

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, JUNE 4, 2025  
AGENDA**

**I. Call to Order**

**II. Pledge of Allegiance**

**III. Board Recognitions**

**A. Staff Retirement Recognitions**

Jay Bleifeld - 22 Years (Custodian)  
Julie Mossburg - 23 Years (Teacher)  
Luanne Latocki - 24 Years (Administrative Assistant)  
Anne Foor - 27 Years (Central Office Administrative Assistant)  
Nichole Kuenzel - 28 Years (Teacher)  
Clara Thiry - 29 Years (Teacher)  
Tracy Terris - 32 Years (Teacher)  
Cara Payne - 32 Years (Teacher)  
Bryan Girbach - 33 Years (Superintendent)

**IV. 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**

**V. Routine Matters for Approval**

- A. Minutes of the Regular Meeting of May 20, 2025
- B. Bills/Reimbursement of Expenses
- C. 2025-2026 MHSAA Membership Resolution – Attachment A

**VI. Board Organization**

- A. 2025-2026 Board Meeting Dates - Attachment B (First Reading)

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

**A. Finance / Operations**

- 1. 2024-2025 General Fund Budget Amendment – Attachment C
- 2. 2024-2025 Debt Funds Budget Amendment – Attachment D
- 3. 2024-2025 Food Service Budget Amendment – Attachment E
- 4. 2024-2025 Student/School Activities Budget Amendment – Attachment F
- 5. 2025-2026 General Fund Preliminary Budget – Attachment G
- 6. 2025-2026 Debt Funds Preliminary Budget – Attachment H
- 7. 2025-2026 Sinking Fund Preliminary Budget - Attachment I
- 8. 2025-2026 Food Service Preliminary Budget – Attachment J
- 9. 2025-2026 Student/School Activity Funds Preliminary Budget – Attachment K
- 10. 2025-2026 General Appropriations Act – Attachment L

B. Learning Environment / Culture

1. WISD PAC Update - Andrea Bennink
2. Sex Education Advisory Board Presentation/Recommendation - Attachment M1 & M2
3. 2025-2026 Sex Education Advisory Board Membership - Attachment N

C. Personnel / Leadership

1. Teacher Appointment
2. Superintendent Contract - Attachment O
3. Administrative Salary Schedule - Attachment P
4. Assistant Superintendent Appointment
5. Probationary Teacher Non-Renewal - Attachment Q

D. Communications / Community Engagement

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

**IX. Adjournment**

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, JUNE 4, 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 June 4, 2025.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

**II. Pledge of Allegiance**

**III. Board Recognitions**

**A. Staff Retirement Recognitions**

Jay Bleifeld - 22 Years (Custodian)

Julie Mossburg - 23 Years (Teacher)

Luanne Latocki - 24 Years (Administrative Assistant)

Anne Foor - 27 Years (Central Office Administrative Assistant)

Nichole Kuenzel - 28 Years (Teacher)

Clara Thiry - 29 Years (Teacher)

Tracy Terris - 32 Years (Teacher)

Cara Payne - 32 Years (Teacher)

Bryan Girbach - 33 Years (Superintendent)

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to thank Jay Bleifeld, Julie Mossburg, Luanne Lutocki, Anne Foor, Nichole Kuenzel, Clara Thiry, Tracy Terris, Cara Payne, and Bryan Girbach for their service to Milan Area Schools.

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

**IV. 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**

## **V. Routine Matters for Approval**

### **A. Minutes of the Regular Meeting of May 20, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the regular meeting of May 20, 2025.

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

### **B. Bills/Reimbursement of Expenses**

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

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

### **C. 2025-2026 MHSAA Membership Resolution – Attachment A**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 MHSAA Membership Resolution as included in Attachment A.

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

## **VI. Board Organization**

### **A. 2025-2026 Board Meeting Dates - Attachment B (First Reading)**

## **VII. Milan Area Schools Strategic Plan Business**

### **A. Finance / Operations**

#### **1. 2024-2025 General Fund Budget Amendment – Attachment C**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2024-2025 General Fund Budget Amendment as presented in Attachment C.

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

#### **2. 2024-2025 Debt Funds Budget Amendment – Attachment D**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2024-2025 Debt Funds Budget Amendment as presented in Attachment D.

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



### 3. 2024-2025 Food Service Budget Amendment – Attachment E

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2024-2025 Food Service Budget Amendment as presented in Attachment E.

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

### 4. 2024-2025 Student/School Activities Budget Amendment – Attachment F

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2024-2025 Student/School Activities Budget Amendment as presented in Attachment F.

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

### 5. 2025-2026 General Fund Preliminary Budget – Attachment G

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 General Fund Preliminary Budget as presented in Attachment G.

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

### 6. 2025-2026 Debt Funds Preliminary Budget – Attachment H

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 Debt Funds Preliminary Budget as presented in Attachment H.

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

### 7. 2025-2026 Sinking Fund Preliminary Budget - Attachment I

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 Sinking Fund Preliminary Budget as presented in Attachment I.

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

### 8. 2025-2026 Food Service Preliminary Budget – Attachment J

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 Food Service Preliminary Budget as presented in Attachment J.

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

### 9. 2025-2026 Student/School Activity Funds Preliminary Budget – Attachment K

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 Student/School Activity Funds Preliminary Budget as presented in Attachment K.

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

### 10. 2025-2026 General Appropriations Act – Attachment L

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 General Appropriations Act as presented in Attachment L.

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

#### B. Learning Environment / Culture

##### 1. WISD PAC Update - Andrea Bennink

##### 2. Sex Education Advisory Board Presentation/Recommendation - Attachment M1 & M2

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Sex Education Advisory Board recommendation as provided in Attachment M2.

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

### 3. 2025-2026 Sex Education Advisory Board Membership - Attachment N

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the 2025-2026 Sex Education Advisory Board Membership and Co-Chairs as provided in Attachment N.

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

#### C. Personnel / Leadership

##### 1. Teacher Appointment

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve Codi Benjamin as the Paddock Elementary School Behavior Specialist effective for the 2025-2026 school year.

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

##### 2. Superintendent Contract - Attachment O

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Superintendent's Contract for Ryan McMahon as provided in Attachment O.

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

### 3. Administrative Salary Schedule - Attachment P

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the Administrative Salary Schedule as provided in Attachment P.

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

### 4. Assistant Superintendent Appointment

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve Jennifer Bookout as the Assistant Superintendent effective July 1, 2025.

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

### 5. Probationary Teacher Non-Renewal - Attachment Q

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to non-renew Sierra Moran's probationary teacher contract in accordance with Attachment Q.

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

### D. Communications / Community Engagement

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

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

# DRAFT

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
Tuesday May 20, 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 May 20, 2025.

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

Board Members Absent: None

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

Signed in Guests: Virginia Heikka, Brandi Ignagni, Patrick Ignagni

Pledge of Allegiance

Public Comment: None

Motion by Prior supported by Gutierrez to approve the minutes of the regular meeting of May 7, 2025. All Ayes. Carried 7-0

Motion by Faro supported by Burdette to approve the WISD Biennial Election Resolution as included in Attachment A. All Ayes. Carried 7-0

The Board heard the First Reading of the 2024-2025 General Fund Budget Amendment as in Attachment B

The Board heard the First Reading of the 2024-2025 Debt Funds Budget Amendment as in Attachment C

The Board heard the First Reading of the 2024-2025 Food Service Budget Amendment as in Attachment D

The Board heard the First Reading of the 2024-2025 Student/School Activities Budget Amendment as in Attachment E

The Board heard the First Reading of the 2025-2026 General Fund Preliminary Budget as in Attachment F

The Board heard the First Reading of the 2025-2026 Debt Funds Preliminary Budget as in Attachment G

The Board heard the First Reading of the 2025-2026 Sinking Fund Preliminary Budget as in Attachment H

The Board heard the First Reading of the 2025-2026 Food Service Preliminary Budget as in Attachment I

The Board heard the First Reading of the 2025-2026 Student/School Activity Funds Preliminary Budget as in Attachment J

Motion by Gutierrez supported by Burdette to adopt the resolution in support of the 2025-2026 WISD Budget as included in Attachment K1. All Ayes. Carried 7-0

Motion by Meray supported by Faro to adopt the Resolution in support of WISD CTE Millage as included in Attachment L. All Ayes. Carried 7-0

Motion by Prior supported by Burdette to approve the membership of the 2025-2026 Professional Development Advisory Committee as provided in Attachment M. All Ayes. Carried 7-0

Motion by Heikka supported by Faro to approve Brandi Ignagni as the Paddock Elementary School Principal effective June 1, 2025. All Ayes. Carried 7-0

Public Comment: None

Student Board Member Comments:

- Heikka shared about the many upcoming end-of-year events for seniors, including honors night, the Paddock walk-through, graduation (June 1), and the senior breakfast. She also noted that spring sports are coming to a close, wished seniors well and encouraged everyone to finish the year strong.

Assistant Superintendent Comments were heard on the following topics:

- Thanked Paddock Staff for Supporting the Principal Hiring Process
- Assistant Superintendent Hiring Process Update
- Thank Nichole Kuenzel for her Leadership of the Sex Education Advisory Board (SEAB)
- Elementary Literacy and Secondary Math Curriculum Review Updates

Superintendent Comments were heard on the following topics:

- Annual Special Olympics Swim Meet Congratulations and Thanks
- South and West Washtenaw Consortium Awards Ceremony Congratulations
- Upcoming Events
  - MMS/MHS Band Concert
  - MHS Senior Night
  - MMS/MHS Choir Concert
  - Young Adult Graduation
  - MHS graduation
  - 8th Grade Recognition Night
- Passing of Amy Foerester's Mother
- Passing of CJ Brooks Father
- Passing of Julie Webbs' Daughter
- 99% Immunization Reporting Congratulations
- May 9th Professional Development Thank You
- May 12th New Teacher Orientation Update and Thank you
- Director of Buildings and Grounds Hiring Process Update
- District Budget Hearing Reminder

- MASB Board Awards Congratulations - Sara Meray and Cassie Prior
- Superintendent Police Chief Joint Meeting Update
- Sex Education Advisory Board (SEAB) Open Hearings Thank You
- WISD Legislative Breakfast Update

Board Member Comments:

- Burdette highlighted the girls' soccer senior night and the upcoming Girls' Soccer District tournament games that will be hosted at Milan, noting that Milan is currently ranked in the top 5. He praised the band's concert, the Springsteen tribute to Ms. Upton, and Mr. Lopez's positive influence on students, particularly after a difficult year. He also commended the high school theater seniors, recognizing their growth and impact on the program.
- Prior shared updates from the WASB legislative breakfast, including concerns about the possible cuts to the state school meal budget, and the Head Start program. She shared about the broad county-wide support for the CTE millage. She also noted the date for the upcoming Head Start celebration at Riverside Park on May 31st. She celebrated recent soccer and softball events and reflected on community engagement at the Sex Education Advisory Board presentation and Big Red Board Chat. She echoed Ms. Gutierrez's call for additional professional development for paraprofessionals. She also celebrated the new senior-painted parking spots initiative, and urged the community to stay informed about legislative actions affecting education and to advocate for our schools.
- Heikka congratulated seniors and encouraged them to return to Milan in the future. She thanked Big Red Board Chat and SEAB participants for their engagement. She noted learning about special education resource gaps raised during the SEAB presentation. Ms. Heikka also stressed the broad impact of state budget decisions, particularly potential Medicaid cuts. She urged families to seek reliable information and engage in advocacy.
- Faro welcomed Mrs. Ignagni to Paddock and thanked her for choosing Milan. He also thanked the finance team staff and complimented them for their work on the budgets. He shared updates on dual enrollment for high school students and the upcoming Sunshine Club Exam Cram event on June 3 from 5-7pm. He echoed praise for the theater seniors as inclusive, hardworking, and talented students.
- Meray commended Mr. Lopez and band students for an outstanding concert and strong program growth even during a difficult year of transition. She also congratulated the recipients of the John Philip Sousa Award and the Director's award. Ms. Meray also acknowledged graduates from all Milan programs including MHS, YAP, Adult Ed, and the FCI program. She thanked the finance team for their budget work and the education they provide to the board. She also thanked the District Communications Committee and Mr. Girbach for their work toward improving communications in the district. She noted her completion of a Level 3 certification through MASB, thanking the district for supporting board member training. She then suggested that the board consider adopting legislative resolutions and shared advocacy resources via the Voter Voice tab at MASB.org.
- Gutierrez shared a parent's gratitude for neurodivergent awareness week efforts and our district's commitment to inclusion. She commended Mr. Lopez for building strong student relationships and the band's tribute to Mrs. Upton. She praised students' respectful behavior during prom weekend and recognized all upcoming graduations and grade-level transitions; specifically the 5th grade recognition. She clarified that the projected \$3.6M budget deficit is due to possible state revenue loss, not enrollment decline. She echoed thanks to Ms. Hendrix, Mr. Girbach and Mr. McMahon for their work on the budgets. She welcomed Mrs. Ignagni as Paddock Principal, and thanked high school theater seniors for their leadership. She also requested that board members be allowed to participate in painting parking spots.

