

Board of Education Meeting

Liberty School Board Room

April 22, 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. **SUPERINTENDENT'S RECOGNITION**

Washtenaw United Girls Hockey Team

4. **PUBLIC COMMENT**

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

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

STUDENTS

OTHER PUBLIC STAKEHOLDERS

5. **RESPONSE TO PREVIOUS PUBLIC COMMENT**

AGENDA

6. **REVISIONS/APPROVAL OF AGENDA**

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

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

7. **ACTION ITEMS**

A. RECOMMENDED MOTION ... to follow the recommendation of Nova Environmental, Inc. in awarding the Bid #1 for the Abatement Contractor to Martin & Associates Environmental, LLC for the Summer 2025 project at Saline Middle School in the amount of \$225,679 as submitted by Rex Clary, Executive Director of Operations.

B. RECOMMENDED MOTION ... to accept the recommendation to purchase two (2) Model year 2026 IC 77 Passenger School Buses at a combined cost of \$310,840 from Midwest Transit as submitted by Rex Clary, Executive Director of Operations. This purchase will be through the MSBO Cooperative bus purchase program.

C. RECOMMENDED MOTION ... to approve the Closed Session Minutes of April 8, 2025 for the purpose to discuss confidential attorney-client communication pursuant to Section 8(h) of the Open Meetings Act.

D. RECOMMENDED MOTION ... to approve the Round II distribution of CARES Discretionary Funds in the amount of \$88,500 as recommended by the CARES Advisory Council and submitted by Brian Puffer, Director of Community Education. The breakdown is as follows:

Best Life Art Fairs & Festival (Dementia Friendly Saline): \$12,000
Liberty Club Transportation (Liberty Club): \$20,000
Liberty Theater Upgrade Project (Saline Community Education): \$20,000
Saline Park Improvements (City of Saline Parks Commission): \$8,000
Saline Rec Center Enhancements (Saline Parks and Recreation): \$8,500
SHS Wrestling Room Mats (SHS Wrestling): \$20,000

E. RECOMMENDED MOTION ... to approve the changes to Policy 5517.02 Transgender Policy as recommended by the Policy Committee

8. **SCHEDULED REPORT**

A. **Community Education Annual Update**

Presenter: Brian Puffer

9. **DISCUSSION ITEMS**

A. **Policy Committee Update**

Chair, Lauren Gold

10. **SUPERINTENDENT SEARCH: Interview Prep & Selection Process**

Facilitator: Jay Bennett, MASB, Assistant Director, Executive Search Services

RECOMMENDED MOTION ... to invite Candidates Numbers ____, ____, ____, ____, ____,
____, to interview for the Superintendent of Saline Area Schools.

11. **ADMINISTRATION / BOARD UPDATES**

12. **CONSENT AGENDA**

The Consent Agenda is listed in this agenda and will not be read aloud. The motion noted will allow for the authorization of all listed items, without discussion, unless a member of the Board requests that any one or all be considered individually.

RECOMMENDED MOTION . . . move to authorize the Consent Agenda as printed / amended:

- A. **Approval** of the Regular Board of Education Meeting Minutes of April 8, 2025
- B. **Approval** of the Finance Committee Meeting Minutes of April 8, 2025
- C. **Approval of Payment** of the General Fund Accounts Payable of April 22, 2025, in the amount of \$17,151,447.51
- D. **Approval of Payment** of the Bond Fund Series III Accounts Payable of April 22, 2025 in the amount of \$29,245.37
- E. **Approval of Payment** of 2023 Bond Fund Series I Accounts Payable of April 22, 2025, in the amount of \$1,159,851.37
- F. **Receive and File** Finance and Human Resources Report

CLOSING

13. **ITEMS SCHEDULED ON THE NEXT AGENDA**

14. **PUBLIC COMMENT**

A member of the public may address the Board briefly, for up to three minutes, or request to be scheduled on the agenda of a future meeting.

STUDENTS

OTHER PUBLIC STAKEHOLDERS

15. NEXT MEETING

The next Board of Education Meeting will be held on April 29, 2025, at 6 PM.

16. ADJOURNMENT

RECOMMENDED MOTION ... to adjourn the Regular Board of Education Meeting of April 22, 2025, at _____ PM.

NOVA
ENVIRONMENTAL, INC.
5300 PLYMOUTH ROAD
ANN ARBOR, MICHIGAN 48105
734-930-0995

April 16, 2025

Mr. Rex Clary
Executive Director of Operations
Saline Area Schools
7265 N. Ann Arbor St.
Saline, MI 48176

RE: Abatement Contractor Recommendation Letter

Dear Mr. Clary:

Pursuant to your request, Nova Environmental, Inc. is providing a recommendation regarding the selection of the Abatement Contractor for the Summer 2025 project at Saline Middle School, for Saline Area Schools.

BID NO. 1

School:	Saline Middle School
Contractor:	Martin & Associates Environmental, LLC
Bid #1:	\$225,679.00

This recommendation is based upon the following factors among others:

1. The Bid from the low bid Contractor contained an error and was deemed unacceptable and non-responsive.
2. The Bid from the recommended Contractor was the next low bid for the project.
3. Nova Environmental, Inc. has not worked with the recommended Contractor. However, the Contractor should be able to provide a safe and effective project within the time parameters of the specification. Saline Area Schools and Nova Environmental, Inc. had a meeting with representatives of Martin and Associates Environmental, LLC. The Owner expressed that his company is willing and able to perform the project.

For the above-noted reasons, along with others, Nova recommends the bid proposal from the above noted Contractor be accepted for the project at Saline Area Schools. This recommendation is conditioned upon proper submittals from the company in keeping with the requirements of the bid documents and the contract between the School District and the company being mutually agreed upon.

If you have any questions or if I can be of further service, please contact me.

Thank you,
NOVA ENVIRONMENTAL, INC.



