of Education's Medication Administration Guidelines.

Cardiac Emergency Response Plan The Superintendent will develop and implement regulations that will enable the School District to offer an appropriate response in the event of a cardiac emergency. These procedures will address, at a minimum:

- The use and regular maintenance of automated external defibrillators located within the School District.
- Activation of a cardiac emergency response team in the event of an identified cardiac emergency.
- The methods for effective and efficient communication in the building or outside area in which the emergency arises.
- A training plan for the use of automated external defibrillators and cardiopulmonary resuscitation techniques.
- The incorporation or integration of a local emergency response system and emergency response agencies into the School District's procedures.

The Superintendent will annually evaluate the School District's cardiac emergency response procedures and report the evaluation results to the Board.

Physical Examinations and Screenings Annual notice will be given to parents of any health or physical examinations or screenings. Parents will be given the opportunity to opt-out their students from all physical examinations and screenings.

3001**Curriculum Development**

The Superintendent is responsible for the development, implementation and ongoing evaluation of the School District's curriculum. The curriculum will:

- Be consistent with the Board's policy on Student Learning and Achievement (see Policy 2002), well as the School District's Core Values, Mission Statement, and Strategic Plan;
- Meet or exceed all requirements of the State of Michigan for instructional programs; and,
- Be standards based and founded upon legally compliant, research-based grade level learning and achievement standards that lead to the awarding of a School District diploma.

The School District's curriculum will also include legally compliant, research-based learning and achievement standards for students who participate in career and technical education programs, as well as address the needs and provide legally compliant opportunities for students with disabilities and students who are considered above grade level.

The Superintendent will appoint well qualified administrators and teachers to assist the Superintendent in implementing and improving the School District's curriculum, as well as otherwise improving student learning and achievement.

3002**Parental Involvement**

The Board strongly encourages and supports the involvement of parents in their children's education. The Superintendent will develop and implement regulations, in consultation with parents, which will include:

- The manner in which the School District will cooperate with parents of students to develop students' intellectual and vocational skills in a safe and positive environment;
- The manner in which the School District will permit parents to review the School District's curriculum, textbooks and teaching materials;
- The manner in which the School District will permit parents to observe instructional activities, other than testing and assessments, in which their students are enrolled and present;
- The manner in which the School District will permit the disclosure or use of student information for purposes of sales or marketing;
- Encourage effective communication among teachers, students, and parents both generally and through procedures aimed at facilitating parent-teacher conferences and/or student-teacher conferences; and
- A regular reporting schedule so the Board remains apprised of the success of this policy.

Parental involvement is also considered a key component of federal Title I programs. In order to help build a partnership between home and school for purposes of Title I, the School District:

- Informs parents of the program, the reasons for their children's participation and the specific instructional objectives;
- Trains parents to work with their children to attain instructional objectives;
- Trains teachers and other staff involved in Title I programs to work effectively with the parents of participating students;
- Consults with parents on a regular basis;
- Provides opportunities for parents to be involved in the design, operation and evaluation of the program; and
- Provides opportunities for the full participation of parents who lack literacy skills or whose native language is not English.

The Superintendent will develop and implement regulations that are compliant with Title I. The regulations are to support the above principles and actions and also assure that services provided with state and local funds in Title I schools are comparable to those provided in non-Title I schools in the School District.

3003 Instruction

To the maximum extent feasible, student instruction will be delivered using research based and peer reviewed instructional methodologies. The Superintendent may develop regulations that are consistent with this policy.

In order to promote stability in the School District's course and program offerings, all new courses, programs, those recommended for elimination, and revisions to existing courses or programs require Board approval. Board approved courses shall be offered each year unless enrollment does not justify offering the course.

3004 Textbooks and Other Instructional Materials

The Board delegates to the Superintendent the authority to purchase instructional materials recommended to the Board, for its approval, including textbooks that are compatible with the School District's curriculum. The Superintendent may utilize well qualified administrators and teachers to assist in the selection of instructional materials, including textbooks, to be recommended to the Board.

3005 Selection of Media Center Materials

The Board intends that students be provided access to a wide variety of educational materials, in various media, to support learning. The Superintendent is authorized to make or approve purchases for the media center and may receive recommendations for such purchases from professional staff members, parents and students.

3006 Parental Objections

The Superintendent will develop regulations that provide an opportunity for the presentation and fair consideration of parental objections to the School District's curriculum, the selection of textbooks and other instructional materials and media center materials.

3007 School Year / School Calendar

The Superintendent will develop and recommend for approval by the Board a school year that is consistent with the Board's policies on Student Learning and Achievement. The school year adopted by the Board will meet all applicable legal requirements and, to the extent feasible, will be coordinated with the school year calendars of the intermediate school district and neighboring school districts.

3008 School Day

The Superintendent will develop and recommend for approval by the Board a school day that is consistent with the Board's policies on Student Learning and Achievement. The school day will meet all applicable legal requirements.

3009 Limited English Proficiency

The Board is committed to providing equal educational opportunities for all students in the School District. This includes students who have an English language deficiency. The Superintendent will develop and implement programs of instruction that:

- Appropriately identify students who have an English language deficiency;
- Provide appropriate instruction to limited English proficient students to assist them in gaining English language proficiency; and,
- Annually assess the English proficiency of students and monitor their progress in order to determine the degree to which they may participate in a regular classroom environment.

3010 Equity and Excellence

The School District commits to achieving equity and excellence for each and every student by preparing them for citizenship, higher education, and the workforce. The Board will provide the necessary leadership and resources so every student, with support for his or her unique circumstances, has access to and is provided the opportunities and experiences that lead to academic, emotional, physical, and social success.

Through an individualized approach to monitoring students' interests and progress, the District will build on the strengths and gifts of each student. The District believes each student will reach high levels of achievement when supported by a challenging curriculum, effective instruction, engaging relationships, and an environment that promotes their academic, emotional, physical, and social wellbeing. The District commits to practices that incorporate and are consistent with the following principles:

- Developmentally responsive educational practices and inclusive learning environments empower students to perform at high levels. The District will maintain, and employees will use, differentiated teaching strategies, assessment and other tools that support students in their learning.
- Educational outcomes are not presumed by income, race, disability, gender, first language, or family background.
- Access to educational programs, services, and opportunities do not depend on eligibility criteria other than those prescribed by the District's policies, or local, state, or federal law.

- Home, school, and community all play a vital role in student success. Positive educational outcomes are the responsibility of District employees and our students, in partnership with our families and community.
- Providing a challenging educational program to every student with an emphasis on acceleration of learning opportunities is the responsibility of each District employee.
- By working together District staff models collaborative behavior to improve the quality of learning for all students. Each staff member is responsible and accountable for the learning and achievement of all students, and will help build a culture that reinforces this responsibility.
- Employees advocate for the success of each student through program recommendations and robust communication with students and their families regarding opportunities for learning.

3011 Prohibition of Referral or Assistance

All District employees Board members, and school officials are prohibited from referring a student for an abortion or assisting a student in obtaining an abortion. This policy does not apply to employees, Board members, and school officials who are parents or legal guardians of that student.

A quality educational program is very largely a function of the personnel employed to implement the educational goals of the Board of Education. The Board will search for and employ persons of the highest character who have the skills and other qualifications necessary to meet staffing requirements.

Board policies apply to all School District employees, including personnel who are covered by a collective bargaining agreement. In the event that a Board policy conflicts with an enforceable provision of a collective bargaining agreement, the bargaining agreement will control the particular matter for employees who are within the coverage of that agreement. Any provision of a collective bargaining agreement that purports to cover a prohibited subject to bargaining is not enforceable.

All staff members have the responsibility to make themselves familiar with, and abide by, the laws of the State of Michigan as they affect their work, the policies of the Board, and implementing Administrative Regulations designed to implement them.

The Board of Education will approve the hiring of new staff and administrative appointments. Teaching or administrative personnel may be offered conditions employment by the Superintendent, or designee, subject to the approval of the Board of Education.

4001

Administrative Staff and Organization

The Superintendent of Schools The Board will employ a Superintendent of Schools in conformity with relevant provisions of the [Revised School Code](#) and other applicable laws.

Other Administrators The Board may employ other administrators as it deems necessary for the proper operation of the School District.

4002

Employment Considerations

Equal Employment Opportunity The Board is committed to equal employment opportunities in all aspects of employment, including recruitment, selection, training, promotion and retention of staff.

Discrimination and Harassment The Board is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment in employment on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, transgender status, marital status, genetic information, disability, age, or any other illegal grounds. See, also, Policy 8007.

Nepotism It is the intent of the Board to avoid favoritism as well as the appearance of favoritism towards relatives in all matters concerning employment in the School District. The Board adopts the following standards:

- No Board member or employee shall participate in any personnel action, including a recommendation for appointment, employment, promotion or evaluation, concerning an applicant or employee to whom she or he is related.
- No Board member or employee may directly supervise or evaluate an employee to whom that person is related. If a person is hired or transferred into a position the person will immediately report that fact to the Superintendent, who will consult with the Board of Education concerning the proper disposition of the matter.

This policy should not, except as expressly provided, be interpreted to prohibit the employment of relatives of Board members or relatives of School District employees.

For purposes of this policy, the terms “related” or “relative” refer to the following relationships: father, mother, son, daughter, brother, sister, or spouse; father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law; step-father, step-mother, step-son, step-daughter; step- or half-brother, step- or half-sister; or, any other persons who reside at the same location as the Board member or employee.

Criminal Background Checks The Board seeks to ensure a safe and secure environment for students, staff and other members of the school community. Accordingly, the School District will comply with state law and require that any individual working in a school building, whether as an employee or working regularly and continuously under contract, submits to a criminal history and background check by the department of state police. If an individual has been convicted of a listed offense, as defined by Michigan law, the School District will not employ the individual. If the individual has been convicted of a felony other than a listed offense, the School District will consider the severity of the felony, when the conduct occurred, its effect on the ability of the individual to work in a school building, and any other matters considered relevant to the safety of the school community. An individual with a felony conviction will not be permitted to work in a school building unless the assignment is specifically approved by the Superintendent and the Board of Education. Should the School District become aware, at any time, that an individual already working in a school building has been convicted of a listed offense or a felony, the same procedures will apply. The Superintendent will develop and implement administrative regulations to carry out this policy.

4003

Conditions of Employment

Alcohol, Marijuana, and Drug Free Workplace The Board maintains a workplace free of alcohol and illegal drugs, as well as prescription drugs for which the employee does not have a current, valid prescription. An employee or volunteer who is found to have unlawfully manufactured, distributed, dispensed, possessed or used alcohol or any drug in the workplace shall be disciplined, up to and including discharge from employment. Similarly, an employee or volunteer who is found to have been present in the workplace while under the influence of illegal drugs, prescription drugs for which the employee does not have a current, valid prescription or alcohol will be subject to discipline, up to and including discharge from employment. All employees must notify the School District, in writing, if charged with a violation of a criminal drug statute occurring in the workplace. Notification must be provided no more than three (3) business days after being arraigned for the crime. All employees agree to abide by this policy as a condition of employment. This notification requirement does not eliminate the obligation of School District employees or volunteers to report convictions of felonies and/or listed offenses, as otherwise required by law.

Notwithstanding state permissibility, the use and possession of marijuana and marijuana-induced intoxication are prohibited on school grounds.

The School District’s Assistant Superintendent of Human Resources and Labor Relations is directed to establish a drug-free awareness program to inform employees about: the dangers of drug abuse in the workplace; employee awareness of this policy; and available drug counseling, rehabilitation, and employee assistance programs.

Omnibus Transportation Employees The School District is required to and will comply with the [Omnibus Transportation Employee Testing Act of 1991](#). The Superintendent will develop and implement regulations to conduct alcohol and drug testing of all employees working in safety sensitive transportation positions, within the meaning of the Act.

Staffing, Layoff and Recall of Teachers This policy relates to all teachers working for the School District as defined by the [Michigan Teachers' Tenure Act, MCL 38.71 et seq.](#) As used in this policy, the term "personnel decision" refers to any situation where the School District is:

- Conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position;
- Conducting a recall from a staffing or program reduction; or
- Any other personnel determination resulting in the elimination of a position, or in hiring after a staffing or program reduction or any other personnel determination resulting in the elimination of a position.

All personnel decisions will be made based on the following factors, in order of priority:

- Individual performance;
- Significant, relevant accomplishments and contributions;
- Relevant special training.

The focus of personnel decisions will be the retention of effective teachers. Length of service or tenure status will not be a consideration unless the factors described above are found to be equal, and, then, only at the discretion of the Superintendent. No teacher who has received a rating of ineffective on his/her last year-end evaluation will be given any preference that would result in that teacher being retained over a teacher who received a performance rating other than ineffective.

The Superintendent will develop and implement regulations or practices necessary to ensure implementation of this policy in accordance with Michigan law.

Assignment and Transfer The Board of Education believes that the appropriate placement of qualified and competent staff is essential to the successful functioning of the District. The Superintendent will be responsible for the proper assignment and transfer of all professional staff members and, in doing so, will attempt to optimize meeting the academic needs of the District's students.

HIPAA The [Health Insurance Portability and Accountability Act of 1996](#) (HIPAA) requires the School District to provide employees with notice of the uses and disclosures of their protected health information that may be made by the School District. The School District will comply with the requirements of HIPAA with regard to any employee benefit or group health plan provided by the District that is subject to the requirements of the Act. The Superintendent will develop and implement regulations necessary to ensure continuing School District compliance with the requirements of HIPAA.

Leaves of Absence An employee may be granted a leave of absence, with a right to return to employment upon expiration of the leave. A leave of absence is without pay unless otherwise provided by law, Board policy or a negotiated contract. The Superintendent will develop and implement legally compliant leave of absence regulations, specifying the various types of leave that are available to School District employees and the manner in which application for a leave may be made.

FMLA The School District will comply with the [Family and Medical Leave Act \(FMLA\), 42 USC 12201 et seq.](#), and corresponding regulations. The School District will use the rolling calendar method under the FMLA. The FMLA leave of any employee of the School District will be without pay. If the employee has paid leave time available under an applicable contract, the employee will be required to use that paid time concurrent with any FMLA leave.

Paid Medical Leave The School District will provide paid medical leave (PML) to eligible employees pursuant to Michigan law. The Superintendent will determine whether PML will accrue over the course of each benefit year or will be provided at the beginning of each benefit year and will promulgate administrative regulations concerning the use of PML. Payment and use of accrued or provided PML will be coordinated with all types of paid leave available to an eligible employee pursuant to collective bargaining agreements, individual contracts, or other School District policies and administrative regulations. This policy and any implementing administrative regulations will be automatically rescinded, without further action by the Board or the Superintendent, if paid medical leave is mandated by federal law.

Medical Examinations The Superintendent or his/her designee may require an employee to submit to a medical examination when:

- Required or permitted by federal or state law.
- Required or permitted by the employee's contract of employment.
- Information suggests that a health condition may be negatively affecting the employee's ability to perform the essential functions of his/her job, with or without accommodations.
- Information suggests that the employee is a direct threat to his/her safety or the safety of others.
- An employee has provided insufficient medical documentation as the basis for a health leave and, after providing the employee an opportunity to supplement the documentation, the documentation remains insufficient.

If the Superintendent requires an employee to submit to a medical examination, all costs will be borne by the School District. The employee will be required to sign a release authorizing the physician to submit a copy of the report of the examination directly to the Superintendent. A copy of the physician's report will be maintained in a separate, confidential personnel file.

4004 Evaluations, Discipline and Discharge, Resignations

Performance Evaluations All teachers and administrators can improve their performance and should strive for excellence in order to provide the best possible education for the students of the School District. To that end, the School District will use a rigorous, transparent and fair evaluation system for all teachers and administrators. This system will comply with Michigan law and include annual year-end evaluations for all teachers and administrators, unless otherwise permitted by Michigan law.

The evaluation system is intended to be used to improve the performance of all teachers and administrators and encourage professional growth. The system is also intended to result in the separation from employment of those teachers and administrators who, after notice and an opportunity to improve, are found to continue to be ineffective. The Superintendent will develop and implement any legally compliant Administrative Regulations necessary to put this policy into effect.

Performance-Based Compensation The Superintendent will develop for Board review and approval a legally compliant system of performance based compensation.

Ineffective Teachers Teachers will receive ratings pursuant to the School District's evaluation policy and administrative regulations. Any teacher rated ineffective on a year-end evaluation will be placed on an individualized development plan (IDP). That teacher will be evaluated mid-year during the next school year, in addition to receiving a year-end evaluation. If the teacher continues to be found ineffective after a second year, the School District will act to discharge the teacher, either through termination (if probationary) or the filing of tenure charges (if tenured), unless special circumstances are found to exist.

Discipline and Discharge This discipline and discharge policy applies to all School District employees. Furthermore, the employment of a probationary employee, including a probationary teacher, may be terminated at any time, for any reason that is not in violation of state or federal law. Where this policy conflicts with an individual contract of employment or an enforceable provision of a collective bargaining agreement, the applicable contract or agreement will supersede this policy.

The Board believes in maintaining a work environment that allows employees to be successful in providing an education to students of the School District. In return, employees are required to meet the highest standards of personal integrity, professionalism and performance. Employees whose conduct or performance is inconsistent with the School District's expectations are subject to corrective and/or disciplinary action.

