

**Eaton RESA Board of Education Agenda
 Regular Board Meeting
 February 18, 2026, at 6:00 PM
 Board Room
 1790 East Packard Highway
 Charlotte, Michigan 48813**

I. REGULAR BUSINESS

A. Call to Order

- 1) Pledge of Allegiance
- 2) Roll Call

B. Approval of Agenda

C. Presentations

- 1) Career and Technical Education
- 2) Adult Education

D. Audience Participation

E. Action Items

- 1) Consent Agenda
 - a. 1/15/2026 Regular Board Meeting Minutes 4
 - b. 2/4/2026 Special Board Meeting Minutes 6
 - c. Personnel Report 7
 - d. Board Bills and Disbursement Report 7
- 2) Out of State Travel Requests
 - a. National ASL and English Bilingual Consortium for Early Childhood Education 2026 Summit: Kelly Hager, Assistant Superintendent for Special Education, is requesting Board approval for the Director of Early Childhood and two of her staff to attend the National ASL and English Bilingual Consortium for Early Childhood Education 2026 Summit in San Diego, CA on April 17-19, 2026. 23
 All costs would be paid for out of the LEAD-K grant.
 - b. ASU + GSV Summit: The Assistant Superintendent, Nate Leale, is requesting Board approval for Innovation and Programs Consultant, Sarah Felsing, to attend the 2026 ASU + GSV Summit in San Diego, California, from April 11–15, 2026. Eaton RESA would be responsible for the registration, flight, hotel, and travel expenses. The conference will provide education leaders from all over the United States with strategies for meeting new challenges associated with technology and instructional reforms. 32
- 3) Amend Michigan Association of Intermediate School Administrators (MAISA) Educator on Loan Agreement: The Superintendent is requesting Board approval to amend the current 37

agreement with the MAISA Literacy Leader Network to include one additional FTE, at no cost to Eaton RESA. Melissa Usiak will be employed by Eaton RESA and will collaborate with school and district leaders across the state who are participating in MAISA's Literacy Leader Network. Eaton RESA will be reimbursed 100 percent for all costs associated with the position, including salary, pension contributions, benefits, and FICA.

In addition, Eaton RESA will receive indirect funding to offset the costs associated with hosting the position.

4) Superintendent Evaluation: Based on the self-evaluation and evidence provided by the Superintendent to the Board and the Board's completion of the Superintendent's annual evaluation on February 4, 2026, the Board has reached consensus on an overall annual performance rating of Effective for Dr. Sean Williams. As of July 1, 2024, Effective is the highest rating allowed under MCL 380.1249b 41

5) 026-2027 Administrative and Non-Affiliated/Non-Administrative Salary Schedule: The superintendent is requesting approval of the 2026-2027 Non-Affiliated/Non-Administrative Salary Schedules as presented. The schedule also satisfies the new ORS salary schedule guidance for non-affiliated groups. 66

6) 2025-26 Budget Revisions: Tina Monroe, the Executive Director of Finance and Operations, is requesting the Board to approve budget revisions for the General Fund, Special Ed Fund, and the Career & Technical Education Fund. 69

7) Public Relations and Communications Service Agreement: The Superintendent is requesting authorization from the Board to execute a Communications Agreement with Ingham ISD for 2026-27 to 2029-30 for the amount of \$75,850 for year one of the agreement, with a 3% increase each subsequent year. 79

8) Approval and Acceptance of Lansing Community College Foundation: Ben Bever, CTE Director/Principal, is requesting that the Eaton RESA Board of Education approve and accept a donation of \$2,000 dollars from the Lansing Community College Foundation to support students attending Skills USA and HOSA competitions. 88

9) Increase in FTE for Occupational Therapist: Kelly Hager, Assistant Superintendent for Special Education, is requesting that the Eaton RESA Board of Education approve a .1 FTE increase for an Occupational Therapist due to an increase in needs at Grand Ledge Public Schools. The total cost is \$9,102.00 and the term of the agreement is August 18, 2025, through June 13, 2026. 90

10) AMN Healthcare, Inc. Contract Amendment for School Social Work Services for the 2025–26 School Year: Kelly Hager, Assistant Superintendent for Special Education, is requesting that the Board authorize the Superintendent to approve the amendment of a contract with AMN Healthcare for a 1.0 FTE School Social Worker to provide additional coverage following a recent vacancy/resignation at another contracted agency. The original 92

contract was approved to cover two upcoming staff leaves, and this amendment ensures continuity of services. The cost will be \$82,000.00 for the 2025–26 school year and the term is from November 3, 2025, through June 2, 2026.

F. Information Items

- 1) Special recognition for Mr. Jack Temsey who completed the MASB Finance Specialty Certification.

G. Board Member Reports & Requests

H. Correspondence

- 1) Upcoming Events
 - a. Eaton RESA Regular Board Meeting, March 18, 2026, at 6:00 p.m.,
Eaton RESA

I. Adjournment

*It is the policy of Eaton Regional Education Service Agency not to discriminate on the basis of race, color, national origin, gender/sex, age, disability, height, weight, marital status, or lack of English language speaking skills, in its programs, services or activities. The following person has been designated to handle inquiries regarding the nondiscrimination policies:
Superintendent, 1790 East Packard Highway, Charlotte, MI 48813, 517.543.5500.*



Eaton RESA Board of Education Minutes January 14, 2026 – Regular Board Meeting

A Regular Board Meeting of the Eaton Regional Education Service Agency was held on Wednesday, January 14, 2026, at 6:00 p.m. in the Board Room at 1790 East Packard Highway, Charlotte, Michigan.

I. REGULAR BUSINESS

A. Call to Order

- 1) Pledge of Allegiance
- 2) Roll Call

Roll Call: Temsey, DuFort, Roberts, Gonzalez, and Rushford

B. Approval of Agenda

MOTION: It was moved by Roberts and supported by Gonzalez to approve the agenda, as presented.

C. Presentations

- 1) School Board Recognition

D. Audience Participation

E. Action Items

- 1) Consent Agenda
 - a. 12/17/2025 Regular Board Meeting Minutes
 - b. Personnel Report
 - c. Board Bills and Disbursement Report

MOTION: It was moved by Roberts, and supported by Gonzalez to approve the consent agenda, as presented. 5-0

- 2) Truancy Agreement: Kim Thalison, Director of School Wellness & Prevention, requested approval to execute the agreement issued by the Eaton County 56th Circuit Court and the Eaton County Board of Commissioners. This funding opportunity provided truancy case management for students and families who live in Eaton County. Funding is in the amount of \$131,500.

MOTION: It was moved by Roberts and supported by Temsey to authorize the Superintendent to execute the Truancy agreement with the Eaton County 56th Circuit Court and the Eaton County Board of Commissioners, as presented. 5-0

- 3) On December 8, 2025, the Grand Ledge Public Schools Board of Education nominated Candice Tess to serve on the Parent Advisory Committee (PAC). Under the PAC Bylaws, Eaton RESA is responsible for filling PAC vacancies at its regularly scheduled August board meeting; however, a representative had not yet been identified for this vacancy at that time. If approved, Grand Ledge Public Schools would be represented by two PAC members, consistent with its allotted representation on the committee.

MOTION: It was moved by Gonzalez and supported by Temsey to approve the appointment of Candice Tess to the Eaton RESA PAC, as presented. 5-0

- 4) 2026 ASU + GSV Summit: The Superintendent is requesting Board approval for himself and Nate Leale to attend the 2026 ASU + GSV Summit in San Diego, California, from April 11-15, 2026. Eaton RESA would be responsible for the registration, flight, hotel, and travel expenses. The conference will provide education leaders from all over the United States strategies for meeting new challenges associated with technology and instructional reforms.

MOTION: It was moved by Roberts and supported by Temsey to authorize Sean Williams and Nate Leale to attend the 2026 ASU+GSV conference, as presented. 5-0

- 5) 1.0 FTE Increase with CompHealth Medical Staffing: Kelly Hagar, Assistant Superintendent for Special Education Services, requested approval for a 1.0 FTE increase through a contract

with CompHealth Medical Staffing to fill a Speech and Language Pathologist position. This request is necessary due to a mid-year retirement and increased FTE demand from two districts. The contract increase is capped at 712 hours, with a maximum cost of \$64,080.

MOTION: *It was moved by Roberts and supported by Gonzalez to authorize the Superintendent to execute the agreement for a 1.0 FTE increase with CompHealth Medical Staffing, as presented. 5-0*

- 6) 2026-2027 Lansing Community College Lease Agreement: Vlad Lebedintsev, Assistant Superintendent for Career & Technical Education, requested that the Board authorize the Superintendent to execute an amendment to the standard lease agreement starting at \$18,225 annually during the 2026-2027 school year and renewing up to three (3) additional one year options with an annual increase of no more than 3% per year.

MOTION: *It was moved by Temsey and supported by Roberts to authorize the Superintendent to execute the lease agreement with Lansing Community College, as presented. 5-0*

- 7) ESPA Custodial FTE: The District currently contracts custodial services for two full-time custodians at Packard and Meadowview. The agreement with D&D Maintenance is set to expire on June 30, 2026. Tina Monroe, Executive Director of Finance and Operations, requested approval to pursue hiring custodial staff directly and to increase custodial staffing by 2.0 FTE.

MOTION: *It was moved by Roberts and supported by Gonzalez to approve an increase of ESPA Custodial FTE by 2.0, as presented. 5-0*

- 8) Regional Advocacy: The Superintendent requested authorization to enter into a collaborative regional agreement with Clinton County RESA, Ingham ISD, and Shiawassee RESD to jointly engage professional governmental relations support focused on advancing shared legislative and policy priorities on behalf of participating school districts. The total annual cost of the agreement is not to exceed \$55,000.

MOTION: *It was moved by Roberts and supported by Gonzalez to authorize the Superintendent to pursue a regional advocacy agreement, as presented. 5-0*

E. Information Items

- 1) As the initial component of the Board's process for conducting an annual performance evaluation of the district's Superintendent, Sean Williams provided the Board with his summary of accomplishments.

F. Board Member Reports & Requests

G. Correspondence

- 1) Upcoming Events
- Eaton CASBA- January 29, 2026, at 6:00 p.m.
 - Special Board Meeting – Superintendent Evaluation, February 4, 2026, at 6:00 p.m.,
 - Eaton RESA Regular Board Meeting, February 18, 2026, at 6:00 p.m., Eaton RESA

H. Adjournment

Adjourned at 6:49 p.m.

Alex Gonzalez, Board Secretary

Date

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Eaton RESA Personnel Report for February 18, 2026

It is recommended that the following personnel action items be approved:

HIRES	
Name	Chase Bosworth
Title	Paraprofessional
FTE	1.0
Department	Special Education
Type of Contract	ESPA
New/Replace	Replace
Prior Incumbent	Lauren Mida
Supervisor	Elizabeth Hicks
Schedule	Paraprofessional/Step 2
Wage	\$16.29
Effective	1/28/2026
Name	Elizabeth Hicks
Title	Director of Meadowview Programs
FTE	1.0
Department	Special Education
Type of Contract	ADMIN
New/Replace	Replace
Prior Incumbent	Sarah Parker
Supervisor	Kelly Hager
Schedule	Group C/Step 3
Wage	\$100,196
Effective	1/26/2026
Effective	9/24/2025
JOB CHANGES	
Name	Mackensie Combs
Title	School Social Worker
Location	Southridge
FTE	1.0
Department	Special Education
Type of Contract	EIEA
Supervisor	Amy Lowrie
Effective	8/10/2026
Note	Early On starting 2026-27 SY as SSW
Name	Alysha DeMay
Title	Occupational Therapist
Location	Charlotte
FTE	1.0
Department	Special Education
Type of Contract	EIEA
Supervisor	Amber Baker
Effective	1/26/026
Note	Move from .5 FTE to 1.0 FTE

DEPARTURES	
Name	Andrea Ryan
Title	Adult Education Success Specialist
FTE	1.0
Department	Adult Education
Type of Contract	NONA
Supervisor	Heather Algrim
Effective	2/4/2026
Note	Resigned
Name	Nikki Selleck
Title	Great Start Coordinator
FTE	1.0
Department	Instructional Services
Type of Contract	NONA
Supervisor	Jennifer McCaffrey
Effective	2/28/2026
Note	Layoff due to lack of funding
Name	Tori Sharp
Title	Occupational Therapist
FTE	1.0
Department	Special Education
Type of Contract	EIEA
Supervisor	Amber Baker
Effective	1/27/2026
Note	Resigned
Name	Alicia Smith
Title	Administrative Assistant
FTE	1.0
Department	Special Education
Type of Contract	ESPA
Supervisor	Kelly Hager
Effective	1/30/2026
Note	Resigned
Name	Trisha Washburn
Title	Prevention Specialist
FTE	1.0
Department	School Wellness & Prevention
Type of Contract	EIEA
Supervisor	Kimberly Thalison
Effective	2/13/2026
Note	Resigned

**Eaton Regional Education Service Agency
Monthly Disbursements Report
For Period Ending January 31, 2026**

Accounts Payable Disbursements (See attached register):

Payroll Withholdings, Employer Liabilities & Electronic Withdrawal	\$ 1,831,431.95
Check Distributions	\$ 87,535.34
ACH transactions	\$ 1,001,137.61
Total Electronic and Check Distributions	<u>\$ 2,920,104.90</u>

Payroll Disbursements:

Net Pay	1/9/2026	\$ 381,153.01
Net Pay	1/23/2026	\$ 399,380.68
Total Net Pay		<u>\$ 780,533.69</u>

Total Funds Disbursed This Month	<u><u>\$ 3,700,638.59</u></u>
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Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
REGULAR CHECKS									
308861	01/06/26	15630	SHERIDAN, CHERYL	18840 C	X	21-221-3120-000-000-0000	CHECK # 308861 VOIDED	(200.00)	(200.00)
309381	01/06/26	15416	UNIFORM CENTER OF LANSING,	20634 C	V	61-127-5110-000-000-9505	CHECK # 309381 VOIDED	(28.00)	(28.00)
309452	01/06/26	15891	ATHENS AREA SCHOOLS		V	61-281-8220-000-000-4005	CHECK # 309452 VOIDED	(3,000.00)	(3,000.00)
309481	01/08/26	07560	CITY OF CHARLOTTE		G	11-261-3831-000-000-0000	Water/Sewer - 10/1/25-12/31/25	1,181.82	1,181.82
309482	01/08/26	15104	CITY-STAR SERVICES, INC		G	11-261-3840-000-000-0000	December Waste - Packard	321.40	
					G	11-261-3841-000-000-0000	December Waste - Southridge	128.48	449.88
309483	01/08/26	12763	MICHIGAN HOSA	21061 C	V	61-127-5990-000-000-9999	Registrations for E Kentwood C	175.00	175.00
309484	01/08/26	14148	MICHIGAN STATE DISBURSEMENT		G	12-451-0027-000-000-0000	ID# 913654672 - Corson	185.06	185.06
309485	01/08/26	90087	MSBO		G	11-252-3220-000-000-0000	Workshop 6/2/26 - R. Stambaugh	210.00	
					G	11-252-3220-000-000-0000	Workshop - 6/3/2026 R.Stambaug	240.00	450.00
309486	01/08/26	15508	REALITY COUNSELING SERVICES	21059 C	G	11-212-3190-000-000-2251	12 Panel w/ETG	275.00	275.00
309487	01/08/26	13986	NICHOLAS M THOMPSON		G	11-261-4110-000-000-0000	12/19/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/4/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/7/25 Services - Packard	566.00	
					G	11-261-4110-000-000-0000	12/15/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/30/25 Services - Packard	566.00	
					G	11-261-4110-000-000-0000	12/9/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/1/25 Services - Packard	245.00	
					G	11-261-4110-000-000-0000	12/10/25 Services - Packard	987.00	
					G	11-261-4110-000-000-0000	12/8/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/29/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/2/25 Services - Packard	421.00	
					G	11-261-4110-000-000-0000	12/11/25 Services - Packard	421.00	
					G	11-261-4111-000-000-0000	12/15/25 Services - Southridge	200.00	
					G	11-261-4111-000-000-0000	12/7/25 Services - Southridge	261.00	
					G	11-261-4111-000-000-0000	12/4/25 Services - Southridge	200.00	
					G	11-261-4111-000-000-0000	12/10/25 Services - Southridge	461.00	
					G	11-261-4111-000-000-0000	12/29/25 Services - Southridge	200.00	
					G	11-261-4111-000-000-0000	12/2/25 Services - Southridge	200.00	
G	11-261-4111-000-000-0000	12/8/25 Services - Southridge	200.00						
G	11-261-4111-000-000-0000	12/19/25 Services - Southridge	308.00						
G	11-261-4111-000-000-0000	12/1/25 Services - Southridge	92.00						
G	11-261-4111-000-000-0000	12/9/25 Services - Southridge	200.00						
G	11-261-4111-000-000-0000	12/30/25 Services - Southridge	261.00						
G	11-261-4111-000-000-0000	12/11/25 Services - Southridge	200.00	8,515.00					
309488	01/08/26	15416	UNIFORM CENTER OF LANSING,	21063 C	V	61-127-5110-000-000-9505	Logo Embroidered scrub top	32.00	32.00
309489	01/08/26	00697	WASTE MANAGEMENT OF		G	11-261-3842-000-000-0000	Dec - Waste Services - Union S	999.98	999.98

Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
309490	01/08/26	15508	REALITY COUNSELING SERVICES	21110 P	G	11-212-3190-000-000-2251	12 Panel w/ETG	50.00	
				21110 P	G	11-212-3190-000-000-2251	12 Panel w/ETG	250.00	
				21110 P	G	11-212-3190-000-000-2251	12 Panel w/ETG	100.00	
				21110 C	G	11-212-3190-000-000-2251	12 Panel w/ETG	150.00	550.00
309491	01/14/26	15722	16 HANDS, INC.	20016 P	G	11-283-3190-000-000-0000	January Services	900.00	
				20016 P	G	11-283-3190-000-000-0000	FY26 SLFP - November	900.00	
				20016 P	G	11-283-3190-000-000-0000	FY26 SLFP - December	900.00	2,700.00
309492	01/14/26	12944	AMERICAN OFFICE SOLUTIONS -	19862 P	G	11-252-4220-000-000-0000	January Services	3,498.09	3,498.09
309493	01/14/26	16105	COMMUNITY MAGAZINE GROUP	21082 C	G	11-283-3190-000-000-0000	Digital Printing Services - De	550.00	550.00
309494	01/14/26	09260	CONSUMERS ENERGY		G	11-261-5512-000-000-0000	January - Union St Gas	3,016.90	3,016.90
309495	01/14/26	46477	LANSING SCHOOL DISTRICT		G	11-411-8510-020-000-3316	ADULT ED 107 LANSING - RDS 1/7	49,304.80	49,304.80
309496	01/14/26	15602	LAUTZ E FLIPS, LLC	19866 P	X	21-261-4210-000-000-0000	January - Consumers	250.23	250.23
309497	01/14/26	46514	STATE OF MICHIGAN		G	11-257-3190-000-000-0000	December Services	224.00	
					G	11-257-3190-000-000-0000	November Transportation	224.00	
					G	11-257-3190-000-000-0000	October Transportation	224.00	
				20263 P	G	11-257-3430-000-000-0000	October Services	110.86	782.86
309498	01/14/26	15518	RADDE, DAVID		V	61-127-5990-000-000-9999	Home Depot - Socket Wrench/Mag	188.82	188.82
309499	01/14/26	16171	SAFE AND SOUND: A SANDY HOOK	21133 C	X	21-221-3120-000-000-0000	Deposit for 2026 MLK PD - fina	1,500.00	1,500.00
309500	01/14/26	94958	SONOVA USA INC	21047 C	X	21-218-4120-000-000-0000	Roger Focus II	119.99	119.99
309501	01/14/26	46477	LANSING SCHOOL DISTRICT	20891 C	G	11-221-3190-000-000-6974	Nov SEAB Meeting - lunch	210.00	210.00
309502	01/16/26	13341	AT&T U-VERSE		V	61-284-3490-000-000-0000	Jan - CTE	226.97	226.97
309503	01/21/26	13341	AT&T U-VERSE		X	21-261-3410-000-000-0000	January - Sped	175.68	175.68
309504	01/21/26	09260	CONSUMERS ENERGY		G	11-261-5511-000-000-0000	January - Southridge Gas #1	1,085.39	
					G	11-261-5521-000-000-0000	January - Southridge Electric	708.84	
					G	11-261-5521-000-000-0000	January - Southridge Electric	29.92	1,824.15
309505	01/21/26	12897	DEAN TRAILWAYS OF MICHIGAN	21152 C	V	61-271-3310-000-000-0000	Auto Field Trip - CTE	1,700.00	1,700.00
309506	01/21/26	00749	DISCOUNT SCHOOL SUPPLY	21034 C	G	11-118-5110-560-000-3430	Constr Paper/Watercolors/Magni	100.66	100.66
309507	01/21/26	13860	EATON CO TREASURER		G	11-259-7610-000-000-0000	GE TAX ABATE/BOR ADJ	11.51	
					X	21-259-7610-000-000-0000	SE TAX ABATE/BOR ADJ	173.07	
					V	61-259-7610-000-000-0000	CTE TAX ABATE/BOR ADJ	57.64	242.22
309508	01/21/26	14148	MICHIGAN STATE DISBURSEMENT		G	12-451-0027-000-000-0000	ID# 913654672 - Corson	185.06	185.06
309509	01/29/26	14285	CHARLOTTE MINI STORAGE, LLC.	20893 P	X	21-261-4210-000-000-0000	February Rent	800.00	800.00
309510	01/29/26	15457	COMMUNITY MENTAL HEALTH	21198 C	G	11-221-3220-000-000-2251	CMHA Fall Conf - Reg	442.00	442.00
309511	01/29/26	09260	CONSUMERS ENERGY		G	11-261-5510-000-000-0000	January - Meadowview Natural G	21.00	
					G	11-261-5510-000-000-0000	January - Packard Natural Gas	3,086.69	
					G	11-261-5520-000-000-0000	January - Packard Electric	3,307.30	
					G	11-261-5520-000-000-0000	January - Meadowview Electric	42.56	6,457.55
309512	01/29/26	15497	K12 CAREER FOCUS LLC	21190 C	G	11-284-4120-000-000-0000	Acer Chromebook	133.50	

Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
				21191 C	G	11-284-4120-000-000-0000	iPad Repair	290.00	423.50
309513	01/29/26	46477	LANSING SCHOOL DISTRICT	21161 C	G	11-221-3190-000-000-6974	Jan SEAB Meeting - Lunch	210.00	210.00
309514	01/29/26	15449	LJ GAGLIARDI LLC	21162 C	G	11-221-3190-000-000-7674	Presentation - 01/15/2026	1,000.00	1,000.00
309515	01/29/26	46514	STATE OF MICHIGAN	20263 P	G	11-257-3430-000-000-0000	December Services	163.14	163.14
309516	01/29/26	15322	MICHIGAN STATE UNIVERSITY	21197 C	X	21-221-3190-000-000-0000	EPLP Training - A.Baker	2,800.00	2,800.00
309517	01/29/26	15395	SMITH, LORETTA		X	21-271-3320-000-000-0000	January 6-16 Mileage	337.12	337.12
309518	01/29/26	16179	SQUIRRELS LLC	21199 C	X	21-218-5990-000-000-0000	Reflector4 Software	55.98	55.98
309519	01/30/26	13906	FIDELITY SECURITY LIFE		G	12-451-0012-000-000-0000	February - EYE MED-VISION INSU	2,364.43	2,364.43
991527	01/06/26	15244	CITY OF EAST LANSING		G	12-451-0045-000-000-0000	EAST LANSING CITY TAX - 12/12/	164.82	
					G	12-451-0045-000-000-0000	EAST LANSING CITY TAX - 12/26/	170.54	335.36
991528	01/06/26	46259	HEALTHEQUITY INC		G	12-451-0041-000-000-0000	EMPLOYEE HSA CONTRIBUTION	5,068.96	5,068.96
991529	01/06/26	44843	LANSING CITY TREASURER		G	12-451-0036-000-000-0000	LANSING CITY TAX -12/12/2025	355.74	
					G	12-451-0036-000-000-0000	LANSING CITY TAX -12/26/2025	404.34	760.08
991530	01/06/26	28660	MPSERS		G	12-451-1000-000-000-0000	EE/Member Defined Benefit	27,543.28	
					G	12-451-1001-000-000-0000	ER Defined Bene Contrib H299	152,253.70	
					G	12-451-1010-000-000-0000	H553-561 TDP	190.00	179,986.98
991531	01/06/26	46618	MPSERS 147C		G	12-451-1040-000-000-0000	ORS 147C UAL LIABILITY	194,231.31	194,231.31
991532	01/06/26	28663	MPSERS DC		G	12-451-1005-000-000-0000	H538 EE Defined Contribution	19,838.01	
					G	12-451-1006-000-000-0000	H539 ER Defined Contribution	9,370.17	
					G	12-451-1007-000-000-0000	H543 EE Personal Hlth Fund	5,617.46	
					G	12-451-1008-000-000-0000	H544 ER Personal Hlth Fund	5,617.46	40,443.10
991533	01/06/26	46409	STATE OF MICHIGAN - TREASURER		G	12-451-0004-000-000-0000	STATE WITHHOLDING - 12/12/2025	20,767.52	
					G	12-451-0004-000-000-0000	STATE WITHHOLDING - 12/26/2025	21,813.35	42,580.87
991534	01/06/26	96133	UNITED STATES TREASURY		G	12-451-0002-000-000-0000	FEDERAL WITHHOLDING	45,611.27	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	37,124.42	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,716.00	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,716.00	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	37,124.42	137,292.11
991535	01/09/26	46259	HEALTHEQUITY INC		G	12-451-0021-000-000-0000	FSA DEPENDENT DEDUCT	416.74	
					G	12-451-0021-000-000-0000	FSA DEPENDENT DEDUCT	430.00	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	158.49	1,005.23
991536	01/16/26	46259	HEALTHEQUITY INC		G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	320.58	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	114.50	435.08
991537	01/16/26	13536	EDUSTAFF, LLC		G	11-111-3110-000-000-0000	LEA ELEMENTARY SUB SERVICES	26,962.04	
					G	11-112-3110-000-000-0000	LEA MIDDLE SCHOOL SUB	26,962.03	
					G	11-113-3110-000-000-0000	LEA HIGH SCHOOL SUB SERVICES	25,681.13	
					G	11-118-3110-530-000-3430	GSRP CPS TEACH SUBS	355.80	
					G	11-118-3110-560-000-3430	GSRP TEACHER SUBS GL	355.80	

Eaton RESA

Check Register

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
					G	11-118-3111-500-000-3430	GSRP ERESA AID SUBSTITUTES	148.25	
					G	11-118-3111-560-000-3430	GSRP GLPS AID SUBSTITUTES	533.70	
					G	11-118-3111-565-000-3430	GSRP MVPS AID SUBS	444.75	
					G	11-131-3110-000-000-2890	SEC 107a AE C/S ABE TEACHERS	1,014.29	
					G	11-131-3110-000-000-3310	AE 107 C/S INSTR SUPPORT	1,199.48	
					G	11-131-3110-000-000-6710	WIOA INSTR C/S ABE INSTR - ABE	2,147.89	
					G	11-131-3110-000-919-6750	WIOA CORR C/S CLINTON - ABE	211.70	
					G	11-131-3110-000-923-6750	WIOA CORR C/S EATON - ABE	141.10	
					G	11-131-3111-000-000-3310	AE 107 C/S AIDE/TUTOR	123.50	
					G	11-132-3110-000-000-2890	SEC 107a AE C/S HSE TEACHERS	1,014.32	
					G	11-132-3110-000-000-3310	AE 107 C/S HSE INSTRUCTORS	1,217.16	
					G	11-132-3110-000-000-6710	WIOA INSTR C/S ABE INSTR - HSE	1,724.49	
					G	11-132-3110-000-919-6750	WIOA CORR C/S CLINTON - HSE	211.70	
					G	11-132-3110-000-923-6750	WIOA CORR C/S EATON - HSE	141.10	
					G	11-132-3111-000-000-3310	AE 107 C/S HSE TUTOR	255.80	
					G	11-221-3190-000-000-3310	AE 107 PROG SUPPORT SPECIALIST	571.50	
					G	11-227-3190-000-000-3310	AE 107 C/S TEST PROCTOR	740.90	
					G	11-311-3199-000-999-3433	32p LITERACY COORD C/S	1,446.48	
					G	11-391-3110-000-933-7770	WIOA LTE INGHAM C/S INSTRUCT	1,605.20	
					G	11-391-3190-000-933-7770	WIOA LTE INGHAM C/S (HUDA)	1,406.50	
					X	21-122-3110-000-110-0000	LEA SUBS - MILD COG IMP	533.70	
					X	21-122-3110-000-191-0000	LEA SUBS - EARLY CHILDHOOD	505.99	
					X	21-122-3110-000-193-0000	LEA SUBS - AUTISTIC IMPAIR	1,601.10	
					X	21-122-3110-000-194-0000	LEA SUBS - RESOURCE ROOM	15,892.28	
					X	21-122-3110-001-130-0000	SCI ERESA SUB TEACHERS	237.20	
					X	21-122-3110-001-140-0000	SEI ERESA SUB TEACHERS	1,274.95	
					X	21-122-3111-001-120-0000	MOCI ERESA SUB PARAPRO PPS	1,053.47	
					X	21-122-3111-001-130-0000	SCI ERESA SUB PARAPRO	148.25	
					X	21-122-3111-001-140-0000	SEI SUB PARAPRO	74.13	
					X	21-122-3111-002-120-0000	MOCI SUB PARAPRO ER	4,634.30	
					X	21-219-3190-000-000-9140	GECKO/TRANSITION CONTRACTED	5,393.73	127,965.71
991538	01/19/26	13536	EDUSTAFF, LLC		G	11-111-3110-000-000-0000	LEA ELEMENTARY SUB SERVICES	355.80	355.80
991539	01/21/26	14239	WEST MICHIGAN HEALTH		G	12-451-0013-000-000-0000	Feb - WMHIP PREMIUMS-EMPLOYER	164,922.49	
					G	12-451-2001-000-000-0000	Feb - WMHIP COPAYS	42,063.78	206,986.27
991540	01/21/26	90436	PNC BANK - BUSINESS CARD	21073	C	G 11-118-5110-500-000-3430	Walmart - Oatmeal/Pretzels/Cho	34.26	
				21073	C	G 11-118-5110-560-000-3430	HH/Walmart - Pizza/Mini canes/	122.38	
				21073	C	G 11-118-5110-565-000-3430	Walmart - Cube storage organiz	99.52	
				21104	C	G 11-212-3190-000-000-2251	Cozy Corner Bookstore - Meetin	150.00	

Eaton RESA

Check Register

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Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
				21097	C	G 11-221-3220-500-000-3430	BJs - Danish/Banana Bread	0.99	
				21097	C	G 11-221-3220-530-000-3430	BJs - Danish/Banana Bread	4.00	
				21097	C	G 11-221-3220-560-000-3430	BJs - Danish/Banana Bread	5.00	
				21097	C	G 11-221-3220-565-000-3430	BJs - Danish/Banana Bread	3.00	
				21097	C	G 11-221-3221-000-000-3430	BJs - Danish/Banana Bread	12.98	
				21073	C	G 11-221-4140-000-000-3430	Voyager Sopris Learning	37.50	
				21073	C	G 11-221-4141-000-000-3430	Voyager Sopris Learning	37.50	
				21071	C	G 11-221-5110-000-000-7674	SMORE.com - Educator Pro	179.00	
				21122	C	G 11-221-5990-000-000-2722	Classroomscreen - 20 Accounts	440.00	
						G 11-221-5990-000-000-6952	Amazon - egift cards for M.McB	60.00	
				21070	C	G 11-221-5990-000-000-7674	Basecamp - Payment	30.00	
				21069	C	G 11-221-5990-000-919-9304	Walmart - OEISPP Tests	18.86	
						G 11-221-5990-000-919-9304	Amazon - egift cards for M.McB	41.66	
						G 11-221-5990-000-923-9304	Amazon - egift cards for M.McB	41.68	
				21096	C	G 11-221-5990-000-923-9304	Walmart - Gingerbread Houses	3.32	
						G 11-221-5990-000-933-9304	Amazon - egift cards for M.McB	41.66	
						G 11-221-5993-000-000-0000	Credit - Sanctuary Spirits	(101.43)	
				21122	C	G 11-221-5993-000-000-0000	JJs - Lunch for Curr Dir & Sup	163.31	
				21100	C	G 11-221-5993-000-000-0000	Sanctuary Spirits - IGNITE Mee	198.03	
				21120	C	G 11-221-5994-000-919-9304	Sidestreet Deli - Tri County H	111.23	
				21111	C	G 11-221-5994-000-919-9304	Meijer - Gingerbread Houses	24.15	
				21096	C	G 11-221-5994-000-919-9304	Walmart - Gingerbread Houses	3.31	
				21120	C	G 11-221-5994-000-923-9304	Sidestreet Deli - Tri County H	111.24	
				21111	C	G 11-221-5994-000-923-9304	Meijer - Gingerbread Houses	24.15	
				21096	C	G 11-221-5994-000-933-9304	Walmart - Gingerbread Houses	3.31	
				21120	C	G 11-221-5994-000-933-9304	Sidestreet Deli - Tri County H	111.24	
				21111	C	G 11-221-5994-000-933-9304	Meijer - Gingerbread Houses	24.15	
				21099	C	G 11-226-3220-000-000-0000	MASA - Mid winter conf reg	550.00	
				21103	C	G 11-232-3450-000-000-0000	Zoom/Open AI - Subscription Pa	110.00	
				21103	C	G 11-232-7410-000-000-0000	MI ASCD - Dues - 1 year	75.00	
				21087	C	G 11-252-7412-000-000-0000	Authorize.net - Payment	30.60	
				21113	C	G 11-261-3220-000-000-0000	MSBO - Webinar	115.00	
				21165	C	G 11-261-3410-000-000-0000	Verizon - Payment	163.44	
				21165	C	G 11-261-3450-000-000-0000	DocHub - Site License	200.00	
				21097	C	G 11-261-4190-500-000-3430	SOM LARA - Licensing RESA	75.00	
				21097	C	G 11-261-4190-530-000-3430	SOM LARA - Licensing Charlotte	100.00	
				21097	C	G 11-261-4190-560-000-3430	SOM LARA - GL	125.00	
				21089	C	G 11-261-5720-000-000-0000	Walmart - Truck tires/Installa	625.32	

Eaton RESA

Check Register

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Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
				21089	C	G 11-261-5990-000-000-0000	FFH/Menards/Zoro - Heater/Fire	600.68	
				21089	C	G 11-261-5992-002-000-0000	Ace/Walmart - Lead filters/Sin	641.94	
				21086	C	G 11-266-7410-000-000-0000	SHRM - 2 year membership	538.00	
				21088	C	G 11-282-3430-000-000-3310	USPS - Mailed Student Certs	39.96	
				21097	C	G 11-282-3510-000-000-3430	Meta - FB Ads - GSRP	125.71	
				21097	C	G 11-282-3511-000-000-3430	Meta - FB Ads - GSRP	125.70	
				21116	C	G 11-283-5993-000-000-0000	Meijer - Water/Cookies - Inter	7.88	
				21115	C	G 11-283-5993-000-000-0000	JJ - Dir.Interviews 12/18/25	132.02	
				21073	C	G 11-283-7410-000-000-3430	Identogo - Fingerprints	65.50	
				21074	C	G 11-284-3450-000-000-0000	Square Weebly	19.95	
				21073	C	G 11-311-5990-000-000-3430	Walmart - Sandwich bags/Powder	24.53	
				21120	C	G 11-331-5990-000-000-9436	American Solutions - Pinwheels	180.28	
				21076	C	X 21-122-5110-001-193-0000	Walmart - Watercolors	7.70	
				21077	C	X 21-122-5111-001-110-0000	Meijer - Butter/Milk/Cereal/Co	49.85	
				21075	C	X 21-122-5111-002-120-0000	Walmart - Chicken/Corn/Gravy/P	21.92	
				21076	C	X 21-122-5990-000-140-0000	Walmart - Mason jars/snow/glit	51.75	
				21076	C	X 21-122-5990-002-120-0000	Walmart - Stockings	21.76	
				21076	C	X 21-122-5992-001-000-0000	Walmart - Sterlite drawer orga	55.43	
				21165	C	X 21-213-5990-000-011-0000	Apple - Animal typing/Mac	55.96	
				21065	C	X 21-216-5990-000-041-0000	EmoABCs - Monthly Premium - V.	25.00	
				21165	C	X 21-218-3450-000-000-0000	Apple - Storybuilder for iPad	24.99	
				21064	C	X 21-218-3450-000-000-0000	Proloquo - License Renewal	399.96	
				21067	C	X 21-221-3220-000-080-0000	CCRESA - Pause/Reflect Virtual	150.00	
				21067	C	X 21-226-5990-000-080-0000	Meijer - 12 Folders	15.48	
				21131	C	X 21-226-7910-000-082-0000	MDE licenses - Cathcart & Harr	90.00	
				21067	C	X 21-261-3430-000-000-0000	USPS - Stamps	15.60	
				21142	C	V 61-212-7410-000-000-0000	ACTE Membership - SJ	100.00	
				21143	C	V 61-226-3220-000-000-0000	EDGE MDE-OCTE - Reg/Meals/Lodg	1,035.77	
				21143	C	V 61-241-3220-000-000-0000	EDGE MDE-OCTE - Reg	150.00	
				21116	C	H 91-296-7920-000-000-4312	Meijer - Cookies/Candy/Chips/C	68.71	
				21075	C	H 91-296-7920-000-000-4312	LC - Pizza for Holiday Party	61.82	
				21076	C	H 91-296-7920-000-000-4312	Walmart - Water/Candy/Pop/Stra	227.41	
				21080	C	H 91-296-7920-000-000-4312	Walmart - Bananas/Oranges/Bars	35.38	
				21115	C	H 91-296-7920-000-000-4312	JJ - MV PD 12/17/25	311.59	
				21119	C	H 91-296-7920-000-000-4315	Amy's Catering/Walmart - Lunch	411.92	
				21104	C	H 91-296-7920-000-000-4327	Sultans - BMH Team Lunch 12/5/	170.72	10,266.23
991541	01/27/26	15244	CITY OF EAST LANSING			G 12-451-0045-000-000-0000	EAST LANSING CITY TAX - 01/09/	160.54	
						G 12-451-0045-000-000-0000	EAST LANSING CITY TAX - 01/23/	163.68	324.22

Eaton RESA

Check Register

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Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
991542	01/27/26	46259	HEALTHEQUITY INC		G	12-451-0041-000-000-0000	EMPLOYEE HSA CONTRIBUTION	9,491.43	9,491.43
991543	01/27/26	44843	LANSING CITY TREASURER		G	12-451-0036-000-000-0000	LANSING CITY TAX - 01/09/2026	361.47	
					G	12-451-0036-000-000-0000	LANSING CITY TAX - 01/23/2026	372.01	733.48
991544	01/27/26	28660	MPSERS		G	12-451-1000-000-000-0000	EE/Member Defined Benefit	26,383.07	
					G	12-451-1001-000-000-0000	ER Defined Bene Contrib H299	144,333.90	
					G	12-451-1010-000-000-0000	H553-561 TDP	70.00	170,786.97
991545	01/27/26	46618	MPSERS 147C		G	12-451-1040-000-000-0000	ORS 147C UAAL LIABILITY	194,231.30	194,231.30
991546	01/27/26	28663	MPSERS DC		G	12-451-1005-000-000-0000	H538 EE Defined Contribution	20,808.65	
					G	12-451-1006-000-000-0000	H539 ER Defined Contribution	8,859.98	
					G	12-451-1007-000-000-0000	H543 EE Personal Hlth Fund	5,444.54	
					G	12-451-1008-000-000-0000	H544 ER Personal Hlth Fund	5,444.54	40,557.71
991547	01/27/26	46409	STATE OF MICHIGAN - TREASURER		G	12-451-0004-000-000-0000	STATE WITHHOLDING - 01/09/2026	20,065.91	
					G	12-451-0004-000-000-0000	STATE WITHHOLDING - 01/23/2026	20,936.85	41,002.76
991548	01/27/26	96133	UNITED STATES TREASURY		G	12-451-0002-000-000-0000	FEDERAL WITHHOLDING	42,660.68	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	36,011.24	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	36,011.24	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,421.79	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,421.79	131,526.74
991549	01/27/26	46259	HEALTHEQUITY INC		G	12-451-0041-000-000-0000	EMPLOYEE HSA CONTRIBUTION	8,529.90	8,529.90
991550	01/27/26	28660	MPSERS		G	12-451-1000-000-000-0000	EE/Member Defined Benefit	26,625.38	
					G	12-451-1001-000-000-0000	ER Defined Bene Contrib H299	146,174.42	
					G	12-451-1010-000-000-0000	H553-561 TDP	170.00	172,969.80
991551	01/27/26	28663	MPSERS DC		G	12-451-1005-000-000-0000	H538 EE Defined Contribution	20,414.12	
					G	12-451-1006-000-000-0000	H539 ER Defined Contribution	8,770.76	
					G	12-451-1007-000-000-0000	H543 EE Personal Hlth Fund	5,174.49	
					G	12-451-1008-000-000-0000	H544 ER Personal Hlth Fund	5,174.49	39,533.86
991552	01/27/26	96133	UNITED STATES TREASURY		G	12-451-0002-000-000-0000	FEDERAL WITHHOLDING	41,203.06	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	35,166.80	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,224.63	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - MED	8,224.63	
					G	12-451-0003-000-000-0000	FICA WITHHOLDING - SOC SEC	35,166.80	127,985.92
991553	01/30/26	46259	HEALTHEQUITY INC		G	12-451-0021-000-000-0000	FSA DEPENDENT DEDUCT	291.94	
					G	12-451-0021-000-000-0000	FSA DEPENDENT DEDUCT	129.00	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	3,122.44	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	515.98	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	36.43	
					G	12-451-0026-000-000-0000	FSA MEDICAL DEDUCTION	1,999.38	6,095.17

Sub Total: \$1,982,698.24

Eaton RESA

Check Register

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Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
ACH CHECKS									
A15154	01/08/26	13889	A.D.N. ADMINISTRATORS - CLAIMS		G	12-451-0009-000-000-0000	January Replenish	14,671.10	14,671.10
A15155	01/08/26	13858	ACCUSHRED, LLC	20072 P	G	11-261-3840-000-000-0000	Nov Services - Packard & South	175.95	
				20072 P	G	11-261-3840-000-000-0000	December Services - Packard	114.95	290.90
A15156	01/08/26	14848	AMAZON CAPITAL SERVICES, INC	21046 C	G	11-226-5990-000-000-5229	Stickers/Tool Kit/Broom&Dustpa	408.46	
				21046 P	G	11-226-5990-000-000-5229	Gift Cards in envelopes	60.00	
				20927 C	G	11-361-5990-000-000-6352	Snow Boots	33.06	
				20927 P	G	11-361-5990-000-000-6352	Snow Boots/Ski Jackets	69.98	
				20927 P	G	11-361-5990-000-000-6352	Gloves/Snow pants/Jackets/Scar	121.50	
				20898 C	X	21-218-5990-000-000-0000	Staples copy paper	65.18	
				21011 C	X	21-218-5990-000-064-0000	Hearing aid batteries/Audio wi	149.75	
				21044 C	V	61-127-5115-000-000-9511	Fingerprint Ink Pad	84.00	991.93
A15157	01/08/26	15588	BAKER, AMBER		X	21-226-3210-000-082-0000	December Mileage	21.49	21.49
A15158	01/08/26	14433	BATTEN, RICHELLE CLAIRE		X	21-215-7410-000-032-0000	ASHA Dues	115.00	115.00
A15159	01/08/26	01194	SCP WQS LOWER HOLDCO, LLC	20029 P	G	11-261-4220-000-000-0000	Water Cooler Rent - Jan	76.00	
				20029 P	G	11-261-4220-000-000-0000	Water Cooler Rent - Dec	76.00	
				20029 P	G	11-261-5990-000-000-0000	Water Delivery & Salt	174.42	
				20029 P	G	11-261-5990-000-000-0000	Water Delivery & Salt	203.78	
				20029 P	G	11-261-5990-000-000-0000	Water Delivery & Salt	308.98	
				20029 P	G	11-261-5990-000-000-0000	Water Delivery & Salt	126.78	965.96
A15160	01/08/26	15613	CAPITAL REGION AIRPORT		V	61-261-4210-000-000-0000	January Rent & Utilities	3,565.82	3,565.82
A15161	01/08/26	46233	CLEAR RATE COMMUNICATIONS,	20040 P	G	11-261-3410-000-000-0000	January Services	358.46	358.46
A15162	01/08/26	16079	CLINICAL CONSULTING	21051 C	X	21-216-3130-000-041-0000	SSW Services - 12/15-12/19	9,730.50	9,730.50
A15163	01/08/26	13827	CLUTE, ANGELA		G	11-226-3210-000-000-3430	December Mileage	24.85	24.85
A15164	01/08/26	15866	COMBS, MACKENSIE		X	21-221-3220-000-041-0000	Oct 5-7 MASSW Conf - Mileage	114.66	114.66
A15165	01/08/26	90023	DEAN TRANSPORTATION, INC.	20239 P	G	11-271-3310-000-000-3431	Nov GSRP	4,405.52	
					X	21-122-3111-001-140-0000	November Parapro	3,917.74	
				20239 P	X	21-271-3310-030-000-0000	Nov Bus & Driver - CPS	60,171.42	
				20239 P	X	21-271-3310-030-000-0000	Nov Attendant - CPS	7,088.97	
				20239 P	X	21-271-3310-030-000-9140	Nov GECKO - CPS	239.46	
				20239 P	X	21-271-3310-050-000-0000	Nov Bus & Driver - ERPS	50,219.92	
				20239 P	X	21-271-3310-050-000-0000	Nov Attendant - ERPS	13,733.01	
				20239 P	X	21-271-3310-050-000-9140	Nov GECKO - ERPS	128.73	
				20239 P	X	21-271-3310-060-000-0000	Nov Attendant - GLPS	13,951.69	
				20239 P	X	21-271-3310-060-000-0000	Nov Bus & Driver - GLPS	111,191.23	
				20239 P	X	21-271-3310-060-000-9140	Nov GECKO - GLPS	506.61	
				20239 P	X	21-271-3310-065-000-0000	Nov Attendant - MVPS	7,345.90	
				20239 P	X	21-271-3310-065-000-0000	Nov Bus & Driver - MVPS	25,861.74	

Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
				20239 P	X	21-271-3310-065-000-9140	Nov GECKO - MVPS	1,408.19	
				20239 P	X	21-271-3310-090-000-0000	Nov Attendant - PPS	3,188.04	
				20239 P	X	21-271-3310-090-000-0000	Nov Bus & Driver - PPS	19,282.89	
				20239 P	X	21-271-3310-090-000-9140	Nov GECKO - PPS	1,213.50	323,854.56
A15166	01/08/26	14106	ELITE AUDITING AND CONSULTING,	19867 P	G	11-285-3190-000-000-0000	January Servies	4,166.67	4,166.67
A15167	01/08/26	44684	EPARS (403B)		G	12-451-0015-000-000-0000	TSA 403B	21,059.33	
					G	12-451-0015-000-000-0000	TSA 403B BOE PD	2,596.63	
					G	12-451-0015-000-000-0000	TSA 403B ROTH	1,124.00	
					G	12-451-0015-000-000-0000	457	350.00	25,129.96
A15168	01/08/26	15456	FARMER, MAKENZI		X	21-215-3210-000-035-0000	October Mileage	136.92	136.92
A15169	01/08/26	15857	FOX, ELIZABETH		X	21-212-3210-000-080-0000	December Mileage	216.51	216.51
A15170	01/08/26	13071	FRACCAROLLI, DEBRA		X	21-215-3210-000-032-0000	December Mileage	111.30	111.30
A15171	01/08/26	16074	GAFFNER, ALISON		X	21-218-3210-000-067-0000	December Mileage	81.48	
					X	21-221-5990-000-000-9150	Dollar Tree/Franks - Links Piz	104.50	185.98
A15172	01/08/26	15689	GET 'EM AND GO PLUS MORE LLC	21052 C	X	21-271-3310-000-000-9140	12/12 & 12/19 Transportation S	166.00	
				21053 C	X	21-271-3310-000-000-9140	12/9 Transportation Services	376.46	
				21054 C	X	21-271-3310-000-000-9140	12/16 & 12/18 Transportation S	752.92	1,295.38
A15173	01/08/26	15394	GROSTEFON, LINDSEY		X	21-221-3220-000-067-0000	Nov 6-7 Talking AAC Conf - Mil	5.60	5.60
A15174	01/08/26	12978	HAGER, KELLY		X	21-226-3210-000-082-0000	December Mileage	26.60	26.60
A15175	01/08/26	14650	HAMMELL, TRACI LYNN		X	21-122-3210-000-273-0000	December Mileage	28.63	28.63
A15176	01/08/26	13225	HUNTINGTON, KARI		X	21-213-3210-000-013-0000	December Mileage	44.17	44.17
A15177	01/08/26	13369	INSIGHT SCHOOL OF MICHIGAN	21057 C	G	11-361-8220-000-000-6352	Winter Coat - EC	57.80	
				21057 C	G	11-361-8222-000-000-6352	Blanket - EC	23.99	81.79
A15178	01/08/26	13597	JESSUP, JESSICA		X	21-214-3210-000-021-0000	November Mileage	110.74	110.74
A15179	01/08/26	15490	JUIP, JYLIAN		X	21-215-3210-000-032-0000	December Mileage	19.46	
					X	21-215-3210-000-032-0000	November Mileage	25.62	
					X	21-215-7410-000-032-0000	ASHA Dues	115.00	160.08
A15180	01/08/26	12661	LANSING REGIONAL CHAMBER OF		G	11-221-3220-000-000-0000	Leadership - M.Belton	2,750.00	
					G	11-231-7410-000-000-0000	Gold Dues/Economic Member	7,400.00	
					G	11-282-3510-000-000-0000	Focus Magazine Advertising	2,400.00	
					G	11-283-3220-000-000-0000	Leadership - A.Baker	2,750.00	15,300.00
A15181	01/08/26	15688	LUMBERT, TAMMY		X	21-122-3210-001-120-0000	May Mileage	7.56	7.56
A15182	01/08/26	15770	MACKEY, KELLY ANNE		X	21-241-3210-001-000-0000	December Mileage	16.10	16.10
A15183	01/08/26	15609	MCBRIDE, SYLVIA		X	21-213-3210-000-011-0000	October 13th - December Mileag	217.28	217.28
A15184	01/08/26	15583	MCINNIS, MEGAN		X	21-215-3210-000-032-0000	Oct 06th - Dec Mileage	199.71	199.71
A15185	01/08/26	93913	MICHIGAN VIRTUAL UNIVERSITY	21058 C	G	11-225-3110-000-000-9321	Tuition - EL/ER/Leslie/Okemos	72,540.00	72,540.00
A15186	01/08/26	15662	MIDWEST AIR LLC	21060 C	V	61-127-3110-000-000-9528	November Hours	6,000.00	6,000.00
A15187	01/08/26	37660	POTTERVILLE PUBLIC SCHOOL		G	11-411-8510-000-000-3430	GSRP July - December	107,801.70	

Eaton RESA

Check Register

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
					G	11-411-8510-000-343-3430	GSRP Startup Final	4,582.18	112,383.88
A15188	01/08/26	40545	ROSE PEST SOLUTIONS		G	11-261-4112-000-000-0000	12/18/25 - Services	441.00	441.00
A15189	01/08/26	15937	SHARP, TORI		X	21-213-3210-000-011-0000	December Mileage	5.74	5.74
A15190	01/08/26	13037	SHARPE, KIM		X	21-213-3210-000-011-0000	December Mileage	44.66	44.66
A15191	01/08/26	15272	SIMON, BROOKE M		X	21-221-3220-000-032-0000	Nov 5-7 Talking AAC Conf - Mil	19.60	19.60
A15192	01/08/26	16142	TROY SCHOOL DISTRICT		V	61-281-8220-000-000-4005	Athens School - Apprenticeship	3,000.00	3,000.00
A15193	01/08/26	14683	VANDEVEN, RACHEL		X	21-213-3210-000-011-0000	December Mileage	107.73	107.73
A15194	01/08/26	46314	ZAYO NETWORK SERVICES, LLC	19868	P	G 11-284-3490-000-000-0000	January Services	8,798.00	8,798.00
A15195	01/08/26	16067	ZVONAR, ZOIE		X	21-221-3220-000-021-0000	Oct 23-24 MASP Conf - Reg & Mi	314.60	314.60
A15196	01/14/26	13573	ADAMS OUTDOOR ADVERTISING	21137	P	G 11-282-3510-000-000-0000	LAN Bulletin #R521 - 12/29-1/2	1,650.00	
				21137	C	G 11-282-3510-000-000-0000	LAN Bulletin #B8407 - 12/29-1/	2,900.00	4,550.00
A15197	01/14/26	12719	ALGRIM, HEATHER		G	11-226-3210-000-000-3310	Nov - Dec Mileage	24.50	24.50
A15198	01/14/26	14848	AMAZON CAPITAL SERVICES, INC	21012	C	G 11-118-5110-560-343-3430	Classroom supplies - GL	35.98	
				20999	C	G 11-118-5110-560-343-3430	Squeeze Bottles/glue sticks/ya	207.86	
					G	11-226-5990-000-000-5229	Pine Garlands	27.99	
				21128	C	G 11-284-5990-000-000-0000	Logitech Mouse//iPad9 Screen P	41.90	
				21055	C	G 11-361-5990-000-000-6352	Leggings	39.98	
				21056	C	G 11-361-5990-000-000-6352	MV Clothing - LC	143.96	
				20991	P	G 11-361-5990-000-000-6352	Hats/Gloves/Boots/Jackets	181.13	
				20991	P	G 11-361-5990-000-000-6352	Snow Bibs	69.16	
				20991	C	G 11-361-5990-000-000-6352	Snow Boots	33.99	
				21056	C	G 11-361-5991-000-000-6352	MV Shampoo/Conditioner - LC	13.94	
				21112	C	G 11-361-5991-000-000-6352	Lice Treatment Kit	19.00	
				21105	C	X 21-213-5990-000-011-0000	Squeeze bottles/fidget toys/St	24.87	
				21050	C	X 21-213-5990-000-011-0000	Weighted Blanket	25.99	
				21109	C	X 21-213-5990-000-013-0000	Stomp racers/Stomp rocket/ball	75.07	
				21079	C	X 21-213-5990-000-013-0000	Suction cup handles	35.99	
				21123	C	X 21-213-5990-001-015-0000	Thermometer	52.08	
				21066	C	X 21-216-5990-000-041-0000	LEGO Kits/How to draw/Coloring	86.66	
				21127	C	X 21-218-6420-000-000-0000	Apple iPad Pro 12.9 Inch	899.00	
				21123	C	X 21-241-7910-001-000-0000	Staplers/Staples	59.18	
				21102	C	V 61-241-5910-000-000-0000	Hand Truck	159.12	2,232.85
A15199	01/14/26	15736	AMERICAN OFFICE SOLUTIONS -	19874	P	G 11-252-4220-000-000-0000	January Services	150.00	150.00
A15200	01/14/26	15173	AMN ALLIED SERVICES LLC	21093	C	X 21-216-3130-000-041-0000	Rials 12/14-12/20	3,006.12	
				21092	C	X 21-216-3130-000-041-0000	Rials - 12/7-12/13	2,419.00	5,425.12
A15201	01/14/26	02360	BARRY EATON DIST HEALTH DEPT	21068	C	G 11-221-3190-000-923-9304	ECSAAG - Dec	1,527.91	1,527.91
A15202	01/14/26	94390	BOSWORTH URGENT CARE	20237	P	X 21-213-3150-000-000-9310	45 RX - 1/5/26	168.75	168.75
A15203	01/14/26	15390	BROWN, JESSICA		X	21-218-3210-000-064-0000	October Mileage	404.25	

Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
					X	21-218-3210-000-064-0000	November Mileage	286.72	
					X	21-218-3210-000-064-0000	December Mileage	221.69	912.66
A15204	01/14/26	00065	CDW LLC	21134 C	G	11-284-3190-000-000-0000	Google Voice - November	814.97	814.97
A15205	01/14/26	15236	CHAMBERS, CHELSEA MARIE		G	11-221-3210-000-000-0000	Oct - Dec Mileage	237.58	237.58
A15206	01/14/26	14483	CHARLOTTE CHAMBER OF	21135 C	G	11-231-7410-000-000-0000	Membership dues	100.00	100.00
A15207	01/14/26	16079	CLINICAL CONSULTING	21107 C	X	21-216-3130-000-041-0000	SSW Services - 12/1-12/5	12,226.50	12,226.50
A15208	01/14/26	12823	COUSINS, SUSAN		G	11-118-3210-000-000-3430	Nov - Dec Mileage	31.50	
					G	11-118-5110-560-000-3430	Menards - Primed Pine	62.88	
					G	11-118-5610-560-000-3430	Meijer - Bread/Pretzels/Banana	45.21	139.59
A15209	01/14/26	13859	D & D MAINTENANCE SUPPLY, INC	19865 P	G	11-261-4110-000-000-0000	December Services	8,197.00	
					G	11-261-5990-000-000-0000	Enzyme Fresh/Roll towels/Tissu	878.11	9,075.11
A15210	01/14/26	14914	DAHLGREN, MELISSA		G	11-212-3210-000-000-2251	Oct - Dec Mileage	40.46	
					G	11-212-5990-000-000-2251	Dollar Tree - HC Supplies/Stor	10.00	50.46
A15211	01/14/26	13029	DEVOLDER-HICKS, SHEILA		X	21-212-3210-000-080-0000	December Mileage	136.01	136.01
A15212	01/14/26	14681	DYKSTRA, KRISTIN		V	61-212-3210-000-000-0000	Aug - Dec Mileage	473.90	473.90
A15213	01/14/26	15456	FARMER, MAKENZI		X	21-215-3210-000-035-0000	December Mileage	68.95	
					X	21-215-3210-000-035-0000	November Mileage	159.81	
					X	21-221-3220-000-035-0000	Nov Talking AAC confr - mileag	67.34	296.10
A15214	01/14/26	16074	GAFFNER, ALISON		X	21-218-2310-000-067-8100	SE Tuition Reimb	2,400.00	2,400.00
A15215	01/14/26	13367	GRANTHAM, JENNIFER		V	61-241-5910-000-000-0000	Walmart - Spoons	6.88	6.88
A15216	01/14/26	16024	HOORT, JILL		G	11-221-3220-000-000-0000	Nov 4-5 Teach English Workshop	79.10	79.10
A15217	01/14/26	13369	INSIGHT SCHOOL OF MICHIGAN	21098 C	G	11-361-8220-000-000-6352	Clothing/Outerwear - OB	158.94	158.94
A15218	01/14/26	15550	JACKSON, TAYLOR		X	21-219-3210-000-075-0000	Oct - Nov Mileage	319.48	319.48
A15219	01/14/26	13817	STEVEN KOLONICH		G	11-261-4112-000-000-0000	Union St - 12/15-01/05	2,180.00	2,180.00
A15220	01/14/26	15608	MILLER, LAURA		X	21-215-7410-000-032-0000	ASHA Dues - Reimb	115.00	115.00
A15221	01/14/26	15393	MILLS, ANITA		V	61-212-3210-000-000-0000	Oct - Dec Mileage	234.64	234.64
A15222	01/14/26	13218	MORSE, HEATHER		X	21-213-3210-000-013-0000	November Mileage	52.50	52.50
A15223	01/14/26	13174	NCS PEARSON, INC	21129 C	G	11-227-5110-000-000-3310	GED practice tests/test vouche	2,116.50	2,116.50
A15224	01/14/26	00301	NEOLA INC	21136 C	G	11-231-3150-000-000-0000	Update svcs - Vol 40 no 2	1,375.00	1,375.00
A15225	01/14/26	39160	STAPLES INC		G	11-252-5910-000-000-0000	Paper clips/Ruled pads/Divider	38.34	38.34
A15226	01/14/26	13834	R.A. DINKEL & ASSOCIATES, INC.	21090 C	G	11-221-5910-000-000-9014	Grade 3-5 Band License	169.00	169.00
A15227	01/14/26	14916	SOHN LINEN SERVICE, INC		G	11-261-5992-000-000-0000	Door Mat Rental	194.67	
					G	11-261-5992-000-000-0000	Door Mat Rental	194.67	
					G	11-261-5992-000-000-0000	Door Mat Rental	194.67	584.01
A15228	01/14/26	13810	SUMMIT PROFESSIONAL	21106 C	X	21-213-5990-000-013-0000	Subscriptions - KC & SD	511.98	511.98
A15229	01/14/26	00019	SUPER DUPER INC	21049 C	X	21-216-5990-000-041-0000	Verb cards/Photo cards/Big Dec	148.80	148.80
A15230	01/14/26	45860	THRUN, MAATSCH, AND	21083 C	G	11-231-3170-000-000-0000	Services through 10/23/25	1,507.50	
				21091 C	G	11-231-3170-000-000-0000	2026 Annual Retainer Fee	2,500.00	

Eaton RESA

Check Register

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
				21084	C	G 11-231-3170-000-000-0000	Services through 12/11/25	1,541.00	
				21081	C	G 11-231-3170-000-000-0000	Services through 11/13/25	536.00	
				21081	C	X 21-226-3170-000-000-0000	Services through 11/13/25	283.50	
				21083	C	X 21-226-3170-000-000-0000	Services through 10/23/25	1,194.00	
				21084	C	X 21-226-3170-000-000-0000	Services through 12/11/25	67.00	7,629.00
A15231	01/14/26	15113	TTF SOLUTIONS, LLC	21078	C	X 21-216-3130-000-041-0000	V.Carmona - 11/30-12/18/25	11,243.18	11,243.18
A15232	01/14/26	14115	WILLIAMS, SEAN M		G	11-232-3220-000-000-0000	Nov 3-4 - MAISA PD Mileage	246.82	246.82
A15233	01/14/26	15879	YOU AND ME ACADEMY		G	11-445-8511-000-000-3430	GSRP - December	14,822.68	14,822.68
A15234	01/21/26	16066	A.D.N ADMINISTRATORS - ADMIN		G	12-451-0009-000-000-0000	A.D.N. ADMIN-DENTAL PREMIUMS -	1,617.00	1,617.00
A15235	01/21/26	13858	ACCUSHRED, LLC	20072	P	G 11-261-3840-000-000-0000	January Services - Packard	119.45	119.45
A15236	01/21/26	00543	AIS CONSTRUCTION EQUIPMENT	21151	C	V 61-227-5110-000-000-0000	OSHA Certifications	2,640.00	2,640.00
A15237	01/21/26	14848	AMAZON CAPITAL SERVICES, INC	21094	C	G 11-118-5110-560-000-3430	Shelf/Snow Shovel	236.61	
				21125	C	G 11-118-5110-560-343-3430	Paint sticks/Fossil/Pencils/Tw	1,566.40	
				21095	C	G 11-118-5110-560-343-3430	Ticket Pockets/Easel Pads	37.73	
				21072	C	G 11-226-5910-000-000-3430	Pendaflex folders	169.55	
				21154	C	G 11-284-5990-000-000-0000	Dry Erase Marker Cup	20.97	
				21145	C	X 21-122-5110-001-130-0000	Divider tabs/Self sealing mail	44.29	
				21117	C	X 21-213-5990-000-011-0000	Lock/Hole Punch/Notebook/Crayo	134.75	
				21124	C	V 61-127-5210-000-999-9511	Pocket Style Manual - CJ	135.36	
				21124	C	V 61-127-5210-000-999-9512	Pocket Style Manual - Construc	90.24	
				21114	C	V 61-127-5210-000-999-9515	The World Today - Textbook	122.06	
				21114	C	V 61-127-5210-000-999-9525	Mascot - Textbook	12.80	2,570.76
A15238	01/21/26	12895	ANDERSON, STACI		X	21-219-3210-000-000-0000	December Mileage	69.23	69.23
A15239	01/21/26	00065	CDW LLC		G	11-284-3190-000-000-0000	Google EDU Plus Subscription -	2,700.00	
				20889	C	G 11-284-3190-000-000-0000	Google Voice - September	739.84	3,439.84
A15240	01/21/26	07360	CHARLOTTE PUBLIC SCHOOL	21156	C	F 51-297-5610-000-000-8500	Nov - MV Breakfast	1,034.59	
				21156	C	F 51-297-5610-000-000-8510	Nov - MV Lunch	1,444.98	
				21156	C	F 51-297-6410-000-000-0000	Equipment - Trays	24.07	2,503.64
A15241	01/21/26	16079	CLINICAL CONSULTING	21140	C	X 21-216-3130-000-041-0000	SSW Services - 01/05-01/09	8,950.00	8,950.00
A15242	01/21/26	13859	D & D MAINTENANCE SUPPLY, INC		G	11-261-5992-002-000-0000	HD Liners	115.92	115.92
A15243	01/21/26	04242	EATRAN	20172	P	X 21-271-3310-001-000-0000	400 Yellow/Gold Tokens	3,600.00	3,600.00
A15244	01/21/26	44684	EPARS (403B)		G	12-451-0015-000-000-0000	TSA 403B	13,550.33	
					G	12-451-0015-000-000-0000	TSA 103B BOE PD	2,596.63	
					G	12-451-0015-000-000-0000	TSA 403B ROTH	1,124.00	
					G	12-451-0015-000-000-0000	457	350.00	17,620.96
A15245	01/21/26	13959	GYNZY, INC	21155	C	X 21-218-3450-000-000-0000	Board Subscriptions - 1 year	360.00	360.00
A15246	01/21/26	16069	HAMILTON, SAMANTHA		X	21-215-7410-000-032-0000	ASHA Membership Dues - Reimb	115.00	115.00
A15247	01/21/26	14299	HOLT PUBLIC SCHOOLS	21138	C	G 11-221-8220-000-000-7674	Sub Reimb - AF/SM	355.80	355.80

Check Register

Eaton RESA

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
A15248	01/21/26	16084	LAYHER, MICHAEL		X	21-213-3210-000-011-0000	Oct - Dec Mileage	18.20	18.20
A15249	01/21/26	14484	MADISON NATIONAL LIFE		G	12-451-0022-000-000-0000	Feb - MADISON NAT'L LIFE INS C	6,864.57	6,864.57
A15250	01/21/26	12684	MEA FINANCIAL SERVICES, INC.		G	12-451-2500-000-000-0000	Feb Premiums	178.10	178.10
A15251	01/21/26	14859	PLANSOURCE BENEFITS		G	12-451-0023-000-000-0000	AFLAC - February	1,783.60	1,783.60
A15252	01/21/26	14017	POWERSCHOOL GROUP LLC	21144 C	V	61-127-3450-000-000-0000	SIS Subscription - 1 year	9,503.01	9,503.01
A15253	01/21/26	46007	RELEVANT ACADEMY OF EATON		G	10-518-1902-902-000-0000	January State Aid	(1,936.26)	
					G	12-421-1902-000-000-0000	January State Aid	72,950.91	71,014.65
A15254	01/21/26	91627	CELICO PARTNERSHIP		G	11-261-3410-000-000-0000	December - *S/C TELEPHONE EXPE	1,424.91	
					G	11-261-3490-000-000-0000	December - GE Broadband Wirele	72.02	1,496.93
A15255	01/21/26	16166	WEST, ANNA		G	11-283-7410-000-000-3430	Indetogo - Fingerprints	65.50	65.50
A15256	01/29/26	14848	AMAZON CAPITAL SERVICES, INC	21164 C	G	11-226-5990-000-000-5228	Bags/Ribbons for ELHC	15.47	
				21163 C	G	11-226-5990-000-000-5228	Lice Kits	56.94	
				21153 C	G	11-361-5992-000-000-6352	Bedding Set/Pillow	52.97	
				21150 C	X	21-218-5990-000-000-0000	Screen Protector iPad Pro	19.96	
				21149 C	X	21-221-5990-000-000-9150	Mardi Gras Beads	14.99	
				21158 C	V	61-127-5110-000-000-9515	Black Filament	18.74	179.07
A15257	01/29/26	14542	AMY'S CATERING LLC	21187 C	G	11-232-5993-000-000-0000	Event meal - 11/20/2025	150.80	
				21037 C	X	21-221-5993-000-000-0000	Event Meal 1/19/2026 - Cancell	212.00	
				21160 C	H	91-296-7920-000-000-4315	Event Meal - 12/13/2025	275.60	638.40
A15258	01/29/26	01194	SCP WQS LOWER HOLDCO, LLC	20029 P	G	11-261-5990-000-000-0000	Water Delivery	130.50	130.50
A15259	01/29/26	14361	BURCHAM, ERIN MICHELLE		G	11-283-3210-000-000-0000	January Mileage	20.95	20.95
A15260	01/29/26	00065	CDW LLC	21166 C	G	11-284-3190-000-000-0000	Google Voice - October	811.10	811.10
A15261	01/29/26	07360	CHARLOTTE PUBLIC SCHOOL	21200 C	F	51-297-8220-000-000-0000	Delivery/Trays	120.95	
				21200 C	F	51-297-8220-000-000-8500	December - MV Breakfast	914.50	
				21200 C	F	51-297-8220-000-000-8510	December - MV Lunch	1,023.00	2,058.45
A15262	01/29/26	13740	CLARK HILL PLC	21196 C	X	21-226-3170-000-000-0000	Services through 12/31/25	506.25	506.25
A15263	01/29/26	16079	CLINICAL CONSULTING	21185 C	X	21-216-3130-000-041-0000	SSW Services - 01/12-01/16/202	9,613.50	9,613.50
A15264	01/29/26	13859	D & D MAINTENANCE SUPPLY, INC		G	11-261-5990-000-000-0000	Hand Soap & Kleenex - Packard	143.26	
					G	11-261-5992-002-000-0000	Hand Soap - Union St	70.20	213.46
A15265	01/29/26	94460	HASSEL FREE FUELS		G	11-261-5710-000-000-0000	S/C PACK TRUCK FUEL/OIL/WASH	42.58	42.58
A15266	01/29/26	90023	DEAN TRANSPORTATION, INC.		X	21-122-3210-002-120-0000	MOCI Field Trip 10/13/2025	144.82	
					V	61-271-3310-000-000-0000	CTE Field Trip 10/2/2025	372.77	
				21182 C	V	61-271-3310-000-000-0000	CTE Field trips 10/7/2025 & 10	392.42	910.01
A15267	01/29/26	11550	DELAU FIRE SERVICES, INC		G	11-261-4112-000-000-0000	Union St - Fire alarm control	150.00	150.00
A15268	01/29/26	15501	DETERS, ERICA		X	21-218-3210-000-064-0000	January Mileage	219.10	219.10
A15269	01/29/26	15689	GET 'EM AND GO PLUS MORE LLC	21175 C	X	21-271-3310-000-000-9140	Jan 6 & Jan 8 Transportation s	791.30	
				21176 C	X	21-271-3310-000-000-9140	Jan 9 - Late Cancellation	80.00	
				21177 C	X	21-271-3310-000-000-9140	Jan 13 & Jan 15 - Transportati	791.30	1,662.60

