

Board Meeting Packet

October 28, 2025



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**Please note: If you find a document is missing, please contact
Betty Jabnke, Executive Assistant to the Superintendent at jabnkeb@salineschools.org.*

Board of Education Meeting

Liberty School Board Room

October 28, 2025, 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 comments.

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. STUDENT SHOWCASE

Connecting Program

Presenters: *Kennedy Kirk, Abby Schroeder, Alex Hatlem, Olivette Ernest, Charlotte Warren, Aly Broekhuizen, Maren Robinson, Sofia Vespremi (Advisor Sophia O'Connor)*

7. ADMINISTRATION AND BOARD COMMITTEE UPDATES

Superintendent (Kowalski)
Student Representative (Hayes)
Citizens for a Quality Community (McVey/Hanson)
Chamber of Commerce (Austin)
Foundation for Saline Area Schools (Steben)
Board Associations (McVey)
Sex Education Advisory Board (Gold)
DEI Advisory Committee (McVey/Gold)
Wellness (Berwick)
City of Saline (McVey/Steben)
CARES (Berwick)
Miscellaneous

8. ACTION ITEMS

- A. Recommended motion ...** to approve policy 7740.01 Video Surveillance and Electronic Monitoring as submitted by the Policy Committee.
- B. Recommended motion ...** to approve the reappointments of current trustees Stephanie Gray and Lori Byron to the Saline District Library Board for a 2 year term beginning December 1, 2025 as submitted by Dr. Kowalski, Superintendent.

9. SCHEDULED REPORT

- A. Superintendent's Transition Plan Update**
Presenter: Superintendent Kowalski

10. DISCUSSION ITEMS

- A. Board Policy Committee Update**
Facilitator: Lauren Gold, Chair

11. **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 Regular Board of Education Meeting Minutes of October 14, 2025
- B. **Approval** of the Board Finance Committee Meeting Minutes of October 14, 2025
- C. **Approval** of the Board of Education Retreat Minutes of October 16, 2025
- D. **Approval of Payment** of the General Fund Accounts Payable of October 28, 2025, in the amount of \$5,018,913.74
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of October 28, 2025, in the amount of \$1,088,628.28
- F. **Approval of Payment** of 2025 Bond Fund Series II Accounts Payable of October 28, 2025, in the amount of \$3,621,955.23
- G. **Receive and File** Finance and Human Resources Reports

CLOSING

12. **ITEMS SCHEDULED ON NEXT AGENDA**

13. **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

14. **NEXT MEETING**

The next Board of Education Meeting will be held on November 11, 2025 at 6:30 pm.

15. **ADJOURNMENT**

RECOMMENDED MOTION ... to adjourn the Regular Board of Education Meeting of October 28, 2025 at ____ PM.

Policy Review Memorandum

To: Board of Education

From: Board Policy Committee

Date: October 28, 2025

Subject: Board Policy 7440.01 Video Surveillance and Electronic Monitoring

This policy is being brought forward to the Board of Education for additional discussion (2nd reading) and potential approval through the Action Item portion of the agenda.

These policies:

X	Reflects current state of the law and should be adopted
	Is recommended but not required
	Not currently a SAS Board Policy
	Reflects changes as requested by District Administration.

Key Ideas

This Neola update should be adopted to reflect the most updated terminology and best practices. This policy authorizes and regulates the use of electronic surveillance and video monitoring within a school district to protect property, students, staff, and visitors, and deter criminal activity. Key provisions address the purpose, location, restricted areas, limitations on audio recording, and requirements for notice to the community. This update was reviewed in consultation with District IT/Security personnel.

Recommendation

To approve this policy as submitted by the Policy Committee.



Book	Policy Manual
Section	7000 Property Templates
Title	VIDEO SURVEILLANCE AND ELECTRONIC MONITORING
Code	po7440.01
Status	
Adopted	May 22, 2018

7440.01 - VIDEO SURVEILLANCE AND ELECTRONIC MONITORING

~~[] () In order to promote student and staff safety, and deter unauthorized access and destructive acts (e.g., theft and vandalism),~~ **[END OF OPTION] (X)** In order to protect Board property, promote security and protect the health, welfare and safety of students, staff and visitors, **[END OF OPTION]** the Board of Education authorizes the use of video surveillance and electronic monitoring equipment on school property, and in school buildings and school buses. Information obtained through video surveillance/electronic monitoring may be used to identify intruders and persons breaking the law, Board policy, or the Student Code of Conduct (i.e., it may be used as evidence in disciplinary actions and criminal proceedings).

