

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, AUGUST 9, 2023
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 July 12, 2023
- B. Bills/Reimbursement of Expenses

V. Milan Area Schools Strategic Plan Business

- A. Finance / Operations
 - 1. Michigan Schools Energy Cooperative (MISEC) Energy Resolution - Attachment A
- B. Learning Environment / Culture
 - 1. Strategic Plan Scorecard - Attachment B
- C. Personnel / Leadership
 - 1. Teacher Appointments
- D. Communications / Community Engagement
 - 1. Public Comments
 - 2. Student Board Representative Comments
 - 3. Assistant Superintendent Comments
 - 4. Superintendent Comments
 - 5. Board Member Comments
 - a. Special Meeting Date
 - b. 8-29-23 Big Red Board Chat

VI. Adjournment

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, AUGUST 9, 2023
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 August 9, 2023.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

II. Pledge of Allegiance

III. Communications / Community Engagement

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A. Public Comments

IV. Routine Matters for Approval

A. Minutes of the Regular Meeting of July 12, 2023

Motion by _____ supported by _____ to approve the minutes of the regular meeting of July 12, 2023.

Frait _____ Gutierrez _____ Heikka _____ Meray _____ Rosen-Leacher _____ Cislo _____ Faro _____
Carried _____.

B. Bills/Reimbursement of Expenses

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

Gutierrez _____ Heikka _____ Meray _____ Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____
Carried _____.

V. Milan Area Schools Strategic Plan Business

A. Finance / Operations

1. Michigan Schools Energy Cooperative (MISEC) Energy Resolution - Attachment A

Motion by _____ supported by _____ to approve the Michigan Schools Energy Cooperative (MISEC) Energy Resolution as provided in Attachment A.

Heikka _____ Meray _____ Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Gutierrez _____
Carried _____.

B. Learning Environment / Culture

1. Strategic Plan Scorecard - Attachment B

Motion by _____ supported by _____ to approve the Strategic Plan Scorecard as provided in Attachment B.

Meray _____ Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Gutierrez _____ Heikka _____
Carried _____.

C. 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 for the 2023-2024 school year.

- Dr. Chloe Wilson - Milan Middle School Teacher Consultant (\$53,598)
- Christina Barbara - High School Counselor (\$53,598)
- Noah Genson - Middle School Elective Teacher (\$47,500)
- Levi Jackson - High School Counselor (\$47,500)
- Michael Sedenquist - High School Math Teacher (\$41,000)

Rosen-Leacher _____ Cislo _____ Faro _____ Frait _____ Gutierrez _____ Heikka _____ Meray _____
Carried _____.

D. Communications / Community Engagement

1. Public Comments
2. Student Board Representative Comments
3. Assistant Superintendent Comments
4. Superintendent Comments
5. Board Member Comments
 - a. Special Meeting Date
 - b. 8-29-23 Big Red Board Chat

VI. Adjournment - Time of Adjournment _____.

DRAFT

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
Wednesday, July 12, 2023**

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 July 12, 2023.

Board Members Present: Cislo, Heikka, Faro, Rosen-Leacher, Gutierrez, Meray

Board Members Absent: Frait

Signed in Staff: Bryan Girbach, Ryan McMahon, Yvette Kashmer, Daniel Douglas

Signed in Guests: None

Pledge of Allegiance

A moment of silence was held for Skylar Schindel and her family

Motion by Cislo supported by Faro to add agenda item VI.C.2 Athletic Director Compensation. All Ayes. Carried 6-0

Public Comment: None

Motion by Rosen-Leacher supported by Gutierrez to approve the minutes of the regular meeting of June 28, 2023. Carried 5-0 Abstention by Meray

Motion by Faro supported by Rosen-Leacher to approve the minutes of the regular meeting closed session of June 28, 2023. Carried 5-0 Abstention by Meray

Motion by Faro supported by Heikka to approve the bills/reimbursement of expenses. All Ayes. Carried 6-0

Motion by Heikka supported by Meray to adopt the following resolutions:

- A. To name JP Morgan Chase/Chase Bank, Fifth Third Bank, US Bank, Michigan School District Liquid Asset Fund, Bank of NY Mellon, First Merchants Bank, and MBIA Michigan Class as depositories for General Fund, Payroll, Debt Retirement, Trust and Agency, Food Service, Athletic, and Internal Accounts for district moneys for the 2023-2024 fiscal year and that the following staff members' signatures be attached to the respective accounts as listed:

- General Fund, Payroll & Invoice, Debt Retirement, Food Service, Trust and Agency, Athletics – Superintendent, Assistant Superintendent, and Finance Director
- High School – MHS Principal, MHS Assistant Principal, and Superintendent
- Middle School – MMS Principal, MMS Assistant Principal, and Superintendent
- Symons Elementary – Symons Principal, Finance Director, and Superintendent
- Paddock Elementary School – Paddock Principal, Finance Director, and Superintendent

Be it further moved that the superintendent or designee is authorized to transfer funds from savings to checking and checking to savings and is authorized to buy time savings certificates and invest district monies in accordance with state and/or federal law and Board Policy.

B. To designate the Superintendent or designee to post notices of meetings.

C. That the law firm of Thrun Law Firm, P.C., be retained as the district's legal counsel for the 2023-2024 fiscal year. Further moved that the Superintendent is authorized to extend the retainer relationship with Thrun Law Firm, P.C. for one year upon its anniversary date. Further moved that other legal counsel may be retained for specific purposes, as needed.

D. To approve the appointments listed below:

- Voting Delegates to MASB Cislo.
- Alternate voting Delegates to MASB Rosen-Leacher

All Ayes. Carried 6-0

The Board discussed logistics of future Board Meeting.

Motion by Faro supported by Heikka to approve the Annual Loan Activity Application Resolution for borrowing from the School Loan Revolving Fund as presented in Attachment A.
All Ayes. Carried 6-0

The Board heard and discussed the update of the Score Card by Superintendent Girbach, as in Attachment B

Motion by Rosen-Leacher supported by Gutierrez to appoint the following person to the teaching position listed and Base Salary listed effective immediately for the 2023-2024 school year.

- Kyle McIntoch - Milan Middle School Social Worker (\$52,448)

All Ayes. Carried 6-0

Motion by Faro supported by Gutierrez to approve the Athletic Director's 2023-2024 compensation of \$85,600.

All Ayes. Carried 6-0

Public Comments: None

Student Board Member Comments: None

Assistant Superintendent's Comments were heard on the following topics: None

Superintendent's Comments were heard on the following topics:

- Death of a Student
- Upcoming MISEC Energy Resolution
- Furniture Donation to WAVE
- District Communications Committee Update
- State Budget Update

Board Member Comments:

- Faro clarified his earlier comments related to meetings in the Boardroom. He gave a summary of the State budget for k12 education. He provided context related to the timing of federal and state payments to the schools. He also discussed the upcoming audit of the financial statements.
- Rosen-Leacher announced that the Big Red Board Chat schedule was posted on the City calendar. She discussed the State budget and federal initiatives to fund those seeking to become teachers.
- Gutierrez expressed her deep condolences to the Schindel family. She also noted the upcoming Open House dates and urged the district to push those dates out to the community as soon as possible.
- Heikka requested that the Board continue to discuss hiring additional teachers to maintain class sizes. Providing information to the community defining Social Emotional Learning and 21st Century skills. She discussed the free lunch program and how it impacts lunch balances.
- Cislo discussed upcoming Big Red Board Chats. He expressed appreciation for the Scorecard discussion and thanked everyone for their work in meeting our goals this past year. He also announced that the next Board Meeting would be held in the Boardroom not the auditorium.

Time of Adjournment 9:57 p.m.

Milan Area Schools
Board of Education
RESOLUTION

The Board of Education of Milan Area Schools, hereinafter referred to as the "District," hereby resolves as follows:

WHEREAS, the District is committed to reducing its environmental impact and operating costs; and

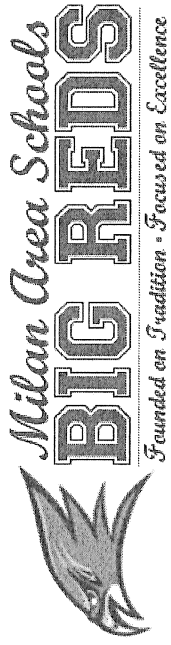
WHEREAS, solar energy is a clean, renewable source of energy that can aid the District in achieving its goals; and

WHEREAS, the District is currently a member of the Michigan Schools Energy Cooperative (MISEC) and a participant in the Michigan Schools Energy Cooperative (MISEC) Electric Choice program and MISEC has received a proposal from NorthStar Clean Energy, a CMS Energy company for the installation of an off-site solar energy system that will generate electricity for the School District;

NOW, THEREFORE, BE IT RESOLVED, that the District approves that MISEC, as Agent on behalf of the District, enter into a 15 year Power Purchase Agreement for 50% of the District's annual electricity usage with NorthStar Clean Energy at a fixed rate not to exceed \$0.075/kWh for the generation and delivery of solar electricity, with commercial operation expected to begin in June, 2025.