Eaton RESA

Check Register

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
A15270	01/29/26	14408	GREAT LAKES GRAPHICS, INC.	21188	C	G 11-221-5990-000-000-7864	Stepping up Together Brochures	521.77	
				21183	C	V 61-241-3150-000-000-0000	CPC Overviews	1,249.50	
				21184	C	V 61-241-3150-000-000-0000	Leadership Lansing	16.15	1,787.42
A15271	01/29/26	15958	GREGORY, MALIKAH		G	11-221-3210-000-000-0000	Aug - Dec Mileage	368.13	368.13
A15272	01/29/26	14743	HUBBERT, LAURIE ANN		X	21-218-3210-000-065-0000	January Mileage	232.51	232.51
A15273	01/29/26	13476	JASKOWSKI, LISA		X	21-215-7410-000-080-0000	ASHA Dues - Reimb	115.00	115.00
A15274	01/29/26	00420	LANSING COMMUNITY COLLEGE	21181	C	V 61-127-3730-000-999-9511	Tuition - D.Smith	540.00	
				21180	C	V 61-331-5993-000-000-0000	Catering - 1/13/26	2,958.00	3,498.00
A15275	01/29/26	16062	BETSY S. MAUK	21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,400.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,400.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,800.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	3,550.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,000.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,400.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack C	2,200.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	3,150.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack C	2,800.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,000.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	3,350.00	
				21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,800.00	
21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack A	3,400.00					
21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack B	2,750.00					
21189	P	V 61-281-3190-000-000-4005	Apprenticeship Wall Pack C	2,200.00	60,950.00				
A15276	01/29/26	15859	MOLETTE, SHIANN		X	21-221-5990-000-080-0000	IDA - Record Forms	214.00	214.00
A15277	01/29/26	13646	MYERS PLUMBING & HEATING INC.		G	11-261-4110-000-000-0000	Packard - Leaking water main i	2,278.42	2,278.42
A15278	01/29/26	94398	PEARSON	21132	C	X 21-213-5990-000-011-0000	M Fun PS ages 4 Workbook/Recor	195.04	
				21146	C	X 21-213-5990-000-011-0000	BOT 3 Test Kits	3,470.38	3,665.42
A15279	01/29/26	16001	POSITIVE BEHAVIOR SUPPORTS	21169	C	X 21-216-3130-000-041-0000	Services 12/1-12/19/25	3,232.50	
				21170	C	X 21-216-3130-000-041-0000	K.Thomas - 12/5-12/30/2025	3,047.50	
				21172	C	X 21-216-3130-000-041-0000	K.Thomas - 12/5-12/12/2025	143.75	
				21171	C	X 21-216-3130-000-041-0000	K.Thomas - 12/9-12/17/2025	977.50	
				21173	C	X 21-216-3130-000-041-0000	K.Thomas - 12/3/2025	258.75	7,660.00
A15280	01/29/26	12639	PRO-ED, INC	19831	C	X 21-214-5990-000-021-0000	TOWL 4 Student Response Books	84.70	84.70

Eaton RESA

Check Register

Type of Checks: All

Date Range: 01/01/2026 to 01/31/2026

CheckNo	CkDate	Vendor	Name	PO #	AFC	Account	Description	Amount	CheckAmt
A15281	01/29/26	13834	R.A. DINKEL & ASSOCIATES, INC.	21178	P	G 11-221-5110-000-000-7674	MMH Lic w/CDC	5,850.00	
				21178	P	G 11-221-5910-000-000-9014	MMH Lic w/MMH	1,600.00	
				21147	P	G 11-221-5910-000-000-9014	K-5 Grade Bands	725.00	8,175.00
A15282	01/29/26	15138	ROUSH, VICKI LYNN		G	11-212-3210-000-000-2251	September Mileage	84.07	
					G	11-212-3210-000-000-2251	October Mileage	76.37	
					G	11-212-3210-000-000-2251	November Mileage	64.12	
					G	11-212-3210-000-000-2251	December Mileage	57.05	
					G	11-212-3210-000-000-2251	August Mileage	22.54	304.15
A15283	01/29/26	12810	SEHI COMPUTER PRODUCTS, INC.	21027	C	G 11-284-3450-000-000-0000	Chrome Mgmt Lic/REMC 256500	149.00	149.00
A15284	01/30/26	15690	TRUSTMARK VOLUNTARY BENEFIT		G	12-451-0060-000-000-0000	LTC ER PREMIUM - 01/09/2026	2,290.32	
					G	12-451-0060-000-000-0000	LTC ER PREMIUM - 01/23/2026	2,290.32	
					G	12-451-0061-000-000-0000	LTC EE PREMIUM - 01/09/206	1,205.43	
					G	12-451-0061-000-000-0000	LTC EE PREMIUM - 01/23/2026	1,205.43	6,991.50
Sub Total:							\$937,406.66		
Register Total:							\$2,920,104.90		

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 02/18/2026

II. AGENDA ITEM TITLE: Out of State Conference Request

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

	Presentation
	Consent Agenda <i>(replacement of/transfer to/resignation from existing positions are consent agenda)</i>
X	Action/Approval <i>(new positions/FTE increases for existing positions are action items)</i>
	Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

The request is for the Director of Early Childhood and two of her staff to attend the National ASL and English Bilingual Consortium for Early Childhood Education 2026 Summit in San Diego, CA on April 17-19, 2026. All costs would be paid for out of the LEAD-K grant.

b) **Cost:** A maximum amount of **\$7500** (\$2,500.00 per person)

c) **Timeframe/term of agreement:** April 17-20th, 2026

d) **Supporting materials/attachments, if any:** Conference Flyer

V. RECOMMENDATION: *(Place an X in the box you select)*

X	Approve
	Authorize the Superintendent to execute the agreement
	Approve the increase of FTE:
	Award a bid
	Other:

VI. RECOMMENDED BY: Kelly Hager, Assistant Superintendent for Special Education



Theme: *Bridging Silos, Building Futures*

“Bridging Silos, Building Futures” reflects our commitment to breaking down isolated structures—whether in practice, research, or service—and bringing together diverse perspectives to build unified, forward-looking educational pathways. By connecting knowledge, practitioners, families, and communities, we create stronger foundations for children’s growth and future success.

We invite educators, researchers, and practitioners to the Early Childhood Education Summit 2026, which focuses on research, theory, and practice in child development, as well as real-world classroom practices that support every stage of a child’s growth from birth through age 8.

We welcome innovative, practical strategies that promote the development and success of all children—especially those who are deaf, deafblind, deafdisabled, or hard of hearing. We look forward to your insights and contributions to this important dialogue.

NASLECE Mission

To revitalize bilingual and multilingual early childhood programs by empowering families with children who are deaf, deafblind, deafdisabled, or hard of hearing—igniting a passion for language, culture, and connection.

NASLECE Vision

To build a vibrant, inclusive community that fosters collaboration, cultural richness, and meaningful communication to support the success and well-being of young children and their families. For further information, visit our [website](#).

Summit Objectives

- Bridge the gap between theory and practice in early childhood education.
- Provide educators with strategies aligned with current research.
- Highlight innovative approaches supporting diverse learners.
- Promote collaboration among early childhood professionals.
- Equip families and educators with tools to enrich young children’s learning.

Payment Information

Registration Fees: **\$350** per person including membership

Deadline for Registration is **March 31, 2026**. No refunds will be given after **March 31, 2026**.

Please complete online registration below.

Purchase Orders must be received no later than **March 15, 2026**. Make payable to NASL-ECE for check or money order only.

All paperwork must be submitted to the following address:

Laurene E. Simms, Department of Education, Gallaudet University, 800 Florida Ave., NE, Washington, DC 20002. You may make a copy of the

registration form below. Completed Registration forms and Purchase Orders may also be emailed to: naslecetreasurer@gmail.com.

General Information

Schedule of Summit:

Friday evening, April 17, 2026; 6:00 pm–9:00 pm (Opening Ceremony)

Saturday, April 18, 2026: 7:45 am –5:00 pm

Sunday, April 19, 2026: 7:45 am–5:00 pm

Location:

Lafayette Elementary School

San Diego Unified School District

6125 Printwood Way

San Diego, CA 92117

[Lafayette Elementary Website](#)

Website:

For more information, click here: [Summit Information](#).

Lodging:

Nearby Hotels for Summit Participants

Please [click here](#) to view a list of nearby hotels for participants attending the Summit at 6125 Printwood Way, San Diego, CA 92117. Each listing includes the hotel name, reservation link, approximate driving distance/time, and contact details.

Transportation:

Airport:

The airport in San Diego is San Diego International Airport (SAN).

Driving from SAN to 6125 Printwood Way, San Diego, CA 92117 would likely take around 25 to 35 minutes in normal traffic, depending on route, time of day, and congestion.

Registration Form

Please fill in the form below.

Name *

First Name

Last Name

Address *

Street Address

Street Address Line 2

City

State / Province

Postal / Zip Code

Please Select ▼

Country

School/Program/Agency:

E-mail *

Video/Phone Number *

Area Code

Phone Number

Text Number

Area Code

Phone Number

Position

Working Groups (ages): Please select ONE

0-3

3-5

5-8

0-8

Administrators

Service providers

Communication Access Needs (Summit will be conducted in ASL)

Deaf/Blind interpreter

Spoken English interpreter

Spoken Spanish Interpreter

Meal requests: All special requests must be made in writing by March 31 2026. You may be contacted for clarification.

Vegetarian

Vegan

Gluten Free

Diabetic

Other (please specify)

Registration Fee *

USD

Description

Save

Submit

[Powered by Jotform](#)



Pre-Conference Request Form

To be completed 2 weeks prior to In State travel / 4 weeks prior to Board Meeting if Out Of State

Conference Information

Employee Name Amy Lowrie Dept: Special Education
 Conference Date(s) April 17-19, 2026
 Conference Title National ASL and English Bilingual Consortium for Early Childhood Education (NASLECE) 2026
 Conference Location San Diego, CA

Registration

Will pay using P Card _____ Registration Cost: \$ 350.00
 Account #: 21-221-3220-000-000-3990
 Vendor Name NASLECE
 Vendor Address naslece.org
 Is this a Group Registration yes
 If yes, please provide name(s) of other employees in group
 Erica Deters, Jessica Brown

Other Expenses (Items to be reimbursed after conference with supporting documentation)

Enter 0 in the normal commute field if your normal commute is more than the distance to/from the conference **Miles**
 Mileage from departure (address) 6059 Madeira Drive
 to conference (address) Lansing Airport 10.00
 Subtract my normal commute (if leaving from home or other non base work location) 10.00
Equals reimbursable one-way mileage 0.00
Roundtrip mileage 0.00
Total estimated mileage for conference timeframe 0.00 @ _____ = \$ 0.00

Other Travel (Air, Train, Bus): airline 750.00
 Other (Parking, Shuttle, Taxi, Books, etc...): shuttle, parking at airport, uber/taxi 200.00
 Meals 300.00

Per diem is \$55* for meals plus tips up to 20%, daily max. of \$66 - See Directions tab regarding pre-approval for *increased per diem for Major Cities.

Lodging Expense (Note: ENSURE hotel has copy of ERESA Tax Exemption Certificate)

Will pay with P Card _____
 # of Nights: 4.00 Daily Rate (include taxes/fees): 225.00 \$ 900.00
 Acct # _____
 Hotel Name Hampton Inn San Dieto - Kearny Mesa
 Hotel Address 5434 Kearny Mesa Road San Diego CA 92111



Rationale for Attendance

Professional Development on early language development in ASL and English. To learn along with our DHH providers on assessments and interventions from birth through age 5.

Total Est. Cost: \$ 2,500.00

Supervisor Approval for Attendance

Amy Lowrie

02/17/2026

Employee Signature

Date

Additional Required Approval for Out-Of-State/Overnight Travel or Major City Per Diem Increase

I certify that overnight travel was approved by the District Superintendent on _____.

I certify that out-of-state travel was approved by the ERESA BOE on _____.

I certify that per diem for meals may be increased to \$_____ due to the location of the conference.

Kelly Hager

Supervisor Signature

Superintendent Signature



Post-Conference Request Form

(To be completed upon return, even if no reimbursement is requested)

Conference Information

Employee Name _____ Dept: _____

Conference Date(s) _____

Conference Title _____

Conference Location _____

Actual Conference Expense

Attach all detailed receipts for which you are requesting reimbursement - attach original purchasing card receipts to P-Card statement.

	Estimated Approval	Actual Expense	ERESA Pre-Paid	ERESA PCARD Charges	Employee Reimbursement
Registration Fee	350.00				
Est. Mileage: <u>0.00</u> Miles @ _____	0.00				
Actual Mileage: _____					
Other Travel _____	750.00				
Lodging	900.00				
Meals (complete detail below)	300.00				
Other _____ (explain)	200.00				
Total	2,500.00				

Note: All meals must be supported by detailed receipts & names of participants if receipt is for more than one person.

New! As of July 1, 2019, staff are allowed a per diem of \$55* for meals plus the costs of tips, which are reimbursable up to 20% for a maximum daily reimbursement of \$66.

* Major Cities per diem increase must have been pre-approved on the pre-conference form prior to travel.

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 2/18/2026

II. AGENDA ITEM TITLE: ASU + GSV Summit

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

Presentation

Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*

Action/Approval *(new positions/FTE increases for existing positions are action items)*

Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

b) 2026 ASU + GSV Summit: The Assistant Superintendent, Nate Leale, is requesting Board approval for Innovation and Programs Consultant, Sarah Felsing, to attend the 2026 ASU + GSV Summit in San Diego, California, from April 11-15, 2026. Eaton RESA would be responsible for the registration, flight, hotel, and travel expenses. The conference will provide education leaders from all over the United States strategies for meeting new challenges associated with technology and instructional reforms.

RECOMMENDATION: *Approve the request for Sarah Felsing to attend the 2026 ASU+GSV conference, as presented.*

c) **Cost:** _____

d) **Timeframe/term of agreement:** _____ to _____

e) **List Supporting materials/attachments, if any:**

V. RECOMMENDATION: *(Place an X in the box you select)*

Approve the proposed Superintendent Evaluation process/timeline as presented and the appointment of _____ to meet with the Board President and Superintendent to review the current contract.

Authorize the Superintendent to execute agreement

Approve the increase of FTE: Position _____ FTE Increase _____

Award a bid

Other: _____

VI. RECOMMENDED BY: Sean Williams, Superintendent



School Year 25-26

Pre-Conference Request Form

To be completed 2 weeks prior to In State travel / 4 weeks prior to Board Meeting if Out Of State

Conference Information

Employee Name Sarah Felsing Dept: Instructional Services
 Conference Date(s) April 12-16, 2026
 Conference Title GSV Summit 2026
 Conference Location Manchester Grand Hyatt, 1 Market Pl, San Diego, CA 92101

Registration

Will pay using P Card _____ Registration Cost: \$ 2,800
 Account #: 11.221.3220.000.0000
 Vendor Name Michigan Virtual Scholarship via GVC Summit
 Vendor Address 875 N Michigan Ave Ste 3740, Chicago, IL 60611
 Is this a Group Registration no
 If yes, please provide name(s) of other employees in group _____

Other Expenses (Items to be reimbursed after conference with supporting documentation)

Enter 0 in the normal commute field if your normal commute is more than the distance to/from the conference **Miles**
 Mileage from departure (address) 415 Sherman Rd
 to conference (address) Lansing Airport 4100 Capital City Blvd, Lansing, MI 48906 0.00
 Subtract my normal commute (if leaving from home or other non base work location) 0.00
Equals reimbursable one-way mileage 0.00
Roundtrip mileage 0.00
Total estimated mileage for conference timeframe 0.00 @ _____ = \$ 0.00

Other Travel (Air, Train, Bus): Delta Airlines (LAN/DTW to SAN) \$697.00
 Other (Parking, Shuttle, Taxi, Books, etc.): Airport Parking, Uber 200.00
 Meals 275.00

Per diem is \$55* for meals plus tips up to 20%, daily max. of \$66 - See Directions tab regarding pre-approval for *increased per diem for Major Cities.

Lodging Expense (Note: ENSURE hotel has copy of ERESA Tax Exemption Certificate)

Will pay with P Card _____
 # of Nights: 4.00 Daily Rate (include taxes/fees): 422.00 \$ 1,688.00
 Acct # _____
 Hotel Name Omni San Diego
 Hotel Address 1 Park Blvd. San Diego, CA 92101



Rationale for Attendance

I have been a committed member of the Future of Learning Council for the last two years. This conference aligns with the mission of the Future of Learning Council, which is to transform the state's K-12 education system through collaborative design and next-generation learning models. The ASU+GSV Summit is widely considered the most important event for educational innovators, and attending this conference will give me an opportunity to learn from some of the most innovative schools and leaders in the nation.

Total Est. Cost: \$ 5,660.00

Supervisor Approval for Attendance

Sarah Felsing

01/08/2026

Employee Signature

Date

Additional Required Approval for Out-Of-State/Overnight Travel or Major City Per Diem Increase

I certify that overnight travel was approved by the District Superintendent on _____.

I certify that out-of-state travel was approved by the ERESA BOE on _____.

I certify that per diem for meals may be increased to \$_____ due to the location of the conference.

Nathan Leale

Supervisor Signature

Superintendent Signature



Post-Conference Request Form

(To be completed upon return, even if no reimbursement is requested)

Conference Information

Employee Name _____ Dept: _____

Conference Date(s) _____

Conference Title _____

Conference Location _____

Actual Conference Expense

Attach all detailed receipts for which you are requesting reimbursement - attach original purchasing card receipts to P-Card statement.

	Estimated Approval	Actual Expense	ERESA Pre-Paid	ERESA PCARD Charges	Employee Reimbursement
Registration Fee	2,800.00				
Est. Mileage: <u>0.00</u> Miles @ _____ Actual Mileage: _____	0.00				
Other Travel _____	697.00				
Lodging	1,688.00				
Meals (complete detail below)	275.00				
Other _____ (explain)	200.00				
Total	5,660.00				

Note: All meals must be supported by detailed receipts & names of participants if receipt is for more than one person.

New! As of July 1, 2019, staff are allowed a per diem of \$55* for meals plus the costs of tips, which are reimbursable up to 20% for a maximum daily reimbursement of \$66.

* Major Cities per diem increase must have been pre-approved on the pre-conference form prior to travel.

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

- I. DATE OF BOARD MEETING:** _____ **2.18.2026**
- II. AGENDA ITEM TITLE:** MOU Amendment: MAISA Literacy Leader Network
- III. TYPE OF AGENDA ITEM:** *(Place an X in the box you select)*

	Presentation
	Consent Agenda <i>(replacement of/transfer to/resignation from existing positions are consent agenda)</i>
X	Action/Approval <i>(new positions/FTE increases for existing positions are action items)</i>
	Information

IV. AGENDA ITEM DESCRIPTION:

- a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Amend MAISA Educator on Loan Agreement: The Superintendent is requesting Board approval to amend the current agreement with the Michigan Association of Intermediate School Administrators (MAISA) Literacy Leader Network to include one additional FTE, at no cost to Eaton RESA. Melissa Usiak will be employed by Eaton RESA and will collaborate with school and district leaders across the state who are participating in MAISA's Literacy Leader Network. Eaton RESA will be reimbursed 100 percent for all costs associated with the position, including salary, pension contributions, benefits, and FICA. In addition, Eaton RESA will receive indirect funding to offset the costs associated with hosting the position.

- b) **Cost:** None, Grant Funded.
- c) **Timeframe/term of agreement:** Beginning with the date of the last signature on MOU hereon and ending upon the expiration of the grant project period, or upon mutual agreement of the parties, whichever occurs first.
- d) **List Supporting materials/attachments, if any:**

V. RECOMMENDATION: *(Place an X in the box you select)*

X	Approve
	Authorize the Superintendent to execute agreement
	Approve the increase of FTE: Position _____ FTE Increase _____
	Award a bid
	Other:

VI. RECOMMENDED BY: Sean Williams, Superintendent



Memo of Understanding Between Eaton RESA and Michigan Association of Intermediate School Administrators

This Memo of Understanding (MOU) will serve as an agreement between Eaton RESA and Michigan Association of Intermediate School Administrators (MAISA) and Melissa Marie Usiak (Educator on Loan) to establish the Educator on Loan relationship. MAISA will utilize the Eaton RESA employee, Melissa Marie Usiak, for work associated with the Literacy Learning Network (LLN).

Term of the Agreement:

March 1, 2026, through June 30, 2026

*dependent on legislative funding

Educator on Loan, Melissa Marie Usiak will:

- Perform the duties and responsibilities associated with this Educator on Loan agreement competently and professionally, which will reflect positively on both Eaton RESA and MAISA.
- Follow [MAISA policies](#) and comply with applicable state and federal law.
- Maintain any certification or licensure required by MAISA.
- Follow MAISA's work calendar, provided it does not conflict with the Eaton RESA contractual provisions
- Agrees that MAISA will own any work product developed by the employee during this agreement, including any products related to the MAISA project or resulting from the services or use of MAISA resources
- Allow MAISA and its affiliated LEAs, partners, consultants, and coaches within Michigan to use materials and training resources created or modified under the LLN in perpetuity
- MAISA is able to retain the use of the resources created under this contract in support of professional learning around the Essential Practices. *This may include access to videos and content via website, YouTube, etc.*
- Hold Eaton RESA and MAISA harmless for any impact executing this Agreement may have on her retirement benefits.

General Description of Position:

The LLN Project Director will support short-term and long-term goals for the Literacy Learning Network (LLN). The Educator-on-Loan will lead.



