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Choices for Success

NEWS AND INFORMATION FROM
THE MONROE COUNTY TRANSITION COUNCIL

Click below to visit the Transition Council webpage

www.monroeisd.us/departments/specialed/transition/transitioncouncil/

A Guardian is a person who is authorized by the Probate Court to be responsible for the personal and physical well being of an adult who is unable to make and/or communicate decision on his/her own behalf.

What is a Guardianship?

A Guardian is a person who is authorized by the Probate Court to be responsible for the personal and physical well being of an adult who is unable to make and/or communicate decision on his/her own behalf. The adult who is unable to make decisions on his/her own behalf is sometimes referred to as a Legally Incapacitated Individual (LII).

If you are the parent of a person with a developmental disability, you do not automatically become the legal guardian. You must petition the Probate Court to be named the Guardian.

Michigan's Mental Health Code provides for the appointment of a Plenary Guardian of an individual if found by clear and convincing evidence that he/she is developmentally disabled and totally without capacity to

care for himself or herself or his/her estate. The Mental Health Code provides for the appointment of a Partial Guardian if found by clear and convincing evidence that he/she is developmentally disabled and lacks the capacity to do some, but not all, of the tasks necessary to care for himself or herself or his/her estate.

Guardianship for individuals with developmental disabilities should be used only as necessary to promote and protect the well being of the individual, including protection from neglect, exploitation, and abuse. Individuals with disabilities, even those with guardians, should be encouraged to be as independent and self reliant as possible.



Being named as a guardian does not give a person limitless authority over an individual. A Guardian's powers are restricted to what a judge specifically orders. Typically, a judge will assign someone the power to make and/or communicate legal, medical, financial, and/or placement decisions. Decisions about what to wear, who to be friends with, which type of leisure activities to engage in, etc. remain with the individual.



KEY COMMUNICATION

If you are caring for a person diagnosed with a developmental disability and believe that person needs a guardian, you can contact Monroe County Probate Court for more information. If you currently receive services with Monroe Community Mental Health Authority (MCMHA), your case manager can assist you with this process.

Michigan Rehabilitation Services

903 S. Telegraph Road, Monroe, Michigan 48161 • (734) 241-2440



**MICHIGAN
REHABILITATION
SERVICES**
Primary Role

MRS PROMOTING
ABILITIES
Michigan Rehabilitation Services

www.michigan.gov/mrs

STUDENT SPOTLIGHT

Several years ago, a young man from Monroe County graduated High School; while in school he received Special Education Services for a Learning Disability in the areas of basic reading and written expression.

He applied for services with Michigan Rehabilitation Services (MRS), not “having a clue” of what he wanted to do. He wanted a good job that paid well, but did not want to go to college. We discussed other training options and he visited the Michigan Career Technical Institute (MCTI). He decided to enroll in the Career Assessment Service (CAS) Program at MCTI and discovered he had the skills to be trained in cabinet making and millwork. He completed the cabinet making and millwork program and became a certified Cabinet-Maker/Bench Carpenter.

Coincidentally, he had relatives in North Carolina and MCTI sent his resume to a business there that was familiar with MCTI training and he was hired for an opening with that business. He moved to North Carolina, staying with his relatives, and worked full-time and overtime (60 hours per week), earning \$12.75 per hour with benefits. After a while he was able to get his own apartment and purchase a vehicle. A few years later he came to Monroe MRS office while he was visiting in Michigan; he stated he did not know if he would retire at his current job, but it sure has provided him with opportunities.

CAREER CHOICES

Certificate of Completion Programs

- ✓ Certified Woodworking Machine Operator
- ✓ Certified Woodworking Machinist
- ✓ Certified Woodworking Moulder Specialist
- ✓ Certified CNC Woodworking Specialist
- ✓ Certified Cabinetmaker/Bench Carpenter

PROGRAM DESCRIPTION

MCTI’s Cabinetmaking/Millwork Program is one of the best-equipped shops in the nation for cabinet making and millwork training. Students are trained in the operation of state-of-the-art CNC panel processing equipment, spindle moulders, profile grinders, and numerous other woodworking machines. Students work on individual as well as production projects.

Strong industry involvement helps ensure students have marketable skills upon graduation. Flexible training options provide students with an opportunity to develop individual skills depending on interest and ability.

