

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 October 5, 2022, beginning at 4:00 PM in the Van Buren Conference Center
490 S Paw Paw Street
Lawrence, MI 49064.

I. REGULAR MEETING

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

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

1. Minutes (09-14-22)

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The **Regular Meeting** of the Van Buren Intermediate School District Board of Education was held in person on **September 14, 2022**, in the North/South Dining at Van Buren Tech and called to order at **3:31 PM**. The following members were present: Kent, Faul, Sage, Middaugh, and Weiss.

Middaugh moved to approve the Consent Agenda (*August 3, 2022 Minutes; Voucher Budget Summary, Imprest Summary, and Payroll Summary*). Supported by Weiss. Roll call vote: Sage – yes, Weiss – yes, Kent – yes, Faul- yes, and Middaugh – yes. Motion carried.

Weiss moved to approve the Board/Superintendent Travel for September 2022. Supported by Kent. Roll call vote. Faul – yes, Kent – yes, Weiss – yes, Sage – yes, and Middaugh – yes. Motion carried.

Middaugh participated in a virtual workshop entitled “*Back to School Legal Issues*” through MASB on August 11, 2022. Kent attended the MASB Summer Institute 2022 in Muskegon held on August 19-21, 2022. All board members attended the 2022 Opening Day for staff at the Conference Center on August 22, 2022. Weiss and Kent participated in the Mix and Mingle workshop on August 24, 2022. Department updates along with the Superintendent’s update were also presented to the Board. A presentation on the Transportation Department by Terry Lechenet, Transportation Supervisor was made to the Board.

Kent moved to approve the following resolution:

RESOLVED that the Board of Education approve the purchase of the Exhaust Tube Bender from Ridge Napa at a total cost not to exceed \$25,589.00.

Supported by Faul. Roll call vote. Weiss – yes, Sage – yes, Faul – yes, Kent – yes, Middaugh – yes. Motion carried.

Weiss moved to approve the following resolution:

RESOLVED the VBISD Board of Education approve the adoption of an optional sign-on bonus of up to \$1,500 to be paid after 45 days worked for non-union staff members.

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

Faul moved to approve the following resolution:

RESOLVED that the Board of Education approve the purchase of the HPE ProLiant DL380 Server configuration from Sehi Computer Products, Inc. at a total price not to exceed \$43,000.00.

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

Kent moved to approve the following resolution:

RESOLVED, the VBISD Board of Education approves the following grant-funded pay rates: \$30 per hour for Adult Education instructors and \$18 per hour for Adult Education teacher assistants.

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

Weiss moved to approve the following resolution:

RESOLVED that the Board of Education approves the addition of one day of Speech and Language Pathology service per week starting September 1, 2022.

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

Kent moved to approve the following resolution:

RESOLVED the VBISD Board of Education approve the hiring of an additional full-time EL teacher.

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

Sage moves to approve the following resolution:

RESOLVED that the Board of Education approves the addition of a full-time School Nurse beginning September 1, 2022.

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

Weiss moved to approve the following resolution:

RESOLVED that the Van Buren Intermediate Board of Education approve one voting delegate and one alternate to represent the Van Buren Intermediate School District at MASB annual or special meetings for the 2022-2023 school year as follows: Kenneth Kent – Delegate and John Faul – Alternate Delegate.

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

Faul moved to approve the following resolution:

RESOLVED that the Board of Education approve the employment of the staff listed below:

<u>Special Education</u>	<u>Start Date</u>
Christie Vantilburg, Teacher Consultant	8/22/2022
Brianna Surdell, Teacher	8/22/2022
Amy Faber, School Social Worker	9/5/2022
Breanna Orman, School Social Worker	9/8/2022
Kaitlyn VanNoord, Speech & Language Pathologist	9/9/2022
<u>VB Tech</u>	
Nicole Meachum, Ag Instructor	8/22/2022
<u>Technology</u>	
Maximilion Weiss, IT Support Specialist	8/17/2022
<u>GSRP</u>	
Claire Schultze, Lead Teacher	8/22/2022
Adriana Lewis, Lead Teacher	8/22/2022
Dawn Sexton, Lead Teacher	8/22/2022
<u>Emergency Management</u>	
Amy Zmick, Truancy Officer/Attendance	9/19/2022
<u>Migrant Education</u>	
Zenia Gutierrez, EL/Migrant Resource Teacher	8/29/2022
Dawn Munos Lamas, EL/Migrant Resource Teacher	9/19/2022
<u>Instructional Services</u>	
Alicia Sarco-Villagomez, Adult Education Teacher	08/29/2022
<u>Administration</u>	
Heather Burlison, BGLC Asst. Principal	07/1/2022

Supported by Kent. Voice vote. Motion carried.

Weiss moved to approve the following resolution:

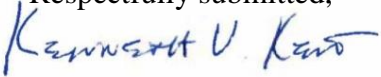
RESOLVED that the Board of Education accept the resignation/retirements of the staff listed below:

	<u>Effective Date</u>
<i>Melissa Wierenga, Early Literacy Consultant</i>	8/1/2022
<i>Melinda Wolf, School Social Worker</i>	6/13/2022
<i>Nicole Elder, English Language Consultant</i>	8/11/2022
<i>Niecia Anjorin, Mental Health Clinician</i>	8/5/2022
<i>Amanda Murray, Teacher, Special Education</i>	8/12/2022
<i>Katelynn Woodhams, Instructor, VB Tech</i>	8/3/2022
<i>Alyss Salas, School Social Worker</i>	9/15/2022
<i>Shari Henry, Instructor, VB Tech</i>	8/15/2022
<i>Miriam Thelen, School Psychologist</i>	9/9/2022
<i>Joshua Hamelink, IT Support Specialist</i>	9/30/2022

Supported by Sage. Voice vote. Motion carried.

Middaugh announced the retirement of Frances Sage, a board member for Van Buren ISD for 45 years. Memories of Frances were shared along with congratulatory remarks by Weiss, Faul, Kent, and Middaugh.

Meeting adjourned at 4:29 PM.

