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Landfill leachate-release plan worries residents

Ed Wright Hometownlife.com
USA TODAY NETWORK - MICHIGAN

A quest by Advanced Disposal Services to release treated leachate from its Salem Hills landfill into an adjacent creek is raising fears among members of a Northville-based environmental watchdog group.

The Conservancy Initiative learned through a series of Freedom of Information Act requests that ADS submitted two permit applications to Environment, Great Lakes, and Energy (EGLE), asking permission to perform onsite treatment and discharge leachate into a tributary of Johnson Creek.

Leachate is fluid percolating through

landfills that is generated from liquids present in the waste and from outside water, including rainwater, according to sciencedirect.com.

TCI Director Dave Drinan, whose professional background includes experience in environmental compliance, said he was "very, very surprised" by his revelation that ADS was planning the

potentially creek-poisoning step.

"Advanced Disposal has no history, that we know, of compliance so why should we entrust them with the health of Johnson Creek?" Drinan said. "I'm troubled (ADS) didn't tell Northville Township about this."

See **LANDFILL**, Page 4A



Mackenzie Hinsperger, Zack Hinsperger and Mike LaFontaine stand in the showroom of LaFontaine Classic Cars in Milford. DAVID VESELENAK/HOMETOWNLIFE.COM

Classic car showroom opens

David Veselenak Hometownlife.com
USA TODAY NETWORK - MICHIGAN

While the Woodward Dream Cruise is canceled, there's a new way you can get that classic car fix, right in Milford. Especially if you're looking to buy.

The LaFontaine family has brought its most recent business to the village, a showroom featuring classic vehicles, all for sale. The business at 211 S. Main just north of Huron Street has more than a dozen vehicles in the building and many more in the adjacent parking lot.

"We've been having fun so far," said Mackenzie Hinsperger, who helps run LaFontaine Classic Cars and is the grandson of Mike and Maureen LaFontaine, founders of the automobile dealership empire. "We get a lot of people through the door."

"It's been exciting. We've been learning a lot."

Hinsperger said the classic car showroom is a new venture for the LaFontaine family of dealerships.

See **SHOWROOM**, Page 2A

"This area is perfect for us. We have a lot of roots here, we love this little town. It's a good fit for us and it's a good fit for what we're trying to do here."

Mackenzie Hinsperger
Helps run LaFontaine Classic Cars

What led to Michigan's teacher shortage

Shelby Tankersley Hometownlife.com
USA TODAY NETWORK - MICHIGAN

There's no getting around it: Michigan is in the middle of a teacher shortage.

"Within the last decade, you could see it coming," said George Heitsch, re-

tired Farmington Public Schools superintendent. "There have been hard-to-fill areas that are more specialized. There are really high-need, critical jobs that people started having trouble filling."

As the shortage became more widespread, teachers also found their job wasn't what they originally signed up

for. When the coronavirus pandemic broke out, teachers had a new set of stress-inducing responsibilities as education suddenly moved online.

Plus, not every subject is a popular one for would-be educators.

See **TEACHERS**, Page 6A

Novi schools plan for virtual option, pay cuts in fall

Susan Bromley Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Plans for going back to school in Novi this fall include a virtual school option, salary reductions for staff, and collection of masks and hand sanitizer.

Superintendent Steve Matthews is grateful to have received some additional guidance with the release of the MI Safe Schools Return to School Roadmap by Gov. Gretchen Whitmer last week.

"We are generally pleased with the guidance the governor has given," Matthews said about the 63-page plan for returning to school amid the coronavirus pandemic.

Safety protocols will vary based on the severity of the outbreak in any given geographic area with some requirements including masks for teachers and students, as well as some recommendations, like social distancing.

Matthews said the guidance fits well with what the district had already anticipated would be coming down, and officials are continuing to gather personal protective equipment, including masks, gloves and hand sanitizer.

With the recognition that some families will not be comfortable returning their students to school regardless, Novi is planning to launch a virtual school with an overview of the plan's details going out to families this week.

Like Huron Valley, which recently announced they will have a 100 percent virtual academy this fall, the school will be staffed with existing teachers who will develop the curriculum and deliver it in a more structured way than what may have been seen when students and teachers were thrust into online education this spring.

A recent survey indicated 85% of respondents, or about 1,500 families, want to return in-person, while 15% wanted a virtual option. Another survey is coming in early August to ensure appropriate staffing levels.

Novi has budgeted for a \$700 per

See **SCHOOLS**, Page 4A

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A line of classic vehicles on display in the showroom.

Showroom

Continued from Page 1A

It's a development that has been in the works for several years, a concept dreamed up by his grandmother, Maureen LaFontaine, who died late last year.

When the property at 211 S. Main – a building that housed a former Chrysler dealership – opened up, Hinsperger said was a perfect fit to launch the classic car showroom.

"This was my grandmother's wish right here," he said. "This building popped up and it was just meant to be."

The showroom aims to bring buyers back in time to a more classic feel.

In addition to all the vehicles in the showroom, the space is decorated with vintage signs from vehicle brands of the past. In addition to those vehicles in the building, the parking lot to the south contains many others available for purchase.

Hinsperger said they always wanted to remain in the Milford area, eschewing more densely-populated areas to stay close to home.

"This area is perfect for us. We have a lot of roots here, we love this little town," he said. "It's a good fit for us and it's a good fit for what we're trying to do here."

The business opened in early June after a delay of several months because of the coronavirus pandemic.

Inside, classic car enthusiasts will find several vehicles to fawn over, including a 1969 Chevrolet Camaro SS, a 1965 Ford Mustang and – for those of you who can't wait to get your hands on a new one next year – a 1977 Ford Bronco.

Those are just a handful of the classics up for sale in the showroom, and the selection of vehicles on display will rotate as new ones arrive.

The showroom acquires vehicles several ways, with a majority coming through auction. The coronavirus pandemic has slowed in-person auctions, Hinsperger said, requiring them to resort to more online auctions.

While Hinsperger likes attending in-person auctions more to get a feel for vehicles, the online auctions have started to provide more detail about each vehicle. He said the showroom specializes in domestic vehicles, but they'll acquire any classic and put it up for sale.

While many of the showroom's visitors are just wanting to see the space, they've had a handful of sales since opening. Despite current economic conditions, Hinsperger said collectors are still out looking for new wheels to add to their garages.

"It's a little different, it's a little tricky," he said. "But the people that are after the cars are still after the cars."

The shop is open 9 a.m. to 6 p.m. Monday through Friday. More information, including an online listing of vehicles, can be found at lafontaineclassiccars.com.

Contact reporter David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.



A 1977 Ford Bronco is one of several classic vehicles in the showroom at LaFontaine Classic Cars in Milford. PHOTOS BY DAVID VESELENAK/HOMETOWNLIFE.COM



The showroom has waiting areas with retro decorations for a classic feel.



A 1991 Chevrolet Silverado.



A 2020 Ford GT, described by Mackenzie Hinsperger as a "future classic."

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House fire leads to arrest of suspected arsonist

Susan Vela Hometownlife.com
USA TODAY NETWORK - MICHIGAN

A 36-year-old man's GPS tether apparently helped Oakland County Sheriff's deputies pinpoint his whereabouts and place him at the site of a Lyon Township arson.

Deputies said in a report the Lyon Township man had been arrested and awaited charges at the Oakland County Jail.

Lyon Township firefighters rushed to the fire at an abandoned home in the 60000 block of Pontiac Trail at about 4:30 p.m. Sunday. A caller reported

smoke coming from the upper story.

Investigators determined the cause was arson and that the fire originated in two places on the second floor.

They suspected the caller, who was on probation and wearing a GPS tether. The tether company confirmed the tethered man was at the home when the fire occurred.

Lyon Township Deputy Fire Chief Doug Berry said the home was abandoned several years ago.

No one was injured.
Contact reporter Susan Vela at svela@hometownlife.com or 248-303-8432. Twitter: @susanvela.



Lyon Township firefighters responded to a fire on Pontiac Trail on July 5. COURTESY OF LYON TOWNSHIP FIRE DEPARTMENT

LETTERS TO THE EDITOR

Jankowski for Northville trustee

I strongly recommend Cyndy Jankowski for Township Trustee. I worked hand in hand with Cyndy on the Northville School Board for 7+ years. She is a dedicated person who cares deeply for this community. She has the right temperament and skills to bring value to the Township. She has integrity, listens to constituents, is honest, and puts a significant effort into every decision put before her.

Cyndy has held every position possible on the Northville BOE, from treasurer to president, multiple times. I can tell you from firsthand experience nobody will put in more effort to try to find solutions and come to decisions that best fit the overall community's needs.