Discipline, for purposes of this policy, includes verbal and written warnings, verbal and written reprimands, suspensions and dismissals/discharges. Discipline does not include verbal or written directives, verbal counseling aimed at correcting behavior or conduct, placement upon a voluntary or involuntary paid leave of absence and performance evaluations. Such actions are not subject to this policy.

Disciplinary actions are taken at the discretion of the School District, and may arise for any reason that is not arbitrary or capricious. Except as otherwise expressly provided by law, individual employment contract or an enforceable provision of a collective bargaining agreement, all disciplinary decisions of the School District are final and not subject to any grievance or arbitration procedure.

Resignations The Superintendent is authorized to accept resignations on behalf of the Board. A resignation must be in writing and is effective upon acceptance by the Superintendent.

4005 Other Matters of Employment

Gifts to School Personnel No employee of the School District shall:

- Accept any but nominal personal gifts of money, services or goods from a student of the School District or the parent or guardian of any student.
- Accept any but nominal gifts or favors from any person, firm or corporation that is involved, directly or indirectly, or may be interested in becoming involved, in any commercial dealings with the School District.

Whistleblower Protection Policy Employees are expected to report suspected unlawful activity in the School District without fear of retaliation. The Superintendent will develop regulations to inform employees of the protections and obligations that exist under the [Michigan Whistleblowers' Protection Act, MCL 15.361 et seq.](#) The regulations will include a procedure for reporting alleged violations.

Outside Activities and Tutoring Employees may not engage in activities which interfere with their School District duties and responsibilities or denigrate the School District or the employee's profession.

District teachers may provide individualized training, instruction, and/or tutoring, which complements the students' classroom experiences. However, teachers may not receive remuneration for provision of such services to those pupils enrolled in the teacher's respective school.

District co-curricular sponsors and coaches may provide individualized training, instruction and tutoring which complements the students' co-curricular experiences. However, sponsors and coaches may not receive remuneration for providing such services to those students who are current members of the co-curricular team or are eligible to be a member of the team within the next 12 months, unless permitted by the Athletic Director.

No employee shall attempt to sell or influence a student or parent to buy any product, article, instrument, service, or other such item, which would directly or indirectly benefit that employee.

Political Activities Political activities of any employee campaigning for a candidate or ballot proposal shall be conducted outside of district buildings, off District premises and outside working hours. The Board of Education recognizes that staff members of the District have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office. A staff member who is campaigning as a candidate for, or holding a public office, shall not use District facilities, equipment, or supplies or involve the District or District personnel during the work day, or to encroach on the work day.

Ownership of Works Instructional staff members are encouraged to prepare scholarly articles and otherwise produce materials which might be considered for publication or distribution. Any works which reference the School District require the prior written approval of the Superintendent.

Staff member works in which a copyright or patent interest may exist are subject to the following:

- Works developed within the specific scope of an employee's School District duties and responsibilities, or occurring during the employee's regular or customary work hours, are the absolute and exclusive property of the School District.
- Works developed by an employee outside of both the specific scope of his/her employment duties and outside the employee's regular and customary hours of work belong to the employee.

Professional Development Opportunities Administration and professional staff are encouraged to seek and take advantage of professional development opportunities. Professional development will include all District personnel being trained in understanding IEPs and Section 504 plans. Any expenses or fees associated with such professional development opportunities must be pre-approved by the Superintendent in order to be eligible for reimbursement. The Superintendent will report to the Board of Education, at least annually, the number of necessary School District personnel who have undergone professional development opportunities concerning IEPs and Section 504 plans.

Professional Staff Contracts The employment of teachers shall be secured through written contracts according to their status as a probationary or tenured teacher. The Superintendent is authorized to sign teacher contracts on behalf of the Board.

Illegal Conflicts of Interest School District employees and agents are prohibited from engaging in any illegal conflict of interest as determined by state law. See, e.g., [MCL 380.1203](#) and [Contracts of Public Servants with Public Entities, MCL 15.321 et seq.](#)

Recognition of Attaining Tenure Upon recommendation of the Superintendent, the Board may recognize the tenure status of instructional staff members, whose employment is regulated by the Teachers' Tenure Act, and who have satisfactorily completed the probationary period, as dictated by the Michigan Teachers' Tenure Act, MCL 38.71 et seq.

Codes of Ethics The School District expects all individuals working with or for its students to comply with all applicable professional codes of ethics, including the [Michigan Code of Educational Ethics](#), as approved by the Michigan Department of Education.

5000

BUSINESS

5001

General

The Board of Education holds a position of public trust and is responsible to account for and direct the management and expenditure of all monies received by the School District. In furtherance of this responsibility, the Board directs the Superintendent to establish financial procedures to ensure the proper and effective accounting of all School District monies, that monies are administered in accordance with generally accepted accounting principles and that all legal requirements concerning School District monies are satisfied in letter and spirit. Under the supervision of the Superintendent, financial reports and statements will be prepared and submitted to the Board on a monthly basis, or more frequently if requested by the Board.

5002

Budget Planning and Adoption

The Board is required to adopt a balanced budget prior to July 1 of each year, to be in place for the ensuing school year. The budget is a formalized statement of anticipated revenues, expenditures of the District, and fund balance and includes all district fund categories that are used to carry-out the District's educational goals and objectives, as required by law. If a five-year forecast provided to the Board shows that the General Fund fund balance would go below 20% of projected expenditures in any year, the matter will be brought to the attention of the Board for discussion at the next scheduled Board meeting or at a special meeting convened sooner. The Board will not approve an annual operating budget that is based on a five-year forecast showing that the General Fund fund balance would go below 15% of projected expenditures in any year, unless the Board contemporaneously passes a separate motion permitting same for that year.

The Superintendent is responsible for preparing the budget and its timely presentation to the Board. Following adoption by the Board, the Superintendent will regularly inform the Board of actual or anticipated variances that may occur during budget implementation and recommend any action that may be required to be taken by the Board.

5003

Purchasing

The Board authorizes the Superintendent to purchase and/or supervise the purchase of all materials, equipment, supplies, and services necessary for the operation of the School District. The Board expects the Superintendent to seek maximum value for all expenditures. The Superintendent is authorized to promulgate administrative regulations necessary to implement this policy.

The Superintendent will use competitive bidding when and in the manner required by law. In cases where competitive bidding is not required by law, the Superintendent may use competitive bidding or take advantage of cooperative pricing when, in his or her opinion, these procedures serve the School District's interest.

Federal Procurement Standards The Board seeks to ensure the District complies with all federal procurement policies and procedures in accordance with the [Education Department General Administrative Regulations](#) (EDGAR) and/or issued pursuant to the [Federal Uniform Guidance, 2 CFR Part 200](#). The Superintendent will delegate responsibility for the development of procedures that comply with this policy to the Assistant Superintendent of Finance and Operations.

Automated Clearing House (ACH) Arrangements and Electronic Transaction of Funds The Superintendent may enter into Automated Clearing House (ACH) arrangements approved by the Board. The Superintendent may transact School District business electronically.

Federal Grants and Awards The Superintendent will promulgate legally compliant administrative regulations concerning expenditures of funds received through federal grants and awards.

5004 Property Purchase, Sale, and Management

Surplus Land, Buildings, Facilities, and Real Estate The Superintendent may identify School District land, or buildings, facilities, and real estate no longer required for School District purposes and recommend to the Board the procedures to be followed for the sale or disposition of such property. Board approval is required for both the process to be followed and the ultimate sale or other disposition.

Construction Change Orders For change orders pertaining to bond projects that are within the project's contingency, the Superintendent or his/her designee is authorized to review and approve change orders subsequent to conferring with and obtaining the concurrence of the Assistant Superintendent for Finance and Operations. Board approval of a construction change order for a bond project is required when the change order will result in the need for additional funding for a bond project. Board approval of a construction change order for a non-bonded project is required when the change order will result in the need for additional funding for a project.

Surplus Equipment, Supplies, and Other Personal Property The Superintendent may periodically review School District equipment, supplies, and other School District personal property and identify any that are thought to be obsolete and not able to be salvaged, those that cannot be utilized effectively or economically by the School District, and those that are identified as surplus. The Superintendent ~~is~~ may authorize the sale of any such items in a commercially reasonable manner. Annually, the Superintendent will account to the Board for such sale, in writing, the total price or other consideration received by the School District.

5005 Investments

The Board requires prudent management of the public monies to which it has been entrusted. Oversight and management of School District monies rests with the Superintendent. The Superintendent will, together with other School District administrators under his/her direction, develop and implement procedures to be followed in connection with School District investments. Such procedures will comply with the Governmental Accounting Standards Board (GASB) and the Michigan [Revised School Code](#).

5006 Risk Management

The Board seeks to minimize risk in all School District operations. This requires planning that takes into account the safety of students, employees and the public, the protection of School District property and avoidance of financial loss or liability.

The Superintendent is responsible for establishing a risk management program. The program will include means for identifying, eliminating, reducing, or transferring risk, and may provide for the purchase of insurance, if necessary.

5007**Audits**

The Board will retain a firm or person to conduct an annual audit of the School District's financial statements to determine, through an independent review, whether the financial statements fairly present the financial position of the School District, whether the School District has followed generally accepted accounting principles. The auditor's report will be presented at a public meeting of the Board.

5008**Meal Charge / Food Services**

The School District has established this meal charge and food services policy to address the provision of food services for School District students, including: students who are eligible for reduced-price or full-price meal benefits and/or students who have insufficient funds to pay for school meals. This policy also addresses bad debt incurred due to the School District's inability to collect unpaid meal charges from its parents and students.

The Superintendent will develop and implement administrative regulations regarding meal charge procedures to provide consistent direction concerning students who do not have funds in their account or in hand to cover the cost of their meal at the time of service, and procedures for students entitled to reduced-price or full-price meal benefits. These regulations, and this policy, will be provided to all households in writing at the start of each school year, to households transferring to the School District during the school year, and to all School District staff and independent contractors and companies responsible for implementation.

5009**Property Tax Levies**

The Board, by passing an annual resolution in order to activate this policy, shall impose summer and winter property tax levies. The property tax levies shall be for debt services, operating, and sinking fund property taxes, unless otherwise dictated by law.

5010**Fixed Assets**

The Board shall maintain a fixed asset procedure sufficient to track applicable purchases and donations of items meeting the following criteria:

- The cost of each item shall exceed \$10,000;
- The item shall have an estimated useful life which exceeds one year;
- Items costing less than \$10,000 each may also be included within this policy if such item is deemed to be theft prone or otherwise warranting tracking.

Fixed assets shall be classified into the following major categories:

- Land;
- Buildings;
- Vehicles;
- Improvements other than buildings;
- Construction in Progress; and

- Machinery and Equipment.

The Superintendent shall develop such procedures and practices sufficient to meet this Policy.

5011 Online Fundraising

No employee shall create, post, or sponsor any online fundraiser seeking to secure or generate funds from the public for school purposes, purchases for school, or utilizing the District's name, logo, or likeness, without prior written consent from the Superintendent. If permission to create, post, or sponsor an online fundraiser is provided by the Superintendent, any property secured or purchased through such fundraising activities shall become the property of the District and not the employee. This policy applies, but is not limited to, online fundraising services such as DonorsChoose.org, Kickstarter.com, GoFundMe.com, CrowdRise.com, and similar sites.

5012 School District Credit Cards

The Board views the use of credit cards as a convenient and efficient means of transacting School District related business. The Board approves the issuance and use of School District credit cards on the terms and conditions set forth below.

School District credit cards may be issued to the Superintendent of Schools and other School District employees designated by the Superintendent. The Superintendent is responsible for the issuance, accounting, monitoring and retrieval of School District credit cards and for overseeing compliance with this Policy. The Superintendent shall assure that:

- A School District credit card may be used only by a person to whom the card has been issued by the Superintendent.
- A credit card may be used only for the purchase of goods or services for the official business of the School District.
- No purchases for personal purposes or cash advances are permitted.
- An employee of the School District who has been issued a credit card shall submit to the Superintendent a contemporaneous report detailing the:
 1. Goods or services purchased;
 2. Date of the purchase;
 3. Cost of the purchase;
 4. School District related reason for the purchase.

The person to whom a credit card has been issued is responsible for its protection and custody and shall immediately notify the Superintendent if the credit card is lost or stolen.

A person to whom a credit card has been issued must return the credit card upon the termination of employment or service in office for the School District.

Internal accounting controls will be developed to monitor credit card use, approval of credit card invoices and assurance that payment will be timely made. In no event will payment be made later than 60 days from the initial date of the statement on which the purchase is reflected.

Any unauthorized use of a School District credit card will result in appropriate disciplinary measures being taken.

6000**FACILITIES AND OPERATIONS****6001****Goal**

The Board intends that the educational program be fully supported by suitable facilities. The District will endeavor to utilize energy-efficient resources whenever possible and practical, as well as conduct operations in an environmentally-conscious and responsible manner.

6002**Safety and Security**

School District facilities and grounds will be kept safe, clean and attractive. The Superintendent will develop and implement a maintenance program for the safe and efficient operation of the School District. The program will provide for the regular inspection and periodic maintenance of all School District facilities and be compliant with all applicable safety, health and environmental requirements.

The School District will undertake reasonable cooperative efforts with law enforcement agencies. The Superintendent and building administrators have the responsibility and authority to determine when the presence or assistance of law enforcement officers is necessary on School District premises and School-related functions.

6003**Firearms and Other Weapons**

Firearms and other weapons are prohibited on/in District premises and facilities, in District vehicles, and at District-related functions. Any person who violates or threatens to violate this policy may be reported to police authorities and will be refused entry to or removed from District premises, facilities, vehicles and/or District-related functions. District employees or contractors who violate this policy are subject to discipline, up to and including termination or debarment. District students who violate this policy are also subject to discipline, up to and including permanent expulsion. This policy does not prohibit the possession of firearms or other weapons by law enforcement personnel on/in District premises and facilities, in District vehicles, and at District-related functions. Additionally, this policy does not prohibit the possession of firearms or other weapons on/in District premises and facilities, in District vehicles, and at District-related functions by other persons who have either: received written permission from the District's Superintendent, with prior notice to the District's Board of Education, or permission by a vote of the District's Board of Education at an open meeting, provided in both instances the possession is strictly within the scope of the permission granted.

The word "weapon," as used in this policy, includes, without limitation: firearms (including starter guns or pistols); devices designed to expel a projectile by the action of an explosive (including devices that may be readily converted to do so); destructive devices; explosive, incendiary or poison grenades, bombs, rockets or charges; mines or similar devices; knives with blades longer than 3 inches or similar devices; and, pocket knives opened by mechanical devices, such as switches blades.

The Superintendent is authorized to implement regulations, procedures or protocols to enforce this policy.

6004**School Crisis, Response, and Closure**

The Board strives to provide a safe learning environment for students, staff and other members of the school community. The Superintendent will develop a school crisis response plan to be implemented in the event of an emergency.

The Superintendent is authorized to close schools in the case of inclement weather or other emergencies when it is unsafe for students to travel to or attend school.

6005 Hazardous Chemicals and Substances

The Superintendent will develop a plan that includes preventive and remedial measures to be taken in the event that there is exposure, or threatened exposure, to a toxic hazard. The Superintendent will also develop and implement an Asbestos-Management Program for the School District that is compliant with the [Asbestos Hazard Emergency Response Act](#) (AHERA).

6006 Tobacco-Free Environment

Generally The use of all tobacco products on School District property is prohibited. For purposes of this policy, School District property includes all school buildings, areas adjacent to school buildings, athletic fields, pupil transportation vehicles and parking lots. This prohibition applies to students, employees and visitors to the school or school campus and applies whether or not school is in session. The term “tobacco” includes any kind of lighted pipe, cigar, cigarettes, or any other lighted smoking materials, as well as chewing products and snuff.

Electronic Cigarettes, Vaporizers, Etc. The use of electronic cigarettes, vaporizers, etc. on school District property is prohibited.

The following definitions apply to this policy. “Electronic Cigarettes” and “Vaporizers” means any device that simulates smoking any type of product, regardless whether they are manufactured, distributed, marketed or sold as e-cigarettes, or under any product name or descriptor.

6007 Integrated Pest Management

The Superintendent will develop an integrated pest management plan or administrative regulations that include strategies to reduce the use of pesticides that pose health risks to students, staff members and other persons in the school community.

6008 Transportation

Student Transportation The District will provide transportation to eligible School District students and others consistent with its administrative regulations and applicable laws. The use of School District transportation resources for field trips, co-curricular activities and other authorized educational, cultural and recreational activities may be permitted when it does not conflict with the primary purpose for transportation and complies with District policies.

Business Transportation The Superintendent is authorized to determine the extent to which District owned vehicles may be used for official school business. Drivers of school owned vehicles shall be properly licensed.

The Superintendent is authorized to reimburse School District employees for School District-related travel outside the boundaries of the School District at the rate established by the Internal Revenue Service.

Private Transportation In cases where an enrolled student wishes to transport him/herself by private vehicle, the parent(s) or guardian(s) of the student may request permission for their child to self-transport him/herself to and from a District site or program, subject to rules and regulations established by the Superintendent.

6009 Naming School District Building and Facilities

The Board of Education shall name or rename School District facilities and properties. Persons wishing to have a District property or facility named/renamed in a particular manner or named/renamed to honor or memorialize an individual significant to the District, shall submit a written request to the Board. The Board shall wait a minimum of three months before action is taken on the request.

