

2018 - 2019

LAKE SUPERIOR STATE UNIVERSITY

Charter Schools Office



Governance & Compliance

Bay City Academy

Annual Charter School Review

School Year: 2018-2019

Academy: Bay City Academy and North Central Academy

Director: Brian Lynch

Board President: Ryan Moore

Review Areas: E: Evidence NE: No Evidence PM: Partially Met NA: Not Applicable

Operations

Epicenter Submission

Submitted On time: **Board** __100%__ **School** __98%__

Accurate: **Board** __100%__ **School** __98%__

Documents required according to Contract have been submitted to the CSO

__E__

Website Transparency Documents Complete

__E__

Academy employs only certified, highly qualified staff *QPR Report attached

__E__

Insurance documents reviewed *Hylant Group Report attached

__E__

Comments:

Epicenter submissions are found to be accurate and on time at a high percentage.

All documentation for QPR Personnel Verification Audits are current and on file or in timely process.

Governance

Board Meetings conducted according to the Open Meetings Act

__E__

Board Members participated in LSSU sponsored professional development activities

__E__

Educational Goals & Student Achievement are discussed regularly at Board Meetings

__E__

Board has a process in place for the evaluation of Academy's Director

__E__

An evaluation of the Academy's Director has been completed

__E__

Board has a process in place to evaluate its management company	__E__
Board has completed an annual evaluation of its ESP	__E__
Board has conducted a self-evaluation	__E__
Board has cancelled no more than one board meeting due to lack of a quorum	__E__
Board has developed a current strategic plan	__E__

Comments:

Four Board Members attended webinars and/or Summer PD.

The Board held nine meetings and canceled two during the 18-19 School Year.

The overall attendance for the board during the 18-19 school year was **82%**.

Student Achievement

The student academic achievement report will be provided by the LSSU Charter School Office Academic Assessment Specialist, Julie Hopper, after the final academic assessment scores are received (September 2019).

Financial Stability

A financial report will be provided by the LSSU Charter School Office Finance Specialist, Rebecca Clawson, after review of the academy's final audit report (December 2019).

School Culture

Facility checklist found no outstanding infractions	__E__
*Recon Management Report attached	
School environment is safe and orderly	__E__
*Determined by field representatives on site visits	
Teaching and Learning Environment is positive	__E__
Teacher/Student Relationship is positive	__E__
All State and/ or Federal Laws are being met	__E__

***Board Attendance, PD hours, and Conflict of Interest sheet attached**

General Comments:

The Charter School Office has the responsibility to oversee the Academy's compliance with their contract and all Applicable Law. The Academy shall perform the Compliance Certification Duties required by the University Board as outlined in their Charter Contract.

Included in this report are reviews of the Academy's Operations, Governance and School Culture. The rating for the areas are based on evidence found in Board minutes, State Reports, field representative's reports, CSO documents, and contracted sources. Reports on Financial Stability and Student Achievement will be presented at a later date.

Chris Oshelski



Date 8/13/19

Lake Superior State University
Charter School Office
Board Member Attendance and Professional Development

Academy Bay City Academy **18-19** _____

Director Name	Meeting Dates P=Present A=Absent										
	8/14	9/11	9/24	10/23	11/13	1/15	2/12	3/12	4/16	5/14	6/25
President - Moore	P	A	P	C	P	P	C	P	P	P	P
VP - Jankowiak	P	P	P	A	P	P	A	P	A	P	P
Gainsforth	P	P	P	N	A	A	N	A	A	A	P
	Sworn in										
Secretary - Coonan	P	P	P	C	P	P	C	P	P	P	P
Treasurer - Meisel	P	P	P	E	P	P	E	P	P	A	P
				L			L				
LSSU REP	JC LK		JC LK		JC	JC		JC	JC		JC

9/11- Special Meeting Lunch Program

2/12- Board Meeting cancelled due to weather

Director Name	Professional Development Events		P=Present A=Absent
Moore	3 hours per Brian		
Jankowiak	LSSU: Evaluating your ESP - April 5, 2019.	LSSU: Board Roles and Functions - April 5, 2019.	
Coonan	July 2019 Retreat		
Meisel	Webinar 1/22	3 total hours per Brian	
Gainsforth (Aug)			

*Lynch Webinar 11/7

Director Name	Conflict of interest form
Moore	Nov 13, 2018
Jankowiak	Nov 13, 2018
Coonan	Jan 16, 2019
Meisel	Jan 16, 2019
Gainsforth (Aug)	