- Cislo thanked Miss Virginia Heikka for her service as student board representative, and acknowledged Ms. Meray, Mrs. Prior, and Mr. Burdette for their MASB awards. He noted the members and recent work of each Board Committee; Finance (Heikka, Burdette, Faro), Personnel and Leadership (Cislo, Faro, Gutierrez), Communications (Cislo, Meray, Burdette), Learning, Environment and Culture (Heikka, Meray, Prior), Academics and Programs (Gutierrez, Prior, Cislo). He welcomed Mrs. Ignagni to Paddock and thanked her for choosing Milan. He also thanked Miss Tetens for her support during administrative transitions. He celebrated staff and students as the school year comes to a close, thanking them for all their efforts.
- Heikka added a clarification that the district's projected budget deficit is not tied to falling test scores, countering social media misinformation.

Time of Adjournment: 9:23 p.m.



# 2025-26

A

1661 Ramblewood Drive  
East Lansing, MI 48823  
(517) 332-5046

The Michigan High School Athletic Association is a voluntary, nonprofit corporation comprised of public, private and parochial junior high/ middle and senior high schools whose Boards of Education/Governing Bodies have voluntarily applied for and received membership for and on behalf of their secondary schools. The association sponsors statewide tournaments and makes eligibility rules with respect to participation in such Michigan High School Athletic Association sponsored tournaments in the various sports. Each Board of Education/Governing Body that wishes to host or participate in such meets and tournaments must join the MHSAA and agree to abide by and enforce the MHSAA rules, regulations and qualifications concerning eligibility, game rules and tournament policies, procedures and schedules. **It is a condition for participation in any MHSAA postseason tournaments that high schools adhere to at least the minimum standards of Regulation I and the maximum limitations of Regulation II in ALL MHSAA Tournament sports.**

Michigan High School Athletic Association tournaments are the collective property of the MHSAA and not of any individual member school. The MHSAA reserves the right to promote and advance the membership's interests with publication information; exclusive arrangements to create recognition and exposure for school-sponsored activities; restrictive policies prohibiting exploitation and commercialization of MHSAA-sponsored tournaments; appropriate proprietary interests, and the use of images or transmissions identifying contest officials, spectators and member schools' students, personnel and marks.

To obtain membership, it is necessary for the Board of Education/Governing Body to adopt the following resolution for its junior high/middle and senior high schools. This resolution must be formally ratified by your Board of Education/Governing Body and properly signed. Please return one signed copy for our files and retain one copy for your files. Resolutions that are modified in any way or are supplemented with letters placing additional conditions on MHSAA membership or tournament participation shall be rejected.

## MEMBERSHIP RESOLUTION

For the year August 1, 2025 — through July 31, 2026

### LIST ON BACK

\_\_\_\_\_ the School(s) which are under the direction of this Board of Education/Governing Body.

(Junior high/middle and senior high schools of your school system which are to be listed as MHSAA members and receive MHSAA mailings during 2025-26 must be listed on the back of this form)

Milan Area Schools \_\_\_\_\_ City/Township of Milan

County of Washtenaw, of State of Michigan, are hereby:

(A) enrolled as members of the Michigan High School Athletic Association, Inc., a nonprofit association, and

(B) are further enrolled to participate in the approved interschool athletic activities sponsored by said association.

The Board of Education/Governing Body hereby delegates to the Superintendent or his/her designee(s) the responsibility for the supervision and control of said activities, and hereby accepts the Constitution and By-Laws of said association and adopts as its own the rules, regulations and interpretations (as minimum standards), as published in the current HANDBOOK as the governing code under which the said school(s) shall conduct its program of interscholastic athletics and agrees to primary enforcement of said rules, regulations, interpretations and qualifications. In addition, it is hereby agreed that schools which host or participate in the association's meets and tournaments shall follow and enforce all tournament policies, procedures and schedules.

This authorization shall be effective from August 1, 2025 and shall remain effective until July 31, 2026, during which the authorization may not be revoked.

### RECORD OF ADOPTION

The above resolution was adopted by the Board of Education/Governing Body of the

Milan Area Schools \_\_\_\_\_ School(s), on the 4th day of June, 2025,  
and is so recorded in the minutes of the meeting of the said Board/Governing Body.

Milan Area Schools \_\_\_\_\_

(Governing Body Name)

100 BIG RED DRIVE \_\_\_\_\_

(Address)

MILAN & 48160 \_\_\_\_\_

(City & Zip Code)

morelockh@milanareaschools.org \_\_\_\_\_

(Contact E-mail)

\_\_\_\_\_  
Board Secretary Signature  
or Designee

☐ Check if Designee

-OVER-



# Schools Which Are To Be MHSAA Members During 2025-26

**NOTE:** Pursuant to the MHSAA Constitution, all high schools, junior high/middle schools, or other schools of Michigan doing a grade of work corresponding to such schools, may become members of this organization provided (a) the school building has enrollment and onsite attendance of at least 15 students, whether for grades **6 through 8** or **9, grades 7 through 8 or 9, or grades 9 or 10 through 12**; and (b) if a nonpublic school, the school qualifies for federal income tax exemption as a not-for-profit organization. To reach the 15-student minimum for middle school membership, schools may join the MHSAA at the 6th-grade level whether or not 6th-grade students participate in athletics.

- A. This Section does not require school districts to become member schools at the junior high/middle school level and does not require school districts to sponsor any interscholastic athletics for 6th-grade students.
- B. If a school district's MHSAA Membership Resolution lists a junior high/middle school as an MHSAA member school, and if the school sponsors a 6th-grade team in any sport or permits a 6th-grade student to participate with 7th- and/or 8th-grade students in any sport, then all of Regulations III and IV apply to all 6th-graders in all sports involving 6th-graders on teams sponsored by that school. If the school does not allow any 6th-graders to participate in a sport, MHSAA rules do not apply in that sport.

## Name the Member High School(s)

List separately from JH/MS even if all grades are housed in the same building.

1. Milan High School
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_
11. \_\_\_\_\_
12. \_\_\_\_\_
13. \_\_\_\_\_
14. \_\_\_\_\_
15. \_\_\_\_\_

If necessary, list additional schools for either column on a separate sheet.

## Name the Member Junior High /Middle School(s)

(member 6th, 7th and 8th-grade buildings)

List separately from HS even if all grades are housed in the same building.

### 1. Milan Middle School

Name of Member School

Configuration of grades in building (e.g. K-6, 6-8, 7-8, 7-9): 5 - 8

Provide anticipated 2025-26 7th and 8th-grade enrollment 224

Provide anticipated 2025-26 6th-grade enrollment 143

Grade levels for membership: ☒ 6 ☒ 7 ☒ 8

1. ☒ Yes ☐ No 6th-graders will be participating in at least one sport with 7th and 8th graders. If yes, and not housed in the same building, add the name of the building that houses 6th-graders on the line below.

\_\_\_\_\_

### 2. \_\_\_\_\_

Name of Member School

Configuration of grades in building (e.g. K-6, 6-8, 7-8, 7-9): \_\_\_\_\_

Provide anticipated 2025-26 7th and 8th-grade enrollment \_\_\_\_\_

Provide anticipated 2025-26 6th-grade enrollment \_\_\_\_\_

Grade levels for membership: ☐ 6 ☐ 7 ☐ 8

1. ☐ Yes ☐ No 6th-graders will be participating in at least one sport with 7th and 8th graders. If yes, and not housed in the same building, add the name of the building that houses 6th-graders on the line below.

\_\_\_\_\_

### 3. \_\_\_\_\_

Name of Member School

Configuration of grades in building (e.g. K-6, 6-8, 7-8, 7-9): \_\_\_\_\_

Provide anticipated 2025-26 7th and 8th-grade enrollment \_\_\_\_\_

Provide anticipated 2025-26 6th-grade enrollment \_\_\_\_\_

Grade levels for membership: ☐ 6 ☐ 7 ☐ 8

1. ☐ Yes ☐ No 6th-graders will be participating in at least one sport with 7th and 8th graders. If yes, and not housed in the same building, add the name of the building that houses 6th-graders on the line below.

\_\_\_\_\_

**NOTICE OF SCHEDULE OF REGULAR MEETINGS  
OF THE MILAN AREA SCHOOLS BOARD OF EDUCATION  
TO BE HELD DURING**

**THE YEAR COMMENCING JULY 1, 2025 AND ENDING JUNE 30, 2026**

To all persons interested in the meetings of the Board of Education of Milan Area Schools of Washtenaw and Monroe counties:

Please take notice that the Board of Education of Milan Area Schools will hold regular meetings on the second and fourth Wednesdays of each month (except as noted below). All meetings are held in the District Office Boardroom, located in Milan District Office, 100 Big Red Drive, Milan, Michigan, 48160. 734-439-5050

At times, meetings may be held in the Milan High School Theater, located in Milan High School, 200 Big Red Drive, Milan, Michigan, 48160 Please visit the district website for specific details about any meeting.

**REGULAR MEETING DATES @ 7:00 PM**

JULY 9, 2025	NO SECOND MONTHLY MEETING
AUGUST 13, 2025	AUGUST 27, 2025
SEPTEMBER 10, 2025	SEPTEMBER 24, 2025
OCTOBER 8, 2025	OCTOBER 29, 2025 (Fifth Wednesday)
NOVEMBER 12, 2025	NO SECOND MONTHLY MEETING
DECEMBER 10, 2025	DECEMBER 17, 2025 (Third Wednesday)
JANUARY 14, 2026	JANUARY 28, 2026
FEBRUARY 11, 2026	FEBRUARY 25, 2026
MARCH 11, 2026	NO SECOND MONTHLY MEETING
APRIL 8, 2026	APRIL 22, 2026
MAY 6, 2026 (First Wednesday)	MAY 19, 2026 (Third Tuesday)
JUNE 3, 2026 BUDGET HEARING (6:45 PM)	JUNE 24, 2026
JUNE 3, 2026 (First Wednesday)	

**Upon request to the Superintendent, the District shall make reasonable accommodations for a person with disabilities to be able to participate in these meetings.**

C

MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
General Fund  
2024-2025 Budget Amendment

