

Regular Board of Education Meeting  
Monday, September 23, 2024 7:15 PM Eastern

Madison High School Auditorium  
915 E Eleven Mile Rd  
Madison Heights, MI 48071

Crystal Beaver: Present  
Merri Busch: Present  
Rebecca Chambliss: Absent  
Mary Harp: Absent  
Cindy Holder: Present  
Mark Kimble: Present  
Gloria Thompson: Present  
Present: 5, Absent: 2.

1. CALL TO ORDER

1.A. Pledge of Allegiance

1.B. Roll Call

1.C. Public Fundamental with Public Comments

2. ADMINISTRATION REPORT

Cell Phone Tower -

Attorney Jeremy Moetz gives an overview of cell phone tower contract with American Tower

Sinking fund flyer discussion

Outline of bus driver contract

Update on enrollment - 925 without Vlac 950

3. CONSENT AGENDA

All Matters listed under the Consent Agenda are considered to be routine in nature by the Board of Education and will be acted upon by one motion. There will be no separate discussion of these items. If any member of the Board or any citizen requests discussion of an item, that item will be removed from the Consent Agenda and will become the first item of business under the Board of Education Action Items portion of the agenda.

It is recommended that the Board of Education approve the Consent Agenda as presented. This motion, made by Gloria Thompson and seconded by Merri Busch, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

3.A. Approval of Minutes of the Board of Education for the Regular Meeting of Setpember 9, 2024

3.B. Approval of the Check Register for Payment as submitted in the amount of \$87,985.31.

3.C. Approval of the Personnel Report submitted by Human Resources on September 17, 2024

4. BOARD OF EDUCATION ACTION ITEMS

4.A. Approval of SetSeg Invoice Payment

Approval of Set seg Invoice Payment. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

4.B. Approval of Speech Pathologist Contract

Approval Of Speech Pathologist Contract. This motion, made by Gloria Thompson and seconded by Merri Busch, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

4.C. Approval of Madison Heights Secretary Association Contract

Approval Of Madison Heights Secretary Contract. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

4.D. Approval of Truth in Taxation Resolution

Approval as recommended. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

4.E. Approval of revised form L-4029

Approve as recommended. This motion, made by Crystal Beaver and seconded by Merri Busch, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

4.F. Reject American Tower Contract

Approve as recommended. This motion, made by Mark Kimble and seconded by Merri Busch, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

5. Superintendent Evaluation Training

6. Closed Session in Support of Section 8H of the Open Meeting's Act To Discuss Legal Opinion of Council

Closed Session 8H of the open meetings act. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea  
Yea: 5, Nay: 0, Absent: 2

Return from closed meeting at 9:30

## 7. ADJOURNMENT

I will...

- follow Robert's Rule of Order.
- focus on the issues rather than personalities by challenging the argument, not the person, and listen with an open mind.
- come prepared by reading the packet prior to the meeting or work session.
- be fully present during the meeting.
- submit questions regarding any agenda items to the Superintendent, via email, by noon prior to the meeting.
- govern myself in a professional manner at all times.

MOTION TO ADJOURN. This motion, made by Crystal Beaver and seconded by Gloria Thompson, Passed.

Rebecca Chambliss: Absent, Mary Harp: Absent, Crystal Beaver: Yea, Merri Busch: Yea, Cindy Holder: Yea, Mark Kimble: Yea, Gloria Thompson: Yea

Yea: 5, Nay: 0, Absent: 2

## **Board Action Item Cover Sheet**

**Date:** September 23, 2024

**Subject:** Approval of Consent Agenda

**Description:**

All Matters listed under the Consent Agenda are considered to be routine in nature by the Board of Education and will be acted upon by one motion. There will be no separate discussion of these items. If any member of the Board or any citizen requests discussion of an item, that item will be removed from the Consent Agenda and will become the first item of business under the Board of Education Action Items portion of the agenda.

- A. Approval of Minutes of the Board of Education for the Regular Meeting of September 9, 2024.
- B. Approval of the September 1, 2024 thru September 17, 2024 Check Register as submitted in the amount of \$87,985.31.
- C. Approval of the Personnel Report submitted by Human Resources on September 17, 2024

**Recommendation:**

It is recommended that the Board of Education approve the Consent Agenda as presented.

Regular Board of Education Meeting  
Monday, September 9, 2024 7:00 PM Eastern

Madison High School Auditorium  
915 E Eleven Mile Rd  
Madison Heights, MI 48071

Crystal Beaver: Absent  
Merri Busch: Present  
Rebecca Chambliss: Present  
Mary Harp: Absent  
Cindy Holder: Present  
Mark Kimble: Absent  
Gloria Thompson: Present  
Present: 4, Absent: 3.

### 1. CALL TO ORDER

1.A. Pledge of Allegiance

1.B. Roll Call

1.C. Public Fundamental with Public Comments

### 2. PRESENTATION OF AWARDS

2.A. Students of the Month

Student of the Month - MHS - Seniors - Serenity Williams and Jayden Dorsey

Student of the Month - MES - 5th graders - Isiah Vitro and Holly Peace

Student of the Month - ECC - Ms. Newmans class - Mason O.

2.B. Employees of the Month

Employee of the month - Rusty Rogers and Emily Pattyn

1st Madison Cup Presentation - Lisa A

### 3. ADMINISTRATION REPORT

Student Enrollment - 1000 students - 927 showed up so far

Job Opportunitites

Oakland 80 - College Career Readiness

Change colors to Purple and Gold for Wilkinson

Set up Super Evaluation Training on Sept 23rd - December, evaluation check in June and Full in December

Metro Program at WMS - Grant from Oakland Schools to start up the program

Received grant for Mental Health Worker -

#### 4. CONSENT AGENDA

All Matters listed under the Consent Agenda are considered to be routine in nature by the Board of Education and will be acted upon by one motion. There will be no separate discussion of these items. If any member of the Board or any citizen requests discussion of an item, that item will be removed from the Consent Agenda and will become the first item of business under the Board of Education Action Items portion of the agenda.

