



**Regular Meeting**

**August 22, 2022**

**Electronic Packet**

**LINCOLN CONSOLIDATED SCHOOLS  
Ypsilanti, Michigan**

**BOARD OF EDUCATION MEETING**

**August 22, 2022**

**6:00 p.m.**

**Boardroom-Lincoln High School**

**AGENDA**

**1.0 CALL TO ORDER**

**2.0 ROLL CALL**

**3.0 ESTABLISHMENT OF QUORUM**

**4.0 PLEDGE TO FLAG**

**5.0 ACCEPTANCE OF AGENDA**

**6.0 PRESENTATIONS**

6.1 Technology Presentation

6.2 Professional Development Presentation

**7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE**

7.1 Superintendent's Report

7.2 Curriculum & Instruction Report

7.3 Finance Report

**8.0 BOARD REPORTS/CORRESPONDENCE**

8.1 Board Executive Committee Report

8.2 Board Performance Committee Report

8.3 Board Planning Committee Report

8.4 Board Finance Committee Report

8.5 Reports and Correspondence

**9.0 PUBLIC COMMENT**

9.1 Response to Prior Public Comment

9.2 Public Comment

**10.0 CLOSED SESSION**

10.1 Negotiations

**11.0 NEW BUSINESS**

- 11.1 Superintendent Contract
- 11.2 Global Psychological Contract
- 11.3 LCTU (Lincoln Consolidated Transportation Union) Contract
- 11.4 LAA (Lincoln Administrators Association) Contract

**12.0 OLD BUSINESS**

- 12.1 Minutes of Previous Meeting
  - 12.1.1 Regular Meeting August 8, 2022
  - 12.1.2 Closed Session August 8, 2022
- 12.2 MASB 2022 Delegate Assembly
- 12.3 School Psychologist Contract
- 12.4 Substitute Rate Increase
- 12.5 July 2022 Finance
- 12.6 July 2022 Check Register
- 12.7 July 2022 Trust and Agency
- 12.8 Personnel Transactions

**13.0 ADJOURNMENT**

**TO:** Board of Education

**FROM:** Robert Jansen, Superintendent

**DATE:** August 18, 2022

**SUBJECT:** Board of Education Meeting  
August 22, 2022  
6:00 p.m.

**AGENDA/EXPLANATORY NOTES**

**1.0 CALL TO ORDER**

**2.0 ROLL CALL**

**3.0 ESTABLISHMENT OF QUORUM**

**4.0 PLEDGE TO FLAG**

**5.0 ACCEPTANCE OF AGENDA**

**6.0 PRESENTATIONS**

6.1 Technology Presentation  
Presented by Solomon Zheng

6.2 Professional Development Presentation  
Presented by Karensa Smith

**7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE**

7.1 Superintendent's Report

7.2 Curriculum & Instruction Report

7.3 Finance Report

**8.0 BOARD REPORTS/CORRESPONDENCE**

8.1 Board Executive Committee Report

8.2 Board Performance Committee Report

8.3 Board Planning Committee Report

8.4 Board Finance Committee Report

8.5 Reports and Correspondence

**9.0 PUBLIC COMMENT**

9.1 Response to Prior Public Comment

- Rick Knowls, former employee now resident, thanked the Board of Education for the opportunity to work at Lincoln for many years.

9.2 Public Comment

Board of Education Public Comment Statement

This is the time set aside by the Board to hear from you, the members of our community. We invite you to address the Board with comments, questions or concerns regarding board actions, policies, or other issues not resolved through appropriate administrative channels. The Board may not immediately respond to concerns presented at this meeting; however, we will respond to inquiries on or before the next board meeting.

Please sign in completing your contact information. Limit individual comments to 5 minutes or less. Comments with respect to the performance of specific district employees are not appropriate during public comment.

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Rules for Public Comment:

1. The Board of Education reserves the right to limit the total public comment to 30 minutes in any meeting
2. The Board of Education will limit each speaker to one opportunity to speak during any public comment period
3. The Board of Education President, or the President's delegee (such as the Superintendent or another District administrator) will respond to your comment
4. The Presiding officer may: A) prohibit public comments which are frivolous, repetitive, or harassing; B) interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; C) request any individual to leave the meeting when that person behaves in a manner that is disruptive of the orderly conduct of the meeting; D) request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting, and; E) call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.

**10.0 CLOSED SESSION**

10.1 Negotiations

It will be necessary to enter closed session to discuss the Negotiations, to return to open session.

A roll call vote will be necessary.

**RECOMMENDED MOTION: Pursuant to Sections 8(c) of the Open Meetings Act, I move that we enter closed session to discuss the Negotiations, to return to open session.**

Mr. Rollins	_____
Mrs. Sparks	_____
Mr. Moore	_____
Mrs. Williams	_____
Mrs. Czachorski	_____
Mrs. LaBombarbe	_____
Mr. Bentley	_____

**11.0 NEW BUSINESS**

11.1 Superintendent Contract

**I move that we authorize President Czachorski or her delegee, to enter contract extension negotiations with Mr. Jansen, to continue as Superintendent of Lincoln Consolidated Schools.**

11.2 Global Psychological Contract

**Global Psychological**

This contract is a continuation of contracted psychologist services with Global Psychological. Tony Pendleton supported Lincoln Consolidated Schools throughout the 2021-2022 school year with challenging student evaluations and general support to our psychologist needs. This contract is to provide some additional support to our school psychologists and allow for Mr. Pendleton and his team to be used to support our school psychologist team. The expected cost for the 2022-2023 school year is approximately \$40,000.00

This is presented for information only; Board action will be requested at a subsequent meeting.

11.3 LCTU (Lincoln Consolidated Transportation Union) Contract  
**LCTU Contract**

This is a three-year contract expiring June 30, 2025, which will make our bus driver pay competitive with surrounding areas, including some private vendors. District administration will provide bargaining updates during the closed session.

**RECOMMENDED MOTION: I move we accept the three-year contract with the Lincoln Consolidated Transportation Union (LCTU) from July 1, 2022, to June 30, 2025 as presented by the Superintendent.**

11.4 LAA (Lincoln Administrators Association) Contract  
**LAA Contract**

This is a two-year contract expiring June 30, 2024. District administration will provide bargaining updates during the closed session.

**RECOMMENDED MOTION: I move we accept the two-year contract with the Lincoln Administrators' Association from July 1, 2022, to June 30, 2024, as presented by the Superintendent.**

**12.0 OLD BUSINESS**

12.1 Minutes of Previous Meeting

12.1.1 Regular Meeting August 8, 2022

12.1.2 Closed Session August 8, 2022

Enclosed are the minutes of the August 8, 2022, Regular Meeting and Closed Session

**RECOMMENDED MOTION: I move that we approve the minutes of the August 8, 2022, Regular Meeting and Closed Session as presented.**

12.2 MASB 2022 Delegate Assembly

MASB's 2022 Delegate Assembly will begin **Thursday, October 20, 2022, at 7:00 p.m. at the Grand Traverse Resort in Acme (please note different day/time than usual)**. Delegates selected by boards of education across the state will decide MASB's positions on a wide variety of issues affecting education. Lincoln Consolidated Schools gets three voting delegates and three voting alternates selected by the Board of Education. All delegates must be at the Delegate Assembly to vote. Board action is requested.

**RECOMMENDED MOTION: I move that we appoint Jennifer Czachorski, Jennifer LaBombarbe & Allie Sparks to represent Lincoln Consolidated Schools at the Michigan Association of School Boards (MASB) 2022 Delegate Assembly, October 20, 2022. Matt Bentley will serve as an alternate.**

12.3 School Psychologist Contract

Please review attached document. The District is working with a contract vendor who is able to provide a full time school psychologist for the 2022-2023 school year. With many contracted special education services, the services are provided remotely. However, this vendor and school psychologist will provide services in person for the entire school year. School psychology is an extremely difficult position to fill locally, and this contract will assist with evaluations and other District needs. After the 2022-2023

school year, the District and the psychologist may choose to direct hire through the staffing company for a not-yet-negotiated fee. The expected spend on the contract for the 2022-2023 school year is between \$125,000-\$135,000, but the District will begin realizing savings from 2.0 FTE of budgeted positions. Board action is requested.

**RECOMMENDED MOTION: I move that we approve School Psychologist Contract as presented.**

12.4 Substitute Rate Increase

It has become well documented that the substitute shortage is having a negative impact on teacher stress and mental health. The NEA cites the substitute teacher shortage as just one factor impacting educator’s desire to stay in the profession. NPR’s Scott Simon similarly discusses the “critical shortage of substitute teachers to cover their classes.”

**Recommendation:**

Increase teacher substitute pay rates to the following rates:

- Daily Substitute Teacher - \$120/day
- Building Substitute Teacher & Retired Lincoln Teacher Daily Rate - \$150/day
- Long Term Substitute Teacher - \$200/day
- Paraprofessional Rate - \$15.00/hour

Total Expected Cost Increase with No Behavior Changes: \$61,230.94

Board action is requested.

**RECOMMENDED MOTION: I move that we approve the Substitute Pay Increase as presented.**

12.5 July 2022 Finance

Enclosed are the July 2022, Financial Reports. The Superintendent recommends approval as presented.

**RECOMMENDED MOTION: I move that we approve the July 2022, Finance Report as presented.**

12.6 July 2022 Check Register

Enclosed is the July 1-31, 2022, check register in the amount of \$2,644,929.33. The Superintendent recommends approval as presented.

**RECOMMENDED MOTION: I move that we approve the July 1-31, 2022, check register in the amount of \$2,644,929.33 as presented**

12.7 July 2022 Trust and Agency

Enclosed is the July 2022, Trust & Agency Report. The Superintendent recommends approval as presented.

**RECOMMENDED MOTION: I move that we approve the July 2022, Trust & Agency Report as presented.**

12.8 Personnel Transactions

<u>ACTION ITEMS</u>				
Name	Position/Building	Effective Date	Status	Major/Step
Lori Kaspala	Administrative Assitant/Human Resource Department	7/11/2022	Transfer	
Kenyotda Jones	Bus Driver/Transportation	8/8/2022	New Hire	
Charles Boswell	Art Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Sarah Depriest	English Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Vicky Lynch	Special Education Teacher/Childs Elementary School	8/15/2022	New Hire	MA Step 3
Makayla Roeder	Special Education Teacher/Bishop Elementary School	8/15/2022	New Hire	BA Step 2

Konnie Palmer	Building Secretary/Bishop Elementary School	8/4/2022	Transfer	
Jessica James	Virtual Academy Coordinator/LCVA	8/15/2022	New Hire	MA Step 10
Kristina Brashear	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 9
Andrew Duncan	SS Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Meghann Orrison	Building Secretary/Childs Elementary School	8/15/2022	New Hire	
Jeannine Vuillemot	Teacher/Brick Elementary School	8/15/2022	New Hire	MA Step 4
Dawn Gwisdala	Bus Driver/Transportation	8/15/2022	New Hire	
Sarah Hickman	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 3
Olivia Kagan	Teacher/Bishop Elementary School	8/16/2022	New Hire	MA Step 3
Daniel Cantrell	Bus Aide/Transportation	8/17/2022	New Hire	
Michael Mayes	Social Studies/Lincoln High School	8/23/2022	Transfer	
Karen Cohen	Paraprofessional/Childs Elementary	10/1/2021	Retirement	
Patricia Smith	Special Education Teacher/Bishop Elementary School	8/1/2022	Resignation	
Lauren Warner	Teacher/Bishop Elementary School	8/1/2022	Resignation	
Pamela Miller	Interventionist/Lincoln Middle School	8/10/2022	Resignation	
Marilyn Andrews	Spanish Immersion Teacher/Lincoln Middle School	8/10/2022	Resignation	
Mercedes Bens	Teacher/Bishop Elementary School	8/8/2022	Resignation	
Cabria Culp	Noon Supervisor/Model Elementary School	8/8/2022	Resignation	
Lindsay Fowler	Interventionist/Bishop Elementary School	8/3/2022	Resignation	
Luke Moore	Counselor/Lincoln High School	7/28/2022	Resignation	
Amanda Lowe	Bus Driver/Transportation	7/28/2022	Resignation	