		FY 24-25 Amended <u>Budget</u>	FY 24-25 Amended <u>Budget</u>	Increase/ Decrease
<b><u>REVENUE:</u></b>				
100	Local	\$ 5,449,785	\$ 5,497,702	\$ 47,917
300	State	21,866,255	22,669,733	803,478
400	Federal	1,091,282	994,369	(96,913)
500/600	Incoming Transfers	3,811,218	3,801,218	(10,000)
<b>Total Revenues</b>		<b>\$ 32,218,540</b>	<b>\$32,963,022</b>	<b>\$ 744,482</b>
<b><u>EXPENDITURES:</u></b>				
110	Basic Programs	\$ 12,728,555	\$ 12,571,565	(156,990)
120	Added Needs	4,506,067	4,573,030	66,963
130	Adult/Cont. Ed.	264,856	264,856	-
<b>Total Instruction</b>		<b>\$17,499,478</b>	<b>\$17,409,451</b>	<b>(\$90,027)</b>
210	Pupil Support Services	\$4,406,421	\$4,297,530	(108,891)
220	Instructional Support	1,441,757	1,507,994	66,237
230	General Administration	651,886	676,846	24,960
240	School Administration	1,667,239	1,677,269	10,030
250	Business Support	461,123	460,249	(874)
260	Operation/Maintenance	4,775,833	4,716,694	(59,139)
270	Transportation	1,459,617	1,461,999	2,382
280	Central Support	821,268	911,295	90,027
290	Support Service Other	762,460	803,774	41,314
300	Community Services	1,276,024	1,285,697	9,673
400	Site Improvement Services	104,999	109,375	4,376
600	Transfers	-	-	-
<b>Total Supporting Services</b>		<b>\$ 17,828,627</b>	<b>\$17,908,722</b>	<b>\$ 80,095</b>
<b>Total Expenditures</b>		<b>\$ 35,328,105</b>	<b>\$35,318,173</b>	<b>\$ (9,932)</b>
<b>Excess of Revenues Over Expenditures</b>		<b>(\$3,109,565)</b>	<b>(\$2,355,151)</b>	<b>\$ 754,414</b>
<b>Audited Fund Balance @ 7/1/24</b>		<b>\$5,007,730</b>	<b>\$5,007,730</b>	
<b>Beginning Fund Balance as % of Expenditures</b>		<b>14.17%</b>	<b>14.18%</b>	
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>\$1,898,165</b>	<b>\$2,652,579</b>	
<b>Total Ending Fund Balance as % of Expenditures</b>		<b>5.37%</b>	<b>7.51%</b>	
<b>Ending Fund Balance Assignments</b>				
	Assigned Athletics	(1,000)	(1,000)	-
	Assigned Building & Grounds	(75,000)	(75,000)	-
	Assigned Buses	(90,000)	(90,000)	-
	Assigned Curriculum	(90,000)	(90,000)	-
	Assigned PECC	(702,650)	(702,650)	-
	Assigned Technology	(75,000)	(75,000)	-
		-	-	-
<b>Unassigned</b>		<b>864,515</b>	<b>1,618,929</b>	
<b>Unassigned Ending Fund Balance as % of Expenditures</b>		<b>2.45%</b>	<b>4.58%</b>	

D

**MILAN AREA SCHOOLS**  
**BOARD OF EDUCATION**  
**Total Debt Funds**  
**2024-2025 Budget Amendment**

		<b>FY 24-25</b>	<b>Final</b>	<b>Increase/</b>
		<b>Adopted</b>	<b>Amended</b>	<b>Decrease</b>
<b><u>REVENUE:</u></b>		<b><u>Budget</u></b>	<b><u>Budget</u></b>	
100	Local	\$ 6,583,509	\$ 7,192,980	\$ 609,471
300	State	310,555	387,000	76,445
400	Federal	-	-	-
500	Other Financing Sources	-	-	-
<b>Total Revenues</b>		<b>6,894,064</b>	<b>7,579,980</b>	<b>685,916</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	\$ 4,000	\$ 4,000	\$ -
500	Debt Service	6,889,509	7,575,980	686,471
600	Transfers	-	-	-
<b>Total Expenditures</b>		<b>6,893,509</b>	<b>7,579,980</b>	<b>686,471</b>
<b>Excess of Revenues Over Expenditures</b>		<b>555</b>	<b>-</b>	<b>(555)</b>
<b>Begining Fund Balance @ 7/1/24</b>		<b>\$ 426,602</b>	<b>\$ 426,602</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>427,157</b>	<b>426,602</b>	<b>(555)</b>

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
2018 Debt Funds  
2024-2025 Budget Amendment**

		<b>FY 24-25 Adopted <u>Budget</u></b>	<b>Final Amended <u>Budget</u></b>	<b>Increase/ <u>Decrease</u></b>
<b><u>REVENUE:</u></b>				
100	Local	3,609,759	3,528,490	\$ (81,269)
300	State	155,555	198,000	42,445
400	Federal			-
500	Other Financing Sources	-	-	-
<b>Total Revenues</b>		<b>3,765,314</b>	<b>3,726,490</b>	<b>(38,824)</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	2,000	2,000	\$ -
500	Debt Service	3,762,759	3,724,490	(38,269)
600	Transfers			-
<b>Total Expenditures</b>		<b>3,764,759</b>	<b>3,726,490</b>	<b>(38,269)</b>
<b>Excess of Revenues Over Expenditures</b>		<b>555</b>	<b>-</b>	<b>(555)</b>
<b>Beginning Fund Balance @ 7/1/24</b>		<b>153,046</b>	<b>153,046</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>153,601</b>	<b>153,046</b>	<b>(555)</b>

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
2019 Debt Funds  
2024-2025 Budget Amendment**

		<b>FY 24-25 Adopted <u>Budget</u></b>	<b>Final Amended <u>Budget</u></b>	<b>Increase/ <u>Decrease</u></b>
<b><u>REVENUE:</u></b>				
100	Local	2,973,750	3,664,490	\$ 690,740
300	State	155,000	189,000	34,000
400	Federal	-	-	-
500	Other Financing Sources	-	-	-
	<b>Total Revenues</b>	<b>3,128,750</b>	<b>3,853,490</b>	<b>724,740</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	\$2,000	\$2,000	\$ -
500	Debt Service	\$3,126,750	\$3,851,490	724,740
600	Transfers	-	-	-
	<b>Total Expenditures</b>	<b>3,128,750</b>	<b>3,853,490</b>	<b>724,740</b>
<b>Excess of Revenues Over Expenditures</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Begining Fund Balance @ 7/1/24</b>		<b>273,556</b>	<b>273,556</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>273,556</b>	<b>273,556</b>	<b>-</b>

MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
Food Service Fund  
2024-2025 Budget Amendment

		<u>FY 24-25</u> <u>Adopted</u> <u>Budget</u>	<u>Final</u> <u>Amendment</u> <u>Budget</u>	<u>Increase/</u> <u>Decrease</u>
<b><u>REVENUE:</u></b>				
100	Local	\$177,500	\$123,250	\$ (54,250)
300	State	480,000	\$486,000	6,000
400	Federal	520,000	\$567,000	47,000
500/600	Incoming Transfers	-		-
<b>Total Revenues</b>		<b>\$1,177,500</b>	<b>\$ 1,176,250</b>	<b>\$ (1,250)</b>
<b><u>EXPENDITURES:</u></b>				
110	Basic Programs			-
120	Added Needs			-
130	Adult/Cont. Ed.			-
210	Pupil Support Services			-
220	Instructional Support			-
230	General Administration			-
240	School Administration			-
250	Business Support			-
260	Operation/Maintenance			-
270	Transportation			-
280	Central Support			-
290	Support Service - Food Service	1,074,847	1,083,728	8,881
300	Community Services			-
400	Site Improvement Services			-
600	Transfers	40,000	50,000	10,000
<b>Total Supporting Services</b>		<b>\$1,114,847</b>	<b>\$ 1,133,728</b>	<b>\$ 18,881</b>
<b>Total Expenditures</b>		<b>\$1,114,847</b>	<b>\$ 1,133,728</b>	<b>\$ 18,881</b>
<b>Revenues over/(under) Expenditures</b>		<b>\$62,653</b>	<b>\$ 42,522</b>	<b>\$ (20,131)</b>
<b>Begining Fund Balance @ 7/1/24</b>		<b>\$606,695</b>	<b>\$606,695</b>	<b>\$0</b>
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>\$669,348</b>	<b>\$649,217</b>	<b>(\$20,131)</b>

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
Student/School Activity Fund  
2024-2025 Budget Amendment**

		<b>FY 24-25 Adopted Budget</b>	<b>Final Amended Budget</b>	<b>Increase/ Decrease</b>
<b><u>REVENUE:</u></b>				
100	Local	\$ 600,000	\$ 550,000	\$ (50,000)
300	State			-
400	Federal			-
500	Other Financing Sources			-
<b>Total Revenues</b>		<b>\$600,000</b>	<b>\$ 550,000</b>	<b>\$ (50,000)</b>
<b><u>EXPENDITURES:</u></b>				
110	Basic Programs			-
120	Added Needs			-
130	Adult/Cont. Ed.			-
<b>Total Instruction</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
210	Pupil Support Services			-
220	Instructional Support			-
230	General Administration			-
240	School Administration			-
250	Business Support			-
260	Operation/Maintenance			-
270	Transportation			-
280	Central Support			-
290	Support Service Other	600,000	600,000	-
300	Community Services			-
400	Site Improvement Services			-
600	Transfers			-
<b>Total Supporting Services</b>		<b>\$600,000</b>	<b>\$ 600,000</b>	<b>\$ -</b>
<b>Total Expenditures</b>		<b>\$600,000</b>	<b>\$ 600,000</b>	<b>\$ -</b>
<b>Excess of Revenues Over Expenditures</b>		<b>\$ -</b>	<b>\$ (50,000.00)</b>	<b>\$ (50,000.00)</b>
<b>Beginning Fund Balance @ 7/1/24</b>		<b>\$800,671</b>	<b>\$800,671</b>	<b>\$0</b>
<b>Est. Ending Fund Balance @ 6/30/25</b>		<b>\$800,671</b>	<b>\$750,671</b>	<b>(\$50,000)</b>



MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
General Fund  
2025-2026 Preliminary Budget

		FY 24-25 Final Budget	FY 25-26 Preliminary Budget	Increase/ Decrease
<b>REVENUE:</b>				
100	Local	\$ 5,497,702	\$ 5,363,285	\$ (134,417)
300	State	22,669,733	19,358,997	(3,310,736)
400	Federal	994,369	1,059,090	64,721
500/600	Incoming Transfers	3,801,218	3,549,000	(252,218)
<b>Total Revenues</b>		<b>\$ 32,963,022</b>	<b>\$29,330,372</b>	<b>\$ (3,632,650)</b>
<b>EXPENDITURES:</b>				
110	Basic Programs	12,571,565	\$ 11,438,958	(1,132,607)
120	Added Needs	4,573,030	3,743,689	(829,341)
130	Adult/Cont. Ed.	264,856	264,856	-
<b>Total Instruction</b>		<b>\$17,409,451</b>	<b>\$15,447,503</b>	<b>(\$1,961,948)</b>
210	Pupil Support Services	4,297,530	\$4,055,878	(241,652)
220	Instructional Support	1,507,994	1,215,848	(292,146)
230	General Administration	676,846	550,913	(125,933)
240	School Administration	1,677,269	1,545,328	(131,941)
250	Business Support	460,249	440,029	(20,220)
260	Operation/Maintenance	4,716,694	4,471,188	(245,506)
270	Transportation	1,461,999	1,385,323	(76,676)
280	Central Support	911,295	770,644	(140,651)
290	Support Service Other	803,774	783,207	(20,567)
300	Community Services	1,285,697	1,246,959	(38,738)
400	Site Improvement Services	109,375	23,300	(86,075)
600	Transfers			-
<b>Total Supporting Services</b>		<b>\$ 17,908,722</b>	<b>\$16,488,617</b>	<b>\$ (1,420,105)</b>
<b>Total Expenditures</b>		<b>\$ 35,318,173</b>	<b>\$31,936,120</b>	<b>\$ (3,382,053)</b>
<b>Excess of Revenues Over Expenditures</b>		<b>(\$2,355,151)</b>	<b>(\$2,605,748)</b>	<b>\$ (250,597)</b>
<b>Audited Fund Balance @ 7/1/24 Estimated 7/1/25</b>		<b>\$5,007,730</b>	<b>\$2,652,579</b>	
<b>Beginning Fund Balance as % of Expenditures</b>		<b>14.18%</b>	<b>8.31%</b>	
<b>Est. Ending Fund Balance @ 6/30/25 @ 6/30/26</b>		<b>\$2,652,579</b>	<b>\$46,831</b>	
<b>Total Ending Fund Balance as % of Expenditures</b>		<b>7.51%</b>	<b>0.15%</b>	
<b>Ending Fund Balance Assignments</b>				
	Assigned Athletics	(1,000)	(1,000)	-
	Assigned Building & Grounds	(75,000)	(75,000)	-
	Assigned Buses	(90,000)	(90,000)	-
	Assigned Curriculum	(90,000)	(90,000)	-
	Assigned PECC	(702,650)	(702,650)	-
	Assigned Technology	(75,000)	(75,000)	-
			-	-
<b>Unassigned</b>		<b>1,618,929</b>	<b>(986,819)</b>	
<b>Unassigned Ending Fund Balance as % of Expenditures</b>		<b>4.58%</b>	<b>-3.09%</b>	

MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
Total Debt Funds  
2025-2026 Preliminary Budget

		FY 24-25 Final <u>Budget</u>	FY 25-26 Proposed <u>Budget</u>	Increase/ <u>Decrease</u>
<b><u>REVENUE:</u></b>				
100	Local	\$ 7,192,980	\$ 7,763,000	\$570,020
300	State	387,000	300,000	(87,000)
400	Federal	-	-	-
500	Other Financing Sources	-	-	-
<b>Total Revenues</b>		<b>7,579,980</b>	<b>8,063,000</b>	<b>483,020</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	\$ 4,000	4,000	\$ -
500	Debt Service	7,575,980	8,059,000	483,020
600	Transfers	-	-	-
<b>Total Expenditures</b>		<b>7,579,980</b>	<b>8,063,000</b>	<b>483,020</b>
<b>Excess of Revenues Over Expenditures</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Begining Fund Balance @ 7/1/24 and 7/1/25</b>		<b>\$ 426,602</b>	<b>\$ 426,602</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>426,602</b>	<b>426,602</b>	<b>-</b>

**BOARD OF EDUCATION**  
**2018 Debt Funds**  
**2025-2026 Preliminary Budget**

		<b>FY 24-25</b>	<b>FY 25-26</b>	
		<b><u>Final</u></b>	<b><u>Proposed</u></b>	<b><u>Increase/</u></b>
<b><u>REVENUE:</u></b>		<b><u>Budget</u></b>	<b><u>Budget</u></b>	<b><u>Decrease</u></b>
100	Local	\$ 3,528,490	3,760,750	\$ 232,260
300	State	198,000	150,000	(48,000)
400	Federal			-
500	Other Financing Sources	-		-
<b>Total Revenues</b>		<b>3,726,490</b>	<b>3,910,750</b>	<b>184,260</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	\$ 2,000	2,000	\$ -
500	Debt Service	3,724,490	3,908,750	184,260
600	Transfers			-
<b>Total Expenditures</b>		<b>3,726,490</b>	<b>3,910,750</b>	<b>184,260</b>
<b>Excess of Revenues Over Expenditures</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Begining Fund Balance @ 7/1/24 and 7/1/25</b>		<b>153,046</b>	<b>153,046</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>153,046</b>	<b>153,046</b>	<b>-</b>

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
2019 Debt Funds  
2025-2026 Preliminary Budget**

		<b>FY 24-25</b>	<b>FY 25-26</b>	<b>Increase/</b>
		<b>Final</b>	<b>Proposed</b>	<b>Decrease</b>
<b><u>REVENUE:</u></b>		<b><u>Budget</u></b>	<b><u>Budget</u></b>	
100	Local	\$ 3,664,490	4,002,250	\$ 337,760
300	State	189,000	150,000	(39,000)
400	Federal	-	-	-
500	Other Financing Sources	-	-	-
<b>Total Revenues</b>		<b>3,853,490</b>	<b>4,152,250</b>	<b>298,760</b>
<b><u>EXPENDITURES:</u></b>				
250	Business Support	\$ 2,000	\$2,000	\$ -
500	Debt Service	3,851,490	\$4,150,250	298,760
600	Transfers			-
<b>Total Expenditures</b>		<b>3,853,490</b>	<b>4,152,250</b>	<b>298,760</b>
<b>Excess of Revenues Over Expenditures</b>		<b>-</b>	<b>-</b>	<b>-</b>
<b>Begining Fund Balance @ 7/1/24 and 7/1/25</b>		<b>273,556</b>	<b>273,556</b>	<b>-</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>273,556</b>	<b>273,556</b>	<b>-</b>

MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
Sinking Fund  
2025-2026 Preliminary Budget

		FY 24-25 Final Budget	FY 25-26 Proposed Budget	Increase/ Decrease
<b><u>REVENUE:</u></b>				
100	Local	\$ -	\$ 1,142,382	1,142,382
300	State			-
400	Federal			-
500	Other Financing Sources			-
<b>Total Revenues</b>		<b>\$0</b>	<b>\$ 1,142,382</b>	<b>\$ 1,142,382</b>
<b><u>EXPENDITURES:</u></b>				
110	Basic Programs			-
120	Added Needs			-
130	Adult/Cont. Ed.			-
<b>Total Instruction</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
210	Pupil Support Services			-
220	Instructional Support			-
230	General Administration			-
240	School Administration			-
250	Business Support			-
260	Operation/Maintenance		542,382	542,382
270	Transportation		200,000	200,000
280	Central Support		200,000	200,000
290	Support Service Other	-	200,000	200,000
300	Community Services			-
400	Site Improvement Services			-
600	Transfers			-
<b>Total Supporting Services</b>		<b>\$0</b>	<b>\$ 1,142,382</b>	<b>\$ 1,142,382</b>
<b>Total Expenditures</b>		<b>\$0</b>	<b>\$ 1,142,382</b>	<b>\$ 1,142,382</b>
<b>Excess of Revenues Over Expenditures</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Beginning Fund Balance @ 7/1/24 and 7/1/25</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
Food Service Fund  
2025-2026 Preliminary Budget

		FY 24-25	FY 25-26		Increase/ Decrease
<u>REVENUE:</u>		<u>Final</u>	<u>Proposed</u>		
		<u>Budget</u>	<u>Budget</u>		
100	Local	\$ 123,250	\$123,250	\$	-
300	State	486,000	480,000		(6,000)
400	Federal	567,000	520,000		(47,000)
500/600	Incoming Transfers				-
<b>Total Revenues</b>		<b>\$1,176,250</b>	<b>\$1,123,250</b>	<b>\$</b>	<b>(53,000)</b>
 <u>EXPENDITURES:</u>					
110	Basic Programs				-
120	Added Needs				-
130	Adult/Cont. Ed.				-
210	Pupil Support Services				-
220	Instructional Support				-
230	General Administration				-
240	School Administration				-
250	Business Support				-
260	Operation/Maintenance				-
270	Transportation				-
280	Central Support				-
290	Support Service - Food Service	1,083,728	1,099,228		15,500
300	Community Services				-
400	Site Improvement Services				-
600	Transfers	50,000	50,000		-
<b>Total Supporting Services</b>		<b>\$1,133,728</b>	<b>\$1,149,228</b>	<b>\$</b>	<b>15,500</b>
<b>Total Expenditures</b>		<b>\$1,133,728</b>	<b>\$1,149,228</b>	<b>\$</b>	<b>15,500</b>
<b>Revenues over/(under) Expenditures</b>		<b>\$42,522</b>	<b>(\$25,978)</b>	<b>\$</b>	<b>(68,500)</b>
<b>Begining Fund Balance @ 7/1/24 and 7/1/25</b>		<b>\$606,695</b>	<b>\$649,217</b>		<b>\$42,522</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>\$649,217</b>	<b>\$623,239</b>		<b>(\$25,978)</b>

**MILAN AREA SCHOOLS**  
**BOARD OF EDUCATION**  
**Student/School Activity Fund**  
**2025-2026 Preliminary Budget**

		<b>FY 24-25</b>	<b>FY 25-26</b>	<b>Increase/</b>
		<b>Final</b>	<b>Proposed</b>	<b>Decrease</b>
<b><u>REVENUE:</u></b>		<b><u>Budget</u></b>	<b><u>Budget</u></b>	
100	Local	\$ 550,000	\$ 600,000	50,000
300	State			-
400	Federal			-
500	Other Financing Sources			-
<b>Total Revenues</b>		<b>\$550,000</b>	<b>\$ 600,000</b>	<b>\$ 50,000</b>
<b><u>EXPENDITURES:</u></b>				
110	Basic Programs			-
120	Added Needs			-
130	Adult/Cont. Ed.			-
<b>Total Instruction</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
210	Pupil Support Services			-
220	Instructional Support			-
230	General Administration			-
240	School Administration			-
250	Business Support			-
260	Operation/Maintenance			-
270	Transportation			-
280	Central Support			-
290	Support Service Other	600,000	600,000	-
300	Community Services			-
400	Site Improvement Services			-
600	Transfers			-
<b>Total Supporting Services</b>		<b>\$600,000</b>	<b>\$ 600,000</b>	<b>\$ -</b>
<b>Total Expenditures</b>		<b>\$600,000</b>	<b>\$ 600,000</b>	<b>\$ -</b>
<b>Excess of Revenues Over Expenditures</b>		<b>\$ (50,000.00)</b>	<b>\$ -</b>	<b>\$ 50,000.00</b>
<b>Beginning Fund Balance @ 7/1/24 and 7/1/25</b>		<b>\$800,671</b>	<b>\$750,671</b>	<b>(\$50,000)</b>
<b>Est. Ending Fund Balance @ 6/30/25 and 6/30/26</b>		<b>\$750,671</b>	<b>\$750,671</b>	<b>\$0</b>

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**GENERAL APPROPRIATIONS ACT  
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION  
OF THE MILAN AREA SCHOOLS**

**RESOLVED**, that this resolution shall be the general appropriations act of the Milan Area Schools for the fiscal year ending June 30, 2026; an act to make appropriations; to provide for the expenditure of the appropriations; and to provide for the disposition of all income received by the Milan Area Schools.

**BE IT FURTHER RESOLVED**, that the total revenues and the unappropriated fund balance estimated to be available for appropriations in the General Fund of the Milan Area School District for the fiscal year ending June 30, 2026 is as follows (Note: Total revenues include all income generated by an ad valorem property tax levy of 17.9694 mills, applied against all non-homestead (excluding commercial personal property) and non-qualified agricultural property and 5.9694 mills, applied against all commercial personal property. The purpose of such a millage levy is to help support the appropriations outlined below.):

Revenue:

Local		\$	5,363,285
State			19,358,997
Federal			1,059,090
Incoming Transfers & Other Transactions			3,549,000
<b>TOTAL REVENUE</b>		<b>\$</b>	<b>29,330,372</b>
Fund Balance, July 1, 2025 (Est.)	\$ 2,652,579		
Less Appropriated Fund Balance	-		
Fund Balance Available to Appropriate			2,652,579
<b>TOTAL AVAILABLE TO APPROPRIATE</b>		<b>\$</b>	<b>31,982,951</b>

**BE IT FURTHER RESOLVED**, that \$ 31,936,120 of the total available to appropriate in the General Fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:

Instruction			
Basic Programs	\$	11,438,958	
Added Needs		3,743,689	
Adult/Cont. Ed.		264,856	
Support Services			
Pupil Support Services		4,055,878	
Instructional Support		1,215,848	
General Administration		550,913	
School Administration		1,545,328	
Business Support		440,029	
Operations/Maintenance		4,471,188	
Transportation		1,385,323	
Central Support		770,644	
Support Service		783,207	
Community Services		1,246,959	
Other Financing Uses			
Site Improvement Services		23,300	
Transfers		-	
<b>TOTAL APPROPRIATED</b>		<b>\$</b>	<b>31,936,120</b>
<b>Projected Unappropriated</b>			
<b>Fund Balance June 30, 2026</b>		<b>\$</b>	<b>46,831</b>

**BE IT FURTHER RESOLVED**, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the Food Service Fund (Cafeteria Fund) of the Milan Area School District



for the fiscal year ending June 30, 2026 is as follows:

Revenue:

Local		\$	123,250
State			480,000
Federal			520,000
<b>TOTAL REVENUE</b>		<b>\$</b>	<b>1,123,250</b>
Fund Balance, July 1, 2025 (Est.)	\$	649,217	
Less Appropriated Fund Balance		<u>-</u>	
Fund Balance Available to Appropriate			649,217
<b>TOTAL AVAILABLE TO APPROPRIATE</b>		<b>\$</b>	<b>1,772,467</b>

