

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, September 8, 2021
AGENDA**

I. Call to Order

II. Pledge of Allegiance

III. 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

IV. Consent Agenda

- A. Approval of Minutes - Workshop Meeting - August 25, 2021
- Special Meeting - August 31, 2021
B. Approval of Bills/Reimbursement of Expenses

V. Old/New Business

- A. Board Issues
 - 1. Board Goal Development
 - a. Board Scorecard - Attachment A
 - b. Board Communication Plan - Attachment B
 - c. Board Operating Procedures Manual
- B. Public Comments
- C. Superintendent's Comments
- D. Assistant Superintendent's Comments
- E. Addenda
 - 1. Board Member Comments
 - 2. Closed Session – Negotiation Strategies and Periodic Personnel Evaluation

VI. Adjournment

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, September 8, 2021
RESOLUTIONS**

I. Call to Order

The regular meeting of the Milan Area Schools Board of Education was called to order by President Cislo at _____ p.m. on September 8, 2021.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

II. Pledge of Allegiance

III. 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

IV. Consent Agenda

- A. Approval of Minutes - Workshop Meeting - August 25, 2021
- Special Meeting - August 31, 2021

B. Approval of Bills/Reimbursement of Expenses

Motion by _____ supported by _____ to approve the consent agenda that includes the minutes of the workshop meeting of August 25, 2021, the minutes of the special meeting of August 31, 2021, and the approval of bills/reimbursement of expenses .

Moccio ____ Cislo ____ Faro ____ Frait ____ Heikka ____ Kiger ____ Landingham ____
Carried _____.

V. Old/New Business

A. Board Issues

1. Board Goal Development

- a. Board Scorecard - Attachment A
- b. Board Communication Plan - Attachment B
- c. Board Operating Procedures Manual

B. Public Comments

C. Superintendent's Comments

D. Assistant Superintendent's Comments

E. Addenda

1. Board Member Comments

2. Closed Session – Negotiation Strategies and Periodic Personnel Evaluation

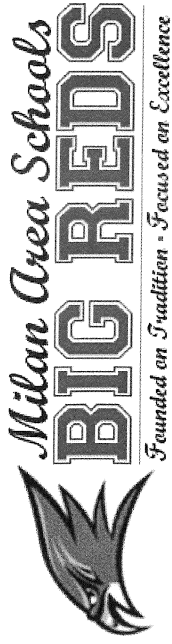
Motion by _____ supported by _____ to enter into closed session as allowed by the Open Meetings Act for Negotiation Strategies and, upon the request of the employee, for the purpose of conducting a periodic personnel evaluation.

Cislo _____ Faro _____ Frait _____ Heikka _____ Kiger _____ Landingham _____ Moccio _____
Carried _____.

Time entered closed session _____.

Time returned to open session _____.

VI. Adjournment - Time of Adjournment _____.



DRAFT - Milan Area Schools Scorecard - DRAFT

Academics Programs		Goal	Objectives		
Measures		Expand relevant and individualized learning opportunities for all students.	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
	Test Scores	Paddock	Symons	Middle School	High School
	Participation Rate in Extracurriculars				
	Graduation Rate				

Learning Environment Culture		Goal	Objectives		
Measures		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
	Attendance	Paddock	Symons	Middle School	High School
	Disciplinary Actions				

Communications Community Engagement		Goal	Objectives		
Measures		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	Conduct perception survey
		Paddock	Symons	Middle School	High School

To Be Determined by Committee				
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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
	New Hires	Paddock	Symons	Middle School	High School
	Turnovers/Attritions				

Finance Operations		Goal	Objectives		
Measures		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
	District Fund Balance				
	Fund Balance Above 10%				
Objective Key:		Objective Met	Objective On Track	Objective Not Met	

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Draft Charter of Milan Area Schools Board Communications Ad Hoc Committee

The purpose of the Milan Area Schools Board Communications Ad Hoc Committee is to review the current state of school board communications with the broader community. Please note: this ad hoc committee is only looking at school board communications and not broader school district communications.