Respectfully submitted,


Kenneth Kent, Secretary
Van Buren Intermediate School District
Board of Education, Lawrence, Michigan

CONFERENCE ATTENDANCESuperintendent/Board of Education**September 14, 2022*****Pre-Approval***

NAME	DATES	LOCATION	ESTIMATE D COST
Dave Manson	September 20-22, 2022	2022 MASA Fall Conference Grand Traverse Resort Acme, Michigan	\$1025
Dave Manson	October 20-23, 2022	2022 MASB Annual Leadership Conference Grand Traverse Resort Acme, Michigan	\$1240
Mary Ann Middaugh	October 20-23, 2022	2022 MASB Annual Leadership Conference Grand Traverse Resort Acme, Michigan	\$1171
Kenneth Kent	October 20-23, 2022	2022 MASB Annual Leadership Conference Grand Traverse Resort Acme, Michigan	\$1635
John Faul	October 20-23, 2022	2022 MASB Annual Leadership Conference Grand Traverse Resort Acme, Michigan	\$1437

Post Approval

			COST
Kenneth Kent	August 19-21, 2022	MASB Summer Institute 2022 Delta Marriott – Muskegon, MI	\$ 1325.00

2. Voucher/Budget Composite & Cash Flow Summary Vouchers

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**Van Buren Intermediate School District
September 2022**

Imprest Fund Vouchers	\$ 1,726,605.20
Payroll Fund Vouchers	3,294,287.33
Purchasing Card Vouchers	77,077.31
EDUSTAFF ACH Payments	3,248.13
	\$ 5,101,217.97

Budget-to-Expenditure Comparison 22-23

Fund	Budget	Actual & Encumbered Expenses	Unencumbered Balance	Year-to-Date Variance
General	15,986,977	3,056,339	12,930,638	(1,057,966)
Special Education	37,037,146	4,106,192	32,930,954	523,451
Career Tech Education	15,684,811	2,560,531	13,124,280	(599,930)
Food Service	93,236	1,814	91,422	9,840
Capital Projects	0	732,225	N/A	(732,225)

Cash Flow Summary

	Ending Balance 7/31/2022	Cash Receipts	Cash Disbursements	Ending Balance 8/31/2022
General	2,920,999	3,161,220	3,121,767	2,960,451
Special Education	6,927,184	2,689,972	1,883,482	7,733,675
Career Tech Education	10,222,726	265,571	827,065	9,661,232
Student Activity Fund	29,547	0	0	29,547
Food Service	52,371	63	0	52,435
Capital Projects	4,430,665	0	400,421	4,030,244
	24,583,493	6,116,826	6,232,736 *	24,467,584

* The cash disbursements total includes amounts transferred electronically. Non-payroll related electronic transfers were made to other VBISD accounts. A listing of these transactions are available upon request. This statement is in accordance with Policy #6144.01

PAYROLL SUMMARY
September 2022

GENERAL	1,008,808.66
SPECIAL EDUCATION	1,723,910.39
VOCATIONAL EDUCATION	561,568.28
STUDENT ACTIVITY FUND	0.00
FOOD SERVICE FUND	0.00
TOTAL PAYROLL	3,294,287.33

IMPREST VOUCHER SUMMARY
September 2022

<u>FUND NAME</u>	<u>CHECKS</u>	<u>PURCHASING CARDS</u>	<u>TRANSFERS/ INTEREST/FEES</u>	<u>TOTAL</u>
General Fund	624,116.46	29,925.45	8,362.68	662,404.59
Special Education	324,982.11	32,952.11	(974.80)	356,959.42
Vocational Education	437,413.27	14,199.75	(7,387.88)	444,225.14
Capital Projects	340,093.36	0.00	0.00	340,093.36
Health Consortium	0.00	0.00	0.00	0.00
Student Activity Fund	0.00	0.00	0.00	0.00
TOTAL	1,726,605.20	77,077.31	0.00	1,803,682.51

C. Public Comments
II. INFORMATIONAL ITEMS

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VBISD

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Upcoming Events - Key Dates

October 2022

9/15 to 10/15 - Hispanic Heritage Month

10/5 - Count Day

10/10 - Indigenous Peoples' Day

*10/13 - VB Tech College, Career, Exploration Fair

10/17 to 10/21 - Bus Safety Week/Transportation Staff Appreciation

****10/20-10/22 - MASB Annual Conference**

10/24 - VB Tech Senior Application Week

10/28 - Maple Creek Halloween Carnival, 11:30-1:00 pm

*10/31 - Bert Goens Learning Center Halloween Activities

- Learning Center Trick-or-Treating, 9:30-10:30 am @ BGLC
- Sally's Trunk or Treat, 10:30-11:30 am @ Greenhouse

10/31 - No AM VB Tech Students - Professional Development

10/31 - VB Tech Halloween Costume Contest

Informational only

*Board attendance voluntary

****Board attendance requested**

A. Board Updates
B. Superintendent Update

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Date: October 5, 2022
To: Board of Education
From: David D. Manson, Superintendent

Subject: Superintendent Update

Michigan Association of Superintendents & Administrators (MASA):
(Governance & Board Relations, Community Relations, Staff Relations, Business & Finance, Instructional Leadership)



Michigan Association of
Superintendents & Administrators

Recently, I had the privilege of attending the MASA annual conference in Traverse City on September 20-22. During the conference, I was able to build collegial relationships with other superintendents as well as attend sessions related to:

- How to Cultivate Allies and Strengthen Partnerships
- MAISA and MASA Legislative Updates
- Explaining Additional Funding to Your Board, Staff & Community
- The Aftermath: Navigating a Perilous Path After a Tragic Event
- Succession Planning for Administrative Positions
- Improving Graduation Rates, Lowering Special Education Rates and Saving Money

SimCity Shipping Containers: (Community Relations, Staff Relations, Business & Finance, Instructional Leadership)

As the Palisades Power Plant changed hands from Entergy to Holtec, there were numerous shipping containers available that could be utilized in SimCity by our Fire Sciences/Law Enforcement/EMT programs at VB Tech. Once picked up, this donation will save the organization from having to purchase containers in the future. Thank you Holtec and Entergy!



VBISD Adopt a Highway: (Community Relations, Staff Relations)

Steve Smith from the VBISD Emergency Management Department has been spearheading the VBISD Adopt a Highway program for years. About 4 times a year, Steve motivates a few people to help him out

working along a section of I-94 to keep it clean and beautiful. Thank you Steve, you make VBISD shine!



School Board Member Appointment: (Governance & Board Relations, Community Relations, Staff Relations, Business & Finance, Instructional Leadership)

With the recent resignation of Frances Sage, the following timeline has been set for appointing her replacement:

September 26, 2022:	Notice of vacancy advertised.
October 10, 2022:	Deadline for submitting applications.
October 11-17, 2022	Board meets to review applications and hold interviews.
October 18, 2022	Board makes an appointment of the new board member.

C. Department Updates
1. Human Resources

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MEMO

DATE: OCTOBER 5, 2022
TO: BOARD OF EDUCATION
FROM: BRITANI OLDS, ADMINISTRATOR FOR HUMAN RESOURCES
RE: HUMAN RESOURCES UPDATE

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

General Updates:

Human Resources has been extremely busy onboarding new staff for VBISD as well as doing fingerprinting for the locals as well. From July 1, 2022 to September 23, 2022 we have hired and onboarded 64 new employees and fingerprinted 254 for the locals.

We will begin working on the Equal Employment Opportunity Commission's EEO-5 data collection and reporting. This report is a mandatory biennial collection that requires all public elementary and secondary schools to submit demographic workforce data.

