# Bangor Board of Education Regular Board Meeting

Monday, November 9, 2026 5:30 PM
High School Room #13, 801 West Arlington Street, Bangor, MI 49103

I. **Call to Order**

II. **Pledge of Allegiance**

III. **Roll Call**

IV. **Approval of agenda** — **Speaker(s):** Board President

V. **Presentation- Washington, DC Trip**

VI. **Presentation-Maner Costerisan- Financial Audit**

VII. **Citizen's Comments- Comments Specific to the Board Agenda**

VIII. **Reports**

VIII.A. Superintendent Report

VIII.B. School Resource Officer

VIII.C. High School Report

VIII.D. Middle School Report

VIII.E. South Walnut Elementary Report

VIII.F. Instructional Services, Federal and State Programs

VIII.G. Facilities Maintenance Report

IX. **Consent Agenda**

IX.A. October 12, 2026, Regular Board Meeting Minutes

IX.B. October 26, 2026, Special Board Meeting/Worksession Meeting Minutes

IX.C. October Bill lists

IX.D. Personnel Reports- Resignations/Retirements

Resignations:
Abdul-Raqib Cox- MS Boys Basketball Coach
Mindy Weber-SW Teacher
Kevin Kropelin-sub bus driver
James Windiate-MS Football Coach
Karen Babcock- MS Secretary

Retirements:
Stephanie Fletcher

Terminations:
Chonita Peterson

IX.E. Recommendation to hire Mike Hunter as Middle School Boys Basketball Coach

IX.F. Recommendation to hire Eduardo Cardoso Diaz as Custodial Maintenance

IX.G. Recommendation to hire Victoria Buhk as SW STEAM Teacher

IX.H. Recommendation to hire Levi Warren as bus driver trainee as presented.

X. **Action Items**

X.A. NEOLA Policy 41.1

X.B. Section 31aa

XI. **Information items/First Considerations**

XI.A. Washington DC Trip

XII. **Citizens Comments**

XIII. **Adjournment**




# BANGOR MS

Washington, D.C. Summer Program

# WE EXIST TO SERVE YOU.

Wednesday, November 4th
Bangor MS
803 West Arlington Street
Bangor, MI 49013

Bangor School Board,

I would like to take this opportunity to say thank you. We are thrilled to have the opportunity to work alongside you and offer an experience that will change students' lives!

We travel alongside 36 schools from Michigan. Safety is our top priority from the moment we pick you up through your entire journey with us, and we promise this is going to be a life-changing, safe, and well-organized experience. Rest assured, your school's endorsement of a World Classrooms tour does not in any way place the school, its personnel, and/or the school district under any liability for the safety of the tour's participants.

We sincerely hope you will take advantage of this special opportunity to offer Bangor MS the chance to stand at the Lincoln Memorial where Martin Luther King Jr. gave his "I Have a Dream" speech, watch the Changing of the Guard at Arlington National Cemetery, and remember the lives lost at the Holocaust Memorial Museum.

Again, if you have any questions, please don't hesitate to contact me personally at 507-828-9835. Thank you again for entrusting us. We are honored to serve you. Let's get started!

Respectfully,

Brett Newton



Brett Newton
President
World Classrooms
14 South Main Street, Suite 200
Aberdeen, SD 57401

# WASHINGTON, D.C. SCHOOL TRIP

## PROGRAM DETAILS:

Trip Location: Washington, D.C. | July 30-August 2, 2028

Grades Invited: 5th-6th grade

Invite Handout: Friday, October 23rd

Parent Meeting: Tuesday, November 3rd | 6:00 PM

$500 Early Bird Scholarship per traveler

Early Bird Student Trip Price: **$156/mo.** for 19 months ($2,949)

Early Bird Adult Trip Price: **$190/mo.** for 19 months ($3,599)

Sponsored School Representative (for each 15 paying travelers)

## WHAT'S INCLUDED:

- 30 Day Money Back Guarantee
- 24/7 VIP Tour Directors
- All transportation (air & coach)
- Amazing premium hotels
- Night security at hotel
- All meals (B, L, D)
- All Admission fees & gratuities
- Fundraising support
- Medical, health, & dental coverage
- Optional TripCare+ Coverage

## 1. PRE-TRIP SERVICES

You will have a personal Travel Ambassador to guide you through the process and cover all trip details. We will provide custom materials and video. Our team will host a parent informational meeting to handle 100% of all parent questions. Prior to travel, we'll handle all parent questions, installments, and account details!

## 2. BEFORE YOU TRAVEL: *All travelers will feel confident before ever hopping on the bus to the airport!*

**Pre-Trip Departure Meeting**

Closer to departure, we'll do a virtual meeting where a Tour Director will update traveling families on the final trip itinerary and answer any questions!

## 3. AT THE SCHOOL: *Parking lot to parking lot, we're with you each step of the way!*

**Your Tour Directors**

Two trained staff members will be with you from the time you arrive at the school for departure until you return back home. They are there to ensure safety and a seamless travel experience...Plus, they rock!

- Over 100 hours of classroom and on-site training
- 24/7 support on the ground in D.C.

## 4. ON TOUR: *Dedicated to ensuring a tour that is exciting, eye-opening, but most importantly, safe.*

**Airfare**

Round-trip air transportation

**Our Team in D.C.**

In addition to your Tour Directors, you will also have a licensed Tour Guide with you on tour. They are D.C. experts, and besides having mind-blowing facts, they also have extensive knowledge of the local safety protocols. There will also be WC support staff on the ground in D.C. at all times.

## 5. OUR D.C. PARTNERS: *Each vendor is vetted by our team and they are the best.*

**Premium Hotels**

We stay at the best hotels while in D.C., and avoid long daily AM and PM commutes.

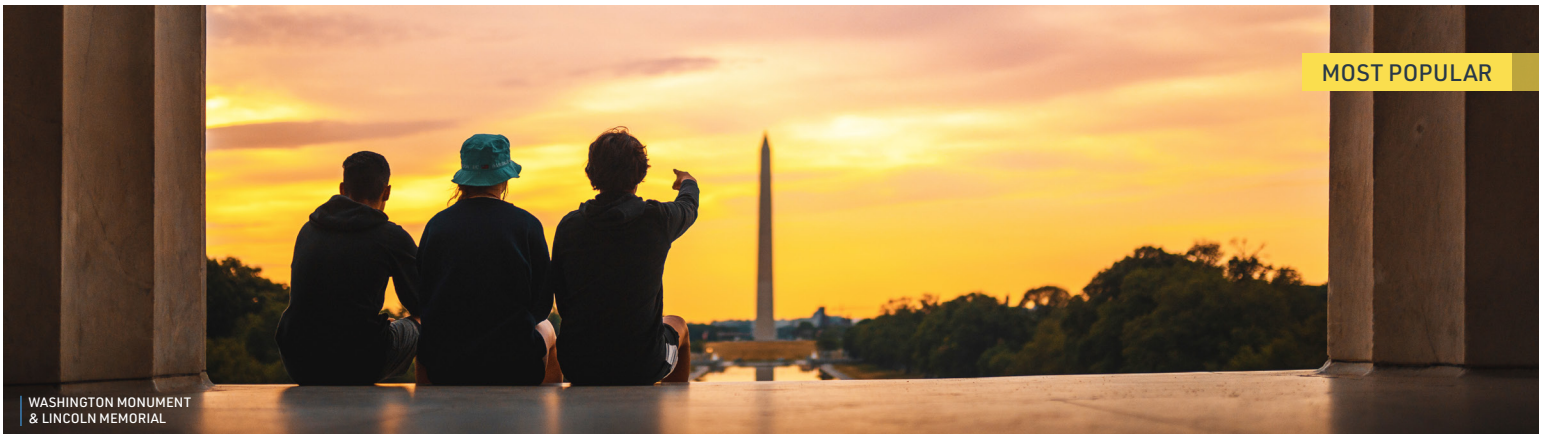
**Amazing Food**

We have timed reservations to ensure the areas are prepared especially for us, plus we have the ability to do picnics and to-go lunches to give us even more flexibility if necessary.