In this political environment we need individuals who don't play politics and give lip service to constituents. We need people who will simply do what is right for the community. Cyndy is one of those who deserves your vote. She has shown her character via 8+ years on the Northville Board of Education. Vote Cyndy Jankowski in August; you won't regret it.

Jim Mazurek
Northville

Yes vote supports community

In these tremendously challenging times, many of us are looking for ways that we can reach out and help. Exercising your right to vote is one means of supporting the community.

On Aug. 4, you have an opportunity to make an important difference. I strongly urge everyone to vote "yes" on the proposed school bond issue. Your vote will help ensure that the South Lyon Community Schools continue to provide and maintain the excellent educational programs and facilities (each building will receive much-needed upgrades) that currently benefit our community, while expanding to accommodate the growth in our school district.

I am immensely proud to be a part of this community - one that has demonstrated, time and again, its willingness to support our children.

Bill Pearson
South Lyon

Six reasons to vote yes in South Lyon

The South Lyon Community Schools' notax rate increase bond proposal will allow the school district to make needed improvements to all school facilities. These projects address facility needs in six major areas:

1 Expanding student safety and school security measures at all schools;

2 updating the technology infrastructure, network, and related technology equipment;

3 improving athletics, the arts, and academic programs;

4 interior and exterior building improvements;

5 site improvements; and

6 building additions at two elementary schools and the Early Childhood Center to accommodate growth in student enrollment.

To view a complete list of all bond proposal projects, visit www.slcs.us. These improvements are necessary to keep our school district a place that families want to reside.

I am voting yes for the South Lyon Community Schools' bond proposal. I hope you do too.

Eric Kennedy
Board of Education vice president

More school bond support

We are voting yes for the South Lyon Community Schools' bond proposal to support our students and our entire community. The bond will provide improvements to a variety of areas, and a small percentage of the bond funds will be used for improvements to athletic sites including additional synthetic turf fields.

Our current turf fields have allowed the district to save operational funds on maintenance. By increasing the quantity of turf fields, we will be working toward more cost savings on maintenance. In addition, the fields are safer for competitive play. Turf allows the fall and spring teams to play when grass fields are unplayable or overcrowded with many different groups. The addition of synthetic turf and other improvements will allow more availability for our sports teams as well as our bands which use them to practice for their competitive band seasons.

Additionally, the fields at our schools are used for a variety of community organizations including Panthers, Junior League and Lacrosse. The synthetic turf allows all of these organizations to use them without increased costs associated with extra maintenance.

Adding synthetic turf to the baseball, softball fields will be a good investment, too. Our son played varsity baseball for four years. During those years, many games were not played on our fields due to flooding. In 2019, we had quite a rainy spring, and only a quarter of our scheduled games were played at home because the quality of our fields was poor.

By adding turf, we will be able to eliminate drainage problems and reduce game cancellations when it rains. It will allow games to be played in March rather than mid-to-late April. Adding turf also provides additional quality practice areas

for other sports programs to use. Additionally, the bond provides funding for renovation of the 30-year-old dugouts as well as new fencing.

Extracurricular activities improve student academic success, boost self-esteem, provide social interaction and teach essential life skills. The bond proposal supports a variety of projects for extracurricular programs as well as improvements and upgrades to building and academic projects.

Our three children graduated from South Lyon Community Schools and participated in a variety of extracurricular activities from sports to theater and choir. We are grateful for SLCS, and our family will be supporting this important bond proposal. Please join us and vote yes on Aug. 4.

Kim and John Plohetski
Lyon

Plan supports early childhood

I have been a parent of an Early Childhood Center student every year for the past five years. The bond proposal will provide funds to expand the Early Childhood Center and the multipurpose room among other improvements including safety and security. The need for expansion is vital. This room is where hundreds of preschoolers play throughout the week when the weather doesn't allow for outdoor play.

Play is such an essential part of learning, it allows children to use their creativity while developing their imagination, dexterity, and physical, cognitive and emotional strength. It is through play that children at a very early age engage and interact in the world around them. My favorite memories of my daughters at the ECC include watching them play with their classmates in the multipurpose room and on the playground.

Recognizing the importance of the expansion to the Early Childhood Center which is where our youngest students in the South Lyon Community School District begin their educational journey is a great investment in our children and our community. I am voting yes on Aug. 4, and I hope you will, too.

Alicia Winne
New Hudson

Supports Enlow in Lyon

I support Kristofer Enlow for re-election as Lyon Township Trustee.

As a township water customer, Kris helped move forward the rebuilding of the township's water treatment plants to take care of the orange-brown water issues. He listened to the residents and delivered.

Please vote to re-elect Kristofer Enlow as a Lyon Township Trustee.

Tim Demske
Lyon Township

McAllister best for state Rep.

As the August primary approaches and people are already receiving their absentee ballots, please take this time to read why I support Megan McAllister for State Representative. Megan is a selfless individual who will be someone who represents the voices of regular people in our state legislature.

The most important quality in an elected official is to have someone who listens well, and after getting to know Megan over time I'm always impressed by how much she genuinely cares for what others have to say. Now, more than ever, we need leaders who are full of empathy, and Megan is as empathetic as they come.

Aside from this, Megan advocates for an agenda we can all get behind. As a state, we must reinvest in our public education system, keeping public dollars in our public schools. Megan will always push for affordable healthcare, especially for our most vulnerable such as senior and child care. Megan is a small business owner, and there's no doubt we need someone like her to lead us through this economy as businesses struggle to make ends meet. Lastly, Megan will always be an advocate for clean water as a basic human right.

Join me in voting for Megan McAllister, Democrat for state Representative.
Colleen Crossey
Novi

City of Northville Proposed Text Amendments to the Zoning Ordinance

At its regular meeting on July 20, 2020, City Council will introduce for first reading proposed amendments to the City of Northville Zoning Ordinance as follows:

- Article 15 - Schedule of Regulations and Article 26 - Definitions
Amend Article 15 Schedule of Regulations to add a maximum Floor Area Ratio (FAR) of 0.36 to requirements for single-family and two-family residences in the R-1B, First Density Residential District, and R-2, Second Density Residential District. Provisions retaining the existing FAR on a lot, and allowing a minimum 2,500 square feet of floor area on a lot of any size are also included. Article 26 would be amended to add definitions pertaining to floor area ratio.
- Article 15 Schedule of Regulations, Article 18 General Provisions, and Article 26 Definitions Amend Article 18 to add front porch exceptions to setback and lot coverage requirements of Article 15 for single-family residences if a garage is located at the rear, add porte-cochere provisions for single-family residences (and related definitions in Article 26), and add single-family dwelling unit standards.

The meeting will be held via Video Conference in compliance with Executive Orders issued by Michigan Governor Whitmer for the temporary authorization of remote participation in public meetings and hearings. Members of the public body and members of the public participating electronically will be considered present at the meeting and may participate as if physically present at the meeting.

The following is a link to attend and participate in the meeting: <https://us02web.zoom.us/j/83651156342>. 312 626 6799 or 646 558 8656, Webinar ID: 836 5115 6342

All of those wishing to participate in public comment will be given the opportunity during the public comment periods. Individuals requiring auxiliary aides or services should contact the City Manager's Office at mmassa@ci.northville.mi.us at least 48 hours in advance of the meeting.

Log in Instructions, Meeting Rules and Tips are available on the City's website at this link: <https://www.ci.northville.mi.us/cms/one.aspx?portalid=11895963&pageid=13505469#city> or from the main Home page, click on the Government tab, then Agendas and Minutes, scroll to the City Council section of the webpage, and scroll down to the link for this meeting. "Zoom Webinar User Guide for City of Northville Public" is also available on this website page.

The draft ordinance language is available for review on the City's website at this link https://www.ci.northville.mi.us/services/building_and_planning/planning_commission/proposed_zoning_ordinance_amendments OR from the main Home page, click on the Services tab, then Building and Planning, then Planning Commission, then Proposed Zoning Ordinance Amendments.

Written comments pertaining to the proposed ordinance amendments must be submitted by 4:30pm July 16, 2020 to the City Manager's Office by email to mmassa@ci.northville.mi.us or by mail to City of Northville Municipal Building, City Manager's Office, 215 West Main Street, Northville, Michigan, 48167, or using the City Hall drop box.

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Landfill

Continued from Page 1A

"We found out about it on our own. Did they think they were going to sneak it through?"

Drinan said TCI has received strong support from Northville Township Supervisor Robert Nix and Northville Mayor Bryan Turnbull.

ADS has been cited by EGLE for hundreds of odor violations in recent years. Drinan discovered the leachate permits when he was searching through an EGLE database that included water release-related permits.