4.A. Approval of Minutes of the Board of Education for the Regular Meeting of August 19, 2024

4.B. Approval of the August Financials in the amount of One Million, Five Hundred Ninety Five Thousand, Nine Hundred Forty One Dollars and Thirty Seven Cents

4.C. Approval of the Personnel Report submitted by Human Resources on September 4, 2024  
Motion to Amend the Agenda and go into closed session for strategy and negotiation with MHEA pursuant to Section 8c of the Open Meetings Act. This motion, made by Rebecca Chambliss and seconded by Gloria Thompson, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

Motion to amend the agenda and add Finance Committee to committee reports. This motion, made by Merri Busch and seconded by Rebecca Chambliss, Failed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Cindy Holder: Nay, Gloria Thompson: Nay, Merri Busch: Yea, Rebecca Chambliss: Yea  
Yea: 2, Nay: 2, Absent: 3

Merri Busch: Yea, Rebecca Chambliss: Yea

#### 5. Discussion

Approval. This motion, made by Gloria Thompson and seconded by Rebecca Chambliss, Passed.  
Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

5.A. Change in Meeting Days

Motion to Remove this item from the agenda. This motion, made by Rebecca Chambliss and seconded by Merri Busch, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

#### 6. BOARD OF EDUCATION ACTION ITEMS

6.A. Approval of MEA Contract

MEA. This motion, made by Rebecca Chambliss and seconded by Gloria Thompson, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

6.B. Approval of Entry Door Replacement at Madison Early Childhood Center

Door Replacement. This motion, made by Merri Busch and seconded by Rebecca Chambliss, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

6.C. Approval of Blind Purchase and Installation at Madison Early Childhood Center and Wilkinson Middle School

Blind Purchase for WMS and ECC. This motion, made by Gloria Thompson and seconded by Rebecca Chambliss, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

6.D. Approval of Camera Purchase and Installation at Madison Early Childhood Center  
Camera Purchase at ECC. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

6.E. Approval of Chromebook Purchase

Chromebook approval for 55 additional. This motion, made by Gloria Thompson and seconded by Merri Busch, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea  
Yea: 4, Nay: 0, Absent: 3

## 7. BOARD ITEMS - OFFICERS AND COMMITTEE REPORTS

### 7.A. Committee Reports

#### 7.A.1. GRC Report

7.A.2. Parks and Recreation Committee  
No report

#### 7.A.3. HREC Report

No report

#### 7.A.4. Enrollment

No report

### 7.B. Board Comments

Thompson - Congratulated Students and Staff

Chambliss - Welcome back to students

Busch - Congratulated Students and Employee and MEA contract approval

Holder - Welcome to New Staff member - Ebony T. - Congrats on Sports

## 8. ADJOURNMENT

I will....

- follow Robert's Rule of Order.
- focus on the issues rather than personalities by challenging the argument, not the person, and listen with an open mind.
- come prepared by reading the packet prior to the meeting or work session.
- be fully present during the meeting.
- submit questions regarding any agenda items to the Superintendent, via email, by noon prior to the meeting.
- govern myself in a professional manner at all times.

Adjourn. This motion, made by Merri Busch and seconded by Gloria Thompson, Passed.

Crystal Beaver: Absent, Mary Harp: Absent, Mark Kimble: Absent, Merri Busch: Yea, Rebecca Chambliss: Yea, Cindy Holder: Yea, Gloria Thompson: Yea

