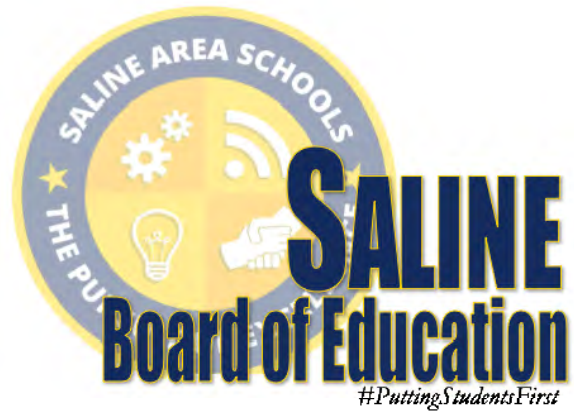


# Board of Education Meeting

Liberty School Board Room

March 12, 2024, 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. **SUPERINTENDENT'S RECOGNITION**

- *SHS Ethics Team*

4. **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**

*Saline Middle School Points of Pride  
Kimberly Jasper, Principal & Lindsay Guenther, Assistant Principal*

5. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

<b>AGENDA</b>
---------------

6. **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 agendas must be approved before proceeding further.)*

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

7. **STUDENT SHOWCASE**

**Saline HS Science Olympiad**

*Presenters: Subani Dalela, Weiran Jiang, and Ayush Reddy (Advisor: Monica Sieh)*

8. **ACTION ITEMS**

A. **RECOMMENDED MOTION** ... to approve the minutes from the February 27, 2024 closed session for the purpose of Collective Bargaining 8(c) of the Open Meetings Act.

B. **RECOMMENDED MOTION** ... to approve the 24/25 School of Choice Guidelines as recommended by Superintendent Laatsch.

C. **RECOMMENDED MOTION** ... to approve the purchase from Dows Equipment Sales & Service for (2) lifts and subsequent removal and reinstallation of existing lifts at the new Operations Center for a total cost of \$57,659.00 as recommended by Rex Clary, Executive Director of Operations.

9. **SCHEDULED REPORTS**

A. **Community Education Department Update**

*Presenters: Community Ed Staff Members*

B. **DEI Advisory Committee Update**

*Presenters: Tiffanie Alexander, Alice Kazee, Amy Tesolin and Laura Washington*

10. **DISCUSSION ITEMS**

**A. Policy Committee Updates**

*Facilitator: Jenny Miller, Chair*

Policy 5113 School of Choice Program (Requested Wording Change)

Policy 8300 Continuity of Organizational Operations Plan (New)

Policy 0141.1 Student-Body Representative (Requested Change)

**B. Finance Committee Updates**

*Brad Gerbe, 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:**

- A. Approval of the Board of Education Meeting Minutes of February 27, 2024**
- B. Approval of the Board Policy Committee Meeting Minutes of February 27, 2024**
- C. Approval of the Board Policy Committee Meeting Minutes of March 5, 2024**
- D. Approval of Payment of the General Fund Accounts Payable of March 12, 2024, in the amount of \$2,532,156.11**
- E. Approval of Payment of 2023 Bond Fund Series I Accounts Payable of March 12, 2024 in the amount of \$848,700.42**
- F. Receive and File Finance and Human Resources Reports**
- G. Receive and File the 24/25 Saline Area Schools District Calendar**
- H. Approval of Neola Policy Updates:**
  - Policy 5512 Use of Tobacco by Students
  - Policy 8400 School Safety Information
  - Policy 5511 Dress and Grooming
  - Policy 7217 Weapons
  - Policy 6152 Student Fees, Fines and Supplies

<b>CLOSING</b>
----------------

**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 April 9, 2024, at 6:30 PM.

**16. CLOSED SESSION**

**RECOMMENDED MOTION ...** to enter Closed Session of the Board of Education at \_\_\_\_\_ PM, with the intent to re-enter Open Session at \_\_\_\_\_ 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.

**Note:** No action will be taken upon return to open session

**17. RE-ENTER OPEN SESSION**

**RECOMMENDED MOTION ....** to re-enter Open Session of the Board of Education Meeting at \_\_\_\_\_ PM.

**18. ADJOURNMENT**

**RECOMMENDED MOTION ...** to adjourn the Regular Board of Education Meeting of March 12, 2024, at \_\_\_\_\_ PM.



## 2024-25 School of Choice Guidelines: TENTATIVE

### Eligibility for Schools of Choice

**Residency:** Saline Area Schools approved a limited school-of-choice program for the 2024-25 school year. Non-resident students eligible to apply for the available openings must reside in a school district located in the Washtenaw Intermediate School District (ISD): Ann Arbor, Chelsea, Dexter, Lincoln, Manchester, Milan, Whitmore Lake, Willow Run, and Ypsilanti.

**Transportation:** Parents are responsible for providing transportation to and from school each day.

**Non-Discrimination:** The District will not discriminate an applicant on the basis of race, color, national origin, sex, (including sexual orientation and gender identity), disability, age, religion, height, weight, marital or family status, military status, ancestry, genetic information, or any other legally protected category, (collectively, "Protected Classes"), in its programs and activities.

**Discipline:** Students may be removed from consideration if they have been suspended from school in the past two years, if they were ever expelled from school, or if they have been convicted of a felony.

### Openings Available in 2024-25

<u>Grade Level</u>	<u>School/Program</u>	<u>Minimum Openings</u>
Young 5's	TBD	10
Kindergarten	TBD	25
1st Grade	TBD	1
2nd Grade	TBD	1
3rd Grade	TBD	1
4th - 8th Grade	Saline Area School district will not be accepting School of Choice students in Grades 4th thru 8th for the 24/25 school year.	
9 <sup>th</sup> Grade	Saline Alternative HS	1
9 <sup>th</sup> Grade	Saline High School	5
10 <sup>th</sup> Grade	Saline Alternative HS	1
10 <sup>th</sup> Grade	Saline High School	1
11 <sup>th</sup> Grade	Saline Alternative HS	1
11 <sup>th</sup> Grade	Saline High School	1
12 <sup>th</sup> Grade	Saline Alternative HS	1
12 <sup>th</sup> Grade	Saline High School	1

Based on resident enrollment over the summer, teacher-pupil ratios, available space and other relevant criteria, the District may accept more students from the wait-list developed through the lottery.

**School Program TBD** = Saline Area Schools reserve the right to place students in grades Y5-3 in any of the three elementary buildings, depending upon space available, although attempts will be made to grant requests whenever possible. The Y5-3rd grade buildings are Harvest, Pleasant Ridge and Woodland Meadows.

## Application Process

Parents/guardians must submit a completed School of Choice Application Form online for each child beginning April 8, 2024 through May 7, 2024 by 4 PM. Applications must be accounted for in the District Information Office by the deadline in order to be eligible for the lottery.

### **How do I get the application form? (applications available beginning Monday, April 8th)**

- Available online at [www.salineschools.org](http://www.salineschools.org) -> District Resources -> School of Choice

### **When and where do I return the form?**

Submit online beginning Monday, April 8th with a deadline of Tuesday, May 7th at 4:00 p.m.

## Lottery

Due to the limited number of openings available in Saline Area Schools, all eligible applicants who have filed their School of Choice Application Form by the deadline date will be entered into a lottery. Names will be drawn randomly and admitted in the order drawn. If more students apply than the minimum number posted above, students will be placed on a wait list in the order drawn. If additional openings become available, students will be accepted in order from the wait-list. Applicants are welcome, but not required to attend the lottery drawing. All applicants will be notified of lottery results by the end of the next business day.

Lottery Drawing: Monday, May 13, 2024 @ 10:00 a.m.  
Liberty School (Board Room)  
7265 N. Ann Arbor Street  
Saline, MI 48176

\* If we are not able to gather in-person, due to Covid-19 restrictions, the lottery will take place remotely LIVE through ZOOM with a public link provided.<sup>2</sup>

***Students notified of acceptance through the lottery MUST be enrolled by May 31st, 2024.***

## Enrollment

Once a student is enrolled and continuously attends Saline Area Schools through school of choice, the student is entitled to continue to attend school in Saline until graduation without having to reapply for school of choice. If the sibling of a School of Choice student already enrolled in Saline applies for school of choice, the sibling shall be given preference over other nonresident candidates if there are available openings in the grade, school and/or program. If the district is not accepting school of choice applicants in that grade, school and/or program, the sibling has no right to admission to Saline Area Schools under schools of choice.

## Code of Conduct

All Student Code of Conduct rules, procedures, and policies will apply to all students who enter Saline Area Schools under school of choice.

# Saline Area Schools

## District Office

7265 North Ann Arbor Street  
Saline, MI 48176



## Operations Department

March 7, 2024

Superintendent Laatsch  
Saline Area Schools Board of Education

I would like to recommend Dows Equipment Sales & Service to provide the following:

1- Rotary Lift SM30 30,000 lb capacity Heavy Duty 4-Post Lift	\$38,349.00
1- Rotary RJ150 BK 15,000 lb capacity air/hydraulic rolling jack	\$11,390.00
2- Removal & Reinstallation of existing lifts, (New location)	<u>\$ 7,920.00</u>
<b>Total:</b>	<b>\$57,659.00</b>

Currently we have (2) Rotary Manufactured Lifts installed in the Operations Department and both were provided and installed by Dows Equipment. Dows has proven to be a trusted partner and we look forward to continuing to work with them in the future.

During the post bid interview, the low bidder EDI (Equipment Distributors Incorporated) had quoted a product that did not meet the specifications as written in the Request For Proposal.

With approval, we plan to receive and install the new lift in August of 2024.

Rex Clary  
Executive Director of Operations  
Saline Area Schools

Attachments

Bidders	Price	Equipment	Iran, Familiar, Suspended	Alt #1	Alt #2	Total	Purchasing Cooperative	Post Bid Interview Date	Reference Check	Bid Unresponsive
Morgan Inglad LLC	\$47,620.00	Rotary	Yes	\$14,365.00	\$7,720.00	\$69,705.00	no	Not required		
Dows	\$38,349.00	Rotary	Yes	\$11,390.00	\$7,920.00	\$57,659.00	no	Completed	Completed	No
EDI	\$30,640.74	Rotary	Yes	\$11,373.26	\$6,000.00	N/A	no	Completed	Completed	Yes
Technology International	\$44,960.00	Challenger	NO	\$0.00	\$0.00	INC.	no	Not required		





Book	Policy Manual
Section	5000 Students
Title	Copy of SCHOOLS OF CHOICE PROGRAM (Inter-District)
Code	po5113 (Discussion 3/12/24)
Status	
Adopted	May 22, 2018
Last Revised	October 24, 2023

#### 5113 - **SCHOOLS OF CHOICE PROGRAM (Inter-District)**

The Board of Education has determined that it will allow nonresident students, residing within the Washtenaw ISD, but whose parent(s) does not reside in the District, and who qualify, to enroll in the District through a Schools of Choice program during the forthcoming school year.

