

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, December 11, 2024  
AGENDA**

**I. Call to Order**

**II. Pledge of Allegiance**

**III. Communications / Community Engagement**

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. Routine Matters for Approval**

- A. Minutes of the Regular Meeting of November 13, 2024
- B. Bills/Reimbursement of Expenses

**V. Board Organization**

- A. Board Candidate Interviews
- B. Board Candidate Selection Process
- C. Board Candidate Appointment

**VI. Milan Area Schools Strategic Plan Business**

- A. Learning Environment / Culture
  - 1. WISD PAC Update - Andrea Bennink
- B. Communications / Community Engagement
  - 1. Public Comments
  - 2. Student Board Member Comments
  - 3. Assistant Superintendent Comments
  - 4. Superintendent Comments
  - 5. Board Member Comments

**VII. Adjournment**

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, December 11, 2024  
RESOLUTIONS**

**I. Call to Order**

The regular meeting of the Milan Area Schools Board of Education was called to order in the District Office Boardroom located at 100 Big Red Drive, Milan MI, 48160, by President Cislo at \_\_\_\_\_ p.m. on December 11, 2024.

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

**II. Pledge of Allegiance**

**III. Communications / Community Engagement**

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**A. Public Comments**

**IV. Routine Matters for Approval**

**A. Minutes of the Regular Meeting of November 13, 2024**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the regular meeting of November 13, 2024.

Prior \_\_\_ Rosen-Leacher \_\_\_ Cislo \_\_\_ Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_  
Carried \_\_\_\_\_.

**B. Bills/Reimbursement of Expenses**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the bills/reimbursement of expenses.

Rosen-Leacher \_\_\_ Cislo \_\_\_ Faro \_\_\_ Gutierrez \_\_\_ Heikka \_\_\_ Meray \_\_\_ Prior \_\_\_  
Carried \_\_\_\_\_.

**V. Board Organization**

- A. Board Candidate Interviews
- B. Board Candidate Selection Process

C. Board Candidate Appointment

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to appoint \_\_\_\_\_ to serve as a member of the board of education of Milan Area Schools for the unexpired term of Betty Rosen-Leacher (resigned) until the November 3, 2026, election have been held and certified and a newly elected individual has been sworn-in to fill the remainder of this position's term.

Cislo \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_  
Carried \_\_\_\_\_.

**VI. Milan Area Schools Strategic Plan Business**

- A. Learning Environment / Culture
  - 1. WISD PAC Update - Andrea Bennink
- B. Communications / Community Engagement
  - 1. Public Comments
  - 2. Student Board Member Comments
  - 3. Assistant Superintendent Comments
  - 4. Superintendent Comments
  - 5. Board Member Comments

**VII. Adjournment - Time of Adjournment \_\_\_\_\_.**

# DRAFT

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
Wednesday, November 13, 2024**

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan Area Schools District Boardroom located at 100 Big Red Drive, Milan MI, 48160, by President Cislo at 7:00 p.m. on November 13, 2024.

Board Members Present: Cislo, Prior, Faro, Meray, Rosen-Leacher, Heikka (7:28 p.m.)

Board Members Absent: Gutierrez

Signed in Staff: Bryan Girbach, Ryan McMahon, Margaret Durkee, Sara Beckman

Signed in Guests: Virginia Heikka

Pledge of Allegiance

President Cislo thanked all veterans for their dedication and service to the country. He also thanked Carrie Gutierrez, Cassie Prior, George Elder, and Gary Taepke for running for the Board of Education on the November 5th ballot.

Public Comment: None

Motion by Prior supported by Rosen-Leacher to approve the minutes of the regular meeting of October 30, 2024. All Ayes. Carried 5-0

Motion by Faro supported by Prior to approve the bills/reimbursement of expenses. All Ayes. Carried 5-0

Motion by Rosen-Leacher supported by Meray to approve Jeremy Ostrom as the Systems/Network Administrator effective immediately. All Ayes. Carried 5-0

Motion by Faro supported by Rosen-Leacher to approve the Non-Affiliated Salary Schedules as presented in Attachment A. All Ayes. Carried 5-0

Motion by Meray supported by Prior to approve the Administrator Handbook Changes as presented in Attachment B. All Ayes Carried 5-0

Motion by Faro supported by Rosen-Leacher to approve the Superintendent Contract Changes as presented in Attachment C. All Ayes. Carried 5-0

Mr. Girbach provided the Board with an update on the Strategic Plan Scorecard Goals and Objectives as included in Attachment D.

Public Comments: None

Student Board Member Comments: None

Assistant Superintendent Comments:

- Internal Reviews
- MTSS Conference

Superintendent Comments were heard on the following topics:

- Girl's Swimming and Diving Team Accomplishments
- Winter Sports
- Coach Hayes (Soccer) Congratulations
- Health Insurance Open Enrollment for Employees
- Internal Reviews
- Congratulations to Carrie Gutierrez and Cassie Prior
- Thank You to Carrie Gutierrez, Cassie Prior, George Elder, and Gary Taepke
- Sinking Fund Millage Update

Board Member Comments:

- Prior thanked members of the community for participating in the election and expressed that she enjoyed meeting so many on the campaign. She also stated that she looks forward to serving all of Milan's children.
- Faro congratulated Ms. Prior and Ms. Gutierrez on their election to the Board. He also thanked the community and the Administration for their support of the Sinking Fund and promised that the Board would be good stewards of the funds. He congratulated Coach Hayes on winning District Coach of the Year and congratulated the Boys' Soccer Team for winning their first ever Huron League Championship title.
- Heikka apologized for being late and assured that while she missed the vote on the Salary Schedules, she was focused on the District's outsized Administrative Costs. She congratulated the Girls' Swim Team on winning another Huron League Championship title. She congratulated Ms. Prior and Ms. Gutierrez on their election to the Board. Lastly, she thanked the community for passing the Sinking Fund millage.
- Meray congratulated Ms. Prior and Ms. Gutierrez on their election to the Board. She thanked the Administration for ensuring the community had correct information related to the Sinking Fund millage. She looks forward to ensuring those funds are used in good faith and in a manner that keeps other funds in the classroom. She also wished the Middle Schoolers participating in the upcoming Spelling Bee good luck and thanked the staff for their efforts in running the program.
- Rosen-Leacher congratulated Ms. Prior and Ms. Gutierrez on their election to the Board. She also thanked other candidates for putting themselves out there and running. She also thanked the community for supporting the Sinking Fund millage. Lastly, she offered her resignation from the Board, effective December 10, 2024 as she is moving closer to her adult children.
- Cislo accepted Ms. Rosen-Leacher's resignation on behalf of the Board and thanked her for her service to the District. He also explained the process for applying for the open position on the Board and how that process interacts with the election. He also thanked the community for supporting the Sinking Fund millage.

- Prior thanked Ms. Rosen-Leacher for her service and expressed how much she has learned from her. She also stated that she hopes Ms. Rosen-Leacher enjoys living closer to her adult children.
- Faro thanked Ms. Rosen-Leacher for her service to the Board and the District and for helping him as a Board Member.
- Heikka thanked Ms. Rosen-Leacher and Mr. Leacher for their service to the District, their help to her as a Board member, and their friendship over the years.
- Meray thanked Ms. Rosen-Leacher for her service to the Board and her appreciation for Ms. Rosen-Leacher's unique perspective. She also indicated that she will still call Ms. Rosen-Leacher for advice.

Time of Adjournment: 7:56 p.m.