

Board of Education Meeting

Liberty School Board Room

September 26, 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

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. STUDENT SHOWCASE

Presenter: Sarah Yousif

Academic All American Award for National Speech and Debate

7. SEX EDUCATION ADVISORY BOARD - Introduction of Committee

Presenters: Cameron Cochran, Co-Chair & Kristen Hoffman-Peavler, Co-Chair

8. PUBLIC HEARING #1

Facilitators: Cameron Cochran, Co-Chair, Kristen Hoffman-Peavler, Co-Chair, Washtenaw Area Council for Children (Robin Batten, Susan Usher and Christine Kolobow)

Public hearing on the recommendation to include lessons from the Body Safety Training curriculum for lower elementary buildings in Saline. The goal of this curriculum is to teach students about various types of safety, including body safety, as a means of reducing the risk of childhood injury and sexual abuse against young children.

9. ACTION ITEMS

A. RECOMMENDED MOTION ... to approve the recommendation of A.R. Brouwer to award contracts to the below listed contractors in the total amount of \$4,860,436 for BID PACK #2 for the new Operations Center as submitted by Operations Director, Rex Clary.

Category 2A Foundations
Grit Services \$162,000

Category 2B Interior Concrete 7
Spring Valley Landscaping \$236,575

Category 2C Masonry
Zimmerman Masonry \$618,500

Category 2D - Structural & Misc Steel-
Campbell Shaw \$498,950

Category 2F Fencing & Gates
Adrian Tecumseh Fence \$115,909

Category 2G Bus Wash
Interclean \$134,898

Category 2H
Mechanical/HVAC/Louvers
Robertson Morrison \$657,369

Category 2J Plumbing
MJR Mechanical \$315,000

Category 2K Electrical
Hopp Electric \$1,489,000

Category 2L Fire Suppression
Falcon Fire Suppression \$95,800

Category HVAC Controls &
Equipment
Trane \$536,43

- B. RECOMMENDED MOTION ...** to approve the Saline High School Prototype Classroom furniture recommendations and purchase in the amount of \$46,890.05 as recommended by Operations Director, Rex Clary.

Great Lakes Furniture Supply: VS- America \$4084.80

Dew-El Corporation: Mein \$27,120.31

NBS Commercial Interiors: Steelcase/Smith Systems \$15,684.94

- C. RECOMMENDED MOTION ...** to approve the minutes from the September 18, 2023 closed session for the purpose of Collective Bargaining 8(c) of the Open Meetings Act.

- D. RECOMMENDED MOTION ...** to approve the Instructional Materials Opt Out Policy as recommended by the Board Policy Committee.

10. SCHEDULED REPORTS

1. Enrollment Report

Presenter: Steve Laatsch, Superintendent

11. DISCUSSION ITEMS

- A. Board Policy Committee Meeting Updates

Chair, Jenny Miller

12. ADMINISTRATION / BOARD UPDATES

13. 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:**

- A. Approval** of the Board of Education Meeting Minutes of September 12, 2023
- B. Approval** of the Board Finance Committee Meeting Minutes of September 12, 2023
- C. Approval** of the Board of Education Special Meeting Minutes of September 28, 2023
- D. Approval of Payment** of the General Fund Accounts Payable of September 26, 2023, in the amount of \$1,735,170.51
- E. Approval of Payment** of 2021 Bond Fund Series III Accounts Payable of September 26, 2023, in the amount of \$49,754.50
- F. Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of September 26, 2023, in the amount of \$236,138.70

*Board of Education Meeting Agenda
September 26, 2023*

- G. **Receive and File** Human Resources Report
- H. **Reaffirm** the Return to Learn & Continuity of Services Plan (required every 6 months til 9/2024)

CLOSING

14. **ITEMS SCHEDULED ON NEXT AGENDA**

15. **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

16. **NEXT MEETING**

The next Board of Education Meeting will be held on October 10, 2023, at 6:30 PM.

17. **CLOSED SESSION**

RECOMMENDED MOTION ... to enter Closed Session of the Board of Education at _____ pm, with the intent to re-enter Open Session at approximately _____ pm, for the purpose of Superintendent Evaluation Section 8(a). Under Section 8(a) a simple majority vote is sufficient to enter into a closed session.

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

19. **ADJOURNMENT**

RECOMMENDED MOTION ... move to adjourn the Regular Board of Education Meeting of September 26, 2023, at _____ PM.

Saline Area Schools

District Office

7265 North Ann Arbor Street

Saline, MI 48176



Operations Department

September 21, 2023

Superintendent Laatsch
Saline Area Schools Board of Education

On August 22, 2023 bid documents prepared by A.R. Brouwer and Hobbs & Black Architects were issued for the Saline Area School Operations Center located at 1255 Teft Court, Saline, MI 48176. Bids were received and publicly read on September 7, 2023 at 11:00 AM.

Proposals were reviewed by A.R. Brouwer, Rex Clary & Lecole Planners. A.R. Brouwer conducted post-bid interviews and references were contacted. The bid-tabulation and summary document was forwarded to the BOE under separate cover.

I am requesting the Board to approve the recommendation of A.R. Brouwer to award contracts to the below listed contractors in the total amount of \$4,860,436 for BID PACK #2 for the new Operations Center:

Category 2A Foundations
Grit Services \$162,000

Category 2B Interior Concrete 7
Spring Valley Landscaping \$236,575

Category 2C Masonry
Zimmerman Masonry \$618,500

Category 2D - Structural & Misc Steel-
Campbell Shaw \$498,950

Category 2F Fencing & Gates
Adrian Tecumseh Fence \$115,909

Category 2G Bus Wash
Interclean \$134,898

Category 2H Mechanical/HVAC/Louvers
Robertson Morrison \$657,369

Category 2J Plumbing
MJR Mechanical \$315,000

Category 2K Electrical
Hopp Electric \$1,489,000

Category 2L Fire Suppression
Falcon Fire Suppression \$95,800

Category HVAC Controls & Equipment
Trane \$536,43

Rex Clary
Executive Director of Operations
Saline Area Schools

Saline Area Schools

District Office

7265 North Ann Arbor Street

Saline, MI 48176



Operations Department

September 21, 2023

Superintendent Laatsch
Saline Area Schools Board of Education

I would like to recommend the following manufacturers for our High School Prototype Classrooms. Over the last year Executive Director of Instruction Kara Davis has been working with (3) teachers at the high school to develop classroom furniture packages that align to district goals, meet students' diverse learning needs, and enhance instructional opportunities for teachers in their content areas.

Attached are the Prototype Furniture Cost Summary and SHS concept renderings.

I am requesting the Board to approve the following recommendations totaling \$46,890.05

Great Lakes Furniture Supply: VS- America \$4084.80

Dew-El Corporation: Mein \$27,120.31

NBS Commercial Interiors: Steelcase/Smith Systems \$15,684.94

With approval, we plan to receive and install the new furniture on or before 1/8/2024.

