Agenda of Regular Meeting

The Board of Trustees
Van Buren ISD

A Regular meeting of the Board of Trustees of Van Buren ISD will be held November 4, 2026, beginning at 4:00 PM in the Van Buren Conference Center
490 S Paw Paw Street
Lawrence, MI 49064.

Items to be discussed, considered, or acted upon are listed below and may be taken in a different order. Unless removed, consent agenda items will be approved in a single action. The public is invited to attend. Individuals needing accommodations, wishing to provide public input, or asking questions regarding any item before the Board are encouraged to contact Superintendent Dave Manson at dmanson@vbisd.org.

I. **REGULAR MEETING**
A. Approval of Draft Agenda **(ROLL CALL VOTE)** 2

Board of Education

Mary Ann Middaugh – President
John Weiss – Vice President
Karen Makay – Treasurer
John Faul – Secretary
Roger Engle - Trustee

Contact

Board of Education
Van Buren Conference Center
490 S. Paw Paw Street
Lawrence, MI 49064

Agenda of Regular Meeting

November 4, 2026 at 4:00 PM

Items listed may be discussed and acted upon in a different order. Consent agenda items will be approved in a single action unless removed. The public is welcome to attend. For accommodations, public input, or questions, please contact Superintendent Dave Manson at dmanson@vbisd.org

I. REGULAR MEETING

A. Approval of Draft Agenda **(Roll Call Vote)**
B. Consent Agenda - **(Roll Call Vote)**
   1. Minutes
   2. Composites, Payroll and Imprest Summaries
C. Board/Superintendent Travel **(Roll Call Vote)**
D. Communications
E. Public Comments

II. INFORMATIONAL ITEMS

A. Board Updates
B. Superintendent Update
C. Department Updates
   1. Out-of-School-Time Work – *Erin Kucharski and Christine Janssen*
   2. Special Education
   3. Technology Services
   4. Early Childhood
   5. Finance and Operations - Audit

III. ACTION ITEMS

A. Approval of Bright Future Bid Package **(Roll Call Vote)**
B. Approval of Employment of New Staff **(Roll Call Vote)**
C. Approval of Staff Resignations and Retirements **(Voice Vote)**

IV. OTHER BUSINESS

A. Adjournment
   1. Motion to Adjourn Meeting **(Voice Vote)**

The Van Buren Intermediate School District does not discriminate based on race, color, national origin, ethnicity, religion, sex (including gender identity or expression, sexual orientation, pregnancy, childbirth, or a related condition), age, height, weight, familial status, marital status, military service, veteran status, genetic information, disability, or any other legally protected characteristic. It prohibits unlawful discrimination, including harassment and retaliation, in any educational program or activity it operates, including admissions and employment.
Inquiries regarding unlawful discrimination, including unlawful harassment and retaliation, should be directed to the designated Title IX and Section 504 Coordinator, HR Administrator, 490 S. Paw Paw Street, Lawrence MI 49064, 269-539-5439, hr@vbisd.org. and/or to an agency with jurisdiction, such as the U.S. Department of Education's Office for Civil Rights, the Michigan Department of Civil Rights, the Equal Employment Opportunity Commission, or the Department of Justice.

B. Consent Agenda - **(ROLL CALL VOTE)**

1. Minutes 4

The **Regular Meeting** of the Van Buren Intermediate School District Board of Education was held in person on **September 30, 2026,** in the Board of Education office and called to order at **4:00 PM** with four Board members present, as Mr. Engle was unable to join.

Weiss moved to approve September 30, 2026, draft agenda as presented. Supported by Makay. Roll call vote. Makay – yes, Faul – yes, Weiss – yes, and Middaugh – yes. Motion carried.

Makay moved to approve the Consent Agenda (***September 2, 2026, Minutes, Composite and Summaries***). Supported by Faul. Roll call vote. Faul – yes, Weiss – yes, Makay – yes, and Middaugh – yes. Motion carried.

Faul moved to approve the Board and Superintendent Travel for September and October.

Pre-Approval

Name	Date(s)	Location	Estimated Cost Conference:	Hotel:	Flights:	Sum:
Dave Manson	10/16 - 10/17	MASB ALC Lansing	$1,100	$300		$1,400
Mary Ann Middaugh	10/16 - 10/17		$1,100	$300		$1,400
John Weiss	10/15 - 10/17		$1,100	$680		$1,780
Karen Makay	10/14 - 10/17		$1,100	$980		$2,080

Post Approval

Name	Date(s)	Location	Actual Cost Conference:	Hotel:	Flights:	Sum:
Dave Manson	Sept. 22 - 25	MASA Fall Conference	$700.00	$792.12	N/A	$1,492.12

Supported by Weiss. Roll call vote. Weiss – yes, Makay – yes, Faul – yes, and Middaugh – yes. Motion carried.

During Public Comment, current VBISD employees shared comments with the Board regarding the districts' recently updated branding guidelines.

Board Members' Updates: Ms. Middaugh attended Carrie Felt's (a VBISD employee) celebration of life. She also attended a walk-though of VBTech Center to examine current projects occurring around the building. Mr. Faul shared the news of a Workforce Development Board Chair vacancy (education focus), which represents Berrien, Cass, and Van Buren County, that he has been asked to take.

Superintendent Updates: The Superintendent shared updates on VB Tech indoor air quality concerns and the district's ongoing work with environmental professionals to monitor conditions and address contributing factors. Additional updates included information regarding the Federal Scholarship Tax Credit, efforts to gather parent feedback through upcoming open houses as part of strategic planning, and improvements to the Recognition Pathway and proposed repairs to the Nature Trail boardwalk.

New Covert Generating Company Settlement Agreement – *John Faul***:** *The Board received an update regarding the New Covert Generating Company Settlement Agreement.*

The following departments provided updates to the Board and the community:

Human Resources: *The Human Resources report highlighted a successful New Hire Orientation for 44 new employees, with continued use of participant feedback to improve the experience. Additional updates included training and ongoing check ins for the district's mentoring program, as well as implementation of a standardized email signature featuring the new VBISD logo to support accessibility and consistent district branding.*

Multilingual: *The Multilingual and Migrant Services report highlighted strong summer programming through Project NOMAD, which served 557 students and out of school youth, representing a 13 percent increase from the previous summer. Additional updates included recognition of a student who self published a coloring book, expanded professional learning for multilingual educators, and changes to the state funding model for multilingual learner services. Multilingual Board Report 9-30-…*

Instructional Services: *The Instructional Services report highlighted efforts to strengthen collaboration among literacy and math coaches and prepare local districts for implementation of Public Act 146 through coaching, consultation, and professional learning. Additional updates included the conclusion of the Grow Your Own grant after supporting more than 400 candidates, as well as continued growth of Adult Education Multilingual programming and expanded opportunities to connect learners with education, employment, and workforce training.*

CTE/VBT: *The Career and Technical Education report highlighted increased enrollment at Van Buren Tech, with approximately 75 more students than the previous year, and implementation of the new EPIC employability skills framework focused on Engagement, Professionalism, Initiative, and Communication. Additional updates included student Emergency Action Plan presentations, participation in the International Manufacturing Trade Show, and hands on career exposure for Law Enforcement students through a training exercise with the Van Buren County SWAT Team.*

Action Items:

Makay made the motion to approve the following resolution:

RESOLVED, the Board of Education approves a change in the following substitute rates effective August 24, 2026.

