Heritage Southwest
Intermediate School District

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Learning For All…Whatever It Takes

ANNUAL WEBSITE REPORT
2025-2026

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The Revised School Code MCL 380.620 requires each intermediate school district to post information on its website by December 31 of each year beginning in 2006.

The information is broken into the following categories:

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1. General Information

Intermediate School Districts serve as a central support system for all public, charter, and nonpublic schools that operate within their district. There are 56 Intermediate School Districts (ISDs) or Regional Education Service Agencies (RESAs) in the state of Michigan (collectively referred to herein as ISDs). No two are exactly alike. Each bases its work on the specific needs of its constituent public school districts. All offer leadership, programs, and services in the areas of instruction, career and technical education, special education, technology, and business-related functions.
Heritage Southwest serves four K-12 school districts, and one non-public school within Cass County.

FY 2025-2026	
Total Budget	$23,294,810
Pupil FTE	5,965.13
ISD Employees	227
Constituent Districts, PSA, Nonpublic Schools	5

2. Travel Information

As ISDs seek to provide leadership, programs and services to their constituents, staff seek out best practices, gain state and national educational perspectives, gather knowledge and skill levels that reflect the latest trends, innovations, and challenges. This requires more travel to conferences and trainings than you would typically experience in a K-12 school district. During 2025-2026, the state required that all ISD travel expenditures exceeding $5,128 be posted to the ISD website.

The Heritage Southwest Intermediate School District did not have any board member or administrator participate in work related travel that exceeded $5,128.

3. Contract Information

ISDs occasionally enter into contracts with vendors to perform specific services that would not be cost-effective or reasonable for the ISD to provide on its own. ISDs must follow state requirements for seeking competitive bids on some purchases. Heritage Southwest ISD Purchases Subject to Bid policy follows the state requirements for competitive bids. During 2025-2026, the state required that all purchases of supplies, materials and equipment in excess of $31,321 and all building construction, addition, renovation or repair in excess of $31,321 follow competitive bid requirements, except for proprietary items or purchases of supplies or equipment through group co-op purchasing programs, which do not require bids or quotes. This policy further outlines the procedures for the development of competitive bids.

ISDs are required to report all contracts entered into during the school fiscal year which meet at least one of the following criteria: (1) contract value over $100,000; (2) contract value over $31,321 which was not competitively bid; and/or (3) a board member, administrator, or their family member has a monetary interest in the entity.

Below are the contracts required to be reported under this section.

Subject Matter	Cost	Competitively Bid?	Signed By	Position
Playground Project at Brookside Learning Center	$510,682.16	Yes	Andrew Hubbard	Superintendent
Phase II Site Improvements	$3,026,538	Yes	Andrew Hubbard	Superintendent

4. Contract Modification Information

ISDs are required to disclose any contract modifications in excess of $100,000 or that increased the total obligation to over $100,000, or any contract modifications that were not competitively bid in excess of $31,321 or that were not competitively bid and increased the total obligation to over $31,321 for the 2025-2026 school year.

Modification Description	Additional Amount	Revised Total
None for FY 2025-2026		

5. Salaries, Expense Account, and Supplemental Compensation Information

ISD employees are typically categorized by the classification of position held. All classifications are normally established according to the demands of the position, level of responsibility, job functions performed, credentials and skills required, etc. Each classification falls into at least one established salary schedule, which takes into account such factors as seniority in position or in similar positions, comparison to similar jobs elsewhere in the community, cost-of-living factors, etc. In addition, some classifications require travel inside and outside of the ISD, attendance at meetings, and attendance at workshops and conferences. Expenses for these activities are strictly limited in a budget approved annually by the ISD Board of Education.

The following salary information represents the ISD employees with total compensation packages in the top 3% of all ISD employees:

Position	Salary	Expense Account	Reimbursed Expenses	Supplemental Compensation
Superintendent	$183,114	$0	$0	$34,792
CFO	$157,424	$0	$0	$0
Assistant Superintendent for Special Education	$157,424	$0	$0	$0
Director of Instructional Leadership/School Improvement	$124,627	$0	$0	$0
Director of Human Resources	$124,627	$0	$0	$0
Director of Early Childhood Education	$121,894	$0	$0	$0
Director of CTE and Postsecondary Options	$119,161	$0	$0	$0

6. Fiber Optic or Cable Equipment and Operating System Software for Fiber Optic or Cable Equipment Networks

Many ISDs utilize fiber networks, which benefit students and the community. These high-capacity broadband networks interconnect districts, improve the delivery of Internet, instructional, and administrative

resources, while reducing overall costs. Through partnerships, ISDs, local schools, county and other governmental units, and Central Police Dispatch (911), have access to fiber wide-area networks that are more affordable for all partners.