JOB OUTLOOK

Starting wages vary according to geographic region and area of specialty. However, program graduates typically are offered starting wages 25 to 30% higher than average.

Aptitude/Abilities

- ✓ Careers in this trade are physically demanding
- ✓ Average learning ability
- ✓ Demonstrated ability to compute dimensions
- ✓ Average finger and manual dexterity
- ✓ Average form perception
- ✓ Strong mechanical aptitude
- ✓ Ability to make judgments and execute precision work
- ✓ Academic abilities are detailed on www.michigan.gov/mcti

The primary role of MRS is to facilitate the transition from high school to employment. Schools and families should consider MRS as a possible resource for students who require support to enter the workforce.

Any agency, including MRS, should be invited to Individualized Education Program (IEP) team meetings when the student is still in school if the agency is potentially going to provide or pay for services or supports for the student. Early involvement with MRS helps provide for a seamless transition for the student.

A student must apply to receive MRS services. Eligibility for MRS is based on the student having a physical/mental impairment resulting in a significant barrier to employment that requires vocational rehabilitation services to achieve an employment outcome.

The MRS and School Relationship Building relationships between schools and MRS is imperative to creating a seamless transition program. Productive partnerships are based on mutual respect and understanding of the challenges and responsibilities of each respective partner. Like all relationships, partnerships between schools and MRS take effort, communication, and ongoing improvement. Effective collaboration is worth the effort because when schools and MRS work together, students benefit. Schools and MRS both have an equal responsibility to build a renew their partnership.

Transition Planning Presentations for School Year 2013-2014

As your child moves through high school, you are probably feeling emotions of excitement, relief and worry. To help ease the transition into adulthood, we invite you to a presentation for students who have IEPs or 504 plans. While this becomes more important during the junior and senior years, all high school students and their families are invited to attend.

Whether your child is planning on going to college, entering the workforce...or is unsure about his/her post-high school plans, the presenters can offer a variety of services that may be of benefit. In addition, these community agencies can and will attend senior IEP meetings to discuss specific needs that you or your child may have.



For more specific information on the below mentioned Transition Planning Presentations, please visit the Transition web page.

October 23, 2013 Airport High School8:30-10:30Room 64A
November 5, 2013 Bedford High School8:30-10:30Auditorium
November 19, 2013 Jefferson High School1:00-2:30Library
December 3, 2013 Dundee High School1:05-1:55Media Center
February 11, 2014 Airport High School6:30-8:30Media Center
March 20, 2014 Monroe County ISD6:30-8:30PD Bld. D



The Monroe County Intermediate School District Transition Center is a special education program designed to facilitate young adults' independence between the ages of 18-26 in the 3 transition domains:

1. Work-based learning
2. Adult daily living
3. Community based education.

Currently the Transition Center has four distinctly separate classrooms.

Transition Center Classes

- The first classroom is mainly designed to instruct students about pre-vocational skills such as getting along with others at a job, following a supervisor's instructions, and completing required tasks in a timely manner. It also focuses on adult daily living such as cooking, cleaning, and laundry, as well as community based education in which the students learn how to access various businesses and agencies. Most, but not all, first year students to the Transition Center will participate in this classroom when they enter the program.
- The second classroom presents opportunities for the students to participate in three vocational training programs: computer technology, retail technology, and agricultural technology. All 3 trainings are collaboratively managed, as well as job coached, through Goodwill Industries and staff from the Transition Center. The computer technology component takes place at the Life Skills Center on Monroe Street in Monroe. The retail technology class is held at the Goodwill Store on Telegraph Road in Monroe, and the agricultural technology training is housed at St. Isidore Farm on Albain Road.
- The third Transition Center classroom is a vocational training program designed to teach students how to work in a greenhouse. It is referred to as The Greenhouse Project or The Seeds to Success Horticulture Program. This program provides greenhouse training at Matthes Greenhouse on Dunbar Road in Monroe, as well as a class at the Monroe County Community College in which students have the opportunity to earn a Junior Master Gardener Certificate.
- The fourth and final classroom is held on site at Mercy Memorial Hospital in Monroe and is called Project Search. Project Search provides students the opportunity to receive vocational training in the field of health care services. Many of the skills taught at the in this class are transferable to other employment opportunities throughout the community such as restaurants, retail stores, and golf courses. This class also works closely with Michigan Rehabilitation Services in order to obtain and maintain employment for the students upon completion of the training.