In considering any such request the Board will consider the following criteria, in addition to other relevant considerations: (1) if the individual was (or is) a resident or staff member of the District; or (2) if the individual made a significant contribution to the well-being of the District, students, community, and/or society in general.

6010 Recognitions, Remembrances, and Plaques

The Board may honor a person of national, state or local importance by placing a suitable plaque or memorial on a School District building or facility. The Board may elect to provide remembrances and/or recognitions of District employees or those serving the District from time to time. The Board authorizes the expenditure of reasonable costs for recognitions addressing an individual's service/employment to the District. Other than the foregoing, no public funds shall be expended for remembrances or recognitions approved by the Board.

6011 Surveillance of and in School District Buildings and Facilities

The Superintendent may authorize legally compliant surveillance of and in School District buildings, facilities, and school buses. Notice will be provided in cases where the general public or students are subject to routine and on-going surveillance. The Superintendent will develop administrative regulations for the recorded surveillance of matter that are or may become education records within the meaning of [FERPA](#).

6012 Facility Improvements

All facility and grounds improvements, alterations or signage shall conform to the District-approved materials, colors and installation methods.

7000

SCHOOL-COMMUNITY RELATIONS

7001

Goal

The community should be regularly informed about the objectives, achievements and condition of the School District. The Board recognizes the importance of community input and encourages active involvement in School District planning and operations.

Public Information The School District annually releases a comprehensive Annual Education Report (AER) and other information in accordance with state and federal reporting requirements. The Superintendent will utilize various media to provide for meaningful sharing of information between the School District and the community and will report to the Board of Education, at least annually, all current and new media strategies implemented the previous school year.

In accordance with the [Michigan Freedom of Information Act \(FOIA\)](#), [MCL 15.231 et seq.](#), the School District will make public records available for inspection or duplication. The Superintendent is the School District's FOIA Coordinator and will develop administrative regulations necessary to implement the requirements of the Act. The regulations will include a schedule of costs to be charged, as allowable under the Act. The Superintendent may designate another individual to perform on his or her behalf in receiving, processing, granting and denying requests for public records.

7002

Community Use of School District Facilities

The Board encourages the use of School District facilities to promote educational, recreational, cultural and civic activities of the community. The Board does not intend, through this Community Use policy, to create a public forum or limited public forum for expressive activity.

The Superintendent will develop and administrative regulations, as necessary, to implement this policy.

7003

Gifts, Bequests and Donations

The Superintendent may accept gifts, bequests and donations in the name of the School District. Gifts, bequests and donations must:

- Be free of any restriction that is contrary to law or inconsistent with Board policy.
- Be, in the opinion of the Superintendent, fitting and appropriate for School District use.
- Not require excessive installation, alteration or maintenance costs, or otherwise require a large commitment of School District resources.
- Contain no commercial advertising, exclusive of naming rights.

7004

Distribution of Information / Materials

The Board seeks to minimize intrusions on the time of students and employees caused by the distribution of information from sources outside of the School District. Materials which have not been purchased from, produced or sponsored by the School District may not be sold or distributed on School District property without the prior written approval of the Superintendent.

7005**Public Complaints**

The Board welcomes constructive criticism. The Superintendent will develop and implement administrative regulations providing for the investigation and resolution of complaints at their closest point of origin. A complaint concerning the Superintendent may be filed directly with the Board.

7006**Solicitation**

Solicitations of students within the schools or on school grounds for any cause is prohibited except as they relate to school-sponsored activities.

7007**District Support Organizations**

Generally The Board recognizes the important role that supportive members of the community can make in creating educational opportunities for District students. To that end, the Board encourages the creation of District support organizations, including student fundraising activities, booster clubs, parent/teacher organizations, etc., to provide additional support to the School District community. The Superintendent will develop and implement administrative regulations to carry out this policy.

Parent-Teacher Organizations The Board and the administration regard the parent-teacher organizations as partners of the schools and supporters of public education. The Board believes that the Parent-Teacher Organization Council makes a significant contribution by providing a communication network for the individual PTO's and by coordinating District-wide PTO activities. The Board is committed to maintaining dialogue with the PTO Council.

7008**Advertising**

The Board authorizes the use of advertising-related sponsorships and funding that are consistent with the District's philosophies, standards, and policies. No advertising may be distributed, posted, or displayed on or within any District-owned property without the written consent of the Superintendent. The Superintendent shall prepare regulations addressing the circumstances under which the District would consider accepting commercial advertisements.

Further, absent the express written consent of the Superintendent, all school personnel, including contracted personnel assigned to the District, shall be restricted from utilizing District resources, technology, including District email, and student/parent contact information received while engaged in duties for the District for commercial purposes.

7009**Appointment to Bloomfield Hills Schools Foundation**

The Bloomfield Hills Schools Foundation, a 501(c)(3) organization has been created to support the educational mission of the School District. Consistent with the established Bylaws for the Foundation, up to four members of its Board of Directors will be comprised of two (2) current members of the Board of Education and two (2) current members of the District's administrative cabinet.

The President of the Board of Education will appoint up to two (2) members of the Board Education to the Board of Directors of the Foundation. The Board of Education President may choose to appoint him/herself to one of these two positions. The Superintendent will appoint up to two (2) members of the administrative cabinet to the Board of Directors of the Foundation. The Superintendent may choose to appoint him/herself to one of these two positions.

Any of the aforementioned appointees who cease to be a member of the Board of Education and/or employed by the District will no longer be eligible to sit on the Board of Directors for the Foundation. For employees of the District, placement on a leave of absence will also serve to disqualify the individual from continued service on the Board of Directors.

7010 Daycare, Preschool, Latch Key, and Summer Camps

The Board of Education recognizes the community's need for and interest in provision of child care programs by the School District. To that end, the Board encourages the development and implementation of day care, preschool, and latch key, and summer camp programs that will be available on a fee basis to children of residents of the School District and children of staff members of the School District. Based on space availability, day care, preschool and recreation summer camp programs may be available for children of nonresidents.

7011 Religious Liberty

The Board of Education recognizes its obligation to protect and preserve the religious liberty rights of students of all faiths and of no faith, and to ensure that religion and religious conviction, as well as the absence thereof, are treated with fairness, respect, and neutrality. In this regard, the District possesses substantial discretion to effect rules of order and restrictions upon all student behavior and activities that are reasonably necessary to the operational integrity of its educational, co-curricular, and athletic programs.

When exercising this discretion, the District shall not engage in or permit activities that either unconstitutionally sponsor religion or unconstitutionally interfere with the free exercise of religion. Knowledge of the origins and cultural significance of the world's religions adds, however, to a student's understanding of history as well as to his/her respect for the pluralism of our own society and, therefore, has a positive role in education. Shared knowledge of the major religions is appropriate to the extent that it enhances understanding and tolerance. Respect for others, their diverse beliefs, and their individual differences is an ongoing concern of the District, and sensitivity to these differences will be reflected in all District activities.

7012 Volunteers

The Board encourages the use of volunteers to support the School District. Because the safety of the School District's students is of paramount importance, every individual volunteer is required to undergo a criminal background check through the Michigan State Police Internet Criminal History Access Tool (ICHAT) before s/he is permitted to volunteer, regardless of whether or not the volunteer will work directly with students. ICHAT criminal background checks will be performed annually for each volunteer.

No individual will be permitted to volunteer if s/he has been convicted of a misdemeanor described in, or a felony that is a "listed offense" as defined in, [MCL 380.1535a](#) or [MCL 380.1539b](#). If an individual has been convicted of a felony that is not a listed offense, as defined in [MCL 380.1535a](#) or [MCL 380.1539b](#), the individual may only be permitted to volunteer if the Board and the Superintendent both approve the volunteer assignment in writing. This policy does not grant any individual who passes an ICHAT background check with the right to be approved as a volunteer.

8000

GENERAL POLICIES

Acceptable Use	Cardiac Emergency Response
Americans with Disabilities Act/ Section 504 of the Rehabilitation Act of 1973	Communicable Diseases
Web Accessibility	Copyrighted Works
Bloodborne Pathogens	Discrimination/Harassment
	Social Security Numbers

8001

Acceptable Use

School District students and staff members may be permitted access to the School District's computers, computer networks and telephone systems for educational, instructional and administrative purposes. The Superintendent will develop and implement administrative procedures and may develop user agreements consistent with the purposes and mission of the School District. Any such administrative regulations guidelines or user agreements will be consistent with the [Children's Internet Protection Act](#) (CIPA).

8002

Americans with Disabilities Act (ADA)

Section 504 of the Rehabilitation Act of 1973 (Section 504)

In accordance with [Section 504 of the Rehabilitation Act of 1973](#) (Section 504), and [Title II of the Americans with Disabilities Act](#) (ADA), the School District will ensure that no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. The School District does not discriminate in admission or access to, participation in or treatment of, students with disabilities in its programs and activities. Similarly, the School District does not discriminate against any job applicant or employee with a disability in any term or condition of employment or in the recruitment process.

The District has developed guidelines for providing a free appropriate public education (FAPE) to students under Section 504 and the ADA, which may be accessed by clicking on the following link: https://www.bloomfield.org/uploaded/Departments/Special_Ed/F300_Section_504_Manual_revised_0113.pdf

The Superintendent appoints: the Director of Special Education to serve as the School District's Compliance Officer for employment issues, FAPE, and other accessibility issues arising under Section 504 and the ADA. The Superintendent will develop a complaint procedure for the processing and early disposition of alleged violations of the policy.

8003

Web Accessibility

General The District is committed to ensuring accessibility of its website for students, parents, and members of the public. All pages on the District's website will conform to the W3C WAI's Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of those guidelines. The District will continue to test future releases/updates of its web site and remains committed to maintaining its compliance and serving the widest possible audience. To this end, the District will perform periodic accessibility audits of its web site.

Report of Accessibility Issues If any individual has difficulty accessing the information on any page of the District's web site, they are encouraged to contact the District's Web Accessibility Coordinator and

advise accordingly. Upon notification, the District will provide the requested information in an alternate format and, as soon as reasonably practical, make the necessary improvements to make the information accessible online.

Discrimination Complaint Consistent with established District procedures, students, parents, and members of the public may present a formal complaint regarding a violation of the [Title II of the Americans with Disabilities Act](#) (ADA) and [Section 504 of the Rehabilitation Act of 1973](#) related to the accessibility of the District's web presence. Such complaints should be made to the District's 504/ADA Compliance Officer. If any such complaint is made to the District's Web Accessibility Coordinator, such complaint shall promptly be forwarded to the 504/ADA Compliance Officer for processing and response.

The following persons have been designated to handle inquiries regarding the District's web site accessibility and non-discrimination policies.

Section 504/ADA Compliance Officer:

Director of Special Education
7273 Wing Lake Road
Bloomfield Hills, MI 48301
248-341-5415

Web Accessibility Coordinator:

Director, Community Relations & Service Standards
7273 Wing Lake Road
Bloomfield Hills, MI 48301
248-341-5422

8004 Bloodborne Pathogens

The School District follows universal precautions where there has been an exposure to blood or other potentially infectious materials. Universal precautions require that staff and students treat all human blood and certain human body fluids as though they were infectious.

The Superintendent will develop and implement an exposure control plan. This plan is to include in-service training for staff and provide opportunities for immunization at School District expense.

8005 Communicable Diseases

The School District will work cooperatively with the Oakland County Health Department to enforce and adhere to the [Michigan Public Health Code \(Act 368 of 1978 as amended\)](#) with regard to the prevention, control and containment of communicable diseases.

8006 Copyrighted Works

The School District will fully respect the personal property rights of others, whether tangible or intangible, in accordance with the [Copyright Act of 1976](#), as amended. The Superintendent will develop administrative regulations to implement this policy. The regulations will specifically inform students, staff and other members of the school community about the applicability of copyright protections and what may be permitted under the "fair use doctrine."

8007 Discrimination and Harassment

The Board of Education is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, transgender status, marital status, genetic information, disability, age or any other basis prohibited by law. The Superintendent will develop administrative regulations to implement this policy. The Superintendent designates the Assistant

Superintendent, Human Resources & Labor Relations to supervise the implementation of this policy and its implementing regulations.

8008 Social Security Numbers

The School District collects and maintains social security numbers of employees, students and others in the ordinary course of business. As required by law, the School District will implement all appropriate measures to ensure the confidentiality of social security numbers. These measures include:

- Social security numbers will only be requested or obtained when required by law or otherwise essential for a School District purpose.
- Access to documents or other forms of information containing the social security number of an employee, student or other person will be limited to those School District employees whose specific job duties and responsibilities require such access.
- Documents containing a social security number that are no longer required for School District purposes, and that are not legally required to be retained, may be disposed of by shredding or another process that ensures strict confidentiality.
- Any violation of this Policy will result in appropriate disciplinary action against the violator.

8009 Digital Communications

Digital communication (including social networking) that occurs on district premises or involves the use of district equipment is governed by the Acceptable Use Policy and this Policy. This Policy also applies to digital communication that occurs off District premises and/or using non-District equipment.

Digital communication (including social networking) provides educational and other opportunities for staff and students. The Board of Education expects that staff and students who engage in digital communication will do so in a reasonable and appropriate manner. Specifically, digital communication between staff and students, or to which students reasonably may be exposed, should be professional and of the same content, tone and demeanor as in-school communication between staff and students. Similarly, digital communication between staff and parents, community members and other adults, or to which staff members, parents and community members reasonably may be exposed, should be professional.



Bloomfield Hills Schools

BOARD OF EDUCATION BYLAWS AND POLICIES



Miller Johnson School Policy Services

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INTRODUCTION

0001 Name and Legal Status

The legal name of the School District is Bloomfield Hills Schools. The School District is a general powers school district within the meaning of [Michigan Revised School Code, MCL 380.1, et seq.](#)

0002 The Board of Education

The School District is governed by the Board of Education (the Board). A principal function of the Board is to adopt Bylaws and Policies that are reasonable and necessary to guide present and future Board and School District decision making and operations. The adoption, amendment or repeal of Bylaws or Policies requires the vote of a majority of the Board members elected and serving.

Bylaws and Policies supplement the wide body of federal and state statutory and regulatory law that applies to public school districts in the State of Michigan. Federal and state law supersede these Bylaws and Policies, to the extent of any inconsistency. The Board has determined that it is not reasonable or necessary to attempt to replicate federal or Michigan statutes or regulations in these Bylaws and Policies.

0003 The Superintendent of Schools

The Board will employ a Superintendent of Schools in conformity with the [Revised School Code](#) and other applicable laws. The Superintendent will serve as the School District's chief administrator and is responsible for the development and implementation of Administrative Regulations that give operational effect to the Board Policies. Regulations are to be consistent with these Bylaws and Policies and, except as otherwise agreed by the Board, will not be effective for a period of one month from the date they are provided to the Board. The Board may, but is not required to, formally approve Administrative Regulations. A reference to the Superintendent in these Bylaws and Policies (and in any Administrative Regulations that may be promulgated) means the Superintendent or his/her designee, unless otherwise expressly stated.

To facilitate labor negotiation procedures, the Superintendent is appointed as chief representative of the Board for the purpose of effecting negotiation objectives and the approval of team members for collective bargaining with recognized bargaining units.

The Board has adopted these Bylaws to define the manner in which the Board meets, operates and conducts its business. Bylaws are intended to provide for the Board's own internal governance, providing the basic framework for Board operations.

1001 Organization and Functioning of the Board

Composition The Board of Education is comprised of seven (7) members, elected or appointed in accordance with the [Revised School Code](#) and the [Michigan Election Law](#). Board members shall be elected at the District's regular election, which is a bi-annual election, held on the even-year state authorized general election date in November. The Board may change the regular election date upon resolution adopted by December 31 of the year prior to the new election date.

Term of Office The term of office of each member is four (4) years.

Oath of Office Newly elected, reelected and appointed members of the Board will take the required oath of office before being seated.

Vacancies In the event of a vacancy on the Board, the Board may appoint an eligible person to fill the position consistent with [Michigan law](#).

Duties and Responsibilities of Board Members Board members are elected to serve the interests of the School District and the entire school community. These interests may not be subordinated to any partisan principle, group or interest. Board members are expected to be and remain informed about issues that may come before the Board for decision, including but not limited to the pursuit of professional development opportunities. In furtherance of this objective, Board members are expected to pursue MASB certification. Regular attendance at Board meetings is necessary to fulfill the obligations of a Board member.

Role of Individual Board Members The Board acts as a whole, and only at properly convened Board meetings. An individual Board member lacks independent authority and may not act for or on behalf of the Board unless he/she has been specifically delegated authority by the Board to act in a particular instance.

Code of Ethics Each Board member will be asked to acknowledge and sign the following Code of Ethics:

As a member of the Board, I will promote the best interest of the School District as a whole and will adhere to the following ethical standards and principles:

1. I will represent all School District constituents honestly and equally and refuse to surrender my responsibilities to any partisan principal, group or interest.
2. I will avoid any conflict of interest prohibited by law or appearance of a conflict of interest that could result from my position, and will not use my membership on the Board for personal gain or where contrary to the interests of the School District.
3. I will recognize that a Board member has no legal authority as an individual and that decisions can be made only by a majority vote at a public meeting of the Board.