Funding Source	Expenditures for Fiber Optic or Cable Equip or OS Software
Special Education Fund	$4,754.38

7. Public Relations, Polling, Lobbying, and Legal Services

The 56 ISDs were created by the legislature in 1962 to bring about quality and equitable educational opportunities to students and schools throughout the state. Because public education is funded and regulated by the state and federal government, it is necessary for ISDs to use some resources to fund activities that promote public accountability, research, and government communications. Because Heritage Southwest ISD is publicly funded, it is responsible for communicating its programs and services to the schools and community. The guiding principle for all activities of this nature is to advocate for the children we serve.

Below are the payments made during 2025-2026 (to persons who were not employees of the intermediate school district) for public relations, polling, lobbying, or legal services and a description of the services received by the ISD in return:

Vendor	Services	Amount
Karoub Associates	Lobbying Services	$8,625
Thrun Law Firm	Legal Services	$48,265
Clark Hill PLC	Legal Services	$799

8. IRS Tax Form 1099's in Excess of $25,000

Cost savings can often be realized by contracting with individuals for limited, specialized projects. For the most recently completed calendar year 2025, the following projects and services were accomplished under contracts that exceeded $25,000:

Name	Amount	Projects	Services
MICE K12	$51,499.99	CTE	CTE Consulting
Well Rooted School Psychology LLC	$41,222.50	School Psychologist	Contracted School Psychologist
Chatterbox Kids LLC	$25,900.00	Speech and Language Pathology	Contracted School Speech and Language Pathologist
Brian L Pyles, LLC	$25,069.48	MI ACTE	CTE Consulting

9. Certain ISD Expenditures

Every organization requires leadership. ISDs within the State of Michigan have been charged by the Governor and the Michigan Department of Education to communicate, train, support, and lead educational initiatives defined by the state and federal government. Recently, these include, but are not limited to, the

following: No Child Left Behind, high school graduation requirements, the Michigan School Improvement Framework, Common Core, and the new Grade Level Content Expectations for the core subjects. ISDs are required by law to meet the individual and specialized needs of students within our region, including the areas of Title I, Special Education, and Career and Technical Education.

Category	**Amount**	**% of Budget**
Administrative Costs	$851,334.99	3.65%
Public relations, surveys, polling, lobbying, legal services	$57,689.00	0.25%

10. Motor Vehicle Information

Because ISDs serve numerous districts, sometimes covering large geographic areas, certain vehicles might be provided for specific transportation needs. The following is a list of all motor vehicles owned or leased by the ISD during 2025-2026 and a description of the purposes for which each of these motor vehicles was used:

Motor Vehicles	**Purpose**
2005 Ford F-250	Buildings and Ground Use
2009 Ford F-350	Buildings and Ground Use
2024 Ford F-250	Buildings and Ground Use
2025 Ford F-350	Buildings and Ground Use
2015 Grand Caravan	Student Transportation
2015 Grand Caravan	Student Transportation
2016 Grand Caravan	Student Transportation
2017 Grand Caravan	Student Transportation
2017 Grand Caravan	Student Transportation
2017 Grand Caravan	Student Transportation
2017 Grand Caravan	Student Transportation
2017 Grand Caravan	Student Transportation
2019 Ford Transit	Student Transportation
2019 Grand Caravan	Student Transportation
2019 Grand Caravan	Student Transportation
2019 Grand Caravan	Student Transportation
2019 Ford Transit	Student Transportation
2019 Ford Transit	Student Transportation
2019 Ford Transit	Student Transportation
2020 Ford Transit	Student Transportation
2020 Grand Caravan	Student Transportation
2020 Grand Caravan	Student Transportation
2023 Ford Transit	Student Transportation
2023 Ford Transit	Student Transportation
2023 Ford Transit	Student Transportation
2025 Ford Transit	Student Transportation
2025 Ford Transit	Student Transportation
2025 Ford Transit	Student Transportation