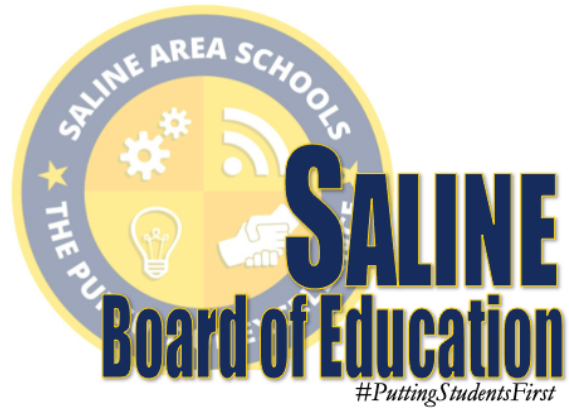


Board of Education Meeting

Liberty School Board Room
September 12, 2023 at 6:30 PM



AGENDA

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. **CALL TO ORDER**
2. **PLEDGE OF ALLEGIANCE**
3. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting. Please note that students will be given priority to speak on any topic. The first public participation portion of the meeting will be limited to one-half hour (30 minutes) normally and limited to agenda items. A second public participation portion will be offered at the end of the agenda to allow for any other comment.

Individuals addressing the Board should take into consideration the rules of common courtesy. The public participation portion of the meeting cannot be used to make personal attacks against a Board Member, District Employee, or Student.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

EXTENDED PUBLIC COMMENT

*Kavin Arul, SMS 8th Grade
Senior Patrol Leader Troop 416*

*Stacey Rumpsa
FSAS Executive Director*

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. REVISIONS/APPROVAL OF AGENDA

(Items may be added or deleted from the meeting agenda, and/or the order of items may be changed, at the request of an individual Board member or the Superintendent. The agenda must be approved before proceeding further.)

RECOMMENDED MOTION . . . move to approve the agenda as printed/revised.

6. Saline Area Schools: Introduction of the 23/24 New Hires

Presenter: Curt Ellis, Assistant Superintendent of Human Resources

7. STUDENT SHOWCASE

Presenter: Erin Huetteman, SHS Class of 2024, 2023 Miss Saline

8. ACTION ITEMS

A. RECOMMENDED MOTION ... to approve the minutes from the August 22, 2023 closed session for the purpose of Collective Bargaining 8(c) of the Open Meetings Act.

9. SCHEDULED REPORTS

1. Teaching & Learning Update, Continuous Improvement Back to School Edition
Presenter: Kara Davis, Director of Teaching & Learning

10. DISCUSSION ITEMS

1. Policy 2240 Controversial Issues (Instructional Materials: Opt Out)
Second Reading
Facilitator, Jenny Miller, Chair

11. ADMINISTRATION / BOARD UPDATES

12. CONSENT AGENDA

The Consent Agenda is listed in this agenda and will not be read aloud. The motion noted will allow for the authorization of all listed items, without discussion, unless a member of the Board requests that any one or all be considered individually.

RECOMMENDED MOTION . . . move to authorize the Consent Agenda as printed / amended:

*Board of Education Meeting Agenda
September 12, 2023*

- A. **Approval** of the Board of Education Meeting Minutes of August 22, 2023
- B. **Approval of Payment** of the General Fund Accounts Payable of September 12, 2023, in the amount of \$3,184,589.39
- C. **Approval of Payment** of 2021 Bond Fund Series III Accounts Payable of September 12, 2023, in the amount of \$91,670.00
- D. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of September 12, 2023, in the amount of \$185,220.50
- E. **Receive and File** Finance and Human Resources Reports

CLOSING

13. **ITEMS SCHEDULED ON NEXT AGENDA**

14. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

15. **NEXT MEETING**

The next Board of Education Meeting will be held on September 26, 2023, at 6:30 PM.

16. **ADJOURNMENT**

RECOMMENDED MOTION ... move to adjourn the Regular Board of Education Meeting of September 12, 2023, at _____ PM.

Book	Policy Manual
Section	2000 Program
Title	Instructional Materials: Opt Out
Code	po2240

Saline Area Schools are committed to creating a culturally competent and responsive school environment where individuality of each student, staff member, and community member are recognized. Saline Area Schools embrace diversity and inclusion as it strives to provide a variety of perspectives for students to consider. All students in SAS should be able to see themselves in the curriculum the district offers. Further, all students should be able to reflect and consider alternate viewpoints that exist within society. In order to provide this, the District encourages the use of resources from different backgrounds and topics.

