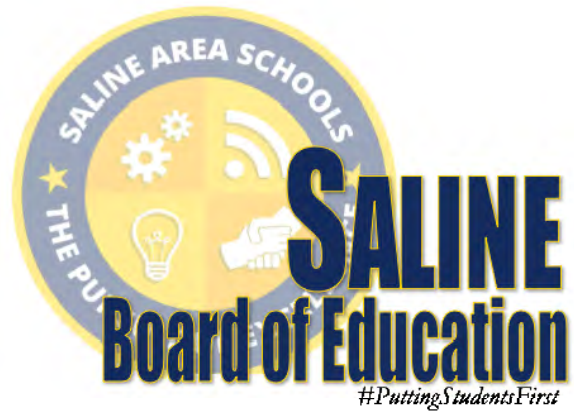


Board of Education Meeting

Liberty School Board Room

August 13, 2024, 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. **PUBLIC COMMENT**

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

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

STUDENTS

OTHER PUBLIC STAKEHOLDERS

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. REVISIONS/APPROVAL OF AGENDA

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

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

6. ACTION ITEMS

A. RECOMMENDED MOTION ... move to accept the recommendation of the Compensation Committee of an adjustment to the annual salary increase in Superintendent Laatsch’s contract from 2.0% to 3.0% effective July 1, 2024.

B. RECOMMENDED MOTION ... move to accept the recommendation of the Compensation Committee that the following language be inserted as an addendum into Superintendent Laatsch’s contract as recommended by Thrun Legal Services to comply with changes to MCL 380.1249b amended:

Evaluation Appeal Process. Within fifteen (15) calendar days after Board action on the Superintendent’s evaluation rating, the Superintendent may appeal an evaluation rating of “Needing Support.” The written appeal must be delivered to the Board President and must identify the specific reason(s) for the appeal as well as the remedy sought. No later than fifteen (15) calendar days after the Board President’s receipt of the appeal, a meeting shall be scheduled for the Board to review the Superintendent’s appeal. As permitted by the Open Meetings Act, the appeal review may be conducted in closed session at the Superintendent’s request. The Board’s decision is final and is not subject to arbitration.

C. RECOMMENDED MOTION ... move to approve the minutes from the July 9, 2024 closed session for the purpose of Superintendent Evaluation Section 8(a) of the Open Meetings Act.

D. RECOMMENDED MOTION ... move to approve the purchase of 90 Epson DC-30 document cameras from InaComp TSG in the amount of \$37,620.00 as recommended by Jay Grossman, Director of Technology. This item was bid through the REMC consortium.

E. RECOMMENDED MOTION ... move to approve an increase to the original award of \$70,263 to TurnKey Network Solutions approved in February 2023 by \$44,760 due to changes required by DTE as recommended by Jay Grossman, Director of Technology. This is for installation of fiber optic cabling to the new Hornet Operations building.

- F. **RECOMMENDED MOTION ... move to approve district changes to Policy 1230.01 Administrative Guidelines as recommended by the Policy Committee.**
- G. **RECOMMENDED MOTION ... move to approve the Neola updates to Policy 8800 Religious/Patriotic Ceremonies and Observances as recommended by the Policy Committee.**
- H. **RECOMMENDED MOTION ... move to accept the new Policy 6350 Prevailing Wage Coordinator as recommended by the Policy Committee.**

7. **SCHEDULED REPORTS**

- A. **Handbook Review**
Presenter: Steve Laatsch, Superintendent

8. **DISCUSSION ITEMS**

- Board Finance Committee Update**
Facilitator: Brad Gerbe, Chair

9. **ADMINISTRATION / BOARD UPDATES**

10. **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 July 9, 2024
- B. **Approval** of the Compensation Committee Minutes of July 9, 2024
- C. **Approval of Payment** of the General Fund Accounts Payable of August 13, 2024, in the amount of \$4,927,161.23
- D. **Approval of Payment** of Bond Fund Series III Accounts Payable of August 13, 2024, in the amount of \$594,846.45
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of August 13, 2024 in the amount of \$5,777,164.48
- F. **Receive and File** Finance and Human Resources Report

CLOSING

11. ITEMS SCHEDULED ON NEXT AGENDA

12. 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

13. NEXT MEETING

The next Board of Education Meeting will be held on August 27 , 2024 at 6:30 PM

16. ADJOURNMENT

RECOMMENDED MOTION ... to adjourn the Regular Board of Education Meeting of August 13, 2024, at _____ PM.



Saline Area Schools - IT Department

TO: Steve Laatsch, Superintendent
Miranda Owsley, Assistant Superintendent of Finance
Board of Education

FROM: Jay Grossman, Director of Technology

DATE: August 13, 2024

RE: Technology Purchases

Please consider the following submission for approval. In conjunction with standardizing the district classrooms in technology, I am requesting the purchase of 90 Epson DC-30 document cameras from InaComp TSG in the amount of \$37,620.00. This item was bid through the REMC consortium. These cameras will replace the current set which no longer function in classrooms due to newer technology requirements the old cameras do not possess.

Brief Scope of Work

- *Replacement of 90 classroom document cameras with Epson DC-30 model*
 - *Total: \$37,620.00*

Please do not hesitate to contact me with any questions at grossmaj@salineschools.org.

Thank you for your consideration.



Date: 7/29/24

Inacomptsg TSG
17250 w 12 mile rd
southfield, mi 48076
Phone: 248.477.3729

Customer: Saline Schools
Contact: Jay Grossmar REMC Contract
Address:

Inacomptsg TSG is pleased to provide you with the following estimate for products and/or services.

Table with 6 columns: Line, Qty, Part Number, Description, Unit Price, Ext. Price. Row 1: 90, elpdc30, Epson DC-30 docuemtn camera, \$418.00, \$37,620.00. Row 2: Total, \$37,620.00

Jamie J. Ogden
Director of Sales
248-444-0623 Cell
248-994-3521 Direct
jamie.ogden@inacomptsg.com

*This quote is valid for a period of 30 days. Please request updated pricing after 30 days. Thank you



Saline Area Schools - IT Department

TO: Steve Laatsch, Superintendent
Miranda Owsley, Assistant Superintendent of Finance
Board of Education

FROM: Jay Grossman, Director of Technology

DATE: August 13, 2024

RE: Technology Purchases

Please consider the following change for approval to increase the amount awarded to TurnKey Network Solutions for the installation of fiber optic cabling to the Hornet Operations building. This was originally awarded in the amount of \$70,263. I am requesting an additional amount of \$44,760 for a total of \$115,023. This amount includes increases due to pole restrictions from DTE requiring a change in the scope of work required for installation of the fiber optic cable. This also includes a 10% contingency.

Brief Scope of Work

- *Increase amount awarded for installation of fiber optic cable to Hornet Operations Building*
 - *Total of increase: \$44,760*
 - *New total amount: \$115,023*

Please do not hesitate to contact me with any questions at grossmaj@salineschools.org.

Thank you for your consideration.



TURNKEY Network Solutions

7020 Southbelt Drive SE Caledonia, MI 49316
Toll Free: 877.376.7681 www.tkns.net

The Single Source for
All Your Telecommunications
Infrastructure Needs

To:	Saline Area Schools	Contact:	Jay Grossman
Address:	7265 Saline-Ann Arbor Road Saline, MI 48176	Phone:	(734) 401-4000
		Fax:	(734) 401-4098
Project Name:	Middle School To Hornet Operations Build Pole Denial JCO	Bid Number:	2024-1071
Project Location:	7190 N Maple Rd To 1255 Tefft Ct., Saline, MI	Bid Date:	7/10/2024

Scope of Work:

This change order adds additional Field Engineering, CAD, Make Ready and Permit Fees, Underground Construction and removes some aerial due to DTE pole denials.

*Note: Additional JCO(s) may be necessary once the additional underground has been re-engineered.

Thank you for the opportunity to quote this project.

Item Description	Total Price
Field Engineering	\$1,170.00
CAD Engineering	\$486.00
Permitting Labor	\$150.00
Estimated Permit Fees	\$12,075.00
DTE Make Ready \$11,000	
Washtenaw County \$500	
Hand Hole Placement	\$1,849.80
Locate Posts	\$218.34
Directional Boring	\$23,580.00
Cable Placement In New Conduit	\$4,004.00
Tracer Wire Termination Box	\$202.72
Aerial Cable Placement - Place Strand	(\$2,646.90)
Aerial Cable Placement-Lash/Overlash Fiber	(\$3,131.30)
OSP Materials	\$2,733.91

Total Bid Price: \$40,691.57

Notes:

- This quote constitutes an offer by TurnKey Network Solutions (TKNS) to the Customer named on page 1 of this quote for the furnishing of Products and/or Services. The offer made in this quote is subject to the Master Services Terms and Conditions available at <http://www.tkns.net/wp-content/uploads/2021/03/TKNSMSTC.pdf> Customer shall indicate acceptance of this offer by providing TKNS with a return copy of the quote signed by a duly authorized representative of Customer. By accepting this offer Customer accepts TKNS Master Services Terms and Conditions.
- Labor prices are valid for sixty (60) days from the date noted on the quote. Beyond sixty (60) days, please call for current pricing.
- Materials prices are subject to change without prior notice due to supply chain related pricing volatility from suppliers. The final cost of the materials shall be equitably adjusted, should they be greater than the amount proposed within the accepted quote.**
- All routes will be owned by and permitted under Customer of record listed on quote.
- Customer of record listed on quote is responsible for all structure (pole and conduit) make-ready costs, applicable structure (pole and conduit) permits, fees, and ROW acquisition/use fees.
- Price does not include any costs for directional boring/plowing through rock or frozen ground (frost) conditions. A price will be agreed upon prior to construction if these conditions are encountered.
- All property disturbed by TKNS will be restored to its original condition.
- Quoted price does not include the cost to modify any TKNS disturbed area to meet The Americans with Disabilities Act (ADA). Any requirement of modifications to disturbed areas outside of restoral to its original condition will be considered a change in the scope of work and a price will be agreed prior construction.

- Excavated spoils shall be used as backfill. Any requirement for imported backfill will be considered a change in the scope of work and a price will be agreed upon prior to construction.
- TKNS is not responsible for the handling and disposal of Hazardous materials.
- The information contained in this quotation (the "Proprietary Information"), is proprietary to the business of TKNS. Customer agrees to protect as confidential all Proprietary Information provided by TKNS. This provision shall survive the termination of any contractual relationship between TKNS and Customer. Customer shall protect and treat Proprietary Information as it does its own most confidential proprietary information, and shall not share it with any outside person whatsoever. For the avoidance of doubt, the fact and contents of any discussions and the contents and existence of this quotation shall be considered Proprietary Information.
- Fax purchase orders to: 616.825.6131 or email purchaseorders@tkns.net.
- **This quote may or may not include estimated taxes. If taxes are included, the amount reflected is an estimate and the actual amount will be billed at the time of invoice. By accepting this quote Customer agrees to pay in addition to this quote any taxes as required.**

Payment Terms:

Payment in full is due within thirty (30) days of receipt of invoice. Unpaid balances shall bear interest from the due date at the rate of one and one half percent (1 ½ %) per month.

<p>ACCEPTED: The above prices, specifications and conditions are satisfactory and are hereby accepted.</p> <p>Buyer: _____</p> <p>Signature: _____</p> <p>Date of Acceptance: _____</p>	<p>CONFIRMED: TurnKey Network Solutions</p> <p>Authorized Signature: _____</p> <p>Estimator: Emily Diaz 616-916-2705 ediaz@tkns.net</p>
---	---



MIDDLE SCHOOL TO HORNET OPERATIONS BUILD

SALINE, MI

7190 NORTH MAPLE ROAD TO 1255 TEFFT COURT

OUTSIDE / INSIDE PLANT CONSTRUCTION

FIBER OPTIC CABLE ROUTE

TKNS PROJECT #27741

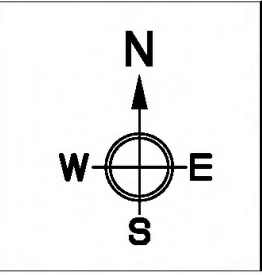




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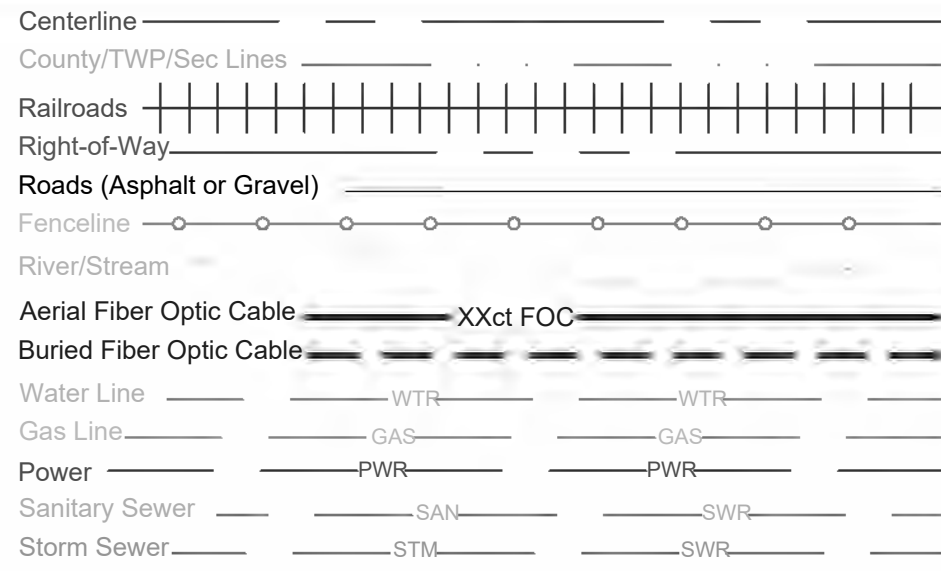
CAUTION
 FOREIGN UTILITY LOCATION ARE APPROXIMATE. CONTACT THE LOCAL ONE CALL AGENCY 72 HOURS PRIOR TO CONSTRUCTION FOR EXACT UTILITY LOCATIONS AT:
 MISS DIG
 1-800-482-7171



REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31,30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY :	LEN C.
DRAWING DESCRIPTION:	KEYMAP
JOB NUMBER:	27741
DRAWING NUMBER :	1 OF 1



WALL MOUNT TERMINATION	
B-BOARD:	YES/NO
BOARD SIZE:	#
LOCATION:	XXX
PANEL TYPE:	XXX
PART #:	XXX
PNL CAP:	12ct, 48ct, ect.
# OF TERM:	#
TERM STYLE:	Unicom/Platall
CONN STYLE:	5C or 5I
TERM PORTS TO:	#-#
EOC:	#

RACK MOUNT TERMINATION	
RR#:	#
LGX PANEL#:	#
LOCATION:	XXX
PANEL TYPE:	XXX
PART #:	XXX
PNL LENGTH:	19" or 23"
PNL SIZE:	1U, 2U, ect.
PNL CAP:	12ct, 48ct, ect.
# OF TERM:	#
TERM STYLE:	Unicom/Platall
CONN STYLE:	5C or 5I
TERM PORTS TO:	#-#
EOC:	#

TRANSITION SPLICE	
TYPE:	Wall or Capsule
LOC:	HH, P-Box, etc.
#FOC:	
#FOC:	

