

Agenda of Regular Meeting

The Board of Trustees Van Buren ISD

A Regular meeting of the Board of Trustees of Van Buren ISD will be held July 1, 2026, beginning at 4:00 PM in the Van Buren Conference Center
490 S Paw Paw Street
Lawrence, MI 49064.

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

I. ORGANIZATIONAL MEETING

A. Approval of Election Officers 2026 - 2027 (Roll Call Vote)

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BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of Election of Board of Education Officers for 2026-2027**

BACKGROUND:

The Revised School Code requires the Board of Education to elect its officers at the annual organizational meeting. The elected officers will serve for the 2026- 2027 organizational year.

Administration recommends retaining the current officers with no changes.

RECOMMENDATION:

RESOLVED, the Van Buren Intermediate Board of Education approves the election of officers to the Van Buren Intermediate School District Board of Education for 2026-2027 as follows:

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

B. Approval of Board of Education Meeting Dates 2026 - 2027 (Roll Call
Vote)

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BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: Dave Manson, Superintendent
RE: **Approval of 2026 - 2027 Meeting Dates**

RESOLVED, that the Van Buren ISD Board of Education meeting dates for the 2026-2027 school year are approved as shown below:

2026-2027 School Year

Wednesday, July 1, 2026
Wednesday, August 5, 2026
Wednesday, September 2, 2026
Wednesday, September 30, 2026
Wednesday, November 4, 2026
Wednesday, December 2, 2026
Wednesday, January 6, 2027
Wednesday, February 3, 2027
Wednesday, March 10, 2027
Wednesday, April 7, 2027
Wednesday, May 5, 2027
Wednesday, June 2, 2027
Budget Hearing @3:30 pm
Regular Board Meeting @ 4 pm

C. Approval of Authorized Signatures for Distribution of District Funds
(Roll Call Vote)

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BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of Authorized Signatures for Distribution of District Funds for 2026-2027**

BACKGROUND:

State law and Board Policy 6144.01 require the Board of Education to annually designate the individual(s) authorized to sign checks and approve electronic transactions through the Automated Clearing House (ACH) system on behalf of the District.

RECOMMENDATION:

RESOLVED, that the following employees/individuals are hereby authorized to sign checks written on accounts of the Van Buren Intermediate School District and electronic means using the automatic clearing house (ACH) system as outlined in Board Policy 6144.01 for 2026-2027:

David D. Manson

Kara Wagner

Karen Makay

BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of Designation of Legal Counsel and Services for 2026-2027**

BACKGROUND:

Each year, the Board of Education designates legal counsel to provide legal services to the District. Administration recommends continuing the District's longstanding relationship with Thrun Law Firm and authorizing payment of the annual retainer.

RECOMMENDATION:

RESOLVED, that the following law firm be designated as legal counsel to the Van Buren Intermediate School District Board of Education for all legal issues and that an annual retainer be paid for 2026-2027:

THRUN LAW FIRM

2900 West Road, Suite 400
East Lansing, MI 48823

Mailing Address:

PO BOX 2575
East Lansing, MI 48826

BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of Depositories of District Funds 2026-2027**

BACKGROUND:

The School Code requires the Board of Education to identify financial institutions approved for the deposit of district funds.

RECOMMENDATION:

RESOLVED, that the following financial institutions are designated as depositories for Van Buren Intermediate School District funds for 2026-2027:

Arbor Financial Credit Union
Huntington Bank
Michigan Liquid Asset Fund Plus

II. REGULAR MEETING

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

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

1. Minutes

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The **2026-2027 Budget and Truth in Taxation Hearing** was held on **June 3, 2026**, at 3:30 PM in the Board of Education office in Lawrence. Finance Director, Rebecca DePas, presented the **2026-2027 Budget and Truth in Taxation** for the District to the Board. Budget and Truth in Taxation Hearing adjourned at 3:59 PM.

The **Regular Meeting** of the Van Buren Intermediate School District Board of Education was held in person on **June 3, 2026**, in the Board of Education office and called to order at **4:00 PM** with all Board members present.

Weiss moved to approve the June 3, 2026, draft agenda as presented. Supported by Makay. Roll call vote. Makay – yes, Faul – yes, Engle – yes, Weiss - yes, and Middaugh – yes. Motion carried.

Makay moved to approve the Consent Agenda (**May 6, 2026, Minutes, Composite and Summaries**). Supported by Faul. 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 April.

Pre-Approval

Name	Date(s)	Location	Estimated Cost			
			Conference:	Hotel:	Flights:	Sum:
Dave Manson	6/16/26 - 6/18/26	MAISA Summer Membership Conference, Muskegon, MI	\$350.00	\$411.70	N/A	\$761.70

Post Approval

Name	Date(s)	Location	Actual Cost			
			Conference:	Hotel:	Flights:	Sum:
John Faul	4/30/26 - 5/2/26	Lansing MASB Spring Institute	\$625.00	\$827.78	N/A	\$1,452.78

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

Board Members' Updates: Board members remained actively involved throughout the month, attending and supporting a variety of VBISD events and programs. Activities included the Middle College student celebration, the Bert Goens Learning Center prom and graduation, the VBTech Mock Disaster event and 50th Anniversary Celebration, the VBISD Staff Retirement Celebration, and the biannual Board Work Session. We are grateful to have such an active Board of Education!

Superintendent Updates: Superintendent Manson gave an update highlighting end-of-year celebrations across the district, including graduations, retirements, and other events recognizing student and staff accomplishments. Additional updates included the appointment of Kara Wagner as the new Director of Finance and Operations, planning for Opening Day professional learning activities, and participation in the MASA Legislative Breakfast where education funding, workforce development, and legislative priorities were discussed with state lawmakers.

Presentation: Truth In Taxation/Budget Hearing: *The Board received a presentation from Rebecca DePas, Director of Finance and Operations.*

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

VBT/CTE: *highlighting several student learning and engagement opportunities, including the annual Mock Disaster event, Ag Awareness Days, the STEM Showcase, and the Middle College Recognition Ceremony. Additional updates included student achievements in Cosmetology, recognition of staff*

during Staff Appreciation Week, and the successful sale of the Construction Trades program home as the program transitions to building tiny homes for future auctions.

Instructional Services: highlighting continued growth of the Grow Your Own program, which now supports approximately 277 active candidates pursuing educational certifications and endorsements. Additional updates included Project SHINE nutrition and wellness programming, literacy and math coaching support provided to local districts, recognition of Adult Education and Multilingual learner achievements, CLEP testing opportunities for students, and expanded out-of-school programming through the Van Buren Youth Initiative and community partnerships.

Human Resources: The Board received an update highlighting the district's recent retirement celebration honoring retiring staff members and their years of service. Additional updates included continued development of a mentoring program to support employee retention, planning for new hire orientation, implementation of a marketing request process to improve communication workflow, increased participation in employee wellness initiatives, and professional development opportunities through attendance at the MSBO Annual Conference.

Multilingual: The Board received an update highlighting the recognition of Laura Kronk as the 2026 Parent Advisory Council Award recipient for her leadership in supporting multilingual learners and students with disabilities. Additional updates included regional migrant parent leadership activities, multilingual program evaluation support provided to districts across Southwest Michigan, planning for Project Nomad summer programming, family engagement initiatives, and continued efforts to strengthen instructional supports, professional learning, and equitable access for multilingual and migratory students.

Action Items:

Weiss made the motion to approve the following resolution:

RESOLVED, the Board of Education approves the extension and changes to the Superintendent's contract between David D. Manson and the Board as previously discussed at the board work session, by one year with an ending date of June 30, 2029.

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, the Board of Education approves the transfer of Jennifer Bloomfield from her professional staff contract to a non-union/administrative contract for 200 days and \$91,421 starting July 1, 2026.

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

Faul made the motion to approve the following resolution:

RESOLVED, that the Board of approves the staff member adjustments effective July 1, 2026, and other items as outlined:

1. Increase all non-union wages by 3.5% unless otherwise noted below
2. Increase of 5% for the following individuals: Erin Kucharski, Heidi Anson, Mechele Brower,

David Johnson, Dawn Green-Everett, Regional Supervisors/Assistant Principals

3. Increase Angie Gutierrez salary by \$10,000
4. Promote Britani Olds to Director of Human Resources
5. Promote Kara Wagner to Director of Finance and Operations
6. Provide \$1,000 stipends for extra duty to: Carrie Oberthaler, Jennifer Bloomfield, Sherry Miller and Cindy Krall
7. Move Emergency Management employees to the Non-Union scale with corresponding salary adjustments
8. Adopt the updated non-union salary schedule adjusted for FY2026 (see attached)
9. Adopt a new secretarial salary schedule (see attached)
10. Allow the selling back of up to 5 unused vacation days based on year-end salary amounts as of June 30, 2026.
11. Allow the superintendent to make minor adjustments to work days for certain staff members who have special projects or grant requests, not to exceed 12 days per staff member, per school fiscal year.

Supported by Makay. 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 a two-year agreement with the VBIESPA for the period of July 1, 2026 through June 30, 2028.

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 VBISD Board of Education approves the hiring of a full-time Multilingual Consultant/Coach, to begin August 17, 2026.

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

Engle made the motion to approve the following resolution:

RESOLVED, the VBISD Board of Education approves the Technology Services Department to post for an additional IT Support Specialist I position.

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

Faul made the motion to approve the following resolution:

RESOLVED, the VBISD Board of Education approves the purchase of 167 DELL laptop computers and 38 DELL desktop computers from People Driven Technology at a total price not to exceed \$194,750.00. Purchase to be made on or after July 1, 2026.

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 purchase of 25 desktop computers

from Apple Inc at a total price not to exceed \$50,000.00. Purchase to be made on or after July 1, 2026.

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 VBISD Board of Education approves the purchase of up to 4,440 cases of 8 1/2 x 11 white copy paper from Central Michigan Paper Co. at a unit cost of \$31.75 per case. Total cost not to exceed \$140,970.