**Bay City Academy
Employee Verification Report
Spring 2019**

Employee Name (Last, First)	Date Begin	Mentor	Hrs-Yr1	Hrs-Yr2	Mentoring/PD Hrs-Yr3	Completed	Professional Dev. Plan	Req. Hours	Area	Certification Areas Area	Area	Certification Assignment
Teaching Staff												
Bertrappe, Sheryl	8/13/2012	Yes	144	83	20	5/8/2013	Yes	30+	K-5 All Subj K-8 Self CC			Yes
Duac, Michelle	8/12/2017	na	na	na	na	na	Yes	30+	K-5 All Subj K-8 Self CC			Yes
Eich (Hayati), Stephanie	8/11/2016	Yes	90	na	na	10/14/2016	Yes	30+	K-5 All Subj K-8 Self CC	LA (BX) 6-8		Yes
Gibas, Christopher	8/27/2014	na	na	na	na	na	Yes	30+	History (CC) 6-12	Eng (BA) 6-12		Yes
Hirsch, LeAnna	4/8/2018	Yes	16	61	na	na	Yes	30+	Int. Sci. (DI) 6-12			Yes
Johnson, Amber	8/22/2018	na	na	na	na	na	na	na				na
Johnstone, Christina	8/12/2017	na	na	na	na	na	Yes	30+	K-5 All Subj K-8 Self CC			Yes
Kern, Eric	8/12/2017	na	na	na	na	na	Yes	30+	History (CC) 6-12	Phys. Ed. (MB) 6-12		Yes
Lipsky-Dougl, Connie	8/24/2015	Yes	na	na	30	1/15/2016	Yes	30+	Art Ed. (IX) K-12	Heat. Phys. Ed & Rec (MX) K-12	K-12 Learning, Dis. (SM)	Yes
Long, Darci (Principal)	8/12/2016	na	na	na	na	na	na	na				2020
Lopez, Nicole	8/13/2012	Yes	70	72	20	1/19/2015	Yes	30+	K-5 All Subj K-8 Self CC	K-12 Learning, Dis. (SM)		Yes
Martin, Lisa	8/15/2018	na	na	na	na	na	Yes	30+	K-5 All K-8 SC	PK-K Early Child		Yes
Messbarger, Sara	8/24/2017	na	na	na	na	na	Yes	30+	Music Education (JD) K-12			Yes
Pietzke, Kelly	5/13/2013	na	na	na	na	na	Yes	30+	K-5 All Subj K-8 Self CC	Science (DX) 6-8	English (BA) 6-8	Yes
Rice, Sarah	2/8/2014	Yes	20	72	20	1/14/2015	Yes	30+	History (CC) 6-12	Phys. Ed. (MB) 6-12		Yes
Rochelle, Bridget	1/8/2016	na	na	na	na	na	Yes	30+	6-8 Social Science (CX)	K-8 Language Arts (BX)		Yes
Ruppelch, (Cobosky), Kayla	8/31/2016	Yes	90	na	na	10/13/2016	Yes	30+	K-5 All Subj K-8 Self CC	Math (EX) 6-8		Yes
Science, Connie	8/27/2014	na	na	na	na	na	Yes	30+	K-5 All Subj K-8 Self CC	K-12 Learning, Dis. (SM)	Language Arts (BX)	Yes
Timm (Faes), Leurissa	1/5/2015	Yes	10	33	90	10/14/2016	Yes	30+	K-5 All Subj K-8 Self CC			Yes
Substitute Teachers												
Camarillo, Juanita	9/2/2016								Early Child Pre-K-K	Science (DX) 6-8		
Non-Teaching Staff												
Graves, Sandra	10/1/2017											
Bennett, Gary (Transportation)	8/27/2016											
Calhoun, Danzell	9/1/2018											
Chambers, Mary (Aide)	8/1/2011											
Hugg, Jennifer	3/8/2016											
Porter, Shelly	11/14/2018											
Stark, Jessica (Admin Support)	3/28/2012											
Thompson, Sherri (Admin Support)	8/13/2012											
Vandyke, Kristen	8/22/2018											

MTC = Michigan Teacher Certificate
FY = Full-year Permit
EP = Emergency Permit

In Progress - Timely	
Missing Documentation	
No Certification Needed	
Must Meet NCLB HQ Parapro Standard	
Meets NCLB HQ Parapro Standard	yes

Personnel Verification Feedback Report

North Central Academy

June 20, 2019

The following feedback report is intended to be used to identify opportunities to improve the documentation required for school employees. Every effort has been made to maintain consistency with Federal, State of Michigan and the Department of Education statutes, rules, regulations and guidelines.

SPRING AUDIT 2019

Name	Date Hired	Position	Issue
1 Subs working as Classroom Teachers with no recorded PD			
2 Subs working as Classroom Teachers - Certification Area Unidentified			
Tessmer, Audrey	12/1/18	Teacher	Late Hire - Incomplete PD hrs. at the time of the audit

Questions should be directed to Richard Slade at rslade@qprgroup.com

or Ken Tesauro at ktesauro@qprgroup.com

**North Central Academy
Employee Verification Report
Spring 2019**

Employee Name (Last, First)	Date Begin	Date End	Certification Verification				State Criminal Record Check			FBI Criminal Record Check			Unprofessional Conduct Check			Received	
			MTC	FY	SP	EP	Exp. Date	1st	2nd	3rd	Received	1st	2nd	3rd	Received		1st
Teaching Staff																	
Belknap, Carolyn (Counselor)	2/13/2018						5/31/2022					2/22/2018					2/14/2018
Bronsink, Tina (Pre-School)	11/16/2017				B		8/31/2019					10/23/2017					10/16/2017
Carville, Grace (K-8 Title I)	9/1/2016		x				6/30/2022	10/11/2016				10/17/2016	9/13/2016	9/27/2016			10/10/2016
Johnson, Jill	9/1/2018				B		8/31/2019					10/23/2018					9/19/2018
Leis, Michaela	8/15/2017		x				6/30/2023					10/4/2017					9/25/2017
McNeely, Tina (Principal)	8/1/2017						6/30/2020					8/3/2017					9/13/2017
Pecar, Jessica	11/27/2016		x				6/30/2019	11/29/2016	1/19/2017			12/18/2012	11/29/2016	1/19/2017			1/19/2017
Phillips, Nichaleen	2/22/2018		x				6/30/2023					3/16/2018					3/1/2018
Rodis, Daniel	8/1/2018		x				6/30/2023					11/20/2015					10/4/2018
Schoenheit, Katelin	8/15/2018		x				6/30/2021					10/9/2018					9/22/2018
Suak, Trenton	8/1/2018				DE		8/31/2019					10/20/2018					8/29/2018
Swinson, Freddie	8/15/2017		x				6/30/2021					8/28/2017					9/8/2017
Tessmer, Audrey	12/1/2018		x				6/30/2022					12/14/2018					11/29/2018
Wagar, Caleb	8/30/2017		x				6/30/2023					9/17/2017	9/7/2017	9/22/2017			10/9/2017
Substitute Teachers																	
Manville, Gary	4/7/2015	12/31/2019	x				Continuing					4/23/2015					4/20/2015
Williams, Danielle	4/8/2019				D		8/31/2019					4/8/2019					11/2/2018
Non-Teaching Staff																	
Berney, Roger (Bus Driver)	9/25/2015						8/4/2021					10/9/2015					10/7/2015
Crawford, Sara	11/15/2018											10/3/2018					10/22/2018
Hoffman, Jan	8/12/2013						Yes					9/30/2013					NRE
Karczewski, Kyle	11/26/2018											12/14/2018					11/29/2018
Lalonde, Tamara	9/1/2018											10/6/2016					9/20/2016
Smith, Jon	8/1/2018											9/6/2018					9/3/2018
Wendling, Ann	8/30/2005											5/3/2007					9/26/2005
Wright, Connie (Bus Driver)	12/1/2014						3/18/2022					11/7/2014					11/19/2014

MTC = Michigan Teacher Certificate

FY = Full-year Permit

EP = Emergency Permit

SP = Substitute Permit

Daily

FY Basic

FY Shortage

FY Expert

Daily Extended

DE

S

E

B

D

M

N

O

P

Q

R

S

T

U

V

W

X

Y

Z

In Progress - Timely

Missing Documentation

No Certification Needed

Must Meet NCLB HQ Parapro Standard

Meets NCLB HQ Parapro Standard

Meets LSSU Requirement

yes

NRE = No recent employer, self-employed, or no previous employment

If Fingerprints done via LIVESCAN, request date indicates appointment date.