When asked about the permit applications, ADS explained in a statement that "permit approvals and conditions are necessary to treat and discharge water that has been collected from its Salem Township compost facility."

"Arbor Hills is continuing to make investments in the landfill to ensure operational and environmental performance," the statement said. "The proper management of water throughout our facility is a top priority in meeting performance goals. Any water returned to the environment will be required to meet strict water quality standards set by regulators."

In an email to its members, TCI said leachate from Arbor Hills is currently disposed of at off-site commercial dis-



Residents of neighborhoods bordering Arbor Hills Landfill posted signs on the windows of the Northville Township headquarters during a recent meeting.

JOHN HEIDER/
HOMETOWNLIFE.COM

posal facilities and/or publicly-owned treatment works like Great Lakes Water Authority, which discharges the substance into huge bodies of water.

The nonprofit group insists that the proposed changes are "strictly cost-savings initiatives that run contrary to sustainability efforts."

"The residents of Northville Township should not suffer because the landfill's host community, Salem Township, does not have access to a POTW," the email said. "How many times have Northville residents who live west of Beck Road heard, 'Why did you buy near a landfill?' ... Maybe the question now is, 'What kind of landfill would locate in a community without access to a POTW?'"

TCI believes the permits will require

a public comment period and a public hearing before they can be issued.

"For a long time, (former Arbor Hills general manager) Mark Johnson said all the right things, that the odors are real and that they were going to fix them," said TCI Director David Horan. "But he over-promised and under-delivered, and now he's gone."

Drinan's diligent database digging revealed that ADS is proposing the discharge from its compost facility of up to 15,000 gallons per day of leachate to Johnson Creek and up to 80,000 gallons daily from its East Arbor Hills landfill, which is currently closed.

"The leachate from the closed East Arbor Hills Landfill has historically contained PCBs and therefore is collected separately from the active West Arbor

Hills Landfill leachate," TCI explained. "This leachate is currently sent by tanker truck to an off-site commercial disposal facility (which apparently is expensive).

"TCI believes much more engineering is needed to design a robust treatment system before even considering this permit," the nonprofit's email said. "We suspect the compost leachate may be rich in nutrients (fertilizers) and heavy metals (historic landscaping materials) which could be harmful to Johnson Creek."

"Although the exact discharge points for the proposed operations may be slightly different both ultimately will result in approximately 100,000 gallons per day of treated leachate entering the Johnson Creek via a tributary running east from Napier Road to the Cold Water Spring Nature Area along the southern border of the Northville Ridge Community."

Drinan and Horan emphasized TCI's belief that a low flow cold water fishery (Johnson Creek) is not the proper repository for the leachate from this landfill.

"Even if the treatment technology proves to be adequate, Advanced Disposal should not be entrusted with the health of this stream based on their recent operating record," the directors stressed. "The Conservancy Initiative will track these permit applications closely and will issue comments if draft permits are issued."

Schools

Continued from Page 1A

student reduction in state funding, equating to a \$4 million decrease in revenue. The district reduced expenses in the budget approved last month by \$4.5 million, Matthews said, which includes a salary cut.

"We believe we have the appropriate number of staff to meet the needs of students, but that requires a reduction in salaries by up to 5 percent," he said. "We are offering a voluntary severance plan and hoping to entice 15 or more teachers to retire and save money there, and offer the same to administrators."

The staff-related plans still need approval by the various union groups representing district employees affected.

Cuts are also coming to supplies and opportunities for students, including field trips and transportation to athletic activities. Professional development for teachers is also being eliminated, Matthews said.

He expects that the district will spend "several hundred thousand dollars" related to making buses and classrooms safe with cleaning protocols amped up.

Matthews cited transportation as the biggest challenge in the road map plan and ensuring there are hand sanitizers and masks, required if the state is in phase four of the outbreak.

In the classroom, six feet of space between students is recommended, not required, but the district is going to try to create space by rearranging desks.

Many classrooms pre-pandemic had desks arranged in "pods" so students could work together in small groups. Matthews said it will now be a challenge for teachers to create community in the classroom while also ensuring students don't get too close.

Students may also be eating lunch in their classrooms, or by staggered lunches with the number of students limited in the cafeteria. Matthews wonders if food can be delivered in a timely way to 20-25 classrooms in each elementary school, as well as who would supervise, as teachers need to eat their own lunches without also having to watch students.

Teachers are also getting an alternative to masks: protective face shields created by a district robotics team.

"From the teacher's perspective, you

communicate a lot of information with facial expressions, and if the face is covered (with a mask) it prevents communication," Matthews said. "A shield might be a better option, showing smiles and frowns."

Overall, Matthews is feeling "pretty confident" about navigating school this fall with the road map for a pandemic.

"We went from bad to worse, but hopefully we figure out how to make it work this summer, so people can be confident in returning to school in the fall," he said. "Ultimately, the best place to be for kids is in school, learning math and science and how to get along with each other, leadership, and how to be kind."

Contact reporter Susan Bromley at sbromley@hometownlife.com or 517-281-2412. Twitter: @SusanBromley10.



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homes

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Limited-time incentives vary among communities and will comprise a package of savings created specifically for this event, so buyers should contact their community of interest and

visit WestridgeofCanton.com or call (734) 844-0279. Selling Fast in Canton Hamlet Pointe and Hamlet Meadows are located within the existing community of The Hamlet offering an exceptional location close to Plymouth-Canton schools, the Ford Road Shopping District, expressways, parks and the quaint Cherry Hill Village.

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Learn about limited-time savings during this event that you can use to personalize your dream home.

visit WestridgeofCanton.com or call (734) 844-0279. Selling Fast in Canton Hamlet Pointe and Hamlet Meadows are located within the existing community of The Hamlet offering an exceptional location close to Plymouth-Canton schools, the Ford Road Shopping District, expressways, parks and the quaint Cherry Hill Village.

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in homes are available. For details, visit The-Hamlet.com or call (734) 398-5939. Luxurious Living in Northville

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for details. Popular Villas in Ann Arbor

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The Villas range from 2,041 to 2,631+ square feet and offer first- or second-floor master suites, island kitchens, open layouts, loft space, and more. The Townhomes just released new exterior styles and range from 1,861 to 1,890+ sq. ft. and include a 2-car garage, finished lower level, and the option to add a rooftop deck.

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great room with fireplace, verandas overlooking the lap and wading pools, locker rooms and a play park is now open. North Oaks is located minutes from the University of Michigan's north campus, the VA Hospital, St. Joseph Mercy Hospital, C.S. Mott Children's Hospital, and downtown Ann Arbor. Children attend acclaimed Ann Arbor Schools with the elementary and middle schools just 3 minutes away. For details, call (734) 224-6686 or visit North-Oaks.com.

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Teachers

Continued from Page 1A

Special education, advanced math and advanced sciences see particularly low applicant pools. Shortages also tend to affect low-income or rural areas more than affluent, suburban ones.

"Our teaching institutions tend to turn out more teachers in the elementary field and English and social studies and physical education," said Ben DeGrow, director of education policy for the Mackinac Center for Public Policy. "There are far less defined teachers who can do math or high level science."

The shortage is caused by a number of things, and there's not one solution, either. Here's what local districts are facing and what they're doing to keep teachers in the classroom:

A changing field

A major contributor to the shortage is young teachers who leave the field after about five years. Lack of economic mobility and respect factor into that, and so does the job's transformation in recent years.

"As a young teacher, the demands of the profession are much higher when you actually get into the job than the perception is when you're outside of it," Heitsch said. "I think that plays a role in those first five to seven years."

Today, students have more emotional- or trauma-based needs than they did a decade ago. This has changed the job in more than one way.

"Our student population is different, so the demands on the teacher have changed quite a bit in the last five to 10 years around students that come to us who have trauma or mental health issues," Heitsch said. "The lack of external support for students who have those needs makes it harder to be in the classroom."

Aside from all that, teachers found themselves leaving their classrooms and running virtual classes in a matter of weeks when the coronavirus pandemic shut down the state.

Livonia Public Schools Superintendent Andrea Oquist said her staff found it "extremely challenging" to recreate classes and the relationships that stem from them on a computer screen.

"The biggest shift for our teachers

was to move from that in-person instruction with our students in the classroom where we can provide one-on-one support ... to keep that classroom community alive and well in an online environment," she said.

Penny pinching

As the job consistently changes, pay disparity often turns people away from teaching.

"If you look at over the last five to six years of what's happened to funding for our schools, we haven't kept up with the rate of inflation," said Chris Wigent, executive director of the Michigan Association of Superintendents and Administrators. "We have not been able to provide increases to teachers."