Goals

- Establish a culture of two-way communication with stakeholders, within the confines of school board legal obligations and best practices
- Demonstrate transparency through communications standards
- Recognize the varied number of stakeholders of the school board, their varied interests and that communications needs to vary depending on audience
- Make recommendations regarding school board communication for school board approval, e.g. student board member responsibilities

Membership

- **WHO:** The committee is to be comprised of a cross-section of interests of the MAS Board constituency, including parents and community members. In order to better understand the communications needs and expectations of various stakeholders in our community, the ad hoc committee would like to solicit 4-6 parents/community members to participate in this committee.
 - Composition: 4-6 members (not including 3 School Board members and district administration)
 - Representation:
 - MAS elementary and secondary parents/guardians representing the district's demographics, to include geographic location, racial/cultural background, socio-economic background and student abilities
 - Citizens with backgrounds in marketing, communications or public relations experience are a plus, but not required
- **WHEN:** The committee will meet at least monthly for approximately six months. The committee will recommend to the School Board if additional meetings are required and plan accordingly. Meeting dates, times and locations will be determined by the committee.

Membership Requirements

- Desire to be engaged in advancing the role of the MAS Board in its communication and engagement with its constituents
- Willingness to meet, learn, problem solve, innovate and champion School Board communications that serve and engage all constituencies
- MAS parent, resident and/or employee
- ICHAT background approved
- Membership determined by the School Board member participants of the committee

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**MILAN AREA SCHOOLS
BOARD OF EDUCATION
WORKSHOP MEETING
Wednesday, August 25, 2021**

The workshop meeting of the Milan Area Schools Board of Education was called to order by President Cislo at 7:00 p.m. on August 25, 2021.

Board Members Present: Heikka, Faro, Moccio, Kiger, Cislo, Landingham, Frait

Board Members Absent: None

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

Guests Present: Debra Allen, Rachel Hobbs, Gunnar Kruise, Sabrina Linzen, Egan Kruise, Annie Kurise, Katie Wilson, Lisa Boner, James Sanders, James Sanders, Andrea Bennink, Jacob Bennink, Michael Bennink, Emily Linzell, Harold Powell, Alecia Powell, Avery Powell, Tara Dreon, Holli Vallade, CJ Vallade, George Elder, Emmett Kruise

Pledge of Allegiance

Public Comments:

- Andrea Bennick spoke to the Board regarding a community partnership in education and mask rights.
- Rachel Hobbs asked the Board for quarantine clarification, she requested details on COVID dollars, she talked about Board Minute considerations, she wants more detail on expenses and reimbursements, she questioned the Superintendent comments on Board Minutes, she would like more information on the vaping lawsuit, and she asked for the status of the pupil count.
- Annie Kruise spoke regarding Board goals and vision statement and the duties of the Board. Kruise shared CDC information and spoke about masks, American Academy of Pediatrics recommendations, and she wants more fact finding and focus on trusting and verifying data.
- Gunnar Kruise spoke to the Board regarding masks, negativity of last school year, and he wants the Board to listen to the people.

- Alecia Powell spoke about masks and dividing our community, posting information on mental health for families, advocating for face shields, and asked the communications committee to investigate compromises.
- Jacob Bennink spoke about pushback on masks.
- Emmett Kruise spoke about masks.
- Emily Linzell spoke about masks.
- James Sanders spoke about COVID data.
- Daniel Kawakami spoke about masks and COVID.
- Holly Vallade spoke about masks and children's mental health and safety of children.
- Michael Bennink spoke about deaths of children dying from COVID.
- Avery Powell spoke about masks.
- Andrea Bennink talked about her Pediatrician writing an article on COVID.

Motion by Faro supported by Kiger to approve the consent agenda that includes the minutes of the regular meeting of August 12, 2021. All Ayes. Carried 7-0

Motion by Faro supported by Landingham to approve the Master Agreement with the Milan Education Association as detailed in Attachment A. Carried 4-1
Cislo abstention (personal conflict) Heikka abstention (personal and professional conflict), No vote by Frait

Motion by Faro supported by Landingham to appoint the following people to the teaching positions listed and Base Salaries listed effective for the 2021-2022 school year.

