

Board of Education Meeting

Liberty School Board Room

April 8, 2025, 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, Darcy Berwick, Brad Gerbe, Lauren Gold, Michael McVey and Jason Tizedes

Board Members Absent: Jennifer Steben

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

2. PLEDGE OF ALLEGIANCE

3. SUPERINTENDENT'S RECOGNITION

Saline High School Bands
Director, Nate Lampman

Recognition of the 24/25 Band Season as well as the outstanding contributions made by Director Nate Lampman to Saline Area Schools over the last 28 years. He will be retiring at the end of this school year. Nearly 3000 students have been part of the Saline HS band program during his tenure and in addition he has been recognized as one of the favorite and most inspirational teachers each year at the Saline Compass / Highest Honors night.

4. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Susan Estep, Parent - spoke regarding board versus district policy processes specifically related to policy 2264.

Amy Tesolin, Parent - spoke to express gratitude to the board for supporting students during uncertain times.

Cory Belote, Parent - spoke to express gratitude for the inspiration that her son received from Mr. Lampman, which led to him pursuing music at EMU.

5. RESPONSE TO PREVIOUS PUBLIC COMMENT

AGENDA

6. REVISIONS/APPROVAL OF AGENDA

MOTION made by Secretary Berwick, support Treasurer Gerbe **to approve the agenda as revised.** Revision to pull policy 5500 from the consent agenda for further discussion as requested by President McVey.

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

7. STUDENT SHOWCASE DECA

Presenters: Ava Stripp and Kiren Sankaran / Advisors: Cherie Mailloux & Amanda Warren

Mission of DECA is to prepare emerging leaders and entrepreneurs in marketing, finance, hospitality, and management. DECA is a competitive business organization providing real-life experiences. In addition to students participating in competitions and conferences, it also builds connections. The Saline HS chapter has 56 members. The level of competitions are district, state and international. Most students compete in role play events where they receive a hypothetical business situation and must develop a marketing plan and solution.

Community events include sock and food drives for Saline Social Services, assisting at the Craft Shows, and hosting a cornhole tournament to support students attending state competitions.

8. ACTION ITEMS

- A. MOTION** made by Trustee Austin, support Treasurer Gerbe **to approve the purchase of (1) 2026 F-750 Gas Reg Cab from Brondes Ford Inc. at a cost of \$72,227.50, and a 10'x96" Stainless Steel Dump Box from Cobra Truck & Fabrication at a cost of \$47,426.66 for a total of \$119,654.16 as submitted by Rex Clary, Executive Director of Operations.**

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

- B. MOTION** made by Trustee Gold, support Secretary Berwick **to approve the furniture purchases for the Saline High School STEAM Addition as recommended and provided by Kingscott Associates totalling \$291,000.23 as submitted by Rex Clary, Executive Director of Operations.**

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

Individual vendor payments will go to the following:

VS America - \$30,730.80
NBS Commercial Interiors - \$29,653.46
Dew-El - \$4,458.67
ISCG - \$83,543.53
KI - \$126,142.06
(and a 6% Contingency of \$16,471.71)

- C. MOTION** made by Trustee Austin, support Secretary Berwick **to approve the purchase of MS Auditorium & Music Storage Equipment in the amount of \$103,306.80 (includes a 5% contingency fee) from Wegner Corporation as submitted by Rex Clary, Executive Director of Operations. This will be purchased through the OMNIA Purchasing Cooperative.**

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

- D. MOTION** made by Trustee Gold, support Treasurer Gerbe **to approve the recommendation as submitted by Lecole Planners to award the Saline High School Roof Integration Solar Roof Mount Solar Array Installation bid to YellowLite, Inc. in the amount of \$1,152,461.82**

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

- E. MOTION** made by Treasurer Gerbe, support Secretary Berwick **to approve the recommendation from Clark Construction Company in conjunction with Kingscott Associates that Saline Area Schools enter into Contracts with the recommended Trade Contractors as listed in Bid Pack #4 for the Saline Middle School Interior Renovations Project. Payments will be made as follows:**

