

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, SEPTEMBER 14, 2022
AGENDA**

I. Call to Order

II. Pledge of Allegiance

III. Communications / Community Engagement

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

A. Public Comments

IV. Routine Matters for Approval

- A. Minutes of the Regular Meeting of August 23, 2022
- B. Minutes of the Closed Session of August 23, 2022
- C. Approval of Bills/Reimbursement of Expenses

V. Milan Area Schools Strategic Plan Business

- A. Personnel / Leadership
 - 1. Teacher Appointments
- B. Communications / Community Engagement
 - 1. Strategic Plan Scorecard Update - Attachment A
 - 2. Washtenaw Intermediate School District Parent Advisory Committee Recommendation
 - 3. Public Comments
 - 4. Superintendent Comments
 - 5. Assistant Superintendent Comments
 - 6. Board Member Comments

VI. Adjournment

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, SEPTEMBER 14, 2022
RESOLUTIONS**

I. Call to Order

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at _____ p.m. on September 14, 2022.

Board Members Present:

Board Members Absent:

Signed in Staff:

Signed in Guests:

II. Pledge of Allegiance

III. Communications / Community Engagement

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A. Public Comments

IV. Routine Matters for Approval

A. Minutes of the Regular Meeting of August 23, 2022

Motion by _____ supported by _____ to approve the minutes of the Regular meeting of August 23, 2022.

Kiger _____ Moccio _____ Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Heikka _____
Carried _____.

B. Minutes of the Closed Session of August 23, 2022

Motion by _____ supported by _____ to approve the minutes of the Closed Session of August 23, 2022.

Moccio _____ Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Heikka _____ Kiger _____
Carried _____.

C. Approval of Bills/Reimbursement of Expenses

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

Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Heikka _____ Kiger _____ Moccio _____
Carried _____.

V. Milan Area Schools Strategic Plan Business

A. Personnel / Leadership

1. Teacher Appointments

Motion by _____ supported by _____ to appoint the following people to the teaching positions listed and Base Salaries listed effective immediately.

- * Angie Wagner - Paddock Young Five's (\$47,000)
- * Lori Fluke - Symons TC (\$45,945)
- * Jared Akins - MMS TC (\$47,000)
- * Daniel Adler - MHS ELA (\$70,418)

Cislo _____ Faro _____ Frait _____ Heikka _____ Kiger _____ Moccio _____ Rosen-Leacher _____
Carried _____.

B. Communications / Community Engagement

1. Strategic Plan Scorecard Update - Attachment A
2. Washtenaw Intermediate School District Parent Advisory Committee Recommendation

Motion by _____ supported by _____ to recommend Andrea Bennink to the Washtenaw Intermediate School District Board of Education for appointment to the Washtenaw Intermediate School District Parent Advisory Committee.

Faro _____ Frait _____ Heikka _____ Kiger _____ Moccio _____ Rosen-Leacher _____ Cislo _____
Carried _____.

3. Public Comments
4. Superintendent Comments
5. Assistant Superintendent Comments
6. Board Member Comments

VI. Adjournment - Time of Adjournment _____.

DRAFT

MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
Tuesday, August 23, 2022

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at 7:00 p.m. on August 23, 2022.

Board Members Present: Cislo, Kiger, Faro, Moccio, Frait, Rosen-Leacher, Heikka

Board Members Absent: None

Signed in Staff: Bryan Girbach, Ryan McMahon, Yvette Kashmer, Kim Jasper, Sue Kesterson

Signed in Guests: Yo Gabba Gabba, George Elder, Kirk DeMars, Melissa Brown, Brian O'Shea, Alecia Powell, Chris Sandberg

Pledge of Allegiance

Public Comment:

- George Elder suggested that the Superintendent's evaluation be held in public.
- Kirk DeMars thanked the Board for holding a meeting on a Tuesday night and expressed support for holding meetings on varying nights of the week. He also expressed concern related to certain books in the Milan Area Schools libraries.
- Lake Foster expressed support for certain books in the Milan Area Schools libraries.
- Brian O'Shea discussed the Azalia solar project.

