Meeting
Wednesday, September 30, 2026 4:00 PM
Eastern

Van Buren Conference Center
490 S Paw Paw Street
Lawrence, MI 49064

I. REGULAR MEETING

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

September 30, 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. New Covert Generating PlantTax Litigation Settlement – *John Faul*
   2. Career & Technical Education
   3. Instructional Services
   4. Human Resources
   5. Multilingual Migrant Services

III. ACTION ITEMS

A. Approval of Substitute Rates SY 26 - 27 **(Roll Call Vote)**
B. Approval of New Covert Generating Company Settlement **(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.

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

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

I.B.1. Minutes

The **Regular Meeting** of the Van Buren Intermediate School District Board of Education was held in person on **September 2, 2026,** in the Board of Education office and called to order at **4:00 PM** with all Board members present.

Makay moved to approve September 2, 2026, draft agenda as presented. Supported by Faul. Roll call vote. Makay – yes, Faul – yes, Engle – yes, Weiss – yes, and Middaugh – yes. Motion carried.

Weiss moved to approve the Consent Agenda (***August 5, 2026, Minutes, Composite and Summaries***). Supported by Makay. Roll call vote. Faul – yes, Engle – yes, Weiss – yes, Makay – yes, and Middaugh – yes. Motion carried.

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

Pre-Approval

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

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

During Public Comment, a former VBISD employee shared comments with the Board regarding their previous employment and experiences with the District.

Board Members' Updates: Makay and Faul attended MASB's Summer Institute, held in Kalamazoo, MI. They both participated in multiple CBA classes and shared positive learning experiences. Makay and Weiss also attended VBISD's Opening Day Kickoff at the Paw Paw Performing Arts Center on August 18th.

Superintendent Updates: Superintendent Manson gave an update highlighting the successful launch of the 2026 to 2027 school year, including the administrative retreat, emergency preparedness training, New Hire Orientation, Opening Day, and professional learning opportunities for staff. Additional updates included changes to Section 31aa funding for student mental health and school safety, as well as the rollout of VBISD's refreshed logo and unified visual identity, which will be implemented gradually to strengthen consistency and recognition across the district.

Presentation: Separating Difference from Disability in Multilingual Learners (MLs) who Struggle *– Anna Fawley***:** *The Board received a presentation on a collaborative initiative between the Multilingual and Special Education departments focused on distinguishing language differences from potential disabilities in multilingual learners. The team developed a countywide protocol to support more consistent, data-based decision making and equitable access to services while reducing over and under identification. The protocol will be introduced throughout fall 2026, with ongoing support, implementation, and evaluation planned across local districts.*

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

Special Education: *highlighted the department's priorities for the 2026 to 2027 school year, including consistent systems and procedures, stronger collaboration, and clearer roles across programs and member districts. Additional focus areas include improving least restrictive environment practices, strengthening IEP decision making, evaluation and eligibility, parent involvement, and continued recruitment efforts to fill specialized positions and support equitable access to services for students with disabilities.*

Technology: *highlighted the release of VBISD's AI guidelines and principles, emphasizing data privacy, accuracy, and the responsible use of AI as a resource to support staff. Additional updates included continued support and training for districts through PowerSchool Shared Services and Technology Services' efforts to address equipment, student accounts, and other technology needs during the start of the school year.*

Early Childhood: *The Board received an update highlighting priorities for the 2026 to 2027 school year, including expanding inclusive opportunities, reducing barriers for families, strengthening collaboration, and improving equitable access to services. Additional updates included current enrollment and staffing, the launch of an enhanced Little Learners Playgroup combining early childhood and special education supports, and continued development of Help Me Grow to better connect families with services and community resources throughout the county.*

Finance *An overview was shared regarding the district's 2027 health insurance rates, which showed improved increases compared with recent years and are expected to be largely offset for employees by the increase in the state hard cap. Additional updates included Michigan public school retirement plan rates, with several employer contribution rates decreasing or remaining steady for the 2026 to 2027 school year.*

Action Items:

Weiss made the motion to approve the following resolution:

RESOLVED, the Board of Education approves the purchase of two, 10 passenger vans and one Ford Bronco from Tapper Ford, for a total of $171,726.

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

Makay made the motion to approve the following resolution:

RESOLVED, the Board of Education approve the amended 2026–2027 GSRP Wage Scale, reflecting a 3.75% increase for GSRP professional staff and the correction of the GSRP Float position from 180 to 150 workdays.

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

Makay made the motion to approve the following resolution:

RESOLVED, that the Board of Education has reviewed the Lease Agreement between Van Buren County, Michigan, and the Van Buren Intermediate School District for approximately 5,800 square feet of space located at 57418 County Road 681, Hartford, Michigan; and

NOW, THEREFORE, BE IT RESOLVED, that the Van Buren Intermediate School District Board of

Education hereby approves the Lease Agreement for the term of January 1, 2027 through December 31, 2028, with total base rent of $150,000 for the two-year term, subject to credits for qualifying renovation costs as provided in the Lease Agreement; and

BE IT FURTHER RESOLVED that the Board of Education authorizes the Superintendent to execute the Lease Agreement on behalf of the Van Buren Intermediate School District and to take all necessary actions consistent with the Agreement to implement its terms.

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

Faul made the motion to approve the following resolution:

RESOLVED, the VBISD Board of Education approves the sale of a used 2014 Freightliner C2 school bus equipped with a mid-lift, track-mounted seating, and three wheelchair stations to Bangor Public Schools for a purchase price of $3,500, which represents the bus's fair market value.

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

Weiss made the motion to approve the following resolution:

RESOLVED, the VBISD Board of Education approves the employment of the staff listed

New Employee	Salary	Start Date
*Madison Potter, MCEC Teacher	$48,709.00	08/17/2026
*Scott Dumas, CTC Teacher	$48,709.00	08/17/2026
*Meadow Johnson, CTC Teacher	$48,709.00	08/17/2026
Amarianda Rodriguez, GSRP Lead Teacher	$50,960.00	08/17/2026
*Mindy Owsiany, BGLC Teacher	$50,963.00	08/17/2026
Nikole Troxler, School Psychologist	$87,457.00	08/17/2026
Ryan Piecyk, Work Based Learning Coordinator	$86,119.00	08/17/2026
Calib Shaefer, Student Social Worker	$62,714.00	08/17/2026
*Brianna Surdell, Teacher Consultant	$58,858.00	08/17/2026
Amanda Street, School Social Worker	$90,143.00	08/17/2026
Graig Stacy, BGLC Teacher	$62,259.00	08/17/2026
Shelby Jackson, Cosmetology Instructor	$48,709.00	08/19/2026
*Christine Janssen, Coordinator Out of School Time	$52,000.00	08/31/2026

Supported by Makay. Voice vote. Motion carried.

Makay made the motion to approve the following resolution:

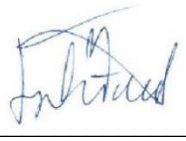
RESOLVED, that the Board of Education accepts the resignations/retirements of the staff listed.

Name	Resignation/Retirement Date
Denise Hoffman, Occupational Therapist	08/14/2026

Supported by Weiss. Voice vote. Motion carried.

Makay made the motion to adjourn the meeting. Supported by Engle. Voice vote. Meeting adjourned at 5:17 PM.

