MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, December 1, 2021
AGENDA

I. Call to Order

II. Pledge of Allegiance

III. Communications

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There are two times for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

A. Public Comments

IV. Consent Agenda

A. Approval of Minutes - Regular Meeting - November 9, 2021
B. Approval of Bills/Reimbursement of Expenses

V. Old/New Business

A. Personnel Issues
    1. Superintendent Self Evaluation – Provided to Board
B. Board Issues
    1. Book Study Discussion - Safe Is Not Enough: Better Schools for LGBTQ Students
C. Public Comments
D. Superintendent's Comments
    1. Visitor and Volunteer Guideline Update
E. Assistant Superintendent's Comments
F. Addenda
    1. Student Board Member Comments
    2. Board Member Comments
        a. MASB Conference Updates

VI. Adjournment

MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, December 1, 2021
RESOLUTIONS

I. Call to Order

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at _____ p.m. on December 1, 2021.

Board Members Present:
Board Members Absent:
Staff Present:
Guests Present:

II. Pledge of Allegiance

III. Communications

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A. Public Comments

IV. Consent Agenda

A. Approval of Minutes - Regular Meeting - November 9, 2021
B. Approval of Bills/Reimbursement of Expenses

Motion by_____ supported by_____ to approve the consent agenda that includes the minutes of the regular meeting of November 9, 2021, and the approval of bills/reimbursement of expenses.

Heikka ____ Kiger ____ Landingham ____ Moccio ____ Cislo ____ Faro ____ Frait ____
Carried_____.

V. Old/New Business

A. Personnel Issues
  1. Superintendent Self Evaluation – Provided to Board
B. Board Issues
  1. Book Study Discussion - Safe Is Not Enough: Better Schools for LGBTQ Students
C. Public Comments
D. Superintendent's Comments
  1. Visitor and Volunteer Guideline Update
E. Assistant Superintendent's Comments
F. Addenda
  1. Student Board Member Comments
  2. Board Member Comments
    a. MASB Conference Updates

VI. Adjournment - Time of Adjournment _____.

DRAFT

MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
Tuesday, November 9, 2021

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at 7:00 p.m. on November 9, 2021.

Board Members Present: Cislo, Faro, Moccio, Frait, Heikka, Kiger, Landingham

Board Members Absent: None

Staff Present: Bryan Girbach, Ryan McMahon, Jennifer Barker, Wendy Unger, Sue Kesterson, Yvette Kashmer

Guests Present: Allie Millina, Alecia Powell, Zoe Gahm, Renee Humes, Pat Humes, Jill Twesley, Meliss DeMarsa, Kirk DeMars, Camden DeMars, KJ DeMars, Dawn Walkowiak, Annie Kruise, Yo Gabba Gabba, Janet McFall, Linda Wiggins, AJ Landingham, Rose Timbers, David Crane, George Elder, Debbie Allen, Shannon Ware.

Pledge of Allegiance

The Board held a moment of silence for student Ryan Gray.

Public Comments:

- AJ Landingham thanked the Board for their support of LGBTQIA+ students and for doing the book study on Safe Is Not Enough: Better Schools for LGBTQ Students. Landingham also asked the Board to continue to fight for LGBTQIA+ rights and safety.
- Annie Kruise asked the Board to amend the minutes of the last meeting to add two pieces of information.
- Kirk DeMars thanked the Board for honoring Ryan Gray. He also thought it was great that the Board handed out treats at the Downtown Trick-or-Treating event. DeMars also liked the idea of the Communications Ad Hoc committee and appreciated the Board Members responses to public comments during the last meeting.

Motion by Faro supported by Kiger to approve the consent agenda that includes the minutes of the workshop meeting of October 27, 2021, and the approval of bills/reimbursement of expenses. Carried 6-1 (No vote by Frait)

Motion by Kiger supported by Faro to cancel the November 17, 2021, Workshop Meeting and schedule a December 7, 2021, Workshop Meeting as detailed in Attachment A.
All Ayes. Carried 7-0

The Board discussed the book "Safe Is Not Enough: Better Schools for LGBTQ Students"

Public Comments:

- Dawn Walkowiak thanked the Board for conducting a book study and for all the hard work the Board has done making tough decisions. Walkowiak also talked about the last Board meeting and comments made. She then spoke about inclusion, indoctrination, and diversity. Walkowiak thanked the Board for allowing LGBTQ+ students to feel safe and included.
- Melissa DeMars spoke to the Board about her love of taking pictures of the football players and student section at MAS events. DeMars then explained that she teaches her children to love and respect all people no matter what. She also expressed her belief that it is a parent's job to teach their children about the topics of recent Board discussions.
- Kirk DeMars spoke about his feelings and position on the book Safe Is Not Enough: Better Schools for LGBTQ Students. He stated that people need to respect everyone and love everyone. DeMars then shared a concern about American schools sexualizing our young people. He also spoke about bullying and acknowledges that school employees can't be everywhere all the time and feels the schools need parental help. DeMars also stated that his views are based on a Bible foundation.
- Sue Kesterson asked the Board for feedback regarding parents and visitors in the buildings. She also asked if the Board was able to help the parent who voiced concerns about dyslexia. Kesterson thanked everyone for positive and appropriate behavior at the meeting.
- Alecia Powell spoke about previous Board Meetings and asked the Board to explain how conflict of interests are handled among the Board Members.