Bridge

Transformer Profile

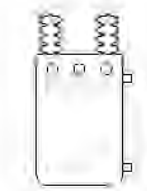
Street Light Profile

Street Light

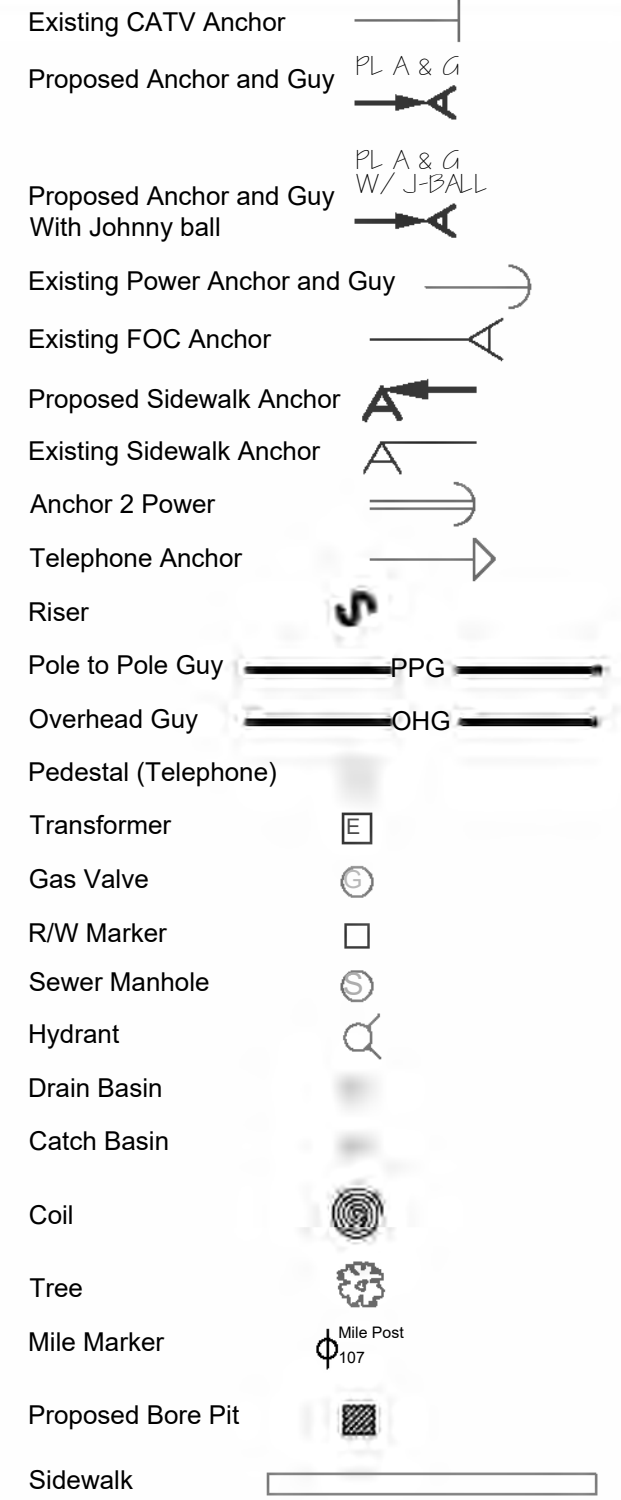
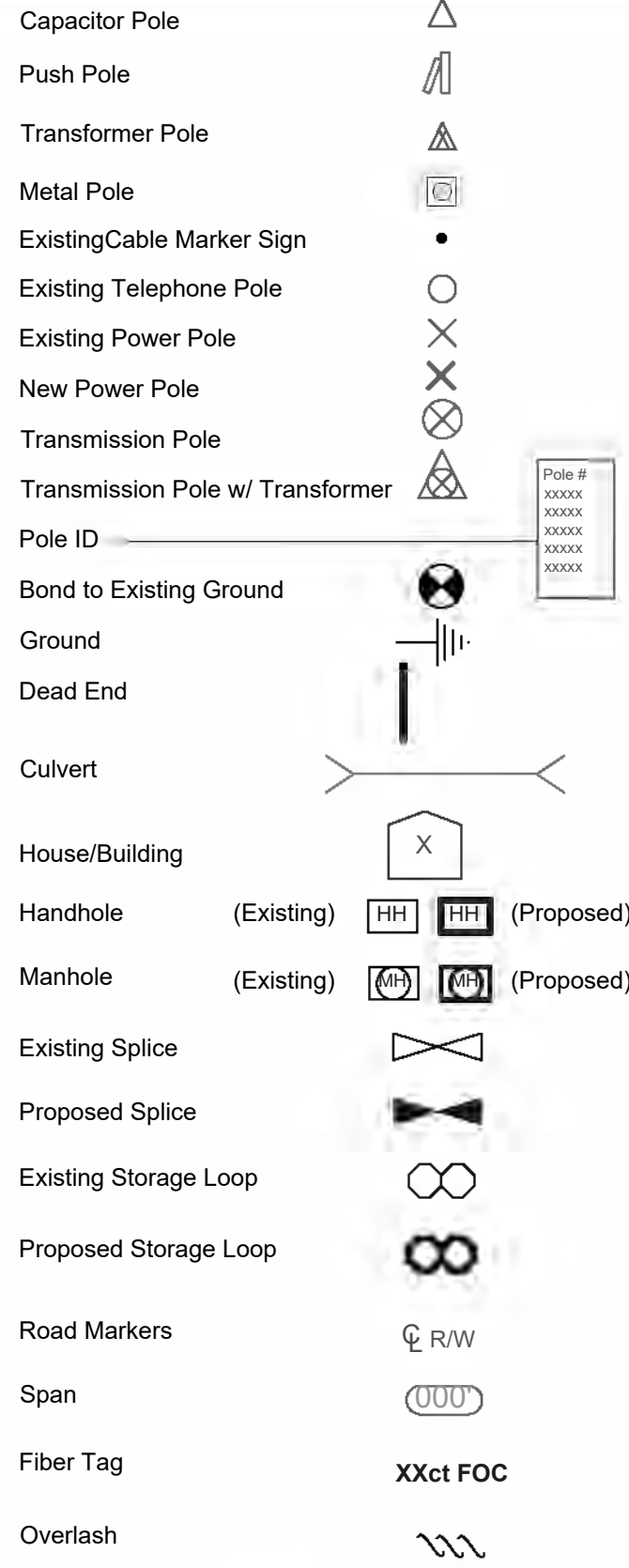
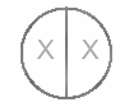
Duct Diagram

Section 2

Section 4



PLACE (2) 1.25" HDPE INNERDUCTS WITH TRACER WIRE VIA DIRECTIONAL BORE. MINIMUM DEPTH OF 48"



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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

616-455-9840
WWW.TKNS.NET

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31, 30	TOWN: 3S	RANGE: 4E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY:	RT - BAB
DATE:	03/15/2024
AS-BUILT BY:	
DATE:	
ENGINEERED BY:	LEN C.
DRAWING SCALE:	NONE
DRAWING DESCRIPTION:	SYMBOL SHEET
JOB NUMBER:	27741
DRAWING NUMBER:	1 OF 1

MATERIALS		
DESCRIPTION	UNIT	QTY
12ct FOC	FOOT	7247
1.25" HDPE CONDUIT	FOOT	575
4" PVC	FOOT	8
MULE TAPE	FOOT	440
24X36X24 HANDHOLE	EACH	1
TRACER WIRE	FOOT	595
AERIAL STRAND	EACH	5147
LASHING WIRE	EACH	10294
RISER GUARD	EACH	2
ANCHOR & GUY	EACH	8
LOCATE POST & GROUND ROD	EACH	3
SNOWSHOES	EACH	3
WCH-02P TERM PANEL	EACH	1
24ct CASSETTE	EACH	1
12ct INTERCONNECT PANEL	EACH	1
1.25" FLEX DUCT	FOOT	22

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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX



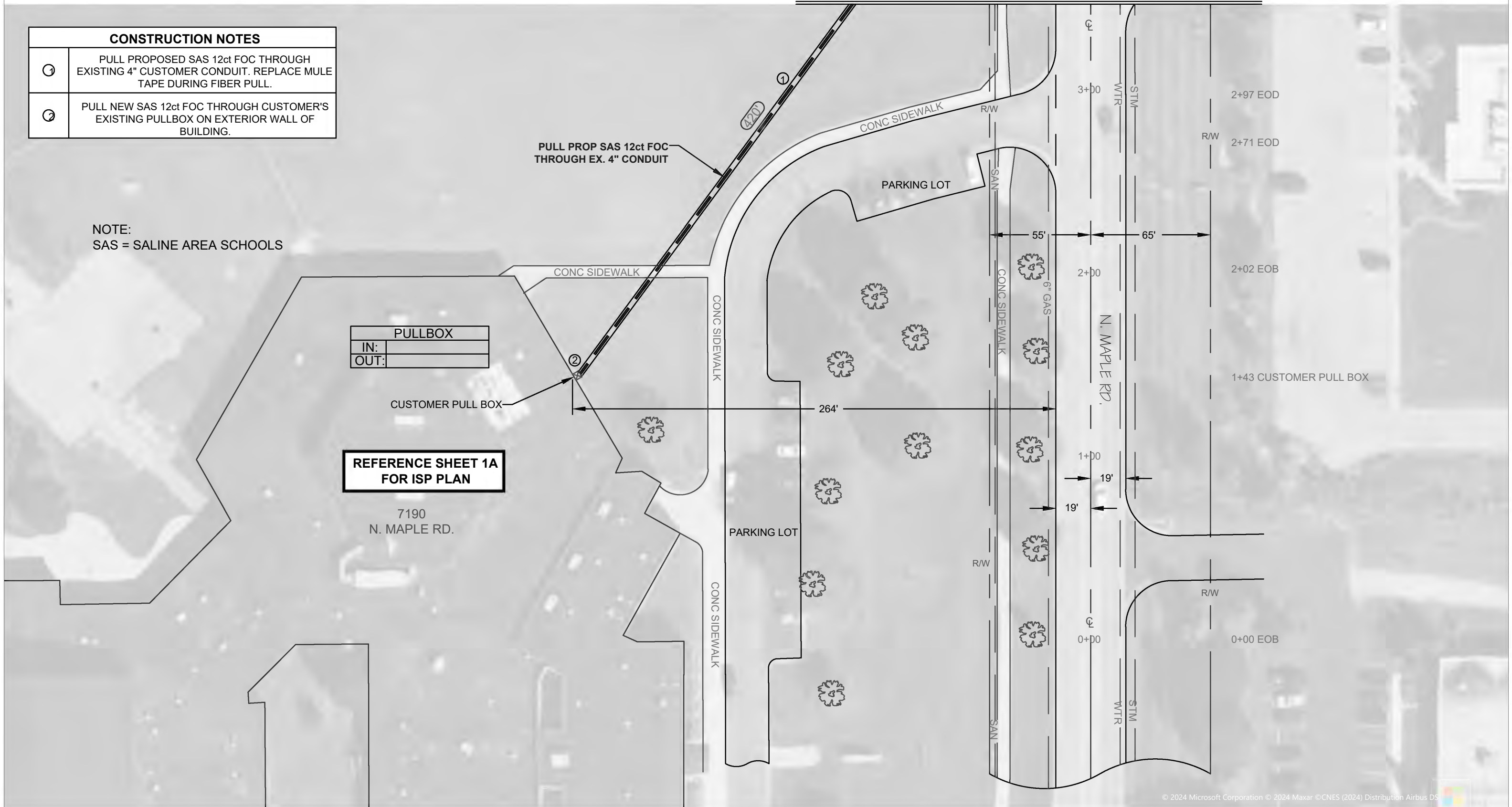
TURNKEY
 Network Solutions
 616-455-9840
 WWW.TKNS.NET

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31,30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY : RT - BAR	DATE: 03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY: LEN C.	DRAWING SCALE: NONE
DRAWING DESCRIPTION:	MATERIALS
JOB NUMBER:	27741
DRAWING NUMBER :	1 OF 1

CONSTRUCTION NOTES	
①	PULL PROPOSED SAS 12ct FOC THROUGH EXISTING 4" CUSTOMER CONDUIT. REPLACE MULE TAPE DURING FIBER PULL.
②	PULL NEW SAS 12ct FOC THROUGH CUSTOMER'S EXISTING PULLBOX ON EXTERIOR WALL OF BUILDING.

NOTE:
SAS = SALINE AREA SCHOOLS



PULLBOX	
IN:	
OUT:	

**REFERENCE SHEET 1A
FOR ISP PLAN**

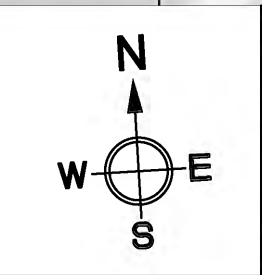
7190
N. MAPLE RD.

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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

TURNKEY
Network Solutions
616-455-9840
WWW.TKNS.NET

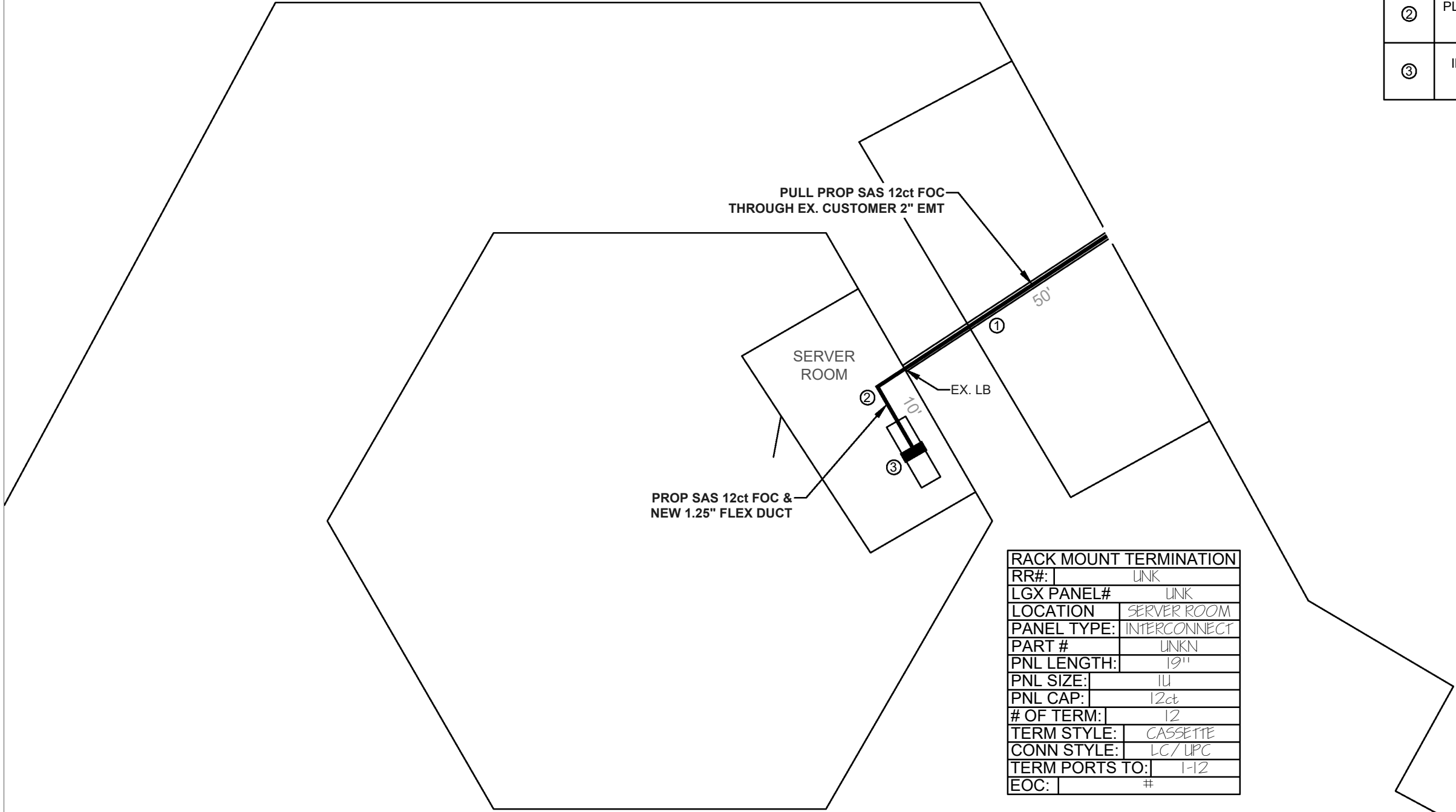
CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT: 12ct FOC		
INNERDUCT: EX. 4" CONDUIT REPLACE MULE TAP		
LOCATION INFORMATION		
COUNTY: WASHTENAW		
CITY: SALINE		
TOWNSHIP: IN CITY LIMITS		
SECTION: 31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY : RT - BAB	DATE: 03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY: LEN C.	DRAWING SCALE: 1" = 50'
DRAWING DESCRIPTION: PROPOSED ROUTE	
JOB NUMBER:	27741
DRAWING NUMBER :	1 OF 10

REFERENCE SHEET 1A
FOR ISP PLAN
MAIN FLOOR

7190
N. MAPLE RD., SALINE MI

CONSTRUCTION NOTES	
①	PULL NEW SAS 12ct FOC THROUGH CUSTOMER'S EXISTING 2" EMT FOR APPROX. 50'.
②	PLACE NEW SAS 12ct FOC IN APPROX. 10' OF NEW 1.25" FLEX DUCT.
③	INSTALL CASSETTE AND A 12ct INTERCONNECT USING LC/UPC CONNECTORS.