Saline Area Schools shall adopt instructional materials based on a determination that such materials are an effective learning resource to help students achieve grade-level competency and that the materials meet criterion specified in law. Instructional materials shall be aligned with academic content standards and the district's curriculum to ensure that they effectively support the district's adopted courses of study.

Properly introduced and conducted, complex instructional materials can help students learn to identify important issues, explore fully and fairly all sides of an issue, weigh carefully the values and factors involved, and develop techniques for formulating and evaluating positions.

Parents/guardians and students have a right to inspect instructional materials used as part of the educational curriculum for their student. If, after careful review of these instructional materials, a parent/guardian/student (18 or older) identifies that the instructional materials are personally objectionable, the parent/guardian/student (18 or older) may fill out the district opt out form. Such requests will be considered by the educational team after the appropriate district opt-out form has been submitted. Opt out requests should be considered with respect to individual circumstances and should not place undue burden on teaching staff. Requests may not unreasonably include large portions of the curriculum.

“Instructional materials” means instructional content, regardless of format, that is provided to the student, including printed or representational materials, audio-visual materials, and materials available in electronic or digital formats (such as materials accessible through the Internet). This opt-out request must not impact the education of other students by removing instructional materials, supported by SAS vision, from the classroom at large.

For purposes of this policy, specific administrative guidelines will be developed to support the tenets of the policy:

- Core Curricular Frames
- Commitments to Positive Partnerships
- Decision-Making Regarding Instructional Materials
- Procedures for Opting Out

Legal (*note to NEOLA regarding formatting to match other policies with references such as 5517*)

Related Policies:

Policy 2210 - [Curriculum Development: Approved Courses](#)

Policy 2270 - [Religion in the Curriculum](#)

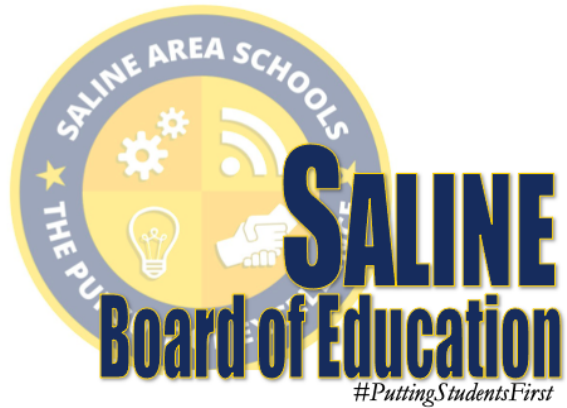
Policy 9130 - [Public Complaints](#)

Policy 5780 - [Student/Parent Rights](#)

Board of Education Meeting

Liberty School Board Room

August 22, 2023 at 6:30 PM



MINUTES

Mission

We, the Saline Area Schools, will equip all students with the knowledge, technological proficiency, and personal skills necessary to succeed in an increasingly complex society. We expect that our students, staff, and the Saline Community will share in these responsibilities.

OPENING

1. **CALL TO ORDER** at 6:30 pm

The Board of Education Meeting was called to order at 6:30 pm by President Michael McVey.

Board Members Present

Tim Austin, Susan Estep, Brad Gerbe, Lauren Gold, Michael McVey, Jennifer Miller and Jennifer Steben

Central Administration Present

Superintendent Laatsch, Assistant Superintendent Ellis, Assistant Superintendent Owsley, Executive Director Clary and Executive Director Martin.

2. **PLEDGE OF ALLEGIANCE**

3. **PUBLIC COMMENT**

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS - None

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. **REVISIONS/APPROVAL OF AGENDA**

MOTION made by Trustee Austin, support Treasurer Gerbe **to approve the agenda as printed.**

Ayes - All Present - **MOTION CARRIED 7-0**

6. **ACTION ITEMS**

A. **MOTION** made by Vice President Steben, support Secretary Miller **to approve the WEOC (Washtenaw Educational Options Consortium) Restated Agreement Resolution as submitted by Superintendent Laatsch.**

Ayes - All Present - **MOTION CARRIED 7-0**

B. **MOTION** made by Secretary Miller, support Treasurer Gerbe **to appoint Susan Estep as the voting delegate and Michael McVey as the alternate representing the Saline Board of Education at the 2023 MASB Delegate Assembly being held on Thursday, November 9, 2023.**