Superintendent's Comments:

<u>Students</u>

- The district welcomes Allie Millina as the Junior Class Student School Board Member.
- The district wants to remind our students and families that, throughout the 2021-2022 school year, full meal equivalent breakfasts and lunches will be free to all students on scheduled school days. Individual milks and other food items will NOT be free.
- The Milan Girls Swimming and Diving team won their 22nd straight Huron League Championship. With six teams present, Milan outscored the second place team by almost 300 points and earned 34% of the total points available. The team won 7 events and the depth of the team truly proved valuable. Diving Regionals will be held on November 11th with Emily Huelke and Nadia Smith qualifying. The team has 8 ladies going to the State Meet to represent Milan in the lanes, they include: Elaina Malach, Phoebe Rhoney, Krista Cook, Rylee Mitchell, Kam Stripp, Hailey Brady, Annabelle Williams, and Molly Smith.
- Brayden Humes qualified for the State Cross Country meet and placed 72nd in the Division II State Championship meet at the Michigan International Speedway.

- The High School play, Clue, is coming soon. Shows will be performed at 7:00 PM on November 18th, 19th, and 20th. There will also be a Saturday matinee at 2:00 PM on November 20th. Visit showtix4u to purchase tickets (search for Milan High School).
- The middle school and high school bands will be performing a holiday concert at 7:00 PM on Wednesday, December 8th.
- The middle school and high school choirs will be performing a holiday concert at 7:00 PM on Wednesday, December 15th.
- Students in kindergarten through 5th grade will be performing holiday music concerts in the MHS theater. Below is a schedule of the dates and time of each concert:
  - Dec 13 6:00 PM K Music Concert
  - Dec 13 7:00 PM 1 Music Concert
  - Dec 14 6:00 PM 2 Music Concert
  - Dec 14 7:00 PM 3 Music Concert
  - Dec 16 6:00 PM 4 Music Concert
  - Dec 16 7:00 PM 5 Music Concert

Staff

- Andrea Kaplan's (MMS Teacher) mother passed away.
- Bailee Bryant (Paddock Teacher) had a baby girl, Aubree Grace Bryant
- Milan Area Schools is in need of full time and substitute bus drivers. If you or anyone you know is interested in driving for the district, please contact the Transportation Director at 734-439-5900. Drivers enjoy working the school calendar which allows them to be at home during the summer and all school breaks. Full time drivers start at $17.50 an hour with an automatic raise to $18.00 an hour after their first semester of service. Full time drivers are also eligible for health insurance, life insurance, paid sick time, paid personal time, and paid holidays. Milan Area Schools provides and pays for all training required to be a licensed bus driver. Hourly wages are paid for all training sessions.
- Superintendent Girbach stated that he would not recommend mandatory vaccinations for students or staff. He then discussed that OSHA has enacted an Emergency Temporary Standard (ETS) requiring employers of more than 100 employees to require COVID-19 vaccinations or weekly COVID-19 testing. The district is waiting for guidance from MIOSHA, but it is important to know that the district will follow the ETS in order to avoid fines of $7,000 to $70,000.

General

- Milan COVID data can be viewed by visiting milanareaschools.org and clicking on the COVID Case Data (24 Hour Notifications & Weekly Dashboard) link.
- The Milan Area Schools Board of Education is organizing an Ad Hoc Committee to consider Board communications with the community. Parents and guardians who currently have students attending MAS who are interested in being considered for the committee can complete a survey by visiting milanareaschools.org before 5:00 PM on Friday November 19th.
- The MAS Administrative Team is currently reviewing the building visitor policy. A survey regarding building visitors has been given to the entire MAS staff. The survey closed yesterday. The Administrative Team will now review the staff data. After reviewing the staff survey data, the Administrative Team will announce any changes to the

current visitor policy. Please remember that parents and other visitors are allowed into the school buildings during school hours by making an appointment with a teacher or an administrator. IEP and 504 meetings are also being held in person.