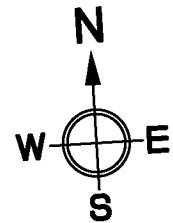
SITE CONTACT:
JAY GROSSMAN
grossmaJ@salineschools.org
743-401-4751

RACK MOUNT TERMINATION	
RR#:	UNK
LGX PANEL#	UNK
LOCATION	SERVER ROOM
PANEL TYPE:	INTERCONNECT
PART #	UNKN
PNL LENGTH:	19"
PNL SIZE:	1U
PNL CAP:	12ct
# OF TERM:	12
TERM STYLE:	CASSETTE
CONN STYLE:	LC/UPC
TERM PORTS TO:	1-12
EOC:	#

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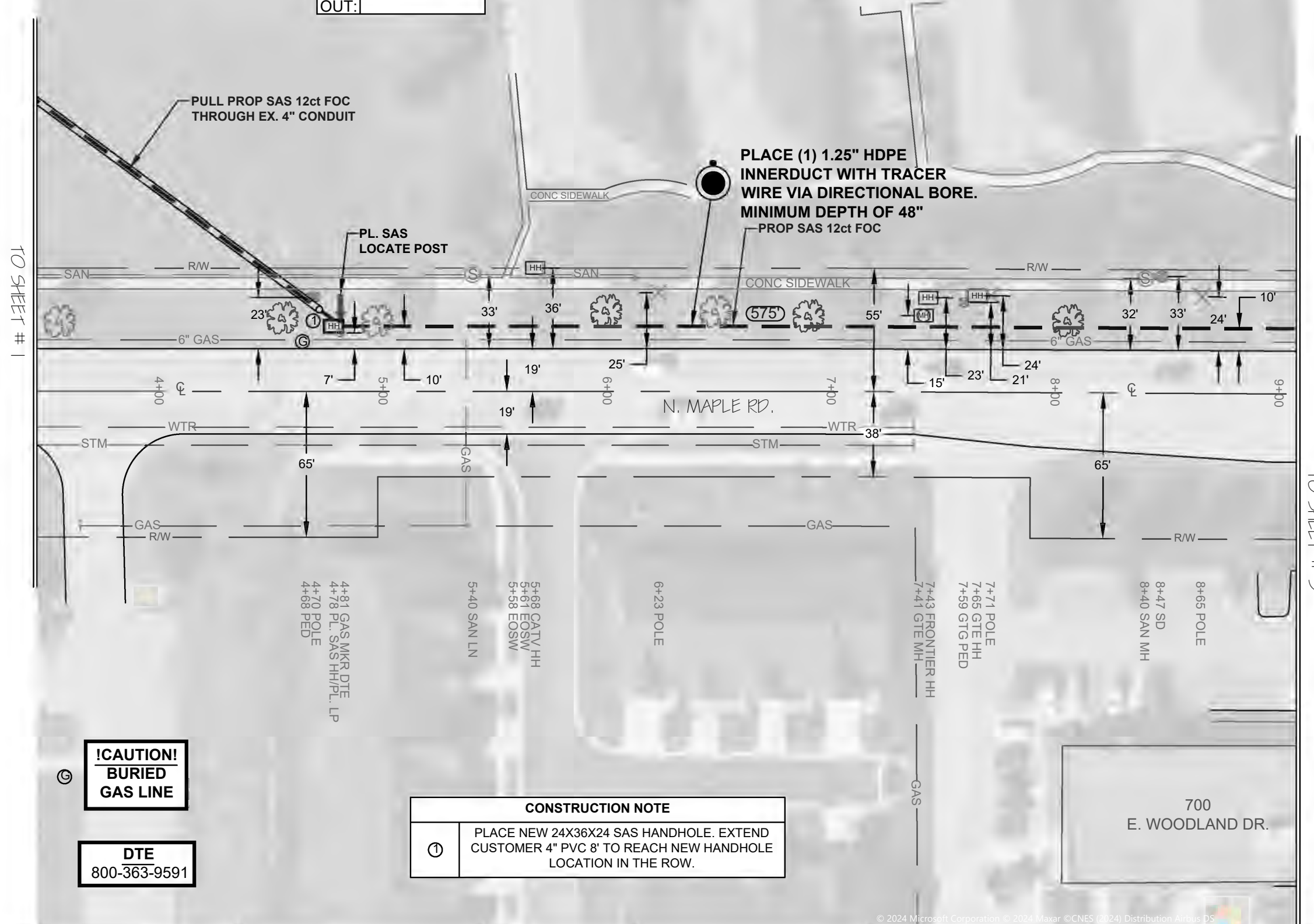
REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX



CABLE AND INNERDUCT DESCRIPTION	
FIBER COUNT:	12ct FOC
INNERDUCT:	PL. (1) 1.25 FLEX/EX. 2" EMT
LOCATION INFORMATION	
COUNTY:	WASHTENAW
CITY:	SALINE
TOWNSHIP:	IN CITY LIMITS
SECTION: 31	TOWN: 3S RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAR
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY :	LEN C.
DRAWING SCALE:	NONE
DRAWING DESCRIPTION:	REFERENCE SHEET 1A
JOB NUMBER:	27741
DRAWING NUMBER :	1A OF 10

150' HANDHOLE	
SIZE:	
IN:	
OUT:	



TO SHEET # 1

TO SHEET # 3

CAUTION!
BURIED
GAS LINE

DTE
800-363-9591

CONSTRUCTION NOTE

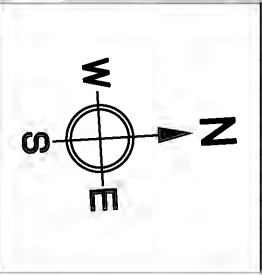
① PLACE NEW 24X36X24 SAS HANDHOLE. EXTEND CUSTOMER 4" PVC 8' TO REACH NEW HANDHOLE LOCATION IN THE ROW.

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MISS DIG
1-800-482-7171

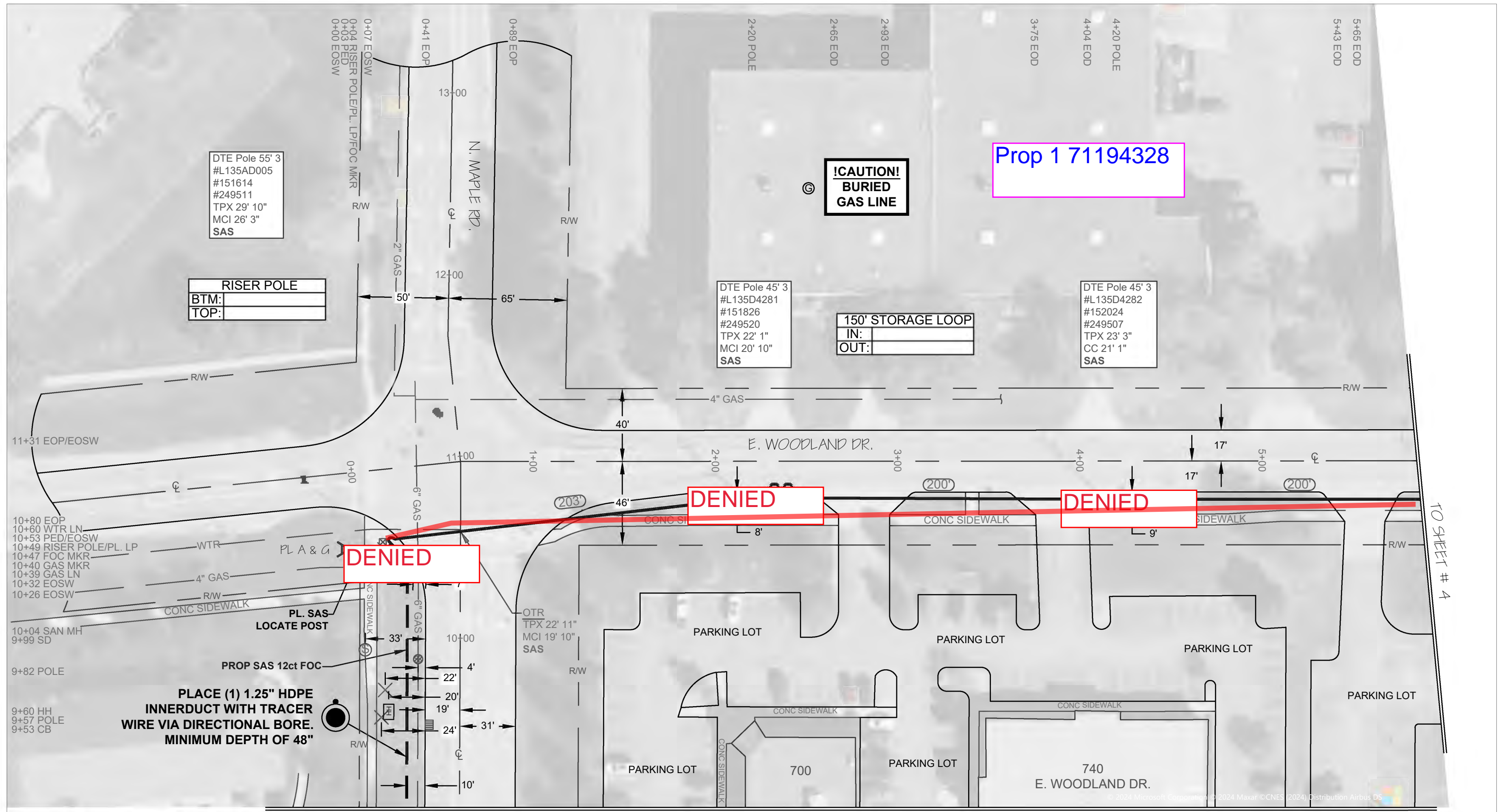


REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

TURNKEY
Network Solutions
616-455-9840
WWW.TKNS.NET

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:31	TOWN: 3S	RANGE: 6E

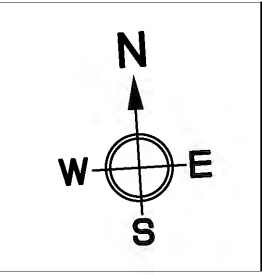
MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY:	LEN C.
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	2 OF 10



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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY :	LEN C.
DRAWING SCALE:	1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	3 OF 10

TO SHEET # 2

TO SHEET # 4

Prop 1 71194328

DENIED

DTE Pole 45' 1
#L135D4283
#152226
#249496
TPX 24' 6"
MCI 20' 10"
SAS

DENIED

DTE Pole 45' 1
#L135D4284
#152422
#249483
TPX 23' 5"
MCI 19' 8"
SAS

DENIED

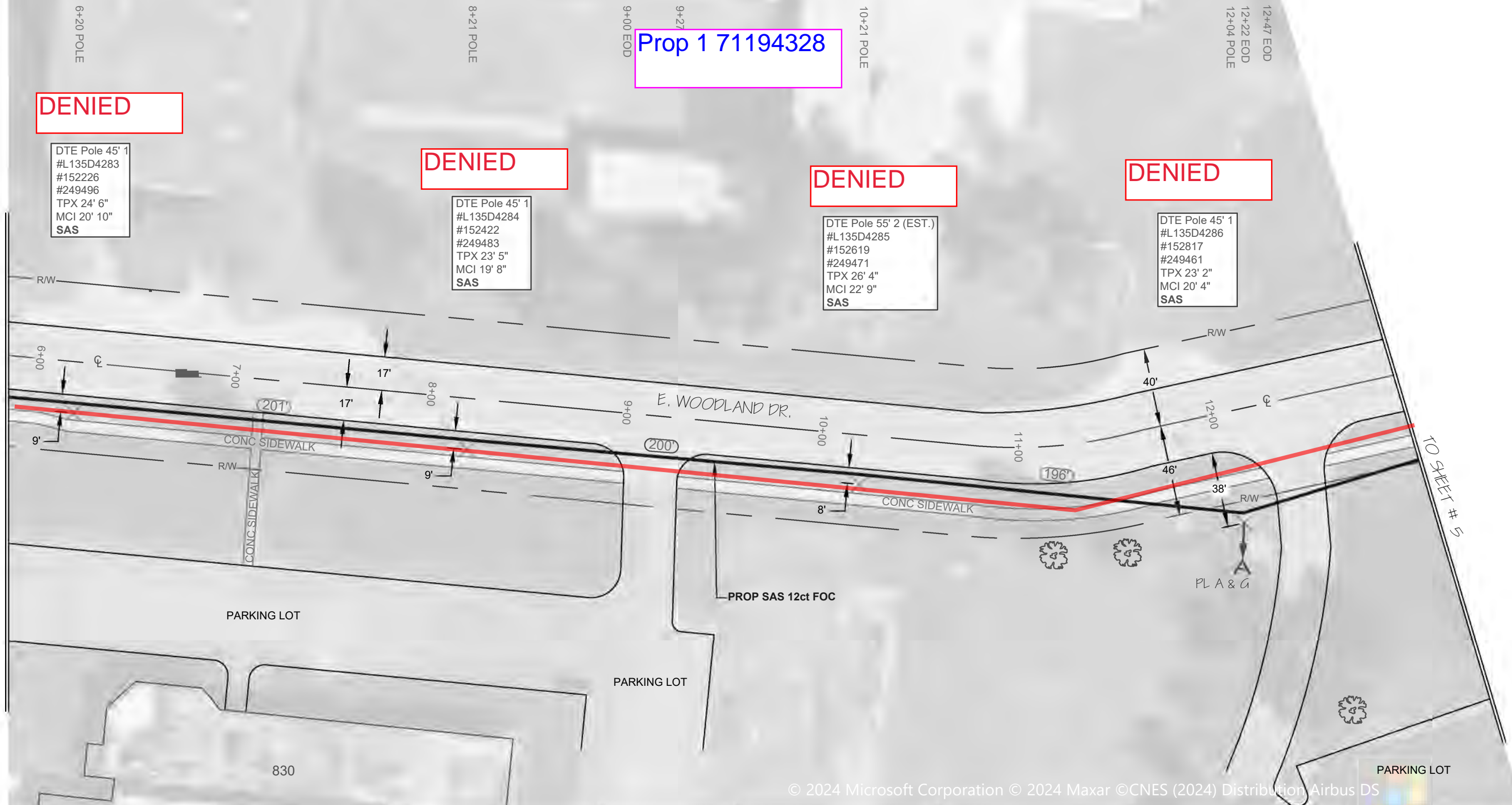
DTE Pole 55' 2 (EST.)
#L135D4285
#152619
#249471
TPX 26' 4"
MCI 22' 9"
SAS

DENIED

DTE Pole 45' 1
#L135D4286
#152817
#249461
TPX 23' 2"
MCI 20' 4"
SAS

TO SHEET # 3

TO SHEET # 5



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#	BRIEF DESCRIPTION	XXX	XX/XX/XX

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:		12ct FOC
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD			
DRAWN BY :	RT - BAB	DATE:	03/15/2024
AS-BUILTS BY :		DATE:	
ENGINEERED BY :	LEN C.	DRAWING SCALE:	1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE		
JOB NUMBER:	27741		
DRAWING NUMBER :	4 OF 10		

Prop 1 71194328

\$1000

\$1000

\$1000

DTE Pole 50' 3
 #L135AC285
 #153002
 #249526
 TPX 26' 7"
 MCI 21' 6"
 SAS

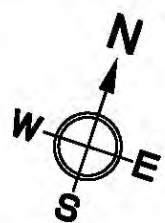
DTE Pole 50' 3
 #L135AC286
 #153207
 #2495 80
 TPX 25' 3"
 *MCI 23' 0"
 SAS
 *ON 2' ARM

DTE Pole 55' 3 (EST.)
 #L135A278
 #153367
 #249618
 TPX 30' 1"
 MCI 24' 10"
 SAS

DTE Pole 50' 3
 #153516
 #249628
 TPX 29' 1"
 MCI 25' 9"
 CATV 24' 3"
 COMM 22' 5"
 SAS

DTE Pole 50' 3
 #L135AC288
 #153557
 #249730
 TPX 28' 10"
 MCI 22' 6"
 SAS

1100
 E. WOODLAND DR.



REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX



CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	
ENGINEERED BY :	LEN C.
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	5 OF 10

