

MARCH 2023

# BOLT

# Bulletin

## LCS Staff News



**Bravo!**  
**Rave Reviews for  
Mamma Mia!**

### In this Edition:

- > **Talking to Kids About Violence**

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- > **Shoutouts to Staff: We Appreciate all you do!**

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- > **Opportunities to Fund Teaching Certification**

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Last month, the Lapeer Lightning Performing Arts Crew put on five shows of Mamma Mia, including multiple sold out performances, at the Lapeer High School Auditorium.

Under the direction of Rafeal McDaniels, Lyniece Fenner and Bill Spruytte (pictured above) more than 70 students participated in the show.

“It was an incredible experience,” Fenner said. “We make a dynamic team. Each year we talk through what we can do to make the next show even better, and I feel like we hit a grand slam this year.”

If the response on social media is any indication, this may have been the most popular show in many years. People were simply blown away by the talent on display.

“When I watch the students perform, they handle themselves like professionals and it’s easy to forget that they’re kids,” she said. “I’m already looking forward to next year.”

Kudos to the cast, crew and director for their incredible work!

## Talking to Students About Violence

In the aftermath of yet another school shooting, we are left with more questions than answers. With each passing tragedy, especially those with local connections (like MSU and Oxford High School), students are left to navigate a whole spectrum of emotions — from fear to confusion and everything in between.

Many on our staff, likely the majority, didn't grow up at a time when schools were the target of gun violence. We hid under our desks when we heard a tornado siren, or stood in single-file lines outside of school for fire drills. That was the extent of our emergency preparedness training.

Today, school employees and students are being trained to know what to do in the event of an active shooter at school. This process, while necessary, can be traumatic for many students and staff. We were very cognizant of that fact as we prepared to do our district-wide ALICE training on the heels of the Oxford shooting.

School districts across the country are trying to adapt to a new, and tragic, normal.

“As a district, we cannot ignore the harsh reality of violence in schools,” said LCS Superintendent Matt Wandrie. “It is our desire that all students feel safe coming to school. To achieve that goal, it is important that, once we understand how to talk to students about violence, we do not shy away from difficult conversations.”

Fortunately, there are tools available to help staff better understand how to talk to students about violence. The National Association of School Psychologists has a very helpful guide full of tips to help you navigate the tough questions about violence that you may be asked.

Most importantly, students should always be reassured that, in spite of the tragedies that have occurred, schools are still overwhelmingly safe. Even so, it is not unusual for students to be fearful about coming to school, especially in the aftermath of tragedies like what happened in Oxford. Often, until students feel safe, they will not be comfortable expressing their feelings, or to ask for help when they desperately need it.

So for us, that means that we must always watch for signs of students who might be struggling, so that we can get them the help that they need — even if it is just a reassuring word, or bit of encouragement.

For a whole host of resources on this topic, please visit [NASP's website](#).



**NATIONAL ASSOCIATION OF  
School Psychologists**

## Vicky Gaylor (pictured right)

Shout out to Vicky Gaylor! You can find Vicky helping in every way at Murphy from welcoming students, assisting in the office, working with kids, and the most difficult of all ... managing the cafeteria. Vicky set up a system for organizing and reordering the PLTW supplies.

We can count on her to have our modules ready for the next fun unit. Vicky is reliable and ready to help wherever needed. We sure appreciate her at Murphy!!

## Kim Brown

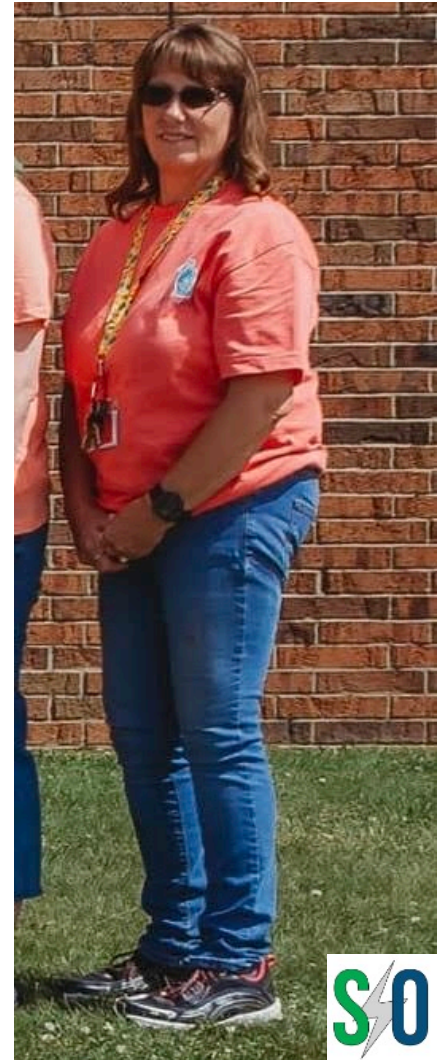
Shout out for Ms Kim Brown!! She is an amazing Para!! She put her heart into all she did and loved our students. She always had a kind word & smile for all. She was a dedicated, hardworking and a well loved member of our Lynch Family. She transferred to the high school.

