## **Lake Superior State University**

## MCL 388.1875 Section 275k Legislative Report

Submitted by: Lake Superior State University

Submitted to:
House Appropriations Committee
House Fiscal Agency
Senate Appropriations Committee
Senate Fiscal Agency
Michigan State Budget Office
Michigan Department of Education

Submitted on: November 25, 2025

Source: http://www.legislature.mi.gov/documents/2023-2024/publicact/pdf/2023-PA-0103.pdf

NOTE 1: Sec. 275k is on page 166 of the source pdf

NOTE 2: In what follows the requirements listed "a" – "k", are offset in italic

#### 275k REQUIREMENTS

- (1) Not later than December 1 of each year, each university that receives an appropriation in section 236 that, in the current or previous academic year, serves or has served as an authorizing body as that term is defined in section 501 of the revised school code, 1976 PA 451, MCL 380.501, shall submit a report to the house and senate appropriations committees and the department of education containing, at a minimum, all of the following information, as applicable:
- (a) A list of all of the schools currently authorized, and the following information for each school:
  - (i) The year in which the school was authorized.
  - (ii) The location of each school.
  - (iii) The owner of the property at which each school is located and the physical buildings utilized by the school, as applicable.

Name of PSA	(i)Year PSA Authorized	(ii) Location(s)	(iii) Owner of the property
American International Academy	2011	300 Ruff Rd. Westland, MI 32100 Avondale Inkster, MI 28955 Rosewood Inkster, MI	American International Academy
Advanced Technology Academy	1999	4800 Oakman Blvd. Dearborn, MI	Advanced Technology Academy
Bay City Academy	2011	301 N. Farragut St. Bay City, MI 5055 Corey Rd. Mancelona, MI	Bay City Academy
Charlton Heston Academy	2012	1350 N. St. Helen Rd. St. Helen, MI	Charlton Heston Academy
Concord Academy Boyne	2000	401 E. Dietz Rd. Boyne City, MI	Concord Academy Boyne
Concord Academy Petoskey	2000	2468 Atkins Rd. Petoskey, MI	Concord Academy Petoskey
DeTour Arts & Technology Academy	2013	202 S. Division St. Detour, MI	DeTour Public Schools
Detroit Service Learning Academy	1999	21605 W. Seven Mile Rd, Detroit, MI 25940 Grand River Ave. Redford, MI 27100 Marlow St. Oak Park, MI	Detroit Service Learning Academy Harper Global Enterprises LLC

Grand Traverse	1999	1245 Hammond Rd. Traverse	Grand Traverse
Academy		City, MI	Academy
iCademy Global	2013	8485 Homestead Dr. Zeeland,	Innovative Education
(Cyber School)		MI	Services, Inc.
Innocademy	2012	8485 Homestead Dr. Zeeland,	Innovative Education
		MI	Services, Inc.
Innocademy Allegan	2014	2611 56 <sup>th</sup> St. Fennville, MI	Innovative Education
			Services, Inc.
Macomb Montessori	2012	14057 E. 9 Mile Rd. Warren,	St. Paul Child
Academy		MI	Development Center
Momentum Academy	2013	60 S. Lyon St. Waterford, MI	Academic Facilities
			LLC
Regent Park Scholars	2011	15865 E. Seven Mile Rd.	National Heritage
Academy		Detroit, MI	Academies Inc.
Ridge Park Charter	1998	4120 Camelot Ridge Dr.	National Heritage
Academy		Grand Rapids, MI	Academies Inc.
Tipton Academy	2012	1615 Belton Garden City, MI	Tipton Academy
		29205 Florence Garden City,	
		MI	
W-A-Y Academy	2012	8701 W. Vernor Detroit, MI	Odd Fellows Master
		19321 W. Chicago Detroit, MI	Tenant LLC
WAY Academy –	2013	817 E. Kearsley Flint, MI	Flint Cultural Center
Flint			Corporation

(b) A list identifying any schools that were closed or lost their authorization in the current or previous academic year.

Year	Name of PSAs closed or lost
Current Year (2025-26)	No Schools Closed
Previous Year (2024-25)	No Schools Closed

(c) A description of any new contracts for the operation of a public school academy that will operate as the successor to a public school academy that is currently being operated under a contract issued by another authorizing body that is currently performing in the bottom 5% of schools.

Name of PSA	<b>Description of New Contract</b>
No New Contracts	Not Applicable

(d) The academic performance of each school currently authorized, including whether a school is identified by the department of education as a partnership school. If a school is identified as a partnership school under this subdivision, the authorizing body must include a description of corrective actions in the school's partnership agreement, the duration of the partnership agreement, and an assessment of progress toward improvement.

## https://www.mischooldata.org/school-index/

(2024-2025 data was the only data available at time of submission)

Name of PSA	(i) GROWTH Index	(ii) PROFICIENCY Index	(iii) Partnership Status	School Index
American International Academy	NA- Elem. 30.08- Upper 29.03- Mid/High	N/A- Elem. 7.19- Upper 12.76- Mid/High	Comprehensive Support and Improvement (Partnership District Expires November 28, 2025)	42.91 CSI- Elem. 26.84 ATS- Upper 35.35 CSI- Mid/High
Advanced Technology Academy	56.91	23.01	Additional Targeted Support	54.44
Bay City Academy	80.84 Bay City 66.26 North Central	54.03 27.26		70.60- Bay City 51.90- North Central
Charlton Heston Academy	54.68	30.45	Targeted Support and Improvement	53.43
Concord Academy Boyne	69.83	27.11		60.17
Concord Academy Petoskey	92.86	74.33		83.18
DeTour Arts & Technology Academy	100	96.03		92.19
Detroit Service Learning Academy	38.31 Detroit 40.13 Redford 49.93 Oak Park	9.88 13.87 6.52	Additional Targeted Targeted Support Comprehensive Support (Partnership District Expires November 28, 2025)	29.75 ATS- Detroit 33.07- Redford 38.90 CSI- Oak Park
Grand Traverse Academy	99.90	78.84	2020)	92.49

iCademy Global	90.19	69.31	Comprehensive Support (unimproved proficiency)	83.48 CSI
Innocademy	99.70	69.38		87.80
Innocademy Allegan	97.89	56.93		79.61
Macomb Montessori Academy	63.44	19.61	Comprehensive Support and Improvement (Partnership District Expires November 28, 2025)	47.06
Momentum Academy	52.47	28.18	Additional Targeted Support	52.12 ATS
Regent Park Scholars Academy	73.44	38.67		55.97
Ridge Park Charter Academy	90.03	73.27		86.15
Tipton	N/A K-3 Building	53.49	Additional	63.77- K-3
Academy	64.67 4-8 Building	38.46	Targeted Support	60.25 ATS- 4-8
WAY	10.96 WAY Chicago	0	Comprehensive	15.42- Chicago
Academy	15.94-WAY Vernor	17.78	Support for	18.53- Vernor
Detroit			Graduation Rate and Index	(Grad rate/Index)
WAY -Flint	14.61	6.83	Comprehensive Support for Graduation Rate and Index	23.75 CSI (Grad rate/Index)

Information in regards to Lake Superior State University Charter Schools Educational Goals for each academy contract can be found at the link below.