The Board shall review this decision annually based on information provided by the Superintendent concerning the availability of space in each of the district's schools and programs. The board shall determine and publish whether or not it will accept applications for enrollment by new constituent district students, contiguous district students, or tuition students by the second Friday in August for the next school year.

Any constituent or contiguous district students who were enrolled during the previous school year or semester under a Schools of Choice program will be permitted to enroll for the next school year.

#### **ENROLLMENT OF NONRESIDENT STUDENTS**

Students who have been enrolled in the District through a Schools of Choice Program during the previous semester or school year may continue their enrollment through graduation provided they maintain continuous enrollment and are not expelled for disciplinary reasons.

- A. If the number of applications for admission from nonresident students exceeds the number of available enrollment opportunities, enrollment priority shall be given to a sibling of a nonresident student already admitted under this program.
- B. Nonresident students shall be selected for remaining vacancies using a random selection process.
- C. Enrollment ~~may not be available~~ ~~is not available~~ to any nonresident student who has been suspended within the preceding two (2) years or ever been expelled.
- D. The District's Policy 2260 - Equal Educational Opportunity shall apply to all applicants under this program. In addition, the District will not discriminate on the basis of an applicant's intellectual, academic, artistic, athletic, or other ability, talent, or accomplishment, or based on a mental or physical disability.
- E. The Superintendent shall be responsible for developing and promulgating administrative guidelines to implement this policy.
- F. The Superintendent, when considering School of Choice enrollment, will strive to enroll out-of-district students at approximately ten percent (10%) of the total student body.

## **RELEASE OF RESIDENT STUDENTS**

The Superintendent shall ensure that the records of a resident student who transfers to another district are sent promptly to the other district.

© **Neola 2001**

Legal

M.C.L. 388.1705

PA 300, 1996, as amended



Book Policy Manual  
Section Review 2/14/24  
Title COMPLETED NEW CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN  
Code po8300 (Discussion 3/12/24)  
Status

### **Revised Policy - Vol. 37, No. 2**

#### **8300 - CONTINUITY OF ORGANIZATIONAL OPERATIONS PLAN**

The Continuity of Organizational Operations Plan (COOP) provides the District with the capability of conducting its essential operations under all threats and conditions with or without warning. Having a plan to recover from any type of disaster regardless of the severity and consequences of the emergency is critical to recovery of operations and ~~minimizing can minimize~~ the impact on the District's teaching and learning, personnel, facilities, technology, transportation, food service, and other functional resources.

#### **Scope of the Continuity Plan**

The primary objective of the COOP is to restore the District's critical operational functions and the learning environment as quickly as possible after a crisis or threat event ~~occurs~~has occurred. A COOP contains critical and sensitive information that is confidential and exempt from public disclosure.

Planning for the continuity of operations of a school system in the aftermath of a disaster is a complex task. The current ~~changing~~ threat environment and recent emergencies, including acts of nature, accidents, technological emergencies, ~~cyberattacks~~, and terrorist attacks and threats, have increased the need for viable continuity capabilities and plans that enable the District to resume and continue the essential functions in an all-hazards environment across a full spectrum of emergencies. Such conditions have increased the importance of having continuity plans in place that provide stability of essential functions across the various levels of public government and private enterprises.

The planning and development of continuity of an organizational operations plan, as well as the ongoing review, ~~testing~~, and revision of such a plan, is important for the overall District ( **X** ) and also for each school ( **X** ) and department in the District **[END OF OPTIONS]**.

The District-wide plan describes how the District will respond as a total organization to a given emergency and describes the centralized resources and how they will be organized to implement command and control necessary to function during the life cycle of the event. Individual school and departmental plans contain the details related to the continuity plan for those specific sites and functional areas to prepare for an event, communicate throughout the duration of an event, assess the impact of an event on essential functions in the unit, respond to the event, and detail what will be done to recover from the event.

Preparation for, response to, and recovery from a disaster affecting administrative, educational, and support functions of the District's operations requires the cooperative efforts of external organizations, in partnership with the functional areas supporting the business of the District. This includes local government agencies, law enforcement, emergency management, medical services, and vendors necessary to District operations. The COOP outlines and coordinates all efforts by the District in cooperation with other local and State agencies and businesses to restore the essential functions of the District ~~to the larger local community~~ post-disaster.

The Superintendent shall **develop and** recommend the COOP for Board of Education review and approval; however, the COOP shall be considered a confidential document not subject to release under State public records laws, and accordingly, no copies shall be provided for public review during the adoption process.

The Superintendent shall conduct  an annual ( ) a periodic **[END OF OPTION]** review of the COOP.

© Neola ~~2023~~2017



Book Policy Manual  
Section 0000 Bylaws  
Title Copy of STUDENT-BODY REPRESENTATIVES  
Code po0141.1 (Discussion 3/12/24)  
Status

#### 0141.1 - **STUDENT-BODY REPRESENTATIVES**

The Board shall have one **or two representatives** ~~(1) representative~~ from the high school student-body selected by the Superintendent **and Board President**.

- A. Each representative shall be allowed to participate in all Board discussions and attend committee meetings to which they may be assigned or invited. The student-body representative **(s)** shall not be allowed to vote or participate in closed sessions.
- B. The Superintendent shall arrange for a place on the agenda at which time the student-body representative **(s)** shall provide the Board with items of concern and/or interest to the student-body.
- C. The Superintendent shall approve any such items to be presented to the Board in its agenda.
- D. The student-body representative **(s)** shall be responsible for communicating Board questions or decisions pertaining to students to the student councils authorized by Policy 5820.

© **Neola 2016**

# Board of Education Meeting

Liberty School Board Room  
February 27, 2024, 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

The Board of Education meeting of February 27, 2024 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 Steben

**Board Members Absent:** Jenny Miller

**Central Administration Present:** Superintendent Laatsch, Assistant Superintendent Owsley, Interim Assistant Superintendent Diglio, Executive Directors Clary, Davis and Martin

#### 2. PLEDGE OF ALLEGIANCE

Following the pledge, members of the SHS Drama Club presented “Be My Guest” and invited everyone to their upcoming performance of Beauty and the Beast March 15-17 at the Ellen Ewing Auditorium at SHS.

#### 3. SUPERINTENDENT’S RECOGNITION

- *SHS Volleyball Team*
- *SHS Today / Hornet Nation*

4. **PUBLIC COMMENT**

**STUDENTS - None**

**OTHER PUBLIC STAKEHOLDERS**

**Cory Belote - Saline Lacrosse Club President**

5. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

<b>AGENDA</b>
---------------

6. **REVISIONS/APPROVAL OF AGENDA**

**MOTION** made by Treasurer Gerbe, support Trustee Austin **to approve the agenda as revised (see below).**

Ayes - All Present - **MOTION CARRIED 6-0**

**Revisions:**

Remove item #7 Student Showcase

Change Jenny Miller's name to Michael McVey under Policy update (due to absence)

Table Action 8A. Possible consideration to have an adhoc committee review for consideration

7. **STUDENT SHOWCASE - CANCELLED**

**Washtenaw United Hockey**

*Presenters: Julianna Marini, Sydney Clark, Abby Schroeder, Kendra Wagner, Nora Stevenson, Lilly Schlack, Kaysi Hobner, Addison Lyon, Chloe Dillen, Isabella Mack, and Sam Wawzysko. Advisors: Adam Winters, Chad Clark*

8. **ACTION ITEMS**

A. **RECOMMENDED MOTION** ... move to accept the Hot Rods Motorcycle Awareness & Suicide Prevention Foundation gift of 2 benches, total value of \$2000 as recommended by President Michael McVey

Motion tabled. Consideration to have an adhoc committee review and recommend next steps.

B. **MOTION** made by Treasurer Gerbe, support Trustee Austin **to adopt the Proposed 2023-24 General Fund Budget Amendment as submitted by Assistant Superintendent Owsley.**

Ayes - All Present - **MOTION CARRIED 6-0**

- C. **MOTION** made by Vice President Steben, support Trustee Gold **to accept the Bargaining Teams for the SEA 2024 Collective Bargaining Negotiations as recommended and submitted by Carol Diglio, Interim Assistant Superintendent of Human Resources.**

The team will consist of:

Carol Baaki Diglio, Interim Assistant Superintendent of Human Resource  
Miranda Owsley, Assistant Superintendent of Finance  
Kara Davis, Executive Director of Teaching and Learning  
Rex Clary, Executive Director of Operations  
Emily Sickler, Harvest Principal  
Theresa Stager, High School Principal

Ayes - All Present - **MOTION CARRIED 6-0**

9. **SCHEDULED REPORTS**

A. **Athletic Department Update**

*Presenters: Ashley Mantha & Jeff Pike*

A presentation was made to the Board which provided an inside view of the operations of the Athletic Department and organization. Specific detail was shared about which sports take place throughout the year at both the MS and HS level. There are both district subsidized and self funded sports. No sport is fully funded by the general fund. All teams fundraise to support their teams to some level. There are also sports that are under Community Education. The SAS Athletic Expenditures from the general fund are about \$1,460,000 per year. Of that, \$1.1M is allocated to salaries. The remaining goes towards officials, gameworkers, security/police, transportation, entry fees, and repairs. We collaborate Facilities and Community Ed regarding equipment, maintenance and upkeep. Individual teams maintain student activity accounts (fundraising dollars) for other items such as uniforms, accommodations when traveling, etc.) The recent bond does not go into general operating dollars and can only support allocated facility changes. Pay to participate fees generate about \$270,000 per year. No one is ever turned away for hardship. There is also revenue from gate entrance fees. There are stringent training requirements for all coaches and new coaches benefit from a seasoned mentor coach. The student athlete also is held to high standards and those expectations were also reviewed. The average GPA for a student athlete is 3.45 (weighted) and 3.50 (weighted). In the 22/23 year we had 1,184 HS Roster spots, and 530 MS Roster spots. Saline HS is a MHSAA Class A participating in Division 1. But each MHSAA sport does have a different amount of divisions, so certain sports can fall into different divisions.

