

BOARD OF EDUCATION



Regular January Board Meeting

January 5, 2026
4:00 p.m.

LISD Education Service Center & WebEx

To access the meeting online (audio/visual): <https://bit.ly/48WqniM>

- (meeting password, if needed: 3YJvYHjQ48q)

To access via phone (audio only):

- Dial: 1-415-655-0001
- Access code: 2633 212 6815
- #

Note: Public comments
will be accepted in-
person only

Our Vision

Explore-Support-Inspire
The LISD.....The Journey Starts Now

Our Mission

Through meaningful relationships, the LISD walks side-by-side in support
of every learner through personalized service, innovative programs,
and engaged leadership.

Our Purpose

To empower learners and create opportunities for success.

Addison Community Schools
Britton Deerfield Schools
Hudson Area Schools
Sand Creek Community Schools

Adrian Public Schools
Clinton Community Schools
Madison School District

Blissfield Community Schools
Morenci Area Schools
Onsted Community Schools
Tecumseh Public Schools

LENAWEE INTERMEDIATE SCHOOL DISTRICT

William J. Ross
Education Service Center
4107 North Adrian Highway
Adrian, Michigan 49221
(517) 265-2119

Milton C. Porter
Education Center
2946 Sutton Road
Adrian, Michigan 49221
(517) 263-8931

LISD TECH Center
1372 N. Main Street
Adrian, Michigan 49221
(517) 263-2108

Trenton Hills Learning Center
1008 West Maple Avenue
Adrian, Michigan 49221
(517) 263-6354

Center for a Sustainable Future
4260 Tipton Highway
Adrian, MI 49221
(517) 265-2119

www.lisd.us

LISD Board of Education

James Hartley	President
Dale Wingerd	Vice President/Secretary
Paula Holtz	Treasurer
Carrie Dillon	Trustee
Kevin Fry	Trustee

LISD Administration

Mark Haag, Ed.S.	Superintendent
Jenny Heath	Assistant Superintendent of CTE & Instruction/General Services
Dan Garno, Ed.S.	Executive Director of Staff Resources
Wendy Rokita	Executive Director of Finance & Business Services
Alena York	Executive Director of Special Education

LISD Nondiscrimination Statement

The Lenawee Intermediate School District (LISD) does not discriminate in any of its educational programs and services, activities, or employment practices, on the basis of sex, race, color, national origin / ancestry, religion, height, weight, marital status, age, limited English-speaking ability, sexual orientation, or disability. Direct inquiries to: Dan Garno (dan.garno@lisd.us) or Heather Reau (heather.reau@lisd.us), Lenawee Intermediate School District, 4107 N. Adrian Hwy., Adrian, MI 49221, (517) 265-2119. Persons with hearing impairments, please call the Michigan Relay Center at (800) 649-3777 (TDD).

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El Distrito Escolar Intermedio de Lenawee (LISD) no discrimina en ninguno de sus programas o servicios educativos, actividades, o prácticas de empleo sobre la base de género, raza, color, origen nacional / ascendencia, religión, estatura, peso, estado civil, edad, la habilidad limitada de hablar inglés, orientación sexual, o incapacidad. Para conseguir más información: Dan Garno (dan.garno@lisd.us) o Heather Reau (heather.reau@lisd.us), Lenawee Intermediate School District, 4107 N. Adrian Hwy., Adrian, MI 49221, (517) 265-2119. Personas con problemas de audición, por favor llamen al Michigan Relay Center (800) 649-3777 (TDD).

OUR PURPOSE

To empower learners and create opportunities for success.



OUR VISION

Explore-Support-Inspire
The LISD...the Journey
starts Now.

OUR VALUES

Through honest communication, mutual trust, integrity, and transparency, the LISD is an inclusionary leader in education that models the following core values with all of its stakeholders:

- The LISD is a **learner-centered** organization that believes everyone is always learning and can gain knowledge anywhere, anytime, anyplace, at any pace from anyone.
- The LISD embraces **innovation** by providing opportunities, motivation, creativity, exploration, risk taking, and experimenting.
- The LISD believes that **service** is the fundamental reason the LISD exists.
- The LISD will model an **inspiring** organization in the delivery of all its services.
- The LISD is a **future driven** organization that embraces continuous improvement, change, new technology and will lead in research for academic, professional development and operational best practices.
- The LISD will **lead** by practicing, cultivating, and developing **leadership** opportunities through service, partnerships and collaboration.
- The LISD will be a **collaborative** organization that seeks input, listens to students, local school districts and all stakeholders, embraces teamwork, and works together to improve opportunities and learning.

OUR MISSION

Through meaningful relationships, the LISD walks side-by-side in support of every learner through personalized service, innovative programs, and engaged leadership.



BOARD OF EDUCATION
REGULAR JANUARY BOARD MEETING

DATE: January 5, 2026

TIME: 4:00 p.m.

LOCATION: Meeting will be conducted electronically and in person at the
LISD Education Service Center (4107 N. Adrian Hwy., Adrian)

To access the meeting online (audio/visual): <https://bit.ly/48WqniM>
• (meeting password, if needed: 3YJvYHjQ48q)

To access via phone (audio only):

- Dial: 1-415-655-0001
- Access code: 2633 212 6815#
- Attendee ID: #

Note: Public comments
will be accepted in-
person only

MEETING CALLED TO ORDER AT (TIME): _____

MEETING CALLED TO ORDER BY: _____

Pledge of Allegiance

LISD BOARD OF EDUCATION MEMBERS PRESENT: _____

LISD STAFF PRESENT: _____

OTHERS PRESENT: _____

M E M O R A N D U M

DATE: January 5, 2026

TO: LISD Board of Education

FROM: Mark Haag, Superintendent

SUBJECT: Motion to Set Agenda

Moved by: _____, supported by: _____

- _____ 1. Set the agenda as presented.
- _____ 2. Set the agenda as presented with the following change(s):

- a. _____
- _____
- b. _____
- _____
- c. _____
- _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		



BOARD OF EDUCATION

January 5, 2026

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• Sam Beauford Woodworking Institute Expansion Agreement to Serve as Fiscal Agent	



STAFF OF THE MONTH



Kia Rainey

From the LISD Values . . .

"The LISD will be a collaborative organization that seeks input, listens to students, local school districts and all stakeholders, embraces teamwork, and works together to improve opportunities and learning."

Meet Kia Rainey, Speech Pathologist, and the January 2026 Staff of the Month recipient.

Last year, Kia was a first-time speech pathologist who observed a lack of consistent use of the LAMP WFL Communication App among paraprofessionals and their assigned students. So, when entering her second year, despite managing a heavy caseload and a demanding coaching schedule, she took the initiative to design and deliver a school-wide training for paraprofessionals at Prairie Elementary School.

In collaboration with her LISD team at Prairie, Kia extended this work by teaching a first-grade classroom how to use the LAMP WFL communication app to support their peers who rely on it for communication, creating a meaningful peer-to-peer learning project. The feedback from both staff and students has been overwhelmingly positive, and this model represents an exemplary practice that could be replicated across the district.

Congratulations, Kia, on this well-deserved recognition for your outstanding contributions to the LISD. Your commitment, collaboration, and heart for students truly make a difference every single day.

...



COMMENTS FROM THE PUBLIC

When addressing the Board, please follow these few guidelines:

- * Before the meeting begins, fill out a "Request to Address the Board" card and give this to the President. The Board President will refer to these cards when inviting comments from the public.
 - * Limit your presentations to the Board to no more than three minutes.
 - * Whenever possible, contact the LISD Superintendent before a board meeting, as questions may be answered or information taken at that time.
 - * Submit complaints against school personnel in writing to the LISD Superintendent at least five days before a regular board meeting. (The law provides that the person against whom a complaint is lodged has the right to ask for a closed hearing on the complaint.)
 - * Whenever possible, prepare a written summary of your comments to the Board so board members can later review the information more carefully.
 - * Groups of more than three should choose a representative to address the Board.
 - * Public debate is not allowed at a Lenawee Intermediate School District Board of Education meeting.
-



Previous Meeting Minutes and Financial Reports

RECOMMENDED ACTION BY THE SUPERINTENDENT:

It is recommended that the Board of Education approve/accept the following item(s):

- Approve minutes of the December 1, 2025, regular December Board meeting;
- Approve financial reports.

Moved by: _____ Supported by: _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

ORAL REPORT

Oral Report

From the LISD Purpose

“The LISD is a learner-centered organization that believes everyone is always learning and can gain knowledge anywhere, anytime, anyplace, at any pace from anyone.”

Individuals with Disabilities Education Act (IDEA) 50th Anniversary

Alena York, Executive Director of Special Education, will give a presentation to the LISD Board of Education on the 50th anniversary of the federal Individuals with Disabilities Education Act (IDEA).