Ayes - All Present - **MOTION CARRIED 7-0**

C. **MOTION** made by Vice President Steben, support Trustee Austin **to approve the minutes from the August 8, 2023 closed session for the purpose of the school board to review attorney-client privileged communication pursuant to Section 8(h) of the Michigan Open Meetings Act.**

Ayes - All Present - **MOTION CARRIED 7-0**

D. **MOTION** made by Trustee Gold, support Trustee Estep **to approve the resolution that MISEC (Michigan Schools Energy Cooperative) as agent of the District, enter into a 15 year Power Purchase Agreement for 100% of the 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 as submitted by Assistant Superintendent of Finance Miranda Owsley.**

Ayes - All Present - **MOTION CARRIED 7-0**

E. **MOTION** made by Treasurer Gerbe, support Vice President Steben **to approve the recommendation of A.R. Brouwer to award contracts to the below listed contractors in the total amount of \$1,865,726 for Bid Pack #1 Site Work for the new Operations Center as submitted by Director of Operations, Rex Clary.**

Arbor Land Consultants- \$20,190.00

ILE Excavating Inc- \$795,000.00

Nagle Paving Company- \$619,790.00
Spring Valley Landscaping- \$299,265.00
Nagle Paving Company -\$41,490.00
Superior Landscape Companies LLC- \$89,991.00

Ayes - All Present - **MOTION CARRIED 7-0**

7. **SCHEDULED REPORTS**

1. Superintendent's Listening Session Recap

Presenter: Steve Laatsch, Superintendent

This was an overview of the listening sessions that were held last spring with various infinity groups to allow participants to talk about how they feel we are doing in the district with regards to equity and supporting their students. We do this by providing a safe space for SAS families to share their stories and experiences. The Superintendent is the only administrator in attendance, Dr. Washington was present as the note taker. Families were invited based on how they identify in PS as well as special education families and families strongly led by their religious values. Feedback was gathered in 4 areas: Positive Experiences, Communication & Connection, Persistent Challenges and How Children Cope. Some **Positive Experiences** include: families not having had any racial harassment in the last year, racial incidents that did occur have been handled quickly and satisfactorily by bldg administration, students having great experiences in athletics, band, STEAM teams as well as safe space of the EL or Spanish room, teachers responsive to student/parent requests for inclusivity. **Communication & Connection** - communication when there are racial incidents is necessary so that parents can have conversations with their children, trust has been broken but can be repaired, facilitate more socialization between students with special needs and their general ed peers, intentionally connecting students who are new to SAS, host social events to celebrate cultures and traditions. **Persistent Challenges** include transitioning from elementary to MS and MS to HS, students hearing the N-word, immigrant students feeling as if they don't belong, students with disabilities being socially ostracized and bullied, lack of trauma informed training for some staff. **How Children Cope** - children feeling like they are not being heard, being desensitized believing "this is how Saline is" with regards to racism, not wanting to stand out to celebrate their cultures, try to find safe spaces to be alone. SAS will work on improving communication, reviewing the Hate Speech (Acts) guidance for effectiveness, utilizing the Bridge to Civility, improving community engagement around DEI, curriculum and testing data review with an equity and inclusion lens, and onboarding new teachers with PD on culturally responsive instruction.

2. SAS Operations Update

Presenter: Rex Clary, Director of Operations

Thank you to all the Operations staff who worked hard over the summer to make the coming year successful. There are a lot of behind the scene things that happen throughout the summer

with the majority of buildings remaining open for activities, camps and district level year-round staff. Also provided updates on the Maple Road closure and the impact it will have on MS pick up and drop off. This is slated to be completed by early December but in the meantime, it will be a challenge. Transportation updates: (1) 22 routes, 13 drivers and 2 LT substitutes. Currently in conversation with “Drivergent Staffing Solutions” . They are a transportation service provider. We hope to be training some of their staff in the next few weeks to pick up routes. If cancellations are necessary, this will be communicated the week prior to the occurrence. The 1st week of school, 2 routes will be canceled (#62 & #79). Currently no athletic team transportation will be available before 5 pm.