10. **DISCUSSION ITEMS**

A. **School of Choice**

*Superintendent Laatsch*



Reviewed the proposed guidelines for the 24/25 SOC guidelines. Mostly focusing on Y5/K openings (25), grades 1-3 (1), no openings grades 4-8, and small amount of openings (5) in 9th grade. This will move to an action item at the next Board meeting on March 12th.

**B. Policy Committee Update**

*Jennifer Miller (Absent), Chair Michael McVey*

In Jenny's absence, Michael McVey provides Committee Update.

**2/21/24 Policy Meeting Review:** Neola updates to PERA policies.

Changes were discussed to the 5 policies to be in alignment with current law to Public Education Relations Act. Policy 0122 Board Powers 0122 relates to topics no longer prohibited subjects, deleted from this bylaw with changes taking place on 2/13/24. Policy 1420 School Administrator Evaluation - statute goes into effect 7/1/24, changes the evaluation scales for educators. Policy 3131 Staff Reductions/Recalls which are no longer a prohibited subjects of bargaining as well as legislature amended section 1248 of the RSC relating to what can be used as decision-making factors in staffing situations. Policy 3142 Probationary Teachers - new laws changing the rating system. Policy 3220 Professional Staff Evaluations - Senate Bill 395 and 396 signed into law dramatically changing the evaluation system. These PERA Neola updates are presented under the consent agenda for approval this evening.

**2/27/24 Policy Meeting Review:** Continuing to review Neola updates.

Policy 8400 (Safety) primarily indicating the district designee as the "Executive Director of Operations" and reviewing revisions that reflect the changes required by amendments, approved by the Governor, to the Sex Offender Registration Act (SORA) and should be adopted to remain compliant with Michigan law. Policy 5512 (Use of Tobacco by Students) primarily changes to language to be compatible with the MDHHS Tobacco Section Mission, Vision and Plan Initiative. Both will be on the 3/12 agenda for approval through the consent agenda.

Also discussed a requested revision to Policy 5113 School of Choice - align language with state law discussed new Policy 8300 Continuity of Organizational Operations Plan, which provides the district with the capability of conducting its essential operations under all threats and conditions with or without warning. These 2 policies will be on the 3/12 agenda as "Discussion Items"

Next Policy Meeting is Tuesday, March 5th. Additional Neola updates will be reviewed and may appear on the agenda for the March 12th Board of Education meeting.

**11. ADMINISTRATION / BOARD UPDATES**

**Superintendent Laatsch** - Acknowledgement of inclusion week. Lots of great activities going on throughout the district. Polar Plunge is February 28th. Will be attending the FFA Awards ceremony at the Wharton Center in East Lansing to honor senior Adyson Naebeck as a Top 3 Finalist for the title of

FFA Star Farmer of Michigan. Encourage the community to attend the upcoming FSAS Fundraiser on Saturday, March 9th at the Sheraton in Ann Arbor as well as Beauty and the Beast the weekend of March 15-17th.

**Student Representative Clark & Iadipaolo:** Caroline talked about the cancellation of the Student Showcase. Washtenaw United Hockey Team feels unsupported with the varsity “letter” process so they hope to present at another time when they are able to participate in the letter process. Mateo shared that the hockey team won another SEC title. Also the recent Unified Student/Staff basketball team at the HS was a lot of fun. Excited for the upcoming Polar Plunge taking place on February 28th to support Special Olympics.

**Trustee Austin:** Attended the recent gathering of Fellowship of Christian Athletes at Saline High School. Donovan Edwards was the guest speaker (former UM Football player). Well attended by parents and students. Very uplifting.

**Treasurer Gerbe:** February 28th there will be a potty training workshop at Liberty held through the SAS Special Education Advisory Committee. This special workshop will be held in the Liberty Board Room from 9:30 -11 am.

**Vice President Steben:** Encourage attendance to the FSAS Blue Jeans & Bling fundraiser on March 9th. Tickets are still available. Good luck to students taking exams as Trimester 2 comes to an end. Grateful for all the choices that are available for our HS students. March is “Reading Month”. Acknowledgement to Joe Welton for his years of service here in Saline.

**Trustee Estep:** This evening was the SEAB meeting. Update to the board will be coming soon. DEI AC will be meeting February 28th. In communicating with my children’s teachers, I was grateful to hear all about the Black History Month activities that are going on in classrooms. Want to also bring awareness regarding the transgender student from Oklahoma who recently passed away in conjunction with bullying attacks that occurred in their life. Reminder that we do have policies here in SAS to protect our students from this type of behavior.

**Trustee Gold:** Thank you to our tax payers and government officials for the recent increase in per pupil allowance. Thank you to our government teachers who encourage our students to be good citizens. Thank you to the district teams in how you handle crisis situations and how professionally communication is handled both from a parent and board member perspective.

**President McVey:** Will be a judge at an upcoming SEMMLAA Spelling Bee event. Will also be participating in the “Shark Tank” event being hosted by Sarah Stukey’s class at the HS, in addition to plunging at the February 28th Polar Plunge supporting Special Olympics. SHS raised the largest amount of money by any high school in Michigan.

## 12. CONSENT AGENDA

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

Ayes - All Present - **MOTION CARRIED 6-0**

- A. **Approval** of the Board of Education Meeting Minutes of February 13, 2024
- B. **Approval** of the Board Finance Committee Meeting Minutes of February 13, 2024
- C. **Approval** of the Board Policy Committee Meeting Minutes of February 21, 2024
- D. **Approval of Payment** of the General Fund Accounts Payable of February 27, 2024, in the amount of \$2,878,542.97
- E. **Approval of Payment** of Bond Fund Series III Accounts Payable of February 27, 2024, in the amount of \$19,559.72
- F. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of February 27, 2024, in the amount of \$188,045.48
- G. **Receive and File** Human Resources Reports
- H. **Reaffirm** the Return to In-Person Instruction & Continuity of Services Plan (required every 6 months til 9/2024)
- I. **Approval** of Neola Updates to the following PERA Policies
  - Policy 0122 Board Powers
  - Policy 1420 School Administrator Evaluation
  - Policy 3131 Staff Reductions/Recalls
  - Policy 3142 Probationary Teachers
  - Policy 3220 Professional Staff Evaluation

**CLOSING**

**13. ITEMS SCHEDULED ON NEXT AGENDA**

DEIAC Report  
Community Ed Report  
1st Qtr Superintendent Evaluation (Closed Session)

**14. PUBLIC COMMENT**

**STUDENTS - None**

**OTHER PUBLIC STAKEHOLDERS**

**15. NEXT MEETING**

The next Board of Education Meeting will be held on March 12, 2024, at 6:30 PM.

16. **CLOSED SESSION**

**MOTION** made by Vice President Steben, support Trustee Austin **to enter Closed Session of the Board of Education at 8:40 PM, with the intent to re-enter Open Session at 9 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 6-0**

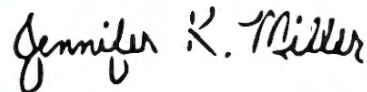
17. **RE-ENTER OPEN SESSION**

Without objection re-enter Open Session of the Board of Education Meeting at 9:32 PM.

18. **ADJOURNMENT**

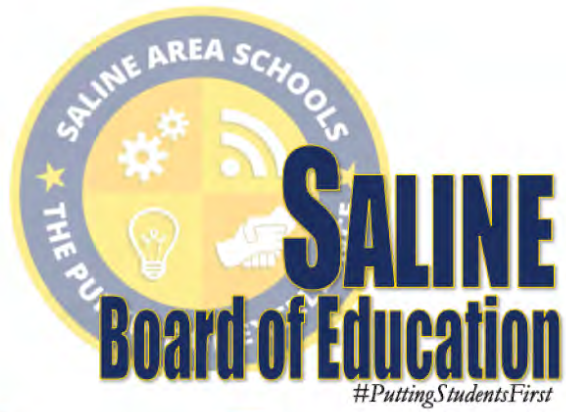
Without objection to adjourn the Regular Board of Education Meeting of February 27, 2024, at 9:32 PM.

Respectfully submitted,



Jennifer Miller  
Board Secretary

*Recorded by: Betty Jabnke*



## POLICY COMMITTEE MEETING

Liberty School Board Room  
Tuesday, February 27, 2024  
5:00 pm

## MINUTES

**Present:** Lauren Gold, Jennifer Steben, Michael McVey (Chair in absence of J. Miller)  
Superintendent Laatsch, Recording Secretary Betty Jahnke

**Absent:** Jenny Miller

1. **Call to Order**

Meeting called to order by Michael McVey at 5:00 pm

2. **Public Comment** - None

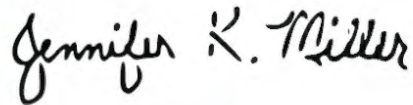
3. **Discussion Items**

- a. **Policy 5113 School of Choice Program:** Superintendent Laatsch requested that the language be reviewed to be consistent with State Law. Change "is not available" to **"may not be available"**  
This will be placed on the March 12 BOE agenda as a discussion item with plans to approve through the consent agenda on April 9th.
- b. **Neola Update Policy 8400 Safety:** Neola revisions were reviewed and the committee recommends to move this policy forward for approval through the consent agenda on March 12, 2024. Primary decision was to indicate "Executive Director of Operations" as the district designee.
- c. **Neola Update Policy 5512 Use of Tobacco by Students:** Neola revisions were reviewed and the committee recommends to move this policy forward for approval through the consent agenda on March 12, 2024. Primarily changes to language that were compatible with the Michigan Department of Health and Human Services (MDHHS) Tobacco Section Mission, Vision and Plan Initiative.

- d. **New Policy 8300 Continuity of Organizational Operations Plan (Required):** This is a new policy for Saline Area Schools. This policy provides the district with the capability of conducting its essential operations under all threats and conditions with or without warning. Having a plan to recover from any type of disaster regardless of the severity and consequences of the emergency is critical to recovery of operations and can minimize the impact on the district's teaching and learning, personnel, facilities, technology, transportation, food service, and other functional resources. Committee recommends moving this update forward as a discussion item on March 12, 2024.