Yea: 4, Nay: 0, Absent: 3



# Madison District Public Schools

## Paid Transaction Detail by Vendor

Check Date From 9/1/2024 TO 9/17/2024

PE ID	Vendor Name	Sec.Code	Account Number	Check#	Check Date	Invoice Date	Invoice #	Description	PO#	Amount
100002	A AND G CENTRAL	SC	110-112-0000-0000-004-0004-55112000	A 00108711	09/13/2024	06/12/2024	160265	Reeds	P2500047	23.10
<b>Vendor Total:</b>										<b>23.10</b>
400007	AMARGE DEVELOPMENT	SC	110-271-0000-0000-000-0055-57410000	A 00108712	09/13/2024	07/19/2024	090924	Church parking lot lease		12,500.00
<b>Vendor Total:</b>										<b>12,500.00</b>
400900	Amazon Capital Services Inc	SC	110-122-0120-0000-004-0200-55990000	A 00108713	09/13/2024	09/06/2024	11PG-RPYJ-	Ring Battery Doorbell Plus Hea	P2500050	119.99
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart Gold Plated Excellence	P2500044	8.54
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart Gold Plated Excellence	P2500044	16.18
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart's Gold Plated Excellen	P2500044	8.09
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart Gold Plated Excellence	P2500044	8.54
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart Gold Plated Excellence	P2500044	8.54
400900	Amazon Capital Services Inc	SC	110-111-0000-0000-001-0001-55990000	A 00108713	09/13/2024	05/08/2024	13DV-KHG3-	PinMart Gold Plated Excellence	P2500044	8.54
400900	Amazon Capital Services Inc	SC	110-252-0000-0000-000-0000-55990000	A 00108713	09/13/2024	09/03/2024	1DYT-NLXH-	Ring Battery Doorbell Plus Hea	P2500045	119.99
400900	Amazon Capital Services Inc	SC	290-296-4380-0000-001-0001-57920000	A 00108713	09/13/2024	08/25/2024	1V7F-LD6D-	Gimars Upgrade Triple Stabilit	P2500038	53.98
400900	Amazon Capital Services Inc	SC	290-296-4380-0000-001-0001-57920000	A 00108713	09/13/2024	08/25/2024	1V7F-LD6D-	noot products A319 Over Ear Wi	P2500038	239.70
400900	Amazon Capital Services Inc	SC	290-296-4380-0000-001-0001-57920000	A 00108713	09/13/2024	08/25/2024	1V7F-LD6D-	OSSZIT Kids Headphones Bulk 50	P2500038	79.95
400900	Amazon Capital Services Inc	SC	110-122-0120-0000-004-0200-55990000	A 00108713	09/13/2024	08/22/2024	1X13-1L34-9QXF	Replacement Remote Control for	P2500030	22.99
400900	Amazon Capital Services Inc	SC	110-122-0120-0000-004-0200-55990000	A 00108713	09/13/2024	09/07/2024	1XFW-P3RG-	LIELONGREN LED Digital Wall	P2500055	24.99
<b>Vendor Total:</b>										<b>720.02</b>
100030	AMERICAN OFFICE	SC	110-257-0000-0000-000-0000-54220000	A 00108714	09/13/2024	09/06/2024	37392689	District Copiers		3,194.37
<b>Vendor Total:</b>										<b>3,194.37</b>
401010	Attainment Company Inc.	SC	110-122-0120-0000-004-0200-55110000	A 00108715	09/13/2024	08/27/2024	382106A	Real Life Math Level 1 & 2	P2500035	99.00
401010	Attainment Company Inc.	SC	110-122-0120-0000-004-0200-55110000	A 00108715	09/13/2024	08/27/2024	382106A	Connections In the Workplace C	P2500035	329.00
401010	Attainment Company Inc.	SC	110-122-0120-0000-004-0200-55110000	A 00108715	09/13/2024	08/27/2024	382106A	Shipping & Handling	P2500035	21.40
<b>Vendor Total:</b>										<b>449.40</b>
100053	AXA EQUITABLE LIFE		110-000-0000-0000-000-0000-24512400	A 00108753	09/16/2024	09/05/2024	2720/2401180	PAYROLL		725.00
<b>Vendor Total:</b>										<b>725.00</b>
400867	Big Lakes Lawn care	SC	110-261-0000-0000-004-0004-54110000	A 00108716	09/13/2024	08/31/2024	148571	Fertilizer weed control WMS		85.00
400867	Big Lakes Lawn care	SC	110-261-0000-0000-000-0054-54110000	A 00108716	09/13/2024	08/31/2024	148572	Admin building fertilizer		80.00
400867	Big Lakes Lawn care	SC	110-261-0000-0000-007-0007-54110000	A 00108716	09/13/2024	08/31/2024	148592	MHS weed control/fertilizer		720.00
400867	Big Lakes Lawn care	SC	110-261-0000-0000-005-0005-54110000	A 00108716	09/13/2024	09/07/2024	152475	ECC Fertilize & Weed Control 4		95.00
400867	Big Lakes Lawn care	SC	110-261-0000-0000-001-0001-54110000	A 00108716	09/13/2024	09/07/2024	152477	MES weed control 4		150.00
<b>Vendor Total:</b>										<b>1,130.00</b>

User: PERRY P - Patricia Perry

Report: OSAP5001 - OSAP5001: Paid Transaction Detail by Ve

Selection:

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Vers. 2

Current Date: 09/17/2024

Current Time: 11:07:54

**Madison District Public Schools**  
**Paid Transaction Detail by Vendor**  
Check Date From 9/1/2024 TO 9/17/2024

PE ID	Vendor Name	Sec.Code	Account Number	Check#	Check Date	Invoice Date	Invoice #	Description	PO#	Amount
401000	Bouncing All Around Party	SC	290-296-4380-0000-001-0001-57920000	A 00108717	09/13/2024	06/11/2024	7938-	MES Obstacle Course		370.00
<b>Vendor Total:</b>										<b>370.00</b>
401012	BRIGHT HORIZON	SC	110-261-0000-0000-000-0054-54110000	A 00108718	09/13/2024	08/26/2024	44557	Landscaping		3,036.00
<b>Vendor Total:</b>										<b>3,036.00</b>
400730	C E DOOR AND	SC	110-284-0000-0000-000-0000-55990000	A 00108719	09/13/2024	08/31/2024	365	100 composite cards		709.00
400730	C E DOOR AND	SC	110-261-0000-0000-007-0007-55990000	A 00108719	09/13/2024	08/30/2024	367	MHS main entrance service		225.00
400730	C E DOOR AND	SC	110-284-0000-0000-000-0000-55990000	A 00108719	09/13/2024	08/30/2024	368	Printer Ribbon		208.00
<b>Vendor Total:</b>										<b>1,142.00</b>
100101	CDW GOVERNMENT LLC	SC	110-284-0000-0000-000-0000-55990000	A 00108720	09/13/2024	08/06/2024	SS32516	Digital Pen		39.57
<b>Vendor Total:</b>										<b>39.57</b>
100122	CITY OF MADISON	SC	110-261-0000-0000-000-0054-53830000	A 00108721	09/13/2024	09/01/2024	090124MHS	MHS water bill		2,252.67
100122	CITY OF MADISON	SC	110-261-0000-0000-000-0054-53830000	A 00108721	09/13/2024	09/01/2024	090924AB	Admin building Water bill		62.13
100122	CITY OF MADISON	SC	110-261-0000-0000-000-0054-53830000	A 00108721	09/13/2024	09/01/2024	090924ECC	ECC Water Bill		91.67
100122	CITY OF MADISON	SC	110-261-0000-0000-000-0054-53830000	A 00108721	09/13/2024	09/01/2024	090924MES	MES Water bill		374.00
100122	CITY OF MADISON	SC	110-261-0000-0000-000-0054-53830000	A 00108721	09/13/2024	09/01/2024	090924WMS	WMS Water bill		78.34
<b>Vendor Total:</b>										<b>2,858.81</b>
400799	CLEAR RATE	SC	110-261-0000-0000-000-0054-53410000	A 00108722	09/13/2024	08/27/2024	5178792	District phones		787.86
<b>Vendor Total:</b>										<b>787.86</b>
401007	Club Venetian Banquet Center	001	290-296-4388-0000-001-0001-57920000	A 00108723	09/13/2024	09/03/2024	000550	Club Venetian Deposit		500.00
<b>Vendor Total:</b>										<b>500.00</b>
400959	Constellation Newenergy -	SC	110-261-0000-0000-007-0007-55510000	A 00108724	09/13/2024	09/05/2024	4117798	MHS		129.00
<b>Vendor Total:</b>										<b>129.00</b>
100135	CONSUMERS ENERGY	SC	110-261-0000-0000-001-0001-55510000	A 00108725	09/13/2024	08/30/2024	204390317567	MES		67.37
100135	CONSUMERS ENERGY	SC	110-261-0000-0000-007-0007-55510000	A 00108725	09/13/2024	08/30/2024	206525706694	MHS		948.05
100135	CONSUMERS ENERGY	SC	110-261-0000-0000-007-0007-55510000	A 00108725	09/13/2024	08/30/2024	206525706695	MHS		62.62
<b>Vendor Total:</b>										<b>1,078.04</b>
400894	Discovery Education	SC	110-111-0000-0000-001-0001-55110000	A 00108726	09/13/2024	09/05/2024	269533	District Membership 2024-2025	P2500049	1,795.00
<b>Vendor Total:</b>										<b>1,795.00</b>
400877	EMI-Electrocomm LLC	SC	110-284-0000-0000-000-0000-53190000	A 00108727	09/13/2024	09/01/2024	M-90124-123	Monthly 2 way radio rental		920.80
<b>Vendor Total:</b>										<b>920.80</b>
400341	HEALTHQUITY INC		110-000-0000-0000-000-0000-24513600	A 00108754	09/16/2024	09/05/2024	2255/2401180	PAYROLL		1,488.08
<b>Vendor Total:</b>										<b>1,488.08</b>

User: PERRY P - Patricia Perry

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**Check Date From 9/1/2024 TO 9/17/2024**

PE ID	Vendor Name	Sec.Code	Account Number	Check#	Check Date	Invoice Date	Invoice #	Description	PO#	Amount
100246	HEARTHSIDE HEATING	SC	110-261-0000-0000-004-0004-54110000	A 00108728	09/13/2024	05/29/2024	I20390	WMS compressor #2		176.00
<b>Vendor Total:</b>										<b>176.00</b>
100258	HOME DEPOT CREDIT	SC	110-261-0000-0000-001-0001-55990000	A 00108729	09/13/2024	08/15/2024	090924D	MES topsoil		38.55
100258	HOME DEPOT CREDIT	SC	110-261-0000-0000-007-0007-55990000	A 00108729	09/13/2024	08/15/2024	090924D	MHS Awesome spray		31.44
100258	HOME DEPOT CREDIT	SC	290-296-4318-0000-000-0000-57920000	A 00108729	09/13/2024	08/15/2024	090924D	OAM bins		19.96
100258	HOME DEPOT CREDIT	SC	110-261-0000-0000-001-0001-55990000	A 00108729	09/13/2024	08/15/2024	090924D	MES Shelf Support		9.76
100258	HOME DEPOT CREDIT	SC	110-261-0000-0000-007-0007-55990000	A 00108729	09/13/2024	08/15/2024	090924D	MHS wood screws		20.70
100258	HOME DEPOT CREDIT	SC	110-261-0000-0000-000-0054-55990000	A 00108729	09/13/2024	08/15/2024	090924D	Shop Supplies		18.46
100258	HOME DEPOT CREDIT	SC	110-122-0120-0000-004-0200-55990000	A 00108729	09/13/2024	08/15/2024	090924D	Metro supplies		72.01
<b>Vendor Total:</b>										<b>210.88</b>
400830	Infosec	SC	110-284-0000-0000-000-0000-53190000	A 00108730	09/13/2024	07/08/2024	INV000093480	Renewal		1,062.00
<b>Vendor Total:</b>										<b>1,062.00</b>
100282	JAYS SEPTIC TANK	SC	110-113-0000-0000-007-0007-54220000	A 00108731	09/13/2024	08/27/2024	I163934	Portable/Sanitizer MHS		140.00
<b>Vendor Total:</b>										<b>140.00</b>
100283	JD CANDLER ROOFING	SC	110-261-0000-0000-004-0004-54110000	A 00108732	09/13/2024	08/14/2024	12417961	/wn//s emergency repair		539.10
<b>Vendor Total:</b>										<b>539.10</b>
401009	Jefferson, Wendell Todd	SC	110-000-0000-0000-000-0000-41910000	A 00108733	09/13/2024	08/15/2024	090524	Refund facility rental		780.00
<b>Vendor Total:</b>										<b>780.00</b>
100630	JOHNSON CONTROLS	SC	110-261-0000-0000-000-0054-53190000	A 00108734	09/13/2024	06/01/2024	40147752	Annual Service Charge		5,068.17
<b>Vendor Total:</b>										<b>5,068.17</b>
401014	KIDS DISCOVER LLC	SC	110-111-0000-0000-001-0001-55110000	A 00108735	09/13/2024	09/11/2024	100167077-1	Kids Discover Online:Educator	P2500068	3,264.00
<b>Vendor Total:</b>										<b>3,264.00</b>
100318	KSS ENTERPRISES	SC	110-261-0000-0000-007-0007-54110000	A 00108736	09/13/2024	08/21/2024	1599612-1	Rubbermaid Executive Series (T	P2500019	24.78
100318	KSS ENTERPRISES	SC	110-261-0000-0000-007-0007-54110000	A 00108736	09/13/2024	08/21/2024	1599612-1	Fresh Wave 3D Urinal Screen -	P2500019	32.71
<b>Vendor Total:</b>										<b>57.49</b>
100348	MADISON HEIGHTS PLBG	SC	110-261-0000-0000-007-0007-55990000	A 00108737	09/13/2024	08/14/2024	198136	MHS Vacuum brass breaker		14.68
100348	MADISON HEIGHTS PLBG	SC	110-261-0000-0000-004-0004-55990000	A 00108737	09/13/2024	08/22/2024	198821	Parts/Supplies		224.92
<b>Vendor Total:</b>										<b>239.60</b>
100349	MADISON HEIGHTS	SC	110-252-0000-0000-000-0000-55990000	A 00108738	09/13/2024	08/26/2024	8262324	MH Police Reserves 23-24		3,000.00
100349	MADISON HEIGHTS	SC	110-252-0000-0000-000-0000-55990000	A 00108738	09/13/2024	08/26/2024	8262425	MH Police Reserves 24-25		3,000.00
<b>Vendor Total:</b>										<b>6,000.00</b>
400914	Michigan State Disbursement		110-000-0000-0000-000-0000-24513400	A 00108755	09/16/2024	09/05/2024	2800/2401180	PAYROLL		344.37