- * Erin Knotts - Paddock 2nd Grade (\$51,109)
- * Colin Lambers - Paddock 2nd Grade (\$40,000)
- * Megan Kadykowski - Symons 3rd Grade (\$70,418)
- * Jennifer Young - Symons 4th Grade (\$53,174)

Carried 5-2 No vote by Heikka, No vote by Frait

Public Comments:

- Debbie Allen addressed the Board regarding Public Comments and enrollment numbers.
- Annie Kruise spoke to the Board regarding Public Comments and the response she received to her religious exemption.

- Andrea Bennink wants it noted that the religious exemption form is no longer on the website.
- Katie Wilson spoke about masks and CDC recommendations.
- Daniel Kawakami addressed the Board about proper use of mask wearing.
- Andrea Bennink spoke about masks.
- Harold Powell spoke about masks and asked the Board to take feelings out of the decision.
- Holly Vallade spoke about financial decisions, legal representation of religions exemptions, quarantine and contact tracing.
- Emmett Kruise spoke about being educated.
- George Elder spoke to the Board about religious exemptions.
- James Sanders spoke about masks, taxpayer money, and mask mandates.
- Cyril Vallade asked the Board about student counts and student socialization.
- Brittany Kawakami spoke to the Board regarding moving to Milan and the masks mandates.

Superintendent's Comments:

Students

- The district wants to inform our students and families that, throughout the 2021-2022 school year, full meal equivalent breakfasts and lunches will be free to all students on scheduled school days. Individual milks and other food items will NOT be free.
- Kindergarten through Eighth Grade Summer School and the Milan High School Credit Recovery programs finished strong. We thank the staff members who made these programs possible and we congratulate the students who participated in these programs!
- Our transportation department, like many other transportation departments in the state, is struggling to hire full time and substitute drivers. Anyone interested in working for the Milan Transportation Department should call 734-439-5900. Milan Area Schools will pay for and coordinate all required training.

Staff

- The District's three days of professional development have been very positive. Many topics were covered at the district and building level. We thank all of our teachers, paraprofessionals, and other staff members who participated.

- The district has reached a tentative agreement with the Milan Area Schools Transportation Association. The MASTA has approved the tentative agreement. The Board will take action on the tentative agreement at a future Board meeting.
- The district has reached a tentative agreement with the Milan Area Schools Support Staff. The MASSS will be voting on the tentative agreement soon. The Board will take action on the tentative agreement at a future Board meeting.
- Robin Blackburn (MS Paraprofessional) lost her mom. Our thoughts go out to her and her family.

General

- The MS Open House was a huge success. Mr. McMahon has informed me that the Paddock and Symons Open Houses are going well this evening. It has been great to see families back in the buildings.
- Milan Area Schools is accepting medical and religious mask exemption requests. These requests will be individually reviewed by Milan Area Schools with guidance from the district's law firm (Thrun Law). Religious exemption requests will be reviewed using current case law.
- Pupil counts are always followed up with phone calls and emails to families who did not complete the registration process.

Assistant Superintendent's Comments:

- Mr. McMahon stated that the Paddock and Symons Open Houses were a great success and that he is looking forward to the students' return.

Board Member Comments:

- Board Member Cislo responded to questions regarding the Public Comments.
- Board Member Faro responded to comments about the MEA contract and negotiations, the legal questions about exemptions, Board Member masks wearing, the fact that the Board is hearing the public comments and is doing their best for students, and that he does not appreciate insulting comments.
- Board Member Heikka stated the Middle School Open House went very well, was well attended, and that the open house solidified her feelings about CDC guidelines and mask wearing.
- Board Member Kiger can not attend a Special Meeting due to having to be out of town to care for grandchildren who have contracted COVID.
- Board Member Frait missed Board Meetings and wished she could have voiced her opinion on masks, accepted responsibility for not wearing masks properly, talked about providing a Legal Letter about religious exemptions, explained why she voted no on the contract and thanked the crowd for their participation.
- Board Member Moccio thanked the MEA negotiation members for their time.