Adam Amin
Environmental Consultant

SALINE AREA SCHOOLS

Abatement Bid Tabulation

April 9, 2025

BID NO. 1 Saline Middle School

CONTRACTOR	BID BOND	ADDENDUM NA	FAMILIAL STATEMENT FORM	SUSPENDED OR DEBARRED VENDOR FORM	IRAN SANCTION ACT CERTIFICATE FORM	BID NO: 1 SALINE MS
QUALITY ENVIRONMENTAL SERVICES	-	-	-	-	-	NO BID
ENVIRONMENTAL MAINTENANCE ENGINEERS	✓	-	✓	✓	✓	\$260,000.00
TRUST THERMAL ABATEMENT	✓	-	✓	✓	✓	\$244,000.00
GLOBAL GREEN SERVICE GROUP	-	-	-	-	-	NO BID
TOTAL ENVIRONMENTAL SERVICES	✓	-	✓	✓	✓	\$246,900.00
QUALIFIED ABATEMENT SERVICES	✓	-	✓	✓	✓	\$365,000.00
BDS ENVIRONMENTAL	✓	-	✓	✓	✓	\$124,350.00
MARTIN & ASSOCIATES ENVIRONMENTAL	✓	-	✓	✓	✓	\$225,679.00
S & M CONTRACTING, LLC	-	-	-	-	-	NO BID
ENVIRONMENTAL SPECIALTY SERVICES	-	-	-	-	-	NO BID

*Withdrawn
Bid.
See Attached
Letter.*

SALINE AREA SCHOOLS

Abatement Bid Tabulation – Unit Prices

April 9, 2025

CONTRACTOR	MOBILIZATION IN DISTRICT/OUT OF DISTRICT	ADD/DEDUCT PIPE & FITTING INS./FT/MASTIC/MASTIC AS NON-ACM/CARPET/CARPET AS NON-ACM/DOOR/DOOR FRAME (4' X 7')/DOOR FRAME 7' X 7')/BOARDS & GLUE PODS
QUALITY ENVIRONMENTAL SERVICES	-	-
ENVIRONMENTAL MAINTENANCE ENGINEERS	\$600	\$40.00/\$2.50/\$4.50/\$4.00/\$2.00/\$2.00/\$120.00/\$500.00/\$650.00/\$10.00
TRUST THERMAL ABATEMENT	\$800	\$30.00/\$3.00/\$3.00/\$3.00/\$1.00/\$1.00/\$200.00/\$500.00/\$800.00/\$10.00
GLOBAL GREEN SERVICE GROUP	-	-
TOTAL ENVIRONMENTAL SERVICES	\$800	\$30.00/\$2.50/\$3.50/\$2.50/\$2.00/\$1.00/\$200.00/\$350.00/\$450.00/\$10.00
QUALIFIED ABATEMENT SERVICES	\$1,500	\$45.00/\$3.00/\$3.50/\$3.00/\$1.50/\$1.00/\$150.00/\$650.00/\$800.00/\$10.00
BDS ENVIRONMENTAL	NOT IN BID	NOT IN BID
MARTIN & ASSOCIATES ENVIRONMENTAL	\$450	\$30.00/\$3.00/\$3.50/\$2.00/\$.95/\$.85/\$225.00/\$1,300.00/\$1,800.00/\$7.50
S & M CONTRACTING, LLC	-	-
ENVIRONMENTAL SPECIALTY SERVICES	-	-

SALINE AREA SCHOOLS

Abatement Bid Tabulation – T & M Prices

April 9, 2025

CONTRACTOR	T & M M - F	T & M SATURDAY	T & M SUNDAY & HOLIDAY
QUALITY ENVIRONMENTAL SERVICES	-	-	-
ENVIRONMENTAL MAINTENANCE ENGINEERS	\$85/HR	\$120/HR	\$200/HR
TRUST THERMAL ABATEMENT	\$100/HR	\$150/HR	\$200/HR
GLOBAL GREEN SERVICE GROUP	-	-	-
TOTAL ENVIRONMENTAL SERVICES	\$90/HR	\$110/HR	\$130/HR
QUALIFIED ABATEMENT SERVICES	\$95/HR	\$125/HR	\$150/HR
BDS ENVIRONMENTAL	NOT IN BID	NOT IN BID	NOT IN BID
MARTIN & ASSOCIATES ENVIRONMENTAL	\$89/HR	\$110/HR	\$120/HR
S & M CONTRACTING, LLC	-	-	-
ENVIRONMENTAL SPECIALTY SERVICES	-	-	-



www.bdsenvironmental.com

24422 Ryan Road
Warren, Michigan
48091

Tel: (586) 755-9030
Fax: (586) 755-9068

April 9, 2025

Adam Amin
Nova Environmental Inc.

RE: Saline Middle School Response-Post Bid

Dear Mr. Amin:

To my regret, BDS acknowledges that we made an error in submitting the asbestos abatement bid for Saline Middle School. The \$25,000.00 allowance was not included in the total price that was submitted to Saline Area Schools on 4/9/25. BDS Environmental has completed numerous projects for the district and was hoping to do so again this summer by bidding this project as aggressively as possible. Unfortunately, forgetting the \$25,000.00 allowance makes our submitted price too low to reasonably complete this project.

We apologize for any inconvenience this may cause all parties involved and humbly request to be removed from consideration for this project.

Best regards,

BDS ENVIRONMENTAL

A handwritten signature in blue ink, appearing to read 'J. Christie', is written over the printed name.

James Christie
Project Estimator





SALINE AREA SCHOOLS

REX CLARY

Director of Operations
Saline, Michigan 48176
734.401.4690
claryr@salineschools.org

To: Superintendent Dr. Steven Laatsch
Saline Area Schools Board of Education

From: Director of Operations Rex Clary

Date: 4-16-2025

RE: 2026 IC/CE Conventional School Bus Purchase

I would like to recommend the purchase of two (2) Model Year 2026 IC 77 Passenger School buses at a cost of \$310,840.00 from Midwest Transit using the MSBO Cooperative bus purchase program.

The purchase of the (2) school buses will keep Saline Area Schools on schedule and budget for the continued replacement of our school bus fleet. These buses are in stock and available for delivery later this spring or early summer 2025.