Passed and approved this 9th day of August, 2023.

President of the Board



8-9-23 - Milan Area Schools Scorecard

Academics Programs

Goal

Expand relevant and individualized learning opportunities for all students.

Objectives

Expand the use of Educational Development Plans for students

Increase Social Emotional Learning and 21st century programming

Continue the implementation of a K-12 Social Emotional Learning and 21st century learning continuum

Measures	Paddock	Symons	Middle School	High School
Test Scores	NWEA Math CGP 2018 - 65.9 2019 - 67.5 2020 - NDC 2021 - 38.4 2022 - 53.3 2023 - 52.5 3-Year Weighted Avg - 49.9	NWEA Math CGP 2018 - 46.5 2019 - 49.8 2020 - NDC 2021 - 40.3 2022 - 63.3 2023 - 51.1 3-Year Weighted Avg - 52.6	NWEA Math CGP 2018 - 47.1 2019 - 40.8 2020 - NDC 2021 - 38.0 2022 - 42.8 2023 - 54.6 3-Year Weighted Avg - 47.7	SAT 2019 Milan Avg - 1021.0 2019 MASB Peers Avg - 1003.6 2019 State Avg - 949.7 2020 - NDC 2021 Milan Avg - 1050.9 2021 MASB Peers Avg - 993.1 2021 State Avg - 952.1 2022 Milan Avg - 1005.7 2022 MASB Peers Avg - 980.6 2022 State Avg - 926.8 2023 Milan Avg - NYA 2023 MASB Peers Avg - NYA 2023 State Avg - NYA
NWEA - Nationally normed assessment given 3 times a year				
CGP - Conditional Growth Percentile (fall to spring)				
SGP - Student Growth Percentiles (assessment to assessment)	NWEA ELA CGP 2018 - 59.8 2019 - 53.0 2020 - NDC 2021 - 41.6 2022 - 52.1 2023 - 52.4 3-Year Weighted Avg - 50.1	NWEA ELA CGP 2018 - 47.2 2019 - 49.5 2020 - NDC 2021 - 34.5 2022 - 55.7 2023 - 53.9 3-Year Weighted Avg - 50.6	NWEA ELA CGP 2018 - 57.9 2019 - 44.1 2020 - NDC 2021 - 34.5 2022 - 43.0 2023 - 58.3 3-Year Weighted Avg - 48.9	
NDC - No Data Collected by the State				
NYA - Not Yet Available from State				
		MSTEP/PSAT Math SGP 2018 - 62.8 2019 - 58.2 2020 - No Data 2021 - 29.1 2022 - No Data 2023 - NA Weighted Avg - 44.6	MSTEP/PSAT Math SGP 2018 - 39.7 2019 - 39.2 2020 - NDC 2021 - 27.5 2022 - 30.2 2023 - NYA Weighted Avg - 31.2	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 2022-2023 Total AP Students: 73 AP Students with 3+: 43 % of AP Students 3+: 58.9% AP Scholars: 7 AP Scholars with Honor: 2 AP Capstone Diploma: 1
		MSTEP/PSAT ELA SGP 2018 - 51.6 2019 - 52.4 2020 - No Data 2021 - 39.8 2022 - No Data 2023 - NA Weighted Avg - 45.9	MSTEP/PSAT ELA SGP 2018 - 54.8 2019 - 42.6 2020 - NDC 2021 - 40.3 2022 - 40.9 2023 - NYA Weighted Avg - 41.1	