ACKNOWLEDGING STUDENT SUCCESS

M E M O R A N D U M

DATE: January 5, 2026

TO: LISD Board of Education

FROM: Mark Haag, Superintendent

SUBJECT: **ACKNOWLEDGING STUDENT SUCCESS**

Recognition

1. LISD TECH Center Students Compete in FFA National Convention

(Benjamin Murray)

Summary: LISD TECH Center students competed in the FFA National Convention.

FFA

FFA is an organization whose mission is to make a positive difference in the lives of students by developing their potential for premier leadership, personal growth, and career success through agricultural education.

LISD TECH Center students competed at the FFA National Convention held in Indianapolis, Indiana October 28-31, 2025.

Following are the results:

Agronomy (Team Event)

Gold Ella Mishka, Natural Resources (Home School); Emileigh Johnston, Agri-Tech (Tecumseh); Holly Mitchell, Agri-Tech and Horticulture (Home School); and Carson Garrison, Agri-Tech (Onsted)

Additionally, Holly Mitchell and Carson Garrison each earned individual Gold rankings and their Crop Consultant Advisor certifications. Ella Mishka earned an individual Silver ranking and Emileigh Johnston earned Bronze.

Nursery and Landscape (Team Event)

Silver Myra Parker, Horticulture (Britton Deerfield); Lillian Helinski, Horticulture (Onsted); Cera LaRatta, Horticulture (Madison); and Rileigh Hoffman, Horticulture (Sand Creek)

Additionally, Cera LaRatta earned an individual Gold ranking while Lillian Helinski, Myra Parker, and Rileigh Hoffman each earned individual Silver rankings.

2. LISD TECH Center Students Compete in Student Organization Competitions

(Benjamin Murray)

Summary: LISD TECH Center students attended a variety of competitions related to their program's student organization.

LISD TECH Center HOSA (Health Occupations Students of America)

The mission of HOSA is to enhance the delivery of compassionate, quality health care by providing opportunities for knowledge, skill, and leadership development of all health science education students, therefore, helping students meet the needs of the health care community.

The purpose of the HOSA organization is to develop leadership and technical HOSA skill competencies through a program of motivation, awareness, and recognition, which is an integral part of the Health Science Education instructional program.

The LISD TECH Center HOSA chapters attended the Region 3 HOSA Conference on November 22, 2025, at Bedford High School. Students who placed 5th place or higher are eligible to participate in the HOSA State Leadership Conference April 16-17, 2026, at the Grand Traverse Resort in Traverse City, Michigan. HOSA members are students enrolled in Biochemical Technology, Certified Nurse Aide (C.N.A.) Dental Assisting, EMT, Exercise Science & Sports Medicine, Health Care Careers, and Nursing Preparation. Following are the results of the regional conference (* - indicates state qualifier):

Biotechnology

2nd Place Damian Bushroe, Biochemical Technology (Madison) *

Biomedical Equipment Technician

3rd Place Zeek Anderson, Biochemical Technology (Tecumseh) *

Clinical Laboratory Science

1st Place Molly Clemons, Biochemical Technology (Onsted) *

Clinical Specialty

4th Place Elci Rogers, Health Care Careers (Hudson) *

Dental Science (All competitors in this event are from Dental Assisting.)

2nd Place Mya Freeman (Addison) *

3rd Place Ava Ostrander (Clinton) *

5th Place Hailey Sills (Blissfield) *

Dental Terminology

1st Place Brayden Mattson, Dental Assisting (Hudson) *

EMT (Team Event) *(All competitors in this event are from EMT.)*

- 1st Place Maddox Betz (Adrian) and Austin Putnam (Clinton) *
- 2nd Place Sydney Cunningham (Tecumseh) and Hailey Kennedy (Tecumseh) *
- 3rd Place Nolan Berger (Tecumseh) and Mitchel Reiser (Clinton) *
- 4th Place Colbie Ekins (Morenci) and Mariana Guillen (Morenci) *

Health Career Display (Team Event)

- 5th Place Paige Kirkpatrick, Dental Assisting (Adrian) and Cheyenne Poling, Dental Assisting (Addison) *

Healthcare Administration

- 3rd Place Morgan Byles, Dental Assisting (Madison) *

Health Informatics

- 3rd Place Emma Fuhrman, Health Care Careers (Adrian) *

Healthy Living

- 3rd Place Birdee Mayse, Dental Assisting (Onsted) *
- 4th Place Teagan Cunningham, Exercise Science & Sports Medicine (Onsted) *
- 5th Place Ja’Kara Rincon, Exercise Science & Sports Medicine (Madison) *

Home Health Aide

- 2nd Place Marriah Freeman, C.N.A. (Britton Deerfield) *
- 4th Place Makayla Wolfe, C.N.A. (Blissfield) *
- 5th Place Chloe Ogden, C.N.A. (Addison) *

HOSA Bowl (Team Event)

- 1st Place Emma Grulke, Exercise Science & Sports Medicine (Onsted); Amor Sanchez, Exercise Science & Sports Medicine (Adrian); Camylie Sower, Exercise Science & Sports Medicine (Madison); and Brook Stark, Exercise Science & Sports Medicine (Tecumseh) *
- 3rd Place Elizabeth Dollarhite, Exercise Science & Sports Medicine (Adrian); Natalie Ernst, Exercise Science & Sports Medicine (Clinton); Chloe Gemalsky, Exercise Science & Sports Medicine (Onsted); and Jaelyn Thompson, Exercise Science & Sports Medicine (Morenci) *

Interviewing Skills

- 1st Place Morgan Hudson, Dental Assisting (Tecumseh) *
- 2nd Place Arianna Williams, Dental Assisting (Tecumseh Virtual) *

Job Seeking Skills

- 1st Place Claire Cousineau, Nursing Prep (Tecumseh) *
- 2nd Place Elizabeth White, Nursing Prep (Blissfield) *

Life Support Skills

- 1st Place Celena Martinez, Dental Assisting (Tecumseh) *

Medical Assisting

5th Place Jasmine Woodruff, C.N.A. (Sand Creek) *

Medical Innovation (Team Event)

1st Place MayCee Gerig, Health Care Careers (Hudson) and Dannielynn Schieb, Health Care Careers (Blissfield) *

Medical Law and Ethics

1st Place Heaven Hibbs, Biochemical Technology (Madison) *

Medical Spelling

3rd Place Jack Tessier, Exercise Science & Sports Medicine (Onsted) *

4th Place Aubree McClain, Exercise Science & Sports Medicine (Hudson) *

Nursing Assisting

2nd Place Miranda Ramsey, Nursing Prep (Onsted) *

Occupational Therapy

5th Place Cambria Stevens, Exercise Science & Sports Medicine (Adrian) *

Patient Care Technician

3rd Place Alexis Edwards, Nursing Prep (Onsted) *

5th Place Camron Heeringa, C.N.A. (Britton Deerfield) *

Personal Care

3rd Place Angelina Alvarez, C.N.A. (Madison) *

4th Place Kierra Pinter, C.N.A. (Tecumseh) *

5th Place Victoria LaPointe, C.N.A. (Adrian) *

Pharmacology

4th Place Carson Warner, Nursing Prep (Madison) *

Phlebotomy

2nd Place Jackson Boyd, Nursing Prep (Adrian) *

Physical Therapy *(All competitors in this event are from Exercise Science & Sports Medicine.)*

1st Place Elayna Thornton (Britton Deerfield) *

2nd Place Carter Howard (Adrian) *

3rd Place Anahi Ramirez (Sand Creek) *

4th Place Savannah Stalker (Blissfield) *

5th Place Krys Ramirez-Vargas (Madison) *

Public Service Announcement

4th Place Kayla Gerken, Dental Assisting (Onsted); Abigail Martinez, Dental Assisting (Clinton); and Kendra Smith, Dental Assisting (Tecumseh) *

Researched Persuasive Writing and Speaking2nd Place Keiarra Thompson, Dental Assisting (Adrian) *5th Place Amaris Benard, Dental Assisting (Madison) ***Sports Medicine** *(All competitors in this event are from Exercise Science & Sports Medicine)*3rd Place Taylor Griffith (Tecumseh) *4th Place Kendalyn Perry (Addison) ***Surgical Technologist**4th Place Aly Curtis, Health Care Careers (Morenci) *5th Place Camryn Nowak, Biochemical Technology (Tecumseh) ***Veterinary Science**4th Place Eli Jones, Biochemical Technology (Tecumseh) ***FFA/4-H Michigan Farm Bureau Discussion Meet**

The Discussion Meet, at any level, is designed to replicate a committee meeting where participants explore an agricultural topic and ways to address it. The event is evaluated on an exchange of ideas and information on a pre-determined topic. This is not a panel symposium where each participant, in turn, makes a presentation, with the moderator ending the session with a summary. Rather, it is an exercise in cooperative problem solving, with questions, answers, and statements coming from any participant at any time.

