

APRIL 2023

**BOLT**

**Bulletin**

**LCS Staff News**



## Employee Recognition Program set for May 17

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Each spring, Lapeer Community Schools is proud to host the annual Employee Recognition Program to celebrate the people who make LCS a dynamic organization. This year's program will be held May 17, at 6 p.m. at the Lapeer County Club (3786 Hunt Rd., Lapeer). Appetizers and refreshments will be served at 6 p.m. and the program will begin promptly at 7 p.m.

We honor employees with the following:

- The Distinguished Educator Award
- The Distinguished Service Award
- The Outstanding Contributor Award
- The Pam Markgraf Memorial E.H.A.P. Award.

Anyone wishing to take part in the event may purchase tickets for \$10 starting April 12. For more information, or to purchase tickets, contact Lisa McAley at 810-538-1602 or by email at [Lisa.McAley@LapeerSchools.org](mailto:Lisa.McAley@LapeerSchools.org).



## LHS AP Robin Caporuscio attends Marine Corps Educator's Workshop in South Carolina

Lapeer High School Assistant Principal Robin Caporuscio believes it's vital for school administrators to possess a strong understanding of the wide array of opportunities available to students.

During a recent conversation with a United States Marine Corps recruiter at LHS, she felt compelled to learn more about what's out there for students interested in military service. With that in mind, she applied and was accepted to attend an educator's workshop at Parris Island, South Carolina.

"I didn't have a lot of personal knowledge about the military and I'm aware that quite a few Lapeer graduates enter the armed forces," said Caporuscio, a triathlete who relished the challenge of boot camp. "I felt this (educator's) workshop would provide me with the chance to see up close the opportunities that are out there for our students."

As with many high-level programs, the military is being more selective in their processes, often giving preference to those who serve.

"I always knew about the GI Bill, but I wasn't aware that college degrees could be earned and paid for during active duty," she said. "The other thing that stood out to me is the great pride and determination of the Marine Corps. We asked the general if any recruits fail, and he said, 'only if they quit. If they don't quit, we will get them there.'"

Caporuscio said that approach is something she and her fellow educators try to communicate to students every day. Now, after her experience with the Marine Corps, she has much more to say.

"The military has a place for everyone," she said. "We often think of just infantry and fighting as the sole route of a member of the service, but there are so many other fields from cyber security to mechanics, to playing an instrument in the band. There's a vast array of options."

*There are four different kinds of educators workshops hosted annually. Educators from priority colleges and universities have options to attend the Educators, Coaches or Music Educators workshops hosted at Marine Corps Base Quantico, Virginia. Educators from high schools may attend an Educators Workshops hosted at Marine Corps Recruit Depot San Diego, California or Marine Corps Recruit Depot Parris Island, South Carolina. [Click here](#) for more information.*



Mrs. Caporuscio pictured with 2017 LHS graduate Levi Bleau

## Melody Goin

Melody Goin joined the District's food service team in September 2022 and has become one of our most valuable players. Melody begins her day at the Center For Innovation helping to prepare the meals for Chatfield. She then goes to Rolland Warner where she ends her day serving students at our 6-7 campus.

Because of Melody's willingness to learn she was awarded the Cheers Award! We are blessed to have Melody as part of our food service team. Thank you, Melody!

## Jessie Husted

Jessie Husted brings to work a willingness to go above and beyond everyday in her position as CI Para at Zemmer. Jessie brings so much JOY to everything she does. She has a cheerful outlook and a joyful demeanor that sets her apart. As a CI Para, you have to bring a lot of patience and understanding and Jessie has that in abundance.

She is organized, and is great with keeping the class on task. She accompanies the Zemmer CI students to Rolland Warner for Archery Lessons with Mr. Prill twice per week. One purpose of this program is to allow CI students who are transitioning next year get to know the staff and students, so it is a seamless move for them. Jessie has been warm and welcoming and, in addition to her home school, she has a whole new fan base here at Rolland-Warner. Mr. Prill and Ms. Gilbert comment on how much of an asset she is to the program and the school. Thank you, Jessie!