Respectfully submitted,



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

I.B.2. Composites, Payroll and Imprest Summaries

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

SEPTEMBER 2026

VOUCHERS

Imprest Fund	3,798,314.38
Payroll Fund	4,336,625.94
Purchasing Cards	116,720.95
EduStaff ACH	31,285.24

PAYROLL SUMMARY

General	1,310,722.39
Special Education	2,362,020.46
Vocational Education	663,883.09
Student Activity Fund	-
Total	**4,336,625.94**

IMPREST VOUCHER SUMMARY

FUND	CHECKS	TRAVEL	PURCHASING	TRFS/SALES	TOTAL
General	2,300,797.98	6,968.47	73,176.52	(11,816.07)	2,369,126.90
Special Eduation	966,189.16	5,442.87	18,640.45	7,662.80	997,935.28
Vocational Education	478,342.24	1,685.76	24,868.25	4,153.27	509,049.52
Capital Projects	52,985.00	-	-	-	52,985.00
Student Activity Fund	-	-	35.73	-	35.73
Total	**3,798,314.38**	**14,097.10**	**116,720.95**	**0.00**	**3,929,132.43**

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

SEPTEMBER 2026

BUDGET TO EXPENDITURE COMPARISON 26-27

FUND	BUDGET	ACTUAL & ENCUMBERED EXPENSES	UNENCUMERED BALANCE	YEAR TO DATE VARIANCE
General	30,778,838	6,399,648	24,379,190	12,610
Special Education	53,070,484	6,863,142	46,207,342	4,193,208
Career Tech Education	18,050,272	2,328,574	15,721,698	1,431,899

CASH FLOW SUMMARY

	ENDING BALANCE 08/01/2026	CASH RECEIPTS	CASH DISBURSEMENTS	ENDING BALANCE 08/31/2026
General	6,152,563	3,619,043	1,005,450	5,366,157
Special Education	22,615,731	1,301,522	2,398,179	21,519,073
Career Tech Education	9,484,206	1,212,259	2,172,431	8,524,033
Student Activity Fund	26,641	-	-	26,641
Total	**38,279,140**	**6,132,824**	**5,576,061**	**35,435,903**

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

Board of Education & Superintendent Travel

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

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	Sept. 22 - 25	MASA Fall Conference	$700.00	$792.12	N/A	$1,492.12

I.D. Communications

VBISD Upcoming Events and Key Dates

Date	Time	Event	Location	Board Attendance
9/26	2 - 5 pm	Carey Felt's Celebration of Life	Conference Center	Voluntary
9/30	4:00 pm	VBISD Board of Education Meeting	Conference Center	Requested
10/2	9:30 am	VB Superintendent Council Meeting	Lake Michigan College	Informational Only
10/10	11:00 am	Fall Festival	Bert Goens Learning Center	Voluntary
10/10	10:00 am	Mental Health Awareness Walk	Recognition Pathway	Voluntary
10/14	9 am	Mandated Reporter Training	Conference Center	Informational Only
10/29	5 - 6:30 pm	SEL Family Night	Maple Creek Education Center	Voluntary
10/30	12:00 pm	Trunk-or-Treat	Bert Goens Learning Center	Voluntary
11/17	11:00 am	Thanksgiving Feast	Bert Goens Learning Center	Voluntary
11/18	TBD	Thanksgiving Feast	Community-based Transition Center	Voluntary
11/24	TBD	Thanksgiving Feast	Maple Creek Education Center	Voluntary
12/9 or 12/16	12:30 pm	Winter Program & Bazaar	Bert Goens Learning Center	Voluntary
5/20	12:30 pm	Bert Goens Learning Center Graduation	Conference Center	Voluntary

5/21	TBD	Maple Creek Talent Show	Maple Creek Education Center	Voluntary
5/26	TBD	Maple Creek Graduation	Maple Creek Education Center	Voluntary
5/27	11:00 am	Bert Goens Learning Center Picnic	Bert Goens Learning Center	Voluntary
5/27	TBD	Maple Creek Field Day	Maple Creek Education Center	Voluntary

I.E. Public Comments

II. **INFORMATIONAL ITEMS**

II.A. Board Updates

II.B. Superintendent Update

MEMO

DATE: SEPTEMBER 30, 2026

TO: BOARD OF EDUCATION

FROM: DAVID D. MANSON, SUPERINTENDENT

RE: SUPERINTENDENT UPDATE

****VB Tech Indoor Air Quality Update: (Governance & Board Relations, Community Relations, Staff Relations, Business & Finance)**

Upon returning from summer break, several VB Tech staff members reported concerns related to humidity and areas of suspected mold or mildew growth within the building. In response, VBISD elected to conduct a comprehensive Indoor Air Quality (IAQ) assessment of several areas of the facility.

The assessment identified elevated readings in certain areas, particularly within the building's hallways. Out of an abundance of caution, VBISD took immediate steps to fumigate and thoroughly clean the entire building with greater focus on the affected areas.

Since that time, VBISD has continued to work collaboratively and proactively with staff and Villa Environmental Consultants to monitor conditions, identify areas of concern, and implement appropriate remediation measures. We will continue to address concerns as they arise and will use additional testing when appropriate.

At this point, we believe the conditions are the result of several contributing factors rather than a single issue, including:

- **Plumbing and piping:** Planned replacement during summer 2027 to address aging infrastructure and potential sources of moisture.
- **Hallway airflow:** Planned modifications during summer 2027 to improve air circulation in areas with hard ceilings.
- **HVAC adjustments:** Ongoing adjustments to the HVAC system as needed to better manage temperature, humidity, and airflow.
- **Seasonal conditions:** The combination of warm temperatures and high humidity experienced throughout the summer.

VBISD will continue to monitor the building's indoor environmental conditions and work with staff and environmental professionals to address concerns proactively. Our goal is to ensure that VB Tech remains a safe, healthy, and comfortable environment for students and staff.

Federal Scholarship Granting Organizations - Tax Credit: (Governance & Board Relations, Community Relations, Staff Relations, Business & Finance, Instructional Leadership)

There is growing interest and concern about the Federal Scholarship Tax Credit (FSTC). The program would allow individuals to receive a 100% federal tax credit of up to $1,700 for contributions to Scholarship Granting Organizations (SGOs). These organizations could use the funds to help cover educational expenses, including private school tuition.

One of the biggest concerns is the potential impact on state revenues and, in turn, the funding available to public schools through the School Aid Fund and General Fund. This could be especially challenging for rural districts, which often have smaller student populations but still have many of the same fixed costs as larger districts. Rural districts may also have fewer local resources or alternatives available if state funding decreases.

Even a relatively small reduction in state funding can have a meaningful impact when districts are still responsible for essential services such as transportation, facilities, special education, staffing, technology, and other core programs. There are also questions about how the program would be administered, including eligibility, accountability, reporting, and other administrative requirements.

Michigan has not yet decided whether to participate in the federal SGO tax-credit program. The program is scheduled to begin January 1, 2027, and Governor Gretchen Whitmer has the authority to determine whether Michigan will participate. In May 2026, the Michigan State Board of Education voted to recommend that Michigan not participate. District leaders and education organizations will continue to monitor the issue as the state considers its options.