Unified Talent & Records System Updates:

We are currently on track to go-live on November 1st with the new applicant tracking and onboarding systems as well as the system integration so the information flows from system to system. Throughout the month of October, I have multiple scheduled training sessions with the administrative, secretarial and back office teams to review the system and process changes in preparation for the go-live. There will be a lot of changes with moving quite a bit of our manual paper process to paperless online, but my goal is to make it as seamless of a transition for everyone involved. A huge thank you to Damian Koob, Lukas Enciso and others on their team for helping with the system integration. Also, a shout out to Kara Duffy, Jodi Sower and Rhonda Plumley for all of their help to make sure everything is prepared for go-live.

Memorandum	
Date:	October 5, 2022
To:	VBISD Board of Education
From:	Angie Gutiérrez <i>Administrator of Whole Child Services</i>
Subject:	Whole Child Services Update



ESL/Migrant Teacher Spotlight: (Faculty and Staff Personnel/Professional Preparation)

Zenia Gutierrez is our Migrant/ESL Resource teacher serving the Mattawan and Gobles school districts. We are very excited to have Zenia on board and she was recently interviewed by Channel 3 news regarding her project, “ Breaking Barriers with Bilingual Books”. The Breaking Barriers with Bilingual Books Project supports English Learners and their families by providing students and their families with bilingual books. This is important because these books come in their native language which allows parents to take part in their child's literacy education. It also gives these families the opportunity to make literacy part of their home lives. In addition, it supports students’ first language all the while also developing their second language. Finally, it also sends the message to all these families that we respect, validate, and celebrate their first language.





Leadership)

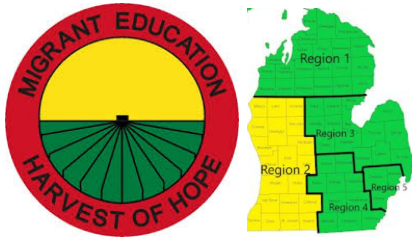
Cultural Understanding Committee Update: *(Planner & Organizer and*

On September 13th we started our Core Foundations course with Justice Leaders Collaborative. Our trainers are Autumn Campbell and Dr. Shayla Griffin. We have approximately 26 participants from the ISD that represent a variety of programs. We have completed two sessions. All of the participants are expected to complete assignments in between sessions. I have already received a lot of positive feedback from the participants. Our outcomes for this course are the following:

- Come to understand their own social identities, biases, and prejudices
- Increase their knowledge about the histories and present realities of various social identity groups
- Increase their awareness of social justice concepts such as “implicit bias” and “microaggressions”
- Begin considering how to incorporate this knowledge and awareness into their practice by using the EJATT (Education Justice Assessment & Transformation Tool Deep Dive: Planning for Action)

We will continue to have sessions on the following dates:

- Session 3: 10/4
- Session 4: 10/18
- Session 5: 11/1
- Session 6: 11/15
- Session 7: 11/29
- Session 8: 12/6



Migrant/ ID & R Region 2 Update : (Faculty and staff Personnel, Supervisor, Decision Maker, And Evaluator)

ID & R Region two conducted a “ sweep” in coordination with IDRC (Identification and Recruitment Consortium) on August 19th-21st. The purpose of the sweep is to find eligible Migrant students that have not been identified and recruit them. We covered six different counties and worked in teams of two. We worked 10-12 hours each day using data from the housing and farm lists for each county to visit camps and farms. Over the course of three days the sweep team visited 193 farms and completed 23 COEs. A total of 29 children were found on those COEs.

We also tracked the data on an application, ConnectTeams. Data from this sweep will help us in the future as we develop our recruiting plan. Sara Ledesma, Elida Segura, and I all worked as recruiters during this sweep. We were teamed with other recruiters from Nebraska, Oklahoma, and Michigan. Tino Rosales from Oklahoma was very experienced in dairy and temporary workers. Aida Evans from Nebraska also was very experienced in dairy and gave our recruiters great strategies for connecting with H2A workers as well as families. This was a successful learning experience.



Michigan Interagency Migrant Services Committee Meeting
(Leadership, Collaboration) by:Tonda Boothby

Tonda Boothby was invited to present at the Michigan Interagency Migrant Services Committee at their August 2 meeting held at the VBISD Conference Center as well as virtually online. Tonda was asked to present an overview of the Migrant Education Program and specifically provide information on the VBISD Migrant Program. Because I knew that most agencies servicing on this committee have little connection with the purpose and requirements behind Migrant Education, I provided some background on the evolution of this program as well as its history in Van Buren County. The term, “migrant,” does not have the same meaning for the Office of Migrant Education as it does among many of Michigan service agencies. For example, children are the focus of services in the Migrant Education Program. Parents can receive services only if they are eligible themselves or if the training for parents will benefit their children. Migrant Education is federally funded due to the recognition that migrant children “belong” to all of the United States and they have the right to a free and appropriate public education no matter where they are living. Numerous farms in Michigan are changing whom they employ as seasonal employees. Single workers are now appearing at farms where families with children have been coming for multiple years. Our migrant education programs are seeing major decreases in the number of students served by migrant education while there is an increased demand for English as a Second Language for adults who do not have transportation of their own. This is a change from the “school model” that we have used for 55 years, and we are developing new “instructional models.” Although we cling to the concept of a family model whom we look forward to seeing each year, we know that Michigan will continue to need seasonal farmworkers to help with the booming agribusiness in our state.

The Attraction of “On Demand Learning”
(Leadership, Collaboration) by: Tonda Boothby

As consultants from the Michigan Department of Education planned this year’s Special Populations Conference, they realized that many topics could or needed to be addressed in a “on demand” format. The event planner had a list of topics thought to be valuable for educators at any time, but they would not necessarily require a face-to-face training on its own.

Tonda volunteered to do the presentation on the new WIDA screener for kindergarten students. Although no child was part of the video, she demonstrated how the components of the test are organized, what was different in the new screener, how to score the results and when to test again. This assessment uses a book, a script, testing manual, a record sheet, picture cards and a

booklet for the student to write in and is administered individually with kindergartners. Having a vision of what, when and how each item is used makes the testing process flow more smoothly. The presentation was available to everyone attending the Special Pops conference, and it can be posted on the “Michigan.gov/EL” website for those who did not attend.

Hispanic Heritage Festival by: Tonda Boothby

An idea to celebrate Hispanic Heritage in Van Buren County is coming to fruition at the VBISD on Saturday, October 15 from 4-7. It may have been a light bulb moment during a conversation after church, but Gerardo Aranda, Paul Garrod, Miriam Peralta and Cesar Garcia, all from Lawrence, posed the idea of holding a celebration for Hispanic Heritage at the VBISD Conference Center. With a little help from many people, they plan to launch this festival of music, entertainment, food and fun for the whole family focused on Hispanic Heritage. Our English Learner program is promoting this event among all of our schools. We look forward to seeing many of our students and families at this event.