State and FBI Criminal Records Marked in Yellow indicate that the employee will need new prints before 7/1/08 per the revised School Safety Act

**North Central Academy
Employee Verification Report
Spring 2019**

Employee Name (Last, First)	Date Begin	Mentor	Hrs-Yr1	Hrs-Yr2	Mentoring/PD Hrs-Yr3	Completed	Professional Dev. Plan	Req. Hours	Area	Certification Areas Area	Certification Assignment
Teaching Staff											
Belknap, Carolyn (Counselor)	2/13/2018								Professional Counselor		na
Bronsink, Tina (Pre-School)	11/16/2017	Yes	NA	NA	NA	NA	Yes	30	K-5 K-8 SC		Sub Permit
Carville, Grace (K-8 Title I)	9/1/2018	NA	NA	NA	NA	NA	Yes	30+			Yes
Johnson, Jill	8/15/2017	Yes	50	16			Yes	30	K-5 K-8 SC	K-8 Integr. Sci (DI)	Sub Permit
Lewis, Michaela	8/1/2017										Yes
McNeely, Tina (Principal)	11/27/2016	Yes	NA	16	53	5/16/2018	Yes	30+	6-12 History (CC)	6-12 Soc. Studies (RX)	2020
Pecar, Jessica	2/22/2018	NA	NA	NA	NA	NA	Yes	30+	K-5 K-8 SC	8-12 English (BA)	Yes
Phillips, Nichaleen	8/1/2018	Y	45				Yes	30+	6-12 PE (MB)	PreK-K Early Child	Yes
Rodis, Daniel	8/15/2018	NA	NA	NA	NA	NA	Yes	30+	K-5 K-8 SC	6-12 Soc. Studies (RX)	Yes
Schoenith, Katelyn	8/1/2018	Yes					Yes	sub		6-8 Reading (BT)	Yes
Sulak, Trenton	8/15/2017	Yes	NA	NA	44	5/16/2018	Yes	30+	6-12 Math (EX)	6-12 Speech (BD)	Sub Permit
Swinson, Freddie	12/1/2018	NA	15				Yes	16	K-5 K-8 SC	K-8 Int. Sci. (DI)	Yes
Tessmer, Audrey	8/30/2017	Yes	68	18			Yes	30+	6-12 Biology (DA)	6-12 History (CC)	Yes
Wajjar, Caleb											Yes
Substitute Teachers											
Manville, Gary	4/7/2015										
Williams, Danielle	4/8/2019										
Non-Teaching Staff											
Bergey, Royce (Bus Driver)	9/25/2015										
Crawford, Sara	11/15/2018										
Hoffman, Jan	8/12/2013										
Karczewski, Kyle	11/28/2018										
Lalonde, Tamara	9/1/2018										
Smith, Jon	8/1/2018										
Wendling, Ann	8/30/2005										
Wright, Connie (Bus Driver)	12/1/2014										

MTC = Michigan Teacher Certificate

FY = Full-year Permit

EP = Emergency Permit

yes

In Progress - Timely
Missing Documentation
No Certification Needed
Must Meet NCLB HQ Parapro Standard
Meets NCLB HQ Parapro Standard
Meets LSSU Requirement



PSA Policy Review Report - General Information

Name of the PSA:	Bay City Academy
Authorizing University:	Lake Superior State University
First Named Insured:	Bay City Academy
Policy Year:	9/24/18-19
Hylant Policy Reviewer:	Deborah Neff
Date of this Review:	10/19/2018

M.U.S.I.C INSURANCE COVERAGE REQUIREMENTS FOR PUBLIC SCHOOL ACADEMY

<u>Line of Coverage</u>	<u>M.U.S.I.C. Minimums</u>	<u>Compliance</u>	
		<u>Initial Review</u>	<u>Resolution</u>
General / Public Liability (Occurrence Form)	\$1,000,000 per occurrence	Yes	
	\$2,000,000 aggregate	Yes	
	Must Be An Occurrence Form	Yes	
	Must Name PSA as First Named Insured	Yes	
	Every past and present name of PSA is listed	Yes	
	Must Name University as Additional Insured with	Yes	
	Primary and Non-Contributory Coverage	Yes	
	Must Include Sexual Abuse & Molestation Coverage	Yes	
	If Sexual Abuse coverage is Claims Made, is retro date on or before the date PSA was chartered?	N/A	
	Must Include Corporal Punishment Coverage	Yes	
	Must be AM Best Rated "A- VII" or Better	Yes	
	Strict Disciplinary Academies must have Security/Police Professional Liability Coverage		
	\$1,000,000 per occurrence	N/A	

Additional Comments:

1. Policy reviewed: Citizens, policy #Z7HA425368

Errors & Omissions, including Directors & Officers, School Leaders Errors & Omissions and Employment Practices Liability (Claims Made or Occur. Form)	\$1,000,000 per claim	Yes
	\$3,000,000 aggregate	Yes
	Can Be Claims Made or Occurrence Form	Yes
	If Claims Made, is retro date on or before the date PSA was chartered?	Yes
	Must Name PSA as First Named Insured	Yes
	Every past and present name of PSA is listed	Yes
	Must Name University as Additional Insured with	Yes
	Primary and Non-Contributory Coverage	Yes
	Must Include D&O Coverage	Yes
	Must Include EPL	Yes
	Must Include School Leaders E&O	Yes
	Must include Corporal Punishment coverage	Yes
	Must include Sexual Abuse & Molestation coverage	Yes
	Must be AM Best Rated "A- VII" or Better	Yes

Additional Comments:

1. Policy reviewed: Citizens, policy #Z7HA425368

M.U.S.I.C INSURANCE COVERAGE REQUIREMENTS FOR PUBLIC SCHOOL ACADEMY

<u>Line of Coverage</u>	<u>M.U.S.I.C. Minimums</u>	<u>Compliance</u>	
		<u>Initial Review</u>	<u>Resolution</u>
Auto Liab. (Owned & Non-Owned) (Occurrence Form)	\$1,000,000 per accident	Yes	
	Can Be Claims Made or Occurrence Form	Yes	
	Must Name PSA as First Named Insured	Yes	
	Every past and present name of PSA is listed	Yes	
	Must Name University as Additional Insured with Primary and Non-Contributory Coverage	Yes	
	Must be AM Best Rated "A- VII" or Better	Yes	
	Additional Comments:		
	1. Policy reviewed: Citizens, policy #AHWA455815		
Workers Compensation, Employers Liability (Occurrence Form)	Statutory	Yes	
	\$1,000,000	Yes	
	Must Be An Occurrence Form	Yes	
	Must Name PSA as First Named Insured	Yes	
	Every past and present name of PSA is listed	Yes	
	Must be AM Best Rated "A- VII" or Better	Yes	
	Are employees leased from an ESP or PEO?	Yes	
	If yes, does ESP/PEO have EL limits of \$1M/\$1M/\$1M?	Not Compliant ¹	Compliant 2-28-19
	If yes, does ESP/PEO have alternate employers endorsement naming PSA?	Not Compliant ¹	Compliant 2-28-19
Additional Comments:			
1. Please provide Mitten Educational's policy for review			
2. Policy reviewed: Citizens, policy # W8WA425460			
Crime (Including Employee Dishonesty) (Occurrence Form)	\$500,000 per occurrence	Yes	
	Must Be An Occurrence Form	Yes	
	Must Name PSA as First Named Insured	Yes	
	Every past and present name of PSA is listed	Yes	
	Must Include Employee Dishonesty Coverage	Yes	
	Must include third party coverage - ESP/PEO	Yes	
	Must be AM Best Rated "A- VII" or Better	Yes	
Additional Comments:			
1. Policies reviewed: Citizens, policy #Z7HA425368 (BCA) and Hanover, policy #BDH1834622 (Mitten Educational)			

M.U.S.I.C INSURANCE COVERAGE REQUIREMENTS FOR PUBLIC SCHOOL ACADEMY

<u>Line of Coverage</u>	<u>M.U.S.I.C. Minimums</u>	<u>Compliance</u>	
		<u>Initial Review</u>	<u>Resolution</u>
Umbrella/Excess	\$4,000,000 per occurrence	Yes	
	\$4,000,000 aggregate	Yes	
	Can Be Claims Made or Occurrence Form	Yes	
	Must Name PSA as First Named Insured	Yes	
	Every past and present name of PSA is listed	Yes	
	Must Name University as Additional Insured with	Not Compliant¹	Compliant 10-24-18
	Primary and Non-Contributory Coverage	Not Compliant¹	Compliant 10-24-18
	Must be AM Best Rated "A- VII" or Better	Yes	
	All coverages that are in General Liability, Auto and	Yes	
	Error & Omissions requirements are included		
	If PSA owns buses and/or has more than 1,000 students, PSA must have a MINIMUM		
	\$5M per occurrence limit -		
	Greater or Less than 1,000 Students	Less	
	Does the PSA Own Buses	Yes	
	If greater than 1,000 students or owns buses, has a	Yes	
	\$5M per occurrence limit been achieved		
Additional Comments:			
1. Additional insured forms 475-0269, 475-0453 and 475-0467 were not provided for review			
2. Policy reviewed: Citizens, policy #UHHA425370			
"Recommendation Only"			
Property Coverage	Replacement Cost for PSA's property exposures	Yes	
	including real and personal property owned or leased		
	Must be AM Best Rated "A- VII" or Better	Yes	
Additional Comments:			
1. Policy reviewed: Citizens, policy #Z7HA425368			
Cyber Risk Coverage	Coverage for first and third party risks regarding	Yes	
	networks, data and other assets		
Additional Comments:			
1. Policy reviewed: Citizens, policy #Z7HA425368			
Automobile Physical Damage	Coverage for physical damage to owned	Yes	
	or hired vehicles		
Additional Comments:			
1. Policy reviewed: Citizens, policy #AHWA455815			



2018/2019 Site and Facility Review

Academy Name:

Bay City Academy

Site Address:

301 N. Farragut, Bay City, MI 48708

Review Date:

12/18/18

Academy Contact:

Darci Long

Reviewer's Name:

Doug Bucher

Purpose: This review is conducted to observe the condition of the site(s) and facilities of the Academy at the time of the review. In no way should this review be construed to replace or supersede legally required inspections, such as, but not limited to, health or fire. Answering "No" to any of the items does not automatically require corrective action. LSSU will notify the Academy of areas that LSSU believes need corrective action.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Section 1. Exterior - Building				
Outside of building in good repair (bricks, eaves, soffit, roof, etc.)	Yes	General		LSSU Standard. Local/State Codes may apply.
Windows clean and free of damage	Yes	General		LSSU Standard. Local/State Codes may apply.
Screens in windows	No	Other		Best practice*
Roof intact with no visible signs of leaking or damage	No	General	Recent repairs	LSSU Standard. Local/State Codes may apply.
Section 2. Exterior - Grounds				
Sign in place, entrance and parking defined by purpose (public, staff, delivery)	No	General	Parking not defined	Best practice*
Visitor expectations defined and protocol for visitor entry in place with restriction on travel and sign-in required with ID.	Yes	General		Best practice*
Entry to building ADA compliant	Yes	Critical		American with Disabilities Act