SCHOLARSHIP GRANTING ORGANIZATIONS (SGOS)

WHAT MICHIGAN SUPERINTENDENTS SHOULD KNOW

MASA

This document provides a general overview of the Federal Scholarship Tax Credit (FSTC) and Scholarship Granting Organizations (SGOs) as they relate to Michigan public schools. MASA opposes this program and believes it could have serious long-term consequences for Michigan's schools. However, if Governor Whitmer decides to opt in to the program, it is our duty to make sure our members have the resources needed to compete and participate. Federal guidance and state-level decisions are still developing, and MASA will continue to provide updates as additional information becomes available. *Updated as of September 14, 2026*

Background

The federal One Big Beautiful Bill (OBBB) created the **Federal Scholarship Tax Credit (FSTC)**, allowing individual taxpayers to receive a 100% federal tax credit of up to **$1,700 for contributions to Scholarship Granting Organizations (SGOs)** that fund eligible K-12 educational expenses.

- The tax credit is available starting in the **2027 tax year.**
- Students from **households earning less than 300%** of the area's median gross income are eligible to receive SGO scholarship funds, which is **estimated to include 85-90% of students.**
- **The original legislation only applied to private schools**, but the program was changed to comply with Senate rules, and the final legislation includes public schools.
- Under the program, **each state's governor must decide annually** whether to opt in or opt out and provide the IRS with a list of approved SGOs.
  - » So far, more than half of states have opted in.

Approved SGOs can **distribute scholarship funds beginning in January 2027** for eligible K-12 educational expenses, including:

- Private school tuition and fees
- Tutoring services
- Books and instructional materials
- Computers and educational technology
- "Special needs" services
- Supplementary programming (i.e. after school)
- Other qualified educational expenses established through federal guidance (including, but not limited to early childhood programming, mental health, summer school, and possibly others)

The U.S. Treasury Department has not yet released implementation rules thus many operational details remain unknown. The rules are expected to be released by the end of September 2026.

Key Operational Facts

- SGOs are nonprofit organizations, not state agencies.
- Families apply directly to an SGO.
- Scholarship awards are determined by the SGO.
- Scholarship funds are paid directly to schools or approved educational providers.
- Funds cannot be directed towards a specific student.
- The SGO must provide scholarships to 10 or more students and they must not all attend the same school. Scholarships must be provided to two or more individual schools.
- SGOs must comply with federal requirements and any additional oversight established by Michigan.
- SGOs must spend at least 90% of their income on scholarships and no more than 10% on administration.
- Michigan will maintain a list of approved SGOs participating in the program, and the list will be updated annually.

What We Still Don't Know

Several important questions remain unanswered, including:

- What accountability measures, if any, will apply to participating organizations?
- Will states have the flexibility to establish additional safeguards or eligibility requirements?
- What reporting or administrative responsibilities, if any, will apply to public school districts?
- If Michigan opts in, what will be the implementation date?
- How many SGOs in Michigan will be approved?

MASA will continue to monitor federal guidance and any state action regarding Michigan's participation in the SGO program and will provide updates as additional information becomes available.

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<u>Strategic Planning: Parent Participation:</u> **(Governance & Board Relations, Community Relations, Staff Relations)**

Open houses serve as a powerful tool for bridging the gap between leadership and the broader community through authentic connection, engagement, and communication. By opening school doors to families, districts establish a transparent environment that fosters mutual trust and active dialogue. Below is a list of open houses across the VBISD:

Bert Goens Learning Center: November 12, 4:00 to 7:30 pm

Maple Creek Education Center: October 12, 3:00 to 7:00 pm

VB Tech: September 24, 5:00 to 7:00 pm

Beyond relationship-building, open houses offer a high-value opportunity to gather targeted, actionable data that directly shapes our strategic plan. To leverage this, Katy Holverstott and consultant Aisha Coulson-Walters will host dedicated tables at each event, engaging directly with parents and guiding them through a brief survey to capture both qualitative and quantitative feedback. Further gathering input from parents helps to ensure that our strategic initiatives remain student-centered, assists with buy-in, and promotes shared accountability.

<u>Nature Trail & Recognition Pathway Facelift:</u>** **(Governance & Board Relations, Community Relations, Staff Relations)**



Over the years, the VBISD Nature Trail and Recognition Pathway have provided individuals and families with a place to exercise, enjoy the outdoors, and step away from the hustle and bustle of everyday life. More recently, the Nature Trail has been enhanced with a Storywalk and has also been selected as the site for an upcoming Mental Health Awareness Walk on October 10th.



Unfortunately, the boardwalk along the Nature Trail and the signage on the Recognition Pathway have begun to show their age and are in need of attention. In response, the Recognition Pathway has recently received a facelift with new, more durable signage designed to better withstand the elements.

VBISD is also exploring approximately $22,000 in repairs to the Nature Trail boardwalk. Given the community benefit these spaces provide, VBISD is hopeful that a combination of community and business donations can help offset the cost of the needed repairs and ensure the trail remains a safe and welcoming resource for years to come.

II.C. Department Updates

II.C.1. New Covert Generating Plant Tax Litigation Settlement - *John Faul*

SETTLEMENT AGREEMENT WITH CONSUMERS ENERGY

REFUND AMOUNT **$190,000.00**

Tax	Millage	% of Total	Refund
VB CO ALLOCATED	4.4347	0.0928	$ 17,632.00
STATE ED TAX	6	0.1256	$ 23,864.00
COVERT SCHOOL OPERATING	18	0.3768	$ 71,592.00
LMC	2.2654	0.0474	$ 9,006.00
COVERT OPERATING	0.8198	0.0172	$ 3,268.00
COVERT ROADS	0.5	0.0105	$ 1,995.00
COVERT FIRE/AMBULANCE	1.7	0.0356	$ 6,764.00
COVERT POLICE	1.9	0.0398	$ 7,562.00
COVERT WATER BOND	0.3653	0.0076	$ 1,444.00
SENIOR SERVICES	1	0.0209	$ 3,971.00
VB CO ROADS	0.9721	0.0204	$ 3,876.00
VB CO AMBULANCE	0.937	0.0196	$ 3,724.00
VB CO PUB SAFETY	0.5332	0.0112	$ 2,128.00
VB CO TRANSIT	0.2458	0.0051	$ 969.00
CONSERVATION DIST	0.0991	0.0021	$ 399.00
VETERANS RELIEF	0.0995	0.0021	$ 399.00
VB DIST LIBRARY	1.0831	0.0227	$ 4,313.00
VBISD OPERATING	0.14	0.0029	$ 551.00
VBISD SPEC ED	4.1969	0.0879	$ 16,701.00
VBISD VOC ED	2.4763	0.0518	$ 9,842.00
	47.7682	**1.0000**	**$ 190,000.00**

County Total	Township Total	VBISD Total
$ 29,127.00	$ 25,004.00	$ 27,094.00

Schedule of Payments

Friday, December 31, 2027	$	190,000.00
Sunday, December 31, 2028	$	190,000.00
Monday, December 31, 2029	$	190,000.00
Tuesday, December 31, 2030	$	190,000.00
Wednesday, December 31, 2031	$	190,000.00
	$	**950,000.00**

II.C.2. Career & Technical Education

MEMO

DATE: **SEPTEMBER 30, 2026**

TO: **BOARD OF EDUCATION**

FROM: **ROBERT SMITH, DIRECTOR**

RE: **CAREER & TECHNICAL EDUCATION BOARD UPDATE**

***2025-26 ANNUAL REPORT** (*Leadership, Communication Skills, Professional Preparation, Community Relations*)

Click on the link to see the 2025-26 Annual Report: https://canva.link/f6cf3f5hw2ilxfz

As part of our Career & Technical Education Technical Review, Assistance, and Compliance (TRAC) process, Van Buren County is required to complete an Annual CTE Report and share that report with its stakeholders. Throughout this past year, staff at VB Tech have been gathering valuable information and data to help tell the story of the 2025-26 school year. This " year in review" feature will again become an annual report and the information will be shared with multiple stakeholders to not only help keep everyone abreast of events taking place at VB Tech, but will also be utilized as part of our marketing efforts to help showcase the many outstanding things that are occurring on an annual basis. A special thank you goes to Mikenzie Chambers, VB Tech Marketing Specialist, for her assistance and Canva expertise, and to the students and staff for all of their hard work this past year.