OR

~~[] The Board of Education authorizes the use of video surveillance and electronic monitoring equipment at various school sites throughout the District and on school buses. The video surveillance/electronic monitoring equipment shall be used to protect Board property and assets from theft and vandalism, through deterrence and video documentation. The system is not designed nor intended to protect individuals from being victims of violent or property crimes, nor to detect other potentially illegal and undesirable activities that may occur, although information may be used as evidence in such cases.~~

~~[] The monitoring of actions and behavior of individuals who come onto school property is a significant factor in maintaining order and discipline and protecting students, staff, visitors, and school and student property. Video surveillance/electronic monitoring systems serve to complement other means being employed in the District to promote and foster a safe and secure teaching and learning environment for students and staff. The Board recognizes that the use of a video surveillance/electronic monitoring system does not replace the need for the ongoing vigilance of the school staff assigned by the building principal to monitor and supervise the school building. Rather, the video surveillance/electronic monitoring system serves as an appropriate and useful tool with which to augment or support the in-person supervision provided by staff. The building principal is responsible for verifying that due diligence is observed in maintaining general campus security.~~

The Superintendent is responsible for approving where and when to install and operate fixed-location video surveillance/electronic monitoring equipment in the District. The building principals and administrators responsible for other facilities shall be responsible for recommending use of video surveillance/electronic monitoring. The determination of where and when to use video surveillance/electronic monitoring equipment will be made in a nondiscriminatory manner. Video surveillance/electronic monitoring equipment may be placed in common areas in school buildings (e.g., school hallways, entryways, the front office where students, employees and visitors are permitted to freely come and go, gymnasiums, cafeterias, libraries), the school parking lots and other outside areas, and in school buses. Except in extraordinary circumstances and with the written authorization of the Superintendent or Board President, video surveillance/electronic monitoring equipment shall not be used in areas where persons have a reasonable expectation of privacy (e.g., restrooms, locker rooms, changing areas). The Superintendent shall carefully consider and consult with District legal counsel before authorizing placement in, private offices (unless there is express consent given by the office occupant), or conference/meeting rooms, or in individual classrooms during instructional times. **(X)** Security staff and administrators are

authorized to carry and use portable video cameras when responding to incidents. ~~() The Board authorizes security personnel to use body-worn video cameras while on duty, but prohibits them from being operated while the individual is routinely patrolling restrooms and locker rooms, unless the staff member is responding to a specific incident.~~

Any person who takes action to block, move, or alter the location and/or viewing angle of a video camera shall be subject to disciplinary action.

Legible and visible signs shall be placed at the main entrance to buildings and in the areas where video surveillance/electronic monitoring equipment is in use. Signs shall be reasonably designed to notify people that their actions/behavior are being monitored/recorded. Additionally, the Superintendent is directed to annually notify parents and students via school newsletters and the Student Handbook, and staff via the Staff Handbook, of the use of video surveillance/electronic monitoring systems in their schools.

Any information obtained from video surveillance/electronic monitoring systems may only be used to support the orderly operation of the School District's schools and facilities, and for law enforcement purposes, and not for any other purposes. As such, recordings obtained through the use of video surveillance/electronic monitoring equipment may be used as evidence in any disciplinary proceedings, administrative proceeding or criminal proceeding, subject to Board policy and regulations. Further, such recordings may become a part of a student's education record or staff member's personnel file.

[SELECT OPTION #1 OR OPTION #2]

OPTION #1

~~[] Video recordings will be totally without sound.~~

OPTION #2

☒ Ordinarily video surveillance/electronic monitoring equipment will not be used to make an audio recording of conversation occurring on school grounds or property.

[END OF OPTIONS]

The Board will not use video surveillance/electronic monitoring equipment to obtain information for the purpose of routine staff appraisal/evaluation or monitoring. However, prerecorded lessons or observations of on-line virtual learning sessions may be included as part of an employee's evaluation in accordance with a collective bargaining agreement or Memorandum of Understanding approved by the Board.

Recordings of students will be treated as confidential, to the extent allowed by law. Copies of video recordings containing personally identifiable information about students shall not be released except as required or authorized by law. Parents or guardians of minor students, and students who are eighteen (18) years of age or older, who are charged with disciplinary violations may view relevant portions of any video recording related to the charge, upon written request to the building principal, provided that viewing the recording does not violate State and/or Federal law (i.e., the privacy rights of any other students whose images appear on the recording). Likewise, school personnel may view relevant portions of any video relating to any disciplinary charge against them, upon written request to the building principal, provided that viewing the recording does not violate State and/or Federal law (i.e., the privacy rights of any students whose images appear on the recording). Absent a clear legal obligation, confidential recordings will only be released through subpoena or court order.