Specific Responsibilities:

The LLN Project Director will work with the Early Literacy Professional Learning (ELPL) team and project staff to lead and coordinate the Literacy Learning Network (LLN) work to support the outcomes of LLN, ELPL, and 35a(7) legislative requirements. Specifically, the LLN Project Director will focus attention on the following:

Key Responsibilities Include:

- Support the development and facilitation of literacy leadership events including LLN
- Plan, organize, and support the literacy coaching work in alignment with the 35m assurances
- Collect regular input and interact with project stakeholders and participants
- Collaborate with the MAISA Early Literacy team to ensure coherence
- Ability to develop/design professional learning materials/modules
- Present to large groups in ways that are engaging and thoughtful
- Provide data from all LLN participants at the beginning and end of each coaching cycle
- Maintaining a shared calendar of project meetings, deadlines, goals, etc.
- Integrate MAISA Assets into the project deliverables
- Support project reporting and evaluation activities
- Work to advance the goals of MAISA and the work of Michigan's ISDs
- Other duties as assigned.

Agreed Upon Fee for Service:

- The agreed-upon rate for service is not to exceed \$90,755.72 (salary, benefits costs).
- The total fees will reflect 87 days of work.
- MAISA will also reimburse Eaton RESA for associated employment expenses related to this Educator on Loan agreement, such as travel, meals, cell phone reimbursement, etc.
- Eaton RESA will invoice at least quarterly. Invoices can be sent to the MAISA Operations Office, attention Angie Kinney, akinney@gomaisa.org.
- Eaton RESA will notify MAISA of any changes in the employment status of the Educator on Loan, Melissa Marie Usiak.
- Upon request, MAISA will provide feedback on the job performance that the Eaton RESA may use as part of the employee evaluation

Termination:

Any party may terminate this agreement with or without cause after giving 30 days prior written notice to the other of intent to terminate. The parties shall act in good faith during the 30-day period after any notice of intent to terminate. Any funds due under this agreement will be prorated. Any such amounts owed by either party to the other shall be paid within 30 days of the date set for early termination of this contract.



MAISA

MICHIGAN ASSOCIATION
OF INTERMEDIATE SCHOOL
ADMINISTRATORS

SUPPORTING REGIONAL EDUCATION SERVICE AGENCIES

Eaton RESA Signature: _____

Date: _____

MAISA Signature: _____

Date: _____

Melissa Marie Usiak Signature: _____

Date: _____

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent’s Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

- I. DATE OF BOARD MEETING:** 2.18.2026
- II. AGENDA ITEM TITLE:** Superintendent Evaluation
- III. TYPE OF AGENDA ITEM:** *(Place an X in the box you select)*

	Presentation
	Consent Agenda <i>(replacement of/transfer to/resignation from existing positions are consent agenda)</i>
X	Action/Approval <i>(new positions/FTE increases for existing positions are action items)</i>
	Information

IV. AGENDA ITEM DESCRIPTION:

- a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Based on the self-evaluation and evidence provided by the Superintendent to the Board and the Board's completion of the Superintendent's annual evaluation on February 4, 2026, the Board has reached consensus on an overall annual performance rating of Effective for Dr. Sean Williams. Beginning July 1, 2024, Effective is the highest rating allowed under MCL 380.1249b.

- b) **Cost:** None, Grant Funded.
- c) **Timeframe/term of agreement:** _____
- d) **List Supporting materials/attachments, if any:**

V. RECOMMENDATION: *(Place an X in the box you select)*

X	<i>Approve Authorize the Board President to execute the Superintendent Evaluation for Dr. Sean Williams with an overall annual performance rating of Effective, the highest rating available under MCL 380.1249b, as presented.</i>
	Authorize the Superintendent to execute agreement
	Approve the increase of FTE: Position _____ FTE Increase _____
	Award a bid
	Other:

VI. RECOMMENDED BY: Sean Williams, Superintendent



ISD/RESA

SUPERINTENDENT
EVALUATION INSTRUMENT

Introduction

The Revised School Code requires school boards to evaluate their superintendent's job performance annually as part of a comprehensive performance evaluation system that takes into account student growth and assessment data. MASB is pleased to provide this superintendent evaluation instrument based on the requirements of the Revised School Code. The instrument provides school districts a straightforward option for superintendent evaluation. It may be used alone or in conjunction with a facilitated evaluation.

Professional Standards for Educational Leaders

This evaluation instrument is based in part on two bodies of research: *The Professional Standards for Educational Leaders*, which were reviewed and published by the National Policy Board for Educational Administration in 2015 and *School District Leadership that Works: The Effect of Superintendent Leadership on Student Achievement* which was conducted by Mid-continent Research for Education and Learning (McREL) in 2006. For detailed information on the research base, please consult the appendixes of this document.

Requirements, Process, Timeline and Resources

Please consult the appendixes of this document for considerable supplementary information and guidance on superintendent evaluation.

Scoring

MASB recommends scoring on the rubric be limited to whole numbers (1, 2, 3) and half numbers (1.5, 2.5). Scoring in lesser increments undermines the reliability of the evaluation instrument.

Training

The Revised School Code requires Board of Education members to receive training on the evaluation instrument to be used for the superintendent and rater reliability training. Training must also be provided to the superintendent regarding the measures used in the evaluation system and how each measure will be used.

Posting Requirements

Districts must post comprehensive information on their websites in regards to the evaluation instrument being used. For details in regards to the MASB Superintendent Evaluation instrument's posting requirements, please visit masb.org/postingrequirements.

Who to Contact

Topic	Contact	Contact
Superintendent Evaluation	517.327.5928	search@masb.org
Training on Superintendent Evaluation	517.327.5904	leadershipservices@masb.org
Legal Questions	517.327.5929	legal@masb.org
Facilitated Evaluation	517.327.5904	leadershipservices@masb.org

Table of Contents

- A. Governance & Board Relations.....4**
- B. Community Relations.....6**
- C. Staff Relations.....8**
- D. Business & Finance..... 10**
- E. Instructional Leadership..... 12**
- F. Determining the Professional Practice Rating..... 14**
- G. Other Required Components of Evaluation..... 15**
 - Student Growth 15
 - Progress Toward District-Wide Goals 15
- H. Compiling the Summative Evaluation Score..... 16**

- Appendix A – Research Base 17*
- Appendix B – Process for Completing Year-End Evaluation for Superintendent 18*
- Appendix C – Conducting the Formal Evaluation and Conference 19*
- Appendix D – Considerations Related to the Closed Meeting Exception 20*
- Appendix E – Possible Timelines for Evaluation of the Superintendent 21*
- Appendix F – Establishing Performance Goals for the Superintendent 22*
- Appendix G – Evidence 23*
- Appendix H – Possible Evidence of Performance 24*
- Appendix I – Contingencies 26*
- Appendix J – Student Growth and Assessment Data or Student Learning Objectives Metrics 27*
- Appendix K – Developing an Individual Improvement Plan for the Superintendent 28*
- Appendix L – Training 29*

- Authors..... 30

A. Governance & Board Relations

Weight: 20%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
A1	Policy Involvement Professional Standards for Educational Leaders: 2, 9	Makes decisions without regard to adopted policy.	Provides correspondence from policy provider with recommendation(s) for adoption. Follows as written.	Is actively involved in the development, recommendation and administration of district policies.	3
A2	Goal Development Professional Standards for Educational Leaders: 1, 9, 10	Goals are not developed.	Goals are defined by implementing state curriculum and seeking to maximize student scores.	Facilitates the development of short-term goals for the district and reports goal progress to board. Provides the necessary financial strategies to meet those goals. Budget practices help to ensure alignment of resources to goals.	3
A3	Information Professional Standards for Educational Leaders: 2, 7, 9	Does not provide the information the board needs to perform its responsibilities.	Keeps only some members informed, making it difficult for the board to perform its responsibilities.	Has established mutually agreed upon protocols that consistently keeps all board members informed with appropriate information as needed so the Board may perform its responsibilities.	3
A4	Materials and Background Professional Standards for Educational Leaders: 7, 9	Meeting materials aren't readily available. Members arrive at meetings without enough prior information regarding agenda or background information.	Meeting materials are incomplete, and don't include adequate background information or historical perspective.	Meeting materials are provided with adequate background and historical perspective included. Recommendations are well thought out.	3
A5	Board Questions Professional Standards for Educational Leaders: 2, 7, 9	Board questions aren't answered fully nor in a timely manner.	Most board questions are answered. All members aren't apprised of all relevant questions/answers.	Board questions are addressed with follow-up to all board members.	3
A6	Board Development Professional Standards for Educational Leaders: 6	Doesn't promote and does not budget for board development.	When prompted, provides members with information about board development.	Actively encourages board development by providing board members with information regarding board development opportunities when they arise. Ensures funding is available and aligned to board development plan.	3
Category rating:					3

Artifacts that may serve as evidence of performance in this domain:

- Meeting agendas/minutes
- Board packets
- Board development materials
- Memos/communications
- Board policies/policy book
- Retreat agendas/minutes
- Board development plan
- Communication protocols
- Policy review calendar

A. Governance & Board Relations, continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>The Board is always made aware of what is going on behind the scenes. There are no sense of surprises and Sean is always proactive rather than reactive. The Board is given weekly update memos on the State of the RESA, updates are given as needed and Sean always tries to be in the know on what is going on and transfers that information to the Board.</p>	

B. Stakeholder Relations

Weight: 15%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
B1	Constituent District Feedback Professional Standards for Educational Leaders: 1, 8	Does not seek or accept input from or engage constituent district representatives in planning or goal setting.	Accepts suggestions and input from constituent district representatives but fails to seek it. Does not engage constituent district representatives in district-wide planning or goal setting.	Readily accepts constituent district representatives input and engages constituent district representatives in district-wide planning and goal setting.	3
B2	Communication With Community/Region Professional Standards for Educational Leaders: 1, 8	Isn't readily available for parents, businesses, governmental and civic groups. Avoids direct communication unless absolutely necessary.	Is available for parents, businesses, governmental and civic groups, providing them with information, but doesn't engage. Is not proactive with communication.	Actively seeks two-way communication with community, business, regional agencies, and civic groups as appropriate.	3
B3	Community/Regional Input Professional Standards for Educational Leaders: 1, 8	Doesn't accept input or engage businesses, governmental, regional agencies, or civic groups in goal setting.	Accepts suggestions and input but does not seek it. Does not engage businesses, governmental, regional agencies, or civic groups in district-wide goal setting.	Seeks input, creates methods to actively engage businesses, governmental, regional agencies, or civic groups in decision-making as well as setting and supporting district-wide goals.	3
B4	Media Relations Professional Standards for Educational Leaders: 1, 8	Communicates with the media only when requested.	Isn't proactive, but is cooperative with the media when contacted.	Actively engages the media to promote the district and provide timely and effective information.	3
B5	District/Regional Image Professional Standards for Educational Leaders: 1, 8	Is indifferent or negative about the district/region. Does not speak well or represent the district well in front of groups.	Doesn't actively promote the district/region. Speaks adequately in public.	Projects a positive image at all times and is a champion for the district/region. Knowledgeable and speaks well for the district/region.	3
B6	Approachability Professional Standards for Educational Leaders: 1, 8	Is neither visible nor approachable by members of the community or region.	Is not consistently visible at events or in the community. Is not consistently approachable by members of the community or region.	Is consistently visible at a variety of events and is approachable by members of the community and region.	3
Category rating:					3

Artifacts that may serve as evidence of performance in this domain:

- Third party survey data
- School accreditation survey data
- Meeting invitations, agendas
- Press releases
- Community meeting agendas
- News clips/interviews
- Community engagement calendar
- Strategic planning agenda(s)
- Communications

B. Stakeholder Relations, continued

Weight: 15%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>Sean continues to be a presence in the local and surrounding community. The RESA is represented and known in many circles. The sense of value stakeholders feel as contributors to the RESA processes is seen Statewide.</p>	

C. Staff Relations

Weight: 15%

	Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
C1 Staff Input Professional Standards for Educational Leaders: 6, 7	Doesn't accept input or engage teachers and staff in decision-making or goal setting.	Accepts suggestions and input from staff but does not seek it. Does not engage staff in district-wide goal setting or decision-making.	Actively seeks staff input and engages staff in goal setting and decision-making.	3
C2 Staff Communications Professional Standards for Educational Leaders: 2, 7, 9	Doesn't inform staff of matters that may be of concern.	Is inconsistent in keeping staff informed of important matters.	Consistently keeps staff informed of important matters.	3
C3 Personnel Matters Professional Standards for Educational Leaders: 9	Personnel matters are not handled in a consistent manner. Some situations may be handled with bias.	Many personnel matters are handled, but not always in a consistent manner.	Personnel matters are handled with consistency, fairness, discretion, and impartiality. Personnel procedures are regularly reviewed, communicated to staff, and updated as needed.	3
C4 Delegation of Duties Professional Standards for Educational Leaders: 9, 10	Doesn't delegate duties. Maintains too much personal control over all district operations.	Delegates duties as staff members request additional responsibilities.	Delegates responsibility to staff that will foster professional growth, leadership and decision-making skills.	3
C5 Recruitment Professional Standards for Educational Leaders: 6	There is no formal or informal recruitment process and/or hiring is considered in an arbitrary manner.	An informal recruitment and hiring process is in place, but is not used consistently.	A formal recruitment and hiring process is followed for each hiring opportunity. Actively recruits the best staff available and encourages their application to the district.	3
C6 Labor Relations (Bargaining) Professional Standards for Educational Leaders: 9	Is unable to work with union leadership, doesn't work to improve relations.	Is inconsistent in working with union leadership in regard to bargaining and labor relations.	Proactively works with union leadership to build relationships with staff groups and establishes trust and effective sharing of information in the bargaining process as appropriate.	3
C7 Visibility Professional Standards for Educational Leaders: 3, 4, 5, 6	Seldom visits ISD programs or participates in ISD activities.	Visits ISD programs and participates in ISD activities occasionally.	Regular, purposeful visits to ISD programs and participation in ISD activities are a priority.	3
Category rating:				3

Artifacts that may serve as evidence of performance in this domain:

- Third-party survey data
- School accreditation survey data
- Hiring process documentation
- Personnel policies and procedures
- Recruitment calendar
- Staff leadership development plan
- Negotiations documentation
- School visit calendar
- Communications
- Staff meeting agendas/minutes

C. Staff Relations, continued

Weight: 15%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>The use of surveys to gauge staff response shows year over year the culture of collaboration builds a sense of belonging and ownership. Staff feel appreciated and valued. The true sense of being a team is felt in all departments.</p>	

D. Business & Finance

Weight: 20%

		Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
D1	Budget Development and Management Professional Standards for Educational Leaders: 1, 2, 9	Budget knowledge is limited. The budget is developed and managed without taking into consideration current needs of the district.	Works to develop and manage the budget to meet the immediate fiscal issues. Decisions are primarily reactive to current needs of the district.	Budget actions are proactive and consider the most current information and data while also planning for long-range needs. A balance is sought to meet the needs of students and remain fiscally responsible to the community.	3
D2	Budget Reports Professional Standards for Educational Leaders: 1, 2, 9	Doesn't report financial information to the board except with the annual audit.	Reports the status of financial accounts as requested by the board.	Reports to the board concerning the budget and financial status on a regular basis (monthly, quarterly, etc.) as agreed upon by governance team.	3
D3	Financial Controls Professional Standards for Educational Leaders: 2, 9	Annual audit has revealed areas that are in need of improvement. Financial accounts aren't in order.	Annual audit is used to reveal any discrepancies. Internal controls are inconsistent.	Promotes appropriate financial controls, including third-party audits and reconciliation of accounts. Is up-to-date with GAAP and state accounting procedures. Maintains internal controls.	3
D4	Fixed Asset Management Professional Standards for Educational Leaders: 5, 9	Management plans for fixed assets are not created. Maintenance and replacement is only performed when absolutely needed.	Fixed asset needs are discussed internally, but no plan(s) is created. Replacement and maintenance needs are addressed on an as-needed basis.	Plans for fixed asset management, replacement and routine maintenance are in place. These plans include future growth, upgrades, and secure funding.	3
D5	Resource Allocation Professional Standards for Educational Leaders: 1, 9	Resources are allocated inconsistently and without consideration of district needs.	Resources are allocated to meet immediate needs.	Resources are distributed consistently based upon district goals/needs and seek to meet both immediate and long-range objectives.	3
D6	Operations & management, Shared Services Professional Standards for Educational Leaders: 1, 9	Does not seek to explore, provide or expand operation or management support services to constituent districts.	Accepts requests from constituent districts to examine but fails to seek out or explore opportunities for consolidation of operation or management services to support constituent districts.	Seeks opportunities and creates options for consolidation of operation or management services to support constituent districts while involving constituent district representatives in planning and design.	3
Category rating:					3

Artifacts that may serve as evidence of performance in this domain:

- Strategic plan
- Auditor's report
- District budget
- Budget-related communications
- Election results that impact funding or facilities
- Evidence of budgetary alignment to district-wide goals
- Grants received/applied for
- Policies/procedures related to fund management
- Long-term financial forecast data
- Facilities maintenance plan
- Facilities management plan

D. Business & Finance, continued

Weight: 20%

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
<p>Eaton RESA continues to operate with a solid budget and clean audit reports. Sean has put in place a solid finance team and they are great at what they do. The transparency to the Board and local districts is the leading part of the finance aspect.</p>	

E. Instructional Leadership

Weight: 30%

	Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
E1 Performance Evaluation System Professional Standards for Educational Leaders: 6, 9, 10	No performance evaluation system is in place and/or not all evaluations have been completed as required.	Most performance evaluations are completed in a timely manner and are in compliance with state law.	Performance evaluation system has been established that is in compliance with state law, provides opportunities for growth to instructional staff, and is applied consistently across the district with consistent results. Individual Development Plans are provided to staff rated as less than effective.	3
E2 ISD Staff Development Professional Standards for Educational Leaders: 6, 10	Staff development is rarely provided for ISD staff and is not aligned to developmental goals.	Staff development programs are offered based upon available opportunities without alignment to developmental goals.	Staff development is offered for ISD staff based upon available opportunities and is aligned toward developmental goals.	3
E3 Constituent District Staff Development Professional Standards for Educational Leaders: 6, 10	Staff development is rarely provided for constituent district employees and is not aligned to developmental goals.	Staff development is offered for constituent district employees based upon available opportunities without alignment to developmental goals.	The ISD plays a leadership role in providing staff development for constituent district employees and ensuring alignment to developmental goals.	3
E4 School Improvement Professional Standards for Educational Leaders: 6, 9, 10	School improvement (MICIP) efforts are limited. There is no comprehensive plan in place.	School improvement plans (MICIP) are in place at the building level but lack district-wide coordination.	School improvement (MICIP) plans are in place at all buildings and align to the district-wide goals.	3
E5 Curriculum Professional Standards for Educational Leaders: 4, 7	Curriculum isn't a priority in the district and/or is inconsistent across grade levels.	Teachers of ISD programs are allowed to define their own curriculum.	The Michigan Merit or a Modified Curriculum is in place in compliance with applicable state standards. A process of routine curriculum review, development and alignment is practiced within ISD operated programs.	3
E6 Instruction Professional Standards for Educational Leaders: 4, 6, 7	There is little to no focus on instruction. Technology is not utilized in classroom instruction.	Teachers are encouraged to enhance their instructional skills and embrace technology, but no comprehensive program(s) is in place.	Effort is made to accommodate diverse learning needs and levels of readiness. Technology is used to enhance teaching and learning.	3
E7 Student Voice Professional Standards for Educational Leaders: 3, 5	Doesn't accept input or seek student feedback.	Accepts suggestions and input from students but does not seek it.	Seeks the student voice through engagement of students in goal development and/or decision-making.	3
E8 Support for Students Enrolled in ISD Programs Professional Standards for Educational Leaders: 3, 5	Few and inconsistent supports are in place for students enrolled in ISD programs.	Limited supports are in place for students enrolled in ISD programs and those supports lack coherence.	Comprehensive systems of support are in place to meet the needs of all students enrolled in ISD programs. Maintains a safe, caring and healthy learning environment.	3

E. Instructional Leadership, continued

Weight: 30%

	Needing Support (1 pt)	Developing (2 pt)	Effective (3 pt)	Rating
E9 Assistance to Constituent Districts Related to Systems of Support for Students Professional Standards for Educational Leaders: 3, 5	Few and inconsistent supports are in place for students enrolled in ISD programs.	Limited supports are in place for students enrolled in ISD programs and those supports lack coherence.	Comprehensive systems of support are in place to meet the needs of all students enrolled in ISD programs. Maintains a safe, caring and healthy learning environment. Develops and maintains productive shared staff arrangements with constituent districts where appropriate.	3
E10 Professional Knowledge Professional Standards for Educational Leaders: 1, 4, 6	Is uninvolved in current instructional programs. Is unaware of current instructional issues. Does not hold appropriate superintendent certification and is not enrolled in appropriate certification program.	Is somewhat knowledgeable of current instructional programs. Relies on others for information/data. Does not hold appropriate superintendent certification but is currently enrolled in appropriate certification program.	Demonstrates knowledge and comfort with current instructional programs. Seeks to communicate with others how the district is implementing best practices. Participates actively in professional groups and organizations for the benefit of the district and personal, professional growth. Holds and maintains appropriate superintendent certification.	3

Category rating: 3

Artifacts that may serve as evidence of performance in this domain:

- Staff evaluation calendar
- District performance evaluation system
- Superintendent professional growth plan
- Curriculum
- RtI/MTSS
- Superintendent professional development
- Teacher analysis of student achievement data
- Curriculum audit
- Strategic plan/district-wide goals
- Staff development plan
- Professional development calendar
- Instructional model(s)
- Documentation of instructional rounds
- Curriculum team agendas
- Instructional audit
- Coaching documentation
- Observational data from staff
- Positive behavior supports/character programs

If a performance goal has been established related to one of the performance indicators above, write it below:

Performance Indicator:	Goal:
Evidence:	

Category rating should be reflected within the performance indicator.

Comments by Board of Education:	Comments by the Superintendent:
--	--

F. Determining the Professional Practice Rating

Superintendent Name:

School Year:

Item	Weight of Category	Category Score (%)	Category Weighted Score
A. Governance & Board Relations	20% (.2)	3 x 20%	= 0.6
B. Community Relations	15% (.15)	3 x 15%	= 0.45
C. Staff Relations	15% (.15)	3 x 15%	= 0.45
D. Business & Finance	20% (.2)	3 x 20%	= 0.6
E. Instructional Leadership	30% (.3)	3 x 30%	= 0.9
Total Possible	100%	Score:	3
		Adjusted (Score / 3) =	100%

G. Other Required Components of Evaluation

Superintendent Name:

School Year:

Student Growth and Assessment Data or Student Learning Objectives Metrics

Weight: 20%

Student growth and assessment data used for superintendent evaluation may be the combined student growth and assessment data used in teacher/administrator evaluations for the entire district. Districts should establish a student growth model to be used for teacher and administrator evaluations.

	Needs Support (1pt)	Developing (2 pt)	Effective (3 pt)	Rating
	Locally determined	Locally determined	Locally determined	
Growth:				
Evidence:	District Growth Model			
Component score:				0

Progress Toward District-Wide Goals

Weight: 15%

Progress made by the school district in meeting the goals set forth in the school district's school improvement plans (MICIP) or district goals.

	Needs Support (1pt)	Developing (2 pt)	Effective (3 pt)	Rating
	Progress was made on fewer than 67% of goals	Progress was made on 67-84% of goals	Progress was made on 85-100% of goals	
Progress:				
Evidence:	As indicated in District-Wide Improvement Plan or District Goals			
Component score:				0

H. Compiling the Summative Evaluation Score

Component	Weight of Component	Component Score (%)	Component Weighted Score
Professional Practice (Adjusted score, pg. 14)	65% (.65)	3 x 65%	= 1
Student Growth (Component score, pg. 15)	20% (.20)	0 x 20%	= 1
Progress Toward District-Wide Goals (Component score, pg. 15)	15% (.15)	0 x 15%	= 1
Total Possible	100%	Total Score:	3
		Total Score / 3=	100%

Evaluation rating as follows: 85% - 100% = Effective; 67% - 84% = Developing; Less than 67% = Needing Support

Comments by Board of Education:	Comments by the Superintendent:
Sean continues a culture of collaboration. He encourages staff to contribute to their fields on the State and National levels. As a result, Eaton RESA is a leader and name in the ISD field.	