**Great Transportation**

Each group will have their own clean, private charter buses at all times while in D.C.










# WASHINGTON, D.C.

## 4 days. Fully planned. Fully guided.

### DAY 1

**Arrive in Washington, D.C.** and begin exploring America's most iconic landmarks.

**National Mall & Memorials**
- WWII Memorial
- Washington Monument

**Smithsonian Museums**
- National Museum of Natural History
- National Museum of American History

**Evening:**
- Hotel Check-in (Night Security Begins)

Meals: Lunch, Dinner

### DAY 2

**Arlington National Cemetery:**
- Changing of the Guard
- Tomb of the Unknown Soldier
- JFK Eternal Flame

**Historic Sites:**
- Marine Corps War Memorial (Iwo Jima)
- Holocaust Memorial Museum

**White House Photo Stop & Souvenirs:**
- White House
- Photos and time for souvenirs

**Evening Memorial Tour:**
- Lincoln Memorial & Reflecting Pool
- Korean War Memorial
- Vietnam Veterans Memorial

Meals: Breakfast, Lunch, Dinner

### DAY 3

**U.S. Government & History:**
- U.S. Capitol Tour
- Library of Congress
- Supreme Court

**Air & Space Experience:**
- Steven F. Udvar-Hazy Center
- Space Shuttle Discovery

**Tidal Basin Memorials Walk:**
- Martin Luther King Jr. Memorial
- Franklin D. Roosevelt Memorial
- Thomas Jefferson Memorial

**Evening**
- Old Town Alexandria Night Out

Meals: Breakfast, Lunch, Dinner

### DAY 4

**Washington's Mount Vernon Estate:**
- Mansion Tour
- Museum & Education Center
- George Washington's Tomb

**Military History:**
- National Museum of the U.S. Army

**Return home** with a deeper understanding of our nation and memories that will last a lifetime.

Meals: Breakfast, Lunch, Dinner

# WORLD CLASSROOMS' APPROACH TO SCHOOL LIABILITY

World Classrooms understands that sometimes school administrators, boards, or personnel may have questions surrounding off-campus student travel (summer programs). We understand that this is very important and will work alongside you to provide a win-win partnership for years to come.

> *"We want to assure you that your school's endorsement of a World Classrooms tour does not in any way place the school, its personnel, and/or the school district under any liability for the safety of the tour's participants."*

- All travel takes place outside of school and usually outside of the school year itself.
- The trip is not a school-sponsored activity.
- Chaperones (teachers/school staff) and travelers will not be attending as representatives or employees of the school in any way.
- All travel is contracted and payments are made directly between World Classrooms and parents.
- When a student is enrolled in a World Classrooms tour, the student's legal guardian signs a binding agreement specifically releasing anyone associated with the school from any and all claims.
- World Classrooms does carry general liability insurance coverage as well as accident and illness medical coverage for all tour participants.

## EXCERPT OF RELEASE AND AGREEMENT SIGNED BY ALL PARTICIPANTS (LEGAL GUARDIAN IF UNDER 18) UPON ENROLLMENT:

3. Without limitation affiliated schools and each of their directors, officers, employees, volunteers, sponsors, independent contractors, agents and authorized representatives are not responsible for any injury, loss, or damage to person or property or for any other cause.

4. I agree to release my school, my school district, my school board, and my Group Leader (the "Released Parties") from, and agree not to sue the Released Parties for any and all claims, of any nature related in any manner to my participation in a WC sponsored tour. I hereby unconditionally and unequivocally waive any and all claims and demands for all damages, losses, costs and expenses of any nature whatsoever (including attorneys' fees) related in any way to my participation in any WC sponsored tour. I understand that the trip is not a school sponsored activity. Chaperones (teachers/school staff) and travelers will not be attending as representatives or employees of the school in any way. I further agree to release the Released Parties from any and all decisions to cancel, modify or delay the tour as a result of unforeseeable events that are beyond the reasonable control of WC or which become necessary or advisable so as to increase the quality of the tour.

# IA, WI, MI, IL & IN REFERENCES

## IOWA

Alburnett Middle School
Alta-Aurelia Middle School
Aplington-Parkersburg Middle School
Audubon Middle/High School
BCLUW Middle School
Bedford Middle School
Brooklyn-Guernesy-Malcom Jr. High School
Central DeWitt Middle School
Chariton Middle School
Coon Rapids-Bayard Secondary School
Davis County Middle School
Denver Middle School
East Buchanan High School
East Mills Jr/Sr High School
Eddyville-Blakesburg-Fremont Jr. High School
Edward Stone Middle School
English Valley Jr/Sr High School
Estherville Lincoln Central High School
Fairfield Middle School
GMG Jr. High School
Graettinger Middle/High School
Greene County Middle School
Grundy Center MS/HS (Grundy Center, IA)
Hartley-Melvin-Sanborn Middle School
Hinton Middle School
Howar Middle School
Immaculate Conception - St. Joseph Catholic School
Interstate 35 Middle School
Iowa Valley Jr/Sr High School
Jesup Middle School
Keokuk Middle School
Keota Jr/Sr High School
Lawton Jr. High School
Lenox Jr. High School
Louisa-Muscatine Jr. High School
Manson Northwest Webster Jr/Sr High School
Maquoketa Middle School
Midland Middle/High School
Mormon Trail Jr/Sr High School
Northeast Middle/High School
North-Linn Middle School
OA-BCIG Middle School
Osage Middle School
Red Oak Middle/High School
Robert Blue Middle School
Rockford Jr/Sr High School
Sergeant Bluff-Luton Middle School
Sheldon Middle School
Sibley-Ocheyedan Middle/High School
Sioux Center Middle School
Siouxland Christian School
South Central Middle School
Southeast Valley Middle School
South Hamilton Middle School
South Tama County Middle School
Southwest Valley Middle School
Spencer Middle School
St. Joseph Catholic School
St. Johns Catholic School
Stanton Middle School
Tipton Middle School
Tri-County Jr. High School
Union Middle School
Van Buren Community School
Van Meter Middle School
Wapsie Valley Jr. High School
West Delaware Middle School
West Fork Middle School
Winterset Jr. High School
Woodbury Central Middle/High School
Woodward-Granger Middle/High School