**BE IT FURTHER RESOLVED**, that \$ 1,149,228 of the total available to appropriate in the School Service Fund (Cafeteria Fund) is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:

Instruction			
Support Services			
Support Service-Food Service			1,099,228
Community Services			
Other Financing Uses			
Transfers			50,000
<b>TOTAL APPROPRIATED</b>		<b>\$</b>	<b>1,149,228</b>

**Projected Unappropriated  
Fund Balance June 30, 2026**

**\$ 623,239**

**BE IT FURTHER RESOLVED**, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the Student/School Activity Fund of the Milan Area School District for the fiscal year ending June 30, 2026 is as follows:

Revenue:

Local		\$	600,000
<b>TOTAL REVENUE</b>		<b>\$</b>	<b>600,000</b>
Fund Balance, July 1, 2025 (Est.)	\$	750,671	
Less Appropriated Fund Balance		<u>-</u>	
Fund Balance Available to Appropriate			750,671
<b>TOTAL AVAILABLE TO APPROPRIATE</b>		<b>\$</b>	<b>1,350,671</b>

**BE IT FURTHER RESOLVED**, that \$ 600,000 of the total available to appropriate in the Student/School Activity Fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:

Support Services			
Support Service - Other			600,000
Community Services			
<b>TOTAL APPROPRIATED</b>		<b>\$</b>	<b>600,000</b>

**Projected Unappropriated  
Fund Balance June 30, 2026**

**\$ 750,671**

**BE IT FURTHER RESOLVED**, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the Debt Retirement Fund of the Milan Area School District for the fiscal year ending June 30, 2026 is as follows (Note: Total revenues include all revenue generated by a tax levy of 9.7500 mills, applied against all property in the Milan Area School District. The purpose of such a levy is to support the appropriations outlined below.):

Revenue:

Local			7,763,000.00
State			300,000.00
<b>TOTAL REVENUE</b>		<b>\$</b>	<b>8,063,000</b>

Fund Balance, July 1, 2025 (Est.)	\$ 426,602	
Less Appropriated Fund Balance	-	
Fund Balance Available to Appropriate		426,602
<b>TOTAL AVAILABLE TO APPROPRIATE</b>		<b>\$ 8,489,602</b>

**BE IT FURTHER RESOLVED**, that \$ 8,063,000 of the total available to appropriate in the Debt Retirement Fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:		
Business Support	\$	4,000
Debt Service		8,059,000
Transfers		-
<b>TOTAL APPROPRIATED</b>	<b>\$</b>	<b>8,063,000</b>

<b>Projected Unappropriated</b>	
<b>Fund Balance June 30, 2026</b>	<b>\$ 426,602</b>

**BE IT FURTHER RESOLVED**, that the total revenues and unappropriated fund balance estimated to be available for appropriations in the Site Sinking Fund of the Milan Area School District for the fiscal year ending June 30, 2026 is as follows (Note: Total revenues include all revenue generated by a tax levy of 1.4943 mills, applied against all property in the Milan Area School District. The purpose of such a levy is to support the appropriations outlined below.):

Revenue:		
Local		1,142,382
<b>TOTAL REVENUE</b>	<b>\$</b>	<b>1,142,382</b>

Fund Balance, July 1, 2025 (Est.)	\$ -	
Less Appropriated Fund Balance	-	
Fund Balance Available to Appropriate		-
<b>TOTAL AVAILABLE TO APPROPRIATE</b>	<b>\$</b>	<b>1,142,382</b>

**BE IT FURTHER RESOLVED**, that \$ 1,142,382 of the total available to appropriate in the Site Sinking Fund is hereby appropriated in the amounts and for the purposes set forth below:

Expenditures:		
Operations/Maintenance	\$	542,382
Transportation	\$	200,000
Central Support	\$	200,000
Support Service	\$	200,000
<b>TOTAL APPROPRIATED</b>	<b>\$</b>	<b>1,142,382</b>

<b>Projected Unappropriated</b>	
<b>Fund Balance June 30, 2026</b>	<b>\$ -</b>

**BE IT FURTHER RESOLVED**, that no Board of Education member or employee of the school district shall expend any funds or obligate the expenditure of any funds except pursuant to appropriations made by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board. Changes in the amount appropriated by the Board shall require approval by the Board.

**BE IT FURTHER RESOLVED**, that the Superintendent is hereby charged with general supervision of the execution of the budget adopted by the Board and shall hold the department heads responsible for performance of their responsibility within the amount appropriated by the Board of Education and in keeping with the budgetary policy statement hitherto adopted by the Board.

# Milan Area Schools Sex Education Advisory Board (SEAB) Recommendation

Spring 2025

# Michigan Law and k-12 Reproductive Health

- The school district must have a Sex Education Advisory Board (SEAB), a public advisory board, that meets specific requirements, reflecting the community.
- SEAB “shall include pupils of the school district, educators, local clergy, and community health professionals on the sex education advisory board.”
- “ At least 1/2 of the members of the sex education advisory board shall be parents who have a child attending a school operated by the school district, and a majority of these parent members shall be individuals who are not employed by a school district.”

*From Section 380.1507 of the revised School Code*

# Michigan Law and k-12 Reproductive Health

- SEAB is to “Review the materials and methods of instruction used and make recommendations to the board of the school district for implementation. The advisory board shall take into consideration the school district's needs, demographics, and trends.”
- “Before adopting any revisions in the materials or methods used in instruction under this section... the board of a school district shall hold at least 2 public hearings on the proposed revisions.”

*From Section 380.1507 of the revised School Code*

Currently at MAS:

## 4th Grade

1 class

\*Changes of puberty

\*Hygiene

\*Intro to puberty and reproductive system

## 5th Grade

No lessons

## 6th Grade

About 7 classes

\*Changes of puberty

\*Hygiene

\*Reproductive systems

\*Sexual harassment

\*Abuse awareness and prevention

\*Identifying trouble & resistance skills

\*Consent

## 7th Grade

About 7 classes

\*Changes of puberty

\*Reproductive systems

\*Reproduction - How babies are made

(focusing on the cellular level),

pregnancy, fetal development, twins, birth

## 8th Grade

About 7 classes

\*Quick review of changes of puberty  
Reproductive systems

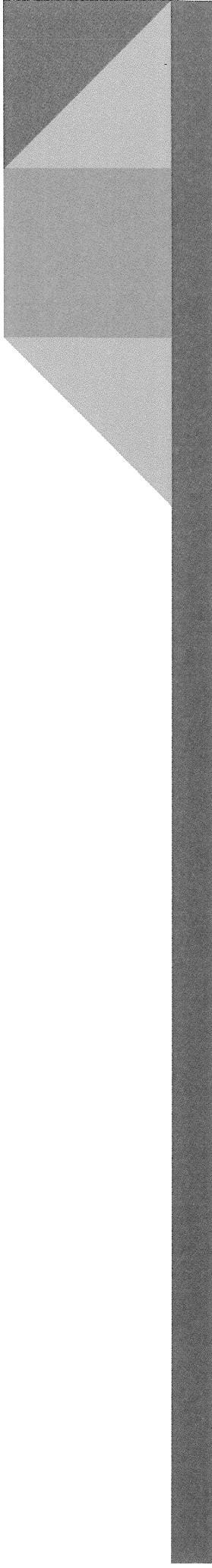
\*STIs

\*Relationships - communication & consent

\*Identifying trouble  
Resistance skills

# **SEAB's Curriculum Revision and Materials Proposal:**

- Add additional materials to provide more resources in order to extend on the current lesson that is being offered in 4th grade.
- Add lessons to 5th grade, where there are no reproductive health lessons being taught.
- Add additional materials to provide more resources for our special needs populations.

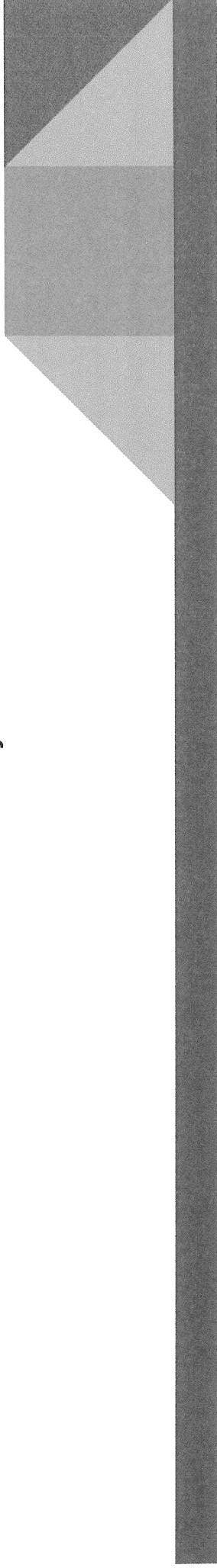




# SEAB's Curriculum Revision Proposal:

Add an additional permission to 4th and 5th grade opt in/out letter to answer 1:1 question, as has been previously done in grades 6+ Sample language:

**OPTIONAL (\*Note--This is separate from permission above to participate in the lessons of this unit.)** *If my student approaches [the reproductive health instructor], as a trusted adult, to privately ask a question related to this unit (specifically a question that is not covered in the permission above), I give [the reproductive health instructor] permission to answer my student's question. This permission does not include the topic of abortion, which is prohibited by law. I understand that [the reproductive health instructor] will follow up by contacting me to let me know what information was shared with my student.*





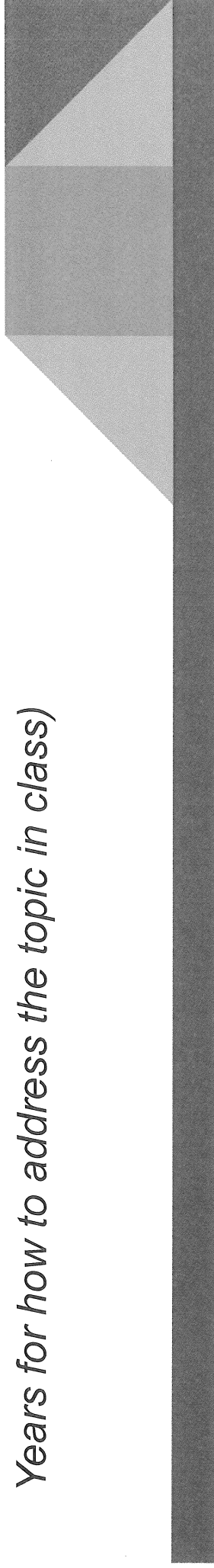
# SEAB's Curriculum Revision Proposal:

The topic of masturbation -

4th grade - Not discussed in class. If a student asks, refer them to talk to a trusted adult.

5th grade - If a student asks, answer the question - permission to answer in front of the whole class.