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Flag displayed	Yes	Major		<u>MCL 308.1347</u>
Site free from litter/graffiti	Yes	General		LSSU Standard. Local/State Codes may apply.
Landscaping maintained (grass, shrubs, trees, trimmed, etc.)	Yes	Other		LSSU Standard. Local/State Codes may apply.
Recreation area available	Yes	Other		LSSU Standard. Local/State Codes may apply.
Playground area available	Yes	Other		LSSU Standard. Local/State Codes may apply.
Fire hydrant(s) on school property assessable	Yes	Major		<u>NFPA 101 - Section 7</u>
Perimeter well-defined (fencing, gates, drives, sidewalks, natural surveillance	Yes	Other		Best practice*
Section 3. Exterior - Parking Areas and Sidewalks				
Lighting provided	Yes	General		LSSU Standard. Local/State Codes may apply.
Area in good condition and marked	Yes	General		LSSU Standard. Local/State Codes may apply.
Area free of litter/obstructions	Yes	General		LSSU Standard. Local/State Codes may apply.
Sidewalks clean/safe	Yes	General		LSSU Standard. Local/State Codes may apply.
Section 4. Exterior - Garbage and Refuse				
Refuse containers	Yes	General		LSSU Standard. Local/State Codes may apply.
Receptacles closed	Yes	Other		LSSU Standard. Local/State Codes may apply.
Receptacles in enclosed area	No	Other		LSSU Standard. Local/State Codes may apply.
Receptacles at least 50 feet from building	No	Other		Best practice*
Clean and litter free	Yes	General		LSSU Standard. Local/State Codes may apply.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Free from evidence of insects	Yes	General		LSSU Standard. Local/State Codes may apply.
Refuse materials disposed of properly	Yes	General		LSSU Standard. Local/State Codes may apply.
Section 5. Exterior - Ancillary Building				
Ancillary buildings locked	N/A	General		Best practice*
Ancillary buildings are properly maintained	N/A	General		LSSU Standard. Local/State Codes may apply.
No hazardous contents	N/A	Major		NFPA 400
				NFPA 101 - Section 4-2
Section 6. Interior - Hallways				
Entry floor mats utilized	Yes	General		Best practice*
Hallways free of obstructions	Yes	Critical	It should be noted that a reception desk/work area is in main all, adjacent main entrance. It was stated that the Fire Marshall approved it as long as a 36" aisle is maintained.	NFPA 101 - Section 11-2
Student storage available	Yes	General	Wooden cubby units are in hall along both walls. Typically there is a limit to the amount of flammable items that can be in main halls.	Best practice*
Any restrictions on carrying backpacks, duffel bags or larger purses	No	Other		Best practice*
Ceiling integrity intact	Yes	General		NFPA 101 – Section 11-3.3
All ceiling tiles in place	Yes	General		NFPA 101 - Section 11-3.3
Floors maintained properly	Yes	General		LSSU Standard. Local/State Codes may apply.
Walls maintained properly	Yes	General		LSSU Standard. Local/State Codes may apply.
Free from graffiti	Yes	General		LSSU Standard. Local/State Codes may apply.
Lighting adequate	Yes	General		LSSU Standard. Local/State Codes may apply.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Water fountains operable and appear to be appropriate height for students	Yes	General		Best practice*
Signage provided (i.e. office, classrooms, restrooms, etc.)	No	General		Best practice*
All non-public spaces equipped with storeroom function lockset	No	Other		Best practice*
Fire exits operable (i.e. not chained, locked or obstructed)	No	Critical	Exits with double doors were at both ends of the main hall, and marked as such. On both exits, the crash bar had been removed from the left door, making it inoperable. The crash opposite crash bar had been updated to a modern style flat crash-bar. When brought to the attention of the principal, it was stated that this had been done for security reasons. They were informed that both doors at each exit must open. This is particularly significant at this location as the classrooms do not have egress windows, or a 2nd form of egress for any classroom.	NFPA 101 - Section 11-2.2
Exits clearly marked	Yes	Major		NFPA 101 - Section 11-2.10
Emergency signs/lighting provided and operational	No	Major	The lights were out for 3 exit signs.	NFPA 101 - Section 11-2.9
Fire extinguishers inspected (annually) and tagged	Yes	Major	This is the first year that fire extinguishers are in place. In addition to the new fire extinguishers, expired ones were found in the janitor closet and kitchen. It was stated that these are not used. It was also recommended that signs be placed above the extinguishers that easily identify the location, particularly where they are located behind a door.	NFPA 10 - Section 7-7.4
Electrical panels in public spaces clear (3ft in front) and easily accessible	No	Major	One of the electrical panels in the main hall was covered by holiday decorations. The paper was cut along the bottom and sides for easy access, although there was nothing in place to identify that the panel was behind the paper.	NFPA 70
				NFPA 101 - Section 7-1 (panels are NOT to be locked or obstructed)
Surveillance cameras present	Yes	Other		Best practice*

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Staff trained in conducting routine hazard/risk surveys of identified, written list of hazards/risks (blocked egress windows, propped egress doors, exposed electrical wires, etc.).	No	Other		Best practice*
Unused/unoccupied areas (unoccupied classrooms) secured.	No	General	Classrooms, custodial rooms, work areas found unlocked and unoccupied. This includes several rooms off the gym, to include an old boiler room.	Best Practice: Significant Safety Risk/Liability Issue
Section 7. Interior - Classrooms				
Clean and in good state of repair	Yes	General		LSSU Standard. Local/State Codes may apply.
Flag displayed in each "classroom or other instructional area	Yes	Major		Public Act 320 of 2011 (MCL 380.1347)
Opportunity for the Pledge of Allegiance to be recited each school day	Yes	Major		Public Act 321 of 2011 (380.1347a)
Eye wash station present in lab	N/A	Other		Best practice*
Alcohol-based hand rubs available throughout building	Yes	Other		Best practice*
Adequate storage available for classroom materials	Yes	General		Best practice*
Egress unobstructed (doors, windows, hallways)	No	Critical	No secondary egress/windows located in classrooms on any floors.	NFPA 101 -Section 11-2.11.1
Fire/tornado/lockdown procedures and evacuation maps present	Yes	Critical		NFPA 101 – Section 11-7
Adequate HVAC systems operational	Yes	Other		Best practice*
Fresh air intake above grade or fenced off	Yes	General		LSSU Standard. Local/State Codes may apply.
Sidewalks outside of egress doors/window are clear	Yes	Critical		NFPA 101 – Section 11-2.2.7
Section 8. Interior - Restrooms				
Clean floors	No	General		LSSU Standard. Local/State Codes may apply.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Wash sinks and lavatory appropriate height for students	Yes	General		LSSU Standard. Local/State Codes may apply.
Soap, dryer/towels, waste receptacles and toilet paper	Yes	General		LSSU Standard. Local/State Codes may apply.
Walls are free from graffiti	No*	General	Peeling paint in boys restroom	LSSU Standard. Local/State Codes may apply.
Proper ventilation is evident	Yes	General		LSSU Standard. Local/State Codes may apply.
Section 9. Interior - Custodial/Maintenance/Utilities Areas				
Floors are clean	Yes	General		LSSU Standard. Local/State Codes may apply.
Rooms are free of flammable/hazardous material	Yes	Major		NFPA 101 - Section 11-3.2
Custodial closet equipped with fire suppression	Yes	Major		NFPA 101 – Section 11-3.2.1
Boiler inspection certificate is current	Yes	Major	8/30/2016	DELEG – Boiler Division
Pipe insulation is encapsulated [If asbestos plan identifies insulation as asbestos, it should be encapsulated per state approved plan]	Yes	Other		AHERA
Section 10. Food Service				
Current health department certificate is posted	Yes	Major		Michigan Department of Agriculture
Food preparation area is clean	Yes	Major		Michigan Department of Agriculture
Plastic gloves and hair nets provided	Yes	Critical		Michigan Department of Agriculture
Hand washing sink is properly equipped (signage included)	Yes	Critical		Michigan Department of Agriculture
Cleaning materials are stored properly	Yes	Major		Michigan Department of Agriculture
Food storage area is dry, secure and free from evidence of pests	Yes	Critical		Michigan Department of Agriculture