Rex Clary
Executive Director of Operations
Saline Area Schools

Attachments



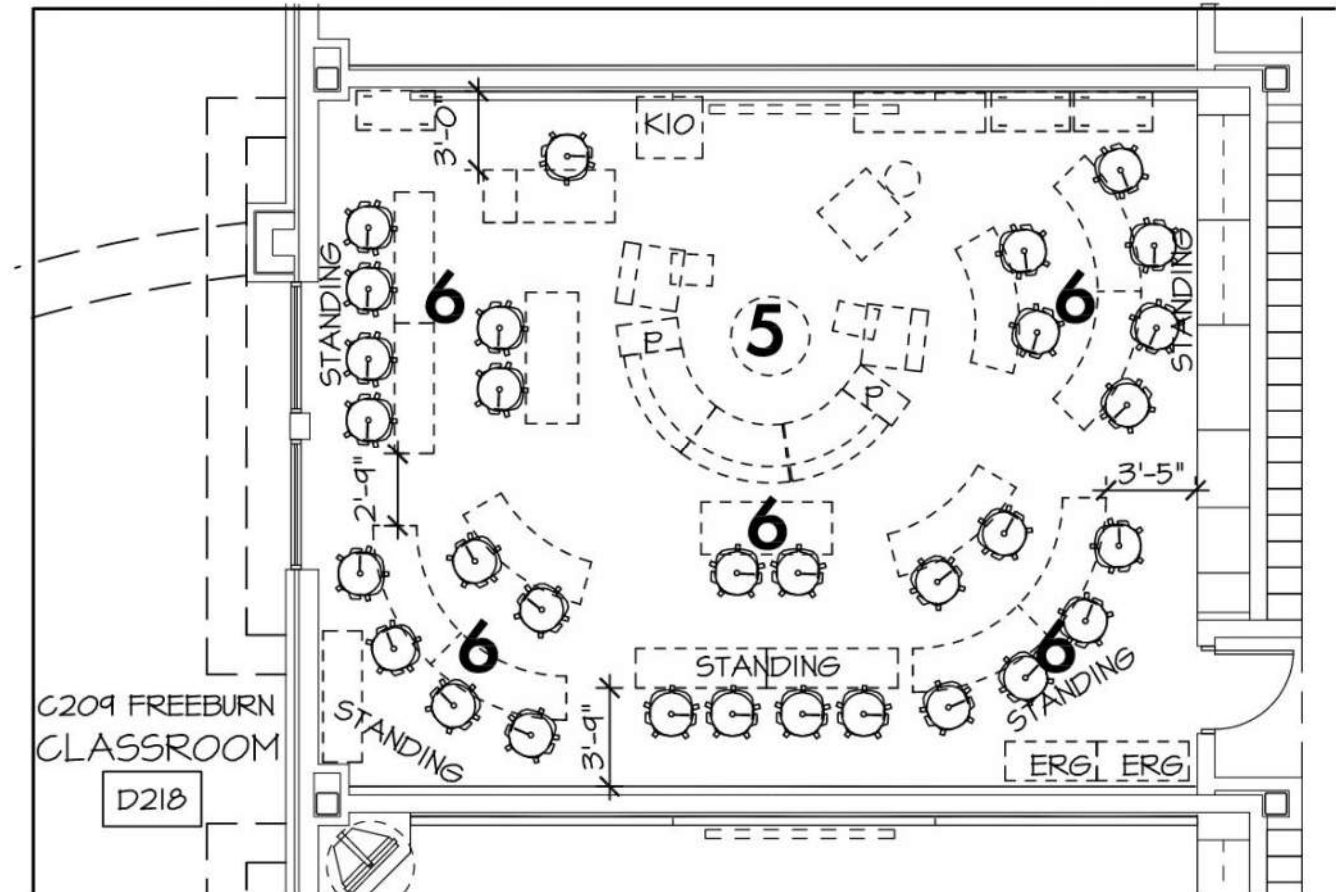
Saline HS- FF&E

FFE Revised Concepts
September 6, 2023



Sketch from Natalie

C209 –



C209 – FREEBURN (MiEN)



ERG Makerspace
Cabinet – both 3
column. (1) 42”H, (1)
54”H – Include
between both:

9 shelves
8 – 6”H bins
30 – 3”H bins



FUSION MAPLE
7909-60
WILSONART



Chameleon Lounge
End Table Qty 2



Chameleon Lounge
Round Inside Chair
Qty 3



Chameleon Lounge
Power Unit Qty 2



Chameleon Square
Chair Qty 2 w/ Casters



FUSION MAPLE
7909-60
WILSONART



CF Stinson – Sirocco/
Shoal

Grade 11



Fabric website rendering –
for reference only

C209 – FREEBURN (MiEN)

Silver Frames



F4A Coffee Table
36" Dia Qty 1



AOTC Table 29"H
45 Degree radius
Qty 3



AOTC Table 42"H
Qty 6



SST Stack Table
60" x 24" x 29"H
Qty 2



FUSION MAPLE
7909-60
WILSONART



HANDSPUN PEARL
5033-38
WILSONART



HANDSPUN PEARL
5033-38
WILSONART



HANDSPUN PEARL
5033-38
WILSONART

C209 – FREEBURN (MiEN)



HangSafe backpack
hooks / 8' Unit with 12
hooks

By District



RKR – Rocking Stool for
teacher Qty 1
Navy Blue Vinyl



KIO Craft – Modify to open
back 30"W x 25"H *Modify
to 28"D Qty 1
For laptop charging



KIO Straight Mobile bookshelf /
Single Sided – 36" x 18" x 36"H
For student binders / books
Qty 3



FUSION MAPLE
7909-60
WILSONART



FUSION MAPLE
7909-60
WILSONART

C209 – FREEBURN (Steelcase)

Silver Frames



Steelcase / Turnstone
Shortcut w/ Casters
Qty 10 + 1 for Teacher



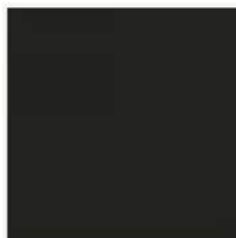
Steelcase / Turnstone
Shortcut Stool w/
Glides Qty 20



Flex Single Table with
modesty – Qty 1

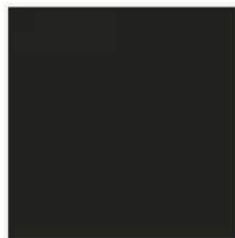


Flex Slim Table with
backpack hooks, 2
casters & 1 accessory
cup per table - Qty 6



Teacher chair
w/ seat pad
Buzz2 / Grey
5F16

Steelcase
0400 Black
Seating Plastic | Plastic 1
1 Color



Steelcase
0400 Black
Seating Plastic | Plastic 1
1 Color



Steelcase
Clear Maple - Low Gloss
Veneer | Wood 2



Steelcase
2920 Marl Micro
Laminate | Laminate 1

C209 – FREEBURN (Smith Systems)