The Board shall maintain video surveillance/electronic monitoring recordings for a limited period. Any request to view a recording under this policy must be made within 30 **[seven (7) to thirty (30)]** days of the event/incident. Unless an investigation is being conducted, recordings shall be destroyed after 30 **[seven (7) to thirty (30)]** days. If, however, action is taken by the Board/administration, as a result of a formal complaint or incident, recordings shall be kept for a minimum of one (1) year from the date of the action taken. ~~() Recordings may also be kept beyond the normal retention period if they are going to be utilized for training purposes.~~

This policy does not address or cover instances where school officials record a specific event (e.g., a play, music performance, athletic contest, graduation, or Board meeting), or an isolated instance where a classroom is videotaped for educational or research purposes. Authorized videotaping for educational, instructional and/or research purposes is permitted and is not addressed by this policy.

The Superintendent is directed to develop administrative guidelines to address the use of video surveillance/electronic monitoring equipment in school buildings, school buses and on property owned and/or operated by the Board.

Video surveillance is to be implemented in accordance with this policy and the related guidelines. The Board will not accept or tolerate the improper use of video surveillance/electronic monitoring equipment and will take appropriate action in any cases of wrongful use of this policy.

~~1 () Annually, () Quarterly, () Monthly, (x) Periodically~~ **[insert interval]**, the Superintendent shall conduct a review to verify that this policy and its implementing guidelines are being adhered to, and report to the Board on the use of video surveillance/electronic monitoring equipment in the District.

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Legal

FERPA, 20 U.S.C. 1232g

34 C.F.R. 99.1-99.67

Title I of the Electronic Communication Privacy Act of 1986

18 U.S.C. 2510-2521

Saline Area Schools

Office of the Superintendent



MEMORANDUM

To: Board of Education

From: Rachel Kowalski, Ed.D.
Superintendent

Date: October 28, 2025

Subject: Recommendation for Reappointment - Saline District Library Board

I respectfully recommend that the Board of Education approve the reappointment of Ms. Stephanie Gray and Ms. Lori Byron to the Saline District Library Board for a two-year term commencing December 1, 2025, and concluding November 30, 2027.

Both Ms. Gray and Ms. Byron have submitted letters expressing their interest in continuing to serve on the Library Board. Their reappointments are strongly supported by Library Director Karrie Waarala, who has commended their contributions and ongoing commitment to the Saline District Library.

Ms. Gray and Ms. Byron currently serve on the Board, with their existing terms set to expire on November 30, 2025.

RK:bj

Lori Byron
8990 Fosdick Road
Saline, MI 48176
(734) 678-7831
lori@thebyrons.com

October 21, 2025

Saline Area Schools Board of Education
7265 North Ann Arbor Street
Saline, MI 48176

Subject: Request for Re-appointment to Saline District Library Board of Trustees

Dear Saline Area Schools Board of Education Trustees,

I am writing to respectfully request re-appointment to the **Saline District Library (SDL) Board of Trustees**. Having served in this role for the past four years, I have developed a deep commitment to the library's mission and a comprehensive understanding of the Board's responsibilities.

During my tenure on the SDL Board, I've served on several committees and in the role of Board president for the past two years.

I continue to value SDL's role in engaging and equipping people of all ages with information, resources, and community, and I would be honored to continue serving the library in its mission to advance intellectual curiosity and promote lifelong learning.

Thank you for considering my request for re-appointment. I look forward to the opportunity to continue my dedicated service to the Saline District Library and the Saline community.

Sincerely,

Lori Byron

October 22, 2025

Saline Area Schools
Board of Education
7265 North Ann Arbor Street
Saline, MI 48176

Subject: Request for Re-Appointment to Saline District Library Board of Trustees

Dear Saline Area Schools Board of Education Trustees:

I am writing to you today because I hope you will reappoint me to the Saline District Library (SDL) Board of Trustees. I have served in this role since 2019, including in the positions of President and Vice President, and I remain committed to this role in serving the patrons of SDL.

I strongly believe in SDL's mission and vision statement (a community empowered to discover, connect, and grow) and am proud to serve my community as a trustee.