## Alyssa Darby

Alyssa Darby is a new mom of twins and continues to go above and beyond for her students at Turrill Elementary. She has amazing classroom management, sets high expectations for the learning and behavior of all students and works hard to build positive relationships with all of her students. The excitement my own son has for their learning and his book club meetings with her makes me appreciate her even more!



## Do you know 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.

## District Email Label Information

With the technology changes that have occurred over the last several months, it has become necessary to make some changes to district email distribution groups. While email is the predominant form of communication in the District, we want to ensure the use of email communication can be as efficient as possible.

While the total number of district maintained email groups has been reduced, Google provides an easy option for individuals to create (and share) their own email groups (called Labels in Google -- directions below).

The following video links are provided to show how to create email labels (formerly known as email groups) and how to share labels that have been created with others:

- [Creating Labels in Google](#)
- [Exporting and importing label groups](#)



## Notes from Central Office

### Retirement Info

The Office of Retirement Services encourages all employees, especially those close to retirement or getting ready to retire, to check their years of service in miAccount.

For security reasons, members will use MILogin to access miAccount. It is important that members verify that their service credit is correct, and they will have enough service credit by their planned retirement effective date.

### 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.

## Green Themes *with Outdoor Ed Coordinator Beth Rupprecht*

As spring has sprung, and thoughts of landscaping begin to enter our minds, here's something to be aware of: **If you are considering a Japanese Barberry for your yard, or maybe you already have one, you may want to reconsider.**

While very pretty with bright red berries that birds love, they are very invasive. They also provide a great habitat for deer mice and the ticks they host. In fact, twice the number of ticks compared to other areas of without barberries.



## Opportunities to Fund Teaching Certification

In response to ongoing shortages in the teaching profession, governmental agencies and private organizations have begun to fund various scholarship opportunities to financially support individuals seeking to become certified in some type of field of education. If you are interested in becoming a teacher or if you are already a teacher and interested in obtaining additional certifications in other areas of teaching, you are encouraged to research opportunities to financially support your education. Below are just a few of the resources you may want to begin to explore.

### Not already a teacher but want to become one?

If you are interested in become a teacher and are not already certified, the State of Michigan has two different programs that provide financial support to Future Michigan Educators:

- [MI Future Educator Fellowship](#)
  - A \$10,000 scholarship program to create low-cost tuition pathways for 2,500 future Michigan educators every year.
  - \$10,000 annual maximum award, or the cost of tuition.
- [MI Future Educator Stipend](#)
  - \$9,600 stipend per semester to support Michigan's hardworking student teachers continue their journey to being in the classroom full-time.

Take a look at the [Michigan Department of Education's resources](#) for future educators.

### Summary of College Scholarship Opportunities

[Click this link](#) to visit a great site that summarizes a variety of college scholarship opportunities from across the country addressing a variety of academic programs, not just education: <http://www.collegescholarships.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](#)

## Recipe of the Month

*Foolproof Sausage Gravy*  
Compliments of Becky Johnson-Majcher

### Ingredients

- 1 pound of ground breakfast sausage
- 1 stick of butter
- 1/2 cup of flour
- 2 cup of milk
- 3/4 tsp black pepper
- 3/4 tsp chicken bullion

### Directions

Fry up sausage but don't drain. Add butter when melted and bubbly, then add flour and whisk cook at least two minutes.

You will want it at a medium boil, then add milk (but keep whisking so it won't be lumpy). Add the pepper and bullion. It should start to thicken up. This is where you may need more milk to make it the consistency you prefer.

Congratulations to Kevin and Kayla Wenzel on the birth of their son, Luke!

Kevin is the assistant principal at Zemmer 8-9 Campus.



## Follow LCS Online

[Facebook.com/LapeerSchools](https://Facebook.com/LapeerSchools)

[Youtube.com/LapeerSchools](https://Youtube.com/LapeerSchools)

LapeerSchools on Flickr

@LapeerSchools on Twitter

[LCSblog.com](https://LCSblog.com)

LapeerCommunitySchools on Insta



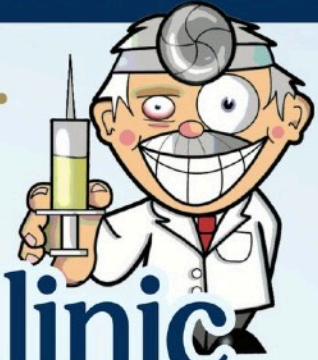
**TICKETS ON SALE NOW - AVAILABLE HERE**

Kiwanis Club of Lapeer presents...