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

Weiss made the motion to approve the following resolution:

RESOLVED, the VBISD Board of Education approves a 3.5% wage increase for VBISD GSRP Lead Teachers, Early Childhood Specialists & Associate Teachers and the addition of the Third Teacher pay scale. The Board of Education also approves the hiring of three Third Teacher Positions to begin the 2026-2027 school year.

2026-2027 GSRP Professional Staff: 182 Days or Early Childhood Specialists (ECS): 187 Days								
	Step 1*	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Bachelor Degree	\$ 43,159	\$ 45,110	\$ 47,060	\$ 49,010	\$ 50,960	\$ 52,911	\$ 54,861	\$ 56,516
Master Degree	\$45,110	\$47,060	\$49,010	\$50,960	\$52,911	\$54,861	\$56,810	\$58,465
Master Degree - ECS	\$46,349	\$48,352	\$50,355	\$52,359	\$54,365	\$56,368	\$58,371	\$60,071
<i>*Staff on a GSRP grant required compliance plan for credentials: remain on Step 1 until completion of requirements.</i>								

2026-2027 GSRP Associate Teachers and Floaters: 180 Work/2 Paid Holidays								
<i>*Aligns with support staff</i>								
	Step 1*	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CDA	\$ 17.01	\$ 17.42	\$ 17.93	\$ 18.22	\$ 18.65	\$ 19.06	\$ 19.46	\$ 19.79
Associate Degree	\$ 17.61	\$ 18.02	\$ 18.42	\$ 18.83	\$ 19.25	\$ 19.67	\$ 20.06	\$ 20.39
<i>*Staff on a GSRP grant required compliance plan for credentials: remain on Step 1 until completion of requirements.</i>								

2026-2027 GSRP Third Teacher: 150 Work Days								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
High School Diploma	\$ 15.00	\$ 15.45	\$ 15.90	\$ 16.35	\$ 16.80	\$ 17.25	\$ 17.70	\$ 18.15
CDA	\$ 17.01	\$ 17.42	\$ 17.93	\$ 18.22	\$ 18.65	\$ 19.06	\$ 19.46	\$ 19.79

GSRP Longevity	
Years of Service	
5-9	\$500
10-14	\$1,000
15+	\$1,500

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

Faul made the motion to approve the following resolution:

RESOLVED, the general appropriations for the General, Special Education, Career Technical Education Funds, and Capital Projects Fund of the Van Buren Intermediate School District for the 2025-26 school year are amended as shown

	REVENUE (Including Other Financing Sources)	EXPENDITURES (Including Other Financing Uses)
General Fund	\$30,128,739	\$29,591,564
Special Education Fund	\$47,375,834	\$48,456,541
Career Technical Education Fund	\$16,646,057	\$19,376,279
Capital Projects Fund	\$530,000	\$530,000

Supported by Weiss. 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, that this resolution shall be the general appropriations of the Van Buren Intermediate School District for the fiscal year 2026-27. A resolution to make appropriations, provide for the expenditure of the appropriations, and provide for the disposition of all income received by the Van Buren Intermediate School District.

BE IT FURTHER RESOLVED, that the total number of mills of ad valorem property taxes to be levied on all properties for the purpose of funding the General, Special Education and Career Technical Education Funds of Van Buren Intermediate School District to be available for appropriations in the 2026-27 fiscal year, as indicated below, shall not exceed:

General Fund 0.1376 mills
Special Education 4.1321 mills
Vocational Education 2.4367 mills
TOTAL 6.7064 mills

BE IT FURTHER RESOLVED, that the total revenues and unappropriated fund balances estimated to be available for appropriations in the various funds of the Van Buren Intermediate School District (General, Special Education, Career Technical Education, Capital Projects and Student/School Activities) for fiscal year 2026-27 are listed on the Detail Budget Projections and have been reviewed by the Board of Education.

BE IT FURTHER RESOLVED, that the total available to appropriate in each of the various funds of the Van Buren Intermediate School District are hereby appropriated in the amount as shown below and for the purposes as set forth on the Detail Budget Projections.

Expenditures

General Fund \$ 34,094,838
Special Education Fund \$ 53,223,484
Career Technical Education Fund \$ 18,053,272
Student/School Activities Fund \$ 7,500
Capital Projects \$ 3,000,000

BE IT FURTHER RESOLVED, that no Board member or employee of the school district shall expend any funds except pursuant to appropriations made by the Board of Education. Changes in amounts appropriated by the Board shall require approval of the Board.

BE IT FURTHER RESOLVED, that the Superintendent is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibilities within the amounts appropriated by the Board of Education.

These appropriations are to take effect July 1, 2026.

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

<u>Name</u>	<u>Resignation/Retirement Date</u>
Emma Caldwell, Resource Room Teacher	Resignation - 04/07/2026
Jill Priebe, Occupational Therapist	Retirement - 05/01/2026
Derrick Price, District Tech Coordinator	Resignation - 05/08/2026
Forrest Ward, IT Support Specialist	Resignation - 05/08/2026
Amanda Rivas, School Nurse	Resignation - 05/20/2026
Kristine Froberg, DHH Teacher	Resignation - 06/09/2026
Susan Dent-Rhodes, Instructor Cosmetology	Retirement - 06/30/2026
Mary Barkholz-Ingber, Resource Room Teacher	Resignation - 06/30/2026

Supported by Faul. Voice vote. Motion carried.

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

Respectfully submitted,



John Weiss, Vice President
Van Buren Intermediate School District
Board of Education, Lawrence, Michigan

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

JUNE 2026

VOUCHERS

Imprest Fund	1,773,727.40
Payroll Fund	5,077,243.34
Purchasing Cards	103,258.09
EduStaff ACH	27,367.08

PAYROLL SUMMARY

General	1,271,833.55
Special Education	2,958,382.80
Vocational Education	847,026.99
Student Activity Fund	-
Total	5,077,243.34

IMPREST VOUCHER SUMMARY

FUND	CHECKS	TRAVEL	PURCHASING	TRFS/SALES	TOTAL
General	1,200,815.72	16,636.62	31,921.42	(14,112.05)	1,235,261.71
Special Education	275,272.86	20,943.27	20,931.80	7,274.48	324,422.41
Vocational Education	226,109.70	9,735.83	49,955.07	6,837.57	292,638.17
Student Activity Fund	71,529.12	61.65	449.80	-	72,040.57
Total	1,773,727.40	47,377.37	103,258.09	-	1,924,362.86

VAN BUREN INTERMEDIATE SCHOOL DISTRICT

JUNE 2026

BUDGET TO EXPENDITURE COMPARISON 25-26

FUND	BUDGET	ACTUAL & ENCUMBERED EXPENSES	UNENCUMERED BALANCE	YEAR TO DATE VARIANCE
General	29,591,564	24,374,327	5,217,237	3,984,256
Special Education	48,456,541	43,005,763	5,450,778	3,431,756
Career Tech Education	19,376,279	15,078,956	4,297,323	3,489,978

CASH FLOW SUMMARY

	ENDING BALANCE 05/01/2026	CASH RECEIPTS	CASH DISBURSEMENTS	ENDING BALANCE 05/31/2026
General	7,701,725	1,190,714	1,480,437	7,412,002
Special Education	24,935,335	13,743,674	15,004,680	23,674,329
Career Tech Education	11,169,838	1,116,760	932,147	11,354,451
Student Activity Fund	29,020	2,045	-	31,065
Total	43,835,918	16,053,193	17,417,265	42,471,846



Board of Education & Superintendent Travel

Pre-Approval

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

Approved, Not Yet Attended

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

Post Approval

Name	Date(s)	Location	Actual Cost			Sum:
			Conference:	Hotel:	Flights:	
Dave Manson	6/16/26 - 6/18/26	MAISA Summer Membership Conference, Muskegon, MI	\$350.00	\$205.85	N/A	\$555.85

The ^{VBISD} Story Stroll

Grand Opening

Wednesday, July 1, 2026

3:00 - 4:00 pm, Ribbon Cutting: 3:15 pm

701 S. Paw Paw St. Lawrence

Walk the path and enjoy the story

Have a snack

Take home a free book

Parking Directions:

Park behind the
Bert Goens
Learning Center.

Follow the path to
the greenhouse.

THIS LITERACY PROJECT WAS CREATED
THROUGH THE COLLABORATION OF
VBISD STUDENTS AND STAFF.



Upcoming Events and Key Dates Summer 2026

<i>Date</i>	<i>Time</i>	<i>Event</i>	<i>Location</i>	<i>Board Attendance</i>
7/1	3p	Story Stroll Ribbon Cutting	Recognition Pathway	Requested ▾
7/1	4p	Board of Education Meeting	Conference Center	Requested ▾
8/4	TBD	Admin Retreat	ThinkBar - South Haven	Informational Only ▾
8/13	TBD	New Hire Orientation	Conference Center	Informational Only ▾
8/18	TBD	Opening Day	Paw Paw Performing Arts Center, Paw Paw High School	Requested ▾

E. Public Comments	
III. INFORMATIONAL ITEMS	
A. Board Updates	
B. Superintendent Update	27

MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: DAVID D. MANSON, SUPERINTENDENT
RE: SUPERINTENDENT UPDATE

****Annual Administrative Retreat:** (Staff Relations, Instructional Leadership)

The annual Administrator Retreat is scheduled for August 4, 2026, and will bring together the entire VBISD administrative team for a day dedicated to strengthening our leadership culture and investing in one another as leaders.

As our organization continues to grow and evolve, it is important that our administrators share a common understanding of what effective leadership looks like **at VBISD**. Throughout the day, we will explore the values and behaviors that create healthy teams and positive workplaces, including assuming positive intent, responding quickly, supporting staff through difficult conversations, leading with humility, and recognizing that our role as leaders is to create the conditions for others to succeed rather than micromanage decisions. While each administrator brings their own personality and strengths to the role, we want to be aligned in the principles that guide how we support staff, make decisions, solve problems, and work together.

The retreat will also provide dedicated time for administrators to collaborate on challenges facing our departments and constituent districts and to share updates on key initiatives. These discussions will help reinforce a unified leadership culture and strengthen our ability to work together in support of our staff, districts, and students.