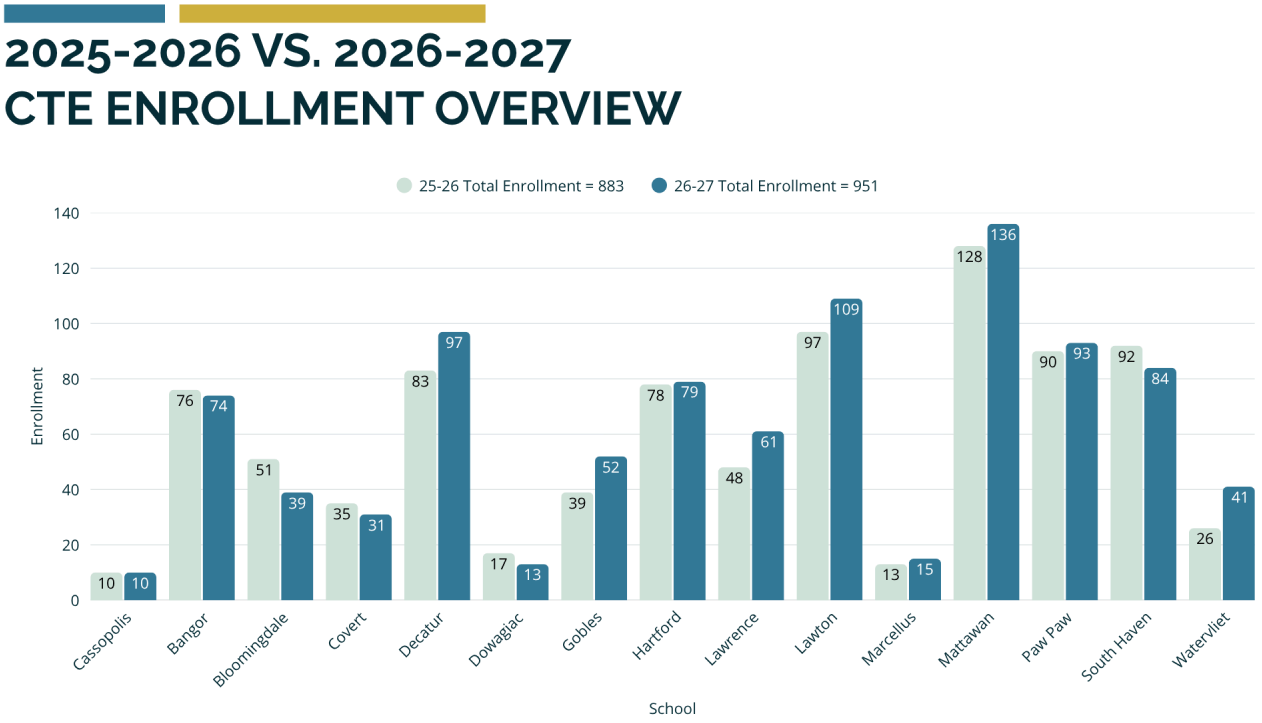
*** VB TECH EMPLOYABILITY SKILLS TRANSITION - EPIC** *(Leadership, Creativity/Innovation, Supervisor, Faculty & Staff Personnel, Planner & Organizer)*

Getting students ready for the workforce is one of the biggest challenges that we are annually tasked with by our industry-led program Advisory Committees. We often hear how employers would rather hire students who are good employees rather than those with knowledge and skills, but cannot show up to work on time, stay off of their phone, work on a team, etc. As a result, over the past year, members of the school improvement team at Van Buren Tech have spent a significant amount of time devising a new identity for how we teach and assess career readiness skills at Van Buren Tech. As part of this process, VB Tech has adopted a new acronym, EPIC, to emphasize the importance of four essential employability characteristics: Engagement, Professionalism, Initiative, and Communication. Each of these characteristics represents a specific set of behaviors that will be taught and evaluated as part of students' Employability Skills grade, which makes up 30% of their overall program grade. To assist with this transition, Angie Laws and Kevin Farmer applied and received a $1,000 grant from MEEMIC to purchase EPIC banners for classrooms throughout the building. In addition, Van Buren Tech staff opened the school year on the morning of Monday, August 17th with an EPIC-focused inspirational presentation from Dr. Dave Feichtner, who also currently serves as a Fire Chief in Oakland County.



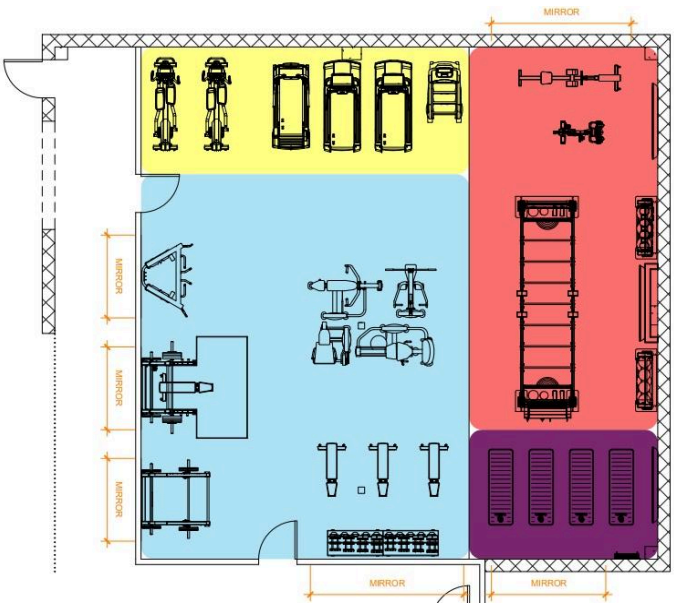
***26-27 ENROLLMENT UPDATE** *(Professional Awareness, Professional Preparation, Student Personnel)*

Van Buren Tech welcomed 2026-27 students for the first day of the school year on Tuesday, August 25th. This year's VB Tech student body includes students from all 11 districts in Van Buren County, as well as our 4 out-of-county partnering districts and Coloma. Overall, enrollment is up around 75 students compared to last year (see graphs below) and several programs had waitlists to start the school year. We are extremely excited to see the great things that this group of students accomplishes this year.



***SPORTS MED EMERGENCY ACTION PLAN PRESENTATIONS** *(Evaluator, Crisis Manager, School Plant & Facilities, Student Achievement)*

On Thursday, September 17th, Advanced Studies students from the Sports Medicine program presented their Emergency Action Plans (EAPs) for the VB Tech fitness gym to administration and emergency management. Overall, the presentations were excellent and included comprehensive overviews of safety and emergency response as needed in that space. As part of their presentations, students provided detailed information and protocols specific to various emergency situations (e.g., fire, tornado, intruder, injury, etc.), identifying best practices for safety and response. In addition, students identified additional areas of safety that need to be added to the workout space, including Stop the Bleed Kits, First Aid Kits, an additional Fire Extinguisher, Flashlights, and Emergency Lighting in case of a power outage. We are extremely thankful to our students for highlighting these needs. Great job students!