## WISCONSIN

Albany Middle School
Amherst Middle School
Belleville Seondary School
Black Hawk Middle School
Black River Falls Middle School
Cadott Jr High School
Cochrane-Fountain City Secondary School
Clintonville Middle School
Crivitz Middle School
Cumberland Middle School
Darlington Middle School
Elcho Middle/High School
Ellsworth Middle School
Florence Middle/High School
Highland Community Middle School
Hilbert Middle School
Iowa-Grant Middle School
Ithaca Middle School
Kiel Middle School
Markesan Middle School
Mineral Point Middle School
Necedah Middle School
New Auburn Middle School
Niagara Jr. High School
Oostburg Middle School
Parkside Middle School
Platteville Middle School
Potosi Middle School
Richland Middle School
Riverdale Middle School
Shullsburg Jr. High School
Sparta-Meadowview Middle School
Tigerton Middle School
Valders Middle School
Viking Middle School
Waupaca Middle School
Westby Middle School
Weyauwega Middle School

## MICHIGAN

Aspen Ridge Middle School
Bangor Middle School
Baraga Area School
Bark River-Harris Jr/Sr High School
Bellevue Jr/Sr High School
Bronson Jr/Sr High School
Carson City Crystal Middle School
Father Marquette Catholic Academy
Forest Park School
Gladstone High School
Gwinn Middle School
Houghton Middle School
Iron Mountain Central Middle/High School
Ithaca Jr/Sr High School
Kingsford Middle School
Lake Linden-Hubbell High School
Luther L. Wright High School
Martin High School 7-12
Mason County Central Middle School
Munising Middle/High School
North Star Academy
Rapid River Public School
Superior Central High School
Vulcan Middle School
Washington Middle School
West Iron County Middle School
White Cloud Jr. High School

## ILLINOIS

Alden-Hebron Middle School
Amboy Jr. High School
Auburn Jr. High School
Breese Middle School
Carlyle Jr. High School
Durand Jr. High School
Fieldcrest Middle School
Galena Middle School
Grant Park Middle/High School
Greenfield Elem/Sr. High School
Macomb Middle School
Monticello Middle School
Nuttall Middle School
Oakland Jr. High School
Okaw Valley Middle School
Patoka Jr. High School
Pleasant Plains Middle School
Roxana Jr. High School
Sandoval Jr. High School
Thompsonville Jr. High School
Tri Point Upper Elementary/Jr. High School
Unity Middle School
Washington Middle School
West Carroll Middle School

## INDIANA

Culver Community Middle/High School
River Forest Jr/Sr High School
Shakamak Jr/Sr High School
Southmont Jr. High School

***PLUS AN ADDITIONAL 16 STATES AND +500 SCHOOLS***

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# South Walnut Elementary

October/November 2026

## A Note From the Principal

It's hard to believe November is already here and our first marking period has come to an end! Our students have settled into school routines and expectations, and we are excited about the growth and progress taking place across our building.

**Social-Emotional Learning & PBIS**

We continue to strengthen our PBIS incentives while focusing on students' social-emotional development. November's theme is Gratitude. Classrooms will participate in activities that encourage students to recognize and appreciate the people and things that make a difference in their lives. We will also continue reinforcing the kindness lessons introduced in October, with our kindness posters remaining displayed throughout the hallways.

Our school social worker, Mrs. Church, will visit classrooms throughout the month to lead conversations and activities focused on gratitude.

**Academic Focus & Student Support**

Academically, we are continuing to strengthen implementation of our Bridges Math and new HMH Into Reading curricula. We are using DIBELS, NWEA, and classroom assessment data to identify student needs and strategically place students into school-wide WIN (What I Need) Time reading groups.

Our goal is to provide targeted instruction and intervention that meets students where they are and supports their continued growth. We are working to establish WIN Time as a consistent and effective part of our daily instructional schedule.

**Attendance Matters**

We are also continuing to focus on building positive attendance habits this school year. We are encouraging students to develop strong, consistent attendance routines and helping them understand the importance of being at school each day, ready to learn. Regular attendance plays an important role in student achievement, connection, and overall school success.

**Looking Ahead**

We look forward to connecting with families during Parent-Teacher Conferences on November 11th and 12th. These meetings provide an important opportunity to celebrate student progress and strengthen the partnership between home and school.
Our staff will also participate in professional development focused on SIOP and Michigan's PA 146 reading legislation as we continue to strengthen instructional practices and literacy support for all students.

Thank you for your continued support and partnership as we work together to ensure success for every student!
Haley Crowton
South Walnut Elementary Principal

## October Attendance

**Bangor South Walnut Elementary**
10/01/2026 to 10/30/2026 = 21 school days

| Grade Level | Carry Fwd | Gain | Mult Gain | Loss | Ending | Actual Days | OffTrack | Days N/E | Days Absent | Days Attd | ADA | ADA % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 0 | 41 | 1 | 0 | 0 | 42 | 882 | 0 | 15 | 98.00 | 769.00 | 36.62 | 88.70% |
| **Subtotal** | **41** | **1** | **0** | **0** | **42** | 882 | **0** | **15** | **98.00** | **769.00** | **36.62** | **88.70%** |
| 1 | 52 | 0 | 0 | 0 | 52 | 1092 | 0 | 0 | 71.50 | 1020.50 | 48.60 | 93.45% |
| 2 | 48 | 0 | 0 | 0 | 48 | 1008 | 0 | 0 | 88.50 | 919.50 | 43.79 | 91.22% |
| 3 | 53 | 1 | 0 | 0 | 54 | 1134 | 0 | 16 | 130.00 | 988.00 | 47.05 | 88.37% |
| **Subtotal** | **153** | **1** | **0** | **0** | **154** | 3234 | **0** | **16** | **290.00** | **2928.00** | **139.44** | **90.99%** |
| 4 | 73 | 0 | 0 | 1 | 72 | 1533 | 0 | 18 | 160.50 | 1354.50 | 64.50 | 89.41% |
| **Subtotal** | **73** | **0** | **0** | **1** | **72** | 1533 | **0** | **18** | **160.50** | **1354.50** | **64.50** | **89.41%** |
| **Grand Total** | **267** | **2** | **0** | **1** | **268** | **5649** | **0** | **49** | **548.50** | **5051.50** | **240.56** | **90.21%** |

We are continuing to monitor attendance closely and are running **weekly Friday attendance reports**. Our team is also reaching out to families when students have been absent multiple days without parent contact. Consistent attendance is essential for student success!




**Current Attendance by Grade:**

- **Kindergarten:** 89%
- **1st Grade:** 93%
- **2nd Grade:** 91%
- **3rd Grade:** 88%
- **4th Grade:** 89%
- **Schoolwide Average Attendance in October:** 90%

**We have observed a noticeable increase in illness-related absences building-wide toward the end of October. This uptick has impacted overall attendance and is worth noting as we review attendance trends for the month. We will continue to monitor absences and attendance patterns as we move into November.**

### How We Track & Communicate

We track attendance closely and will keep families informed along the way:

- ✉️ **Attendance letters** are sent home after **5, 8, and 10 absences.**
- 📞 Parents should contact the school whenever they know their child will be absent.
- ⚠️ If attendance does not improve after the **10-day letter**, a **truancy referral may be made.**
- 📋 Our team will also reach out when students have multiple consecutive absences without parent communication.

## S.T.A.R. Expectations at Our School

At our school, we focus on creating a positive environment where everyone can succeed. Our S.T.A.R. behavior expectations help guide us in how we act every day.

Here's what S.T.A.R. stands for:

S - Stay Safe

We make choices that keep ourselves and others safe.