MAISA Summer Conference: (Community Relations, Business & Finance, Instructional Leadership)

On June 16–18, I attended the MAISA Summer Conference in Muskegon, Michigan. The event brought together the 56 ISD superintendents from across Michigan to discuss statewide priorities, emerging educational issues, and opportunities for collaboration. The conference serves as an important forum for educational leaders to share ideas, strengthen partnerships, and increase the collective impact of Michigan's ISDs.

While we covered a wide variety of topics, one message in particular resonated with me. MAISA President Jason Mellema, Superintendent of Ingham ISD, used the

example of a bee colony to illustrate the power of collective leadership. A single bee produces only a small amount of honey in its lifetime, but together a colony can accomplish something remarkable. Each bee has a unique role, and the hive thrives not because of individual effort alone, but because thousands work toward a shared purpose. The analogy was a meaningful reminder that our greatest impact comes when each of us contributes our unique strengths while remaining focused on the success of the whole.

****Community Participation: Market One Awards Ceremony:**



Presently, I serve as a board member for Market One, the regional economic development organization serving Van Buren and Cass Counties. This role provides an opportunity to strengthen relationships with business, industry, and community leaders while ensuring that education has a voice in conversations surrounding economic growth, workforce development, and regional priorities. At the same time, these partnerships provide valuable insight into the current and future workforce needs of our communities, helping VBISD better align our programs and services with the needs of local employers and school districts.

On June 24, 2026, I attended Market One's 6th Annual Awards Ceremony at Marion Magnolia Farms in Cassopolis. The event recognized businesses, organizations, and community leaders whose contributions are strengthening the economic vitality of Van Buren and Cass Counties. It also provided an opportunity to connect with regional partners and celebrate the collaborative efforts that continue to move our communities forward.

VBISD's mission extends beyond the walls of our classrooms. By maintaining strong partnerships with organizations such as Market One, we strengthen connections between education, business, and industry while reinforcing our commitment to preparing students for successful futures. These relationships help ensure that VBISD remains an active partner in supporting both educational excellence and the long-term economic success of the region.

C. Department Updates	
1. Presentation - Superintendent Manson	30
Staff Voices Reflection	

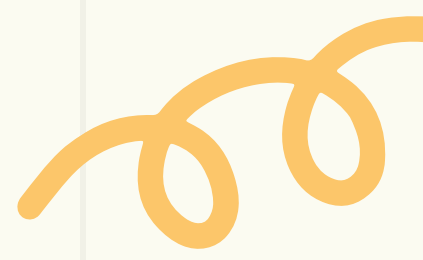
STAFF VOICES REFLECTION

Building a Stronger VBISD Together





3 CORE FOCUS AREAS

- Communication & Consistency
 - Staff Support & Sustainability
 - Preserve the Strength of VBISD Culture
- 

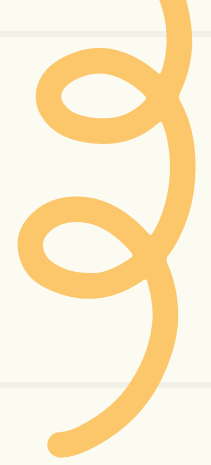


BREAKING DOWN THE CORE FOCUS AREAS

→ What we heard

→ What it means

→ What we're doing next



COMMUNICATION & CONSISTENCY



SUPERINTENDENT MESSAGE:

AS VBISD CONTINUES TO GROW AND EVOLVE, STAFF ARE ASKING FOR CLEARER COMMUNICATION, GREATER CONSISTENCY, AND STRONGER ALIGNMENT BETWEEN WORDS AND ACTIONS.



WHAT WE HEARD:

Staff consistently expressed a desire for:

- clearer communication
- more transparency behind decisions
- consistency between supervisors/departments
- stronger follow-through after feedback is shared

MANY CONCERNS WERE LESS ABOUT DISAGREEMENT AND MORE ABOUT UNCERTAINTY, INCONSISTENCY, OR LACK OF CLARITY.



WHAT WE'RE DOING NEXT:

- Review communication expectations for leadership teams
- Improve consistency in onboarding, procedures, and messaging
- Increase transparency around major decisions and organizational changes
- Continue opportunities for staff feedback and dialogue



STAFF SUPPORT & SUSTAINABILITY

WHAT WE HEARD:

Staff repeatedly discussed:

- burnout
- growing student needs
- behavioral challenges
- compensation and insurance concerns
- staffing capacity and retention challenges

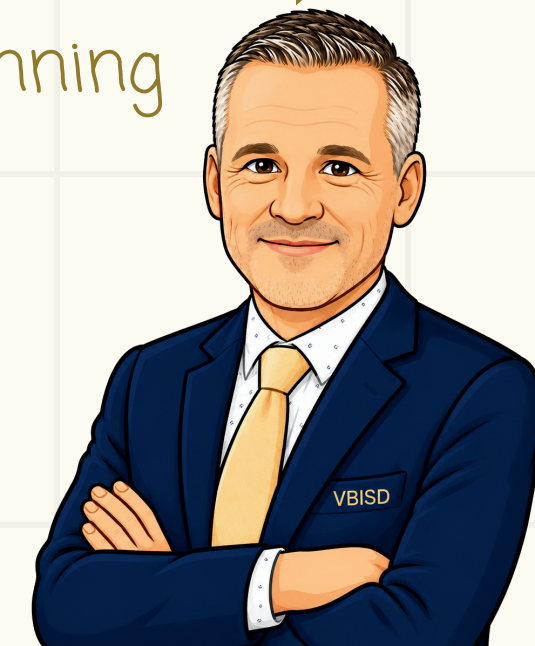
WHILE CONCERNS WERE OPENLY DISCUSSED, THE CONVERSATIONS CONSISTENTLY REFLECTED A STRONG COMMITMENT TO STUDENTS, COLLABORATION, AND THE OVERALL MISSION OF VBISD.

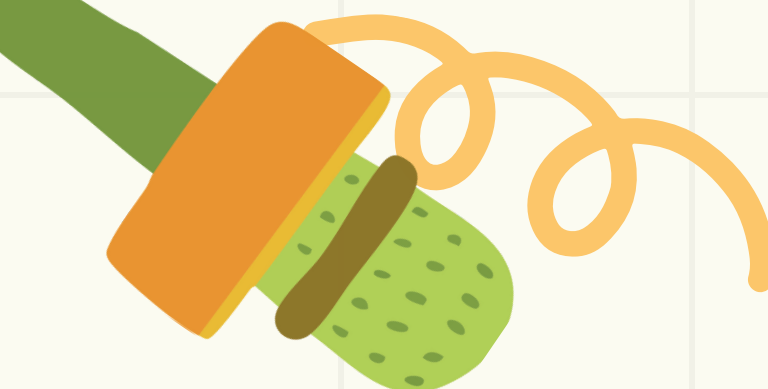
WHAT WE'RE DOING NEXT:

- Continue evaluating staffing and support needs
- Explore opportunities to strengthen staff supports and retention
- Continue reviewing compensation and benefit concerns as part of long-term planning
- Identify areas where operational barriers can be reduced

SUPERINTENDENT MESSAGE:

OUR STAFF CARE DEEPLY ABOUT STUDENTS AND CONTINUE TO GIVE EXTRAORDINARY EFFORT, BUT MANY ARE FEELING THE STRAIN OF INCREASING DEMANDS AND LIMITED CAPACITY.





PRESERVE THE STRENGTH OF VBISD CULTURE



SUPERINTENDENT MESSAGE:

ONE OF THE STRONGEST
TAKEAWAYS FROM THIS
PROCESS WAS THE
PASSION STAFF HAVE FOR
VBISD, OUR STUDENTS,
AND ONE ANOTHER.

WHAT WE HEARD:

Even while sharing concerns, staff overwhelmingly described VBISD as:

- student-centered
- collaborative
- supportive
- mission-driven

Staff appreciated:

- direct access to the Board
- feeling heard
- opportunities for honest dialogue
- strong relationships with colleagues and students

WHAT WE'RE DOING NEXT:

- Continue the Staff Voices initiative in a refined format
- Create smaller or program-specific discussion opportunities
- Share follow-up themes and actions with staff
- Continue recognizing and celebrating staff contributions



IMMEDIATE NEXT STEPS



CONTINUE LISTENING

- Refine and continue the Staff Voices process
- Explore smaller, program-specific conversations
- Maintain opportunities for staff feedback and dialogue

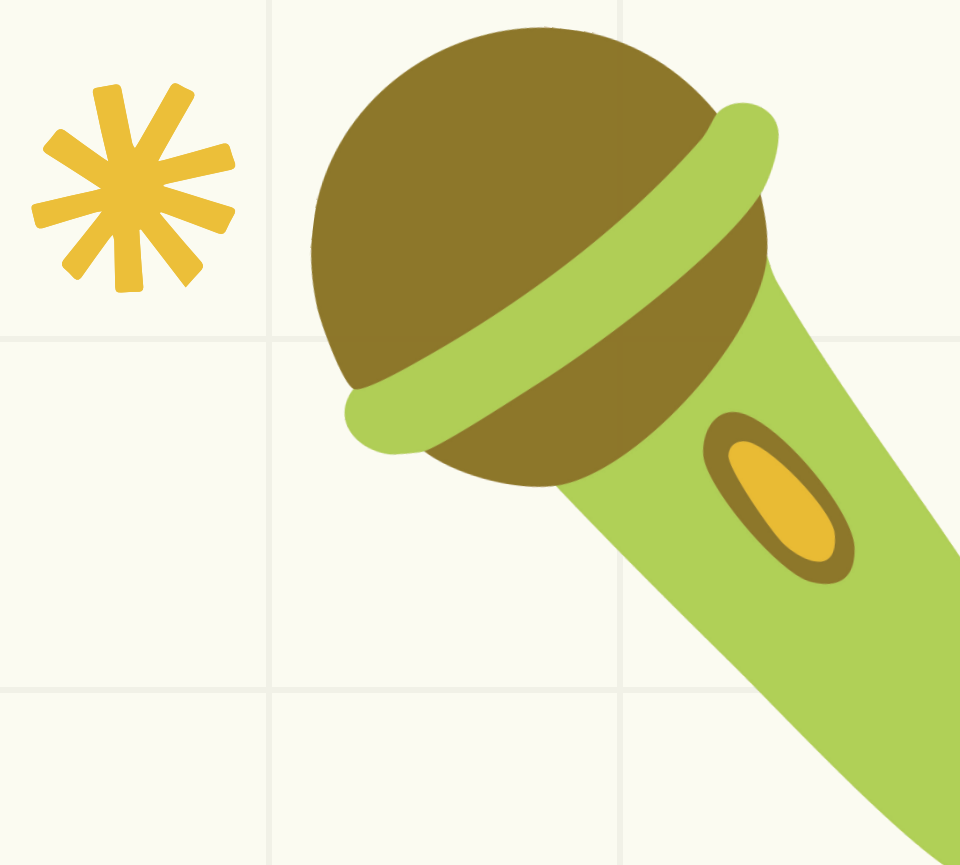
IDENTIFY ACTIONABLE IMPROVEMENTS

- Review recurring operational concerns and barriers
- Identify short-term "quick wins"
- Continue evaluating staff support, retention, and resource needs