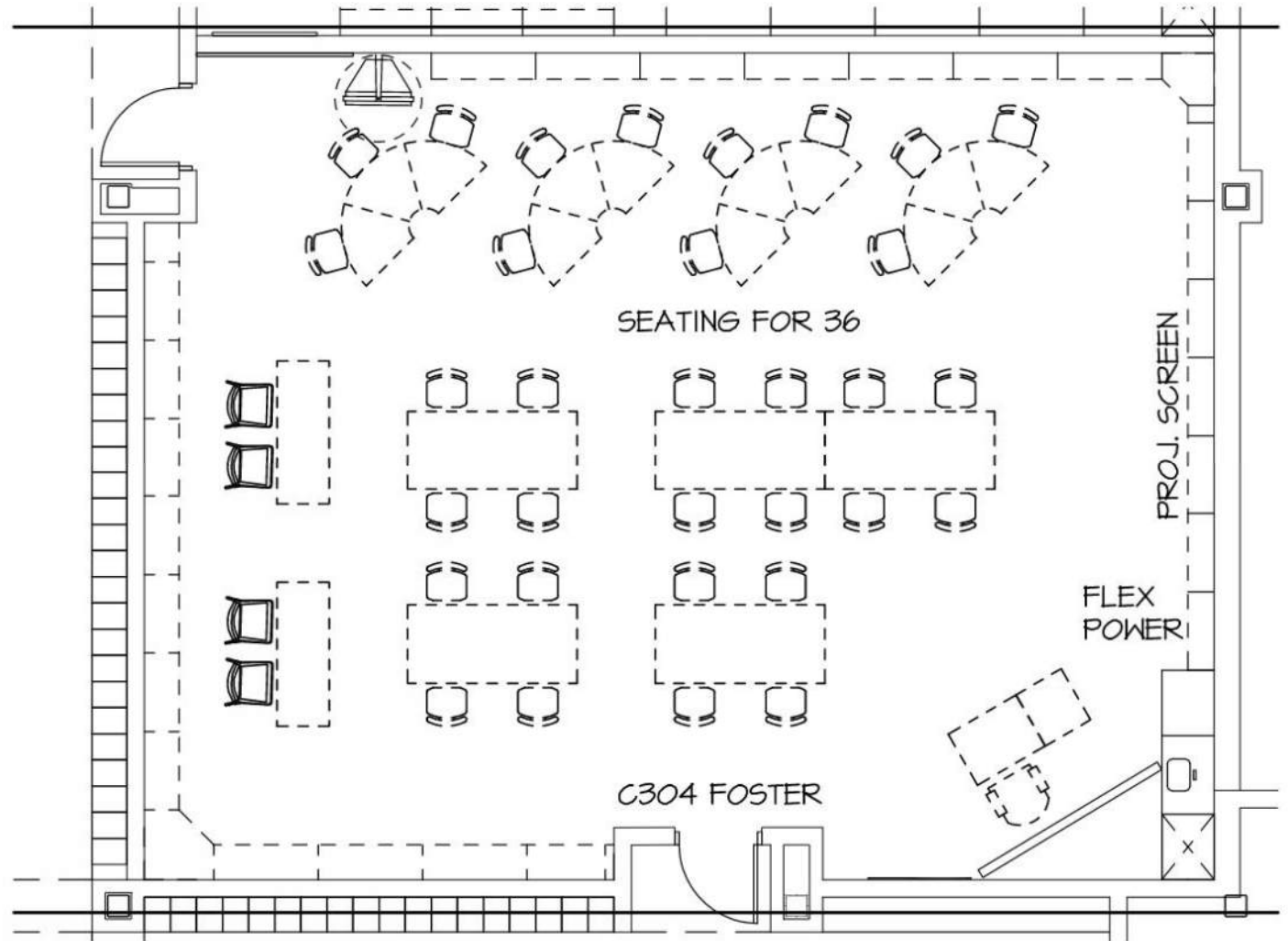


Smith Systems –
Motum 60" Desk – Right
Hand
#58000 PTL
Frame – Platinum

Laminate – Mission
Maple



C304



C304 – FOSTER (MiEN)



PAL Curved Table –
partial markerboard
top / Qty 12
31" x 31" x 30"H
With Casters



FUSION MAPLE
7909-60
WILSONART



Share Table/ Qty 5
78" X 30" X 30" (Seating for 20)
No worksurface power
Revised Depth
Revised to Qty 1 Due to Cost.
Qty 4 will be Connect Series



HANDSPUN PEARL
5033-38
WILSONART



Connect Table/ Qty 2 – Standing
66" X 30" X 42" (Seating for 4)



HANDSPUN PEARL
5033-38
WILSONART



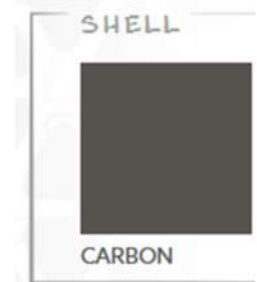
2G@BT
Presentation
Station & HMU
Side Table (Table
36" x 27" x Adj. Ht,
Storage 27" x 24")



FUSION MAPLE
7909-60
WILSONART



Star Café Stool
30"H
Hard Surface
Glides Qty 4

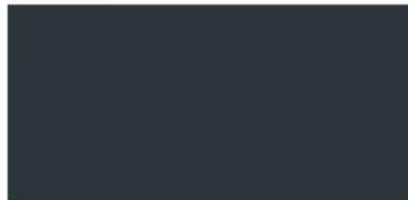


C304 – FOSTER (VS)



VS Panto Move / 3D Rocking /
Hard Casters – Qty 32
Seat height adjust for typing

Plastic color:
0073 black grey (RAL 7021).