#### https://www.lssu.edu/charter-schools/academic-documents-and-resources/#toggle-id-2

The Lake Superior State University Charter Schools Office has outlined corrective actions for each school's partnership agreement, detailing the agreement's duration and evaluating progress toward improvement. This information is based on the 18-month check-in. Details for American International Academy, Detroit Service Learning Academy (Oak Park Site), and Macomb Montessori Academy are included at the end of this report.

2024-2025 The LSSU Charter Schools Annual Academic Report can be found in Appendix 1, which was submitted with this report.

(e) The total enrollment of each school at the time of submission, the grades served, and student turnover rate compared to the previous academic year, as applicable.

Name of PSA & Grades Served	Grades Served	FALL October 2025 Count Not Audited	FALL Count 2024 (previous year) Audited	Student Turnover Rate
American International Academy	K-12	723	583	+140
Advanced Technology Academy	K-12	1193	1209	-16
Bay City Academy	K-12	551	542	+9
Charlton Heston Academy	K-12	729	750	-21
Concord Academy Boyne	K-12	111	103	+8
Concord Academy Petoskey	K-12	80	141	-61
DeTour Arts & Technology Academy	K-12	148	84	+64
Detroit Service Learning Academy	K-8	1630	1475	+155
Grand Traverse Academy	K-12	810	796	+14
iCademy Global	K-12	226	221	+5
Innocademy	K-8	272	262	+10
Innocademy Allegan	K-8	102	94	+8
Macomb Montessori Academy	K-6	256	234	+22
Momentum Academy	K-8	216	212	+4
Regent Park Scholars Academy	K-8	713	683	+30
Ridge Park Charter Academy	K-8	554	506	+48
Tipton Academy	K-8	542	511	+31
WAY Academy Detroit	6-12	176	192	-16
WAY –Flint	7-12	107	89	+18

<sup>1 =</sup> PSA administrators self-reported their Fall 2025 counts (unaudited) to the LSSU charter schools office

<sup>2 =</sup> Fall 2024 counts were taken from the October State Aid Payment report

(f) Aggregated student enrollment data for students with an individualized education program as well as the total amount of special education cost reimbursements received by each school during the school's most recently completed fiscal year.

Name of PSA	Grades Served	Enrollment for Students with Individualized Education Programs	Special Education Cost Reimbursement Received
American International Academy	K-12	5.28	225,593
Advanced Technology Academy	K-12	4.84	107,434
Bay City Academy	K-12	7.05	98,461
Charlton Heston Academy	K-12	8.33	80,641
Concord Academy Boyne	K-12	1.27	10,246
Concord Academy Petoskey	K-12	0.57	20,686
DeTour Arts & Technology Academy	K-12	1.46	14,028
Detroit Service Learning Academy	K-8	8.40	92,926
Grand Traverse Academy	K-12	7.68	42,060
iCademy Global	K-12	3.43	82,212
Innocademy	K-8	1.01	85,716
Innocademy Allegan	K-8	1.41	43,099
Macomb Montessori Academy	K-6	1.02	37,687
Momentum Academy	K-8	2.11	31,892
Regent Park Scholars Academy	K-8	7.46	85,174
Ridge Park Charter Academy	K-8	5.73	119,728
Tipton Academy	K-8	5.84	216,519
WAY Academy Detroit	6-12	4.90	25,517
WAY –Flint	7-12	0.76	9,999

<sup>1 =</sup> Enrollment data for students with individualized education program is taken from the August 2025 State Aid Membership – Special ED K-12 Sec 52

2 = Special Education Cost Reimbursement Received amounts are taken from the August 2025 State Aid categorical 51c for current and prior year adjustments.

(g) The total number of fees, reimbursements, contributions, or charges permitted under section 502(6) of the revised school code, 1976 PA 451, MCL 380.502, that are assigned to each school currently authorized in a single academic year.

Name of PSA	Total fees, reimbursements, contributions, or charges permitted under section 502(6) = total 3% for SY 2024-25
American International	239,486
Academy	
Advanced Technology	427,288
Academy	
Bay City Academy	198,896
Charlton Heston Academy	266,317
Concord Academy Boyne	44,048
Concord Academy Petoskey	43,032
DeTour Arts & Technology	28,838
Academy	
Detroit Service Learning	553,619
Academy	
Grand Traverse Academy	265,197
iCademy Global	67,596
Innocademy	92,899
Innocademy Allegan	35,611
Macomb Montessori	99,239
Academy	
Momentum Academy	79,611
Regent Park Scholars	248,809
Academy	
Ridge Park Charter Academy	181,252
Tipton Academy	196,130
WAY Academy Detroit	74,266
WAY -Flint	33,126
Total 3% to LSSU	3,175,260
Note $1 = $ This dollar amount is	the total amount captured from October 2024 – August 2025.

Note 1 = This dollar amount is the total amount captured from October 2024 – August 2025. This time period was chosen due to it being consistent with the state-aid payments calendar.

(h) The names of the members of the board of directors of each school currently authorized and the date that each member of each board was appointed, and a description of the methodology used by the authorizing body to select members for the boards of directors for each school currently authorized by the authorizing body.

# a. The names of the members of the board of directors of each school currently authorized and the date that each member of each board was appointed.

School	Board Members	Original Appointment	Current Term Expiration
Advanced Technology	Steven Borich	8/28/19	6/30/28
Academy (ATA)	Janice Gilliland	9/26/19	6/30/27
	Kenneth Williams	10/27/21	6/30/26
	Marquis Scott	7/1/18	6/30/27
	Kevin Ford	1/16/19	6/30/28
American International	Frieda King	6/24/21	6/30/28
Academy (AIA)	Angeline Gardner	7/27/15	6/30/27
	Peter Stockmann	7/27/15	6/30/27
	Peter Rome	10/26/23	6/30/26
	Natalie Evans	2/22/18	6/30/26
Bay City Academy (BCA)	Lena Jankowiak	5/21/15	6/30/27
	Lynne Vlk	8/29/24	6/30/26
	Amy Lee	1/18/22	6/30/26
	Robert Anderson	7/1/24	6/30/27
	Jennifer Grandmaison	8/12/22	6/30/28
Charlton Heston Academy	Jason Sarsfield	10/8/19	6/30/27
(CHA)	Veronica Bridson	1/12/16	6/30/26
	Hollie Morse	11/08/23	6/30/26
	Vacant		
	Allen Sharrow	4/12/23	6/30/28
Concord-Boyne Academy	Jennifer Mackenzie	11/21/25	6/30/28