Further information about the Monroe County Intermediate School District Transition Center may be obtained by contacting Michelle Parrish at 242-5799 extension 1916 or Doug Allard at 242-5799 extension 1868.

Jocy's Story

Jocy Fisher has been associated with the Monroe County Workforce Investment Act (WIA) Youth Opportunity Program (YOP) since January 2012. Jocy was referred to YOP by her teacher at Bedford Senior High School, located in Temperance, Michigan, because she was potentially going to age-out of the public school system before obtaining enough credits to graduate from high school. Jocy found herself in this predicament due to unfortunate after effects from her short battle with leukemia. Jocy qualified for YOP due to her lack of a high school credential and desired to obtain her GED; knowing that the GED would help her move forward with more significant post-secondary education. Jocy was able to utilize the services provided by YOP in assisting her obtain her GED and is now attending college at the Monroe County Community College with the intentions of eventually becoming a grief counselor. Jocy has also moved out of her family's home and is successfully living on her own with minor assistance.

“ YOP helped me in getting my GED so I could go on to college. ”

JOCY FISHER

Jocy's health struggles began in January, 2007, while in 8th grade, when she started noticing excruciating pain in her chest and eventually sharp pains throughout the rest of her body. In April of 2007, Jocy was diagnosed with Acute Myeloid Leukemia, an aggressive and rare (especially in children) form of blood cancer. Jocy was admitted to the hospital where she began an aggressive regiment of chemotherapy in an attempt to put the leukemia into remission. Jocy experienced many significant after effects associated with her treatment which included lung hemorrhages, a stroke that left her partially paralyzed, and several aggressive bouts of pneumonia. These after effects required being placed in a medically induced coma, chest tubes, and a ventilator to assist her breathing. Although the after effects proved to be far worse than the leukemia, none of them would have occurred had she never been stricken with the leukemia in the first place. In fact, Jocy's leukemia was declared to be in remission by July of 2007, although she

remained hospitalized due to the after effects until February of 2008. At that time Jocy was finally able to return home to continue her recovery from the stroke. She returned home with daily home healthcare and remained on the ventilator for over 2 more years. Jocy indicated that she suffered greatly with depression throughout her long recovery. It wasn't until her health began showing significant, long-term improvement that she was able to better focus on working toward her goals and dreams and gain the upper-hand on her depression.

Jocy was able to return, part-time, to Bedford Senior High School in the fall of 2011. She was able to finally enjoy the social aspects of attending high school, but Jocy found herself significantly behind in the credits she would need to graduate with a high school diploma. Jocy was aware of the YOP through family contacts made during her recovery process and her teacher eventually contacted the YOP and made the referral for services aimed at helping her obtain her GED. Jocy showed that she was ready to test for the GED by scoring well on all her practice GED tests. She even showed what being an avid reader can do by scoring a perfect 800 on the practice Reading GED test! She worked hard in tutoring sessions with her only weak subject being math and eventually enrolled to take her actual GED tests in January 2013. Jocy recently credited her YOP caseworker when she said, "I don't think I could have passed the math part of the GED without the tutoring help I received from my YOP caseworker." She continued by saying, "YOP helped me in getting my GED so I could go on to college." Jocy was able to successfully complete the battery of tests and obtained her GED in April of this year. She was even able to participate in the GED graduation ceremony at Monroe County Community College back in June and celebrate graduation with family members.



Jocy Fisher outside the Whitman Center Campus of the Monroe County Community College in Temperance, Michigan.

While in YOP, Jocy has looked into several career possibilities. She remains active in making her own jewelry which she markets locally, an activity that she began while recuperating in the hospital. She has explored entrepreneurial opportunities along the lines of opening a private business. More recently she has decided that going to school to eventually become a grief counselor is more in line with the skills and understanding that she can bring to people who are in need after suffering a loss.

Jocy still deals with the adverse effects of her paralysis, but overall her health continues to improve. The leukemia that initially plagued Jocy remains in remission to this day. The paralysis in her left side has improved in her legs and she is even able to walk up to 100 feet at a time. She has learned to write with her right hand since her dominant left hand remains partially paralyzed. She continues to be an avid reader and is making good progress in her classes at community college. Jocy is truly a testament to perseverance, commitment, courage, and strong family binds even in the face of seemingly impossible odds. The outlook for Jocy as she moves her life forward looks bright indeed!