TO SHEET # 4

TO SHEET # 6

13+58 EOD

13+82 EOD

14+07 POLE

16+03 POLE

17+84 POLE

18+09 EOD

19+18 POLE

19+88 EOD

19+97 POLE

R/W

R/W

13+00

14+00

15+00

16+00

17+00

18+00

19+00

20+00

(204)

(196)

(169)

(170)

(103)

CONC SIDEWALK

CONC SIDEWALK

PROP SAS 12ct FOC

PL A & G

20+16 POLE 20+37 POLE 22+22 EOD 22+53 EOD 24+30 POLE 26+05 POLE 26+30 POLE 26+66 EOD 26+94 EOD

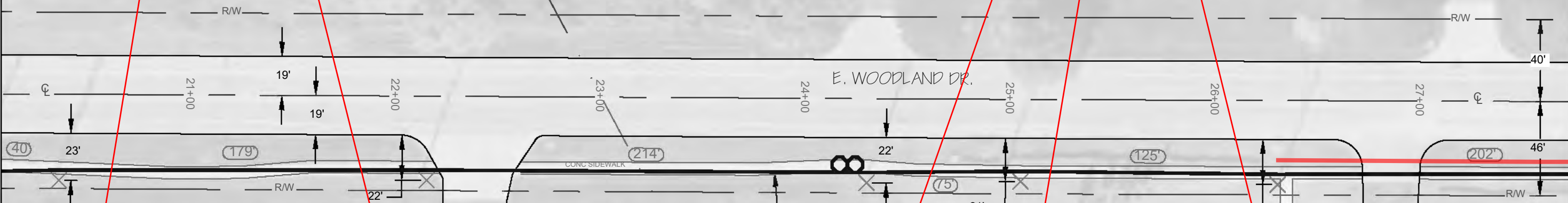
Prop 1 71194328

150' STORAGE LOOP
IN:
OUT:

Prop 2 71194390

TO SHEET # 5

TO SHEET # 7



\$1000

DENIED

DTE Pole 50' 3
#FJ2330
#153576
#249765
TPX 26' 7"
MCI 22' 11"
SAS

1200

DTE Pole 50' 3
#L135AC289
#153672
#249932
TPX 26' 9"
MCI 22' 2"
SAS

PARKING LOT

31 30

DTE Pole 50' 3
#L135AC290
#153783
#250125
TPX 29' 11"
MCI 23' 5"
SAS

DTE Pole 50' 3
#153884
#250308
NO TAG
RISER 29' 11"
MCI 23' 4"
CATV 22' 3"
COMM 20' 0"
SAS

1328

DTE Pole 50' 3
#L135AC291
#153907
#250372
TPX 26' 0"
MCI 21' 1"
SAS

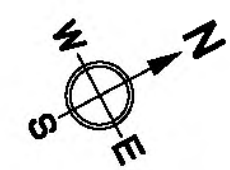
PARKING LOT

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1-800-482-7171

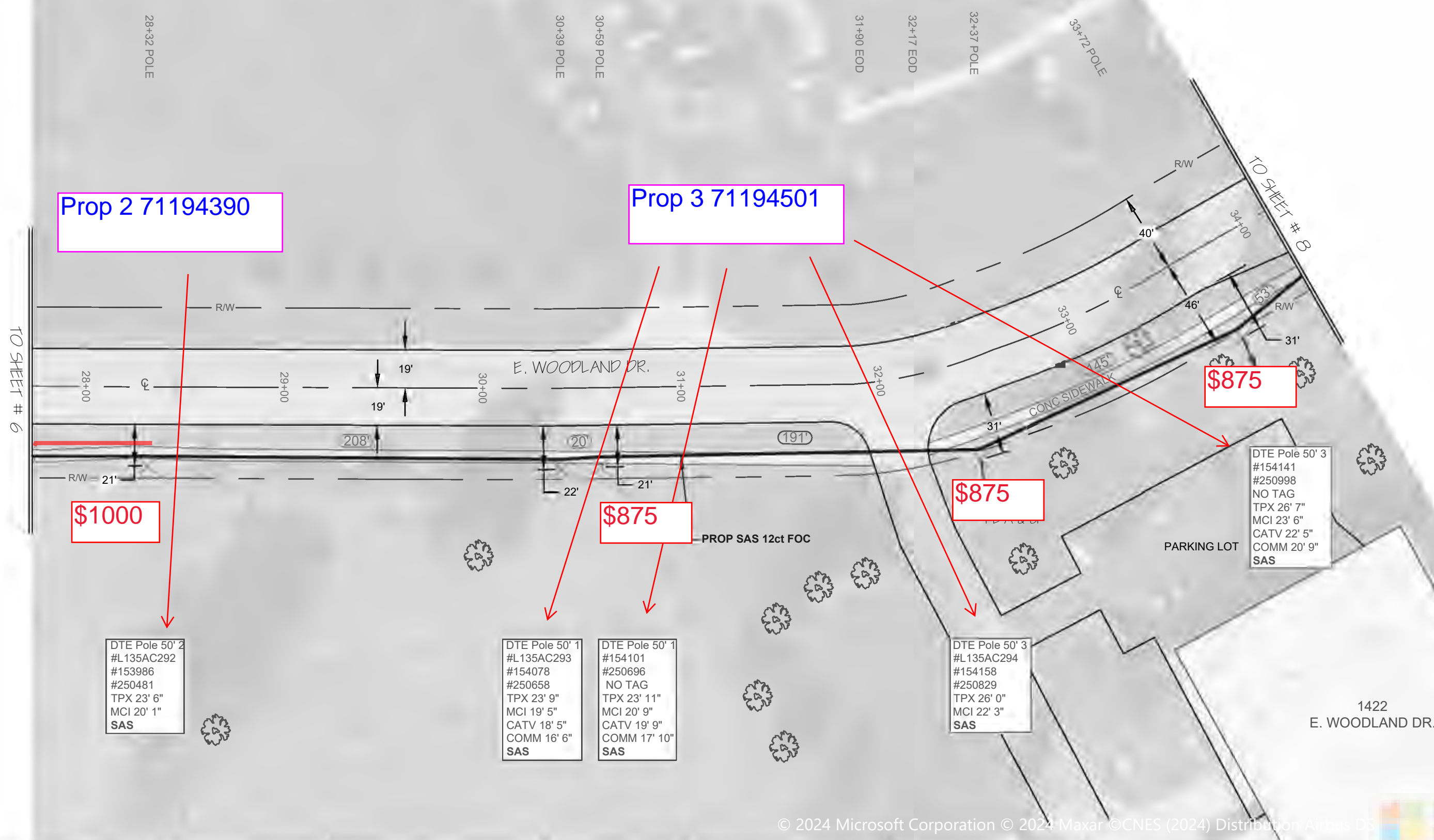


REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

TURNKEY
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616-455-9840
WWW.TKNS.NET

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 31,30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD		
DRAWN BY:	RT - BAB	DATE: 03/15/2024
AS-BUILTS BY:		DATE:
ENGINEERED BY:	LEN C.	DRAWING SCALE: 1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE	
JOB NUMBER:	27741	
DRAWING NUMBER:	6 OF 10	



Prop 2 71194390

Prop 3 71194501

\$1000

\$875

\$875

\$875

DTE Pole 50' 2
 #L135AC292
 #153986
 #250481
 TPX 23' 6"
 MCI 20' 1"
 SAS

DTE Pole 50' 1
 #L135AC293
 #154078
 #250658
 TPX 23' 9"
 MCI 19' 5"
 CATV 18' 5"
 COMM 16' 6"
 SAS

DTE Pole 50' 1
 #154101
 #250696
 NO TAG
 TPX 23' 11"
 MCI 20' 9"
 CATV 19' 9"
 COMM 17' 10"
 SAS

DTE Pole 50' 3
 #L135AC294
 #154158
 #250829
 TPX 26' 0"
 MCI 22' 3"
 SAS

DTE Pole 50' 3
 #154141
 #250998
 NO TAG
 TPX 26' 7"
 MCI 23' 6"
 CATV 22' 5"
 COMM 20' 9"
 SAS

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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

TURNKEY
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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY : B.A.B.	DATE: 03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY: L.E.C.	DRAWING SCALE: 1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	7 OF 10

DTE Pole 50' 3
 #154137
 #251047
 NO TAG
 TPX 28' 8"
 MCI 24' 8"
 COMM 23' 8"
 CATV 22' 9"
 COMM 21' 1"
 SAS

Prop 3 71194501

\$875

\$875

\$875

OIR
 TPX 24' 11"
 COMM 20' 10"
 MCI 20' 5"
 CATV 19' 2"
 COMM 19' 0"
 SAS

DTE Pole 50' 2
 #154134
 #251194
 NO TAG
 TPX 25' 5"
 MCI 22' 1"
 123.NET 20' 8"
 CATV 20' 1"
 COMM 19' 0"
 SAS

DTE Pole 55' 3
 #154133
 #251224
 NO TAG
 TPX 26' 9"
 MCI 22' 1"
 123.NET 20' 9"
 CATV 20' 4"
 COMM 19' 9"
 SAS

DTE Pole 50' 3
 #CF-J2712
 #154124
 #251379
 RISER 26' 3"
 MCI 23' 11"
 123.NET 22' 9"
 CATV 21' 9"
 COMM 20' 6"
 SAS

DTE Pole 55' 2
 #154125
 #251395
 NO TAG
 TPX 30' 4"
 MCI 25' 5"
 123.NET 24' 4"
 CATV 23' 3"
 COMM 21' 5"
 SAS

DTE Pole 55' 3(EST.)
 #L135AC298
 #154122
 #251576
 TPX 30' 4"
 MCI 26' 2"
 SAS

DTE Pole 50' 2 (EST)
 #L135AC299
 #154117
 #251758
 TPX 26' 6"
 MCI 22' 9"
 SAS

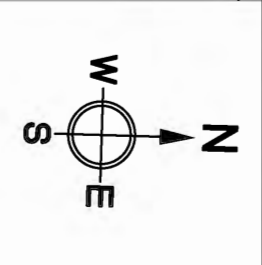
TO SHEET # 7

TO SHEET # 9

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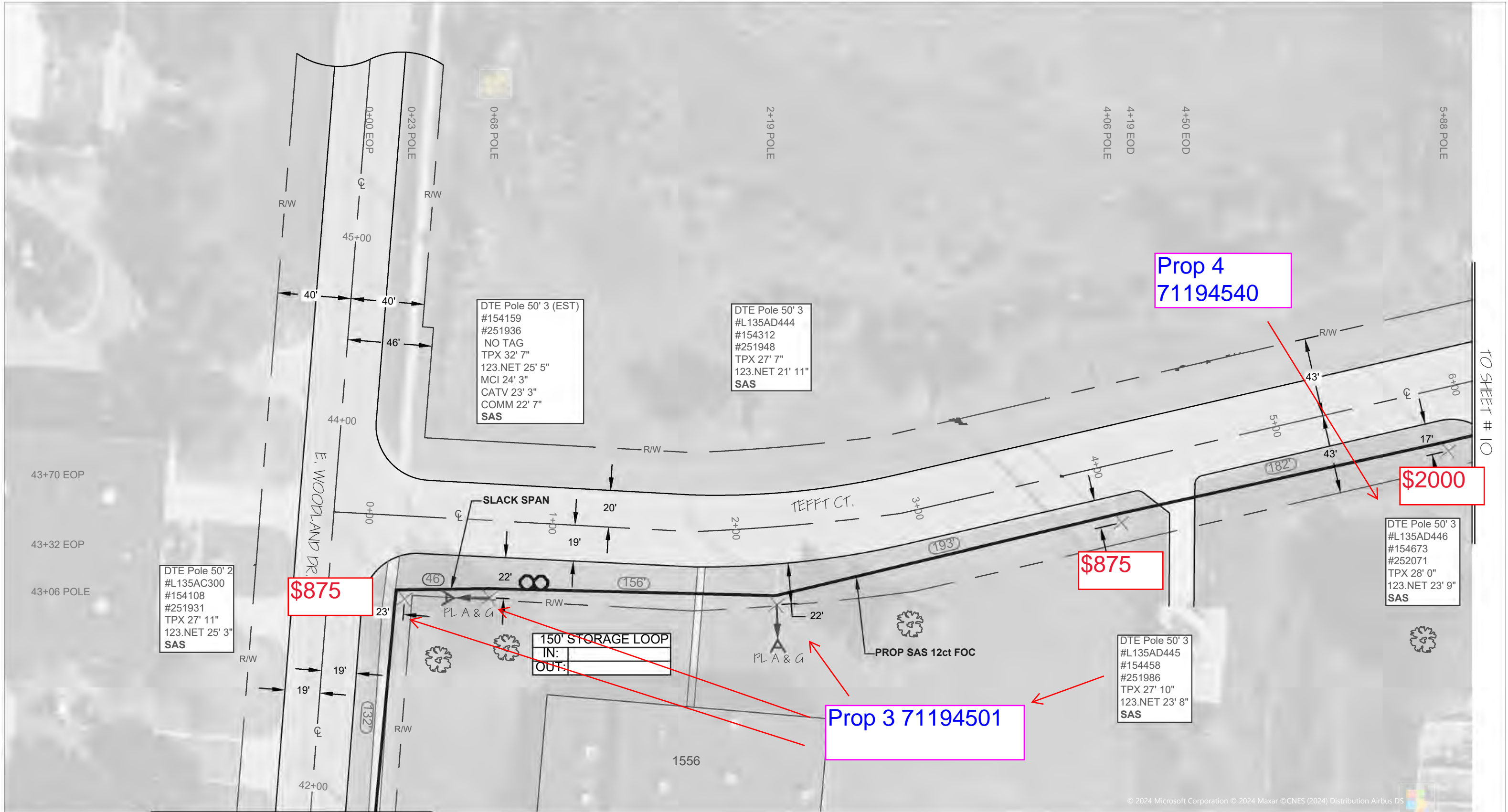
REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	
DATE:	
ENGINEERED BY:	LEN C.
DRAWING SCALE:	1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	8 OF 10

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#	BRIEF DESCRIPTION	XXX	XX/XX/XX

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:		
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	
DATE:	
ENGINEERED BY:	LEN C.
DRAWING SCALE:	1" = 50'
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	9 OF 10