	Jeffrey Derenzy	1/30/15	6/30/27
	Vacant		
	Vacant		
	Jennifer White	7/1/24	6/30/27
Concord Petoskey Academy	Rebecca Otto	12/6/22	6/30/27
	Ryan Cottrell	10/17/24	6/30/28
	Kayla Coston	8/11/25	6/30/27
	Shawna Messing	12/17/20	6/30/26
	Brittney Grzesiak	7/1/23	6/30/26
DeTour Arts and	Any Quick	12/13/22	6/30/28
Technology Academy (DATA)	Paula Bosley	10/13/21	6/30/28
	Misty Barbeaux	7/1/23	6/30/26
	Vacant		
	Susan Rhinard	7/1/21	6/30/27
Detroit Service Learning	James Dozier	5/13/03	6/30/27
Academy (DSLA)	Jeanette Owens	1/29/16	6/30/27
	Orlando Woods	8/14/10	6/30/28
	Douglas Bartell	8/14/10	6/30/28
	Idowu Jegede	7/1/20	6/30/26
	Airlene Gross	7/1/20	6/30/26
	Allen Richardson	3/20/18	6/30/26
Grand Traverse Academy	Brittan DeYoung	12/15/22	6/30/28
(GTA)	Patrick Alpers	5/21/21	6/30/26
	Vacant		
	Joshua Jacobson	6/17/24	6/30/27
	Jonathan Ardan	9/4/25	6/30/28
	Audra Tompkins	7/1/23	6/30/26

	David Deneau	9/21/23	6/30/27
iCademy Global	David Tebo	9/24/25	6/30/28
	William Johnson	7/1/21	6/30/27
	Deborah Veenstra	4/20/20	6/30/26
	Rebekah deVries	6/16/17	6/30/26
	Elizabeth Mullins	7/1/24	6/30/27
Innocademy	Nick DeVries	7/1/12	6/30/26
	April Best	10/28/21	6/30/27
	Emily Goudreault	6/26/25	6/30/27
	Vacant		
	Jessica Parker	8/25/22	6/30/28
Innocademy-Allegan	Jody Vogelzang	9/20/22	6/30/28
	Vacant		
	Vacant		
	Emily Kimber	3/21/23	6/30/28
	Leanne Geisterfer	9/18/23	6/30/26
Macomb Montessori	Emmett Jones	9/24/12	6/30/28
Academy	Jennifer Johnson	5/1/15	6/30/26
	Susan Bland	11/28/22	6/30/27
	Shana Giles	7/1/17	6/30/26
	John Marks III	10/28/24	6/30/26
Momentum Academy	Robert Terwilliger	1/29/13	6/30/2028
	Carrie VanZadt Rohrbach	2/19/18	6/30/27
	Jeremiah Wolfrom	8/20/15	6/30/26
	Vacant		
	Donna Collins	7/1/24	6/30/27
Regent Park Scholars	Shannon Murray	8/23/21	6/30/27
Academy	Jillian Stelma	1/22/18	6/30/26

	Erica Henderson	8/30/21	6/30/27
	Lamar Phillips	11/28/22	6/30/28
	Barbara Bates	7/1/13	6/30/28
Ridge Park Charter Academy	Chris McCahill	5/13/21	6/30/27
	Sherryl Reed	5/20/22	6/30/28
	Vacant		
	Jacques Moss	2/24/23	6/30/27
	Sandy Severn	5/8/20	6/30/26
	Lateefah Gofoe	6/9/17	6/30/26
	Derrick Owens	2/22/19	6/30/28
Tipton Academy	Kevin Szuba	9/27/12	6/30/27
	Virgil Young	11/21/25	6/30/28
	Scott Winiger	9/27/12	6/30/26
	Alisia O'Driscoll	9/27/12	6/30/28
	Kelly Olesinski	1/24/24	6/30/27
WAY Academy – Detroit	Michael Murray	6/3/13	6/30/28
	Sheila Flanagan	7/28/19	6/30/26
	Dr. Patricia Moesner	12/17/19	6/30/28
	Danielle Bascomb	7/1/21	6/30/27
	Laura Chavez	9/17/18	6/30/27
WAY Academy - Flint	Stephen Murphy	9/27/24	6/30/28
	Vacant		
	Le'Daryll Williams	10/18/24	6/30/27
	Venetta Tucker	9/21/23	6/30/26
	Sanford Edwards III	9/21/23	6/30/26

# b. The description of the methodology used by the authorizing body to select members for the boards of directors for each school currently authorized by the authorizing body.

The LSSU Board of Trustees adopted by resolution the method of selection for public school academy board members on April 27, 2012. The resolution has been attached to this report as Appendix 2.

(i) The name of the applicant who applied and received approval to organize each currently authorized school.

Name of PSA	Name of applicant who applied and received approval
American International	Dr. Lorilyn Coggins
Academy	
Advanced Technology	Barry Hawthorne
Academy	
Bay City Academy	Steve Ingersoll
Charlton Heston Academy	Jennifer Jarosz
Concord Academy Boyne	Original Contract was with another Authorizer. New Authorization application completed by academy board.
Concord Academy	Original Contract was with another Authorizer. New
Petoskey	Authorization application completed by academy board.
DeTour Arts &	Angie Reed
Technology Academy	
Detroit Service Learning	Maurice Evans
Academy	
Grand Traverse Academy	Steve Ingersoll
iCademy Global	Brooke Drooger
Innocademy	Joel Smith & Kelli Gunn
Innocademy Allegan	Brooke Drooger
Macomb Montessori	Stan Rathbon
Academy	
Momentum Academy	Paul Romine
Regent Park Scholars	Matt Cawood
Academy	
Ridge Park Charter	Mark DeHan
Academy	
Tipton Academy	Suzanne March
WAY Academy Detroit	Glen Taylor & Beth Baker
WAY -Flint	Glen Taylor & Beth Baker

(j) The list of contracts and length of their terms, with education service providers associated with each school currently authorized pursuant to section 502 of the revised school code, 1976 PA 451, MCL 380.502, as applicable.

The contracts described in this subdivision include, but are not limited to, those described in section 502(2)(d) of the revised school code, 1976 PA 451, MCL 380.502.

Academy Name	Contract le	ngth/ Term	Education Service Provider
American International Academy	3+2 Years	July 1, 2023 –	Midwest School
		June 30, 2028	Services Inc,
Advanced Technology Academy	7 Years	July 1, 2022-	Technical Academy
		June 30,2029	Group LLC
Bay City Academy	5 Years	July 1, 2023-	Mitten Educational
		June 30,2028	Management LLC
Charlton Heston Academy	5 Years	July 1, 2022-	Midwest School
		June 30,2027	Services Inc.
			Teachers First
Concord Academy Boyne	7 Years	July 1, 2022-	Midwest School
		June 30,2029	Services Inc.
			Teachers First
Concord Academy Petoskey	7 Years	July 1, 2021-	Midwest School
		June 30,2028	Services Inc.
			Teachers First
DeTour Arts & Technology	7 Years	July 1, 2023-	DeTour Public Schools
Academy		June 30,2030	
Detroit Service Learning	5 Years	July 1, 2021 –	Elite School
Academy		June 30, 2026	Management
Grand Traverse Academy	7 Years	July 1, 2021-	Advanaccess
		June 30,2028	Education Services INC
iCademy Global	5 Years	July 1, 2023-	Innovative Education
		June 30,2028	Services, Inc.
Innocademy	5 Years	July 1, 2022-	Innovative Education
		June 30,2027	Services, Inc.

