



Agenda of Regular Meeting

The Board of Education Huron Intermediate School District

A Regular Meeting of the Board of Education of Huron Intermediate School District will be held on December 8, 2025, beginning at 4:00 PM at the Huron Intermediate School District's Administration Building at 1299 S. Thomas Road, Suite 1, Bad Axe, MI 48413.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. Call to Order
2. Pledge of Allegiance
3. Minutes of December 8, 2025, 3:00 pm
4. Public Participation
5. Presentation
 - A. HISD Brand Evolution: A Beacon for the Future - Amanda Sulkowski
6. Action Items
 - A. Facilities
 1. Request to Purchase Office Furniture for the Boardroom
 2. Request to Purchase Playground Equipment for the Huron Learning Center
 3. Request to Purchase website for Huron Intermediate School District
 - B. Programs/Services and Personnel
 1. Resignation of Special Education Paraprofessional
 2. Resignation of Special Education Paraprofessional
 - C. Bylaws and Policies
 1. Request to repeal all current board policies and administrative guidelines, except the Board's current bullying policy under MCL 380.1310b
 2. Request to adopt the Policy Manual as presented, except Policy 5207 (Anti-Bullying)
7. Informational Items
 - A. Report of Directors
 - B. Report of Superintendent
8. Approval of Bills
9. Closed Session
 - A. Quarterly Review of the Superintendent
10. Adjournment

This meeting is a meeting of the Board of Education in public for the purpose of conducting the school district's business. There is time for public participation during the meeting as indicated on the agenda.



Huron ISD General Education Report December 2025

General Ed News from Last Month

- HISD recently learned that we have been awarded MDE's 27h grant, which provides funding to support early career teachers and principals. MDE had \$12.5 million in money to award for this cycle, and they reported that they received requests exceeding \$42 million in their applications. Our full request (\$168,570) was granted, and this money can be used for professional learning, stipends, and materials that support the ongoing coaching/mentoring of our early career teachers and principals. We can apply for this grant in each of the next four years, which we intend to do to continue providing this support.
- I attended the MDE Continuous Learning Conference in Lansing on Nov. 19. This featured a very inspirational keynote address and had several quality breakout sessions that had application to our work with MTSS here at HISD. I was able to get access to some materials that will support our efforts and I connected with individuals from other ISDs leading similar work, which grows our network.
- The November HISD MTSS Leadership Team meeting occurred on Nov. 21, so its timing was perfect coming off of my experience at the Continuous Learning Conference earlier that week. I spent some time debriefing our team on things that were shared at my conference, and we gave the team ample time to continue to look for trainings that will help local districts in their implementation/enhancement of MTSS in their districts.
- On Nov. 25, we had the 2nd AI Integration Workshop here at HISD, led by Aaron Baughman of Michigan Virtual. We again had a filled PD Room with educators from across the Thumb as we explored more fluency with some AI tools and we worked collaboratively to apply the use of these tools to some specific classroom applications. Our next session in this series will be January 30.

Coming Events

- Later this week (Dec. 3-5) I will be attending the MEMPSA (elementary principal group) annual conference in Traverse City.
- On Dec. 10, Huron County educators can take part in another virtual Teacher Mentor Training with Steve Seward (this is an example of a 27h grant expense).
- Our next MTSS Leadership Team Meeting will be held on Dec. 12.
- Members of the Gen Ed team will gather on Dec. 16 to assemble the 2nd Grade Family Exploration Packs.
- My trip to Eminence Independent Schools (Eminence, KY) with other Thumb educators/administrators will take place on Dec. 17-18.

Director's Professional Learning Summary

Since our last meeting, I've participated in the following professional learning opportunities:

- Future of Learning Council Meetings: Nov. 11-12 @ Lansing/Grand Ledge, MI
- Monthly GELN Meeting: Nov. 13 (virtual)
- MDE Continuous Improvement Conference: Nov. 19 @ Lansing
- AI Integration Workshop (Session #2 of 8): Nov. 25 @ HISD



Huron ISD General Education Report December 2025

Current Professional Development Summary

November PD totals were not available at the time of this report being compiled/submitted. We held several PD sessions in November, and those will be included in January's report, along with December totals.