Agri-Tech and Horticulture student Holly Mitchell (Home School) attended the Michigan Farm Bureau Discussion Meet on November 6, 2025, at Milan High School and became a State Qualifier. The State Discussion Meet was held in Grand Rapids, Michigan on December 3, 2025. Holly did an amazing job during her two rounds of competition and finished in the Top 18.

3. Early On Student Spotlight

(Megan Karpinski)

Meet Colt, one of our youngest learners in Lenawee County—a curious toddler who loves music, books, and exploring the world around him. Like many young children, this learner benefited from early intervention services through Early On, a program that supports infants and toddlers (birth to age 3) who may have developmental delays or disabilities.

Through Early On, families are connected with caring professionals who provide services such as speech and language support, physical and occupational therapy, and family coaching—all delivered in everyday routines and natural environments, including children's homes. These supports help children build important skills early, while empowering families with tools and strategies to support their child's growth.

Early On services are individualized, family-centered, and focused on helping children thrive. To illustrate this, Colt's successful story from his first couple of years of life is highlighted, as his journey reflects the powerful impact of early intervention and strong family partnerships.

SPECIAL EDUCATION

MEMORANDUM

DATE: January 5, 2026

TO: Superintendent and LISD Board of Education

FROM: Alena York, Executive Director of Special Education

SUBJECT: **SPECIAL EDUCATION**

1. Lenawee ISD District Implementation Team Update

(Julie VanBlack and Ben Murray)

The Lenawee ISD Implementation Team started off the 2025-2026 school year strong. The following is an update on this progress.

On November 11, the Lenawee ISD District Implementation Team (LDIT) conducted its District Capacity Assessment (DCA) of the 2025-2026 school year. The DCA is a fidelity measurement tool that looks at how the LDIT is implementing Positive Behavior Interventions and Supports (PBIS) while following a Multi-Tiered System of Support (MTSS). The team received a score of 94%, which is an increase from their previous score of 90%. The LDIT is performing very strongly in the area of Leadership with a score of 97%. The LDIT had been working to improve in the area Competency, which had a score of 71% and now has a score of 86%. The LDIT continues to use a focused action plan to build strong systems and guide the continued implementation of PBIS and the use of data within the Program Leadership Teams (PLT).

As the LDIT moves further into the 2025-2026 school year, all programs have assessed where they are at with Stages of Implementation and when to move to the next STAGE. The Laura Haviland Program, LISD TECH Center, JC/LISD Academy, Porter Center, Special Education Post-Secondary Programs, LISD PREP Academy, and Preschool are all in Full Implementation of PBIS Tier 1 stage of PBIS. Each program continuing in the full implementation stage has a program leadership team (PLT) that meets regularly to continue to improve their delivery of PBIS. Additionally, the Laura Haviland Program, JC/LISD Academy, SE Postsecondary, and Porter Center are in the Full Implementation stage of PBIS Tier 2.

The Tiered Fidelity Inventory (TFI) is a tool to provide a valid, reliable, and efficient measure of the extent to which school personnel are applying the core features of PBIS. All programs in the initial implementation stage have taken the TFI multiple times. The following are the most recent Tier 1 TFI scores from the beginning of the 2025-2026 school year for each of the programs: LISD TECH Center scored a 97%, JC/LISD Academy scored a 96.6%, Porter Center scored an 93%, Laura Haviland Program scored a 100%, Post-Secondary scored a 100%, LISD PREP Academy scored a 93%, and Preschool scored a 43%. The

goal is to score at least 70% fidelity across three consecutive administrations. Additionally, the Laura Haviland Program has taken the TFI for PBIS Tier 2 and has scored 100%, JC/LISD Academy scored 65%, Post-Secondary scored a 65%, and Porter Center scored a 50%. Other programs are preparing to begin installation of Tier II supports.

There is numerous other data collected in order to determine the effectiveness of PBIS on student growth. Some examples of the data collected are behavior data, number of acknowledgments, attendance data, student achievement data, and climate data. The following highlights are based on recently collected data. iWellness data continues to be monitored and shows an overall improvement in student wellness. At JC/LISD Academy, 100% of parent respondents strongly agreed that their student feels safe at school. Student success, teacher support, and clear expectations were also rated very positively. Additionally, programs reported increased student engagement, positive growth in attendance, and continued development of peer-to-peer support across programs.

As the second half of the 2025–2026 school year begins, monthly LDIT team meetings will continue to support the improvement of practices and strengthen PBIS implementation across programs. Ongoing focus will remain on the implementation plan, with particular attention given to student outcome goals aligned to each individual program. Progress will continue to be monitored using the TFI for both Tier I and Tier II PBIS across all LISD programs.

2. LISD Young Children Services Begin Fall 2026 Student Transition Process to Kindergarten

(Megan Karpinski)

One of the important services the LISD Young Children Services (YCS) staff provides to preschool-age students and their families is support through the transition process from preschool to their local district kindergarten.

LISD staff work with local districts to help families learn about kindergarten and to assist local districts in learning about the individual needs of students transitioning to kindergarten. A transition coach, often the building principal, is identified in each local district to serve as a key contact for students transitioning from preschool. Transition coaches and Early Childhood Special Education teachers meet in the winter to discuss each individual student's academic readiness and recommend support for the following school year. Additionally, the LISD organizes transition individual education planning (IEP) team meetings in the spring to ensure necessary supports are put in place for students' first day of school to be as successful as possible.

This year, 27 students are scheduled to transition from LISD preschool classrooms to kindergarten in fall 2026.

3. LISD Special Education Update on Progress Towards Focus Areas

(Alena York)

The LISD Special Education Department continues to make progress in all key focus areas in order to reach the goal of supporting all county educators' understanding and implementation of the Individuals with Disabilities Education Act (IDEA). The three key focus areas include establishing and implementing a Special Education Plan of General Supervision, adopting and implementing research-based instructional practices, and establishing countywide systems of support to ensure all students are educated in the least restrictive environment. Although there have been many successes there are also challenges to overcome.

Key Objective 1: Establish and implement a Special Education General Supervision Plan in order to create a consistent special education delivery system throughout Lenawee County.

Evidence:

- General supervision meetings have been held monthly for the past two years, with 8-11 local districts represented at each meeting.
- Guidance documents are reviewed regularly and whenever the Michigan Department of Education (MDE) updates its guidance. Updates have been shared in a variety of ways throughout the county.
- A professional learning plan is created yearly, which includes compliance and results-focused training. Virtual training sessions are recorded to view at any time.
- A draft document outlining the process of collecting and responding to credible allegations has been created.

Challenges:

- Consistent attendance at meetings and professional learning.
- There is a need to focus on results training, but there are still many needs in districts and programs within the area of compliance.
- Guidance is regularly provided, but follow-through is inconsistent.

Opportunities:

- Continue to examine ways to provide professional learning more effectively and efficiently throughout the county.
- Embed compliance within results-focused professional learning.
- Continue to develop and improve the special education general supervision plan and provide training to LISD and local district staff on how credible allegations and non-compliance will be supported.

Key Objective 2: Adopt and implement research-based instructional practices for all Pre-K through post-secondary special education programs.

Evidence:

- In the process of collecting and reviewing curriculum and interventions used within the LISD special education programs.
- Laura Haviland Program staff completed training and began implementing new science curriculum.
- Secured a grant for K-5 reading intervention and are in the process of purchasing READ 180 for Laura Haviland Program.
- Reviewing curriculum options for preschool classrooms, post-secondary, and moderate cognitively impaired program.
- Provide ongoing training and support to LISD special education staff, as well as to local district staff, in countywide curriculum and interventions.

Challenges:

- There are concerns with fidelity of implementation of interventions and curriculum.
- Follow-up coaching is difficult to maintain.
- Fidelity measures are not readily available and/or time to conduct fidelity checks is difficult.

Opportunities:

- Create a schedule for follow-up coaching with curriculum consultants and others as appropriate before the school year begins.
- When researching interventions and curriculum, determine how fidelity is measured before selecting what to implement.

Key Objective 3: Establish a countywide system of support to ensure a Least Restrictive Environment (LRE) for all Lenawee County students.

Evidence:

- Professional learning has been and continues to be provided to administrators, special education teachers and itinerants, and general education teachers and assistants on inclusive practices.
- Supervisors are completing fidelity checks on implementation of inclusive practices and supporting teams on implementation.
- All LISD special education programs implement Positive Behavioral Interventions and Supports (PBIS) but are at various stages.
- Special education staff are provided and encouraged to attend professional learning on PBIS.
- At least half of the LISD special education staff choose PBIS as one of their individual development plan goals.
- Special education administrators continue to review and adapt LRE guidance document.

Challenges:

- There is an increased need for direct coaching with staff on implementation of inclusive practices.
- There is a lack of proactive support being implemented.
- Many still believe students should be educated in a different setting.

Opportunities:

- Increase training opportunities.
- Provide direct coaching for those who participate in training.
- Share exemplars with others in a variety of ways.
- Improve LRE guidance documents.