Innocademy Allegan	5 Years	July 1, 2024- June 30,2029	Innovative Education Services, Inc.
Macomb Montessori Academy	3+2 Years	July 1, 2023 – June 30, 2028	Choice Schools Associates LLC
Momentum Academy	5 Years	July 1, 2023 – June 30, 2028	The Romine Group Inc.
Regent Park Scholars Academy	5 Years	July 1, 2021 – June 30, 2026	National Heritage Academies Inc.
Ridge Park Charter Academy	7 Years	July 1, 2021 – June 30, 2028	National Heritage Academies Inc.
Tipton Academy	7 Years	July 1, 2023 – June 30, 2030	The Romine Group Inc.
WAY Academy Detroit	5 Years	July 1, 2022 – June 30, 2027	W-A-Y Widening Advancement for Youth
WAY -Flint	3+2 Years	July 1, 2023 – June 30, 2028	W-A-Y Widening Advancement for Youth

<sup>3+2</sup> Contracts are evaluated after 3 years and documentation is submitted to the CSO to authorize the additional two years with the MDE.

(k) Activities undertaken by each university to ensure that the board of directors of each school complies with the open meetings act, 1976 PA 267, MCL 15.261 to 15.275, the freedom of information act, 1976 PA 442, MCL 15.231 to 15.246, and laws prohibiting conflicts of interest.

Under the Revised School Code, Lake Superior State University Charter Schools Office (LSSU CSO) is responsible for overseeing compliance with all applicable law, as well as the contract it issued to each public school academy. Public school academies are required to comply with the Open Meetings Act, the Freedom of Information Act, and certain laws prohibiting conflicts of interest. These obligations are also specifically mandated by the standard contract LSSU CSO uses for its public school academies that it authorizes (the "Contract").

In addition to the state laws that govern conflicts of interest, the Contract specifically requires academies to comply with the Incompatible Public Offices statute, being MCL 15.181 et seq. of the Michigan Compiled Laws, and the Contracts of Public Servants with Public Entities statute, being MCL 15.321 et seq. of the Michigan Compiled Laws. The Contract also states, "Academy Board shall ensure compliance with applicable law relating to conflicts of interest". The Contract also provides a list of prohibited conflicts of interest for purposes of the contract as well that specifically relate to possible conflicts for public school academies that State law does not specifically recognize. The Contract also prohibits academy board members from being

employed at the academy in more than one full-time position and simultaneously being compensated for each position.

In order to oversee compliance with these areas, LSSU CSO takes the following actions for each public school academy authorized:

- Reviews all agendas, board postings, and minutes of all academy board of directors' meetings;
- Reviews all facilities documents, as well as the LSSU CSO mandatory facilities questionnaire and checklist before an academy may execute any agreements, including lease agreements and borrowing agreements pursuant to the LSSU CSO lease policies and long-term borrowing requirements set forth in the Contract;
- Reviews educational management organization agreements, as well as the questionnaire mandated by the LSSU CSO educational management organization policy, prior to signing any agreements;
- LSSU CSO representatives attend academy board of directors' meetings;
- Answers questions with respect to any of these areas to help provide guidance where appropriate;
- Review due diligence materials for potential conflicts of interest for Board of Directors and educational service providers;
- LSSU CSO works with LSSU staff and academy officials responding to all FOIA requests as per university guidelines
- LSSU CSO works with public school academy officials when any OMA or Conflicts occur

(1) A description of the activities undertaken by the university to meet the functions of an authorizing body under section 502 of the revised school code, 1976 PA 451, MCL 380.502, as applicable.

As articulated in the Revised School Code and the Contract issued by LSSU CSO, the LSSU CSO has the responsibility to oversee the academy's compliance with the contract and all applicable law. The LSSU CSO articulates the responsibilities of both the academy board and the LSSU CSO in the Oversight Agreement that is included in the Contract.

Under the Oversight Agreement, the LSSU CSO may take any of the following actions to fulfill its oversight responsibilities for each public school academy authorized.

- Conduct a review of the academies audited financial reports as submitted, including the auditor's management letters, and report to the LSSU CSO any exceptions as well as any failure on the part of the academy to meet generally accepted public sector accounting principles.
- Conduct a review of the records, internal controls or operations of the academy to determine compliance with the Contract and applicable law.
- Conduct a meeting annually between the academy board of directors and a designee of the LSSU CSO to determine compliance with the Contract and applicable law.
- Institute action pursuant to the terms of the Contract to suspend, revoke or reform the Contract.

- Monitor the academy's compliance with the Contract, the Revised School Code, and all other applicable law.
- Request periodic reports from the academy regarding any aspect of its operation, including, without limitation, whether the academy has met or is achieving its targeted educational goals and applicable academic performance standards set forth in the Contract.
- Request evidence that the academy has obtained the necessary permits and certificates of compliance to operate as a public school from the applicable governmental agencies, including, without limitation, the Michigan Department of Licensing and Regulatory Affairs, Bureau of Construction Codes and the Bureau of Fire Services, and local health departments.
- Determine whether the academy has failed to abide by or meet the educational goals or applicable academic performance standards as set forth in the Contract.
- Provide supportive services to the Academy as deemed necessary and/or appropriate by the LSSU CSO or its designee.
- Evaluate whether the academy appropriately administers all optional or statutorily mandated assessments pursuant to the academy's student population, goals and programs.
- Take other actions, as authorizing body, as permitted or required by the Revised School Code.

The Oversight Agreement also requires an academy to undertake the following reporting duties as well:

- Submit information to the LSSU CSO's designee, in accordance with the Master Calendar of Reporting Requirements adopted by the Charter Schools Office. The Master Calendar may be amended the Charter Schools Office Director deems necessary.
- Submit quarterly financial reports to the Charter Schools Office in a form and manner determined by the Charter Schools Office. Submit other financial reports as established by the Charter Schools Office.
- Permit inspection of the academy's records and/or premises at any reasonable time by the Charter Schools Office.
- Report any litigation or formal proceedings alleging violation of any applicable law by the academy to counsel for the LSSU CSO as designated in Article XII of the Terms and Conditions.
- Upon request, provide copies of information submitted to the Michigan Department of Education, the Superintendent of Public Instruction, or State Board of Education to the Charter Schools Office.
- Provide proposed minutes of all academy board of directors' meetings to the Charter Schools Office no later than ten (10) business days after such meeting, and provide approved final minutes to the Charter Schools Office within five (5) business days after the minutes are approved.
- Submit to the Charter Schools Office prior to the issuance of the Contract, copies of insurance policies evidencing all insurance as required by the Contract.
- Submit to the Charter Schools Office a copy of the academy's lease, deed or other purchase arrangement for its physical facilities as required by the Contract.

