

JANUARY 2023

BOLT

Bulletin



LCS Staff News

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Hats ~~Off~~ on for Pete Haggadone!

Pete Haggadone, who has served in numerous capacities in the District since 1978, hung up his badge one final time on Tuesday, December 20, at Lapeer High School.

Students and staff poured into the main hallway at LHS to give Pete a proper send-off. The man who always reminded students to take their hats off, couldn't help but laugh when hundreds of students and staff had their hats on for one last goodbye.

If you haven't seen the video, [check it out here](#).

Thank you for your service to Lapeer Community Schools, Pete! Enjoy retirement!





Kagan in the Classroom: Student Engagement Techniques on Full Display in LCS Classrooms

This past month, we were fortunate to have Kagan coaches visiting classrooms across the District to provide feedback on how students and staff are using Kagan Structures to increase student engagement and achievement.

For those of you who don't know, the District has invested significant time and resources into the *Kagan Cooperative Learning Method*, which includes more than 200 structures.

"Our district professional development is focused on improving student engagement and question and discussion techniques," said Michelle Bradford, Assistant Superintendent for Curriculum and Instruction. "Kagan provides teachers with instructional strategies designed to promote cooperation and communication in the classroom. The structures boost students' confidence and retain their interest in the classroom."



Kagan's core structures increase student participation in learning to a degree that makes it far more difficult for students to be disengaged in the classroom. As anyone who has worked in education will tell you, learning itself is a skill. We are excited to see how these new methods will increase student engagement at all levels.

Kim Kroll and Taylor Rutledge

"I would like to give a shoutout to my two colleagues who joined me this year in the drop-out prevention program at LHS. Kim was a bit hesitant about signing up for this, but I knew that she would be awesome. She and Taylor are doing so well working with the 10th grade students who are struggling academically. Taylor adds so much to the team as well with her math and science skills and way of letting kids know that she cares but pushing them to work hard. I've always been a department of one, so having both of these amazing humans working alongside me helping kids has been amazing. We are an awesome Student Support Services Team!"



Sara Anderson

"I would like to say what a great job all the librarians do. Whether it's fixing Chromebook issues, hosting art shows, maker spaces, podcasts, tutoring, and over the top decorating, they are doing a first-rate job! Not to mention, our books! They are cultivating a new appreciation for books and the worlds of wonder within. This is all possible under the stewardship of Sara Anderson. Her tech knowledge and leadership is evident in the collection, programing, and specials she is implementing, to make the Media Centers a hub for students. The media centers would like to tell MS. Anderson Thank you for your direction and vision for our libraries.

Patty Schabel (pictured top right)

"I would like to send a Staff Shout-Out to Patty Schabel for all of her patience, hard work, dedication, kindness, and caring for her students. She's an amazing teacher and always gives 110% each and everyday! I am one blessed and lucky para to be able to work with her!"

Jamie Gallagher

"It takes a special person to drive a school bus. Drivers deal with many stressful situations, child behaviors and unpredictable weather conditions while driving down the road on a daily basis. Jamie has a positive attitude and patience beyond patience. She not only covers her own runs she is also our sidewalk assistant at LHS in the mornings. This is not an easy task and it takes a special person to manage hundreds of students transferring to multiple buildings on a daily basis. Our transfer system runs efficiently every morning. Students and Bus Drivers have the support of one of our finest. From all of us who witness her on a daily basis we would like everyone to know how special she truly is and how grateful we are to have her. Thanks Jamie for going above and beyond!"

Do you know of someone on our staff deserving of recognition?

Recognition isn't just about noticing the big events, it is about recognizing the small things along the way that have a big impact. When you send a submission, please name the employee, share specific info about what they did and why it was important to you. If possible, please send a photo.

Please submit your own staff shoutout to [Jared Field](#) prior to the 20th of each month.

Welcome New LCS Employees!

The following employees have been hired since December 1, 2022

Name	Role
Megan Frazier	Speech Pathologist - Murphy
Angela Howard	Parapro - Lynch
Amane Isa	Counselor - Zemmer
Kiley Jenkins	Parapro - Murphy
Kelsey Moore	Parapro - Rolland-Warner
Angel Thomas	Parapro - Turrill
Gene Warner	Bus Driver

Reminder: Please Register with Duo for Two-Factor Email Authorization

If you haven't already, please check your district email for instructions, including a tutorial video, for setting up two-factor authorization for email. Two-factor authentication is an additional layer of protection that requires you to use additional login credentials beyond just your username and password.

Please pay close attention to any emails you receive from the Oakland Schools Service Desk, as this will be the primary means of communication as we work towards implementing this very important security measure.



Message from Rachael Fisher to the Schickler Elementary Family

"I appreciate the staff and the students at Schickler Elementary for supporting me and my family during my journey over the last year.
Happy Holidays to all of you!!"