CTE, INSTRUCTION, & GENERAL SERVICES

M E M O R A N D U M

DATE: January 5, 2026

TO: Superintendent and LISD Board of Education

FROM: Jenny Heath, Assistant Superintendent of CTE & Instruction/
General Services

SUBJECT: **CTE, INSTRUCTION & GENERAL SERVICES**

1. JC/LISD Academy Students Earn Top 3 Places at Jackson College Poetry Out Loud Competition

(Kim Dusseau)

On December 4, 2025, JC/LISD Academy students participated in the Poetry Out Loud competition at Jackson College. Through this program, high school students across the country participate in a dynamic poetry recitation competition that is designed to improve their public speaking skills, build confidence, and teach about literary history and contemporary life. Students recited works selected from an anthology of more than 1,200 poems. Judges evaluated student performances on voice and articulation, evidence of understanding, and accuracy. The winner of the local competition will advance to the state Poetry Out Loud competition in Lansing in March 2026. Special congratulations to Zoelle Blackmon, who placed first and will move on to compete in Lansing! Zoey Wilson placed 2nd, Jillian Yape placed third, and Garrett Smith and Abigail Swartz earned Honorable Mentions.

2. LISD TECH Center Recommends Purchase of Precision Measurement Instruments Certification Kit

(Benjamin Murray)

Summary: The LISD TECH Center recommends purchasing the Precision Measurement Instruments Certification Kit for use by students in the Machining & CAM program.

At the October 2025 LISD Board of Education meeting, LISD TECH Center staff were granted permission to seek bids to purchase Precision Measurement Instruments Certification Kit for use by students in the Machining & CAM program.

The purchase of the Precision Measurement Instruments Certification Kit will provide additional certification opportunities for students in the Machining & CAM program, and also support careers related to Automotive Collision Repair &

Refinishing, Carpentry, Construction, Industrial Maintenance, Machine Tool Operation, Engineering & Robotics, and Welding.

The addition of the Precision Measurement Instruments Certification Kit has been recommended and supported by the Machining & CAM advisory committee.

Bids were requested, and one bid from Snap-On Industrial for \$37,002.48 was received.

The sole bid from Snap-On Industrial meets all bid requirements.

RECOMMENDED ACTION BY THE SUPERINTENDENT:

It is recommended that the LISD Board of Education grant permission for staff to purchase the Precision Measurement Instruments Certification Kit from Snap-On Industrial for \$37,002.48.

Moved by: _____ Supported by: _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

3. LISD TECH Center Campus to Celebrate CTE Month

(Benjamin Murray)

Summary: Students and faculty at the LISD TECH Center will join others across the nation during the month of February to celebrate national Career and Technical Education (CTE) Month™.

Students and faculty at the LISD TECH Center will join others across the nation in February to celebrate National Career and Technical Education (CTE) Month. CTE Month provides CTE programs nationwide an opportunity to demonstrate how CTE makes students college and career-ready and prepares them for high-wage, high-demand career fields.

Throughout the month, students and staff will be hosting activities to educate and promote the LISD TECH Center and the CTE programs that are offered. These activities will be highlighted at the February 2 board meeting.

4. Chronic Absence Update

(Chris Howard and Kelly Shiels)

Summary: The LISD Truancy Department has been working to support local districts in improving chronic absence rates, including working with district improvement teams on goals and strategies aimed at improving attendance.

Chronic absence is defined by the State of Michigan as missing 10% or more of scheduled school days for any reason. Research shows that missing 10% of the school year negatively impacts grades, test scores, and graduation rates.

Prior to the 2021-2022 school year, the LISD had one of the lowest chronic absence rates in the state, with 11.7% of students being chronically absent. This number jumped to 48.2% in 2021-2022, largely due to the pandemic. Over the last three years, the chronic absence rate has remained high, with a slight improvement to 27.8% in the 2024-2025 school year.

The LISD truancy staff have developed training and resources to improve attendance through the multi-tiered systems of support (MTSS) model. As part of Tier 1 interventions, each district is using universal attendance codes, sharing attendance messages regularly, and following a countywide truancy protocol. Several districts are also implementing various Tier 2 interventions based on goals from their district improvement teams.

Part of the Tier 1 strategies aimed at improving student attendance has been a social media campaign designed to highlight the importance of regular school attendance and clarify valid reasons for missing school. There was also a friendly competition, with a traveling trophy for the school district with the lowest chronic absence percentage. This year the trophy is held by Sand Creek Community Schools, with a rate of 14.3%.

The following chart shows the recent trend of chronically absent students in the county. These local trends mirror the struggle across the state, with the current state average at 27.9%.

School Year	Report Category	All Students		Chronically Absent		
		Attendance Rate	Total Count	Attendance Rate	#	%
2024-2025	All Students	91.76%	14,253	81.9%	3,958	27.8%
2023-2024	All Students	91.38%	14,500	81.7%	4,252	29.3%
2022-2023	All Students	91.45%	14,732	82.0%	4,245	28.8%
2021-2022	All Students	88.24%	14,805	81.4%	7,131	48.2%
2020-2021	All Students	95.43%	14,815	65.2%	1,732	11.7%
2019-2020	All Students	94.75%	15,244	83.4%	2,258	14.8%
2018-2019	All Students	94.86%	15,477	83.1%	2,132	13.8%

OFFICE OF THE SUPERINTENDENT

MEMORANDUM

DATE: January 5, 2026
TO: LISD Board of Education
FROM: Mark Haag, Superintendent
SUBJECT: **OFFICE OF THE SUPERINTENDENT REPORTS**

Finance & Administrative Services

1. Budget Development for the Upcoming Fiscal Year

(Wendy Rokita)

Lenawee Intermediate School District is an educational service agency providing educational leadership and support services to Lenawee County's 11 public local school districts. Collaborative partnerships, services, and educational opportunities support individuals of all ages and abilities. To effectively provide quality services and remain fiscally stable and responsible, the District's budget development process for the upcoming fiscal year begins each year in early January.

The State of Michigan's Consensus Revenue Estimating Conference (CREC) will be held in January at the Capital Building in Lansing. This conference signals the beginning of the state budget cycle as the Governor, House, Senate, and others reconcile revenue estimates for the current year and start forecasting for 2026-2027. The Governor's budget proposal for the State of Michigan and the determination of state budget priorities is typically revealed in February.

LISD will collect and use the best financial information available at this time from local and state sources to develop research-based budget assumptions. Changes in taxable values for all property subject to LISD's millage will again be considered during the 2026-2027 budget projection process. Guided by the district's mission and core values, programs and services will be evaluated as the budget for the upcoming year is developed. The Board of Education will be kept updated on the 2026-2027 fiscal year projected budget process.

2. 2025-2026 Fall Membership Count

(Tina Bowers)

Summary: Fall 2025-2026 K-12 public school enrollment decreased 216.28 FTE (full-time equivalency) countywide from last October.

Below are the local public school districts' fall 2025-2026 K-12 unaudited enrollment counts by FTE as of October 1, 2025. The unaudited fall 2025-2026 FTE has been compared to the audited fall 2024-2025 with the changes reflected below.

	K-12	
	2025-2026	Change From
	Unaudited	Audited Fall
District	K-12	2024-2025
Addison	710.64	29.74
Adrian	2,594.37	-63.33
Blissfield	1,066.15	-48.1
Britton Deerfield	295.2	-44.12
Clinton	1,269.63	23.13
Hudson	1,380.57	11.26
Madison	1,525.74	-51.72
Morenci	484.5	-11.54
Onsted	1,108.85	-48.5
Sand Creek	735.28	-23.7
Tecumseh	2,394.26	-.72
LISD	182.26	11.32
Public Total	13,747.45	-216.28

2025-2026 GRAND TOTAL	13,747.45
2024-2025 GRAND TOTAL	<u>13,963.73</u>

Difference	-216.28
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4. 2024-2025 Fiscal Year Single Audit Completed

(Wendy Rokita)

Summary: The District's single audit report for fiscal year 2024-2025 has been issued by the audit firm Maner Costerisan PC.

Lenawee Intermediate School District's audit report for fiscal year 2024-2025, issued by Maner Costerisan PC, Certified Public Accountants, is provided under separate enclosure. The District received an unqualified opinion, meeting the highest level of excellence in audit standards for financial statement reporting.

It is requested that the LISD Board of Education accept the 2024-2025 fiscal year single audit conducted by Maner Costerisan PC. The Federal Compliance Supplement was released on November 25, 2025, which established a legislatively required due date for single audits to the Michigan Department of Education on or before December 25, 2025. The District's single audit was submitted to the State of Michigan on December 5, 2025.

RECOMMENDED ACTION BY THE SUPERINTENDENT:

It is recommended that the LISD Board of Education accept the District's 2024-2025 fiscal year single audit as prepared and submitted by the Maner Costerisan PC audit firm.

