

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, MARCH 12, 2025  
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 Special Meeting of February 26, 2025
- B. Minutes of the Special Meeting Closed Session of February 26, 2025
- C. Minutes of the Regular Meeting of February 26, 2025
- D. Bills/Reimbursement of Expenses

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

- A. Finance / Operations
  - 1. Purchase of School Bus – Attachment A
- B. Personnel / Leadership
  - 1. Superintendent Selection Process
    - a. Conversation with Ryan McMahon, Assistant Superintendent
    - b. Superintendent Selection Process Resolution
- C. Communications / Community Engagement
  - 1. Public Comments
  - 2. Student Board Representative Comments
  - 3. Assistant Superintendent Comments
  - 4. Superintendent Comments
  - 5. Board Member Comments

**VI. Adjournment**

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, MARCH 12, 2025  
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 March 12, 2025.

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 Special Meeting of February 26, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the special meeting of February 26, 2025.

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

**B. Minutes of the Special Meeting Closed Session of February 26, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the special meeting closed session of February 26, 2025.

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

### C. Minutes of the Regular Meeting of February 26, 2025

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the regular meeting of February 26, 2025.

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

### D. Bills/Reimbursement of Expenses

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

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

## V. Milan Area Schools Strategic Plan Business

### A. Finance / Operations

#### 1. Purchase of School Bus – Attachment A

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the purchase of a 71 passenger bus from Midwest Transit Equipment as detailed in Attachment A.

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

### B. Personnel / Leadership

#### 1. Superintendent Selection Process

- a. Conversation with Ryan McMahon, Assistant Superintendent
- b. Superintendent Selection Process Resolution

#### Option 1

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to authorize the Personnel and Leadership Committee to enter into negotiations with Ryan McMahon to become the next superintendent of the Milan Area Schools, subject to an employment contract approved by the Board.

#### Option 2

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to authorize the Personnel and Leadership Committee to identify no fewer than two search firms who can assist the Board with recruiting and hiring a new superintendent, with the search firm's engagement subject to Board approval.

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

### C. Communications / Community Engagement

1. Public Comments
2. Student Board Representative Comments
3. Assistant Superintendent Comments
4. Superintendent Comments
5. Board Member Comments

## VI. Adjournment - Time of Adjournment \_\_\_\_\_.

# DRAFT

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
SPECIAL MEETING  
Wednesday, February 26, 2025**

The special meeting of the Milan Area Schools Board of Education was called to order in the Milan Area Schools District Board Room located at 100 Big Red Drive, Milan MI, 48160, by President Cislo at 5:00 p.m. on February 26, 2025.

Board Members Present: Cislo, Faro, Meray, Gutierrez, Burdette

Board Members Absent: Prior, Heikka

Signed in Staff: Bryan Girbach, Ryan McMahon, Aaron Shinn, Kristyn Pierfelice

Signed in Guests: Eric John Roberts

Pledge of Allegiance

Public Comment:

- Eric Roberts shared information about his candidacy for the upcoming WISD School Board elections and his relevant experiences as a board member, law student, and substitute teacher.

Motion by Burdette supported by Gutierrez to approve the minutes of the regular meeting of February 12, 2025. All Ayes. Carried 5-0

Motion by Meray supported by Faro to appoint Attorney Robert Dietzel of the Thrun Law Firm, P.C. to serve as the Board's Hearing Officer for the student discipline hearing. All Ayes. Carried 5-0

Motion by Faro supported by Gutierrez to enter into closed session pursuant to Section 8(1)(b) of the Michigan Open Meetings Act, and upon the request of the student's parent/guardian, for the purpose of conducting a hearing to consider the discipline of a student whose identity is known to the Board as student 2024-2025-3. All Ayes. Carried 5-0

Time entered closed session 5:08 p.m.

Time returned to open session 6:14 p.m.

Motion by Faro supported by Gutierrez to expel student 2024-2025-3 in accordance with the attached resolution as read by Robert Dietzel. All Ayes. Carried 5-0

Time of Adjournment: 6:18 p.m.