	Participants	Total Hours
November 2025	TBD	TBD
SY25-26 Total	1188	226

HISD Special Services Report December 2025

Huron Learning Center Update

See attached.

Coordinated Early Intervention Services

We received a congratulatory email from the Michigan Department of Education in November indicating that our Coordinated Early Intervention Services (CEIS) program design for the 2025-26 school year was tentatively approved pending a few last pieces of information they are requiring of us. This approval allows us to continue to use 15% of our federal special education funds to support providing early intervention services to students with the goal of remediating skills early and therefore decreasing the need for special education services for students later.

5

Our program design is focused on utilizing those funds to support paying for the Diagnostic Assessment and Intervention Technician (DAIT) services that are provided to our local schools. The DAITs provide intensive reading intervention services to our seven K-12 buildings. The DAITs are trained and supported by our Literacy Coaches and the local school first grade teachers they work alongside to provide intensive interventions to first graders across the county, who display risk factors related to their reading skill acquisition.

In the 2024-25 school year, 72 first graders were provided with additional instruction and practice in critical reading skills by our Huron ISD DAITs, under the guidance of the first-grade teachers. Of those 72 students, five became eligible for special education services in the 2024-25 school year. This means that seven percent of the students receiving these intensive supports later needed special education services to assist with further skill remediation in reading, while 93% receiving the intensive supports did not require further special education supports in reading.

The CEIS program design is developed in coordination across our general education and special education departments.

LEA Coordinator Pilot Role Expansion – Option for our Local Schools

At the Huron ISD goal setting in August with local school representatives, a goal related to expanding the LEA Coordinator role was identified. Currently Bad Axe and Owen-Gage have LEA Coordinator services provided to them by the ISD to assist with supporting new and non-certified SE teachers, communicating with and training GE teachers on accommodations and documentation, supporting principals with SE related questions, supporting IEP teams to follow the continuum of SE services, and ensuring effective IEP facilitation and development, to name a few supports.

Here is additional information regarding this possible role expansion:

- Our recent data collection shows that the number of "complex SE cases" in the county is increasing from 8 in the 2022-23 school year, for the entirety of that school year, to 15 for the 2025-26 school year, as of just October 15, 2025. Complex cases are defined as state complaints; due process complaints; Office of Civil Rights complaints; meetings with parent advocates; and meetings requiring Special Education Mediation Services (either facilitation or mediation).
- Information regarding this possible LEA Coordinator expansion was shared with superintendents and principals in November. The next step is for conversations with local school superintendents to occur in the next month or so to gauge which, if any, local schools are interested in having this service provided to them starting in the 2026-27 school year. That information will guide the Huron ISD in making determinations about expanding this role/service.
- Local districts will not be losing money through the expansion as the service would be provided directly by the Huron ISD. Currently funds are funneled to local schools related to SE Coordinator duties. We expect that if/as the LEA Coordinator expansion occurs, that these funds would still be funneled to the local schools. However, the duties of the SE Coordinator as defined by the ISD may change or may no longer be needed depending on the needs of the local district.

6

ASD Rates in Huron County and Service Capacity Building and Restructuring

The ISDs' role is to provide SE services for students with low incidence SE impairments and the local schools' role is to provide services for students with high incidence SE impairments. For many years, the Huron ISD has included ASD as a low incidence disability category. However, our current rates show that ASD is no longer a low incidence disability. In the last 5 years, the number of students eligible with ASD has increased by almost 20. This school year, by mid-September, we had 8 warranted ASD evaluation referral requests. Because ASD is no longer a low incidence disability, this means we have to work to increase the capacities of meeting the needs of students with ASD at the local school level through training and support.