8. DISCUSSION ITEMS

1. Policy 2240 Controversial Issues (Instructional Materials: Opt Out)
First Reading
Facilitator, Jenny Miller, Chair

1st reading of this policy draft. This policy has been on Policy Committee agendas off and on for quite some time. It has received lots of public comments from the community as well. At Policy Committee meetings over the last several months, much work has been done by the committee, legal counsel consulted, and public comments received. During the August 9th meeting, it was agreed that it was ready to bring forward to tonight’s Board meeting for the first official reading.

Policy committee members shared their thoughts about the process and thoughts on the advise they have received from legal, most recently regarding the statement “should be considered with respect to individual circumstances”. This policy is meant to set vision. The administrative guidelines will provide the heavy lifting for how this policy is implemented. The community has asked for this policy. The intent is to create a policy that would allow families, parents, students, and educators to take personal circumstances into consideration for opting out. Our goal is to ensure that we are providing the best education possible. The focus should be on the individual educational experiences of our students and what families and students together decide is best. The district does not support opt out based on any one agenda but does support listening and working with families. Opting out is only a right under certain categories. This policy would afford consistency and it opens up conversation to understand everyone’s different perspectives.

Board members were in agreement with the draft as presented and it will now go on to the 2nd reading at the September 12, 2023 Board of Education meeting.

9. ADMINISTRATION / BOARD UPDATES

Superintendent Laatsch: Acknowledgement to the Human Resources Department for all their hard work over the summer in onboarding over 50 new staff members. We look forward to introducing the new staff at the September 12th Board of Education Meeting. Excited for tomorrow, August 23rd

which is opening day for all staff. This will be held at the MS Auditorium. Also the Elementary open houses are all on the 23rd as well. Some other updates include: (1) there will be occasional needs for bus route cancellations until fully staffed (2) free breakfast & lunch for all students this year (3) cashless athletic ticketed events and concessions are also in place for this year (4) changes to visitor access at all school buildings, new kiosks are now in all the building vestibules even before they enter into the main part of the bldg.

Trustee Estep: Attended the SEAB board meeting, also with Dr. Gold. Student representatives were also present and contributing. There was a presentation from the Washtenaw Area Council for Children on body safety training programs for all age groups. The advisory board would like to move forward with this program and public hearings will be forthcoming to learn more about it. Through the end of September, applications are still being accepted for the Wellness Committee and DEI Advisory Council.

Vice President Steben: Thank you acknowledgement to Operations, HR and to the Athletics Department and coaches as fall sports have returned.

President McVey: Attended the MASB Summer Institute and also the Back to School Legal Workshop.

Secretary Miller: Wishing all staff a wonderful 1st day tomorrow. Thank you to all teachers for your dedication and also a shout out to Building & Grounds for taking such great care of our properties and buildings and to HR for their hard work and Superintendent Laatsch for his leadership.

Treasurer Gerbe: Excited for cashless concessions and for a great start to this new school year. Thank you to everyone who makes this possible.

Trustee Austin: Best wishes to everyone for a great year and for all the hard work everyone puts in over the summer months to prepare.

Mateo Iadipaolo & Caroline Clark, Student Representatives: Recently participated in the virtual 2023 Student Board Member National Training. Thankful for gaining this new knowledge and excited for what they learned and to contribute in a meaningful way to board meetings this school year.

10. CONSENT AGENDA

MOTION made by Treasurer Gerbe, support Trustee Estep **to authorize the Consent Agenda as printed:**

Ayes - All Present - **MOTION CARRIED 7-0**

- A. **Approval** of the Board of Education Meeting Minutes of August 8, 2023
- B. **Approval** of the Board Finance Committee Meeting Minutes of August 8, 2023
- C. **Approval** of the Board Policy Committee Meeting Minutes of August 9, 2023

- D. **Approval of Payment** of the General Fund Accounts Payable of August 22, 2023, in the amount of \$866,104.84
- E. **Approval of Payment** of 2021 Bond Fund Series III Accounts Payable of August 22, 2023, in the amount of \$14,072.25
- F. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of August 22, 2023, in the amount of \$2,084,178.59
- G. **Receive and File** Human Resources Report

CLOSING

11. **ITEMS SCHEDULED ON NEXT AGENDA**

12. **PUBLIC COMMENT**

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Changming Fan, Community Member - spoke about city / school district partnership

Ann Jeffers Parent - spoke regarding opt out policy, Superintendent's Listening Sessions, traffic patterns

Meghan Gunnerson, Parent - spoke regarding opt out policy

Libby Williams, Parent - spoke regarding opt out policy

13. **NEXT MEETING**

The next Board of Education Meeting will be held on September 12, 2023, at 6:30 PM.