C304 – FOSTER (Steelcase)



Steelcase – Teacher
Stool w/ footring

Grey Mesh
Seat – DesignTex
Tweek Multi
3722/403 Dark Blue



Steelcase – FlexPower
Each unit contains (3)
USB-C & (1) USB-A port

Charging Tray hold (5)
Units

Due to manufacturing
issue – not available right
now. If it become
available / can order later



Steelcase –Flex
Markerboard w/ stand



Steelcase –AMQ Acoustical
panels –

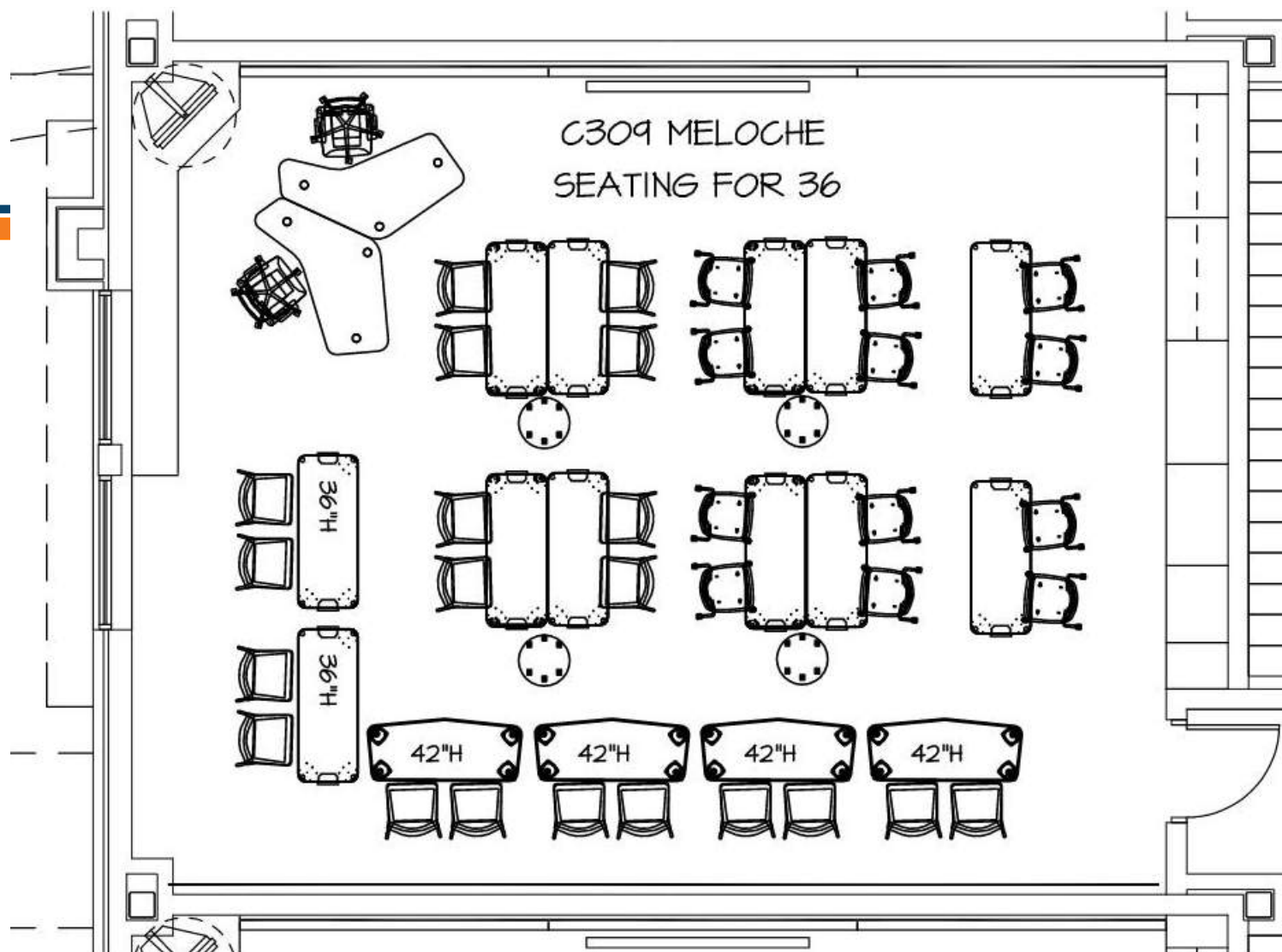
Ash / Pearl / Verde

*Add at later time

Verve Felt Collection

FC1 Briquette	FC2 Shadow	FC3 Ash	FC4 Pearl	FC5 Celestial
FC6 Verde	FC7 Tuscan	FC8 Saffron	FC9 Sand	FC10 Seafoam

C309 -



C309 – MELOCHE (Steelcase)



Steelcase – Tenor
(backpack hook),
Casters. Qty 10



Steelcase – Move w/
Arm- Qty 10
Revise to no casters



24”H

Steelcase – Move -
Counter stool Qty 4



30”H

Steelcase – Move -
Perching stool Qty 4



30”H

Steelcase – Player w/
Vinyl upholstery Qty 4



Steelcase
6336 Jazz
Seating Plastic | Plastic 1

Color Disc. / Revised to Black



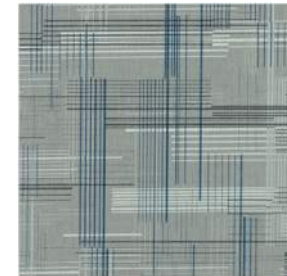
Steelcase
6899 Platinum
Systems Plastic | Plastic 1



Steelcase
6899 Platinum
Systems Plastic | Plastic 1



Steelcase
6899 Platinum
Systems Plastic | Plastic 1



**Frames –
Silver**

Back: Vinyl Fabric – Mayer /
Balance – Grey Mist
Seat: Black Vinyl

C309 – MELOCHE (Steelcase)



Steelcase – Sully
Stool Qty 4



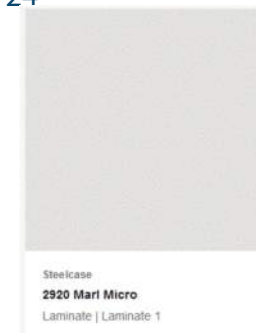
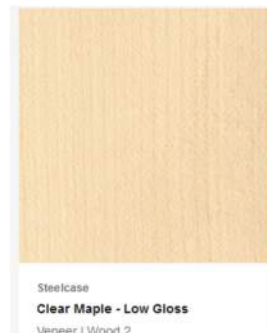
Steelcase – Agree Table Qty 10
*2-Person, 60" X 24" X 30"
Seated, 1 markerboard per table/
Center holder. No Casters



Steelcase – Verb, standing height
post legs w/ glides. 1
markerboard per table & center
holder. Chevron shape. Qty 4
Rectangular Shape Qty 2
60" x 24"

Same Vinyl Fabric as the
Player Stool

Mayer / Balance – Grey
Mist *Fabric not tested on
this unit. Need
reselection, Grade 5



C309 – MELOCHE (Steelcase)



Steelcase – Universal
Storage – mobile
pedestal w/ cushion seat
Qty 2

Silver Metal

Cushion – Black
Buzz2 / Black 5F17



Steelcase – Flex 120 Corner Desk
Adjustable Height (Sit to Stand)
*No Screen Qty 2
1 Right hand / 1 Left hand



Steelcase
Clear Maple - Low Gloss
Veneer | Wood 2



Steelcase – Turnstone
Shortcut with footring for
standing ht. desks, with
Seat Pad
Qty 2

Poly – Platinum

Cushion Seat - Buzz2 /
Black 5F17

(match file seat)

