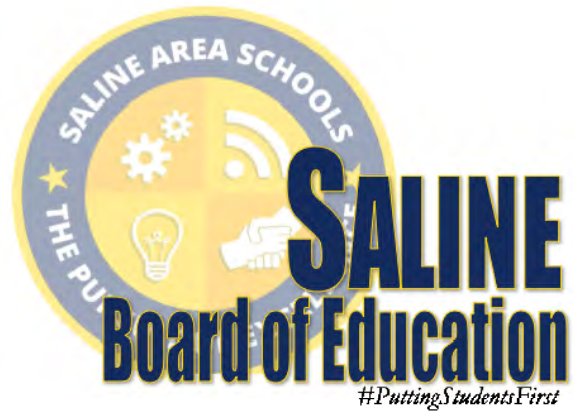


Board of Education Meeting

Liberty School Board Room

July 9, 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

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

Board Members Absent: Lauren Gold

Central Administration Present: Superintendent Laatsch, Assistant Superintendents Owsley, and Executive Directors Martin, Davis and Voelker.

2. PLEDGE OF ALLEGIANCE

3. PUBLIC COMMENT

STUDENTS

Melissa Ashby - spoke in regards to bullying experiences

OTHER PUBLIC STAKEHOLDERS

Kimberly Secrist Ashby, Parent, City DEIA Committee - Spoke in regards to the Listening Sessions. and also reported that from those Listening Sessions, the City Park and Rec Committee is addressing the equipment needs at Mill Pond Park.

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. **REVISIONS/APPROVAL OF AGENDA**

MOTION made by Treasurer Gerbe, support Vice President Steben **to approve the agenda as printed.**

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

6. **ACTION ITEMS**

A. **MOTION** made by Secretary Miller, support Trustee Austin **to name the following banks or depositories for the various funds of the Saline Area Schools in fiscal 2024/25 year:**

Bank of Ann Arbor
Michigan Liquid Asset Fund (MILAF)
Old National Bank

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

B. **MOTION** made by Trustee Estep, support Vice President Steben **to authorize Stephen Laatsch, Superintendent, as the primary signer on all checks written by the District, with Miranda Owsley, Assistant Superintendent of Finance as alternate on all accounts listed.**

Bank of Ann Arbor

2021 Bond Checking Account
2023 Bond Checking Account

Michigan Liquid Asset Fund (MILAF)

2021 Bond Investment Account
2023 Bond Investment Account

Old National Bank

General Fund
General Fund Payroll
Community Education
Recreation/CARES
Food Service
Student Activity
Student Activity, The Edge

Flex Benefits - Maestro
2016 B&S Debt Service
2018 B&S II Debt Service
2021 B&S III Debt Service
2018 Refunding Debt Service
2023 B&S I Debt Service
Sinking Fund
Paul Handy Scholarship Fund
Tim Kiraly Memorial Fund
Horticultural Award
Randy Hoffman Fund
Rachael Townsend Fund
Dora Mae Mayer Memorial Scholarship
Kathryn Steiner Burr Scholarship

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

- C. MOTION** made by Treasurer Gerbe, support Secretary Miller **to authorize Stephen Laatsch, Superintendent, and Miranda Owsley, Assistant Superintendent of Finance, as signatories on transfers of investment monies.**

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

- D. MOTION** made by Secretary Miller, support Treasurer Gerbe **to adopt the resolution for continued participation in the State of Michigan Loan Revolving Fund as submitted by Assistant Superintendent Miranda Owsley.**

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

- E. MOTION** made by Trustee Estep, support Treasurer Gerbe **to appoint the Thrun Law Firm, P.C., of Lansing, Michigan and Collins & Blaha, P.C as legal counsel for the school district or board for the 2024-2025 school year. In addition, the District is authorized to utilize other law firms pending areas of expertise.**

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

- F. MOTION** made by Vice President Steben, support Secretary Miller **to accept the adoption and revisions to Policy 5511 Dressing and Grooming as submitted by the Policy Committee.**

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

- G. MOTION** made by Treasurer Gerbe, support Secretary Miller **to accept the adoption of Policy 1540 Administrative Staff Reductions/Recalls as submitted by the Policy Committee.**

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

7. **SCHEDULED REPORTS**

A. Washtenaw County CTE Overview

Presenter: Ryan Rowe, Director

Dr. Ryan Rowe presented an overview of Washtenaw County's Career Technical Education program. The overarching goal is to have every student in the county approach the graduation stage at their high school confident in their post secondary plan and hope that throughout their preK to 12th grade experience to have had experiential and applied learning opportunities that support their choice. Key components of the initiative are the strength of the career technical education programs, access to introductory level classes in middle school, Capstone experience in junior and senior years and access to authentic real-world experiences with the local business industry.