MEMO

DATE: OCTOBER 5, 2022
TO: BOARD OF EDUCATION
FROM: ROBERT SMITH, DIRECTOR
RE: CAREER & TECHNICAL EDUCATION BOARD UPDATE

TECH TIMES (1,3,5,8,10,11,15,18,20)

Like last year, Van Buren Tech is working in partnership with the Van Buren Reminder and will be featured throughout the school year in their publication to promote the wonderful things happening at Van Buren Tech each month. Marketing/Communications Specialist, Brittany Millan, is doing an outstanding job coordinating these efforts with VB Tech staff. This month's events correspond well with the board report and are highlighted below.



AUTO PROGRAM (4,11,15,17,18,)

The Automotive BES and EEP programs at VB Tech have been researching and exploring a wide variety of automotive occupations. Both auto programs help students further their education in the auto industry- whether it's for a career or a hobby! Auto EEP Instructor, Will Tenter, thought it would be beneficial for students to hear from two industry leaders about how their education in high school set them on a career path to help feed their craving for working/building high horsepower cars on the side. Mark Tenter and Matt Tenter from Degree Masters brought vehicles for students to enjoy and used them as talking pieces as they explained to students how their mechanical curiosity started at a young age and how as they entered high school, they quickly realized automotive and mechanical work was best for them. Although they don't work on cars for a living now, they do their own maintenance and repairs on their personal and company vehicles and equipment. Matt owns his own business *Degree Masters*, where he diagnoses and repairs commercial and residential heating, and AC and refrigeration units. Mark took 4 years of high school automotive and during his senior year he wanted to build an engine for his Father. Several years, two engines, and a ton of self made connections and research

later, the 1971 "Flying Low" Mach 1 is what you see students enjoying, looking at, and listening to. This demonstrates to the automotive students at Van Buren Tech the beneficial ways a program can set you up for success in your career, hobby, and future self! Mark brought up his International CXT along with his 1971 Mach 1 Mustang. Matt brought up the 2011 Shelby GT 500 for students to also enjoy and to use as a discussion piece. One of the best things that Mark and Matt both told students is "Never quit learning and never be afraid to try and repair or build something" and "Talk to others, listen to those that have succeeded and failed, make a plan, and start working towards it!"



MAIN STREET CAFE (1,4,5,8,9,10,11,15,16,18,19)

Van Buren Tech staff & students, along with staff from the Van Buren/Cass District Health Department, have been anticipating the exciting opening of Main St. Cafe for over a year now. The Cafe provides a great opportunity to purchase breakfast & lunch food, coffee, and espresso, as well as VBT apparel & merchandise, while school is in session. The Cafe contains a wide variety of food selections, including soups, salads, sandwiches, and many freshly made culinary delights. ALL cash tips go toward scholarships that will directly benefit VBT students! The Cafe held its "Soft Opening" on Tuesday, September 13th to students and staff and have been very busy ever since. *The Cafe is not open to the general public at this time.*



INTERNATIONAL MANUFACTURING TECHNOLOGY SHOW (1,2,11,15,17,18,20)

On September 14th, the Advanced Manufacturing and Engineering and Architectural Design programs attended the International Manufacturing Technology (IMTS) Show at McCormick Place in Chicago, IL with over 86,000 in attendance for the week.

Van Buren Tech students were able to meet industry experts and network with worldwide companies while observing state-of-the-art technology used in the manufacturing industry today. One highlight for VBT students was being able to meet Titans of CNC, CEO, Titan Gilroy, who has partnered with Advanced Manufacturing instructor, Gabe Kooyers, to create and develop an advanced student machining curriculum and certification that is turning heads nationwide. Students were also able to meet with Titans of CNC staff and discussed different projects they were working on. Van Buren Tech is empowering students to take advantage of these great opportunities by being involved in one of our great programs!












BACK TO SCHOOL PARENT NIGHT (1,4,8,10,18)

On Monday, September 26th, Van Buren Tech held their annual Back to School Night Open House event for current students, parents, and family members. Overall, the evening was a huge success, with over 350 people in attendance. Students and their families were able to get valuable information from staff, meet with instructors, see student work, tour the facilities, and enjoy the individually packed “Meals to Go” that were prepared by the **Culinary Arts & Catering Management** staff and students.



CULTURE/TRUST PROFESSIONAL DEVELOPMENT (1,2,3,5,8,9,10,11,15)

As part of the 2022-23 VB Tech professional development plan, VB Tech administration and staff have been working with Hulings & Associates - Executive Leadership Coaching to build capacity around building culture and trust. On Tuesday, August 23rd, Leander Rabe, Executive and Team Coach from Hulings facilitated a 1/2 day PD session with all staff, where the focus was on identifying personal archetypes via the Pearson-Marr **Archetype Indicator® (PMAI®)** assessment, highlighting the strengths and shadows of each archetype, and beginning conversations around how this information can be used to not only strengthen building culture and trust, but also maximize efficiency for various meetings, departments. A follow up training was held for staff on the afternoon of Friday, September 30th and a final training is scheduled for the morning of October 31st. Staff will then begin to develop protocols on how to best utilize this information to continue promoting growth and increased effectiveness/efficiency.

Your Archetype Profile – Highest to Lowest	
	IDEALIST The Idealist archetype imparts a basic trust in life that lets you look on the bright side of what's possible. That trust lends an air of safety and the ability to overlook dangerous surroundings or negative possibilities, and you may see difficulties as a step toward something better.
	REALIST An active Realist archetype emphasizes your practicality, on doing what works, and on seeing what is likely. You have your own views, and are not swayed by others' opinions or titles. To avoid disappointment, you do not engage in dreams or activities where you feel you do not have sufficient control of the outcome.
	WARRIOR Motivated by the Warrior archetype, you set and meet goals, for you are mission driven. There is pride in meeting challenges, and when you meet obstacles you try harder, assuming that the tough prevail. You may enjoy competing, or spearheading crusades.
	CAREGIVER If you live out the Caregiver archetype, helping and nurturing others is a prime value for you and a necessary source of fulfillment. You have antennae for the needs of others, and are quick to help out or to comfort. Generosity and empathy come easily to you.
	SEEKER The Seeker archetype compels a search for personal identity and development. Your eyes are cast to the future, and you are quick to adopt the new and grow tired of the tried and the commonplace. You enjoy adventures, new experiences, and personal growth opportunities in hopes of improving yourself.
	LOVER To one living out the Lover archetype, connection and relationships are most important. You are easily passionate, whether for another person, an activity, or an ideal. Sensuous and vital, you let your heart lead the way, choosing activities, jobs, possessions and relationships that lend beauty to your life.
	REVOLUTIONARY At the heart of the story of the Revolutionary archetype is a non-conformist who challenges the rules and status quo. "Because this is the way it's done," or "Because everyone else acts or thinks like this" makes you suspicious. You have a knack for reinvention, whether of yourself or of the world around you.
	CREATOR The Creator archetype bestows a naturally imaginative, even inspired, nature. You constantly think of new possibilities, and there are times when ideas effortlessly flow, as if you were an antenna channeling them rather than authoring them yourself. You conceive of new possibilities, and are able to express them in a tangible form, as in art, writing, or design.
	RULER An active Ruler archetype gravitates to power to achieve goals and keep order. You easily sense who defers to whom and what the hierarchy is among the members of various groups. You like to be in charge, and in control, and you willingly take on responsibilities.
	MAGICIAN A core insight of the Magician archetype is recognition that what is real to a person is determined by what s/he believes. You sense the interconnectedness of events, people, and ideas; you notice serendipity, meaningful connections, and the ripple effects of small changes. You help create change by changing perception.
	SAGE The Sage archetype is characterized by curiosity about many and various topics and sees life as learning. Others likely regard you as knowledgeable, and the pursuit of understanding is sufficient reward in its own right to you. You tend to be calm and unruffled, and seek the meaning in situations.
	JESTER An active Jester archetype communicates humor and joy in living as paramount. You act in a colorful manner that emanates from your spirit. You easily see the inconsistency, absurdity, and irony in life, but you are not compelled to change the way things are. You may stand slightly apart from events and chuckle or instigate frivolity and laughter.