"In fact, in many districts there were decreases in wage and increases toward what they had to contribute to health benefits."

Heitsch said low pay relates to other contributors like benefit packages, lack of pensions and fewer young teachers. He acknowledges Oakland County school districts can often afford to pay more than outstate districts and may not face as many problems with enabling new teachers to pay off their college loans.

"I think there's a balance between accumulating college debt and what your job is going to be," he said. "If you have the potential to pay that debt off quickly, that profession is going to look more lucrative to you."

The educators all agreed they place blame on the pay disparity on the lack of state funding school districts get, which varies widely from district to district.

Little help from the state

"Michigan is literally ranked 50th in the overall investment in public education, which has led to wage stagnation for staff while the demands on them really continue to grow," said Oquist.

Josh Gignac, principal of Johnson Elementary in the Huron Valley Schools district, said his district has had the same amount of state funding since 1994. Because of the coronavirus, schools will likely see cuts in that funding. Without federal help, local school districts are bracing for cuts as big as \$700 per student.

Between stagnant funding and lower full-time equivalency (FTE) numbers,

paying teachers more is highly difficult.

"With the last few years and the cuts in education, that's made it very, very difficult for districts to reach the type of compensation that teachers deserve," Wigent said. "Superintendents would do more, they would provide higher compensation, but the state has to help us."

Statewide changes in funding has also resulted in a loss of the pension teachers once enjoyed as a benefit and has lowered the quality of health insurance educators receive. Gignac said even if pay remains stagnant, these factors make it so people are keeping less of their paycheck.

"For funding reasons and whatnot, compensation has remained flat," he said. "If you consider the amount educators in general are paying toward their healthcare insurance, and the pension plan is no longer a pension anymore, it's a defined contribution, they're actually being paid less."

With that low pay and historically poor benefit system, it can be hard to recruit teachers and then keep them for more than five years.

Finding people and getting creative

Oquist said Livonia perhaps hasn't felt the impact of the shortage as much as some other districts, and she thinks that's partially because the district tries to make employees feel valued and provide opportunities for professional development.

"I think it's essential that we value the role of an educator and that we do that in a few different ways," she said. "One of the things I think we really need to do is truly care about people and invite them into this great profession in ways that value the contributions that they're going to make and also understand the demands that are put on them each and every day."

Heitsch and Gignac added that treating people well, being transparent and communicating are critical in persuading young teachers to stick around.

"I think the quality of workplace that you create within your district, the kind of culture you have, makes you a desirable location," Heitsch said. "You can't control how much money you get from the state, but you can control how you use that money and how you treat people."

The next generation

As people leave the field in higher numbers, fewer students are entering teaching degree programs, as well.

"What we're seeing kind of at the national level with the polling data on young people is the number of those interested in the teaching profession are going down," DeGrow said. "We're seeing fewer who are enrolling in traditional teaching certification programs."

DeGrow and Wigent both suggested using traditional college programs to create teachers might not be the best method.

DeGrow suggested it could be worthwhile to create incentives for people to pursue hard-to-fill positions like advanced math.

Both men also pointed to teacher cadet programs for high-schoolers and career tech programs in college as things that could help get young people interested in the profession.

Educators typically see their job as important and noble, and they hope young people will see that, too.

"Teachers positively influence the lives of students every day," Heitsch said. "The gift of reading that an elementary teacher provides kids opens their world up. Secondary teachers create relationships with students that may not happen anywhere else."

Gignac said he and his teachers routinely go to student dance recitals and hockey games. Even though things might be harder in some ways than they used to be, he thinks those relationships make the job great.

"It's one of the most noble professions and the rewards, the intrinsic rewards, are still there every single day," he said.

While there's no one solution, educators hope to take their own steps and work with the state to make sure classrooms are well staffed in the near future.

"I think there's a lot of different things that we need to be doing," Wigent said. "A lot of people have talked about this, but it's now time for action. ... The problem wasn't created in one year and we won't solve it in one year, but we need to start to move forward because this is not a problem that's going away very soon."

Contact reporter Shelby Tankersley at stankersle@hometownlife.com or 248-305-0448. Follow her on Twitter @shelby_tankk.



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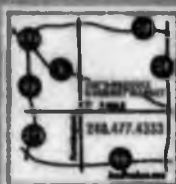
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Area ADs prepare for possible season switch

Colin Gay Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Area high schools are still waiting. After Michigan Gov. Gretchen Whitmer encouraged the Michigan High School Athletic Association to move any non-socially distanced sport to the spring due to the coronavirus pandem-

ic, area athletic directors and programs are awaiting a decision as to what the fall will look like. More information is expected to come July 20-25.

According to an MHSAA spokesman, the association is set on having three distinct seasons in the 2020-21 school year, but is considering changing when certain sports will be played.

With a decision like this in the hands of the MHSAA, Livonia Churchill athletic director Marc Hage said the outcome could be anything from flipping seasons to moving one or two sports to the spring.

However, while simple and logical in theory, moving certain sports around in the schedule could prove to be extreme-

ly difficult according to Hage.

"You are talking about, 'Can certain coaches who coach in the spring, coach in the fall, and vice versa?'" Hage said. "Secondly, you are talking about asking kids to play the MHSAA finals in baseball, softball, track and field in late

See ADS, Page 2B



Stevenson's Nick Broome is headed to Hillsdale for football. As a senior, Broome's play was strong enough to earn him offers from a number of colleges.
COURTESY OF NICK BROOME

Stevenson's Broome follows in dad's footsteps with college commitment

Andrew Vaillencourt
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Nick Broome had an up-and-down final two years of high school football.

The Livonia Stevenson senior has been a star on the Spartans defense — when he's been healthy.

As a junior, Broome fractured his fibula in the team's second game of the season. Five weeks later, he injured his shoulder, requiring a bankart repair. Those injuries cost him on the recruiting trail as schools became wary of potential injury problems.

As a senior, Broome played eight of his team's nine games and was again a

leader of the defense as a linebacker.

His play was strong enough to earn him offer from a number of different colleges.

After visits to several schools, there was one place that stuck out to Broome: Hillsdale College. He committed to the Chargers days after his January visit and signed with the school on national

signing day in February.

"When I went there it just really felt like home away from home," Broome said. "Everyone was extremely friendly, you could tell that the team had a bond that was unmatched. Not only that, but the education was a huge part.

See BROOME, Page 2B

MHSAA pondering shift in schedule for some sports

Colin Gay Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Michigan Gov. Gretchen Whitmer is encouraging the Michigan High School Athletic Association to move any non-social-distanced sport to the spring due to the coronavirus pandemic, while individualized sports such as golf, track

and field, and tennis may be played in the fall.

According to a spokesman from the MHSAA, this is something the association has discussed and is considering, but that it is still planning for an upcoming fall season with normal fall sports.

The MHSAA said it will be releasing

more information on the path of the upcoming sports schedule in mid July, but has no official date. Whitmer said that she expects a decision to be made between July 20-25.

The MHSAA spokesman also said that regardless of the sports schedule starting in the fall of 2020, the association will be pushing for three distinct

sports seasons.

The MHSAA also said that it is hoping not to have a conversation about moving football to the spring, but that if so, they are discussing plans regarding a possible back-to-back spring and fall football season in 2021.

See SCHEDULE, Page 5B

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Detroit Catholic Central football players work on some agility and speed drills during practice at their Novi campus June 15. PHOTOS BY JOHN HEIDER/HOMETOWNLIFE.COM

Ads

Continued from Page 1B

October and early November. That is just a set up for injurious behavior in my estimation: running kids in 30, 20-30 degree weather in the fall.

"I don't know if that is the best thing for the athletes."

Brother Rice athletic director Jeff Calcaterra said he was "alarmed" by Whitmer's recommendation, saying that he feels it would be a "last resort" for having a sports season in the fall at all.

He said he feels that a switch in season would create a domino effect on student participation, leading also to a "logistical nightmare" in terms of facilities on the school's campus and scheduling for the teams involved.

Also, based on the timetable, the state and the MHSAA put into place to release a decision, programs will not have much time before a potential season would begin to be prepared.

Calcaterra expects the decision to be made close to the state's deadline of July 25, giving teams days to develop a response and put it into practice, putting stress on the athletic department and its personnel.

While Hage feels this is not an ideal situation, he said waiting for the latest on the virus ahead of starting a sports season will be in the best interests of the health and safety of his athletes.

"Ideally, you would like enough time to plan, you would like enough time to prepare," Hage said. "But I would rather wait to the last minute to make that decision and see where we are globally with the virus, and if that means we have a little less lead time in terms of changing our schedules, I'm OK with that."