- Submit to the Charter Schools Office copies of all fire, health and safety approvals required by applicable law for the operation of a school.
- Submit annually to the Charter Schools Office, the dates, times and a description of how the academy will provide notice of the academy's pupil application and enrollment process. The academy's pupil application and enrollment admission process must be conducted in a fair and open manner in compliance with the Contract and the Revised School Code. At a minimum, the academy must make a reasonable effort to advertise its enrollment openings by newspaper, mail, media, internet or other acceptable communication process. All academy notices of the open enrollment period must include language that the open enrollment period includes evening and weekend times for enrolling students in the academy. In addition, the academy must set forth in all public notices the date for the holding of a random selection drawing if such a drawing becomes necessary.
- By July 1st of each year, the academy board must provide a copy of the academy board's public meeting schedule for the upcoming school year. The academy board's public meeting schedule must include the date, time and location of the public meetings for the upcoming school year. Within ten (10) business days of academy board approval, the academy board must provide a copy to the Charter Schools Office of any changes to the academy board public meeting schedule.
- Prior to December 31 of each year and whenever necessary thereafter, the academy board must approve and submit a revised operating school budget that includes, without limitation, the following: (i) the total projected amount of state school aid revenues based on the academy's October pupil membership count; (ii) revised personnel costs; (iii) any start-up expenses incurred by the academy; and (iv) the total amount of short-term cash flow loans obtained by the academy. The academy will make budget revisions in a manner prescribed by law. Within thirty (30) days of the academy board approving the budget (original and amended, if applicable), the academy must place a copy of that budget on the academy's website within a section of the website that is accessible to the public.
- Within 5 days of its submission to the Center for Educational Performance and Information (CEPI) of the budgetary assumptions that are required by Section 1219 of the Revised School Code, the academy must provide a copy of those budgetary assumptions to the Charter Schools Office, and confirm that the submitted budgetary assumptions were used in the adoption of the academy's annual budget.
- Submit copies to the Charter Schools Office of any periodic financial status reports required of the academy by the Department of Treasury.
- Provide copies of notices, reports and plans, including deficit elimination or enhanced deficit elimination plans, to the Charter Schools Office under Section 1220 of the Revised School Code.

In addition to these responsibilities, the academies are required to keep records that are complete and correct and those records must be made available to the LSSU CSO, or its designee, at all reasonable hours and conditions. The academies must also authorize the Charter Schools Office to perform audit and evaluation studies, as well as provide access to data, documents or information submitted to the Michigan Department of Education, the Superintendent of Public Instruction, the State Board of Education, the Center for Educational Performance and

Information, the Michigan DataHub or any other state or federal agency. The Oversight Agreement also requires the academies to provide the Charter Schools Office a copy of any notice from the State Treasurer that notifies the academy of the potential for fiscal stress.

This Oversight Agreement also requires that certain information be made publicly available by the academy and that certain information also be made available by the academy's educational service provider, if applicable.

Beyond the activities listed in the Oversight Agreement, the LSSU CSO, through its Charter Schools Office, employs 9 individuals to help provide oversight. The CSO employs an Executive Director, School Support Specialist, Associate Director CSO -Finance & Governance Specialist, Reauthorization & Compliance Specialist, Academic Assessment Specialist, and four regional Supervising Field Officers (who attend academy board meetings and participate in academy site visits).

As mentioned above, the Charter Schools Office has also issued several different policies that all academies must comply with, including a Real Property Lease Policy and an Educational Service Provider Guidelines. The Charter Schools Office, along with legal counsel, review proposed lease agreement, certain financing transactions, and contracts with educational management organizations to ensure that such agreements do not violate the contract, relevant Authorizer policies, or applicable law.

The LSSU CSO participates in an assurance and verification with the Michigan Department of Education every three years and also achieved authorizer accreditation with Cognia (formerly AdvancED) in 2022.

The LSSU CSO also provides for a detailed process by which the LSSU CSO considers reauthorization of any academy. In reviewing whether an academy should be reauthorized, the LSSU CSO considers whether there have been increases in academic achievement for all groups of pupils as measured by assessments and other objective criteria established by the LSSU CSO. The LSSU CSO, along with legal counsel, engage in detailed review and due diligence as part of this process.

Finally, both the Revised School Code and the Contract contain detailed procedures to address issues of non-compliance. The Contract details a number of possible mechanisms under the law and Contract to address such issues, including revocation, termination, or suspension of the Contract; reconstitution of the academy board of directors; or the ability to appoint a conservator. Each mechanism is detailed in the Contract with the process for each mechanism, due process procedures, and ultimate consequences.

(m) A financial report of the authorizing body's use of fees, reimbursements, contributions, or charges collected or retained under section 502(6) of the revised school code, 1976 PA 451, MCL 380.502. This report must include all of the following, at a minimum.

i. The total amount of fees collected or retained under section 502(6) of the revised school code, 1976 PA 451, MCL 380.502, by the authorizing body for the authorizing body's most recent fiscal year.

Authorizing Body	Fiscal Year	Total Amount of Fees
Lake Superior State University	2024-2025	\$3,149,577

The University's fiscal year in July to June.

ii. The amount of funds reported under subparagraph (i) that were spent on compensation for faculty and staff employed primarily to meet the functions of an authorizing body. For the purposes of this subparagraph, an employee is presumed to be primarily employed to meet the functions of an authorizing body if that employee spends more than 50% of the employee's time on those activities.

Amount of Funds for the above: \$600,132 for primary Charter School Office functions Amount of Funds for other positions related to Charter Schools: \$171,325

iii. The total number of positions, organized by job title, associated with expenditures reported under subparagraph (ii).

Positions within the Charter School Office	Full Time Equivalent
Executive Director	1.0
Academic and Assessment Specialist	1.0
Charter School Support Specialist	1.0
Associate Director CSO Finance & Governance Specialist	1.0
Supervising Field Representatives –SE Michigan	0.5
Supervising Field Representatives –SE Michigan	0.6
Supervising Field Representatives –Northern Michigan	0.5
Supervising Field Representatives –SW Michigan	0.5
Reauthorization & Compliance Specialist	0.5
TOTAL FTE	6.6
Other Positions related the Charter Schools	
Center for Freshwater Research Outreach Specialist	0.70
Assistant Director for Recruitment	0.94
Arts Center Business Manager	0.65
Assistant Registrar	0.50
Exec. Assistant & Outreach Coordinator	0.50
	3.29

iv. The amount of funds reported under subparagraph (i) that were spent on contractual services to meet the functions of an authorizing body.

Amount of Funds on Contractual Services: \$185,400

v. The amount of funds reported under subparagraph (i) that were spent on other overhead costs to meet the functions of an authorizing body.

#### Amount of Funds on Overhead Costs: \$1,740,559

vi. The amount of funds reported under subparagraph (i) that were transferred to another operating unit within the University.

