

DRAFT

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
Wednesday, December 1, 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 December 1, 2021

Board Members Present: Cislo, Moccio Heikka, Landingham

Board Members Absent: Kiger, Faro, Frait

Staff Present: Bryan Girbach, Ryan McMahon, Jennifer Barker, Yvette Kashmer

Guests Present: Allie Millina, Andrea Bennink, Holli Vallade, Rachel Hobbs, Shannon Dare Wayne, Matt West, George Elder, Rachel Helzerman, Gwendolyn La Croix

Pledge of Allegiance

The Board had a moment of silence for Oxford Community Schools.

The Board thanked the Paddock Staff for the basket of goodies they received.

Public Comments:

- Andrea Bennink apologized publicly for speaking out of turn at the last Board Meeting. Bennink thanked Jeannie Baber at the transportation department for helping her son with some issues he was having on the bus. Bennink thanked Sean DeSarbo for allowing her to come into the classroom to speak about Down Syndrome. Bennink expressed her gratitude to Ben Malecki, she found him very receptive and noticed a good repore between him and the students, and was also thankful for the time he took to visit each classroom to check in with students and staff in regards to the Oxford Community Schools tragedy. Bennink also expressed her gratitude to the District for providing various counseling and crisis intervention. Bennink expressed her concerns regarding quarantines.
- Rachel Hobbs shared information she received regarding the Dundee Community Schools' Superintendent's Evaluation process and a community survey. She asked the Board if Milan planned to send out any surveys. She also inquired about the Board's plan

to gather feedback from the community and staff for those domains. She voiced concern about the amount of feedback that the Board collected.

- Holli Vallade spoke to the Board about their plan for getting feedback and communication from the community. Vallade spoke about Board Member comments in the past, Board Member roles, encouraged feedback and for Board members to attend a Superintendent evaluation training. Vallade also said that the Superintendent's review should not be based on the Board's perspective alone and that they should actively seek out community feedback.

Motion by Landingham supported by Heikka 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. All Ayes. Carried 4-0

The Superintendent Self Evaluation was provided to Board

Public Comments:

- Andrea Bennink thanked the Board for listening to parent input on the visitor policy and for conducting a survey of MAS staff.
- Holli Vallade spoke to the Board about not restricting public comments. Vallade stated that public comments should be a priority and that community members should be allowed to give their 3 minutes to another speaker. Vallade quoted Scott Morrell from MASB, on public communications and strategic plan goals, and asked when our last Town Hall meeting took place.
- Shannon Dare Wayne expressed her appreciation of the District's transparency and feels the Board listens to the community and that the District has always had great communication. Wayne also thanked the Board for all they do and encouraged them to keep working for the kids.

Superintendent's Comments:

On Tuesday, there was an active shooter incident at Oxford High School. Our thoughts go out to the Oxford students, staff, and families whose lives have been forever changed.

While we hope that such a tragedy never occurs in Milan, we do have emergency response plans in place. Milan Area Schools, along with all of the districts and public entities in Washtenaw County use the ALICE (Alert, Lockdown, Inform, Counter, Evacuate) response system for school building emergencies. This consistent use of ALICE allows every police force to be prepared to support any other police agency across the county. Our staff are trained in ALICE and our schools conduct regular safety drills using ALICE. Student and staff safety is and always will be a top priority for Milan Area Schools.

Students

- 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 Swim & Dive team finished 9th in the state out of 33 teams. The team scored 35 points at the MHSAA State Meet.
 - The 200Y Medley Relay team of Krista Cook, Rylee Mitchell, Kmaryn Stripp, and Hailey Brady finished 8th in the state earning All-State honors.
 - The 200Y Free Relay team of Hailey Brady, Annabelle Williams, Phoebe Rhoney, and Elaina Malach finished 6th in the state, earning all-state honors.
 - The 400Y Free Relay team of Elaina Malach, Phoebe Rhoney, Hailey Brady, and Annabelle Williams finished 5th in the state, earning all-state honors.
 - Other Notable finishes
 - 200Y Free - 12th place - Elaina Malach
 - 50Y Free - 12th place - Annabelle Williams
 - 100Y Free - 10th place - Annabelle Williams
 - 500Y Free - 10th - Elaina Malach
 - 500Y Free - 11th - Phoebe Rhoney
- The High School play, Clue, was impressive. The cast, crew, set design, and production were outstanding! Everyone is looking forward to the spring production.
- 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

- John Fleming (Elementary PE Teacher) is Retiring Effective December 31, 2021
- Kim Russ (Bus Driver) Resigned
- Kelly Dyc (Bus Driver) Resigned
- The district has added 1 new bus driver and has 3 new bus drivers being trained.

