



241	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$178,000	\$14,000					\$192,000	
240	Sub-Total	1.0 / 0	\$178,000	\$14,000					\$192,000	
250	Business Support Services									
252	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$26,000	\$2,000					\$28,000	
250	Sub-Total	1.0 / 0	\$26,000	\$2,000					\$28,000	
260	Operations and Maintenance									
261	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$2,000	\$1,000					\$3,000	
260	Sub-Total	1.0 / 0	\$2,000	\$1,000					\$3,000	
280	Central Support Services									
283	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$37,000	\$3,000					\$40,000	

285	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$7,000	\$1,000					\$8,000	
280	Sub-Total	2.0 / 0	\$44,000	\$4,000					\$48,000	
290	Support Services – Other									
293	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$12,000	\$2,000					\$14,000	
297	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$35,000	\$4,000					\$39,000	
290	Sub-Total	2.0 / 0	\$47,000	\$6,000					\$53,000	
370	Non-Public School Pupils									
371	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$1,000	\$500					\$1,500	
370	Sub-Total	1.0 / 0	\$1,000	\$500					\$1,500	

	Other Activities Necessary to Maintain the Operation/Continuity of Services in the LEA	11.0 / 0	\$395,000	\$36,500					\$431,500	
	Sub-Total									
	Implementing Evidence-Based Activities									
110	Basic Programs									
111	<a href="#">Bonuses to attract and retain Teachers - 5% of salary for three years. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at risk students.</a>	50.0 / 0	\$300,000	\$90,000					\$390,000	
111	<a href="#">Purchase and implement new math curriculum. NWEA math scores indicate mathematics fluency lacking in grades k-5.</a>	0.0 / 0				\$35,000			\$35,000	
111	<a href="#">Purchase and implementation of phonic curriculum - consumable supplies for three years . Data shows that students need improvement in this area.</a>	0.0 / 0				\$30,000			\$30,000	
112	<a href="#">Bonuses to attract and retain Teachers - 5% of salary for three years. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at risk students.</a>	1.0 / 0	\$121,000	\$10,000					\$131,000	
112	<a href="#">Purchase and implement new math curriculum for grades 6-9. NWEA math results indicate poor math fluency.</a>	0.0 / 0				\$15,000			\$15,000	
113	<a href="#">Bonuses to attract and retain Teachers - 5% of salary for three years. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at risk students.</a>	1.0 / 0	\$230,000	\$20,000					\$250,000	

113	<a href="#">Purchase and implementation new math curriculum for grades 9-12. NWEA results indicate poor student math fluency.</a>	0.0 / 0				\$15,000			\$15,000	
118	<a href="#">Bonuses to attract and retain Teachers - 5% of salary per year for 3 years. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at risk students.</a>	5.0 / 0	\$73,000	\$6,000					\$79,000	
119	<a href="#">Run summer school program for grades k-12 to provide continued learning for students.</a>	10.0 / 0	\$100,000	\$40,000					\$140,000	
119	<a href="#">Summer school for grades k-12 to provide additional learning opportunities for students - teaching supplies.</a>	0.0 / 0				\$10,000			\$10,000	
110	Sub-Total	67.0 / 0	\$824,000	\$166,000		\$105,000			\$1,095,000	
120	Instruction - Added Needs									
122	<a href="#">Bonuses to attract and retain Teachers - 5% of salary for three years. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at risk students.</a>	10.0 / 0	\$223,000	\$17,000					\$240,000	
125	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$120,000	\$10,000					\$130,000	

127	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$38,000	\$3,000					\$41,000	
120	Sub-Total	12.0 / 0	\$381,000	\$30,000					\$411,000	
210	Pupil Support Services									
212	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$46,000	\$4,000					\$50,000	
214	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$27,000	\$2,000					\$29,000	
215	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$47,000	\$6,000					\$53,000	

216	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$52,000	\$4,000				\$56,000	
219	<a href="#">Contract with Therapy Travelers to provide 5 Behavior Therapists and Techs. to work with students with identified needs. \$367,000 for year 1; \$400,000 for year 2; and \$400,000- for year 3.</a>	0.0 / 0			\$1,167,000			\$1,167,000	
210	Sub-Total	4.0 / 0	\$172,000	\$16,000	\$1,167,000			\$1,355,000	
220	Instructional Staff Services								
221	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$38,000	\$2,000				\$40,000	
221	<a href="#">Contract with Michigan State University Office of Extension to provide professional teacher development and mentoring to all teachers.</a>	0.0 / 0			\$258,000			\$258,000	
221	<a href="#">Contract with Pam Rosa to help implement the Danielson Framework - learning and leadership coaching for administration and instructional coaches</a>	0.0 / 0			\$39,000			\$39,000	
221	<a href="#">Professional development in the connection with the purchase and implement new math curriculum for grades 6-9. NWEA math results indicate poor math fluency.</a>	0.0 / 0			\$30,000			\$30,000	