Therefore, in the coming months and years, the Huron ISD will have to increase avenues for training across both special education and general education teachers within our locals. More students with ASD eligibility equates to more students with ASD in general education environments, which means we need to partner with our GE colleagues to increase their background knowledge on the disability as well. A short term and a long-term training plan is being developed and a draft will be shared with the local school superintendents at their regular meeting on December 11, 2025. We'll keep the Huron ISD Board informed of this training plan as it continues to develop.

These changes in ASD rates also means that we'll need to address how our ISD Special Education Teacher Consultant and Inclusion Paraprofessional services will be offered to local schools.

- During the transition period, while we're working to increase the knowledge and capacity at the local level, we'll be continuing to have students with ASD on our Huron ISD Teacher Consultant caseloads. However, this won't be sustainable forever and a change will be needed at some point.
- In terms of paraprofessional services for students with ASD, we'll be working through a transition that ensures students' adult support needs are met but also works to transition the hiring and supervision of paraprofessionals for students with ASD from the Huron ISD to the local schools. Starting July 1, 2026 (as the start of the 2026-27 school year), any student newly eligible for ASD that require adult support would have that adult support provided by a locally hired and supervised paraprofessional. Students with ASD who currently have adult support provided by a Huron ISD paraprofessional will continue to receive that service from the HISD until any of the following occur:
 - a student no longer requires the paraprofessional support
 - a student with ASD unenrolls from a District and enrolls in a different Huron County District
 - a student graduates/exits school
 - an inclusion paraprofessional resigns or retires, and a replacement is needed for ASD support

7

We are not eliminating current ISD inclusion paraprofessional positions. The implementation of this restructuring regarding paraprofessional support for ASD will occur over several years to ensure that the changes are smooth and not sudden for students and local schools. Additionally, the Huron ISD will continue to provide paraprofessional services to students with disabilities that remain low incidence (Deaf/Hard of Hearing; Moderate Cognitive Impairment; Severe Cognitive Impairment; Visual Impairment; Physical Impairment; Traumatic Brain Injury; Hearing Impairment). It should also be noted that the Huron ISD will continue to provide Paraeducator Training 2 to 4 times each school year to assist as an avenue to train locally hired paraprofessionals.

Personnel/Staffing

We continue to work to fill our vacancies in the special education department. Currently we have the following positions open.

- Special Education Paraprofessionals – 1 full time
- Early On Part C Service Provider – 1 part-time

- Early Childhood Special Education Teacher-Home Based – 1 full time
- Orientation and Mobility Specialist – contract for 1 day per month
- School Psychologist or School Psychologist Apprentice – 1 full time

Huron Learning Center Board Report

December 2025



9



Current Events

- Mr Guza and Mrs. Schumacher have begun observations of staff as they are providing instruction and supporting students.
- On Tuesday, November 25, the Huron Learning Center held their Thanksgiving Feast.

Embracing the Journey of Learning

Professional Development

- Jeff Guza participated in a two-day professional development event surrounding the Future of Learning Council.
- ESCE and GSRP staff attend the DEC conference on November 6th and 7th.
- Rebecca Schumacher participated in the AI Task Force training on Tuesday, November 25th.



10

Positive Behavior Intervention and Supports

- On November 6, the monthly PBIS assembly was held, and six Paw ticket winners were drawn. During the assembly, an instruction on appropriate cafeteria behavior was provided.



HURON AREA TECHNICAL CENTER December 2025



Our County. Our Career Center.