Teachers (7-7.5 hour day) - $135 per day; (4 hours or less) $70 per ½ day
Program Assistants (7-7.5 hour day) - $100 per day; (4 hours or less) $55 per ½ day
GSRP Lead Teachers - (8 hour day) - $135 per day; (4 hours or less) $70 per ½ day
GSRP Associate Teachers (8 hour day) - $110 per day; $60 per ½ day
Transportation - $17 per hour (Drivers); $15 per hour (Attendants)
Custodians - $15 per hour
Clerical/Secretarial - $15 per hour

Retired or Experienced VBISD Professional Staff - daily rate based on full day/half day

- Less than 5 years of experience in public schools - Step 1 of the appropriate pay scale
- 5 or more years of experience in public schools - Up to Step 10 of the appropriate pay scale with proper documentation

Retired or Experienced VBISD Support Staff - daily rate based on full day/half day

- Less than 5 years of experience in public schools - Step 1 of the appropriate pay scale
- 5 or more years of experience in public schools - Up to Step 4 of the appropriate pay scale with proper documentation

Long Term Support and Teacher Substitutes - (defined as 10 or more consecutive school days) - up to Step 1 of the appropriate pay scale.

Current VBISD Support Staff Rates

Classification	Sub For	Number of Days To Sub	Rates
Support	Support	5 or Less Days	Current hourly rate
Support	Support	6+ Days	Current hourly rate or hourly rate of the corresponding pay scale/step/base rate, whichever is greater
Support	PSM	9 or Less Days	$135 per day or current hourly rate, whichever is greater
Support	PSM	10+ Days	Step 1 or current hourly rate, whichever is greater

**Migrant program excluded

Supported by Weiss. Roll call vote. Weiss – yes, Makay – yes, Faul – yes, and Middaugh – yes. Motion carried.

Weiss made the motion to approve the following resolution:

RESOLVED, the Board of Education authorizes the Superintendent, David D. Manson, to review, approve, and execute on behalf of Van Buren Intermediate School District the Consent to and Approval of Settlement Agreement and Release involving New Covert Generating Company, LLC, Covert Township, and Van Buren County.

The Superintendent is further authorized to execute any additional documents, acknowledgments, releases, stipulations, or other related documents reasonably necessary to effectuate VBISD's consent to and approval of the Settlement Agreement and Release and to bring the related litigation to a final resolution.

RESOLVED, the Board of Education authorizes the Superintendent to take such additional actions as may be reasonably necessary to implement the terms of this Resolution and VBISD's obligations as an approving taxing entity under the Settlement Agreement and Release.

Supported by Makay. Roll call vote. Makay – yes, Faul – abstained, Weiss – yes, and Middaugh – yes. Motion carried.

Faul made the motion to approve the following resolution:

RESOLVED, that the Board of Education accepts the resignations/retirements of the staff listed.

Name	**Resignation/Retirement Date**
Adam Cornelius, Auto Instructor	Resignation - 09/15/2026

Supported by Weiss. Voice vote. Motion carried.

Makay made the motion to adjourn the meeting. Supported by Weiss. Voice vote. Meeting adjourned at 5:01 PM.

Respectfully submitted,



_____

John Faul, Secretary
Van Buren Intermediate School District
Board of Education, Lawrence, Michigan

2. Composites, Payroll and Imprest Summaries 8

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

OCTOBER 2026

VOUCHERS

Imprest Fund	4,561,219.73
Payroll Fund	4,392,655.89
Purchasing Cards	130,608.69
EduStaff ACH	30,827.53

PAYROLL SUMMARY

General	1,249,083.80
Special Education	2,751,734.15
Vocational Education	391,837.94
Student Activity Fund	-
Total	**4,392,655.89**

IMPREST VOUCHER SUMMARY

FUND	CHECKS	TRAVEL	PURCHASING	TRFS/SALES	TOTAL
General	3,662,536.01	16,802.95	47,797.79	(21,669.07)	3,705,467.68
Special Eduation	574,265.38	15,916.01	27,899.78	11,666.31	629,747.48
Vocational Education	294,020.50	2,442.51	54,687.29	10,002.76	361,153.06
Capital Projects	30,397.84	-	-	-	30,397.84
Student Activity Fund	-	355.68	223.83	-	579.51
Total	**4,561,219.73**	**35,517.15**	**130,608.69**	**-**	**4,727,345.57**

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

OCTOBER 2026

BUDGET TO EXPENDITURE COMPARISON 26-27

FUND	BUDGET	ACTUAL & ENCUMBERED EXPENSES	UNENCUMERED BALANCE	YEAR TO DATE VARIANCE
General	30,778,838	11,445,165	19,333,673	(2,468,004)
Special Education	53,070,484	9,385,264	43,685,220	6,093,627
Career Tech Education	18,050,272	3,600,512	14,449,760	1,664,151

CASH FLOW SUMMARY

	ENDING BALANCE 09/01/2026	CASH RECEIPTS	CASH DISBURSEMENTS	ENDING BALANCE 09/30/2026
General	5,366,157	4,483,591	7,402,338	2,447,409
Special Education	21,519,073	3,258,690	5,523,569	19,254,194
Career Tech Education	8,524,033	629,508	1,546,114	7,607,427
Student Activity Fund	26,641	445	391	26,694
Total	**35,435,903**	**8,372,234**	**14,472,413**	**29,335,724**

C. Board/Superintendent Travel **(ROLL CALL VOTE)** 11

Board of Education & Superintendent Travel

Pre-Approval

Name	Date(s)	Location	Estimated Cost Conference:	Hotel:	Flights:	Sum:

Approved, Not Yet Attended

Name	Date(s)	Location	Estimated Cost Conference:	Hotel:	Flights:	Sum:

Post Approval

Name	Date(s)	Location	Actual Cost Conference:	Hotel:	Flights:	Sum:
Dave Manson	10/16 - 10/17	MASB ALC Lansing	$550	$264.15		$814.15
Mary Ann Middaugh	10/16 - 10/17		$800.00	$264.15		$1,064.15
John Weiss	10/15 - 10/17		$675.00	$472.39		$1,147.39
Karen Makay	10/14 - 10/17		$1,050	$915.57		$1,965.57

D. Communications
E. Public Comments

II. **INFORMATIONAL ITEMS**

A. Board Updates
B. Superintendent Update 13

MEMO

DATE: NOVEMBER 4, 2026

TO: BOARD OF EDUCATION

FROM: DAVID D. MANSON, SUPERINTENDENT

RE: SUPERINTENDENT UPDATE

****Mattawan - Crisis Support: (Governance & Board Relations, Community Relations, Staff Relations, Instructional Leadership)**

During times of crisis, coming together across district lines is essential to supporting those affected, and ensuring an effective and coordinated response.

Critical Incident Stress Management (CISM), started in 2013, and currently coordinated by VBISD Mental Health Clinicians and other trained volunteers from across the county, provided structured support to individuals and teams following the recent tragedy in Mattawan. Teams supported both students and staff at Mattawan Consolidated School and at VB Tech to promote healthy coping strategies, and identify those who may benefit from additional support.

The VBISD CISM team's expertise and support during this difficult time and others is much appreciated and highly valued. This service also reflects VBISD's commitment to a culture of compassion, preparedness, and collective strength during challenging times.

****Strategic Planning: Communication: (Governance & Board Relations, Community Relations, Staff Relations, Business & Finance, Instructional Leadership)**

Effective communication is essential to building a collaborative, transparent, and responsive school district. Throughout the VBISD strategic planning process, staff feedback has consistently identified communication as an area where we have opportunities to grow and improve.