Motion by Kiger supported by Faro to approve the minutes of the Regular meeting of August 10, 2022. All Ayes. Carried 7-0

Motion by Rosen-Leacher supported by Faro to appoint the members of the 2022-2023 Professional Development Advisory Committee as detailed in Attachment A.

All Ayes. Carried 7-0

Frait sought clarification on how the members were chosen.

Cislo thanked Mrs. Brown and Mrs. Powell for volunteering for the committee.

Motion by Faro supported by Moccio to appoint the following person to the administrative position listed and Base Salary listed effective August 24, 2022.

* Christopher Sandberg – Milan Middle School Assistant Principal (\$85,925)

All Ayes. Carried 7-0

Frait welcomed Mr. Sandberg and thanked him for attending the meeting.

Heikka sought clarification on how the position was advertised.

Cislo asked questions to ensure the District followed its usual hiring process.

The Board received a Communications Committee update from Melissa Brown (a Committee Member).

Superintendent Girbach presented the 2021-2022 School Quality Survey Results (as in Attachment B) to the Board.

Public Comments

- Melissa Brown sought clarification as to the demographic and size of comparable districts cited in the survey results and where the results would be posted.

Superintendent's Comments were heard on the following topics:

- Free/Reduced lunch program
- Free Preschool (GSRP)
- The District's Opening Day professional Development
- School safety

Assistant Superintendent Comments were heard on the following topics:

- NWEA Reading Fluency Training for Teachers
- MMS and MHS Social Studies Curriculum Training
- Paddock and Symons Social Studies Curriculum Training

Board Member Comments:

- Board Member Moccio welcomed Betty Rosen-Leacher to the Board, announced a Milan Public Library program to assist students with writing college essays, and wished everyone a great school year.
- Board Member Faro attended the opening day PD and congratulated the administration for successfully presenting the Strategic Plan to the staff. He also welcomed Mr. Sandberg to the District, thanked Mrs. Brown for her presentation, and welcomed everyone back.
- Board Member Frait addressed the issue of certain books in the Milan Area Schools libraries, thanked the administration for addressing safety concerns raised by paraprofessionals, asked about Student Board Member representatives and their attendance, welcomed Mr. Sandberg, and thanked the Communications Committee for their work.
- Board Member Cislo addressed an email recognizing retired teachers, announced the next Big Red Board Chat on September 14, 2022 at 5:30 and reminded the public that while the stated topic is the Strategic Plan, other questions are welcome and will be answered.

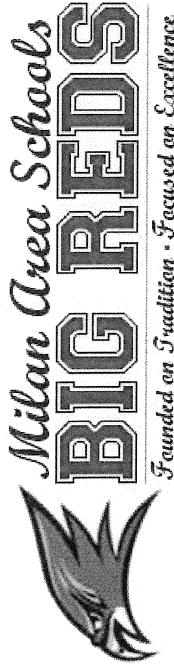
- Board Member Heikka thanked the administration for hiring an outside audit company to audit security procedures, commented on the meeting minutes, discussed processes for allowing parents to choose to allow or disallow their children from reading certain books, encouraged community members to read the books being discussed, and welcomed Mr. Sandberg to the district and everyone back to school.

Motion by Faro supported by Moccio to enter into closed session pursuant to Section 8(a) of the Michigan Open Meetings Act, and upon the request of the employee, for the purpose of conducting a periodic personnel evaluation. All Ayes. Carried 7-0

Time entered closed session 8:15 p.m.

Time returned to open session 10:40 p.m.

Time of Adjournment 10:40 p.m.



9-14-22 - Milan Area Schools Scorecard

Academics Programs

Goal

Expand relevant and individualized learning opportunities for all students.