Amount transferred to another operating unit: \$0

- vii. The amount of funds reported under subparagraph (i) that were spent on activities other than functioning as an authorizing body, including a list of those activities and the amount associated with each activity. \$0
- n) An executive summary section that provides relevant summary data for reporting requirements under subdivisions (a) to (m).

Lake Superior State University is located in Sault Ste. Marie, Michigan. We authorize nineteen public school academy contracts with twenty-six sites. Our portfolio of academies are distributed across our state from the rural Upper Peninsula to the urban areas of Grand Rapids, Traverse City, Flint, and Detroit. We proudly authorize a variety of public school academies from Montessori based, to art focused, to cyber, to alternative and innovative academies. Our academies serves a diverse population of approximately 9,000 students, 73% of those students qualify for free or reduced lunch.

Our mission is to ensure quality oversight and support to our authorized charter academies resulting in students who are prepared for the next phase of life whether it be attending college, joining the military, or entering the workforce. We believe in educational choice and options. Many of our staff are former educators, principals, and superintendents who have spent time in the trenches. We understand the dedication and hard work required to be in the field of education.

LSSU Charter Schools understands the importance of building relationships and partnerships with our public school academies; their success as an academy is our success as an authorizer. Our field representatives serve as our eyes and ears as they attend board meetings and conduct site visits. Building solid working relationships with academy leaders and board members is key. LSSU Charter Schools values open communication with our academies.

We hold our academies accountable to meeting state, federal, and authorizer requirements while providing the necessary support and resources to be successful. Annual reports in the areas of academics, finance, governance, and compliance are published and communicated to a variety of stakeholders. Educated stakeholders are able to make wise decisions that are in the best interest of the students and families that they serve.

LSSU CSO makes evidenced based data decisions when academies are up for reauthorization. This process is not a one-size fits all but rather academies are awarded a new contract based on their performance during the previous contract. Our Reauthorization Team meets and evaluates

<sup>\*\*</sup>According to the Governmental Accounting Standards Board, "Transfers are the non-reciprocal flow of financial resources between funds within a governmental entity," which is how transfers are defined here. While the Lake Superior University Charter Schools purchase a range of services from various other operating units within the University, these payments do not constitute a transfer.

each academy before making their recommendation to reauthorize. Contract lengths vary from a non-renewal to 5 to 7 years or 3+2 for those that require improvement.

Our academy boards and academy staff are also provided multiple professional development opportunities throughout the year. These opportunities include in person and virtual events that accommodate and consider busy schedules. LSSU CSO aims to produce well-rounded students. Because of this, we offer compliance and support grants to our academies as well as extensive outreach opportunities for students attending our academies. These include a variety of summer camps and events at our LSSU Arts Center or the Center for Freshwater Research. Students are also invited to campus for events like Great Lake State Weekend (Homecoming). Student who graduate from an LSSU authorized academy all receive several scholarship opportunities to attend LSSU.

LSSU CSO is small but mighty. We are staffed with dedicated, qualified, competent staff who hold our academies to a high standard. We take our responsibility as an authorizer seriously and fully understand our role and responsibility.

- (2) A report submitted under this section must be in a format that meets accessibility standards for viewing on the internet under the Americans with disabilities act of 1990, Public Law 101-336.
- (3) A report submitted under this section must be published and updated through a link on the homepage of a public university's website.
- (4) As used in this section, "authorizing body" means that term as defined in section 501 of the revised school code, 1976 PA 451, MCL 380.501.

#### Other Information

Lake Superior State University is a public university that receives an appropriation in section 236 and has served as an authorizing body as that term is defined in section 501 of the revised school code, 1976 PA 451, MCL 380.501. As such, the enclosed Report contains all of the requirements set forth as well as additional information for Lake Superior State University's authorizing practices and the public school academies it authorizes. The information below is intended to provide the reader with guidance, context, definitions, data sources and explanations about the range of information contained herein. Please note that the vast majority of information contained within this Report can also be located at <a href="https://www.lssu.edu/charter-schools/">https://www.lssu.edu/charter-schools/</a> and the reader is encouraged to visit this webpage for that information and more.

Examples of LSSU Charter Schools Contracts can be found at the pages below:

Advanced Technology Academy

iCademy Global

**Bay City Academy** 

LSSU CSO Educational Service Provider Policy and Lease Policy can be found at the page below:

https://www.lssu.edu/charter-schools/forms-and-documents/

### Partnership Additional Information (Section d.)

#### AMERICAN INTERNATIONAL ACADEMY

AIA Target Benchmark 36 month Henry Ruff

AOI	E Target Benchmark	Benchmark Type	Review Status				
		31	District	ISD	MDE	Final	
1	During the 2024-2025 school year, increase the percentage of Full Academic Year K-2 students achieving NWEA fall-spring growth projection in MATH by 6 percentage points from the 2022-23 baseline.	Local	Not Met	Not Met	Not Met	Not Met (Decreas ed)	
2	During 2024-2025 school year, increase percentage of Full Academic Year K-2 students achieving NWEA Fall-Spring Growth Projection in ELA by 6 percentage points from 2022-2023. baseline	Local	Not Met	Not Met	Not Met	Not Met (Decreas ed)	
	Rosewood Campus						
1	7% of FAY7th Graders demonstrating proficiency on M-Step	State	Not Met	Not Met	Met	Met (7)	

	Assessment MATH					
2	16% of FAY7th Graders demonstrating proficiency on M-Step Assessment ELA	State	Not Met	Not Met	Not Met	Not Met (7.2)
3	10% of FAY 8th Graders demonstrating Proficiency on PSAT state assessment in Math	State	Not Met	Not Met	Not Met	Not Met (0.0)
4	26% of FAY 8th Graders demonstrating Proficiency on PSAT state assessment in EBRW	State	Met	Met	Met	Met (53.4)
5	6.0% of FAY 11th Graders demonstrating proficiency on SAT state assessment in MATH	State	Not Met	Not Met	Not Met	Not Met (0)
6	12% of FAY 11th Graders demonstrating proficiency on SAT state assessment EBRW	State	Met	Met	Met	Met (32)