CATAPULT EMS SAFETY SYSTEM (1,4,5,8,10,13,14,16)


For the 2022-23 school year, Van Buren Tech will again be using the CatapultEMS to serve as our primary communication and documentation during emergency situations, as well as a reporting system for safety situations or issues. CatapultEMS is a revolutionary way for K12 schools to manage a wide array of incident and emergency scenarios. Whether you use a desktop, a tablet, or a cell phone, our cloud-based software provides:

- Real-time student accounting
- 2-way communication with teachers
- Incident reporting and escalation
- SIS and Google/Microsoft Azure/AD integration
- GPS and room location reporting
- Alerts to district, police, and fire
- Digital emergency procedure manuals
- Emergency checklists

Throughout the first few weeks, staff have completed virtual training modules for the system and participated in multiple drills using the system.

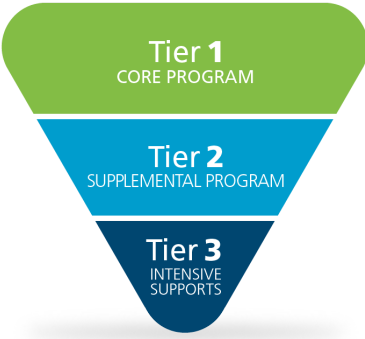
Here is some information and a brief [video](#) about the program.

Memorandum	
Date:	October 2022
To:	VBISD Board of Education
From:	Cheryl-Marie A. Manson <i>Director of Instructional Services</i>
Subject:	Instructional Services Monthly Update



INSTRUCTIONAL SERVICES

Multi-Tiered Systems of Support (MTSS)
Leadership, Communication Skills, Resourcefulness, Creativity & Innovativeness, Professional Preparation, Decision Maker, Planner & Organizer



On September 28 and 29th, Cheryl-Marie Manson and Heidi Olivares led training on the Multi-Tiered Systems of Supports for approximately 220 educators in VB County as well as Berrien County. Almost every building in the county attended to learn how to focus on essential standards, teach students using universal supports for learning as well as how to use social emotional learning as the foundation for student learning. Each school team left the day with a plan for next steps. Cheryl-Marie Manson, Heidi Olivares and Jennifer Bloomfield will continue to coach each building as they move the work forward into the school year.



Staff Spotlight
(Leadership, Faculty & Staff Personnel, Supervisor)

When Carol Sue Anderson was looking for a position with VBISD, she was looking for an employer that she could retire TO and not FROM. With experience in education, restaurants and 20+ years in dental health, Carol Sue is uniquely positioned to lead policy and environmental change with Project Lean. Currently, Carol Sue Engages community partnerships through SNAP-Ed programming and with her bubbly personality is the perfect connection with our community.



Jen Bloomfield works in the Instructional Services department as the Continuous Improvement and MTSS coordinator as well as the coordinator for the Regional Coordinated School Health. She has 23 years of experience in education including teaching at the



elementary level as well as serving as a building principal for Bloomington Public Schools. What does she love about her work? “I love the energy around educators when they are collaborating together, brainstorming and problem solving, and sharing successes of students in our county. I am passionate about providing resources to our schools that will enable them to create learning environments that promote high levels of learning for all students.”

Renee Hostetler recently joined Instructional Services as a Project Lean Educator. She is ‘new’ to us, but not to the VBISD organization. Renee’s background includes military experience, as well as various corporate positions and is already ServSafe certified through her experience as a 4-H leader. What does she love about her position? “I’ve recently joined a group of professionals that have a true vision for their work . They strive for a healthy mind, body, and spirit for the success of themselves, their co-workers, the students, and the communities they serve. I love that we are seen as a whole person rather than a commodity to be used. “



Data Highlights

Leadership, Communication Skills, Resourcefulness, Creativity & Innovativeness, Professional Preparation, Decision Maker, Planner & Organizer

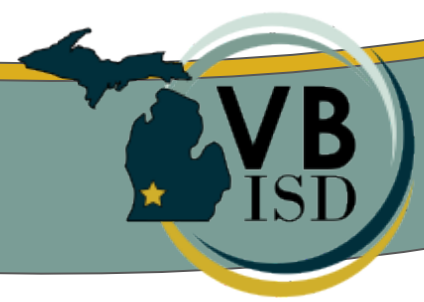
The data below shows both Math and ELA proficiency and comparisons to the year below. As you can see, many districts improved their scores from the 20-21 assessment (shown in green cells). There is much work to be done, but we are hopeful the continued work within MTSS framework as well as intentional coaching around literacy and mathematical best practices will continue to boost these proficiency percentages.