Clark Construction - \$7,199,854 for subcontractors & Contingencies
Clark Construction - \$164,812 for Field
Kingscott Associates - \$526,700 for Construction Design & Reimbursables
Kingscott Associates - \$34,340 for FF&E Design

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

- F. MOTION** made by Secretary Berwick, support Trustee Tizedes **to approve the textbooks and associated ebook digital licences for Kindergarten, 1st and 2nd grades from**

University of Florida Literacy Institute as submitted by Kara Davis, Executive Director of Teaching & Learning.

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

- G. MOTION** made by Trustee Austin, support Trustee Tizedes **to approve the Closed Session Minutes of March 11, 2025 for the following purposes: (1) For a school board to consider security planning to address existing threats or prevent potential threats to the safety of the students and staff under Section 8(k), (2) Superintendent Evaluation under Section 8(a), and (3) Discuss matters under Attorney/Client Privilege that are exempt from disclosure pursuant to state and federal law under Section 8(h).**

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

9. SCHEDULED REPORT

A. Michigan Integrated Continuous Improvement Process (MICIP)

Presenter: Teaching & Learning Team

This mid year report complements the more detailed report given in the fall. The report reflects the work done to support student success across the district and highlights goals, action steps, and related outcomes. Huge appreciation to teachers, para-professional, literacy tutors, EL tutors, building administrators and the teaching and learning team.

The district follows the MICIP process for continuous improvement. The aim is to create a cohesive and consistent system of improvement by reviewing data, evaluating how well goals are being accomplished, adjusting for the upcoming year based on the data, and monitoring action steps.

Curriculum reviews that were initiated this year include: K-2 Phonics, 3-5 Phonics, Secondary ELA, Social Studies and Early Childhood which specific content professional development embedded into the review process for leaders and teachers. Communication occurs through meetings cross-district to ensure teacher involvement in decisions.

MTSS celebrations and progress were also highlighted which include the posting of an early childhood supervision position, teachers reviewing multiple sources of data to understand student needs, growth is being seen in grade K-8 since the fall, and seeing the highest post-pandemic percentage of students performing at or above grade level.

The district has secured around \$2M in grant funds to support district goals. These funds compensate teachers for curriculum work and also provide resources in classrooms and the purchase of curriculum materials. The key grants are 23g (MI Kids Back on Track), 35j (Targeted Literacy) and 31aa which focuses on safety, security and mental health.

10. DISCUSSION ITEMS

A. Finance Committee Update

Chair, Brad Gerbe

The finance committee met prior to the board meeting. They discussed Michigan Class as a potential avenue for revenue generation. Michigan Class is a short-term investment available to government entities. Returns are generally around 4%. The district currently uses Michigan Liquid Asset Fund Plus to optimize bond fund investments. Discussion around the importance of Credit Rating for securing favorable borrowing terms during bond sales. The district is closely monitoring the 25/26 budgeting process, including the per-pupil funding. The committee will continue to gain more clarity on budget details.

B. Policy Committee Update

Chair, Lauren Gold

The policy committee met on March 18th. They discussed recent Neola updates to policies, several of which they recommended appear on the consent agenda for approval at this meeting. This includes:

Policy 8321 Criminal Justice Information Security (revised) focusing on security information and requirements set by the Michigan State Police

Policy 3120.08 Employment of Personnel for Co-Curricular/Extra-Curricular Activities (revised) updating requirements for CPR certification and knowledge of AED procedures

Policy 5330 Use of Medications (revised) updated to include definitions, processes for storage, and administration of medication

Policy 5330.02 Opioid Antagonists (revised) updated to include the reference of Narcan

Policy 5340 Student Accidents (revised) to include the development of a cardiac response plan

Policy 8320 Personnel Files (revised) update to reflect recent changes to the Public Employment Relations Act.