T - Take Pride

We take pride in our work and our school.

A - Act Responsibly

We take responsibility for our actions and choices.

R - Respect Everyone

We treat everyone with kindness and respect.

By following these expectations, we build a strong, positive community where everyone can learn and grow!



## South Walnut PBIS: Celebrating STAR Behavior!




At South Walnut, our PBIS (Positive Behavioral Interventions and Supports) program focuses on recognizing positive choices, celebrating student success, and creating a school culture where every student has the opportunity to shine!

**Student of the Month:** Each month, every staff member has the opportunity to recognize a student who demonstrates outstanding STAR behavior. This includes teachers, office staff, paraprofessionals, and all other staff members. Recognized students receive a certificate, a special prize, and enjoy a fun game and healthy snack as we celebrate their accomplishments.

**School-Wide STAR Parties:** Each month, students have the opportunity to celebrate their hard work, positive choices, and minimal behavior referrals at our school-wide STAR Parties. Teachers organize exciting events that may include games, bounce houses, and other special activities to recognize students' efforts and encourage continued success.

**Room 8: Reflection and a Fresh Start:** We recognize that students sometimes need additional support to get back on track. Students with multiple behavior logs or missing assignments have the opportunity to participate in Room 8, where they can catch up on schoolwork, reflect on their choices, and create a plan for success. Our goal is to provide support, encourage accountability, and give students a fresh start as they work toward the next STAR Party.

**PBIS STAR Cart:** One to two times each month, students can shop our PBIS STAR Cart using STAR tickets they have earned and saved. Staff members distribute STAR tickets throughout the school day to recognize students demonstrating positive STAR behaviors. Students enjoy choosing special items while learning the value of earning and saving their tickets.

**Super STAR Daily Drawing:** During our daily announcements, we hold a drawing for Super STAR tickets. These tickets recognize students who go above and beyond in demonstrating exceptional STAR behavior. Students whose tickets are drawn are invited to the office to select a special prize from our Super STAR Winner Treasure Chest!

Through these opportunities, South Walnut staff work together to make positive behavior visible, meaningful, and rewarding. Our PBIS program is about more than prizes and celebrations. It is about building relationships, teaching responsibility, encouraging positive choices, supporting student growth, and creating a school community where every student feels recognized and valued.

## Student of the Month Pictures from October





## Happening This Month!

- Monday, Nov. 2- 1st & 3rd Vision Screenings
- Tuesday, Nov. 3rd- County Principal's Meeting
- Wednesday, Nov. 4- 2nd & 4th Hearing Screenings
- Wednesday, Nov. 4- ELA Support Day
- Tuesday, Nov. 10th- AdStaff Meeting
- Wednesday, Nov. 11th- Math PLC.
- Wednesday, Nov. 11- 4:30-7:30 Parent Teacher Conferences
- Thursday, Nov. 12- 1/2 Day
- Thursday, Nov. 12- Tornado Drill 9:40 AM
- Thursday, Nov. 12- 1:00-4:00 Parent Teacher Conferences
- Monday, Nov. 16th- School Improvement Team Meeting
- Tuesday, Nov. 17th- South Walnut Staff Meeting
- Wednesday, Nov. 18th- ELA PLC
- Friday, Nov. 20th- South Walnut Family Math Night 4:30pm-6:00pm
- Wednesday, Nov. 25th-Friday, Nov. 27th- No School, Thanksgiving Break
- Wednesday, Dec. 2nd- Math PLC

## October Pictures Around South Walnut































## Haley Crowton, Principal

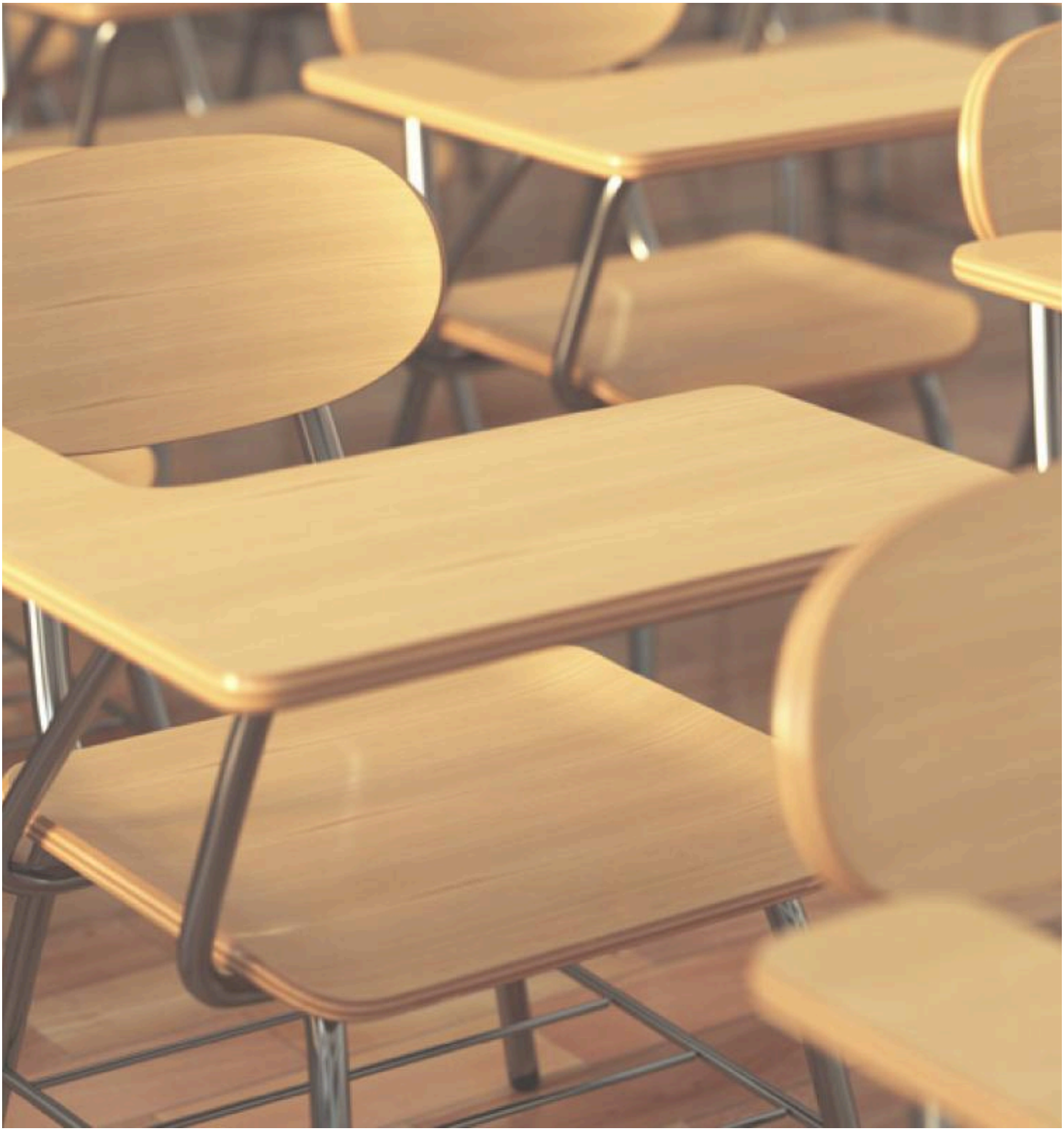
**Email:** hcrowton@bangorvikings.org
**Website:** https://swe.bangorvikings.org/
**Location:** 309 S Walnut St. Bangor, MI 49013
**Phone:** 269-427-6863