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Milk is stored properly [Best Practice: Temperature logs be maintained for the refrigerators as a method to immediately detect if there is a problem with the milk/food temperature]	No	Other	No log could be located, although they stated that one is used, and there was a plastic sleeve on the cooler when it is kept.	Michigan Department of Agriculture
Section 11. Legal Postings				
Calendar of regular board meetings posted and can be read after hours	Yes	Major		Open Meetings Act
Current state and federal employee "Right to Know" labor laws posted	No	Major	Staff member stated she had them, although she did not know where to post them.	MIOSHA
Chemicals, solvents, cleaners and strippers in properly marked containers	Yes	Major		MIOSHA
MSDS available	Yes	Major		MIOSHA
Section 12. Misc. - Management Plans On-Site				
State-approved and AHERA letter is current and available for review	Yes	Major		AHERA
Date of last three-year inspection:	Yes	Major	2/17/2017	AHERA
Integrated pest-management policy/plan implemented	Yes	Major		Michigan Act 451 Part 83
School safety plan addresses specific metrics, required efforts, frequency and implementation	No	Major		IPM – State of MI MCL 29.19
Performed (or appears to be on-target to perform) at least 5 fire safety drills, 2 tornado safety drills and 3 lock-down emergency drills in accordance with Public Act 12 of 2014	Yes	Major		Public Act 12 of 2014
School has identified any risks unique to their location (near railroad tracks, farm fields, etc.)	No	Other		Best practice* MI Ready MI Ready Schools MI Ready Schools Emergency Planning Toolkit

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Emergency response plans developed for any unique risks or hazards identified.	No	General		Best practice*
Emergency drills have performance metrics	Yes	General		Best practice*
School emergency response team is in place and has been trained [By not having people assigned to certain duties in emergencies could result in chaos and present a safety/liability issue]	No	Major		Best practice*
Fire suppression annual inspection record available in kitchen	N/A	Major		NFPA 101 – Section 11-7.1
Section 13. Misc.				
Grades offered at site consistent with charter contract	Yes	Critical	pre K- 11	LSSU Standard. Local/State Codes may apply.
Grades served on each building level comply with legal requirements (i.e. Kindergarten and first grade are not permitted above or below the level of exit discharge and second grade not permitted more than one story above level of discharge)	Yes	Major		NFPA 101, 2012
Section 14. Misc. - Academy Owned Transportation [if applicable]				
Academy-operated transportation available	Yes	N/A		
Number of vehicles	1	N/A		
Number of vehicles inspected	1	N/A		
Safety inspection performed by Michigan State Police	Yes	Major		MCL 257.1839
All bus drivers' licenses on file	Yes	Major		MCL 257.1853
Fire extinguisher(s) present and certified	Yes	Critical		MCL 257.1825

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
First aid kit present and properly equipped	Yes	Critical		<u>MCL 257.1825</u>
Section 15. Other				

2018/2019 Site and Facility Review

Academy Name: North Central Academy
Site Address: 5055 Corey Rd, Mancelona
Review Date: 11/28/18
Academy Contact: Ann Wendling
Reviewer's Name: Judy Smith

Purpose: This review is conducted to observe the condition of the site(s) and facilities of the Academy at the time of the review. In no way should this review be construed to replace or supersede legally required inspections, such as, but not limited to, health or fire. Answering "No" to any of the items does not automatically require corrective action. LSSU will notify the Academy of areas that LSSU believes need corrective action.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Section 1. Exterior - Building				
Outside of building in good repair (bricks, eaves, soffit, roof, etc.)	Y	General		LSSU Standard. Local/State Codes may apply.
Windows clean and free of damage	Y	General		LSSU Standard. Local/State Codes may apply.
Screens in windows	Y	Other		Best practice*
Roof intact with no visible signs of leaking or damage	Y	General		LSSU Standard. Local/State Codes may apply.
Section 2. Exterior - Grounds				
Sign in place, entrance and parking defined by purpose (public, staff, delivery)	N	General	Signage for school but not for parking.	Best practice*
Visitor expectations defined and protocol for visitor entry in place with restriction on travel and sign-in required with ID.	Y	General		Best practice*
Entry to building ADA compliant	Y	Critical		American with Disabilities Act