Good communication is about more than simply sharing information. It means making sure messages are timely, clear, consistent, and accessible to everyone. As we continue to work through our strategic planning process, we are looking for ways

to strengthen communication across all levels of the organization and ensure staff feel informed, connected, and heard.

To help with this effort, a district-wide staff survey was sent on October 23, 2026. The survey asks staff to share their thoughts on the frequency, timeliness, and clarity of communication, as well as what strategies they believe would be most effective in improving it. Staff were also asked to rank potential communication strategies, identify their preferred methods of receiving information, and provide additional feedback and suggestions.

In addition to gathering staff input, Katy Holverstott, VBISD Assistant Superintendent, has been attending open houses across the organization to collect student feedback as part of the strategic planning process. These conversations provide another important opportunity to hear directly from students and ensure their voices are included as we plan for the future of VBISD.

The feedback gathered from staff and students will help guide the development of an actionable plan to strengthen communication throughout the district. Survey results and the corresponding action plan will be shared with all staff during the January professional development day.

By listening to our staff and students and working together to improve communication, we can build greater trust, strengthen relationships, and create a more informed and connected VBISD community.

Michigan Association of School Board Annual Leadership Conference: (Governance & Board Relations, Community Relations, Staff Relations, Business & Finance, Instructional Leadership)

Mary Ann Middaugh, John Weiss, Karen Makay and Dave Manson were able to attend the Michigan Association of School Boards (MASB) Annual Leadership Conference October 15–18 in Lansing. The conference, themed *"The Art of Leadership,"* brought together school board members, superintendents, and educational leaders from across Michigan to strengthen leadership skills, explore emerging issues in public education, and share strategies for effective school district governance. The event included more than 60 learning opportunities and provided valuable opportunities for collaboration and professional growth.

Here is a summary of a few of the sessions that I attended:

- Thinking on Your Feet: Leadership Lessons from Improv

- Navigating Poverty, Trauma, and Trust in Rural Communities
- Building a Resilient School Culture
- Governing for Inclusion: Systems, Strategies and Outcomes for Students with Disabilities
- Statewide Educational Priorities and Policy Developments
- Own Your Swag: Turn "Too Much" Into Your Superpower
- MASB Federal and State Legislative Update

****VBISD Logo Follow Up: (Governance & Board Relations, Community Relations, Staff Relations, Instructional Leadership)**

At our last Board meeting, several staff members shared public comment regarding the transition to the new VBISD branding and the possibility of allowing certain programs to retain portions of their existing logos or symbols. Prior to the meeting, I had communicated an opportunity for programs and departments to submit requests for consideration, recognizing that some of these symbols have a long history and hold special meaning for the students, staff, and industry partners connected to those programs.

After the meeting, the Superintendent's Office reviewed the requests in collaboration with HR and Marketing. After considering the history and significance of the symbols, I provided provisional approval for certain programs to continue using their existing logos or symbols on a limited, program-specific basis. The next step is to work with those programs to establish clear guidelines for where and how the symbols can continue to be used, including uniforms, apparel, classroom materials, competitions, and other program-related activities.

This approach allows us to recognize and preserve important program traditions while continuing to move forward with a consistent VBISD identity. The use of approved program-specific symbols will be coordinated with the official VBISD logo, and districtwide communications and materials will continue to follow the established VBISD Brand Guide. The broader decision to adopt the new VBISD branding remains unchanged, and our focus is on finding a reasonable balance between honoring the history of our programs and moving forward together with a unified district brand.

C. Department Updates

1. Presentation - Out-of-School Time Program - *Erin Kucharski and Christine Janssen* 17

VBISD Instructional Services

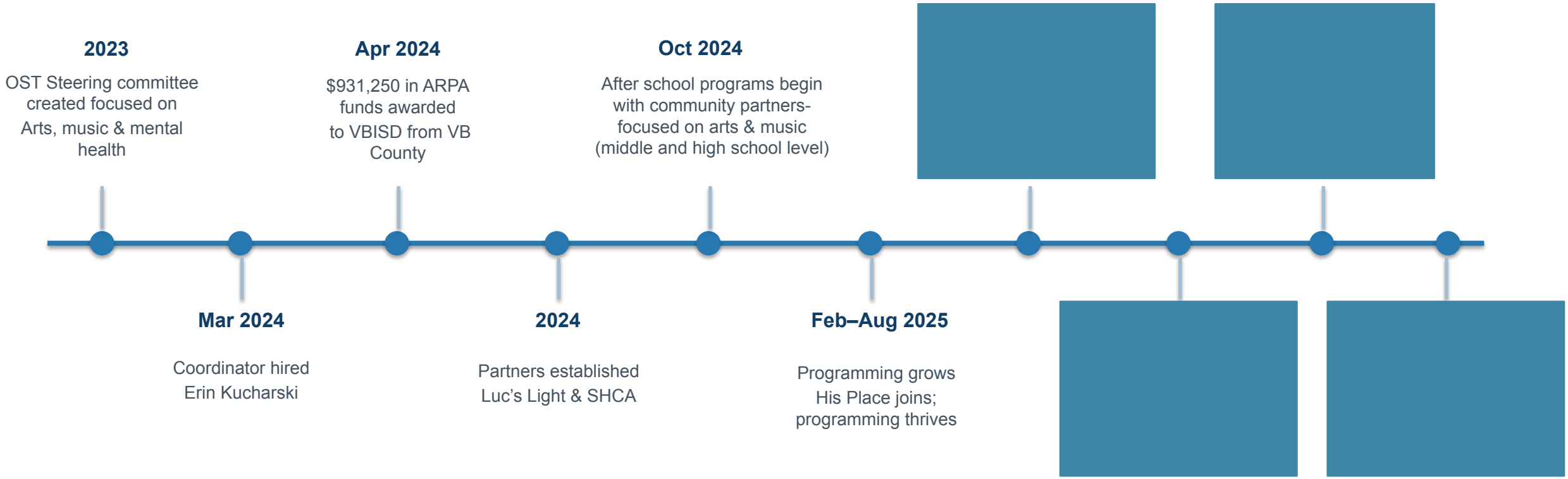
VAN BUREN ISD
OUT-OF-SCHOOL TIME PROGRAM