SALINE HIGH SCHOOL - PROTOTYPE FURNITURE - SUMMARY

Project: Saline High School FF&E

Owner: Saline Area Schools

Report Date: September 21, 2023



FURNITURE DEALER	CLASSROOM	DESCRIPTION	TOTAL AMOUNT	NATIONAL PURCHASING CONTRACT
Great Lakes Furniture Supply 590 East 32nd Street Holland, MI 49423 Contact: Ron Chrisman 616-796-3245 rchrismanjr@gmail.com	C304 - FOSTER	Student chairs	\$4,084.80	
Dew-El Corporation 10841 Paw Paw Drive Holland, MI 49424 Contact: Steve Timmer 616-396-6554 stimmer@dew-el.comm	C209 - FREEBURN C304 - FOSTER	C209: Student tables, mobile storage, student stools. C304: Student desks and tables.	\$27,120.31	NCPA #07-107
NBS 2595 Bellingham Dr. Troy, MI 48083 Contact: Ann Marie Tremberth atremberth@yournbs.com	C304 - FOSTER C309 - MELOCHE	C304: Mobile markerboard, student stools, standing height desks. C309: Student seating and student tables.	\$15,648.94	Steelcase pilot pricing



\$46,854.05 TOTAL

Final costs may vary based on freight & install cost up to 5%.

Board Approval Action Item: September 26, 2023

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

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

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

Board Members Present: Tim Austin, Susan Estep, Brad Gerbe, Lauren Gold, Michael McVey, Jennifer Miller, and Jennifer Steben.

Central Administration Present: Superintendent Laatsch, Assistant Superintendents Curt Ellis & Miranda Owsley, Directors Jackelyn Martin and Kara Davis

2. PLEDGE OF ALLEGIANCE

3. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Ann Jeffers, Parent - Spoke regarding disappointment with Board Behavior and Opt-Out Policy

Cory Belote, Parent - Spoke regarding Opt-Out Policy

Dave Rosenfeld, Community Member - Spoke regarding Opt-Out Policy

Viva Rosenfeld, Community Member - Spoke regarding disappointment with Board Behavior

Changming Fan, Local Community Member - Spoke regarding FSAS Fall Fundraiser

Tiffanie Alexander, Parent - Spoke regarding Opt-Out Policy

EXTENDED PUBLIC COMMENT

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

Spoke regarding the history and activities of Troop 416.

*Stacey Rumpsa
FSAS Executive Director*

Spoke regarding the upcoming fall fundraiser and grant process.

4. RESPONSE TO PREVIOUS PUBLIC COMMENT

AGENDA

5. REVISIONS/APPROVAL OF AGENDA

MOTION made by Vice President Steben, support Secretary Miller to revise the agenda to include “Finance Meeting Update” under Discussion Item.

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

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

Presenter: Curt Ellis, Assistant Superintendent of Human Resources

7. **STUDENT SHOWCASE (postponed due to illness)**

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

8. ACTION ITEMS

A. MOTION made by Treasurer Gerbe, support Trustee Austin to approve the minutes from the August 22, 2023 closed session for the purpose of Collective Bargaining 8(c) of the Open Meetings Act.

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

9. SCHEDULED REPORTS

1. Teaching & Learning Update, Continuous Improvement Back to School Edition

Presenter: Kara Davis, Director of Teaching & Learning

This presentation was to present the District's Continuous Improvement update which includes goals, the 22/23 data story in addition to action steps and strategies for the continuous improvement plan. Important to remember the district focus areas (1) academic

rigor centered around the SAS Compass (2) Culture of Equity (3) Civility and Unity and (4) Improving SAS for the future.

The district goal is to increase overall rates of mastery in content areas as measured by local assessments (K-8)/course grades (9-12) among students regardless of subgroup, by increasing staff competency in the use of evidence-based culturally responsive instruction. We want to strengthen social emotional support models in order to positively impact stakeholder reporting of SAS services as measured by the biennial Perceptions of Equity survey and Annual District Quality Survey.

A review of K-8 Assessment trends included Acadience and NWEA. For reading, scores show many areas of improvement with both higher entering scores and exiting scores in most grades. Our students continue to outperform overall state results on MStep, PSAT and SAT. For math, students continue to perform significantly better than national norms on NWEA. Math assessment results though are not returning to pre-pandemic levels as quickly as reading and writing. We continue to be optimistic.

10. **DISCUSSION ITEMS**

1. **Policy 2240 Controversial Issues** (Instructional Materials: Opt Out) **Second Reading**

Facilitator, Jenny Miller, Chair

After full board discussion, this draft will appear on the September 26th Board of Education agenda as an action item with the Policy Committee recommending approval. It was noted that the recommendation will be to have Neola assign a new policy number to this policy and rescind the previous PO2240 Controversial Issues.

Motion to send it back to the Policy Committee for another review, not supported.

2. **Finance Committee Update**

Chair, Brad Gerbe

Reviewing count/enrollment and all data is tracking pretty close to projections. Fall count is October 4, 2023. We will have more accurate numbers to report later in October. Projections are still close to a student loss of about 67. Also talked about FTE adjustments. Finance committee along with Dr. Laatsch is developing a restructuring plan for what would be our goals over the next several years. We hope in November to present more about this structuring plan. We've had challenges in hiring support personnel and looking at our salaries/wages in comparison to other schools in our county. We need to be more competitive in this market with our wages & benefits for these positions if we hope to gain sustainability. It's important for the district to identify our free & reduced families even though we have free breakfast and lunch. The district needs the data to support families in other areas as well (Community Ed, Athletics, etc.) We anticipate coming to the Board with the audit presentation late October or early November.

11. ADMINISTRATION / BOARD UPDATES

Superintendent Laatsch: Thank everyone for a great start to the new school year. Lots of positive feedback from staff, students and parents. Read letter from MSBO recognizing Miranda Owsley for renewing the Chief Financial Officer recertification program. This included over 150 hours of professional development.

Trustee Gold: Enjoyed going to the football game and watching the band and dance team. Happy to support the ChadTough foundation. Recognition of the Jewish New Year.

Secretary Miller: September 26th from 5-6 will be the next Policy Committee Meeting. Thank everyone for a great start to the school year. Shout out to the transportation department for providing some athletic event buses.

Treasurer Gerbe: Had a great time at the recent football game and supporting the ChadTough Foundation run that is coming up. Acknowledgement to our new SRO Office Morgan Seija. Great article in the Sun Times News. Thank you to the community for your flexibility during the challenge with transportation. Thank you to the transportation department for making things run smoothly.

Trustee Austin: Thank you to the transportation office/admin staff for taking time out of their day to get on buses so that routes don't need to be canceled. Great time at the football game and hearing the fight song.

Student Representatives Caroline Clark & Matteo Iadipaolo: Student showcase will need to be rescheduled due to illness.