**Madison District Public Schools**  
**Paid Transaction Detail by Vendor**  
Check Date From 9/1/2024 TO 9/17/2024

PE ID	Vendor Name	Sec.Code	Account Number	Check#	Check Date	Invoice Date	Invoice #	Description	PO#	Amount
400914	Michigan State Disbursement		110-000-0000-0000-000-0000-24513400	A 00108755	09/16/2024	09/05/2024	2802/2401180	PAYROLL		256.37
<b>Vendor Total:</b>										<b>600.74</b>
100417	MSBO	SC	110-252-0000-0000-000-0000-57410000	A 00108739	09/13/2024	09/03/2024	303112D25	membership dues		150.00
<b>Vendor Total:</b>										<b>150.00</b>
100418	MSBOA	SC	110-112-0000-0000-004-0004-57412000	A 00108740	09/13/2024	08/28/2024	16520	MSBOA School membership	P2500052	375.00
<b>Vendor Total:</b>										<b>375.00</b>
100450	OAKLAND COUNTY	SC	110-259-0000-0000-000-0000-57610000	A 00108741	09/13/2024	08/01/2024	AUG3124	Taxes		2,474.93
<b>Vendor Total:</b>										<b>2,474.93</b>
100484	PITNEY BOWES GLOBAL	SC	110-282-0000-0000-000-0000-53430000	A 00108742	09/13/2024	09/10/2024	3319658734	Postage machine lease		887.13
<b>Vendor Total:</b>										<b>887.13</b>
400633	READ TO THEM	SC	110-111-0000-0000-001-0001-55990000	A 00108743	09/13/2024	02/29/2024	17020275	books		90.00
<b>Vendor Total:</b>										<b>90.00</b>
100561	SETSEG WORKERS	SC	110-111-0000-0000-001-1000-52840000	A 00108744	09/13/2024	09/04/2024	SETSEG WC	Workers' Comp fund		2,030.66
100561	SETSEG WORKERS	SC	110-112-0000-0000-004-1000-52840000	A 00108744	09/13/2024	09/04/2024	SETSEG WC	workers comp fund		2,030.66
100561	SETSEG WORKERS	SC	110-113-0000-0000-007-1000-52840000	A 00108744	09/13/2024	09/04/2024	SETSEG WC	Workers' Comp fund		2,030.68
<b>Vendor Total:</b>										<b>6,092.00</b>
100572	SOLIAN HEALTH	SC	110-213-0013-0000-000-0200-53130000	A 00108745	09/13/2024	09/01/2024	21015879	PT Services		1,062.19
100572	SOLIAN HEALTH	SC	110-213-0011-0000-000-0200-53130000	A 00108745	09/13/2024	09/01/2024	21016388	OT Services		2,022.84
100572	SOLIAN HEALTH	SC	110-213-0013-0000-000-0200-53130000	A 00108745	09/13/2024	09/08/2024	21019812	PT Services		1,081.50
100572	SOLIAN HEALTH	SC	110-213-0011-0000-000-0200-53130000	A 00108745	09/13/2024	09/08/2024	21021154	OT Services		2,249.70
<b>Vendor Total:</b>										<b>6,416.23</b>
100174	THE DTE ENERGY	SC	110-261-0000-0000-007-0007-55520000	A 00108746	09/13/2024	09/06/2024	091224AF	MHS Athletic Field		273.78
100174	THE DTE ENERGY	SC	110-261-0000-0000-000-0054-55520000	A 00108747	09/13/2024	09/06/2024	91224AB	Admin Building		736.08
<b>Vendor Total:</b>										<b>1,009.86</b>
100610	THRUN LAW FIRM PC	SC	110-231-0000-0000-000-0000-53170000	A 00108748	09/13/2024	08/22/2024	298264	Election prep & procedure		1,950.00
<b>Vendor Total:</b>										<b>1,950.00</b>
100617	TONYS ACE HARDWARE	SC	110-261-0000-0000-000-0054-55990000	A 00108749	09/13/2024	09/01/2024	091224ACE	Outside Maint. supplies		8.16
100617	TONYS ACE HARDWARE	SC	110-261-0000-0000-000-0054-55990000	A 00108749	09/13/2024	09/01/2024	091224ACE	Outside Maint. supplies		30.00
100617	TONYS ACE HARDWARE	SC	110-261-0000-0000-000-0054-55990000	A 00108749	09/13/2024	09/01/2024	091224ACE	Outside Maint. supplies		7.56
<b>Vendor Total:</b>										<b>45.72</b>
400460	US OMNI AND TSACG		110-000-0000-0000-000-0000-24514200	A 00108756	09/16/2024	09/05/2024	2710/2401180	PAYROLL		8,795.45
400460	US OMNI AND TSACG		110-000-0000-0000-000-0000-24514200	A 00108756	09/16/2024	09/05/2024	2712/2401180	PAYROLL		683.00