The MHSAA has discussed moving some sports for the upcoming school year.

Wait and see

Based on previous guidelines released by the MHSAA to start the sports reopening process, many area teams had already had an athletic plan in motion.

As soon as Detroit Catholic Central Aaron Babicz heard rumors regarding a potential season switch, he started to tell coaches to start to prepare, to wrap

their heads around something like it happening.

However, he knows that can change any second, taking a level of flexibility.

"It has to be in everyone's mind: Anything can get canceled at any point," Babicz said. "School, sports, we literally could go back to phase two at a certain point. Hope for the best and prepare for the worst."

For Hage, however, a full season

switch of spring sports in the fall and fall sports in the spring, would put spring athletes in jeopardy of losing not only one season — after the MHSAA canceled this past spring season due to the pandemic — but two.

"If you flip the seasons, put fall in the spring and spring in the fall, and at the last minute, the virus ends up canceling the season, now those spring athletes would have lost two seasons," Hage said. "They would have lost last spring and this fall. I don't think that is inherently fair to them."

Babicz also mentioned that if football were moved to the spring, back-to-back seasons for players may prove to be a health concern, citing concussion protocols and the toll it takes on an athlete after one season of play.

Athletic directors know that athletics will look different in the 2020-21 school year no matter what.

Despite currently preparing teams and athletes to play in the fall, Calcaterra said athletics is prepared for a potential change.

"Athletics is about making adjustments," Calcaterra said. "We have to be flexible and we have to have the ability to adjust on the fly."

Much like the MHSAA indicated, Hage's main goal is to make sure students have every opportunity to play a sport that they can during the next school year.

"We're going to do what we can within the perimeters of the MHSAA to make sure that every single sport gets played," Hage said. "That's our number one objective, regardless of which season it's going to be in."

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

Broome

Continued from Page 1B

They offer a great degree and that was really important to me."

Another thing that makes Hillsdale special is that it's his father's alma mater. Mike Broome played offensive guard at the school and was an All-American in 1981.

His enthusiasm for the school certainly had an effect on Nick growing up, and stuck with him during his college search.

"He didn't want to push me into it, he wanted me to make my own decision, that was a big thing," Broome said. "Growing up he talked about how great Hillsdale was and I knew if I picked that place, it would be a great fit for me."

He added that he plans to be pre-med and wants to become a sports orthopedic surgeon.

Broome noted that the high level coaching he received from the staff at

Stevenson has helped him prepare for college football. He said that the college coaches would talk about the same things as the high school staff members.

"I've been a linebacker ever since little league so I'm really familiar with the position," Broome said. "I'm just naturally in the position. I spend a lot of time watching film so when I get to the field it's just nature to read the offense."

Hillsdale plays in the Great Midwest Athletic Conference (GMAC) after switching from the GLIAC a few years ago. Leading into college, Broome is working out extensively and participating in a training program to help him gain muscle.

"I'm really excited for the competition," Broome said. "From high school to college there's a big gap and I'm excited to see that gap and take on that gap. Looking forward to the new challenge."

Contact reporter Andrew Vaillencourt at availlenc@hometownlife.com or 810-923-0659. Follow him on Twitter @AndrewVcourt. Send story ideas to Liv-Sports@hometownlife.com.



Stevenson's Nick Broome sits with family after signing to play at Hillsdale.

COURTESY OF LORI HYMAN

U-M athletics sees \$26.1M deficit for 2021

Orion Sang Detroit Free Press
USA TODAY NETWORK

The University of Michigan's athletic department projects a \$26.1 million deficit for the 2021 fiscal year.

Athletic director Warde Manuel presented the department's operating budget at the June 25 Board of Regents meeting, hosted virtually via Zoom. The university's overall budget was voted down by the Board, who split the vote, 4-4. It wasn't immediately clear whether the athletics budget would change when the overall budget is approved.

The athletic department projected

the deficit based on operating revenues of \$135.8 million and operating expenses of \$161.9 million. The expected deficit is due to the COVID-19 pandemic.

U-M's fiscal year begins July 1. According to Manuel's presentation, the athletic department projects that revenues from spectator admissions will decrease \$29.2 million between the 2020 fiscal year and the 2021 fiscal year "due to lower anticipated attendance for all sports." Preferred seat contributions are projected to decrease \$17 million, due to both lower anticipated attendance and potential refunds. Total revenues are expected to decline close to \$65

million, Manuel said.

Expenses are also expected to decrease. Salaries, wages and benefits are projected to decrease \$6 million because of "various expense reduction initiatives." Team and game expenses are projected to decrease \$6.5 million, for the same reason.

The COVID-19 pandemic also affected Michigan's 2020 fiscal year. As the outbreak occurred in mid-March, halting all athletics (including ongoing winter and spring sports such as men's and women's basketball, softball and baseball), conference distributions decreased \$5.3 million because of reduced

NCAA revenues and "potential for reduced television contract revenues." Preferred seat contributions decreased \$2.7 million compared to the 2020 fiscal year budget because of "extended payment timelines and uncertainty regarding next year's competitions."

Expenses for the 2020 fiscal year also decreased by nearly \$8 million, according to Manuel, because of reduced operations and the cancellation of spring team activities.

"We're projecting, as we close out this month, an operating surplus for this fiscal year," Manuel said, referring to the 2020 fiscal year.

Pinckney will miss clashes with phenom Emoni Bates

Bill Khan Livingston Daily
USA TODAY NETWORK - MICHIGAN

Not many high school basketball players can say they got the best of Emoni Bates during his two seasons at Ypsilanti Lincoln, but they'll all have stories to tell in the future.

"At some point in my life, I'll be telling my kids, 'I played against Emoni Bates, the best player in the NBA right now,'" said Luke Lovell, a senior-to-be at Pinckney. "That's really cool to think about."

Lovell had the opportunity to play three times against Bates, whose Ypsilanti Lincoln team was in the same division with Pinckney. Even with Lincoln switching divisions for basketball only next winter, there was still the chance Pinckney could face Bates again in a crossover or state tournament game, but that's not going to happen.

While Bates' verbal commitment to Michigan State was being aired Monday on ESPN, it was announced he would play next season for Ypsilanti Prep Aim High, a prep school newly created by his father. The school, which won't be part of the Michigan High School Athletic Association, will play a national schedule with a group of elite players.

"It's crazy, because everyone knows the second the schedule is released it's, 'When is the Emoni game?'" Lovell said.



Pinckney's Luke Lovell, left, played three times against Ypsilanti Lincoln star Emoni Bates the past two seasons.

TIMOTHY ARRIK/FOR THE LIVINGSTON DAILY

in the Southeastern Conference White Division last season. Lincoln is 21-1 in the SEC White during Bates' two seasons, winning the 2019 state Division I championship.

Dylan Reason, an all-county guard who will be a senior in the fall, thrived in games against Bates. He scored 26 points as a sophomore when Lincoln played at Pinckney and 22 in the teams' only meeting last season.

"It is good to have him in the league," Reason said. "It gives our league a boost, makes it more legit. He brings more scouts to games for other players. It gives everyone else more looks."

Pinckney coach Tom Reason, Dylan's father, wasn't surprised that Bates didn't spend his entire high school career at Lincoln.

"Someone hit the nail on the head when they said it was a pipe dream he was going to stay there four years," coach Reason said. "With talent like that, I believe he needs to be playing against other kids like him. We have a few in our league."

"The (Julian) Lewis kid from Huron, there's a kid that's major Division I. He played against the Scooby (Johnson of Benton Harbor) kid last year. Those are battles these coaches and even NBA coaches want to see him play. Playing against Pinckney and Chelsea and Tecumseh probably ain't cutting it."

"That's all everyone in school is talking about for the week prior. We get a crowd as big as a homecoming football game. In a gym like that, it's just so loud. You can always feel the energy in there. That's what every athlete dreams of playing in; it's something to remember."

Bates, who will be a junior in the fall, played Pinckney three times. Lincoln won all three games handily, 75-53 and 75-52 his freshman year and 84-52 last season. He had 32 points as a freshman in his one appearance in Pinckney and had a triple-double (22 points, 11 rebounds, 11 assists) the last time he faced the Pirates.

Bates didn't play in Lincoln's 59-48 victory at Pinckney last Dec. 20 because of a family trip to Florida, an absence that Pinckney officials didn't learn of until four hours before the game after making extra arrangements for a large crowd.

"As a competitor, you always want to play the best competition," said Lovell, who will be a three-year varsity starter. "Playing him is something everyone can say they've done in their life. It's something to look forward to every year. Now it might be a little bit easier for us and look better on the record."