# DRAFT

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
Wednesday, February 26, 2025**

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan Area Schools District Board Room located at 100 Big Red Drive, Milan MI, 48160, by President Cislo at 7:00 p.m. on February 26, 2025.

Board Members Present: Cislo, Prior, Faro, Meray, Gutierrez, Burdette, Heikka

Board Members Absent: None

Signed in Staff: Bryan Girbach, Lon Smith, Sean DeSarbo, Margaret Durkee, Sara Beckman

Signed in Guests: George Elder, Andrea Bennink

Pledge of Allegiance

The Board received an update on Special Education presented by Lon Smith

Public Comment:

- Andrea Bennink, speaking as a parent, shared her gratitude for the growth of inclusive sports opportunities in Milan such as the new MMS Unified Cornhole team. She thanked Lon Smith for hosting a community information night and providing a presentation to the Board regarding Special Education services. She suggested the creation of a paraprofessionals handbook to support on-boarding of new paraprofessionals in the district. She also shared that the Michigan Department of Education (MDE) is seeking public comment on proposed new special education endorsements for teachers that would allow for broader placement opportunities for teachers.
- George Elder thanked Lon Smith and the Special Education Department for their impact on his child's growth. He shared information from a FOIA request he made of the Milan Police Department and his concern regarding the timeline of the Milan Swim Club investigation. Additionally, he requested the resignation of those involved due to his perception that mandated reporting rules were not followed. Finally, he also shared a concern about a complaint his employer received regarding Mr. Elder speaking at board meetings while in uniform. He requested an investigation and the phone number of the person who reported him. He indicated that he will be filing a FOIA request with an individual's employer seeking information regarding legal advice provided to the Board.
- Sean DeSarbo, retiring Principal of Paddock Elementary, spoke to the Board and community about his time serving Milan Area Schools. He shared that he has remained in Milan for many years because he has been happy and has enjoyed both success and support from the district and community throughout his years of service. He thanked school board members, past and present, for their dedication to the district, the staff at Paddock for their trust in him and dedication to students, bus drivers for their commitment to safety and care for students, and his pride that Paddock has always

focused on educating the whole child. He thanked Mr. Girbach for his guidance and support, both personally and professionally and for his “family first” approach to leadership. He thanked Ryan McMahon for his warm welcome to the district years ago and Mr. McMahon’s consistent faith in his leadership. He closed by thanking the community for the opportunity to serve as Paddock principal.

The Board provided the community an update on the Superintendent Selection Process

Public Comment:

- George Elder asked a question regarding special education funding and why his insurance provider is billed for services provided to his student.

Student Board Member Comments: None

Assistant Superintendent Comments were heard on the following topics: None

Superintendent Comments were heard on the following topics:

- Varsity Girls Bowling Successes
- Varsity Boys Bowling Successes
- MHS Production of Seussical the Musical
- MMS Production of Wizard of Oz
- Paddock vs. Symons Basketball Game
- Be Nice Program
- Paddock Interim Principal
- Transportation Department Accolades
- Big Red Board Chat
- No School On Friday (2-28-25) - Staff Professional Development

Board Member Comments:

- Heikka thanked Ms. Gutierrez and the Personnel Committee for their time and work on the superintendent selection process. She congratulated the bowling team and wished them good luck. She also shared about attending the unified sports basketball game in Dexter and shared the families’ gratitude to Herb Morelock for serving as the referee official, in full uniform, for that game. She also shared information about a unified track team that is also available for students.
- Faro thanked Mr. DeSarbo for his influence on his children, and wished him well in his future endeavors. He gave information about the upcoming “Symons vs. Paddock” basketball game at Symons. He thanked Mr. Morelock for taking the time to recognize Huron League teams and athletes at a recent basketball game. He also shared that Schools of Choice applications will be open from April 1st through October 1st, 2025.
- Burdette thanked Mr. Smith for his informative presentation. He also thanked community members for their feedback and information during public comment. He echoed gratitude for Mr. Morelock for his recognition of Huron League athletes, and Mr. Lopez for organizing the new Pep Band. Finally, he shared information about the upcoming performances of MHS’s Seussical the Musical, MHS Cheer tryouts, and MHS Girls Soccer tryouts.
- Gutierrez thanked Mr. Smith for his presentation to the Board. She also shared admiration and gratitude to Mr. DeSarbo, particularly for his support of Mr. Gutierrez in finding his purpose at Paddock. She recognized the Transportation Department for their commitment to student safety, as well as Ms. Bennink for her feedback regarding the creation of a paraprofessional handbook. She highlighted the uniqueness of the paraprofessional role,