Thank you for considering my request for reappointment. I'm excited about the opportunity to continue serving the Saline District Library and the Saline community.

Sincerely,

Stephanie Gray
436 Huntington Drive
Saline, MI 48176
773.505.1897
sshartelg@gmail.com



555 N. Maple Road, Saline, MI 48176 • 734-429-5450 • salinelibrary.org

October 21, 2025

Saline Area Schools Board of Education
7265 N. Ann Arbor Street
Saline, MI 48176

Dear Board of Education Trustees:

I am writing in support of the reappointment of two members of the Saline District Library Board of Trustees. Lori Byron and Stephanie Gray are requesting to be reappointed to the Library Board for two-year terms beginning December 1, 2025. They have both been valuable members of the Library Board, serving in officer positions and actively participating in standing committees.

Please let me know if you would like any further information, and thank you for your support of the Saline District Library.

Sincerely,

Karrie Waarala
Library Director

Board of Education Meeting

Liberty School Board Room

October 14, 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**

The Board of Education meeting was called to order at 6:31 pm by President Michael McVey.

Board Members Present: Tim Austin, Darcy Berwick, Lauren Gold, Nate Hanson, Michael McVey, Jennifer Steben and Jason Tizedes

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

2. **PLEDGE OF ALLEGIANCE**

3. **PUBLIC COMMENT** - None

4. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

5. **REVISIONS/APPROVAL OF AGENDA**

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

Revision: Switch Item 7 and 8 in the agenda.

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

6. STUDENT SHOWCASE

Miss Saline Scholarship Program

Presenters: *Madylin Marshall, Jillian Hayes, Sophie Zadvinskis, and Co-Director Kim Bryant*

The Miss Saline Pageant was founded in 1948, a tradition where young women in the community compete for a scholarship and provide service in the community for one year. The current Miss Saline, Madylin Marshall, is the 77th titleholder. First runner up was Sophie Zadvinskis and second runner up Jillian Hayes. Kim Bryant is the Co-Director. The core values of the program are community pride, service, empowerment of women and preservation of tradition.

Interested applicants apply between March and the end of May with transcripts, recommendation letters and essay responses. Miss Saline is chosen during Summerfest.

Some of the many events that Miss Saline participates in include: Stuff the Bus, Elementary Open Houses, Rec Center Events, Oktoberfest, Homecoming and Holiday parades, the Annual Scarecrow Competition and more community outreach events.

It's important to emphasize that the Miss Saline Program is a leadership and service program and not a beauty contest.

7. SCHEDULED REPORT

(moved to #7 per revised agenda motion)

A. CTE Millage Update

Presenter: Kara Stemmer, Director, South and West Washtenaw Consortium

The districts served under the upcoming CTE millage includes Dexter, Chelsea, Lincoln, Milan, Manchester and Saline. This presentation highlights the importance of the upcoming CTE millage on the November 4th ballot. 78% of students who graduated and took CTE classes report using the skills learned in those classes. It was also noted that many students pair AP classes with a CTE class to enhance both academic rigor and practical skills. CTE prepares students for both college bound and career bound futures.

Interest in CTE has risen over the past several years by 72% enrollment. With the successful passing of the millage, more students can be accepted into classes. The millage will also support new equipment, maintain existing programming and expand capacity for the growing demand in CTE.

There are currently 24 classes, 23 programs, and 900 students enrolled. There will be an Open House on October 21 from 5:30 - 7:00 where the public can tour SWWC labs and facilities, and listen to students present on their experiences. If the millage passes, all the funds generated will be allocated directly back to CTE.

8. ADMINISTRATION AND BOARD COMMITTEE UPDATES

(moved to #8 per revised agenda motion)

Superintendent (Kowalski): Reminder to families and staff that Fall Break is coming up October 17–20. It's a great time to celebrate the learning and growth already happening across our schools. Inquires about snow days. Students will play a role in our announcements this year. The *How We Communicate* series is launching soon to strengthen clarity and transparency for families about how and when they'll hear from us. The *Meet the*

*Board of Education Meeting Minutes
October 14, 2025*

Superintendent: Fall Edition events have been wonderful. Thank you to all who joined *Pizza and Priorities*—and providing invaluable insights. More opportunities ahead, including *Trunk or Treat* on October 22, *Tailgate with the Team* on October 24, and the *Special Education Listening Lab* on November 12.