### DETROIT SERVICE LEARNING ACADEMY

## Oak Park Service Learning Academy DSLA Final Target Benchmark

	Target Benchmark	Bench mark Type	District	ISD	MDE	Final
1	By June 30, 2025, third through seventh-grade students will increase their M-STEP Spring 2025 ELA proficiency (Proficient or Advanced Performance Levels) rate by three percentage points. M-STEP Spring 2022 results will be used as the baseline data.	State	Met	Met	Met	Met
2	By June 30, 2025, eighth- grade students will increase their mean PSAT Spring 2025 Evidence-Based Reading and Writing (EBRW) proficiency (Proficient or Advanced Performance Levels) rate by three percentage points.	State	N/A	N/A	N/A	REM OVE D By MDE
3	By June 30, 2025, third through seventh-grade students will increase their M-STEP Spring 2025 mathematics proficiency (Proficient or Advanced Performance Levels) rate by three percentage points.	State	Met	Met	Met	Not Met
4	By June 30, 2025, OPSLA's eighth-grade students will increase their mean PSAT Spring 2025 mathematics proficiency (Proficient or Advanced Performance Levels) rate by three percentage points.	State	N/A	N/A	N/A	REM OVE D By MDE
5	By June 30, 2025, the percentage of kindergarten through eighth-grade students meeting their MAP Spring 2025 projected reading growth will increase by three percentage points. (21.9 Reading Baseline)	Local	Met	Met	Met	Met
6	By June 30, 2025, the percentage of kindergarten through eighth-grade students meeting their MAP Spring 2025 projected mathematics growth will increase by three percentage points. (14.1 Math Baseline)	Local	Met	Met	Met	Met
7	Decrease the percentage of chronically absent students, as defined by the state from 40% in the 2022-2023 to 25% in the 2024-2025 school year.	Local	Not Met	Not Met	Not Met	Not Met

8	By June 30, 2025, Oak Park Service	Process	Met	Met	Met	Met
	Learning Academy will fully implement the					
	Family Attendance Monitoring and Support					
	(FAMS) Program. Monthly attendance					
	reports will serve as the Progress monitoring					
	tool for measuring progress.					

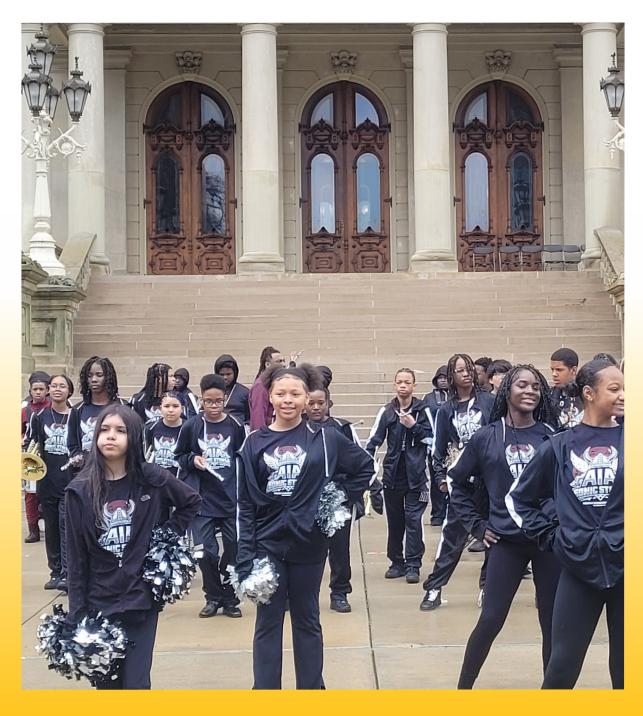
### MACOMB MONTESSORI ACADEMY

#### **MMA Benchmark Goals 36 months**

Та	arget Benchmark	Benchmark Type	Review Status				
		31	District	ISD	MDE	Final	
1	Increase M-Step proficiency in Math for grades 3-6 by 5 percentage points, from 7%-12%	State	Not Met	Not Met	Not Met	Not Met	
2	Increase M-Step proficiency in ELA for grades 3-6 by 5 percentage points, from 14% to 19%	State	Not Met 23- 24 (12.5%)	Not Met	Not Met	Not Met	
3	The median Student Growth Percentile for students (grades K-6) will be at or above the 50th percentile on NWEA's Measure of Academic Progress in Reading	Local	Not Met (38)	Not Met	Not Met	Not Met	
4	The median Student Growth Percentile for students (grades K-6) will be at or above the 50th percentile on NWEA's Measure of Academic Progress in Math	Local	Not Met	Not Met	Not Met	Not Met	
5	By 2025 at least 50% of the students in grades 1-3 will read grade-level text with a high degree of accuracy as measured by Acadience	Local	Not Met 22%	Not Met	Not Met	Not Met	
6	By 2025, at least 50% of the kindergarteners will be on grade level on phoneme segmentation fluency (phonemic awareness) and nonsense word fluency (letter sounds and blending) as measured by Acadience	Local	Met	Met	Met	Met	
7	By 2025 75% of classrooms will have a domain score of 58 or above in 3 out of the 5 domains in the DERS Report	Process	October 2024 data review	Not Met	Not Met	Not Met	

8	By 2025, the school-wide behavioral referrals will decrease by 25 percentage points, from 43% to 18% using PBIS/SWIS model and behavioral strategies/support systems	Process	Met	Met	Met	Met
9	The MMA leadership team will complete 100% of the recommended tasks on their installation checklists in the MiMTSS Data System	Process	Met	Met	Met	Met





**LSSU** 

ANNUAL ACADEMIC REPORT 2024 2025



# **PHILOSOPHY:**

We believe in authorizing through the lens of an educator realizing students are more than academic performance or financial incentives. True authorizing takes into account the whole child, whole academy, and whole community while recognizing the importance of increased performance sustainability.

# **MISSION:**

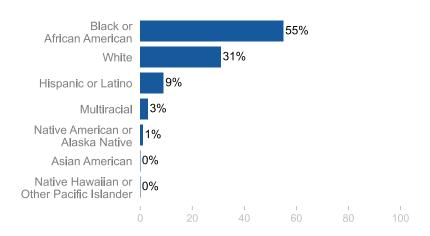
To ensure quality oversight and support to our authorized charter academies resulting in students who are prepared for the next phase of life whether it be attending college, joining the military, or entering the workforce.

# **VISION:**

We envision an educational system in Michigan that provides families with diverse educational opportunities that allow for each child to flourish and find their place in the global community.

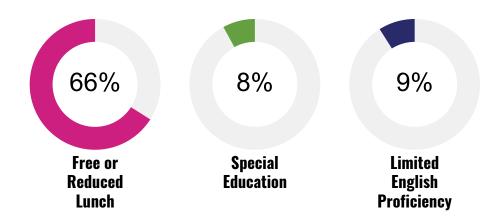
# STUDENT DEMOGRAPHICS

# **Student Ethnicities**



Female: **50%** 

Male: **50%** 

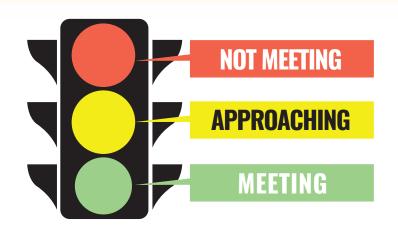




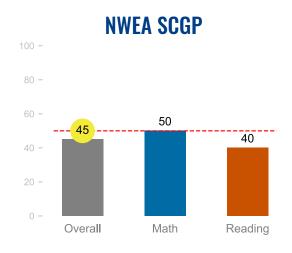
## **MEASURE ONE: STUDENT GROWTH**

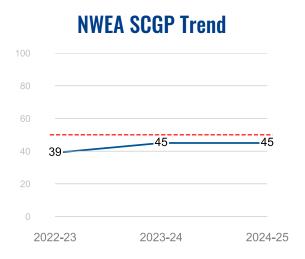
#### **Student Conditional Growth Percentiles**

Student growth in 2nd-8th grade is measured by NWEA's Measures of Academic Progress. Growth is reported by median Student Conditional Growth Percentiles (SCGP). An SCGP of 50 indicates average growth, an SCGP greater than 50 indicates greater than average growth, while an SCGP of less than 50 indicates less than average growth.