6th grade - Teacher may include this topic when discussing the reproductive systems (*See teacher tip pg 41 of the Puberty the Wonder Years for how to address the topic in class*)



# SEAB's Curriculum Revision and Materials Proposal:

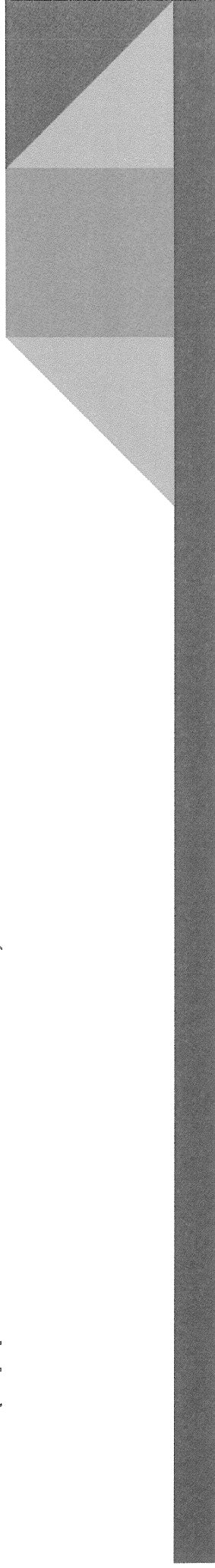
## For Grades 4+:

*An older version  
of this  
curriculum is  
currently  
approved for  
grades 6+ in  
MAS.*



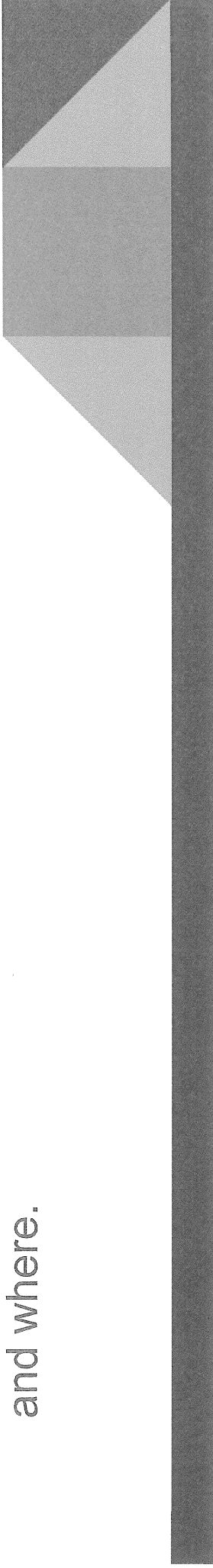
Where the Proposed Puberty The Wonder Years Curriculum fits in with where the content is currently being taught:

- 4th and 5th grade level lessons are combined into what is taught at 6th grade - some of the materials are the same. Slides and some activities are updated.
- 6th grade level content is currently being used in 8th grade (approved for 7th also).



SEAB is recommending specific lessons from Puberty the Wonder Years be taught at specific grade levels. Not all lessons are being recommended for approval by the MAS Board of Education.

- Example: Lessons related to gender identity are not taught at the middle school at any level.
- The law requires that only lessons and materials that are specifically approved by the Board of Education through the review process may be taught. Those items excluded may not be used.
- The Proposal Document specifies what may or may not be taught, and where.



# Proposed Resources for Special Needs Populations:

FLASH - Curriculum currently approved for middle school/high school

Autism Speaks

Social Story resource

Body odor social stories

Menstruation social stories

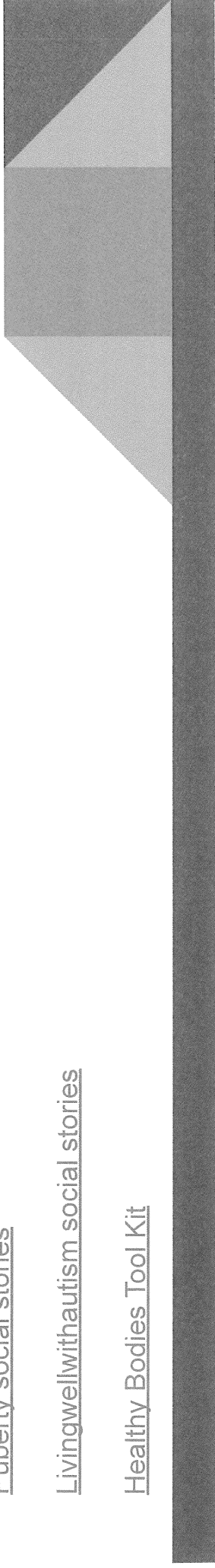
Touching oneself social stories

Autism Social Stories

Puberty social stories

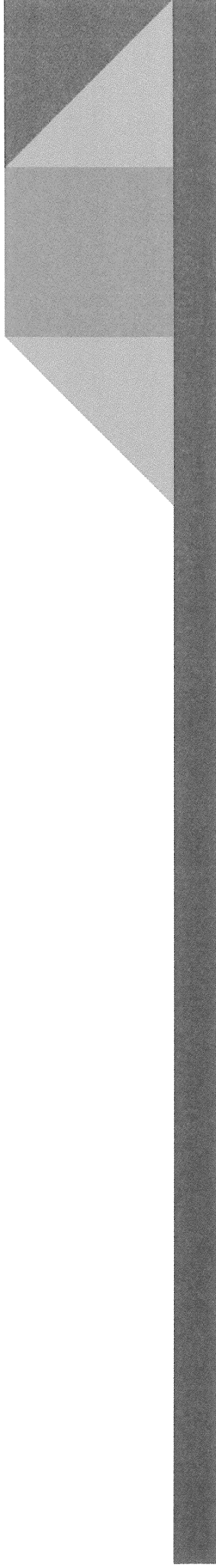
Living well with autism social stories

Healthy Bodies Tool Kit



Questions?

Please explore the proposed curricular resources using one of the district's Chromebooks!



## Proposed Changes/Additions to Reproductive Health at MAS

\*Add additional materials, as listed below, to provide more resources for our special needs populations.

\*Add additional materials, as listed below, to provide more resources in order to extend on the current lesson that is being offered in 4th grade.

\*Add lessons to 5th grade, where there are no reproductive health lessons being taught.

\*Add an additional permission to 4th and 5th grade opt in/out letter to answer 1:1 question, as has been previously done in grades 6+ Sample language:

OPTIONAL (**\*Note--This is separate from permission above to participate in the lessons of This unit.**) *If my student approaches [the reproductive health instructor], as a trusted adult, to privately ask a question related to this unit (specifically a question that is not covered in the permission above), I give [the reproductive health instructor] permission to answer my student's question. This permission does not include the topic of abortion, which is prohibited by law. I understand that [the reproductive health instructor] will follow up by contacting me to let me know what information was shared with my student.*

\*The topic of masturbation -

4th grade - Not discussed in class. If a student asks, refer them to talk to a trusted adult.

5th grade - If a student asks, answer the question - permission to answer in front of the whole class.

6th grade - Teacher may include this topic when discussing the reproductive systems (See teacher tip pg 41 of the Puberty the Wonder Years for how to address the topic in class)

## Proposed Resources for Special Needs Students

\*To be taught by: school nurse (grades 4-5), MMS Health teacher (grades 5-8), MHS Health teacher (grades 9+)

FLASH - Curriculum

Autism Speaks

Social Story resource

Body odor social stories

Menstruation social stories

Touching oneself social stories

Autism Social Stories

Puberty social stories      Livingwellwith autism social stories

Healthy Bodies Tool Kit Look at the boys tool kit appendix and the girls tool kit appendix. While addressed for parents (and could be supplied for home use/reinforcement), many of the resources might be usable in the classroom.

## Proposed Curriculum: Puberty the Wonder Years

\*To be taught by either the school nurse (4-5 grades) or the middle school health teacher (5-8th grades)

\*\*Some of the content and materials in the proposed curriculum do not meet the curriculum guidelines approved by Milan Area Schools. This is why some lessons (Ex: 4th grade, lesson 3) are excluded from the request for approval. SEAB is requesting for approval of only the content and materials included in the curriculum that are indicated below, any parts not included in the request below will NOT be taught in Milan.

### 4th Grade

✓ = Ok for grade listed, and above

*The older version of all of these lessons are currently approved for 6th grade and have been used in the past. Some of the lessons are still used.*

Lesson 1 - Setting the Climate for Growth (*This lesson is currently taught at MAS in 6th grade*)

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 2 - Families and Roles

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 4 - Puberty in Male-Bodied People (*This lesson is currently taught at MAS at in 6th grade*)

- ✓ Lesson plan minus gender discussion in the introduction
- ✓ Slide presentation

Lesson 5 - Puberty in Female-Bodied People (*This lesson is currently taught at MAS in 6th grade*)

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 6 - Changes in Skin

- ✓ Entire lesson plan
- ✓ Slide presentation

### 5th Grade

✓ = Ok for grade listed, and above

*The older version of all of these lessons are currently approved for 6th grade and have been used in the past. Some of the lessons are still used.*

Lesson 1 - Ready, Set, Grow! (*Most of this lesson is currently taught at MAS in 6th grade*)

- ✓ Entire lesson plan
- ✓ Slide presentation



Lesson 2 - Puberty and the Male Reproductive System (*This lesson is almost the same as the 4th grade lesson, and currently taught at 6th grade in MAS*)

- ✓ Lesson plan minus gender discussion in the introduction
- ✓ Slide presentation

Lesson 3 - Puberty and the Female Reproductive System (*This lesson is almost the same as the 4th grade lesson, and currently taught at 6th grade in MAS*)

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 4 - Reproduction (*Most of this lesson is currently taught at MAS in 6th grade*)

- \*Grade 6+
- \*Activity 4, pg. 72 - Grade 7+

Lesson 5 - Personal Hygiene and Healthy Habits

- \*Activity 1 - Grade 6+
- ✓ Activity 2 (*This has been approved for and has been used in 6th grade.*)

Lesson 6 - Social and Emotional Changes of Puberty

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 7 - Respecting Our Friends: Consent

- \*Grade 6+
- \*The Consent - Grades 4+ (*The video that goes with this is currently used in 8th grade, but is really an upper elementary video*)

## 6th Grade

Lesson 1 - Growing Together (*This lesson is currently taught at MAS in 6th Grade*)

- ✓ Entire lesson plan
- ✓ Slide presentation

Lesson 2 - How My Body Works (*Older version of this currently taught at MAS in grades 6+*)

- ✓ Entire lesson plan
- \*Not slide 37

Lesson 3 - Changing As We Grow

- \*Entire lesson plan - Grade 7+
- \*Slide presentation (No slides 56 or 57, as they go with videos that are not available.) - Grade 7+
- \*Videos (First two videos. The third video is not available online anymore.) - Grade 7+

#### Lesson 4 - Healthy Relationships

- \*Presentation - Grade 7+
- \*Exclude the discussion of same-sex relationships in activity 2
- \*Consent video 1 Maybe Doesn't Mean Yes Grade 7+
- \*Will not be using the other videos recommended for this lesson.

#### Lesson 5 - Communication in Relationships *(Currently taught in MAS in 6th grade.)*

- ✓ Entire lesson plan
- ✓ Slide presentation (No slides 56 or 57, as they go with videos that are not available.)
- ✓ Videos

#### Lesson 6 - Making Responsible Decisions *(Most of this lesson currently talk in MAS at 6th grade)*

- ✓ Lesson plan without videos or discussion of the definitions of what sex is - 6+
- ✓ Entire lesson plan - 7+

#### Lesson 7 - Sexually Transmitted Infections - STIs are only taught at 7+ at MAS

- ✓ Activity 1 - Excluding the video ABCs of STDs
- ✓ Activity 2 - 7+ with video exceptions below
  - HIV: How to Protect Yourself and Others - 8+
  - What is Abstinence? 7+
- ✓ Activity 3

#### Add-on Lesson F - Safe and Nurturing Touches Only

- ✓ Entire lesson plan - 6+
- ✓ Videos
  - Consent and Communication
  - Sexual Abuse Can Happen to Anyone

**Milan Area Schools  
Sex Education Advisory Board (SEAB)  
Membership List  
2025-2026**

Ashley Craddick	Parent
Stacie Day	Parent
George Elder	Parent
Kaylee Eshelman	Student
Adam Gilles	Educator, Employee
Taylor Howard	Educator, Employee
Dawn Hynds	Health Professional, Employee
Ashley Kniceley	Parent, Health Professional
Makenzie Parker	Student
Elizabeth Satterley	Parent
Cassidy Schettenhelm	Educator, Employee, <b>Co-Chair</b> , SEAB Supervisor
Brittany Shephard	Parent, Health Professional, <b>Co-Chair</b>
Brittany Simmons	Parent
Ashley St. Clair	Parent
Rachel Staley	Educator, Employee
Brooke Stubbe	Parent
Matt West	Clergy
Assistant Superintendent	Educator, Employee

The Sex Education Advisory Board (SEAB) must include parents of children attending the district's schools, pupils in the district's schools, educators, local clergy, and community health professionals. At least half of the members must be parents who have a child attending a school operated by the school district. A majority of those parent members must not be employed by a school district.