Moved by: _____ Supported by: _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

Staff Resources

1. Personnel Update

(Dan Garno)

a. Volunteer Services, Employment, and Contract Services

Note: Compensation represented in total for the full annual term and will be prorated on actual days/time worked of the defined full annual term.

Name	Position	Compensation / Other Approval	Term
Amanda Koch	Early College Director	Base pay \$85,500/salary. Other compensation per Personnel Positions Book.	Full Time, 255 Work Days

RECOMMENDED ACTION BY THE SUPERINTENDENT:

It is recommended that the LISD Board of Education approve the employment recommendations of the Superintendent as presented above.

Moved by: _____ Supported by: _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

b. Separation of Employment

Name	Position	Reason	Separation Date
Michelle Andrews	Special Education Teacher Assistant	Resigned	01/05/2025
Madison Bonaminio	Special Education Consultant – Behavioral Support	Resigned	12/19/2025
Lauren Bredberg	School Psychologist	Resigned	01/13/2026
Michael Courington	Bus Assistant	Resigned	12/01/2025

Madison Kasch	Special Education Teacher Assistant	Resigned	12/19/2025
Ted Kerr	Bus Driver	Resigned	12/09/2025
Gregg Miller	Maintenance Supervisor	Retiring	01/31/2026
Olivia Norman	Before & After School Child Care Provider	Resigned	12/04/2025
Anna Wetzel	ASD Consultant	Resigned	12/09/2025

2. Update on Position Vacancies

(Dan Garno)

Summary: The following position vacancies exist at this time in the District. Each time a position becomes vacant a thorough evaluation ensues as to whether the position needs to be filled or whether it could be combined with another position(s). **During this time of budget instability, these positions are being evaluated even more thoroughly.**

Administrative Services

- One Bus Driver. This permanent, full-time position is available due to resignation. The position has been posted and applications are being accepted..

Special Education & Strategic Initiatives

- Two Interpreters for the Deaf and Hard of Hearing. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Four Speech & Language Pathologists. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Two School Psychologist. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Three Special Education Teachers– CI. These permanent, full-time positions are available due to resignation and additional student need. The positions have been posted and applications are being accepted.
- One Special Education Consultant – Behavioral Support. This permanent, full-time position is available due to resignation. The position has been posted and applications are being accepted.
- Three Special Education Teacher Assistants. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- One Consultant – Autism Spectrum Disorder. This permanent, full-time position is available due to resignation. The position has been posted and applications are being accepted.

- One Job Coach. This permanent, part-time position is available due to resignation. The position has been posted and applications are being accepted.

3. Minimum Wage Law Change

(Courtney Williams)

As reported last to the Board in January 2024, Michigan Governor Rick Snyder signed into law on December 14, 2018, Public Act (PA) 368 of 2018, a revision that would raise the State of Michigan's minimum wage each year beginning in 2019 through 2030.

Effective January 1, 2026, Michigan's hourly minimum wage will increase to \$13.73 from the current \$12.48. The LISD will ensure compliance with this increase and will recognize any future increases to the minimum wage as required under PA 368. The Board will be kept informed of any additional changes regarding PA 368.

Office of the Superintendent Reports

1. Sam Beauford Woodworking Institute Expansion Agreement to Serve as Fiscal Agent

(Mark Haag)

Section 99 of the 2024–2025 State School Aid Act allocates \$12,000,000 to an intermediate school district to partner with the Sam Beauford Woodworking Institute (SBWI), a 501(c)(3) nonprofit organization located in Adrian, Michigan, to support the expansion of postsecondary education opportunities through workforce development programming. The allocation authorizes the intermediate school district to serve as the fiscal agent for the State funds designated for the SBWI campus expansion project

The Sam Beauford Woodworking Institute is a postsecondary trades college that provides education and career training through the artistry of woodworking. SBWI intends to expand its educational programming through the development and construction of a new campus in Adrian Township, Michigan. Phase I of the campus expansion includes the construction of a 24,600-square-foot facility featuring woodworking studios and related academic spaces, which will increase SBWI’s annual graduate output from 20 to 60 students, supporting the regional and statewide skilled labor workforce

Pursuant to the Agreement, the Lenawee Intermediate School District (LISD) will serve as fiscal agent for the State School Aid Act funds allocated to the SBWI expansion project. In this role, LISD will receive, hold, manage, disburse, and account for State funds in compliance with applicable law and the requirements of Section 99 of the State School Aid Act. Funds will be maintained in segregated accounts and disbursed to SBWI on a reimbursement basis upon submission of properly documented requests and approval by the project architect and construction manager.

As consideration for serving as fiscal agent, LISD will retain all interest or investment earnings generated on the funds and will receive a one-time fiscal agent fee of \$25,000, withheld from State funds received for the project. The Agreement term runs from January 1, 2026, through December 30, 2030, and is expressly contingent upon the availability of State funding

RECOMMENDED ACTION BY THE SUPERINTENDENT:

It is recommended that the LISD Board of Education authorize the Superintendent to execute an agreement on behalf of the Lenawee Intermediate School District with the Sam Beauford Woodworking Institute to serve as fiscal agent for State School Aid Act funds allocated under Section 99 of the 2024–

2025 State School Aid Act for the expansion of the Sam Beauford Woodworking Institute campus, including the receipt, management, and disbursement of such funds and the retention of a \$25,000 fiscal agent fee as consideration for services rendered.

Moved by: _____ Supported by: _____

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

ADJOURNMENT

Adjournment

Moved by _____, supported by _____ that
the meeting be adjourned.

	YES	NO		
Hartley	<input type="checkbox"/>	<input type="checkbox"/>	Approved	<input type="checkbox"/>
Wingerd	<input type="checkbox"/>	<input type="checkbox"/>	Disapproved	<input type="checkbox"/>
Holtz	<input type="checkbox"/>	<input type="checkbox"/>	No Action	<input type="checkbox"/>
Dillon	<input type="checkbox"/>	<input type="checkbox"/>	Tabled	<input type="checkbox"/>
Fry	<input type="checkbox"/>	<input type="checkbox"/>		

Meeting adjourned at _____ p.m.

Attachments



MINUTES OF THE LENAWEE INTERMEDIATE SCHOOL DISTRICT BOARD OF EDUCATION MEETING

Regular December Board Meeting

December 1, 2025, 4:00 p.m.

The meeting was conducted both in person at the LISD Education Service Center and electronically in accordance with section 3a of Michigan's Open Meetings Act, MCL 15.263a.

Call to Order

The meeting was called to order at 4:00 p.m. by Board President James Hartley.

Attendance

MEMBERS PRESENT: James Hartley, Dale Wingerd, Carrie Dillon, Paula Holtz, and Kevin Fry

MEMBERS ABSENT: None

LISD STAFF PRESENT: Mark Haag, Wendy Rokita, Dan Garno, Jenny Heath, Alena York, Ashley Pfund, Janine Decker, Tom Kasefang, Connie Fenner, Ben Murray, Kim Dusseau, Todd Armstrong, Mats Holm, Brian Sunderman, Kyle Hoffman, Julie VanBlack, Alison Thompson, Elaine Stoerger (v)

OTHERS PRESENT: Lily Robinson, David Fenner and daughter Melissa

Set Agenda

- ✓ **Moved by Wingerd supported by Dillon that the LISD Board of Education set the agenda as presented.**
Yes: 5, No: 0; motion carried.

Staff of the Month

Alison Thompson, Special Education Regional Supervisor, presented the December 2025 Staff of the Month Award to Connie Fenner, Job Coach.

Comments from the Public

None

Approve Previous Meeting Minutes and Financial Reports

- ✓ **Moved by Wingerd, supported by Fry, that the LISD Board of Education approve/accept the following items:**
 - **Minutes of the October 27, 2025, rescheduled November Board meeting.**
 - **Financial reports.****Yes: 5, No: 0; motion carried.**

Financial Reports

Financial Data Reports for the Month Ending October 31, 2025

	Gen. Svcs.	Sp. Ed.	CTE
Revenues to Date	\$ 8,146,940	\$ 5,506,716	\$ 3,169,405
Expenditures to Date	\$ 3,495,885	\$ 4,486,893	\$ 3,761,022
Fund Balance	\$ 8,656,383	\$ 2,218,256	\$ 9,671,883

Projected December 2025 Cash Flow

General Svcs.	Tech Fund	Co-op Fund	Sp. Ed.	CTE
\$ 7,511,635	\$ (33,353)	\$ 279,666	\$ 233,999	\$ 585,788

Capital Projects Cash Balances

General Services	Special Education	CTE
\$ 1,011,633.97	\$ 3,710,532.01	\$ 1,595,520.98

Investments Total: \$34,084,500.13

Acknowledging Student Success

JC/LISD Academy Student Spotlight

Lilian (Lily) Robinson is a fourth-year JC/LISD Academy Student Ambassador set to graduate in May 2027 with both her high school diploma and an Associate of Arts degree from Jackson College. She was also a student in the LISD TECH Center Education Careers Program and plans to pursue a career in education. Lily has earned numerous honors, including a 2025 Excellence Award, multiple TRADES awards, REAL Shoutouts, and membership in the National Technical Honor Society. She currently is a co-op at Lenawee Christian School and has participated in the Educators Rising National Competition, JC/LISD Academy performing arts, yearbook production, and the Adrian College Color Guard. She is also known for her kindness, leadership, and service, completing over 200 hours of community service and mentoring new students at the academy.