Van Buren County 2021-22 Data														
Math % Proficient 2021-22	State % Prof. Difference	VBISD % Proficient	Bangor % Proficient	Bdale % Proficient	Covert % Proficient	Decatur % Proficient	Gobles % Proficient	Hartford % Proficient	Lawrence % Proficient	Lawton % Proficient	Mattawan % Proficient	Paw Paw % Proficient	South Haven % Proficient	MI Online % Proficient
3 MSTEP	41.5	41.1	29.8	17.8	<13%	42.3	40	25.6	14.3	45.6	63.4	40.1	38.3	N/A
4 MSTEP	36.6	39.4	27.4	12	<11.5	38.9	52.5	28.9	30.8	32.9	61.4	42.7	30.1	N/A
5 MSTEP	30	26.9	12.7	15.2	11.5	26	29.6	10.9	<12	21	54.5	14.7	16.1	N/A
6 MSTEP	28.4	25	16.4	12.7	<14.3	10.2	6.1	4.2	17.9	27.9	58.2	22.7	11.1	8.1
7 MSTEP	37.6	26	11.9	6.2	<13.6	16.4	22.9	12.8	20	26.3	48.5	28.9	24.8	16.3
8 PSAT	36.2	32.9	21	19.1	<13	16.7	35.3	17.9	<10.7	24.7	49.5	37.8	24.3	6.6
Math % Proficiency Difference from Spring 21- Spring 22	State % Prof. Difference	VBISD % Prof. Difference	Bangor % Prof. Difference	Bdale % Prof. Difference	Covert % Prof. Difference	Decatur % Prof. Difference	Gobles % Prof. Difference	Hartford % Prof. Difference	Lawrence % Prof. Difference	Lawton % Prof. Difference	Mattawan % Prof. Difference	Paw Paw % Prof. Difference	South Haven % Prof. Difference	MI Online % Prof. Difference
3 MSTEP	0.8	2.1	17.6	5.6	*	-5.1	-7	-0.4	-16.5	-9.8	4	0.4	6.3	N/A
4 MSTEP	-0.1	5.4	9.5	-5.9	*	1.4	-4.9	10.3	3	18.9	-1.7	8.6	14.4	N/A
5 MSTEP	-0.4	-0.3	3.0	5.5	*	20	8.6	1.7	-1*	-7.8	-4.2	-11.5	-5.1	N/A
6 MSTEP	0.2	2.1	6.2	2.5	*	-6.8	-9	-8.4	-23.8	11.5	13.9	-7.1	-0.2	-6.1
7 MSTEP	-5.2	0.7	5.1	-0.6	*	0.8	-9.8	-0.6	20	8.7	5.8	-15.6	3.7	7.7*
8 PSAT	0.2	7	15.0	7.8	*	-0.3	4.5	7.9	-6*	4.7	2.1	4.5	6.2	-2.2*
ELA % Proficient 2021-2022	State % Prof.	VBISD % Proficient	Bangor % Proficient	Bdale % Proficient	Covert % Proficient	Decatur % Proficient	Gobles % Proficient	Hartford % Proficient	Lawrence % Proficient	Lawton % Proficient	Mattawan % Proficient	Paw Paw % Proficient	South Haven % Proficient	MI Online % Proficient
3 MSTEP	41.6	41.2	21.1	11	<20	42.3	47.3	16.9	<20	50.6	62.9	53.7	32	N/A
4 MSTEP	43.4	46.3	17.7	23.1	<20	50	54.2	19.6	50	47.9	67.6	60.8	37.2	N/A
5 MSTEP	43.1	41.1	23.4	25.8	33.3	42	50	27.2	36	29	56.5	37.8	43.8	N/A
6 MSTEP	37.6	31.4	23.3	25.7	<20	15.3	24.5	9.4	35.7	25	50.6	34	29.6	27
7 MSTEP	37.7	31.9	13.1	15.6	<20	19.7	35.4	20	26.7	33.3	52.5	32.1	31.2	34.7
8 PSAT	59.7	55	49.4	47.1	<20	55.6	62.7	42	28.6	58.4	71.1	67.4	50	27.6
ELA % Proficiency Difference from Spring 21- Spring 22	State % Prof. Difference	VBISD % Prof. Difference	Bangor % Prof. Difference	Bdale % Prof. Difference	Covert % Prof. Difference	Decatur % Prof. Difference	Gobles % Prof. Difference	Hartford % Prof. Difference	Lawrence % Prof. Difference	Lawton % Prof. Difference	Mattawan % Prof. Difference	Paw Paw % Prof. Difference	South Haven % Prof. Difference	MI Online % Prof. Difference
3 MSTEP	1.2	1.8	-5.1	-1.4	20*	-5.4	5.3	4.1	-9.6*	-3.2	4.4	-5.8	3.7	N/A
4 MSTEP	-0.8	4.4	-3.3	2.5	-5*	4.2	-3.2	4.1	5.6	12.8	5.9	7.1	10.4	N/A
5 MSTEP	-0.6	0.4	-9.3	8	0	18.5	3.5	8.8	-2.9	-7.1	8.5	-7.1	4.1	N/A
6 MSTEP	-1	1.6	-13.7	10.4	1.8	-12.4	-11.3	-14.5	-6	-10.9	8.8	0.1	7.2	-6.3
7 MSTEP	-3	-2	1.2	-8.5	-5.9*	0.1	-3.4	-2.1	-11.3	5.8	3	-15	-1.5	-14.7
8 PSAT	-3.9	-6.8	-0.6	-6.3	-15*	0.9	66.7	-8	-7.5	-11.6	-4.6	-9.9	-6.2	-27.2

Meet Christine & Vegeleana



Direct Education



Interactive, Evidence Based Lessons



Healthy Messages In Schools



My Plate For Students



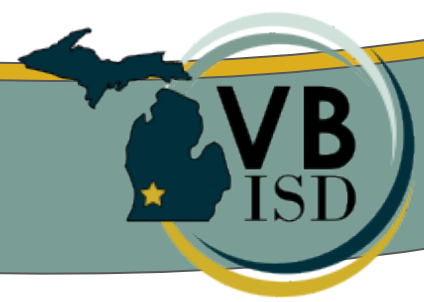
Lunch Room Tastings



Healthy Messages in Schools



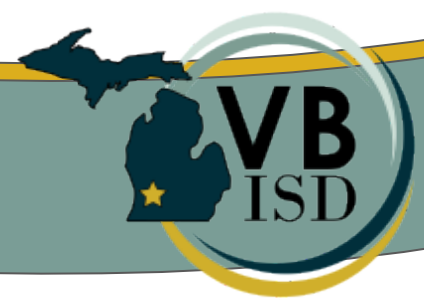
Community Events



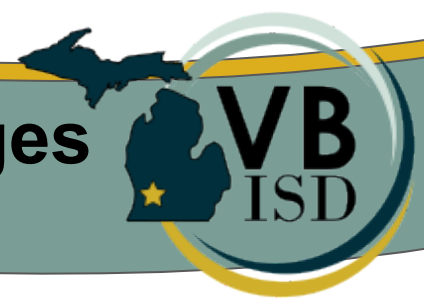
Grocery Tasting & Placement



Apple Crunch Day



Grocery Store Tours & Healthy Messages



PAT'S Encourages Healthy Snacking

FREE FRUIT

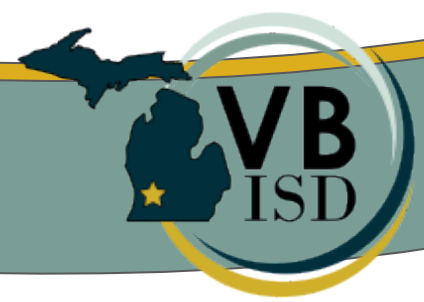
★ For Kids 10 & Under ★

A young boy with light brown hair, wearing a blue and white plaid shirt, is holding a red apple. He is looking directly at the camera with a slight smile. This image is part of a promotional sign for free fruit.

Making parent's shopping trip a little easier!

A black wicker basket filled with fresh fruit, including several yellow bananas and several red and green apples, is displayed on a table. The table is covered with a yellow cloth. In the background, there are stacks of packaged goods on a table.