STRENGTHEN COMMUNICATION & CONSISTENCY

- Review communication practices and expectations
- Identify opportunities for greater consistency across departments
- Increase clarity around organizational decisions and changes





OUR GOAL MOVING
FORWARD IS TO
ENSURE STAFF
CONTINUE TO FEEL
HEARD, SUPPORTED,
AND CONNECTED TO
THE WORK OF VBISD.



MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: KARA WAGNER, DIRECTOR OF FINANCE & OPERATIONS
RE: FINANCE & OPERATIONS UPDATE

****Business Office Restructuring: (Staff Relations, Business & Finance) (1,4,5,9,10,19)**

The VBISD Business Office, which encompasses both the Finance and Operations Department and the Human Resources Department, is undergoing several organizational and facility changes to better support current operations. Changes to the physical office space include the reconfiguration of one existing office into two functional workspaces, as well as the relocation of several staff members.

In addition to the physical space enhancements, several changes have been implemented within the Finance Department's staffing structure to better align resources with organizational needs and priorities. Below is a snapshot of the new roles:

	Rebecca DePas	Kara Wagner	Amber Trowbridge	Oz Parlak	Jennifer Kelley-Preis	Melissa Nelson
Previous Role	Finance Operations Grants	Finance Supervisor	Lawrence Bangor Payroll	VBISD Covert Payroll	Lawrence Covert	Exec. Secretary of Finance & Operations
New Role		Finance Operations Partial Grants	Finance Supervisor	VBISD Lawrence Bangor Payroll	Lawrence Partial Grants	Medicaid Coordinator

MSBO Workshops (1,3,4,8,19)

Jen Kelley-Preis and I recently attended the Michigan School Business Officials (MSBO) Financial Statement Preparation Workshop and the Business Manager/CPA Workshop In Lansing at the beginning of June. The sessions provided valuable tools to strengthen budgeting, financial oversight, and audit preparation.

We appreciate the Board of Education's support for this professional development opportunity. The knowledge gained will help us continue maintaining fiscal responsibility, transparency, and compliance.

****Shared Business Services (1,10,11,18,19)**

Our shared services agreements with Bangor, Bloomingdale, and Lawrence have continued to strengthen over the past year. Despite the challenges we encountered along the way, we have made significant progress and are now able to provide accurate and timely financial information. We have had a positive experience working with each district and look forward to continuing to provide the business services and support they need to succeed.

These experiences have also strengthened our capacity and expertise, better positioning us to assist other districts that may need business office support in the future. The lessons learned and relationships built through these agreements will help us effectively navigate future opportunities to provide shared services and contribute to the success of additional school districts.

MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: MONICA MANSFIELD, DIRECTOR
RE: SPECIAL EDUCATION UPDATE



***Special Education Results & Compliance**

Leadership, Level of Professional Awareness, Supervisor, Policy Implementer, Student Achievement

Each year, the Michigan Department of Education rates districts per intermediate school district (ISD) based on their special education results and compliance scores. While there will continue to be work ahead, progress has been made and Van Buren County has moved from a "Needs Assistance" designation to "Meets Requirements."



This shift reflects both changes in how MDE-OSE weighs proficiency in its determinations and the steady work that's been done to improve compliance. The overall results score reflects a significant improvement while the overall compliance score increased slightly. Highlights worth noting include an increased graduation rate, decreased dropout rate, and improved participation and proficiency rates on state assessments for students with IEPs.

Data sharing and goal setting with individual districts will continue and will also include increased technical guidance and member district accountability and correction.

Special Education Department Program Reports

Leadership, Level of Professional Awareness, Communication Skills, Planner and Organizer, Supervisor, Evaluator, Student Personnel, Knowledge and Evaluation, Setting Instructional Outcomes, Coherent Instruction and Determination of Resources, Establishing a Culture for Learning

As the school year comes to a close, it is important to take time to reflect on our accomplishments, challenges, and areas of growth. Reviewing student, program, and organizational data provides valuable insight into the effectiveness of our efforts and helps identify opportunities for continuous improvement. This reflection process allows us to celebrate successes, learn from experiences, and establish meaningful goals that will guide our work and support positive outcomes in the coming school year.

2025-2026 VBISD Special Education Program Student Achievement Score	
Bert Goens Learning Center	2.83
Community-based Transition Center	2.84
Maple Creek Education Center	2.65

Note: Based on a scale of 0-3

2024-2025 VBISD Program Participation Per District						
Member District	Bert Goens Learning Center		Community-based Transition Center		Maple Creek Education Center	
	Number	Percent	Number	Percent	Number	Percent
Bangor	6	8%	6	7%	5	9%
Bloomingtondale	9	12%	7	8%	4	7%
Covert	1	1%	0	0%	0	0%
Decatur	7	10%	2	2%	3	5%
Gobles	4	5.5%	2	2%	2	4%
Hartford	4	5.5%	5	2%	9	17%
Lawrence	4	5%	6	7%	3	6%
Lawton	10	14%	10	12%	2	4%
Mattawan	12	16%	13	15%	7	13%
Paw Paw	11	15%	15	18%	13	25%
South Haven	6	8%	19	22%	5	9%
TOTAL:	75	100%	85	100%	53	100%

***Staffing Update**

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

Staffing continues to be an area of significant focus as we prepare for the 2026-27 school year. Like many districts, VBISD has experienced a high level of staff movement, driven in part by retirements of long-tenured employees, advancements, as well as the addition of new positions to meet student and program needs. Recruitment efforts began early this spring, and considerable work has been done to fill vacancies and ensure continuity of services. The following provides an update on staffing and leadership changes across the department.

***Staffing Update Continued**

- Special Education Administration: We will be welcoming Natalie Resseguie as the Regional Supervisor for Mattawan & Paw Paw and Alison LaChapelle as the Regional Supervisor for Bangor!
- Speech and Language Pathologist: One (1) position (Gobles) remains open.
- School Psychologists and Diagnostic Teacher Consultants: Two (2) positions (Hartford & VBISD Programs) remain open with interviews being held next week.
- School Social Worker: Two (2) full-time positions (Bangor & Paw Paw) and one (1) part-time position (Hartford) remain open.
- Occupational Therapist: All positions have been filled.
- Physical Therapist: All positions have been filled.
- Special Education Teachers: Three (3) positions (BGLC, CTC & MCEC).
- Program Assistants & Specialized Assistants: Several program assistant positions need to be filled within our VBISD programs.

***MAASE Paraeducator Bootcamp Level 1 Trainer**

Leadership, Level of Professional Awareness, Faculty & Staff Personnel, Communications, Resourcefulness, Creativity and Innovativeness

The Michigan Association of Administrators of Special Education (MAASE) is proud to introduce the *Paraeducator Professional Learning Series*, a comprehensive initiative designed to enhance the training, growth, supervision, and feedback for paraeducators across Michigan. MAASE Paraeducator Programs offer research-based, high-leverage training pathways for support staff, fully funded by the Grow Your Own Grant until 2027.

The first step in advancing paraeducator professional development is to become a certified trainer. VBISD is hosting the Train the Trainer program on August 6, 2026. Fifteen VBISD professional staff members will participate to gain the skills and resources needed to deliver impactful training sessions for paraeducators in our programs and resident districts. We are excited to join MAASE in shaping the future of special education support across Michigan.

MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: DAMIAN KOOB
RE: TECHNOLOGY SERVICES BOARD REPORT

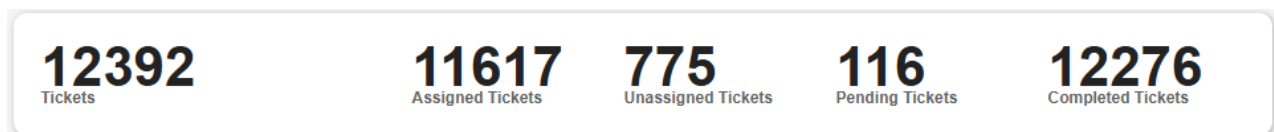
Help Desk Work Order Summary for the 25-26 School Year (Leadership, Professional Awareness, Communication Skills, Professional Preparation)

The VBISD Technology Services department had a very productive year with service orders this past school year (2025-2026) and wanted to highlight some of the numbers for you. We fielded a total of 12,392 tickets from July 1, 2025 to June 22, 2026. Last school year we fielded a total of 11,388 tickets. The increase is due to our onboarding of two new districts this past year with our Shared Technology services and PowerSchool implementations and creating the culture of contacting our help desk through the portal or via email with any tech questions/concerns. These numbers also include the 'Ordering' and 'Onboarding/Off-boarding' categories in our work order system as these tasks make up a good portion of our calls as well.