Prop 4
71194540

\$2000

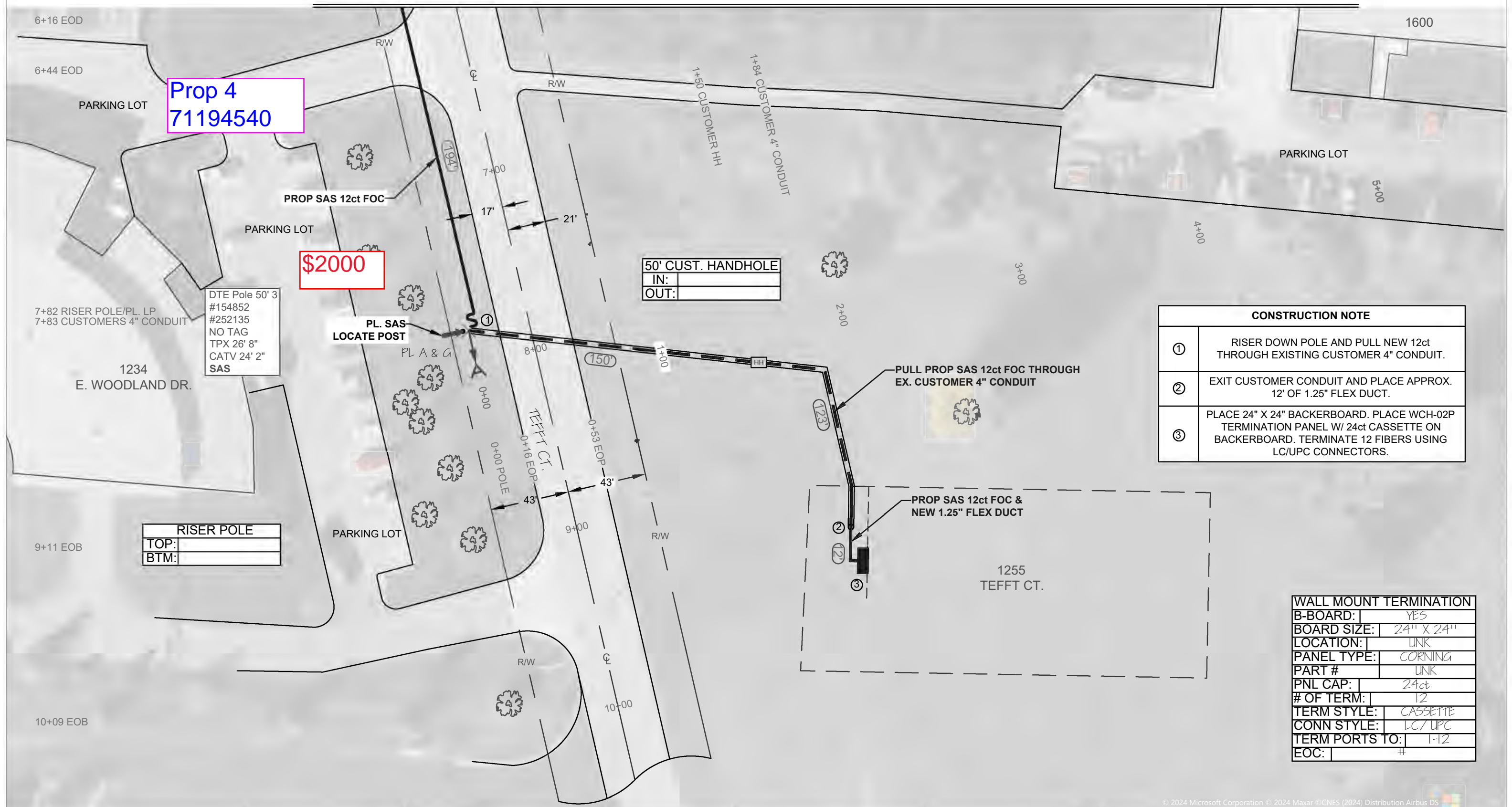
DTE Pole 50' 3
#154852
#252135
NO TAG
TPX 26' 8"
CATV 24' 2"
SAS

RISER POLE
TOP:
BTM:

50' CUST. HANDHOLE
IN:
OUT:

CONSTRUCTION NOTE	
①	RISER DOWN POLE AND PULL NEW 12ct THROUGH EXISTING CUSTOMER 4" CONDUIT.
②	EXIT CUSTOMER CONDUIT AND PLACE APPROX. 12' OF 1.25" FLEX DUCT.
③	PLACE 24" X 24" BACKERBOARD. PLACE WCH-02P TERMINATION PANEL W/ 24ct CASSETTE ON BACKERBOARD. TERMINATE 12 FIBERS USING LC/UPC CONNECTORS.

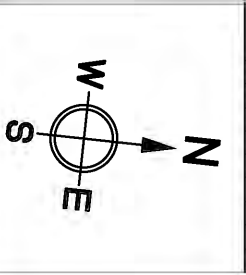
WALL MOUNT TERMINATION	
B-BOARD:	YES
BOARD SIZE:	24" X 24"
LOCATION:	UNK
PANEL TYPE:	CORNING
PART #	UNK
PNL CAP:	24ct
# OF TERM:	12
TERM STYLE:	CASSETTE
CONN STYLE:	LC/UPC
TERM PORTS TO:	1-12
EOC:	#



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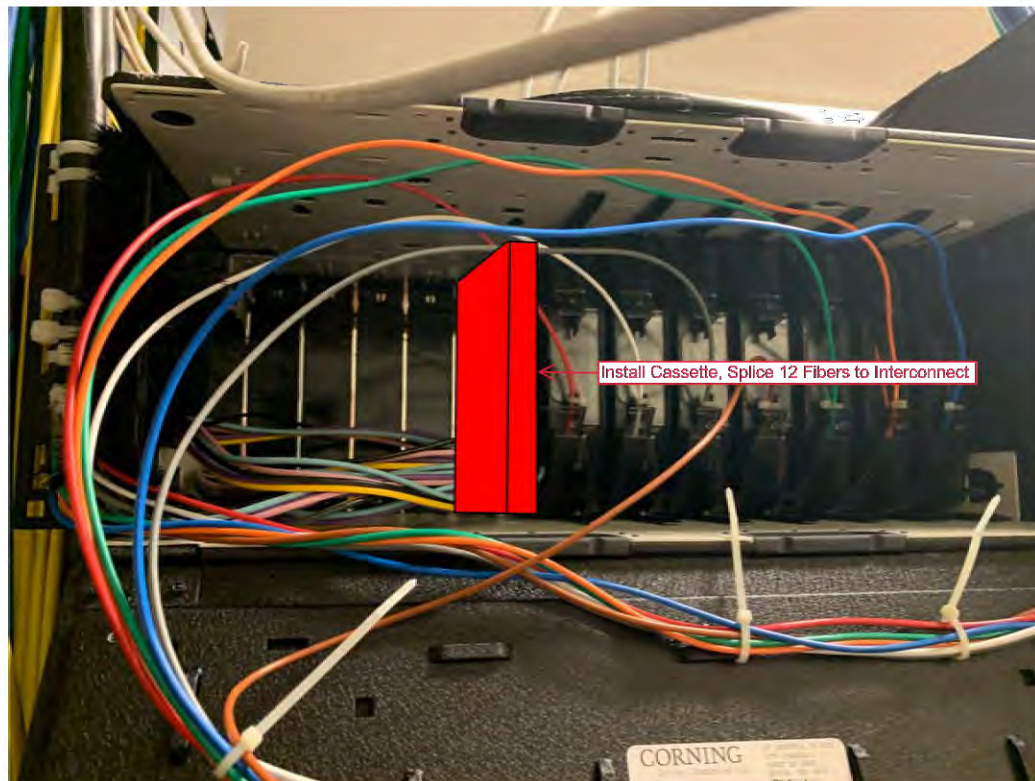


REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	xxx	xx/xx/xx

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Network Solutions
616-455-9840
WWW.TKNS.NET

CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE/PL. (1) 1.25" FLEX	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION:30	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY:	LEN C.
DRAWING DESCRIPTION:	PROPOSED ROUTE
JOB NUMBER:	27741
DRAWING NUMBER :	10 OF 10



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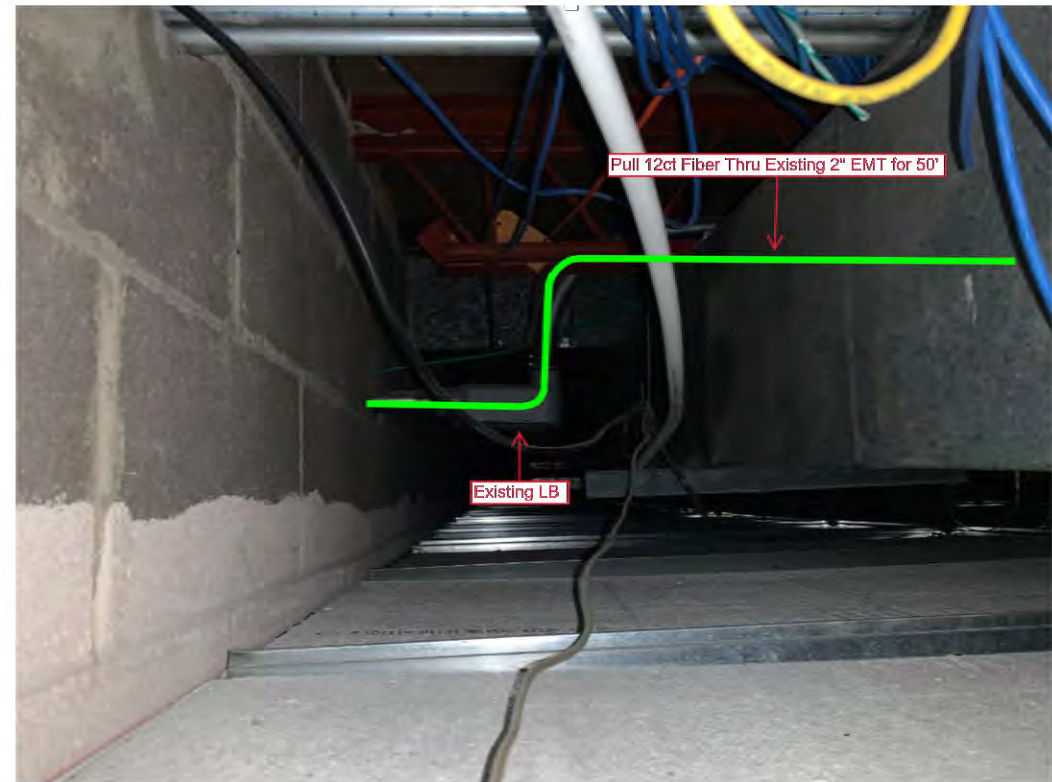
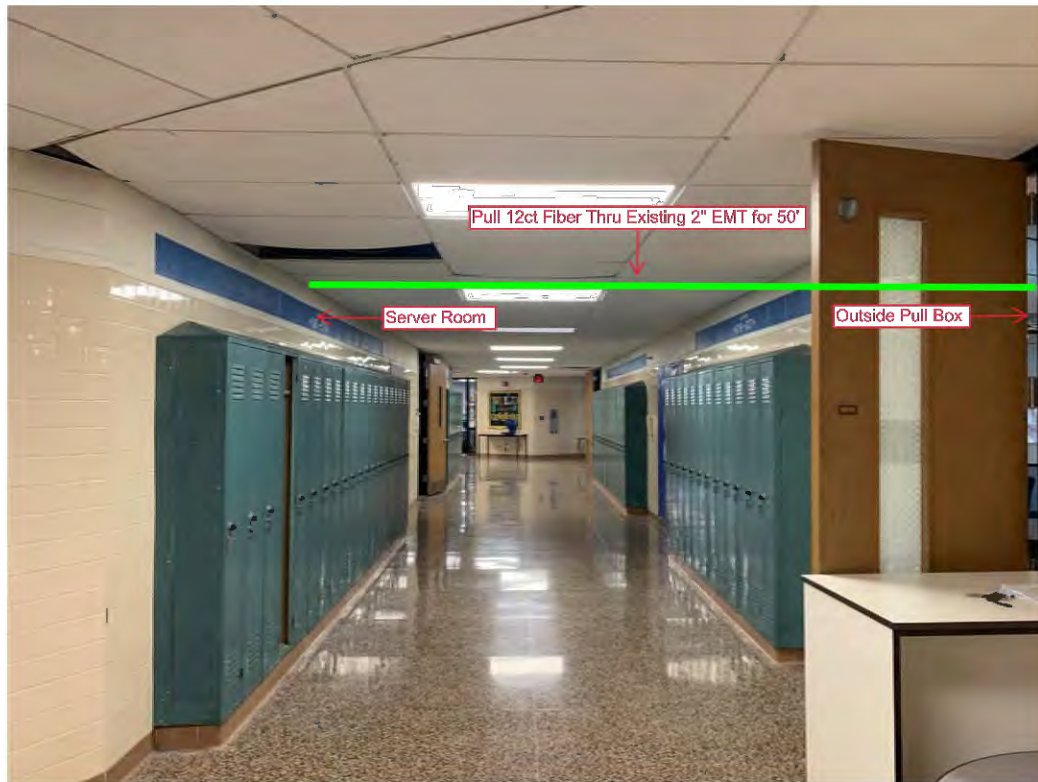
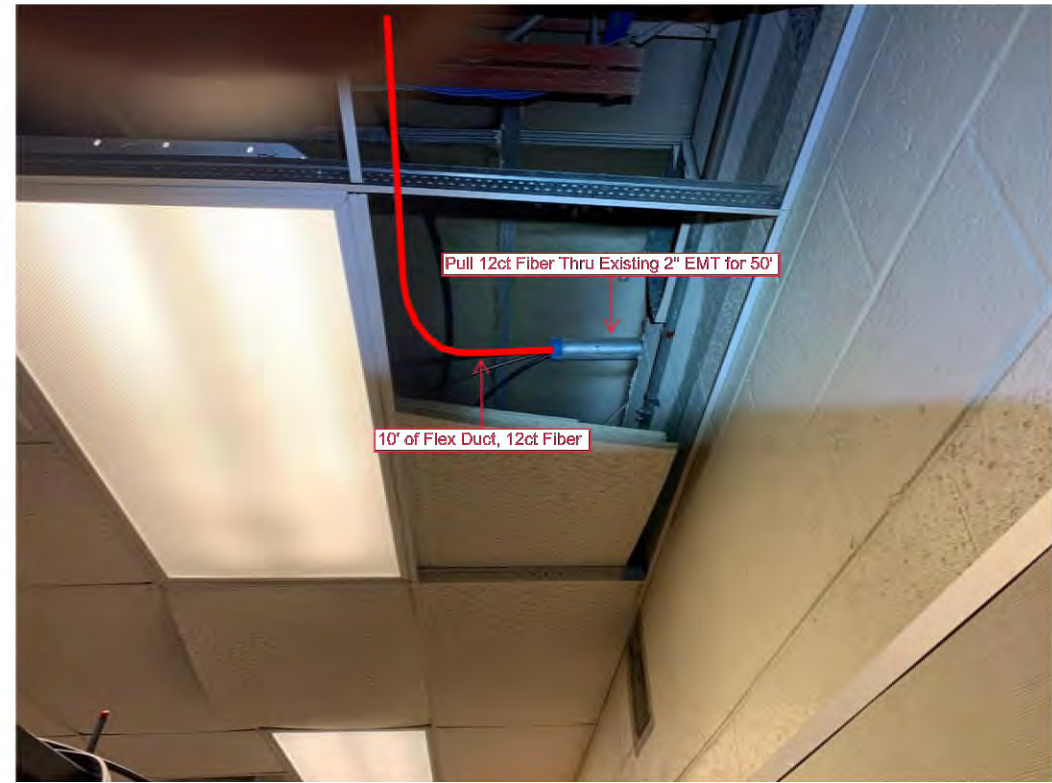
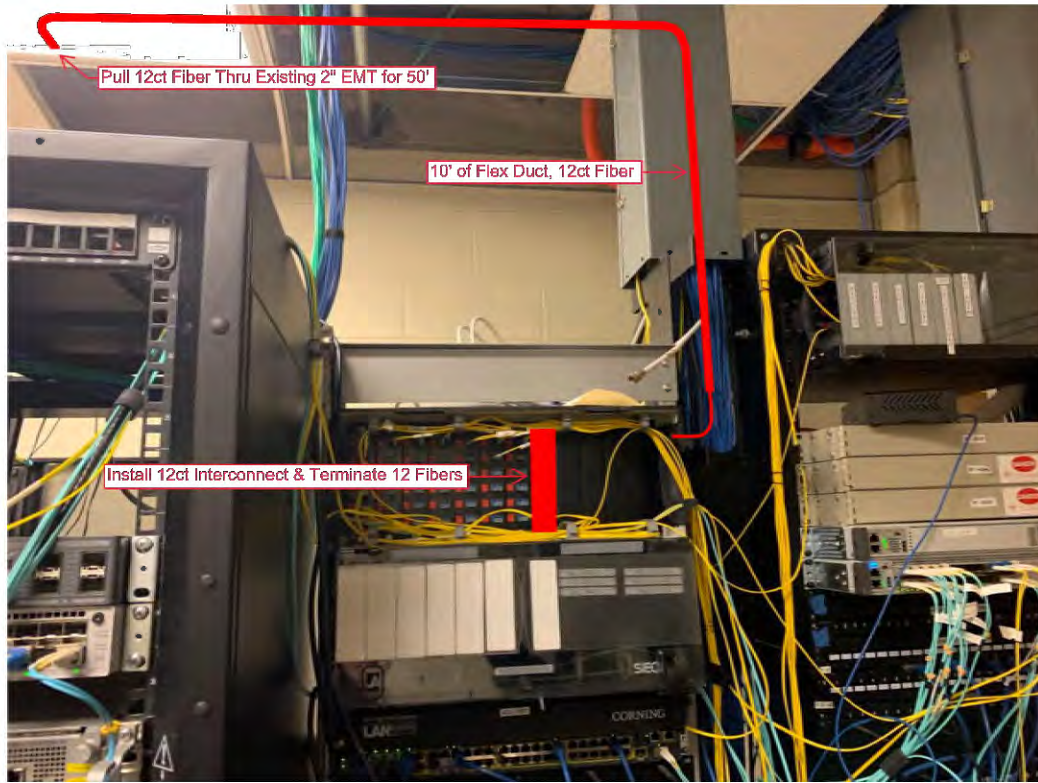
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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	xxx	xx/xx/xx