14. **CLOSED SESSION**

MOTION made by Trustee Austin, support Vice President Steben **to enter Closed Session of the Board of Education at 9:05 PM, with the intent to re-enter Open Session at 9:10 PM, for the purpose of Collective Bargaining 8(c) of the Open Meetings Act. Under Section 8(c) a simple majority vote is sufficient to enter into closed session.**

Ayes - All Present - **MOTION CARRIED 7-0**

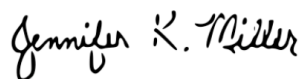
RECOMMENDED MOTION to re-enter Open Session of the Regular Board of Education Meeting at _____ PM.

16. **ADJOURNMENT**

MOTION made by Trustee Estep, support Trustee Austin **to adjourn the Regular Board of Education Meeting of August 22, 2023, at 9:16 PM.**

Ayes - All Present - **MOTION CARRIED 7-0**

Respectfully Submitted,



Jennifer Miller
Board Secretary

Recorded by: Betty Jabnke

DRAFT



Month End Board Report

Fiscal Year to Date 07/31/23

Other Code	Amended Budget	Actual	Encumbrances	% Act/Bud	Bud-Act	Prior Year Total	Prior to Current Dif.	Function * Code
Fund 11 - General Fund								
Account Type Revenue								
Function * 0000 - Revenue	76,611,184.00	233,346.22	.00	0	76,377,837.78	327,223.27	(93,877.05)	Function * 0000 - Revenue
Account Type Revenue Totals	\$76,611,184.00	\$233,346.22	\$0.00	0 %	\$76,377,837.78	\$327,223.27	(\$93,877.05)	
Account Type Expense								
Function * 1111 - Elem	15,519,131.00	43,514.95	32,599.07	0	15,475,616.05	(48,246.55)	91,761.50	Function * 1111 - Elem
Function * 1112 - Mid School	7,860,629.00	8,841.91	15,000.00	0	7,851,787.09	(41,676.75)	50,518.66	Function * 1112 - Mid School
Function * 1113 - High School	11,714,605.00	23,750.94	24,064.79	0	11,690,854.06	(8,058.33)	31,809.27	Function * 1113 - High School
Function * 1118 - Pre-K	75,789.00	.00	.00	0	75,789.00	.00	.00	Function * 1118 - Pre-K
Function * 1119 - Summer School	79,322.00	43,289.72	.00	55	36,032.28	9,353.36	33,936.36	Function * 1119 - Summer School
Function * 1122 - Spec Ed	8,718,088.00	18,641.41	4,714.78	0	8,699,446.59	(2,737.06)	21,378.47	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,958,553.00	103,088.87	11,856.93	5	1,855,464.13	7,458.95	95,629.92	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,317,925.00	134.59	.00	0	1,317,790.41	(6,471.24)	6,605.83	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	109,300.00	.00	.00	0	109,300.00	.00	.00	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,058,876.00	9,746.74	.00	1	1,049,129.26	(1,377.98)	11,124.72	Function * 1212 - Guidance
Function * 1213 - Health Services	1,302,257.00	21,560.14	536,106.09	2	1,280,696.86	20,024.09	1,536.05	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	564,994.00	(98.81)	.00	0	565,092.81	(6,067.53)	5,968.72	Function * 1214 - Psychologist, School