Pinckney finished second to Lincoln

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Garage and estate sales continue despite the coronavirus pandemic. PHOTOS COURTESY OF JOANN CAMPBELL



Joann Campbell is the owner of Estate Sales by Joann.

Obituaries

Lorraine A. (nee. Lerdahl) Derisley

MILFORD - Lorraine A. (nee. Lerdahl) Derisley, of Milford, Michigan, died peacefully on July 4, 2020. She was 94 years old.

LaRayne, as she preferred to be called, was born in Jackson, Minnesota on August 3, 1925 to parents, Ole and Gertrude Lerdahl. She grew up there on a small farm with several brothers and sister. After graduation from high school, LaRayne moved to Detroit in the early 1940s. There she met and married a young Navy sailor, Arthur B. Derisley. They remained married for 62 years until Art's passing in 2010.

She and Art began their beautiful journey together in Royal Oak, Michigan, where their two sons, Brian and Scott, were born. In 1957, the family moved to Milford, Michigan. They loved Milford. There Art would pursue his career with a then new start-up company, Numatics Inc., and LaRayne would continue to raise the family, become involved in the PTA and Well Baby Clinic as well as pursue her love of golf. They loved watching and listening to the Detroit Tiger baseball games as well as other professional and college sporting events. The Fourth of July was especially important to Art and LaRayne. Every year family and friends gathered on that day at their beautifully groomed home on Lake Sherwood to celebrate Independence Day, enjoy time together and watch the wonderful fireworks display over the lake.

Most of all, LaRayne loved and appreciated all of her family and friends. LaRayne was a wonderful wife, mother, grandmother and great-grandmother, aunt, friend, and neighbor. All of whom will miss her.

She is survived by her sons, Brian (Liz) Derisley and Scott (Shari) Derisley; grandsons Ryan, Justin (Heather), Jonathan (Anne), Christopher (Jessica), and Andrew; great-granddaughters, Ella, Lennon and Kirby; best friend, Flo; best neighbors Patrice and Ron, and many nieces, nephews, extended family members and close friends.

Due to the Covid-19 Pandemic, services and burial will be held privately.

For further information, please phone 248.684.6645 or visit LynchandSonsMilford.com



Pandemic hasn't canceled every garage, estate sale

Susan Bromley HometownLife.com
USA TODAY NETWORK - MICHIGAN

Did you clean out the closets, cupboards, basement and more while in quarantine and now don't know what to do with all the stuff?

Holding a yard, garage or estate sale is still an option, even in a pandemic. As it turns out, there are still shoppers looking for them.

The South Lyon City council canceled a citywide garage sale, but in a sign of support for residents still wanting to host one, officials waived permit fees.

South Lyon administrative assistant Carol Brandon said the city only asks sales be limited to three days and residents notify the city of plans. She may be interested for her own personal reasons, too—Brandon admits to being excited to recently attend two estate sales.

"It's been a long winter, and I was desperate, going crazy," she said, laughing. "Garage sales are something I typically go to every summer."

This summer is anything but typical as the coronavirus continues to spread, and garage sale sightings have been few, but estate sales are booming, said Joann Campbell, owner of the Brighton-based Estate Sales by Joann.

"Estate sales are busier than ever," she said. "Houses are selling quickly and people are downsizing."

While estate sales also occur after deaths, Campbell said she has not been hired for any resulting from a person dying from coronavirus complications.

The turnout at the estate sales, typically 200-500 people per weekend, continues to be good during the pandemic, although Campbell said she is limiting capacity to about 10 people in a home at a time. She is also requesting face cov-

erings be worn, but she will allow a person in without a face mask if no one else is shopping at the time.

Campbell offers hand sanitizer and has had only one person ask about sanitizing items after purchase, for which she recommended wiping down with Clorox wipes.

Dr. Russell Faust, Oakland County Health Division medical director, said it is now well-documented that COVID-19 can live on a hard surface for as long as 72 hours, but it is "incredibly rare" to contract the illness from surfaces.

"This is a respiratory droplet transmission, it's well-documented now and has little to do with surfaces," he said. "Is it safe to go to garage sale? It's all relative. It's not as safe as sitting at home or in your closet, but it's not as risky as going to a club or a bar and packing in with people from other areas and spending 3-4 hours chatting with them-- that's high risk."

If you are shopping for used items, Faust recommends first you wash your hands; and second, any items purchased be left alone, in a garage, porch, deck or basement, for three days. Wash your hands again after leaving them there.

He said the greater risk is not inanimate objects, but other shoppers.

"You absolutely can't (shop around others) without wearing a mask," he said. "It's going to be in the 80s and 90s and I know how miserable a mask is, but you have to do it. It's not rocket science... More than 90 percent of stopping the spread of COVID is social distancing and mask wearing."

Contact reporter Susan Bromley at sbromley@hometownlife.com or 517-281-2412. Follow her on Twitter @SusanBromley10.

Malcolm Arthur Manley

6/15/1930 - 6/27/2020

Long time Northville resident Malcolm Arthur Manley died on Saturday afternoon, June 27, peacefully at home. He celebrated his 90th birth anniversary with family two weeks earlier. Malcolm was born in Detroit, earned a degree from the University of Michigan, was honorably discharged from the United States Army after two tours of duty that included action in the Korean War, and eased into retirement after a long career as an insurance claims adjuster. Malcolm was preceded by his wife of more than fifty years, Molly Lou Kellermeyer Manley, his sister, Dorothy Manley Stisser (William), and his brother, Robert Lynn Manley (Janice). He is survived by two sisters, Barbara Yoder (Robert) and Mary Millman (Richard), his sons, Eric and Steven, his daughter, Kay Ellen Sicheneder (Kenneth), and his daughter-in-law, Nancy Marie Manley, along with four grandsons, Joseph Sicheneder (Meenakshi Mukherjee), Gregory Manley, Mark Sicheneder, and Jack Sicheneder (Itzel Marroquin), his granddaughter, Sarah Esther Manley Silver (Justin), and his great-grandson, Milo Philip Manley Silver. Malcolm was a devoted family man, an avid and knowledgeable lover of music, and an advocate for rational inquiry and avoidance of military conflict. The family asks that, in lieu of flowers, donations be offered to the American Civil Liberties Union.



Leslie Carol Gydesen

MILFORD - Leslie Carol Gydesen, of Milford, passed away unexpectedly on June 30, 2020. She was 46 years old.

Daughter of the late John Hill, Leslie is survived by her children, Ryan Smith, Rylie (Tucker Scarbrough) Hill, Damion Gydesen; granddaughter, Elise; her mother, Jeria Hill; spouse, Thomas Gydesen; also many aunts, uncles, cousins, and dear friends.

A Private Family Service will be held on July 3rd, 2020.

A Memorial Gathering to be held at the New Hudson Inn, 56870 Grand River Ave, New Hudson, MI 48165, on Friday, July 3rd starting at 1 PM.

For further information phone 248-684-6645 or visit www.LynchFuneralDirectors.com

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Detroit Institute of Arts announces reopening date

Julie Hinds Detroit Free Press
USA TODAY NETWORK

Finally, an important sector of "Detroit Industry" — aka the iconic murals by Mexican artist Diego Rivera — is ready for reopening.

The Detroit Institute of Arts announced that it will open its doors July 10, after a four-month shutdown due to the COVID-19 pandemic.

The guest list for the DIA's first weekend back, however, will be limited.

The reopening dates of July 10-12 are being reserved specifically for museum members and those living in Macomb, Oakland and Wayne counties.

There will be new hours and extensive safety procedures aimed at protecting staff members and visitors from the virus. And until further notice, field trips, group tours and events inside the museum will not be available.

In a statement, DIA director Salvador Salort-Pons said, "While we are looking forward to re-opening our doors, especially for our tri-county visitors, the health and well-being of our visitors and staff is of the utmost importance."

Among the many measures being taken are expanded cleaning and disinfecting of public and work areas, hand-sanitization dispensers throughout the museum, and reduced hours of operation to provide more time for cleaning.

Everyone will be required to wear a mask inside the museum, expect for those under three years of age. Plus, vis-



The Detroit Institute of Arts in 2017. DETROIT FREE PRESS FILE

itors and staffers will have their temperatures checked with a touchless thermal imaging camera.

For now, two areas that serve food and beverages, the Kresge Court and Café DIA, will stay closed.

The new hours for the DIA will be 9 a.m. to 4 p.m., Wednesday through Friday, 10 a.m. to 5 p.m. Saturday and Sunday, and closed Monday and Tuesday.