4. I will take no private action that might compromise the Board or administration and will respect the confidentiality of privileged information.
5. I will abide by majority decisions of the Board, while retaining the right to seek changes in such decisions through ethical and constructive channels.
6. I will encourage and respect the free expression of opinion by my fellow Board members and will participate in Board discussions in an open, honest and respectful manner, honoring differences of opinion or perspective.
7. I will prepare for, attend and actively participate in School Board meetings.
8. I will become sufficiently informed about and prepared to act on the specific issues before the Board.
9. I will respectfully listen to those who communicate with the Board, seeking to understand their views, while recognizing my responsibility to represent the interests of the entire school community.
10. I will strive for a positive working relationship with the Superintendent, respecting the Superintendent's authority to advise the Board, implement Board policy, and administer the School District.
11. I will model continuous learning and work to ensure good governance by taking advantage of Board member development opportunities, including, but not limited to, those sponsored by state and national school board associations, and encourage my fellow Board members to do the same.
12. I will strive to keep the Board focused on its primary work of clarifying the School District purpose, direction and goals, and monitoring District performance.

Confidentiality Board members will receive information that is not available to the general public. This includes information that is received during a closed session of the Board. In order for the proper functioning of the Board, an individual Board member will not share confidential information without the prior authorization of the Board or as may be required by law.

Conflict of Interest If a ~~relativemember of the immediate family~~ (father, mother, ~~husband, wife~~, son, daughter, sister, brother, ~~or spouse~~; father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law; ~~or step-father, step-mother, step-son, step-daughter; step- or half-brother; step- or half-sister; or, any other persons who reside at the same location as a Board member~~ ~~family members~~) of a ~~newly elected~~ Board member is already an employee of the District, such Board member shall abstain from voting on any matter affecting the employment status of the employee.

New Members Board service requires considerable preparation and study. New Board members are strongly encouraged to participate in orientation and educational activities to acquaint themselves with the duties and responsibilities of a Board member.

Committees The Board may create various committees to gather information for the Board. Committee members will be appointed by the Superintendent and the Board President. A committee will not consist of more than three (3) Board members.

Election of Officers of the Board The President, Vice President, Treasurer and Secretary of the Board will be elected at the Board's annual organizational meeting. ~~The Board may elect to utilize a Board officer nomination committee at its discretion.~~ The vote of a majority of the Board members elected and serving will be necessary for election to these offices. The elected officers will hold office for one year,

and continue in office until their successors are chosen and take office. Board officers are eligible for reelection to their office.

President The President of the Board will preside at all meetings of the Board and conduct meetings in the manner prescribed by these Bylaws. The President will prepare the agenda for Board meetings in consultation with other Board members and the Superintendent and may perform such other tasks as are reasonably necessary to facilitate Board meetings.

The President, or his/her designee, functions as the official spokesperson for the Board. The President will be the official recipient of correspondence directed to the Board and will provide copies of School District related correspondence to all other Board members and, in his/her discretion, to the Superintendent. Board members who receive School District related correspondence that was not addressed to the President will promptly provide a copy to the President.

The President will sign all papers and documents required by law or otherwise authorized by action of the Board.

The President, or his/her designee, on behalf of the Board, is authorized to consult with the Superintendent and/or School District legal counsel prior to presentation of an issue to the full Board.

Vice-President The Vice-President of the Board will have the powers and duties of the President during the temporary absence or disability of the President. The Vice-President will also have such other powers and duties as the Board may from time to time determine.

Treasurer The Treasurer of the Board will sign all School District documents required by law or otherwise authorized by action of the Board and perform other duties required by law and/or assigned by the Board.

Secretary The Secretary of the Board or an administrative designee will be responsible for taking and keeping the Board minutes in conformity with applicable legal requirements and performing such other duties as the Board may from time to time determine.

Vacancies in Officer Positions In the event of a vacancy in a Board office, the Board will elect a successor to serve for the balance of the term.

Removal from Officer Position The Board may remove a person from an elected Board office by a majority vote of the serving members. Removal from an office does not constitute removal from the Board.

Compensation Board members are not compensated for Board service.

Board Budget The Board will have an annual (fiscal year) budget (to be determined at the organizational meeting each year) for professional development (PD), including, but not limited to, MASB classes, seminars, conferences, memberships in and meetings of county, state or national organizations and any other enrichments engaged in on behalf of the Board. Consultants hired for district business or in furtherance of district goals and goal setting will not be included in the Board PD budget.

Reimbursement of Expenses Board members will be reimbursed for actual and necessary expenses incurred in the discharge of their official duties. Board members are expected to exercise good judgment, and ensure that expenditures incurred are reasonable, necessary, and in the best interest of the School District. Board members will not be reimbursed for entertainment expenses or the purchase of alcoholic beverages.

Indemnification The School District will indemnify the Board and individual Board members to the extent permitted by law. The School District will also purchase and keep in effect insurance policies for the defense and indemnification of the Board and individual Board members.

Discipline and Removal By a majority vote, the Board may censure an individual Board member or members for violating federal or Michigan law, these Bylaws or Board policy, or otherwise acting in a manner inconsistent with the office of a Board member. By a majority vote, the Board may petition the Governor to remove an individual Board member or members from the Board for any reason permitted by law.

Professional Services The Board may select and appoint qualified individuals or firms to provide professional services to the District for legal, architectural, and auditing/accounting services. In making such selections, the Board will, minimally, consider certifications, licenses, training and experience.

1002 Meetings of the Board of Education

Michigan Open Meetings Act [The Michigan Open Meetings Act \(OMA\), MCL 15.261 et seq.](#), governs many aspects of Board of Education meetings. These Bylaws supplement the requirements of the [OMA](#).

Annual Organizational Meeting An organizational meeting will be held annually during the month of January. The Board may elect to hold its organizational meeting in July, so long as the meeting date does not result in non-compliance with Michigan law. The business of the meeting will include:

- The election of Board officers;
- The establishment of a schedule of regular Board meetings for the year; and,
- Such other business as the Board may choose to address.

Regular Meetings Regular meetings of the Board will be held in accordance with the schedule established by the Board at the organizational meeting. The agenda for each regular meeting will be developed by the President of the Board in consultation with other Board members and the Superintendent. It is the policy of the Board to defer action on matters not on its agenda which are brought to the Board's attention for the first time in a public meeting, in order to provide members adequate time for study. However, matters placed for the first time on the agenda for a regular or special Board meeting may be acted upon during that meeting.

Special Meetings Special meetings of the Board may be called by the President or any three (3) Board members by providing not less than 1824-hours' notice to all Board members. The notice to Board members and the public shall be consistent in manner and form with the requirements of the [OMA](#).

Meeting Procedures

Quorum. Unless otherwise required or permitted by law, a majority of the serving members will constitute a quorum.

Voting. Unless otherwise required or permitted by law, the affirmative vote of a majority of the serving Board members is required to exercise the Board's authority.

Electronic Meetings and Remote Participation. In accordance with the OMA, for meetings in which any or all Board members attend remotely, the following conditions must be met:

- The Board Secretary must include the name of each Board member attending remotely in the meeting minutes;
- The Board member attending remotely must hear and be heard by other Board members and those in attendance at the Board meeting;
- The Board member attending remotely must notify the Board President at least one (1) business day before the meeting that s/he will participate remotely to allow the Board President to make arrangements to notify the general public of the means by which it may contact the Board member prior to the meeting; and
- The Board President must take steps to ensure the general public is aware of the manner any Board member attending remotely voted on any and all matters brought before the Board for a vote, such as requiring roll call voting.

Guidelines for Public Participation at Board Meetings. The Board will establish guidelines concerning public participation at Board meetings. The guidelines will include, but not be limited to:

- Limiting the time any individual may address the Board.
- Requesting individuals who wish to address the Board to identify themselves, their address, and any organization they may represent.
- Advising the public that, generally, the Board and individual Board members will not directly respond to comments or questions that arise during the public participation portion of the meeting.
- Requiring individuals who wish to address the Board to direct their comments to the entire Board and not to individual Board members, the Superintendent, other School District employees or members of the audience.
- Prohibiting behavior that is intemperate, abusive, or discourteous, or that otherwise interferes with the orderly conduct and timely completion of the Board meeting.
- Excluding from the meeting an individual who engages in conduct that constitutes a breach of the peace.

Rules of Order. Disagreements concerning the rules of order for a meeting will be resolved according to the latest edition of *Robert's Rules of Order*. The Board may, however, suspend the Rules for a particular meeting or vote by action of a two-thirds (2/3) vote of those members present.

Suspension or Waiver of the Bylaws. The Board's bylaws and policies may be suspended by a majority vote of the members elected to and serving on the Board.

1003 Adoption or Amendment of Bylaws and Policies

The Board will, by a majority vote, adopt or amend Bylaws and Policies after readings at two separate Board meetings. The Board may, by a majority vote of members elected and serving, waive a first reading.

2001

Admission and Enrollment

Resident Students Michigan law establishes which students have the right to attend school in the School District. From time to time, the Board may review and/or revise District attendance boundaries. The Superintendent will develop and implement regulations for the enrollment of resident students and their assignment to School District schools, facilities and programs. The Superintendent may also develop and implement regulations for intra-district open enrollment.

Nonresident Students Nonresident students may be permitted to enroll in the School District, as described below.

Schools of Choice. The Board may choose to permit the enrollment of nonresident students pursuant to a schools of choice program. If such a program is adopted, the Superintendent will develop and implement regulations for the enrollment of nonresident schools of choice students. Students duly enrolled pursuant to a schools of choice program will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Tuition Students. The Board may choose to permit the enrollment of nonresident students pursuant to a tuition program. If a tuition program is adopted, the Superintendent will develop and implement regulations for the enrollment of nonresident tuition students. Students duly enrolled through a tuition program will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Foreign Exchange Students. The Superintendent may develop and implement regulations for the enrollment of foreign exchange students.

Homeless Students. The School District will comply with applicable legal requirements concerning the enrollment of students defined as homeless under federal law. The Superintendent will appoint a designee to serve as the District's liaison with homeless students and their parents or guardians. The liaison will coordinate and collaborate with state and local officials, as necessary. Students duly enrolled as homeless students will, thereafter, be considered School District students for all curricular and extracurricular purposes.

Children of Non-resident Employees. A child of a non-resident employee of the School District may be permitted to enroll in the School District without the payment of tuition, provided the enrolling student is enrolling in the K-12 program. Once enrolled, such a student will be permitted to continue to attend the School District through graduation or receipt of a certificate of completion. This policy does not, however, bar the long-term suspension or expulsion of a student for a violation of the Student Code of Conduct.

Shared Time Instruction Under certain circumstances, students enrolled in non-public schools located within the geographic boundaries of the School District, as well as eligible students who are being home-schooled, are permitted to participate in non-core elective classes offered by the School District.

2002

Learning and Achievement

The core function of the School District is to educate students to prepare them to become productive and responsible citizens and adults. All other policies and considerations are secondary to this objective.

Curriculum The Superintendent, in consultation with selected School District personnel, is responsible for developing and implementing a legally compliant School District-wide curriculum. The curriculum is to

be designed to further the educational growth of School District students and prepare students for post-secondary education and employment opportunities. All School District personnel are responsible for faithfully and effectively implementing the curriculum in their respective buildings and classrooms.

The curriculum developed for students should be reflective of the School District's Core Values, as well as the School District's Mission Statement. Consistent with those items, the Board:

- Encourages the use of electronic information technologies in educational endeavors, as well as instruction and guidance for students on the importance of responsible digital citizenship;
- Encourages the development of critical thinking for students, which may include the review and discussion of controversial issues which have political, economic, or social significance; and
- Supports those instructional practices designed to maximize the creativity and accomplishments of the School District's student artists.

Assessments The Superintendent, in consultation with selected School District personnel, is responsible for developing, implementing, and/or administering legally compliant student assessments. These assessments are to be designed to accurately measure the degree to which students of the School District are progressing in the School District's curriculum, in general, and how each individual student is progressing within the curriculum.

The Superintendent, in consultation with selected School District personnel, is also responsible for developing and implementing an assessment reporting system. The purposes of the reporting system include informing the Board, School District staff, parents,¹ and the community, at large, about student progress within the School District's curriculum, in general; informing the Board, School District staff, parents and the community at large about student progress relative to their peers in other school districts and communities; and, notifying parents and students of the particular student's individual progress in the School District's curriculum. Reporting to the Board will occur at least annually. All School District personnel are responsible for faithfully and effectively administering the School District's assessments and following the prescribed system of assessment reporting.

Students will be allowed to make up assignments or examinations that are missed for valid reason and encouraged, when appropriate, to retake tests when new levels of understanding are achieved. A process and timeline for students to complete missed work or retake tests will be established by teachers in collaboration with the building principal.

Progress Reports and Grades The Superintendent, in consultation with selected School District personnel, is responsible for developing and implementing a system of legally compliant periodic progress reporting and grading that accurately reflects the degree to which students are progressing within the School District's curriculum, in general, and relative to their peers, as well as how each individual student is progressing. All School District personnel are responsible for faithfully and effectively implementing the School District's progress reporting and grading system.

Placement To the extent permitted by law, the Superintendent and building administrators, in consultation with parents, are responsible for placing students in schools, grades and courses consistent with the School District's core function of preparing students to become productive and responsible citizens and adults. Where agreement cannot be reached, following consultation, placement decisions may be made notwithstanding parental objection. The Superintendent will promulgate administrative regulations necessary to implement this policy.

¹ The word "parents," when used in these policies, includes legal guardians and, where required by law, those acting in the place of parents.

Graduation Requirements In order to graduate and receive a high school diploma from the School District, a student must successfully complete all coursework required by law, all credits, coursework and assessments required by the School District and all other requirements that may be established and published from time to time by the Board.

2003 Education Records

Generally The Superintendent will develop and implement legally compliant regulations covering the creation, maintenance, preservation and confidentiality of student records. The Superintendent will notify parents annually of their rights with respect to student records and related matters, as required by the [Family Education Rights and Privacy Act](#) (FERPA) and the [Protection of Pupil Rights Amendment](#) (PPRA).

Directory Information The Board designates the following student record information as directory information:

- A student's name, address and telephone number;
- A student's photograph;
- A student's birth date and place of birth;
- A student's participation in School District related programs and extracurricular activities;
- A student's academic awards and honors;
- A student's height and weight, if a member of an athletic team;
- A student's honors and awards; and
- A student's dates of attendance and date of graduation.

Such information may be released by the School District, upon request, unless a parent or adult student has made timely objection, in writing, in accordance with [FERPA](#).

Student Surveys Parents may inspect all materials used for any student survey, analysis or evaluation conducted by the School District in connection with a program that is funded by the United States Department of Education. The School District will not, without the consent of the parents of a student, require the student to participate in such a survey, analysis or evaluation that reveals or is intended to reveal information concerning the student's or the student's parents':

- Political or religious affiliations, beliefs or practices;
- Mental or psychological problems;
- Sexual behavior or attitudes;
- Illegal, anti-social, self-incriminating or demeaning behavior;
- Critical appraisals of other individuals with whom the student or the student's parents have close family relationships;

- Legally recognized privileged or analogous relationships, such as those with lawyers, physicians and ministers;
- Income, other than when required by law to determine eligibility for programs or financial assistance.

2004 Extracurricular Activities

The Board strongly encourages the participation of School District students in extracurricular activities. Such activities are intended to supplement the School District's curriculum and provide opportunities for student enrichment. While important, it must be emphasized that participation in extracurricular activities is a privilege; not a right. Students will not be excluded from school activities on the basis of their failure to participate in fund-raising activities or their inability to pay.

Athletics The Superintendent, in consultation with the Board and selected School District personnel, will develop and administer a robust program of interscholastic athletics. The athletic program must, at all times, adhere to the principle that participants are students first and athletes second.

School District Clubs and Other Activities The Superintendent, in consultation with the Board and selected School District personnel, will develop and administer a program of curricular and extracurricular student clubs and other activities.

Student-Initiated Clubs School District secondary students may also initiate clubs and other activities to be held on School District premises, subject to such rules and regulations as may be established by the Board, the Superintendent or District personnel consistent with the federal [Equal Access Act](#) and its [Michigan equivalent](#). The School District will not discriminate among such student-initiated clubs and activities based on the religious, political or philosophical content of their meetings, provided the following conditions are met:

- Club meetings and events may not take place during instructional time.
- Club meetings and events must, in fact, be student initiated and student participation must be voluntary.
- Club meetings and events will not be sponsored by the School District or School District employees or agents.
- School District employees and agents may be present in only a supervisory capacity. They may not otherwise participate in club meetings and events.
- Persons not affiliated with the School District may not direct, conduct, control or regularly attend club meetings and events.
- Club meetings and events must not materially or substantially interfere with the orderly conduct of School District educational programs or activities.

2005 Communication

Closed Forum The School District is a closed forum, dedicated to the education of School District students based on the School District's curriculum. Where deemed necessary, the School District reserves the right to prohibit communication by students or others while observing all applicable legal requirements.

Student Publications The School District supports and encourages student publications that are part of the School District's curriculum, including school newspapers, yearbooks and similar publications.

Distribution and Posting of Materials The posting and distribution of materials, including petitions, on School District premises is prohibited, unless the materials are generated by the School District itself or provides factual information about School District academic or extracurricular activities. All postings and materials to be distributed require the prior written approval of the building administrator or his/her designee.