Function * 1215 - Speech	2,032,625.00	1,012.33	.00	0	2,031,612.67	(14,281.98)	15,294.31	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,239,273.00	938.55	.00	0	1,238,334.45	(10,426.20)	11,364.75	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,673,277.00	2,200.20	.00	0	2,671,076.80	(20,991.95)	23,192.15	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	7,800.00	.00	.00	0	7,800.00	.00	.00	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,119,128.00	115,746.46	12,456.50	10	1,003,381.54	213,447.82	(97,701.36)	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	636,256.00	(163.55)	.00	0	636,419.55	(3,700.62)	3,537.07	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	577,551.00	29,319.19	.00	5	548,231.81	27,422.01	1,897.18	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	860,124.00	33,646.82	594.52	4	826,477.18	30,518.64	3,128.18	Function * 1226 - Supervision
Function * 1231 - Board of Ed	216,009.00	44,781.96	45,000.00	21	171,227.04	51,328.33	(6,546.37)	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	510,287.00	53,973.50	2,500.00	11	456,313.50	46,251.73	7,721.77	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,412,436.00	151,140.68	.00	4	3,261,295.32	137,798.39	13,342.29	Function * 1241 - Principal
Function * 1249 - Other School Admin	456,589.00	13.76	.00	0	456,575.24	5,458.88	(5,445.12)	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	699,911.00	58,824.35	2,180.00	8	641,086.65	45,308.19	13,516.16	Function * 1252 - Finance Office
Function * 1257 - District Office	212,133.00	10,411.99	(202.53)	5	201,721.01	8,573.24	1,838.75	Function * 1257 - District Office
Function * 1259 - Other Business Services	83,378.00	59,145.00	.00	71	24,233.00	53,966.00	5,179.00	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,935,851.00	453,263.56	533,141.92	7	6,482,587.44	460,207.26	(6,943.70)	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	528,155.00	3,886.12	.00	1	524,268.88	.00	3,886.12	Function * 1266 - Security Services
Function * 1271 - Transportation	2,128,822.00	71,985.63	326,497.55	3	2,056,836.37	74,742.29	(2,756.66)	Function * 1271 - Transportation
Function * 1282 - Communication Services	217,988.00	24,160.05	.00	11	193,827.95	24,844.68	(684.63)	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	841,552.00	124,085.86	.00	15	717,466.14	75,810.34	48,275.52	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	990,404.00	177,715.05	63,696.50	18	812,688.95	137,364.10	40,350.95	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,556,338.00	58,355.92	43,816.31	4	1,497,982.08	33,745.67	24,610.25	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	19,386.00	.00	.00	0	19,386.00	.00	.00	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	8,244.00	1.85	.00	0	8,242.15	.00	1.85	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	27,216.00	.00	.00	0	27,216.00	.00	.00	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	20,000.00	.00	.00	0	20,000.00	.00	.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type Expense Totals	\$78,290,202.00	\$1,746,915.74	\$1,654,022.43	2 %	\$76,543,286.26	\$1,299,587.78	\$447,327.96	
Fund 11 - General Fund Totals	(\$1,679,018.00)	(\$1,513,569.52)	(\$1,654,022.43)	90 %	(\$165,448.48)	(\$972,364.51)	(\$541,205.01)	
Revenue Totals	\$76,611,184.00	\$233,346.22	\$0.00	0 %	\$76,377,837.78	\$327,223.27	(\$93,877.05)	
Expense Totals	\$78,290,202.00	\$1,746,915.74	\$1,654,022.43	2 %	\$76,543,286.26	\$1,299,587.78	\$447,327.96	
Grand Totals	(\$1,679,018.00)	(\$1,513,569.52)	(\$1,654,022.43)	90 %	(\$165,448.48)	(\$972,364.51)	(\$541,205.01)	