Participation Rate in Extracurriculars Number of participants (2021-2022)(2022-2023)(2023-2024)	Lego League (6)(12)	Lego League (8)(16) Community Ed Programs	7th G Basketball (14)(12) 8th G Basketball (13)(11) MS Football (32)(37) MS Swim (23)(30) 7th B Basketball (13)(14) 8th B Basketball (14)(13) MS Wrestling (27)(16) 7th Volleyball (16)(13) 8th Volleyball (16)(15) MS Cross Country (11)(7) Fuel Up to Play 60 (35)(60) NJHS (16)(17) MMS Musical (35)(40) Chess Club (17)(20) Yearbook Club (22)(8) Spelling Bee (15)(72) Quiz Bowl (8)(13) Robotics I(15) Track I(72) Tennis (22)(24) Bowling(I)	Marching Band (~40)(~50) Fall Play (~40)(~45) GSA (~30)(~20) Peer-2-Peer (~10) Language Club (~30)(~15) Barista Club (~30)(~15) World Foods Club (~30)(~15) Robotics I(35) Varsity Football (32)(28) JV Football (24)(31) Varsity B Soccer (16)(20) JV B Soccer (18)(16) Varsity B Tennis (12)(12) JV B Tennis (10)(11) B Cross Country (15)(11) B Varsity Basketball (12)(15) B JV Basketball (11)(10) B Freshman Basketball (12)(7) Varsity Wrestling (15)(12) B Swim/Dive (21)(17) B Varsity Bowling (12)(16) B Ice Hockey (9)(5) Varsity Baseball (15)(18) JV Baseball (13)(15) B Track (75)(54) B Golf (11)(21) Equestrian (15)(10) G Cross Country (14)(15) Varsity Sideline Cheer (16)(16) JV Sideline Cheer (12)(0) G Swim/Dive (22)(23) Varsity Volleyball (15)(13) JV Volleyball (12)(8) Freshman Volleyball (14)(10) G Varsity Golf (6)(6) G Varsity Basketball (8)(9) G JV Basketball (7)(9) G Varsity Bowling (4)(11) G Ice hockey (1)(1) Varsity Softball (17)(15) G Track (44)(40) Varsity G Soccer (20)(24) G Varsity Tennis (12)(12) G JV Tennis (11)(4) G Water Polo (5)(12)
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Promotion Rate June 2023	K: 99.1% 1st: 100% 2nd: 100%	3rd: 100% 4th: 100% 5th: 100%	6th: 100% 7th: 100% 8th: 100%	MHS Graduation rate: 2019: 92.68% 2020: 93.98% 2021: 89.93% 2022: 93.60% 2023: NYA
NYA - Not Yet Available from State				

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.	Support professional development opportunities in the areas of mental health, trauma, diversity, and responsive teaching	Review district programming and structures	Monitor support staff numbers and hours	
Measures		Paddock	Symons	Middle School	High School	
Attendance Percents represent the average daily attendance for the month	Attendance	08/22: 96.7% 09/22: 93.2% 10/22: 92.1% 11/22: 92.8% 12/22: 91.9% 1/23: 94.5% 2/23: 93.9% 3/23: 90.9% 4/23: 93.9% 5/23: 93.3% 6/23: 92.9%	08/22: 96.6% 09/22: 93.7% 10/22: 92.5% 11/22: 93.5% 12/22: 92.4% 1/23: 94.7% 2/23: 94.1% 3/23: 92.7% 4/23: 93.1% 5/23: 93.7% 6/23: 94.4%	08/22: 95.1% 09/22: 92.6% 10/22: 91.1% 11/22: 89.8% 12/22: 88.8% 1/23: 92.7% 2/23: 91.4% 3/23: 90.2% 4/23: 92.5% 5/23: 91.9% 6/23: 89.2%	08/22: 98.5% 09/22: 94.5% 10/22: 92.6% 11/22: 94.1% 12/22: 93.2% 1/23: 95.2% 2/23: 93.6% 3/23: 93.1% 4/23: 93.5% 5/23: 94.6% 6/23: 95.3%	
		8/23:	8/23:	8/23:	8/23:	
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		5-24:	5-24:	5-24:	5-24:	
		6-24:	6-24:	6-24:	6-24:	