4. **Public Comment - None**
5. **Next Meeting:** March 5, 2024 at 5:30 pm.
6. **Adjourn**  
Meeting was adjourned at 5:36 pm

Respectfully submitted:



Jenny Miller  
Board Secretary

Recorded by: Betty Jahnke



## POLICY COMMITTEE MEETING

Liberty School Board Room  
Tuesday, March 5, 2024  
5:30 pm

### MINUTES

**Present: Jenny Miller, Chair, Lauren Gold and Jennifer Steben**  
**Superintendent Laatsch, Recording Secretary Betty Jahnke**

1. **Call to Order**

Board Policy Meeting was called to order by Chair, Jenny Miller at 5:33 pm

2. **Public Comment - None**

3. **Discussion Items**

a. **Policy 0141.1: Student-Body Representatives**

*Revisions as requested by Vice President Steben*

Request by Vice President Steben to change “one” to “two” as an option to have more than one student representative. Will be added to 3/12/24 BOE Agenda under “Discussion Items”

b. **Policy 5511: Dress and Grooming**

*Neola Updates (February 2022)*

Policy Committee recommending approval of this Neola update through the “Consent Agenda”. Will be added to the 3/12/24 agenda.

c. **Policy 7217: Weapons**

*Neola Updates (February September 2023)*

This policy has been revised to include references to Michigan Supreme Court decisions establishing that schools are not expressly restricted by existing legislature from regulating firearms. (minor technical corrections/additions)

*March 5, 2024*

Policy Committee recommending approval of this Neola update through the “Consent Agenda”. Will be added to the 3/12/24 agenda.

d. **Policy 6152: Student Fees, Fines and Supplies**

Policy updates should be approved to align with electronic online payment options that the district supports.

Policy Committee recommending approval of this Neola update through the “Consent Agenda”. Will be added to the 3/12/24 agenda.

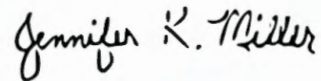
4. **Public Comment - None**

5. **Next Meeting:** May 28, 2024 @ 5 pm

6. **Adjourn**

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

Respectfully submitted,



Jennifer Miller  
Board Secretary

*Recorded by: Betty Jahnke*





# Month End Board Report

Fiscal Year to Date 11/30/23

Other Code	Amended Budget	Actual	Encumbrances	% Act/Bud	Bud-Act	Prior Year Total	Prior to Current Dif.	Function * Code
<b>Fund 11 - General Fund</b>								
Account Type <b>Revenue</b>								
Function * 0000 - Revenue	76,611,184.00	20,196,277.22	.00	26	56,414,906.78	18,843,317.45	1,352,959.77	Function * 0000 - Revenue
Account Type <b>Revenue Totals</b>	\$76,611,184.00	\$20,196,277.22	\$0.00	26 %	\$56,414,906.78	\$18,843,317.45	\$1,352,959.77	
Account Type <b>Expense</b>								
Function * 1111 - Elem	15,519,131.00	3,546,604.02	12,614.77	23	11,972,526.98	3,546,955.44	(351.42)	Function * 1111 - Elem
Function * 1112 - Mid School	7,860,629.00	1,766,297.75	10,620.00	22	6,094,331.25	1,729,119.13	37,178.62	Function * 1112 - Mid School
Function * 1113 - High School	11,714,605.00	2,738,882.69	9,637.04	23	8,975,722.31	2,713,849.25	25,033.44	Function * 1113 - High School
Function * 1118 - Pre-K	75,789.00	20,650.26	.00	27	55,138.74	22,779.38	(2,129.12)	Function * 1118 - Pre-K
Function * 1119 - Summer School	79,322.00	181,045.84	.00	228	(101,723.84)	206,993.18	(25,947.34)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	8,718,088.00	2,384,463.21	3,845.26	27	6,333,624.79	2,128,503.48	255,959.73	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,958,553.00	641,158.92	10,316.00	33	1,317,394.08	464,422.37	176,736.55	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,317,925.00	240,673.34	.00	18	1,077,251.66	239,513.34	1,160.00	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	109,300.00	8,751.77	65,971.07	8	100,548.23	10,813.79	(2,062.02)	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,058,876.00	292,348.24	.00	28	766,527.76	358,660.60	(66,312.36)	Function * 1212 - Guidance
Function * 1213 - Health Services	1,302,257.00	303,707.13	407,469.15	23	998,549.87	397,333.56	(93,626.43)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	564,994.00	236,623.98	.00	42	328,370.02	129,902.49	106,721.49	Function * 1214 - Psychologist, School
Function * 1215 - Speech	2,032,625.00	533,655.83	.00	26	1,498,969.17	480,092.56	53,563.27	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,239,273.00	322,856.21	.00	26	916,416.79	406,763.07	(83,906.86)	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,673,277.00	606,618.05	264.00	23	2,066,658.95	617,491.45	(10,873.40)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	7,800.00	827.17	8,172.83	11	6,972.83	.00	827.17	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,119,128.00	603,961.42	8,389.50	54	515,166.58	604,339.93	(378.51)	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	636,256.00	159,601.67	.00	25	476,654.33	153,898.09	5,703.58	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	577,551.00	204,777.24	.00	35	372,773.76	208,106.92	(3,329.68)	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	860,124.00	213,473.43	146.91	25	646,650.57	207,688.98	5,784.45	Function * 1226 - Supervision
Function * 1231 - Board of Ed	216,009.00	119,292.70	5,500.00	55	96,716.30	92,356.88	26,935.82	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	510,287.00	216,492.25	2,491.60	42	293,794.75	215,428.82	1,063.43	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,412,436.00	1,301,993.50	1,198.84	38	2,110,442.50	1,328,215.68	(26,222.18)	Function * 1241 - Principal
Function * 1249 - Other School Admin	456,589.00	10,807.38	.00	2	445,781.62	9,134.62	1,672.76	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	699,911.00	299,028.04	1,876.51	43	400,882.96	265,734.47	33,293.57	Function * 1252 - Finance Office
Function * 1257 - District Office	212,133.00	80,591.38	6,209.00	38	131,541.62	79,186.87	1,404.51	Function * 1257 - District Office
Function * 1259 - Other Business Services	83,378.00	73,686.83	.00	88	9,691.17	68,427.49	5,259.34	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,935,851.00	2,254,200.85	240,688.06	33	4,681,650.15	2,223,693.90	30,506.95	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	528,155.00	52,220.46	119,144.20	10	475,934.54	6,872.80	45,347.66	Function * 1266 - Security Services
Function * 1271 - Transportation	2,128,822.00	766,763.35	270,682.44	36	1,362,058.65	607,017.10	159,746.25	Function * 1271 - Transportation
Function * 1282 - Communication Services	217,988.00	86,058.81	.00	39	131,929.19	85,912.73	146.08	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	841,552.00	427,003.86	1,378.13	51	414,548.14	337,257.88	89,745.98	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	990,404.00	448,903.78	145,261.71	45	541,500.22	521,419.13	(72,515.35)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,556,338.00	617,898.21	28,529.76	40	938,439.79	558,139.99	59,758.22	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	260.00	.00	3	7,984.00	23,693.49	(23,433.49)	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	27,216.00	7,948.00	.00	29	19,268.00	.00	7,948.00	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	20,000.00	20,000.00	.00	100	.00	20,000.00	.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type <b>Expense Totals</b>	\$78,290,202.00	\$21,790,127.57	\$1,360,406.78	28 %	\$56,500,074.43	\$21,069,718.86	\$720,408.71	
<b>Fund 11 - General Fund Totals</b>	(\$1,679,018.00)	(\$1,593,850.35)	(\$1,360,406.78)	95 %	(\$85,167.65)	(\$2,226,401.41)	\$632,551.06	
Revenue Totals	\$76,611,184.00	\$20,196,277.22	\$0.00	26 %	\$56,414,906.78	\$18,843,317.45	\$1,352,959.77	
Expense Totals	\$78,290,202.00	\$21,790,127.57	\$1,360,406.78	28 %	\$56,500,074.43	\$21,069,718.86	\$720,408.71	
<b>Grand Totals</b>	(\$1,679,018.00)	(\$1,593,850.35)	(\$1,360,406.78)	95 %	(\$85,167.65)	(\$2,226,401.41)	\$632,551.06	