and urged the district and board to continue thinking about how we support paraprofessionals throughout the district. Finally, she shared about her attendance at the MASB Labor Relations Workshop, which included the topics of bargaining, superintendent contracts, healthcare in public schools, and a legislative update. She thanked the district for supporting continuing education for board members.

- Meray echoed thanks to Mr. Smith for his service to students and his time preparing presentations for the board and community. She also thanked Mr. DeSarbo for his 30 years of service in education, and wished him well. She encouraged the community to support our students in the theater, as well as in athletics. She also spoke about the recent US House budget proposal which seeks to cut federal education spending, and how it may impact the district budget in the future, specifically staffing and programs for our most vulnerable students. She also gave a brief explanation of how Medicare and Medicaid funding also impact students with disabilities in schools, and encouraged the community to stay informed as legislative decisions are made. She stated her commitment to using her platform as a board member to advocate for our students, regardless of partisan issues. Finally, she shared about the 5 Calls smartphone app as a way to engage in advocacy with elected representatives.
- Cislo shared appreciation for the staff members attending the meeting after a long day of working with students. He also shared his gratitude with Mr. DeSarbo for speaking at the meeting, and for his service to Milan students. He praised the transportation department and suggested inviting them to a future board meeting to be recognized.

Time of Adjournment: 8:27 p.m.

**Michigan Bus Purchasing**  
**Price Comparison Report - Spec #23838**  
Mar 07, 2025 9:34 AM

**Buying Organization**

Midwest Transit  
15580 US Highway 27 N  
Marshall MI 49068

**Notes**

SK DORR 71 hyd phase 2 2025

**Product Category**

Conventional (2024-2025 Phase 2)

**Product**

71 Passenger

**Quantity**

1

**Option**

Option SKU    Buyer Comments    Hoekstra    Holland    Midwest Transit

**Product Base Price**

\$136,369.00    \$133,148.00    \$142,191.00

**Chassis Options**

**Alternator**

240-amp. Leece-Neville

Axle, Rear: minimum load

21,000 lbs.

**Batteries**

3 12-volt, 950-CCA each

Brakes, ABS, Hydraulic

Hydraulic, retain air accessories

Brakes, Parking

Bosch, knob activated (hydraulic brakes)

Brakes, Traction Control

For hydraulic brakes

**Engine**

Cummins ISB 250 hp w/PTS2500 trans

Engine Hood

Soft Close Hood Support

Exhaust System

Exhaust Brake, VGT – Cummins

Fan Drive

Electromagnetic On/Off Type

Full Instrumentation Package (Engine)