The DIA announced in early April that two anticipated exhibits scheduled for June, "Van Gogh in America" and "Detroit Style: Car Design in the Motor City, 1950-2020," would be delayed because of the pandemic.

"Detroit Style" is now expected to premiere on November 15. "Van Gogh in America" won't arrive until October 2022.

For more information on the reopening, go to the DIA's website.

Minimum wage hikes a pandemic lifeline

States and municipalities are set to increase pay



Small Business
Rhonda Abrams
USA TODAY

While millions of Americans are losing financial assistance that has kept them afloat during the coronavirus pandemic, several states and 21 localities are partly offsetting the pain with a different kind of lifeline: minimum wage hikes.

On Wednesday, Illinois, Nevada and Oregon are set to raise their pay floors as part of large increases that are being phased in over several years, according to the National Employment Law Project, a worker advocacy group.

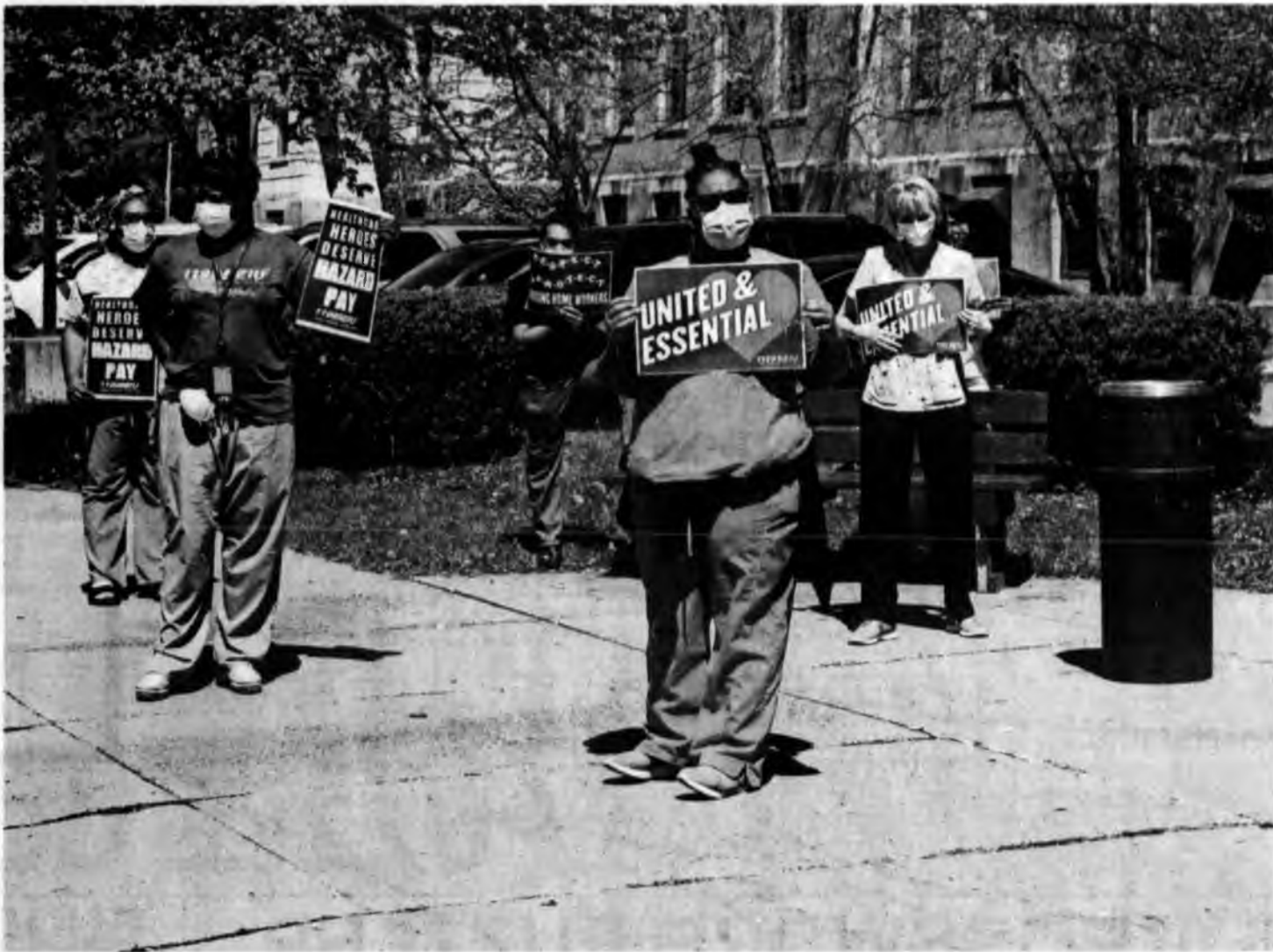
The minimum wage in Illinois will rise to \$10 an hour from \$9.25, the state's second increase this year. On Jan. 1, its minimum increased from \$8.25, meaning the state's base hourly pay will have jumped nearly \$2 in just six months.

In Nevada, the minimum wage will increase to \$8 from \$7.25 for workers with health insurance, and to \$9 from \$8.25 for those without health coverage.

In Oregon, the hourly pay floor will increase to \$12 from \$11.25, while Portland's base climbs to \$13.25 from \$12.50.

Eighteen municipalities — including 13 in California — and three counties also are boosting their pay minimums Wednesday. The standard will go up to \$15 from \$14 in Washington, D.C.; to as much as \$15 (for large employers) from \$14.25 in Los Angeles; to as much as \$13.25 (for large employers) from \$12.25 in Minneapolis; and to \$16.07 from \$15.59 in San Francisco as part of an annual cost-of-living increase, NELP figures show.

The increases had been scheduled before the pandemic but they're poised to help restaurant, retail and other low-paid workers hit hardest by state shutdowns of nonessential businesses. Although many lost their jobs and are now receiving unemployment benefits, others saw their hours reduced and mini-



Staff at Oneida Center for Rehabilitation and Nursing in Utica, N.Y., are seeking hazard pay for working during a pandemic.
H. ROSE SCHNEIDER/OBSERVER-DISPATCH

mum wage hikes can help ease their financial struggles, says NELP policy analyst Yannet Lathrop.

Other financial assistance programs are phasing out. A \$600 weekly federal supplement to state jobless benefits is scheduled to end July 31. Some states are allowing landlords to evict tenants for nonpayment of rent now that moratoriums have expired. And Americans must pay their income taxes by July 15 after the deadline was pushed back from April 15.

A minimum wage increase "makes even more sense at a time of economic uncertainty," Lathrop says. "When you put money in the pockets of these work-

ers, they're going to spend it right away." That can lift an economy hammered by the deepest recession since the Great Depression in the second quarter.

"More money in the pockets of workers means more consumer spending at local businesses," says Holly Sklar, CEO of Business for a Fair Minimum Wage.

The base pay increases also should aid essential workers who stayed on the job and endured health risks during the crisis. Several retailers, including Amazon, Rite Aid and Kroger, paid premiums of about \$2 an hour to those front-line workers to compensate them for those risks. But they rolled back hazard pay last month.

All told, 24 states and 48 cities and counties have raised or will bump up their minimum wages this year, with most occurring on or about Jan. 1. Just a few years ago, a \$15 minimum was the seemingly quixotic goal of a national coalition of fast food workers, but the number of cities and counties already at that benchmark is set to double to 32.

Meanwhile, the federal minimum wage has been stuck at \$7.25 an hour since 2009, with Republicans refusing to take up Democratic legislation to raise it. Twenty-nine states, with more than 60% of the U.S. workforce, now have pay floors above the federal government's, according to the NELP.

Schedule

Continued from Page 1B

In a 63-page report regarding the safety plan for students returning for K-12 instruction in the fall released by

the state Tuesday, Whitmer defined plans for athletics in Phase 4, 5 and 6 of the reopening plan.

In Phase 4, all large-scale indoor spectator events are suspended. Outdoor events are limited to 100 people, with maintained social distancing measures put in place.

Also, indoor weight rooms and physical training that requires shared equipment is suspended.

In Phase 5, Whitmer strongly recommends outdoor sporting events are limited to 250 spectators, while indoor events are limited to 50 people. Indoor weight rooms and physical conditioning

are permitted with social distancing enforced and disinfecting of equipment.

In Phase 6, all safety protocols are no longer required.

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6770. Send story ideas to Liv-Sports@hometownlife.com.