Thank you to the Foundation for Saline Area Schools for hosting the FSAS Hall of Fame event and celebrating our outstanding alumni. Encourage everyone to attend the FSAS Fall Luncheon on October 22 and the SHS STEAM Center tour that follows. This will be held in the HS Auxiliary gym.

Student Representative (Hayes): Welcome to the AP Gov students who are in attendance. Fall sports are coming to a close. Encourage students to sign up for winter sports. Congratulations to the Salinian Yearbook staff which earned a Spartan Award for “All Things Considered”, one of only 6 national honors, showcasing it as a model for award winning HS yearbook. Events coming up include the Craft Show on November 8th, and the Connecting Program will present at the 10/28 Board Meeting.

Citizens for a Quality Community (McVey/Hanson): Next meeting on Thursday, October 16th.

Chamber of Commerce (Austin): Upcoming community events: “Ignite your Leadership” on Thursday, October 30th at the EHM Building. Also on November 11th “Building Business Relationships”, the 50th holiday parade at 5 pm on December 6th.

Foundation for Saline Area Schools (Steben): Attended the Saline Alumni Get together at Dan’s on Oct. 9th. Congratulations on a successful Hall of Fame event and congratulations to all the recipients. Other events include: FSAS fall fundraiser on Oct 22 at HS Aux Gym, Dec 6th Holiday Parade, and Feb 20th Spring Fundraiser at Webers featuring dueling pianos. There is \$100K of grant monies available.

Board Associations (McVey): WASB represents nine districts. Will be attending a deep dive into School Finance and also an AI session in March. Also serve on the MASB Government Relations committee. Listed to Jennifer Smith MASB News from the Capital on the finalized state budget.

Sex Education Advisory Board (Gold): Discussed the Be Safe program and implementation barriers. Reviewed rollout of the elementary and middle school curriculum.. Reviewed potential HS curriculum which will be presented to the board for review.

DEI Advisory Committee (McVey/Gold): No recent meeting. 11 new members to the DEIAC

Wellness (Berwick): no report

City of Saline (McVey/Steben): Waiting to meet with new City Manager, Dan Swallow.

CARES (Berwick): CARES meeting on October 15th to review Round 1 of grant submissions.

Miscellaneous: (Vice President Steben) Acknowledgement of the recent passing of 2023 SHS graduate Riley Behrman.

9. DISCUSSION ITEMS

A. Board Finance Committee Update

Facilitator: Tim Austin, Chair

The Finance Committee met before the board meeting. Per-Pupil Funding Discussion. The exact dollar amount is still uncertain. Initial projection of \$455 increase per pupil may be closed to \$200 per student after adjustments, still reflecting an increase.

B. Policy Committee: 1st Reading

Facilitator: Lauren Gold, Chair

Policy 7440.01 - Video Surveillance and Electronic Monitoring (Neola Update)
Move to 2nd reading (potential action item)

Reviewed Neola update to Policy 7440.01. Red and green markings indicate changes. Trustees can email the Policy Chair with any additional questions. Mostly updates to language regarding video monitoring and student privacy with an emphasis on balancing safety with privacy concerns. 2nd reading at the October 28, 2025 Board Meeting.

C. Thrun Policy Service Discussion

Facilitator: Michael McVey, President

The board is being asked to move the district's policy service from Neola to Thrun. There have been discussions and policy committee reviews about this over the past year. The last transition in policy service from MASB to Neola took place in 2017. Thrun is already the district counsel of record which offers benefit to using their policy service. A review of the timeline was discussed. It was also suggested that Board members could reach out to districts which have switched from Neola to Thrun for additional insights into the transition process. The board will evaluate which system best fits district needs.

Comparison costs will be compiled and documents relevant to the discussion making process will be sent to board members in preparation for the next meeting and further discussion.

10. CONSENT AGENDA

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

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

- A. **Approval** of the Regular Board of Education Meeting Minutes of September 30, 2025
- B. **Approval** of the Board Policy Committee Meeting Minutes of September 30, 2025
- C. **Approval of Payment** of the General Fund Accounts Payable of October 14, 2025, in the amount of \$4,614,703.70
- D. **Approval of Payment** of the 2021 Bond Fund Series III Accounts Payable of October 14, 2025 in the amount of \$2,564.18
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of October 14, 2025, in the amount of \$120,415.87
- F. **Approval of Payment** of 2025 Bond Fund Series II Accounts Payable of October 14, 2025, in the amount of \$77,902.48
- G. **Receive and File** Human Resources Reports

- H. Approve the updates to Policy 8330 - Student Records

CLOSING

11. **ITEMS SCHEDULED ON NEXT AGENDA**

Transition Plan from the Superintendent

12. **PUBLIC COMMENT** - None

13. **NEXT MEETING**

The next Board of Education Meeting will be held on October 16, 2025, at 5 PM for the purpose of a Board Retreat.