We offer three ways for staff to submit a ticket to the help desk:

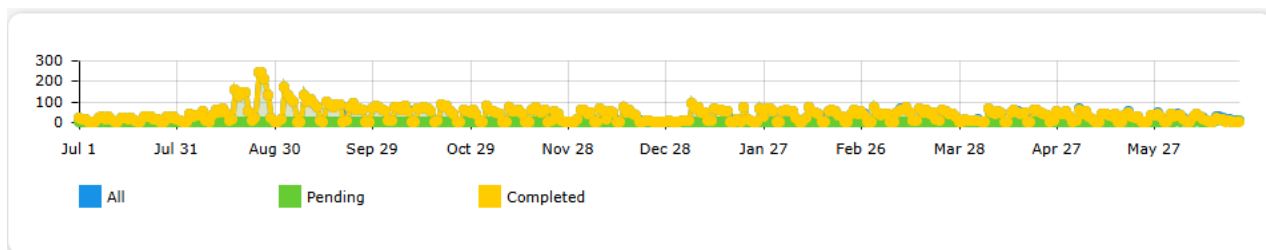
1. Email the Help Desk: helpdesk@vbisd.org
2. Call the Help Desk hotline: 269-539-5181
3. Submit a ticket to our online portal

Below is a graphical reference to the number and types of calls that we receive:

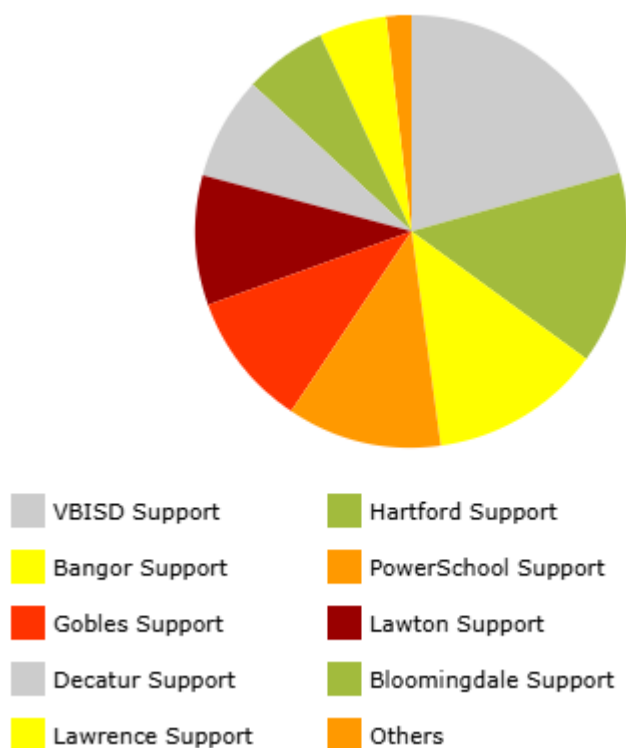


Pending tickets are mostly orders that we are waiting on delivery and onboarding/off-boarding of staff for certain future dates.

Here is a timeline of when we receive most of our tickets. The start of school and after our Holiday break are traditionally our busy times:



Tickets by Category



Customer Satisfaction Reports [+ Add to dashboard](#)

View by: [Overview](#) [By Agent](#) [By Customer](#)

1847

Feedback Requested

463

Feedback Received

455

Happy

0

Neutral

8

Sad

Thank you to the Board and Mr. Manson for allowing me to build such a great team that is very proficient at helping our staff and students! ☺

MEMO



Early Childhood
Building Bright Futures, One Child at a Time

DATE: JULY 1, 2026

TO: BOARD OF EDUCATION

FROM: SUSAN REYNOLDS, DIRECTOR OF EARLY CHILDHOOD

RE: EARLY CHILDHOOD UPDATE

Staffing Update

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

As we prepare for the start of the 2026-2027 school year, the Early Childhood Department continues to make progress in recruiting and retaining high-quality staff across our programs. While staffing challenges remain a reality throughout the education field, we are pleased with the progress made this summer and remain committed to ensuring children and families have access to the supports and services they need. Below is a summary of our current vacancies.

ECSE Classrooms & Ancillary	Location
PSM: • ECSE Teacher • Early Childhood Teacher Consultant • SSW-temporary • OT-temporary • School Psychologist	• Mattawan ECEC • South Haven/Covert/Bangor • Centralized location • Mattawan/Gobles • Centralized location
Support: • ECSE Program Assistant (4) • Inclusion Program Assistant	• Paw Paw ECC • Centralized location

GSRP	Location
Third Teacher: • (2) Third Teacher	• (2) SH Maple Grove

****2025-2026 Department Highlights: Growing Together**

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

The 2025-2026 school year marked another year of growth for the VBISD Early Childhood Department. As we completed our third year as a fully integrated department, our focus shifted from bringing programs together to strengthening how we work together. Across all areas of the

department, teams increasingly collaborated, cross-trained, and leveraged one another's expertise to create a more seamless experience for children and families.

One of the most significant areas of growth occurred within our preschool programs. Early Childhood Special Education (ECSE) and Great Start Readiness Program (GSRP) teams engaged in extensive professional learning through the Early Childhood Positive Behavior Interventions and Supports (EC-PBIS) framework, Pyramid Model practices, and TPOT implementation. These efforts have strengthened staff capacity to support social-emotional development, create inclusive learning environments, and provide increasingly consistent supports for children across settings.

Collaboration continued to deepen among our Home Visiting team that includes our Early On and PAT Family Links staff. Through shared planning, coordinated referrals, and increased cross-training opportunities, these programs have strengthened their ability to support families from pregnancy through preschool entry. Additionally, our Build Up Michigan team continued to expand community-based evaluation practices, increasingly conducting evaluations within children's preschool and childcare settings to reduce barriers for families and provide more authentic assessment opportunities. This work reflects our ongoing commitment to reducing barriers for families and ensuring that support is accessible regardless of where a family first enters the early childhood system.

The department also continued to advance several key initiatives throughout the year. Inclusive opportunities for young children continued to expand, supported by intentional collaboration between general education and special education teams. Our focus on augmentative and alternative communication (AAC) grew through the addition of a Communication Specialist and expanded access to communication supports and resources. Community engagement efforts were strengthened through initiatives such as Van Buren Reads and the continued growth of Help Me Grow, which helps connect families to services and resources throughout the county.

This year also provided an opportunity to showcase the strength of our work beyond Van Buren County. During a spring site visit, MiLEAP representatives recognized the quality of programming, collaboration, and commitment to children and families evident across our early childhood system.

As we reflect on the 2025-2026 school year, we are proud not only of what we accomplished, but of how we accomplished it. Through collaboration, shared learning and a collective commitment to building bright futures for every child and family we serve, we made this school year a success.

Building on a Strong Foundation: Organizational Alignment for 2026-2027

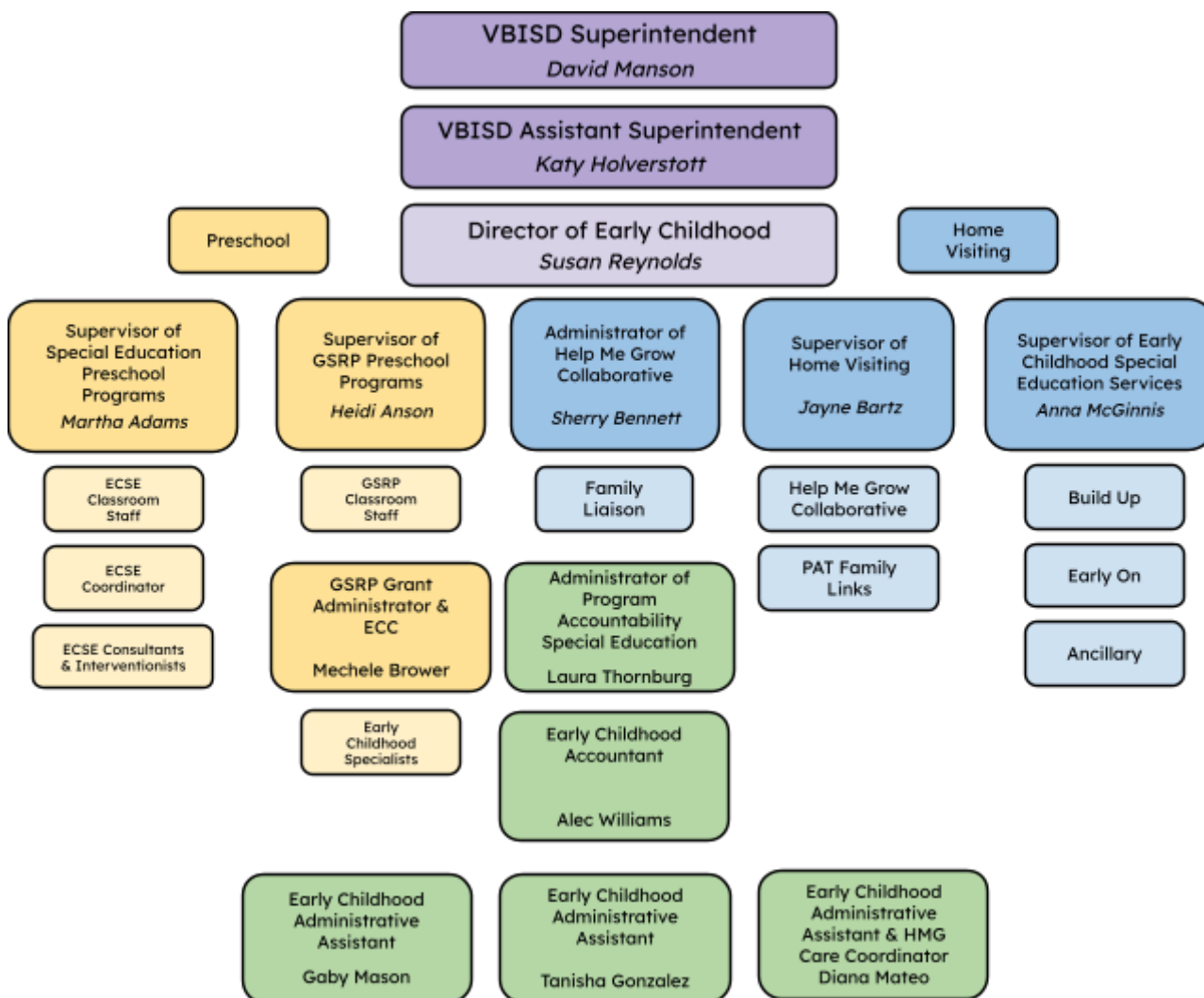
Leadership, Level of Professional Awareness, Communication Skills, Resourcefulness, Professional Preparation, Decision Maker, Planner & Organizer, Faculty & Staff Personnel, School Plant & Facilities, Community Relations, Coherent Instruction and Determination of Resources, Establishing a Culture for Learning

Over the past three years, the Early Childhood Department has intentionally worked to build a more integrated system of services for children and families across Van Buren County. As our programs have grown and evolved, we have continued to evaluate how our organizational structure can best support our staff, strengthen collaboration, and improve outcomes for families.