Board

- At the December 7th Board meeting, the district will be providing a summary of the findings regarding recent concerns about potential Board member “Conflicts of Interest”.
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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 district achieved a 100% pass rate on our 2020-2021 State School Bus Inspections. This marks 18 years of 100% pass rates for Milan Area Schools. Superintendent Girbach thanked the district’s mechanics (Doug Orr and Todd Anderson) and the transportation department for this accomplishment!

- Following a staff survey regarding building visitors and volunteers, the Administrative Team reviewed the responses and developed the building visitor and volunteer guidelines update detailed below.

2021-2022 Updated Volunteer and Visitor Guidelines

Milan Area Schools recognizes that certain programs and activities can be enhanced through the use of volunteers who have particular knowledge or skills that will be helpful to members of the staff responsible for the conduct of those programs and activities.

Milan Area Schools also recognizes that during times of elevated communicable disease community spread (pandemic or epidemic) that precautionary actions may be necessary to keep our staff and students safe.

With these recognitions in mind, Milan Area Schools will be returning to pre-COVID operations for visitors and volunteers with the following restrictions:

- Visitor actions that do not require access into the building, as determined by District employees, will continue to be handled at the entrance airlock.
- Visitors and volunteers must follow all District and Washtenaw County Health Department requirements for facial coverings while inside District facilities.
- Visitors and volunteers must be able to answer NO to the following questions before entering District facilities:
 - Are you currently experiencing any of the following symptoms (not related to a known or chronic medical condition other than COVID-19)?
 - Temperature higher than 100.4 or signs of fever (chills/sweating)
 - Sore throat
 - New onset of cough (for individuals with chronic allergic/asthmatic cough, a change in their cough from baseline)
 - Diarrhea, vomiting, or abdominal pain
 - New onset of headache
 - Loss of taste or loss of smell
 - In the past 14 days, have you:
 - Had close contact with a person with confirmed COVID-19
 - Had close contact with person under quarantine for possible exposure to COVID-19
 - Attended large events (examples: wedding, concert, etc.) especially indoors
 - Traveled outside the US
- Visitors and volunteers will not be allowed in cafeterias during student lunch periods.

All pre-COVID visitor and volunteer guidelines remain in force. These include but are not limited to:

- Volunteer opportunities and building visits must be pre-arranged with an administrator or teacher.

- Volunteers and visitors must complete all required background checks.
- 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.

Assistant Superintendent Comments:

- Assistant Superintendent McMahon informed the Board that the Consolidated Application, which includes Title I, Title IIa, and Title IV funds, was finally opened to accept grant applications. In addition, the Section 41 Bilingual grant and the Title III consortium grant applications have also been opened. Each of these carry an obligation dating back to the start of the year and will be submitted as soon as possible for approval.

Student Board Member Comments:

Allison Milina shared with the Board the seniors had an informational assembly regarding cap and gowns. The girls Varsity and JV basketball teams won their first games against Lincoln, and the theater is beginning auditions for Peter and the Starcatcher starting December 16th and 17th from 3:00-6:00p.m.

Board Member Comments:

- Board Member Moccio thanked the Paddock Elementary Staff for the gift baskets and expressed her appreciation for the staff.
- Board Member Landingham thanked Paddock Elementary for the amazing gift basket. She then stated that the entire Board is trained on the Evaluation Process and that the survey is a good idea, but is not required by the State. Landingham agreed that communication is important and thanked the community for their feedback and the idea of holding Town Hall Meetings. Landingham then talked about public comments and that she would like to see documentation on who gifted their 3 minutes of time to a fellow community member. Lastly, Landingham spoke about the tragedy at Oxford Community Schools and addressed bullying and the idea of a task force to collect ideas regarding safety and bullying.

- Board Member Heikka thanked the Paddock Elementary Staff for the gift baskets. Heikka spoke about the difficulty in sending her family to school in the aftermath of the Oxford tragedy but spoke about the safety measures in place in our schools. Heikka then thanked all the MAS staff for everything they do. Heikka shared her thoughts about the Oxford tragedy and stated shame on all of us for not doing more to stop this kind of thing from happening. Heikka agreed with Landingham regarding the task force on bullying.
- Board Member Cislo stated that the Board will provide MASB Leadership Conference updates in January. Cislo attended the High School play and thought it was excellent and stated that everyone on the stage and behind the stage did great work. Cislo attended the football banquet put on by the Football Boosters and thought it was a great event. Cislo stated that there are 33 people interested in being a part of the Communications Ad hoc committee. Cislo also spoke on the feedback that he gathers for the Superintendent's Evaluation through staff conversations, emails, community members, and appreciates Mrs. Hobbs' idea about a survey for the future. Cislo then addressed the hurt he felt from the public comments regarding the Board's job in putting together the Superintendent's Evaluation.

Time of Adjournment: 7:46 p.m.