12. CONSENT AGENDA

MOTION made by Trustee Estep, support Vice President Steben **to authorize the Consent Agenda as printed :**

- 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

- A. Enrollment Report
- B. SEAB Meeting & Greet / Public Hearing #1

14. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Cory Belote, Parent: Spoke regarding the Opt-Out Policy

Changming Fan, Community Member: Spoke regarding Saline Area Light Tower.

Libby Williams, Parent: Spoke regarding the Opt-Out Policy.

Meghan Gunnerson, Parent: Spoke regarding (1) importance of identifying free & reduced families and how this data benefits students in other ways, (2) Opt-Out Policy

Tiffanie Alexander, Parent: Spoke regarding Opt-Out Policy

David Hayward, Parent: Spoke regarding Opt-Out Policy

Darcy Berwick, Parent: Spoke regarding Opt-Out Policy

Shawnda Nichols, Lives in District/Kids in School: Spoke regarding Opt-Out Policy

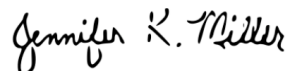
15. NEXT MEETING

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

16. ADJOURNMENT

Without objection, the Regular Board of Education Meeting of September 12, 2023, was adjourned at 9:44 PM.

Respectfully Submitted,



Jennifer Miller
Board Secretary

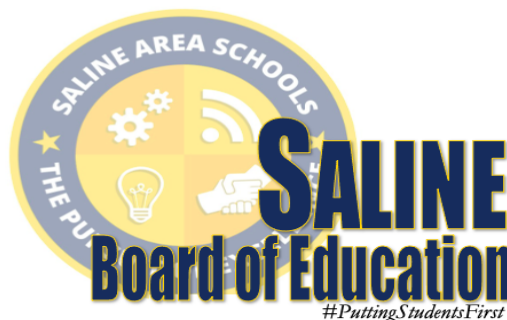
Recorded by: Betty Jahнке

FINANCE COMMITTEE MEETING

Liberty School Board Room

September 12, 2023 at 5:00 PM

MINUTES



Brad Gerbe, Chair, Tim Austin, Jennifer Steben

Superintendent Laatsch, Assistant Superintendent Owsley, Recording Secretary Jahnke

1. **Call to Order**

Meeting was called to order at 5:03 pm by Chair, Brad Gerbe.

2. **Public Comment - None**

3. **Discussion Items**

- a. **Unofficial Count:** Down about 63. Could be within 63-80 Count day is October 4th. FTE based on 90% fall 10% spring. Revenue & budget is pretty close. We'll talk more about Count Day at the next meeting in October. Superintendent Laatsch provided an overview of enrollment analysis which will be presented at the September 26th Board meeting.
- b. **Hiring/ FTE Adjustments:** Overview of county wide wages in different job classifications. Also in evaluating the enrollment data, this will impact hiring and budgeting. This was also outlined by Superintendent Laatsch and how enrollment loss will impact district structure over the next several years.
- c. **Brainstorming & Benchmarking... Support Personnel:** Review of wage/benefits from across the county. Importance of being competitive in these times to ensure that Saline can attract and retain candidates for these positions.
- d. **31a and TANF (Temporary Assistance for Needy Families):** Despite free breakfast and lunch to all students, it's still important to identify families so that we can offer support in other areas as well.

4. **Public Comment - None**

5. **Next Meeting**

Student tracking

Look at the preliminary October 4th count data

Continue discussion regarding restructuring plan (include info on class size)

6. **Adjournment**

There being no further business, the meeting was adjourned at 6:01 pm.

Respectfully submitted,

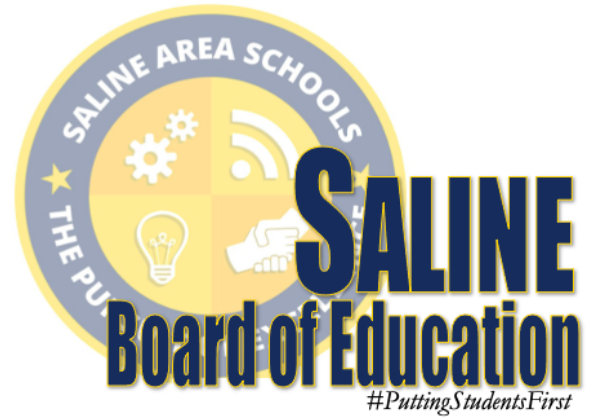
Jennifer Miller
Board Secretary

Recorded by: Betty Jahnke

SALINE AREA SCHOOLS

BOARD OF EDUCATION - Special Meeting

Monday, September 18, 2023
Liberty School Board Room
5:15 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.

1. CALL TO ORDER

The Special Meeting of the Board of Education was called to order at 5:18 by President Michael McVey.

Board Members Present: Trustee Lauren Gold, Trustee Tim Austin, Treasurer Brad Gerbe, President Michael McVey, Secretary Jenny Miller

Central Administration Present: Asst. Superintendent Miranda Owsley, Asst. Superintendent Curt Ellis, Superintendent Steve Laatsch, Director Rex Clary

2. PLEDGE OF ALLEGIANCE

3. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS - None

4. CLOSED SESSION

MOTION made by Treasurer Gerbe and supported by Trustee Austin **to enter Closed Session of the Board of Education at 5:19PM, with the intent to re-enter Open Session at 5:30 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 a closed session.

Ayes - All Present - **Motion carried 5-0**

5. **RE-ENTER OPEN SESSION**

Without Objection the board re-entered Open Session of September 18, 2023 Special Board of Education Meeting at 5:46 PM.

MOTION made by Treasurer Gerbe and supported by Trustee Austin **to approve the two year agreement between Saline Area Schools and the Education Support Professionals expiring December 31, 2025**

Ayes - All Present - **Motion carried 5-0**

6. **PUBLIC COMMENT**

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS - None

7. **NEXT MEETING**

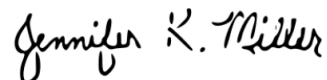
The next Board of Education Meeting will be held on September 26, 2023, at 6:30 PM.

8. **ADJOURNMENT**

MOTION made by Secretary Miller and supported by Trustee Gold **to adjourn the Special Board of Education Meeting of September 18, 2023, at 5:49 PM.**

Ayes - All Present - **Motion carried 5-0**

Respectfully submitted,



Jennifer Miller
Board Secretary



Board of Education
26.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>
Brian Hochrein	Saline MS	Paraeducator	Resignation	Personal	22.Sep.23
Melanie Scott	Saline HS	Teacher	Resignation	Retirement	31.Oct.23
Michelle Szczechowicz	Saline MS	Principal	Resignation	Personal	29.Sep.23

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Gregory Farrell	Pleasant Ridge	Paraeducator	New Hire	Y5-5th 1	12.Sep.23
Ryan Kerr	Teaching & Learning	CRIEIC	New Hire	N/A	22.Sep.23
Amritpal Kocher	Pooh Corner	Teacher	New Hire	N/A	12.Sep.23
Alexandria Meredith	SWWC	Health Science Technician	New Hire	1	14.Sep.23
Skyla Shobe	Pooh Corner	Teacher	New Hire	N/A	8.Sep.23
Kevin Tomalak	Saline MS	Paraeducator	New Hire	6-12+ LS 1	22.Sep.23
John Wooley	Transportation	Bus Driver	New Hire	1	8.Sep.23

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

RYAN KERR

I have over sixteen years of experience as an educator and leader in public education, developing curriculum, delivering instruction, assessing learning and learning programs, leading teams, mentoring fellow teachers, and inspiring growth amongst both youth and adult communities. I am driven by success and underpin all my work with a lens of equity and inclusion – working to empower all those around me to achieve their own goals while improving their programs and increasing a sense of all human value, both in the workplace and in greater society.