Board President's Signature: _____ Date: _____ Superintendent's Signature: _____ Date: _____

(Superintendent's signature indicates that he or she has seen and discussed the evaluation; it does not necessarily indicate agreement with the evaluation.)

Appendix A – Research Base

National Policy Board for Educational Administration (2015). Professional Standards for Educational Leaders 2015. Reston, VA: Author.

The 2015 Standards are the result of an extensive process that took an in-depth look at the new education leadership landscape. It involved a thorough review of empirical research (see the Bibliography for a selection of supporting sources) and sought the input of researchers and more than 1,000 school and district leaders through surveys and focus groups to identify gaps among the 2008 Standards, the day-to-day work of education leaders and leadership demands of the future. The National Association of Elementary School Principals, National Association of Secondary School Principals and American Association of School Administrators were instrumental to this work. The public was also invited to comment on two drafts of the Standards, which contributed to the final product. The National Policy Board for Education Administration, a consortium of professional organizations committed to advancing school leadership (including those named above), has assumed leadership of the 2015 Standards in recognition of their significance to the profession and will be their steward going forward.

Mid-continent Research for Education and Learning (2006). School District Leadership that Works: The Effect of Superintendent Leadership on Student Achievement. Denver, CO: Author.

To determine the influence of district superintendents on student achievement and the characteristics of effective superintendents, McREL, a Denver-based education research organization, conducted a meta-analysis of research—a sophisticated research technique that combines data from separate studies into a single sample of research—on the influence of school district leaders on student performance. This study is the latest in a series of meta-analyses that McREL has conducted over the past several years to determine the characteristics of effective schools, leaders and teachers. This most recent meta-analysis examines findings from 27 studies conducted since 1970 that used rigorous, quantitative methods to study the influence of school district leaders on student achievement. Altogether, these studies involved 2,817 districts and the achievement scores of 3.4 million students, resulting in what McREL researchers believe to be the largest-ever quantitative examination of research on superintendents.

Appendix B – Process for Completing Year-End Evaluation for Superintendent

Planning: At the beginning of the year in which the evaluation is to occur, the Board of Education and superintendent convene a meeting in public and agree upon the following items:

- Evaluation instrument
- Evaluation timeline and key dates
- Performance goals (if necessary beyond performance indicators outlined in rubric, district-wide improvement goals and student growth model)
- Appropriate benchmarks and checkpoints (formal and informal) throughout year
- Artifacts to be used to evidence superintendent performance
- Process for compiling the year-end evaluation
- Process and individual(s) responsible for conducting the evaluation conference with the superintendent
- Process and individual(s) responsible for establishing a performance improvement plan for the superintendent, if needed
- Process and individual(s) responsible for sharing the evaluation results with the community

Checkpoints: The Board of Education and superintendent meet at key points in the evaluation year as follows:

- **Three months in – *Informal update*** – Superintendent provides written update to the board. Board president shares with the superintendent any specific concerns/questions from the board.
- **Six months in – *Mid-Year Progress Report*** – Superintendent provides update on progress along with available evidence prior to convening a meeting in public. Board president collects questions from the board and provides to superintendent prior to meeting. Board and superintendent discuss progress and make adjustments to course or goals, if needed. **THIS MID-YEAR PROGRESS REPORT IS A REQUIREMENT**
- **Nine months in – *Informal update*** – Superintendent provides written update to the board. Board president shares with the superintendent any specific concerns/questions from the board.
- **11-12 months in – *Formal evaluation*** – Superintendent conducts self-evaluation; presents portfolio with evidence to Board of Education (made available prior to meeting). Board members review portfolio prior to evaluation meeting; seek clarification as needed. Board president (or consultant) facilitates evaluation. Formal evaluation is adopted by Board of Education.

Appendix C – Conducting the Formal Evaluation & Conference

Prior to meeting:

- 1) Superintendent prepares self-evaluation, compiles evidence and provides to Board of Education.
- 2) Board members seek clarity, as needed, regarding self-evaluation or evidence provided.
- 3) Board of Education members receive blank evaluation instrument and make individual notes about their observations.

During meeting:

- 4) Superintendent presents self-evaluation and evidence. Superintendent remains present throughout the meeting.
- 5) Board president or Facilitator reviews with Board of Education superintendent's self-evaluation and evidence provided for each domain and facilitates conversation about performance.
- 6) Score is assigned for each performance indicator via consensus of the Board of Education.
- 7) Upon completion of all performance indicators within all domains, the tool will calculate the overall professional practice score and identify the correlating rating.
- 8) The Board of Education reviews evidence provided related to progress toward district-wide goals and assigns a score via consensus.
- 9) The Board of Education reviews evidence provided related to the District Student Growth Model and assigns a score via consensus.
- 10) The tool will calculate the overall evaluation score based on professional practice, progress toward district-wide improvement goals and student growth ratings.
- 11) The Board President or Facilitator makes note of themes/trends identified by the Board of Education during the evaluation.
- 12) The Board reconvenes in open session if they have done the evaluation in closed session
- 13) Board president calls for vote to adopt completed year-end evaluation for superintendent.
- 14) After approval of the evaluation, the Superintendent notes their comments on evaluation if desired.
- 15) Board president and superintendent sign completed evaluation form and it goes into the personnel file and the overall rating is reported in the REP.

Appendix D – Considerations Related to the Closed Meeting

The Board of Education may go into closed session for certain aspects of the superintendent’s evaluation but ONLY at the request of the superintendent. A superintendent who has requested a closed session may rescind the request at any time. The following table identifies which aspects of the process need to be in open and closed session:

OPEN PHASE

Scheduling the evaluation
Choosing and modifying the evaluation instrument
Establishing performance goals or expectations
Determining process for the evaluation
Voting to go into closed session

CLOSED PHASE ***only if requested by employee***

Discuss & deliberate about evaluation/performance of the superintendent

OPEN PHASE

Adoption of the evaluation
Related board actions and discussions

Consensus That Involves a Closed Session

1. Superintendent requests a closed session for the purpose of their evaluation.
2. Board of Education votes to go into closed session.
3. Board of Education moves into closed session: the superintendent remains present throughout the session unless they choose to excuse themselves.
4. Board president or facilitator reviews with the Board of Education the superintendent’s self-evaluation and evidence provided for each domain and facilitates a conversation about performance. A consensus of the Board of Education is identified for each domain score.
5. Board president reviews with Board of Education evidence provided related to progress towards district-wide goals. A consensus of the Board of Education is identified for progress towards district-wide goals via consensus of Board of Education.
6. Board president reviews with Board of Education evidence provided related to district’s student growth model. A consensus of the Board of Education is identified for student growth.
7. Upon completion of all areas, the tool will calculate the overall score and identify the correlating rating.
8. Board president or facilitator makes a note of themes that were identified by the Board of Education during the evaluation.
- 9. Board of Education comes out of Closed Session and returns to an Open Meeting.**
10. Board president asks for a motion to approve the evaluation (since the work was completed in closed session, it is confidential until approved by the Board). Once approved by the Board:
 - The consensus score/rating for the overall evaluation can be identified and a public statement can be announced.
11. Superintendent notes their comments on the evaluation, if desired.
12. Board president and superintendent sign the completed evaluation form.
13. Board president works with the superintendent to coordinate further public statement about the superintendent’s performance if needed.

*The completed evaluation form reflects the Board of Education’s assessment of the superintendent’s performance and is subject to FOIA.
The forms used by individual board members for notes are not subject to FOIA providing they are not calculated into an average score.*

Appendix E – Possible Timelines for Evaluation of the Superintendent

Key dates and deliverables for superintendent evaluation should be mutually agreed upon by the Board of Education and the superintendent at the *beginning* of the evaluation cycle. Timeline scenarios and key benchmark descriptions are provided below.

January – December		June – July		March – April	
Activity	Month	Activity	Month	Activity	Month
Tool, process, timeline and goals mutually established	January	Tool, process, timeline and goals mutually established	July	Tool, process, timeline and goals mutually established	May
Informal update	April	Informal update	October	Informal update	August
Mandatory Mid-year Progress Report	June	Mandatory Mid-year Progress Report	December	Mandatory Mid-year Progress Report	October
Informal update	August	Informal update	February	Informal update	December
Annual evaluation	November	Annual evaluation	May	Annual evaluation	March
Advantage: Aligns with election cycle. Board members who establish goals are likely the same board members evaluating performance.		Advantage: Aligns with the school year. Is compatible with natural flow of the school year as well as hiring cycle for most superintendents.		Advantage: Aligns with contract renewal cycle in many cases. Boards of Education must provide superintendents 90 days’ notice in the event of nonrenewal of contract.	

Beginning of Cycle	Informal Update	Mid-cycle Formal Update	Annual Evaluation
<p>Board of Education and superintendent mutually agree upon:</p> <ul style="list-style-type: none"> • System (tool) to be used • Timeline and key dates • Goals, benchmarks and evidence • How evaluation will be compiled • How evaluation will be shared with superintendent • How evaluation will be shared with the community 	<ul style="list-style-type: none"> • Board president shares any specific questions or concerns from board members • Superintendent provides a written update to the board on goals, expectations and indicators of success • Board offers input on status/progress to-date 	<ul style="list-style-type: none"> • Board president provides questions from the board prior to meeting • Superintendent provides update on progress with available evidence • Board seeks clarification if needed • Discussion on progress and growth • Adjustments to course or goals are discussed 	<ul style="list-style-type: none"> • Superintendent performs self-evaluation; presents portfolio with evidence to Board of Education • Board members review portfolio prior to evaluation, seek clarification as needed • Board president or consultant facilitate evaluation • Formal evaluation is presented to and adopted by Board of Education • Board president and superintendent coordinate public statement regarding superintendent performance
		57	

Appendix F – Establishing Performance Goals for the Superintendent

The MASB Superintendent Evaluation instrument provides a framework for evaluating the superintendent in critical areas of professional practice as well as the state-required components of student growth and progress towards district-wide goals. Additional performance goals should be established in exceptional circumstances to clarify the board’s expectations and give priority to the work being done. For this reason, performance goals should be limited in number, aligned to district goals and assist in clarifying accountability.

Superintendent performance goals may be developed from:

- A specific district goal
- A job performance indicator within an evaluation instrument
- Student performance data

When establishing performance goals, the following guidelines should be considered:

- Involve all board members and superintendent
- Decide on desired results
- Develop performance indicators
- Identify supporting documentation (evidence)
- Review and approve final performance goals, indicators and evidence
- Monitor progress at scheduled checkpoints

Performance Goal Fundamentals

Performance goals should be S-M-A-R-T:

Specific – Goals should be simplistically written and clearly define what is expected.

Measurable – Goals should be measurable and their attainment evidenced in some tangible way.

Achievable – Goals should be achievable given the circumstances and resources at hand.

Results-focused – Goals should measure outcomes not activities.

Time-related – Goals should be linked to a specific timeframe.



Process for Goal Development

1. Identify the district goal/priority/indicator/student performance data the superintendent’s goal is intended to support
2. Ask the superintendent:
 - a. What will we see next year toward the accomplishment of this that we don’t see now?
 - b. What measure will we use to know that the difference represents meaningful progress?
3. Allow superintendent time to craft a response
4. Once agreed upon, board and superintendent develop SMART goal statements

Appendix G – Evidence

Validity, reliability and efficacy of the MASB Superintendent Evaluation Instrument relies upon board members using evidence to score superintendent performance.

- Artifacts to serve as evidence of superintendent performance should be identified at the beginning of the evaluation cycle and mutually agreed upon by the Board of Education and the superintendent.
- Artifacts should be limited to only what is needed to inform scoring superintendent performance. Excessive artifacts cloud the evaluation process and waste precious time and resources.
- Boards of Education and superintendents should establish when artifacts are to be provided, i.e., as they originate, at designated checkpoints, during self-evaluation, etc.

A list of possible artifacts that may be used as evidence is provided at the end of each professional practice domain rubric. See the appendixes of this document for additional artifacts that may serve as evidence of performance.

Appendix H – Possible Evidence of Performance

Evidence helps to demonstrate performance of the superintendent and remove guess work and subjectivity from evaluation. The following artifacts may be used as evidence of performance. This list is not comprehensive.

1 Administrative "calendar" – critical dates calendar (RE: due dates, etc.) and board presentation cycle/annual reports	20 Community survey	39 Enrollment plans
2 Administrative team book study (agendas and minutes)	21 Comprehensive School Improvement Plan	40 Equity district-wide program results
3 Administrative team meeting agendas	22 Customer satisfaction indices	41 Evidence of annual review of district's mission statement and alignment to practice
4 Affirmative action plan	23 Curriculum team meeting agendas	42 Evidence of implementation of formal project management techniques
5 Agendas and/or minutes from community planning meetings, including key communicators meetings	24 Curriculum and instructional audit	43 Evidence of relationship building (notes, cards, emails, etc.)
6 Auditor's report	25 Data on outreach programs	44 Evidence of teachers examining student achievement data
7 Background checks verification	26 Department of Education site visit summative report	45 Feedback from a wide variety of stakeholders about performance as the superintendent
8 Board and administrative goals	27 Dynamic Indicators of Basic Early Literacy Skills (DIBELS) Data	46 Formal and informal community partnership agreements and plans
9 Board meeting agendas	28 Development of wikis, blogs, etc., to collect feedback on specific issues in the district	47 Formative assessments to inform instruction
10 Board policy and administrative policy enforcement that's reflective of a "new" vision with supporting materials	29 District Budget	48 Grants received/applied for – alignment to goals of the district; sustainability
11 Bullying/harassment programs	30 District-wide School Improvement Plan	49 Growth goals for administrators
12 Character education program data	31 Distribution of research to administrative team and teachers	50 Hiring process (guidelines, procedures, schedules)
13 Civic group presentations	32 Diversity training/awareness plan	51 House calls – contact with parents and partners (documentation)
14 Collaboration/sharing incentives/opportunities for efficiency/effective learning (documentation)	33 Documentation of coaching for instruction, curriculum or assessment	52 Induction plan of board members for understanding of school finance (confidence of board members' understanding)
15 Collaborative partners (documentation)	34 Documentation of coaching and evaluation of principals	53 Involvement with "school safety" organizations (documentation)
16 Collaborative sharing of programs, etc. (agendas and minutes)	35 Economic vision (participation with community development groups)	54 Instructional model
17 Common teacher instructional planning time	36 Election results that impact tax levies	55 Instruction-related professional development/growth plans
18 Communication "vehicles" that make the school vision visible to stakeholders including using technology	37 Emergency/Crisis Plans	56 iPod audible book study
19 Communications with parents	38 Employee handbooks	57 Job-embedded PD on instruction

Appendix H – Possible Evidence of Performance, continued

58 Leadership library (documentation)	74 Number of visits to website	91 Record of solicitation of feedback
59 Level of volunteerism (documentation)	75 Observational data from board, staff, etc.	92 Reports and celebrations of student achievement to board and other audiences
60 Linkage of Professional Development Model to student achievement goals (documentation)	76 Open houses (documentation)	93 School comparisons charts from CEPI
61 Log of school visits and conversations with staff (includes emails)	77 Opening day PowerPoint-type presentation	94 Special Education delivery plan
62 Log of school visits and presentations	78 Parenting classes - numbers	95 Staff handbook
63 Meaningful interpretive reports of student achievement data delivered in lay language	79 Parent-teacher conference numbers	96 School Improvement Plans
64 Media – Newsletter/paper articles/Web site	80 Participation in social/fraternal organizations (documentation)	97 Staff recruitment plan
65 Meeting logs of times with administrative staff/support staff	81 Participation in youth-oriented organizations (documentation)	98 Student achievement data
66 Membership and service to service clubs (documentation)	82 Participation in state, regional, national initiatives (documentation)	99 Surveys of staff/community
67 Michigan Student Test of Educational Progress Data	83 PBS – Positive Behavior Supports – control/theory/SAFE/Olweus/CHAMPS implementation plans	100 Symbolic "pins," other symbols – celebrations, etc.
68 Michigan Top-to-Bottom School Rankings	84 Podcasts/video communicating district vision and accomplishments	101 Teacher mentor program
69 Minutes of the School Improvement Advisory Committee meetings	85 Policies/procedures for management of funds	102 Trends in Career Development Plan growth goals for teachers
70 Monthly calendars	86 Preschool – community partnership plans	103 Work with city council on city/school initiatives (documentation)
71 National Assessment of Educational Progress Data	87 Presentations to groups, including teachers (shareholders/stakeholders)	104 Work with School Improvement Advisory Committee (SIAC) (documentation)
72 Needs assessments/satisfaction surveys/focus groups	88 Professional Development Plan	105 Written communications
73 Notes from state officials	89 Program evaluation and process result	106 Written proposals for innovative practices
	90 Reflective journals	107 Written recommendations on difficult issues

Appendix I – Contingencies

If a superintendent receives a rating of **developing** or **needing support**, the Board of Education must develop and require the superintendent to implement an improvement plan to correct the deficiencies. The improvement plan must recommend professional development opportunities and other actions designed to improve the rating of the superintendent on their next annual evaluation. See the appendixes of this document for more information on developing an Individual Improvement Plan for the superintendent.

If a superintendent receives a rating of **effective** on three consecutive annual evaluations, the Board of Education may choose to conduct an evaluation biennially instead of annually. However, if a superintendent is not rated as effective on one of these biennial evaluations, the superintendent must again be evaluated annually.

Appendix J – Student growth and assessment data or student learning objectives metrics

For all superintendents, the evaluation system has to take into account multiple measures of student growth and assessment data. For superintendents who are *regularly involved in instructional matters* —and this includes all but the most exceptional situations—the following specific expectations must be met with regard to student growth and assessment data or student learning objectives metrics :

Beginning in the 2024-2025 school year, 20% of the year-end evaluation must be based on student growth and assessment data or student learning objectives metrics.

Student growth and assessment data used for superintendent evaluation may be the combined student growth and assessment data used in teacher annual year-end evaluations for the entire district.

Student Growth Versus Student Achievement

Student growth and student achievement are not the same measurement. Student achievement is a single measurement of student performance while student growth measures the amount of students' academic progress between two points in time.¹

Student Achievement Example: A student could score 350 on a math assessment.

Student Growth Example: A student could show a 50-point growth by improving their math score from 300 last year in the fourth grade to 350 on this year's fifth grade exam.

It's important to note that, in order to measure student growth, the data considered must be from a single group of students, i.e., this year's fourth graders and next year's fifth graders.

What is a Student Growth Model?

School districts should establish a student growth model to be used in educator and administrator evaluations. A growth model is a collection of definitions, calculations or rules that summarizes student performance over two or more time points and supports interpretations about students, their classrooms, their educators or their schools.²

Michigan law requires that multiple research-based growth and assessment or student learning objective metrics be used in student growth models that are used for evaluation purposes. This may include state assessments, alternative assessments, student learning objectives, nationally normed or locally adopted assessments that are aligned to state standards or based on individualized program goals.

¹ Measuring student growth: A guide to informed decision making, Center for Public Education 62

² A Practitioner's Guide to Growth Models, Council of Chief State School Officers

Appendix K – Developing an Individual Improvement Plan for the Superintendent

Individual Improvement Plans are an excellent way of helping employees develop their skills. Boards of education should encourage superintendents to develop an IIP in order to foster professional development.

In the event that a superintendent receives a rating that is less than effective, the law requires the creation of an IIP. The following process is a framework for creating and implementing an IIP for the superintendent.

- During the evaluation conference, the Board of Education provides clear feedback to the superintendent in the domain(s) in which they received a less than effective rating.
- A committee of the Board of Education is established to support and monitor the superintendent's development.
- The superintendent drafts an Improvement Plan and presents it to the committee for feedback and approval. The Improvement Plan outlines clear growth objectives, as well as the training and development activities in which the superintendent will engage to accomplish objectives. The committee reviews, provides feedback and approves the Improvement Plan.
- The committee meets quarterly with the superintendent to monitor and discuss progress.
- The superintendent reports progress on their Improvement Plan with their self-evaluation prior to the formal annual evaluation.

Appendix L – Training

MASB provides training on its Superintendent Evaluation instrument to board members and superintendents via a cadre of certified trainers. Training is as follows:

Instrument-Specific Training/Rater Reliability Training

This training covers the use of the MASB Superintendent Evaluation instrument including the cycle and processes of evaluation, rating superintendent performance on the rubric, rater reliability training, as well as the use of evidence to evaluate superintendent performance. This training fulfills the requirement of evaluator training for board members as well as evaluatee training for superintendents whose districts are evaluating their superintendent with the MASB Superintendent Evaluation instrument. It is conducted on-location in districts with board members and superintendent present.

Authors

The Michigan Association of School Boards has served boards of education since its inception in 1949. In the decades since, MASB has worked hands-on with tens of thousands of school board members and superintendents throughout the state. Evaluation of the superintendent has been a key aspect of that work – MASB developed superintendent evaluation instruments and trained board members in their use nearly half a century before the requirements.

MASB staff and faculty involved in creating the MASB Superintendent Evaluation instrument Include:

- Rodney Green, Ph.D., Superintendent of Schools (retired), East China School District
- Olga Holden, Ph.D., Director of Leadership Services (retired), MASB
- Donna Oser, CAE, Director of Executive Search and Leadership Development, MASB
- Debbie Stair, M.N.M.L., former school board member, Assistant Director of Leadership Development, MASB
- Jay Bennett, M.A., former school board member, Assistant Director of Executive Search Services, MASB

New York Council of School Superintendents staff and leadership involved in creating the Council’s Superintendent Model Evaluation (which significantly influenced MASB’s instrument):

- Jacinda H. Conboy, Esq., New York State Council of School Superintendents
- Sharon L. Contreras, Ph.D., Superintendent of Schools, Syracuse City SD
- Chad C. Groff, Superintendent of Schools
- Robert J. Reidy, Executive Director, New York State Council of School Superintendents
- Maria C. Rice, Superintendent of Schools, New Paltz CSD
- Dawn A. Santiago-Marullo, Ed.D., Superintendent of Schools, Victor CSD
- Randall W. Squier, CAS, Superintendent of Schools, Coxsackie-Athens CSD
- Kathryn Wegman, Superintendent of Schools (retired), Marion CSD

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

- I. DATE OF BOARD MEETING:** February 18, 2026
- II. AGENDA ITEM TITLE:** Administrative and Non-Affiliated/Non-Administrative Salary Schedules

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

- Presentation
- Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*
- Action/Approval *(new positions/FTE increases for existing positions are action items)*
- Information

IV. AGENDA ITEM DESCRIPTION:

- a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

2026-2027 Administrative and Non Affiliated/Non Administrative Salary Schedule: The superintendent is requesting approval of the 2026-2027 Non Affiliated/Non Administrative Salary Schedules as presented. The schedule also satisfies the new ORS salary schedule guidance for non-affiliated groups.

- b) **Cost:**
- c) **Timeframe/term of agreement:** 7/1/2026 to 6/30/2027

d) **List Supporting materials/attachments, if any:**

Administrative and NONA Salary and Hourly salary schedules.