Special Education

Update on LISD Laura Haviland Program

The LISD Laura Haviland Program (LHP) is a countywide K-12 educational program for students who have severe emotional impairments. Below is information about the current number of students.

Laura Haviland Program	Student Capacity	
	December 2024	December 2025
Early Elementary	8 of 10	6 of 10
Upper Elementary	8 of 10	9 of 10
Middle School	9 of 12	7 of 12
High School	11 of 12	12 of 12

The LISD Laura Haviland Program serves students with long-term intensive behavioral needs that have not improved with standard interventions, with placement decided collaboratively by each student's IEP team. Of the 34 students currently attending the

Laura Haviland Program, six (18%) are in the process of transitioning back to their local districts through gradual reintegration supported by regular team reviews. In addition, LISD offers behavioral consultation services to local districts, which have been effective in supporting students early and reducing referrals to the program.

LISD Post-Secondary Staff Explore Future Programming

Students with disabilities may receive special education services up to age 26 if they continue to demonstrate needs, and LISD supports these students through Adult Transition Support Services (ATSS). ATSS currently serves 33 students across three community-based classrooms and is exploring future programming options due to the upcoming closure of Siena Heights University. Program leaders recently visited model transition programs in Oakland County focused on micro-enterprises and job skill development. Additionally, the ATSS team is evaluating and refining its services using a transition assessment tool to strengthen instruction, partnerships, and long-term outcomes for students.

CTE, Instruction and General Services

JC/LISD Academy Theatre Students Present Murder Mystery Performance

On October 30, 2025, the JC/LISD Academy presented its third school production, *Café Murder*, a one-act, audience-interactive dinner theater performance. The show featured mystery and humor, with admission by donation to support future theatre programming.

LISD Stubnitz Environmental Education Program Fundraising Drive Ends with the 10th Annual Family Fall Celebration

The 2025 Stubnitz Environmental Education Program fundraising drive successfully raised \$16,300 through individual and corporate support. Additionally, the 10th Annual Stubnitz Family Fall Celebration on October 4, 2025, welcomed over 125 families, students, and supporters for a day of outdoor learning and fun, featuring a new vernal pool StoryWalk®, live animal shows, hayrides, and a variety of hands-on environmental activities for all ages.

The Lenawee County Career and Technical Education (CTE) Plan continues to make advancements in each of the five Key Objectives

The Lenawee County CTE Plan continues to advance across all five Key Objectives, with key successes including the launch of the Education Careers Early Middle College, full implementation of the Jobready360 WBL platform, hiring a Career Services Coordinator, and increased early work-based learning placements. While challenges such as rising certification costs and limited employer participation persist, efforts remain focused on improving student success and workforce alignment.

In support of the goal to increase the percentage of students who are college ready or graduate with a credential, 18.4% of CTE seniors demonstrated college readiness and 54.7% attained a credential. Overall, 63.2% of students were either college ready or graduated from high school having earned an industry-recognized credential.

LISD TECH Center Program Annual Review (PAR) Recommendations for 2026-2027

The LISD TECH Center Program Annual Review (PAR) report was presented to the LISD Board of Education. The summary of CTE recommendations for 2026-2027 include the following:

- Assess the effectiveness of two LISD TECH Center programs. The programs are Biochemical Technology and Computer Programming.
 - Due to enrollment below 60%, these programs will be assessed for effectiveness and efficiency.
- Recommend the purchase of the following equipment:
 - Livestock trailer for Agri-Tech program.
 - Vehicle hoist for Automotive Services Technology program.
 - Tilt skillet for Culinary Arts program.
 - Bariatric manikin to be shared between CNA and Nursing Prep programs.
 - Coordinate-measuring machine for Machining & CAM program.
- Recommend the purchase of classroom furniture for the following program:
 - Law Enforcement & Corrections.
- Expand support for credential attainment.
 - Increase industry-recognized certification opportunities through LenTech for students in Automotive Collision Repair & Refinish; Computer Information Services; Computer Programming; Engineering, Robotics & Mechatronics; Machining & CAM; Natural Resources; and Welding Technology. Assess adding additional programs in the future.
 - Increase opportunities for college credit attainment through the College Now program.
 - Increase opportunities and access to education and skill attainment by aligning industry-recognized certification opportunities in each program.
- CTE Early Middle College programs at the LISD TECH Center.
 - Explore opportunities that can help students in LISD TECH Center programs obtain associate degrees or certificates with local postsecondary institutions.
- Explore new space for construction trades programs.
 - A new building that would become the home to Building Trades, Residential Construction, and an additional construction trades program.
- The LISD plans to offer 28 morning and afternoon CTE programs for the 2026-2027 school year, with additional programs for Lenawee County students to be explored.
- These programs will provide the opportunity for LISD TECH Center students to demonstrate proficiency towards earning high school core academic credit, articulated (free) college credit, dual enrollment credit, concurrent enrollment, career and technical education credit, as well as certifications while attending LISD TECH Center (CTE) programs.
- The curricula for the 28 LISD CTE day programs will continue to be updated to align with state CTE standards or competencies, business and industry needs, and Michigan Merit Curriculum. In addition to the day programs, students will continue to have opportunities for dual enrollment, concurrent enrollment, and Work-Based Learning experiences, including co-op, on-the-job training, job shadowing, and apprenticeships.

- Local school districts have the discretion of awarding Michigan Merit Curriculum for CTE programs. The LISD TECH Center will continue to work with local districts to provide documentation on curriculum alignment to state standards.

Office of the Superintendent Finance & Administrative Services

Summer Tax Collection

Under current Michigan law, the Board of Education is required to grant the annual authorization to continue a summer tax levy for the upcoming fiscal year prior to January 1, 2026.

- ✓ **Moved by Wingerd, supported by Holtz that the LISD Board of Education approve the Annual Summer Tax Resolution authorizing the Lenawee Intermediate School District to levy a summer tax collection in 2026 and authorize the Superintendent and/or his designee to negotiate on behalf of this district with the governing body of each city and/or township in which the district is located for the reasonable expenses for collection of the District's summer property tax levy.**
Yes: 5, No: 0; motion carried.

Local District Reimbursement for Special Education Costs

For the year ended June 30, 2025, LISD distributed \$8,060,751 in audited Special Education reimbursements to local districts, primarily funded by \$7.5 million in Act 18 funds, with the remainder from Medicaid sources. These reimbursements, along with School State Aid, covered most local Special Education costs. The first reimbursement payment for the 2025–2026 fiscal year will be made in December 2025 and will include prior-year retainage and a portion of current-year Act 18 funds, with \$8,026,021 budgeted for Special Education reimbursements in the 2025–2026 First Revision budget.

First Revision Budget and Financial Overview

The First Revision Budget was presented to the LISD Board of Education for Board action. The first revision to LISD's proposed budgets for 2025-2026 reflects a continued position of financial strength and positive fund balances. This is the first of two planned budget revisions for the 2025-2026 fiscal year. The final budget revision for this year is expected to be presented during the month of June 2026.

- ✓ **Moved by Dillon, supported by Fry that the LISD Board of Education amend the 2025-2026 fiscal year budgets and adopt the attached formal resolutions, which amend the 2025-2026 fiscal year budget as follows:**
 - 1) approve First Revision General Services Fund expenditures in the amount of \$18,331,845,**
 - 2) approve First Revision Special Education Fund expenditures in the amount of \$37,619,693,**
 - 3) approve First Revision Career Technical Education Fund expenditures in the amount of \$17,615,065, for combined total expenditures of \$73,566,603,**
 - 4) approve First Revision General Services Capital Projects fund expenditures in the amount of \$262,872,**
 - 5) approve First Revision Special Education Capital Projects fund expenditures in the amount of \$1,575,067,**

- 6) approve First Revision Career Technical Education Capital Projects fund expenditures in the amount of \$1,699,040, with combined expenditures totaling \$3,536,979,
 - 7) approve the First Revision Health Insurance Consortium fund expenditures in the amount of \$27,453,019,
 - 8) approve the First Revision Lenawee/Monroe Technology Consortium Fund with expenditures in the amount of \$1,272,655, and
 - 9) approve the First Revision Cooperative Services Fund expenditures in the amount of \$173,370 for the 2025-2026 fiscal year.
- Yes: 5, No: 0; motion carried.