**RECOMMENDED MOTION: I move that we approve the August 22, 2022, Personnel Transactions Summary as presented.**

**13.0 ADJOURNMENT**





## **Board Executive Committee Meeting Agenda**

**Tuesday June 21, 2022**

**Pittman Room**

**3:00pm**

- I. Call to order **3:05** – **Members Present** – Robert Jansen, Adam Blaylock, Karensa Smith, Jennifer Czachorski, Matt Bentley
- II. Acceptance of Agenda
- III. Public Comment - **none**
- IV. Old Business
  - a. Board Calendar – Solomon (**via zoom**) **discussed current status of district calendars and what tools are available. Identified persons running the multiple district calendars. Committee is requesting Soloman to investigate the need for multiple calendars to be in use. Committee identified multiple problem areas with the current configuration. Soloman will follow up with the executive committee at a later date.**
  - b. Centennial Ad Hoc Committee – **Status Update** – Vicki Coury has offered to head this committee. **Ad Hoc committee should be a diverse cross section of the entire Lincoln community. Suggested Vicki should have at least one co-chair on this committee, preferably a community member.**
- V. New Business
  - a. Board of Education agenda June 13, 2022
  - b. Fall Board Workshop – **Classes to consider – CBA 310, CBA 298**
  - c. Performance Update – **Highlights presented by Trustee Bentley. Current work includes 3 year discipline demographics, MTSS results and review, and safety work.**
- VI. Superintendent Updates – **Mr. Jansen provided updates on Enivroclean, and a report for the facilities director.**
- VII. Other
- VIII. Adjourn – **4:35**

**Upcoming Meetings:** 8/15, 8/29, 9/19, 10/3, 10/17, 11/7, 11/17, 12/5



**Board Executive Committee Minutes  
Monday August 1, 2022  
Pittman Room**

**Present – Jennifer LaBombarbe, Jennifer Czachorski, Karensa Smith, Bob Jansen (via phone)**

- I. Call to order - **5:34**
- II. Acceptance of Agenda -
- III. Public Comment - **none**
- IV. Old Business
  - a. Fall Workshop – **Superintendent to arrange for the CBA 298 to be the LCS BOE fall workshop.**
  - b. Rec Committee – **Discussion about procedures to fill vacancies. Board will call for recommendations, and interested parties to contact the Rec committee directly.**
- V. New Business
  - a. Board of Education agenda August 8, 2022 – **remove 1.1**
  - b. Consent Agenda - **The option of a consent agenda will be brought to an upcoming BOE meeting for discussion and possible adoption.**
  - c. Mileage Renewal – **The decision was made not to move forward with a ballot mileage renewal at this time.**
- VI. Superintendent Updates – **connection issue**
- VII. Other
  - a. Planning Committee Update – **planning committee is working on policy review (Miller and Johnson) including the district’s work from home policy and capital fund policy. Also working on wrapping up Bond work.**
- VIII. Adjourn – **6:33**

**Upcoming Meetings: 8/15, 8/29, 9/19, 10/3, 10/17, 11/7, 11/17, 12/5**



8970 Whittaker Road, Ypsilanti, Michigan 48197  
[www.lincolnk12.org](http://www.lincolnk12.org)

**Board Executive Committee Meeting Minutes**  
**Monday August 15, 2022**  
**Pittman Room**  
**5:30pm**

**Attendees:** Jennifer Czachorski, Matt Bentley, Robert Jansen, Ty Smith, Adam Blaylock, Karensa Smith.

1. Call to order at 5:35 pm
2. Acceptance of Agenda-accepted
3. Public Comment- None
4. Old Business
  - a. Consent Agenda-Next step-A discussion will take place at the September 12, 2022, Board of Education meeting about a consent agenda item monthly to be more considerate of time. More details to come.
5. New Business
  - a. Board of Education agenda August 22, 2022 – reviewed DRAFT agenda and approved final agenda.
  - b. Water Management-Baseball/softball water management company and discussed possible litigation.
6. Superintendent Items
  - Reached out to retirees to spike interest in returning to help fill some positions due to ORD changes.
  - Opening Day will include retirees, breakfast at 7:00am
  - 31.aa-Safety Grant may provide additional funds geared toward safety
7. Other-Band acoustics in the band room and discussed sound engineers' reports and steps to move forward.
8. Adjourn-meeting was adjourned at 7:15pm.

**Upcoming Meetings: 8/1, 8/15, 8/29, 9/19, 10/3, 10/17, 11/7, 11/17, 12/5**



## **CONSULTING AND SERVICES AGREEMENT**

This Consulting and Services Agreement (“Agreement”) is entered onto the Commencement Date set forth in Section 1 below, by and between Global Psychological, PLC, a Michigan professional limited liability company and Lincoln Consolidated School District.

### **RECITALS**

- A. Global Psychological engages in the business of providing education and consulting services to nonprofit and for-profit education and social service agencies.
- B. Client is a Michigan public school academy that offers educational programs to students in Michigan.
- C. Client wishes to engage Global Psychological to provide certain services with respect to Client’s special education program (“the Program”), and Global Psychological wishes to provide such services, all in the terms set forth below.

### **AGREEMENT**

In consideration of the promises and covenants contains herein, the parties agree as follows:

#### **1. COMMENCEMENT DATE AND TERM**

This agreement shall commence August 1, 2022 (“the Commencement Date”) and shall continue until June 30, 2023.

#### **2. SERVICES TO BE PROVIDED BY GLOBAL PSYCHOLOGICAL**

During the Term of this Agreement, Global Psychological shall provide the services set forth on Schedule 1 attached hereto (the "Services Schedule") in connection with the Program to students assigned by the Client to the Program and Global Psychological shall provide personnel, including School Social Worker, Social Worker, Speech Therapist, School Psychologist, and the other personnel (the Global Psychological Personnel), as may be reasonably necessary to provide the Services. The final determination as to what Global Psychological Personnel provide the Services to the Client shall be in the sole discretion of Global Psychological. Client acknowledges that Global Psychological Personnel may change from time to time based on those Global Psychological Personnel providing services to Global Psychological from time to time, due to sickness or illness of Global Psychological Personnel or other reasons. Any requests for changes to contract, or services outside of those outlined in Schedule 1 by Client will be given consideration, and if reasonable both in timeframe and compensation, a written amendment will be added to this agreement and signed by authorized representatives by both parties.

#### **3. CALENDAR**

Services will not be provided on Client holidays or breaks. If Client mandates Global Psychological Personnel to attend any Client held professional development; Client agrees to 1) compensate Global Psychological for staff attendance, and 2) to provide Global Psychological with a calendar of which days staff will be required to attend for the year no later than September 1, 2022. Client must provide a copy of school calendar to Global Psychological prior to the commencement of this Agreement and at least twenty (20) days prior to the commencement of each school year during any additional years of this Agreement. In addition, Client shall provide at least two (2) business



days' notice of other school closures that will impede regular services; otherwise, Client will be billed for missed sessions (excluding Snow Days and Building Emergencies).

#### **4. RECORDS**

Global Psychological agrees that all student files, documents, and records kept and maintained by Global Psychological in the course of providing the services contracted in accordance with Schedule 1 of this agreement and during the Term of this Agreement shall be the property of Client, provided that as set forth below, Global Psychological shall have the right to inspect, copy and maintain a copy of all such files, documents, and records. Global Psychological agrees that upon expiration or termination of this Agreement for any reason, Global Psychological shall deliver any Client property retained by Global Psychological. Global Psychological shall not disclose pupil records to any unauthorized person or entity without the consent required by the Family Education and Privacy Act (20 U.S.C. § 1232g) and any other applicable laws unless the disclosure is otherwise permitted by law.

Furthermore, Global Psychological will only provide record keeping and reporting for those services which are set forth in Schedule 1 of this Agreement.

#### **5. RESPONSIBILITIES OF CLIENT**

- (a) IEPs. During the term of this Agreement, Client shall provide Global Psychological with such student records, including Individualized Education Programs (“IEPs”), as may be reasonably necessary for the proper provision of the Services. Client understands that in the event of their inability to provide full records for any special education student within a reasonable amount of time will require Global Psychological to conduct whatever testing will be necessary at the Client's expense to provide the proper paperwork for such student.
- (b) Compliance with Laws. During the Term of this Agreement, Client shall comply in all respects with all applicable federal and state statutes, laws, regulations, ordinances, and rules relating to its business in general and the provision of special education services in particular.
- (c) Materials/Supplies/Condition of Classroom. Client shall ensure that the classroom (or classrooms) used by Global Psychological have all reasonably necessary supplies and materials for Global Psychological to perform its Services under this Agreement and agrees to reimburse Global Psychological for any supplies purchased in the course of providing services. In addition, Client shall maintain the classroom (or classrooms) in a clean and safe condition at all times. In the event that Global Psychological believes that the terms of this Section 5(c) are not being complied with by Client, Global Psychological shall notify Client and Client and Global Psychological shall work in good faith to resolve such matters in a manner acceptable to Global Psychological and Client.
- (d) Authority. Client represents and warrants that the individual executing this Agreement on behalf of Client has the proper authority to execute this Agreement on behalf of Client and that upon execution of this Agreement by Client, this Agreement shall be binding and enforceable on Client in accordance with its terms.

#### **6. ADDITIONAL RESPONSIBILITIES OF GLOBAL PSYCHOLOGICAL**

- (a) Qualifications, Credentials, Licenses. All Global Psychological Personnel will be qualified in all material respects to provide the Services they provide on behalf of Global Psychological



hereunder. All personnel provided by Global Psychological under this Agreement may hold a state appropriate certification or license appropriate for providing the requested Service. Global Psychological shall provide Client with a packet of all Global Psychological personnel credentials that will serve students enrolled in the Program. Global Psychological will use good faith efforts to notify Client within 10 business days of any change of Global Psychological personnel that are providing services directly to students under this Agreement, provided that Client acknowledges that in certain circumstances a change in Global Psychological Personnel may occur without prior notice from Global Psychological to Client. An officer of Global Psychological shall certify to Client the Global Psychological Personnel providing instruction hereunder are trained and accept responsibility as mandated child abuse reporters pursuant to Indiana law, which certification shall accompany the list described in Section 6(a).

- (b) Compliance with Laws. During the term of this Agreement, Global Psychological shall comply in all respects with all applicable federal and state statutes, laws, regulations, ordinances, and rules relating to the provision of special education services.

**7. COMPENSATION, TIMEKEEPING, AND METHOD OF PAYMENT** In consideration for the Global Psychological Services, Client shall compensate Global Psychological at the rates set forth in Appendix A (“the Fee Schedule”). A statement will be sent at the end of each month to the client. All Global Psychological hourly staff will be billed as actual time. Breaks will be deducted after 5.75 hours, ONLY IF A BREAK WAS GIVEN. Other Global Psychological services will be billed according to Appendix A. Billing will be submitted on a bi-weekly basis, and Client will have 7 days from submission to review, and if necessary, request any changes. No changes to invoicing will be made afterwards. Payment for invoices is on a NET 30 basis. If paid after the 30 days, 2% fee every 30 days will be charged on each invoice.

## **8. INDEMNIFICATION**

- (a) Indemnification by Global Psychological. Global Psychological shall defend, indemnify, and hold harmless Client and its officers, directors, agents, and employees from all liabilities and claims for damages for death, illness or injury to persons or damage to property (including without limitation, consequential damages) arising from the fulfillment of Global Psychological’s obligations hereunder and resulting from the negligence or willful misconduct of Global Psychological or its agents, employees, or subcontractors.
- (b) Indemnification by Client. Client shall defend, indemnify and hold harmless Global Psychological and its offices, directors, agents and employees from all liabilities and claims for death, illness, or injury arising to persons or damage to property (including without limitation, consequential damages) arising from Client’s operation of its business and resulting from the negligence or willful misconduct of Client or its agents, employees or subcontractors (other than Global Psychological), or from Client's failure to perform its obligations under this Agreement.
- (c) Investigations. Without in any way limiting the foregoing, each party shall bear responsibility for receiving, replying to, and/or complying with any audit exceptions or compliance investigations made by any state or federal agencies that are the result of acts, omissions or conduct of such party or its respective employees or agents. In the event Global Psychological is given less than one (1) weeks’ notice, Global Psychological will be held harmless for any penalties, financial or otherwise.





- (d) Survival. These provisions shall expressly survive the expiration or termination for any reason of this Agreement.