**Kapers Clinic**

Healing Lapeer for 75 years!



Join us as we celebrate **75 years** of Kiwanis Kapers!

*Laughter is the best medicine!*

Thursday thru Saturday,

**April 20<sup>th</sup>, 21<sup>st</sup> & 22<sup>nd</sup>**

7:00 pm each night

**Lapeer High School Auditorium**

*The Longest Running Kiwanis Variety Show in the Nation - 3 Nights Only!*



**Tickets available at:**

[www.kiwanislapeer.org/kapers](http://www.kiwanislapeer.org/kapers)  
or from any Kiwanis member, and  
at many local businesses including:  
ChoiceOne Bank (downtown Lapeer)  
Kapala Heating & Air Conditioning  
ELGA Credit Union  
Circle K RVs

**Adults \$10**  
**Children \$5**



All proceeds from this fundraising event benefit the children of Lapeer County



## LCS Staffing Timeline 2023-2024

Please note, some dates may be subject to change.

Month	Unit	Position	Dates
March	LEA	Teacher section allocations to building Administrators <ul style="list-style-type: none"> <li>• General Ed – Bradford</li> <li>• Grant Funded – Bradford &amp; Mudge</li> <li>• Special Education – Tindall</li> </ul>	March 17
	LEA	Teachers who expect to receive tentative assignments and wish to express assignment preferences should do so in writing to building administrator (secondary should copy Dept Chair) no later than March 31. This includes requests for job shares and/or reduced assignments.	*March 31 <i>*March 24 is the last work day that items may be submitted for traditional. March 18 is the last work day for year-round staff.</i>
April & May	LEA	Tentative Assignments to teachers. Displacement Notices to Teachers.	April 21
	LEA	Postings (as needed)	<u>Round 1:</u> Apr 24 – April 28 <u>Round 2:</u> May 8 - May 10 <u>Round 3:</u> May 15 - May 17 <u>Round 4:</u> May 22 – May 24 <i>Additional rounds scheduled if movement still occurring</i>
	LESP	Paraprofessional section allocations to Administrators <ul style="list-style-type: none"> <li>• General Ed &amp; Media – Seifferly</li> <li>• Grand Funded – Bradford</li> <li>• Special Education &amp; 504 – Tindall</li> </ul>	May 5
June	LESP	Provide tentative assignments to parapros	June 2
	LEA	Post Department Chair Positions, Schedule B Advisor/Sponsor Vacancies for Fall	June 5 – June 9
	All units	Formal action to execute layoffs (only when needed)	June 7
	All Units	Notice of displacements and/or bumping (if needed)	
	LEA	Post Vacant Teacher Positions (if needed)	<u>Round 5:</u> June 5 – June 7 <u>Round 6:</u> June 12 – June 14 <u>Round 7:</u> June 19 – June 21 <i>Additional rounds scheduled if movement still occurring</i>
		Issue Recall notices LEA (if needed)	Begin week of June 26
		Involuntary Transfers	Approximately week of June 26
LESP	Paraprofessional Bid Meeting	June 20 @ 10:00 AM	

## Lunchbox refresh



### Pack a healthy lunch with a nutritious punch

Since it falls in the middle of the busy workday, you may be tempted to snag a grab-and-go lunch, paying more attention to convenience than nutrients. But packing a well-balanced lunch can help you power through the rest of the day like a champ.

“A nutrient-dense lunch and good hydration provide fuel for the body and brain to help us feel energized, stay focused and maintain a positive mood,” said MESSA Health Promotion Consultant Rhonda Jones, a registered nurse. “That way we can be our best selves for our responsibilities at work.”

[Read more](#) for tips on packing a healthy lunch.

### Questions about MESSA Benefits?

If you have questions about your MESSA benefits, you can call MESSA’s East Lansing-based Member Service Center at 800-336-0013. MESSA also offers online chat for members and dependents; learn more at [messa.org/](http://messa.org/)

Member service representatives are available from 8 a.m. to 5 p.m. Monday through Friday.