Policy Updates 5540 - Interrogation of Students (1st reading)

This policy will be added back to the policy committee agenda for discussion at their April 22nd meeting. Administration is requesting a review with regards to interactions with Child Protective Services (CPS) in schools. The aim is to align the policy with actual procedures being followed when CPS teams visit schools to interview students. The policy addresses situations involving suspected abuse or neglect and also considers instances when law enforcement visit the school.

Policy Updates 5517.02 - Transgender and Nonbinary Students (1st reading) Removal of the Title IX statement and addition of the Elliott-Larsen Civil Rights Act (ELCRA) to the references at the end of the policy.

11. ADMINISTRATION / BOARD UPDATES

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Superintendent Laatsch: Acknowledgement of a successful groundbreaking event that was held at the Middle School on March 20th. This is the start of the Saline MS updates including the Saline Senior Center and the Liberty Recreation Complex. Work has begun. Thank you to the leadership of the CORE Team, teaching staff and administrators. Attended several STEAM competitions; congratulations to all the teams. The MS Science Olympiad team achieved numerous top finishes. Recognition Night & award ceremony is May 5th. The CQC is addressing transitional housing needs in the community, tackling the issue of homelessness.

Student Representative Kate Sonnenday: Thank you to the music groups for performing and DECA for coming this evening.

Trustee Austin: Acknowledgement to Nate Lampman for his positive impact on so many lives. Also an acknowledgement to other educators and staff who appear on the HR report, including Superintendent Laatsch.

Treasurer Gerbe: Thank you to the musicians and DECA students who came this evening. Very grateful for the individuals who contribute to the positive environment through music. Mr. Lampman is leaving a significant legacy in the music programs. Thank you to other retirees who have dedicated their lives to students and families in our district. Acknowledgement of Autism Awareness month. Also good luck to students during state testing week.

Secretary Berwick: Acknowledgement of the upcoming approval of Round II CARES grant funding on April 22nd. Appreciate the daily observation of positive interactions between general education students and students with autism and how actions and initiatives promote inclusivity in the daily life of students. Also an acknowledgement of Autism Awareness month.

Trustee Gold: Also echoing sentiments regarding the appreciation for Mr. Lampman and the musicians tonight. Thank you for always providing continuity and safe spaces for students. Recognition of spring sports and athletes, and all the upcoming music programs. Acknowledgement of Autism Awareness month, and also acknowledging support to families.

Trustee Tizedes: Acknowledgement of Autism Awareness month and several other appreciation days in April, including Para-Professionals Day, School Librarian Appreciation Day, National Assistant Principals Week, Public School Volunteer Week, and School Bus Driver Appreciation Day on April 22nd.

President McVey: (Statement as read) "As you are aware, the SEA and the district have been in salary negotiations for nearly a year. Significant progress has been made, and the negotiating team, on behalf of the Board of Education, continues to work collaboratively on the salary schedule.

I just want to quickly shout out to Carol Baaki Diglio, Miranda Owsley, Kara Davis, Rex Clary, Theresa Stager, Principal at the high school, Megan Degrand, principal at Heritage, and Emily Sickler, principal at Harvest who are on the negotiating team.

On February 26th this year, many teachers attended the Board of Education meeting to show their support as the SEA president made a statement on their behalf. The presentation led to some articles in

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The Saline Post and *The Sun-Times*. The negotiating teams then entered into mediation on March 10th. Mediation was held again on March 18th with very little movement and a third meeting is scheduled for next week April 14th. I'm not sure how many more meetings they have scheduled. The Board of Education would like to share the district's most current offer as of February 4th, 2025 with you now.

The original collective bargaining agreement basically accepted the lanes and steps granted for eligible employees and for those of you who aren't a teacher and aren't familiar with these terms let me mention a step is that each year that happens in which you stay with the district you move up a step until a certain point. Lanes are a change in salary; basically, if you've earned a master's degree or a doctoral degree. This is what we refer to as lane changes.