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 30/31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY : RT - BAB	DATE: 03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY: LEN C.	DRAWING SCALE: NONE
DRAWING DESCRIPTION:	PHOTOS
JOB NUMBER:	27741
DRAWING NUMBER :	1 OF 10



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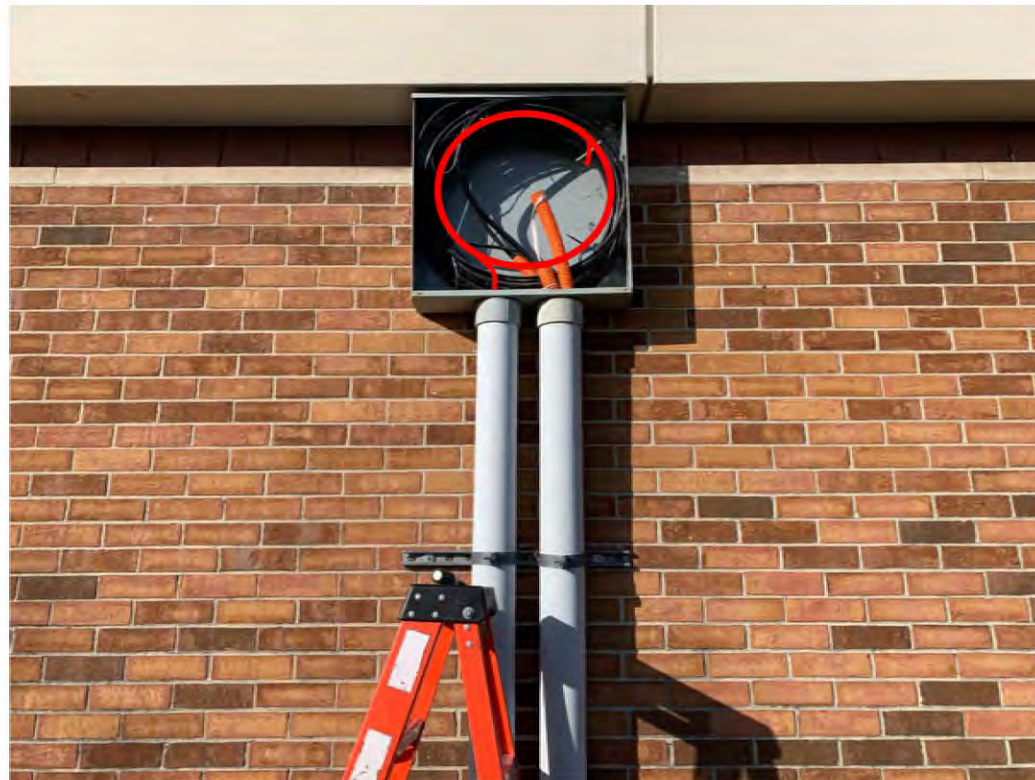
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REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

TURNKEY
 Network Solutions
 616-455-9840
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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
CITY:	SALINE	
TOWNSHIP:	IN CITY LIMITS	
SECTION: 30/31	TOWN: 3S	RANGE: 6E

MIDDLE SCHOOL TO HORNET OPERATIONS BUILD	
DRAWN BY :	RT - BAB
DATE:	03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY:	LEN C.
DRAWING DESCRIPTION:	PHOTOS
JOB NUMBER:	27741
DRAWING NUMBER :	2 OF 10



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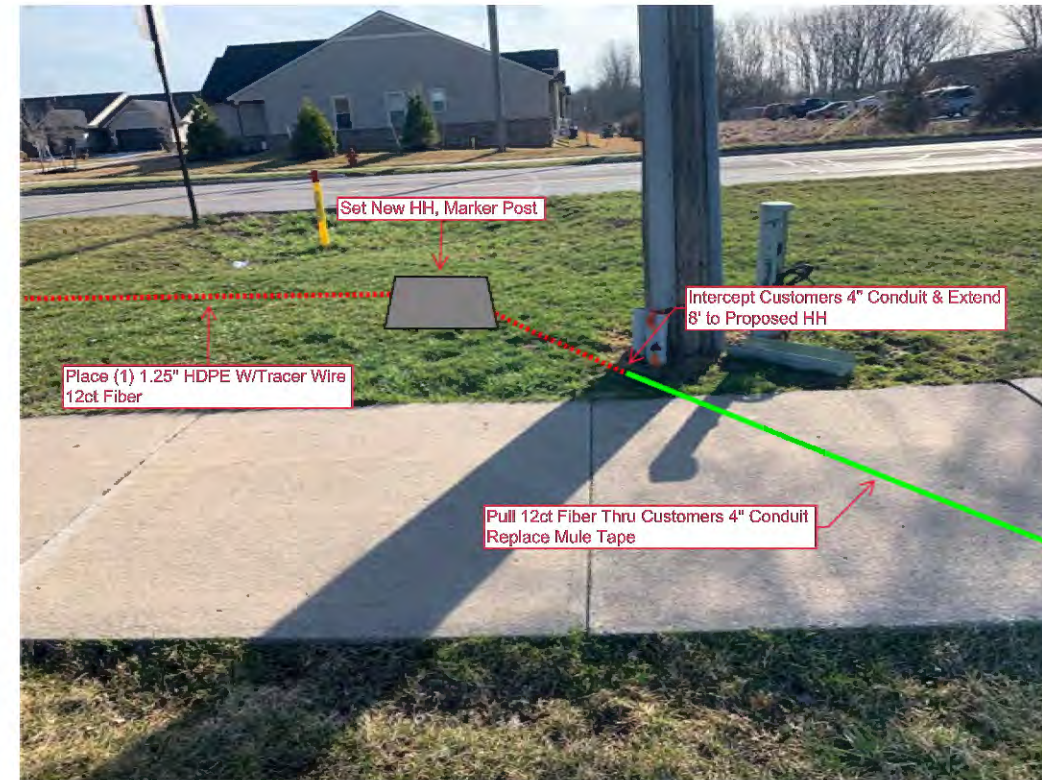
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 MISS DIG
 1-800-482-7171

REVISIONS			
REV. #	DESCRIPTION	BY	DATE
#	BRIEF DESCRIPTION	XXX	XX/XX/XX

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CABLE AND INNERDUCT DESCRIPTION		
FIBER COUNT:	12ct FOC	
INNERDUCT:	PL. (1)1.25" HDPE W/ TRACER WIRE	
LOCATION INFORMATION		
COUNTY:	WASHTENAW	
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DRAWING NUMBER :	3 OF 10



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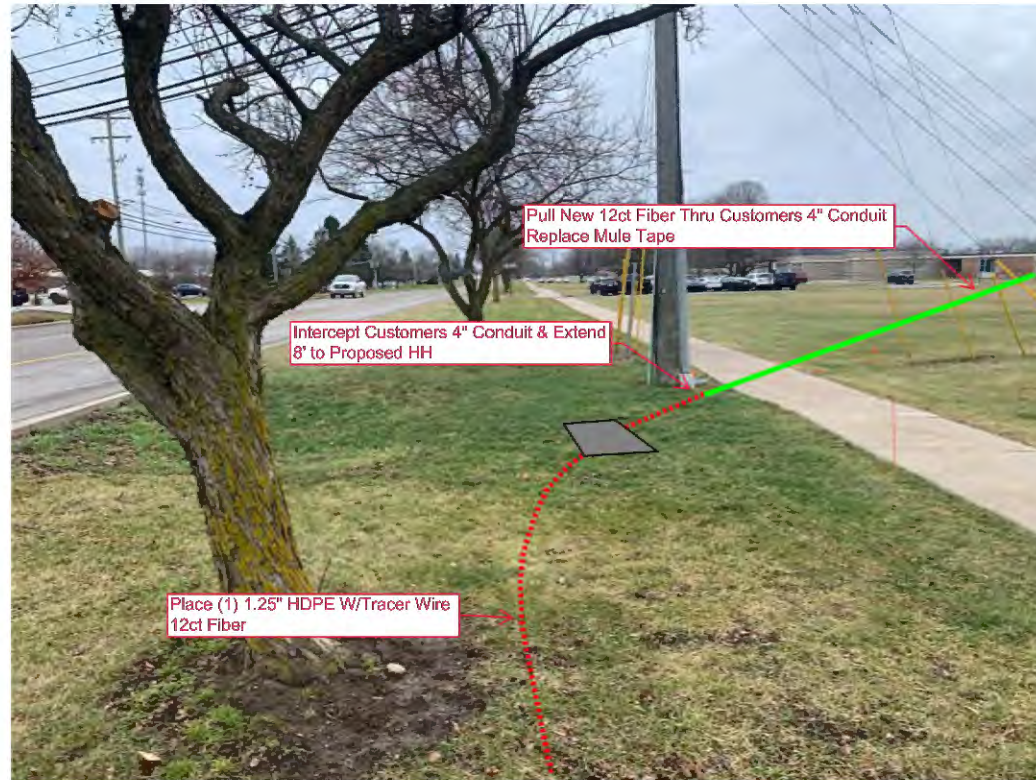
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DRAWN BY : RT - BAB	DATE: 03/15/2024
AS-BUILTS BY :	DATE:
ENGINEERED BY: LEN C.	DRAWING SCALE: NONE
DRAWING DESCRIPTION:	PHOTOS
JOB NUMBER:	27741
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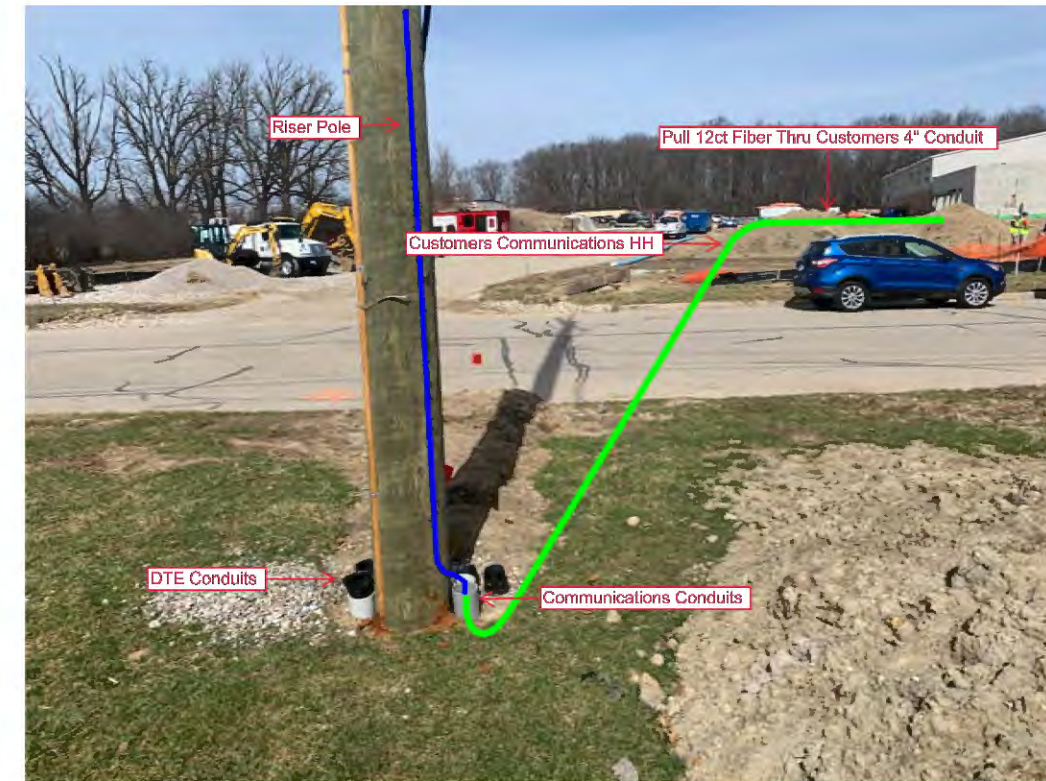
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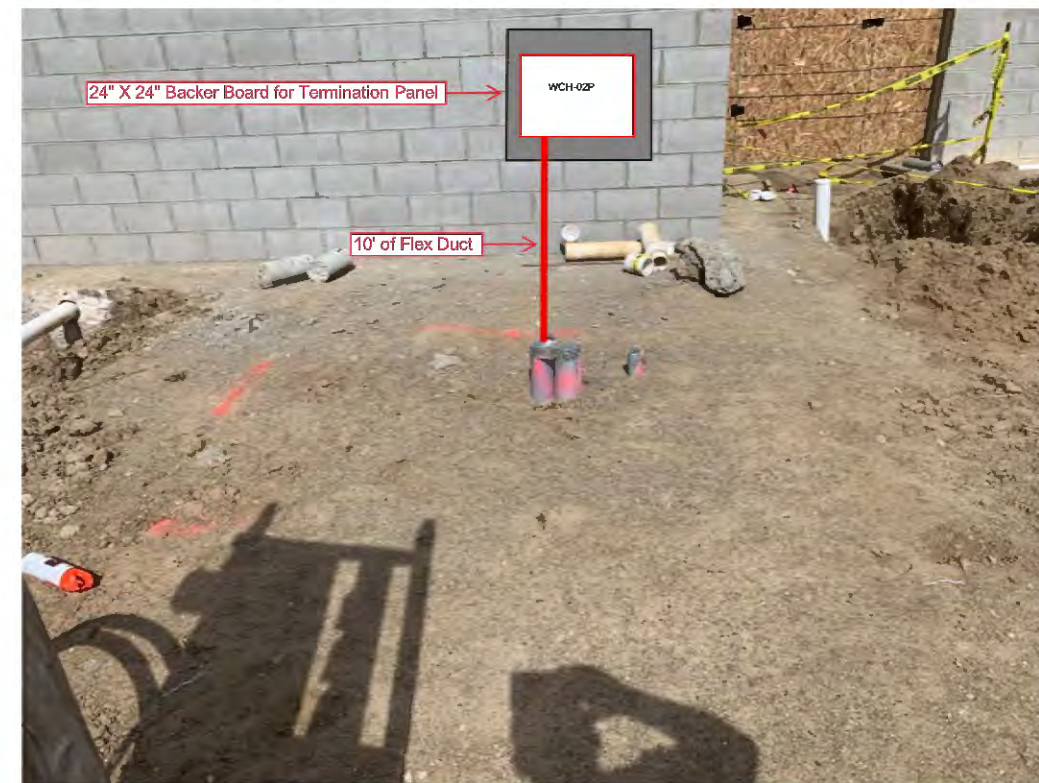
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Book	Policy Manual
Section	6000 Finances
Title	Copy of PREVAILING WAGE COORDINATOR
Code	po6350
Status	
Adopted	May 22, 2018

6350 - **PREVAILING WAGE COORDINATOR**

It is the purpose of this policy to comply with State and Federal regulations concerning prevailing wage rate.

The Michigan Department of Consumer and Industry Services; Wage and Hour Division will determine the prevailing wage rate in the locality where the work is to be performed.

The Superintendent shall designate a Prevailing Wage Coordinator for this District.

The Prevailing Wage Coordinator will submit to the Superintendent, for Board of Education approval, procedures for monitoring compliance with prevailing wage laws. ~~They~~ ~~S/He~~ will request the Michigan Department of Consumer and Industry Services; Wage and Hour Division to establish the prevailing wage rate in this District for school construction or renovation projects. A schedule of those wages must be attached to the specifications for the work, and printed on any bidding blanks. A copy of the bidding blank must be filed with the Michigan Department of Consumer and Industry Services; Wage and Hour Division prior to the award of any contract. Thereafter, any contract which is awarded must include a provision that each laborer, work ~~person~~ ~~man~~, or mechanic employed by the contractor will be paid at a rate not less than the prevailing wage rate. On the first pay date, the contractors and subcontractors must provide each employee with written notification of ~~their his/her~~ job classification and the prevailing wage rate for ~~their his/her~~ job classification, unless the employee is covered by a collective bargaining agreement.