## **9. TERMINATION**

- (a) With/without Cause. Either party may terminate this Agreement, without cause, upon at least 45 business days' prior written notice.
- (b) Effect of Termination. Upon expiration or termination for any reason of this Agreement, Global Psychological will, within twenty (20) business days of termination, present a final invoice for all Global Psychological services provided through the effective date of termination, which shall be due and payable in full within twenty (20) calendar days of delivery to Client.
- (c) Survival. The obligations of the parties under this Section shall expressly survive the expiration or termination for any reason of this Agreement.

## **10. INDEPENDENT CONTRACTORS**

The parties hereto acknowledge and agree that the relationship created between Global Psychological and Client as a result of this Agreement is strictly that of independent contractors. Nothing contained herein shall be construed as creating a partnership or joint venture relationship between the parties. Each party hereto shall be responsible for all compensation, salaries, taxes, withholdings, contribution, benefits, and worker's compensation insurance with respect to all personnel employed or contracted by such party. The provisions of this Section shall survive the expiration or termination for any reason of this Agreement.

## **11. NO HIRE AGREEMENT**

- (a) No Hiring by Global Psychological. Global Psychological recognizes that Client's employees are unique and valuable resources of Client who have knowledge of and access to confidential information and trade secrets of Client, and who have been trained by Client, and that the Services to be provided hereunder are feasible only if Global Psychological has access to and interaction with the Client's employees under the terms of this Agreement. Accordingly, Global Psychological agrees that during the term of this Agreement and for a period of six (6) months following the expiration or termination of this Agreement for any reason (the "No Hire Period"), Global Psychological shall not, without the advance written consent of Client (which Client may grant or deny in its sole and absolute discretion), hire, employ, or contract with any employees of Client or directly recruit or solicit any employee, or group of employees, of Client to become employed by, or to contract with Global Psychological or any other person or entity. Notwithstanding the foregoing, nothing in this Section 11(a) shall be construed to prevent Global Psychological or an affiliate of Global Psychological from engaging in general recruiting activities such as placing bona fide advertisements or other solicitations of general circulation in ordinary course of business.
- (b) No Hiring by Client. Client recognizes that Global Psychological's employees and independent contractors are unique and valuable resources of Client who have knowledge of and access to confidential information and trade secrets of Global Psychological, and who have been trained by Global Psychological, and that the Services to be provided hereunder are feasible only if Global Psychological has access to and interaction with Client and its agents and representatives under the terms of this Agreement. Accordingly, Client agrees that during the No Hire Period, Client or any affiliate of Client who will place staffing with Client shall not, without the advance



written consent of Global Psychological (which Global Psychological may grant or deny in its sole and absolute discretion), hire, employ, or contract with any employees of Global Psychological or directly recruit or solicit any employee, or group of employees, or independent contractors of Global Psychological to become employed by, or to contract with Client or any other person or entity. Notwithstanding the foregoing, nothing in this Section 11(b) shall be construed to prevent Client from engaging in general recruiting activities such as placing bona fide advertisements or other solicitations of general circulation in ordinary course.

- (c) Equitable Relief and Indemnification. Each party acknowledges that and agrees that due to the unique nature of the Global Psychological Personnel and the employees of Client, respectively, and the competitively valuable nature of the trade secrets and confidential information of the other party to which its employees and contractors have access and knowledge, any breach of a party's obligations under this Section 11 may allow the breaching party or third parties to unfairly compete with the non-breaching party, resulting in irreparable harm to the non-breaching party that cannot be adequately compensated. Therefore, upon the finding by a court of any such breach, the non-breaching party shall be entitled to appropriate equitable relief in addition to whatever remedies it might have at law. In addition, upon the finding by a court of any breach of any party's obligation under this Section, the non-breaching party shall be entitled to be indemnified by the breaching party from any loss or harm, including without limitation, attorney's fees, in connection with any breach or enforcement of the breaching party's obligations under this Section. Each party will notify the other party in writing immediately upon any breach of this Section of which it is aware.
- (d) Survival. The obligations of the parties under this Section shall expressly survive the expiration or termination for any reason of this Agreement.

## **12. CONFIDENTIALITY**

- (a) Global Psychological Proprietary Information. Client acknowledges and agrees that Global Psychological owns all right, title and interest in and to the Global Psychological materials and Global Psychological systems used in the performance of the Services hereunder, including, without limitation, all trade secrets, policies, procedures, know-how, protocols, policies, operating manuals, specifications, software, forms, education materials, financial information, as well as, additions and modification thereto developed and/or used by Global Psychological in the furtherance of Global Psychological operations and in performance of Global Psychological obligations under this Agreement (collectively the "Global Psychological Proprietary Information"). Client shall maintain the confidentiality of all such Global Psychological Proprietary information and shall not divulge such information to any third parties during the term of this Agreement and after its termination except (i) as may be necessary for the discharge of its obligation under this Agreement, and (ii) as required by law. Client shall take reasonable precautions against disclosure of any Global Psychological Proprietary Information to unauthorized persons by any of its officers, directors, employees, or agents. Client shall not directly or indirectly, without the express prior written permission of Global Psychological, use the Global Psychological Proprietary Information for any purpose except as provided herein and, upon termination of this Agreement for any reason, Client shall cease all use of any of the Global Psychological Proprietary Information and upon request shall return to Global Psychological all manifestations and copies thereof in Client's possession or control. The Client shall keep and





maintain a copy of all local, state, or federal mandated special education forms and Global Psychological shall also maintain a copy of same.

- (b) Client Proprietary Information. Global Psychological acknowledges and agrees that in the course of performance of its obligations, under this Agreement, Global Psychological will have access to certain information proprietary to Client, which may include but not be limited to trade secrets, policies, procedures, operating manuals, specifications, software, business or strategic plans, budgets, salary information, contractual arrangements or negotiations, financial information, and employee information (collectively the “Client Proprietary Information”). All of such Client Proprietary Information shall be and remain the property of Client at all times, and Global Psychological shall have no right, title, or interest therein. Global Psychological shall maintain the confidentiality of all Client Proprietary information and shall not divulge such information to any third parties except (i) as may be necessary for the discharge of its obligation under this Agreement, and (ii) as required by law. Global Psychological shall take reasonable precautions against disclosure of any Client Proprietary Information to unauthorized persons by any of its officers, directors, employees, or agents. Upon termination of this Agreement for any reason, Global Psychological shall cease all use of any of the Client Proprietary Information and upon request shall return to Client all manifestations and copies thereof in Global Psychological’s possession or control.
- (c) Equitable Relief and Indemnification. Each of the parties acknowledges and agrees that due to the unique nature of its proprietary information there can be no adequate remedy of law for any breach of its obligations hereunder, and that any such breach may allow the breaching party or third parties to unfairly compete with the non-breaching party resulting in irreparable harm to the non-breaching party that cannot be adequately compensated. Therefore, upon the finding by a court of any such breach, the non-breaching party shall be entitled to appropriate equitable relief in addition to whatever remedies it might have at law and to be indemnified by the breaching party from any loss or harm, including without limitations, attorney’s fees, in connection with the finding by a court of any breach or enforcement of the breaching party’s obligations hereunder of the unauthorized use or release of any such proprietary information. Each party will notify the other party in writing immediately upon the occurrence of any unauthorized release or other breach of which it is aware.
- (d) Survival. The obligations of the parties under this Section shall expressly survive the expiration or termination for any reason of this Agreement.

### **13. MISCELLANEOUS**

- (a) No Third-Party Beneficiaries. The parties intend that the benefits of this Agreement shall inure only to Global Psychological and Client and not to any third person.
- (b) Entire Agreement. This Agreement together with all appendices constitute the entire agreement between the parties. This Agreement supersedes all other prior agreements or understandings, whether written or oral.
- (c) Default. In the event that Client should be in default under the terms of this Agreement, Client shall be responsible for all loss, cost or damages incurred by Global Psychological as a result of such default by Client.



- (d) Successors and Assigns. This Agreement shall be binding upon and shall inure to the benefit of the parties and their respective successors and permitted assigns. No party may assign this Agreement of the rights, interests of obligations without the written consent of the other party.
- (e) Headings. The section headings contained in this Agreement are inserted for convenience only shall not effect in any way the meaning or interpretation of this Agreement.
- (f) Notices. All notices required or permitted to be given hereunder by either party to the other shall be in writing and shall be deemed delivered upon registered or certified mail, postage prepaid, return-receipt requested, addressed to the parties at the following addresses or to such other addresses as the parties may specify in writing:

**Global Psychological**  
**34505 W 12 Mile Rd**  
**Suite 210**  
**Farmington Hills, MI 48331**

Attention:

**Anthony Pendleton**  
**Phone: (248) 254-3445**  
**Mobile: (313) 717-6098**  
**Fax: (248) 254-3447**  
**E-Mail: a.pendleton@globalpsychology.com**

If to Client: **Lincoln Consolidated School District**  
**7425 Willis Road**  
**Ypsilanti, Michigan 48197**

Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Michigan.

- (g) Amendment. This Agreement may be amended at any time by agreement of the parties, provided that any amendment shall be in writing and executed by both parties.
- (h) Severability. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, the remaining provisions will nevertheless continue in full force and effect, unless such invalidity or unenforceability would defeat an essential business purpose of this Agreement.
- (i) Additional Terms. The Parties agree that the additional terms attached hereto as Appendix D are incorporated herein and made a part hereof.





IN WITNESS WHEREOF, the parties have executed and accept this Agreement on the date first above written.

**Lincoln Consolidated School District**

**Global Psychological**

By: \_\_\_\_\_ (signature)

By: \_\_\_\_\_ (signature)

\_\_\_\_\_ (title)

\_\_\_\_\_ (title)

\_\_\_\_\_ (date)

\_\_\_\_\_ (date)





## Appendix A

### Fee Schedule

Services	Bill Rate
School Psychologist	\$90/hr.



**LINCOLN CONSOLIDATED SCHOOLS**  
**Ypsilanti, Michigan**  
**BOARD OF EDUCATION / REGULAR MEETING**  
**August 8, 2022**  
**6:00 p.m.**  
**District Boardroom-Lincoln High School**

**OFFICIAL MINUTES**

**BOARD MEMBERS PRESENT**

Jennifer Czachorski, President  
Allis Sparks, Secretary  
Thomas Rollins, Treasurer  
Matthew Bentley, Trustee

**ADMINISTRATORS PRESENT**

Robert Jansen, Superintendent  
Adam Blaylock, Human Resources Director  
Karensa Smith, Assistant Superintendent Curriculum and Instruction

**OTHERS PRESENT**

Edgar Brown, Jim Harless, Robert Merritt, Julianne Merritt, Brian Simms, Chris Erickson, Nicholas Hadley, Rick Knowles, Christopher Ortiz and Sue Allen.

**1.0 CALL TO ORDER**

President Czachorski called the meeting to order at 6:04 pm.

**2.0 ROLL CALL**

Roll call showed all Board Members were present with the exception of Williams, LaBombarbe and Moore.

**3.0 ESTABLISHMENT OF QUORUM**

A quorum was established.

**4.0 PLEDGE TO FLAG**

The Pledge of Allegiance was recited by Board and audience members.

**5.0 ACCEPTANCE OF AGENDA**

It was moved by Rollins and seconded by Sparks that we accept the agenda as presented.

Ayes:4

Nays: 0

Motion carried 4-0

**6.0 PRESENTATIONS**

6.1 Alternative Education Presentation (Removed from agenda)  
Presented by Karensa Smith

6.2 Transportation Presentation  
Presented by Robert Merritt

- Transportation handles all discipline infractions on the buses.
- Mai gate is still broken. There is an action plan in place to have the gate fixed before school starts.
- Washtenaw County Sheriff's office has agreed to ticket "bus stop sign runners" and ticket them.

## 7.0 SUPERINTENDENT AND STAFF REPORTS/CORRESPONDENCE

### 7.1 Superintendent's Report

- House Bill 4375 retirees can come back to work. Adam Blaylock is looking into this.
- Administration started back on August 8<sup>th</sup>
- August 23<sup>rd</sup> is Welcome Back breakfast and Opening Day!

### 7.2 Human Resources Report

- New teacher orientation will start on Monday August 15<sup>th</sup>, and we expect approximately 30.
- 9 new teachers at Brick
- Red Rover is up and online for staff absences.
- Lincoln is number 1 highest paid for first year teachers in the county

### 7.3 Transportation Report

- Presentation hit all areas to update when presenting to the Board of Education earlier in the agenda. No further report.