What is a Summary of Performance (SOP)?

The Individuals with Disabilities Education Act of 2004 (IDEA 2004) describes an SOP as “a summary of the child’s academic achievement and functional performance, which shall include recommendations on how to assist the child in meeting the child’s postsecondary goals”[20 U.S.C. 1414(c)(5)(B)].

FEDERAL REQUIREMENT

The Summary of Performance (SOP) is required under the reauthorization of the IDEA 2004. The IDEA and its regulations provide no further criteria for the SOP. According to guidance provided by the U.S. Office of Special Education and Rehabilitative Services (OSERS), “State and local officials have the flexibility to determine the appropriate content to be included in a child’s SOP, based on the child’s individual needs and postsecondary goals” (<http://idea.ed.gov>).

Because the SOP is a tool for students’ transition to post-secondary life, *Michigan recommends providing an SOP to all students with an Individual Education Program (IEP) who exits the school system.*

If the student is directly involved in the process of developing an SOP, they will become more invested in the document and making the student more likely to use the SOP as an effective tool for self-advocacy. The student will have a better understanding of which accommodations to ask for and in which settings. Another helpful practice to assist the student is to include documents that may be useful in establishing eligibility for services from post-secondary supports such as Michigan Rehabilitation Services or an office of disability services at a college.

The SOP should be completed during the final year of the student’s education, but the process may begin at any time.

The process also should be started early enough to consider when the SOP will need to be available for the student. For example, a student’s post-secondary goals may include college or vocational educational.

No matter when the student first uses their SOP

“ The SOP should be completed during the final year of the student’s education, but the process may begin at any time. ”

the document should be reviewed and reflect any recent changes.

Local Community Resources

Bedford Township Housing Commission

Contact: Susan Soda

Address: 8745 Lewis Avenue • Temperance, MI 48182

Phone: 734.847.3950

Email: ijlc@accesstoledo.com

Description: Government housing for low-income seniors and persons with disabilities. Rent is based on income [30% of adjusted income], 97 one-bedroom and two-bedroom garden apartments.

Comprehensive Services for the Developmentally Disabled [CSDD]

Contact: Melissa Turner

Address: 98 Winchester Street • Monroe, MI 48161

Phone: 734.241.7011

Email: mturner@csdd.org

Website: www.csdd.org

Description: CSDD provides job placement, job coaching, and follow-along services to individuals desiring community employment. Recreational, vocational, and therapeutic services are also offered.

Goodwill Industries of Southeastern MI, Inc.

Contact: John Haught and Cindy Petrowski

Address: 235 North Telegraph Road • Monroe, MI 48162

Phone: 734.457.3447

Email: jhaught@goodwillsemi.org

Website: www.goodwillsemi.org

Description: Goodwill’s Workforce Department offers a variety of employment related services that are individually designed to help both students and adults advance in their careers and improve their quality of life.

Our Industrial Contracts Services can benefit businesses through cost effective production on-time delivery, quality workmanship and industrial experience. Our Secure Shredding Service can provide peace of mind for businesses while providing jobs and helping our environment through recycling. We collect, protect and destroy sensitive documents. Goodwill partners with DELL to responsibly recycle an unwanted computer and related equipment at no cost. Our Retail Stores provide you with quality merchandise at a fraction of the original price. With the revenue generated, people prosper, improving their quality of life and add value to their communities.

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HOME, Inc.

Contact: Rexine Newhouse

Address: 852 West Elm Avenue • Monroe, MI 48162

Phone: 734.242.2177

Email: rexinenewhouse@yahoo.com

Website: www.homesupportedliving.org

Description: The services offered by HOME, Inc. include community supported living arrangements. Training, care, and supervision are provided for up to 16 adults in this licensed group home.

Mastrofrancesco AFC Inc.

Contact: Kim Emery

Address: 13795 Alton Road • Monroe, MI 48161

Phone: 734.243.6140 or 419.340.5317

Email: Kemery481@comcast.net

Description: Mastrofrancesco is a non-profit organization specializing in residential respite care and community living support for individuals with mental impairments and/or developmental disabilities. The organization offers services in the consumer's home or in group home settings in contract with the Monroe Community Mental Health Authority.