County wide initiatives include: a consortium of 6 districts working together, applied for a CTE equipment grant which would increase the current budget from \$530K to \$1.15M, development of a county-wide network including the Society of Manufacturing Education and engineering program in various schools, collaboration with Washtenaw Community College and local businesses to provide advanced manufacturing technology associate's degrees and job opportunities.

Some of the unique programming include Robotics in Chelsea, digital electronics and electric vehicles in Lincoln and Computer Integrated Manufacturing in Saline.

CTE teachers across the county will be participating in a boot camp on July 26th which will cover pedagogy, planning and preparation and working with diverse populations. Also on August 12th, a roundtable discussion will take place with all Superintendents and business industry partners to discuss the expansion of opportunities and the structure of CTE in Washtenaw County.

10 new state approved CTE programs are launching this fall with a goal of reaching 60 programs. There is a need for a county-wide millage to support program expansion and costs. Washtenaw County is one of the few counties without a vocational millage.

B. Bullying Report

Presenter: Superintendent Laatsch

This annual report is required by MCL 380.1310b, documenting prohibited incidents and verified bullying cases with consequences. The reporting in PowerSchool continues to become more accurate with the proper use of codes and using the terminology "bullying" as it applies. Categories of bullying incidents include: verbal, social, physical, cyber and hate speech or discrimination. The report was broken down by type and consequence. Woodland Meadows - 3, Heritage - 12, Middle School - 22, High School - 20 and Alternative - 2. It's important to look at proactive measures to ensure that all students know that bullying is not acceptable and to educate them in ways that are more proactive,

especially earlier on in the process. Continued action that is being taken by the district to address the issue of bullying include: culturally responsive instructional model, seeking trusted adults and increasing student-reported trusted adults, social work and counseling support, SEL lessons through SEL coaches, use of social thinking curriculum at elementary level and SEL support during advisory and hornet time at MS and HS, WEB and Link Crew programs, Be Good People curriculum at the HS and Rachel's Challenge campaign, Speak Up protocol, community meetings around PBIS, restorative practices, conflict resolution series, UM Peer to Peer Awareness Program, Bridge to Civility program.

There continue to be challenges in reporting. Students may not report incidents due to fear of retaliation or being labeled as a "tattletale". Incident reporting can be tricky as it involves counting and tracking individual and group incidents. Also phone calls to parents may not always be documented or reported consistently across schools. We continue to look for ways to improve the collection methods as the current method uses a single category system which has its limitations of being able to capture the complex nature of some incidents.

C. Listening Session / Perception of Equity Survey Update

Presenter: Superintendent Laatsch

5 listening sessions were held with 32 unique participants, including parents, community members and students. The feedback that is collected from these sessions help to inform goals and strategies for the upcoming school year. The majority of the focus was on schools, but community members can also learn from the feedback. In compiling the feedback from the sessions, key takeaways include bullying prevention strategies are crucial in creating a safe and inclusive school climate, student upstanders play a vital role in preventing bullying and harassment, restorative practices and Link Crew/WEB programs which can help build connections and foster empathy among students. Incident reporting and data analysis are complex and require careful consideration. Reviewed both positive takeaways and areas for growth from each of the listening sessions.

The Perception of Equity Survey is given to families/students in grades 4-12 every other year. The data from the survey is used to inform the DEIAC and School Board. Participation included 643 parents, 162 staff, 78 secondary students and 416 elementary students. Key findings include strong support in areas of equity and comfort, fair treatment. Some student feedback highlighted concern about PowerSchool and student identification, suggestions for addressing student concerns including gender support plans for LGBTQ+ students. Continue to address harassment and bullying, improve instruction to reflect real-life experiences, develop focus areas for the upcoming school year based on survey results.

8. DISCUSSION ITEMS

Board Policy Committee Update

Facilitator: Jenny Miller, Chair

A. Policy Meeting Review & Policy Discussion

PO6350 Prevailing Wage Coordinator (1st Reading)

This is a new Policy which has been added because Michigan's prevailing wage act has been restored and taken effect in March of 2024. This position is required and will be filled by the Executive Director of Operations. It primarily impacts contracts.