V. RECOMMENDATION: *(Place an X in the box you select)*

- Approve
- Authorize the Superintendent to execute agreement
- Approve the increase of FTE: Position _____ FTE Increase _____
- Award a bid
- Other: _____

VI. RECOMMENDED BY: Tina Monroe, Executive Director of Finance & Operations

ADMINISTRATIVE PERSONNEL

2026-2027 Admin Salary Schedule

		1	2	3	4	5	6	7	8	9	10	11	12
Schedule	A	\$164,280	\$169,362	\$174,600	\$180,000	\$185,400	\$190,962	\$196,691	\$202,592				
	Annuity**												
Superintendent	10%	\$16,428	\$16,936	\$17,460	\$19,000	\$19,000	\$19,096	\$19,669	\$20,259				

2026-2027 Schedule with 3% Increase

		B											
Cabinet	Base	\$108,721	\$112,583	\$115,895	\$119,206	\$122,517	\$125,828	\$129,139	\$132,451	\$135,762	\$139,075	\$142,385	\$145,697
	Doctorate \$2,500	\$111,221	\$115,083	\$118,395	\$121,706	\$125,017	\$128,328	\$131,639	\$134,951	\$138,262	\$141,575	\$144,885	\$148,197
	CTE \$4,000	\$112,721	\$116,583	\$119,895	\$123,206	\$126,517	\$129,828	\$133,139	\$136,451	\$139,762	\$143,075	\$146,385	\$149,697
	Dual Assignment 5%*	\$114,157	\$118,212	\$121,690	\$125,166	\$128,643	\$132,119	\$135,596	\$139,074	\$142,550	\$146,029	\$149,504	\$152,982
	Annuity**												
	3%	\$3,262	\$3,377	\$3,477	\$3,576	\$3,676	\$3,775	\$3,874	\$3,974	\$4,073	\$4,172	\$4,272	\$4,371

2026-2027 Schedule with 3% Increase

		C											
Directors	Base	\$97,131	\$100,443	\$103,202	\$105,961	\$108,721	\$111,480	\$114,239	\$116,999	\$119,758	\$122,517	\$125,277	\$128,036
	Doctorate \$2,500	\$99,631	\$102,943	\$105,702	\$108,461	\$111,221	\$113,980	\$116,739	\$119,499	\$122,258	\$125,017	\$127,777	\$130,536
	CTE \$2,500	\$99,631	\$102,943	\$105,702	\$108,461	\$111,221	\$113,980	\$116,739	\$119,499	\$122,258	\$125,017	\$127,777	\$130,536
	Dual Assignment 5%*	\$101,988	\$105,465	\$108,362	\$111,259	\$114,157	\$117,054	\$119,951	\$122,849	\$125,746	\$128,643	\$131,541	\$134,438
	Annuity* *												
	3%	\$2,914	\$3,013	\$3,096	\$3,179	\$3,262	\$3,344	\$3,427	\$3,510	\$3,593	\$3,676	\$3,758	\$3,841

*Staff are placed on the Dual Assignment lane when assigned to supervise additional departments or an external service

**Annuity is a percentage of base salary

An annual stipend of \$2,500 will be paid for staff with a Doctorate in Groups B & C, and \$4,000 for CTE Assistant Superintendent in Group B.

An annual stipend of \$2,500 will be paid for CTE Administrators in Group C.

1. Actual salary/wage is subject to approval by the Superintendent
2. All schedules are based on a 52 week work schedule

NONA Salary Personnel

2026-2027 Schedule with 3% Increase

STEPS												
Group	1	2	3	4	5	6	7	8	9	10	11	12
A	\$ 83,371	\$ 85,600	\$ 87,829	\$ 90,058	\$ 92,288	\$ 94,517	\$ 96,746	\$ 98,975	\$ 101,204	\$ 103,434	\$ 105,663	\$ 107,891
B	\$ 61,532	\$ 63,654	\$ 65,776	\$ 67,898	\$ 70,019	\$ 72,141	\$ 74,263	\$ 76,385	\$ 78,507	\$ 80,628	\$ 82,750	\$ 84,872
C	\$ 55,840	\$ 57,847	\$ 59,853	\$ 61,859	\$ 63,865	\$ 65,872	\$ 67,878	\$ 69,884	\$ 71,891	\$ 73,897	\$ 75,903	\$ 77,909

1. Actual salary/wage is subject to approval by the Superintendent
2. All schedules are based on a 52 week work schedule

NONA Hourly Personnel

2026-2027 Schedule with 3% Increase

STEPS												
Group	1	2	3	4	5	6	7	8	9	10	11	12
D	\$ 23.30	\$ 24.12	\$ 24.98	\$ 25.80	\$ 26.64	\$ 27.47	\$ 28.31	\$ 29.14	\$ 29.98	\$ 30.82	\$ 31.66	\$ 32.49
E	\$ 20.90	\$ 21.57	\$ 22.24	\$ 22.91	\$ 23.58	\$ 24.26	\$ 24.91	\$ 25.57	\$ 26.24	\$ 26.91	\$ 27.59	\$ 28.26

1. Actual salary/wage is subject to approval by the Superintendent

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 2/18/2026

II. AGENDA ITEM TITLE: 2025-26 Budget Revisions

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

Presentation

Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*

Action/Approval *(new positions/FTE increases for existing positions are action items)*

Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

2025-26 Budget Revisions: Tina Monroe, the Executive Director of Finance and Operations, is requesting the Board to approve budget revisions for the General Fund, Special Ed Fund, and the Career & Technical Education Fund.

b) **Cost:**

c) **Timeframe/term of agreement:**

d) **List Supporting materials/attachments, if any:**

Budget revision spreadsheets with comparative information.

V. RECOMMENDATION: *(Place an X in the box you select)*

Approve

Authorize the Superintendent to execute agreement

Approve the increase of FTE: Position _____ FTE Increase _____

Award a bid

Other: Information and future action _____

VI. RECOMMENDED BY: Tina Monroe, Executive Director of Finance & Operations

**EATON REGIONAL EDUCATION SERVICE AGENCY
SPECIAL EDUCATION FUND**

**APPROPRIATIONS ACT
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION
OF EATON REGIONAL EDUCATION SERVICE AGENCY**

RESOLVED, that this resolution shall be the **revised** general appropriations act of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026; AN ACT to make appropriations; to provide for the expenditures of the appropriations; and to provide for the disposition of all income received by the Eaton Regional Education Service Agency.

BE IT FURTHER RESOLVED, that the total revenues, which include 3.5478 mills of ad valorem property taxes to be levied on all property, and unappropriated fund balance estimated to be available for appropriations in the **special education fund** of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026, is as follows:

Revenue:	
Local	\$ 15,717,019
State	10,634,621
Federal	4,333,127
Reimbursements & Other Transfers	<u>10,666,330</u>
Total Revenues	\$ 41,351,097
Fund Balance July 1, 2025	<u>\$ 2,047,233</u>
TOTAL AVAILABLE TO APPROPRIATE	\$ 43,398,330

BE IT FURTHER RESOLVED, that \$42,535,359 of the total available to appropriate in the **special education fund** is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Instruction - Basic	\$ 0
Instruction - Added Needs	3,464,291
Support Services – Pupil	13,523,526
Support Services – Instructional Staff	1,225,780
Support Services – General Admin	0
Support Services – School Admin	408,224
Support Services – Business	63,623
Operations and Maintenance	92,850
Pupil Transportation	3,632,346
Support Services – Central	144,164
Support Services – Other	0
Community Services	93,789
Payments to Other Schools	16,952,290
Other Transactions	<u>2,934,476</u>
Total Expenditures	\$ 42,535,359
Estimated Fund Balance June 30, 2026	\$ 862,971

**EATON REGIONAL EDUCATION SERVICE AGENCY
SPECIAL EDUCATION FUND**

FURTHER RESOLVED, that no Board member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board. Changes in the amount appropriated by the Board shall require approval by the Board.

BE IT FURTHER RESOLVED, that the District Leadership is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board.

BE IT FURTHER RESOLVED, that, for purposes of meeting emergency needs of the school district, changes in appropriations may be made upon the written authorization of the District Leadership. When the District Leadership makes a change in appropriations as permitted by this resolution, such change shall be presented to the Board of Education in the form of an appropriations act amendment, which shall be adopted by the Board of Education at a regularly scheduled meeting.

This act is to take effect immediately.

Secretary, Board of Education

Date

Eaton RESA
2025-26 Revision 1
GENERAL FUND

		FY 22/23	FY 23/24	FY 24/25	FY 25/26			
		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	REVISION 1	CHANGE FY26 REVISION 1 TO FY26 ORIGINAL	EXPLANATION OF MAJOR CHANGES
REVENUE								
1XX	Local Sources	\$ 926,307	\$ 1,367,984	\$ 1,535,640	\$ 1,291,666	\$ 1,711,965	\$ 420,299	Grant Carryover/Handling Fee
3XX	State Sources	\$ 6,516,279	\$ 9,165,304	\$ 11,579,307	\$ 8,569,912	\$ 12,145,255	\$ 3,575,343	GSRP Expansion, BMEA Grant, MPSERS UAAL & Healthcare Offset
4XX	Federal Sources	\$ 2,332,996	\$ 1,733,237	\$ 1,951,356	\$ 1,501,110	\$ 1,496,401	\$ (4,709)	
5XX - 6XX	Reimbursements & Other Transfers	\$ 5,313,629	\$ 5,996,571	\$ 5,687,684	\$ 6,782,059	\$ 6,887,740	\$ 105,681	Shared Cost & Business Services
TOTAL REVENUE		\$ 15,089,211	\$ 18,263,096	\$ 20,753,987	\$ 18,144,747	\$ 22,241,361	\$ 4,096,614	
EXPENDITURES								
11X	Instruction	\$ 3,734,422	\$ 4,244,369	\$ 3,921,361	\$ 4,744,898	\$ 5,547,885	\$ 802,987	GSRP Expansion
12X	Added Needs	\$ 2,639	\$ 3,198	\$ 4,732	\$ 32,000	\$ 5,758	\$ (26,242)	
13X	Adult/Continuing Ed	\$ -	\$ -	\$ 380,353	\$ 308,042	\$ 352,173	\$ 44,131	
21X	Support Services - Pupil/Instr. Staff	\$ 931,437	\$ 1,040,209	\$ 1,091,245	\$ 1,184,477	\$ 1,236,110	\$ 51,633	
22X	Support Services - Instructional Staff	\$ 3,916,962	\$ 5,070,349	\$ 5,795,033	\$ 4,723,710	\$ 5,386,268	\$ 662,558	Grant Activities
23X	Support Services - General Admin	\$ 518,311	\$ 532,394	\$ 523,748	\$ 577,028	\$ 579,836	\$ 2,808	
24X	Support Services - School Admin	\$ 15,061	\$ 20,528	\$ 64,982	\$ 66,619	\$ 105,498	\$ 38,879	
25X	Support Services - Business	\$ 801,062	\$ 881,735	\$ 793,713	\$ 899,544	\$ 915,284	\$ 15,740	
26X	Operations and Maintenance	\$ 660,938	\$ 944,771	\$ 839,008	\$ 896,273	\$ 1,571,596	\$ 675,323	Health Center costs deferred from FY25
27X	Pupil Transportation	\$ 57,496	\$ 106,530	\$ 129,148	\$ 90,070	\$ 110,320	\$ 20,250	
28X	Support Services - Central	\$ 1,389,146	\$ 1,594,121	\$ 1,525,843	\$ 1,726,995	\$ 1,765,682	\$ 38,687	
29X	Support Services - Other	\$ 1,608	\$ -	\$ (1,608)	\$ -	\$ -	\$ -	
3XX	Community Services	\$ 184,292	\$ 376,052	\$ 387,120	\$ 384,000	\$ 317,876	\$ (66,124)	Great Start Collaborative Grant Elimination
4XX	Payments to Other Schools/Agencies	\$ 2,134,786	\$ 2,203,158	\$ 4,129,395	\$ 2,089,666	\$ 3,660,203	\$ 1,570,537	GSRP Expansion/ BMEA Deferred from FY 25
5XX/6XX	Other Transactions	\$ 464,718	\$ 612,642	\$ 416,682	\$ 271,400	\$ 525,394	\$ 253,994	Capital Projects
TOTAL EXPENDITURES		\$ 14,812,878	\$ 17,630,056	\$ 20,000,755	\$ 17,994,722	\$ 22,079,883	\$ 4,085,161	
Excess (Deficit)		\$ 276,333	\$ 633,040	\$ 753,231	\$ 150,025	\$ 161,478		
Fund Balance at July 1		\$ 2,352,364	\$ 2,628,697	\$ 3,261,737	\$ 4,014,968	\$ 4,014,968		
Fund Balance at June 30		\$ 2,628,697	\$ 3,261,737	\$ 4,014,968	\$ 4,164,993	\$ 4,176,446		
		<i>18%</i>	<i>19%</i>	<i>20%</i>	<i>23.1%</i>	<i>18.9%</i>		

Eaton RESA
2025-26 Revision 1
SPECIAL EDUCATION

		FY 22/23	FY 23/24	FY 24/25	FY 25/26			
		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	REVISION 1	CHANGE FY26 REVISION 1 TO FY26 ORIGINAL	EXPLANATION OF MAJOR CHANGES
REVENUE								
1XX	Local Sources	\$ 10,695,269	\$ 11,362,469	\$ 15,701,271	\$ 15,834,618	\$ 15,717,019	\$ (117,599)	Property Tax & Interest Income
3XX	State Sources	\$ 9,422,476	\$ 9,682,723	\$ 11,166,733	\$ 10,074,562	\$ 10,634,621	\$ 560,059	SE Reimbursement; MPSERS Healthcare Offset
4XX	Federal Sources	\$ 4,608,937	\$ 4,189,370	\$ 4,262,688	\$ 4,217,271	\$ 4,333,127	\$ 115,856	Medicaid; IDEA Grant Carryover
5XX/6XX	Reimbursements & Other Transfers	\$ 8,824,604	\$ 9,461,278	\$ 10,125,874	\$ 10,420,000	\$ 10,666,330	\$ 246,330	SE Billback
TOTAL REVENUE		\$ 33,551,286	\$ 34,695,840	\$ 41,256,566	\$ 40,546,451	\$ 41,351,097	\$ 804,646	
EXPENDITURES								
11X	Instruction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12X	Added Needs	\$ 3,381,591	\$ 3,234,406	\$ 3,518,319	\$ 4,036,038	\$ 3,464,291	\$ (571,747)	ASD Class; Adjust to actual staffing
21X	Support Services - Pupil/Instr. Staff	\$ 10,886,595	\$ 11,510,885	\$ 12,471,193	\$ 14,012,639	\$ 13,523,526	\$ (489,113)	Adjust to actual staffing
22X	Support Services - Instructional Staff	\$ 1,106,698	\$ 1,061,002	\$ 1,033,330	\$ 1,119,868	\$ 1,225,780	\$ 105,912	Legal; Professional Development; Staff Cost
23X	Support Services - General Admin	\$ -	\$ 138,298	\$ -	\$ -	\$ -	\$ -	
24X	Support Services - School Admin	\$ 365,026	\$ 363,420	\$ 401,915	\$ 414,228	\$ 408,224	\$ (6,004)	
25X	Support Services - Business	\$ 60,186	\$ 54,221	\$ 74,438	\$ 56,155	\$ 63,623	\$ 7,468	PY Tax Adjustments
26X	Operations and Maintenance	\$ 96,934	\$ 310,733	\$ 69,854	\$ 109,555	\$ 92,850	\$ (16,705)	Rent
27X	Pupil Transportation	\$ 2,773,117	\$ 3,089,879	\$ 3,169,722	\$ 3,919,468	\$ 3,632,346	\$ (287,122)	To/From School Transportation
28X	Support Services - Central	\$ 130,772	\$ 128,988	\$ 132,647	\$ 138,752	\$ 144,164	\$ 5,412	
29X	Support Services - Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
3XX	Community Services	\$ 42,555	\$ 57,214	\$ 41,792	\$ 72,374	\$ 93,789	\$ 21,415	IDEA Grant
4XX	Payments to Other Schools/Agencies	\$ 11,375,079	\$ 11,780,247	\$ 17,403,459	\$ 13,873,489	\$ 16,952,290	\$ 3,078,801	Fund Balance Surplus; Amount available for SE Claims
5XX/6XX	Other Transactions	\$ 2,191,488	\$ 2,454,514	\$ 2,914,753	\$ 2,796,036	\$ 2,934,476	\$ 138,440	Transfers to other funds
TOTAL EXPENDITURES		\$ 32,410,042	\$ 34,183,807	\$ 41,231,422	\$ 40,548,602	\$ 42,535,359	\$ 1,986,757	
Excess (Deficit)		\$ 1,141,242	\$ 512,033	\$ 25,144	\$ (2,151)	\$ (1,184,262)		
Fund Balance at July 1		\$ 368,815	\$ 1,510,056	\$ 2,022,089	\$ 2,047,233	\$ 2,047,233		
Fund Balance at June 30		\$ 1,510,056	\$ 2,022,089	\$ 2,047,233	\$ 2,045,082	\$ 862,971		
		5%	6%	5%	5%	2%		

Eaton RESA
 2025-26 Revision 1
 CAREER TECHNICAL EDUCATION

		FY 22/23	FY 23/24	FY 24/25	FY 25/26			
		ACTUAL	ACTUAL	ACTUAL	ORIGINAL	REVISION 1	CHANGE FY26 REVISION 1 TO FY26 ORIGINAL	EXPLANATION OF MAJOR CHANGES
REVENUE								
1XX	Local Sources	\$ 3,042,946	\$ 3,253,532	\$ 3,480,492	\$ 3,627,283	\$ 3,518,237	\$ (109,046)	Property Taxes, Interest Income
3XX	State Sources	\$ 1,488,631	\$ 2,423,453	\$ 4,595,160	\$ 1,757,958	\$ 1,605,290	\$ (152,668)	Increase 61a & 61b; Decrease FFA grant due to timing of payments of FY25
4XX	Federal Sources	\$ 297,165	\$ 366,512	\$ 574,918	\$ 262,467	\$ 822,131	\$ 559,664	Apprentice Wall & Aviation Grants
5XX/6XX	Reimbursements & Other Transfers	\$ 459,703	\$ 588,849	\$ 646,132	\$ 871,930	\$ 922,645	\$ 50,715	Tuition Billback
TOTAL REVENUE		\$ 5,288,446	\$ 6,632,346	\$ 9,296,702	\$ 6,519,638	\$ 6,868,303	\$ 348,665	
EXPENDITURES								
11X	Instruction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12X	Added Needs	\$ 2,845,049	\$ 3,312,652	\$ 3,880,715	\$ 3,653,315	\$ 3,634,356	\$ (18,959)	
21X	Support Services - Pupil/Instr. Staff	\$ 1,088,921	\$ 1,151,181	\$ 1,111,859	\$ 1,112,880	\$ 1,131,565	\$ 18,685	
22X	Support Services - Instructional Staff	\$ 530,528	\$ 424,101	\$ 535,414	\$ 464,732	\$ 492,234	\$ 27,502	Apprentice Wall Grant
23X	Support Services - General Admin	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
24X	Support Services - School Admin	\$ 383,627	\$ 377,701	\$ 364,119	\$ 423,428	\$ 453,625	\$ 30,197	Staffing changes
25X	Support Services - Business	\$ 616	\$ 2,054	\$ 502	\$ 2,900	\$ 3,000	\$ 100	
26X	Operations and Maintenance	\$ -	\$ 203,550	\$ -	\$ 700	\$ 700	\$ -	
27X	Pupil Transportation	\$ 261,883	\$ 238,505	\$ 230,164	\$ 247,850	\$ 249,350	\$ 1,500	
28X	Support Services - Central	\$ 28,232	\$ 43,578	\$ 69,665	\$ 22,560	\$ 460,397	\$ 437,837	Apprentice Wall Grant
29X	Support Services - Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
3XX	Community Services	\$ 921	\$ 2,829	\$ 7,469	\$ 9,000	\$ 9,000	\$ -	
4XX	Payments to Other Schools/Agencies	\$ -	\$ 607,799	\$ 2,871,143	\$ 500,000	\$ 115,982	\$ (384,018)	Decrease FFA grant due to timing of payments of FY25
5XX/6XX	Other Transactions	\$ 186,969	\$ 271,815	\$ 247,688	\$ 292,650	\$ 282,874	\$ (9,776)	
TOTAL EXPENDITURES		\$ 5,326,745	\$ 6,635,765	\$ 9,318,738	\$ 6,730,015	\$ 6,833,083	\$ 103,068	
Excess (Deficit)		\$ (38,300)	\$ (3,419)	\$ (22,037)	\$ (210,377)	\$ 35,220		
Fund Balance at July 1		\$ 3,441,569	\$ 3,403,270	\$ 3,399,851	\$ 3,377,814	\$ 3,377,814		
Fund Balance at June 30		\$ 3,403,270	\$ 3,399,851	\$ 3,377,814	\$ 3,167,437	\$ 3,413,034		
		<i>64%</i>	<i>51%</i>	<i>36%</i>	<i>47%</i>	<i>50%</i>		
Fund Balance Committed for Capit		\$ 816,308						
Uncommitted Fund Balance		\$ 2,586,962	\$ 2,583,543	\$ 2,561,506	\$ 2,351,129	\$ 2,596,726		
		<i>49%</i>	<i>39%</i>	<i>27%</i>	<i>35%</i>	<i>38%</i>		

**EATON REGIONAL EDUCATION SERVICE AGENCY
CAREER & TECHNICAL EDUCATION FUND**

**APPROPRIATIONS ACT
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION
OF EATON REGIONAL EDUCATION SERVICE AGENCY**

RESOLVED, that this resolution shall be the **revised** general appropriations act of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026; AN ACT to make appropriations; to provide for the expenditures of the appropriations; and to provide for the disposition of all income received by the Eaton Regional Education Service Agency.

BE IT FURTHER RESOLVED, that the total revenues, which include .8840 mills of ad valorem property taxes to be levied on all property, and unappropriated fund balance estimated to be available for appropriations in the **career and technical education fund** of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026, is as follows:

Revenue:	
Local	\$ 3,518,237
State	1,605,290
Federal	822,131
Reimbursements & Other Transfers	<u>922,645</u>
Total Revenues	\$ 6,868,303
Fund Balance July 1, 2025	<u>\$ 3,377,814</u>
TOTAL AVAILABLE TO APPROPRIATE	\$ 10,246,117

BE IT FURTHER RESOLVED, that \$6,833,083 of the total available to appropriate in the **career and technical education fund** is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Instruction - Basic	\$ 0
Instruction - Added Needs	3,634,356
Support Services – Pupil	1,131,65
Support Services – Instructional Staff	492,234
Support Services – General Admin	0
Support Services – School Admin	453,625
Support Services – Business	3,000
Operations and Maintenance	700
Pupil Transportation	249,350
Support Services – Central	460,397
Support Services – Other	0
Community Services	9,000
Payments to Other Schools	115,982
Other Transactions	<u>282,874</u>
Total Expenditures	\$ 6,833,083

**EATON REGIONAL EDUCATION SERVICE AGENCY
CAREER & TECHNICAL EDUCATION FUND**

Estimated Fund Balance June 30, 2026	\$ 3,413,034
Less Committed for Early Middle College	<u>816,308</u>
Estimated Uncommitted Fund Balance June 30, 2026	\$ 2,596,726

FURTHER RESOLVED, that no Board member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board. Changes in the amount appropriated by the Board shall require approval by the Board.