## 8.0 BOARD REPORTS/CORRESPONDENCE

### 8.1 Board Executive Committee Report

Next Executive meeting is scheduled for August 15, 2022, at 5:30 pm in the Pittman Room.

### 8.2 Board Performance Committee Report

Next meeting is scheduled for September 26, 2022.

### 8.3 Board Planning Committee Report

The Planning Committee met on August 8, 2022, to discuss policy update.

### 8.4 Board Finance Committee Report

The Finance Committee will meet next on October 3, 2022, at 4:30 in the Pittman Room.

### 8.5 Reports and Correspondence

- Kim Samuelson and John McGeehee are stepping down from Rec Millage Committee. The committee will need replacements, if you are interested, please contact, Jennifer LaBombarbe.

## 9.0 PUBLIC COMMENT

### 9.1 Response to Prior Public Comment

- No previous Public Comment

### 9.2 Public Comment

Board of Education Public Comment Statement

This is the time set aside by the Board to hear from you, the members of our community. We invite you to address the Board with comments, questions or concerns regarding board actions, policies, or other issues not resolved through appropriate administrative channels. The Board may not immediately respond to concerns presented at this meeting; however, we will respond to inquiries on or before the next board meeting.

Please sign in completing your contact information. Limit individual comments to 5 minutes or less. Comments with respect to the performance of specific district employees are not appropriate during public comment.

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Rules for Public Comment:

1. The Board of Education reserves the right to limit the total public comment to 30 minutes in any meeting

2. The Board of Education will limit each speaker to one opportunity to speak during any public comment period
  3. The Board of Education President, or the President's delegee (such as the Superintendent or another District administrator) will respond to your comment
  4. The Presiding officer may: A) prohibit public comments which are frivolous, repetitive, or harassing; B) interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant; C) request any individual to leave the meeting when that person behaves in a manner that is disruptive of the orderly conduct of the meeting; D) request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting, and; E) call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action.
- Rick Knowls, former employee now resident, thanked the Board of Education for the opportunity to work at Lincoln for many years.

## 10.0 NEW BUSINESS

- 10.1 MASB 2022 Delegate Assembly  
MASB's 2022 Delegate Assembly will begin **Thursday, October 20, 2022, at 7:00 p.m. at the Grand Traverse Resort in Acme (please note different day/time than usual)**. Delegates selected by boards of education across the state will decide MASB's positions on a wide variety of issues affecting education. Lincoln Consolidated Schools gets three voting delegates and three voting alternates selected by the Board of Education. All delegates must be at the Delegate Assembly to vote. This was presented for information only; Board action will be requested at a subsequent meeting.
- 10.2 School Psychologist Contract  
Please review attached document. This was presented for information only; Board action will be requested at a subsequent meeting.
- 10.3 Substitute Rate Increase  
It has become well documented that the substitute shortage is having a negative impact on teacher stress and mental health. The NEA cites the substitute teacher shortage as just one factor impacting educator's desire to stay in the profession. NPR's Scott Simon similarly discusses the "critical shortage of substitute teachers to cover their classes."

### **Recommendation:**

Increase teacher substitute pay rates to the following rates:

- Daily Substitute Teacher - \$120/day
- Building Substitute Teacher & Retired Lincoln Teacher Daily Rate - \$150/day
- Long Term Substitute Teacher - \$200/day
- Paraprofessional Rate - \$15.00/hour

Total Expected Cost Increase with No Behavior Changes: \$61,230.94

This was presented for information only; Board action will be requested at a subsequent meeting.

## 11.0 OLD BUSINESS

- 11.1 Minutes of Previous Meeting  
11.1.1 Regular Meeting July 25, 2022  
Enclosed are the minutes of July 25, 2022, Regular Meeting.

It was moved by Bentley and seconded by Rollins that we approve the minutes of the July 25, 2022, Regular Meeting as presented.

Ayes:4  
Nays: 0

Motion carried 4-0

11.2 HVAC Service Contract Proposal

**Purpose:**

To provide a customized HVAC service plan for the District by providing improvements to the Districts HVAC systems in the most cost effective manner possible.

**Summary:**

Over the last three years the facilities department has made great strides improving HVAC systems within the district. The District has experienced Improved preventative maintenance, expedited response time, and a vast reduction in open work order tickets, along with continuity of services. The previous service provider was no longer able to meet the needs of the district with a dedicated service technician on site daily Monday through Friday and found the contract to not be cost effective for their business model.

After separation from the previous contractor, the facilities department utilized two different vendors that previously serviced the district so a proper proposal could be provided to the Superintendent and Board of Education; Goyette Mechanical, and Campbell Mechanical Services. During the trial period, Campbell Mechanical Services proved to be the most responsive, coupled with a full-service team to support the district needs in both Mechanical and building automation.

The Campbell Mechanical contract would provide an on-site technician Monday through Friday forty hours a week at a monthly labor cost, plus truck charges of \$15,750. This individual will be directed by the District's Facilities department to assist with preventative maintenance, and HVAC work order tickets. Campbell Mechanical will also assist the district with support with capital improvement plans related to HVAC systems, building automation control needs, large repair estimates above the scope of the contracted services, and sourcing parts in the most cost-effective manner for the District.

A long-term service contract would best suit the district with continuity of work on extremely complex systems. Along with the benefit of continuity of services, locking into a fixed rate in a ever shifting economy could prove to be the most prudent measure at this time.

**Options:**

1. **1 year service agreement with Campbell Mechanical Services with a 2 year renewal options – \$189,000 (includes truck charges)**
  - a. **Year 2 - \$197,670 (includes truck charges)**
  - b. **Year 3 - \$200,510 (includes truck charges)**

**Recommendation:**

The recommendation to the Superintendent and Board of Education is to approve the proposal to move forward with Campbell Mechanical Services for the 1 year service agreement with a multiple year renewal option.

Board action was requested.

It was move by Bentley and seconded by Sparks that we approve Campbell Mechanical Services for the 1 year service agreement with a multiple year renewal option as presented.

Ayes:4

Nays: 0

Motion carried 4-0

11.3 CIPA Compliance Statement

We are required to confirm the district's compliance with CIPA (Children Internet Protection Act) at a public meeting on an annual basis. Supporting documentation is enclosed in your packets. Board action was requested.



It was moved by Bentley and seconded by Sparks that we approve the CIPA (Children Internet Protection Act) on an annual basis as presented.

Ayes:4  
Nays: 0  
Motion carried 4-0

11.4 School Bond Loan Fund Application

The District is applying to draw funds from the Treasury Department through the School Bond Loan Fund. The District applies for this every year as the property tax revenue for debt payments is not enough to cover our annual principal and interest payments. It is expected that the District will need to borrow approximately \$2 million for the 22/23 fiscal year. Board action was requested.

It was moved by Bentley and seconded by Sparks that we approve School Bond Loan Fund Application as presented.

Ayes:4  
Nays: 0  
Motion carried 4-0

11.5 Personnel Transactions

<b>ACTION ITEMS</b>				
<b>Name</b>	<b>Position/Building</b>	<b>Effective Date</b>	<b>Status</b>	<b>Major/Step</b>
Karen Lavery	Teacher/Brick Elementary	7/8/2022	Resignation	

It was moved by Bentley and seconded by Sparks that we approve the August 8, 2022, Personnel Transactions Summary as presented.

Ayes:4  
Nays: 0  
Motion carried 4-0

**12.0 CLOSED SESSION**

12.1 Superintendent Informal Evaluation

It will be necessary to enter closed session to discuss the Superintendent Informal Evaluation, not to return to open session.

A roll call vote will be necessary.

Pursuant to Sections 8(a) of the Open Meetings Act, it was moved by Bentley and seconded by Sparks that we enter closed session to discuss the Superintendent Informal Evaluation, not to return to open session.

Ayes: 4 Bentley, Sparks, Rollins and Czachorski  
Nays: 0  
Motion carried 4-0

**13.0 ADJOURNMENT**

President Czachorski declared the meeting adjourned to closed session at 9:00 p.m. not to return to open session.



## CLIENT ASSIGNMENT CONFIRMATION

This Client Assignment Confirmation is entered into on the date first signed below and supplements the Client Services Agreement between Soliant Health, LLC and the Client named below. The Soliant Consultant has been placed with Client and Client will pay Soliant Health for hours worked by Consultant according to the terms outlined in this confirmation.

### ASSIGNMENT DETAILS

CLIENT NAME: Lincoln Consolidated

Consultant: Terri Stockton Position: Psychologist

Assignment Start Date: August 29th, 2022 Assignment End Date: June 13th, 2023

Bill Rate per hour: \$ 117.00 Overtime Bill Rate per hour: \$ 175.50

Minimum Hours: Monday - Friday: Following Schedule with Director, Rob Williams (Full-time)

Miscellaneous:

Teaching Certification: Teaching certification

### DESIGNATED APPROVERS

District Personnel designated by Client to approve Timesheets. *If not applicable, respond with N/A.*

Name	Title	Phone	Email Address

**Please note:** Sales tax will be added to professional fees if required by state law and client is not a tax-exempt entity.

If Soliant Consultant should be required to travel to other locations at the specific request of the Client, the Client will be responsible for all expenses incurred.

Client agrees that it will not directly or indirectly, personally or through another agent or agency, contract with or employ Consultant for a period of one year after the latest date of introduction, referral, or completion of the assignment.

All hours are guaranteed if Consultant is quarantined at home due to contracting the COVID - 19 virus while on school site.

Option of virtual services will be offered by Soliant in lieu of onsite services.

All precautions will be taken by the Client to create a safe and healthy environment.

<p>_____ Client Signature</p> <p>_____ Client Printed Name</p> <p>_____ Client Title</p>	<p>DocuSigned by: <u>Nickolas Beasley</u> Soliant Health, LLC Signature</p> <p>7/29/2022</p> <p><u>Nickolas Beasley</u> Soliant Health, LLC Printed Name</p> <p><u>Account Executive</u> Soliant Health, LLC Title</p>
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**\*Terms and conditions outlined in this Client Assignment Confirmation will be considered agreed upon by all parties unless Soliant is notified of changes by Client within forty-eight (48) hours of client's receipt of this Client Assignment Confirmation.**

**Lincoln Consolidated  
Schools**

# Memorandum

**To:** Board of Education  
**From:** Adam Blaylock, Director of Human Resources  
**CC:** Robert Jansen, Superintendent; Adam Snapp, Director of Finance  
**Date:** July 21, 2022  
**Re:** Proposed Increases to Substitute Rate

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This memorandum will serve as a recommendation and explanation to modify the Lincoln Consolidated Schools substitute teacher and paraprofessional pay rates for the 2022-2023 school year.

**Recommendation:**

Increase teacher substitute pay rates to the following rates:

- Daily Substitute Teacher - \$120/day
- Building Substitute Teacher & Retired Lincoln Teacher Daily Rate - \$150/day
- Long Term Substitute Teacher - \$200/day
- Paraprofessional Rate - \$15.00/hour

Total Expected Cost Increase with No Behavior Changes: \$61,230.94<sup>1</sup>

**Summary & Explanation of Recommendation**

It has become well documented that the substitute shortage is having a negative impact on teacher stress and mental health. The NEA cites the substitute teacher shortage as just one factor impacting educator's desire to stay in the profession.<sup>2</sup> NPR's Scott Simon similarly discusses the "critical shortage of substitute teachers to cover their classes."<sup>3</sup>

For the 2021-2022 school year, Lincoln Consolidated Schools spent \$358,592.33 in substitute teacher pay, plus an 18% premium for an administrative service fee paid to EduStaff for a total of \$423,138.94.

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<sup>1</sup> This figure does not factor in the increase in teacher for teacher substitute rates because that has already been projected and budgeted for Fiscal Year 2022-2023

<sup>2</sup> Beyond Burnout: What Must be Done to Tackle the Educator Shortage, Tim Walker, *available at* <https://www.nea.org/advocating-for-change/new-from-nea/beyond-burnout-what-must-be-done-tackle-educator-shortage> (accessed July 20, 2022).

<sup>3</sup> Teachers are asking for extra holidays and mental health resources to fight burnout, WEEKEND EDITION SATURDAY, Interview with Sobia Sheikh *available at* <https://www.npr.org/2021/11/13/1055503597/teachers-are-asking-for-extra-holidays-and-mental-health-resources-to-fight-burn> (accessed July 20, 2022).