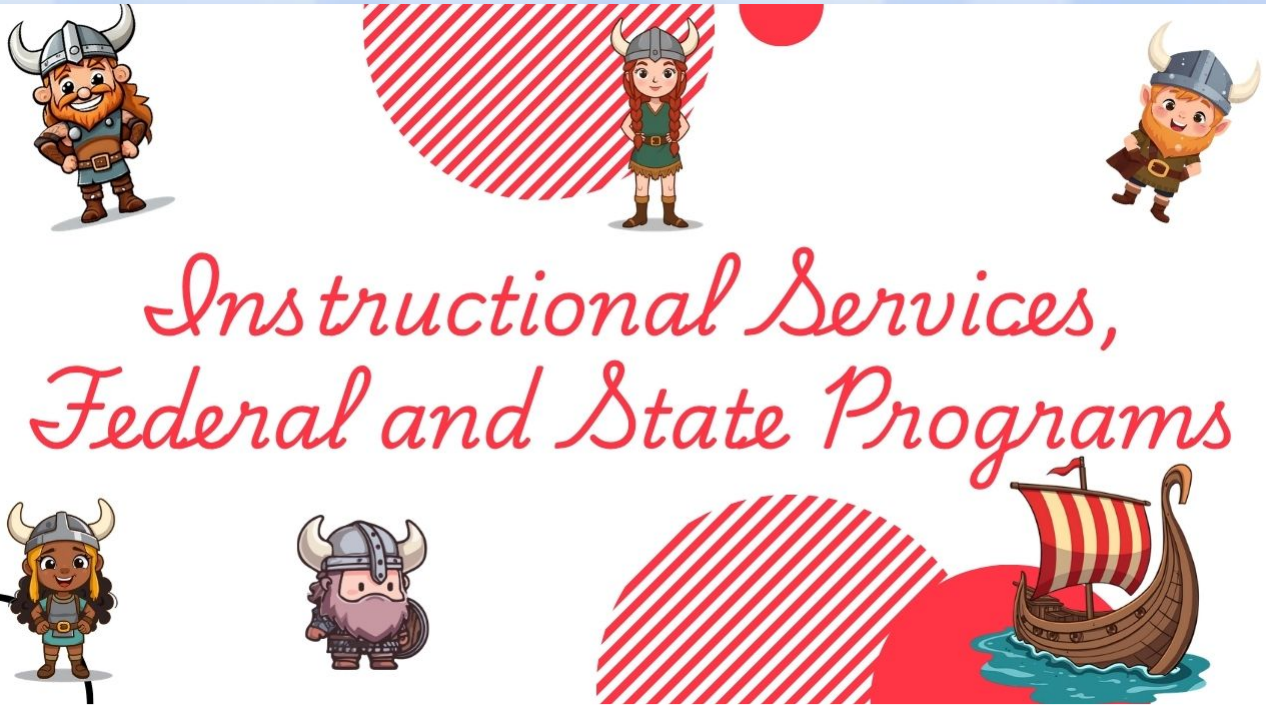
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**Communicate quickly and effectively with interactive newsletters.**

Smore empowers educators to connect with their community, streamline school communications, and increase engagement.

Create a newsletter






*November 2026*

## November: A Time for Gratitude and Giving Thanks

As November arrives, we are reminded of the importance of gratitude, reflection, and community. This season provides an opportunity to recognize the dedication of our staff, the support of our families, and the hard work of our students. We are grateful for the many ways our Bangor community comes together to support one another and create meaningful opportunities for every student to learn and grow.
As we move through the busy weeks ahead, let us continue to celebrate our successes, embrace the opportunities before us, and remember that even the smallest acts of kindness can make a lasting difference. Wishing everyone a wonderful November and a happy Thanksgiving filled with warmth, joy, and time with those who matter most.

## Be a Marigold, Not a Walnut Tree: Growing a Culture Where People and Students Can Thrive

As educators, we are continually asked one very important question: **How do we improve student achievement?**

We analyze data, review curriculum, implement interventions, attend professional development, develop improvement plans, and search for the next strategy that will help our students succeed. All of those things matter. But perhaps there is another question we need to ask ourselves: **Are the adults in the building helping students succeed, or are we sometimes getting in our own way?**

Let's be honest. Sometimes the biggest obstacles to progress aren't found in a curriculum guide, an assessment report, or a school improvement plan. They are found in adult behaviors. Gossip, negativity, micromanagement, unnecessary drama, and the inability to follow established communication and supervisory protocols can consume an extraordinary amount of time and energy. And unfortunately, none of those things are listed as evidence-based instructional strategies!

There is a concept in gardening that I think applies beautifully to education: **Be a marigold, not a walnut tree.**

Marigolds are companion plants. They create an environment where other plants can grow and thrive. They offer support, encouragement, and protection. Walnut trees, on the other hand, release a substance called juglone that can prevent certain plants around them from growing successfully. In the workplace, we all know the difference.
Marigolds:

- Encourage others and celebrate their successes rather than feeling threatened by them.
- Share information and solutions instead of spreading rumors and speculation.
- Build people up rather than finding ways to tear them down.
- Respect professional roles, responsibilities, and established communication channels.
- Offer help instead of looking for fault.
- Address concerns directly rather than taking the scenic route through three departments and five conversations.
- Understand that collaboration does not mean everyone has to agree with everyone all the time.

Walnut trees, on the other hand, tend to make it difficult for anything around them to grow. They thrive on negativity, create unnecessary conflict, question everything without contributing solutions, and sometimes seem to mistake knowing everyone's business for actually doing their job.
And let's remember, the workplace is not a reality television show. We do not need a running commentary, behind-the-scenes drama, or an unofficial news network. If we put half as much energy into solving problems as we sometimes put into discussing them, imagine what we could accomplish!

**There is also a difference between accountability and micromanagement.** Accountability means establishing clear expectations, providing appropriate oversight, and trusting professionals to fulfill their responsibilities. Micromanagement means making it unnecessarily difficult for people to do the jobs they were hired to do. We need more trust and less hovering.

Likewise, established protocols and supervisory structures exist for a reason. They are not optional suggestions to be followed only when convenient. Bypassing communication channels, disregarding supervisory responsibilities, or creating confusion about who is responsible for what does not make an organization stronger. It makes everyone's work harder.

I often hear the question, "What can we do to improve student achievement?" My answer is that we certainly need strong instruction, effective interventions, quality resources, and meaningful professional development. But we also need adults who are willing to work together, respect one another, and keep the focus where it belongs.

We can purchase the best curriculum, develop the most impressive improvement plan, and collect all the data in the world. But none of it will reach its full potential if our adult culture is working against us.

So, a few reminders as we move forward:

- Not every conversation needs an audience.

- Not every disagreement needs an escalation.
- Not every decision needs to be second-guessed.
- Not every piece of information needs to become a discussion topic.
- Not every problem needs another meeting. Sometimes it just needs someone willing to address it.
- And not every success needs to be about you. Sometimes the best thing we can do is help someone else succeed.