Update: Our (3) electric school buses approved last October of 2024 are currently scheduled for November 2025 at the earliest.

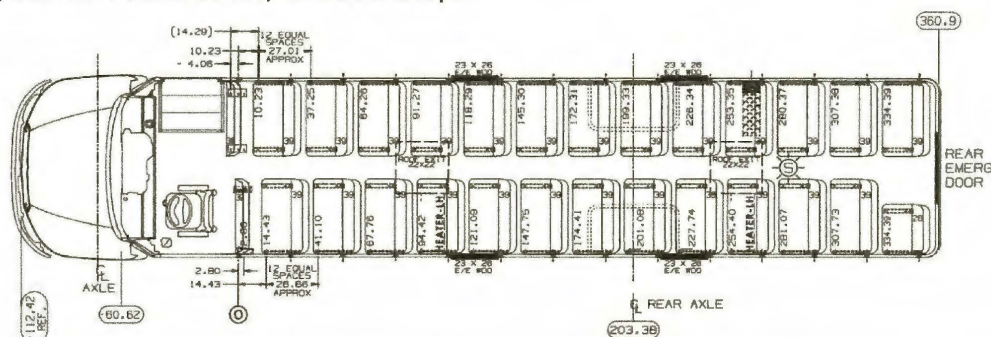
The IC bus has proven to be a reliable manufacturer and a leader in the school bus industry. Midwest Transit has been a reliable partner with warranty issues and the use of their mobile mechanics.

The 2026 model buses will include a new camera system provided and installed by REI & Motorola 2 way radio. It will allow improved visibility & picture quality with 1080p high definition cameras, we have added 2 exterior cameras to assist with **Stop Arm** prosecution.

Midwest Transit-	\$ 284,964.00
Extended Warranty	\$ 14,200.00
REI Camera	\$ 9,676.00
2nd Stop Arm (rear)	\$ 1,200.00
2-Way Radio	<u>\$ 800.00</u>

Total: \$310,840.00

Rex J. Clary
Director of Operations
Saline Area Schools



Michigan Bus Purchasing
Stock Product Pending Purchase Report - Spec #24125
Last Change: Apr 16, 2025 10:08 AM

**Buying
Organization**

Saline Area Schools
200 N Ann Arbor St
Saline MI 48176-1139

Notes

Product Category Conventional (2024-2025 Phase 2)

Product 77-Pass Air Brakes DSL 34'2" EXT Skirts

Quantity 2

Option

Option SKU

Buyer Comments

Midwest Transit

Product Base Price

\$142,482.00

Chassis Options

Body Options

Configured Price

\$142,482.00

Midwest Transit

Unit Price \$142,482.00

Total Price \$284,964.00

Grand Total \$284,964.00

MEMORANDUM

DATE: April 22, 2025

TO: Saline Area Schools Board of Education

FROM: Brian Puffer
Director, Saline Community Education

RE: Recommendations for CARES Discretionary Funds – round II 2024/25



Following is a list of grant proposals submitted and reviewed by the CARES Advisory Council for Round II of the discretionary grant cycle:

Project Name	Organization	Amount
Best Life Art Fairs & Festival	Dementia Friendly Saline	\$16,310.00
Liberty Club Transportation	Liberty Club	\$20,000.00
Liberty Theater Upgrade Project	Saline Community Education	\$20,000.00
Saline Park Improvements	City of Saline Parks Commission	\$13,666.88
Saline Rec Center Enhancements	Saline Parks and Recreation	\$11,411.03
SHS Wrestling Room Mats	SHS Wrestling	\$20,000.00
Total		\$103,077.91

The CARES Advisory Council request Board of Education approval for allocation of funds as follows:

Project Name	Organization	Amount
Best Life Art Fairs & Festival	Dementia Friendly Saline	\$12,000.00
Liberty Club Transportation	Liberty Club	\$20,000.00
Liberty Theater Upgrade Project	Saline Community Education	\$20,000.00
Saline Park Improvements	City of Saline Parks Commission	\$ 8,000.00
Saline Rec Center Enhancements	Saline Parks and Recreation	\$8,500.00
SHS Wrestling Room Mats	SHS Wrestling	\$20,000.00
Total		\$88,500.00

BP:sld



COVER SHEET

Date: 12/12/2024

Name of Organization: Dementia Friendly Saline

Address of Organization: 400 w russell st, Saline, MI 48176

Mailing Address (if different): _____

Contact Person #1: Jim Mangi Position in Organization: Chair

Phone: 703-395-3824 Fax: _____ Email: jim.dfsaline@gmail.com

Contact Person #2: Kelsey Keyes Position in Organization: Program Coordinator

Phone: 734-262-3986 Fax: _____ Email: kelsey.dfsaline@gmail.com

PROJECT INFORMATION

Approved Amount

Project Name:

Best Life Art Fairs & Festival

Purpose of Grant (one sentence):

Give Saline area residents living with dementia, and their caregivers, family and friends, fun afternoons of embarrassment-free entertainment, shopping, socializing and education, while simultaneously demonstrating to the general public that their friends and neighbors with dementia are entitled to be full participants in the vibrant life of the Saline community.

Number of People Served: 350

Amount Requested \$ 18,000.00 Total Project Cost \$ 34,000.00

Project Period Start Date: 1 April 2025 End Date: 10 Dec 2025

James I. Mangi

Signature of Applicant

Chair

Title

12/28/2024

Date



CARES Grant Application
7265 North Ann Arbor St, Saline, MI 48176

COVER SHEET

Date: 01/24/2025

Name of Organization: Liberty Club

Address of Organization: 7265 N Ann Arbor St. Saline, MI 48176

Mailing Address (if different): _____

Contact Person #1: Shannon Macy Position in Organization: Director

Phone: 734-748-0102 Fax: _____ Email: MacyS@salineschools.org

Contact Person #2: Colleen Studer Position in Organization: Lead PA/Comm Relations Coord.