Every step indicates a 4% increase in salary on the schedule and those steps are in effect this year whether or not the contract is renegotiated. We have already agreed to that increase.

In the most recent offer, there is, during this year, a \$600 off-schedule payment to all certified staff active as of the end of February. What that means is \$600 with no strings attached during this 25-26 year.

The district has also offered to eliminate Step One from the salary schedule, and we will be discussing this in the next slide. This means that you will start as a new teacher at step two. They've also included an additional Step 16 to the salary schedule which reflects a 2% increase. At the end of September, there will be a 3% increase on the salary schedule. As of September 1st, a 4% step increase in lanes for all eligible employees.

Next year they've offered a 2% increase on a salary schedule and a 4% step increase and lanes for eligible employees. Longevity pay remains the same as the previous contract.

The bottom line is that the district is adding \$5.4 million to salaries – a 13% increase for certified staff on the steps and a 7% increase for certified staff on a step increase over two years.

All of the slides in this presentation will be available on our district website in the next day or two.”

12. CONSENT AGENDA

MOTION made by Secretary Berwick, support Trustee Austin move to **authorize the Consent Agenda as printed:**

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

- A. **Approval** of the Regular Board of Education Meeting Minutes of March 11, 2025
- B. **Approval** of the Finance Committee Meeting Minutes of March 11, 2025
- C. **Approval** of the Policy Committee Meeting Minutes of March 11, 2025
- D. **Approval** of the Policy Committee Meeting Minutes of March 18, 2025
- E. **Approval of Payment** of the General Fund Accounts Payable of April 8, 2025, in the amount of \$5,243,913.04

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- F. **Approval of Payment** of the Bond Fund Series III Accounts Payable of April 8, 2025 in the amount of \$14,161.74
- G. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of April 8, 2025, in the amount of \$1,573,338.32
- H. **Receive and File** Human Resources Report
- I. **Approval** of Neola Updates to the following policies:
 - Policy 3120.08 Employment of Personnel for Co-Curricular/Extra-Curricular Activities
 - Policy 5530.02 Opioid Antagonist
 - Policy 5340 Student Accidents
 - ~~Policy 5500 Student Conduct – Place back on Policy~~ (pulled from the consent agenda)
 - Policy 8321 Criminal Justice Information Security
 - Policy 5330 Use of Medications
 - Policy 8320 Personnel Files

CLOSING

13. ITEMS SCHEDULED ON THE NEXT AGENDA

Annual Update Report from Community Ed in addition to approval of Round II CARES Grants
Superintendent Recognitions - Washtenaw United Girls Hockey Team

14. PUBLIC COMMENT

STUDENTS - None

OTHER PUBLIC STAKEHOLDERS

Susan Estep, Parent - Spoke regarding Policy 5540 and the corresponding Administrative Guidelines and Policy 5517.02

15. NEXT MEETING

The next Board of Education Meeting will be held on April 22, 2025, at 6:30 PM.

16. CLOSED SESSION

MOTION made by Trustee Austin, support Secretary Berwick to enter Closed Session of the Board of Education at 9:07 pm, with intent to re-enter Open Session at approximately 10 pm, for the purpose to:

Discuss matters under Attorney/Client Privilege that are exempt from disclosure pursuant to state and federal law under Section 8(h).

Under Sections 8(h) a 2/3 roll call vote is required.

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Austin - Aye
Berwick - Aye
Gerbe - Aye
Gold - Aye
McVey - Aye
Steben - Absent
Tizedes - Aye

MOTION CARRIED 6-0

MOTION made by Trustee Tizedes, support Secretary Berwick **to reenter open session at 9:53 pm**

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

17. ADJOURNMENT

MOTION ... made by Trustee Tizedes, support Treasurer Gerbe **to adjourn the Regular Board of Education Meeting of April 8, 2025, at 9:53 PM.**

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

Respectfully submitted,



Darcy Berwick
Board Secretary

Recorded by: Betty Jahnke