**MILAN AREA SCHOOLS  
EMPLOYMENT CONTRACT - SUPERINTENDENT OF SCHOOLS**

**RYAN McMAHON**

Pursuant to Section 1229(1) of the Revised School Code and in accordance with the action found in the June 4, 2025 meeting minutes of the Board of Education ("Board") of the Milan Area Schools ("District"), the Board employs Ryan McMahon ("Superintendent") according to the terms and conditions of this Contract as specifically described below.

1. **Term of Contract.** The Superintendent is employed for a term beginning on July 1, 2025, and continuing through June 30, 2028, subject to extension, non-renewal, and termination as provided in this Contract.
2. **Qualifications.** The Superintendent represents that he possesses and will maintain all certificates, credentials, and qualifications required by law, including Sections 1246 and 1536 of the Revised School Code, Michigan Department of Education regulations, and those required by the Board to serve in the position assigned.
  - a. As a condition of his continued employment, the Superintendent will meet all continuing education requirements for the position assigned, as may be required by law or by the Michigan State Board of Education or the State Superintendent.
  - b. If at any time the Superintendent fails to maintain all certificates, credentials, continuing education requirements, or qualifications for the assigned administrative position, this Contract will automatically terminate, and the Board will have no further obligation under its terms.
3. **Administrative Duties.** The Superintendent will faithfully and diligently perform the duties of Superintendent of the District as required by law and as prescribed by the Board, as well as those duties that may be further established, modified, or amended from time to time by the Board.
  - a. The Superintendent acknowledges the ultimate authority of the Board as to his duties and agrees to faithfully perform those duties and to diligently implement the Board's policies and education programs.
  - b. The Superintendent will devote his talents, skills, efforts, and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned, including complying with the directives of the Board to carry out its policies and educational programs.

- c. The Superintendent will comply with and fulfill all responsibilities and tasks for which he is responsible as required by state and federal law, as well as by the Board through its policies, regulations, and directives.
  - d. The Superintendent will use his best efforts to maintain and improve the quality of District operations and to promote efficiency in all areas of his responsibility.
  - e. The Superintendent shall be entitled to:
    - i. Present recommendations to the Board on any subject under consideration by the Board
    - ii. Attend each meeting of the Board
    - iii. Serve as ex officio member of each committee established by the Board
4. **Compensation for Services.** The intent of the parties is that all compensation or remuneration listed in this Section is included as reportable compensation pursuant to MCL 38.1303a. The Superintendent's salary schedule and wage index is outlined in the Board Approved Superintendent Salary Schedule in Appendix A. In consideration of his performance of the duties and responsibilities of the position assigned in conformance with the requirements and expectations of the Board, the Superintendent will be compensated as follows:
- a. Wages. The Board will pay the Superintendent an annual (12-month) base salary of not less than a total as defined in the Board Approved Superintendent Salary Schedule in Appendix A. The annual salary will be paid in equal installments, beginning with the commencement of the Contract Year (July 1 through June 30) and prorated from the Contract's effective date.
  - b. Additional Increases. The Board retains the right to increase the Superintendent's compensation during the term of this Contract. Any adjustment in salary made during the term of this Contract must be in the form of a written amendment and, when executed by the Superintendent and the Board, will become a part of this Contract. The Board will consider the Board Approved Superintendent Salary Schedule in Appendix A. in making future salary increase decisions. Nothing in this Section or in Appendix A, however, in any way limits the Board's discretion to establish the Superintendent's salary either above or below the schedule referenced in the Board Approved Superintendent Salary Schedule in Appendix A.
  - c. Tax-Sheltered Annuity Contribution. Starting with the Contract year beginning July 1, 2025, the Board will make an annual contribution to a 403(b) or 457 annuity plan selected by the Superintendent. The tax-sheltered annuity contribution is defined in the Board Approved Superintendent Salary Schedule in Appendix A for the position and will be made on or before June 30th of each Contract Year.

The Board and the Superintendent agree that all items under the "Compensation for Services" Section of this Contract are direct compensation for services the Superintendent provides to the District and the Board in the role of superintendent. The Board makes no guarantee that any compensation identified in this Contract will be recognized by the Michigan Public School Employees' Retirement System as a form of countable compensation for purposes of computing the Superintendent's retirement benefits, nor does the Board make any guarantee or assurance as to the Superintendent's eligibility for or receipt of retirement benefits.

5. **Business Expenses.** The Board will reimburse the Superintendent for all reasonable and necessary business-related expenses resulting from the performance of his duties as Superintendent. The Board will reimburse the Superintendent at the annual IRS mileage rate for all mileage incurred in his role as Superintendent for travel outside of District boundaries. Verification of mileage and expenses must be in a manner consistent with Board policy.
6. **Professional Dues.** The Board will pay the Superintendent's dues for membership in the American Association of School Administrators (AASA), the Michigan Association of School Administrators (MASA) and the MASA region in which the District is located, along with other appropriate professional, civic, and educational organizations that may benefit the District, subject to budget allowances.
7. **Professional Development.** Subject to budget allowances, the Superintendent may attend professional meetings, conferences, or workshops at the local, state, and national levels, as well as training related to professional development and certification. The Board will pay the Superintendent's reasonable expenses related to attendance including registration fees, tuition, travel, mileage, lodging, and meal expenses for the Superintendent.
8. **Insurance Programs.** Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder, or third-party administrator, the Board will make premium payments on behalf of the Superintendent and his eligible dependents for the following insurance programs:
  - a. Medical
  - b. Dental
  - c. Vision
  - d. Long-Term Disability
  - e. Term Life Insurance at two (2) times the corresponding base salary in the Board Approved Superintendent Salary Schedule in Appendix A.

The terms of all insurance programs will be consistent with the group insurance plans for other District administrators and will be subject to modification as described in Paragraph 9. The Board has the right to allocate to the Superintendent responsibility for

a portion of the benefit plan costs for the insurance coverage specified above, as may be determined by the Board, in its discretion. This contribution, however, may not be less than the statutory “hard cap” amount necessary to comply with the Publicly Funded Health Insurance Contribution Act, MCL 15.561 et seq. The Board will notify the Superintendent of the amount for which he is responsible in excess of the Board-paid benefit plan contributions. The Superintendent agrees that the amount of benefit plan cost contributions designated by the Board as the Superintendent's responsibility may be payroll-deducted from the Superintendent's compensation.

If the Superintendent does not elect to take health care coverage, but elects to take dental and vision insurance, he will receive \$100.00 per month cash allowance to be used at their discretion.

If the Superintendent does not elect to take health, dental, or vision coverage, he will receive a monthly cash allowance equal to that of the teachers. The rate is determined on January 1st of each year and remains in effect until December 31st.

9. **Insurance Contracts.** The Board reserves the right to change the identity of the insurance carrier, policyholder, or third-party administrator for any of the coverages for the plans and programs identified in Section 9, provided that comparable coverage (as determined by the Board) is maintained during the term of this Contract
  - a. The Board is not required to remit premiums for any insurance coverage for the Superintendent and his eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder, or third-party administrator.
  - b. The terms of any contract or policy issued by any insurance company or third-party administrator are controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters.
  - c. The Superintendent is responsible for ensuring the completion of all forms and documents needed to receive the above-described insurance coverages.
  - d. The Board, by remitting the premium payments required to provide the above-described insurance coverage(s), is relieved from all liability with respect to insurance benefits.
10. **Errors and Omissions Insurance.** The Board will pay the premium amount for errors and omissions insurance coverage for the Superintendent while engaged in the performance of a governmental function and while the Superintendent is acting within the scope of his authority. The policy limits for this coverage will be not less than one million dollar per occurrence and one million dollar annual aggregate.

- a. The terms of the errors and omissions insurance policy will control the Superintendent's defense and indemnity. The Board's sole obligation is limited to the payment of premium amounts for the errors and omissions coverage.
  - b. If the insurance coverage cannot be purchased in the above amount or at a reasonable premium rate, the Board will promptly notify the Superintendent of that fact and the Parties will promptly meet and confer to reach a mutually agreeable solution to address that situation.
11. **Vacation.** The Superintendent is employed on the basis of fifty-two weeks of work per Contract Year (July 1 - June 30), as scheduled by the Board. The Superintendent is granted 20 vacation days per Contract Year, pro-rated from the Contract's effective date.
- a. The Superintendent must schedule vacation time in a manner to minimize interference with the District's business and orderly operation. The Superintendent must notify the Board President of his vacation and leave schedule.
  - b. Vacation days should be used within the Contract Year in which they are earned. Vacation days are not cumulative and cannot be used in subsequent Contract Years. Unused vacation days will be converted to sick leave.
12. **Holidays.** Consistent with the District's calendar, the Superintendent is entitled to the following holidays for which no service to the School District is required except for emergencies: July 4th, Labor Day, Thanksgiving Day, Friday following Thanksgiving, Memorial Day. The following scheduled non-student days are also considered Holidays: Winter Break, Mid-Winter Break, Easter Monday or Good Friday, and Spring Break.
13. **Paid Leave.** The Superintendent is authorized to use 13 sick days per year (accumulated at the rate of one and one-twelfths days per month) when absent from duty due to bereavement or personal illness, illness of an immediate family member (which includes parent, child, sibling, step-parent, step-child, spouse's parent, or spouse's child), or for any other reason for which paid sick leave is required by law. The Superintendent will receive 3 personal leave days per Contract Year, with no accumulation of days. Unused personal leave days will be converted to sick leave.
14. **Sick Hour Conversion.** In exchange for 180 accumulated sick days earned in the District, the District will make a \$7,500 contribution into the Superintendent's 403B in accordance with all state laws, federal laws, and Penserv requirements. To be eligible to apply for this benefit, the Superintendent must have accumulated a total of two hundred (200) days or more. The deadline for application for this conversion is October 31st of each year.
15. **Terminal Leave Pay.** Terminal leave pay will be granted to the Superintendent if he retires during this contract under the terms of the Michigan Public School Employees'



Retirement System (M.P.S.E.R.S.) Law at the rate of two hundred thirty-four dollars (\$234.00) per day for unused sick leave days to a maximum of twenty-four thousand six hundred eight-five dollars (\$24,685).

16. **Doctoral Degree.** The Salary Schedule of the Superintendent shall be increased by \$1,000 per contract year upon the completion for only one doctoral degree in an education related field. It is the responsibility of the Superintendent to notify the Board President and submit acceptable proof which must be provided during the year the increase is received. When proof is submitted during the contract year, this pay will be prorated.

The Superintendent, pursuing advanced graduate work in an education related field, will be reimbursed at an amount per semester hour consistent with other District administrators as outlined in the District's Administrator's Handbook for the year in which the semester hours are successfully completed. It is the responsibility of the Superintendent to notify the Board president and submit acceptable proof of successful completion for the approval of reimbursement.

17. **Disability Leave.** In the event of the Superintendent's mental or physical incapacity to perform the essential functions of his job with or without reasonable accommodation, he will be granted an initial paid leave of 90 work days for purpose of recovery. The Superintendent must first exhaust any accumulated vacation days described in Section 11 and any accumulated paid leave described in Section 14 before triggering the paid disability leave in this Section. Health plan premium payments will be made on the Superintendent's behalf during this interval to the extent required by law, and subject to the Superintendent's premium contribution as described in Section 9. Upon using leave described in this Section, the Superintendent will furnish medical certification to the Board (or its designee) as to the necessity for the leave.

- a. If the Board (or designee) has reason to doubt the validity of the medical certification supplied by the Superintendent, the Board may require a second opinion, at its expense.
- b. The Superintendent may request a 60 work-day unpaid leave extension in the event of his physical or mental inability to return to work at the expiration of the initial leave interval, as described above, provided that there is a verified prognosis that the Superintendent will be able to resume his duties at the end of the extended leave. The Superintendent must supply medical certification as a condition to any leave extension. Any extension of leave for this purpose is at the Board's discretion.
- c. If the Superintendent is unable to or does not resume work at the conclusion of a leave taken under this Section (or any leave extension), his employment and this Contract may be terminated at the Board's option. However, no termination may

occur when restoration after leave is required by the Family and Medical Leave Act.