Objectives

Convene a committee to investigate the Educational Development Plan process

Identify current Social Emotional Learning and 21st century programming

Investigate the development of a K-12 Social Emotional Learning and 21st century learning continuum

Measures

Symons

| Test Scores | NWEA Math CGP | NWEA Math CGP | NWEA Math CGP | SAT |
|-------------|----------------------------|----------------------------|----------------------------|------------------------------|
| | 2018 - 65.9 | 2018 - 46.5 | 2018 - 47.1 | 2019 Milan Avg - 1021.0 |
| | 2019 - 67.5 | 2019 - 49.8 | | 2019 MASB Peers Avg - 1003.6 |
| | 2020 - No Data | 2020 - No Data | | 2019 State Avg - 949.7 |
| | 2021 - 38.4 | 2021 - 40.0 | 2021 - 38.1 | 2020 - No Data |
| | 2022 - 53.5 | 2022 - 64.2 | 2022 - 42.7 | 2021 Milan Avg - 1050.9 |
| | 3-Year Weighted Avg - 51.8 | 3-Year Weighted Avg - 54.1 | 3-Year Weighted Avg - 40.9 | 2021 MASB Peers Avg - 993.1 |
| | | | | 2021 State Avg - 952.1 |
| | | | | 2022 Milan Avg - 1006.0 |
| | | | | 2022 MASB Peers Avg - NA |
| | | | | 2022 State Avg - 959.0 |
| | | | AP Course Data | |
| | | | 2020-2021 | |
| | | | Total AP Students: 60 | |
| | | | AP Students with 3+: 37 | |
| | | | % of AP Students 3+: 61.7% | |
| | | | | |
| | | | 2021-2022 | |
| | | | Total AP Students: 54 | |
| | | | AP Students with 3+: 32 | |
| | | | % of AP Students 3+: 59.3% | |
| | | | AP Scholars: 12 | |
| | | | AP Scholars with Honor: 2 | |
| | | | AP Capstone Diploma: 1 | |

| | | | | |
|--|-----------------|--|---|---|
| Participation Rate in Extracurriculars | Lego League (6) | Lego League (8) Community Ed Programs | 7th Basketball - girls (14) 8th Basketball - girls (13) MS Football (32) MS Swim (23) 7th Basketball - boys (13) 8th Basketball - boys (14) MS Wrestling (27) 7th Volleyball (16) 8th Volleyball (16) MS Cross Country (11) Fuel Up to Play 60 (35) NJHS (16) Art Club Drama Club MMS Musical (35) Chess Club (17) Yearbook Club (22) Spelling Bee (15) Quiz Bowl (8) | Marching Band (~40) Fall Play (~40) GSA (~30) Diversity Club (~30) Language Club (~30) Barista Club (~30) World Foods Club (~30) Varsity Football (32) JV Football (24) Varsity Boys Soccer (16) JV Boys Soccer (18) Varsity Boys Tennis (12) JV Boys Tennis (10) Boys Cross Country (15) Boys Varsity Basketball (12) Boys JV Basketball (11) Boys Freshman Basketball (12) Varsity Wrestling (15) Boys Swim/Dive (21) Boys Varsity Bowling (12) Boys Ice Hockey (9) Varsity Baseball (15) JV Baseball (13) Boys Track (75) Boys Golf (11) Equestrian (15) Girls Cross Country (14) Varsity Sideline Cheer (16) JV Sideline Cheer (12) Girls Swim/Dive (22) Varsity Volleyball (15) JV Volleyball (12) Freshman Volleyball (14) Girls Varsity Golf (6) Girls Varsity Basketball (8) Girls JV Basketball (7) Girls Varsity Bowling (4) Girls Ice hockey (1) Varsity Softball (17) Girls Track (44) Varsity Girls Soccer (20) Girls Varsity Tennis (12) Girls JV Tennis (11) Girls Water Polo (5) |
|--|-----------------|--|---|---|

| | | | | |
|---------------------------------|------------------------------------|-------------------------------------|-------------------------------------|---|
| Promotion Rate Ending June 2022 | K: 99.3% 1st: 100% 2nd: 100% | 3rd: 100% 4th: 100% 5th: 100% | 6th: 100% 7th: 100% 8th: 100% | Graduation rate: 2019: 92.68% 2020: 93.89% 2021: 89.93% 2022: Not Yet Available |
|---------------------------------|------------------------------------|-------------------------------------|-------------------------------------|---|