A healthy workplace does not mean everyone agrees, every day is easy, or accountability disappears. It means we approach challenges with professionalism, assume positive intent when appropriate, communicate directly, and remember that we are all working toward the same purpose.

**Before we ask what students need to do differently, perhaps we should ask what we, as adults, need to do differently.**

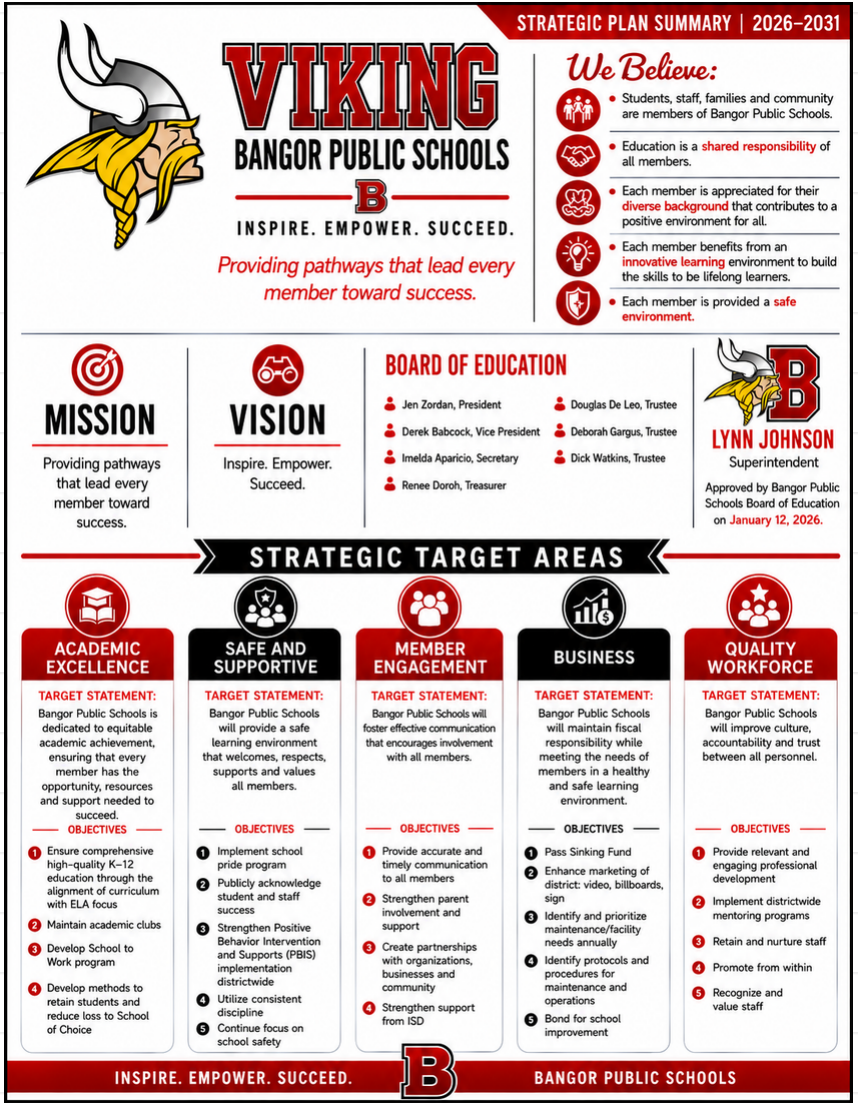
Let's spend less time growing gossip, cultivating negativity, and tending to everyone else's garden. Let's spend more time planting good ideas, supporting our colleagues, and creating an environment where people can do their best work.

After all, our students are watching how we treat one another, how we handle disagreements, and how we respond when things don't go our way.

Let's give them an example worth following.
**Be the marigold. Help others grow. And if you find yourself being the walnut tree, perhaps it's time for a little pruning.**
Because at the end of the day, we are here for students, not workplace politics, personal agendas, or the latest episode of "Who Said What?"

Let's grow something great together!

## *Strategic Plan*




## The Michigan Code of Educational Ethics

Michigan Code of Educational Ethics.

The Michigan Code of Educational Ethics provides principles for best practice, mindfulness, self-reflection, and decision-making – setting the groundwork for self regulation and self-accountability. The establishment of this Code honors the public trust and upholds the dignity of education across the state. Here are the core principles.
THE PRINCIPLES

1. **Responsibility to the Profession:** Trust in the educational system depends upon a level of professional conduct and responsibility that may be higher than required by law. This entails holding one another to the same ethical standards.

2. **Responsibility for Professional Competence:** Commitment to the highest levels of professional and ethical practice, including demonstration of the knowledge, skills, and dispositions required for professional competence.

**3. Responsibility to Students**: A primary obligation to treat students with dignity and respect, including promoting the health, safety and well-being of students by establishing and maintaining appropriate verbal, physical, emotional, and social boundaries.

**4. Responsibility to the School Community**: Promotion of positive relationships and effective interactions with all members of the school community, while maintaining professional boundaries.

**5. Responsible and Ethical Use of Technology:** Consideration of the impact of consuming, creating, distributing and communicating information through all technologies. Vigilance to ensure that appropriate boundaries of time, place, and role are maintained when using electronic communication.

Full Michigan Code of Educational Ethics with indicators: bit.ly/MIEducatorEthics

## *Links to District Wide Curriculum Maps, Essential Standards, and Syllabus*

## *Handbook/Important Links for Teachers*




**Dr. Dannielle McGuire**
Director of Instructional Services

Contact

# Facilities Report

October 2026

## Maintenance and Transportation

**Repairs made:**

Replaced motor for High School exhaust fan.
Replaced Motor on Middle School Hood exhaust fan.
Snaked drains in High School Boy's and Girls restrooms to remove blockage caused by flushing debris.
Repaired vandalized shower handle assembly in South Walnut Gym locker room.
Had Service Company clean duct sensors in the Annex building.
Replaced crank handle for window in High School room #12.
Repaired leak at sink in High School Girl's restroom.
Had Fire Alarm panel in High/Middle School troubleshot and program reloaded to clear Trouble Alarm by Service Tech.
Unclogged toilet in Annex restroom.

**Scheduled Maintenance:**

Mounted Playground Park signs on fences at South Walnut.
Mounted backup battery in Middle School Health Clinic.
Cut down a dead tree in front on the Tennis Courts.
Set up Bounce Houses in South Walnut Gym.
Relocated Secretary from Annex Common area to the Annex office.
Removed old couches from High School room #22.

**Nov. Scheduled PM's**

AED inspections, Monthly Bleacher Inspections, Window and Door Inspections, Restroom Equipment Inspections, General Lighting Inspections.

## State School Bus Inspections

The State inspected our School Bus fleet in September, after some maintenance, mainly brakes, all but one bus has passed. Bus #7 was determined to need an engine replacement. The cost would be too high to justify this repair so I decided we would scrap Bus #7.

**James Windiate**
Director of Facilities and Transportation






# BANGOR MS

Washington, D.C. Summer Program

# WE EXIST TO SERVE YOU.

Wednesday, November 4th
Bangor MS
803 West Arlington Street
Bangor, MI 49013

Bangor School Board,

I would like to take this opportunity to say thank you. We are thrilled to have the opportunity to work alongside you and offer an experience that will change students' lives!