PO8800 Religious/Patriotic Ceremonies and Observances (1st Reading)

This policy has been revised to reflect the recent US Supreme Court decision in Kennedy versus Bremerton. This decision reinforced employees' rights to free exercise of religion. The court clarified that school district officials were not entitled to err on the side of avoiding a violation of the establishment clause. The policy committee felt it necessary to bring this revised policy to the table for discussion due to the extensiveness of the revision. The District could be exposed to a Constitutional challenge if decided not to adopt based on current law. There are also requirements regarding flag size and display locations.

PO1230.01 Development of Administrative Guidelines (Discussion)

Changes to this policy are at the request of administration and the Policy Committee, this is not a Neola update. On the public BoardDocs sites for public access, there is an additional option to include "Administrative Guidelines". So some policy revisions to ensure clear language and understanding is being recommended for this policy.

9. **ADMINISTRATION / BOARD UPDATES**

Superintendent Laatsch - Saline's Baseball team, for the 2nd year in a row had a top 5 GPA for all teams in the State of Michigan in Division I. Shows the importance of balance between academics and athletics. Our annual report is nearing completion and one of the graphs we've included shows our largest fund balance in 10 years thanks to the excellent financial leadership of Miranda and our finance committee. Thank you to Jackie for her work on this effort. Our AP scores are at 93% pass rate, which is the highest in 5 years.

Treasurer Gerbe - 24/25 budget has been passed. No per pupil increase was figured into this budget, however there are UAAL reductions. There are possibilities that adjustments will need to be made. Feel pretty good that impacts will be minimal on our budget.

Trustee Estep - July is Disability Pride Month. Saline Varsity Blues show is July 18-20 "Back to the 80s".

Secretary Miller - Good luck to the Saline Track Team as they head to Nationals.

President McVey - Thank you to all those who attended the WISD training recently.

10. **CONSENT AGENDA**

MOTION made by Vice President Steben, support Treasurer Gerbe to **authorize the Consent Agenda printed.**

Prior to voting, Trustee Estep asked for clarification on F. and H. Assistant Superintendent Owsley provided an explanation regarding approval of payments in those 2 categories.

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

- A. **Approval** of the Board of Education Meeting Minutes of June 11, 2024
- B. **Approval** of the Budget Hearing Minutes of June 11, 2024
- C. **Approval** of the Board Finance Committee Meeting Minutes of June 11, 2024
- D. **Approval** of the Board Policy Committee Meeting of June 18, 2024
- E. **Approval** of the Special Meeting Minutes of June 10, 2024
- F. **Approval of Payment** of the General Fund Accounts Payable of July 9, 2024, in the amount of \$3,967,812.39
- G. **Approval of Payment** of Bond Fund Series III Accounts Payable of July 9, 2024, in the amount of \$235,238.64
- H. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of July 9, 2024 in the amount of \$4,459,871.26
- I. **Receive and File** Human Resources Report
- J. **Approval** of Neola Policy Updates (February 2024)
PO6520 Payroll Deductions (revised)

CLOSING

11. **ITEMS SCHEDULED ON NEXT AGENDA**

To Be Determined

12. **PUBLIC COMMENT**

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS - None

13. **NEXT MEETING**

The next Board of Education Meeting will be held on August 13 , 2024 at 6:30 PM

14. **CLOSED SESSION**

MOTION made by Secretary Miller, support Trustee Estep **to enter Closed Session of the Board of Education at 9:40 pm, with the intent to re-enter Open Session at approximately 10 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.**

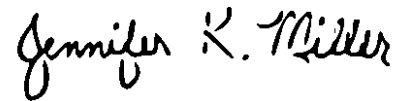
Ayes - All Present - **MOTION CARRIED 6-0**

15. ADJOURNMENT

MOTION made by Vice President Steben, support Trustee Austin **to adjourn the Regular Board of Education Meeting of July 9, 2024, at 10:08 PM.**

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

Respectfully submitted,

A handwritten signature in black ink that reads "Jennifer K. Miller". The signature is written in a cursive style with a large initial "J" and a distinct "K" and "M".

Jennifer Miller
Board Secretary

Recorded by: Betty Jabnke