Teacher for teacher substitute cost \$244,367.83 in 2021-2022 for a total teacher substitute cost of \$761,353.55.

For the 2022-2023 school year, the cost of a “teacher for teacher substitute” – meaning pulling teachers to cover classes for other absent staff, will increase from \$243.50 to \$276 per day after retirement and other costs.<sup>4</sup>

The current substitute teacher pay rates are as follows:

- Daily Substitute Teacher: \$100/day with \$100 bonus for every 10 days worked
- Building Substitute Teacher: \$125/day<sup>5</sup>
- Long Term Substitute Teacher: \$180/day
- Paraprofessional Rate: \$12.50/hour

While my office remains optimistic we will deal with fewer teacher absences in 2022-2023 than we did in 2021-2022 because of the widespread availability of vaccinations, the reduced length of COVID quarantine and isolation protocols, a staffing plan with more “slack” in the system for unexpected vacancies, and broader community COVID immunity, for purposes of this projection we are assuming the same number of teacher absences for 2022-2023. Fewer teacher absences should result in unprojected cost savings. Because of the difficulty in projecting fewer teacher absences, we have not done so.

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<sup>4</sup> One of the collectively bargained modifications to the LEA contract was an increase in “teacher for teacher substitute” pay to \$40/period rather than \$35/period. This results in an increase in the cost of a full-day uncovered teacher absence from \$243.50 to \$276.

<sup>5</sup> Lincoln does not currently have a designated rate for retired Lincoln teachers.

**Projections Based Behavioral Changes**

No Behavior Change	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	2716.00	\$ 484,369.88
22-23 Teacher for Teacher Subs	276	1003.564	\$ 276,983.66
22-23 Projection Total	\$ 204.69	3719.56	\$ 761,353.55
Substantially Worst Fill Rate	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	2231.74	\$ 398,006.95
22-23 Teacher for Teacher Subs	276	1487.83	\$ 410,639.87
22-23 Projection Total	\$ 217.40	3719.56	\$ 808,646.81
Slightly Worse Fill Rate	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	2603.69	\$ 464,341.44
22-23 Teacher for Teacher Subs	276	1115.87	\$ 307,979.90
22-23 Projection Total	\$ 207.64	3719.56	\$ 772,321.34
Slightly Better Fill Rate	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	2975.65	\$ 530,675.93
22-23 Teacher for Teacher Subs	276	743.91	\$ 205,319.93
22-23 Projection Total	\$ 197.87	3719.56	\$ 735,995.86
Substantially Better Fill Rate	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	3347.61	\$ 597,010.42
22-23 Teacher for Teacher Subs	276	371.96	\$ 102,659.97
22-23 Projection Total	\$ 188.11	3719.56	\$ 699,670.38
Zero Teacher for Teacher Subs	Average Rate	Absences	Cost
22-23 EduStaff Projection	\$ 178.34	3719.56	\$ 663,344.91
22-23 Teacher for Teacher Subs	276	0.00	\$ -
22-23 Projection Total	\$ 178.34	3719.56	\$ 663,344.91

## LINCOLN CONSOLIDATED SCHOOLS

**Schedule of Revenues and Expenditures**

Budget and Actual - General Fund

For the Month Ended July 31, 2022

	Original Budget	Actual	Actual Over (Under) Original Budget	Percent Actual of Budget
<b>Revenues</b>				
Local sources:				
Property taxes	\$ 5,003,511	\$ -	\$ (5,003,511)	0.0%
Other local sources	302,500	14,675	(287,825)	4.9%
State sources	35,616,232	-	(35,616,232)	0.0%
Federal sources	7,073,420	-	(7,073,420)	0.0%
Interdistrict revenue	8,045,000	7,500	(8,037,500)	0.1%
<b>Total revenues</b>	<b>56,040,663</b>	<b>22,175</b>	<b>(56,018,488)</b>	<b>0.0%</b>
<b>Expenditures</b>				
Instruction:				
Basic programs	24,456,082	460,789	(23,995,293)	1.9%
Added needs	9,087,718	226,206	(8,861,512)	2.5%
Total instruction	33,543,800	686,995	(32,856,805)	2.0%
Support services:				
Pupil	5,557,966	115,695	(5,442,271)	2.1%
Instructional support	1,643,646	208,927	(1,434,719)	12.7%
General administration	568,815	66,283	(502,532)	11.7%
School administration	2,189,638	60,357	(2,129,281)	2.8%
Business	961,765	127,432	(834,333)	13.2%
Maintenance	4,307,009	330,642	(3,976,367)	7.7%
Transportation	3,910,026	180,511	(3,729,515)	4.6%
Central services	2,222,558	48,537	(2,174,021)	2.2%
Total support services	21,361,423	1,138,384	(20,223,039)	5.3%
Athletics	986,768	24,103	(962,665)	2.4%
Community service	105,179	9,269	(95,910)	8.8%
Debt service:				
Principal	43,000	7,200	(35,800)	16.7%
Interest expense	5,849	875	(4,974)	15.0%
	48,849	8,075	(40,774)	16.5%
<b>Total expenditures</b>	<b>56,046,019</b>	<b>1,866,826</b>	<b>(54,179,193)</b>	<b>3.3%</b>
<b>Other financing sources</b>				
Transfers in	37,000	-	(37,000)	0.0%
Transfers out	(2,000)	-	2,000	0.0%
<b>Total other financing sources</b>	<b>35,000</b>	<b>-</b>	<b>(35,000)</b>	<b>0.0%</b>
<b>Revenues over (under) expenditures</b>	<b>\$ 29,644</b>	<b>\$ (1,844,651)</b>		

For internal use only. These financial statements have not been audited, and no assurance is provided.

**Lincoln Consolidated Schools**  
**Budget to Actual by Function For the Month Ended July 31, 2022**

F/S Caption	Function	Code	Values		
			Sum of Orig. Budget	Sum of Final Budget	Sum of Final
Instruction	1111	Salary	5,396,029	-	6,527
		Fringes	3,890,415	-	187,022
		Non-payroll	626,305	-	1,694
	<b>1111 Total</b>		<b>9,912,749</b>	<b>-</b>	<b>195,243</b>
	1112	Salary	2,490,040	-	12,371
		Fringes	1,877,104	-	100,073
		Non-payroll	301,864	-	1,575
	<b>1112 Total</b>		<b>4,669,008</b>	<b>-</b>	<b>114,019</b>
	1113	Salary	2,877,585	-	7,931
		Fringes	2,059,191	-	96,704
		Non-payroll	3,278,825	-	6,082
	<b>1113 Total</b>		<b>8,215,601</b>	<b>-</b>	<b>110,717</b>
	1118	Salary	757,190	-	-
		Fringes	617,398	-	34,920
		Non-payroll	9,000	-	-
<b>1118 Total</b>		<b>1,383,588</b>	<b>-</b>	<b>34,920</b>	
1119	Salary	143,660	-	-	
	Fringes	130,071	-	-	
	Non-payroll	1,405	-	5,890	
<b>1119 Total</b>		<b>275,136</b>	<b>-</b>	<b>5,890</b>	
<b>Instruction Total</b>		<b>24,456,082</b>	<b>-</b>	<b>460,789</b>	
Added needs	1122	Salary	3,710,945	-	-
		Fringes	3,212,560	-	187,839
		Non-payroll	179,700	-	400
	<b>1122 Total</b>		<b>7,103,205</b>	<b>-</b>	<b>188,239</b>
	1125	Salary	1,039,111	-	4,510
		Fringes	736,993	-	33,132
Non-payroll		208,409	-	325	
<b>1125 Total</b>		<b>1,984,513</b>	<b>-</b>	<b>37,967</b>	
<b>Added needs Total</b>		<b>9,087,718</b>	<b>-</b>	<b>226,206</b>	

**Lincoln Consolidated Schools**  
**Budget to Actual by Function For the Month Ended July 31, 2022**

F/S Caption	Function	Code	Values		
			Sum of Orig. Budget	Sum of Final Budget	Sum of Final
Student services	1212	Salary	618,060	-	1,293
		Fringes	511,335	-	36,251
		Non-payroll	-	-	-
	<b>1212 Total</b>		<b>1,129,395</b>	<b>-</b>	<b>37,544</b>
	1213	Non-payroll	480,500	-	-
	<b>1213 Total</b>		<b>480,500</b>	<b>-</b>	<b>-</b>
	1214	Salary	223,567	-	-
		Fringes	136,614	-	3,492
		Non-payroll	28,000	-	-
	<b>1214 Total</b>		<b>388,181</b>	<b>-</b>	<b>3,492</b>
	1215	Salary	496,870	-	-
		Fringes	350,181	-	14,591
		Non-payroll	275,500	-	-
	<b>1215 Total</b>		<b>1,122,551</b>	<b>-</b>	<b>14,591</b>
	1216	Salary	570,977	-	557
		Fringes	463,919	-	22,139
	<b>1216 Total</b>		<b>1,034,896</b>	<b>-</b>	<b>22,696</b>
	1218	Salary	545,136	-	1,566
		Fringes	405,377	-	22,459
		Non-payroll	50	-	-
	<b>1218 Total</b>		<b>950,563</b>	<b>-</b>	<b>24,025</b>
	1219	Salary	246,906	-	764
		Fringes	203,374	-	12,583
		Non-payroll	1,600	-	-
	<b>1219 Total</b>		<b>451,880</b>	<b>-</b>	<b>13,347</b>
<b>Student services Total</b>			<b>5,557,966</b>	<b>-</b>	<b>115,695</b>



Lincoln Consolidated Schools  
Budget to Actual by Function For the Month Ended July 31, 2022

F/S Caption	Function	Code	Values		
			Sum of Orig. Budget	Sum of Final Budget	Sum of Final
Instructional support	1221	Salary	-	-	250
		Fringes	-	-	126
		Non-payroll	240,724	-	7,798
	<b>1221 Total</b>		<b>240,724</b>	<b>-</b>	<b>8,174</b>
	1222	Salary	102,685	-	-
		Fringes	66,952	-	2,430
	<b>1222 Total</b>		<b>169,637</b>	<b>-</b>	<b>2,430</b>
	1226	Salary	403,941	-	43,294
		Fringes	284,362	-	29,504
Non-payroll		544,982	-	125,525	
<b>1226 Total</b>		<b>1,233,285</b>	<b>-</b>	<b>198,323</b>	
<b>Instructional support Total</b>		<b>1,643,646</b>	<b>-</b>	<b>208,927</b>	
Business Admin	1252	Salary	87,451	-	2,014
		Fringes	65,704	-	4,294
		Non-payroll	669,250	-	51,164
	<b>1252 Total</b>		<b>822,405</b>	<b>-</b>	<b>57,472</b>
	1259	Non-payroll	139,360	-	69,960
<b>1259 Total</b>		<b>139,360</b>	<b>-</b>	<b>69,960</b>	
<b>Business Admin Total</b>		<b>961,765</b>	<b>-</b>	<b>127,432</b>	
General Admin	1231	Non-payroll	188,000	-	25,739
		<b>1231 Total</b>	<b>188,000</b>	<b>-</b>	<b>25,739</b>
	1232	Salary	211,833	-	16,579
		Fringes	153,482	-	16,328
<b>1232 Total</b>		<b>380,815</b>	<b>-</b>	<b>40,544</b>	
<b>General Admin Total</b>		<b>568,815</b>	<b>-</b>	<b>66,283</b>	
Principal Admin	1241	Salary	1,279,300	-	11,639
		Fringes	910,338	-	48,718
	<b>1241 Total</b>		<b>2,189,638</b>	<b>-</b>	<b>60,357</b>
<b>Principal Admin Total</b>		<b>2,189,638</b>	<b>-</b>	<b>60,357</b>	

Lincoln Consolidated Schools  
Budget to Actual by Function For the Month Ended July 31, 2022