We travel alongside 36 schools from Michigan. Safety is our top priority from the moment we pick you up through your entire journey with us, and we promise this is going to be a life-changing, safe, and well-organized experience. Rest assured, your school's endorsement of a World Classrooms tour does not in any way place the school, its personnel, and/or the school district under any liability for the safety of the tour's participants.

We sincerely hope you will take advantage of this special opportunity to offer Bangor MS the chance to stand at the Lincoln Memorial where Martin Luther King Jr. gave his "I Have a Dream" speech, watch the Changing of the Guard at Arlington National Cemetery, and remember the lives lost at the Holocaust Memorial Museum.

Again, if you have any questions, please don't hesitate to contact me personally at 507-828-9835. Thank you again for entrusting us. We are honored to serve you. Let's get started!

Respectfully,

Brett Newton



Brett Newton
President
World Classrooms
14 South Main Street, Suite 200
Aberdeen, SD 57401

# WASHINGTON, D.C. SCHOOL TRIP

## PROGRAM DETAILS:

Trip Location: Washington, D.C. | July 30-August 2, 2028

Grades Invited: 5th-6th grade

Invite Handout: Friday, October 23rd

Parent Meeting: Tuesday, November 3rd | 6:00 PM

$500 Early Bird Scholarship per traveler

Early Bird Student Trip Price: **$156/mo.** for 19 months ($2,949)

Early Bird Adult Trip Price: **$190/mo.** for 19 months ($3,599)

Sponsored School Representative (for each 15 paying travelers)

## WHAT'S INCLUDED:

- 30 Day Money Back Guarantee
- 24/7 VIP Tour Directors
- All transportation (air & coach)
- Amazing premium hotels
- Night security at hotel
- All meals (B, L, D)
- All Admission fees & gratuities
- Fundraising support
- Medical, health, & dental coverage
- Optional TripCare+ Coverage

## 1. PRE-TRIP SERVICES

You will have a personal Travel Ambassador to guide you through the process and cover all trip details. We will provide custom materials and video. Our team will host a parent informational meeting to handle 100% of all parent questions. Prior to travel, we'll handle all parent questions, installments, and account details!

## 2. BEFORE YOU TRAVEL: *All travelers will feel confident before ever hopping on the bus to the airport!*

**Pre-Trip Departure Meeting**

Closer to departure, we'll do a virtual meeting where a Tour Director will update traveling families on the final trip itinerary and answer any questions!

## 3. AT THE SCHOOL: *Parking lot to parking lot, we're with you each step of the way!*

**Your Tour Directors**

Two trained staff members will be with you from the time you arrive at the school for departure until you return back home. They are there to ensure safety and a seamless travel experience...Plus, they rock!

- Over 100 hours of classroom and on-site training
- 24/7 support on the ground in D.C.

## 4. ON TOUR: *Dedicated to ensuring a tour that is exciting, eye-opening, but most importantly, safe.*

**Airfare**

Round-trip air transportation

**Our Team in D.C.**

In addition to your Tour Directors, you will also have a licensed Tour Guide with you on tour. They are D.C. experts, and besides having mind-blowing facts, they also have extensive knowledge of the local safety protocols. There will also be WC support staff on the ground in D.C. at all times.

## 5. OUR D.C. PARTNERS: *Each vendor is vetted by our team and they are the best.*

**Premium Hotels**

We stay at the best hotels while in D.C., and avoid long daily AM and PM commutes.

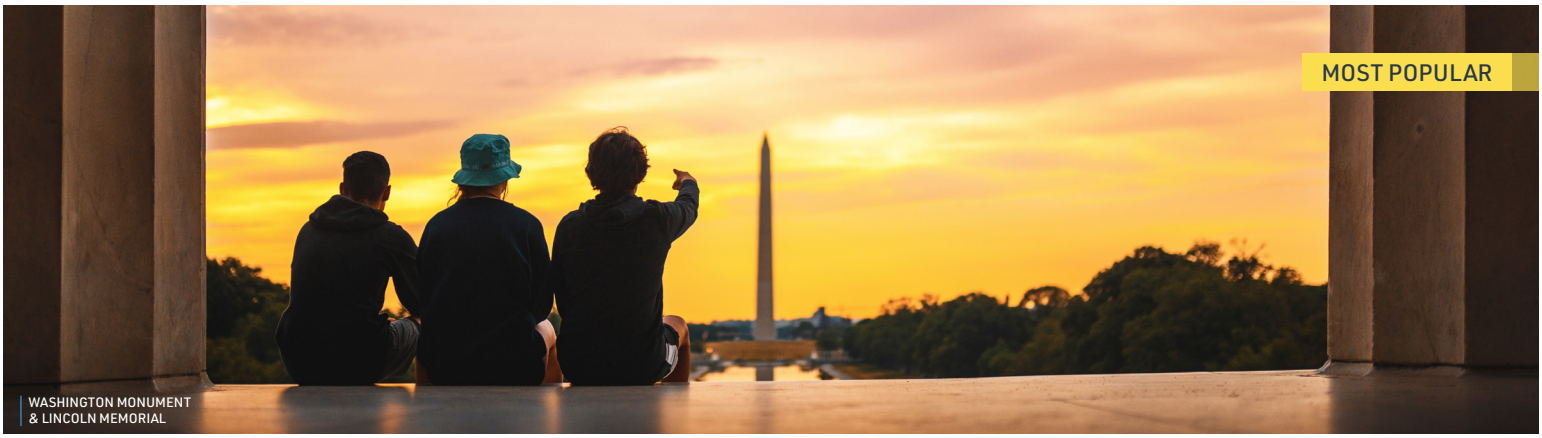
**Amazing Food**

We have timed reservations to ensure the areas are prepared especially for us, plus we have the ability to do picnics and to-go lunches to give us even more flexibility if necessary.

**Great Transportation**

Each group will have their own clean, private charter buses at all times while in D.C.










# WASHINGTON, D.C.

## 4 days. Fully planned. Fully guided.

### DAY 1

**Arrive in Washington, D.C.** and begin exploring America's most iconic landmarks.

**National Mall & Memorials**
- WWII Memorial
- Washington Monument

**Smithsonian Museums**
- National Museum of Natural History
- National Museum of American History

**Evening:**
- Hotel Check-in (Night Security Begins)

Meals: Lunch, Dinner

### DAY 2

**Arlington National Cemetery:**
- Changing of the Guard
- Tomb of the Unknown Soldier
- JFK Eternal Flame

**Historic Sites:**
- Marine Corps War Memorial (Iwo Jima)
- Holocaust Memorial Museum

**White House Photo Stop & Souvenirs:**
- White House
- Photos and time for souvenirs

**Evening Memorial Tour:**
- Lincoln Memorial & Reflecting Pool
- Korean War Memorial
- Vietnam Veterans Memorial

Meals: Breakfast, Lunch, Dinner

### DAY 3

**U.S. Government & History:**
- U.S. Capitol Tour
- Library of Congress
- Supreme Court

**Air & Space Experience:**
- Steven F. Udvar-Hazy Center
- Space Shuttle Discovery

**Tidal Basin Memorials Walk:**
- Martin Luther King Jr. Memorial
- Franklin D. Roosevelt Memorial
- Thomas Jefferson Memorial

**Evening**
- Old Town Alexandria Night Out

Meals: Breakfast, Lunch, Dinner

### DAY 4

**Washington's Mount Vernon Estate:**
- Mansion Tour
- Museum & Education Center
- George Washington's Tomb

**Military History:**
- National Museum of the U.S. Army

**Return home** with a deeper understanding of our nation and memories that will last a lifetime.

Meals: Breakfast, Lunch, Dinner

# WORLD CLASSROOMS' APPROACH TO SCHOOL LIABILITY

World Classrooms understands that sometimes school administrators, boards, or personnel may have questions surrounding off-campus student travel (summer programs). We understand that this is very important and will work alongside you to provide a win-win partnership for years to come.