The Superintendent, in consultation with building administrators, may develop and implement regulations for the posting and distribution of other information. In all cases, the School District prohibits the posting or distribution of literature that:

- Is libelous, defamatory, obscene, lewd, vulgar, or profane;
- Violates federal, state or local laws;
- Advocates the use or availability of any substance or material that may reasonably be believed to constitute a direct and substantial danger to the health or welfare of students, such as tobacco, alcohol or illegal drugs;
- Incites violence;
- Interferes with or advocates interference with the rights of any individual or the orderly operation of the schools and their programs;
- Is primarily of a commercial nature, including but not limited to material that primarily seeks to advertise products or services; or
- The primary purpose of which is fundraising, except as approved in advance by the Superintendent.

2006

Behavior

Introduction The Board of Education is committed to providing a school environment in which staff may deliver and students may receive educational services without disruption or interference. Expectations for students are based on principles of civility, mutual respect, and otherwise doing what is necessary to be a functioning member of a school community. These expectations apply to conduct on School District premises, while en route to and from school, while in attendance at school functions, as well as when off-campus, to the extent the off-campus behavior is likely to or does substantially disrupt District academic or extracurricular activities or programs

Attendance and Truancy ~~Regular and punctual school attendance is expected of all students. The Superintendent shall develop and implement regulations to promote regular school attendance. The School District requires its students to attend school every day school is in session, except when excused by the School District. The School District's [position] Assistant Superintendent of Learning Services is responsible for enforcing this policy. In cases where the School District's [position] Assistant Superintendent of Learning Services concludes a parent is failing to comply with Michigan's compulsory school attendance law, MCL 380.1561, s/he may refer the matter to Child Protective Services or the appropriate police agency or prosecutor's office.~~

Student Appearance Students' dress and grooming must not disrupt the educational process, and should be applied using gender neutral criteria. Enforcement should promote the least restrictive modification possible.

Student Code of Conduct The Superintendent, in consultation with selected School District personnel, will develop and implement a legally compliant Student Code of Conduct. The Student Code of Conduct will apply to student behavior on school premises, while en route to and from school, at School District related events, as well as to off-campus behavior, to the extent the off-campus behavior is likely to or does substantially disrupt District academic or extracurricular activities or programs, or to the extent the District is legally required to consider the off-campus behavior, such as criminal sexual conduct and cyberbullying.

- Principals are delegated the authority to suspend a student from school for misconduct for a period not to exceed ten (10) school days. The Student Code of Conduct to be developed by the Superintendent is to include the due process protections that will apply in connection with such suspensions.
- The Student Code of Conduct will include a procedure for considering and disposing of recommendations by the administration for long term suspensions (in excess of 10 school days) and expulsions. The procedure will be consistent with this policy.

Long Term Suspensions and Expulsions. The Board of Education delegates to the Superintendent the authority to issue long-term suspensions and expulsions, pursuant to legally compliant procedures set forth in the Student Code of Conduct. The Superintendent's decision on such suspensions and expulsions will be final.

Consistent with state law, the Board encourages the use of restorative practices, to the extent appropriate and practicable, to address incidents of student misconduct.

The Superintendent may also develop and implement an Athletic and Extracurricular Code of Conduct. The Code will be developed on the foundational basis that participation in athletics and extracurricular activities is a privilege; not a right. The Superintendent will post the School District's Student Code of Conduct and Athletic and Extracurricular Code of Conduct on the School District's web site and take other reasonable measures to assure that students and parents are aware of their existence.

Other Student Behavior Michigan law requires that the Board adopt policies concerning bullying, "verbal assault" and locker searches. The Board adopts the following policies, which the Superintendent is to incorporate into the Student Code of Conduct.

Student Bullying The Board recognizes that bullying and cyberbullying significantly interfere with the learning process. Through this anti-bullying policy, the Board prohibits bullying "at school," as defined below, as well as off-campus conduct that is likely lead to a material or substantial disruption of the school learning environment for one or more students.

This anti-bullying policy is intended to protect *all* students from bullying, including cyberbullying, regardless of the subject matter or motivation for the behavior. The Board, through this anti-bullying policy, also prohibits retaliation or false accusations against a target of bullying, as well as against a witness or another person with reliable information about an act of bullying. The Superintendent will promulgate administrative regulations to implement this policy. The identity of an individual who reports an act of bullying shall remain confidential.

~~In order that this Policy be properly implemented, the Board directs that:~~

~~Implementation~~

~~Responsible School Official. The Principal of each school building is primarily responsible for implementing this Policy for the school to which he or she is assigned.~~

~~*Publication.* The Superintendent shall revise the District's Student Code of Conduct, consistent with this Policy, to specifically prohibit bullying and cyberbullying, as defined below. The Superintendent is directed to post this Policy on the District's website.~~

~~*Reporting.* The Superintendent shall report to the Board of Education, on an annual basis, all verified incidents of bullying, and the resulting consequences that were imposed.~~

~~*Administrative Regulations.* The Superintendent shall promulgate such administrative regulations as he/she may deem necessary for the implementation of this Policy. The regulations shall include all of the following:~~

- ~~• A procedure for an individual to report an act of bullying;~~
- ~~• A procedure for the prompt investigation of a report of an act of bullying by the building principal or his/her designee;~~
- ~~• A procedure for providing notification to the parent or guardian of both the claimed victim of an act of bullying and the parent or guardian of the alleged perpetrator;~~
- ~~• A procedure to protect the confidentiality of a person making a report of bullying;~~
- ~~• A procedure for documenting any prohibited bullying incident that is reported; and~~
- ~~• A procedure for the Superintendent to report to the Board of Education, on an annual basis, all verified incidents of bullying, and the resulting consequences that were imposed.~~

Definitions. The following definitions shall apply for purposes of this Policy:

~~*"Bullying"* means any written, verbal or physical act, or any electronic communication, including, but not limited to, cyberbullying, that is intended or that a reasonable person would know is likely to harm one or more District students, either directly or indirectly, by doing any of the following:~~

- ~~(i) Substantially interfering with educational opportunities, benefits or programs;~~
- ~~(ii) Adversely affecting a student's ability to participate in or benefit from educational programs or activities by placing a student in reasonable fear of physical harm or by causing substantial emotional distress;~~
- ~~(iii) Having an actual and substantial detrimental effect on a student's physical or mental health; or,~~
- ~~(iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.~~

~~*"At school"* means in a classroom, anywhere else on school premises, on a school bus or other school-related vehicle and at a school sponsored activity or event, whether or not the activity or event is held on school premises. "At school" includes the off-premises use of a telecommunications access device or telecommunications service provider if the device or service provider is owned by or under the control of the District.~~

~~*"Cyberbullying"* means any electronic communication that is intended or that a reasonable person would know is likely to harm one or more pupils either directly or indirectly by doing any of the following:~~

- ~~(i) Substantially interfering with educational opportunities, benefits or programs;~~

- ~~(ii) Adversely affecting a student's ability to participate in or benefit from educational programs or activities by placing a student in reasonable fear of physical harm or by causing substantial emotional distress;~~
- ~~(iii) Having an actual and substantial detrimental effect on a student's physical or mental health;
or~~
- ~~(iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.~~

~~**Accountability.** Each student in the School District is accountable for his/her own behavior, based on age-appropriate expectations. Respect for all students is part of a safe and healthy learning environment. Each student is expected to demonstrate respect through their interactions with the give and take of friendships, group cooperation, social interaction, compromise and acceptance of differences among other students and staff.~~

~~**Retaliation.** Retaliation against a target of bullying, a witness, another person with reliable information about an act of bullying or any person who reports, is thought to have reported, files a complaint, or otherwise participates in an investigation or inquiry concerning allegations of bullying is prohibited and will not be tolerated. Such retaliation shall be considered a serious violation of Board policy independent of whether a complaint is found to have been substantiated. Suspected reprisal or retaliation should be reported in the same manner as bullying.~~

~~Making intentionally false reports about bullying for the purpose of getting someone in trouble is similarly prohibited and will not be tolerated.~~

~~Retaliation and intentionally false reports may result in disciplinary action.~~

~~The Superintendent is directed to implement this Policy and is authorized and directed to promulgate such administrative regulations as may be deemed necessary.~~

Verbal Assault A verbal assault is a communication or series of communications that does or is intended to put a reasonable person in fear of harm to himself/herself or his/her property. The Superintendent will address verbal assault within the Student Code of Conduct.

Locker and Other Searches Lockers provided to students are the property of the School District and students and others have no expectation of privacy with respect to the lockers or their contents. School District principals and their designees may search student lockers at any time for any reason and may request the assistance of local law enforcement personnel. When conducting locker searches, School District personnel will respect the privacy rights of students regarding items found that are not illegal or possession of which is not in violation of School District policy. Any searches of personal property on school grounds will be conducted in a manner consistent with applicable legal standards.

Personal Electronic Devices The School District reserves the right to prohibit the possession or use of personal electronic devices on School District property or at School District-related functions. For purposes of this Policy, "personal electronic device" means a privately-owned device that is used for audio, video or text communications.

Students are permitted to use personal electronic devices as follows:

- As directed by a teacher or other professional staff member for educational purposes.
- Before and after the regular school day.
- During the student's scheduled lunch time.

Students may possess personal electronic devices on their person but the devices must be powered off and kept out of sight in backpacks/purses or lockers except during the times, above.

The Superintendent may develop regulations to further control student possession and use of personal electronic devices. This policy is intended to compliment, not contradict, the District's Bring Your Own Device (BYOD) practices in schools.

2007

Health and Safety

Programs and Activities School District personnel will take reasonable precautions to preserve the health, safety and welfare of students participating in School District related programs and activities.

Health Concerns Raised by Parents or Guardians Parents are responsible for informing the School District of health and safety concerns particular to their children and cooperating with the School District to address those concerns. The Superintendent will develop and implement regulations for addressing the health and safety concerns of students with disabilities within the meaning of [Section 504 of the Rehabilitation Act of 1973](#).

Immunization Except as otherwise specifically provided by law, the Board requires that all students be properly immunized, not later than the first day of school.

Medication The Superintendent will develop regulations concerning student medications. The regulations will address the possession, storage and accessing of student medications, as well as the administration of prescription medications to students while at school.

Performance Enhancing Substances Students are prohibited from using or being in the possession of any performance-enhancing substances, including, but not limited to, those that may be listed by the National Collegiate Athletic Association, the Michigan High School Athletic Association or the Michigan Department of Community Health.

Seclusion and Restraint The Board directs School District personnel and others to comply with Michigan law prohibiting seclusion and restraint, except for emergency seclusion and emergency physical restraint in the manner permitted by law.

Wellness The Board of Education recognizes that student wellness is integral to learning, growth and development. The School District will promote proper nutrition and nutrition education, as well as regular physical activity, as steps toward student wellness. The Superintendent will develop administrative regulations to implement this policy.

Food Allergy Management The Board supports the education of school personnel, students and parents regarding food allergy management to maintain a safe school environment for allergic children.

Epinephrine Auto-Injectors (Epi-Pens) and Opioid Antagonists The School District will acquire or purchase and maintain at least two functioning epinephrine auto-injectors (epi-pens) ~~and at least one functioning opioid antagonist~~ for and at each school building it operates. Properly trained School District personnel or authorized contractors will administer ~~an opioid antagonist to any individual on school grounds who is believed to be having an opioid-related overdose,~~ an epi-pen injection to any individual on school grounds who is believed to be having an anaphylactic reaction, or ~~an epi-pen injection~~ to any student who has a prescription on file at the school. The District will notify the parent(s) or legal guardian of any student to whom the District administers an epi-pen injection ~~or opioid antagonist~~ on school grounds or at a school-related activity.

~~In the case of a believed opioid-related overdose for a student, the School District will also encourage the parents to seek treatment for the student from a substance use disorder services program licensed under~~

~~part 62 of the Public Health Code, 1978 PA 368. The District will also call 911 when a student is believed to be having an opioid-related overdose.~~

The purpose of this policy is to comply with 2013 PA 187 (PA 187) and sections ~~1178, and 1179, and 1179b~~ of the [Revised School Code](#). This policy is not intended, and should not be construed, to create or grant any rights or remedies to any person. The Superintendent will promulgate administrative regulations for implementing this policy consistent with the requirements of the [Revised School Code](#), which regulations will incorporate, by reference, the Michigan Department of Education's Medication Administration Guidelines.

Cardiac Emergency Response Plan The Superintendent will develop and implement regulations that will enable the School District to offer an appropriate response in the event of a cardiac emergency. These procedures will address, at a minimum:

- The use and regular maintenance of automated external defibrillators located within the School District.
- Activation of a cardiac emergency response team in the event of an identified cardiac emergency.
- The methods for effective and efficient communication in the building or outside area in which the emergency arises.
- A training plan for the use of automated external defibrillators and cardiopulmonary resuscitation techniques.
- The incorporation or integration of a local emergency response system and emergency response agencies into the School District's procedures.

The Superintendent will annually evaluate the School District's cardiac emergency response procedures and report the evaluation results to the Board.

Physical Examinations and Screenings Annual notice will be given to parents of any health or physical examinations or screenings. Parents will be given the opportunity to opt-out their students from all physical examinations and screenings.

3001**Curriculum Development**

The Superintendent is responsible for the development, implementation and ongoing evaluation of the School District's curriculum. The curriculum will:

- Be consistent with the Board's policy on Student Learning and Achievement (see Policy 2002), well as the School District's Core Values, Mission Statement, and Strategic Plan;
- Meet or exceed all requirements of the State of Michigan for instructional programs; and,
- Be standards based and founded upon legally compliant, research-based grade level learning and achievement standards that lead to the awarding of a School District diploma.

The School District's curriculum will also include legally compliant, research-based learning and achievement standards for students who participate in career and technical education programs, as well as address the needs and provide legally compliant opportunities for students with disabilities and students who are considered above grade level.

The Superintendent will appoint well qualified administrators and teachers to assist the Superintendent in implementing and improving the School District's curriculum, as well as otherwise improving student learning and achievement.

3002**Parental Involvement**

The Board strongly encourages and supports the involvement of parents in their children's education. The Superintendent will develop and implement regulations, in consultation with parents, which will include:

- The manner in which the School District will cooperate with parents of students to develop students' intellectual and vocational skills in a safe and positive environment;
- The manner in which the School District will permit parents to review the School District's curriculum, textbooks and teaching materials;
- The manner in which the School District will permit parents to observe instructional activities, other than testing and assessments, in which their students are enrolled and present;
- The manner in which the School District will permit the disclosure or use of student information for purposes of sales or marketing;
- Encourage effective communication among teachers, students, and parents both generally and through procedures aimed at facilitating parent-teacher conferences and/or student-teacher conferences; and
- A regular reporting schedule so the Board remains apprised of the success of this policy.

Parental involvement is also considered a key component of federal Title I programs. In order to help build a partnership between home and school for purposes of Title I, the School District:

- Informs parents of the program, the reasons for their children's participation and the specific instructional objectives;
- Trains parents to work with their children to attain instructional objectives;
- Trains teachers and other staff involved in Title I programs to work effectively with the parents of participating students;
- Consults with parents on a regular basis;
- Provides opportunities for parents to be involved in the design, operation and evaluation of the program; and
- Provides opportunities for the full participation of parents who lack literacy skills or whose native language is not English.

The Superintendent will develop and implement regulations that are compliant with Title I. The regulations are to support the above principles and actions and also assure that services provided with state and local funds in Title I schools are comparable to those provided in non-Title I schools in the School District.

3003 Instruction

To the maximum extent feasible, student instruction will be delivered using research based and peer reviewed instructional methodologies. The Superintendent may develop regulations that are consistent with this policy.

In order to promote stability in the School District's course and program offerings, all new courses, programs, those recommended for elimination, and revisions to existing courses or programs require Board approval. Board approved courses shall be offered each year unless enrollment does not justify offering the course.

3004 Textbooks and Other Instructional Materials

The Board delegates to the Superintendent the authority to purchase instructional materials recommended to the Board, for its approval, including textbooks that are compatible with the School District's curriculum. The Superintendent may utilize well qualified administrators and teachers to assist in the selection of instructional materials, including textbooks, to be recommended to the Board.

3005 Selection of Media Center Materials

The Board intends that students be provided access to a wide variety of educational materials, in various media, to support learning. The Superintendent is authorized to make or approve purchases for the media center and may receive recommendations for such purchases from professional staff members, parents and students.

3006 Parental Objections

The Superintendent will develop regulations that provide an opportunity for the presentation and fair consideration of parental objections to the School District's curriculum, the selection of textbooks and other instructional materials and media center materials.

3007**School Year / School Calendar**

The Superintendent will develop and recommend for approval by the Board a school year that is consistent with the Board's policies on Student Learning and Achievement. The school year adopted by the Board will meet all applicable legal requirements and, to the extent feasible, will be coordinated with the school year calendars of the intermediate school district and neighboring school districts.

3008**School Day**

The Superintendent will develop and recommend for approval by the Board a school day that is consistent with the Board's policies on Student Learning and Achievement. The school day will meet all applicable legal requirements.

3009**Limited English Proficiency**

The Board is committed to providing equal educational opportunities for all students in the School District. This includes students who have an English language deficiency. The Superintendent will develop and implement programs of instruction that:

- Appropriately identify students who have an English language deficiency;
- Provide appropriate instruction to limited English proficient students to assist them in gaining English language proficiency; and,
- Annually assess the English proficiency of students and monitor their progress in order to determine the degree to which they may participate in a regular classroom environment.