14. **CLOSED SESSION**

MOTION made by Secretary Berwick, support Treasurer Austin to enter Closed Session of the Board of Education at 8:10 pm, with the intent to re-enter Open Session at approximately 9:10 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.

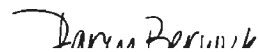
Ayes - All Present - **MOTION CARRIED 7-0**

15. **ADJOURNMENT**

MOTION made by Trustee Gold, support Trustee Hanson to adjourn the Regular Board of Education Meeting of October 14, 2025 at 9:13 PM.

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

Respectfully submitted,



Darcy Berwick
Board Secretary

Recorded by: Betty Jahnke

FINANCE COMMITTEE MEETING

Liberty School Board Room

October 14, 2025 at 5:00 PM

Tim Austin, Chair, Nate Hanson, Jason Tizedes
Superintendent Kowalski, Assistant Superintendent Owsley,
Recording Secretary Jahnke



MINUTES

1. **Call to Order**

Finance meeting was called to order at 5:02 pm by Chair, Tim Austin

2. **Public Comment - None**

3. **Discussion Items**

A. **Count Update** - Review of Headcount. Miranda clarified the definition of each type of programming and that not all equate to full FTEs. Explanation of how the #s were obtained. Last year to this year. Y5's & K are down 12. Discussion about trends including exit data. School of Choice discussion around the importance of making sure all children in one family get in. Also looked at when St Andrews opened and when Washtenaw Christian Academy gained momentum. Both these affecting potential enrollment numbers.

B. **State Budget Recap** - \$442/FTE student increase, but the net increase will be closer to \$199/student. School provided free meals was maintained. Mental Health & Safety has a little bit of an increase, but comes with some legal implications the school has to agree to. Will evaluate with Thurn guidance in mind. The budget also funds no-fee preschool for all 4 year olds through the GSRP program, which is also a slightly larger increase per pupil. School districts that participate in the MPSERS will take on a larger share of costs as a large revenue was cut. Most other grants that Saline got in FY25 remain, only a small grant was discontinued.