User: PERRY P - Patricia Perry

Report: OSAP5001 - OSAP5001: Paid Transaction Detail by Ve

Selection:

OH\_DTL.[oh\_ck\_dt] <= '09/17/2024' AND OH\_DTL.[oh\_ck\_dt] >= '09/01/2024'

Page

4

Vers. 2

Current Date: 09/17/2024

Current Time: 11:07:54

**Madison District Public Schools**  
**Paid Transaction Detail by Vendor**  
 Check Date From 9/1/2024 TO 9/17/2024

PE ID	Vendor Name	Sec.Code	Account Number	Check#	Check Date	Invoice Date	Invoice #	Description	PO#	Amount	
									<b>Vendor Total:</b>	<b>9,478.45</b>	
100647	VERIZON WIRELESS	SC	110-261-0000-0000-000-0054-53410000 A	00108750	09/13/2024	09/01/2024	9972874840	Distict cell phones		726.84	
									<b>Vendor Total:</b>	<b>726.84</b>	
100659	Waste Management Corporate	SC	110-261-0000-0000-000-0054-53840000 A	00108751	09/13/2024	09/01/2024	8114411-2860-0	District Dumpsters		2,064.12	
									<b>Vendor Total:</b>	<b>2,064.12</b>	
400962	WMYD	SC	110-232-0000-0000-000-0000-53510000 A	00108752	09/13/2024	08/31/2024	1279246-5	Advertisement		4,000.00	
400962	WMYD	SC	110-232-0000-0000-000-0000-53510000 A	00108752	09/13/2024	08/31/2024	1316036-1	Advertisement		1,200.00	
									<b>Vendor Total:</b>	<b>5,200.00</b>	
			<b>Total # of Checks:</b>	<b>46</b>						<b>Grand Total:</b>	<b>87,985.31</b>

End of Report

**PERSONNEL ACTION**

Pam Vermiglio, Assistant Superintendent, presents for your consideration the following personnel changes:

**NEW HIRES**

<b>Name</b>	<b>Bargaining Unit</b>	<b>Proposed Position</b>	<b>Employee Credentials</b>	<b>Salary</b>	<b>Effective Date</b>
Bergier, Heather	N/A	Bus Aide		\$16.48/hr	09/23/2024
Thomas, Brandie	AFSCME Local 1468	Cafeteria Worker @ ECC		\$14.83/hr	09/23/2024

**CHANGE OF STATUS**

<b>Name</b>	<b>Position</b>	<b>Reason</b>	<b>Current Salary</b>	<b>Proposed Salary</b>	<b>Effective Date</b>
Gibeau, Sherry	Teacher @ ECC	Master's +18	\$75,000	\$77,000	09/12/2024

**RESIGNATIONS & TERMINATIONS**

<b>Name</b>	<b>Position</b>	<b>Reason</b>	<b>Effective Date</b>

RECOMMENDATION: That the Madison District Public Schools Board of Education adopts the personnel report recommendations as presented.

**APPROVED AND RECOMMENDED  
FOR BOARD ACTION**

**Patricia Perry  
Superintendent**



*Prepare. Aspire. Succeed.*

## **Board Action Item Cover Sheet**

**Date:** September 23, 2024

**Subject:** Approval of SetSeg Invoice

**Description:**

This action item seeks approval of a payment of \$58,523.36 to SetSeg for pending litigation. SETSEG has incurred legal expenses over your \$50,000 deductible, which has triggered the deductible invoice for this claim.

**Recommendation:**

It is recommended that the Board of Education approve the **payment of \$58523.36 to SetSeg**

**MASB-SEG Property Casualty Pool, Inc.  
INVOICE**

Claim Number: 23390K589095

Loss Date: 3/1/2023

Madison District Public Schools  
26524 John R Rd  
Madison Heights MI 48071

**Description** ELL litigation  
Deductible Case#  
23-cv-10472

**Amount Due** \$50,000

Net 30 Days **Amount Due by 10/10/2024**

**\$50,000.00**





**Paid Transactions for Madison District Public Schools  
(23390K589095)**

**Claim Number : 23390K589095**

**Claimant Name : Mitchell, Jack**

Loss Date	Class	Trans Amount	Check Number	Date Printed	Payee Name	Trans Comment
3/1/2023	LEGAL	\$6318.00	172012304	6/23/2023	GIARMARCO MULLINS AND HORTON PC	inv 1 42453.000
3/1/2023	LEGAL	\$1099.65	172013339	10/26/2023	GIAMARCO MULLINS & HORTON PC	inv 2 42453.000
3/1/2023	LEGAL	\$1314.00	172013474	11/9/2023	GIARMARCO MULLINS AND HORTON PC	inv 3 42453.000
3/1/2023	LEGAL	\$6883.20	172014546	2/21/2024	GIAMARCO MULLINS & HORTON PC	inv 4 42453-000Z
3/1/2023	LEGAL	\$21164.31	172015700	6/7/2024	GIAMARCO MULLINS & HORTON PC	Inv 5 42453-000Z
3/1/2023	LEGAL	\$5824.20	172015828	6/14/2024	GIARMARCO MULLINS & HORTON PC	inv 6 42453-000Z
3/1/2023	LEGAL	\$15920.00	172016622	9/9/2024	GIAMARCO MULLINS & HORTON PC	inv 7 42453.000Z
<b>LEGAL Sub-Total:</b>			<b>(\$58,523.36)</b>			
<b>Total Transactions for this Claim:</b>			<b>(\$58,523.36)</b>			