Phone: 734-678-0331 Fax: _____ Email: Studerc@salineschools.org

PROJECT INFORMATION

Approved Amount

Project Name:

Liberty Club Transportation Project

Purpose of Grant (one sentence):

To purchase a second 15 passenger van to allow Liberty Club to expand its current program and facilitate additional community service and enrichment opportunities.

Number of People Served: 27

Amount Requested \$ 20,000.00 Total Project Cost \$ 56,000.00

Project Period Start Date: 2025 End Date: 2026

Shannon Macy
Signature of Applicant

Liberty Club Director
Title
01/24/2025
Date



CARES Grant Application
7265 North Ann Arbor St, Saline, MI 48176

COVER SHEET

Date: 01/24/2025

Name of Organization: Cultural Arts Department

Address of Organization: 7265 N Ann Arbor St. Saline, MI 48176

Mailing Address (if different): 1102 Lariat Loop apt. 103

Contact Person #1: Rebecca Groeb Position in Organization: Cultural Arts/ Theater Manager

Phone: 734-330-7327 Fax: _____ Email: groebr@salineschools.org

Contact Person #2: Shannon Macy Position in Organization: Liberty Club Director

Phone: 734-748-0102 Fax: _____ Email: Macys@salineschools.org

PROJECT INFORMATION

Approved Amount

Project Name:

Liberty Theater Upgrade Project

Purpose of Grant (one sentence):

To update and enhance the Liberty School Theater to better serve the community members who use it today as well as become a desirable space for new groups in the future.

Number of People Served: 1000

Amount Requested \$ 20,000.00

Total Project Cost \$ 91,000.00

Project Period Start Date: 2025

End Date: 2027

REBECCA LOUISE GROEB

Signature of Applicant

Cultural Arts Director/Theater Manager

Title

01/24/2025

Date



CARES Grant Application
7265 North Ann Arbor St, Saline, MI 48176

COVER SHEET

Date: 01/24/2025

Name of Organization: City of Saline Parks Commission

Address of Organization: 100 N Harris St Saline, Michigan 48176

Mailing Address (if different): _____

Contact Person #1: Jill Estrada Position in Organization: Commissioner

Phone: 248-396-9872 Fax: _____ Email: estradaaj15@gmail.com

Contact Person #2: Sunshine Lambert Position in Organization: Parks Director/ Staff Liaison

Phone: 734-429-3502 Fax: 734-429-5208 Email: slambert@cityofsaline.org

PROJECT INFORMATION

Approved Amount

Project Name:
Saline Park Improvements

Purpose of Grant (one sentence):
To provide funding for the purpose of adding amenities and much-needed structures to four of Saline's public parks.

Number of People Served: 9,000

Amount Requested \$ 13,666.88 Total Project Cost \$ 17,063.56

Project Period Start Date: April 2025 End Date: N/A

Jillian Estrada
Signature of Applicant

Parks Commissioner
Title
01/24/2025
Date



COVER SHEET

Date: 01/20/2025

Name of Organization: Saline Parks & Recreation

Address of Organization: 1866 Woodland Dr.

Mailing Address (if different): _____

Contact Person #1: Sunshine Lambert Position in Organization: Director

Phone: 734-429-3502 Fax: _____ Email: slambert@cityofsaline.org

Contact Person #2: Brian Sprau Position in Organization: Facility Maintenance

Phone: 734-429-3502 Fax: _____ Email: bsprau@cityofsaline.org

PROJECT INFORMATION

Approved Amount

Project Name:

Rec Center Enhancements for Inclusive Accessibility

Purpose of Grant (one sentence):

The purpose of this grant is to enhance accessibility and inclusivity at the Rec Center by making key facility upgrades. Specifically, the grant aims to:

1. Transform two restroom stalls into restroom-changing stalls by adding benches and grab bars, providing enhanced privacy and comfort in the locker rooms.
2. Install ADA-compliant automatic doors to improve access for individuals with mobility challenges.

Number of People Served: 100,000

Amount Requested \$ 11,411.03

Total Project Cost \$ 12,552.13

Project Period Start Date: Spring 2025

End Date: Spring 2025

Sunshine Lambert

Signature of Applicant

Director

Title

01/20/2025

Date



COVER SHEET

Date: 01/22/2025

Name of Organization: Saline High School Wrestling

Address of Organization: Saline High School (1300 Campus Parkway, Saline MI)

Mailing Address (if different): _____

Contact Person #1: Rocky Palazzolo Position in Organization: Head Varsity Wrestling Coach

Phone: 586-872-3835 Fax: _____ Email: palazzor@salineschools.org

Contact Person #2: _____ Position in Organization: _____

Phone: _____ Fax: _____ Email: _____

PROJECT INFORMATION

Approved Amount

Project Name:
New Saline High School Wrestling Room Mats

Purpose of Grant (one sentence):

Number of People Served: 300

Amount Requested \$ 20,000.00 Total Project Cost \$ 25,000.00

Project Period Start Date: ASAP End Date: ASAP

Rocky Palazzolo
Signature of Applicant

Coach/Teacher
Title
01/22/2025
Date



Book	Policy Manual
Section	5000 Students
Title	Copy of TRANSGENDER AND NONBINARY STUDENTS
Code	po5517.02
Status	
Adopted	October 12, 2021

5517.02 - **TRANSGENDER AND NONBINARY STUDENTS**

The purpose of this policy is to:

- A. Foster an educational environment for all students that is safe, welcoming, and free from stigma and discrimination, regardless of sex, sexual orientation, gender identity, or gender expression;
- B. Facilitate compliance with local, state and federal laws concerning bullying, harassment, privacy, and discrimination;
- C. Ensure that all students have the opportunity to express themselves and live authentically.

Saline Area Schools and the Board of Education recognizes that Lesbian, Gay, Bisexual, Transgender (LGBTQ+) students, nationally and in Michigan, are targeted with physical violence and experience a hostile school environment more frequently than their peers. Supportive environments that acknowledge and affirm a student's identity is a protective factor that improves health and educational outcomes.