# Month End Board Report

Fiscal Year to Date 12/31/23

Other Code	Amended Budget	Actual	Encumbrances	% Act/Bud	Bud-Act	Prior Year Total	Prior to Current Dif.	Function * Code
<b>Fund 11 - General Fund</b>								
Account Type <b>Revenue</b>								
Function * 0000 - Revenue	76,611,184.00	27,645,982.20	.00	36	48,965,201.80	26,862,081.95	783,900.25	Function * 0000 - Revenue
Account Type <b>Revenue Totals</b>	\$76,611,184.00	\$27,645,982.20	\$0.00	36 %	\$48,965,201.80	\$26,862,081.95	\$783,900.25	
Account Type <b>Expense</b>								
Function * 1111 - Elem	15,519,131.00	4,591,258.56	11,838.57	30	10,927,872.44	4,592,297.10	(1,038.54)	Function * 1111 - Elem
Function * 1112 - Mid School	7,860,629.00	2,314,982.58	10,620.00	29	5,545,646.42	2,250,350.28	64,632.30	Function * 1112 - Mid School
Function * 1113 - High School	11,714,605.00	3,557,968.74	8,882.75	30	8,156,636.26	3,453,570.52	104,398.22	Function * 1113 - High School
Function * 1118 - Pre-K	75,789.00	29,360.61	.00	39	46,428.39	30,015.77	(655.16)	Function * 1118 - Pre-K
Function * 1119 - Summer School	79,322.00	181,045.84	.00	228	(101,723.84)	206,993.18	(25,947.34)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	8,718,088.00	3,060,104.40	4,290.01	35	5,657,983.60	2,787,601.04	272,503.36	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,958,553.00	774,992.18	10,316.00	40	1,183,560.82	591,889.10	183,103.08	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,317,925.00	317,797.89	.00	24	1,000,127.11	317,866.31	(68.42)	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	109,300.00	9,284.57	65,971.07	8	100,015.43	42,674.00	(33,389.43)	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,058,876.00	369,399.58	.00	35	689,476.42	452,682.47	(83,282.89)	Function * 1212 - Guidance
Function * 1213 - Health Services	1,302,257.00	414,010.32	336,676.48	32	888,246.68	532,232.39	(118,222.07)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	564,994.00	321,162.05	.00	57	243,831.95	172,676.12	148,485.93	Function * 1214 - Psychologist, School
Function * 1215 - Speech	2,032,625.00	700,040.74	.00	34	1,332,584.26	629,492.57	70,548.17	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,239,273.00	428,794.69	.00	35	810,478.31	528,080.94	(99,286.25)	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,673,277.00	775,230.94	.00	29	1,898,046.06	799,955.63	(24,724.69)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	7,800.00	827.17	8,172.83	11	6,972.83	.00	827.17	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,119,128.00	673,337.05	16,491.50	60	445,790.95	655,220.19	18,116.86	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	636,256.00	210,483.73	.00	33	425,772.27	200,955.66	9,528.07	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	577,551.00	242,651.14	.00	42	334,899.86	249,018.24	(6,367.10)	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	860,124.00	254,326.08	94.40	30	605,797.92	245,733.35	8,592.73	Function * 1226 - Supervision
Function * 1231 - Board of Ed	216,009.00	132,245.66	5,500.00	61	83,763.34	100,942.52	31,303.14	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	510,287.00	251,097.65	2,345.20	49	259,189.35	248,677.52	2,420.13	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,412,436.00	1,566,174.29	989.08	46	1,846,261.71	1,608,773.97	(42,599.68)	Function * 1241 - Principal
Function * 1249 - Other School Admin	456,589.00	10,807.38	.00	2	445,781.62	9,134.62	1,672.76	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	699,911.00	353,022.24	1,876.51	50	346,888.76	309,857.86	43,164.38	Function * 1252 - Finance Office
Function * 1257 - District Office	212,133.00	93,911.93	5,997.28	44	118,221.07	87,203.01	6,708.92	Function * 1257 - District Office
Function * 1259 - Other Business Services	83,378.00	73,686.83	.00	88	9,691.17	68,427.49	5,259.34	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,935,851.00	2,610,814.49	244,439.59	38	4,325,036.51	2,687,944.81	(77,130.32)	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	528,155.00	62,074.05	119,144.20	12	466,080.95	61,725.61	348.44	Function * 1266 - Security Services
Function * 1271 - Transportation	2,128,822.00	935,233.49	280,978.42	44	1,193,588.51	810,353.24	124,880.25	Function * 1271 - Transportation
Function * 1282 - Communication Services	217,988.00	99,857.80	.00	46	118,130.20	101,251.30	(1,393.50)	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	841,552.00	513,332.54	1,378.13	61	328,219.46	390,119.48	123,213.06	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	990,404.00	495,916.20	145,360.46	50	494,487.80	574,424.47	(78,508.27)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,556,338.00	725,128.67	27,114.76	47	831,209.33	663,414.52	61,714.15	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	3,457.96	.00	42	4,786.04	5,316.26	(1,858.30)	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	27,216.00	7,948.00	.00	29	19,268.00	.00	7,948.00	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	20,000.00	20,000.00	.00	100	.00	20,000.00	.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type <b>Expense Totals</b>	\$78,290,202.00	\$27,181,768.04	\$1,308,477.24	35 %	\$51,108,433.96	\$26,486,871.54	\$694,896.50	
<b>Fund 11 - General Fund Totals</b>	(\$1,679,018.00)	\$464,214.16	(\$1,308,477.24)	-28 %	(\$2,143,232.16)	\$375,210.41	\$89,003.75	
Revenue Totals	\$76,611,184.00	\$27,645,982.20	\$0.00	36 %	\$48,965,201.80	\$26,862,081.95	\$783,900.25	
Expense Totals	\$78,290,202.00	\$27,181,768.04	\$1,308,477.24	35 %	\$51,108,433.96	\$26,486,871.54	\$694,896.50	
<b>Grand Totals</b>	(\$1,679,018.00)	\$464,214.16	(\$1,308,477.24)	-28 %	(\$2,143,232.16)	\$375,210.41	\$89,003.75	



**TOPIC: Human Capital Recommendations**

The following human capital changes including resignations and new hires are being presented to the Board of Education to receive and file:

**RESIGNATIONS / TERMINATIONS:**

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>REASON</u>	<u>EFFECTIVE</u>
Charlie Jones	High School/SWWC	CTE Technician	Resignation	Separation	12.Mar.24
David Raft	Middle School	Interim Principal	Resignation	Retirement	01.Mar.24
Gabrielle Udell	High School/SWWC	CTE Technician	Resignation	Separation	12.Dec.23
Kari James	Woodland Meadows	Paraeducator	Resignation	Separation	01.Mar.24
Karyn Bloch	Technology	Analyst	Resignation	Separation	27.Feb.24

**NEW HIRES**

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Cheyenne Van Diessen	High School	Food Service	New Hire	1	23.Feb.24
Jason Pennington	High School	Food Service	New Hire	1	05.Mar.24
Lyndsay Reynolds	High School	Paraeducator	New Hire	1	07.Mar.24
Randal Butts	High School/SWWC	Welding Technician	New Hire	1	28.Feb.24

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

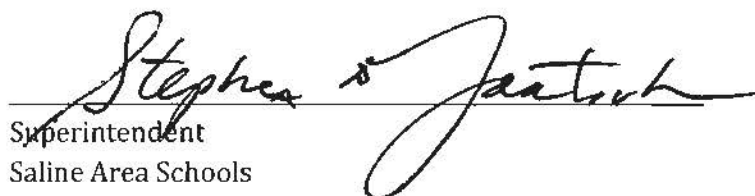
**Letter of Understanding  
between  
Saline Education Association  
and Saline Area Schools**


The Proposed 2024/25 Calendar includes several recent changes. Those changes are noted below:

- A) **Professional Responsibilities (PR) Time:** (new in 2022/23) PR Time is reserved for teachers to complete their professional responsibilities related to communicating with families. The time may be used to contact families, complete assessments, finalize grades, or other activities related to sharing information with families. The time is not intended to be used for staff meetings, department meetings, grade level meetings, or training meetings. Like Records time, PR time will be flex time.
  
- B) **No-Meetings Window:** (new in 2024/25) To assist Y5-8 staff in preparing for their fall conferences, there will be no District Mandated Meetings for Y5-8 staff from November 11-26, 2024. Here, District Mandated Meetings include only Building Staff, Building Goal, Cross District, and New Teacher meetings. It is understood that Regrouping Meetings, IEPs, 504s, and emergency meetings may be scheduled during this No-Meetings window.
  
- C) **Half Day District Provided Professional Development (HD DPPD):** (new in 2024/25)
  - a) HD DPPD dates occurring the day before a break or on a Friday will follow the schedule listed below:

Level	Student Dismissal	DPPD Start	DPPD End
Elementary	12:10	12:45	3:45
Middle School	11:20	11:45	2:45
High School	11:10	11:45	2:45
Alt High School	11:05	11:45	2:45

- b) ECSE and YA will follow the schedule that aligns to their program schedule.
- c) This schedule will be run on a trial basis for the 2024/25 school year.
- d) Early Release Professional Development (ERPD) days have been removed from the calendar. The HD DPPD format will provide for simplified scheduling for the district, parents, and staff.

  
Superintendent  
Saline Area Schools

  
President  
Saline Education Association

**2024 - 2025  
Y5-8 Calendar**

		August						
		S	M	T	W	T	F	S
21-22 - DPPD 26 - First Day 30 - Labor Day Holiday						1	2	3
		4	5	6	7	8	9	10
		11	12	13	14	15	16	17
		18	19	20	21	22	23	24
		25	26	27	28	29	30	31

		September						
		S	M	T	W	T	F	S
2 - Labor Day		1	2	3	4	5	6	7
		8	9	10	11	12	13	14
		15	16	17	18	19	20	21
		22	23	24	25	26	27	28
		29	30					

		October						
		S	M	T	W	T	F	S
17 - HD DPPD 18 - Fall Break				1	2	3	4	5
		6	7	8	9	10	11	12
		13	14	15	16	17	18	19
		20	21	22	23	24	25	26
		27	28	29	30	31		

		November						
		S	M	T	W	T	F	S
11-26 - No-Meeting Window 20-21 - AM Class, Afternoon & Evening Conferences 22 - AM Class, Afternoon Records 27 - Comp Time 28 - 29 Thanksgiving Break							1	2
		3	4	5	6	7	8	9
		10	11	12	13	14	15	16
		17	18	19	20	21	22	23
		24	25	26	27	28	29	30

		December						
		S	M	T	W	T	F	S
23 - Winter Break Begins		1	2	3	4	5	6	7
		8	9	10	11	12	13	14
		15	16	17	18	19	20	21
		22	23	24	25	26	27	28
		29	30	31				

		January						
		S	M	T	W	T	F	S
6 - School Resumes 17 - HD DPPD 20 - MLK Jr. Day					1	2	3	4
		5	6	7	8	9	10	11
		12	13	14	15	16	17	18
		19	20	21	22	23	24	25
		26	27	28	29	30	31	

**2024 - 2025  
Y5-8 Calendar**

February							
S	M	T	W	T	F	S	
							1
	2	3	4	5	6	7	8
14 - HD DPPD	9	10	11	12	13	14	15
17 - Presidents' Day	16	17	18	19	20	21	22
	23	24	25	26	27	28	

March							
S	M	T	W	T	F	S	
							1
6 - AM Class, Afternoon PR Time	2	3	4	5	6	7	8
7 - AM Class, Afternoon Records	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
24 - Spring Break Begins	23	24	25	26	27	28	29
	30	31					

April							
S	M	T	W	T	F	S	
		1	2	3	4	5	
17 - HD DPPD	6	7	8	9	10	11	12
18 - No School	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
	27	28	29	30			

May							
S	M	T	W	T	F	S	
				1	2	3	
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
26 - Memorial Day	25	26	27	28	29	30	31

June							
S	M	T	W	T	F	S	
5 - AM Class, Afternoon Records	1	2	3	4	5	6	7
6 - AM Class, Afternoon Records	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30					

Description	Days	Hrs	Student Hrs	Mins	Description
Student Full Days (CHS, HPD, & W)	169.0	1067.5	1104.183	379	Student Day
Student Half Days (C, W5, T5, & X)	11.0	36.7		200	Student Half Day
Student Early Release Days (ERP)	0.0	0.0		225	Early Release Day
Teacher Work Days (T)	0.0				
0.5 Teacher Work Days (T5, W5TD, & X)	9.0	<b>Hrs</b>	<b>PD Hrs</b>		
PD (P)	2.0	12.0	20.000	360	PD Day
0.5 PD (T5PD, W5PD, & P5)	4.0	8.0		120	PD Half Day
Hour PD (HPD)	0.0	0.0		60	PD Hour
Early Release PD (ERP)	0.0	0.0		135	PD Early Release