*Prepare. Aspire. Succeed.*

## **Board Action Item Cover Sheet**

**Date:** September 23, 2024

**Subject:** Approval of Speech Pathologist Language Therapy Services Contract for the 2024-2025 school year.

### **Description:**

MDPS is requesting approval for the Speech Pathologist Contract for the 2024-2025 school year. Due to the challenges we've faced in hiring for this internal position, we have been unable to find a suitable candidate within our current staff. As a result, we are seeking approval to outsource this role for the upcoming school year.

Outsourcing the position will allow us to ensure that our students receive the necessary speech and language services without further delay. This approach will also help us maintain the high standard of support and intervention required for our students' success. We believe that contracting with an experienced external provider will meet our needs effectively and efficiently.

### **Recommendation:**

It is recommended that the Board of Education approve the Speech Pathologist Contract as presented.



## CONTRACT FOR SPEECH-LANGUAGE THERAPY SERVICES

This agreement (“Agreement”) is entered into as of the      day of September, 2024 (“Effective Date”), by and between Stewart SLP, LLC (“Provider”) and Madison Public Schools (“School”).

WHEREAS School has students requiring in-person speech-language therapy services as part of its overall special education programs; and

WHEREAS Provider desires to contract with the School to offer such services to the School;

NOW, THEREFORE, in consideration of the above premises, which are hereby incorporated, and other good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

1. **Term and Termination.** This agreement is in effect for the regular and extended 2024-2025 school year and may be terminated by either party, without cause, with 30 days’ notice. Notice should be in writing (e-mail is sufficient).
2. **Obligations of Provider.** Professional services rendered by the Provider include the following:
  - a. Develop and implement Individual Education Programs for students who qualify for speech-language therapy services, according to the Department of Elementary and Secondary Education, which may include direct individual or group therapy, consulting, and/or monitoring of progress.
  - b. Conduct comprehensive speech-language evaluations at the request of the School.
  - c. Confer with appropriate personnel about student services/needs.
  - d. Make recommendations regarding service delivery and the student's needs to the IEP team for team consensus.
  - e. Attend meetings, such as IEP meetings and conferences, given adequate notice, as Provider is able and of which Provider is notified that Provider’s attendance is requested.
  - f. Prepare and maintain appropriate professional records and reports for all students under Provider’s care, which may include developing IEPs, progress reports, and notes and data on students. Provider’s clinicians will maintain clinical control over writing IEP goals and objectives, designing materials for services, and communicating with parents, teachers, and the special education team as deemed appropriate.
  - g. Provide consultation to classroom staff regarding needs and programs of the students and supervise speech-language paraprofessionals, e.g. CFs, if applicable.
  - h. Case management of speech-only students, if applicable.
  - i. Provide a secure virtual platform for provision of skilled virtual services, if applicable.



- j. Maintain a caseload of students under active therapy services of no more than:
    - i. 50 students for a full-time caseload (30 work hours per week);
    - ii. 20 students for a part-time caseload (12 work hours per week).
    - iii. NOTE: Provider and School may subsequently agree in writing to increase the number of students under active therapy services.
  - k. Provider's skilled speech-language direct service provision will constitute no more than 40 hours per week. Additional indirect hours (IEP support, consultations, & administrative responsibilities) will be provided as deemed necessary by Provider and as requested by School. Provider and School may subsequently agree in writing to increase the number of direct hours.
  - l. Provider will notify School of planned Provider absences with at least one week's notice and unplanned absences (e.g., illness, emergency) as early as reasonably possible.
- 3. Obligations of School.**
- a. School will provide an adequate space/room for both individual and group virtual and/or in-person therapy sessions.
  - b. School will provide district forms, materials, and one or more computer(s), web-cam(s), adequate headsets for the number of children participating in any virtual sessions, and additional technology required for provision of services within the School.
  - c. School shall pay the pricing as listed in Section 4 below.
  - d. For any virtual services, School will provide an on-site professional that will stay within line of sight of the students throughout the entire session.
  - e. School is responsible for communicating and obtaining informed consent from guardians specific to virtual service provision, if applicable.
- 4. Pricing.**
- a. School shall pay Provider the rates for the above-referenced services as indicated on the Stewart SLP, LLC Rate Sheet attached hereto as Exhibit A.
  - b. In the event of School-initiated cancellations without 24 hours' notice, Provider will bill for the time missed.
  - c. Provider will not bill for absences due to Provider's responsibility, such as Provider planned or unplanned absences.
  - d. Provider will defer to school policy and desire regarding compensatory time for School-responsible absences.
  - e. Provider will attempt to schedule make-up sessions for Provider-responsible absences.
  - f. Provider will not bill for school closures due to inclement weather dates.
- 5. Billing.** School shall pay a deposit of \$15,000.00 upon execution of this Agreement, to be applied to the first 15 weekly invoices sent by Provider, barring outstanding payment owed by the School to the Provider. In cases of outstanding payment owed by the School to the Provider, the deposit returns will be halted until such time as



all outstanding payments are resolved. Provider shall bill the School during the first day of each week for services provided during the previous week. School shall pay each invoice within 7 days of receipt of the invoice. A 10% penalty will be applied for late payment of any invoice that is not satisfied by the deposit.