~~Title IX Legal Statute~~

~~Title IX of the Education Amendments of 1972 ("Title IX") specifically prohibits discrimination on the basis of sex in federally funded education programs and activities. The United States Department of Education's Office of Civil Rights has issued guidance stating it will "enforce Title IX to prohibit discrimination based on sexual orientation and gender identity in education programs and activities that receive federal financial assistance from the Department."~~

Scope

This policy covers conduct that takes place in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles, during a student's commute to and from school, at bus stops, and all other situations in which the District and Board exercise substantial control over the context, including the behavior and the individuals. This policy also pertains to usage of electronic communication that occurs in the school, on school property, at school-sponsored functions and activities, on school buses or vehicles and at bus stops, and on school computers, networks, forums, and mailing lists, as well as any electronic communication that is directed at a student and that substantially interferes with the student's ability to participate in or benefit from the services, activities, or privileges provided by the school. This policy applies to the entire school community, including educators, school and District staff, Board Trustees, students, parents or guardians, and volunteers.

Bullying, Harassment, and Discrimination

Discrimination, bullying, and harassment on the basis of sex, sexual orientation, or gender identity or expression is prohibited within the District. It is the responsibility of each school and all staff to ensure that all students, including transgender and nonbinary students, have safe school environments.

The Superintendent/designee shall ensure that any incident of discrimination, harassment, or bullying is given immediate attention, including investigating the incident, taking age and developmentally appropriate action, and providing students and staff with appropriate resources and supports. Complaints alleging discrimination, harassment, or bullying based on a student's actual or perceived gender identity or expression are to be taken seriously and handled consistently with the applicable anti-discrimination, anti-bullying, and anti-harassment policies. Transfers of transgender or nonbinary students between buildings or classrooms shall not be a school's first or preferred response to harassment of transgender and nonbinary students and shall be considered only when necessary for the protection or personal welfare of the transgender or nonbinary student or when requested by the student or the student's parent or guardian. The student's parent or guardian must consent to any such transfers between schools.

Prohibited conduct includes discrimination, harassment, or bullying because of the gender identity or expression of a friend, family member, or other person or group the student associates with.

(See Policy 2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities, Policy 5517 Anti-Harassment, and Policy 5517.01 Bullying and Other Aggressive Behavior Toward Students)

Privacy/Confidentiality

The Superintendent/designee shall ensure that all personally identifiable and medical information relating to transgender and nonbinary students shall be kept confidential in accordance with applicable state, local, and federal privacy laws. In general, school staff shall not disclose any information that may reveal a student's transgender status to others, including the student's parents or guardians and other school staff, unless legally required to do so or unless the student has authorized such disclosure. In the rare instance that a school is legally required to disclose a student's transgender status, the school should provide the student an opportunity to make that disclosure themselves. This would include providing the student with the support services necessary to make the disclosure in a safe and supportive environment.

Transgender and nonbinary students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and what private information to share. The fact that a student chooses to use a different name, to transition at school, or to disclose their transgender status to staff or other students, does not authorize school staff to disclose a student's personally identifiable or medical information. When contacting the parent or guardian of a transgender or nonbinary student, school staff should use the student's legal name and the pronoun corresponding to the student's gender assigned at birth unless the student, parent, or guardian has specified otherwise. (See "Student Transitions" below)

Media and Community Communication

When communicating to the media or community about issues related to gender identity or expression, District and school staff shall direct parents and the media to a designated spokesperson who has been trained in diversity, equity and inclusion. Protecting the privacy of transgender and nonbinary students must be a top priority for the spokesperson and all staff, and all personally identifiable and medical information shall be kept strictly confidential, in accordance with local, state, and federal privacy laws.

Names, Pronouns, and School Records

Every student has the right to be addressed by a name and pronouns that correspond to the student's gender identity. Regardless of whether a transgender or nonbinary student has legally changed their name or gender, schools will allow the student to use a chosen name and gender pronouns that reflect their identity. It is recommended that school staff privately ask transgender or nonbinary students how they want to be addressed in class and in the school's communication with the student's parents or guardians. Some transgender and nonbinary youth may feel most comfortable being addressed by gender-neutral pronouns or just referred to by their names (without pronouns).

If the student has previously been known at school by a different name, the school administration will direct school personnel to use the student's chosen name and appropriate pronouns. To ensure consistency among administrators and staff, every effort will be made to immediately update student education records with the student's chosen name and appropriate gender markers unless prohibited by federal, state, or local law or regulation. Records with the student's birth name and gender will be kept in a separate, confidential file within the student information system.

In situations where school staff and administrators are prohibited by federal, state, or local law or regulation from changing a student's name on a record, the Superintendent shall ensure practices are developed to avoid the inadvertent disclosure of such confidential information.

The District shall comply with requests from students who are transgender, to amend their secondary educational records, including diplomas and transcripts after graduation, to ensure that those requesting records (e.g. college admissions offices or potential employers) will only see the name and gender marker corresponding to the student's gender identity (this

includes requests from former students).

Access to Gender-Segregated Activities and Facilities

With respect to all restrooms, locker rooms or changing facilities, students shall have access to facilities that correspond to their gender identity. Schools may maintain separate restrooms, locker rooms, or changing facilities for male and female students, provided that they allow all students equal access to facilities that are consistent with their gender identity. Students, including nonbinary students, should determine which facilities are consistent with their gender identity.

Any student who is uncomfortable using a shared gender-segregated facility, regardless of the reason, shall, upon the student's request, be provided with a safe and non-stigmatizing alternative. This may include, for example, the addition of a privacy partition or curtain, provision to use a nearby private restroom or office, or a separate changing schedule. However, requiring a transgender or nonbinary student to use a separate space threatens to publicly identify and stigmatize the student as transgender and should not be done unless requested by a student. Under no circumstances may students be required to use gender-segregated facilities that are inconsistent with their gender identity.

Where they exist, schools shall designate facilities designed for use by one person at a time as accessible to all students regardless of gender. However, under no circumstances shall a student be required to use separate facilities because they are transgender or nonbinary. The District shall incorporate single-user facilities and greater privacy into new construction or renovation, and to assess ways to increase privacy for all students in existing facilities.