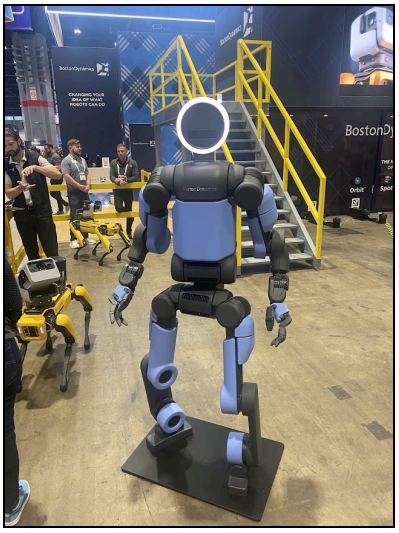


INTERNATIONAL MANUFACTURING TRADE SHOW (IMTS) *(Supervisor, Faculty & Staff Personnel, Fiscal Management, Student Personnel)*

On Tuesday, September 15th, the Advanced Manufacturing and Engineering and Architectural Design programs took students to the International Manufacturing Trade Show (IMTS) in Chicago at the McCormick Place. This show is bi-annual, with its sister show hosted in Germany on the off years. IMTS boasts over 1,000,000 square feet of manufacturing vendors and resources for visitors to explore. Students were able to watch 3d printers with massive print spaces, robots that can lift vehicles as well as walking robots and much more. There were education specific areas that students visited which showcased the manufacturing world on a student level, as well as the main exhibition floors where industrial equipment and tools were on display. Over 1,700 exhibitors had products on display and fully functioning while over 89,000 visitors streamed through. This trip really gets kids excited for the school year and helps them realize some of what is available in the manufacturing world outside of Van Buren county.

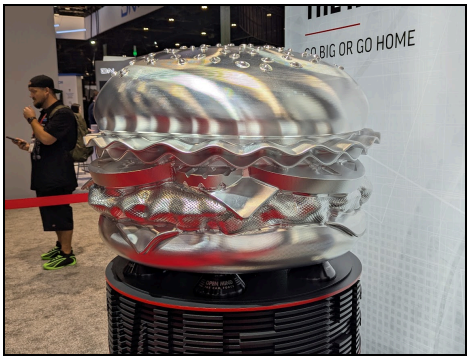












WELCOME BACK STAFF *(Leadership, Professional Preparation, Decision Maker, Planner & Organizer)*

On Monday, August 17, VB Tech staff members returned for the first day of the 2025-2026 school year. After a morning of professional development, the day concluded with a picnic to celebrate the end of summer, providing an opportunity for staff to reconnect, share their summer experiences, and prepare for the upcoming year.

On Tuesday, August 18, we came together with all VBISD Staff for Opening Day 2026 to Paint the Possibilities for the year ahead. We were inspired by keynote speaker Marv Fox Jr., who challenged us to lead with purpose-centered service and reminded us of the impact we can make through the work we do each day. Throughout the morning, staff engaged in professional learning and conversations focused on growth, opportunity, and what's ahead for VBISD. We explored our new VBISD visual identity and logo, reviewed updated procedures, discussed important organizational updates, and continued the work of shaping our strategic plan for the future.

Most importantly, Opening Day was a celebration of the possibility for working together, embracing change, serving with purpose, and continuing to grow as an organization. Here's to a new school year and all that we'll accomplish together!







VB TECH LAW ENFORCEMENT FIELD EXPOSURE *(Community Relations, Student Achievement, Student Personnel, School Plant & Facilities, Supervisor)*

While the school year is just getting started, VB Tech Law Enforcement students are already gaining valuable exposure to the field. On Wednesday, September 2, the Van Buren County SWAT Team used Van Buren Tech's onsite residential training house for a specialized training exercise. Undersheriff Casey Davis included VB Tech students in the team briefing, giving them an inside look at the planning, communication, and teamwork involved in a SWAT operation.

Students then observed the team in action as they worked through a simulated scenario inside the residential training house. Experiences like this connect classroom learning to the skills and situations students may encounter

in their future careers, while giving them opportunities to learn directly from industry professionals. This is just the beginning of the school year, with many more opportunities ahead for VB Tech students.





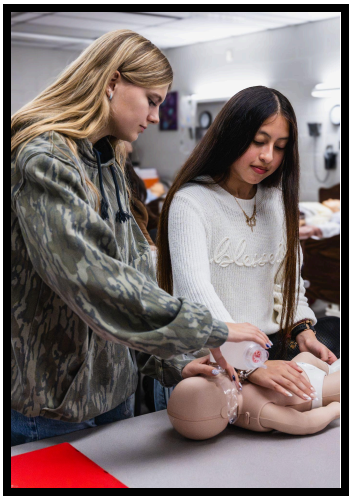


PATIENT CARE-FIRST AID/CPR CERTIFICATIONS *(Student Achievement, Student Personnel, Communication Skills)*

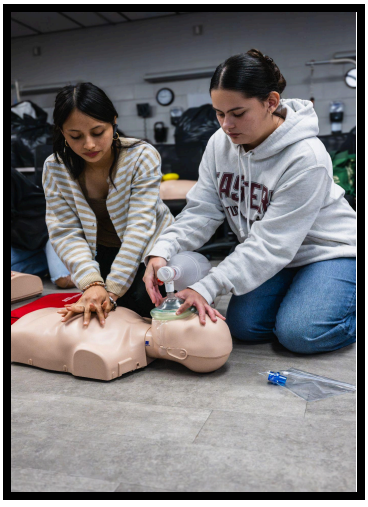
Patient Care students are learning essential lifesaving skills through American Heart Association Basic Life Support (BLS) CPR and First Aid training for adults, children, and infants. Throughout the first few weeks of school, students practiced CPR using manikins with feedback devices that indicate proper compression depth and speed. They also practiced rescue breaths and demonstrated how to assist a choking infant.

After completing the instructional videos and demonstrating their skills, students must pass a knowledge test to show their understanding as part of their certification requirements. American Heart Association BLS certification is one of many industry-recognized certifications students can earn while attending Patient Care at Van Buren Tech.









II.C.3. Instructional Services

Memorandum		
Date:	September 30, 2026	VBISD Instructional Services
To:	VBISD Board of Education	
From:	Melissa Corona *Director of Instructional Services*	
Subject:	Instructional Services Update	

**Literacy and Math Coaches/Consultants

Building a Cohesive Coaching Team

Our literacy and math coaches are working together to create a more cohesive approach to supporting schools across Van Buren County. As a service organization, our role is to come alongside our local districts and VBISD departments—meeting them where they are and building capacity from there. To help center this work, coaches individually identified their top hopes, dreams, and aspirations for the schools they support, recognizing that ultimately, the impact of this work reaches students. Their collective responses were brought together in a word cloud that reflects the shared vision and priorities of the coaching team.