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THURSDAY PUZZLE CORNER

CROSSWORD PUZZLER

- ACROSS**
- 1 Big name in small planes
 - 7 Passage leading to an aural drum
 - 15 Sign into law
 - 20 Despicable
 - 21 Cessation
 - 22 Six-Day War leader Dayan
 - 23 Starting something over, figuratively
 - 26 Bottom line
 - 27 "You — My Sunshine"
 - 28 U.S. intel org.
 - 29 See 106-Across
 - 30 Question the Devil asks in a Kipling poem
 - 39 Patrick of "A Clockwork Orange"
 - 41 Leave high and dry
 - 42 — pot (sinus-cleaning device)
 - 43 Wolfs down
 - 46 — wheel (fair ride)
 - 48 Final resting places
 - 52 Cause heads to turn
 - 56 Yule tune
 - 57 Wheel center
 - 58 Tum rancid
 - 60 Norma — (film heroine)
 - 61 Nickname for Connecticut
 - 71 River to the Rhone
 - 72 Senseless
 - 73 Drop by
 - 74 Recent times
 - 81 Wheaton of "Stand by Me"
 - 82 Singer Rareilles
 - 83 G. P. or vet
 - 84 War god
 - 86 Giving a rigorous tryout
 - 97 Play a ukulele, e.g.
 - 99 Boastful talk in a Kipling poem
 - 100 Cigar-holding container
 - 101 Huge, informally
 - 104 Chucked
 - 106 With 29-Across, neo-soul singer with four Grammys
 - 107 What's accurate about a situation
 - 113 City NNE of Lake Tahoe
 - 114 — -Z
 - 115 Courtroom promise
 - 116 On top of, to poets
 - 119 It closed all 130+ of its U.S. campuses in 2016
 - 128 Wall work
 - 129 1973-99 Lima-based carrier
 - 130 "The Wizard of Menlo Park"
 - 131 Conjuring aid
 - 132 Encroach on another's land
 - 133 Novelist du Maurier
 - DOWN**
 - 1 Red Scare attorney Roy
 - 2 Falco of TV
 - 3 Wait patiently
 - 4 Mayberry's Otis, for one
 - 5 "Rapa —" (1994 film)
 - 6 Something really easy
 - 7 Prize greatly
 - 8 Part of NCAA: Abbr.
 - 9 — v. Wade
 - 10 Revival skill, for short
 - 11 Big simian
 - 12 "Stillmatic" rapper
 - 13 Narc, e.g.
 - 14 Gives access
 - 15 Outback bird
 - 16 Symbol for written music
 - 17 "Ad — per aspera" (Kansas' motto)
 - 18 Mass singers
 - 19 Principle
 - 24 Mutt's sound
 - 25 Despicable
 - 31 Bit of crying
 - 32 Ward of TV
 - 33 Wilson's predecessor
 - 34 Weight allowance, once
 - 35 Yesteryear
 - 36 Brought into the world
 - 37 Troop group
 - 38 "The Addams Family" cousin
 - 39 Actress Kirshner
 - 40 Home pest
 - 44 Cavem effect
 - 45 Daze
 - 47 Spanish ayes
 - 49 Swamp
 - 50 "Get lost!"
 - 51 Precip-ice?
 - 53 "Six-pack"
 - 54 Texter's hugs
 - 55 Cloister sister
 - 59 "Please reply," in brief
 - 61 Jeans go-with, often
 - 62 Dog following its owner closely
 - 63 Suffix with south
 - 64 Co. VIPs
 - 65 Uncle, in Argentina
 - 66 Pol. middle-of-the-roader
 - 67 — chi
 - 68 Little — (kids)
 - 69 Vietnamese New Year
 - 70 Actress Carrere
 - 71 "— a Very Good Year"
 - 75 Spy's device
 - 76 Capote, to his friends
 - 77 Courtroom promise
 - 78 Big whoop
 - 79 Chris of "Sex and the City"
 - 80 "Ac-Cent — Ate the Positive"
 - 85 Bottom line
 - 87 Dog with Dorothy
 - 88 "What business is — yours?"
 - 89 Magazine mogul Condé
 - 90 Lillian of film
 - 91 Grove growth
 - 92 Give forth
 - 93 Pitchfork part
 - 94 Cincinnati Reds player in the Baseball Hall of Fame
 - 95 "... or — gather"
 - 96 Song syllable
 - 98 Sea, to Yves
 - 102 Avocado dip, informally
 - 103 To boot
 - 105 Barely passing grade
 - 107 Prunes
 - 108 In a snit
 - 109 — nous
 - 110 Sharpener of skills
 - 111 Many mag pages
 - 112 Schleppe
 - 117 School on the Thames
 - 118 Thinker Descartes
 - 120 Kay-ern link
 - 121 Wrath
 - 122 Bus. firms
 - 123 Extra for an iDevice
 - 124 Grassy area
 - 125 Taxing org.
 - 126 Ore —
 - 127 Advice tidbit

For assistance or suggestions on the Puzzle Corner, contact Steve McClellan at (517) 702-4247 or smcclellan@michigan.com. Want more puzzles? Check out the "Just Right Crossword Puzzles" books at QuillDriverBooks.com

SUDOKU

			1					
2				6	5			7
5	1						6	3
	8							6
	3			1			4	
4							8	
9	4						3	2
6			7	2				1
				4				

Difficulty Level ★★★ 7/09

Here's How It Works:
Sudoku puzzles are formatted as a 9x9 grid, broken into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

SUN SAFETY WORD SEARCH

Find the words hidden vertically, horizontally, diagonally, and backwards.

WORDS

- BRIGHT
- CANCER
- CHEMICAL
- DEFLECT
- FILTER
- LAYER
- LOTION
- MELANOMA
- MINERAL
- NANOPARTICLES
- PHOTOSTABLE
- PIGMENT
- PORES
- PROTECTION
- RAYS
- REAPPLY
- RESEARCH
- SENSITIVE
- SHADE
- SPECTRUM
- SPOTS
- SUNBURN
- SUNSCREEN
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5 reasons you should invest in employee development

Kate Lopaze
thejobnetwork.com

With everything so uncertain right now, it may be hard to see how your organization moves forward and where you should be focusing your resources. Many companies are concerned about the impacts of coronavirus and the economic downturn on their bottom lines, and the idea of focusing precious time and money on employee development may not be top of mind. Still, your organization should consider investing in your employee development right now. Let's take a closer look at why.

1. It's building your organization's future

Honestly, many workers are just happy to have a job right now, and many companies are content to stay afloat while navigating choppy waters. However, things will likely calm down soon, and as the new normal settles in you'll want to be prepared with the best workforce possible. Focusing on employee retention and development takes advantage of questions you're likely already asking, such as what kind of leadership is working for your organization, what you need from your employees, and what kind of changes are coming your way.

2. It improves your employer brand

Employee-focused organizations get more positive feedback from current and former employees. In a world where online word of mouth can be everything, this is how you appeal to the best talent. When your team knows that you're invested in their needs and their develop-



GETTY IMAGES

ment, it builds good word-of-mouth and keeps great employees from seeking opportunities elsewhere.

Employee retention is one of the biggest challenges for any organization. If you're retaining your best employees and keeping churn low by meeting employee needs and expectations, it enhances your reputation as a great place to work.

3. It gives you more insight into your employees' potential

Part of any employee development program is assessing the strengths and weaknesses of your current employee pool and identifying both areas for improvement and for the potential for pro-

motion. This legwork helps build a pipeline of internal candidates for promotions or for open positions within the company.

Similarly, knowing any weak spots improves your fortunes as well - better to nip any issues in the bud at an early stage, when intervention can help you put the right people in the right places or move people away from areas where they're not going to perform well.

4. Engaged employees are productive employees

Employee boredom or restlessness is rarely a good thing in any organization. It either hurts productivity as employees start to become emotionally distant

from their jobs or leads to quality employees looking elsewhere for a more satisfying job. The feedback and data you get during an employee development audit and implementation are essential to help you find ways to keep employees engaged and invested in the organization's success.

Training programs, skill development programs, and asking employees for feedback are all ways to keep your workers from feeling disengaged or stagnant in their daily work.

5. Employee development makes good financial sense

Hiring is typically one of the biggest resource investments for any organization - searching for talent, interviewing, hiring, and onboarding are intricate processes that involve many touchpoints and significant costs. Having in-house talent you can use to fill leadership roles (or lateral roles in the company) helps cut down on the external hiring processes that you would otherwise need to do.

Whether you're trying to attract new talent to your changed organizational landscape or keep the great employees you already have, a strong employee development program can help you get where you need to be - both in the short term and the long term. The time and attention you focus on growing employee skill sets and supporting their potential are some of the most important strategic tools you have as a hiring professional.

Kate Lopaze is a career advice journalist for TheJobNetwork.com where this article was originally published. She investigates and writes about current strategies, tips, and trending topics related to all stages of one's career.

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