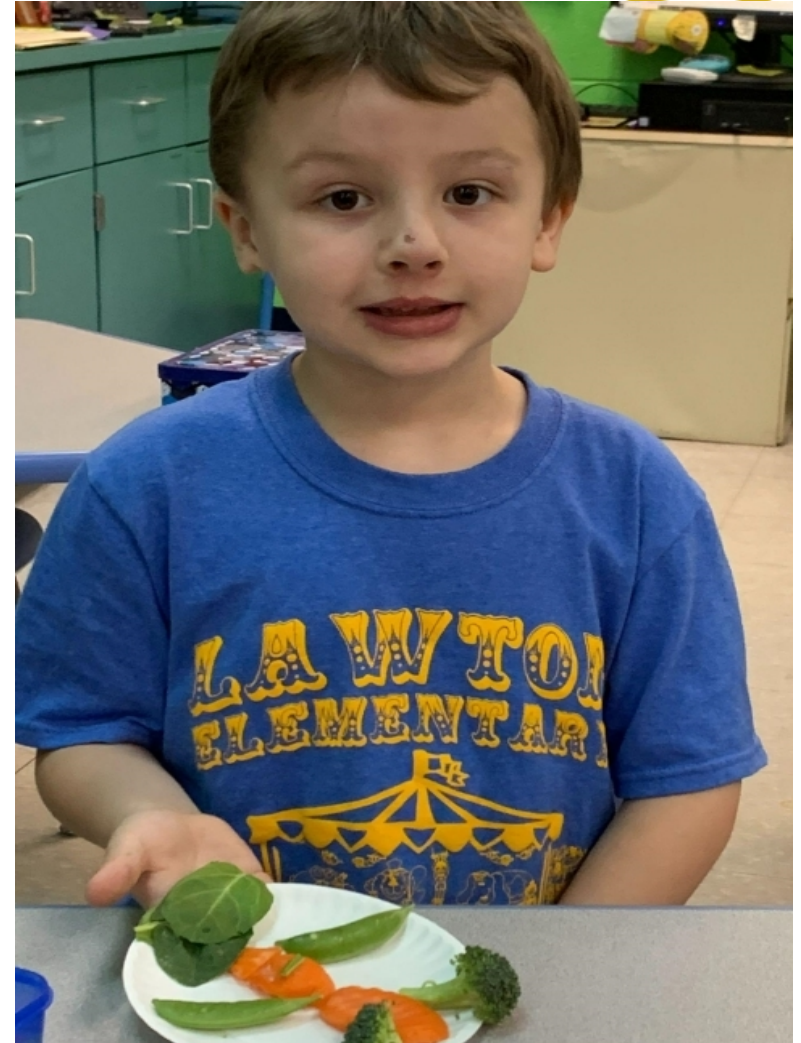
Healthy School Fundraisers



Bulletin Boards in Schools



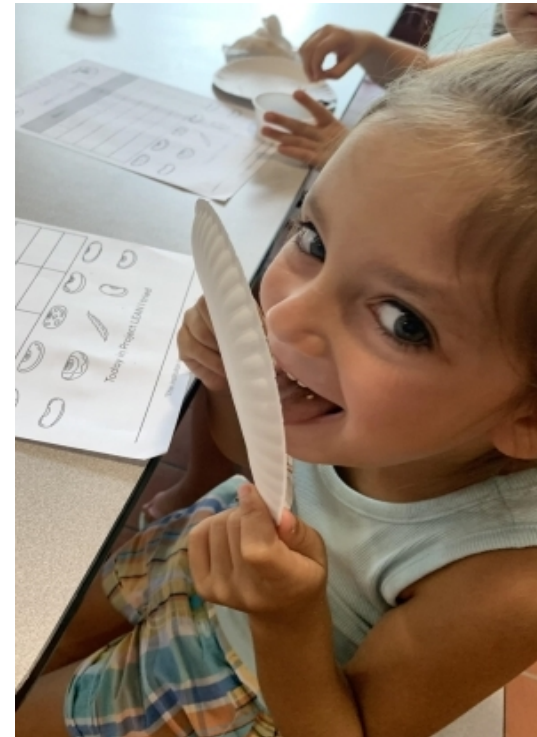
Students Tasting Reggie Veggie!



Pantry & Grocery Store Work



Clean Plate Club!!



III. ACTION ITEMS

A. Approval of Cell Phone Reimbursement (**ROLL CALL VOTE**)

53

Date: October 5, 2022

To: VBISD Board of Education

From: Dave Manson, Superintendent

Subject: New Cell Phone Reimbursement Agreement

VBISD's cell phone reimbursement agreement has been the same since 2015 despite changes in technology, changes in staff and increased costs. As a result, a new cell phone reimbursement agreement has been developed for consideration by the board (see attached).

RESOLVED, the VBISD Board of Education adopts the attached cell phone reimbursement agreement.



Cell Phone Reimbursement Agreement

October 5, 2022

VBISD recognizes that the performance of certain job responsibilities requires an employee to conduct business through the use of an employee's personal cellular phone. As a result, VBISD has developed a reimbursement plan that is reasonably calculated as to not exceed expenses the employee actually incurred and is not intended to substitute for a portion of the employee's regular wages. This reimbursement is a non-taxable fringe benefit to the employee.

Reimbursement Plan

To be eligible for the reimbursement, an employee must meet one of the following eligibility requirements:

- The employee needs to be accessible outside of scheduled or normal working hours (24/7) where time sensitive decisions/notifications are necessary. (Cell phone + data = \$50/month)

OR

- The employee's assignment is one in which they need to be fully accessible during working hours, but the majority of their work consists of frequent movement from home to home or district to district and for which access to a desk phone is not feasible. (Cell phone/Text only = \$30/month).

Administrative Approval

District administrators and department directors are responsible for identifying employees who meet the eligibility requirements. The need for a reimbursement should be reviewed regularly to determine if the existing plan should be continued, changed or discontinued. The reimbursement is

neither permanent nor guaranteed, and VBISD reserves the right to modify or cancel the reimbursement plan, or deny any requests.

The administration is responsible for establishing expectations with employees who receive a reimbursement and the administration reserves the right to ask for verification of cell phone use. Reimbursements can be revoked for employees who are unable to meet these expectations or eligibility requirements.

Certification

By signing below, the Employee and Administrator certify that the selected eligibility requirements exist:

Employee Name

Employee Signature

Administrator Name

Administrator Signature

Department

Effective Date

B. Approval of Stipend for Additional Job Duties (**ROLL CALL VOTE**)

57

MEMO

DATE: October 5, 2022
TO: Board of Education
FROM: Dave Manson, Superintendent
SUBJECT: **Approval of Stipend for Additional Job Duties**

Over the summer and beginning of the school year, Dawn Blum and Tony Galvan picked up additional duties due to a recent leave of absence. By assuming these additional duties, Dawn and Tony kept the VBISD Conference Center running smoothly. As a result the following resolution is being recommended for approval.