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Legal M.C.L. 408.551 et seq.



Book	Policy Manual
Section	1000 Administration
Title	Copy of DEVELOPMENT OF ADMINISTRATIVE GUIDELINES
Code	po1230.01
Status	
Adopted	May 22, 2018

1230.01 - **DEVELOPMENT OF ADMINISTRATIVE GUIDELINES**

The Board of Education delegates to the Superintendent the function of designing and implementing the guidelines, required actions, and detailed arrangements under which the District will operate. These administrative guidelines shall not be inconsistent with the policies adopted by the Board.

The Board itself will formulate and adopt administrative guidelines and rules only when required by law, and when the Superintendent recommends Board adoption.

The Superintendent may also issue such administrative and student handbooks as ~~they s/he~~ may consider necessary for the effective administration of the schools and distribute them to employees and students and/or their parents.

~~Provisions of these administrative guidelines and student handbooks will be revised annually to be consistent with policies and with Federal/State law. Such administrative guidelines shall be binding on the employees and the students of this District when issued. As long as the provisions of these administrative guidelines and handbooks are not inconsistent with Board policies, or with Federal/State law, they will be considered to be an extension of the policy manual and binding upon all employees and students.~~

~~Administrative Guidelines will be posted online alongside the BOE Policy Manual. A copy of each handbook is available on each of the school's websites. A copy of the District's administrative guidelines manual and a copy of each handbook shall be made a part of the Board's reference materials maintained in the District office.~~



Book	Policy Manual
Section	8000 Operations
Title	Copy of RELIGIOUS/PATRIOTIC CEREMONIES AND OBSERVANCES
Code	po8800
Status	
Adopted	May 22, 2018

8800 - RELIGIOUS/PATRIOTIC CEREMONIES AND OBSERVANCES

The Board of Education acknowledges that the U.S. Constitution prohibits it from adopting any policy or rule promoting or establishing a religion or any policy that unlawfully restricts any person's free exercise of the individual right to free exercise of religion enjoyed by all persons. Within the confines of this legal framework, the Board adopts the following policy to address the scope of these rights and the District's authority within its own facilities or during events. Decisions of the United States Supreme Court have made it clear that it is not the province of a public school to advance or inhibit religious beliefs or practices. Under the First and Fourteenth Amendments to the Constitution, this remains the inviolate province of the individual and the church of his/her choice. The rights of any minority, no matter how small, must be protected. No matter how well intended, either official or unofficial sponsorship of religiously oriented activities by the school are offensive to some and tend to supplant activities which should be the exclusive province of individual religious groups, churches, private organizations, or the family.

As public employees, while on duty and acting within the scope of employment or pursuant to official duties, District staff members shall not use prayer, religious readings, or religious symbols as a devotional exercise or in an act of worship or celebration. Staff are expected to avoid circumstances where the staff member's expression of religious views could be reasonably construed as an endorsement or approval of the message by the school or District. Nothing in this policy or its application shall serve to prohibit or interfere with any staff member's free exercise of their religious views in circumstances not covered by this policy. The District shall not function as a disseminating agent for any person or outside agency for any religious or anti-religious document, book, or article. Distribution of such materials on District property by any party shall be in accordance with Policy 7510 - Use of School Facilities and AG 7510A - Use of District Facilities and Policy 9700 - Relations with Special Interest Groups.

Nothing in this policy prohibits teaching about various religions and religious practices in a manner consistent with any adopted District course curriculum. This instruction may include discussion of religious holidays and customs in a manner related to the curriculum that does not give the appearance of an endorsement of one religion over other religions or favoring either a system or religious beliefs or of other beliefs, such as atheism or agnosticism. Observance of religious holidays through devotional exercises or acts of worship is also prohibited.

Distribution of any outside organization's materials, including a request by any person wishing to facilitate dissemination of materials on District property, may make a request in accordance with Policy 7510 - Use of District Facilities and Policy 9700 - Relations with Non-School Affiliated Groups.

Students are not prohibited by this ~~The Board acknowledges that it is prohibited from adopting any policy or any guideline promulgated pursuant to this policy, from engaging in rule respecting or promoting an establishment of religion or prohibiting any person from~~ the free, individual, and voluntary exercise or expression of the individual's/person's religious beliefs. However, such exercise or expression may be limited to lunch periods or other non-instructional time periods when individuals are free to associate, or on an individual basis in a manner that does not disrupt the educational process.

~~Observance of religious holidays through devotional exercises or acts of worship is also prohibited. Acknowledgement of, explanation of, and teaching about religious holidays of various religions is encouraged.~~ Celebration activities involving nonreligious decorations and use of secular works are permitted, but it is the responsibility of all faculty members to ensure that such activities are strictly voluntary, do not place an atmosphere of social compulsion or ostracism on ~~minority~~ groups or individuals, and do not interfere with the regular school program.

The Board shall not include religious invocations, benedictions, or formal prayer at any school-sponsored event.

~~PATRIOTIC ACTIVITIES AND OBSERVANCES~~ ~~The United States Flag and Pledge of Allegiance~~

The flag of the United States shall be raised above each public school building operated by the District at all times during school hours, weather permitting. This flag shall measure at least ~~four (4)~~ 4 feet ~~two (2)~~ 2 inches by ~~eight (8)~~ 8 feet. A United States flag shall also be displayed in every classroom or other instructional site in which students recite the Pledge of Allegiance.

All students in attendance at school will be provided an opportunity to recite the Pledge each day that school is in session. However, no student shall be compelled to recite the Pledge of Allegiance. No student shall be penalized for failure to participate in the Pledge and the professional staff shall protect any such students from bullying as a result of their not participating in the Pledge.

The building principal or administrator shall be responsible for determining the appropriate time and manner for reciting the Pledge, with due regard to the need to protect the rights and the privacy of a nonparticipating student.

[X] The District may offer students and staff a Moment of Silence to commemorate a significant event that has a significant impact on the community. The decision to offer a moment of silence shall be the building principal's and/or the Superintendent's decision. No moment of silence shall be described by school officials with reference to religious symbolism or activity. **[END OF OPTION]**

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~~Cross-Reference po8805~~

M.C.L. 2.91, 380.1347, 380.1347a, 380.1565
20 U.S.C. 4071 et seq.

29 C.F.R. 1910.1030
Gregoire vs. Centennial School District 907 F2d 1366, (3rd Circuit, 1990)
Lee vs. Weisman, 112 S. Ct 2649, 120 L. Ed. 2d 467 (1992)

~~Kennedy v. Bremerton School District~~ ~~Kennedy v. Bremerton School District, 597 U.S. 507~~

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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,



Jennifer Miller
Board Secretary

Recorded by: Betty Jabnke

Saline Area Schools Compensation Committee

Minutes

July 9, 2024, 5 pm

Attendees: McVey, Steben, Gerbe

1. Called to Order at 5 p.m.
2. There was no Public Comment
3. Revision/Approval of Agenda

Moved: Steben; Seconded: Gerbe Approved 3-0

4. Action Item(s)

- A. Moved Gerbe (Seconded Steben) to recommend to the full Board of Education an adjustment to the annual salary increase in Superintendent Laatsch's contract from 2.0% to 3.0% effective July 1, 2024. Approved 3-0**
- B. Moved Stebe (Seconded Gerbe) to recommend to the full Board of Education the following language be inserted as an addendum into Superintendent Laatsch's contract as recommended by Thrun Legal Services to comply with changes to MCL 380.1249b amended:**

Evaluation Appeal Process. Within fifteen (15) calendar days after Board action on the Superintendent's evaluation rating, the Superintendent may appeal an evaluation rating of "Needing Support." The written appeal must be delivered to the Board President and must identify the specific reason(s) for the appeal as well as the remedy sought. No later than fifteen (15) calendar days after the Board President's receipt of the appeal, a meeting shall be scheduled for the Board to review the Superintendent's appeal. As permitted by the Open Meetings Act, the appeal review may be conducted in closed session at the Superintendent's request. The Board's decision is final and is not subject to arbitration.

Approved 3-0

5. There was no second Public Comment.
6. Adjournment at 5:22 pm.



Month End Board Report

Fiscal Year to Date 05/31/24

Other Code	Amended Budget	Actual	Encumbrances	% Act/Bud	Bud-Act	Prior Year Total	Prior to Current Dif.	Function * Code
Fund 11 - General Fund								
Account Type Revenue								
Function * 0000 - Revenue	75,502,693.00	56,913,458.97	.00	75	18,589,234.03	58,890,649.06	(1,977,190.09)	Function * 0000 - Revenue
Account Type Revenue Totals	\$75,502,693.00	\$56,913,458.97	\$0.00	75 %	\$18,589,234.03	\$58,890,649.06	(\$1,977,190.09)	
Account Type Expense								
Function * 1111 - Elem	13,734,621.00	10,286,841.59	6,624.11	75	3,447,779.41	10,254,805.38	32,036.21	Function * 1111 - Elem
Function * 1112 - Mid School	6,923,877.00	5,187,673.16	6,560.00	75	1,736,203.84	5,083,188.89	104,484.27	Function * 1112 - Mid School
Function * 1113 - High School	10,474,810.00	8,009,995.46	4,372.00	76	2,464,814.54	7,768,845.92	241,149.54	Function * 1113 - High School
Function * 1118 - Pre-K	87,586.00	73,587.04	.00	84	13,998.96	80,514.43	(6,927.39)	Function * 1118 - Pre-K
Function * 1119 - Summer School	201,016.00	181,349.23	.00	90	19,666.77	220,832.18	(39,482.95)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	9,522,340.00	7,646,037.95	1,968.79	80	1,876,302.05	6,656,341.42	989,696.53	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,634,900.00	1,478,896.38	9,996.00	90	156,003.62	1,332,145.84	146,750.54	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,391,464.00	1,111,775.45	.00	80	279,688.55	992,842.36	118,933.09	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	155,000.00	117,711.00	32,132.53	76	37,289.00	54,055.04	63,655.96	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,044,576.00	808,829.22	.00	77	235,746.78	952,419.52	(143,590.30)	Function * 1212 - Guidance
Function * 1213 - Health Services	1,093,293.00	834,808.57	123,242.15	76	258,484.43	1,081,325.24	(246,516.67)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	1,037,083.00	774,969.46	.00	75	262,113.54	393,900.23	381,069.23	Function * 1214 - Psychologist, School
Function * 1215 - Speech	2,096,766.00	1,556,107.92	.00	74	540,658.08	1,425,317.70	130,790.22	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,328,597.00	983,919.93	.00	74	344,677.07	1,155,865.95	(171,946.02)	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,301,298.00	1,721,725.17	.00	75	579,572.83	1,811,985.60	(90,260.43)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	12,000.00	5,992.47	5,121.89	50	6,007.53	4,655.37	1,337.10	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,445,106.00	1,054,923.70	11,569.50	73	390,182.30	1,042,691.83	12,231.87	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	641,648.00	490,254.40	.00	76	151,393.60	463,485.33	26,769.07	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	553,947.00	471,536.82	.00	85	82,410.18	476,286.71	(4,749.89)	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	621,951.00	487,385.09	7.06	78	134,565.91	477,119.84	10,265.25	Function * 1226 - Supervision
Function * 1231 - Board of Ed	220,516.00	194,858.61	5,500.00	88	25,657.39	148,448.23	46,410.38	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	531,708.00	451,587.04	2,321.42	85	80,120.96	442,803.64	8,783.40	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,664,049.00	3,107,463.89	584.15	85	556,585.11	3,100,198.89	7,265.00	Function * 1241 - Principal
Function * 1249 - Other School Admin	486,914.00	26,019.41	.00	5	460,894.59	22,175.45	3,843.96	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	764,788.00	655,322.75	1,608.34	86	109,465.25	576,194.60	79,128.15	Function * 1252 - Finance Office
Function * 1257 - District Office	218,643.00	181,658.27	2,742.79	83	36,984.73	181,506.56	151.71	Function * 1257 - District Office
Function * 1259 - Other Business Services	83,378.00	74,726.83	.00	90	8,651.17	69,447.49	5,279.34	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,439,082.00	5,404,463.19	42,814.59	84	1,034,618.81	5,313,474.50	90,988.69	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	442,662.00	252,528.05	176,191.00	57	190,133.95	428,941.89	(176,413.84)	Function * 1266 - Security Services
Function * 1271 - Transportation	2,457,881.00	2,035,838.01	81,516.35	83	422,042.99	1,677,609.01	358,229.00	Function * 1271 - Transportation
Function * 1282 - Communication Services	212,795.00	178,608.85	.00	84	34,186.15	171,945.91	6,662.94	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	932,936.00	795,605.71	848.11	85	137,330.29	720,679.53	74,926.18	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	988,923.00	886,783.51	15,786.87	90	102,139.49	851,933.71	34,849.80	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,500,391.00	1,354,900.79	10,287.87	90	145,490.21	1,292,786.49	62,114.30	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	23,332.00	.00	.00	0	23,332.00	19,385.29	(19,385.29)	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	14,113.00	12,620.18	.00	89	1,492.82	16,946.69	(4,326.51)	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	30,597.00	30,596.00	.00	100	1.00	23,602.00	6,994.00	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	24,709.00	24,709.00	.00	100	.00	20,000.00	4,709.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type Expense Totals	\$75,339,296.00	\$58,952,610.10	\$541,795.52	78 %	\$16,386,685.90	\$56,806,704.66	\$2,145,905.44	
Fund 11 - General Fund Totals	\$163,397.00	(\$2,039,151.13)	(\$541,795.52)	-1,248 %	\$2,202,548.13	\$2,083,944.40	(\$4,123,095.53)	
Revenue Totals	\$75,502,693.00	\$56,913,458.97	\$0.00	75 %	\$18,589,234.03	\$58,890,649.06	(\$1,977,190.09)	
Expense Totals	\$75,339,296.00	\$58,952,610.10	\$541,795.52	78 %	\$16,386,685.90	\$56,806,704.66	\$2,145,905.44	
Grand Totals	\$163,397.00	(\$2,039,151.13)	(\$541,795.52)	-1,248 %	\$2,202,548.13	\$2,083,944.40	(\$4,123,095.53)	

**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>
Anthony Colarossi	Transportation	Bus Driver	Separation	Resignation	15.Jul.24
Darron Vanbuskirk	SWWC	Culinary Tech	Separation	Resignation	06.Jun.24
Ellen Hicks	Special Education	Psychologist	Separation	Resignation	02.Aug.24
Emileen Palazzolo	Middle School	6th Grade Teacher	1 Year LOA	1 Year LOA	21.Aug.24
Gregory Gibb	Building & Grounds	Custodian	Separation	Resignation	12.Jul.24
Kennedy Willett	High School	ELA Teacher	Separation	Resignation	05.Aug.24
Kylene Smither	Liberty	Paraeducator	Separation	Resignation	26.Jul.24
Laura Sanderson	Heritage	Paraeducator	Separation	Resignation	05.Aug.24
Lisa Nickels	Heritage	Paraeducator	Separation	Resignation	29.Jul.24
Nicole Foster	Harvest	Art Teacher	Separation	Resignation	22.Jul.24
Nichole Hughes	Pleasant Ridge	RBT	Separation	Resignation	08.Aug.24
Tonisha Vernon	Middle School	Paraeducator	Separation	Resignation	08.Jul.24

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Aiden Yelsma	High School	Custodian	New Hire	1	08.Jul.24
Ashley Nicholson	Middle School	Paraeducator	New Hire	1	21.Aug.24
Bryan Cheever	Transportation	Bus Driver	New Hire	1	21.Aug.24
Carmen Woods	Heritage	Teacher	New Hire	1	21.Aug.24
Caitlyn Conrado	Pleasant Ridge	Paraeducator	New Hire	1	21.Aug.24
Christine Huckabone	Middle School	Office Assistant	COA	2	21.Aug.24
Christopher Patton	Middle School	Dean of Students	New Hire	1	21.Aug.24
Emily Real	Middle School	Social Studies Teacher	New Hire	1	21.Aug.24
Jason Murphy	High School	Counselor	New Hire	MA15	21.Aug.24
Jean Swisher	Harvest	Literacy Tutor	New Hire	1	21.Aug.24
Jordan Holscher	Technology	Instructional Tech Specialist	New Hire	6	12.Jul.24
Katie Selenko	Heritage	Teacher	New Hire	BA2	21.Aug.24
Leslie Rollins	SWWC	Finance Teacher	New Hire	MA12	21.Aug.24
Randal Butts	SWWC	Welding Teacher	COA	BA6	21.Aug.24
Randall Kmiec	Transportation	Bus Driver	New Hire	1	21.Aug.24

TENURE

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>
Abby Mayo	High School	ELA Teacher
Barry Burnette	Heritage	Resource Room/Teacher Consultant
Brianna Huber	Woodland Meadows	1st Grade Teacher
Chelsea Cicero	Middle School	6th Grade Teacher
Cote Witt	Middle School	Art Teacher
Erin Gregoire	Heritage	4th Grade Teacher
Gina Panzica	SWWC	Family & Consumer Science
Katherine Wallevand	Pleasant Ridge	Kindergarten Teacher
Laura Sawyer	Middle School	6th Grade Teacher
Megan Stevens	Woodland Meadows	2nd Grade Teacher
Michael Sherman	Harvest	Innovation Lab

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



RANDAL BUTTS

[REDACTED]

[REDACTED]

[REDACTED]

OBJECTIVE

Advance my skill set to a new level and environment. Provide for myself and my family.