2025–26 Program Outcomes and Community Impact

Instructional Services

VBYI → OST | From Vision to District Expansion

2023–2026 • Van Buren ISD Instructional Services



SOUTH HAVEN CENTER FOR THE ARTS

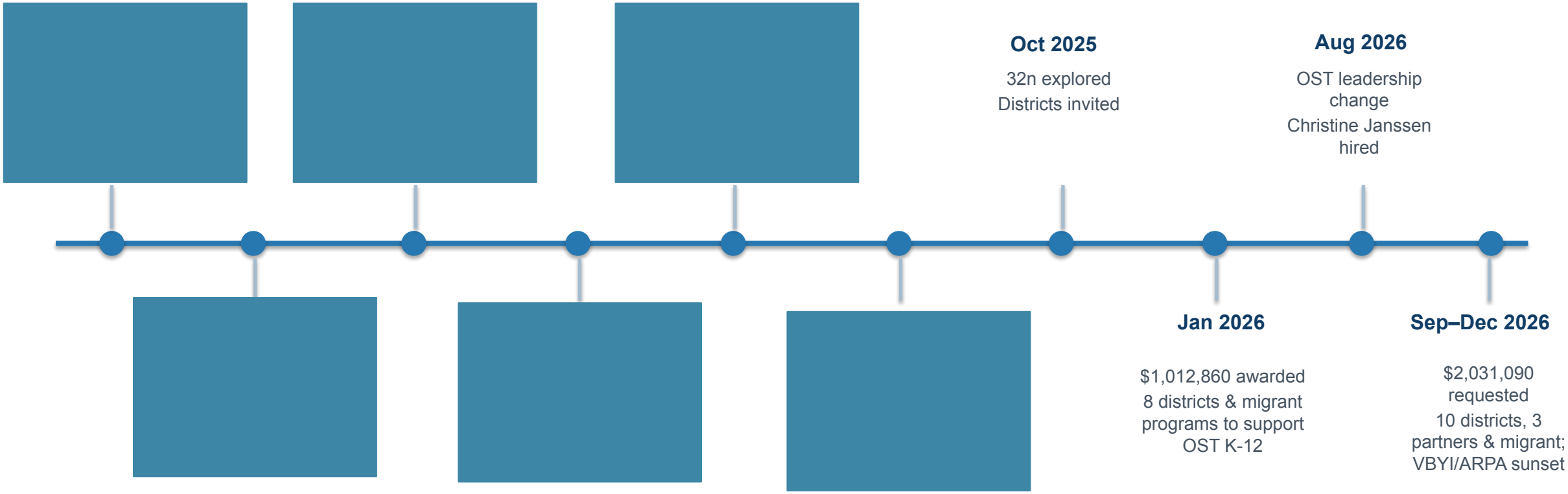
Kerry Hagey

Executive Director



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2023–2026 • Van Buren ISD Instructional Services



Redwood Elementary School



Maggie Platt

Redwood Elementary Principal

32n OST GRANT
ENABLED BROAD REACH ACROSS 9 SITES



- Operated for 161 days across 34 weeks.
- Achieved 89% of site operating-day goals.
- Average daily attendance: 229 school-year and 185 summer.
- 980 unique youth served: 440 school-year and 633 summer.

22

STAFF SURVEY & PROGRAM SUCCESS

87% of staff report overall job satisfaction.

85% link activities directly to school-day curriculum goals.

92% prioritize improving youth academic achievement.

81% know whom to contact regarding daytime school progress.



23

YOUTH REPORT
POSITIVE CLIMATE AND HEALTHY ENGAGEMENT



94% agree adults care about them.

87% report they like attending the program.

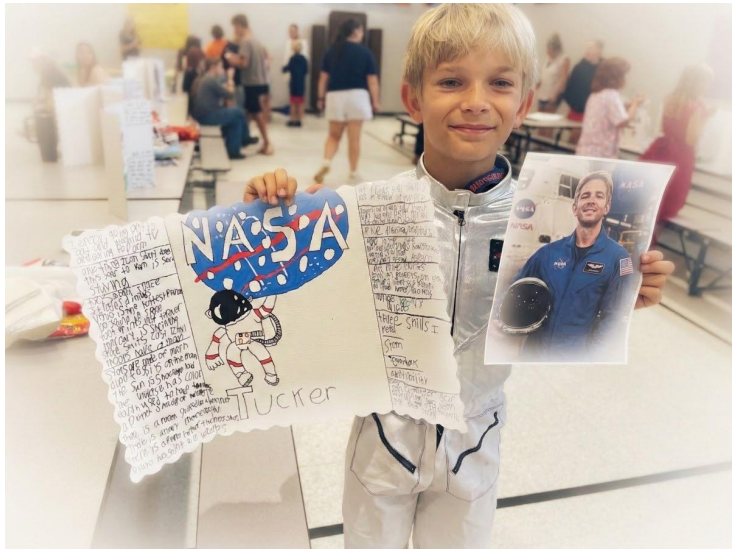
85% value working collaboratively in groups.

85% engage in physical activity during the program.

24

PROGRAM OUTCOMES

Program Provides Critical Economic and Care Support



34% of adults would have to pay for alternative care without the program.

21% of caregivers would need to reduce their work hours.

99% of families feel supported and welcomed.

71% of youth attending “almost daily” showed improved school behaviors.

25

DIRECT IMPACT ON VAN BUREN ISD FAMILIES

“This program has significantly impacted my child… and has substantially decreased both physical and financial stress.”

— PARENT TESTIMONIAL

“Drastically reduced screen time… got her excited about learning new subjects.”

“The cost-free tuition is a miracle, and we are grateful for it.”

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2. Special Education 28

MEMO

DATE: NOVEMBER 4, 2026
TO: BOARD OF EDUCATION
FROM: MONICA MANSFIELD, DIRECTOR
RE: SPECIAL EDUCATION UPDATE

VBISD Special Education

*SE Department Goal & Priority Progress

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Evaluator, Policy Implementer, Crisis Manager, Faculty & Staff Personnel, School Plant & Facilities, Student Personnel, Community Relations, Fiscal Management, Student Achievement

The Special Education Department has started the school year strong, with multiple opportunities to advance our focus on refining and implementing clear, consistent, and collaborative systems, processes, and communication. The Ancillary Collaborative is one of the initiatives launched this school year to translate department priorities into consistent practices across member districts. To accommodate the size of our department, the series is being delivered through two cohorts over the current and next school years.

Session 1 established the foundation for effective team collaboration. Teams developed shared working norms, reviewed meeting processes, strengthened communication practices, clarified team roles and accountability, and discussed local district expectations. Participants also began building collaborative structures, including scheduling and calendar-sharing practices, and developing a regional working document to guide ongoing collaboration and promote consistency throughout the series.

Session 2 built on this foundation by strengthening team members' understanding of their roles and responsibilities throughout the evaluation process. Participants were provided with a rubric to support high-quality decision-making and the development of comprehensive evaluation plans aligned with identified areas of need. Teams also created a "Who's Who" resource outlining each team member's role and expertise. This resource is intended to support internal team collaboration while helping administrators, teachers, and other school stakeholders better understand the multidisciplinary evaluation process.

Looking ahead, the Ancillary Collaborative will continue to build shared understanding, strengthen collaborative practices, and support greater consistency across member districts. As this work progresses, the goal is to translate shared learning into sustainable practices that improve communication, clarify responsibilities, and support equitable access to high-quality special education services for students across Van Buren County.



Local District Support: Professional Learning & Professional Support Services

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Policy Implementer, Faculty & Staff Personnel, Community Relations, Coherent Instruction and Determination of Resources, Establishing a Culture for Learning, Student Achievement

The Special Education Department continues to support local districts through consultation, professional learning, technical assistance, and collaborative problem-solving tailored to student and staff needs. Through the Requests for Observation and Consultation Services (ROCS) process, districts can access specialized expertise and support to strengthen instructional practices, address student needs, and build staff capacity.

During this reporting period, the department received 65 requests for consultation and professional learning support, reflecting a range of needs across member districts:

- 25 BRIDGE Behavior Consultation requests to support behavioral programming and intervention.
- 12 Assistive Technology Consultation requests to explore tools and strategies that support student access and participation.
- 6 Augmentative and Alternative Communication (AAC) Consultation requests to support students' communication needs.
- 22 Professional Learning and Technical Assistance requests addressing topics such as book studies, neuroaffirming practices for inclusive classrooms, classroom environment and structure, curriculum, behavior management, universal supports, paraeducator training, and Functional Behavior Assessments (FBA) and Positive Behavior Supports.

In addition to responding to district-specific requests through ROCS, the department provides structured professional learning opportunities designed to strengthen practice and promote collaboration across the county.

The Special Education Teacher Collaborative (SET-C) is a professional learning series for special education teachers focused on data-driven decision-making, instructional design, and collaborative implementation. Participants examine effective teaming, co-teaching, and adult collaboration as essential structures for delivering strong instruction. Throughout

the series, educators focus on connecting planning, instruction, and collaboration to strengthen educational experiences and improve outcomes for students with disabilities.