EDUCATION

IN PROGRESS

ED.D – TEACHING AND LEARNING (ABD), ILLINOIS STATE UNIVERSITY

Dissertation: “Policy on the Move: Understanding Policy Movements and their Effects on Student

and Teacher Identities”

Areas of Concentration: Policy, Transliterations, Sociolinguistics, Globalization, Literacies

MAY 2008

M.ED., CONCORDIA UNIVERSITY - WISCONSIN

Focus: Curriculum and Instruction

MAY 2004

B.A., WITTENBERG UNIVERSITY

Major: English

EXPERIENCE

TEACHER

AUGUST 2015 – PRESENT

NORMAL COMMUNITY WEST HIGH SCHOOL, NORMAL, IL

TEACHER

AUGUST 2012 – AUGUST 2015

RANTOUL TOWNSHIP HIGH SCHOOL, RANTOUL, IL

TEACHER

AUGUST 2010 – AUGUST 2012

ACADEMY FOR GLOBAL STUDIES AT AUSTIN HIGH SCHOOL, AUSTIN, TX

TEACHER

AUGUST 2007 – AUGUST 2010

SKILLS

- UX Research and Design (Google Certified)
- Primary and Secondary Academic Research
- Adult Professional Learning and Training Development and Delivery
- Program Management and Facilitation
- Curriculum Design, Development, Implementation, and Assessment
- Qualitative and Quantitative Research and Analysis (discourse, narrative, conversation)
- Exceptional Presentation and Public Speaking Skills

LEADERSHIP EXPERIENCE

- School Building Leadership Team Member
- Unit Five Education Association Executive Leadership (Bylaws Committee Chair)
- District Diversity, Equity, and Inclusion Developer, Trainer, and Facilitator
- Teacher Trainer/Professional Development Coach and Mentor
- Faculty and Pre-Service Professional Coach
- School Improvement Team Member
- Drama Program Director

IMPACT

In my various roles I have:

- Developed comprehensive evaluation and learning frameworks and implementation plans to meet the needs of diverse populations for specific purposes, both in the classroom and internally across the institution, applying cycles-of-inquiry and root cause analysis frameworks.
- Developed, facilitated, and revamped district-wide learning and evaluation coordinated around Diversity, Equity, Inclusion, and Belonging.
- Conducted qualitative research and analysis for dissertation and other research projects, including interviews, focus groups, language coding, discussion analysis, discourse analysis, narrative analysis and statistical analysis.
- Managed and allocated annual program budgets, including determining of stipends for team members.
- Developed and managed creative, cross-functional teams, delegated responsibility, determined budgets within units, allocated funds, and worked collaboratively to establish and execute common vision.
- In cross-functional teams including administration, solicited and analyzed feedback from individual stakeholders to plan, create, and implement professional development and shape building vision, goals, and direction as member of school building leadership team.
- Regularly presented research and findings at annual professional conferences (*International Studies Schools Network* annual meeting, Rockville, MD; *No Child Left Behind Professional Conference*, Chicago, IL).
- Continued to remain up to date on current research and apply best, evidence-based practices for student and colleague success.
- Served as a regular mentor and cooperating practitioner for pre-service teachers as well as new faculty. Developed strong and lasting connections between schools and local universities as well as other community partners.



7265 North Ann Arbor Street, Saline, MI 48176
734-401-4000

This plan has been updated on September 19, 2023

NOTE: The following plan was executed during the height of the Covid Pandemic. The plan remains in place and is ready to be executed IF we were mandated to put into place any of the Covid protocols as directed by the Governor / Michigan Department of Education.

Return to In-Person Instruction and Continuity of Services Plan

Introduction

On March 11, 2021, the American Rescue Plans (ARP) Act was signed into law. In it, the U.S. Department of Education is providing an additional \$121.9 billion for the Elementary and Secondary School Emergency Relief Fund (ESSER III Fund). This legislation will award grants to state educational agencies (SEAs) for providing local educational agencies (LEAs) with emergency relief funds to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the nation.

This plan describes how Saline Area Schools will provide the safe return to in-person instruction and continuity of services for all schools, including those that have already returned to in-person instruction. This report complies with all reporting requirements of the ARP Act (Public Law 117-2), the ESSER III grant terms, conditions, and assurances (CFDA Number 84.425U), and the interim final rule established by the United States Department of Education, 86 FR 21195.

Saline Area Schools was in-person for the entire 2021-2022 school year. If new or continuing pandemic concerns arise, the district will make every effort to maintain

in-person instruction during the 2022-2023 school year.

Community Input

- Let's Talk - developed a specific "COVID-19" platform for community members to give feedback on critical issues and allow students, parents and staff a safe way to reach administration 24/7, from any device
- COVID-19 Family Surveys - used forms to collect feedback related to health and safety, virtual learning, and school protocols.
- Virtual Forums - hosted Zoom and Facebook Live listening sessions to engage the community in 2-way conversations during both shutdown periods and extended hybrid learning environments.
- Virtual Meeting - hosted Zoom meeting to gather feedback regarding district stakeholder priorities as relates to identified needs and priorities resulting from the pandemic.
- Virtual Meeting - April 26, 2023

Plan Revision Dates

September, 2022

Section 1

Saline Area Schools plan regarding how it will maintain the health and safety of students, educators, and other school district staff. Specifically, adopted policies and district actions for the CDC's safety recommendations for: universal and correct wearing of masks, modifying facilities to allow for physical distancing, handwashing and respiratory etiquette, cleaning and maintaining healthy facilities, improved ventilation, contact tracing / isolation / quarantining, diagnostic and screening testing, efforts to provide vaccinations, appropriate accommodations for students with disabilities with respect to health and safety practices, and coordination with state and local health officials.

Saline Area Schools has provided updated CDC guidance to families through ongoing communications. That information is located [HERE](#).

Universal and Correct Wearing of Masks

Saline Area Schools will not require that masks be worn at school, school sponsored events or during extracurricular activities unless required to do so under a public health order. However, individuals may wear masks if they choose. Saline Area Schools will

support anyone who opts to wear a mask for any reason (even when levels are low or moderate).