MI Department of State

Address: 1107 South Telegraph Road • Monroe, MI 48161

Phone: 734.241.0272

Website: www.MI.gov/sos

Description: The mission of the Department of State is to provide the most efficient and effective services to the people of MI through the licensing of drivers and the registration and titling of vehicles; regulation of automobile dealers and repair facilities; registration of voters and administration of elections; and the streamlined collection of revenue.

Michigan Rehabilitation Services (MDLEG-RS)

Contact: Terrie Hylton

Address: 903 South Telegraph Rd., Suite B • Monroe, MI 48161

Phone: 734.241.2440 or 734.241.1324 (direct line)

Email: hylton@michigan.gov

Description: Michigan Rehabilitation Services (MRS) helps persons with disabilities prepare, find and keep a job.

MI Works! Association

Address: 2500 Kerry Street, Suite 210 • Lansing, MI 48912

Phone: 517.371.1100

Fax: 517.371.114

Website: www.MIworks.org

The Mon Arc of Monroe, Inc.

Contact: Linda Lamb, Executive Director

Address: 6021 Parkside Drive • Monroe, MI 48161

Phone: 734.241.5881

Email: arcmonroe@sbcglobal.net

Website: <http://www.monarcmonroe.org>

Description: The Mon Arc of Monroe, Inc. is a non-profit agency. Our main objective is to advocate for the developmentally disabled in Monroe County. The Arc does this through assisting families with IEP's, PCP's, Court Hearings, home and office visits, telephone calls, and any other means to help our consumers. Dignified Life Styles has a survey that may be completed at the Mon Arc office with the consumer and staff, if desired. Volunteers visit the homes and day programs to insure that our people have the best quality of life possible. The Mon Arc of Monroe is also a Representative Payee for nearly 100 consumers in the community. We assure that their funds are spent wisely and their bills are paid regularly.

Monroe County Community College Disability Services Office

Contact: Kristine Gerlach

Address: 1555 South Raisinville Road • Monroe, MI 48161

Phone: 734.384.4167

Email: kgerlach@monroeccc.edu

Website: www.monroeccc.edu

Description: Monroe County Community College provides scheduling, troubleshooting, support and accommodations for eligible students with disabilities. Please contact this office for questions regarding documentation, test accommodations, or assistive technology.

Monroe County Health Department

Address: 2353 South Custer Road • Monroe, MI 48161

Phone: 734.240.7800 or 888.354.5550 (toll free)

Fax: 734.240.7815

Website: www.monroemi.org/monroe

Description: The Monroe County Health Department provides a variety of services to employers and employees, including career counseling, job search assistance, supportive services, occupational skills training, and assessment for employees.

(Resources continued on next page)

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Monroe County Intermediate School District

Contact: Michelle Parrish, Transition Facilitator

Address: 1101 South Raisinville Road • Monroe, MI 48161

Phone: 734.242.5799 x1868

Email: michelle.parrish@monroecisd.us

Website: www.misd.k12.mi.us

Description: The Monroe County Intermediate School District (MCISD) is a regional educational agency consisting of nine constituent public school districts, two public charter schools, and 15 non-public schools.

The MCISD serves as a link between local districts and the MI Department of Education, providing specialized services, including transition services for eligible and enrolled Monroe County students, up to age 26.

Monroe County ISD Youth Opportunity Program (YOP)

Contact: Patricia Kane

Address: 1101 South Raisinville Road • Monroe, MI 48161

Phone: 734.242.5799, ext. 1516

Email: kane@misd.k12.mi.us

Website: www.misd.k12.mi.us

Description: The Youth Opportunity Program can provide services to Monroe County residents ages 16-21 who meet certain income guidelines and other criteria.

We can offer a variety of employment and training services catered to the younger population ranging from career exploration and facilitation, job search assistance, job shadows, supportive services, occupational skills, and more.

We also offer educational assistance to individuals to help finish high school, receive a diploma or prepare for the GED exam.

Monroe Community Mental Health Authority

Contact: Bridgitte Gates

Address: 1001 South Raisinville Road • Monroe, MI 48161

Phone: 734.384.8780

Email: bgates@monroecmha.org

Website: www.monroecmha.org

Description: Monroe CMHA provides services to Monroe County Medicaid recipients and Monroe County residents with no insurance (known as indigent) dependent upon service eligibility criteria through the Southeastern partnership. Our Access Department provides crisis services, authorization for inpatient hospitalization of all Medicaid and indigent consumers and the initial intakes for entry into our services. We have several departments that provide services to children and families, individuals with developmental disabilities, adults with mental illness and all age groups for co-occurring (mental illness and substance abuse) individuals. Our services range from short term outpatient services, targeted case management, supports coordination and Assertive Community Treatment (ACT). Individuals should contact the Access Department for a screening for eligibility for services.