Together, these consultation and professional learning opportunities reflect the department's commitment to responsive, collaborative support that addresses local district needs while building the knowledge, skills, and systems necessary to serve students effectively.

*****VBISD Program Spotlight**

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Evaluator, Policy Implementer, Crisis Manager, Faculty & Staff Personnel, School Plant & Facilities, Student Personnel, Community Relations, Fiscal Management, Student Achievement

Member District Participation
School Year 2026-2027: First Quarter

	Participation Per District Total Number (Percentage)		
District	Maple Creek Education Center	Bert Goens Learning Center	Community-based Transition Center
Bangor	(6) 10.9%	3 (4%)	4 (4%)
Bloomingdale	(3) 5.5%	8 (10.67%)	8 (9%)
Covert	(0) 0%	1 (1.33%)	1 (1%)
Decatur	(4) 7.3%	6 (8%)	4 (4%)
Gobles	(2) 3.6%	7 (9.33%)	4 (4%)
Hartford	(9) 16.4%	5 (6.67%)	2 (2%)
Lawrence	(4) 7.3%	3 (4%)	8 (9%)
Lawton	(2) 3.6%	11 (14.67%)	8 (9%)
Mattawan	(10) 16.4%	12 (16%)	19 (21%)
Paw Paw	(12) 21.8%	12 (16%)	13 (14%)
South Haven	(4) 7.3%	7 (9.33%)	20 (22%)
TOTAL:	56	75	91
	222		

Staff & Community Spotlights

Leadership, Level of Professional Awareness, Resourcefulness, Decision Maker, Planner & Organizer, Faculty & Staff Personnel, Fiscal Management, Student Achievement

Congratulations Meghan for being a finalist for the Michigan School Psychologist of the Year!

MASP extends its highest commendations to this year's exceptional nominees and finalists, whose work highlights the extraordinary caliber of school psychology across the State of Michigan:



Meghan Buffenbarger (Van Buren ISD/Mattawan Consolidated Schools) is a compassionate systems leader, mentor, and advocate whose career reflects a commitment to building capacity in others, expanding county-wide professional development, and leading collaborative MTSS and crisis response frameworks.

Special Thank You to Jollay Orchards! 🍎🎃

Thank you to Jolly Orchards for providing pumpkins to BGLC at cost so our students could participate in a fun, hands-on pumpkin activity! They also generously donated donuts and cider for the students who came along to pick up the pumpkins.

A special thank you to Sally Boothby for making this connection and helping create this wonderful opportunity for our students!

We appreciate the generosity and community partnerships that help make meaningful experiences like these possible for our students.



THANK YOU ANDY BACHMAN, for taking the time to repair the indoor ceiling mount that holds the therapy swing at Maple Creek Education Center. We appreciate your willingness to help our students have a safe environment. Van Buren ISD recognizes your generosity in donating your time and service!

3. Technology Services 33

MEMO

DATE: NOVEMBER 4, 2026
TO: BOARD OF EDUCATION
FROM: DAMIAN KOOB
RE: TECHNOLOGY SERVICES BOARD REPORT

**** County Tech Director Meeting Update (**Leadership, Professional Awareness, Communication Skills, Professional Preparation, Community Relations**)**

We continue to hold our monthly County Tech Director meetings for this school year, with the most recent being held on October 8th. We have had all the Districts represented at all the meetings thus far. We keep meeting notes and share to keep everyone on the same page.

I changed up the format of our meetings this year by incorporating a workshop portion that we will dedicate most of our time on. The workshop topics include the issues and challenges that all districts either struggle with or work through with the goal of alleviating the stress behind that process. For the latest meeting, we invited our E-rate consultant to come in and give us an update on the proposed changes to the RFP process and future of e-rate. We also hosted the MiCloud folks virtually for a brief introduction to cloud hosting and backup support, which VBISD utilizes for our immutable backup solutions.

This is a very cordial group willing to share ideas and ask for assistance/recommendations. I appreciate the collaboration we have between all the districts within the county. Most Districts utilize the same or very similar solutions, which helps with our talks and discussions. I'm appreciative of these folks and our conversations.

****Michigan Association for Educational Data Systems (MAEDS) Fall Conference** (Leadership, Professional Standards and Ethics, Communication Skills, Planner and Organizer, Professional Preparation)

Lukas Enciso, Michael Wolfe, Colton Janecke, Matt Rzonca, Kevin Wanko, Ryan Cox, Ernest Klingler, Paul George, Nate Robinson, Jake Kidder, and I ventured north to Acme, MI for the 62st Annual Fall MAEDS conference. This organization and conference cater to the Technology Directors/Coordinators and System Analysts that work in educational technology. The conference has great sessions including Google Apps for Education Admins, AI in Education, and many Cybersecurity discussions. These in-depth sessions play a major role in many of the discussions that we have within the Technology Services department.

I was able to present at this year's conference with a session entitled: "*Memoirs of a Bruised Tech Guy: What Effective Leadership Looks Like*". I have presented at this conference for a few years, and the "Bruised Tech Guy" title is sort of an ongoing theme for my presentations at this conference. Effective leadership is something near and dear to my heart, which I am always eager to share my experiences with

others. One 'aha' thought I came up with for this presentation and with leadership in general is "My way isn't always the right way, but it's the way I think is right".

I feel that the best aspect of this conference is the networking that we get to do with folks from other ISDs/RESAs and local Districts that are experiencing the same sort of things that we do. The theme for this year's conference was 'Tech-Toberfest: No insufficient Memory Here'. This conference traditionally sparks collaboration between our staff and folks from other Districts/ISDs, which is great to see. The other great part of this conference was the team building that occurred within the Technology Services department as well. The department greatly appreciates the Board's commitment to our professional development and opportunity to attend this conference. Thank you!

CrowdStrike Fal.Con National Cybersecurity Conference (Leadership, Professional Standards and Ethics, Communication Skills, Planner and Organizer, Professional Preparation)

On August 31st, Our Network/Server team (Michael Wolfe, Matt Rzonca, Colton Janecke) and I ventured to Las Vegas, NV for the 12th annual Crowdstrike Fal.Con Cybersecurity conference. This was an amazing conference with the sole purpose of taking every aspect of data/network security into consideration. The conference started out with Crowdstrike's President and Founder, George Kurtz outlining his vision for the future of cybersecurity and the solutions they have developed and acquired to assist in their efforts to make organizations such as ours more secure.

Aside from the three keynotes, I attended the following sessions:

- Agentic AI SOC Roadmap: The Future of Security Operations
- Help Desk Hacking: Live demo from an Impersonator
- Agentic AI Response to Zero day in Exposure Management
- Four Identity Mistakes that Adversaries Exploit
- AI Security Lessons from Customer Deployments
- Agentic AI: Risk, Governance and Emerging Standards
- 101 Browser Security
- Continuous Identity: Real-Time Identity Controls that Actually React in Real Time
- Accelerating Modern Data Security Time with Agentic AI Workflows
- AI as a Researcher, AI as a Target
- And many more session… 😊



The information in the sessions was fantastic and at a level that was geared for high-level engagement…which was very cool! We all came away with some great ideas for increasing our cybersecurity posture and look forward implementing them with little impact to our users. I greatly appreciate the Board and Mr. Manson's commitment to our professional development and opportunity for my team to attend this conference. Thank you!