For those who are able (e.g., excluding children under 2 and certain children with conditions that make it difficult to mask), masking is strongly recommended when:

- The student or staff member lives in a household with a positive case or has had personal/social contact with a positive case.
- There is an outbreak or cluster.
- Community transmission is high.
- The student or staff is returning for days 6-10 after symptom onset or testing positive.

Modifying Facilities to Allow for Physical Distancing

If new or continuing pandemic concerns arise, Saline Area Schools will make every effort to maximize social distancing through daily operating procedures. However, due to square footage limitations, desks and other seating arrangements are generally not able to be organized in a way that meets all social distancing guidelines.

Extraneous furniture will be removed from classrooms to allow for maximum spacing of desks.

Handwashing and Respiratory Etiquette

Saline Area Schools will continue to promote handwashing and good hygiene practices including respiratory etiquette to all students, staff, and visitors. Alcohol-based hand sanitizer will be available throughout the facilities.

Cleaning and Maintaining Healthy Facilities

Saline Area Schools will maintain increased facility cleaning schedules for the 2022-2023 academic school year. These schedules will include daily intensive cleaning and regular disinfecting. Each classroom will have access to alcohol-based hand sanitizer. Each classroom will have access to disinfectant products for desks and other shared objects.

Improved Ventilation

Saline Area Schools has upgraded ventilation system filters throughout the district and increased air changes per hour to exceed the recommendations. Saline Area Schools will continue to analyze and evaluate the efficiency and effectiveness of the building's HVAC systems.

Contact Tracing / Isolation / Quarantining

Saline Area Schools will exclude student and staff COVID cases from school per state and local health department guidance.

Under the most recent guidance dated 8/19/22*:

Saline Area Schools will notify the Washtenaw County Health Department of weekly cast numbers and will report any outbreaks or clusters.

Saline Area Schools will notify smaller groups (e.g., a sports team or a classroom) when there is an outbreak or cluster. Further notification will not be made if additional cases are identified as part of the outbreak or cluster.

Saline Area Schools will not be providing notification for individual positive cases if there is no outbreak.

Saline Area Schools will retain required information regarding absences for illnesses.

**The above guidance will be modified as updated guidance is received from the state and/or the local health department.*

Diagnostic and Screening Testing

Saline Area Schools reserves the option to offer testing for district employees and students when needed. Staff will be tested upon request. Students will only be tested with parental permission. All in-school testing will be reported to the MDHHS as required. The district will make state provided rapid home tests available as supplies last.

Efforts to Provide Information about Vaccinations

The district will continue to notify all stakeholders of local vaccination opportunities and all relevant vaccine information.

Appropriate Accommodations for Students with Disabilities with Respect to Health and Safety Practices

Saline Area Schools will provide students with disabilities the accommodations needed to meet the individual needs of the student to ensure safety.

Coordination with State and Local Health Officials

The district will continue to coordinate with state and local health officials.

Section 2

Saline Area Schools plan regarding how it will ensure the continuity of services. Specifically, services to address student academic needs, services to address student and staff social, emotional, and mental health needs, and student food service needs.

Services to Address Student Academic Needs

In addition to meeting the requirements of Michigan law, Saline Area Schools will continue to reassess remediation processes and programs to best meet the needs of our students.

Students will be assessed regularly using various local and standardized assessments. Students requiring remediation or intervention will have designated opportunities throughout the school day.

The district will continue to monitor all student progress, including state assessment results, to identify areas of student need.

Summer learning opportunities will be provided for qualified students who are in need of remediation.

Services to Address Student and Staff Social, Emotional, and Mental Health Needs

Saline Area Schools has increased the number of Social Workers available to the students. Each building has a dedicated Social Worker(s) for the students and the district has a Social Worker(s) dedicated to helping students and families connect with outside agencies for additional support.

At Heritage School, Saline Middle School, Saline Alternative High School and Saline High School, school counselors are available for all students and staff and assist with providing guidance counseling and mental health support.

The district has doubled the number of Certified Behavior Specialists (BCBA) to help assist staff with students who are experiencing behavioral issues.

Saline Area Schools continues to provide professional development regarding Trauma Informed Instruction.

The district uses social emotional screeners as necessary.

The district uses the Comprehensive School Threat Assessment Guidelines (CSTAG) when evaluating students with social, emotional, and mental health concerns that can

lead to threats. All district administrators were trained in CSTAG protocols during the 2021-2022 school year to better address behaviors that might be threatening, and to put appropriate therapeutic interventions in place when needed.

The district employs a Student Resource Officer (SRO) through Pittsfield Public Safety that is available to assist students who may have personal safety concerns outside of school. In addition, the District enjoys a collegial relationship with the city of Saline and the Saline Police Department, to educate and oversee any safety concerns, both during the school day and in the community.

Student Food Service Needs

Saline Area Schools provides a comprehensive breakfast and lunch program for all students. The district has provided parents with information to apply for free/reduced meals and the application process is available on the district's website.

Section 3

Saline Area Schools plan regarding periodic (no less frequently than every six months until September 30, 2023) review and appropriate revisions of this plan. Including how the district will seek public comment and take such feedback into account when determining if the plan should be revised and the revisions that are necessary. This process should take into consideration the timing of significant changes to CDC guidance on reopening schools. Any revisions must address the aspects of safety currently recommended by the CDC.

How the District will Seek Public Comment

Saline Area Schools will continue to review and revise this plan as necessary and as required by law. The district may use the following methods to provide opportunities for public input:

- Board of Education Meetings
- Community Zoom sessions
- Public Comment at Regularly Scheduled Board of Education Meetings
- Google Form Surveys
- Let's Talk Communication Tool

Taking Community Feedback into Account when Determining if the Plan Should be Revised and the Revisions that are Necessary

Saline Area Schools will consider all public input when reviewing and revising the plan.

Specific recommendations from the public will be considered regarding the current plan, the need to revise the plan, and the revisions deemed necessary.

The district will review the plan no less frequently than every six months until September 30, 2023.

The review process will also take into consideration the timing of significant changes to CDC guidance. Revisions made will address the aspects of safety currently recommended by the CDC.

Section 4

Saline Area Schools plan regarding the format and understandability of the plan. Specifically, the plan must be written in a language that parents can understand and must follow a uniform format. If necessary, upon request, the plan can be translated or provided in an alternative format accessible to parents with a disability.

Format and Understandability of the Plan

Saline Area Schools will make every effort to maintain a plan that is provided in a uniform format and is written in language that parents can understand. The plan will be divided into four sections that are designed to meet the requirements of the law. The community can always ask for clarification of the plan by contacting Stephen Laatsch, the Superintendent of Schools.

Upon Request, the Plan can be Translated or Provided in an Alternative Format Accessible to Parents with a Disability

Upon request to the Superintendent, the District shall make reasonable accommodations for a person with disabilities to be able to participate in the public input meetings and to access the plan.