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Flag displayed	Y	Major		MCL 308.1347
Site free from litter/graffiti	Y	General		LSSU Standard. Local/State Codes may apply.
Landscaping maintained (grass, shrubs, trees, trimmed, etc.)	Y	Other		LSSU Standard. Local/State Codes may apply.
Recreation area available	Y	Other		LSSU Standard. Local/State Codes may apply.
Playground area available	Y	Other		LSSU Standard. Local/State Codes may apply.
Fire hydrant(s) on school property assessable	N	Major	Rural fire department brings tanker of water.	NFPA 101 - Section 7
Perimeter well-defined (fencing, gates, drives, sidewalks, natural surveillance	Y	Other		Best practice*
Section 3. Exterior - Parking Areas and Sidewalks				
Lighting provided	Y	General		LSSU Standard. Local/State Codes may apply.
Area in good condition and marked	Y	General		LSSU Standard. Local/State Codes may apply.
Area free of litter/obstructions	Y	General		LSSU Standard. Local/State Codes may apply.
Sidewalks clean/safe	Y	General		LSSU Standard. Local/State Codes may apply.
Section 4. Exterior - Garbage and Refuse				
Refuse containers	Y	General		LSSU Standard. Local/State Codes may apply.
Receptacles closed	Y	Other		LSSU Standard. Local/State Codes may apply.
Receptacles in enclosed area	N	Other		LSSU Standard. Local/State Codes may apply.
Receptacles at least 50 feet from building	Y	Other		Best practice*
Clean and litter free	Y	General		LSSU Standard. Local/State Codes may apply.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Free from evidence of insects	Y	General		LSSU Standard. Local/State Codes may apply.
Refuse materials disposed of properly	Y	General		LSSU Standard. Local/State Codes may apply.
Section 5. Exterior - Ancillary Building				
Ancillary buildings locked	Y	General		Best practice*
Ancillary buildings are properly maintained	Y	General	I was unable to inspect. Doors were locked and key didn't work.	LSSU Standard. Local/State Codes may apply.
No hazardous contents	Y	Major	I was told the building housed school furniture	NFPA 400
Section 6. Interior - Hallways				
Entry floor mats utilized	Y	General		Best practice*
Hallways free of obstructions	Y	Critical		NFPA 101 - Section 11-2
Student storage available	Y	General		Best practice*
Any restrictions on carrying backpacks, duffel bags or larger purses	Y	Other	Subject to inspection per on line student handbook	Best practice*
Ceiling integrity intact	Y	General	Drywall	NFPA 101 – Section 11-3.3
All ceiling tiles in place	N/A	General	Drywall	NFPA 101 - Section 11-3.3
Floors maintained properly	Y	General		LSSU Standard. Local/State Codes may apply.
Walls maintained properly	Y	General		LSSU Standard. Local/State Codes may apply.
Free from graffiti	Y	General		LSSU Standard. Local/State Codes may apply.
Lighting adequate	Y	General		LSSU Standard. Local/State Codes may apply.
Water fountains operable and appear to be appropriate height for students	Y	General		Best practice*

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Signage provided (i.e. office, classrooms, restrooms, etc.)	N	General	Multiple rooms not identified incl. Staff Lounge, Computer Lab and weight room. Classrooms have numbers on	Best practice*
All non-public spaces equipped with storeroom function lockset	Y	Other		Best practice*
Fire exits operable (i.e. not chained, locked or obstructed)	Y	Critical		NFPA 101 - Section 11-2.2
Exits clearly marked	Y	Major		NFPA 101 - Section 11-2.10
Emergency signs/lighting provided and operational	N	Major	Exit light in music hall not lit	NFPA 101 - Section 11-2.9
Fire extinguishers inspected (annually) and tagged	Y	Major	In 2018 however extinguisher in science lab was missed	NFPA 10 - Section 7-7.4
Electrical panels in public spaces clear (3ft in front) and easily accessible	Y	Major		NFPA 70
Surveillance cameras present	Y	Other		NFPA 101 - Section 7-1 (panels are NOT to be locked or obstructed)
Staff trained in conducting routine hazard/risk surveys of identified, written list of hazards/risks (blocked egress windows, propped egress doors, exposed electrical wires, etc.).	Y	Other		Best practice*
Unused/unoccupied areas (unoccupied classrooms) secured.	N	General	Staff lounge unlocked and unoccupied, TBA/ISD not occupied and door open	Best Practice: Significant Safety Risk/Liability Issue
Section 7. Interior - Classrooms				
Clean and in good state of repair	Y	General		LSSU Standard. Local/State Codes may apply.
Flag displayed in each "classroom or other instructional area	Y	Major		Public Act 320 of 2011 (MCL 380.1347)
Opportunity for the Pledge of Allegiance to be recited each school day	Y	Major		Public Act 321 of 2011 (380.1347a)
Eye wash station present in lab	Y	Other		Best practice*

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Alcohol-based hand rubs available throughout building	Y	Other		Best practice*
Adequate storage available for classroom materials	Y	General		Best practice*
Egress unobstructed (doors, windows, hallways)	N	Critical	All emergency egress windows have screens in them.	NFPA 101 -Section 11-2.11.1
Fire/tornado/lockdown procedures and evacuation maps present	N	Critical	Multiple rooms did not have emergency evacuation maps posted. Rooms: Spec Ed, Social Studies, Science, PTO	NFPA 101 – Section 11-7
Adequate HVAC systems operational	Y	Other		Best practice*
Fresh air intake above grade or fenced off	N	General	On ground level not fenced in. I was told it would be fenced in by spring	LSSU Standard. Local/State Codes may apply.
Sidewalks outside of egress doors/window are clear	Y	Critical		NFPA 101 – Section 11-2.2.7
Section 8. Interior - Restrooms				
Clean floors	Y	General		LSSU Standard. Local/State Codes may apply.
Wash sinks and lavatory appropriate height for students	Y	General		LSSU Standard. Local/State Codes may apply.
Soap, dryer/towels, waste receptacles and toilet paper	Y	General		LSSU Standard. Local/State Codes may apply.
Walls are free from graffiti	Y	General		LSSU Standard. Local/State Codes may apply.
Proper ventilation is evident	Y	General		LSSU Standard. Local/State Codes may apply.
Section 9. Interior - Custodial/Maintenance/Utilities Areas				
Floors are clean	Y	General		LSSU Standard. Local/State Codes may apply.
Rooms are free of flammable/hazardous material	Y	Major		NFPA 101 - Section 11-3.2
Custodial closet equipped with fire suppression	Y	Major		NFPA 101 – Section 11-3.2.1
Boiler inspection certificate is current	Y	Major	3/10/16 Next inspection due 3-10-19	DELEG – Boiler Division