For the 2026-2027 school year, the department has implemented several organizational adjustments designed to enhance coordination, increase efficiency, and better align leadership responsibilities with the growing scope of our work. Most notably, Home Visiting and Help Me Grow Collaborative services have been restructured to provide greater focus and support for both family engagement and community systems-building efforts.

These changes reflect our continued commitment to reducing barriers for families, strengthening community partnerships, and ensuring that children and caregivers experience a seamless, coordinated early childhood system. While the structure has evolved, our mission remains unchanged: to build bright futures by connecting children and families to the services, supports, and opportunities they need to thrive.

The updated organizational chart is included below for Board review.



****Looking Ahead: 2026-2027**

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

As we look ahead to the 2026-2027 school year, the Early Childhood Department is well-positioned to build upon the strong foundation established over the past three years. Through intentional collaboration, systems-building, and a shared commitment to children and families, we have created a more connected and responsive early childhood system. Our work in the coming year will focus on refining and strengthening that system to ensure every child and family has access to high-quality supports and services.

2026-2027 Priorities

Deepen Inclusive Opportunities with Appropriate Supports

We will continue expanding inclusive practices across preschool settings by strengthening collaboration between general education and special education teams, building staff capacity through coaching and professional learning, and ensuring children have access to the individualized supports they need to succeed alongside their peers.

Strengthen Family Navigation and Access Through Help Me Grow

As Help Me Grow continues to evolve, we will focus on creating a more seamless experience for families seeking services and support. Through coordinated intake, referrals, outreach, and follow-up, we will continue reducing barriers and ensuring families are connected to the right resources at the right time.

Expand Community Partnerships and Engagement

Strong early childhood systems require strong community partnerships. We will continue collaborating with local school districts, community agencies, childcare providers, healthcare partners, and families to strengthen awareness, increase access to services, and improve outcomes for children throughout Van Buren County.

Continue Building Staff Leadership and Organizational Capacity

Our staff are our greatest resource. We will continue investing in professional learning, cross-training, leadership development, and collaborative problem-solving to ensure our teams have the knowledge, skills, and support needed to meet the evolving needs of children and families.

Prepare for the Future Through Increased Collaboration and Continuous Improvement

As the department continues to grow and evolve, we will remain focused on identifying opportunities to improve efficiency, strengthen partnerships, and align services across programs. Through thoughtful planning, we will continue building a coordinated system that supports children and families from birth through school entry.

The work ahead is both exciting and important. By continuing to strengthen connections between programs, staff, families, and community partners, we remain committed to our vision of building bright futures, one child at a time.

2025-2026 End of Year Program Summaries

Leadership, Level of Professional Awareness, Communication Skills, Professional Preparation, Decision Maker, Planner & Organizer, Supervisor, Evaluator, Policy Implementer, Faculty & Staff Personnel, School Plant & Facilities, Student Personnel, Community Relations, Fiscal Management, Student Achievement

The following program summaries provide an overview of the children and families served through VBISD Early Childhood programs during the 2025-2026 school year. Together, these programs represent coordinated systems of support designed to promote school readiness, strengthen family engagement, and ensure young children receive the services they need to thrive. From high-quality preschool opportunities and inclusive special education services to home visiting and early intervention supports, our teams remain committed to improving outcomes for children and families across Van Buren County.

The summaries below highlight Great Start Readiness Program (GSRP) and Early Childhood Special Education (ECSE) outcomes for the 2025-2026 school year. Data for Early On, Parents as Teachers (PAT) Family Links, Help Me Grow, and Build Up Michigan will be shared in a future Board report, as those programs complete their annual reporting cycle on June 30, 2026.

Great Start Readiness Program (GSRP)

The Great Start Readiness Program (GSRP) continued to experience significant growth during the 2025-2026 school year. A total of 514 children were served across Van Buren County, representing an increase of 56 students (12%) from the previous year. Through strong partnerships with local school districts, community-based organizations, and Head Start programs, GSRP continues to expand access to high-quality preschool opportunities and support Michigan's goal of ensuring every child enters kindergarten ready to learn.

Throughout the year, GSRP staff continued to strengthen instructional practices and classroom environments through ongoing professional learning, including implementation of the EC-PBIS Pyramid Model framework. These efforts support children's social-emotional development, school readiness, and long-term success.

Student outcome data from the COR Advantage assessment indicates that the majority of children met or exceeded age-level expectations across all developmental domains. Particularly strong outcomes were observed in Approaches to Learning, Social Emotional Development, Mathematics, Science and Technology, and Social Studies, with more than half of students performing above age-level norms in several areas.

Looking Ahead: During the 2026-2027 school year, GSRP staff will continue deepening implementation of Pyramid Model practices, strengthening inclusive opportunities for children with diverse learning needs, and expanding partnerships that increase access to high-quality preschool experiences for families throughout Van Buren County.

GSRP Students Served - 514 VBISD GSRP Students Served - 199	
District	Number of Students
Bangor	36
Bloomingtondale	16*
Covert	19*
Decatur	19*
Gobles	20*
Hartford	35*
Lawrence	18*
Lawton	33
Mattawan	37
Paw Paw	90
Pullman	15*
South Haven	57*
3 Community Based Organization (CBO)	67
Head Start Blends	52

*VBISD GSRP

GSRP Student Data

2025-2026 Benchmarks Report for ALL GSRP Classrooms

Approaches to Learning			Social Emotional Development		
Below	Meeting	Above	Below	Meeting	Above
19%	30%	52%	23%	24%	54%
Physical Development & Health			Language, Literacy and Communication		
Below	Meeting	Above	Below	Meeting	Above
24%	38%	38%	27%	59%	14%
Mathematics			Creative Arts		
Below	Meeting	Above	Below	Meeting	Above
10%	36%	54%	13%	50%	37%
Science and Technology			Social Studies		
Below	Meeting	Above	Below	Meeting	Above
16%	27%	57%	12%	40%	48%

The Benchmarks Report shows the number of students in each group relative to national averages:

- Above = performing above age-level norms (top 25%)
- Meeting = performing consistent with age-level norms (middle 50%)
- Below = performing below age-level norms (bottom 25%)

COR Advantage is a child assessment tool used by HighScope to measure a child's growth and development from birth to kindergarten. It's based on observations and 36 developmental milestones that are thought to best prepare children for school success. COR Advantage is criterion-referenced and research-based and has been shown to be valid and reliable through validation studies.

Early Childhood Special Education (ECSE)

The Early Childhood Special Education (ECSE) program continued to provide high-quality, individualized services to preschool-aged children with disabilities across Van Buren County during the 2025-2026 school year. Through strong partnerships with local school districts, community preschool programs, related service providers, and families, our staff remained focused on helping children develop the skills they need to be successful in school and beyond.

A major focus this year was expanding inclusive opportunities for young children with disabilities. As a result of intentional staffing investments and collaborative partnerships, the number of students receiving services in specialized ECSE classrooms decreased by 28

students compared to the previous year, while the number of children receiving special education services in general education preschool settings continued to grow. This shift reflects our commitment to supporting students in the least restrictive environment and ensuring children can learn alongside their typically developing peers whenever appropriate.

Our Early Childhood Inclusion Team (ECIT) played a significant role in this work. With the addition of Inclusion Program Assistants, Teacher Consultants and SLP's the team provided direct support to over 160 students with IEPs in community preschool settings throughout the county. In addition, the team completed 105 special education evaluations within preschool classrooms, allowing children to be evaluated in natural learning environments while reducing barriers for families and educators.

Collaboration remained a cornerstone of the program. ECSE teachers, consultants, interventionists, and related service providers worked closely together and increasingly partnered with GSRP and Head Start teams to support children in inclusive environments. Cross-training opportunities and shared professional learning helped build consistency across programs and strengthened our ability to meet the diverse needs of young learners.

Student growth remained a significant strength across all ECSE programs. Our 4-year-old, full day ECSE classrooms continued to demonstrate the benefits of increased instructional time, peer interaction, routine development, play based learning and school readiness experiences. Our 3-year-old ECSE classrooms focused on early learner behaviors, teaching routines and play based learning. Using the Core Knowledge Sequence, the Brigance Inventory of Early Development III, the Assessment of Basic Language and Learning Skills (ABLLS-R), and teacher-developed measures, students demonstrated meaningful growth across cognitive, communication, social-emotional, self-care, and classroom participation domains. Teachers reported growth for all students on both curriculum-based and teacher-developed assessments, with an overall student growth rating of 2.79 out of 3 across classrooms.

The department also continued implementation of the Pyramid Model Framework through our Early Childhood Positive Behavioral Interventions and Supports (EC-PBIS) initiative. Coaching support focused on the Teaching Pyramid Observation Tool (TPOT), which measures implementation of evidence-based practices that promote social-emotional development and positive behavior. Across our 6 ECSE classrooms, implementation of key Pyramid Model practices increased from 73% to 85% during the school year. Significant gains were noted in classroom routines and schedules, supportive teacher-child conversations, promoting engagement, transitions, collaborative teaming, and teaching behavior expectations. This work is helping establish consistent, nurturing, and predictable learning environments for all children while building staff capacity to provide increasingly effective Tier 1, Tier 2, and Tier 3 supports.