4. Early Childhood 36

MEMO

DATE: NOVEMBER 4, 2026

TO: BOARD OF EDUCATION

FROM: SUSAN REYNOLDS, DIRECTOR OF EARLY CHILDHOOD

RE: EARLY CHILDHOOD UPDATE

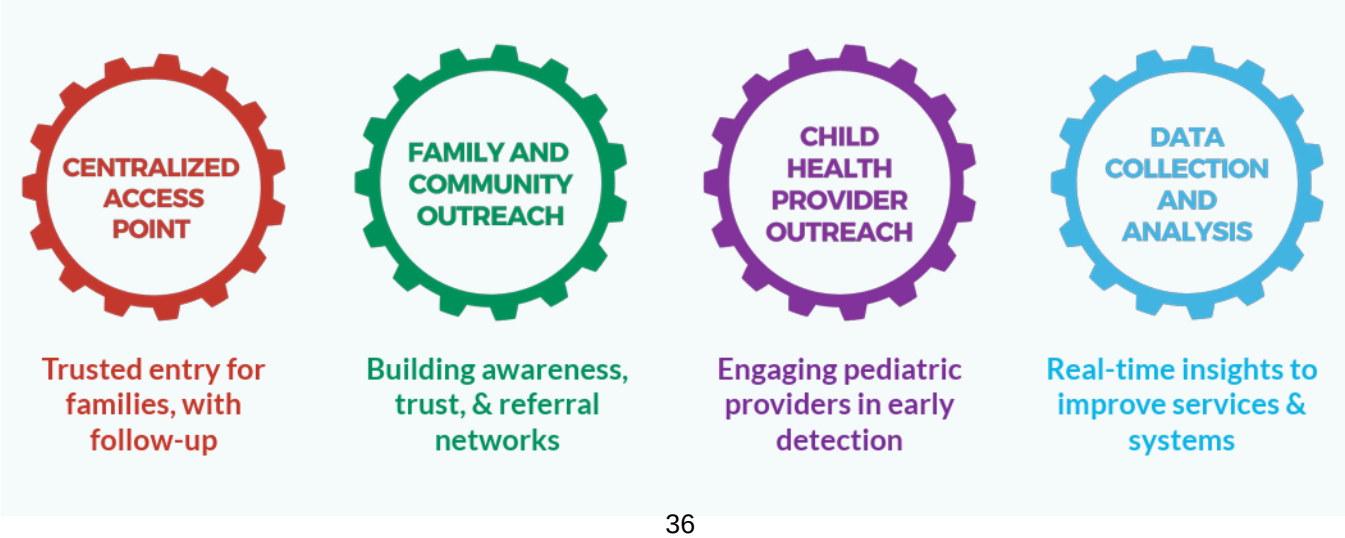
Help Me Grow & Early Learning Partnerships: A New Chapter

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Evaluator, Policy Implementer, Crisis Manager, Faculty & Staff Personnel, School Plant & Facilities, Student Personnel, Community Relations, Fiscal Management, Knowledge and Evaluation, Setting Instructional Outcomes, Coherent Instruction and Determination of Resources, Establishing a Culture for Learning, Student Achievement

Following the elimination of Great Start Collaborative (32p) funding in the previous state budget, funding has been restored for FY2027 through a new Early Learning Partnerships (ELP) framework. We are grateful to the VBISD Board of Education for its commitment to sustaining this important work during the funding gap, allowing us to maintain relationships and continue supporting early childhood collaboration across Van Buren County. This renewed investment provides an opportunity to build on the foundation established through our Great Start Collaborative while expanding our reach and strengthening coordination across the county.

The new legislation brings both renewed funding and a more defined direction for early childhood system-building. All Early Learning Partnerships will implement the Help Me Grow model, a nationally recognized framework designed to connect children and families with services and supports through four core components:

- Centralized Access to Services
- Family and Community Outreach
- Child Health Care Provider Outreach
- Data Collection and Continuous Improvement



VBISD's tentative allocation for FY2027 is $254,662. In addition to supporting local partnerships, the new framework emphasizes family leadership, developmental screening and follow-up, care coordination, and stronger connections across early childhood and community systems.



In October, Sherry Bennett, Jayne Bartz, and Susan Reynolds attended the two-day Michigan Help Me Grow Summit in Mt. Pleasant, joining early childhood leaders from across the state to explore the Help Me Grow framework, learn about implementation expectations, and strengthen connections with regional and statewide partners.

Looking Ahead: This work presents an opportunity to strengthen partnerships with our local school districts, early elementary teams, healthcare providers, and community organizations while expanding equitable access to services across all of Van Buren County. Our goal is to build a more connected system that meets families where they are and helps them access the right supports, regardless of where they first seek assistance.

Strengthening Home visiting: Early On & PAT Family Links Collaboration

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Community Relations, Fiscal Management, Knowledge and Evaluation, Setting Instructional Outcomes, Coherent Instruction and Determination of Resources, Establishing a Culture for Learning, Student Achievement

This fall, the Early Childhood Department has taken an important step toward strengthening collaboration between our Early On and Parents as Teachers (PAT) Family Links home visiting programs.



Three PAT Family Educators have joined our Early On team and have begun providing PAT home visiting services to families whose children are currently receiving Early On-only services. This collaboration brings together the developmental expertise of Early On providers with the family-centered approach of Parents as Teachers, creating opportunities to provide more comprehensive support to children and their caregivers.

While Early On focuses on supporting infants and toddlers with developmental delays or disabilities, PAT Family Links emphasizes parent-child relationships, developmental learning, parenting support, and overall family well-being. By working more closely together, our teams can build on the strengths of both programs while creating a more coordinated experience for families. For families, this means access to both early intervention expertise and additional parenting and family support, creating a more comprehensive approach to supporting their child's development.

Building a Collaborative Team

On October 23, all Early On and PAT Family Links home visitors participated in a joint professional learning session collaboratively developed and facilitated by PAT Family Educator Juliet Anderson and Early On Supervisor Anna McGinnis. The session focused on understanding one another's programs, service delivery models, and areas of expertise. Staff exchanged information, explored opportunities for collaboration, and began developing shared resources to support communication and coordination across teams.

This work is already underway, with three Family Educators gearing up to actively serve families within the Early On framework. As the collaboration continues to develop, we will focus on strengthening team relationships, aligning practices where appropriate, and ensuring families experience connected, responsive services. This initiative directly supports our department goals of reducing barriers for families and strengthening collaboration and efficiencies, while continuing to build a more integrated early childhood system across Van Buren County.

Early Childhood Professional Learning Day - October 23, 2026

Leadership, Level of Professional Awareness, Professional Standards & Ethics, Communication Skills, Resourcefulness, Creativity & Innovativeness, Personality, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Evaluator, Policy Implementer, Crisis Manager, Faculty & Staff Personnel, School Plant & Facilities, Student Personnel, Community Relations, Establishing a Culture for Learning

The Early Childhood Department came together for a day of professional learning designed to deepen instructional practices, strengthen collaboration across programs, and support the diverse needs of young children and families throughout Van Buren County.

The day began with targeted learning opportunities, including required training for preschool staff on confidentiality, FERPA, and supplemental aids and services, while our Early On and PAT Family Links teams participated in collaborative learning to support their expanding work together. Throughout the day, staff had opportunities to participate in sessions addressing early literacy and mathematics, assistive technology, positive behavior supports, trauma-informed practices, mandated reporting, staff wellness, and the use of artificial intelligence in early childhood education. A highlight of the day was the opportunity to learn from both internal VBISD staff and community partners, drawing on the expertise within our organization while strengthening connections across programs.