## EAP through Reliance



### RELIANCE STANDARD

A MEMBER OF THE TOKIO MARINE GROUP



#### Program Access

- All Covered Employees and Family Members Eligible, Regardless of Location or Relationship
- 24/7, 365 Days-a-year Dedicated Toll-Free Line, Always Live Answer
- Website, Mobile App, IM, Text, Chat, Email and Video Chat Access to Services



#### Assessment and Referral Services

- **Unlimited** Telephonic Assessment and Referral
- Global Network of 52,000+ Licensed Providers
- 24/7 Access to Clinicians for Urgent Matters

#### Legal and Financial Services

- Financial Consultation for **Unlimited** Number of Issues per Year
- Legal Consultation for **Unlimited** Number of Issues per Year, 25% Discount for Services Beyond Initial Consultation
- Online Legal and Financial Resource Center Including Document Preparation

#### Work-Life Benefits and Resources

- **Unlimited** Phone Assessment and Referral for Any Work-Life Need
- **Unlimited** Child, Elder, and Pet Care Referrals and Resources
- **Unlimited** Education, Personal Services, and Health and Wellness Referrals and Resources
- **Unlimited** Veteran Resources and Support Including Veteran Resource Website
- Online Resources and Tools for 100+ Work-Life Topics



## EAP through Reliance (continued)

**RELIANCE STANDARD**  
A MEMBER OF THE TOKIO MARINE GROUP



### Program Implementation and Support Services

- **Unlimited** Virtual Orientations
- **Unlimited** Management Consultations
- Dedicated Account Management Team
- Formal Management Referrals
- Quarterly Utilization Reports

### Promotional Materials

- Print and Electronic Promotional Materials
- Multilingual Materials Available
- Ongoing Mobile, Digital and Social Media Communications: Videos, Social@ACI Platforms, myACI App

### Critical Incident Response and Support

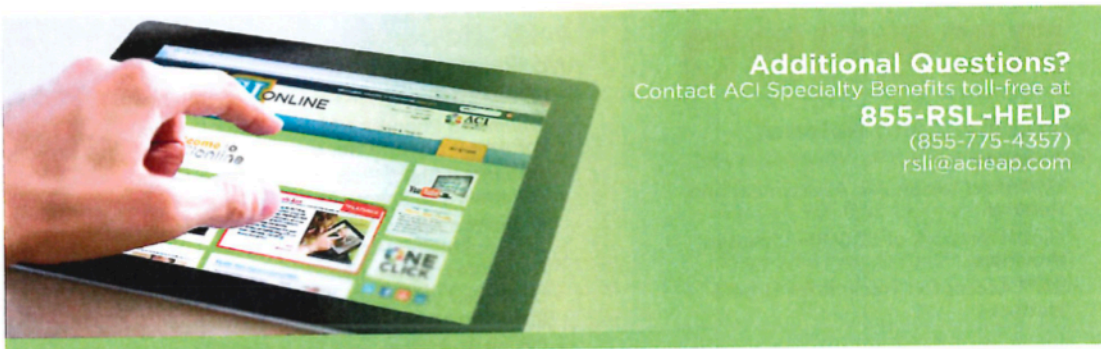
- **Unlimited** Crisis Consultation
- Crisis Prevention and Threat Assessment Services

### Training and Webinars

- **Unlimited** Employee and Management Virtual Training and Webinars
- **Unlimited** On-Demand Training Materials
- Onsite Training Available at Discounted Fee

### Web Services

- Single Sign-On (SSO) Interactive Employee Website
- Work-Life and Wellness Interactive Online Resource
- Veteran Resource Website
- Mobile Apps and Social@ACI Platforms



**Additional Questions?**  
Contact ACI Specialty Benefits toll-free at  
**855-RSL-HELP**  
(855-775-4357)  
rsli@acieap.com

EAP services are provided by ACI Specialty Benefits, under agreement with Reliance Standard Life Insurance Company.

Reliance Standard Life Insurance Company is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, Home Office: New York, NY. Product availability and features may vary by state.