4. **Public Comment - None**

5. **Next Meeting: TBD**

6. **Adjournment**

Meeting was adjourned at 6:02 pm

Darcy Berwick
Board Secretary

Recorded by: Betty Jahnke

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	77,353,109.00	1,751,473.93	.00	2	75,601,635.07	2,110,137.35	(358,663.42)	Function * 0000 - Revenue
Account Type Revenue Totals	\$77,353,109.00	\$1,751,473.93	\$0.00	2%	\$75,601,635.07	\$2,110,137.35	(\$358,663.42)	
Account Type Expense								
Function * 1111 - Elem	14,407,443.00	556,518.16	18,085.05	4	13,850,924.84	580,601.30	(24,083.14)	Function * 1111 - Elem
Function * 1112 - Mid School	6,633,940.00	232,238.66	10,000.00	4	6,401,701.34	224,778.84	7,459.82	Function * 1112 - Mid School
Function * 1113 - High School	10,001,507.00	434,349.10	43,377.02	4	9,567,157.90	432,796.33	1,552.77	Function * 1113 - High School
Function * 1118 - Pre-K	90,713.00	6,872.52	1,200.00	8	83,840.48	836.76	6,035.76	Function * 1118 - Pre-K
Function * 1119 - Summer School	41,428.00	8,944.52	.00	22	32,483.48	18,994.09	(10,049.57)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	12,181,328.00	358,320.59	16,248.65	3	11,823,007.41	336,947.61	21,372.98	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	2,037,051.00	57,512.48	.00	3	1,979,538.52	88,928.95	(31,416.47)	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,535,619.00	34,858.78	.00	2	1,500,760.22	34,614.26	244.52	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	160,000.00	.00	.00	0	160,000.00	.00	.00	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,059,756.00	68,339.29	.00	6	991,416.71	67,497.70	841.59	Function * 1212 - Guidance
Function * 1213 - Health Services	1,502,156.00	100,302.19	48,258.25	7	1,401,853.81	59,065.14	41,237.05	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	1,602,260.00	37,407.40	.00	2	1,564,852.60	37,110.82	296.58	Function * 1214 - Psychologist, School
Function * 1215 - Speech & Audiology Services	2,057,945.00	56,891.78	.00	3	2,001,053.22	69,003.56	(12,111.78)	Function * 1215 - Speech & Audiology Services
Function * 1216 - Social Work Services	1,480,409.00	48,309.35	.00	3	1,432,099.65	45,552.68	2,756.67	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,005,771.00	54,162.63	.00	3	1,951,608.37	71,639.04	(17,476.41)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	13,000.00	.00	.00	0	13,000.00	.00	.00	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,908,684.00	383,536.76	62,291.95	20	1,525,147.24	405,539.25	(22,002.49)	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	635,919.00	32,398.47	.00	5	603,520.53	29,235.65	3,162.82	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	726,316.00	131,284.88	.00	18	595,031.12	104,056.42	27,228.46	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	975,465.00	130,238.90	484.12	13	845,226.10	140,614.28	(10,375.38)	Function * 1226 - Supervision
Function * 1231 - Board of Ed	278,942.00	25,134.10	75,000.00	9	253,807.90	47,813.97	(22,679.87)	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	545,220.00	96,374.10	5,460.03	18	448,845.90	95,554.91	819.19	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,644,256.00	454,430.80	21,640.56	12	3,189,825.20	494,025.28	(39,594.48)	Function * 1241 - Principal
Function * 1249 - Other School Admin	511,575.00	6,195.46	.00	1	505,379.54	7,589.54	(1,394.08)	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	752,263.00	140,812.05	.00	19	611,450.95	133,476.75	7,335.30	Function * 1252 - Finance Office
Function * 1257 - District Office	224,889.00	44,371.23	8,785.32	20	180,517.77	37,810.64	6,560.59	Function * 1257 - District Office
Function * 1259 - Other Business Services	91,430.00	88,837.00	.00	97	2,593.00	81,406.55	7,430.45	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	7,019,010.00	1,256,407.55	917,171.95	18	5,762,602.45	1,041,083.14	215,324.41	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	314,918.00	50,522.24	126,000.00	16	264,395.76	60,186.53	(9,664.29)	Function * 1266 - Security Services
Function * 1271 - Transportation	2,872,045.00	198,851.97	300,408.54	7	2,673,193.03	192,808.35	6,043.62	Function * 1271 - Transportation
Function * 1282 - Communication Services	223,552.00	63,807.12	.00	29	159,744.88	55,965.64	7,841.48	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	874,132.00	165,821.29	.00	19	708,310.71	187,341.18	(21,519.89)	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	836,513.00	171,708.02	81,694.47	21	664,804.98	233,944.81	(62,236.79)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,481,968.00	149,217.15	51,427.65	10	1,332,750.85	142,392.75	6,824.40	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	25,552.00	.00	.00	0	25,552.00	.00	.00	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	5,276.00	12,463.37	.00	236	(7,187.37)	9,042.59	3,420.78	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	24,654.00	.00	.00	0	24,654.00	.00	.00	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	38,836.00	18,836.00	.00	49	20,000.00	18,836.00	.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Function * 1456 - Building Improvement Services	.00	24,670.00	.00	+++	(24,670.00)	.00	24,670.00	Function * 1456 - Building Improvement Services
Account Type Expense Totals	\$80,821,741.00	\$5,700,945.91	\$1,787,533.56	7%	\$75,120,795.09	\$5,587,091.31	\$113,854.60	
Fund 11 - General Fund Totals	(\$3,468,632.00)	(\$3,949,471.98)	(\$1,787,533.56)	114%	\$480,839.98	(\$3,476,953.96)	(\$472,518.02)	
Revenue Totals	\$77,353,109.00	\$1,751,473.93	\$0.00	2%	\$75,601,635.07	\$2,110,137.35	(\$358,663.42)	
Expense Totals	\$80,821,741.00	\$5,700,945.91	\$1,787,533.56	7%	\$75,120,795.09	\$5,587,091.31	\$113,854.60	
Grand Totals	(\$3,468,632.00)	(\$3,949,471.98)	(\$1,787,533.56)	114%	\$480,839.98	(\$3,476,953.96)	(\$472,518.02)	



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>
Ty McGuire	Middle School	Paraeducator	Separation	Resignation	30.Oct.25
Jeremy McLeod	High School	Custodian	Separation	Resignation	03.Oct.25