| Learning Environment Culture | | Goal | | Objectives | | |
|------------------------------|--------------|---|---|--|--|--|
| | | Improve and foster a safe learning environment that supports the academic, social, emotional, physical, creative, and cultural needs of the individual. | Review professional development opportunities in the areas of mental health, trauma, diversity, and responsive teaching | Convene a committee to assess and review alternative education options | Review support staff numbers and hours | |
| Measures | | Paddock | Symons | Middle School | High School | |
| Attendance | 09/21: 92.9% | 09/21: 92.7% | 09/21: 91.8% | 09/21: 94.1% | | |
| | 10/21: 92.4% | 10/21: 92.7% | 10/21: 91.6% | 10/21: 91.9% | | |
| | 11/21: 90.0% | 11/21: 89.3% | 11/21: 85.4% | 11/21: 90.4% | | |
| | 12/21: 86.4% | 12/21: 87.2% | 12/21: 83.1% | 12/21: 88.0% | | |
| | 1/22: 88.5% | 1/22: 87.0% | 1/22: 83.3% | 1/22: 86.1% | | |
| | 2/22: 92.6% | 2/22: 92.2% | 2/22: 90.5% | 2/22: 92.4% | | |
| | 3/22: 90.4% | 3/22: 92.4% | 3/22: 88.7% | 3/22: 91.7% | | |
| | 4/22: 92.2% | 4/22: 92.0% | 4/22: 90.4% | 4/22: 92.2% | | |
| | 5/22: 90.3% | 5/22: 91.7% | 5/22: 88.4% | 5/22: 93.6% | | |
| | 6/22: 96.1% | 6/22: 95.3% | 6/22: 91.2% | 6/22: 94.9% | | |
| | 08/22: 96.7% | 08/22: 96.3% | 08/22: 94.9% | 08/22: 97.6% | | |
| | 09/22: | 09/22: | 09/22: | 09/22: | | |
| | 10/22: | 10/22: | 10/22: | 10/22: | | |
| | 11/22: | 11/22: | 11/22: | 11/22: | | |
| | 12/22: | 12/22: | 12/22: | 12/22: | | |
| | 1/23: | 1/23: | 1/23: | 1/23: | | |
| | 2/23: | 2/23: | 2/23: | 2/23: | | |
| | 3/23: | 3/23: | 3/23: | 3/23: | | |
| | 4/23: | 4/23: | 4/23: | 4/23: | | |
| 5/23: | 5/23: | 5/23: | 5/23: | | | |
| 6/23: | 6/23: | 6/23: | 6/23: | | | |

| | | | | |
|--|--|---|--|---|
| Disciplinary Actions | 09/21: 2 OSS 10/21: 1 OSS 11/21: 1 OSS 12/21: 0 OSS 1/22: 0 OSS 2/22: 2 OSS 3/22: 1 OSS 4/22: 2 OSS 5/22: 2 OSS 6/22: 1 OSS 08/22: 0 OSS 09/22: 10/22: 11/22: 12/22: 1/23: 2/23: 3/23: 4/23: 5/23: 6/23: | 09/21: 2 ISS, 3 OSS 10/21: 1 ISS, 1 OSS 11/21: 3 ISS, 7 OSS 12/21: 2 OSS 1/22: 3 ISS, 3 OSS 2/22: 4 ISS, 11 OSS 3/22: 0 ISS, 6 OSS 4/22: 4 ISS, 3 OSS 5/22: 0 ISS, 9 OSS 6/22: 1 ISS, 1 OSS 08/22: 0 ISS, 0 OSS 09/22: 10/22: 11/22: 12/22: 1/23: 2/23: 3/23: 4/23: 5/23: 6/23: | 09/21: 26 ISS, 7 OSS 10/21: 35 ISS, 12 OSS 11/21: 20 ISS, 18 OSS 12/21: 16 ISS, 12 OSS 1/22: 15 ISS, 15 OSS 2/22: 26 ISS, 10 OSS 3/22: 29 ISS, 18 OSS 4/22: 18 ISS, 15 OSS 5/22: 30 ISS, 21 OSS 6/22: 7 ISS, 9 OSS 08/22: 0 ISS, 2 OSS 09/22: 10/22: 11/22: 12/22: 1/23: 2/23: 3/23: 4/23: 5/23: 6/23: | 09/21: 5 OSS 10/21: 10 OSS 11/21: 3 OSS 12/21: 4 OSS 1/22: 3 OSS 2/22: 6 OSS 3/22: 1 OSS 4/22: 1 OSS 5/22: 5 OSS 6/22: 0 OSS 08/22: 0 OSS 09/22: 10/22: 11/22: 12/22: 1/23: 2/23: 3/23: 4/23: 5/23: 6/23: |
| Ongoing Learning Environment and Culture Initiatives | Science of Reading Decodable Texts WIN Time Mindset For Learning C.A.S.E.L. SEL Kindness Campaign | WIN Time Math Intervention Program Gaga Ball Pit Market Day TRAILS CBT/Mindfulness Playground Upgrades | TRAILS Peer to Peer Reading Intervention Math Intervention Student Council PBIS Classroom 180 Mindfulness | TRAILS Peer to Peer Advanced Programming Leadership Class (SNAP) Staff Led PD Big Red Media Production |