***RESOLVED*, the Board of Education approves a one time stipend of \$750 for Dawn Blum and Tony Galvan for their temporary increase in job responsibilities.**

Date: October 5, 2022

To: VBISD Board of Education

From: Dave Manson, Superintendent

Subject: Approval of Cosmetology Renovations

On September 13, 2022, the Cosmetology bid process was completed. After examining the bids, the overall cost of the project is now **\$1,434,756.20**. This cost is **\$66,491.80** less than the initial projected cost. Here is the current cost breakdown:

Demolition	Walsh Construction Co, Inc. (Grand Rapids, MI)	\$40,650
Concrete	Earley & Associates, Inc. (Kalamazoo, MI)	\$35,200
Metals	Bennett Steel, LLC (Grand Rapids, MI)	\$29,580
General Trades	Hazelhoff Builders, Inc. (Kalamazoo, MI)	\$170,000
Glass	Forman Glass, LLC (Glaseburg, MI)	\$15,895
LDPA	Cook/Jackson Company (Battle Creek, MI)	\$55,745
Flooring	Lansing Tile & Mosaic, Inc. (Lansing, MI)	\$42,925
Painting	Exkhoff & Devries Painting (Grand Rapids, MI)	\$7,430
Mechanical Plumbing	A-1 Refrigeration Sales & Service, Inc. (Kalamazoo, MI)	\$293,155
Electrical	Hi-Tech Electric Company (Portage, MI)	\$117,100

RESOLVED, the VBISD Board of Education approves that Owen-Ames-Kimball Co. be authorized to issue Letters of Intent, in the amount indicated, to contractors and

suppliers listed above, pending confirmation that all requirements of the Contract Documents have been met. Furthermore, that upon receipt by Owen-Ames-Kimball Co. of the appropriate documentation, contracts be awarded to these contractors and suppliers by Van Buren Intermediate School District.



**Van Buren Intermediate School District
Cosmetology Lab Renovations
Bid Summary Sheet
Construction Manager: Owen-Ames-Kimball Co.**

	BID CATEGORY	CONTRACTOR	Base Bid	Adjustments	Notes	TOTAL
1	Demolition	Walsh Construction Co, Inc. (Grand Rapids, MI)	\$ 40,650.00			\$ 40,650.00
2	Concrete	Earley & Associates, Inc. (Kalamazoo, MI)	\$ 35,200.00			\$ 35,200.00
3	Masonry	N/A	\$ 17,000.00	\$ (17,000.00)	1	\$ -
4	Metals	Bennett Steel, LLC (Grand Rapids, MI)	\$ 29,580.00			\$ 29,580.00
5	General Trades	Hazelhoff Builders, Inc. (Kalamazoo, MI)	\$ 153,000.00	\$ 17,000.00	1	\$ 170,000.00
6	Glass	Forman Glass, LLC (Glaseburg, MI)	\$ 15,895.00			\$ 15,895.00
7	LDPA	Cook/Jackson Company (Battle Creek, MI)	\$ 55,745.00			\$ 55,745.00
8	Flooring	Lansing Tile & Mosaic, Inc. (Lansing, MI)	\$ 42,925.00			\$ 42,925.00
9	Painting	Ekkhoff & Devries Painting (Grand Rapids, MI)	\$ 7,430.00			\$ 7,430.00
10	Mechanical/ Plumbing	A-1 Refrigeration Sales & Service, Inc. (Kalamazoo, MI)	\$ 314,155.00	\$ (21,000.00)	2	\$ 293,155.00
11	Electrical	Hi-Tech Electric Company (Portage, MI)	\$ 117,100.00			\$ 117,100.00
	General Conditions	Owen-Ames-Kimball	\$ 203,560.00			\$ 203,560.00
	CM Fee	Owen-Ames-Kimball	\$ 56,773.20			\$ 56,773.20
		Billing Subtotal				\$ 1,068,013.20
	Contingency		\$ 103,224.00			\$ 103,224.00
	Pre-Construction Fee					\$ -
	Furnishings, Fixtures and Equipment		\$ 150,000.00			\$ 150,000.00
	Asbestos Abatement		\$ 5,000.00			\$ 5,000.00
						\$ -
						\$ -
	AE Fee		\$ 108,519.00			\$ 108,519.00
	Total		\$ 366,743.00	\$ -	-	\$ 1,434,756.20
	DD Estimate		\$ 1,501,248.00			\$ 1,501,248.00

Under \$ (66,491.80)

Notes:

Voluntary alternate from second low General Trades Bid was lower than
1 total of low General Trades and Masonry Bids. Low Bidders have been advised

Voluntary alternate from low bidder for Alternate Trane Rooftop Unit,
2 and duct end covers in lieu of cleaning. Both alternates approved by Engineer



**Van Buren Intermediate School District
Cosmetology Lab Renovations
Motion Recommendation
Construction Manager: Owen-Ames-Kimball Co.**

RECOMMENDED MOTION

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

1	Demolition	Walsh Construction Co, Inc. (Grand Rapids, MI)	40,650
2	Concrete	Earley & Associates, Inc. (Kalamazoo, MI)	35,200
3	Masonry	N/A	-
4	Metals	Bennett Steel, LLC (Grand Rapids, MI)	29,580
5	General Trades	Hazelhoff Builders, Inc. (Kalamazoo, MI)	170,000
6	Glass	Forman Glass, LLC (Glaseburg, MI)	15,895
7	LDPA	Cook/Jackson Company (Battle Creek, MI)	55,745
8	Flooring	Lansing Tile & Mosaic, Inc. (Lansing, MI)	42,925
9	Painting	Exkhoff & Devries Painting (Grand Rapids, MI)	7,430
10	Mechanical/ Plumbing	A-1 Refrigeration Sales & Service, Inc. (Kalamazoo, MI)	293,155
11	Electrical	Hi-Tech Electric Company (Portage, MI)	117,100

D. Approval of Employment of New Staff (**VOICE VOTE**)

64

MEMO

DATE: OCTOBER 5, 2022
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>Special Education</u>	<u>Start Date</u>
Sara Way, School Nurse	9/26/2022
<u>Instructional Services</u>	<u>Start Date</u>
Christin McFadyen, Mental Health Clinician	10/3/2022

RECOMMENDATION

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

E. Approval of Staff Resignations/Retirements (**VOICE VOTE**)

66

MEMO

DATE: OCTOBER 5 , 2022
TO: BOARD OF EDUCATION
FROM: BRITANI OLDS, ADMINISTRATOR FOR HUMAN RESOURCES
RE: STAFF RETIREMENTS/RESIGNATIONS

BACKGROUND

Attached is the letter of resignation for the following:

<u>Name</u>	<u>Resignation/Retirement Date</u>
Randy Olds, Maintenance Supervisor	Retirement - 10-31-2022

RECOMMENDATION

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

Attachments

IV. CLOSED SESSION - Attorney/Client Privilege (ROLL CALL VOTE)

V. OTHER BUSINESS

A. Motion to Adjourn (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.