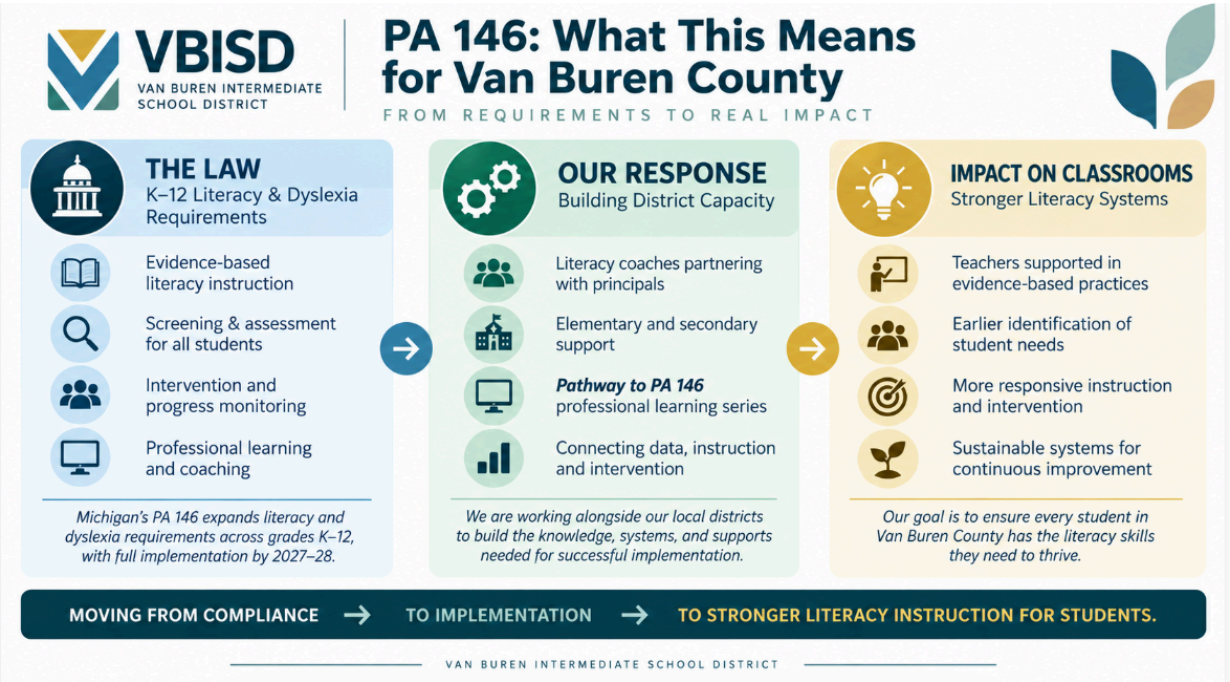


The team then shifted from aspirations to action by identifying the barriers that can make those outcomes difficult to achieve and separating those barriers into what is within our control and outside of our control. Our next step is to focus intentionally on what we *can* influence—setting shared coaching goals and identifying specific actions that can help remove barriers, strengthen systems, and better support educators and students across the county.

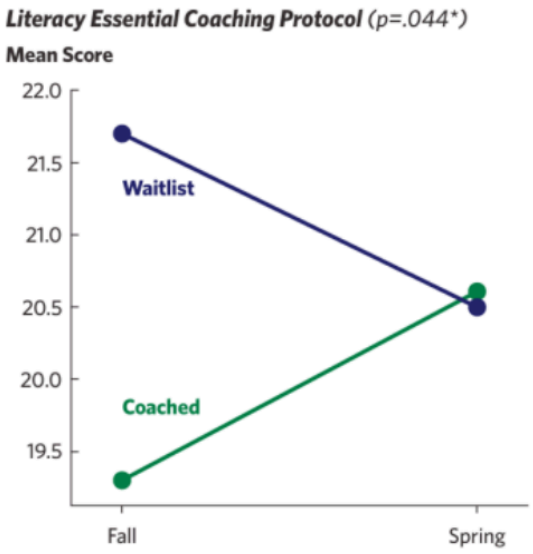
Preparing Schools for PA 146: Building Capacity Through Literacy Coaching

Michigan's Public Act 146 represents an important shift in literacy support by extending the

focus on evidence-based literacy practices, screening, intervention, and professional learning across the K–12 system. Full implementation is required beginning with the 2027–28 school year, and the law specifically recognizes literacy coaching as an important component of implementation. Rather than waiting for implementation deadlines, the Instructional Services team is working alongside elementary and secondary principals across Van Buren County to understand the requirements, examine current practices, and identify the systems and supports that will help schools strengthen literacy instruction. This year, that work includes continued consultation with building leaders as well as another *Pathway to PA 146* professional learning series. The series was well attended last year, and strong early registration this year demonstrates continued interest from local educators in preparing for these changes.



An important part of this work is helping districts understand that implementation is about more than compliance—it is about building the capacity of educators. Instructional coaching provides a bridge between professional learning and what happens every day in classrooms.



Teachers that receive direct, high-intensity work with coaches produce students with higher achievement results.

This aligns closely with PA 146, which identifies coaching as a way to help educators use student data, differentiate instruction, implement evidence-based practices, and strengthen intervention.

For VBISD, this means continuing to support educators from the early elementary grades through secondary classrooms. Coaching can strengthen many of the instructional practices associated with student learning—including clarity, classroom discussion, feedback, scaffolding, deliberate practice, and collective teacher efficacy—all areas highlighted in the coaching resources being used with our team. As PA 146 moves toward full implementation, our goal is not simply to help districts meet the requirements of the law, but to build sustainable systems in which principals, coaches, and teachers have the knowledge and support they need to continually improve literacy instruction for students across Van Buren County.

Grow Your Own

Grow Your Own Grant Sunsetting

The Grow Your Own (GYO) grant officially ends September 30, 2026, and our team has been working closely with university partners to maximize the funding available for our candidates before the grant closes. A major focus has been establishing Seat Purchase Agreements, which allow grant funds to be committed in advance to cover future semesters. For most candidates completing their programs in Spring or Summer 2027, these agreements will allow their full remaining program costs to be covered. We have also worked creatively within the grant requirements to purchase books and required materials now for courses candidates will take in upcoming semesters.

As we close out the grant, we are incredibly proud of its reach and impact. More than 400 candidates have participated in GYO, and over 100 have already completed their programs. While the funding is ending, the impact will continue as candidates complete their pathways and serve students in classrooms across our region.

Adult Ed Multilingual

Adult Education Multilingual Program

Our Adult Education Multilingual classes are up and running in Bangor, Covert, and Paw Paw, with enrollment continuing at each site. Our teachers and assistants have been busy welcoming new learners, establishing classroom routines, helping learners access the online curriculum, and completing pre-assessments to better understand individual learning needs. We have also hired a Child Care Assistant for our Paw Paw site and are currently working to fill positions in Bangor and Covert, helping remove one more barrier for adults who want to participate in the program.

This year, we received an additional $62,000 in Section 107 state funding, creating new opportunities to strengthen the learner experience. In addition to expanding high-quality resources for both in-person and online instruction, we are building career exploration into the program through educational field trips that will expose learners to local employers, postsecondary education, and workforce training opportunities. Our goal continues to be more than language development—we want to help learners build the skills, knowledge, and connections that can open doors to future education and employment.

II.C.4. Human Resources

MEMO

DATE: SEPTEMBER 30, 2026

TO: BOARD OF EDUCATION

FROM: BRITANI OLDS, DIRECTOR FOR HUMAN RESOURCES

RE: **HUMAN RESOURCES UPDATE**

HUMAN RESOURCES UPDATE - (Leadership, Communication Skills, Resourcefulness, Creativity, and Innovativeness, Professional Preparation, Decision Maker, Planner and Organizer.)