- The Washtenaw County Health Department recently released updated guidance for indoor athletics and extracurricular school activities. The new guidance allows school districts to create exemptions to the County Mask Order for participants in extracurricular activities as well as athletes, coaches, and officials while actively involved in competitions, practices, and performances. In line with this guidance, Milan Area Schools will be exempting the following programs:
    - Boys Basketball
    - Girls Basketball
    - Wrestling
    - Bowling
    - Boys Swimming and Diving
    - MHS Fall Play, Clue

  These exemptions only apply to participants when they are actively involved in the event. These exemptions do not apply to spectators.
- During the winter indoor sports season, Milan Area Schools will be taking the following steps to support our spectators in complying with the Washtenaw County Health Department's mask mandate:
    - Signs will be posted on exterior doors reminding everyone that a mask must be worn when inside the building.
    - Similar signs will be posted at the entrances of the gymnasiums and pool.
    - Masks and hand sanitizer will be available at the entrance of each of the venues.
    - Spectators must have a mask on to purchase a ticket.
    - In basketball and wrestling fans from each school will be separated on opposite sides of the gym or in designated sections. Signs will be posted directing spectators where to sit.
    - Announcements will be made before each contest reminding fans that masks are required. Additional announcements will also be made when there is a break in the action.

We ask our fans to be respectful of the WCHD mandate.

Board

- On behalf of the Board of Education, the district is reviewing all of the details regarding potential conflicts of interest. The review includes possible restrictions on discussions and votes in accordance with state laws and board policies. Upon the completion of the review, if there are any necessary corrective actions, they will be addressed by the Board of Education accordingly.

Assistant Superintendent Comments:

- Assistant Superintendent McMahon provided the Board with an update on the Staff Professional Day on Friday, October 29.

Student Board Member Comments:

Student Board Member Millina thanked the Board for having discussions that are usually shied away from. Millina shared that several DECA students attended a Leadership conference at Michigan State University, and also shared that students are excited for winter sports to begin.

Board Member Comments:

- Board Member Frait welcomed Allie Millina and appreciated the moment of silence for Ryan Gray. Frait appreciates the commitment of the Transportation staff and congratulated our Cross Country Team. Frait also shared that has high hopes for working together with our parents and community with more open involvement in our schools. She then thanked Sue Kesterson for her comments. Frait concluded, recognizing that Thursday is Veterans Day and she thanked the veterans for their bravery, hard work, and dedication.
- Board Member Faro asked the Board to address public participation at Board Meetings by reviewing the Board Policy. He then addressed a comment made by a community member about the book study. Faro welcomed Allie Millina to the Board and thanked AJ Landingham for speaking in front of the Board of Education and the audience. Faro thaked Superintendent Girbach for providing the requested COVID expenses detailed report. Faro the thanked Mrs. Sanders for speaking about reading materials and resources regarding dyslexia and shared that he will be reading the materials suggested. Lastly Faro thanked the teachers and students for enduring a trying school year and shared COVID numbers.
- Board Member Landingham shared her pride in AJ for sharing at the Board Meeting. Landingham thanked the adults in the meeting for their respect. She also thanked Superintendent Girbach for his responses to community requests. Lastly Landingham shared her thoughts on providing a planned day off for teachers in the future.
- Board Member Kiger offered condolences to Rita Vershum for the passing of her Mother in Law and stated she is in her thoughts and prayers. Kiger attended the Justice Leaders Conference through our WISD and thought they were a very welcoming group.
- Board Member Heikka welcomed Allie Millina to the Board. Heikka thanked Lisa Sanders for following up with book suggestions on dyslexia. She also thanked Superintendent Girbach for looking into seeing if the books are being incorporated into our libraries. Heikka thanked AJ Landingham for sharing at the Board Meeting, thanked US Veterans, and congratulated the Women's Swim Team on their 22nd Huron League Championship. Heikka wished the swim team luck at the state meet. Heikka also congratulated Brayden Humes who qualified for the State Cross Country meet and congratulated the Football team for their phenomenal run this season.
- Board Member Moccio shared that she is a career Reading Specialist and wanted to thank Mrs. Sanders for her suggestions on dyslexia. Board Member Moccio also wanted to share that she felt very good about the meeting tonight.
- Board Member Cislo wished safe travels to the Board Members who are traveling to the MASB ALC in Grand Rapids. Cislo also thanked Board Member Kiger for being behind the Downtown Trick-or-Treating event. Cislo also reminded the Board that the Superintendent Self Evaluation will be given prior to Thanksgiving and encouraged the Board to look it over and reach out if they had questions. Cilso reminded the community

that there is still time to reply to the Ad Hoc Communication survey until Friday, November 19th. Cislo also thanked the Veterans and their families for the true sacrifice made and stated his appreciation for all they have done for our Country. Cislo stated that the building visitor policy and conflict of interest concerns are being addressed.

Time of Adjournment: 8:12 p.m.