> *"We want to assure you that your school's endorsement of a World Classrooms tour does not in any way place the school, its personnel, and/or the school district under any liability for the safety of the tour's participants."*

- All travel takes place outside of school and usually outside of the school year itself.
- The trip is not a school-sponsored activity.
- Chaperones (teachers/school staff) and travelers will not be attending as representatives or employees of the school in any way.
- All travel is contracted and payments are made directly between World Classrooms and parents.
- When a student is enrolled in a World Classrooms tour, the student's legal guardian signs a binding agreement specifically releasing anyone associated with the school from any and all claims.
- World Classrooms does carry general liability insurance coverage as well as accident and illness medical coverage for all tour participants.

## EXCERPT OF RELEASE AND AGREEMENT SIGNED BY ALL PARTICIPANTS (LEGAL GUARDIAN IF UNDER 18) UPON ENROLLMENT:

3. Without limitation affiliated schools and each of their directors, officers, employees, volunteers, sponsors, independent contractors, agents and authorized representatives are not responsible for any injury, loss, or damage to person or property or for any other cause.

4. I agree to release my school, my school district, my school board, and my Group Leader (the "Released Parties") from, and agree not to sue the Released Parties for any and all claims, of any nature related in any manner to my participation in a WC sponsored tour. I hereby unconditionally and unequivocally waive any and all claims and demands for all damages, losses, costs and expenses of any nature whatsoever (including attorneys' fees) related in any way to my participation in any WC sponsored tour. I understand that the trip is not a school sponsored activity. Chaperones (teachers/school staff) and travelers will not be attending as representatives or employees of the school in any way. I further agree to release the Released Parties from any and all decisions to cancel, modify or delay the tour as a result of unforeseeable events that are beyond the reasonable control of WC or which become necessary or advisable so as to increase the quality of the tour.

# IA, WI, MI, IL & IN REFERENCES

## IOWA

Alburnett Middle School
Alta-Aurelia Middle School
Aplington-Parkersburg Middle School
Audubon Middle/High School
BCLUW Middle School
Bedford Middle School
Brooklyn-Guernesy-Malcom Jr. High School
Central DeWitt Middle School
Chariton Middle School
Coon Rapids-Bayard Secondary School
Davis County Middle School
Denver Middle School
East Buchanan High School
East Mills Jr/Sr High School
Eddyville-Blakesburg-Fremont Jr. High School
Edward Stone Middle School
English Valley Jr/Sr High School
Estherville Lincoln Central High School
Fairfield Middle School
GMG Jr. High School
Graettinger Middle/High School
Greene County Middle School
Grundy Center MS/HS (Grundy Center, IA)
Hartley-Melvin-Sanborn Middle School
Hinton Middle School
Howar Middle School
Immaculate Conception - St. Joseph Catholic School
Interstate 35 Middle School
Iowa Valley Jr/Sr High School
Jesup Middle School
Keokuk Middle School
Keota Jr/Sr High School
Lawton Jr. High School
Lenox Jr. High School
Louisa-Muscatine Jr. High School
Manson Northwest Webster Jr/Sr High School
Maquoketa Middle School
Midland Middle/High School
Mormon Trail Jr/Sr High School
Northeast Middle/High School
North-Linn Middle School
OA-BCIG Middle School
Osage Middle School
Red Oak Middle/High School
Robert Blue Middle School
Rockford Jr/Sr High School
Sergeant Bluff-Luton Middle School
Sheldon Middle School
Sibley-Ocheyedan Middle/High School
Sioux Center Middle School
Siouxland Christian School
South Central Middle School
Southeast Valley Middle School
South Hamilton Middle School
South Tama County Middle School
Southwest Valley Middle School
Spencer Middle School
St. Joseph Catholic School
St. Johns Catholic School
Stanton Middle School
Tipton Middle School
Tri-County Jr. High School
Union Middle School
Van Buren Community School
Van Meter Middle School
Wapsie Valley Jr. High School
West Delaware Middle School
West Fork Middle School
Winterset Jr. High School
Woodbury Central Middle/High School
Woodward-Granger Middle/High School

## WISCONSIN

Albany Middle School
Amherst Middle School
Belleville Seondary School
Black Hawk Middle School
Black River Falls Middle School
Cadott Jr High School
Cochrane-Fountain City Secondary School
Clintonville Middle School
Crivitz Middle School
Cumberland Middle School
Darlington Middle School
Elcho Middle/High School
Ellsworth Middle School
Florence Middle/High School
Highland Community Middle School
Hilbert Middle School
Iowa-Grant Middle School
Ithaca Middle School
Kiel Middle School
Markesan Middle School
Mineral Point Middle School
Necedah Middle School
New Auburn Middle School
Niagara Jr. High School
Oostburg Middle School
Parkside Middle School
Platteville Middle School
Potosi Middle School
Richland Middle School
Riverdale Middle School
Shullsburg Jr. High School
Sparta-Meadowview Middle School
Tigerton Middle School
Valders Middle School
Viking Middle School
Waupaca Middle School
Westby Middle School
Weyauwega Middle School

## MICHIGAN

Aspen Ridge Middle School
Bangor Middle School
Baraga Area School
Bark River-Harris Jr/Sr High School
Bellevue Jr/Sr High School
Bronson Jr/Sr High School
Carson City Crystal Middle School
Father Marquette Catholic Academy
Forest Park School
Gladstone High School
Gwinn Middle School
Houghton Middle School
Iron Mountain Central Middle/High School
Ithaca Jr/Sr High School
Kingsford Middle School
Lake Linden-Hubbell High School
Luther L. Wright High School
Martin High School 7-12
Mason County Central Middle School
Munising Middle/High School
North Star Academy
Rapid River Public School
Superior Central High School
Vulcan Middle School
Washington Middle School
West Iron County Middle School
White Cloud Jr. High School

## ILLINOIS

Alden-Hebron Middle School
Amboy Jr. High School
Auburn Jr. High School
Breese Middle School
Carlyle Jr. High School
Durand Jr. High School
Fieldcrest Middle School
Galena Middle School
Grant Park Middle/High School
Greenfield Elem/Sr. High School
Macomb Middle School
Monticello Middle School
Nuttall Middle School
Oakland Jr. High School
Okaw Valley Middle School
Patoka Jr. High School
Pleasant Plains Middle School
Roxana Jr. High School
Sandoval Jr. High School
Thompsonville Jr. High School
Tri Point Upper Elementary/Jr. High School
Unity Middle School
Washington Middle School
West Carroll Middle School

## INDIANA

Culver Community Middle/High School
River Forest Jr/Sr High School
Shakamak Jr/Sr High School
Southmont Jr. High School

***PLUS AN ADDITIONAL 16 STATES AND +500 SCHOOLS***