Attendance	2023-2024 Chronically Absent - Truant -	2023-2024 Chronically Absent - Truant -	2023-2024 Chronically Absent - Truant -	2023-2024 Chronically Absent - Truant -
Chronically Absent - when a student is absent for 10% or more of the days in a school year				
Truant - when a student has 10 or more unexcused absences at any point in the school year				
<10 used when the count is between 1 and 10				
Disciplinary Actions				
ISS = In School Suspension	08/22: 0 OSS	08/22: 0 OSS, 3 OSS	08/22: 0 OSS	08/22: 0 OSS
OSS = Out of School Suspension	09/22: 0 OSS	09/22: 5 ISS, 22 OSS	09/22: 3 ISS, 6 OSS	09/22: 14 OSS
	10/22: 3 OSS	10/22: 29 ISS, 26 OSS	10/22: 0 OSS, 1 OSS	10/22: 14 OSS
	11/22: 0 OSS	11/22: 1 ISS, 0 OSS	11/22: 1 ISS, 0 OSS	11/22: 9 OSS
	12/22: 0 OSS	12/22: 2 ISS, 1 OSS	12/22: 2 ISS, 1 OSS	12/22: 6 OSS
	1/23: 0 OSS	1/23: 1 ISS, 2 OSS	1/23: 1 ISS, 2 OSS	1/23: 5 OSS
	2/23: 0 OSS	2/23: 4 ISS, 0 OSS	2/23: 4 ISS, 0 OSS	2/23: 1 OSS
	3/23: 0 OSS	3/23: 6 ISS, 2 OSS	3/23: 6 ISS, 2 OSS	3/23: 5 OSS
	4/23: 1 OSS	4/23: 4 ISS, 1 OSS	4/23: 4 ISS, 1 OSS	4/23: 1 OSS
	5/23: 2 OSS	5/23: 5 ISS, 3 OSS	5/23: 5 ISS, 3 OSS	5/23: 4 OSS
	6/23: 1 OSS	6/23: 2 ISS, 3 OSS	6/23: 2 ISS, 3 OSS	6/23: 2 OSS
	8/23:	8/23:	8/23:	8/23:
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	5-24:	5-24:	5-24:	5-24:
	6-24:	6-24:	6-24:	6-24:
CBP - Percent of suspensions attributable to students with chronic behavior concerns (more than 4 suspensions in a year)	2023-2024 CBP:	2023-2024 CBP:	2023-2024 CBP:	2023-2024 CBP:

Ongoing Learning Environment and Culture Initiatives	Science of Reading Decodable Texts WIN Time Mindset For Learning C.A.S.E.L. SEL Kindness Campaign Behavior Specialist Body Safety Summer Programs	WIN Time Math Intervention Program Gaga Ball Pit Market Day TRAILS CBT/Mindfulness Playground Upgrades Behavior Specialist Summer Programs	TRAILS Peer to Peer Reading Intervention Math Intervention Student Council PBIS Classroom 180 Mindfulness Behavior Specialist Summer Programs	TRAILS Peer to Peer Advanced Programming Leadership Class (SNAP) Staff Led PD Big Red Media Production Behavior Specialist Summer Programs
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Communications		Objectives		
Community Engagement		Goal		
	Develop and implement a comprehensive plan to foster student, family, staff, and community engagement and partnerships.	Engage the District Communication Committee in reviewing the communication perception survey responses	Review and analyze the recommendations from the District Communications Committee	Investigate district branding and develop a marketing plan

Measures	Paddock	Symons	Middle School	High School
Current Communication Methods	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Updates Academic Planners Building Newsletters School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences	PowerSchool Announcements School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences

Personnel		Objectives		
Leadership		Goal		
	Recruit and retain skilled, passionate, and effective staff who are committed to the success of Milan Area Schools and its place in the community.	Review and adapt operations based on staff culture survey responses	Expand programming for support of new teachers (years 0-5)	Monitor and benchmark all district salaries

Measures	Paddock	Symons	Middle School	High School
New Hires 2023-24 School Year	M. Maury		K. McIntosh	A. Jaster

Resignations/Retirements 2023-24 School Year	T. Zajac K. Erehart K. Smith	O. Aurand A. Davis E. Fitzgerald	H. Fiedler J. Akins	C. Salas B. Livingston K. Goffee A. Groppe C. Gill J. Schlack
Finance				
Operations				
Measures				
	Goal		Objectives	
	Maintain and improve facilities/equipment to support safe, innovative programs.	Identify and attend to critical technology, HVAC, roof, parking lot, and bus needs	Investigate a sinking fund millage	Investigate and address critical safety needs
	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 Bus Purchases	Sinking Fund Conversations	System Improvements In Progress Annual Purchases E-Rate Purchases
District Fund Balance	06/30/2021: \$5,924,740 (audited) 06/30/2022: \$4,931,946 (audited) 06/30/2023: expected Nov 2023			
Fund Balance Above 10% (10% is Board of Education goal)	06/30/2021: \$3,261,616 (audited) 06/30/2022: \$1,994,198 (audited) 06/30/2023: expected Nov 2023			
	Objective Key:	Objective Met	Objective On Track	Objective Not Met