**2024 - 2025  
High School Calendar**

2024 - 2025 High School Calendar							
21-22 - DPPD 26 - First Day 30 - Labor Day Holiday	August						
	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	19	20	21	22	23	24
	25	26	27	28	29	30	31
2 - Labor Day	September						
	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30					
17 - HD DPPD 18 - Fall Break	October						
	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
	27	28	29	30	31		
20 - Exams 21 - AM Exams, Afternoon Records 22 - AM Exams, Afternoon Records 27 - Comp Time 28-29 Thanksgiving Break	November						
	S	M	T	W	T	F	S
						1	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
	24	25	26	27	28	29	30
23 - Winter Break Begins	December						
	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30	31				
6 - School Resumes 17 - HD DPPD 20 - MLK Jr. Day	January						
	S	M	T	W	T	F	S
				1	2	3	4
	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	31	

2024 - 2025 High School Calendar							
14 - HD DPPD 17 - Presidents' Day	February						
	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
16	17	18	19	20	21	22	
23	24	25	26	27	28		
5 - Exams 6 - AM Exams, Afternoon Records 7 - AM Exams, Afternoon Records 24 - Spring Break Begins	March						
	S	M	T	W	T	F	S
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30	31						
17 - HD DPPD 18 - No School	April						
	S	M	T	W	T	F	S
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
20	21	22	23	24	25	26	
27	28	29	30				
26 - Memorial Day	May						
	S	M	T	W	T	F	S
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
18	19	20	21	22	23	24	
25	26	27	28	29	30	31	
4 - Exams 5 - AM Exams, Afternoon Records 6 - AM Exams, Afternoon Records	June						
	S	M	T	W	T	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
22	23	24	25	26	27	28	
29	30						
Description	Days	Hrs	Student Hrs		Mins	Description	
Student Full Days (CHS, HPD, & W)	170.0	1073.8	1107.167		379	Student Day	
Student Half Days (C, W5, T5PD, & X)	10.0	33.3	T1	62	200	Student Half Day	
Student Early Release Days (ERPD)	0.0	0.0	T2	60	225	Early Release Day	
Teacher Work Days (T)	0.0		T3	58			
0.5 Teacher Work Days (T5, W5TD, & X)	10.0	Hrs	PD Hrs				
PD (P)	2.0	12.0	20.000		360	PD Day	
0.5 PD (T5PD, W5PD, & P5)	4.0	8.0			120	PD Half Day	
Hour PD (HPD)	0.0	0.0			60	PD Hour	
Early Release PD (ERPD)	0.0	0.0			135	PD Early Release	





## MEMORANDUM

March 12, 2024

**To:** Board of Education

**From:** Jenny Miller, Chair, Policy Committee

**Re:** Neola Policy Updates - Consent Agenda

The following Neola Policy updates are being recommended for approval through the consent agenda per Board Operating Procedure 0131.1 which states ‘The Policy Committee Chair and the Superintendent reviews policy changes presented by Neola and separates them into "Consent Agenda" and "Full Board Discussion" categories and provides an overview document that includes rationales, if necessary, to assist in a full board review. ‘

### **Policy 5512 Use of Tobacco by Students**

Policy updates in response to client requests for policy language that was compatible with the Michigan Department of Health and Human Services' (MDHHS) Tobacco Section Mission, Vision and Plan initiative. A number of the options provided in the policies have been adapted from the 100% Tobacco-Free Schools Model Policy.

### **Policy 8400 School Safety Information**

This policy has been revised to reflect the changes required by amendments, approved by the Governor, to the Sex Offender Registration Act (SORA) and should be adopted to remain compliant with Michigan law.

**Policy 5511 Dress and Grooming**

Optional language has been added to state what is legally required with regard to enforcing the dress code in a nondiscriminatory/uniform manner and affirming a student's right to dress in accordance with their gender identity (within the constraints of the adopted dress code). The added language is an option because there is no requirement to include such language in policy or administrative guidelines. Implementation of such measures is required in accordance with the stated principles, whether they are in writing or not, to comply with Title IX and Title VII.

**Policy 7217 Weapons**

This policy has been revised to include references to Michigan Supreme Court decisions establishing that schools are not expressly restricted by existing legislation from regulating firearms.

**Policy 6152 Student Fees, Fines and Supplies**

This policy has been revised to provide the authorization to allow for online payment of fees, fines, and charges. Recommended adoption if online payments are allowed.



Book	Policy Manual
Section	Review 2/14/24
Title	Revised USE OF TOBACCO BY STUDENTS
Code	po5512 (Consent Agenda 3/12/24)
Status	
Adopted	May 22, 2018

### **Revised Policy - Vol. 37, No. 2**

#### **5512 - USE OF TOBACCO BY STUDENTS**

The Board of Education recognizes that the use of tobacco products presents a health hazard which can have serious consequences both for the user and the nonuser, including the effects of secondhand smoke and vapor/aerosol exposure, and is, therefore, of concern to the Board.

In order to protect students and employees who choose not to use tobacco products from an environment noxious to them and potentially damaging to their health, the Board prohibits the use of tobacco products on District premises, in District vehicles, and in all school buildings owned and/or operated by the District.

The Board prohibits the use, consumption, display, activation, promotion, sale, or possession of tobacco products by students in District buildings, on District property (owned or leased), in District vehicles on District buses, and at any District-related event.

For purposes of this policy:

- A. "electronic smoking device" means any device that may be used to deliver any aerosolized or vaporized substance to the person inhaling from the device including, but not limited to, an e-cigarette (including, but not limited to, "JUUL", "NJOY," "BREEZE," "Puff Bar," etc.), e-cigar, e-pipe, vape pen, or e-hookah. "tobacco product" means a preparation of tobacco to be inhaled, chewed, or placed in a person's mouth;

Electronic smoking device includes any component, part, or accessory of the device and also includes any substance that may be aerosolized or vaporized by such device, whether or not the substance contains nicotine. Electronic smoking device does not include drugs, devices, or combination products authorized for sale by the U.S. Food and Drug Administration, as those terms are defined in the Federal Food, Drug, and Cosmetic Act.

- B. "off-campus, school-sponsored event" means any event sponsored by the school or School District that is not on school property including, but not limited to, sporting events, day camps, field trips, dances, or theatrical productions;
- C. "tobacco industry" means manufacturers, distributors, or wholesalers of tobacco products or tobacco-related devices (e.g., Juul, Altria);

This includes parent companies and subsidiaries.

- D. "tobacco product" means 1) any product containing, made of, or derived from tobacco or nicotine (including synthetic nicotine) that is intended for human consumption or is likely to be consumed, whether inhaled, absorbed, or ingested by any other means including, but not limited to, a cigarette, a cigar, pipe tobacco, chewing tobacco, snuff, or snus; 2) any electronic smoking device and any substances that may be aerosolized or vaporized by such

device, whether or not the substance contains nicotine; or 3) any component, part, or accessory of 1) or 2) whether or not any of these contains tobacco or nicotine including, but not limited to, filters, rolling papers, blunt or hemp wraps, hookahs, and pipes;

Tobacco product does not mean drugs, devices, or combination products authorized for sale by the U.S. Food and Drug Administration, as those terms are defined in the Federal Food, Drug, and Cosmetic Act.

E. "use of a tobacco product" means any of the following:

1. inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, marijuana, or other plant, whether natural or synthetic, that is intended for inhalation (use of a tobacco product includes using an electronic smoking device);
2. the carrying by a person of a lighted cigar, cigarette, pipe, or other lighted smoking device;
3. the ~~inhaling or~~ chewing of a tobacco product;
4. the placing of a tobacco product within a person's mouth.†
5. ~~( ) the smoking of electronic, "vapor," or other substitute forms of cigarettes, clove cigarettes or other lighted smoking devices for burning tobacco or any other substance.~~

~~[ ] The term "tobacco" includes any product that contains tobacco, is derived from tobacco, contains nicotine, or e-cigarettes and other electronic smoking devices (including but not limited to "JUUL's"), but does not include any cessation product approved by the United States Food and Drug Administration for use as a medical treatment to reduce or eliminate nicotine or tobacco dependence.~~

In order to protect students and staff who choose not to use tobacco products from an environment noxious to them, the Board prohibits the possession, consumption, purchase or attempt to purchase, and/or use of tobacco or tobacco substitute products by students at all times ( ) (twenty-four (24) hours a day, seven (7) days a week) **[END OF OPTION]** on Board premises, in Board-owned vehicles, within any indoor facility owned or leased or contracted for by the Board, and/or used to provide education or library services to children, and at all Board-sponsored events.

[ ] This prohibition extends to any Board-owned and/or operated vehicles used to transport students and to all other Board-owned and/or operated vehicles. Such prohibition also applies to:

- A. ( ) school grounds,
- B. ( ) athletic facilities, and
- C. ( ) any school-related event,
- D. ( ) on or off Board premises.

~~[ ] It is allowable for a student to possess or use a product that has been approved by the U.S. Food and Drug Administration for sale as a tobacco cessation or dependence product and is being marketed and sold solely for such an approved purpose, assuming such possession or usage is accompanied by medical authorization and adheres to all District medication protocols.~~

~~[ ] It is allowable to possess or provide to another person (but not inhale or ingest) a tobacco product (excluding electronic smoking devices) for an Indigenous practice or a lawfully recognized religious, spiritual, or cultural ceremony, or practice.~~

#### [ ] Advertising/Promotion

In accordance with Policy 9700.01, tobacco product advertising is prohibited on school grounds, in all school-sponsored publications, and at all school-sponsored events.

**X ]** The promotion of tobacco products, including clothing, bags, lighters, gear, technology accessories, signs, structures, vehicles, fliers, other personal articles, or any other product or paraphernalia is not permitted on school grounds, in school vehicles, or at school or District-sponsored events. ~~Tobacco promotional items that promote the use of tobacco products, including clothing, bags, lighters, and other personal articles are not permitted on school grounds, in school vehicles, or at school-sponsored events.~~

No one on behalf of the District may solicit or accept any contributions, gifts, or money from the tobacco industry - to include, but not be limited to, donations, monies for sponsorships/scholarships, advertising, promotions, loans or support for equipment, uniforms, and sports and/or training facilities.

#### Notification

Signage ~~"No Tobacco" signs~~ will be posted throughout the District. Students will be provided notice of this policy through student handbooks.

District vehicles will display the international "No Smoking" insignia.

Announcements will be made during home athletic events both before the event and during intermission, as well as at all school functions where deemed appropriate.

School programs will include a written reminder of the tobacco-free policy.