Our students and staff miss her, but we know she will be a great addition to LHS. And our little friends will see her down the line. Continue being amazing, Kim! @e love you and hope you have the best time at your new school!

## Stefanie Heddy

There's only one Stefanie Heddy! I am so grateful for her hard work and positive attitude. Her leadership at Kids & Company over the years has been an incredible asset to the District. Stefanie has an infectious personality and is hospitable to everyone who walks through the door.

Keep up the good work, Stefanie!



## 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.



**School  
Resource  
Officer  
Stephanie  
Shibley  
feeling the  
love at  
Rolland-  
Warner!**

**We love  
our SROs!**

## **LEADER Fund Cornhole Tournament**

**March 11, 2023  
7 a.m. @ Lapeer Center  
Building**

**LEADER Fund Needs Your Help!**

If you would like to be a volunteer at the LEADER Fund Cornhole Tournament, please contact Sommer Schons ([Sommer.Schons@LapeerSchools.org](mailto:Sommer.Schons@LapeerSchools.org)) or Cheryl Butterfield ([Cheryl.Butterfield@LapeerSchools.org](mailto:Cheryl.Butterfield@LapeerSchools.org)) to sign up!



## Notes from Central Office

### Spring Break E-mail Notice

**Reminder:** If you will not be checking your e-mail over spring break, please set up an out-of-office notice on Gmail using these steps:

- While Gmail is open, click the settings icon (on top right side of page)
- Select “See All Settings” at top of page
- Scroll to bottom of page to “Vacation Responder” and turn on.
- Follow instructions under Vacation Responder to set message and length of time for message
- Provide an alternate to contact in your absence.

### 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.

## Tax Season is Here: Access W-2 Information

- W-2 information is available in electronic format through the [Employee Access Center](#).
- Access the "What If" Paycheck Calculator. This tool allows you to calculate a "what if" scenario — changing taxes, withholdings, retirement percentages, etc.
- You can also access payroll vouchers/check stubs

### Employee Tasks

Employee Information  
Payroll Checks  
My Calendar  
w2  
Print 1095s  
"What If" Paycheck Calculator  
Contracts  
Impersonate User

### Links

FFCRA IRS Statement

## 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

*To Die For Fettuccine Alfredo*

*Compliments of Aneta Lawrence, Lynch Elementary Principal*

## Ingredients

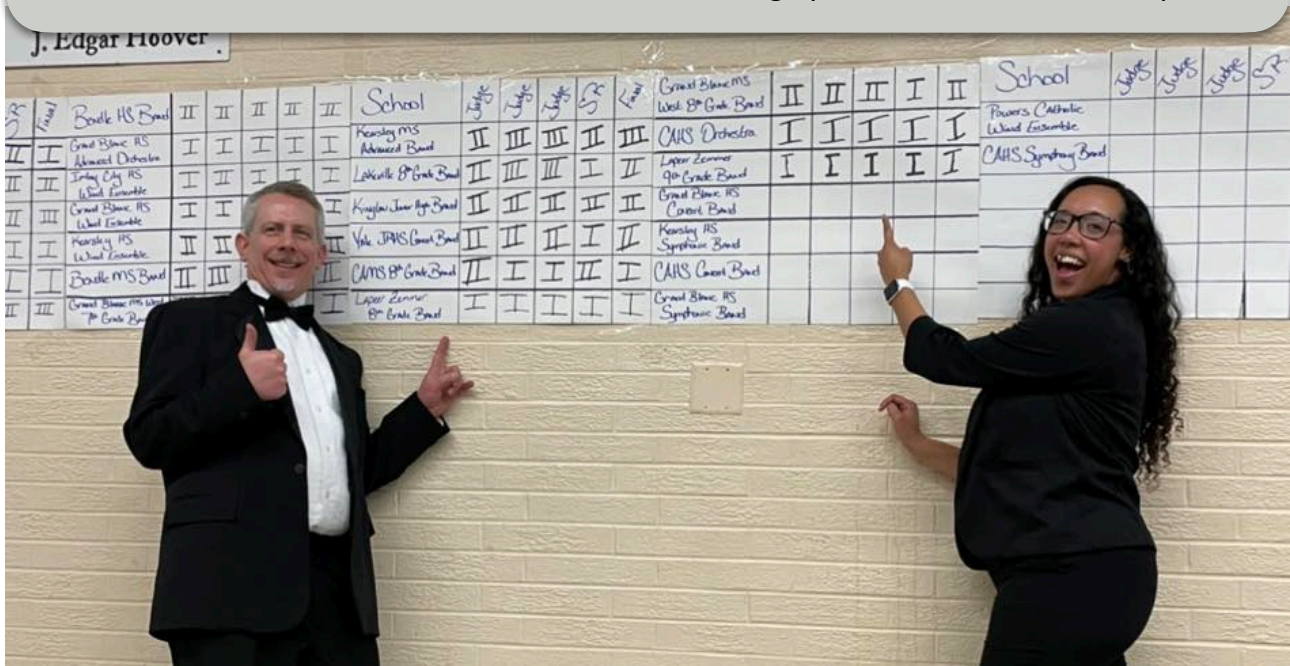
- 24 ounces dry fettuccine pasta
- 1 cup butter
- ¾ pint heavy cream
- salt and pepper to taste
- 1 dash garlic salt
- ¾ cup grated Romano cheese
- ½ cup grated Parmesan cheese

## Directions

Bring a large pot of lightly salted water to a boil. Add fettuccine and cook for 8 to 10 minutes or until al dente; drain.