Physical Education Classes and Intramural and Interscholastic Athletics

All students shall be permitted to participate in physical education classes and intramural sports in a manner consistent with their gender identity. Furthermore, all students shall be permitted to participate in interscholastic athletics in a manner consistent with their gender identity, subject to the Michigan High School Athletic Association's (MHSAA) constitution and guidelines.

Other Gender-Based Activities, Rules, Policies and Practices

As a general matter, schools should evaluate all gender-based activities, rules, policies, and practices — including classroom activities, school ceremonies, and school photos — and maintain only those that serve an important educational purpose. Students shall be permitted to participate in any gender-based activities or conform to any gender-based rule, policy, or practice consistent with their gender identity.

Saline Area Schools supports students in becoming ethical and responsible citizens. Students demonstrate this attribute when they see beyond themselves to the needs of others, contribute to their community, promote equity, take responsibility for the environment, and demonstrate respect, empathy and compassion (SAS Compass - Ethical and Responsible Citizen). Research shows that LGBTQ students who attend schools with curriculum that is inclusive of LGBTQ people, history, and events experience a better school climate and improved academic outcomes. Curriculum serves as a mirror when it reflects individuals and their experiences back to themselves. At the same time, curriculum serves as a window when it introduces and provides the opportunity to understand the experiences and perspectives of those who possess different identities (GLSEN's Four Supports).

Dress Code

Schools may enforce dress codes pursuant to District policy, but any such dress codes may not be based on gender. Students shall have the right to dress in accordance with their gender identity and expression, including maintaining a gender-neutral appearance within the constraints of the dress codes adopted by the school. School staff shall not enforce a school's dress code more strictly against transgender and nonbinary students than other students.

Student Transitions

Schools shall accept the gender identity that each student asserts. There is no medical or mental health diagnosis or treatment threshold that students must meet in order to have their gender identity recognized and respected.

Students ready to socially transition may initiate a process to change their name, pronoun, attire, and access to preferred programs, activities, and facilities consistent with their gender identity. Each student has a unique process for transitioning. The school shall customize support to optimize each student's equal access to the District's educational programs and activities.

Training and Professional Development

The District shall conduct training for all staff members on their responsibilities under applicable laws and this policy, including teachers, administrators, counselors, social workers, and health staff. Information regarding this policy shall be incorporated into training for new school employees.

The Superintendent/designee shall implement ongoing professional development to build the skills of all staff members to prevent, identify and respond to bullying, harassment and discrimination. The content of such professional development shall include, but not be limited to:

- A. terms, concepts, and current developmental understandings of gender identity, gender expression, and gender diversity in children and adolescents;
- B. developmentally appropriate strategies for communication with students and parents about issues related to gender identity and gender expression that protect student privacy;
- C. classroom-management practices, curriculum, and resources that educators can integrate into their classrooms to help foster a more gender-inclusive environment for all students;
- D. developmentally appropriate strategies for preventing and intervening in bullying incidents, including cyberbullying;
- E. school and District policies regarding bullying, harassment, discrimination, and suicide prevention and responsibilities of staff.

Publication

This policy will be distributed annually to students, parents/guardians, and staff, and it will also be included in any student codes of conduct, disciplinary policies, student handbooks, and school websites.

Definitions

These definitions are provided not for the purpose of labeling students but rather to assist in understanding this policy and the legal obligations of school and district personnel. Students may or may not use these terms to describe themselves or their experiences.

BULLYING: - "Bullying" is defined as any written, verbal, or physical acts, including cyber bullying, (i.e. any electronic communication, including, but not limited to electronically transmitted acts, such as internet, telephone or cell phone, personal digital assistant (PDA), or wireless handheld device) that without regard to its subject matter or motivating animus, is intended or that a reasonable person would know is likely to harm one (1) or more students either directly or indirectly by doing any of the following:

- A. substantially interfering with educational opportunities, benefits, or programs of one (1) or more students;
- B. adversely affecting the ability of a student to participate in or benefit from the school district's educational programs or activities by placing the student in reasonable fear of physical harm or by causing substantial emotional distress;
- C. having an actual and substantial detrimental effect on a student's physical or mental health; and/or
- D. causing substantial disruption in, or substantial interference with, the orderly operation of the school.

Bullying can be physical, verbal, psychological, or a combination of all three. Some examples of bullying are:

- A. Physical – hitting, kicking, spitting, pushing, pulling; taking and/or damaging personal belongings or extorting money, blocking or impeding student movement, unwelcome physical contact.
- B. Verbal – taunting, malicious teasing, insulting, name calling, making threats.
- C. Psychological – spreading rumors, manipulating social relationships, coercion, or engaging in social exclusion/shunning, extortion, or intimidation. This may occur in a number of different ways, including but not limited to notes, emails, social media postings, and graffiti.

(See Policy 5517.01 Bullying and Other Aggressive Behavior Toward Students)

GENDER EXPRESSION: The manner in which a person represents or expresses gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.

GENDER IDENTITY: A person's deeply held sense or psychological knowledge of their own gender, which can include being female, male, another gender, or no gender. Gender identity is an innate and largely inflexible part of a person's identity. One's gender identity can be the same or different from the gender assigned at birth. The responsibility for determining an individual's gender identity rests with the individual. Children typically begin to understand their own gender identity by age four, although the age at which individuals come to understand and express their gender identity may vary based on each person's social and familial development.

GENDER NONCONFORMING: A term for people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous. This includes people who identify outside traditional gender categories or identify as multiple genders. Other terms that can have similar meanings include gender diverse or gender expansive. Being gender nonconforming is distinct from being transgender.

NONBINARY: A term used to refer to people whose gender identity is not exclusively male or female, including those who identify with a different gender, a combination of genders, or no gender. Nonbinary may be considered a subset of transgender or a distinct identity. Other similar or more specific terms may include genderqueer, gender fluid, agender, or Two-Spirit (for Native American students).

SEXUAL ORIENTATION: A person's romantic, physical, or lack of attraction to people of the same, opposite, or other genders. A person may have any sexual orientation, with some examples being heterosexuality, homosexuality, bisexuality, or asexuality.