#### Educational Programming

Tobacco-use prevention education shall be coordinated with the other components of the school health program  and shall be evidence-based, age-appropriate, and culturally responsive. [END OF OPTION]-

~~The curriculum for this education program shall not be paid for or developed by the tobacco industry. [END OF OPTION]~~

Staff responsible for teaching tobacco-use prevention education shall have adequate pre-service training and participate in ongoing professional development activities to effectively deliver education programming. Preparation and professional development activities shall provide basic knowledge about the effects of tobacco use and the effects of peer pressure on tobacco use combined with effective instructional techniques and strategies and program-specific activities.

Education will include instruction on the harmful effects of and legal restrictions against tobacco, including electronic smoking devices as part of the health education curriculum.

#### **Enforcement**

Students who violate this policy shall be subject to disciplinary action in accordance with the Student Code of Conduct/Student Discipline Code and in accordance with policies of the Board.  Students subject to such action may also be referred for smoking cessation treatment, support, ~~and a graduated set of evidence-based, supportive disciplinary practices that promote recovery and reduction of tobacco product addiction and dependence, including information about My Life My Quit, the State of Michigan's teen quit program~~ education services.

© Neola ~~2019~~ 2023

Legal M.C.L. 333.12601 et seq.  
M.C.L. 750.473



Book	Policy Manual
Section	8000 Operations
Title	Copy of SCHOOL SAFETY INFORMATION
Code	po8400 (Consent Agenda 3/12/24)
Status	
Adopted	April 13, 2021

#### 8400 - SCHOOL SAFETY INFORMATION

The Board of Education is committed to maintaining a safe school environment. The Board believes that school crime and violence are multifaceted problems which need to be addressed in a manner that utilizes the best resources and coordinated efforts of School District personnel, law enforcement agencies, and families. The Board further believes that school administrators and local law enforcement officials must work together to provide for the safety and welfare of students while they are at school or a school-sponsored activity or while enroute to or from school, or a school-sponsored activity. The Board also believes that the first step in addressing school crime and violence is to assess the extent and nature of the problem(s) or threat, and then plan and implement strategies that promote school safety and minimize the likelihood of school crime and violence.

In furtherance of its commitment to a safe school environment, the Board has prohibited weapons on school property and at school-sponsored events, except in very limited circumstances. See Board Policy 3217, Policy 4217, and Policy 5772. This prohibition is reasonably related to legitimate educational concerns, including the ability to provide a safe and secure learning and social environment for its students and controlling and minimizing disruptions to the educational process. The presence of dangerous weapons on school property or at school-sponsored events, except under very controlled circumstances, creates a potentially dangerous situation for students, staff and visitors, and may trigger precautionary safety responses which disrupt the educational process and learning environment for students.

Federal law establishes a "Student Safety Zone" that extends 1,000 feet from the boundary of any school property in relation to weapons and drugs. Individuals are prohibited from possessing or using weapons or drugs at any time on District property, within the Student Safety Zone, or at any District-related event.

The District will work with local officials in arranging signage defining the 1,000 foot boundary.

~~The Superintendent shall convene a meeting for the purpose of conferring regarding the *School Safety Information Policy Agreement*, and making modifications as deemed necessary and proper; discussing additional training that might be needed; and, discussing~~ The Superintendent shall ensure continued implementation and compliance with the District's obligations under the Statewide School Safety Information Policy and related law. The Superintendent may convene meetings to make modifications as deemed necessary and proper to address issues that are unique to the District; discuss additional training that might be needed; and discuss any other such related matters as may be deemed to be necessary by the participants. Participants in this meeting shall include the Superintendent, members of the Board, the County Prosecutor or their his/her designee, and representatives from the local law enforcement agencies. The following may also be invited to participate in the meeting:

- A. Chief Judge of Circuit and/or District Courts or their his/her designee, including a representative of the family division;
- B. representative from the Intermediate School District (ISD);

- C. representative(s) from the local child protection agency;
- D. building administrators;
- E. teachers;
- F. parents;
- G. students
- H. Fire Marshal or ~~their~~ his/her designee;
- I. representative(s) from emergency medical services;
- J. representative(s) from county emergency management service agency;
- K. School Resource Officer;
- L. representatives from other school districts within Washtenaw County.

The Superintendent shall make a report to the Board about all such reviews and recommend the approval and adoption of any proposed revisions or additions.

### **District Contact Person/Liaison**

Furthermore, in accordance with State law, the Board hereby designates the Superintendent as the District contact person who shall receive information from law enforcement officials, prosecutors and the court officials, including receipt of information provided from the Michigan State Police relating to the student safety act hotline ("OK2Say"). The current contact information for Superintendent shall be provided to the Michigan State Police in the manner and frequency required by law.

The District contact person shall notify the principal of the school of attendance of a student about whom information is received from law enforcement officials, prosecutors, or court officials within twenty-four (24) hours of the receipt of that information. The principal shall, in turn, notify the building staff members who ~~they s/he~~ determines have a need to know the information that has been received within twenty-four (24) hours of receipt of that information.

The District contact person shall notify the appropriate law enforcement officials when an adult or a student commits any offense listed as a reportable incident in the *School Safety Information Policy Agreement and related law* and shall report all information that is required to be reported to State or local law enforcement agencies and prosecutors. Reporting such information is subject to 20 U.S.C. 1232g, commonly referred to as the Family Educational Rights and Privacy Act of 1974.

If a student is involved in an incident that is reported to law enforcement officials pursuant to the District's **local school safety information policy** ~~School Safety Information Policy Agreement~~, then, upon request by school officials, the student's parent or legal guardian shall execute any waivers or consents necessary to allow school officials access to school, court, or other pertinent records of the student concerning the incident and action taken as a result of the incident.

**The District designates the Executive Director of Operations as a liaison to work with the school safety commission created under the comprehensive school safety and the office of school safety, including work on identifying model practices for determining school safety issues.**

### **Required Reporting**

The Superintendent shall submit a report at least annually to the Superintendent of Public Instruction, in the form prescribed by the Superintendent of Public Instruction, stating the number of students expelled from the District during the preceding school year and the reason for the expulsion.

The Superintendent shall post a report on the District website at least annually, in the form prescribed by the Superintendent of Public Instruction, stating the incidents of crime occurring at school. At least annually, a copy of the most recent report of incidents of crime, disaggregated by school building, shall be made available to the parent or legal guardian of each student enrolled in the District. This report will include at least crimes involving:

- A. physical violence;
- B. gang related acts;

- C. illegal possession of a controlled substance, controlled substance analogue or other intoxicant;
- D. trespassing;
- E. property crimes, including but not limited to theft and vandalism, including an estimate of the cost to the District resulting from the property crime.

Each school building shall collect and keep current on a weekly basis the information required from the report of incidents of crime, and must provide that information, within seven (7) days, upon request.

Additionally, the District shall report all incidents of and attempted commissions of the crimes listed above to the Michigan State Police, in the form and manner prescribed by the Michigan State Police, within twenty-four (24) hours after the incident occurs.

### **Law Enforcement Information Network (LEIN)**

The Board authorizes the Superintendent **and/or building principals** to request vehicle registration information for suspicious vehicles within 1,000 feet of school property through the Law Enforcement Information Network (LEIN).

### **Threat Assessment**

The primary purpose of a threat assessment is to minimize the risk of targeted violence at school. This policy is designed to be consistent with the process for identifying, assessing, and managing students who may pose a threat as set forth in the joint U.S. Secret Service and Department of Homeland Security publication, *Enhancing School Safety Using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence*. The goal of the threat assessment process is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to the student being assessed.

The threat assessment process is centered upon an analysis of the facts and evidence of behavior in a given situation. The appraisal of risk in a threat assessment focuses on actions, communications, and specific circumstances that might suggest that an individual intends to cause physical harm and is engaged in planning or preparing for that event.

The Board authorizes the Superintendent to create building-level, trained threat assessment teams. Each Team shall be headed by the Principal and include a school counselor, school psychologist, instructional personnel, and, where appropriate, the School Resource Officer. At the discretion of the Superintendent, a threat assessment team may serve more than one (1) school when logistics and staff assignments make it feasible.

The Team will meet on a regular basis and when the Principal learns a student has made a threat of violence or engages in concerning communications or behaviors that suggest the likelihood of a threatening situation.

The Team is empowered to gather information, evaluate facts, and make a determination as to whether a given student poses a threat of violence to a target. If an inquiry indicates that there is a risk of violence in a specific situation, the Team may collaborate with others to develop and implement a written plan to manage or reduce the threat posed by the student in that situation.

The Board authorizes the Superintendent to create guidelines for the purpose of:

- A. identifying team participants by position and role;
- B. requiring team participants to undergo appropriate training;
- C. defining the nature and extent of behavior or communication that would trigger a threat assessment and/or action pursuant to a threat assessment;
- D. defining **what** ~~that~~ types of information that may be gathered during the assessment;
- E. stating when and how parents/guardians of the student making the threat shall be notified and involved;
- F. designating the individuals (by position) who would be responsible for gathering and investigating information;
- G. identifying the steps and procedures to be followed from initiation to conclusion of the threat assessment inquiry or investigation.



Board employees, volunteers, and other school community members, including students and parents, shall immediately report to the Superintendent or Principal any expression of intent to harm another person or other statements or behaviors that suggest a student may intend to commit an act of violence.

Nothing in this policy overrides or replaces an individual's responsibility to contact 911 in an emergency.

Regardless of threat assessment activities or protocols, disciplinary action and referral to law enforcement shall occur as required by State law and Board policy.

Threat assessment team members shall maintain student confidentiality at all times as required by Board Policy 8330 – Student Records, and State and Federal law.

### **Persistently Dangerous Schools**

The Board recognizes that State and Federal law requires that the District report annually incidents which meet the statutory definition of violent criminal offenses that occur in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. It is further understood that the State Department of Education will then use this data to determine whether or not a school is considered "persistently dangerous" as defined by State policy.

Pursuant to the Board's stated intent to provide a safe school environment, the school administrators are expected to respond appropriately to any and all violations of the Student Code of Conduct, especially those of a serious, violent nature. In any year where the number of reportable incidents of violent criminal offenses in any school exceed the threshold number established in State policy, the Superintendent shall discuss this at the annual meeting for the purpose of reviewing the School Safety Plan so that a plan of corrective action can be developed and implemented in an effort to reduce the number of these incidents in the subsequent year.

The Superintendent shall make a report to the Board about this plan of corrective action and shall recommend approval and adoption of it.