222	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$20,000	\$2,000				\$22,000	
222	<a href="#">Purchase educational media materials for K-12 school libraries for use by students - four elementary buildings, one middle school, and one high school.</a>	0.0 / 0				\$300,000		\$300,000	
225	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$11,000	\$1,000				\$12,000	
220	Sub-Total	3.0 / 0	\$69,000	\$5,000	\$327,000	\$300,000		\$701,000	
	Implementing Evidence-Based Activities	86.0 / 0	\$1,446,000	\$217,000	\$1,494,000	\$405,000		\$3,562,000	
	Sub-Total								
	Tracking Student Attendance and Improving Student Engagement								
360	Welfare Activities								
361	<a href="#">Bonuses to attract and retain Teachers, administrators, and other staff - 5% of salary. The district has approximately a 33% turnover in staff each year. However, in the 2022 school year the district had an approximately 50% turnover in staff due to covid 19 and teachers moving to higher paying school districts with fewer at-risk students.</a>	1.0 / 0	\$8,000	\$1,000				\$9,000	
360	Sub-Total	1.0 / 0	\$8,000	\$1,000				\$9,000	
	Tracking Student Attendance and Improving Student Engagement	1.0 / 0	\$8,000	\$1,000				\$9,000	
	Sub-Total								



	School Facility Repairs and Improvements to Reduce Risk of Virus Transmission								
260	Operations and Maintenance								
261	<a href="#">Ongoing repairs and maintenance on school facilities - including but not limited to change-out of air filters, HVAC repairs, plumbing repairs, electrical repairs, window repairs, and building envelope repairs.</a>	0.0 / 0			\$1,500,000			\$1,500,000	
261	<a href="#">Purchase of materials and supplies to maintain and repair district facilities.</a>	0.0 / 0				\$200,000		\$200,000	
260	Sub-Total	0.0 / 0			\$1,500,000	\$200,000		\$1,700,000	
450	Facilities Acquisition, Construction, and Improvements								
452	<a href="#">Repair and resurface the outdoor track and at the high school and the surrounding field area. The track is in a state of disrepair. This would allow physical education classes to move outdoors during good weather instead of inside the gymnasium thereby reducing the risk of transmission of the covid-19 virus.</a>	0.0 / 0			\$500,000			\$500,000	
459	<a href="#">Demolish the high school swimming pool facility and adjacent rooms. The pool is in the state of disrepair and would require over \$200,000 to repair. There is little interest from the student body to utilize the pool as the district traditionally does not have enough students for a swim team. The pool area would become green space for outdoor activities. In addition, the high school was built to accommodate over 2,500 students and current enrollment is below 900 students and declining each year. The large footprint of the high school is difficult to secure and costly to maintain. Demolishing this area would free up money for to be used for instruction and other support services for students.</a>	0.0 / 0			\$500,000			\$500,000	
450	Sub-Total	0.0 / 0			\$1,000,000			\$1,000,000	
	School Facility Repairs and Improvements to Reduce Risk of Virus Transmission	0.0 / 0			\$2,500,000	\$200,000		\$2,700,000	

	Sub-Total								
	Upgrade Projects to Improve the Indoor Air Quality								
450	Facilities Acquisition, Construction, and Improvements								
456	<a href="#">Add air conditioning to our seven school buildings to improve indoor air quality and student and staff confort - 4 elementary schools, 1 early learning center, 1 middle school, and 1 high school.</a>	0.0 / 0			\$2,000,000			\$2,000,000	
456	<a href="#">Replace heating systems in district buildings based on need as determined by a building assessment performed by our architectural firm. Projects to be bid out in accordance with state law.</a>	0.0 / 0			\$2,950,195			\$2,950,195	
450	Sub-Total	0.0 / 0			\$4,950,195			\$4,950,195	
	Upgrade Projects to Improve the Indoor Air Quality Sub-Total	0.0 / 0			\$4,950,195			\$4,950,195	
	Monitor Student Academic Progress to Identify Students Who Need More Help								
110	Basic Programs								
111	<a href="#">Teacher extra hours in for before/after school instruction and student support to help students.</a>	0.5 / 0	\$30,000	\$15,000				\$45,000	
112	<a href="#">Teacher extra hours in for before/after school instruction and student support to help students.</a>	0.5 / 0	\$20,000	\$10,000				\$30,000	
113	<a href="#">Teacher extra hours in for before/after school instruction and student support to help students.</a>	0.5 / 0	\$20,000	\$10,000				\$30,000	
110	Sub-Total	1.5 / 0	\$70,000	\$35,000				\$105,000	
120	Instruction - Added Needs								
125	<a href="#">Interventions in connections with the purchase and implement new math curriculum for grades 6-9. NWEA math results indicate poor math fluency.</a>	0.0 / 0				\$40,000		\$40,000	
120	Sub-Total	0.0 / 0				\$40,000		\$40,000	
	Monitor Student Academic Progress to Identify Students Who Need More Help Sub-Total	1.5 / 0	\$70,000	\$35,000		\$40,000		\$145,000	
	Indirect Costs \$							\$548,523	
	Indirect Cost Percentage: 4.66%	/							