State Competitive Bid Threshold Increases

The State of Michigan has updated competitive bid thresholds and spending caps under the Revised School Code, effective October 2, 2025. The competitive bidding threshold for school construction and procurement increased to \$31,321 for all districts, while intermediate school districts now have higher limits for posting expenditures, employee awards, and vendor gift caps. These updated thresholds will remain in effect until revised by the State.

Facilities Update

Old Horticulture Building Improvements

In October 2024, the LISD Board approved staff to develop specifications and seek bids for capital improvements to the former horticulture building acquired with Jackson Community College property. A building assessment found the structure in good condition but identified deficiencies in the roof, HVAC, windows, and doors. After receiving a single bid in March 2025 that exceeded the budget, LISD revised the project scope and re-bid the work by trade. A mandatory pre-bid meeting was held on November 4, 2025, resulting in bids from 13 contractors.

- ✓ **Moved by Holtz, supported by Wingerd, that the Board of Education award each bid division to the lowest responsible bidder, as outlined in the following Recommendation Summary Sheet.**
- Yes: 5, No: 0; motion carried.

2025 LISD Old Horticulture Improvement Project Recommendation Summary Sheet		
Company	Bid Division	Total Bid Amount
The Spieker Company	GC-1 General Contractor	\$71,900
JC Mechanical Services, Inc	M-1 Mechanical Services	\$61,320
Adrian Locksmith, LLC.	D1- Door Replacement	\$57,405
Maple City Glass, Inc.	W-1 Window Replacement	\$44,067
DWK Interiors DBA Abbey Carpet of Adrian	W-1 Window Replacement	\$23,744
Adrian Electric & Generator Co.	E-1 Electrical Services	\$76,000

Staff Resources

Personnel Update and Employment Recommendations

Name	Position	Compensation / Other Approval	Term
Donovan Arnett	Casual Substitute Bus Driver	\$19.63/hourly. Other compensation per Personnel Positions Book.	As needed
Johnathan Gano	Casual Substitute Bus Assistant	\$17.08/hourly. Other compensation per Personnel Positions Book.	As needed
Rachael Price	School Social Worker	Beginning base pay \$51,525/salary. Prorated for the remainder of the 2025-2026 school year. Other compensation per LIEA Collective Bargaining Agreement	Full Time, 188 Work Days
Brian Sunderman	Director of Information Technology	\$93,000/salary. Prorated for the remainder of the 2025-2026 School Year. Other Compensation per Personnel Positions Book.	Full Time, 255 Work Days
Payton Wyman	Special Education Teacher	Beginning base pay \$49,350/salary. Prorated for the remainder of the 2025-2026 school year. Other compensation per LIEA Collective Bargaining Agreement	Full Time, 188 Work Days
Nicole Armstrong	Interpreter	N/A	LOA eff: 10/28/26 - 1/2/26
Marissa Cappelletty	GSRP Teacher	N/A	LOA eff: 4/2/25 - 6/10/26

- ✓ **Moved by Dillon, supported by Wingerd that the LISD Board of Education approve the employment recommendations of the Superintendent as presented above.**
Yes: 5, No: 0; motion carried.

Separation of Employment

Name	Position	Reason	Separation Date
Eloise Hosken	Job Coach	Resigned	11/14/2025

Name	Position	Reason	Separation Date
Veronica Kazmierski	Speech & Language Pathologist	Resigned	01/01/2026
Diane Kerr	Before & After School Child Care	Resigned	10/31/2025
Carol Lopez	Bus Driver	Resigned	11/21/2025
Kara Olberg	Special Education Teacher Assistant	Resigned	11/17/2025

Update on Position Vacancies

Administrative Services

- One Bus Driver. This permanent, full-time position is available due to resignation. The position has been posted and applications are being accepted.

Instruction and General Services

- One Early College Director. This permanent, full-time position is available due to additional student need. The position has been posted and applications are being accepted..

Special Education & Strategic Initiatives

- Two Interpreters for the Deaf and Hard of Hearing. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Four Speech & Language Pathologists. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Two School Psychologist. These permanent, full-time positions are available due to resignation. The positions have been posted and applications are being accepted.
- Three Special Education Teachers – CI. These permanent, full-time positions are available due to resignation and additional student need. The positions have been posted and applications are being accepted.

Collective Bargaining Agreement Negotiations – All LISD Union Groups

Earlier this year, LISD Bus Drivers and Bus Assistants voted to be represented by Amalgamated Transit Union (ATU) Local 26, though no collective bargaining agreement is yet in place. LISD also has two other union-represented labor groups—the Lenawee Intermediate Education Association (LIEA) and the Lenawee Vocational-Technical Education Association (LVTEA)—both with CBAs set to expire on June 30, 2026. At the conclusion of the Board meeting, LISD staff will request entering closed session to discuss negotiation strategies for all three union groups.

Transportation

LISD Staff Request Approval to Develop Specifications and Seek Bids for Possible Purchase of New Vehicles, Including School Buses

As part of budget planning for the upcoming school year, the LISD Transportation Department reviewed its vehicle fleet and identified the potential need to replace one or more school buses by the 2026–27 school year, as well as possibly other district vehicles. With school buses typically replaced after 10 years or 300,000 miles, LISD plans to seek bids from qualified vendors. Staff are requesting Board authorization to develop specifications and solicit bids for various vehicle and power types to allow for cost comparisons, potential quantity discounts, and an informed purchasing recommendation.

- ✓ **Moved by Wingerd, supported by Fry, that the Board of Education approve the request to develop specifications and seek bids from qualified vendors for the possible purchase of new school buses and other vehicle types for the upcoming school year.**

Yes: 5, No: 0; motion carried

Office of the Superintendent Reports

Closed Session

At the request of the Superintendent, it was recommended that the Board enter into closed session for the purpose of discussing the following matters, which are a permitted purpose for meeting in closed session under Michigan's Open Meeting Act, MCL 15.261, et seq.:

- 1) For strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement(s) as requested by the LISD.
MCL 15.268(c).
- 2) To conduct an annual performance review of the Superintendent, which the Superintendent has requested be held in closed session.
MCL 15.268 (a).

- ✓ **Moved by Holtz, supported by Dillon, that the LISD Board of Education enter closed session for the reasons stated above.**

Roll Call Vote: Hartley, yes; Wingerd, yes; Dillon, yes; Holtz, yes; Fry, yes;

Yes: 5, No: 0; motion carried.

Entered closed session at 4:39 p.m.

Closed Session Adjournment

- ✓ **Moved by Dillon, supported by Holtz, that the LISD Board of Education adjourn the closed session and reconvene the meeting in public session.**

Yes: 5, No: 0; motion carried.

Closed session adjourned at 7:14 p.m.

Superintendent Annual Evaluation and Employment Agreement

LISD Board of Education President Hartley said the Board deeply appreciates the integrity, leadership, dedication, and fiscal responsibility Superintendent Haag consistently demonstrates in the performance of his duties. The Board commends him on the collaborative way he interacts with staff, constituent districts, and the public. Furthermore, the Board acknowledges and appreciates Superintendent Haag's efforts to inform and work with the Board as it strives to identify and serve the needs of Lenawee students.

- ✓ **Moved by Holtz, supported by Fry, that the LISD Board of Education, following the annual evaluation of Superintendent Mark Haag conducted on December 1, 2025, rates the Superintendent's performance as 'Effective' and hereby authorizes the following revisions to his employment agreement, effective January 1, 2026:**

- **The Superintendent's contract is extended by one year, through December 31, 2028.**
- **The Superintendent's salary shall be \$190,000, with an additional \$27,000 annuity.**

In addition, the Board President and Vice President/Secretary are authorized to sign the Superintendent's employment agreement on behalf of the Board.

Yes: 5, No: 0; motion carried.

Adjournment

- ✓ **Moved by Dillon, supported by Holtz that the meeting be adjourned.**
Yes: 5, No: 0; motion carried.

The meeting adjourned at 7:16 p.m.