In the unexpected event that the number of reportable incidents in three (3) consecutive school years exceeds the statutory threshold and the school is identified as persistently dangerous, students attending the school shall have the choice option as provided in Policy 5113.02 and AG 5113.02.

In addition, the Superintendent shall discuss the school's designation as a persistently dangerous school at the annual meeting for the purpose of reviewing the School Safety Plan so that a plan of corrective action can be developed and implemented in an effort to reduce the number of these incidents in the subsequent year.

### **Victims of Violent Crime**

The Board further recognizes that, despite the diligent efforts of school administrators and staff to provide a safe school environment, an individual student may be a victim of a violent crime in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. In accordance with Federal and State law, the parents of the eligible student shall have the choice options provided by Policy 5113.02 and AG 5113.02.

© Neola **2023** ~~2021~~

Legal

Title IX, Section 9532 of the Elementary and Secondary Education Act, as amended  
M.C.L. 380.1241, 380.1308, 380.1308a, 380.1310a, 752.913, 771.2a



Book Policy Manual  
Section Vol 36 No 2 Ready For Board  
Title Vol. 36, No. 2 - February 2022 Revised DRESS AND GROOMING  
Code po5511 (Consent Agenda 3/12/24)  
Status

### 5511 - DRESS AND GROOMING

The Board of Education recognizes that each student's mode of dress and grooming is a manifestation of personal style and individual preference. The Board will not interfere with the right of students and their parents to make decisions regarding their appearance, except when their choices interfere with the educational program of the schools.  Students have the right to dress in accordance with their sexual orientation, gender expression or gender identity, within the constraints of the dress code promulgated by the school.

Accordingly, the Superintendent shall establish such grooming guidelines as are necessary to promote discipline, maintain order, secure the safety of students, and provide a healthy environment conducive to academic purposes. Such guidelines shall prohibit student dress or grooming practices which:

- A.  present a hazard to the health or safety of the student ~~himself/herself~~ or to others in the school;
- B.  interfere with school work, create disorder, or disrupt the educational program;
- C.  cause excessive wear or damage to school property;
- D.  prevent the student from achieving ~~his/her own~~ educational objectives because of blocked vision or restricted movement.

Such guidelines shall establish the dress requirements for members of the athletic teams, bands, and other school groups when representing the District at a public event.

The Superintendent shall develop administrative guidelines to implement this policy which:

- A.  designate the principal as the arbiter of student dress and grooming ~~in his/her building;~~ **at the building level**;
- B.  invite the participation of
  - staff
  - parents
  - students

in the preparation of a dress code which may specify prescribed dress and grooming practices, but may not amplify the rationale for prohibition established by Board policy;

- C.  instruct staff members to demonstrate, by example and precept, personal neatness, cleanliness, propriety, modesty, and good sense in attire and appearance;

D. (  ) ensure that all administrative guidelines impose only minimum and necessary restrictions on the exercise of the student's taste and individuality;

E. (  ) **direct staff to enforce the school's dress code in a nondiscriminatory and uniform manner, including without regard to whether a student's sexual orientation, gender identify or gender expression.**

[  ] Students who violate the foregoing rules will not be admitted to class and may be suspended from school.

© Neola ~~2009~~2022



Book	Policy Manual
Section	7000 Property
Title	Copy of WEAPONS
Code	po7217 (Consent Agenda 3/12/24)
Status	
Adopted	May 22, 2018

## 7217 - **WEAPONS**

The Board of Education prohibits visitors from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of the Board including, but not limited to, property leased, owned, or contracted for by the Board, a school-sponsored event, or in a Board-owned vehicle.

The Board has a constitutional and statutory obligation to provide a free and appropriate education to all students who qualify. This includes the obligation to provide a safe and secure learning environment. The presence of dangerous weapons on school property or at ~~school-sponsored~~ ~~school-sponsored~~ events, except under very controlled circumstances, creates a potentially dangerous situation for students, staff and visitors, and may trigger precautionary safety responses which disrupt the educational process and learning environment for students.

The Board, therefore, ~~concludes that prohibiting~~ ~~prohibits~~ weapons on school property and at ~~school-sponsored~~ ~~school-sponsored~~ events ~~due to is~~ reasonably related ~~to~~ legitimate educational concerns, including the ability to provide a safe and secure learning and social environment for its students and controlling and minimizing disruptions to the educational process.

Federal law establishes a "Weapon-Free School Zone" that extends 1,000 feet from the boundary of any school property.

The term "weapon" means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms, guns of any type, including spring, air and gas-powered guns; (whether loaded or unloaded), that will expel a BB, pellet, or ~~paintball,~~ ~~paint balls~~ knives, razors, clubs, electric weapons, metallic knuckles, martial arts weapons, ammunition, and explosives or any other weapon described in 18 U.S.C. 921.

This prohibition applies regardless of whether the visitor is otherwise authorized by law to possess the weapon, including if the visitor holds a concealed weapons permit. The following are the exceptions to this policy:

- A. weapons under the control of law enforcement personnel;
- B. theatrical props that do not meet the definition of "weapon" above, used in appropriate settings;
- C. starter pistols used in appropriate sporting events;
- D. firearms that are lawfully stored inside a locked vehicle in school parking areas, if the District adopts appropriate safeguards to provide for student safety.

These restrictions shall not apply in the following circumstances to persons who are also properly licensed to carry a concealed weapon:

- A. A parent or legal guardian of a student of the school may carry a concealed weapon while in a vehicle on school property, if ~~the parent or legal guardian s/he~~ is dropping the student off at the school or picking up the student from the school and any person may carry a concealed weapon solely in the parking lot.

B. A county corrections officer, a member of a Sheriff's posse, a police or sheriff sheriffs reserve or auxiliary officer, or a State Department of Corrections parole or corrections officer, a private investigator, a Michigan State Police motor carrier officer or Capitol security officer, a State court judge, a security officer required by the employer to carry a concealed weapon while on the premises, a court officer, or a parole, probation, or corrections officer or absconder recovery unit member of the Department of Corrections, if that individual has obtained a Michigan Department of Corrections weapons permit.

C. A retired police or law enforcement officer, a retired Federal law enforcement officer, or a retired State court judge, a retired corrections officer of a county sheriff's department, if that individual has received county sheriff approved weapons training, or a retired parole, probation, or corrections officer or retired absconder recovery unit member of the Department of Corrections, if that individual has obtained a Michigan Department of Corrections weapons permit.

In the event that a visitor violates this policy and refuses to leave the property or take other action as directed by the administrator, the administration is directed to immediately initiate a lockdown of the affected school or area, consistent with the lockdown procedures set out in ~~at~~ Policy 8420. There are no exceptions to this mandate.

18 U.S.C. 922

M.C.L. 28.425o, 123.1101, 750.222

20 U.S.C. 4141(g)

Michigan Gun Owners, Inc. v. Ann Arbor Public Schools

Michigan Open Carry, Inc. v. Clio Area School District

© Neola 20~~23~~16

Legal

18 U.S.C. 922

M.C.L. 28.425o, 123.1101, 750.222

20 U.S.C. 4141(g)



Book Policy Manual  
Section Vol. 36, No. 1 - September 2021  
Title Vol. 36, No. 1 - September 2021 Revised STUDENT FEES, FINES, AND SUPPLIES  
Code po6152 (Consent Agenda 3/12/24)  
Status

## 6152 - STUDENT FEES, FINES, AND SUPPLIES

### Fees

The Board of Education may assess certain charges to students to cover the costs for extra-curricular and noncredit activities. Such charges might be made for expendable items such as magazines, workbook materials, paperback selections, and laboratory supplies and materials for clubs, independent study or special projects, and as well transportation costs and admission/participation fees for District-sponsored trips and activities.

No student, however, shall be deprived of participation in any mandatory school activity or required curriculum activity due to a lack of financial ability to pay and fees will not be charged for such activities. Extra-curricular activities for which fees will be charged may not be used in determining credit or grades in any course.

A fee shall not exceed the combined cost of the service(s) provided and/or materials used. An accurate accounting of all fees collected and all fees expended shall be provided to the Superintendent or ~~his/her~~ **their** designee for each fee based activity at the conclusion of the activity, along with remission of any fees not expended.

### Fines

When school property, equipment, or supplies are damaged, lost, or taken by a student, whether in a regular course or extra-curricular offering, a fine will be assessed. The fine will be reasonable, seeking only to compensate the school for the expense or loss incurred.

The late return of borrowed books or materials from the school libraries will be subject to appropriate fines. Failure to pay the fines may result in loss of privileges.

Any fees or fines collected by members of the staff are to be turned in to the **Finance Office** \_\_\_\_\_ or deposited in **the bank** within ~~twenty-four (24)~~ **forty-eight (48)** hours after collection.

In the event the above course of action does not result in the fee being collected, the Board authorizes the **Superintendent** or **their designee** \_\_\_\_\_ to take the student and/or **their his/her** parents/**guardians** to Small Claims Court for collection.

### Supplies

The District will provide all basic supplies needed by the student to complete the required course curriculum. The student and/or **their his/her** family may choose to purchase their own supplies if they desire to have a greater quantity or quality of supplies, or desire to help conserve the limited resources for use by others. The teacher or appropriate administrator may recommend useful supplies for these purposes.

### **x** Payment

For convenience to families, the Board may enter into an agreement with one or more credit card/online payment processing vendors to facilitate online payment of fees, fines, and charges. Parents/guardians or students may elect but are not required to make payments online. Vendors will comply with all Board policies and procedures related to confidentiality and security of information transmitted electronically. Payees will be notified of any processing or other nominal fees that may be charged for use of an online payment system before the transaction is completed.

**[END OF OPTION]**

#### **Students Experiencing Homelessness - McKinney-Vento Act**

No fine or fee shall be charged to a student identified as a student experiencing homelessness unless it is determined that the student has the ability to pay the fee or fine and that its imposition does not create a barrier to the student's ability to enroll, or attend school, achieve academic success, or cause the student to be identified as experiencing homelessness. Any dispute regarding a fine or a fee that is imposed shall not delay the student's enrollment or serve as a barrier to enrollment by delaying the transfer of student records to another school or school district if applicable.

Immediate enrollment notwithstanding fines or fees shall be extended to extra-curricular and co-curricular activities as well as to academic programming.

~~Students experiencing homelessness who are able to pay ( ) fees or fines ( ) fees or fines and refuse to do so [END OF OPTION] may be prohibited from participating in graduation ceremonies until paid. No such student shall be prevented from receiving his/her student records, including diploma if earned, and final transcripts.[ ]~~

© Neola ~~2004~~**2021**