**New Hire Orientation

We had another great new hire orientation on Thursday, August 13. There were 44 new hires that were in attendance. We know that we have a short amount of time to relay a lot of information to the new hires and it is definitely information overload. The focus for the morning was providing the new hires with a better understanding of all of the different departments that make up the ISD and all of the amazing work that is done. We also spent time reviewing our time and attendance system, payroll, wellness program and workout space along with many other topics. The afternoon consisted of topics that were suggested from previous new hires, like Google basics and best practices. I appreciate all of the help and support for making this another successful orientation day!



After every orientation we provide all of the materials and a quick survey to the new hires to gather feedback and thoughts on their experience. We continue to use this feedback to make adjustments in an effort to make the new hire orientation as beneficial for them as possible. The feedback continues to be extremely positive. The new hires appreciate the opportunity to learn more about the ISD and everything it offers as well as being able to meet others that they will be working with.

**Mentoring Project

As a part of the ongoing work with mentoring, Karla Vandenberg and I held a training for all professional staff members that were interested in mentoring or were already assigned to be a mentor for this school year. This was held over lunch on opening day and was well attended. We took the opportunity to share the work that happened last school year and the resources created for them based on all of the feedback.

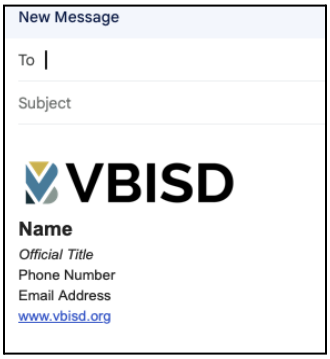


I appreciate everyone that attended as well as all of the meaningful discussions throughout the training.

Next steps for this project are the mentor check-ins that will happen around the October, December, February and April time in order to continue to gather feedback. This allows us to make any necessary adjustments if needed to continue to make it the best mentoring program possible for our staff.

Marketing

We are working through the natural change management process with the launch of the new logo. One change that was recently shared with all staff was for them to update their email signature with the new, approved VBISD logo. There were two important reasons for this update. First, was for accessibility and compliance. The standardized email signature supports compliance with federal accessibility requirements under the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act. Secondly, the new signature establishes a consistent, professional look across VBISD with our new logo. It is now our approved organizational standard for email signatures. I appreciate Brittany Millan for her continued work in the launch of the new logo as well as the creation of the step-by-step written guide and video tutorial to make this as easy as possible for staff to update.



II.C.5. Multilingual Migrant Services

Memorandum		
Date:	September 30, 2026	VBISD Multilingual & Migrant
To:	VBISD Board of Education	
From:	Angie Gutiérrez *Administrator of Multilingual and Migrant Services*	
Subject:	Multilingual/Migrant Services Update	



****Student Spotlight: From Classroom to KDP** (Creativity & Innovativeness • Student Achievement • Establishing a Culture for Learning • Coherent Instruction and Determination of Resources)

This summer, 16-year-old Dulce Carrillo turned creativity, technology, and determination into an impressive accomplishment by creating and self-publishing her own seaside- and farm-themed coloring book. As part of the summer school program, Dulce used AI tools, including Gemini, Copilot, and ChatGPT, to develop initial image concepts, then refined her designs using Photopea and formatted the interior pages and cover in Canva. She completed the project by navigating the Amazon Kindle Direct Publishing (KDP) process, resulting in a professionally published coloring book available for purchase on Amazon.

Dulce shared that her goal was not only to challenge herself and see how far she could take the project, but also to inspire younger children to be creative while learning about sea and farm animals. Her success demonstrates the impact of providing students with opportunities to apply technology, creativity, problem-solving, and perseverance to authentic, real-world learning experiences. Dulce hopes to continue creating and may explore writing and illustrating children's storybooks in the future. Congratulations to Dulce on this outstanding achievement!





****Summer Migrant Performance Data (June 16–August 31, 2026) (Leadership Planner & Organizer •Student Personnel • Student Achievement)**

This summer was a tremendous success for Project NOMAD, thanks to the dedication of our recruitment team, who visited every migrant camp within our service area to identify and enroll eligible migratory children and youth. Accurate identification and recruitment data are essential for documenting program needs, determining future funding, and guiding the delivery of educational services.

Students received support through a variety of service options, including ID (Identification and Recruitment), LS (Limited Services), HOME (weekly educational services provided by a certified teacher), and SC (Summer Center attendance). Students from preschool through 12th grade, as well as out-of-school youth (OSY), participated in our summer program or received educational services through our HOME team. Additionally, Project NOMAD provided services to OSY in the South Haven area, further expanding our program's reach.

Our HOME and Limited Services teams demonstrated exceptional dedication in ensuring that students received educational support throughout the summer. Special recognition goes to Maria Zavala, Katya Davila, Sarita Collins, Lori Frisinger, Dawn Lamas Munoz, Yatsiri Figueroa, and Jalen Van Hoeven for their hard work and commitment to serving our migratory students and families.

Project NOMAD continues to grow in reach and impact, ensuring that migrant students and families have access to the support and educational opportunities they deserve.

Local 06/16/26-8/31/2026

Service type	**P0-12th graders**	**OSY**	**Total**
Identification and recruitment (ID)	54	9	63
Limited Service (LS)	45	60	105
HOME	46	93	139
Summer Center (SC)	250	0	250
Total:	**395**	**162**	**557**

Local 06/16/2025-08/31/2025

Service type	All Students
Identification and recruitment (ID)	55
Limited Service (LS)	95
HOME	118
Summer Center (SC)	225
Total:	493

2025 VS. 2026 Summer Performance Period

Service Type	Summer 2025	Summer 2026	Change	% Growth
Identification and recruitment (ID)	55	63	+8	**+14.5%**
Limited Service (LS)	95	105	+10	**+10.5%**
HOME	118	139	+21	**+17.8**
Summer Center (SC)	225	250	+25	**+11.1%**
Total	**493**	**557**	**+64**	**13.0%**



Region 2 Summer data 6/16/26-8/31/26

Service type	P0-12th graders	OSY	Total
Identification and recruitment (ID)	46	37	83
Limited Service (LS)	114	209	323
Total:	160	246	406



**New Multilingual Teacher Collaborative Kickoff (Leadership • Planner & Organizer • Faculty & Staff Personnel • Establishing a Culture for Learning)

For the 2026–2027 academic year, our county is actively expanding its support for multilingual (ML) educators. On September 11, 2026, we convened fourteen new ML teachers for a collaborative professional development session centered on the theme *"Connecting People, Plans, and Practices."*

This initial meeting provided educators with actionable insights, a dedicated forum for inquiry, and structured planning time to develop tailored action plans.

Upcoming Focus Areas

- **IEPs 101 for ML Educators:** Navigating special education frameworks and compliance for multilingual learners that are dual identified.
- **High-Leverage Instructional Strategies:** Implementing research-backed methods to accelerate academic language acquisition.
- **Integrating and Sustaining Growth:** Establishing continuous development models to maintain instructional momentum throughout the school year.

We look forward to sustaining this collaborative network and driving measurable outcomes across our partner districts.





Weighted Foundation Payment Update for ML Education (Policy Implementer • Fiscal Management • Leadership • Level of Professional Awareness)

Historically, Section 41 state funding for Multilingual Learners (ML) was determined by English Language Proficiency scores (WIDA ACCESS levels 1.0–3.9) and disbursed through a grant application process.