3010**Equity and Excellence**

The School District commits to achieving equity and excellence for each and every student by preparing them for citizenship, higher education, and the workforce. The Board will provide the necessary leadership and resources so every student, with support for his or her unique circumstances, has access to and is provided the opportunities and experiences that lead to academic, emotional, physical, and social success.

Through an individualized approach to monitoring students' interests and progress, the District will build on the strengths and gifts of each student. The District believes each student will reach high levels of achievement when supported by a challenging curriculum, effective instruction, engaging relationships, and an environment that promotes their academic, emotional, physical, and social wellbeing. The District commits to practices that incorporate and are consistent with the following principles:

- Developmentally responsive educational practices and inclusive learning environments empower students to perform at high levels. The District will maintain, and employees will use, differentiated teaching strategies, assessment and other tools that support students in their learning.
- Educational outcomes are not presumed by income, race, disability, gender, first language, or family background.
- Access to educational programs, services, and opportunities do not depend on eligibility criteria other than those prescribed by the District's policies, or local, state, or federal law.

- Home, school, and community all play a vital role in student success. Positive educational outcomes are the responsibility of District employees and our students, in partnership with our families and community.
- Providing a challenging educational program to every student with an emphasis on acceleration of learning opportunities is the responsibility of each District employee.
- By working together District staff models collaborative behavior to improve the quality of learning for all students. Each staff member is responsible and accountable for the learning and achievement of all students, and will help build a culture that reinforces this responsibility.
- Employees advocate for the success of each student through program recommendations and robust communication with students and their families regarding opportunities for learning.

3011 Prohibition of Referral or Assistance

~~All District employees, Board members, and school officials must provide instruction in sex education in strict compliance with MCL 380.1507 of the Revised School Code. In addition, a~~ All District employees, Board members, and school officials are prohibited from referring a student for an abortion or assisting a student in obtaining an abortion. This policy does not apply to employees, Board members, and school officials who are parents or legal guardians of that student.

~~Pursuant to state law, District personnel found to be in violation of this policy will be assessed a fine by the District of no less than 3% of his or her annual compensation. The District will refund the State School Aid Fund in an amount equal to any fines applied to or collected from District personnel under this policy.~~

A quality educational program is very largely a function of the personnel employed to implement the educational goals of the Board of Education. The Board will search for and employ persons of the highest character who have the skills and other qualifications necessary to meet staffing requirements.

Board policies apply to all School District employees, including personnel who are covered by a collective bargaining agreement. In the event that a Board policy conflicts with an enforceable provision of a collective bargaining agreement, the bargaining agreement will control the particular matter for employees who are within the coverage of that agreement. Any provision of a collective bargaining agreement that purports to cover a prohibited subject to bargaining is not enforceable.

All staff members have the responsibility to make themselves familiar with, and abide by, the laws of the State of Michigan as they affect their work, the policies of the Board, and implementing Administrative Regulations designed to implement them.

The Board of Education will approve the hiring of new staff and administrative appointments. Teaching or administrative personnel may be offered conditions employment by the Superintendent, or designee, subject to the approval of the Board of Education.

4001

Administrative Staff and Organization

The Superintendent of Schools The Board will employ a Superintendent of Schools in conformity with relevant provisions of the [Revised School Code](#) and other applicable laws.

Other Administrators The Board may employ other administrators as it deems necessary for the proper operation of the School District.

4002

Employment Considerations

Equal Employment Opportunity The Board is committed to equal employment opportunities in all aspects of employment, including recruitment, selection, training, promotion and retention of staff.

Discrimination and Harassment The Board is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment in employment on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, transgender status, marital status, genetic information, disability, age, or any other illegal grounds. See also, Policy 8007.

Nepotism It is the intent of the Board to avoid favoritism as well as the appearance of favoritism towards relatives in all matters concerning employment in the School District. The Board adopts the following standards:

- No Board member or employee shall participate in any personnel action, including a recommendation for appointment, employment, promotion or evaluation, concerning an applicant or employee to whom she or he is related.
- No Board member or employee may directly supervise or evaluate an employee to whom that person is related. If a person is hired or transferred into a position the person will immediately report that fact to the Superintendent, who will consult with the Board of Education concerning the proper disposition of the matter.

This policy should not, except as expressly provided, be interpreted to prohibit the employment of relatives of Board members or relatives of School District employees.

For purposes of this policy, the terms “related” or “relative” refer to the following relationships: father, mother, son, daughter, brother, sister, or spouse; father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law; step-father, step-mother, step-son, step-daughter; step- or half-brother, step- or half-sister; or any other persons who reside at the same location as the Board member or employee.

Criminal Background Checks The Board seeks to ensure a safe and secure environment for students, staff and other members of the school community. Accordingly, the School District will comply with state law and require that any individual working in a school building, whether as an employee or working regularly and continuously under contract, submits to a criminal history and background check by the department of state police. If an individual has been convicted of a listed offense, as defined by Michigan law, the School District will not employ the individual. If the individual has been convicted of a felony other than a listed offense, the School District will consider the severity of the felony, when the conduct occurred, its effect on the ability of the individual to work in a school building, and any other matters considered relevant to the safety of the school community. An individual with a felony conviction will not be permitted to work in a school building unless the assignment is specifically approved by the Superintendent and the Board of Education. Should the School District become aware, at any time, that an individual already working in a school building has been convicted of a listed offense or a felony, the same procedures will apply. The Superintendent will develop and implement administrative regulations to carry out this policy.

4003 Conditions of Employment

Alcohol, Marijuana, and Drug Free Workplace The Board maintains a workplace free of alcohol and illegal drugs, as well as prescription drugs for which the employee does not have a current, valid prescription. An employee or volunteer who is found to have unlawfully manufactured, distributed, dispensed, possessed or used alcohol or any drug in the workplace shall be disciplined, up to and including discharge from employment. Similarly, an employee or volunteer who is found to have been present in the workplace while under the influence of illegal drugs, prescription drugs for which the employee does not have a current, valid prescription or alcohol will be subject to discipline, up to and including discharge from employment. All employees must notify the School District, in writing, if charged with a violation of a criminal drug statute occurring in the workplace. Notification must be provided no more than three (3) business days after being arraigned for the crime. All employees agree to abide by this policy as a condition of employment. This notification requirement does not eliminate the obligation of School District employees or volunteers to report convictions of felonies and/or listed offenses, as otherwise required by law.

Notwithstanding state permissibility, the use and possession of marijuana and marijuana-induced intoxication are prohibited on school grounds.

The School District’s Assistant Superintendent of Human Resources and Labor Relations is directed to establish a drug-free awareness program to inform employees about: the dangers of drug abuse in the workplace; employee awareness of this policy; and available drug counseling, rehabilitation, and employee assistance programs.

Omnibus Transportation Employees The School District is required to and will comply with the [Omnibus Transportation Employee Testing Act of 1991](#). The Superintendent will develop and implement regulations to conduct alcohol and drug testing of all employees working in safety sensitive transportation positions, within the meaning of the Act.

Staffing, Layoff and Recall of Teachers This policy relates to all teachers working for the School District as defined by the [Michigan Teachers' Tenure Act, MCL 38.71 et seq.](#) As used in this policy, the term "personnel decision" refers to any situation where the School District is:

- Conducting a staffing or program reduction or any other personnel determination resulting in the elimination of a position;
- Conducting a recall from a staffing or program reduction; or
- Any other personnel determination resulting in the elimination of a position, or in hiring after a staffing or program reduction or any other personnel determination resulting in the elimination of a position.

All personnel decisions will be made based on the following factors, in order of priority:

- Individual performance;
- Significant, relevant accomplishments and contributions;
- Relevant special training.

The focus of personnel decisions will be the retention of effective teachers. Length of service or tenure status will not be a consideration unless the factors described above are found to be equal, and, then, only at the discretion of the Superintendent. No teacher who has received a rating of ineffective on his/her last year-end evaluation will be given any preference that would result in that teacher being retained over a teacher who received a performance rating other than ineffective.

The Superintendent will develop and implement regulations or practices necessary to ensure implementation of this policy in accordance with Michigan law.

Assignment and Transfer The Board of Education believes that the appropriate placement of qualified and competent staff is essential to the successful functioning of the District. The Superintendent will be responsible for the proper assignment and transfer of all professional staff members and, in doing so, will attempt to optimize meeting the academic needs of the District's students.

HIPAA The [Health Insurance Portability and Accountability Act of 1996](#) (HIPAA) requires the School District to provide employees with notice of the uses and disclosures of their protected health information that may be made by the School District. The School District will comply with the requirements of HIPAA with regard to any employee benefit or group health plan provided by the District that is subject to the requirements of the Act. The Superintendent will develop and implement regulations necessary to ensure continuing School District compliance with the requirements of HIPAA.

~~**Remote Work** Unless a remote work request has been approved by the building administrator, the School District expects all employees to work on-site and in person. The Superintendent will promulgate administrative regulations consistent with this policy.~~

Leaves of Absence An employee may be granted a leave of absence, with a right to return to employment upon expiration of the leave. A leave of absence is without pay unless otherwise provided by law, Board policy or a negotiated contract. The Superintendent will develop and implement legally compliant leave of absence regulations, specifying the various types of leave that are available to School District employees and the manner in which application for a leave may be made.

FMLA The School District will comply with the [Family and Medical Leave Act \(FMLA\), 42 USC 12201 et seq.](#), and corresponding regulations. The School District will use the rolling calendar method under the FMLA. The FMLA leave of any employee of the School District will be without pay. If the employee has

paid leave time available under an applicable contract, the employee will be required to use that paid time concurrent with any FMLA leave.

Paid Medical Leave The School District will provide paid medical leave (PML) to eligible employees pursuant to Michigan law. The Superintendent will determine whether PML will accrue over the course of each benefit year or will be provided at the beginning of each benefit year and will promulgate administrative regulations concerning the use of PML. Payment and use of accrued or provided PML will be coordinated with all types of paid leave available to an eligible employee pursuant to collective bargaining agreements, individual contracts, or other School District policies and administrative regulations. This policy and any implementing administrative regulations will be automatically rescinded, without further action by the Board or the Superintendent, if paid medical leave is mandated by federal law.

Medical Examinations The Superintendent or his/her designee may require an employee to submit to a medical examination when:

- Required or permitted by federal or state law.
- Required or permitted by the employee's contract of employment.
- Information suggests that a health condition may be negatively affecting the employee's ability to perform the essential functions of his/her job, with or without accommodations.
- Information suggests that the employee is a direct threat to his/her safety or the safety of others.
- An employee has provided insufficient medical documentation as the basis for a health leave ~~or in return from a health leave~~ and, after providing the employee an opportunity to supplement the documentation, the documentation remains insufficient ~~School District believes that a second medical opinion is warranted.~~

If the Superintendent requires an employee to submit to a medical examination, all costs will be borne by the School District. The employee will be required to sign a release authorizing the physician to submit a copy of the report of the examination directly to the Superintendent. A copy of the physician's report will be maintained in a separate, confidential personnel file.

4004 Evaluations, Discipline and Discharge, Resignations

Performance Evaluations All teachers and administrators can improve their performance and should strive for excellence in order to provide the best possible education for the students of the School District. To that end, the School District will use a rigorous, transparent and fair evaluation system for all teachers and administrators. This system will comply with Michigan law and include annual year-end evaluations for all teachers and administrators, unless otherwise permitted by Michigan law.

The evaluation system is intended to be used to improve the performance of all teachers and administrators and encourage professional growth. The system is also intended to result in the separation from employment of those teachers and administrators who, after notice and an opportunity to improve, are found to continue to be ineffective. The Superintendent will develop and implement any legally compliant Administrative Regulations necessary to put this policy into effect.

Performance-Based Compensation The Superintendent will develop for Board review and approval a legally compliant system of performance based compensation.

Ineffective Teachers Teachers will receive ratings pursuant to the School District's evaluation policy and administrative regulations. Any teacher rated ineffective on a year-end evaluation will be placed on

an individualized development plan (IDP). That teacher will be evaluated mid-year during the next school year, in addition to receiving a year-end evaluation. If the teacher continues to be found ineffective after a second year, the School District will act to discharge the teacher, either through termination (if probationary) or the filing of tenure charges (if tenured), unless special circumstances are found to exist.

Discipline and Discharge This discipline and discharge policy applies to all School District employees. Furthermore, the employment of a probationary employee, including a probationary teacher, may be terminated at any time, for any reason that is not in violation of state or federal law. Where this policy conflicts with an individual contract of employment or an enforceable provision of a collective bargaining agreement, the applicable contract or agreement will supersede this policy.

The Board believes in maintaining a work environment that allows employees to be successful in providing an education to students of the School District. In return, employees are required to meet the highest standards of personal integrity, professionalism and performance. Employees whose conduct or performance is inconsistent with the School District's expectations are subject to corrective and/or disciplinary action.

Discipline, for purposes of this policy, includes verbal and written warnings, verbal and written reprimands, suspensions and dismissals/discharges. Discipline does not include verbal or written directives, verbal counseling aimed at correcting behavior or conduct, placement upon a voluntary or involuntary paid leave of absence and performance evaluations. Such actions are not subject to this policy.

Disciplinary actions are taken at the discretion of the School District, and may arise for any reason that is not arbitrary or capricious. Except as otherwise expressly provided by law, individual employment contract or an enforceable provision of a collective bargaining agreement, all disciplinary decisions of the School District are final and not subject to any grievance or arbitration procedure.

Resignations The Superintendent is authorized to accept resignations on behalf of the Board. A resignation must be in writing and is effective upon acceptance by the Superintendent.

4005 Other Matters of Employment

Gifts to School Personnel No employee of the School District shall:

- Accept any but nominal personal gifts of money, services or goods from a student of the School District or the parent or guardian of any student.
- Accept any but nominal gifts or favors from any person, firm or corporation that is involved, directly or indirectly, or may be interested in becoming involved, in any commercial dealings with the School District.

Whistleblower Protection Policy Employees are expected to report suspected unlawful activity in the School District without fear of retaliation. The Superintendent will develop regulations to inform employees of the protections and obligations that exist under the [Michigan Whistleblowers' Protection Act, MCL 15.361 et seq.](#) The regulations will include a procedure for reporting alleged violations.

Outside Activities and Tutoring Employees may not engage in activities which interfere with their School District duties and responsibilities or denigrate the School District or the employee's profession.

District teachers may provide individualized training, instruction, and/or tutoring, which complements the students' classroom experiences. However, teachers may not receive remuneration for provision of such services to those pupils enrolled in the teacher's respective school.

District co-curricular sponsors and coaches may provide individualized training, instruction and tutoring which complements the students' co-curricular experiences. However, sponsors and coaches may not receive remuneration for providing such services to those students who are current members of the co-curricular team or are eligible to be a member of the team within the next 12 months, unless permitted by the Athletic Director.

No employee shall attempt to sell or influence a student or parent to buy any product, article, instrument, service, or other such item, which would directly or indirectly benefit that employee.

Political Activities Political activities of any employee campaigning for a candidate or ballot proposal shall be conducted outside of district buildings, off District premises and outside working hours. The Board of Education recognizes that staff members of the District have the same fundamental civic responsibilities and privileges as other citizens. Among these are campaigning for an elective public office and holding an elective or appointive public office. A staff member who is campaigning as a candidate for, or holding a public office, shall not use District facilities, equipment, or supplies or involve the District or District personnel during the work day, or to encroach on the work day.

Ownership of Works Instructional staff members are encouraged to prepare scholarly articles and otherwise produce materials which might be considered for publication or distribution. Any works which reference the School District require the prior written approval of the Superintendent.

Staff member works in which a copyright or patent interest may exist are subject to the following:

- Works developed within the specific scope of an employee's School District duties and responsibilities, or occurring during the employee's regular or customary work hours, are the absolute and exclusive property of the School District.
- Works developed by an employee outside of both the specific scope of his/her employment duties and outside the employee's regular and customary hours of work belong to the employee.

Professional Development Opportunities Administration and professional staff are encouraged to seek and take advantage of professional development opportunities. Professional development will include all District personnel being trained in understanding IEPs and Section 504 plans. Any expenses or fees associated with such professional development opportunities must be pre-approved by the Superintendent in order to be eligible for reimbursement. The Superintendent will report to the Board of Education, at least annually, the number of necessary School District personnel who have undergone professional development opportunities concerning IEPs and Section 504 plans.

Professional Staff Contracts The employment of teachers shall be secured through written contracts according to their status as a probationary or tenured teacher. The Superintendent is authorized to sign teacher contracts on behalf of the Board.

Illegal Conflicts of Interest School District employees and agents are prohibited from engaging in any illegal conflict of interest as determined by state law. See, e.g., [MCL 380.1203](#) and [Contracts of Public Servants with Public Entities, MCL 15.321 et seq.](#)

Recognition of Attaining Tenure Upon recommendation of the Superintendent, the Board may recognize the tenure status of instructional staff members, whose employment is regulated by the Teachers' Tenure Act, and who have satisfactorily completed the probationary period, as dictated by the [Michigan Teachers' Tenure Act, MCL 38.71, et seq.](#)

Codes of Ethics The School District expects all individuals working with or for its students to comply with all applicable professional codes of ethics, including the Michigan Code of Educational Ethics, as approved by the Michigan Department of Education.