Melt butter into cream in a large saucepan over low heat; add salt, pepper, and garlic salt. Increase the heat to medium; stir in grated Romano and Parmesan cheese until melted and sauce has thickened.

Add cooked pasta to sauce and toss until thoroughly coated; serve immediately.



## Follow LCS Online

Facebook.com/LapeerSchools

Youtube.com/LapeerSchools

LapeerSchools on Flickr

@LapeerSchools on Twitter

LCSblog.com

LapeerCommunitySchools on Insta





A big thank you to Jeff O'dean and Brian Betzold who are members of the Metamora Lions. They donated \$1,000 to the Rolland-Warner outdoor programs. This donation will be used for purchasing bee keeping equipment such as bee suits and arrows for the archery program.

**Thank you, Metamora Lions!**

## Seeking Nominations for Employee Recognition

Employee Recognition nomination forms can be accessed through the Google Share Drive, LCS HR Resources, Employee Recognition. In case you'd like to see if someone previously has received an award, you also will find alphabetical listings of previous recipients of the Distinguished Educator, Distinguished Service, and Outstanding Contributor awards. Awards will be presented during the Employee Recognition Program in May.

### A brief description of each award:

- **The Distinguished Educator Award** recognizes teaching staff for exemplary, long-term service both in and out of the classroom;
- **The Distinguished Service Award** recognizes non-teaching staff for exemplary, long-term service both in performance of regular position duties and for service to the District and community outside the position assignment;
- **The Outstanding Contributor Award** recognizes employees who have demonstrated creativity, innovation, and/or outstanding contributions to the District through a special project or program occurring in a particular school year or have demonstrated exemplary, long-term performance of regular position duties;
- **The Pam Markgraf Memorial E.H.A.P. Award** recognizes employees who have developed or initiated a program or project that has enhanced the health and welfare of District employees or has otherwise generally supported E.H.A.P.

All nominations are due in the Human Resources Office by 3 p.m. Friday, March 17.



## 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 paraprofessionals	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	

## Stress Management Tools

MESSA medical members have access to this free suite of stress management tools and wellness resources. You start by taking a “Stress Profiler,” then MyStressTools provides you with information, strategies and resources tailored to your specific needs. You can access it through your MyMESSA member account.

[Click here](#) to learn more.

## 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

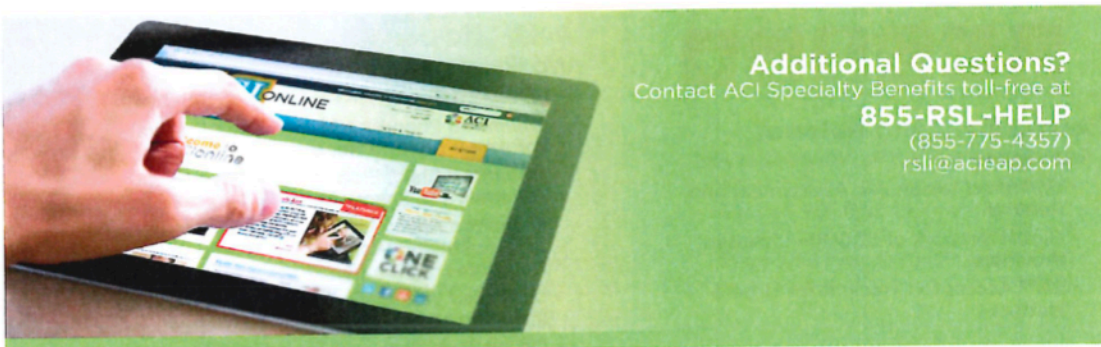
- **Unlimited** Crisis Consultation
- Crisis Prevention and Threat Assessment Services

### 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

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Powered by



RS-2508 (03/2017)



# MOM 2 MOM SALE

## WHAT IS A M2M SALE?

A Mom 2 Mom Sale is a sale geared towards parents with children from newborns to teens! Typically clothing, toys, shoes, cribs, highchairs, games, etc., can be sold!

IF INTERESTED IN SELLING:  
CONTACT LAUREN AT 810-728-6623 OR  
SCAN THE QR CODE



\$20 FOR YOUR FIRST  
TABLE, \$10 FOR EACH ADDITIONAL  
TABLE AFTER  
BIG ITEM ROOM!

## WHEN AND WHERE?

**Date:** March 11, 2023

**Where:**

Lapeer High School  
933 South Saginaw Street  
Lapeer, MI 48446

**Times:**

Early Bird Special: 8:30 AM, \$3  
admission  
Regular Time: 9:00 AM, \$2  
admission, strollers welcomed  
Sale Ends: 1:00 PM



## LINKS PROGRAM

All proceeds will be  
donated to the LINKS  
Program! We appreciate  
your support!