December Activities

December is a busy month at the H.A.T.C. Mrs. Hessling will be traveling to all our local schools to meet and present to Sophomores. Students will pick three program of interests to visit for Super Sophomore Elective Day held in January. We will also be inducting over 60 new members into our National Technical Honor Society. The Huron Area Tech Center N.T.H.S. chapter was created in the spring of 2022, but they have already had a positive influence on our Tech Center and our surrounding community. Our members have participated in the Bad Axe Christmas Parade, assisted in Shop with a Hero, participated in Adopting a Family, interacted with residents at a local assisted living facility, and cleaned up beaches at our local state parks. And this doesn't include all of the community service hours that members have logged individually. Our chapter has over 150 Alumni, with over 60 current members. Today's ceremony will initiate over 60 more new members and I'm excited to see the new ideas and energy that they bring!

December H.A.T.C. Student of the Month



Brendan Pommerenke is the HATC Student of the Month for November 2025.

He is a Senior at Harbor Beach and is a second-year student in the Huron Area Technical Center's Visual Communication Program.

11

Sophomore Visits

**December 11th
Food/Hospitality
Buffet**

**NTHS Induction
Ceremony
Shop with a Hero**



HURON AREA INTERMEDIATE SCHOOL DISTRICT

UNITED TODAY, BETTER TOGETHER, STRONGER TOMORROW
DECEMBER 2025



NOVEMBER WORK

Let's reflect back...

- Transparency Reporting
- GSRP Budget
- Final Grant Expenditure Reports
- Qualifying Statement
- Annual Disclosure
- Registry of Educational Personnel Report
- Rural School Annexation
- FMLA

NOVEMBER TRAININGS

- TRSBO Meeting
- Skyward Conference
- Medicaid Conference
- MSBO ISD & Finance Committee Meeting
- Insurance Meetings

FINANCE DEPARTMENT REPORT

Skyward Software Transition

Huron ISD had been exploring the possibility of transitioning to the Qmlativ Student Information System in the summer of 2026, with the remaining local districts scheduled to transition in the summer of 2027. This phased approach would have allowed HISD staff to become familiar with the new platform and provide stronger guidance and support to our local districts during their subsequent migration. However, during the investigative phase, several concerns were identified that warrant postponing the student data migration until summer 2027. Specifically, we discovered issues related to our Special Education software (Kelvin Education - Infinity) and the FTP transfer of information between systems. Additionally, there are ongoing concerns regarding the transfer of grades and attendance data between Qmlativ and the legacy SMS system, which must be addressed prior to any conversion. Our goal is to ensure this transition is as seamless and successful as possible. Taking additional time to resolve these matters will help prevent disruptions and maintain the integrity of our data systems. We are committed to a thoughtful and well-coordinated implementation rather than rushing the process.

Transparency Reporting

All school districts and intermediate school districts must follow transparency reporting requirements to ensure public accountability. Within 15 days of adopting or revising their annual budget, districts must post key financial and operational information on their website, including the annual budget, expenditure summaries, and links to essential documents such as bargaining agreements, benefit plans, audit reports, and procurement policies. Additional disclosures include superintendent and high-salary employee compensation, association dues, lobbying costs, credit card usage, and out-of-state travel expenses. Transparency reports are due December 1 each year, and ISDs must post their Annual Website Report by December 31. Failure to comply may result in the withholding of up to 10% of state school aid, which will be forfeited if compliance is not achieved by year-end.

Conferences

This month, staff from both our financial and student services teams attended the Skyward Conference in Grand Rapids. We participated in sessions on the new Qmlativ system, learning from districts that have already transitioned and seeing how the updated platform is working for them. We also plan to visit Bay Arenac ISD after the holidays to shadow individuals in similar roles and gain additional hands-on insight. I also attended an MSBO ISD Committee meeting at Ferris State University with Finance Directors from across the state. Our focus was building a pipeline of students interested in school finance, an area currently facing a workforce shortage. We met with professors and students to discuss internships, job fairs, and what future professionals are looking for in a career. A few themes stood out: the value of positive workplace culture, meaningful work, and opportunities to learn. These conversations gave me helpful ideas for how we might develop this talent pipeline within our own community.

Brown & Brown

We have been working with Brown & Brown on the conversion from SET SEG. We are anticipating a successful transition on January 1, 2026.