5001

General

The Board of Education holds a position of public trust and is responsible to account for and direct the management and expenditure of all monies received by the School District. In furtherance of this responsibility, the Board directs the Superintendent to establish financial procedures to ensure the proper and effective accounting of all School District monies, that monies are administered in accordance with generally accepted accounting principles and that all legal requirements concerning School District monies are satisfied in letter and spirit. Under the supervision of the Superintendent, financial reports and statements will be prepared and submitted to the Board on a monthly basis, or more frequently if requested by the Board.

5002

Budget Planning and Adoption

The Board is required to adopt a balanced budget prior to July 1 of each year, to be in place for the ensuing school year. The budget is a formalized statement of anticipated revenues, expenditures of the District, and fund balance and includes all district fund categories that are used to carry-out the District's educational goals and objectives, as required by law. If a five-year forecast provided to the Board shows that the General Fund fund balance would go below 20% of projected expenditures in any year, the matter will be brought to the attention of the Board for discussion at the next scheduled Board meeting or at a special meeting convened sooner. The Board will not approve an annual operating budget that is based on a five-year forecast showing that the General Fund fund balance would go below 15% of projected expenditures in any year, unless the Board contemporaneously passes a separate motion permitting same for that year.

The Superintendent is responsible for preparing the budget and its timely presentation to the Board. Following adoption by the Board, the Superintendent will regularly inform the Board of actual or anticipated variances that may occur during budget implementation and recommend any action that may be required to be taken by the Board.

5003

Purchasing

The Board authorizes the Superintendent to purchase and/or supervise the purchase of all materials, equipment, supplies, and services necessary for the operation of the School District. ~~However, for purchase of an individual item that exceeds the current competitive bid threshold, such purchase must be presented to the Board for approval. It is the intent of the Board that the School District purchase competitively, without prejudice or favoritism, and seek maximum value for all expenditures (lowest qualified bid). Competitive pricing is to be pursued by following legally required processes, as well as through such methods as cooperative purchasing, formal or informal bidding, requests for quotations from multiple vendors and negotiation. The Board expects the Superintendent to seek maximum value for all expenditures. The Superintendent is authorized to promulgate administrative regulations necessary to implement this policy.~~

~~The Superintendent will use competitive bidding when and in the manner required by law. In cases where competitive bidding is not required by law, the Superintendent may use competitive bidding or take advantage of cooperative pricing when, in his or her opinion, these procedures serve the School District's interest.~~

Federal Procurement Standards The Board seeks to ensure the District complies with all federal procurement policies and procedures in accordance with the [Education Department General Administrative Regulations](#) (EDGAR) and/or issued pursuant to the [Federal Uniform Guidance, 2 CFR](#)

[Part 200](#). The Superintendent will delegate responsibility for the development of procedures that comply with this policy to the Assistant Superintendent of Finance and Operations.

Automated Clearing House (ACH) Arrangements and Electronic Transaction of Funds The Superintendent may enter into Automated Clearing House (ACH) arrangements approved by the Board. The Superintendent may transact School District business electronically.

Federal Grants and Awards The Superintendent will promulgate legally compliant administrative regulations concerning expenditures of funds received through federal grants and awards.

5004 Property Purchase, Sale, and Management

Surplus Land, Buildings, Facilities, and Real Estate The Superintendent may identify School District land, or buildings, facilities, and real estate no longer required for School District purposes and recommend to the Board the procedures to be followed for the sale or disposition of such property. Board approval is required for both the process to be followed and the ultimate sale or other disposition.

Construction Change Orders For change orders pertaining to bond projects that are within the project's contingency, the Superintendent or his/her designee is authorized to review and approve change orders subsequent to conferring with and obtaining the concurrence of the Assistant Superintendent for Finance and Operations. Board approval of a construction change order for a bond project is required when the change order will result in the need for additional funding for a bond project. Board approval of a construction change order for a non-bonded project is required when the change order will result in the need for additional funding for a project.

Surplus Equipment, Supplies, and Other Personal Property The Superintendent may periodically review School District equipment, supplies, and other School District personal property and identify any that are thought to be obsolete and not able to be salvaged, those that cannot be utilized effectively or economically by the School District, and those that are identified as surplus. The Superintendent ~~is~~ may authorize the sale of any such items in a commercially reasonable manner. Annually, the Superintendent will account to the Board for such sale, in writing, the total price or other consideration received by the School District.

5005 Investments

The Board requires prudent management of the public monies to which it has been entrusted. Oversight and management of School District monies rests with the Superintendent. The Superintendent will, together with other School District administrators under his/her direction, develop and implement procedures to be followed in connection with School District investments. Such procedures will comply with the Governmental Accounting Standards Board (GASB) and the Michigan [Revised School Code](#).

5006 Risk Management

The Board seeks to minimize risk in all School District operations. This requires planning that takes into account the safety of students, employees and the public, the protection of School District property and avoidance of financial loss or liability.

The Superintendent is responsible for establishing a risk management program. The program will include means for identifying, eliminating, reducing, or transferring risk, and may provide for the purchase of insurance, if necessary.

5007**Audits**

The Board will retain a firm or person to conduct an annual audit of the School District's financial statements to determine, through an independent review, whether the financial statements fairly present the financial position of the School District, whether the School District has followed generally accepted accounting principles. The auditor's report will be presented at a public meeting of the Board.

5008**Meal Charge / Food Services**

The School District has established this meal charge and food services policy to address the provision of food services for School District students, including: students who are eligible for reduced-price or full-price meal benefits and/or students who have insufficient funds to pay for school meals. This policy also addresses bad debt incurred due to the School District's inability to collect unpaid meal charges from its parents and students.

The Superintendent will develop and implement administrative regulations regarding meal charge procedures to provide consistent direction concerning students who do not have funds in their account or in hand to cover the cost of their meal at the time of service, and procedures for students entitled to reduced-price or full-price meal benefits. These regulations, and this policy, will be provided to all households in writing at the start of each school year, to households transferring to the School District during the school year, and to all School District staff and independent contractors and companies responsible for implementation.

5009**Property Tax Levies**

The Board, by passing an annual resolution in order to activate this policy, shall impose summer and winter property tax levies. The property tax levies shall be for debt services, operating, and sinking fund property taxes, unless otherwise dictated by law.

5010**Fixed Assets**

The Board shall maintain a fixed asset procedure sufficient to track applicable purchases and donations of items meeting the following criteria:

- The cost of each item shall exceed \$10,000;
- The item shall have an estimated useful life which exceeds one year;
- Items costing less than \$10,000 each may also be included within this policy if such item is deemed to be theft prone or otherwise warranting tracking.

Fixed assets shall be classified into the following major categories:

- Land;
- Buildings;
- Vehicles;
- Improvements other than buildings;
- Construction in Progress; and

- Machinery and Equipment.

The Superintendent shall develop such procedures and practices sufficient to meet this Policy.

5011 Online Fundraising

No employee shall create, post, or sponsor any online fundraiser seeking to secure or generate funds from the public for school purposes, purchases for school, or utilizing the District's name, logo, or likeness, without prior written consent from the Superintendent. If permission to create, post, or sponsor an online fundraiser is provided by the Superintendent, any property secured or purchased through such fundraising activities shall become the property of the District and not the employee. This policy applies, but is not limited to, online fundraising services such as DonorsChoose.org, Kickstarter.com, GoFundMe.com, CrowdRise.com, and similar sites.

5012 School District Credit Cards

The Board views the use of credit cards as a convenient and efficient means of transacting School District related business. The Board approves the issuance and use of School District credit cards on the terms and conditions set forth below.

School District credit cards may be issued to the Superintendent of Schools and other School District employees designated by the Superintendent. The Superintendent is responsible for the issuance, accounting, monitoring and retrieval of School District credit cards and for overseeing compliance with this Policy. The Superintendent shall assure that:

- A School District credit card may be used only by a person to whom the card has been issued by the Superintendent.
- A credit card may be used only for the purchase of goods or services for the official business of the School District.
- No purchases for personal purposes or cash advances are permitted.
- An employee of the School District who has been issued a credit card shall submit to the Superintendent a contemporaneous report detailing the:
 1. Goods or services purchased;
 2. Date of the purchase;
 3. Cost of the purchase;
 4. School District related reason for the purchase.

The person to whom a credit card has been issued is responsible for its protection and custody and shall immediately notify the Superintendent if the credit card is lost or stolen.

A person to whom a credit card has been issued must return the credit card upon the termination of employment or service in office for the School District.

Internal accounting controls will be developed to monitor credit card use, approval of credit card invoices and assurance that payment will be timely made. In no event will payment be made later than 60 days from the initial date of the statement on which the purchase is reflected.

Any unauthorized use of a School District credit card will result in appropriate disciplinary measures being taken.

6000**FACILITIES AND OPERATIONS****6001****Goal**

The Board intends that the educational program be fully supported by suitable facilities. The District will endeavor to utilize energy-efficient resources whenever possible and practical, as well as conduct operations in an environmentally-conscious and responsible manner.

6002**Safety and Security**

School District facilities and grounds will be kept safe, clean and attractive. The Superintendent will develop and implement a maintenance program for the safe and efficient operation of the School District. The program will provide for the regular inspection and periodic maintenance of all School District facilities and be compliant with all applicable safety, health and environmental requirements.

The School District will undertake reasonable cooperative efforts with law enforcement agencies. The Superintendent and building administrators have the responsibility and authority to determine when the presence or assistance of law enforcement officers is necessary on School District premises and School-related functions.

6003**Firearms and Other Weapons**

Firearms and other weapons are prohibited on/in District premises and facilities, in District vehicles, and at District-related functions. Any person who violates or threatens to violate this policy may be reported to police authorities and will be refused entry to or removed from District premises, facilities, vehicles and/or District-related functions. District employees or contractors who violate this policy are subject to discipline, up to and including termination or debarment. District students who violate this policy are also subject to discipline, up to and including permanent expulsion. This policy does not prohibit the possession of firearms or other weapons by law enforcement personnel on/in District premises and facilities, in District vehicles, and at District-related functions. Additionally, this policy does not prohibit the possession of firearms or other weapons on/in District premises and facilities, in District vehicles, and at District-related functions by other persons who have either: received written permission from the District's Superintendent, with prior notice to the District's Board of Education, or permission by a vote of the District's Board of Education at an open meeting, provided in both instances the possession is strictly within the scope of the permission granted.

The word "weapon," as used in this policy, includes, without limitation: firearms (including starter guns or pistols); devices designed to expel a projectile by the action of an explosive (including devices that may be readily converted to do so); destructive devices; explosive, incendiary or poison grenades, bombs, rockets or charges; mines or similar devices; knives with blades longer than 3 inches or similar devices; and, pocket knives opened by mechanical devices, such as switches blades.

The Superintendent is authorized to implement regulations, procedures or protocols to enforce this policy.

6004**School Crisis, Response, and Closure**

The Board strives to provide a safe learning environment for students, staff and other members of the school community. The Superintendent will develop a school crisis response plan to be implemented in the event of an emergency.

The Superintendent is authorized to close schools in the case of inclement weather or other emergencies when it is unsafe for students to travel to or attend school.

6005 Hazardous Chemicals and Substances

The Superintendent will develop a plan that includes preventive and remedial measures to be taken in the event that there is exposure, or threatened exposure, to a toxic hazard. The Superintendent will also develop and implement an Asbestos-Management Program for the School District that is compliant with the [Asbestos Hazard Emergency Response Act](#) (AHERA).

6006 Tobacco-Free Environment

Generally The use of all tobacco products on School District property is prohibited. For purposes of this policy, School District property includes all school buildings, areas adjacent to school buildings, athletic fields, pupil transportation vehicles and parking lots. This prohibition applies to students, employees and visitors to the school or school campus and applies whether or not school is in session. The term “tobacco” includes any kind of lighted pipe, cigar, cigarettes, or any other lighted smoking materials, as well as chewing products and snuff.

Electronic Cigarettes, Vaporizers, Etc. The use of electronic cigarettes, vaporizers, etc. on school District property is prohibited.

The following definitions apply to this policy. “Electronic Cigarettes” and “Vaporizers” means any device that simulates smoking any type of product, regardless whether they are manufactured, distributed, marketed or sold as e-cigarettes, or under any product name or descriptor.

6007 Integrated Pest Management

The Superintendent will develop an integrated pest management plan or administrative regulations that include strategies to reduce the use of pesticides that pose health risks to students, staff members and other persons in the school community.

6008 Transportation

Student Transportation The District will provide transportation to eligible School District students and others consistent with its administrative regulations and applicable laws. The use of School District transportation resources for field trips, co-curricular activities and other authorized educational, cultural and recreational activities may be permitted when it does not conflict with the primary purpose for transportation and complies with District policies.

Business Transportation The Superintendent is authorized to determine the extent to which District owned vehicles may be used for official school business. Drivers of school owned vehicles shall be properly licensed.

The Superintendent is authorized to reimburse School District employees for School District-related travel outside the boundaries of the School District at the rate established by the Internal Revenue Service.

Private Transportation In cases where an enrolled student wishes to transport him/herself by private vehicle, the parent(s) or guardian(s) of the student may request permission for their child to self-transport him/herself to and from a District site or program, subject to rules and regulations established by the Superintendent.

6009 ~~LAM1~~ ~~Use of School District Facilities and Property~~

~~The Superintendent is authorized to permit individuals, groups and organizations to use School District facilities when the use does not conflict with the use of School District facilities for School District purposes. The Superintendent will develop administrative regulations concerning the use of School District facilities.~~

~~Use of District equipment or property for personal purposes is prohibited. However, instructional and administrative staff members may remove District equipment or property from District premises when the removal is for a legitimate District purpose and provided that the individual removing the property has received written permission for removal signed by the administrator or designee in charge of the building or department in which the equipment is located. In the event a building or department administrator requests the use of district property off District premises, written approval shall be requested of the individual's immediate supervisor.~~

60~~1009~~ **Naming School District Building and Facilities**

The Board of Education shall name or rename School District facilities and properties. Persons wishing to have a District property or facility named/renamed in a particular manner or named/renamed to honor or memorialize an individual significant to the District, shall submit a written request to the Board. The Board shall wait a minimum of three months before action is taken on the request.

In considering any such request the Board will consider the following criteria, in addition to other relevant considerations: (1) if the individual was (or is) a resident or staff member of the District; or (2) if the individual made a significant contribution to the well-being of the District, students, community, and/or society in general.

601~~10~~ **Recognitions, Remembrances, and Plaques**

The Board may honor a person of national, state or local importance by placing a suitable plaque or memorial on a School District building or facility. The Board may elect to provide remembrances and/or recognitions of District employees or those serving the District from time to time. The Board authorizes the expenditure of reasonable costs for recognitions addressing an individual's service/employment to the District. Other than the foregoing, no public funds shall be expended for remembrances or recognitions approved by the Board.

601~~21~~ **Surveillance of and in School District Buildings and Facilities**

The Superintendent may authorize legally compliant surveillance of and in School District buildings, facilities, and school buses. Notice will be provided in cases where the general public or students are subject to routine and on-going surveillance. The Superintendent will develop administrative regulations for the recorded surveillance of matter that are or may become education records within the meaning of [FERPA](#).

601~~32~~ **Facility Improvements**

All facility and grounds improvements, alterations or signage shall conform to the District-approved materials, colors and installation methods.

7000

SCHOOL-COMMUNITY RELATIONS

7001

Goal

The community should be regularly informed about the objectives, achievements and condition of the School District. The Board recognizes the importance of community input and encourages active involvement in School District planning and operations.

Public Information The School District annually releases a comprehensive Annual Education Report (AER) and other information in accordance with state and federal reporting requirements. The Superintendent will utilize various media to provide for meaningful sharing of information between the School District and the community and will report to the Board of Education, at least annually, all current and new media strategies implemented the previous school year.

In accordance with the [Michigan Freedom of Information Act \(FOIA\)](#), [MCL 15.231 et seq.](#), the School District will make public records available for inspection or duplication. The Superintendent is the School District's FOIA Coordinator and will develop administrative regulations necessary to implement the requirements of the Act. The regulations will include a schedule of costs to be charged, as allowable under the Act. The Superintendent may designate another individual to perform on his or her behalf in receiving, processing, granting and denying requests for public records.

7002

Community Use of School District Facilities

The Board encourages the use of School District facilities to promote educational, recreational, cultural and civic activities of the community. The Board does not intend, through this Community Use policy, to create a public forum or limited public forum for expressive activity.

The Superintendent will develop and administrative regulations, as necessary, to implement this policy.

7003

Gifts, Bequests and Donations

The Superintendent may accept gifts, bequests and donations in the name of the School District. Gifts, bequests and donations must:

- Be free of any restriction that is contrary to law or inconsistent with Board policy.
- Be, in the opinion of the Superintendent, fitting and appropriate for School District use.
- Not require excessive installation, alteration or maintenance costs, or otherwise require a large commitment of School District resources.
- Contain no commercial advertising, exclusive of naming rights.

7004

Distribution of Information / Materials

The Board seeks to minimize intrusions on the time of students and employees caused by the distribution of information from sources outside of the School District. Materials which have not been purchased from, produced or sponsored by the School District may not be sold or distributed on School District property without the prior written approval of the Superintendent.

7005**Public Complaints**

The Board welcomes constructive criticism. The Superintendent will develop and implement administrative regulations providing for the investigation and resolution of complaints at their closest point of origin. A complaint concerning the Superintendent may be filed directly with the Board.