TRANSGENDER: An adjective describing a person whose gender identity or expression is different from that traditionally associated with an assigned gender at birth.

TRANSITION: The process in which a person goes from living and identifying as one gender to living and identifying as another. Transition is a process that is different for everyone, and it may or may not involve social, legal, or physical changes. There is no one step or set of steps that an individual must undergo in order to have their gender identity affirmed and respected.

REFERENCES:

SAS Board Policy 2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities

SAS Board Policy 5517 Anti-Harassment

SAS Board Policy 5517.01 Bullying and Other Aggressive Behavior Toward Students

Michigan State Board of Education Statement and Guidelines on Safe and Supportive Learning Environments for Lesbian, Gay, Bisexual, Transgender, and Questioning (LGBTQ) Students (September 2016)

Model School District Policy on Transgender and Gender Nonconforming Students, GLSEN and National Center for Transgender Equality (Revised September 2018)

~~Title IX of the Education Amendments of 1972~~

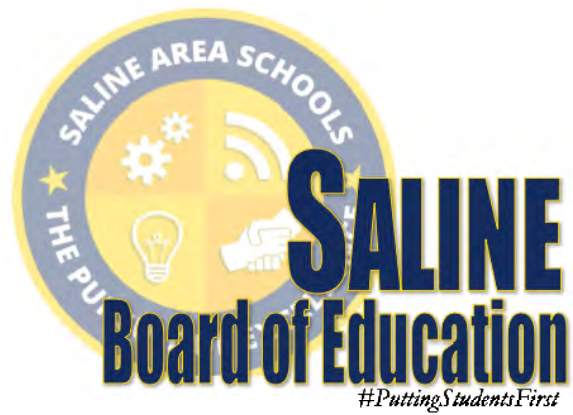
~~U.S. Department of Education's Office of Civil Rights, Letters to Educators, Issued June 23, 2021~~

The Elliott-Larsen Civil Rights Act, M.C.L. 37.2101, et seq.

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**

*Board of Education Meeting Minutes
April 8, 2025*

- 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**

Board of Education Meeting Minutes
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- 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

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."

Board of Education Meeting Minutes
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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 *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**

*Board of Education Meeting Minutes
April 8, 2025*

- 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
- 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.

*Board of Education Meeting Minutes
April 8, 2025*

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.

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

FINANCE COMMITTEE MEETING

Liberty School Board Room

April 8, 2025 at 5:00 PM

AGENDA



Attending:

Brad Gerbe, Chair, Tim Austin, Jason Tizedes
Superintendent Laatsch, Assistant Superintendent Owsley

[Timeline for Finance Topics 2025](#)

1. **Call to Order**

Meeting was called to order at 5 pm by Chair, Brad Gerbe

2. **Public Comment - None**

3. **Discussion Items**

a. **DEI Certification Order**

We spoke about a correspondence from the Federal Government that says that all school districts will need to certify that they are not violating Title VI of the Civil Rights Act as it relates to DEI programs. At this point, we have not received a direct contact from the Federal Government on this matter. SAS will be ready to address the letter if we receive it.

b. **Michigan CLASS**

Miranda said that we participate in MiLAF (Michigan Liquid Asset Fund) and this allows for our bond money to sit in an interest bearing account before being transferred to a local bank when we cut checks to vendors . Miranda will investigate to see if using some of our fund balance from the general fund to generate more interest by moving some of that money into the MiLAF account is a good move or not and how we could set up new processes/procedures to safely accomplish this. This will be a goal for late fall/winter in order to be post audit timing .

c. **Series II Bond Sale Update - S&P Credit Rating**

Miranda just did a call with S&P to get a new credit rating as a part of selling our series II \$60M of the \$180M approved by voters. During this process for Series I, SAS was upgraded and we are confident we will keep this upgraded rating and continue to ask for another upgrade. . One thing S&P mentioned as a possible factor that is holding SAS back from upgrading is though we have a high fund balance now, there is no set fund balance policy committing to keeping those reserves. We should investigate having a fund balance policy. Even though we talk about keeping a fund

*Board Finance Committee Meeting minutes
April 8, 2025*

balance at 15% of the general fund informally, there isn't anything in writing. We should consider making this a formal policy to add more stability to our financial processes and our overall credit rating.

d. **2025-2026 Budget Process**

The Governor's version was rather rosy. The House version looks different and less rosy. We are waiting on the Senate Version. It appears that we will not have an actual budget until October/November.

e. **Bond Update & Action Items**

Discussion about some upcoming purchases from the bond that appear on tonight's BOE consent agenda. The financing of Series II has been largely around the SMS renovations and Liberty Athletic Complex. Next, we are starting to look at financing of the Heritage School renovations/additions.

4. **Public Comment - None**

5. **Next Meeting:** May 13, 2025 at 5 pm

6. **Adjournment**

Meeting was adjourned at 6 pm.