- d. Before returning to duty after an unpaid leave of absence for a serious health condition, the Superintendent must provide the Board a fitness for duty certification from the Superintendent's health care provider. A second opinion may be required by the Board, at its expense, unless securing a second opinion is precluded by law.

18. **Medical Examination.** The Superintendent will submit to medical examinations (including drug or alcohol tests), supply information, and execute documents as may be required by any underwriter, policyholder, or third-party administrator providing insurance programs specified under this Contract, or as may be directed by the Board to determine the Superintendent's ability to perform the essential job functions required by his assignment, with or without reasonable job accommodation(s).

- a. Upon the Board's request and to the maximum extent permitted by law, the Superintendent will authorize the release of medical information necessary to determine if the Superintendent is able to perform the essential job functions required by his assignment, with or without reasonable job accommodation(s).
- b. Any medical or psychological examination or inquiry must be job-related and consistent with business necessity.
- c. Any medical or psychological examination under this Section will be at Board expense and will be conducted by appropriate medical personnel of the Board's choice.
- d. Any information obtained from medical or psychological examinations or inquiries will be confidential. The Superintendent may receive the results of Board-ordered tests and examinations upon written request.

19. **Performance Evaluation.** The Board will evaluate the Superintendent no later than December 30th of each Contract Year in a manner that complies with applicable provisions of the Revised School Code. The Superintendent must inform the Board annually, but no later than November 1st of each year, of its obligation to review and evaluate the Superintendent's performance. The Board reserves the right to select the evaluation tool for the Superintendent's annual performance evaluation.

If the Superintendent receives an evaluation rating of "needing support," he may appeal the evaluation process and rating to the Board. The appeal must be submitted in writing to the Board President within 15 calendar days after the Superintendent is informed of the rating and must include the specific reason(s) for the appeal and the remedy sought. The Board will consider the Superintendent's appeal at either a regular or special Board meeting, as determined by the Board President, within 30 calendar days of the Board

President's receipt of the appeal. The Board will consider the appeal in either open or closed session, at the election of the Superintendent. The Superintendent may present witnesses, information, and evidence in support of his appeal. The Board's decision on appeal is final and is not subject to arbitration.

20. **Extensions.** On or before March 1st of each contract year, the Board will consider whether to extend the Superintendent's Contract for an additional contract year. The Superintendent will place the issue of extension on the Board's agenda for the last Board meeting in February, except that if the Superintendent's contract is set to expire, the Superintendent will place the issue of nonrenewal on the Board's agenda no later than March 1st. The Contract may be extended by the affirmative vote of a majority of the Board. The compensation for the additional year may be set at that time or determined later in accordance with this Contract.

The Contract term will not be extended without the affirmative vote of a majority of the Board. Merely achieving an evaluation rating of "effective" does not guarantee that the Board will extend the Contract term.

21. **Nonrenewal.** The Board's decision not to renew the Superintendent's employment for any subsequent period in any capacity is within the Board's sole discretion and is not a breach of this Contract.
22. **No Tenure in Position.** This Contract does not grant the Superintendent continuing tenure in the capacity of superintendent or any other administrative position in the District. The Board's failure to reemploy the Superintendent at the conclusion of this Contract, in any capacity other than as a classroom teacher as certified and qualified, may not be deemed a breach of this Contract or a discharge or demotion under the Michigan Teachers' Tenure Act.
23. **Resignation.** The Superintendent will provide the Board no less than 90 days' written notice before resigning his employment before the conclusion of the Contract's term (including any renewal or extension term).
24. **Termination.** The Board may terminate the Superintendent's employment at any time during the term of this Contract when it determines that the Superintendent has engaged in any act of moral turpitude, misconduct, fraud, or if the Superintendent materially breaches the terms and conditions of this Contract, or for any other reason that is not arbitrary or capricious.
- a. The foregoing standard for termination of this Contract during its term does not apply to nonrenewal of this Contract at the expiration of its term, which decision is discretionary with the Board and which is governed by Section 1229 of the Michigan Revised School Code, MCL 380.1229.

- b. Before a mid-term termination pursuant to this Section, the Superintendent will be entitled to written notice of charges and an opportunity for a hearing before the Board.
  - c. The Board may also terminate Superintendent's employment during the term of this Contract for a reason other than those listed in Paragraph 24.A of this Contract. If the Board terminates Superintendent's employment pursuant to this Paragraph, it will remit a lump sum payment to Superintendent in an amount equal to the prorated value of Superintendent's then-current monthly wage (as defined in Paragraph 4.a of this Agreement) multiplied by twelve (12), less mandatory withholdings, within sixty (60) days of the effective date of termination. This payment shall not include an amount for the annuity contribution, the potential value of fringe benefits, sick or vacation days, or available future merit pay. By signing this agreement, the Superintendent hereby explicitly agrees to accept such payment as liquidated damages and to relinquish any and all claims related to his employment by the Board.
25. **Limitations.** The Superintendent agrees that any claim or suit arising out of his employment with the Board must be filed no more than 180 days after the date of the action or event giving rise to the claim or suit. The Superintendent understands that the statute of limitations for claims arising out of an employment action may be longer than 180 days but agrees to be bound by the 180- day period of limitation set forth in this Contract and expressly waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a lawsuit, it is the Parties' intent that the court will enforce this provision to the extent possible and declare the claim barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.
26. **Other Work.** The Superintendent may not accept other funds or work for hire, such as honoraria, teaching or consulting work, without the Board's express approval.
27. **Entire Agreement.** This Contract contains the entire agreement and understanding between the Board and the Superintendent about the Superintendent's employment. Prior or concurrent representations, promises, contracts, or understandings (written or oral) not contained in this Contract have no effect.
- a. Except as otherwise stated in this Contract, any prior agreement (written or oral) pertaining to the terms of this Contract is cancelled and superseded by this Contract. Provided, however, that this Contract is voidable under the Revised School Code's provisions pertaining to criminal history and records checks.
  - b. No change or modification of this Contract is valid or binding unless it is in writing, approved by official action of the Board as reflected in its minutes, and signed by the Superintendent and the President and Secretary of the Board.

c. No valid waiver of any provision of this Contract, at any time, may be deemed a waiver of any other provision of this Contract at such time or at any other time.

28. **Voidability**. If any provision of this Contract becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, this Contract will continue in full force and effect without said provision(s).

29. **Not Assignable**. This Contract is for personal professional services and may not be assigned or transferred by the Board or by the Superintendent. This provision, however, does not in any way impede the Board's rights to assign the Superintendent to administrative duties or to reassign the Superintendent to a different position as it deems appropriate, in its sole discretion.

30. **Authorization**. This Contract is executed on behalf of the District pursuant to the authority contained in the Board resolution adopted on June 4, 2025, the same being incorporated by reference.

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Ryan McMahon, Superintendent

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
President, Board of Education

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Secretary, Board of Education

**APPENDIX A  
MILAN AREA SCHOOLS  
BOARD APPROVED SUPERINTENDENT SALARY SCHEDULE**

<b>Current Days</b>	<b>2025-26 Annual Base Salary</b>	<b>Adj. Factor%</b>	<b>2026-27 Annual Base Salary</b>	<b>Adj. Factor%</b>	<b>2027-28 Annual Base Salary</b>
218	\$165,000	1.02	\$168,300	1.02	\$171,666

**Annual Additional Compensation**

<b>Annuity</b>	<b>Education Factor Annual Payment</b>
\$2,400	Doctoral Degree \$1,000

The Superintendent shall be compensated in accordance with the above MAS Superintendent Salary Schedule, which will include a Tax Sheltered Annuity and Education Factor upon qualification.

The Board of Education approves all salary schedules, with adjustments based upon individual performance and the district's financial conditions.

# Milan Area Schools Administrative Salary Schedule (Revised June, 2025)

		2025-26 Annual Base Salary			2026-27 Annual Base Salary			2027-28 Annual Base Salary				
Admin. Position	Current Days	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3
Paddock Principal	218	\$90,000	\$91,125	\$92,264	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Symons Principal	218	\$94,135	\$95,312	\$96,503	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
MMS Assistant Principal	208	\$88,893	\$90,004	\$91,129	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
MMS Principal	218	\$99,880	\$101,129	\$102,393	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
MHS Assistant Principal	208	\$93,387	\$94,554	\$95,736	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
MHS Principal	218	\$104,874	\$106,185	\$107,512	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Exec. Dir. of Early Childhood	218	\$90,000	\$91,125	\$92,264	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Exec. Dir. of Finance	218	\$96,033	\$97,233	\$98,449	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Exec. Dir. of Student Services	218	\$110,366	\$111,746	\$113,142	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Assistant Superintendent	218	\$123,908	\$125,457	\$127,025	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		

## Annual Additional Compensation:

### Longevity: (Years in MAS Admin Position)

4 - 6	\$1,000
7 +	\$2,500

### Annuity:

\$2,400
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### Education Factor Annual Payment:

Second Advanced Degree (Master's/Specialist)	\$1,000
Doctoral Degree	\$1,000

This salary schedule applies to all administrators with an effective start date of June 1, 2025 or later in one of the listed positions, as defined in the Administrator's Handbook

Administrators hired into a listed position with an effective start date of June 1, 2025 or later, with prior years experience in another listed position, will maintain longevity status defined in the Administrator's Handbook

The Board of Education approves all salary schedules. The Superintendent may recommend that an individual be placed at a higher level on the salary schedule.

Individuals on the salary schedule are eligible for increases on an annual basis pending individual performance and the district's financial conditions.

**MILAN AREA SCHOOLS**  
Washtenaw & Monroe Counties, Michigan

A regular meeting of the board of education (the "Board") of Milan Area Schools (the "District") was held in the District Office Board Room, within the boundaries of the District, on the 4th day of June, at 7:00 o'clock in the p.m.

The meeting was called to order at by Andrew Cislo, President.

Present:       Members

Absent:       Members

The following preamble and resolution were offered by Member \_\_\_\_\_ and supported by Member \_\_\_\_\_:

**WHEREAS:**

1.       The employment status of Sierra Moran, a probationary teacher employed at Milan Area Schools, was brought to the Board of Education upon the recommendation of Superintendent Bryan Girbach dated May 30, 2025, recommending that Sierra Moran's probationary teacher contract and her employment with the Milan Area Schools be terminated based on her inadequate performance; and
2.       Sierra Moran received written notice of the Superintendent Girbach's recommendation to discontinue her services and terminate her employment contract, along with a notice that she could appear before the Board of Education and/or submit written information for the Board's consideration; and
3.       Sierra Moran [appeared/did not appear] before the Board and received an opportunity to respond to Superintendent Girbach's recommendation to terminate her probationary teacher contract and employment with Milan Area Schools; and
4.       Sierra Moran [submitted/did not submit] a written response to Superintendent Girbach's recommendation; and
5.       All informed submitted was reviewed and considered by the Board.

**NOW, THEREFORE, BE IT RESOLVED:**

1.       The employment of probationary teacher Sierra Moran is terminated because her performance was inadequate, and she failed to make expected progress in the areas of concern.
2.       The Board adopts the reasoning and conclusions of its administration that the employment of probationary teacher Sierra Moran must be terminated due to inadequate performance, and incorporates by reference Superintendent Girbach's recommendations.
3.       The employment of probationary teacher Sierra Moran is to be discontinued and her probationary teacher contract with the District is terminated effective June 7, 2025, pursuant to Article II, Section 3 of the Michigan Teachers' Tenure Act, MCL 38.83.
4.       Superintendent Girbach is authorized and directed to notify probationary teacher Sierra Moran in writing that her employment as a teacher has been terminated due to inadequate performance and that her employment with Milan Area Schools is discontinued as of June 7, 2025. Said notice shall include a certified copy of this Resolution as well as a statement of Ms. Moran's right to appeal to the State Tenure Commission the timeliness or legal effect of this determination within twenty (20) days of its receipt by Ms. Moran.



5. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Motion declared adopted.

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Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Milan Area Schools, Washtenaw and Monroe Counties, Michigan, certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a regular meeting held on June 4, 2025, the original of which is a part of the Board's minutes and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

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Secretary, Board of Education