BASIC SKILLS

Angle grinder
Hand tools
Drill press
Band saw

General Skills

Team leader.
Work well with others.
Strive on being on time.
Willing to learn new things.
Hard working.
Not afraid to try something new.

PROFILE

Currently have 4 years of welding experience at Washtenaw Community College welding program. 11 years experience at Ventower Industries. 1 year experience welding instructor at Washtenaw Community College. 3 years experience business owner.

EDUCATION

Associate in applied science in welding. April 2012
Washtenaw Community College Ann Arbor MI.

Advance Certificate in welding mechanics. April 2012
Washtenaw Community College Ann Arbor MI.

Courses include

Blueprint reading
Layout theory for welders
Advanced MIG welding
Advanced oxy acetylene welding
Advanced arc welding
Tig welding
Shape cutting

EXPERIENCE

GMAW, FCAW-G, FCAW-S, SMAW, GTAW, SAW, OFC, PAC, CAG

Instructor courses

Submerged arc welding, Flux core arc welding, Thermal Cutting, gouging, and weld repair, Welding safety and OSHA regulations.

Basic certificates



JASON MURPHY

Summary

Ambitious School Counselor focused on supporting students in accomplishing personal and academic success. Gifted in counseling, student advocacy and preventive education to meet the goals and objectives of the counseling program. Delicate in handling issues involving mental health, self-care and team building.

Skills

- Career and College
- Advising Conflict Mediation
- Academic Planning
- Crisis/Suicide
- Intervention
- Administrative Support
- Team Building

Experience

Middle School Counselor | Ann Arbor Public Schools - ANN ARBOR, MI | 08/2020 - Current

- **Forsythe Middle School Counselor:** Monitor academic progress, mental health and sociability through ongoing individual assessments as part of a comprehensive guidance curriculum for grades 6-8.
- Promote parent and teacher partnerships and communications to support educational goals.
- **Peer 2 Peer Supervisor:** Manage a student lead mental health campaign to destigmatize depression.

High School Counselor | Chelsea Public Schools - CHELSEA, MI | 08/2013 - 08/2020

- **Counseling Department Head:** Work collectively with education professionals to deliver in-school counseling support for identified students and deliver a school wide comprehensive guidance curriculum. #WHYYOUMATTER and Peer 2 Peer Supervisor: Created and maintain a student led mental health campaign.
- AP Coordinator 6yrs, School Improvement Team 6yrs, Innovation Team 4yrs, Link Crew Supervisor 4yrs
- **Varsity Women's Soccer Coach:** Optimized performance of both JV and Varsity women's soccer teams. 5yrs

Co-Founder | #WHYYOUMATTER - CHELSEA, MI | 08/2016 - Current

- Co-founder of The Why You Matter Project, which promotes Social-Emotional Learning (SEL) and self-care.
- Project has been implemented in over 100 schools nationwide. www.whyyoumatter.org

High School Counselor | Northville Public Schools - NORTHVILLE, MI | 08/2006 -

- 06/2013 Counseled students in career planning, job placement, and academic goals.
- Worked collectively with education professionals to deliver in-school counseling support for identified students. AP Coordinator 7yrs, Art Club Supervisor 5yrs, IB Middle Years Training 1yr, Oakland Technical Liaison 5yrs

Education and Training

Miami University | Oxford, OH | 06/2000

Associate of Science: Marketing

Eastern Michigan University | Ypsilanti, MI | 12/2005

Master of Arts: School Counseling

Emily Real

Profile of Skills

- Strong written and verbal professional communication skills developed through working with colleagues, parents/families, patrons, students and volunteer experience.
- Able to effectively integrate technology in the classroom to focus on student-centered learning, and using technology to provide assessment as and for learning opportunities.
- Experiences with different technology and applications such as Outlook, Excel, Word, and Powerpoint, Powerschool, and Google Classroom.

Education

University of Windsor

Class of 2023

Windsor, Ontario

Degree: Bachelor of Education

Division: Grades 6-12 (Junior and Intermediate/Senior)

Teachable Subjects: History, Social Studies

Queen's University

Class of 2020

Kingston, Ontario

Degree: Bachelor of Arts (Honors)

Major & Minor: Political Science and History

Queen's University Dean's List 2019 and 2020

Michigan State License - 2024

- Certified in Social Studies (RX) 6-12 (March 2024)

Employment Experience

Long Term Substitute Teacher, Saline Middle School

April-June 2024

- Further developed classroom management skills working with students from 6th to 8th grade in Physical Education.
- Ensured students practiced safe play and implemented inclusive activities and sports. Created a welcoming environment that encouraged movement for students.
- Successfully provided academic support for a small group of students 3 times a week.

Track and Field J.V. Girls Sprints Coach, Saline High School

March-May 2024

- Led and planned daily practices to oversee and assist athletes in successfully competing in track meets.

Long Term Substitute Teacher, Saline Middle School

November-February 2023/2024

- Effectively taught 8th grade students English and American History. Applied teacher's lessons and created new lessons to accommodate student needs and personal teaching style.
- Successfully developed classroom management skills.

Registration, Sault Area Hospital Clinic

January - August 2021

- Responsible for registering patients and assisted in a vaccine clinic in downtown Sault Ste. Marie.
- Supported a range of vulnerable members of the community to provide vaccine information and services while adhering to all provincial health guidelines.

Social Services District of Sault Ste. Marie Summer Day Camp Program Leader

May-August 2019

- Responsible for operating and planning day to day activities for a free day camp program, including serving breakfasts, off site field-trips, and on-site activities for children ages 6-13.
- Planned and coordinated activities with coworkers and worked hands-on with children to supervise and implement fun daily activities.

Volunteer and Leadership Experience

University of Windsor GOALS Fitness Program (September 2022-March 2023) — Volunteered to help plan and implement a free girl-focused fitness program Friday evenings in Windsor Public School through the federally funded, non-profit LAWS program.

Queen's Good Times Diner (September 2017-March 2020) — Volunteer and Community Outreach Executive for student-run, school-sanctioned club that served dinners to individuals experiencing homelessness within the Kingston community. Consistently volunteered throughout the school years, marketed the service, and planned promotional events for up to 10 hours a week.

Leslie L. Rollins

OBJECTIVE

To obtain a position utilizing my strengths, abilities, and experience.

PROFESSIONAL PREPARATION

Eastern Michigan University, Ypsilanti, MI
Master of Arts, Educational Leadership, June 2009

Eastern Michigan University, Ypsilanti, MI
Bachelor of Business Education, December 1999, Major: Business Services and Technology

Davenport College, Lansing, MI
Associate of Science, June 1993, Major: Business Administration-Accounting

EDUCATIONAL CERTIFICATIONS

Professional Teaching Certificate, Expiration Date: 6/30/2026
Business Education (GX) 6-12; CTE Business Services and Technology (BST) 6-12

School Administrator Certificate Renewal, Expiration Date: 6/30/2024
Elementary and Secondary Admin K-12 (ES)

EMPLOYMENT EXPERIENCE

**CTE Business Education Teacher, Advisor, Trainer, Substitute Principal, Admin. Intern
*Manchester High School, Manchester MI, June 2007 - present***

- Promoting and communicating the business program to the students and community
- Conducting teacher training
- Substitute for principal when needed
- Recruiting students for business classes and DECA
- Co-Op / Work Based Learning Coordinator
- Overseeing the operations of the school store
- Teaching Marketing, Accounting, Personal Finance, Basic Business Technology, Advanced Business Technology, Business Law and Ethics, Business Communication, Video Production, and Web Page Design
- Facilitating professional learning groups
- Advisor to the Mentor program, Student Council, Classes of 2014, 2016, 2018
- Organizing the Washington DC trip
- Completed administrative internship with building principal and athletic director
- Participated in Love and Logic training
- Participated in Celebrity Server Night
- Member of the leadership and design team

Business Education Teacher

Willow Run Community Schools, Ypsilanti, MI June 2000 - April 2007

UAW Ford Skills Enhancement Program

- Recruited participants for educational programs
- Promoted educational opportunities and activities to target market
- Prepared and managed yearly and monthly budgets and financial reports

- Negotiated contracts
- Adhered to procedural guidelines set by UAW Ford National Programs Center
- Wrote articles for local publications
- Created career interest/research workshops
- Developed curriculum for classes and workshops
- Coordinated college counseling days with area colleges and universities
- Maintained student data records
- Trained work teams
- Organized training opportunities for staff
- Prepared for and taught a variety of classes
- Maintained the library
- Coordinated efforts with local committees
- Worked one on one with students to evaluate education and career goals
- Created scholarship workshops for high school students
- Created and distributed monthly newsletters

Instructor

Washtenaw Community College, Ann Arbor, MI, June 2000 – May 2007 and Fall 2019

- Taught classes in Microsoft Word, Excel, PowerPoint, Access, and Publisher
- Maintained student information
- Prepared grade reports

Substitute Teacher; Student Teacher

Milan High School, Milan, MI, February 1999 - December 1999

- Taught classes from lesson plans left by teachers
- Maintained positive learning environment
- Taught Accounting, Business Technology, and Ford Academy of Manufacturing Sciences

ORGANIZATIONS and COMMUNITY PARTNERSHIPS

- *National Business Education Association*
- *Michigan Business Education Association*
- *Michigan Marketing Educators*
- *Manchester Education Association, President*
- *Michigan Education Association Region 3*
- *Washtenaw County Education Association, Treasurer*
- *UAW Ford Adopt-A-Child Christmas Program and Veteran's Committee Volunteer*
- *UAW Ford FSLC Program Development Committee*
- *Family Involvement Committee, Bright Horizons Child Development Center*
- *Parents as Teachers Program Fundraiser Volunteer*
- *American Diabetes Association*

PROFESSIONAL and PERSONAL QUALITIES

- | | | |
|--------------------------|------------------------|--------------------|
| ▪ Exceptional Work Ethic | ▪ Self-Motivated | ▪ Success Oriented |
| ▪ High Energy | ▪ Positive Attitude | ▪ Dependable |
| ▪ Flexible | ▪ Organized | ▪ Efficient |
| ▪ Leadership Skills | ▪ Communication Skills | ▪ Enthusiastic |

Kathryn (Katie) Selenko

Objective

To obtain a position where I can share my passion for education by working with children and using my abilities in organization, communication, and collaboration to create an inclusive classroom.

Education

Hope College, Holland, MI

Graduation: Spring 2023

Bachelor of Arts – Language Arts Group (K-8)

Michigan Standard Teaching Certificate with endorsements to teach Elementary K-5 all subjects (K-8 All Subjects Self Contained Classroom) and Language Arts (BX), grades K-8*

Cumulative GPA - 3.88 / 4.00

Honors - Dean's List 8/8 Semesters, Magna Cum Laude

Classroom Experience

Elementary School Teacher- 5th grade

Fall 2023

Pattengill Elementary School; Ann Arbor, MI

- Planned and executed differentiated small math/reading groups
- Worked one on one with a monolingual Portuguese student/adapted curriculum to fit her needs along with other English Language Learners
- Created and developed an inclusive IB curriculum that launched in January
- Led and coached an after school Girls on the Run program

Student Teacher- 4th grade

Spring 2023

Jefferson Elementary School; Holland, MI

- Planned and executed different lessons within a classroom of 28 students
- Worked one on one with a monolingual Spanish student/adapted curriculum to fit her needs
- Attended and helped with Jefferson Reading Night

Teacher Assistant - 4th grade

Fall 2022

Eagle Crest Charter Academy; Holland, MI

- Planned and implemented two lessons within the classroom
- Spent 50 hours within the classroom
- Developed and worked with students during ELA and Math time

Teacher Assistant - 8th grade ELA

Spring 2021

Jenison Middle School; Virtual

- Planned ELA lessons according to students' strengths, needs, and following curriculum standards
- Evaluated by mentor teacher and had bi-weekly reflective meetings to talk about my strengths and weaknesses

- Experienced lesson planning, working in small groups, and teaching online

Teacher Assistant - 2nd grade ELA

Fall 2020

Holland Public Schools; Virtual

- Guided students one-on-one as well as in small groups via Google Meet to ensure that tasks were being completed to further progress in skills
- Observed and practiced running record assessments with students
- Created online activities for students to work on pronunciation and letter soundings

Teacher Assistant - 3rd, 4th, and 5th grade resource room

Spring 2020

Pine Creek Elementary; Holland, MI

- Worked one on one with a student with a hearing and cognitive impairment practicing reading skills and doing recycling
- Facilitated a small group of students with learning disabilities striving to improve reading level
- Strengthened my abilities to work with students with various disabilities and learned how to accommodate to their different needs within a classroom setting

Teacher Assistant - Young 5s

Fall 2019

Great Lakes Elementary; Holland, MI

- Participated and assisted students during different classroom station activities and gym time
- Gained experience with working with younger students and assisted with the development of their reading abilities

Work Experience

Junior Adventure Camp Supervisor

Summer 2023

Holland Parks & Recreation; Holland MI

- Planned and coordinated field trips and activities for 38 campers
- Led team meetings for staff members and campers
- Communicated with parents and other staff members

ExploreHope Summer Camp Staff Worker

Spring 2021–August 2022

Hope College; Holland, MI

- Prepared lessons and activities for students of all ages (K-2, 3-5, 6-8)
- Developed some strategies for classroom management and leadership
- Enhanced my ability to help successfully lead a classroom in several lessons and activities across all grade levels

Carmen Woods



Summary: Creative, passionate, and dedicated community volunteer with 11+ years of experience and familiarity with Saline Area Schools, Clubs and Organizations. Highly committed with a strong work ethic, seeking a position within your community.

Skills

Creative ideas, detail oriented, multitasks, organized, identifies issues and finds solutions and assesses situations. Outgoing and strong people skills.

Familiarity with Microsoft Office and Google Drive.

Knowledgeable with Quicken software, P&L sheets, and small business accounting.

Work Experience

Substitute Teacher, grades 4th – 12th, Saline Area Schools

March 2021- June 2023

Long-term substitute, 5th grade, Saline Area Schools

February 2022- June 2023

Long-term substitute, 4th grade, Saline Area Schools

January 2023 – April 2023

- Classroom Management
- Lesson Planning
- Teach and Instruct Students
- Student Development

Volunteer Experience

Religious Education teacher

Sep 2013-Present

St. Andrew The Apostle Church – Saline MI

- Instruct and teach children
- Conduct activities as needed

PTO/PTA President, Treasurer, Vice President

Sep 2013-Present

Saline High School, Saline Middle School, Heritage, Pleasant Ridge

- Plan and coordinate events
- Recruit, interview and supervise volunteers
- Provides support to administration, staff and students
- Presided and ran meetings
- Speak at school functions and open houses
- Conduct the organizations in accordance with its By-Laws
- Meet with Principal monthly to discuss problems/current events
- Managed and maintained a budget

Education

Western Governors University, Salt Lake City, Utah

Bachelor of Arts in Elementary Education, August 2022 – present

Washtenaw Community College, Ann Arbor MI

Associate of Arts in Baking and Pastry, May 2018