Effective for the 2026–2027 school year, this funding mechanism transitions to a weighted foundation payment formula integrated directly into Section 22b of the State School Aid Act. Allocations will be streamlined, along with Section 31 for Economically Disadvantaged Students, and disbursed as part of each district's standard State Aid payments, beginning in October 2026

Previous Funding Model: Application-based grants driven by WIDA ACCESS proficiency scores (1.0–3.9).

New Funding Model: Automated, weighted foundation allowance calculated directly per pupil.

To maintain compliance with Section 1280h regulatory mandates, districts receiving

weighted foundation payment allocations must adhere to specific core requirements regarding English Language Development (ELD) programming and reporting.

Core Mandates & Compliance Standards

Dict Instruction: Provide targeted ELD instruction to active English learners (WIDA ACCESS composite scores 1.0–4.7) using evidence-based program models implemented with fidelity.

Mandated Minutes: Fulfill Michigan Department of Education (MDE) weekly instructional minimums based on proficiency levels:

- **WIDA 1.0–1.9:** Minimum 300 minutes weekly.
- **WIDA 2.9–4.7:** Minimum 150 minutes weekly.

Assessment & Evaluation: Administer the annual WIDA ACCESS or WIDA Alternate ACCESS assessment and participate in state monitoring and program evaluation.

Accountability & Reporting: Submit implementation data directly to MDE and provide annual notifications to parents regarding student outcomes and the allocation of weighted foundation funds.



Recruitment Sweep (Leadership •Communication Skills •Planner & Organizer •Community Relations)

The Region Two Identification and Recruitment (ID&R) team carried out three recruitment "sweeps" across three counties to identify and enroll eligible migrant students who had not yet been recruited. Our first sweep took place from July 28 to August fourth. The team obtained over thirty certificates of eligibility. The second sweep took place from August 20-23. The recruiters obtained 45 certificates of eligibility. Recruiters worked in teams of two to four, canvassing local communities to connect with families and ensure students received access to educational services and support. A highlight of the effort was the participation of Evelyn Arévalo, an experienced recruiter from Georgia who travels nationwide to assist with sweeps. Evelyn not only supported the recruitment work but also mentored new recruiters, turning the sweep into a valuable hands-on training opportunity.

These collaborative recruitment efforts help ensure that migratory children and youth do not fall through the cracks and are provided with the resources and educational opportunities they deserve.



Multilingual Learner Strategy PDs in Bloomingdale & Bangor Public Schools (Leadership • Professional Preparation • Coherent Instruction and Determination of Resources • Setting Instructional Outcomes)

This fall, we kicked off the school year at Bloomingdale Public Schools by delivering a comprehensive framework of research-based strategies for supporting multilingual learners within general education classrooms. Educators engaged in interactive, application-based exercises designed to integrate simultaneous content and language instruction.

Additionally, we have established a strategic partnership with Bangor Public Schools to facilitate a four-part professional development series. This initiative focuses on the practical implementation of the eight components of the Sheltered Instruction Observation Protocol (SIOP®) model to elevate content accessibility and language acquisition.

Key Initiatives & Impact

- **Bloomingdale Public Schools:** General education capacity building for integrated language and content delivery.
- **Bangor Public Schools:** Four-part cohort series centered on the 8 SIOP® components to sustain long-term instructional growth.



Coaching @ Bloomingdale, Covert, Paw Paw

Instructional coaching capacity has expanded this school year with the addition of a new coach, Andrea Jegier. Partnering alongside Laura Kronk, the coaching team has broadened service reach across the county, initiating structured coaching cycles with educators in Bangors, Covert, and Paw Paw Public School districts.

Andrea Jegier has proven to be an invaluable asset to the intermediate school district, driving immediate impact by supporting new curriculum rollouts, co-refining lesson design, and providing direct classroom instructional modeling.

Impact & Next Steps

- **Expanded Capacity:** Increased county-wide bandwidth to deliver targeted, job-embedded support to more school districts.
- **Instructional Support:** Direct collaboration on curriculum implementation, lesson alignment, and high-leverage teaching strategies.
- **Ongoing Implementation:** Continuous rollout of multi-week coaching cycles throughout the school year to sustain teacher growth and student outcomes.



In addition to her direct instructional coaching responsibilities, Andrea Jegier has expanded our department's service delivery through specialized consultation. Early this school year, she has collaborated with both Multilingual (ML) and general education educators to implement

high-impact instructional strategies that strengthen academic language acquisition and student engagement.

Furthermore, Andrea Jegier played a key role in the regional rollout and implementation of the Suspected Disabilities Protocol, ensuring aligned, compliant, and supportive evaluation pathways for multilingual learners.

Key Consulting Deliverables

- **Cross-Disciplinary Strategy Support:** Partnering with ML and general education teachers to integrate language acquisition techniques into daily content delivery.
- **Special Populations Compliance:** Facilitating the implementation of the Suspected Disabilities Protocol Roll-Out to ensure equitable assessment processes across districts.

III. **ACTION ITEMS**

III.A. Approval of Substitute Rates SY26-27 **(Roll Call Vote)**

VBISD BOARD RESOLUTION

DATE: September 30, 2026

TO: VBISD Board of Education

FROM: David D. Manson, Superintendent

RE: **Approval of Substitute Rates SY26-27**

BACKGROUND:

Periodically, rates for substitute teachers, program assistants, and transportation staff need to be adjusted to stay competitive with surrounding districts. Given staff shortages, the following adjustments in sub rates are being recommended.

RECOMMENDATION:

RESOLVED, the VBISD 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

III.B. Approval of New Covert Generating Plant Tax Litigation Settlement **(Roll Call Vote)**

VBISD BOARD RESOLUTION

DATE: September 30, 2026

TO: VBISD Board of Education

FROM: David D. Manson, Superintendent

RE: **New Covert Generating Company Settlement Agreement and Release**

BACKGROUND:

Van Buren Intermediate School District is a taxing entity that receives a portion of property tax revenues generated by the New Covert Generating Plant in Covert Township. New Covert Generating Company, LLC ("NCG") has been involved in ongoing property tax litigation involving tax years 2016 through 2023 before the Michigan Tax Tribunal and the Van Buren County Circuit Court.

Covert Township and Van Buren County have negotiated a proposed Settlement Agreement and Release with NCG intended to provide a comprehensive resolution of the outstanding litigation. Under the proposed settlement, the parties have agreed upon taxable values for the Plant for tax years 2017 through 2023, NCG will not be required to make additional payments, and the taxing entities will not be required to issue refunds to NCG for the applicable tax years.

The proposed settlement also resolves the pending litigation and provides for dismissal of the applicable Michigan Tax Tribunal and Van Buren County Circuit Court proceedings.

As an entity receiving property tax revenues, VBISD is required to provide its consent and approval of the Settlement Agreement and Release. The proposed Consent to and Approval of Settlement Agreement and Release requires the authorized representative of VBISD to agree to the settlement terms and confirms that the representative has authority to bind VBISD.

RECOMMENDATION:

RESOLVED, the VBISD 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.

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

MEMO

DATE: SEPTEMBER 30, 2026
TO: BOARD OF EDUCATION
FROM: BRITANI OLDS, ADMINISTRATOR 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
Adam Cornelius, Auto Instructor	Resignation - 09/15/2026

RECOMMENDATION

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

Attachments

IV. OTHER BUSINESS

IV.A. Adjournment

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