The department also expanded specialized Tier 3 supports for children with complex communication, behavioral, engagement, and independence needs. Requests for Tier 3 consultation increased dramatically from 5 requests during the 2024-2025 school year to more than 46 requests during 2025-2026. Support expanded beyond ECSE classrooms into GSRP, Head Start, and Early On programs throughout the county. The team provided coaching, consultation, training, functional communication supports, behavioral interventions, and AAC implementation. Ten AAC funding requests were submitted, resulting in seven communication devices being fully funded for students. To further increase access to supports, AAC and

engagement lending libraries are being developed and will be available to staff during the 2026-2027 school year.

Professional learning remained a priority throughout the year. ECSE staff participated in Pyramid Model training modules, CPI training, CPR certification, active assailant training, inclusion-focused professional development, and department-wide professional learning days. Program Assistants also participated in the ECSE Program Assistant Boot Camp series, focusing on MTSS, IEP implementation, instructional supports, behavioral supports, and clearly defined roles and responsibilities. Additional trainings provided by internal specialists focused on AAC, visual supports, engagement strategies, learning targets, data collection, co-regulation, sensory supports, and effective instructional practices. These opportunities continue to strengthen staff knowledge and ensure consistency of services across programs.

Looking Ahead: During the 2026-2027 school year, ECSE will continue expanding inclusive opportunities for children with disabilities, deepening implementation of Pyramid Model and TPOT practices, strengthening partnerships with GSRP and community preschool programs, and building staff capacity to support increasingly diverse learners through evidence-based instructional and behavioral practices.

Students Served by District		
Students Served - 63		
District	Number of Students	Percentage
Bangor	3	5%
Bloomingtondale	10	16%
Covert	2	3%
Decatur	7	11%
Gobles	6	10%
Hartford	4	6%
Lawrence	3	5%
Lawton	5	8%
Mattawan	6	10%
Paw Paw	10	16%
South Haven	7	11%

IV. ACTION ITEMS

A. Approval of Additional Special Education Professional Staff (Roll Call
Vote)

59

MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: MONICA MANSFIELD
RE: APPROVAL OF ADDITIONAL SPECIAL EDUCATION
PROFESSIONAL STAFF

The students served at the Bert Goens Learning Center present significant and complex communication needs that directly impact their access to instruction, independence, and progress toward individualized educational goals. Historically, VBISD has utilized a service delivery model that emphasized a language-rich educational environment supported by consultative speech and language services. A review of student data and progress monitoring indicates a need to enhance this model through increased direct speech and language intervention. The addition of speech and language service days will provide students with more consistent access to explicit, specially designed instruction targeted to their individualized communication goals, ensuring meaningful educational benefit and progress as required by their IEPs. The special education department is requesting a 3 day increase for speech and language services at Bert Goens Learning Center.

Additionally, the special education department is requesting a 1 day increase in school social work to more evenly distribute the needs across Bloomingdale and Gobles. Both districts have historically been under allocated in this service area.

RESOLVED, that the Board of Education approves the increase of 4 days of professional staff service for 2026-2027 school year as listed above.

BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of June 2026 Thrun Law Policy Updates**

BACKGROUND:

Thrun Law Firm has issued its Annual Policy Update for June 2026. The recommended revisions include updates to Board Policies, Administrative Guidelines, Forms, and Handbook provisions to reflect changes in law, administrative practices, and policy language. Administration has reviewed the proposed revisions and recommends adoption by the Board of Education.

2202 Authority to Enter into Contracts - *Revision*
2406 Board Officers Duties - *Revision*
2501 Meetings - *Revision*
3102 Smoking Tobacco Products, Drugs, and Alcohol - *Revision*
3108 Service Animals - *Revision*
3115–3115E; 3115H Legal Authority Corrections - *Revision*
3122 Transfer of Territory Petitions - *New*
3202 Budget and Truth in Budgeting/Taxation Hearings - *Revision*
3301A Purchasing and Procurement with Federal Funds - *Revision*
3303 Gifts and Donations - *Revision*
3304 Use of District Property - *Revision*
3306 Construction Bidding - *Revision*
3402 Drills Plans and Reports - *Revision*
3407 Asbestos Management - *Revision*
3410 Opioid Antagonist - *Revision*
4101 Non-Discrimination - *Revision*
4104 Employment Complaint Procedure for Allegations Implicating Civil Rights - *Revision*
4113 Michigan Earned Sick Time Act (ESTA) - *Revision*
4201 Employee Ethics and Standards - *Revision*
4205-AG-1 Criminal Justice Information Security - *Revision*
4209 Abortion Referrals and Assistance - *Revision*
4210 Drug and Alcohol Free Workplace Tobacco Product Restrictions - *Revision*
4216 Personal Communications Devices - *Revision*
4508 Administrator Non-Renewal - *Revision*
4602 Hiring - *Revision*
5209 Student Use of Wireless Communications Devices - *Revision*
5507 Extracurricular Activities - *Revision*
5710 Student Suicide Prevention - *Revision*

5714 Threat Assessment and Response - *Revision*
4508-AG Administrator Non-Renewal - *Revision*
5103-F-2 Wireless Communications Device Search and Seizure Considerations - *Revision*
5309-F-1 Amendment of Student Records - *Revision*
5603-F-16 Section 504 Impartial Hearing Procedures - *Revision*
Employee Handbook - *Revision*
Student Handbook - *Revision*

RECOMMENDATION:

RESOLVED, that the Board of Education approve the policies as presented for approval, effective July 1, 2026.

BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: David Manson, Superintendent
RE: **Approval of Bert Goens Pool Improvements Contract**

BACKGROUND:

Bid proposals for the Bert Goens Learning Center Pool Improvements project were publicly advertised and opened on June 16, 2026. One bid was received. GMB Architecture + Engineering reviewed the proposal, conducted a post-bid interview with the bidder, and determined that Hall Builders, LLC, met all project qualifications and specifications.

GMB has recommended awarding the contract to Hall Builders, LLC in the amount of \$1,173,500, including Voluntary Alternate #1 (Wood Grain Door Texture).

GMB also recommends approval of a 10% owner contingency of \$117,350 to address any unforeseen field conditions during construction, for a total project authorization of \$1,290,850.

This is an expected increase in the initial cost estimate, largely due to a more extensive renovation to the locker rooms adjacent to the pool.

RECOMMENDATION:

RESOLVED, that the board of education approves the award of the construction contract to **Hall Builders, LLC** in the amount of **\$1,173,500**, which includes the Base Bid and Voluntary Alternate #1.

BE IT FURTHER RESOLVED that the Board approves a **10% owner contingency** in the amount of **\$117,350**, for a total project authorization not to exceed **\$1,290,850**.

BE IT FURTHER RESOLVED that the Superintendent is authorized to execute the contract and all other documents necessary to complete the project.



Date: July 1, 2026

To: VBISD Board of Education

From: Dave Manson, Superintendent

Subject: Approval of Sign-On, Retention & Referral Bonuses

Given the staffing shortage in public schools across the State of Michigan, I am recommending the implementation of the following systems.

RESOLVED, the VBISD Board of Education approves the following system of bonuses for the remainder of the 2026-27 school year.

Sign on

- **New VBISD Support Staff employees (VBIESPA)** are eligible to receive a \$500 signing bonus under the following conditions:
 - Employees who begin employment **before January 1, 2027**, must remain employed through **June 15, 2027**, to receive the bonus.
 - Employees who begin employment **between January 2, 2027 and May 20, 2027**, must remain employed through **September 15, 2027**, to qualify.

Retention

- **All VBISD transportation substitutes** will receive a \$250 retention bonus after every 50 days worked for the 2026-2027 school year, beginning on August 24, 2027.

- **Any VBISD Professional Staff Member (VBIEA) or Salaried Non-Union Staff Member** serving as a substitute for the transportation department will be compensated a flat rate of \$48 per run if pre-approved by the department. Hourly employees will receive their hourly rate.

Referral

- **All VBISD staff** are eligible to receive a \$300 referral bonus under the following conditions:
 - If they refer any individual brand new to VBISD who begins employment **before January 1, 2027**, and remains employed through **June 15, 2027**.
 - If they refer any individual brand new to VBISD who begins employment **between January 2, 2027, and May 20, 2027**, and remains employed through **September 15, 2027**.

**Note: Referral bonuses will only be paid to individuals remaining employed by VBISD at the time they are eligible to receive them. Administrators are not eligible for referral bonuses in their areas of responsibility.*

BOARD RESOLUTION

DATE: July 1, 2026
TO: VBISD Board of Education
FROM: Dave Manson, Superintendent
RE: **Approval of New Official VBISD District Logo**

BACKGROUND:

The Van Buren Intermediate School District has engaged in a thoughtful process to develop a new visual identity that honors the District's commitment to serving students, educators, families, and communities throughout Van Buren County while providing a modern and recognizable representation of VBISD. The updated visual identity also establishes greater consistency across the District's departments and programs, ensuring that Van Buren ISD is clearly recognized as the parent organization while allowing individual departments to maintain their unique identities within a unified brand.

The District's established colors have been intentionally retained as a link to the District's history and identity, while the addition of one complementary accent color provides greater flexibility for communications and branding. Because the core color palette remains unchanged, the accent color will be incorporated gradually as materials are updated rather than requiring wholesale replacement of existing assets.

Implementation of the new logo will begin with the start of the 2026-2027 school year. Digital platforms and materials will transition immediately, while printed materials, signage, apparel, vehicles, and other physical assets will be updated over time through their normal replacement cycles. This phased approach allows the District to implement the new brand in a fiscally responsible manner without incurring unnecessary replacement costs.

RECOMMENDATION:

RESOLVED, that the Van Buren Intermediate School District Board of Education hereby adopts the new logo as the official logo of the District, effective July 1, 2026.

FURTHER RESOLVED, that the Superintendent and designee(s) are authorized to implement the new logo and related branding materials throughout the District using a phased implementation plan, including immediate adoption for digital communications and the gradual replacement of physical materials as they reach the end of their useful life or are otherwise scheduled for replacement.