6. **Subcontractors/Employees.** To enforce agreement, Provider may utilize subcontracts and/or employees to implement services. All subcontractors and employees will provide ONLY services listed above. Rates will be implemented as outlined in Agreement. School is not to directly employ and/or contract with Provider's subcontractors/employees within two years of the Termination Date without the written permission of Provider.
7. **Insurance.** Provider shall ensure all providers maintain professional liability insurance and, dependent on employee status, is responsible for any Social Security and Income Tax withholdings. Proof of liability insurance with a minimum 1,000,000/3,000,000 aggregate will be provided to School at School's request. School is not responsible for workers compensation insurance or teacher's retirement system payments to Provider or its employees or subcontractors.
8. **Regulatory Compliance.** Provider will comply with all Federal, State and Local regulations concerning IDEA and maintenance of confidentiality. Provider will submit a W-9 form to be kept on file at the school district office.
9. **Confidentiality.** School shall treat as confidential all information provided by Provider regarding Provider's business and operations, including without limitation the pricing outlined in Exhibit A and the terms of this Agreement. School's representatives may not discuss the terms of this Agreement, including without limitation the pricing outlined in Exhibit A, with any employee or contractor of Provider other than the person identified as "Provider's Representative" in the signature block to this Agreement. In the event that School is required to disclose any portion of Provider's confidential information by applicable law, regulation, court order, or at the request of any governmental agency, School may do so, provided that School will use its best efforts to notify Provider's Representative.
10. **Assignment.** School may not assign or otherwise transfer this Agreement or its obligations or benefits or any part thereof hereunder without the prior written consent of Provider. Provider may assign this Agreement to a successor entity with insurance coverage and professionally skilled staff at least equivalent to that of Provider and with the prior written consent of School (which shall not unreasonably be withheld).
11. **Modification and Waiver.** No modification, amendment or waiver of any of the provisions of this Agreement shall be effective unless contained in a writing specifically referring to this Agreement and signed by the parties hereto. The failure by a party at any time to enforce any of the provisions of this Agreement, or to require performance of any of the provisions hereof, shall in no way be construed to



be a waiver of such provisions or to affect either the validity of this Agreement or any part hereof, or the right of such party thereafter to enforce each and every provision in accordance with the terms of this Agreement.

12. **Entire Agreement.** This Agreement constitutes the entire Agreement between the parties concerning the subject matter hereof and supersedes any and all other written or oral communications, agreements, or contracts between the parties with respect to such subject matter.
13. **Construction.** Section headings are included herein solely for convenience of reference and shall not be construed as part of any section or to modify the contents thereof.
14. **Governing Law.** This Agreement shall be governed by and construed under the internal laws of the State of Michigan without reference to conflicts of law principles.
15. **Interpretation.** Neither this Agreement nor any uncertainty or ambiguity herein shall be construed or resolved against one party whether under any rules of construction or otherwise. On the contrary, this Agreement has been negotiated by and between the parties and shall be construed and interpreted according to the ordinary meaning of the words used so as to fairly accomplish the purposes and intentions of all parties hereto. The signatories below represent that they have the authority to sign on behalf of the Parties to this Agreement.

**[Signature page follows]**





**EXHIBIT A**  
**Stewart SLP, LLC Rate Sheet**  
**Contracted Speech-Language Services at Madison Public Schools**  
**2024-2025 School Year**

<b>Item</b>	<b>Rate</b>
<p><u>Deposit:</u></p> <ul style="list-style-type: none"><li>• Deposit of \$15,000.00 upon execution of this Agreement, to be applied in \$1,000.00 increments to the first 15 weekly invoices sent by Provider, barring outstanding payment owed by the School to the Provider.</li></ul>	\$15,000.00 deposit
<p><u>Services:</u></p> <ul style="list-style-type: none"><li>• Therapy sessions (1:1 and group)</li><li>• Evaluations</li><li>• Preparation &amp; report-writing</li><li>• IEP support</li><li>• IEP attendance</li><li>• Consultations with classroom teachers, parents, SPED team members, etc.</li><li>• Case management</li><li>• Data management &amp; service tracking for direct and indirect hours</li><li>• Schedule management</li><li>• Trainings</li><li>• Other requested administrative tasks not otherwise listed above</li></ul>	\$110.00 per hour
<p><u>Minimum Weekly Pay:</u></p> <ul style="list-style-type: none"><li>• Guaranteed minimum of 80% of scheduled hours per week</li><li>• Exceptions for planned school breaks, including Thanksgiving, Winter, Mid-Winter, and Spring break weeks</li></ul>	\$110.00 per hour
<p><u>Additional Hours:</u></p> <ul style="list-style-type: none"><li>• Any above service performed outside of set onsite work hours</li><li>• EX: IEP meetings scheduled outside of regularly-scheduled work hours</li><li>• EX: Consultations occurring outside of regularly-scheduled work hours</li><li>• NOTE: Excludes report writing time, which is unbilled unless completed during regularly-scheduled work hours</li></ul>	\$110.00 per hour



## Dqct f Cevkqp Kvg o Eqxgt Ujggv

Fcvg< 6HSMP EHU

Uwdlgev< \$ SSURYDORI 0 DGLVRQ+ HLJKW6HFUHDU \$ WRFLDNRQ&RQNDFW

Fguetkrvkqp<

0 ' 36 LVUHTXHWQJ DSSURYDORI VHO DGLVRQ+ HLJKW6HFUHDU  
\$ WRFLDNRQ&RQNDFVW/3UHFQAG

Tgeq o o gpf cvkqp<

, VWUFRP PHCGVNDVH%RDGRI ( GFDNRQDSSURYHWH0 DGLVRQ  
+ HLJKW6HFUHDU \$ WRFLDNRQ&RQNDFVW/SUHFQAG