Low Coolant indicator with audible alarm

Headlights

\$149.00

\$140.00

\$240.00

\$1,253.00

\$254.00

N/C

\$194.00

S/E

\$83.00

S/E

S/E



Auto sensing headlights	C265	N/A	N/A	S/E
Paint, Wheels				
Wheels finish coated black inside and out	C300	S/E	N/C	(\$46.00)
Rust Proofing				
Rust proofing fuel tank anticorrosion spray coating	C315	\$478.00	\$192.00	\$203.00
Switches, Ignition				
Keyed alike	C350	N/C	\$5.00	\$22.00
Tires				
10R22.5 steer front; mud/snow rear, Goodyear	C370	N/A	(\$285.00)	(\$124.00)
Warranty, Towing				
5 years/100,000 miles	C470	\$920.00	\$850.00	\$880.00
Winter Warmup Equipment				
Winter front	C490	\$33.00	\$100.00	S/E
<b>Body Options</b>				
Air Conditioning, In Dash				
For driver only	B110	\$1,361.00	N/A	S/E
All Light Monitor System				
Add all light monitor system	B160	S/E	S/E	S/E
Battery Cut Off Switch				
Add battery cut off switch	B190	S/E	S/E	\$80.00
Battery Slide Out Tray				
Stainless steel	B200	N/A	\$145.00	S/E
Defogger Fans				
Increase from 2 to 3	B250	N/A	\$65.00	\$66.00
Door, Entrance, Dryer				
Ambient air dryer for air door	B270	N/A	N/A	\$49.00
Exit, Roof Hatch				
2 Transpec Low Profile, 1970 series	B322	(\$189.00)	(\$360.00)	(\$115.00)
Floor Covering				
1 piece, black	B372	\$615.00	N/A	\$288.00
Fuel Filler Door				
Latching	B392	S/E	S/E	S/E
Heater, Mid-body Rear				
50,000 BTU	B430	\$318.00	\$305.00	\$234.00
Lettering and Trim				
Replace 2" tape w/6" Scotchlite tape	B451	\$197.00	\$150.00	\$113.00
Light Visor				
Overhead flasher light visor	B455	S/E	S/E	S/E
Light, Exterior				

Light check system	B460	S/E	S/E	S/E
Lights, Interior				
LED Interior Dome Lights	B465	S/E	\$441.00	S/E
Mirror System				
Lever-lock adjustable 6" x 30"	B521	S/E	\$64.00	\$86.00
Mirror, Timer				
Timer for heated mirror	B525	S/E	S/E	S/E
Mirrors, Crossview				
MirrorLite High Definition, heated	B531	N/A	N/A	\$23.00
Mirrors, Crossview, Arms				
Stainless steel arms	B555	S/E	\$38.00	\$50.00
Mirrors, Rearview				
Rosco Open View, remote, heated, split view	B572	N/A	\$230.00	\$182.00
Mirrors, Rearview, Arms				
Stainless steel arms	B590	S/E	\$38.00	\$50.00
Noise Reduction System				
Perforated ceiling, full bus	B595	S/E	\$641.00	S/E
Power Source				
12-volt power source in driver's area	B615	S/E	S/E	S/E
Rust Proofing				
All interior doors	B645	S/E	S/E	(\$950.00)
Rust Proofing, Stepwell				
Anti-corrosion spray coating, inside & outside	B647	\$244.00	\$348.00	S/E
Rust Proofing, Bumper				
Anti-corrosion spray coating, inside & outside.	B649	\$291.00	\$305.00	\$467.00
Seat, Driver's				
Magnum, mechanical	B670	\$310.00	N/A	\$205.00
Seat, Driver's Belt				
Driver's belt, blaze orange	B676	\$44.00	N/C	S/E
Seats, Passenger: Color				
Brown/Beige	B711	N/C	S/E	N/C
Severe Service Package				
Must meet Colorado Racking Test	B740	S/E	S/E	S/E
Step Tread				
Pebble tread w/non-metal backing	B752	\$27.00	\$305.00	S/E
Stop Arm Signals				
Transpec 7000, electric, LED lights, front only	B763	(\$287.00)	(\$201.00)	(\$202.00)
Storage Compartment Driver's Area				
Over drivers sash window	B781	S/E	\$125.00	\$159.00
Storage Pouch				

Mounted on barrier behind driver	B782	\$21.00	\$16.00	\$47.00
<b>Configured Price</b>		<b>\$142,691.00</b>	<b>\$138,847.00</b>	<b>\$146,271.00</b>
<b>Dealer Options</b>				
DVR camera system, as specified				\$2,970.00
DVR quote to match		\$2,970.00		
DVR to match			\$2,970.00	
dash air to match			\$3,500.00	
		<b>Hoekstra</b>	<b>Holland</b>	<b>Midwest Transit</b>
		<b>Unit Price</b>	<b>\$145,661.00</b>	<b>\$145,317.00</b>
		<b>Total Price</b>	<b>\$145,661.00</b>	<b>\$145,317.00</b>
		<b>Grand Total</b>	<b>\$145,661.00</b>	<b>\$149,241.00</b>