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
Yvette Igiehon	High School	Office Assistant	New Hire	Step 1	14.Oct.25
Carla Harris	Transportation	Bus Driver	New Hire	Step 1	21.Oct.25
Rachel Miller-Reeve	Woodland Meadows	Paraeducator	New Hire	Step 1	22 Oct.25
Kaitlynn Tulett	Heritage	Paraeducator	New Hire	Step 1	21.Oct.25
Sonia Kevnick	Liberty	Interim Admin	New Hire	Unaffiliated	23.Oct.25
Barbara Rorrer	Pleasant Ridge	Paraeducator	New Hire	Step 1	29.Oct.25

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

SONIA KEVNICK

Certified K-12 Michigan School Administrator

PROFESSIONAL SUMMARY

Innovative and equity-driven school administrator with experience in educational leadership, youth development, program design, and student support systems. Proven track record of improving student engagement, academic outcomes, and school climate through data-informed strategies, MTSS frameworks, and community partnerships. I am committed to creating and fostering inclusive learning environments where students feel a sense of belonging and are empowered to achieve their goals.

CORE COMPETENCIES

- Equity-Focused Leadership | Strategic Planning | Policy Development
- MTSS Implementation | Data-Driven Program Design & Curriculum Alignment
- Staff Supervision | Budget & Resource Management

PROFESSIONAL EXPERIENCE

District Administrator - Principal of Leonidas Elementary, Thrive Academy & Director of Student Supports

Colon Community School District | Jan 2023 – Present

- Founded and grew Thrive Academy, a flexible learning high school for grades 9–12, by designing and implementing a student-centered model that increased enrollment and achieved a 100% graduation rate within two years of implementation at Colon Community School District.
- Achieved and sustained a 48.05% reduction in student behavioral incidents by implementing and maintaining a data-driven Multi-Tiered System of Supports (MTSS). Increased student sense of belonging by 71% within 8 months at the Jr/Sr High School.
- Created, implemented, and taught 6th through 12th-grade small group tiered intervention programs for academics, SEL, and leadership initiatives.
- Led the development and implementation of a new virtual learning/credit recovery program.
- Led student support services for over 200 middle and high school students using a tiered intervention model; launched districtwide Tier 1 SEL programming and facilitated 4th–5th grade female empowerment groups, resulting in reduced behavioral incidents and improved student sense of belonging.
- Served on the Instructional Leadership Team (ILT) and led two Professional Learning Communities (PLCs), facilitating data-driven collaboration and instructional improvement across content areas and grade levels 6-12.
- Oversaw all aspects of CTE/BACC programming, including scheduling, student support, and behavior management; partnered with program leadership across campuses to address student behavior concerns and celebrate outstanding student achievement; supported students in understanding the dual expectations of school and workforce environments through discipline-based skill-building focused on real-world, transferable competencies.

Family Program Manager

Prevention Works | Sept 2021 – Jan 2023

- Implemented and refined school-based initiatives with strong partner engagement within Kalamazoo, MI.
- Hired and trained part-time program staff; oversaw evidence-based curriculum use within KPS Schools and Community Foundations.
- Managed program timelines, evaluations, and continuous improvement processes for all programming.

Interim Home Supervisor & Recreation Coordinator

Wedgwood Christian Services | Mar 2021 – Sept 2021

- Supervised 10 Youth Treatment Specialists and led residential training programs.
- Managed daily resident care, recreational activities, and treatment implementation.

Youth Specialist

Kalamazoo County Juvenile Home | Oct 2018 - Jan 2022

- Developed and led SEL-based programming for justice-involved youth.
- Maintained safety protocols and behavioral documentation aligned with PREA.

OST Program Development Coach

Kalamazoo Youth Development Network | June 2019 – Nov 2019

- Supported leadership teams across 60 youth organizations.
- Delivered coaching on trauma-informed, SEL, and youth-driven spaces.
- Organized youth-led forums and supported culturally responsive practices.

EDUCATION & CERTIFICATIONS

Ph.D in K-12 Educational Leadership

Western Michigan University (expected graduation 2028)

Michigan Certified K-12 School Administrator

Master of Arts in Family Studies: Youth & Community Development

Western Michigan University

Bachelor of Science in Family Studies

Western Michigan University

- WMU Signature Program: Diversity & Inclusion

Associate Degree in Integrated Holistic Health & Wellness

ADDITIONAL EXPERIENCE

- **Graduate Teaching Assistant**, Western Michigan University
- **First-Year Co-Instructor**, Western Michigan University
- **Trainer and Presenter** in Out-of-School Time Sector, Youth Development, and Family Programming