Motion by Heikka supported by Faro to enter into closed session as allowed by the Open Meetings Act for Negotiation Strategies 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 8:43 p.m.

Time returned to open session 10:26 p.m.

Time of Adjournment: 10:26 p.m.

DRAFT

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
SPECIAL MEETING
Tuesday, August 31, 2021**

The special meeting of the Milan Area Schools Board of Education was called to order by President Cislo at 7:00 p.m. on August 31, 2021.

Board Members Present: Cislo, Faro, Frait, Heikka, Kiger, Landingham, Moccio

Board Members Absent: None

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

Guests Present: Jennifer Boggs, Brandon Boggs, Alecia Powell, Konner Wojewski, Gunnar Kruise, Annie Kruise, Rachel Hobbs, Debra Allen, Melissa DeMars, Kirk DeMars, Tara Dreon, Holli Vallade

Pledge of Allegiance

Public Comments:

- Rachel Hobbs spoke about a Board member's personal social media post. She also asked about Superintendent Girbach's response to her husband.
- Annie Kruise spoke about the placement of public comments on the agenda.
- Kirk DeMars thanked the Board for having a Tuesday meeting and questioned the need for police presence at board meetings.

Motion by Faro supported by Landingham to approve the Master Agreement with the Milan Area Schools Transportation Association as detailed in Attachment A. Carried 6-0 Heikka abstention (professional conflict)

Motion by Moccio supported by Faro to approve the Master Agreement with the Milan Area Schools Support Staff as detailed in Attachment B. Carried 5-1 Heikka abstention (professional conflict), No vote by Frait

Public Comments:

- Alecia Powell spoke about a bus issue, paraprofessional pay, feeling unheard, the need for Board members comments being heard, the make-up of the communication committee, the lack of constructive conversations, the lack of need for police presence at board meetings, a Board member's personal social media post, masks, need for leadership and partnerships, and the need to hold ourselves to higher standards.
- Debra Allen spoke about the lack of need for police presence at board meetings and requested that the Board considered the community's input when making decisions.
- Rachel Hobbs asked about Superintendent Girbach's response to her husband.

- Annie Kruse thanked Board members for listening with their eyes and questioned Superintendent Girbach's response to a community member.

Superintendent's Comments:

Students

- The district wants to inform our students and families that, throughout the 2021-2022 school year, full meal equivalent breakfasts and lunches will be free to all students on scheduled school days. Individual milks and other food items will NOT be free.

Staff

- Danielle Huff (PECC Teacher) had a baby girl. Lennon Jane Greuling was born on Monday, August 30th.

General

- The first two days of school have been very successful. It is great to see students in classrooms learning. Our transportation department is working through a couple of timing issues caused by consolidating a run. Paddock and Symons are also working through the use of Drive Line pick-up and drop-off procedures. With the increased number of students being picked-up and dropped-off, wait times have been longer than we would like. We improved from day one to day two and the principals and staff are brainstorming ideas to make the process even more efficient. We appreciate the patience of our parents as we work through these new procedures.

Budget Update

- Pupil counts are being finalized and will be shared at the next Board meeting.

Board Member Comments:

- Board Member Cislo addressed concerns about the placement of public comments on the agenda and thanked Beth Frait for painting the door for downtown.
- Board Member Landingham addressed concerns about her social media post and recommended moving forward with the communication committee.
- Board Member Heikka recommended moving forward with the communication committee, addressed concerns about her social media post, and acknowledged that she appreciates the passion of community members who make public comments at Board meetings.
- Board Member Moccio provided an update on the great Art Doors and thanked Beth Frait for painting the door for downtown.
- Board Member Faro thanked the community for respectful comments made at Board meetings and said that he appreciates their comments.
- Board Member Frait thanked community members for attending the Board meetings and provided an update on her daughter in New Orleans.
- Board Member Kiger thanked the staff for providing the students with a great start to the new year.

Time of Adjournment: 7:48 p.m.