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RS-2508 (03/2017)

# Spring Cleaning Checklist

## Living and Dining Areas

- Open windows
- Dust light fixtures and ceiling fans
- Remove and launder curtains, throw pillows, and blankets
- Dust and clean blinds
- Vacuum sofas and chairs including under cushions
- Spot-clean furniture
- Dust shelves, furniture, décor (including wall décor)
- Clean lamps and lampshades
- Dust electronics, clean remotes
- Wipe down doors, knobs, switches, trim, and baseboards
- Wash windows and screens including window sills
- Vacuum all flooring
- Shampoo/steam clean carpets and rugs
- Mop hard floors
- Wash vent covers, vacuum out vents if necessary
- Dust ceiling corners, vents, curtain rods
- Sort and donate unneeded magazine, books, board games, DVDs, kids toys, etc.



## Kitchen Areas

- Empty drawers and cabinets, wipe down exterior and interior
- Organize and declutter as you refill
- Wash cabinet doors and knobs
- Clean and organize pantry
- Clean oven and stovetop
- Wipe down microwave inside and out
- Clean and organize fridge and freezer
  - Wipe down exterior
  - Dust off top of fridge
  - Remove everything inside and wipe down
  - Throw out expired foods
  - Reorganize the interior
  - Change water filter in fridge if necessary
- Vacuum under fridge and coils on back of fridge
- Remove everything from countertops; sanitize counters
- Wipe down backsplash
- Clean out dishwasher
- Deep clean sink, clean drain
- Dust décor and light fixtures
- Wipe down switches, trim, and baseboards
- Sweep and mop flooring
- Wash windows including sills
- Remove cookbooks and other items from shelves, clean and reorganize
- Discard old spices
- Soak coffeepot, clean tea kettle
- Wipe down all appliances



## Bathrooms

- Empty and wipe down all cabinets and drawers
- Organize cabinet and drawers when refilling
- Dust light fixtures
- Clean mirrors and frame
- Clean down and sanitize counters and sinks
- Clean tub and drain
- Change shower curtain liner
- Clean showerhead
- Clean toilet inside and outside
- Wipe down doors, knobs, switches, trim and baseboards
- Clean and shine all hardware
- Sweep and mop floors



- Reseal grout lines if needed
- Wash bath mats
- Wash toothbrush holder
- Wash bath toys



## Laundry Room

- Wipe down washer and dryer exterior
- Clean and vacuum lint trap
- Wash inside of washing machine
- Clean behind washer and dryer
- Sweep and mop floors
- Clean cabinet interiors and exteriors
- Clear out cabinets, reorganize and restock



## Bedrooms

- Clean out dresser drawers; sort, donate unneeded items, and put back kept items neatly and organized
- Clean closet floors and organize clothes
- Store off-season clothing
- Tidy and organize shoes
- Flip mattresses if needed
- Wash pillow and duvets, and mattress pad cover
- Air-out mattress pads
- Dust light fixtures and ceiling fans
- Wipe down doors, knobs, switches, trim, and baseboards
- Wash window and window sills
- Launder curtains
- Dust and polish furniture, décor and wall art
- Wash vent covers, vacuum out vent if necessary
- Vacuum and mop flooring
- Shampoo carpets

## Pets

- Wash or replace bedding
- Soak and wash plush toys in hot water
- Sanitize hard plastic bones/toys
- Empty and clean cages, crates, kennels, aquariums, etc.
- Wash water and food bowls
- Clean eating area thoroughly
- Wash litter boxes thoroughly as well as pee pads, etc.

## Home Office/Command Center

- Dust and clean computers
- Dust bookshelves; Dust and polish furniture
- Clean out and organize drawers and files
- Shred unneeded paperwork
- Update home inventory
- Review and update insurance policies



## Entry and Outdoor Areas

- Wash baseboards
- Clean walls, light fixtures, light switches
- Clean furniture and décor
- Wash windows
- Wipe down doors
- Clean rugs
- Replace light bulbs if needed
- Clean out and organize entry closet
- Vacuum entry closet
- Clean hard floors and carpets
- Wash thresholds
- Sweep porches, patios, and walkways
- Clean doormats
- Clean sliding/French door tracks
- Power wash siding and driveway