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Pipe insulation is encapsulated [If asbestos plan identifies insulation as asbestos, it should be encapsulated per state approved plan]	N/A	Other		AHERA
Section 10. Food Service				
Current health department certificate is posted	N/A	Major	Food contractor brings food into the school prepared	<u>Michigan Department of Agriculture</u>
Food preparation area is clean	Y	Major		<u>Michigan Department of Agriculture</u>
Plastic gloves and hair nets provided	N	Critical	Contractor brings them in for serving food	<u>Michigan Department of Agriculture</u>
Hand washing sink is properly equipped (signage included)	Y	Critical		<u>Michigan Department of Agriculture</u>
Cleaning materials are stored properly	Y	Major		<u>Michigan Department of Agriculture</u>
Food storage area is dry, secure and free from evidence of pests	Y	Critical		<u>Michigan Department of Agriculture</u>
Milk is stored properly [Best Practice: Temperature logs be maintained for the refrigerators as a method to immediately detect if there is a problem with the milk/food temperature]	Y	Other	Logged daily	<u>Michigan Department of Agriculture</u>
Section 11. Legal Postings				
Calendar of regular board meetings posted and can be read after hours	Y	Major		<u>Open Meetings Act</u>
Current state and federal employee "Right to Know" labor laws posted	Y	Major		<u>MIOSHA</u>
Chemicals, solvents, cleaners and strippers in properly marked containers	Y	Major		<u>MIOSHA</u>
MSDS available	Y	Major		<u>MIOSHA</u>
Section 12. Misc. - Management Plans On-Site				
State-approved and AHERA letter is current and available for review	N/A	Major		AHERA

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Date of last three-year reinspection:	N/A	Major		AHERA
Integrated pest-management policy/plan implemented	Y	Major		Michigan Act 451 Part 83
School safety plan addresses specific metrics, required efforts, frequency and implementation	Y	Major		IPM – State of MI MCL 29.19
Performed (or appears to be on-target to perform) at least 5 fire safety drills, 2 tornado safety drills and 3 lock-down emergency drills in accordance with Public Act 12 of 2014	N	Major	Fire drill completed 10-12-18 Scheduled but not completed 11-5-18 TBD 1-29-19, 4-10-19, 6-4-19. Tornado Drills TBD 3-5-19, 5-9-19. Lockdown Drill completed 9-14-18, TBD 12-7-19, 2-11-19	Public Act 12 of 2014
School has identified any risks unique to their location (near railroad tracks, farm fields, etc.)	Y	Other	Natural gas site fenced in but not locked 150 yds from the school. Its has what looks like a well which is open and exposed. Padlock is hanging on fence but not securing the hazard. Also a train track 1/4 mile from school	Best practice* MI Ready MI Ready Schools MI Ready Schools Emergency Planning Toolkit
Emergency response plans developed for any unique risks or hazards identified.	N	General	I was told the company was contacted but will not comply with maintaining the locking of the site. No emergency plan created	Best practice*
Emergency drills have performance metrics	Y	General		Best practice*
School emergency response team is in place and has been trained [By not having people assigned to certain duties in emergencies could result in chaos and present a safety/liability issue]	Y	Major		Best practice* NFPA 101 – Section 11-7.1
Fire suppression annual inspection record available in kitchen	N/A	Major	No kitchen	NFPA 10 - Section 6
Section 13. Misc.				
Grades offered at site consistent with charter contract	y	Critical	K-12	LSSU Standard. Local/State Codes may apply.

Item	In Compliance? Yes / No / N/A	Deficiency Category	Comment	Source/Additional Info
Grades served on each building level comply with legal requirements (i.e. Kindergarten and first grade are not permitted above or below the level of exit discharge and second grade not permitted more than one story above level of discharge)	Y	Major		NFPA 101, 2012
Section 14. Misc. - Academy Owned Transportation [if applicable]				
Academy-operated transportation available	Y	N/A		
Number of vehicles	2	N/A		
Number of vehicles inspected	0	N/A	Not on site	
Safety inspection performed by Michigan State Police	Y	Major	I was told inspection is 2017/2018	MCL 257.1839
All bus drivers' licenses on file	Y	Major		MCL 257.1853
Fire extinguisher(s) present and certified	Y	Critical	Per Wendling these have been inspected	MCL 257.1825
First aid kit present and properly equipped	Y	Critical	Per Wendling these have been inspected	MCL 257.1825
Section 15. Other				

LAKE SUPERIOR
STATE UNIVERSITY

my LSSU

Christopher Oshelski <coshelski@lssu.edu>

RECON information

1 message

Darci Long <longd@baycityacademy.com>

Fri, Feb 8, 2019 at 4:01 PM

To: Christopher Oshelski <coshelski@lssu.edu>, John Chandler <jchandler1@lssu.edu>, Gary Bennett <bennettg@baycityacademy.com>, Brian Lynch <lynchb@baycityacademy.com>

Chris-

Here is our response to our RECON visit. All items have been addressed and taken care of. Please let me know if you need anything else. Thank you for all you do to support BCA and our students. We have enjoyed all the opportunities to have the LSSU representatives in our building this year!

Critical

1. Hallways free of obstruction- The fire marshal has approved our front office desk in the hallway. as long as a 36" aisle is maintained. Our desk has a 64" aisle.
2. Fire Exits Operable- Crash Bars were reinstalled. See pictures attached.
3. Egress obstructed- Our building was built in 1939. Our second floor does not have egress windows. We have been grandfathered in by the fire department because of the age of our building. Last year after our RECON visit we were instructed to increase the amount of fire extinguishers we had on site, which we did.

Major

1. Emergency Signs- Bulbs replaced. They are now working.
2. Fire Extinguishers- Fire extinguishers were inspected and are current. Old fire extinguishers were removed.
3. Electrical Panels- All paper has been removed that was covering the electrical panel on the north end of the hall. Picture attached.
4. Current State and Federal Employee Right to Know- Posters were put up. Picture attached.

Thank you,

Darci Long

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Darci R. Long
Principal Bay City Academy

"Perseverance is the hard work you do after you get tired of doing the hard work you already did."

"The Faith to start something is worthless without the Fortitude to finish it!"

"Be Humble, Be Hungry and Always Be the Hardest Worker in the Room"

4 attachments

crash bar north end.jpg
2638K



electrical panel 1.jpg
2753K



crash bar south end.jpg
3045K



exit sign light.jpg
4117K