## The median Student Growth Percentile will be at or above the 50th percentile.











## **MEASURE TWO: STUDENT ACHIEVEMENT**

or reading targets:

The percentage of cohort students that meet the achievement target will exceed that percentage for non-cohort students.

**NWEA: Cohort vs. Non-Cohort Students** 

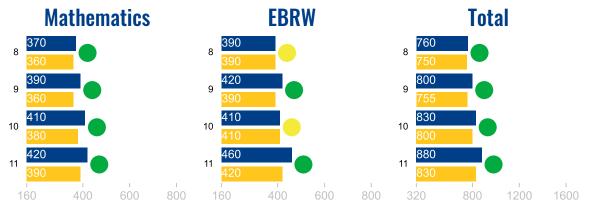
# % Meeting Mathematics Targets 100% 80% 80% 60% 40% 27 2022-23 2022-23 2023-24 2024-25 Percent of cohort student tests meeting mathematics 9% Meeting Reading Targets 100% 80% 40% 2022-23 2023-24 2024-25 Percent of non-cohort student tests meeting mathematics 27%

Cohort students will achieve a greater median scale score than non-cohort students.

or reading targets:



**PSAT & SAT: Cohort vs. Non-Cohort Students** 



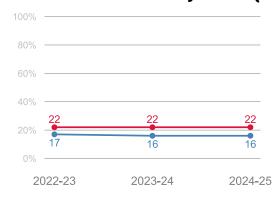
# MEASURE THREE: STATE/FEDERAL ACCOUNTABILITY

## The Academy will meet state/federal requirements.

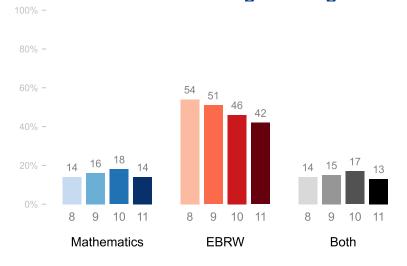
# **MI/Federal Accountability**

## Chart forthcoming, pending recent data

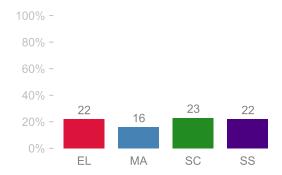
# **ELA & Math Proficiency Trend (%)**



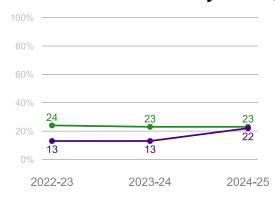
**PSAT & SAT: % Meeting CCR Targets** 



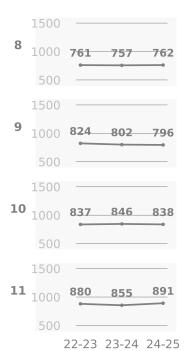
## M-STEP: % Advanced or Proficient



# Sci. & Soc. Stud. Proficiency Trend (%)



## **PSAT & SAT: Mean Score Trends**



<sup>\*</sup> Indicates less than 10 students. >95% and <5% are censored if < 10 students

**NOTES** 









# PUBLIC SCHOOL ACADEMY AND SCHOOL OF EXCELLENCE BOARDS OF DIRECTORS: METHOD OF SELECTION AND APPOINTMENT

The Lake Superior State University Board of Trustees declares that the method of selection, length of term, and number of board members of a public school academy (PSA) or school of excellence (SOE) shall be as follows.

#### Method of Selection and Appointment

The Lake Superior State University Board of Trustees ("Board") shall prescribe the methods of appointment for members of an academy's board of directors. The director of the charter school office is authorized to develop and administer an academy board selection and appointment process that includes a *Public School Academy Board Application* and is in accord with these policies:

- 1. The Board shall appoint the initial and subsequent academy board of directors. The director of the charter school office shall recommend nominees to the Board based upon a review of the *Public School Academy Board Application* and interview of candidates.
- 2. The academy board of directors, by majority vote, shall nominate its subsequent members. The academy board of directors shall recommend to the Board at least one nominee for each vacancy. Nominees shall submit the *Public School Academy Board Application* for review by the charter school office. The charter school office shall interview all new applicants.
- 3. An individual appointed to fill a vacancy created other than by the expiration of a term shall be appointed for the unexpired term of that vacant position.
- 4. Under exigent conditions, and with approval of the Board's chair, the director of the charter school office may appoint a qualified individual to an academy's board of directors. All appointments made under this provision must be presented to the Board for final determination at its next regularly scheduled meeting. The Board reserves the right to review, rescind, ratify or approve any appointments made under this provision.

#### Length of Term

The term of each position of the academy board of directors shall be for a period of three (3) years, except the terms of the initial positions of the academy board of directors which shall be staggered one (1), two (2), and three (3) year terms. All appointments shall be for a period of three years, except appointments made to fill the positions of the initial academy board of directors, an appointment made to complete the unexpired term of a vacant position or appointments made to give effect to the requirement for staggered terms.

#### Number of Directors

The number of members of the academy board of directors shall not be less than five (5) nor more than nine (9).

#### Prerequisite Qualifications of Members

Before individuals become members of an academy's board of directors, the nominee must: (a) be recommended by a majority vote of the academy board; (b) submit the Public School Academy Board Application which must include authorization to process a criminal background check; (c) be recommended for appointment by the charter school office; (d) be appointed by the Board or its designee; (e) take the oath of office; (f) sign the Oath of Public Office.

The members of the academy board of directors shall not include: (a) employees of the academy; (b) any director, officer, or employee of a service provider or management company that contracts with the academy; (c) a Lake Superior State University official or employee, as a representative of Lake Superior State University. At least one member of the academy board must reside in the local community. Academy board members must be citizens of the United States of America.

#### Oath of Public Office

All members of the academy board of directors must take the constitutional oath of office and sign the Oath of Public Office. The oath and acceptance of office must be on file with the University Charter Schools Office within ten (10) days of signing.

#### **Board Training**

The Board of Trustees notifies the PSA and SOE boards that participation by Board Members in board training annually is a criterion for renewal of charters by the LSSU Board of Trustees.

Note: These provisions shall be implemented with new charter contracts and shall be phased in as existing charter contracts are reissued. The charter school office is authorized to negotiate changes in the terms and conditions of charter contracts to fully implement these provisions.

LSSU Board Approval:

Signed: July Sel House Date April 27, 2012

Jenny Kronk, Chair, Board of Trustees Date April 27, 2012