F/S Caption	Function	Code	Values		
			Sum of Orig. Budget	Sum of Final Budget	Sum of Final
Central	1282	Salary	72,306	-	6,200
		Fringes	58,806	-	7,114
		Non-payroll	137,750	-	8,316
	<b>1282 Total</b>		<b>268,862</b>	<b>-</b>	<b>21,630</b>
	1283	Salary	153,086	-	8,725
		Fringes	117,964	-	10,046
		Non-payroll	135,488	-	2,956
	<b>1283 Total</b>		<b>406,538</b>	<b>-</b>	<b>21,727</b>
	1284	Non-payroll	1,547,158	-	5,180
	<b>1284 Total</b>		<b>1,547,158</b>	<b>-</b>	<b>5,180</b>
<b>Central Total</b>			<b>2,222,558</b>	<b>-</b>	<b>48,537</b>
Operations and maint	1261	Fringes	-	-	10,072
		Non-payroll	4,147,009	-	320,422
	<b>1261 Total</b>		<b>4,147,009</b>	<b>-</b>	<b>330,494</b>
	1266	Non-payroll	160,000	-	148
	<b>1266 Total</b>		<b>160,000</b>	<b>-</b>	<b>148</b>
<b>Operations and maint Total</b>			<b>4,307,009</b>	<b>-</b>	<b>330,642</b>
Transportation	1271	Salary	1,439,265	-	27,228
		Fringes	1,232,621	-	72,900
		Non-payroll	1,238,140	-	80,383
	<b>1271 Total</b>		<b>3,910,026</b>	<b>-</b>	<b>180,511</b>
<b>Transportation Total</b>			<b>3,910,026</b>	<b>-</b>	<b>180,511</b>
Athletics	1293	Salary	293,697	-	10,266
		Fringes	190,071	-	10,274
		Non-payroll	503,000	-	3,563
	<b>1293 Total</b>		<b>986,768</b>	<b>-</b>	<b>24,103</b>
<b>Athletics Total</b>			<b>986,768</b>	<b>-</b>	<b>24,103</b>
Comm Ed Exp	1331	Salary	48,204	-	3,600
		Fringes	45,945	-	5,669
		Non-payroll	8,030	-	-
	<b>1331 Total</b>		<b>102,179</b>	<b>-</b>	<b>9,269</b>
	1361	Non-payroll	3,000	-	-
	<b>1361 Total</b>		<b>3,000</b>	<b>-</b>	<b>-</b>
<b>Comm Ed Exp Total</b>			<b>105,179</b>	<b>-</b>	<b>9,269</b>
Principal	1252	Non-payroll	43,000	-	7,200
	<b>1252 Total</b>		<b>43,000</b>	<b>-</b>	<b>7,200</b>
<b>Principal Total</b>			<b>43,000</b>	<b>-</b>	<b>7,200</b>
Interest exp	1252	Non-payroll	5,849	-	875
	<b>1252 Total</b>		<b>5,849</b>	<b>-</b>	<b>875</b>
<b>Interest exp Total</b>			<b>5,849</b>	<b>-</b>	<b>875</b>
<b>Grand Total</b>			<b>56,046,019</b>	<b>-</b>	<b>1,866,826</b>

Lincoln Consolidated Schools  
Maintenance Budget Detailed  
For the One Month Ending July 31, 2022

Object	G/L Account	Account Name	Values	
			Budget	Sum of Final
4110	11-1261-4110-000-0000-0000-0000	Land and Building - District	15,000	-
	11-1261-4110-000-0000-00308-0000	Land and Building - Bishop	15,000	755
	11-1261-4110-000-0000-00691-0000	Land and Building - Bessie	5,000	-
	11-1261-4110-000-0000-02186-0000	Land and Building - Brick	25,000	-
	11-1261-4110-000-0000-02187-0000	Land and Building - High School	75,000	8,552
	11-1261-4110-000-0000-05166-0000	Land and Building - Middle School	45,000	458
	11-1261-4110-000-0000-05235-0000	Land and Building - Model	5,000	281
	11-1261-4110-000-0000-09147-0000	Land and Building- Transportation	10,000	4,928
	11-1261-4110-000-0000-09148-0000	Land and Building - Childs	12,500	1,345
<b>4110 Total</b>			<b>207,500</b>	<b>16,319</b>
4111	11-1261-4111-000-0000-0000-0000	Enviro-Clean - District	422,587	36,971
	11-1261-4111-000-0000-00308-0000	Enviro-Clean - Bishop	136,178	11,562
	11-1261-4111-000-0000-02186-0000	Enviro-Clean -Brick	240,209	20,419
	11-1261-4111-000-0000-02187-0000	Enviro-Clean - High School	470,669	40,348
	11-1261-4111-000-0000-05166-0000	Enviro-Clean - Middle School	240,209	20,419
	11-1261-4111-000-0000-05235-0000	Enviro-Clean - Model	96,084	8,168
	11-1261-4111-000-0000-09147-0000	Enviro-Clean - Transportation	5,599	574
	11-1261-4111-000-0000-09148-0000	Enviro-Clean - Childs	147,376	12,549
<b>4111 Total</b>			<b>1,758,911</b>	<b>151,010</b>
4112	11-1261-4112-000-0000-0000-0000	Contr Svc Air Qual Review - District	10,000	-
	11-1261-4112-000-0000-00308-0000	Contracted Service - HVAC - Bishop	40,000	570
	11-1261-4112-000-0000-02186-0000	Contracted Service - HVAC - Brick	61,000	5,859
	11-1261-4112-000-0000-02187-0000	Contracted Service - HVAC - High School	65,000	1,144
	11-1261-4112-000-0000-05166-0000	Contracted Service - HVAC - Middle School	50,000	-
	11-1261-4112-000-0000-05235-0000	Contracted Service - HVAC - Model	40,000	-
	11-1261-4112-000-0000-09147-0000	Contracted Service - HVAC - Transportation	10,000	-
	11-1261-4112-000-0000-09148-0000	Contracted Service - HVAC Childs	40,000	-
<b>4112 Total</b>			<b>316,000</b>	<b>7,573</b>
4113	11-1261-4113-000-0000-0000-0000	Contracted Service - Cintas/Pest Control - District	4,500	-
	11-1261-4113-000-0000-00308-0000	Contracted Service - Cintas/Pest Control - Bishop	5,000	89
	11-1261-4113-000-0000-02186-0000	Contracted Service - Cintas/Pest Control - Brick	4,500	178
	11-1261-4113-000-0000-02187-0000	Contracted Service - Cintas/Pest Control - High School	16,000	544
	11-1261-4113-000-0000-05166-0000	Contracted Service - Cintas/Pest Control - Middle School	5,250	178
	11-1261-4113-000-0000-05235-0000	Contracted Service - Cintas/Pest Control - Model	3,000	89
	11-1261-4113-000-0000-09147-0000	Contracted Service - Cintas/Pest Control - Transportation	1,700	-
	11-1261-4113-000-0000-09148-0000	Contracted Service - Cintas/Pest Control - Childs	4,500	89
<b>4113 Total</b>			<b>44,450</b>	<b>1,167</b>
4114	11-1261-4114-000-0000-0000-0000	Land and Building - Major Repairs - District	10,000	-
	11-1261-4114-000-0000-00308-0000	Land and Building - Major Repairs - Bishop	10,000	-
	11-1261-4114-000-0000-00691-0000	Land and Building - Major Repairs - Bessie	5,000	-
	11-1261-4114-000-0000-02186-0000	Land and Building - Major Repairs - Brick	10,000	-
	11-1261-4114-000-0000-02187-0000	Land and Building - Major Repairs - High School	15,000	-
	11-1261-4114-000-0000-05166-0000	Land and Building - Major Repairs - Middle School	10,000	-
	11-1261-4114-000-0000-05235-0000	Land and Building - Major Repairs - Model	5,000	-
	11-1261-4114-000-0000-09147-0000	Land and Building - Major Repairs - Transportation	5,000	-
	11-1261-4114-000-0000-09148-0000	Land and Building - Major Repairs - Childs	7,500	5,826
<b>4114 Total</b>			<b>77,500</b>	<b>5,826</b>
<b>Grand Total</b>			<b>2,404,361</b>	<b>181,895</b>

Lincoln Consolidated Schools  
Land and Building Detail  
For the One Month Ending July 31, 2022

Account Number	Date	Invoice #	Journal	Sub Ledger	Source	Reference	Actual Balance
11-1261-4110-000-0000-00308-0000	7/22/2022	68364051622	PLUMBERS SERVICE, INC.	Bishop - cabled sanitary line	5/16/2022	Check	\$ 215.00
11-1261-4110-000-0000-00308-0000	7/22/2022	9806640-00	IDN-HARDWARE SALES INC	Bishop - repairs	6/28/2022	Check	540.00
<b>Bishop Total</b>							<b>755.00</b>
11-1261-4110-000-0000-02187-0000	7/1/2022	16708	DIAMOND SHINE CONCRETE & STONE POLI	LHS - west locker room floor polis	4/28/2022	Check	7,178.00
11-1261-4110-000-0000-02187-0000	7/1/2022	60428	TOWN AND COUNTRY POOLS INC	LHS - Pool Chemicals	4/1/2022	Check	68.75
11-1261-4110-000-0000-02187-0000	7/1/2022	834699	WOLVERINE SUPPLY INC	LHS - parts	4/12/2022	Check	321.38
11-1261-4110-000-0000-02187-0000	7/1/2022	835830	WOLVERINE SUPPLY INC	LHS - parts	6/7/2022	Check	421.63
11-1261-4110-000-0000-02187-0000	7/1/2022	689	ELITE POWER WASHING, LLC.	LHS - grafitti removal	6/3/2022	EFT	308.70
11-1261-4110-000-0000-02187-0000	7/22/2022	70084409	NUCO2	LHS - CO2 Bulk	7/1/2022	EFT	138.03
11-1261-4110-000-0000-02187-0000	7/22/2022	70253391	NUCO2	LHS - CO2 Bulk	6/28/2022	EFT	115.88
<b>High School Total</b>							<b>8,552.37</b>
11-1261-4110-000-0000-05166-0000	7/1/2022	834698	WOLVERINE SUPPLY INC	LMS - parts	4/12/2022	Check	457.78
11-1261-4110-000-0000-05235-0000	7/22/2022	512429	SONITROL GREAT LAKES - MICHIGAN	Model - repairs	7/13/2022	EFT	269.40
11-1261-4110-000-0000-05235-0000	7/22/2022	836097	WOLVERINE SUPPLY INC	Model - supplies	6/20/2022	Check	11.59
<b>Model Total</b>							<b>280.99</b>
11-1261-4110-000-0000-09147-0000	7/22/2022	15625717	CRAWFORD DOOR SALES	Trans - garage door repair	4/19/2022	EFT	1,735.00
11-1261-4110-000-0000-09147-0000	7/22/2022	511006	SONITROL GREAT LAKES - MICHIGAN	Trans - badger reader addition	6/30/2022	EFT	1,815.99
11-1261-4110-000-0000-09147-0000	7/22/2022	511007	SONITROL GREAT LAKES - MICHIGAN	Trans - badger reader addition S2	6/30/2022	EFT	1,377.44
<b>Transportation Total</b>							<b>4,928.43</b>
11-1261-4110-000-0000-09148-0000	7/1/2022	148780	NATIONAL TIME & SIGNAL CORP	Childs - PA system repair	4/14/2022	EFT	1,313.00
11-1261-4110-000-0000-09148-0000	7/22/2022	512430	SONITROL GREAT LAKES - MICHIGAN	Childs - battery	7/13/2022	EFT	31.98
<b>Child Total</b>							<b>1,345</b>
<b>Grand Total</b>							<b>\$ 16,319.55</b>

# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
7163944775 - A/P Checking									
Check									
120978	07/01/2022	Open			Accounts Payable	AA HURON HS ATHLETIC BOOSTER CLB	\$308.00		
120979	07/01/2022	Open			Accounts Payable	AMAZON.COM #6045787810325411	\$1,351.82		
120980	07/01/2022	Open			Accounts Payable	BELLEMARE, GUY	\$60.00		
120981	07/01/2022	Open			Accounts Payable	DIAMOND SHINE CONCRETE & STONE POLISHING	\$7,178.00		
120982	07/01/2022	Open			Accounts Payable	DTE ENERGY	\$405.05		
120983	07/01/2022	Open			Accounts Payable	FLEETPRIDE, INC.	\$1,880.00		
120984	07/01/2022	Open			Accounts Payable	GENEX SERVICES, INC.	\$2,095.00		
120985	07/01/2022	Open			Accounts Payable	HURON CLINTON METROPOLITAN AUTHORITY	\$325.00		
120986	07/01/2022	Open			Accounts Payable	HURON VALLEY TELECOMMUNICATIONS, INC.	\$186.57		
120987	07/01/2022	Open			Accounts Payable	IDN-HARDWARE SALES INC	\$29,779.83		
120988	07/01/2022	Open			Accounts Payable	JEFFERY , DANIEL, W	\$504.00		
120989	07/01/2022	Open			Accounts Payable	MASA	\$1,498.89		
120990	07/01/2022	Open			Accounts Payable	MASB	\$6,747.00		
120991	07/01/2022	Open			Accounts Payable	MSBOA	\$375.00		
120992	07/01/2022	Open			Accounts Payable	ROBERT HALF INTERNATIONAL, INC	\$1,211.20		
120993	07/01/2022	Open			Accounts Payable	SERVICE EXPRESS, INC	\$1,625.00		
120994	07/01/2022	Open			Accounts Payable	TOWN AND COUNTRY POOLS INC	\$68.75		
120995	07/01/2022	Voided/Reissued	Lost Check	08/01/2022	Accounts Payable	UNITESTEM LAB, LLC	\$12,500.00		
120996	07/01/2022	Open			Accounts Payable	WOLVERINE SUPPLY INC	\$1,200.79		
120998	07/15/2022	Open			Accounts Payable	AMAZON.COM #6045787810325411	\$453.63		
120999	07/15/2022	Open			Accounts Payable	BAGGETT, PAGIE, ASHE	\$2,300.00		
121000	07/15/2022	Open			Accounts Payable	BRIDGE EXCESS SOLUTIONS LLC	\$30,362.14		
121001	07/15/2022	Open			Accounts Payable	DTE ENERGY	\$2,825.71		
121002	07/15/2022	Open			Accounts Payable	HURON CLINTON METROPOLITAN AUTHORITY	\$325.00		
121003	07/15/2022	Open			Accounts Payable	JOHN W. BUTLER	\$182.29		
121004	07/15/2022	Open			Accounts Payable	LANDMARK ACCEPTANCE CORPORATION	\$53.64		
121005	07/15/2022	Open			Accounts Payable	MISDU	\$1,091.89		
121006	07/15/2022	Open			Accounts Payable	PATHE WAYE TRANSPORTATION	\$11,580.00		
121007	07/15/2022	Open			Accounts Payable	POSTMASTER - BULK MAILING	\$7,150.00		
121008	07/15/2022	Open			Accounts Payable	PROMEDICA 360 HEALTH - MONROE	\$200.00		
121009	07/15/2022	Open			Accounts Payable	RAHMBERG STOVER & ASSOCIATES LLC	\$4,565.00		
121010	07/15/2022	Open			Accounts Payable	ROBERT HALF INTERNATIONAL, INC	\$4,542.00		
121011	07/15/2022	Open			Accounts Payable	TAMMY J. TERRY	\$1,346.92		
121012	07/15/2022	Open			Accounts Payable	THE SCHOOL DIST OF THE CITY OF WYANDOTTE	\$300.00		
121013	07/15/2022	Open			Accounts Payable	VERIZON WIRELESS	\$1,096.22		
121014	07/15/2022	Open			Accounts Payable	WASTE MANAGEMENT	\$4,892.53		
121015	07/15/2022	Open			Accounts Payable	RAMSEY SOLUTIONS	\$19,489.99		
121016	07/15/2022	Open			Accounts Payable	SMITH, KARENSA, CORLEE	\$107.76		

Lincoln Consolidated Schools

# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
121017	07/22/2022	Open			Accounts Payable	AUGUSTA TOWNSHIP-UTILITY	\$29,307.26		
121018	07/22/2022	Open			Accounts Payable	DTE ENERGY	\$61,958.64		
121019	07/22/2022	Open			Accounts Payable	FOX AUTO PARTS, INC.	\$1,601.32		
121020	07/22/2022	Open			Accounts Payable	HALF-PINT KIDS INC	\$2,376.00		
121021	07/22/2022	Open			Accounts Payable	HEALTHEQUITY, INC	\$8,711.07		
121022	07/22/2022	Open			Accounts Payable	IDN-HARDWARE SALES INC	\$8,216.77		
121023	07/22/2022	Open			Accounts Payable	JOHN W. BUTLER	\$182.29		
121024	07/22/2022	Open			Accounts Payable	LANDMARK ACCEPTANCE CORPORATION	\$346.38		
121025	07/22/2022	Open			Accounts Payable	MISDU	\$1,636.25		
121026	07/22/2022	Open			Accounts Payable	PLUMBERS SERVICE, INC.	\$215.00		
121027	07/22/2022	Open			Accounts Payable	RAHMBERG STOVER & ASSOCIATES LLC	\$9,015.00		
121028	07/22/2022	Open			Accounts Payable	ROBERT HALF INTERNATIONAL, INC	\$4,333.83		
121029	07/22/2022	Open			Accounts Payable	SECRET, WARDLE, LYNCH, HAMPTON, TRUEX & MORELY PC	\$142.63		
121030	07/22/2022	Open			Accounts Payable	SITEONE LANDSCAPE SUPPLY, LLC	\$744.76		
121031	07/22/2022	Open			Accounts Payable	TAMMY J. TERRY	\$1,439.23		
121032	07/22/2022	Open			Accounts Payable	TELELANGUAGE INC.	\$18.73		
121033	07/22/2022	Open			Accounts Payable	WOLVERINE SUPPLY INC	\$11.59		
Type Check Totals:									
EFT									
55 Transactions								\$292,421.37	
7962	07/01/2022	Open			Accounts Payable	ABSOPURE WATER CO. LLC	\$86.50		
7963	07/01/2022	Open			Accounts Payable	APPLE, INC.	\$104,426.00		
7964	07/01/2022	Open			Accounts Payable	ARAMARK	\$26,592.81		
7965	07/01/2022	Open			Accounts Payable	BEAVER RESEARCH COMPANY	\$187.64		
7966	07/01/2022	Open			Accounts Payable	CAMPBELL, INC.	\$5,859.00		
7967	07/01/2022	Open			Accounts Payable	CDW-GOVERNMENT INC	\$31,224.00		
7968	07/01/2022	Open			Accounts Payable	CI SOLUTIONS	\$1,590.00		
7969	07/01/2022	Open			Accounts Payable	CINTAS LOCATION #300	\$694.31		
7970	07/01/2022	Open			Accounts Payable	CRISIS PREVENTION INSTITUTE	\$8,198.00		
7971	07/01/2022	Open			Accounts Payable	DATA IMAGE, LLC.	\$11,072.00		
7972	07/01/2022	Open			Accounts Payable	ELITE POWER WASHING, LLC.	\$308.70		
7973	07/01/2022	Open			Accounts Payable	ELITE TRAUMA CLEAN-UP INC	\$155.00		
7974	07/01/2022	Voided	Direct Deposit rejected	07/11/2022	Accounts Payable	GLOBAL COMPLIANCE NETWORK, INC.	\$1,400.00		
7975	07/01/2022	Open			Accounts Payable	HOUGHTON MIFFLIN CO	\$948.92		
7976	07/01/2022	Open			Accounts Payable	IMPERIAL SUPPLIES LLC	\$103.27		
7977	07/01/2022	Open			Accounts Payable	JACKSON TRUCK SERVICE, INC.	\$172.84		
7978	07/01/2022	Open			Accounts Payable	JOSTENS	\$4,725.03		
7979	07/01/2022	Open			Accounts Payable	KONICA MINOLTA PREMIER FINANCE	\$4,037.34		
7980	07/01/2022	Open			Accounts Payable	LINDE GAS & EQUIPMENT INC.	\$27.00		
7981	07/01/2022	Open			Accounts Payable	LOWE'S	\$209.66		
7982	07/01/2022	Open			Accounts Payable	MIDDLE CITIES RISK MGMT TRUST	\$254,806.00		
7983	07/01/2022	Open			Accounts Payable	NATIONAL TIME & SIGNAL CORP	\$1,313.00		
7984	07/01/2022	Open			Accounts Payable	PARKWAY SERVICES, INC	\$220.00		
7985	07/01/2022	Open			Accounts Payable	PROJECT LEAD THE WAY, INC.	\$950.00		

Lincoln Consolidated Schools

# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
7986	07/01/2022	Voided	Direct Deposit rejected	07/12/2022	Accounts Payable	RAMSEY SOLUTIONS	\$19,489.99		
7987	07/01/2022	Open			Accounts Payable	SONITROL GREAT LAKES - MICHIGAN	\$4,589.09		
7988	07/01/2022	Open			Accounts Payable	STANDARD PRINTING	\$480.00		
7989	07/01/2022	Open			Accounts Payable	SUPERIOR TURBO & INJECTION	\$278.10		
7990	07/01/2022	Open			Accounts Payable	UNITY SCHOOL BUS PARTS	\$764.85		
7991	07/01/2022	Open			Accounts Payable	WAGWORKS INC	\$100.00		
7992	07/01/2022	Open			Accounts Payable	WASHTENAW COUNTY TREASURER	\$148.00		
7993	07/01/2022	Open			Accounts Payable	WASHTENAW INTER SCH DIST	\$6,111.00		
7994	07/01/2022	Open			Accounts Payable	WEINGARTZ	\$171.39		
7995	07/15/2022	Open			Accounts Payable	ARAMARK	\$63,040.61		
7996	07/15/2022	Open			Accounts Payable	BATTELLE FOR KIDS	\$16,900.00		
7997	07/15/2022	Open			Accounts Payable	BROADSPIRE SERVICES INC	\$346.48		
7998	07/15/2022	Open			Accounts Payable	CDW-GOVERNMENT INC	\$205.63		
7999	07/15/2022	Open			Accounts Payable	CINTAS LOCATION #300	\$144.26		
8000	07/15/2022	Open			Accounts Payable	COMCAST CABLE COMMUNICATIONS INC	\$239.85		
8001	07/15/2022	Open			Accounts Payable	DUMMIES ON THE RUN CPR INSTRUCTION	\$250.00		
8002	07/15/2022	Open			Accounts Payable	FPS Services LLC	\$37,396.51		
8003	07/15/2022	Open			Accounts Payable	GLOBAL COMPLIANCE NETWORK, INC.	\$1,400.00		
8004	07/15/2022	Open			Accounts Payable	GOLDEN LIMOUSINE, INC.	\$560.00		
8005	07/15/2022	Open			Accounts Payable	IMPERIAL SUPPLIES LLC	\$271.44		
8006	07/15/2022	Open			Accounts Payable	JACKSON TRUCK SERVICE, INC.	\$411.42		
8007	07/15/2022	Open			Accounts Payable	KONICA MINOLTA PREMIER FINANCE	\$156.44		
8008	07/15/2022	Open			Accounts Payable	MILLER JOHNSON	\$55.00		
8009	07/15/2022	Open			Accounts Payable	PRESIDIO NETWORKED SOLUTIONS GROUP	\$54,425.59		
8010	07/15/2022	Open			Accounts Payable	RED SKY TECHNOLOGIES INC.	\$2,775.00		
8011	07/15/2022	Open			Accounts Payable	REHMANN	\$51,110.98		
8012	07/15/2022	Open			Accounts Payable	SHRADER TIRE & OIL	\$3,936.18		
8013	07/15/2022	Open			Accounts Payable	STANDARD PRINTING	\$160.00		
8014	07/15/2022	Open			Accounts Payable	STRAIGHT FORWARD PERFORMANCE L.L.C.	\$5,000.00		
8015	07/15/2022	Open			Accounts Payable	SUBURBAN OCCUPATIONAL HEALTH PC	\$60.00		
8016	07/15/2022	Open			Accounts Payable	THE PRINT GIANTS	\$3,790.00		
8017	07/15/2022	Open			Accounts Payable	UNITY SCHOOL BUS PARTS	\$8,160.00		
8018	07/15/2022	Open			Accounts Payable	WASHTENAW INTER SCH DIST	\$499.98		
8019	07/15/2022	Open			Accounts Payable	WINDSTREAM	\$1,849.09		
8020	07/15/2022	Open			Accounts Payable	ZIEMBA, MELANIE	\$32.20		
8148	07/22/2022	Open			Accounts Payable	AMAZON.COM #6045787810325411	\$52.99		
8153	07/22/2022	Open			Accounts Payable	AMAZON.COM #6045787810325411	\$26.94		
8156	07/22/2022	Open			Accounts Payable	AMAZON.COM #6045787810325411	\$199.05		
8157	07/22/2022	Open			Accounts Payable	APPLE, INC.	\$2,018.00		
8158	07/22/2022	Open			Accounts Payable	BAXTER, AMY	\$72.40		
8159	07/22/2022	Open			Accounts Payable	BEIER HOWLETT, P.C.	\$455.00		

# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
8160	07/22/2022	Open			Accounts Payable	BELLORE, SUZANNE	\$1,225.00		
8161	07/22/2022	Open			Accounts Payable	BIGHAM, TERRY	\$360.00		
8162	07/22/2022	Open			Accounts Payable	CINTAS LOCATION #300	\$1,447.64		
8163	07/22/2022	Open			Accounts Payable	COMCAST CABLE COMMUNICATIONS INC	\$99.00		
8164	07/22/2022	Open			Accounts Payable	CONSTELLATION NEWENERGY- GAS DIVISION, LLC	\$2,638.22		
8165	07/22/2022	Open			Accounts Payable	CRAWFORD DOOR SALES	\$1,735.00		
8166	07/22/2022	Open			Accounts Payable	CUMULUS MEDIA - ANN ARBOR	\$2,000.00		
8167	07/22/2022	Open			Accounts Payable	CURRENT ELECTRIC MOTOR SUPPLY	\$1,714.00		
8168	07/22/2022	Open			Accounts Payable	DAY-OLD TROPHIES	\$48.60		
8169	07/22/2022	Open			Accounts Payable	ELECTROCOMM	\$2,695.15		
8170	07/22/2022	Open			Accounts Payable	ENVIRO-CLEAN	\$155,013.87		
8171	07/22/2022	Open			Accounts Payable	FPS Services LLC	\$37,261.51		
8172	07/22/2022	Open			Accounts Payable	FRECKLE EDUCATION, INC.	\$30,287.50		
8173	07/22/2022	Open			Accounts Payable	GPS Educational Services	\$703.80		
8174	07/22/2022	Open			Accounts Payable	HEINEMANN	\$1,427.80		
8175	07/22/2022	Open			Accounts Payable	IMPERIAL SUPPLIES LLC	\$25.22		
8176	07/22/2022	Open			Accounts Payable	JAMF SOFTWARE, LLC	\$180.00		
8177	07/22/2022	Open			Accounts Payable	KONICA MINOLTA BUSINESS SOLUTIONS USA, INC.	\$1,675.78		
8178	07/22/2022	Open			Accounts Payable	KONICA MINOLTA PREMIER FINANCE	\$4,037.34		
8179	07/22/2022	Open			Accounts Payable	LOWE'S	\$495.18		
8180	07/22/2022	Open			Accounts Payable	MICHIGAN VIRTUAL UNIVERSITY	\$2,500.00		
8181	07/22/2022	Open			Accounts Payable	NEWSELA, INC.	\$14,500.00		
8182	07/22/2022	Open			Accounts Payable	NORTHWEST EVALUATION ASSOCIATION	\$26,600.00		
8183	07/22/2022	Open			Accounts Payable	NUCO2	\$253.91		
8184	07/22/2022	Open			Accounts Payable	POWERSCHOOL GROUP, LLC	\$48,820.00		
8185	07/22/2022	Open			Accounts Payable	SCHOOL SPECIALTY LLC	\$612.71		
8186	07/22/2022	Open			Accounts Payable	SELKING INTERNATIONAL & IDEALEASE	\$472.33		
8187	07/22/2022	Open			Accounts Payable	SONITROL GREAT LAKES - MICHIGAN	\$3,494.81		
8188	07/22/2022	Open			Accounts Payable	SUBURBAN OCCUPATIONAL HEALTH PC	\$540.00		
8189	07/22/2022	Open			Accounts Payable	SYNOVIA SOLUTIONS, LLC	\$2,310.00		
8190	07/22/2022	Open			Accounts Payable	TABOR, JACK, ETHAN	\$280.00		
8191	07/22/2022	Open			Accounts Payable	THE PRINT GIANTS	\$705.00		
8192	07/22/2022	Open			Accounts Payable	THRUN LAW FIRM, P.C.	\$1,439.86		
8193	07/22/2022	Open			Accounts Payable	TRANSFINDER CORPORATION	\$24,845.00		
8194	07/22/2022	Open			Accounts Payable	TRUCKPRO LLC	\$1,088.19		
8195	07/22/2022	Open			Accounts Payable	WASHTENAW COUNTY CONSORTIUM	\$475,011.38		
Type EFT Totals:									
7163944775 - A/P Checking Totals									
							101 Transactions	\$1,595,984.28	

Checks	Status	Count	Transaction Amount	Reconciled Amount
	Open	54	\$279,921.37	\$0.00



# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
					Reconciled	0	\$0.00	\$0.00	
					Voided	1	\$12,500.00	\$0.00	
					Stopped	0	\$0.00	\$0.00	
					<b>Total</b>	<b>55</b>	<b>\$292,421.37</b>	<b>\$0.00</b>	
					<b>EFTs</b>	<b>Status</b>	<b>Count</b>	<b>Transaction Amount</b>	<b>Reconciled Amount</b>
						Open	99	\$1,575,094.29	\$0.00
						Reconciled	0	\$0.00	\$0.00
						Voided	2	\$20,889.99	\$0.00
						<b>Total</b>	<b>101</b>	<b>\$1,595,984.28</b>	<b>\$0.00</b>
					<b>All</b>	<b>Status</b>	<b>Count</b>	<b>Transaction Amount</b>	<b>Reconciled Amount</b>
						Open	153	\$1,855,015.66	\$0.00
						Reconciled	0	\$0.00	\$0.00
						Voided	3	\$33,389.99	\$0.00
						Stopped	0	\$0.00	\$0.00
						<b>Total</b>	<b>156</b>	<b>\$1,888,405.65</b>	<b>\$0.00</b>
<b>Grand Totals:</b>					<b>Checks</b>	<b>Status</b>	<b>Count</b>	<b>Transaction Amount</b>	<b>Reconciled Amount</b>
						Open	54	\$279,921.37	\$0.00
						Reconciled	0	\$0.00	\$0.00
						Voided	1	\$12,500.00	\$0.00
						Stopped	0	\$0.00	\$0.00
						<b>Total</b>	<b>55</b>	<b>\$292,421.37</b>	<b>\$0.00</b>
					<b>EFTs</b>	<b>Status</b>	<b>Count</b>	<b>Transaction Amount</b>	<b>Reconciled Amount</b>
						Open	99	\$1,575,094.29	\$0.00
						Reconciled	0	\$0.00	\$0.00
						Voided	2	\$20,889.99	\$0.00
						<b>Total</b>	<b>101</b>	<b>\$1,595,984.28</b>	<b>\$0.00</b>
					<b>All</b>	<b>Status</b>	<b>Count</b>	<b>Transaction Amount</b>	<b>Reconciled Amount</b>
						Open	153	\$1,855,015.66	\$0.00
						Reconciled	0	\$0.00	\$0.00
						Voided	3	\$33,389.99	\$0.00
						Stopped	0	\$0.00	\$0.00
						<b>Total</b>	<b>156</b>	<b>\$1,888,405.65</b>	<b>\$0.00</b>

# Payment Register

From Payment Date: 7/1/2022 - To Payment Date: 7/31/2022

Number	Date	Status	Void Reason	Reconciled/ Voided Date	Source	Payee Name	Transaction Amount	Reconciled Amount	Difference
7163945137 - Trust & Agency Checking									
<u>Check</u>									
22255	07/01/2022	Open			Accounts Payable	JONES, JADYN	\$200.16		
22256	07/15/2022	Open			Accounts Payable	COTTEY COLLEGE	\$1,000.00		
Type Check Totals:							\$1,200.16		
<u>EFT</u>									
1302	07/01/2022	Open			Accounts Payable	BALE COMPANY	\$131.50		
1303	07/01/2022	Open			Accounts Payable	SPERLE, CHRISTINA	\$1,111.51		
1304	07/15/2022	Open			Accounts Payable	THE PRINT GIANTS	\$700.00		
Type EFT Totals:							\$1,943.01		
7163945137 - Trust & Agency Checking Totals									

Checks	Status	Count	Transaction Amount	Reconciled Amount
	Open	2	\$1,200.16	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	Stopped	0	\$0.00	\$0.00
	<b>Total</b>	<b>2</b>	<b>\$1,200.16</b>	<b>\$0.00</b>

EFTs	Status	Count	Transaction Amount	Reconciled Amount
	Open	3	\$1,943.01	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	<b>Total</b>	<b>3</b>	<b>\$1,943.01</b>	<b>\$0.00</b>

All	Status	Count	Transaction Amount	Reconciled Amount
	Open	5	\$3,143.17	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	Stopped	0	\$0.00	\$0.00
	<b>Total</b>	<b>5</b>	<b>\$3,143.17</b>	<b>\$0.00</b>

Grand Totals:

Checks	Status	Count	Transaction Amount	Reconciled Amount
	Open	2	\$1,200.16	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	Stopped	0	\$0.00	\$0.00
	<b>Total</b>	<b>2</b>	<b>\$1,200.16</b>	<b>\$0.00</b>

EFTs	Status	Count	Transaction Amount	Reconciled Amount
	Open	3	\$1,943.01	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	<b>Total</b>	<b>3</b>	<b>\$1,943.01</b>	<b>\$0.00</b>

All	Status	Count	Transaction Amount	Reconciled Amount
	Open	5	\$3,143.17	\$0.00
	Reconciled	0	\$0.00	\$0.00
	Voided	0	\$0.00	\$0.00
	Stopped	0	\$0.00	\$0.00
	<b>Total</b>	<b>5</b>	<b>\$3,143.17</b>	<b>\$0.00</b>

**LINCOLN CONSOLIDATED SCHOOLS  
PERSONNEL TRANSACTIONS SUMMARY**

<b>ACTION ITEMS</b>				
<b>Name</b>	<b>Position/Building</b>	<b>Effective Date</b>	<b>Status</b>	<b>Major/Step</b>
Lori Kaspala	Administrative Assitant/Human Resource Department	7/11/2022	Transfer	
Kenyotda Jones	Bus Driver/Transportation	8/8/2022	New Hire	
Charles Boswell	Art Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Sarah Depriest	English Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Vicky Lynch	Special Education Teacher/Childs Elementary School	8/15/2022	New Hire	MA Step 3
Makayla Roeder	Special Education Teacher/Bishop Elementary School	8/15/2022	New Hire	BA Step 2
Konnie Palmer	Building Secretary/Bishop Elementary School	8/4/2022	Transfer	
Jessica James	Virtual Academy Coordinator/LCVA	8/15/2022	New Hire	MA Step 10
Kristina Brashear	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 9
Andrew Duncan	SS Teacher/Lincoln High School	8/15/2022	New Hire	BA Step 3
Meghann Orrison	Building Secretary/Childs Elementary School	8/15/2022	New Hire	
Jeannine Vuillemot	Teacher/Brick Elementary School	8/15/2022	New Hire	MA Step 4
Dawn Gwisdala	Bus Driver/Transportation	8/15/2022	New Hire	
Sarah Hickman	Teacher/Brick Elementary School	8/15/2022	New Hire	BA Step 3
Olivia Kagan	Teacher/Bishop Elementary School	8/16/2022	New Hire	MA Step 3
Daniel Cantrell	Bus Aide/Transportation	8/17/2022	New Hire	
Michael Mayes	Social Studies/Lincoln High School	8/23/2022	Transfer	
Karen Cohen	Paraprofessional/Childs Elementary	10/1/2021	Retirement	
Patricia Smith	Special Education Teacher/Bishop Elementary School	8/1/2022	Resignation	
Lauren Warner	Teacher/Bishop Elementary School	8/1/2022	Resignation	
Pamela Miller	Interventionist/Lincoln Middle School	8/10/2022	Resignation	
Marilyn Andrews	Spanish Immersion Teacher/Lincoln Middle School	8/10/2022	Resignation	
Mercedes Bens	Teacher/Bishop Elementary School	8/8/2022	Resignation	
Cabria Culp	Noon Supervisor/Model Elementary School	8/8/2022	Resignation	
Lindsay Fowler	Interventionist/Bishop Elementary School	8/3/2022	Resignation	
Luke Moore	Counselor/Lincoln High School	7/28/2022	Resignation	
Amanda Lowe	Bus Driver/Transportation	7/28/2022	Resignation	
<b>Name</b>	<b>Position/Building</b>	<b>Return to Work Date</b>	<b>Status</b>	<b>Approved/Not Approved</b>