This day reflects our continued commitment to deepening professional practice, strengthening collaboration, and investing in the people who support children and families throughout Van Buren County. Staff feedback highlighted an appreciation for the variety of learning opportunities and the ability to select sessions aligned with their interests and professional roles. Several sessions received particularly positive feedback, including those focused on fetal alcohol spectrum disorders, staff wellness, trauma, and instructional practices. Staff also identified areas for continued learning, providing valuable input that will help guide future professional development opportunities across the department.

Early Childhood

PROFESSIONAL LEARNING DAY

OCTOBER 23, 2026

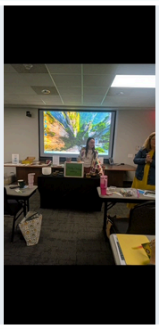
Learning Together. Growing Stronger.









What We Learned

- ✓ Child Development
- ✓ Early Literacy & Math
- ✓ Assistive Technology
- ✓ Pyramid Model
- ✓ Trauma-Informed Practices
- ✓ Mandated Reporting
- ✓ Staff Wellness & Self-Care
- ✓ AI in Early Childhood





Support • Learn • Improve • Together

5. Finance 41



Van Buren ISD

2026 Audit Presentation

Brendan Baker, CPA

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Maner Costerisan

Our Expertise

50+

STAFF

DEDICATED TO THE EDUCATION NICHE

WE PERFORM

OVER

150

MICHIGAN SCHOOL DISTRICT AUDITS ANNUALLY

STRONG

CREDENTIALS

MEMBERS OF
-MSBO
-MASB
-MDE 1022 COMMITTEE
-MDE SINGLE AUDIT REFERENT GROUP
-MICPA
-AICPA

DEEP EXPERTISE & RELATIONSHIPS WITH MICHIGAN'S EDUCATION COMMUNITY

200+

MICHIGAN GOVERNMENTAL CLIENTS

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Audit Results

Excellent team and great work

Financial Statements

- Unmodified opinion

Internal Control findings

- No material weakness
- No significant deficiencies

Compliance for Major Programs

- Unmodified opinion
- Major Programs tested
  - Special Education Cluster
- No findings related to federal awards (using draft Compliance Supplement)

Governance Letter

- Required communication

Management Letter

- No letter in current year

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Statement of Net Position – Gov't Wide

Table A-1
Van Buren Intermediate School District
Net Position

	2026	2025	Dollar Change	Total Percentage Change
Current assets	$ 55,137,929	$ 53,651,939	$ 1,485,990	2.8%
Net other postemployment benefits asset	15,904,063	11,909,565	3,994,498	33.5%
Capital assets	37,989,036	34,271,268	3,717,768	10.8%
Total assets	109,031,028	99,832,772	9,198,256	9.2%
Deferred outflows of resources	21,437,592	25,408,778	(3,971,186)	-15.6%
Long-term debt outstanding	1,196,488	952,358	244,130	25.6%
Net pension liability	55,909,412	66,511,859	(10,602,447)	-15.9%
Other liabilities	9,625,452	9,489,967	135,485	1.4%
Total liabilities	66,731,352	76,954,184	(10,222,832)	-13.3%
Deferred inflows of resources	34,986,410	37,530,858	(2,544,448)	-6.8%
Net position				
Net investment in capital assets	37,695,707	34,159,369	3,536,338	10.4%
Restricted for net other postemployment benefits	15,904,063	11,909,565	3,994,498	33.5%
Unrestricted	(24,848,912)	(35,312,426)	10,463,514	29.6%
Total net position	$ 28,750,858	$ 10,756,508	$ 17,994,350	167.3%

Highlights

- Significant changes in pension and OPEB
  - NPL decreased from $10.6m to $55.9m
  - OPEB Asset increased from $4.0m to $15.9m
- Increase in capital assets of $3.7m
- Increase in net position of $17.9 million

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Budget Comparison – General Fund

Year Ended June 30, 2026	Original Budget	Final Budget	Actual	Variance with Final Budget	% Variance
Revenues	$ 23,795,050	$ 26,695,739	$ 25,800,419	$ (895,320)	-3.35%
Expenditures	26,720,148	29,591,564	28,339,795	1,251,769	4.23%
Excess (Deficiency)	(2,925,098)	(2,895,825)	(2,539,376)	356,449	
Other Financing Sources (Uses)	3,317,000	3,433,000	3,788,036	355,036	
Net change in fund balance	$ 391,902	$ 537,175	1,248,660	$ 711,485	
Fund balance, beginning of year			5,905,492		
Fund balance, end of year			$ 7,154,152		
Fund balance as a % of expenditures			25.24%		

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Budget Comparison – Special Education

Year Ended June 30, 2026	Original Budget	Final Budget	Actual	Variance with Final Budget	% Variance
Revenues	$ 47,399,075	$ 47,222,834	$ 47,583,458	$ 360,624	0.76%
Expenditures	46,475,500	45,394,081	43,818,657	1,575,424	3.47%
Excess (Deficiency)	923,575	1,828,753	3,764,801	1,936,048	
Other Financing Sources (Uses)	(2,439,000)	(2,909,460)	(2,676,311)	233,149	
Net change in fund balance	$ (1,515,425)	$ (1,080,707)	1,088,490	$ 2,169,197	
Fund balance, beginning of year			23,854,357		
Fund balance, end of year			$ 24,942,847		
Fund balance as a % of expenditures			56.92%		

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Budget Comparison – Vocational Education

Year Ended June 30, 2026	Original Budget	Final Budget	Actual	Variance with Final Budget	% Variance
Revenues	$ 16,558,676	$ 16,643,057	$ 16,789,245	$ 146,188	0.88%
Expenditures	17,096,942	18,312,279	16,782,638	1,529,641	8.35%
Excess (Deficiency)	(538,266)	(1,669,222)	6,607	1,675,829	
Other Financing Sources (Uses)	(1,112,000)	(1,061,000)	(1,032,553)	28,447	
Net change in fund balance	$ (1,650,266)	$ (2,730,222)	(1,025,946)	$ 1,704,276	
Fund balance, beginning of year			13,984,059		
Fund balance, end of year			$ 12,958,113		
Fund balance as a % of expenditures			77.21%		

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Notes to the Financial Statements

Note 4
- Capital asset detail – approximately $6.0 million of additions and $2.3 million of depreciation

Note 7
- Pension & OPEB

Net Pension Liability

MPSERS (Plan) Non-University Employers	September 30, 2025	September 30, 2024
Total pension liability	$ 97,436,103,863	$ 95,765,499,515
Plan fiduciary net position	$ 77,403,114,236	$ 71,283,482,728
Net pension liability	$ 20,032,989,627	$ 24,482,016,787
Proportionate share	0.27909%	0.27168%
Net pension liability for the District	$ 55,909,412	$ 66,511,859

Net OPEB Asset

MPSERS (Plan) Non-University Employers	September 30, 2025	September 30, 2024
Total other postemployment benefit liability	$ 9,360,649,860	$ 9,991,545,923
Plan fiduciary net position	$ 15,439,767,833	$ 14,295,943,589
Net other postemployment benefit liability (asset)	$ (6,079,117,973)	$ (4,304,397,666)
Proportionate share	0.26162%	0.27668%
Net other postemployment benefit liability (asset) for the District	$ (15,904,063)	$ (11,909,565)

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Thank You!