Monroe County Opportunity Program (MCOP)

Contact: Stephanie Kasprzak

Address: 1140 South Telegraph Road • Monroe, MI 48161

Phone: 734.241.2775 or 734.243.1520

Email: skasprzak@monroecountyop.org

Description: The mission of MCOP is to enhance the quality of life and promote self-sufficiency through community action.

Monroe Department of Human Services

Contact: Gerry Prekert

Address: 903 South Telegraph Road • Monroe, MI 48161

Phone: 734.243.7200 or 734.243.7209

Email: prekertg@MI.gov

Description: The Monroe Department of Human Services provides various financial services for customers such as the Family Independence Program, the Food Assistance Program, many different medical assistance programs, the State Disability Assistance Program, and a daycare program. Other services include Children's Protective Services, foster care, an adoption program, juvenile justice initiatives, and various adult services programs.

Monroe Life Skills Center for Independent Living

Contact: Kelly Meadows

Address: 15515 S. Dixie Highway, • Monroe, MI 48161

Phone: 734.682.5271

Email: kmeadows@aacil.org

Website: monroe.aacil.org

Description: Monroe Life Skills Center for Independent Living provides support and training to individuals with disabilities.

Services offered are:

- Individual and Group Counseling
- Low income housing assistance
- Workplace Skill and Competencies
- Problem solving
- Cognitive skills
- Oral communication skills
- Work ethic
- Interpersonal and teamwork skills
- Education
- Ebay and E-Commerce Classes
- Instruction to begin a business/earn income at home full/part time
- Computer Software Training:
 - Introduction
 - Advanced
- Microsoft®: Word, Excel, Office, Access, Outlook, PowerPoint
- Typing 101 and computer keyboarding
- 4th through 12th Grade Assistance
- Individual Assistance/ Training:
 - GED Prep
 - Intro to College on Campus
 - Soft Skills Training:
 - Module #1: Self Discovery
 - Module #2: Personal Power
 - Module #3: Human Relations
 - Module #4: Attitude Assessment

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The Salvation Army of Monroe County

Contact: Kyle Hudson

Address: 815 East First Street • Monroe, MI 48161

Phone: 734.241.0440

Email: kyle_hudson@usc.salvationarmy.org

Website: www.salvationarmy.org

Description: The Salvation Army of Monroe County provides many services, including:

- family and single women shelter
- emergency food assistance
- utility assistance
- prescription, medical, optical and dental assistance
- seasonal assistance for school supplies, winter coats, scarves and gloves, and Christmas food baskets and toys

United Way of Monroe County

Contact: Rusty Davis

Address: 216 North Monroe Street • Monroe, MI 48162

Phone: 734.242.1331

Email: rdavis@monroeuw.org

Website: www.monroeuw.org

Description: The United Way of Monroe County, Inc. raises funds from generous individuals and businesses through an Annual Campaign. Then, a trusted panel of community volunteers, Fund Distribution, distributes the funds to programs and services that serve the critical needs of local residents throughout Monroe County.

United Way of Monroe County, Washtenaw UW & UW of Southeast MI

Contact: Rusty Davis

Address: 216 North Monroe Street • Monroe, MI 48162

Phone: 2-1-1

Agency Phone: 734.242.1331 (Rusty Davis)

Email: rdavis@monroeuw.org

Website: www.monroeuw.org

Description: 2-1-1 is an information and referral source for community human service agencies.



MONROE COUNTY INTERMEDIATE SCHOOL DISTRICT

Special Education

1101 S. Raisinville Road, Monroe

www.monroeisd.us



The Monroe County Intermediate School District does not discriminate on the basis of religion, race, color, national origin, sex, disability, age, height, weight, marital status or familial status in its programs, activities or in employment. The following person has been designated to handle inquiries regarding the non-discrimination policies: Elizabeth J. Taylor, Assistant Superintendent for Human Resources and Legal Counsel, 1101 S. Raisinville Road, Monroe Michigan 48161; Telephone: 734.242.5799, ext. 1200.