Dale Wingerd, Secretary, LISD Board of Education

**Lenawee Intermediate School District
General Fund Financial Data Report
For Period Ended November 30, 2025**

	2025-2026 Proposed Budget	Year-To-Date Actuals Cash Basis	Percent of Budget
Revenues:			
100 Local Sources	\$ 1,805,973	\$ 446,864	24.74%
300 State Sources	8,924,628	7,766,816	87.03%
400 Federal Sources	954,367	389,914	40.86%
Total Revenues	11,684,968	8,603,595	73.63%
500 Incoming Transfers & Other Transactions	331,500	-	0.00%
600 Fund Modifications	3,917,857	1,567,051	40.00%
Total Revenues, Incoming Transfers & Other	15,934,325	10,170,645	63.83%
Expenditures:			
Instruction Expense			
110 Basic Program	1,147,341	294,117	25.63%
120 Added Needs	109,483	19,439	17.75%
Support Services			
210 Pupil	2,508,010	859,736	34.28%
220 Instructional Staff	3,463,763	1,205,091	34.79%
230 General Administration	958,289	468,978	48.94%
240 School Administration	143,432	55,622	38.78%
250 Business	972,559	380,369	39.11%
260 Operations/Maintenance	290,539	125,192	43.09%
270 Transportation	14,000	711	5.08%
280 Central	2,322,704	1,023,877	44.08%
290 Other	-	-	0.00%
300 Community Service	807,005	313,516	38.85%
Total Expenditures	12,737,125	4,746,647	37.27%
400-600 Outgoing Transfers & Other Transactions	3,212,289	1,737,025	54.07%
Total Appropriated	15,949,414	6,483,672	40.65%
Excess Revenue (Appropriated)	(15,089)	3,686,973	
Beginning Fund Balance	5,535,642	5,535,642	
Less: Committed Fund Balance	-	-	
Non-Spendable & Unrestricted Fund Balance	\$ 5,520,553	\$ 9,222,615	

**Lenawee Intermediate School District
Special Education Financial Data Report
For Period Ended November 30, 2025**

	2025-2026 Proposed Budget	Year-To-Date Actuals Cash Basis	Percent of Budget
Revenues:			
100 Local Sources	\$ 21,355,395	\$ 4,438,748	20.79%
200 Other Sources	500	-	0.00%
300 State Sources	9,976,303	2,495,987	25.02%
400 Federal Sources	5,726,405	156,378	2.73%
Total Revenues	37,058,603	7,091,113	19.13%
500 Incoming Transfers & Other Transactions	820,000	-	0.00%
600 Fund Modifications	19,074	-	0.00%
Total Revenues, Incoming Transfers & Other	37,897,677	7,091,113	18.71%
Expenditures:			
Instruction Expense			
120 Added Needs	15,928,232	846,823	5.32%
Support Services			
210 Pupil	10,847,107	3,155,523	29.09%
220 Instructional Staff	2,640,433	992,649	37.59%
230 General Administration	33,000	21,905	66.38%
240 School Administration	85,294	30,817	36.13%
250 Business	159,000	39,706	24.97%
260 Operations/Maintenance	992,770	368,270	37.10%
270 Transportation	2,091,473	913,043	43.66%
280 Central	492,727	250,793	50.90%
300 Community Service	73,121	1,677	2.29%
Total Expenditures	33,343,157	6,621,205	19.86%
400-600 Outgoing Transfers & Other Transactions	4,530,842	928,774	20.50%
Total Appropriated	37,873,999	7,549,979	19.93%
Excess Revenue (Appropriated)	23,678	(458,867)	
Beginning Fund Balance	11,342,999	11,342,999	
Less: Future Local District Reimbursement	9,477,500	9,477,500	
Non-Spendable & Restricted Fund Balance	\$ 1,889,177	\$ 1,406,632	

**Lenawee Intermediate School District
Career Technical Education Financial Data Report
For Period Ended November 30, 2025**

	2025-2026 Proposed Budget	Year-To-Date Actuals Cash Basis	Percent of Budget
Revenues:			
100 Local Sources	\$ 14,876,680	\$ 2,975,676	20.00%
300 State Sources	1,597,687	495,650	31.02%
400 Federal Sources	210,045	44,905	21.38%
Total Revenues	16,684,412	3,516,231	21.07%
500 Incoming Transfers & Other Transactions	17,000	-	0.00%
Total Revenues, Incoming Transfers & Other	16,701,412	3,516,231	21.05%
Expenditures:			
Instruction Expense			
120 Added Needs	8,158,454	2,325,885	28.51%
Support Services			
210 Pupil	1,130,347	514,696	45.53%
220 Instructional Staff	734,344	209,565	28.54%
230 General Administration	271,290	96,827	35.69%
240 School Administration	838,497	342,078	40.80%
250 Business	167,836	71,905	42.84%
260 Operations/Maintenance	1,705,052	712,632	41.80%
270 Transportation	575,871	79,385	13.79%
280 Central	620,939	268,902	43.31%
290 Other	5,200	12	0.23%
300 Community Service	408,910	146,448	35.81%
Total Expenditures	14,616,740	4,768,337	32.62%
400-600 Outgoing Transfers & Other Transactions	2,450,189	638,627	26.06%
Total Appropriated	17,066,929	5,406,964	31.68%
Excess Revenue (Appropriated)	(365,517)	(1,890,733)	
Beginning Fund Balance	10,714,710	10,714,710	
Less: Committed Fund Balance	-	-	
Non-Spendable & Restricted Fund Balance	\$ 10,349,193	\$ 8,823,977	

**LENAWEE INTERMEDIATE SCHOOL DISTRICT
PROJECTED CASH FLOW**

January-26

	GENERAL FUND	TECHNOLOGY CONSORTIUM FUND	COOP FUND	SPECIAL EDUCATION	CAREER TECHNICAL EDUCATION	TOTAL
BEGINNING BALANCE	\$8,304,051	\$0	\$262,114	\$2,886,239	\$719,654	\$12,172,059
PLUS REVENUES*	<u>1,672,073</u>	<u>11,004</u>	<u>17,542</u>	<u>6,917,897</u>	<u>4,508,995</u>	<u>13,127,512</u>
WORKING CAPITAL	9,976,124	11,004	279,657	9,804,136	5,228,650	25,299,571
LESS: EXPENDITURES	<u>1,921,530</u>	<u>46,715</u>	<u>13,648</u>	<u>6,949,603</u>	<u>1,178,017</u>	<u>10,109,513</u>
BEFORE TRANSFERS	8,054,594	(35,711)	266,009	2,854,532	4,050,632	15,190,057
TRANSFERS	<u>209,407</u>	<u>0</u>	<u>0</u>	<u>(126,706)</u>	<u>(82,701)</u>	<u>0</u>
ENDING BALANCE	<u><u>\$8,264,001</u></u>	<u><u>(\$35,711)</u></u>	<u><u>\$266,009</u></u>	<u><u>\$2,727,827</u></u>	<u><u>\$3,967,931</u></u>	<u><u>\$15,190,057</u></u>

NOTES: The Executive Director of Finance and Business Services will be available 30 minutes prior to the beginning of the meeting to review financial reports with LISD Board of Education members.

DATE: December 16, 2025 / January 5, 2026
TO: Superintendent and LISD Board of Education
FROM: Executive Director of Finance & Business Services
RE: Cash & Investment Analysis

<u>Bank</u>	<u>Rate of Interest</u>	<u>Amount</u>
1. GENERAL SERVICES FUND		
OLD NATIONAL TREASURY ACCOUNT	1.50%	4,835,481.42
OLD NATIONAL CHECKING ACCOUNT	1.50%	1,653,146.75
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	1,451,677.15
MiClass	5.55%	0.00
MILAF	4.94%	36,428.71
WESBANCO-INSURED CASH SWEEP	4.89%	1,160,354.35
		<hr/> \$9,137,088.38
2. GENERAL SERVICES CAPITAL PROJECTS FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	160,656.14
5/3 BUSINESS MGMT. ACCT.	2.05%	684,609.34
OLD NATIONAL INVESTMENT MGMT ACCT.	3.00%	167,934.67
		<hr/> \$1,013,200.15
3. LENAWEE/MONROE CONSORTIUM TECHNOLOGY FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	147,708.44
MICMS	4.94%	13,512.02
		<hr/> \$161,220.46
4. HEALTH PLAN PURCHASING CONSORTIUM		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	938.16
4. COOPERATIVE FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	256,541.72
AESOP CASH MGMT ACCT.	1.50%	704,962.22
		<hr/> \$961,503.94
5. SPECIAL EDUCATION FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	222,290.99
MiClass	5.55%	6,718,568.39
5/3 BUSINESS MGMT. ACCT.	2.05%	455,758.21
		<hr/> \$7,396,617.59
6. SPECIAL EDUCATION CAPITAL PROJECTS FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	2,731,483.31
OLD NATIONAL INVESTMENT MGMT ACCT.	3.00%	592,409.23
WESBANCO-INSURED CASH SWEEP	4.89%	137,252.81
		<hr/> \$3,461,145.35
7. CAREER TECHNICAL EDUCATION FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	176,681.60
MiClass	5.55%	6,391,957.48
WESBANCO BUSINESS VALUE		50,000.00
MILAF +	5.34%	7,096.10
WESBANCO-INSURED CASH SWEEP	4.89%	1,773,032.03
		<hr/> \$8,398,767.21
8. CAREER TECHNICAL EDUCATION CAPITAL PROJECTS FUND		
OLD NATIONAL CASH MGMT. ACCOUNT	1.50%	173,245.98
HILLSDALE CO NATIONAL BANK-MMA	1.87%	287,669.40
OLD NATIONAL INVESTMENT MGMT ACCT.	3.00%	993,046.67
		<hr/> \$1,453,962.05
TOTAL CASH & INVESTMENTS		<hr/> \$31,984,443.29