BE IT FURTHER RESOLVED, that the District Leadership is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board.

BE IT FURTHER RESOLVED, that, for purposes of meeting emergency needs of the school district, changes in appropriations may be made upon the written authorization of the District Leadership. When the District Leadership makes a change in appropriations as permitted by this resolution, such change shall be presented to the Board of Education in the form of an appropriations act amendment, which shall be adopted by the Board of Education at a regularly scheduled meeting.

This act is to take effect immediately.

Secretary, Board of Education

Date

**EATON REGIONAL EDUCATION SERVICE AGENCY
GENERAL EDUCATION FUND**

**GENERAL APPROPRIATIONS ACT
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION
OF EATON REGIONAL EDUCATION SERVICE AGENCY**

RESOLVED, that this resolution shall be the **revised** general appropriations act of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026; AN ACT to make appropriations; to provide for the expenditures of the appropriations; and to provide for the disposition of all income received by the Eaton Regional Education Service Agency.

BE IT FURTHER RESOLVED, that the total revenues, which include .1763 mills of ad valorem property taxes to be levied on all property, and unappropriated fund balance estimated to be available for appropriations in the **general education fund** of the Eaton Regional Education Service Agency for the fiscal year July 1, 2025-June 30, 2026, is as follows:

Revenue:	
Local	\$ 1,711,965
State	12,145,255
Federal	1,496,401
Reimbursements & Other Transfers	4,449,121
Transfers In	<u>2,438,619</u>
Total Revenues	\$ 22,241,361
Fund Balance July 1, 2025	<u>\$ 4,014,968</u>
TOTAL AVAILABLE TO APPROPRIATE	\$ 26,256,329

BE IT FURTHER RESOLVED, that \$22,079,883 of the total available to appropriate in the **general education fund** is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:	
Instruction	\$ 5,547,885
Added Needs	5,758
Adult/Continuing Education	352,173
Support Services – Pupil	1,236,110
Support Services – Instructional Staff	5,386,268
Support Services – General Admin	579,836
Support Services – School Admin	105,498
Support Services – Business	915,284
Operations and Maintenance	1,571,596
Pupil Transportation	110,320
Support Services – Central	1,765,682
Support Services – Other	0
Community Services	317,876
Payments to Other Schools	3,660,203
Long Term Debt/Other Transactions	<u>525,394</u>
Total Expenditures	\$ 22,079,883
Estimated Fund Balance June 30, 2026	\$ 4,176,446

**EATON REGIONAL EDUCATION SERVICE AGENCY
GENERAL EDUCATION FUND**

FURTHER RESOLVED, that no Board member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board. Changes in the amount appropriated by the Board shall require approval by the Board.

BE IT FURTHER RESOLVED, that the District Leadership is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board.

BE IT FURTHER RESOLVED, that, for purposes of meeting emergency needs of the school district, changes in appropriations may be made upon the written authorization of the District Leadership. When the District Leadership makes a change in appropriations as permitted by this resolution, such change shall be presented to the Board of Education in the form of an appropriations act amendment, which shall be adopted by the Board of Education at a regularly scheduled meeting.

This act is to take effect immediately.

Secretary, Board of Education

Date

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 2/18/26

II. AGENDA ITEM TITLE: Public Relations/Communications Service Agreement

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

Presentation

Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*

Action/Approval *(new positions/FTE increases for existing positions are action items)*

Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Public Relations and Communications Service Agreement: The Superintendent is requesting authorization from the Board to execute a Communications Agreement with Ingham ISD for 2026-27 to 2029-30 for the amount of \$75,850 for year one of the agreement, with a 3% increase each subsequent year.

RECOMMENDATION: Authorize the Superintendent to execute the communication service agreement, as presented.

b) **Cost:** Total of \$75,850 to \$87,805.50 Annually

c) **Timeframe/term of agreement:** July 1, 2026 to June 30, 2030

d) **List Supporting materials/attachments, if any:**

Public Relations and Communications Service Agreement

V. RECOMMENDATION: *(Place an X in the box you select)*

Approve

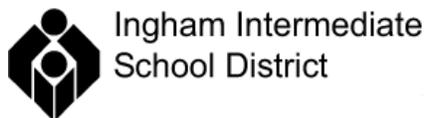
Authorize

Approve the increase of FTE: Position _____ FTE Increase _____

Award a bid

Other: _____

VI. RECOMMENDED BY: Sean Williams, Superintendent



PUBLIC RELATIONS AND COMMUNICATIONS SERVICE AGREEMENT

This Public Relations and Communications Service Agreement (“Agreement”) is by and between Ingham Intermediate School District (“IISD”) and Eaton RESA (“DISTRICT”), each a party and collectively the “Parties”.

PREAMBLES

- A. Sections 11a(MCL 380.11a) and 601A (MCL380.601a) of the Revised School Code, give IISD and DISTRICT authority to exercise powers appropriate to the performance of any function related to the operations of DISTRICT and IISD in the interest of public elementary and secondary education in DISTRICT and IISD.
- B. Revised School Code Section 627(4) generally authorizes intermediate school districts to provide to constituent districts services that can be accomplished more cost effectively by an intermediate school district, and to charge a fee for such services.
- C. The Parties, after careful consideration, have concluded that IISD can furnish DISTRICT communications services on a cost-effective basis.
- D. IISD is willing to furnish, and DISTRICT desires to receive such services for the consideration and on the terms and conditions stated in this Agreement.

NOW THEREFORE, in consideration of the mutual promises and benefits contained herein, the Parties agree as follows:

ARTICLE I

DESCRIPTION OF SERVICES

- 1.1 **Scope of Services.** IISD shall provide to DISTRICT the services set forth in Appendix A, including but not limited to the employment and supervision of all staff necessary to render such services. Appendix A may be amended by agreement of the Parties.
- 1.2 **Services Personnel.** IISD shall furnish to DISTRICT the names of all primary personnel to be utilized by IISD in connection with the performance of the Services. Personnel assigned by IISD to perform Services for DISTRICT shall be qualified.
- 1.3 **Standard of Services.** IISD shall assure that the individuals which IISD assigns to perform Services for DISTRICT adhere to professional standards and perform all Services in a manner consistent with generally accepted proficiency and competency for the type and nature of Services rendered. In carrying out its role, IISD may rely upon information and/or documents received from DISTRICT. IISD may also rely upon professional advisors which IISD believes to be qualified. IISD shall not be liable to DISTRICT for any error in judgment made in good faith but shall only be liable for gross negligence or willful misconduct of its officials or employees.

- 1.4 Compliance with Policies. The individuals assigned by IISD to perform the prescribed services to DISTRICT under this Agreement shall make a good faith effort to abide by those policies of DISTRICT which are applicable to performance of Services under this Agreement. DISTRICT shall, at the inception of this Agreement, provide a copy of all relevant and applicable policies and administrative regulations to IISD. Additionally, DISTRICT shall provide IISD with all relevant policy and administrative regulation changes made subsequent to the inception of this Agreement. Interpretation of DISTRICT policies and administrative interpretations shall be the responsibility of DISTRICT and DISTRICT shall provide written interpretation to IISD upon request. If DISTRICT fails to provide relevant documentation, DISTRICT shall hold harmless IISD for non-adherence to said policies and administrative regulations.

ARTICLE II

RELATIONSHIP OF PARTIES

- 2.1 Independent Contractor. In the provision of Services, IISD shall be regarded at all times as performing Services as an independent contractor of DISTRICT. Consistent with that status, IISD reserves to itself the right to designate the means and methods of accomplishing the objectives and purposes of this Agreement and DISTRICT shall not exercise (or have right to exercise) control or direction over the means and methods utilized by IISD in providing Services.
- 2.2 IISD as Employer. IISD shall employ personnel assigned to provide Services to DISTRICT. IISD shall be exclusively and solely responsible for compensating, hiring, retaining, evaluating, disciplining, dismissing and otherwise regulating the employment conditions, employment rights, compensation, and other similar matters relative to all individuals whom IISD utilizes in connection with providing Services.
- 2.2.1 IISD and DISTRICT shall work together to ensure that IISD employees are both suitable and meeting DISTRICT needs (See Appendix A).
- 2.2.2 DISTRICT retains the right to request alternative IISD employees be assigned to DISTRICT for any IISD employees who are assigned to work in DISTRICT on a regular scheduled basis. IISD shall make a good faith effort to honor such requests so long as an alternative employee in the same job role is available.

ARTICLE III

TERM OF AGREEMENT AND EARLY TERMINATION

- 3.1 Term. This Agreement shall commence on July 1, 2026, and continue through June 30, 2029, for an Initial Term, with an option to extend the contract one year per the hourly rate outlined in Appendix B. The full term of this agreement is July 1, 2026 through June 30, 2030 if a renewal is agreed upon.
- 3.2 Renewal. This Agreement may be extended or renewed upon mutual consent of both parties for the term of one additional year, July 1, 2029 through June 30, 2030, with any such

extension or renewal being a “Renewal Term”. The Initial Term and the Renewal Term are, collectively, the “Term”.”

- 3.3 Notice of Non-Renewal. Should either party desire to non-renew this agreement at the end of the term, that party shall give the other party a ninety (90) written day notice prior to the end of the Agreement.
- 3.4 Breach of Agreement. If either party believes the other is not fulfilling its obligations under this Agreement, such party shall notify the other in writing, citing all alleged breaches. The party alleged to be breaching its contractual obligation shall have thirty (30) days to remedy the cited breach(es). If any cited breach is not remedied within such thirty (30) day period, then the non-breaching party may terminate this Agreement upon thirty (30) days written notice to the other party. Notwithstanding the foregoing, the parties agree that riots, strikes, or act of God which render it impossible on the part of the IISD to perform under the terms of this Agreement, shall relieve IISD from its obligations of providing service(s) hereunder. In the event of breach of Agreement, fees shall be prorated for the portion of the fiscal year that services were provided. Any amount owed to either Party from the other shall be paid within thirty (30) days of the date of termination of the Agreement.

ARTICLE IV

INVOICE AND PAYMENT

- 4.1 Compensation and Payment. In consideration of the Services provided to DISTRICT by IISD under this Agreement, DISTRICT shall pay IISD for Services and related expenses as specified in Appendix B.
- 4.2 Invoice Procedure. IISD shall submit to DISTRICT on a periodic basis, an invoice for all applicable costs. DISTRICT will provide payment for the invoiced charges within thirty (30) days.

ARTICLE V

INDEMNIFICATION AND INSURANCE

- 5.1 Indemnification. Each of the Parties shall be solely and entirely responsible for its obligations under this Agreement and for the acts and omissions attributable to it, or its officers, employees or agents during the performance of this Agreement. To the extent permitted by law, each Party shall indemnify and hold harmless the other Party from any claims, suits, damages or causes of action, including a defense thereof, arising out of any action or inaction by the other Party, its officers, employees, agents or subcontractors with respect to the Services or this Agreement.
- 5.2 Insurance Certificates. IISD shall, upon request, provide DISTRICT with certificates evidencing liability and workers compensation insurance coverage.

ARTICLE VI

CONFIDENTIALITY/COPYRIGHT

- 6.1 Copyright Compliance. IISD shall advise DISTRICT of any and all programs or materials used or recommended for use by IISD to achieve service goals that are subject to any copyright restrictions or requirements.
- 6.2 Confidentiality. IISD shall observe the policies and directives of DISTRICT to preserve the confidentiality of DISTRICT records and information, including student records and student record information, to the extent that IISD (its employees and agents) are permitted to access such records or information.

ARTICLE VII

NON-DISCRIMINATION

- 7.1 Employment Discrimination. The Parties shall not discriminate against any employee or applicant for employment with respect to hire, tenure, terms, conditions or privileges of employment, or a matter directly or indirectly related to employment, because of religion, race, color, national origin, age, sex, height, weight, marital status or handicap.
- 7.2 Discrimination as Material Breach. Breach of obligations recited in this Article shall be regarded as a material breach of this Agreement.

ARTICLE VIII

MISCELLANEOUS

- 8.1 Meetings and Problem Resolution. Should either party to this Agreement have a concern, problem, suggested improvement, or other matter arising out of the implementation of this Agreement, the party may request a meeting to discuss and address the issue. In addition, it is the intention of these persons to hopefully meet not less than once a year to evaluate implementation of the Agreement and related matters.
- 8.2 Dispute Resolution. In the event that any dispute arises under this Agreement, the parties first agree to submit such dispute to non-binding mediation in an attempt to resolve the dispute. If a mediator cannot be mutually agreed upon, either party may request mediation through the American Arbitration Association. If mediation fails to resolve the dispute, the parties may then agree to binding arbitration; if there is no mutual agreement to utilize binding arbitration, either party may pursue the matter in an appropriate legal form.
- 8.3 Partial Invalidity. The invalidity or unenforceability of any provision or term of this Agreement will not affect the validity or enforceability of any other provision or term of this Agreement.
- 8.4 Compliance with laws/regulations. DISTRICT and IISD agree to comply with all Federal, State, and local laws/regulations applicable to them in the performance of this Agreement.
- 8.5 Headings. The headings used in this Agreement are for reference purposes only and shall not be considered to be a substantive part of this Agreement.

- 8.6 Amendments. None of the terms and provisions of this Agreement or Appendices may be modified or amended in any way except by an instrument in writing executed by authorized representatives of IISD and DISTRICT.
- 8.7 Non-Assignment. Neither Party may assign this Agreement, nor its rights and duties hereunder, not any interest herein without prior written consent from the other Party.
- 8.8 Entire Agreement. This Agreement constitutes the entire Agreement between the Parties regarding its subject matter and supersedes any prior or contemporaneous understandings or agreements with respect to the Services.
- 8.9 Execution By Counterpart. This Agreement may be executed in one or more counterparts, including facsimile copies, each of which shall be deemed an original, but all of which shall together constitute one and the same Agreement.

ARTICLE IX

AUTHORIZATION

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be executed on the dates indicated below.

On behalf of
Eaton Regional Education Service Agency

On behalf of
Ingham Intermediate School District

Dr. Sean Williams, Superintendent

Jason Mellema, Superintendent

Date: _____

Date: _____

APPENDIX A

Project Scope

Communication needs in today's society are complex and multi-generational. Building relationships with key stakeholders and finding new technology tools, social media platforms, and media outlets that connect with families, stakeholders and the legislative landscape require expertise and understanding of organizational needs. The goal of the Public Relations and Communications team is to focus on a cohesive plan to create a better understand of Eaton RESA's value in a way that is unique and impactful.

The following deliverables have been identified to assist Eaton RESA in the continuation and implementation of a comprehensive communication and community engagement strategy to further district goals and strengthen stakeholder support.

1. Implement district marketing and outreach efforts aligned with Strategic Plan Goals
2. Establish and maintain visual standards for district publications
3. Create RESA publications and materials (print and electronic)
4. Maintain RESA website and social media presence as well as monitor analytics
5. Facilitate all internal communication, activities and events as requested
6. Monitor and identify community initiatives that align with and could impact Eaton RESA and constituents
7. Support regional work that impacts regional education service agencies

Annual Plan – Aligned with Strategic Plan

Creation of an annual plan prepares a district for the year ahead. Other projects and need will come up throughout the year, but the annual strategy helps us plan and be more flexible when unexpected priorities arise.

Project Team

Ingham ISD's Public Relations and Communications (PRC) Team has several communication professionals whose areas of expertise range from strategic marketing management to graphic design, digital storytelling and external communication technology support and development. The PRC team has over 100 years of combined experience working in this field. In addition, an extended team of freelance creative specialists are tapped to assist whenever needed. The Ingham ISD Public Relations and Communications Team consists of:

- Micki O'Neil, Chief Communications Officer
- Alyson Kechkaylo, Communications Specialist
- Sara Parkinson, Communications Coordinator
- Lana Sundermann, Multi-media Content Creator
- Lonnie Thomas, Public Relations and Communications Assistant
- Andrew Redick, Videographer and Digital Media Technician
- Stacy Adado, Communications Specialist
- Heidi Pierce, Department Assistant

APPENDIX B

FEES

Our Rates

Ingham ISD's estimates are based on a scale depending on year of the contract – see below. This includes all services provided, such as consultative work, meetings and communication with staff, creative concepts/designs, event planning, branding and communications strategy development, etc.

Costs over and above writing, design and consulting, such as cost to print materials or purchase communication tools/software, advertising, etc. are not within the scope of this agreement.

Invoices shall be generated quarterly to ensure Eaton RESA has adequate information to manage the budget. *We only charge for hours worked. This is an estimate based on experience with other districts.* Rates are outlined below.

Annual Costs (estimated)

Item (5% increase annually)	Estimated Hours	2026-27 \$82/hr	2027-28 \$86.10/hr	2028-29 \$90.40/hr	2029-2030 \$94.92/hr
RESA publications and materials (print and electronic)	150	\$12,300	\$12,915	\$13,560	\$14,238
RESA website and social presence + analytics	150	\$12,300	\$12,915	\$13,560	\$14,238
Newsletter writing and design	75	\$6,150	\$6,457.50	\$6,780	\$7,119
Branding/Rebranding efforts (depending on dept/program needs and subject to Superintendent approval)	50	\$4,100	\$4,305	\$4,520	\$4,746
CTE/CRTEC publications and materials, events, videos (print and electronic)	225	\$18,450	\$19,372.50	\$20,340	\$21,357
Press releases, articles and media	100	\$8,200	\$8,610	\$9,040	\$9,492
Special Projects/Needs	100	\$8,200	\$8,610	\$9,040	\$9,492
Employee Communication/Projects	75	\$6,150	\$6,457.50	\$6,780	\$7,119
Total Estimate	925	\$75,850	\$79,642.50	\$83,620	\$87,801

Terms of Contract

Ingham ISD is seeking a three-year contract with an option to renew for an additional year at the pricing structure indicated. Not to exceed \$92,000 in any year – for additional projects as needed outside this estimate. All additional services provided that are not within the scope of this agreement will be billed at:

2026-27	\$82.00/hour
2027-28	\$86.10/hour
2028-29	\$90.40/hour
2029-30	\$94.92/hour

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. **DATE OF BOARD MEETING:** February 18, 2026

-

II. **AGENDA ITEM TITLE:** Approval & acceptance of LCC Foundation Donation

III. **TYPE OF AGENDA ITEM:** *(Place an X in the box you select)*

- Presentation
- Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*
- Action/Approval *(new positions/FTE increases for existing positions are action items)*
- Information

IV. **AGENDA ITEM DESCRIPTION:**

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Ben Bever, CTE Director/Principal is requesting that the Eaton RESA Board of Education approve and accept a donation of \$2,000 dollars from the Lansing Community College Foundation to support students attending Skills USA and HOSA competitions.

b) **Cost:** 0

c) **Timeframe/term of agreement:** _____ to _____

d) **List Supporting materials/attachments, if any:**

V. **RECOMMENDATION:** *(Place an X in the box you select)*

- Approve
- Authorize the Superintendent to execute agreement
- Approve the increase of FTE: Position _____ FTE Increase _____
- Award a bid
- Other: _____

VI. **RECOMMENDED BY:** Ben Bever CPC Principal/Director

From: Scott Skowronek <skowr1@star.lcc.edu>
Sent: Wednesday, February 4, 2026 3:05 PM
To: Frank Medrano <medranof@star.lcc.edu>
Cc: Scott Skowronek <skowr1@star.lcc.edu>
Subject: RE: SkillsUSA Regional Competition Fees for Eaton RESA

Hi Frank,

Thanks for your patience. The Foundation can sponsor up to \$2,000 in registration fees.
Can the students/families find the other half?

Thank you,

Scott Skowronek

Development Coordinator

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 02/18/2026

II. AGENDA ITEM TITLE: Increase in FTE for Occupational Therapist

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

Presentation

Consent Agenda *(replacement of/transfer to/resignation from existing positions are consent agenda)*

Action/Approval *(new positions/FTE increases for existing positions are action items)*

Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Due to an increase in needs, Grand Ledge Public Schools has requested a 0.1 FTE increase for an Occupational Therapist.

a) **Total Cost:** \$9,102

b) **Timeframe/term of agreement:** 2025-26

c) **Supporting materials/attachments, if any:** Grand Ledge Related Service Revised Staff Agreement.

V. RECOMMENDATION: *(Place an X in the box you select)*

Approve

Authorize the Superintendent to execute agreement

Approve the increase of FTE: 0.1 OT

Award a bid

Other: _____

VI. RECOMMENDED BY: Kelly Hager, Assistant Superintendent for Special Education



Eaton RESA

1790 E. Packard Hwy., Charlotte, Michigan 48813
517-543-5500 * Fax - 517-543-6633

RELATED SERVICES CASELOAD AGREEMENT

Below is the projected Related Services caseload for the 2025-26 school year between Grand Ledge Public Schools and Eaton Regional Education Service Agency. The term of this agreement commences August 18, 2025 and continues through June 13, 2026**, at which time this Agreement shall need to be renewed. (See Attachment A for terms of the Agreement)

ERESA Services Rendered (projected as of April 2025)

Service	Staff FTE Assigned	Projected Cost*
Occupational Therapist	3.50	318,573
Psychologist	3.00	326,214
Testing TC	3.00	339,261
Physical Therapist	1.00	80,358
Speech	11.00	1,080,794
School Social Worker	9.00	757,710
Totals	30.50	2,902,910

*Costs are estimates

On Behalf of the

Eaton Regional Education Service Agency

Date: 1/21/2026

Kelly Hager
Kelly Hager
Assistant Superintendent for Special Education

Date: January 20, 2026

Tina Monroe
Tina Monroe
Executive Director of Finance and Operations

On Behalf of the

School

Date: 01/22/2026

Wendy Seida
Special Education Administrator

Date: 1-29-26

Adrienne Banna
Business Official

**School year start and end dates still to be determined

BOARD AGENDA ITEM

Email completed form and supporting documents to the Superintendent and the Superintendent's Executive Assistant by 12:00 noon, the Tuesday prior to the Board Meeting. *(Submit one form per agenda item and provide attachments as separate documents.)*

I. DATE OF BOARD MEETING: 02-18-2026

II. AGENDA ITEM TITLE: AMN Healthcare, Inc. Contract Amendment for School Social Work Services for the 2025-26 School Year.

III. TYPE OF AGENDA ITEM: *(Place an X in the box you select)*

	Presentation
	Consent Agenda <i>(replacement of/transfer to/resignation from existing positions are consent agenda)</i>
X	Action/Approval <i>(new positions/FTE increases for existing positions are action items)</i>
	Information

IV. AGENDA ITEM DESCRIPTION:

a) **Purpose and background:** *(Provide 1-3 sentences describing the type of service/good, who will be providing it, as well as the background on the need)*

Amended contract with AMN Healthcare for a 1.0 FTE School Social Worker to provide additional coverage following a recent vacancy/resignation at another contracted agency. The original contract was approved to cover two upcoming staff leaves, and this amendment ensures continuity of services.

b) **Cost:** **\$82,000** for the 2025-2026 school year.

c) **Timeframe/term of agreement:** November 3, 2025 through June 2, 2026.

d) **Supporting materials/attachments, if any:** Amended Contract between AMN Healthcare and Eaton RESA for School Social Work Services.

V. RECOMMENDATION: *(Place an X in the box you select)*

	Approve
X	Authorize the Superintendent to execute the agreement
	Approve the increase of FTE:
	Award a bid
	Other:

VI. RECOMMENDED BY: Kelly Hager, Assistant Superintendent for Special Education