REIMAGINE VBISD



Branding shapes public
perception. It's our
reputation at *first glance.*

CONSISTENCY

PROFESSIONALISM

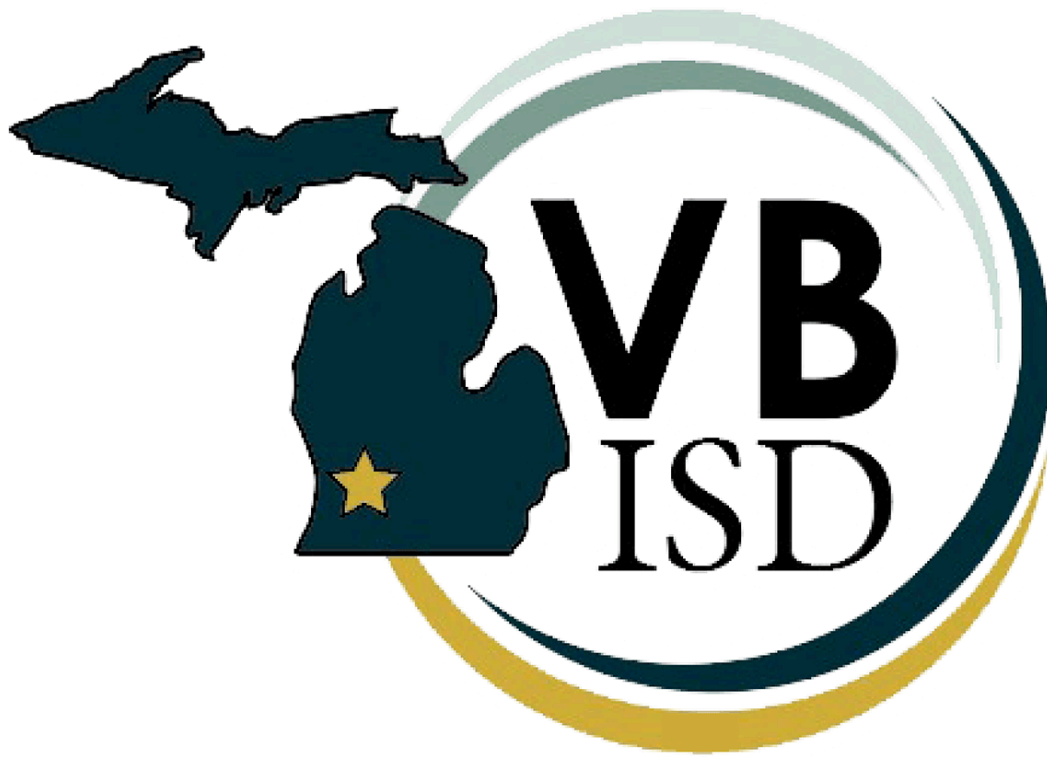
LONGEVITY



This is currently VBISD...

From chaos to consistency...

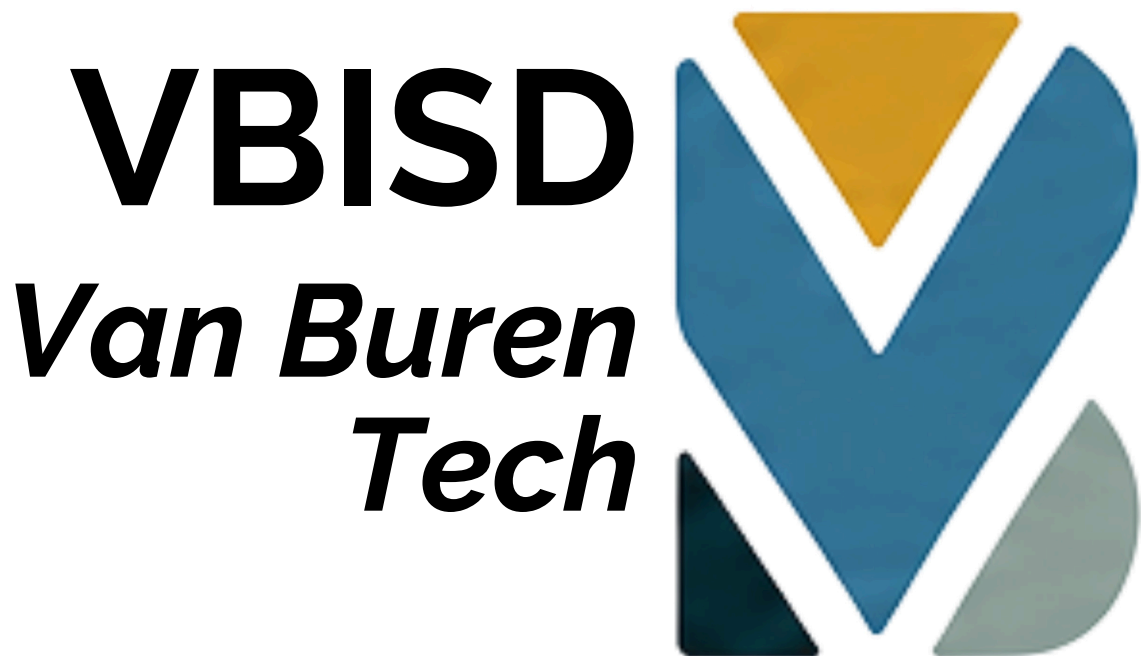






***Instructional
Services***









***Van Buren
Youth Initiative***





FONT EXAMPLE:

Did you know VBISD's Special Education Department is deeply connected to statewide initiatives that support student success?

All of our special education administrators are active members of the MAASE, regularly attending professional development to sharpen their skills and drive positive outcomes for students.

In the 2024-25 school year, VBISD hosted the Train-the-Trainer series for MAASE's Paraeducator Training, with Jen Korinek serving as a content developer.

Additionally, Laura Thornburg and Jen Korinek have presented twice at MAASE's Technical Assistance Conference, sharing expertise and strategies with administrators across Michigan!

Through partnerships like these, VBISD Special Education continues to lead, innovate, and elevate the impact of educators statewide.

LETTERHEAD EXAMPLE

before



Van Buren Intermediate School District

Respect · Integrity · Compassion · Excellence

David D. Manson

Superintendent

VBISD to Host Transition Fair Supporting Students with Disabilities and Their Families

Lawrence, MI- Van Buren Intermediate School District will host a Transition Fair on Monday, March 9, 2026, to support students with Individualized Education Programs (IEPs) or 504 Plans as they prepare for life after high school.

The event is open to Van Buren County students with IEPs or 504 Plans, along with their families, guardians, teachers, and school staff. This **free** event requires no registration and allows participants to attend at any time during event hours.

The Transition Fair brings together schools, families, colleges, agencies, and community organizations to share resources and opportunities that support students as they transition into adulthood. Attendees will have opportunities to explore career and employment resources, continued education and training programs, independent living supports, and community connections.

The fair will be hosted as a vendor style open house, allowing students, families, and educators to move through the event at their own pace, speak directly with service providers, and gather information relevant to their future plans.

after



Van Buren Intermediate School District

Providing Educational Services for a Better Tomorrow

David D. Manson

Superintendent

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GRAPHIC EXAMPLES:



Merchandise Examples



REIMAGINE VBISD



Branding shapes public
perception. It's our
reputation at *first glance*.

CONSISTENCY

PROFESSIONALISM

LONGEVITY

MEMO

DATE: JULY 1, 2026
TO: BOARD OF EDUCATION
FROM: BRITANI OLDS, HUMAN RESOURCES ADMINISTRATOR
RE: APPROVAL OF EMPLOYMENT OF NEW STAFF

BACKGROUND

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

<u>New Employee</u>	<u>Salary</u>	<u>Start Date</u>
Mindy Guinn, School Nurse	\$75,075.00	06/22/2026
Stacia Peterson, ESL Teacher	\$46,948.00	08/17/2026
Crystal Knapp, School Social Worker	\$57,641.00	08/17/2026
Lauren Gutierrez, Speech & Language Path	\$57,641.00	08/17/2026
Brooke Antonson, Occupational Therapist	\$51,137.00	08/17/2026
Jacob Dubina, Resource Room Teacher	\$62,179.00	08/17/2026
Lauren Goetting, Speech & Language Path	\$86,885.00	08/17/2026
Samantha Eberly, School Psychologist	\$52,757.00	08/17/2026
Larissa Hunt, VB Tech Principal	\$108,130.00	07/01/2026
Clare McLemore, GSRP Lead Teacher	\$47,352.00	08/17/2026
John Nolan, Resource Room Teacher	\$84,706.00	08/17/2026
Byron Osborn, Resource Room Teacher	\$76,346.00	08/17/2026
Stephanie Schuman, Resource Room Teacher	\$46,948.00	08/17/2026
Amber Trowbridge, Finance Supervisor	\$80,000.00	07/01/2026
Oz Parlak, LEA & ISD Payroll Lead	\$67,275.00	07/01/2026

**Salary may be prorated based on start date*

***PSM salaries are based on the 2025-2026 PSM Contract and will be adjusted for the 2026-2027 salaries once finalized.*

RECOMMENDATION

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

MEMO

DATE: JULY 1, 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.

<u>Name</u>	<u>Resignation/Retirement Date</u>
Kathryn Lugten, School Social Worker	Resignation - 06/11/2026
Susan Schierbeek, Teacher Consultant	Resignation - 06/08/2026
Lashonia Leonard, CTC Teacher	Resignation - 06/05/2026
Samantha Reisterer, ECSE Teacher	Resignation - 06/08/2026
Jeffrey Fisher, BGLC Teacher	Resignation - 06/30/2026
Katelyn Segur, School Social Worker	Resignation - 06/19/2026
Sally Raasch, MCEC Teacher	Retirement - 08/30/2026
Jason Forler, VB Tech Instructor	Retirement - 09/08/2026

RECOMMENDATION

Resolved that the Board of Education accept the resignations and retirements of the staff listed above.

Attachments

V. OTHER BUSINESS

A. Adjournment

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

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

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