| Communications Community Engagement | | Objectives | |
|---|--|--|---|
| Goal | | | |
| Develop and implement a comprehensive plan to foster student, family, staff, and community engagement and partnerships. | | Convene a committee to review and access district/building communication | Develop a communication perception survey |
| Measures | | Symons | High School |
| Paddock | | Middle School | High School |

| | | | | |
|-------------------------------|--|--|--|--|
| Current Communication Methods | Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers | Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers | Building Updates Academic Planners Building Newsletters School Messengers Social Media Posts Website Emails Phone Calls | PowerSchool Announcements School Messengers Social Media Posts Website Emails Phone Calls |
|-------------------------------|--|--|--|--|

| Personnel Leadership | | Goal | Objectives | | |
|---|------------------------------|--|-------------------------------|--|---|
| Measures | | Recruit and retain skilled, passionate, and effective staff who are committed to the success of Milan Area Schools and its place in the community. | Redesign staff culture survey | Expand programming for support of new teachers (years 0-5) | Review salary and extra duty compensation |
| | | Paddock | Symons | Middle School | High School |
| New Hires 2022-23 School Year | J. Kishiyama - Social Worker | O. Aurand - 3rd Grade | M. Ponik - Math | A. Groppe - Math | |
| | A. Creech - 2nd Grade | B. Wisneski | L. Kutschman - Social Studies | A. Shoop - ELA | |
| | R. Staley - Social Worker | L. Fluke - TC | S. Moran - STEAM | D. Adler | |
| | K. West - Speech Pathologist | | C. Rankin - Science | | |
| | C. McMahon - First Grade | | K. Learman - TC | | |
| | A. Wagner - Young 5's | | C. Sandberg | | |
| | | | J. Akins | | |
| Resignations/Retirements 2022-23 School Year | T. Klein | A. Wilkosz | A. Kaplan | C. Zupi | |
| | J. Belhaj | T. Yatzek | C. Winter | S. Porter | |
| | L. Prusaitis | L. Smith | B. Smith | J. Forbush | |
| | J. Eischen | | E. Mansour | | |
| | | | N. Cousino | | |
| | | B. Malecki | | | |
| | | E. McCarthy | | | |

| Finance Operations | | Goal | Objectives | | |
|--------------------|--|---|--|--|-----------------------------------|
| | | Maintain and improve facilities/equipment to support safe, innovative programs. | Identify and attend to critical HVAC, roof, parking lot, and bus needs | Introduce Board to sinking fund option | Address critical technology needs |
| Measures | | | | | |

| | | | | |
|------------------------|---|---|---|--|
| | MHS Facad Repairs Athletic Sound System Athletic Bleachers | HVAC Inspections Complete HVAC Improvements In Progress Roof Inspections Complete Roof Improvements in Progress Parking Lot Maintenance Complete Bus Purchases Complete | Sinking Fund Conversations Starting Soon | System Improvements In Progress Annual Purchases Complete |
| District Fund Balance | 06/30/2021: \$5,924,740 (audited) 06/30/2022: \$3,948,582 (from June 2022 Amendment) | | | |
| Fund Balance Above 10% | 06/30/2021: \$3,261,616 (audited) 06/30/2022: \$901,575 (from June 2022 Amendment) | | | |
| | Objective Key: | Objective Met | Objective On Track | Objective Not Met |