Brendan Baker, CPA

BBaker@manercpa.com

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III. **ACTION ITEMS**

A. Approval of Bright Futures Bid Package **(Roll Call Vote)** 51

Owen Ames Kimball
Building Since 1891

Van Buren Intermediate School District
VBISD Bright Futures
Award Summary Sheet
Construction Manager: Owen-Ames-Kimball Co.

VB ISD

	Bid Category	Contractor	Base Bid	Adjustments	Notes	ALT 1: New Dumpster Enclosure, Remove Existing Enclosure	ALT 2: Not Painting Basement	Voluntary Alternates	Total
1	Earthwork	Lounsbury Excavating, Inc.	676,260	28,000	1	7,500			711,760
2	Asphalt Paving	Wyoming Asphalt Paving Co.	118,000						118,000
3	Landscaping	Lounsbury Excavating, Inc.	98,870						98,870
4	Fencing	Justice Fence	21,033			4,000			25,033
5	Concrete	Choice Concrete Construction Inc.	597,770			8,120			605,890
6	Masonry	Ophoff Masonry	546,000						546,000
7	Metals	FCC Construction	970,000						970,000
8	Metal Wall Panels	Versatile Roofing Systems	129,175						129,175
9	Roofing	Versatile Roofing Systems	329,585						329,585
10	Aluminum Glass & Glazing	Midwest Glass & Mirror	399,588						399,588
11	Doors, Frames, Hardware	SA Morman & Company	187,565						187,565
12	General Trades	Roggow Construction Company	372,100						372,100
13	Lath, Plaster, Drywall, & Acoustical (LPDA)	J & M Construction Services	888,560						888,560
14	Flooring	Central Tile & Terrazzo Co., Inc.	235,261						235,261
15	Painting	Eckhoff & DeVries Painting and Wallcoverin	82,250				(5,600)		76,650
16	Casework & Countertops	Grand Valley Wood Products	106,740	9,000	2				115,740
17	Operable Partitions / Folding Doors	LG2 LLC	56,250						56,250
18	Mechanical	A-1 Refrigeration Sales & Service Inc	2,290,000						2,290,000
19	Plumbing	DHE Plumbing & Mechanical, Inc.	544,400						544,400
20	Electrical	Parkway Electric & Communications LLC	1,388,700		3			(51,870)	1,336,830
									0
	General Conditions	Owen-Ames-Kimball Co.	714,879	235		124	(35)	(329)	714,874
	Preconstruction Fee	Owen-Ames-Kimball Co.	21,600						21,600
	CM Fee	Owen-Ames-Kimball Co.	419,417	1,527		810	(231)	(2,141)	419,382
		Subtotal	11,194,003	38,762		20,554	(5,866)	(54,340)	11,193,113
	Demolition	Allowance	30,000						30,000
	Temp Weather Barriers	Allowance	25,000						25,000
	Building Contingency		952,460	3,489		1,850	(528)	(4,891)	952,380
		Billing Subtotal	12,201,463	42,251		22,404	(6,394)	(59,231)	12,200,493
	Furnishings, Fixtures and Equipment		421,711						421,711
	Asbestos Abatement								0
	Technology		316,283						316,283
	AE Fee		700,000						700,000
	Total		**13,639,457**	**42,251**		**22,404**	**(6,394)**	**(59,231)**	**13,638,487**

NOTES

1 ADD DEWATERING ALLOWANCE AS BASE BID

2 ADD ROOM 119 & 126 TO BASE BID

3 DEDUCT FOR ALUMINUM FEEDERS, GENERAC GEN IN SPEC, ADD FOR LEVEL 2 SOUND

Van Buren Intermediate School District
VBISD Bright Futures
Award Summary Sheet
Construction Manager: Owen-Ames-Kimball Co.

RECOMMENDED MOTION

I move that Owen-Ames-Kimball Co. be authorized to issue Notice of Pending Awards, in the amount indicated, to contractors and suppliers listed below, pending confirmation that all requirements of the Contract Documents have been met. Furthermore, that upon receipt by Owen-Ames-Kimball Co. of the appropriate documentation, contracts be awarded to these contractors and suppliers by Van Buren Intermediate School District

1	Earthwork	Lounsbury Excavating, Inc.	711,760
2	Asphalt Paving	Wyoming Asphalt Paving Co.	118,000
3	Landscaping	Lounsbury Excavating, Inc.	98,870
4	Fencing	Justice Fence	25,033
5	Concrete	Choice Concrete Construction Inc.	605,890
6	Masonry	Ophoff Masonry	546,000
7	Metals	FCC Construction	970,000
8	Metal Wall Panels	Versatile Roofing Systems	129,175
9	Roofing	Versatile Roofing Systems	329,585
10	Aluminum Glass & Glazing	Midwest Glass & Mirror	399,588
11	Doors, Frames, Hardware	SA Morman & Company	187,565
12	General Trades	Roggow Construction Company	372,100
13	Lath, Plaster, Drywall, & Acoustical (LPDA)	J & M Construction Services	888,560
14	Flooring	Central Tile & Terrazzo Co., Inc.	235,261
15	Painting	Eckhoff & DeVries Painting and Wallcovering	76,650
16	Casework & Countertops	Grand Valley Wood Products	115,740
17	Operable Partitions / Folding Doors	LG2 LLC	56,250
18	Mechanical	A-1 Refrigeration Sales & Service Inc	2,290,000
19	Plumbing	DHE Plumbing & Mechanical, Inc.	544,400
20	Electrical	Parkway Electric & Communications LLC	1,336,830
		Total Awards	**$10,037,257**

B. Approval of New Staff Employment **(Voice Vote)** 54

MEMO

DATE: NOVEMBER 4, 2026

TO: BOARD OF EDUCATION

FROM: BRITANI OLDS, DIRECTOR FOR HUMAN RESOURCES

RE: **APPROVAL OF EMPLOYMENT OF NEW STAFF**

BACKGROUND

Following is a list of new staff, their position, salary and start date. Copies of resumes are attached.

New Employee	Salary	Start Date
*Shannon Smith, Auto Instructor	$48,709.00	09/28/2026
Jennifer Zindler, Occupational Therapist	$86,119.00	12/03/2026

*Internal transfer
***Salary will be prorated if hired after 08/17/2026*

RECOMMENDATION

Resolved that the Board of Education approve the employment of the staff listed above.

C. Approval of Staff Resignations and Retirements **(Voice Vote)** 56

MEMO

DATE: NOVEMBER 4, 2026
TO: BOARD OF EDUCATION
FROM: BRITANI OLDS, DIRECTOR FOR HUMAN RESOURCES
RE: **STAFF RETIREMENTS/RESIGNATIONS**

BACKGROUND

Following is a list of retirements and resignations. Copies of letters are attached.

Name	Resignation/Retirement Date
Dawn Green-Everett, District Technology Coordinator	Retirement - 12/18/2026
Margarita Carrillo, Bridge Consultant	Resignation - 11/06/2026

RECOMMENDATION

Resolved that the Board of Education accept the retirement and resignation of the staff listed above.

Attachments

IV. OTHER BUSINESS

A. Adjournment

1. Motion to Adjourn Meeting **(VOICE VOTE)**

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda."

It is the policy of the Van Buren Intermediate School District that no discriminatory practices based on race, color, religion, national origin, sex, age, height, weight, marital status, disability, genetic information or any other status covered by federal, state, or local law be allowed during any program, activity, service, or in employment. Inquiries regarding the non-discrimination policies should be directed to Barbara Matthews, Director of Finance & Operations or Dave Manson, Director of Special Education, 490 S. Paw Paw Street, Lawrence, MI 49064, 269-674-8091.