Notes from Central Office

Planning to Retire at the End of the Year?

If you are planning to submit your resignation or retirement at the end of the 2022-23 school year, be sure to check the collective bargaining agreement for your unit as many contracts contain provisions for early notification payments.

The Human Resource office will hold Informational zoom sessions on January 26 and January 31 at 4 pm for individuals interested in learning more about the local impact of transitioning to retirement.



These sessions will focus on notification requirements, compensation payout and benefit transition.

Zoom Meeting: [Click here to join](#)

Certified Staff Reminders

Teaching and Administrative certification with a June 30, 2023 expiration date can begin to be renewed anytime after January 1. Even if you renew early, your new expiration date will remain June 30. Early renewals are generally processed sooner and if questions arise, staff at MDE are more readily available to help. Staff are encouraged to renew early and avoid the end of the year rush.

Employee Recognition Awards

Be on the lookout for Employee Recognition Award nomination information. You will receive an email later this month outlining the process for nominating a colleague for recognition at our annual awards banquet in the spring. Stay tuned!

Upcoming Pension Seminars

The Lapeer County ISD will be hosting a pair of MARSP (Michigan Association of Retired School Personnel) pension seminars in 2023.

The first is scheduled for Thursday, January 26 and is targeted to employees who were hired on or after July 1, 2010 (i.e., employees with Pension Plus or Defined Contribution (DC) plans). It contains both defined benefit and defined contribution components and focuses on creating the habits necessary to help create a successful retirement plan.



The second is scheduled for Thursday, February 2 and is targeted to employees who were hired before July 1, 2010 (i.e., employees with Basic, MIP or DC-Converted plans).

The seminars will cover specific details of what lies ahead as a public-school retiree, including healthcare, pension benefits and managing lifetime income.

Both will be held at the Education and Technology Center and will start at 4:30 p.m.

[Click here](#) for the MARSP flyer.

For additional information on MARSP, click here: marsp.org.

Info from Payroll & Benefits

- Employees will receive their 2022 W-2 online in the employee access center and mail by January 31, 2023.
- Reminder: Healthcare rates will increase on the January 6, 2023 pay period. If you have questions, email Krista Trevithick at krista.trevithick@lapeerschools.org.



Do you know someone looking for a new gig? LCS has numerous openings for coaches, bus drivers, custodians, paraprofessionals, teachers, support staff and more!

If you know someone who is interested, please send them to Applitrack via this link: [LCS Job Openings](#)

Elective Retirement Savings Plan Information (403b/457b)

Lapeer Community Schools continually strives to offer and educate staff about our unique and advantageous benefits. One such benefit is our elective retirement savings plan(s) that employees can utilize to help provide financial security at retirement. In order to ensure you receive information about this benefit, [we are pleased to provide you with a newsletter](#) that has been prepared by the compliance administrator for our plan(s), U.S. OMNI & TSACG Compliance Services (OMNI/TSACG).

In addition to providing information about our plan(s), OMNI/TSACG also offers a Financial Wellness website that covers areas such as managing personal finances, college funding options, and how to navigate Social Security when the time comes. You will find calculators, videos, and informative content on various topics to help guide you in your planning process. If you have questions about what plans and vendors are offered, please [click here](#).

Recipe of the Month: Caprese Chicken

Compliments of Krista Trevithick, Payroll & Benefits Specialist

LEAN & GREEN CAPRESE CHICKEN INGREDIENTS

-  2 tsp Olive Oil
-  2 medium Garlic Cloves minced
-  2 cup Grape Tomatoes cubed
-  3 tbsp Balsamic Vinegar
-  1/4 tsp Salt
-  1/4 tsp Black Pepper
-  1/2 cup Fresh Basil chopped
-  1 lbs Boneless Skinless Chicken Breast butterflied
-  2 cup Reduced-Fat Mozzarella Cheese shredded

LEAN & GREEN CAPRESE CHICKEN INSTRUCTIONS

1. Butterfly the chicken breast(s) and pound very thin (1/8 to 1/4 inch thick)
2. Heat olive oil in a large skillet over medium-high heat. Add garlic and stir for one minute.
3. Add tomatoes, balsamic vinegar, salt and pepper. Cover and cook for 8-10 minutes until tomatoes have softened.
4. Remove from heat and stir in fresh basil.
5. Grill or sauté chicken breasts over medium-high heat for a few minutes on each side until fully cooked and juices flow clear.
6. Transfer to a baking sheet and turn oven to broil.
7. Top chicken with tomato mixture and mozzarella cheese, similar to how you would top a pizza.
8. Place baking sheet into oven to broil for 2-5 minutes or until the mozzarella is melted.