Board of Education
12.Sep.23

TOPIC: Human Capital Recommendations

Curt Ellis, Assistant Superintendent of Human Resources presents for your consideration the following human capital changes including resignations, new hires and changes in tenure status:

RESIGNATIONS / TERMINATIONS:

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>REASON</u>	<u>EFFECTIVE</u>
William Collins	SWWC	Culinary Technician	Resignation	Personal	24.Aug.23
Shelby Dutcher	Saline MS	Paraeducator	Resignation	Personal	27.Aug.23
Tarah Lustig	Heritage	Paraeducator	Resignation	Personal	25.Aug.23
Molly McMillan	Saline MS	Paraeducator	Resignation	Personal	8.Sep.23
Ben Phelps	Pleasant Ridge	Paraeducator	Resignation	Personal	23.Aug.23
Tiffany Sullivan	Community Education	GSRP Teacher	Resignation	Personal	28.Aug.23

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Donald Colucci	Transportation	Bus Driver	New Hire	1	7.Sep.23
Samantha Freeman	Saline MS	Paraeducator	New Hire	6-12+ 1	23.Aug.23
Randi Goodburn	Liberty	Paraeducator	New Hire	YA PP 3	22.Aug.23
Mariel Hewitt	Saline HS	Food Service Asst.	New Hire	2	31.Aug.23
Jennifer Hunter	Saline MS	Paraeducator	New Hire	6-12+ LS 2	30.Aug.23
Ashley Latham	Woodland Meadows	Paraeducator	New Hire	Y5-5th 2	30.Aug.23
Danielle McUmbert	Saline MS	Media Specialist	New Hire	2	23.Aug.23
Suzanne Mrozinski	Saline MS	Teacher	Retiree	N/A	24.Aug.23
Lori Page	Pleasant Ridge	Literacy Tutor	New Hire	3	18.Aug.23
Grade Pare	Saline MS	Paraeducator	New Hire	6-12+ 3	21.Aug.23
Lisa Preston	Saline MS	Food Service Asst.	New Hire	3	28.Aug.23
Sarah Sobus	Saline MS	Paraeducator	New Hire	6-12+ 3	22.Aug.23
Sarah Wagner	Heritage	Paraeducator	New Hire	Y5-5th 2	30.Aug.23
Deborah Waterman	Saline MS	Teacher	Retiree	N/A	24.Aug.23
Vickey Williams	Saline HS	Food Service Asst.	New Hire	2	7.Sep.23
Stacey Williamson-Carotta	Heritage	Social Worker	New Hire	MA7	24.Aug.23

RECOMMENDATION: That the Saline Area Schools Board of Education adopts the personnel report recommendations as presented.

Stacey Y. Williamson-Carotta LMSW, SSW

EDUCATION

University of Michigan, Ann Arbor, MI

MSW (Interpersonal Practice /Children & Youth in Families & Society), *December 2001*
BA in Psychology, *April 2000*

LICENSES AND CERTIFICATIONS

Master's Social Worker Clinical License, State of Michigan
CAFAS (Child and Adolescent Functional Assessment Scale) trained
PECFAS (Preschool and Early Childhood Functional Assessment Scale) trained
State of Michigan School Social Work Certification

QUALIFICATIONS

- ❖ Efficient at interviewing and eliciting information and cooperation from children, adolescents, adults and their families.
- ❖ Knowledge of requirements of third-party payers and acquiring authorization as necessary.
- ❖ Proficient with correctly documenting treatment and client progress.
- ❖ Ability to act as a liaison with schools, psychiatrists, primary care physicians, and other support services on behalf of the students.
- ❖ Ability to work effectively and with cultural competence in multiple settings.
- ❖ Avid participant of continuing education trainings.

WORK EXPERIENCE

Riverview Community Schools

School Social Worker *January 2020-Present*

- ❖ Meet with a caseload consisting of early childhood, elementary and middle school special ed and regular ed students individually and in groups.
- ❖ Participate in monthly Multi-Tiered System of Supports meetings following the PBIS framework.
- ❖ Develop IEP goals and participates in IEP and Wrap Around meetings as necessary; with the knowledge and experience of supporting ASD, EI, OHI students.
- ❖ Develop and collect data for Functional Behavioral Assessments and Behavior Intervention Plans.
- ❖ Assisting with spearheading the implementation of a behavioral screener for the district.
- ❖ Incorporate social emotional learning into classroom settings and maintain regular communication with parents and teachers.

The Guidance Center

Children's Outpatient Therapist *June 2012-December 2020*

- ❖ Conducted intakes including paperwork such as biopsychosocial assessments (integrative health assessments), person centered treatment planning, demographic forms, etc.
- ❖ Provided individual and family therapy implementing motivational interviewing, cognitive behavioral, dialectical behavioral and art therapy techniques.
- ❖ Trained staff with the transition to the new medical records system (AVATAR to PCE).

Adult Behavioral Therapist *November 2011-June 2012*

Stacey Y. Williamson-Carotta LMSW, SSW

- ❖ Provided substance abuse, mental health and co-occurring services utilizing person centered planning principals.
- ❖ Secured authorization for treatment from third party insurances.

University Physician Group (Children's Hospital of Michigan), Detroit, MI

Psychiatric Social Worker February 2006-July 2011

- ❖ Provided mental health assessments to children and adolescents presenting during a crisis in the emergency department.
- ❖ Facilitated inpatient psychiatric placement for patients as needed.
- ❖ As an extension of the psychiatrist, sustained a constructive relationship between medical staff, patients, and psychiatric staff.

Detroit East Community Mental Health Services, Detroit, MI

Clinical Social Worker April 2002-July 2005

- ❖ Restructured the transportation system. In addition, monitored and encouraged positive communication between staff and drivers.
- ❖ Created treatment groups for the clients, which included field trips or extra-curricular activities to help facilitate goals.
- ❖ Initiated a parenting workshop, collaborating with other mental health resources to help engage parents more in the treatment process.