7006**Solicitation**

Solicitations of students within the schools or on school grounds for any cause is prohibited except as they relate to school-sponsored activities.

7007**District Support Organizations**

Generally The Board recognizes the important role that supportive members of the community can make in creating educational opportunities for District students. To that end, the Board encourages the creation of District support organizations, including student fundraising activities, booster clubs, parent/teacher organizations, etc., to provide additional support to the School District community. The Superintendent will develop and implement administrative regulations to carry out this policy.

Parent-Teacher Organizations The Board and the administration regard the parent-teacher organizations as partners of the schools and supporters of public education. The Board believes that the Parent-Teacher Organization Council makes a significant contribution by providing a communication network for the individual PTO's and by coordinating District-wide PTO activities. The Board is committed to maintaining dialogue with the PTO Council.

7008**Advertising**

The Board authorizes the use of advertising-related sponsorships and funding that are consistent with the District's philosophies, standards, and policies. No advertising may be distributed, posted, or displayed on or within any District-owned property without the written consent of the Superintendent. The Superintendent shall prepare regulations addressing the circumstances under which the District would consider accepting commercial advertisements.

Further, absent the express written consent of the Superintendent, all school personnel, including contracted personnel assigned to the District, shall be restricted from utilizing District resources, technology, including District email, and student/parent contact information received while engaged in duties for the District for commercial purposes.

7009**Appointment to Bloomfield Hills Schools Foundation**

The Bloomfield Hills Schools Foundation, a 501(c)(3) organization has been created to support the educational mission of the School District. Consistent with the established Bylaws for the Foundation, up to four members of its Board of Directors will be comprised of two (2) current members of the Board of Education and two (2) current members of the District's administrative cabinet.

The President of the Board of Education will appoint up to two (2) members of the Board Education to the Board of Directors of the Foundation. The Board of Education President may choose to appoint him/herself to one of these two positions. The Superintendent will appoint up to two (2) members of the administrative cabinet to the Board of Directors of the Foundation. The Superintendent may choose to appoint him/herself to one of these two positions.

Any of the aforementioned appointees who cease to be a member of the Board of Education and/or employed by the District will no longer be eligible to sit on the Board of Directors for the Foundation. For employees of the District, placement on a leave of absence will also serve to disqualify the individual from continued service on the Board of Directors.

7010 Daycare, Preschool, Latch Key, and Summer Camps

The Board of Education recognizes the community's need for and interest in provision of child care programs by the School District. To that end, the Board encourages the development and implementation of day care, preschool, and latch key, and summer camp programs that will be available on a fee basis to children of residents of the School District and children of staff members of the School District. Based on space availability, day care, preschool and recreation summer camp programs may be available for children of nonresidents.

7011 Religious Liberty

The Board of Education recognizes its obligation to protect and preserve the religious liberty rights of students of all faiths and of no faith, and to ensure that religion and religious conviction, as well as the absence thereof, are treated with fairness, respect, and neutrality. In this regard, the District possesses substantial discretion to effect rules of order and restrictions upon all student behavior and activities that are reasonably necessary to the operational integrity of its educational, co-curricular, and athletic programs.

When exercising this discretion, the District shall not engage in or permit activities that either unconstitutionally sponsor religion or unconstitutionally interfere with the free exercise of religion. Knowledge of the origins and cultural significance of the world's religions adds, however, to a student's understanding of history as well as to his/her respect for the pluralism of our own society and, therefore, has a positive role in education. Shared knowledge of the major religions is appropriate to the extent that it enhances understanding and tolerance. Respect for others, their diverse beliefs, and their individual differences is an ongoing concern of the District, and sensitivity to these differences will be reflected in all District activities.

7012 Volunteers

The Board encourages the use of volunteers to support the School District. Because the safety of the School District's students is of paramount importance, every individual volunteer is required to undergo a criminal background check through the Michigan State Police Internet Criminal History Access Tool (ICHAT) before s/he is permitted to volunteer, regardless of whether or not the volunteer will work directly with students. ~~[OPTION 1: Volunteers may be required to undergo new ICHAT criminal background checks at the discretion of the School District /~~ **OPTION 2: ICHAT criminal background checks will be performed annually for each volunteer].**

No individual will be permitted to volunteer if s/he has been convicted of a misdemeanor described in, or a felony that is a "listed offense" as defined in, MCL 380.1535a or MCL 380.1539b. If an individual has been convicted of a felony that is not a listed offense, as defined in MCL 380.1535a or MCL 380.1539b, the individual may only be permitted to volunteer if the Board and the Superintendent both approve the volunteer assignment in writing. This policy does not grant any individual who passes an ICHAT background check with the right to be approved as a volunteer.

8000

GENERAL POLICIES

Acceptable Use	Cardiac Emergency Response
Americans with Disabilities Act/ Section 504 of the Rehabilitation Act of 1973	Communicable Diseases
Web Accessibility	Copyrighted Works
Bloodborne Pathogens	Discrimination/Harassment
	Social Security Numbers

8001

Acceptable Use

School District students and staff members may be permitted access to the School District's computers, computer networks and telephone systems for educational, instructional and administrative purposes. The Superintendent will develop and implement administrative procedures and may develop user agreements consistent with the purposes and mission of the School District. Any such administrative regulations guidelines or user agreements will be consistent with the [Children's Internet Protection Act](#) (CIPA).

8002

Americans with Disabilities Act (ADA)

Section 504 of the Rehabilitation Act of 1973 (Section 504)

In accordance with [Section 504 of the Rehabilitation Act of 1973](#) (Section 504), and [Title II of the Americans with Disabilities Act](#) (ADA), the School District will ensure that no otherwise qualified individual with a disability shall, solely by reason of his/her disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination. The School District does not discriminate in admission or access to, participation in or treatment of, students with disabilities in its programs and activities. Similarly, the School District does not discriminate against any job applicant or employee with a disability in any term or condition of employment or in the recruitment process.

The District has developed guidelines for providing a free appropriate public education (FAPE) to students under Section 504 and the ADA, which may be accessed by clicking on the following link: https://www.bloomfield.org/uploaded/Departments/Special_Ed/F300_Section_504_Manual_revised_0113.pdf

The Superintendent appoints: the Director of Special Education to serve as the School District's Compliance Officer for employment issues, FAPE, and other accessibility issues arising under Section 504 and the ADA. The Superintendent will develop a complaint procedure for the processing and early disposition of alleged violations of the policy.

8003

Web Accessibility

General The District is committed to ensuring accessibility of its website for students, parents, and members of the public. All pages on the District's website will conform to the W3C WAI's Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of those guidelines. The District will continue to test future releases/updates of its web site and remains committed to maintaining its compliance and serving the widest possible audience. To this end, the District will perform periodic accessibility audits of its web site.

Report of Accessibility Issues If any individual has difficulty accessing the information on any page of the District's web site, they are encouraged to contact the District's Web Accessibility Coordinator and

advise accordingly. Upon notification, the District will provide the requested information in an alternate format and, as soon as reasonably practical, make the necessary improvements to make the information accessible online.

Discrimination Complaint Consistent with established District procedures, students, parents, and members of the public may present a formal complaint regarding a violation of the [Title II of the Americans with Disabilities Act](#) (ADA) and [Section 504 of the Rehabilitation Act of 1973](#) related to the accessibility of the District's web presence. Such complaints should be made to the District's 504/ADA Compliance Officer. If any such complaint is made to the District's Web Accessibility Coordinator, such complaint shall promptly be forwarded to the 504/ADA Compliance Officer for processing and response.

The following persons have been designated to handle inquiries regarding the District's web site accessibility and non-discrimination policies.

Section 504/ADA Compliance Officer:

Director of Special Education
7273 Wing Lake Road
Bloomfield Hills, MI 48301
248-341-5415

Web Accessibility Coordinator:

Director, Community Relations & Service Standards
7273 Wing Lake Road
Bloomfield Hills, MI 48301
248-341-5422

8004 Bloodborne Pathogens

The School District follows universal precautions where there has been an exposure to blood or other potentially infectious materials. Universal precautions require that staff and students treat all human blood and certain human body fluids as though they were infectious.

The Superintendent will develop and implement an exposure control plan. This plan is to include in-service training for staff and provide opportunities for immunization at School District expense.

8005 Communicable Diseases

The School District will work cooperatively with the Oakland County Health Department to enforce and adhere to the [Michigan Public Health Code \(Act 368 of 1978 as amended\)](#) with regard to the prevention, control and containment of communicable diseases.

8006 Copyrighted Works

The School District will fully respect the personal property rights of others, whether tangible or intangible, in accordance with the [Copyright Act of 1976](#), as amended. The Superintendent will develop administrative regulations to implement this policy. The regulations will specifically inform students, staff and other members of the school community about the applicability of copyright protections and what may be permitted under the "fair use doctrine."

8007 Discrimination and Harassment

The Board of Education is committed to maintaining a learning/working environment in which all individuals are treated with dignity and respect, free from illegal discrimination and harassment. There will be no tolerance for discrimination or harassment on the basis of race, color, national origin, religion, sex, sexual orientation, gender identity, gender expression, transgender status, marital status, genetic information, disability, age or any other basis prohibited by law. The Superintendent will develop administrative regulations to implement this policy. The Superintendent designates the Assistant

Superintendent, Human Resources & Labor Relations to supervise the implementation of this policy and its implementing regulations~~serve as the School District's Compliance Officer and Title IX Coordinator to investigate and resolve complaint of illegal harassment and discrimination.~~

8008 Social Security Numbers

The School District collects and maintains social security numbers of employees, students and others in the ordinary course of business. As required by law, the School District will implement all appropriate measures to ensure the confidentiality of social security numbers. These measures include:

- Social security numbers will only be requested or obtained when required by law or otherwise essential for a School District purpose.
- Access to documents or other forms of information containing the social security number of an employee, student or other person will be limited to those School District employees whose specific job duties and responsibilities require such access.
- Documents containing a social security number that are no longer required for School District purposes, and that are not legally required to be retained, may be disposed of by shredding or another process that ensures strict confidentiality.
- Any violation of this Policy will result in appropriate disciplinary action against the violator.

8009 Digital Communications

Digital communication (including social networking) that occurs on district premises or involves the use of district equipment is governed by the Acceptable Use Policy and this Policy. This Policy also applies to digital communication that occurs off District premises and/or using non-District equipment.

Digital communication (including social networking) provides educational and other opportunities for staff and students. The Board of Education expects that staff and students who engage in digital communication will do so in a reasonable and appropriate manner. Specifically, digital communication between staff and students, or to which students reasonably may be exposed, should be professional and of the same content, tone and demeanor as in-school communication between staff and students. Similarly, digital communication between staff and parents, community members and other adults, or to which staff members, parents and community members reasonably may be exposed, should be professional.



Bloomfield Hills Board of Education

Memo

To: Superintendent and Board of Education
From: Board of Education
Date: December 16, 2021
Re: Resolution in Support of Gun Safety and Safe Gun Storage

Recommended Motion:

I move the Board of Education adopt the Resolution in Support of Gun Safety and Safe Gun Storage, as presented.

Background Information:

ATTACHMENTS:

File Name	Description
☐ Gun_Safety_Board_Resolution.pdf	Gun Safety Resolution
☐ Annual_Notification_Statement_in_Support_of_Safe_Firearm_Storage.pdf	Annual Notification

**BLOOMFIELD HILLS SCHOOLS
BOARD OF EDUCATION
RESOLUTION**

Minutes of a regular meeting of the Board of Education of Bloomfield Hills Schools, Bloomfield Hills, Michigan, held on the 16th day of December, 2021, at 6:30 p.m.

PRESENT: Members:

ABSENT: Members:

RESOLUTION IN SUPPORT OF GUN SAFETY AND SAFE GUN STORAGE

WHEREAS, Bloomfield Hills Schools (BHS) educates more than 5,000 students and employs more than 1,000 employees; and

WHEREAS, BHS considers the safety and well-being of its students and staff top priorities; and

WHEREAS, the BHS community has been deeply impacted by the recent, tragic school shooting at Oxford High School, the proliferation of threats to commit similar acts of violence in nearby communities, and the fact that firearm violence is the second-leading cause of death in Michigan children and teens; and

WHEREAS, approximately 5.4 million minors in the United States currently live in homes containing unlocked, loaded firearms; and

WHEREAS, each year, approximately 350 minors in the U.S. unintentionally injure themselves or others with firearm and, additionally, approximately 700 minors in the U.S. die by suicide through the use of a firearm; and

WHEREAS, statistics demonstrate that: firearm suicide occurs most often using firearms belonging to a family members; 70% of unintentional shootings occur inside a home; and, in incidents of school violence, up to 80% of shooters under 18 years of age obtained firearms from their home, a relative's home, or from friends; and,

WHEREAS, firearm sales increased 64% in 2020, with children spending more time at home than in previous years; and

WHEREAS, BHS is committed to the sensible prevention of firearm violence against students and staff, at home and in school, whether through intentional or unintentional use; and

WHEREAS, studies have found that households with locked firearms and ammunition were associated with a 78% reduction in risk of self-inflicted firearm injuries and an 85% reduction in risk of unintentional firearm injuries among children, and that the locked storage of guns could save an estimated 251 lives in a single year.

NOW, THEREFORE, BE IT RESOLVED that the Board affirmatively supports legislation and other initiatives that promote or require the safe storage of firearms, including Senate Bill 550 and similar local, state, and federal measures. “Safe storage” means that a firearm is:

- **Unloaded.** The firearm contains no ammunition in the chamber or magazine, cylinder, etc.
- **Locked.** The firearm is secured with a locking device (e.g., jacket lock) or in a locked location (e.g., safe or lock box), and the device or location is equipped with a mechanism (e.g., key, combination, biometric technology, etc.) that limits access. A firearm is not considered locked if a minor may readily use the mechanism that limits access.
- **Separated.** The firearm is stored separately from ammunition.

BE IT FURTHER RESOLVED that the Board directs that firearm storage safety information and materials be included, as age-appropriate, in the student curriculum, beginning with the 2022-2023 school year.

BE IT FURTHER RESOLVED that, beginning with student registrations for the 2022-2023 school year, BHS will include in its registration materials, and within its annual notification materials, a letter to parents and guardians that stresses the importance of safe firearm storage and BHS’s commitment to affirmatively protecting children. The letter will contain an acknowledgement of receipt for execution by the parents or guardians.

BE IT FURTHER RESOLVED that this Resolution shall not be construed to conflict with any existing Michigan or federal law.

AYES: Members: _____

NAYS: Members: _____

MEMBERS
ABSTAINING OR
NOT PRESENT: Members: _____

RESOLUTION DECLARED ADOPTED.

Secretary, Board of Education

I hereby certify that the foregoing constitutes a true and complete copy of a resolution duly adopted by the Board of Education of Bloomfield Hills Schools, Bloomfield Hills, Michigan, at a regular meeting held on the 16th day of December, 2021, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

Secretary, Board of Education

STATEMENT IN SUPPORT OF SAFE FIREARM STORAGE

The School District safeguards the safety and well-being of students and staff. Although this responsibility exists when students and staff enter School District property or attend School District events, the School District recognizes that events that occur within the home, or the impact of those events, implicate student and staff health and wellness at school.

Every year, students and/or staff in the United States are injured or killed by firearms used on school property. Firearm use or misuse remains one of the leading causes of death for minors in the U.S. annually. Statistics and data show that millions of children in the U.S. currently live in homes where the safe storage of firearms is not practiced. Alarming, hundreds, and sometimes more than 1,000 students, are injured or killed each year through intentional or unintentional use of firearms. Where student firearm use includes death by suicide, unintentional discharge, or a school shooting, statistics show that, in a significant number of cases, the firearms belonged to family members, occurred inside a home, or were obtained from the student's home, a relative's home, or from friends.

Studies demonstrate that these tragic injuries and deaths can be avoided through the safe storage of firearms. The Board of Education has adopted a Board Resolution in support of safe firearm storage and the sensible prevention of firearm violence. The School District supports effective legislation and other initiatives that promote or require the safe storage of firearms. The School District has adopted education relative to the safe storage of firearms as part of its mandatory curriculum to students.¹ Furthermore, the School District affirmatively encourages all parents and guardians to practice safe storage in their homes.

"Safe storage" means that a firearm is:

- **Unloaded.** The firearm contains no ammunition in the chamber or magazine, cylinder, etc.
- **Locked.** The firearm is secured with a locking device (e.g., jacket lock) or in a locked location (e.g., safe or lock box), and the device or location is equipped with a mechanism (e.g., key, combination, biometric technology, etc.) that limits access. **A firearm is not considered locked if a minor may readily use the mechanism that limits access.**
- **Separated.** The firearm is stored separately from ammunition.

The School District requires the Statement in Support of Safe Firearm Storage to be annually provided to parents and guardians as part of its effort to eradicate school gun violence. A signed copy should be returned to the School District.

For parent/guardian completion:

I acknowledge that I have received and reviewed the above Statement in Support of Safe Firearm Storage. I understand the School District's mission to ensure the safety and well-being of students on school property, including through education about safe firearm storage. I understand the School District requires safe firearm storage education as part of its mandatory curriculum.

Name of Parent

Signature

Date

¹ For educational purposes, parents and guardians are encouraged to review the Be SMART framework and related resources at <https://besmartforkids.org/>.