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Making New Year's Resolutions

Chances are at some time in your life, you've made a New Year's resolution — and then broken it. This year, stop the cycle of resolving to make change and then not following through. Here are ten tips to help you get started:

1. BE REALISTIC

The surest way to fall short of your goal is to make your goal unattainable. For instance, resolving to NEVER eat your favorite food again is setting you up to fail. Instead, strive for a goal that is attainable, such as avoiding it more often than you do now.

2. PLAN AHEAD

Don't make your resolution on New Year's Eve. If you wait until the last minute, it will be based on your mindset that particular day. Instead, it should be planned well before December 31st arrives.

3. OUTLINE YOUR PLAN

Decide how you will deal with the temptation to skip that exercise class or have that piece of cake. This could include calling on a friend for help, practicing positive thinking and self-talk, or reminding yourself how your "bad behavior" will affect your goal.

4. MAKE A "PROS" AND "CONS" LIST

It may help to see a list of items on paper to keep your motivation strong. Develop this list over time, and ask others to contribute to it. Keep your list with you and refer to it when you need help keeping your resolve.

5. TALK ABOUT IT

Don't keep your resolution a secret. Tell friends and family members who will be there to support your resolve to change yourself for the better or improve your health. The best-case scenario is to find a buddy who shares your New Year's resolution and motivates each other.

6. REWARD YOURSELF

This doesn't mean that you can eat an entire box of chocolates if your resolution is to eat a better diet. Instead, celebrate your success by treating yourself to something you enjoy that doesn't contradict your resolution. If you have been sticking to your promise to eat better, for example, reward yourself with new fitness clothing or by going to a movie with a friend.

7. TRACK YOUR PROGRESS

Keep track of each small success. Short-term goals are easier to keep, and each small accomplishment will help keep you motivated. Instead of focusing on losing 30 pounds, focus on losing the first five. Keep a food journal to help you stay on track, and reward yourself for each five pounds lost.

8. DON'T BEAT YOURSELF UP

Obsessing over the occasional slip won't help you achieve your goal. Do the best you can each day, and take one day at a time.

9. STICK TO IT

Experts say it takes about 21 days for a new activity to become a habit and six months for it to become part of your personality. It won't happen overnight, so be persistent and patient!

10. KEEP TRYING

If you have totally run out of steam when it comes to keeping your resolution by mid-February, don't despair. Start over again! Recommit yourself for 24 hours. You can do anything for 24 hours. The 24-hour increments will soon build on each other and, before you know it, you will be back on track.

Source: www.gaiam.com

Staff Birthdays

First Name	Last Name	Birthdate			
TABITHA	QUALLS	Jan. 2	HALEY	MISENER	Jan. 14
MICHAEL	BUCATA	Jan. 3	KAYLA	ROBINSON	Jan. 14
EDWARD	DEMING	Jan. 3	KIMBERLY	BROWN	Jan. 15
ELIZABETH	GARDINER	Jan. 3	TAMMY	CHAPMAN	Jan. 16
ERICA	ARAGONES	Jan. 4	SUSANA	ESCAMILLA	Jan. 16
DAVID	BOSENBERGER	Jan. 5	REBECCA	JOHNSON-MAJCHER	Jan. 17
BRIDGETTE	HAUXWELL	Jan. 5	ANDREA	PAYNE	Jan. 17
LORI	SEGUIN	Jan. 5	KIMBERLY	FELTON	Jan. 19
NICOLE	BADYRKA	Jan. 6	MARY	KASZYNSKI	Jan. 20
MEGAN	FRAZIER	Jan. 6	WILLIAM	BEHNKE	Jan. 20
JENNIFER	PARKER	Jan. 7	AMY	CONGER	Jan. 22
CAROLYN	FORRISTAL	Jan. 8	KELLY	SATKOWSKI	Jan. 22
ELIZABETH	SHANN	Jan. 8	JENNIFER	HAYES	Jan. 23
CATHERINE	BAUER	Jan. 10	CHRISTINE	SUUPPI	Jan. 23
CYNTHIA	BROUGHTON	Jan. 10	PAULA	MARSH	Jan. 24
MELISSA	CRUZ-YORK	Jan. 11	PATRICIA	SCHABEL	Jan. 24
DAVID	ROCK	Jan. 11	JEANNINE	BAUM	Jan. 26
TIMOTHY	MILES-MCCARTHY	Jan. 12	MICHELLE	REECE	Jan. 27
HEATHER	BLANCHFIELD-THOMPSON	Jan. 13	CYNTHIA	AXTELL	Jan. 28
BRIAN	MAUK	Jan. 14	CHARLOTTE	CORNELL	Jan. 28
HALEY	MISENER	Jan. 14	KATHLEEN	MAIR	Jan. 28
KAYLA	ROBINSON	Jan. 14	ROBYN	ROUSE	Jan. 28
			DARYL	SMITH	Jan. 30



**Our
awesome
support
staff at ASC!**

**They are the
best!**