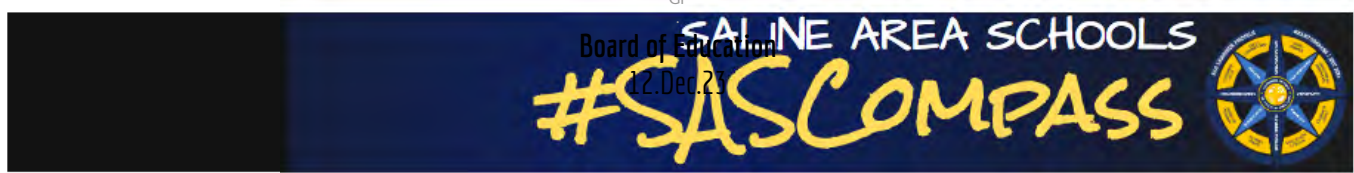


Darcy Berwick
Board Secretary

Recorded by: S. Laatsch

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	77,109,576.00	34,140,750.83	.00	44	42,968,825.17	32,486,055.40	1,654,695.43	Function * 0000 - Revenue
Account Type Revenue Totals	\$77,109,576.00	\$34,140,750.83	\$0.00	44%	\$42,968,825.17	\$32,486,055.40	\$1,654,695.43	
Account Type Expense								
Function * 1111 - Elem	13,596,244.00	6,276,479.81	12,397.00	46	7,319,764.19	5,631,947.79	644,532.02	Function * 1111 - Elem
Function * 1112 - Mid School	6,349,658.00	2,861,927.26	6,148.28	45	3,487,730.74	2,853,138.04	8,789.22	Function * 1112 - Mid School
Function * 1113 - High School	9,489,923.00	4,333,201.93	15,063.96	46	5,156,721.07	4,364,116.74	(30,914.81)	Function * 1113 - High School
Function * 1118 - Pre-K	87,772.00	46,854.48	.00	53	40,917.52	36,303.64	10,550.84	Function * 1118 - Pre-K
Function * 1119 - Summer School	45,800.00	21,050.06	.00	46	24,749.94	181,045.84	(159,995.78)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	11,159,676.00	5,248,044.88	38,273.34	47	5,911,631.12	3,711,719.78	1,536,325.10	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,902,306.00	907,133.77	65.00	48	995,172.23	891,173.03	15,960.74	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,541,384.00	769,455.94	.00	50	771,928.06	394,515.93	374,940.01	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	160,000.00	79,613.39	54,036.78	50	80,386.61	38,354.25	41,259.14	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,178,660.00	487,322.64	.00	41	691,337.36	445,972.59	41,350.05	Function * 1212 - Guidance
Function * 1213 - Health Services	968,630.00	412,964.61	193,684.20	43	555,665.39	467,508.96	(54,544.35)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	1,422,930.00	598,593.05	119,763.40	42	824,336.95	392,763.14	205,829.91	Function * 1214 - Psychologist, School
Function * 1215 - Speech	1,973,672.00	874,117.02	.00	44	1,099,554.98	860,956.93	13,160.09	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,281,922.00	578,610.23	.00	45	703,311.77	529,185.40	49,424.83	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,163,245.00	921,784.96	.00	43	1,241,460.04	939,917.97	(18,133.01)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	13,000.00	3,669.32	5,330.68	28	9,330.68	827.17	2,842.15	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,973,295.00	1,017,274.18	26,917.73	52	956,020.82	736,279.80	280,994.38	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	597,857.00	283,570.31	.00	47	314,286.69	260,785.89	22,784.42	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	726,578.00	413,703.82	.00	57	312,874.18	281,812.19	131,891.63	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	878,369.00	473,248.66	357.01	54	405,120.34	297,977.65	175,271.01	Function * 1226 - Supervision
Function * 1231 - Board of Ed	278,942.00	179,674.76	2,200.00	64	99,267.24	151,549.80	28,124.96	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	558,631.00	323,807.87	5,624.96	58	234,823.13	288,056.08	35,751.79	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,756,990.00	2,030,828.89	5,466.84	54	1,726,161.11	1,855,009.78	175,819.11	Function * 1241 - Principal
Function * 1249 - Other School Admin	543,481.00	12,039.51	.00	2	531,441.49	10,807.38	1,232.13	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	762,095.00	431,285.35	2,916.73	57	330,809.65	418,644.01	12,641.34	Function * 1252 - Finance Office
Function * 1257 - District Office	229,526.00	129,622.13	2,493.92	56	99,903.87	110,710.67	18,911.46	Function * 1257 - District Office
Function * 1259 - Other Business Services	91,430.00	91,806.55	.00	100	(376.55)	73,686.83	18,119.72	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,931,150.00	3,353,040.88	332,115.76	48	3,578,109.12	3,069,281.10	283,759.78	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	437,123.00	209,707.66	3,044.60	48	227,415.34	71,879.11	137,828.55	Function * 1266 - Security Services
Function * 1271 - Transportation	2,427,618.00	1,341,009.63	141,607.91	55	1,086,608.37	1,109,487.32	231,522.31	Function * 1271 - Transportation
Function * 1282 - Communication Services	232,936.00	134,607.11	.00	58	98,328.89	115,657.56	18,949.55	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	877,238.00	491,458.26	1,118.57	56	385,779.74	574,685.26	(83,227.00)	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	858,502.00	515,244.17	56,076.66	60	343,257.83	541,301.13	(26,056.96)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,540,888.00	830,213.51	23,069.77	54	710,674.49	822,427.69	7,785.82	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	27,389.00	.00	.00	0	27,389.00	.00	.00	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	5,269.00	14,826.81	.00	281	(9,557.81)	8,860.82	5,965.99	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	25,725.00	3,782.00	.00	15	21,943.00	7,948.00	(4,166.00)	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	38,836.00	38,836.00	18,836.00	100	.00	20,000.00	18,836.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type Expense Totals	\$77,134,690.00	\$36,740,411.41	\$1,066,609.10	48%	\$40,394,278.59	\$32,566,295.27	\$4,174,116.14	
Fund 11 - General Fund Totals	(\$25,114.00)	(\$2,599,660.58)	(\$1,066,609.10)	10,351%	\$2,574,546.58	(\$80,239.87)	(\$2,519,420.71)	
Revenue Totals	\$77,109,576.00	\$34,140,750.83	\$0.00	44%	\$42,968,825.17	\$32,486,055.40	\$1,654,695.43	
Expense Totals	\$77,134,690.00	\$36,740,411.41	\$1,066,609.10	48%	\$40,394,278.59	\$32,566,295.27	\$4,174,116.14	
Grand Totals	(\$25,114.00)	(\$2,599,660.58)	(\$1,066,609.10)	10,351%	\$2,574,546.58	(\$80,239.87)	(\$2,519,420.71)	

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	77,109,576.00	42,562,317.73	.00	55	34,547,258.27	39,458,647.66	3,103,670.07	Function * 0000 - Revenue
Account Type Revenue Totals	\$77,109,576.00	\$42,562,317.73	\$0.00	55%	\$34,547,258.27	\$39,458,647.66	\$3,103,670.07	
Account Type Expense								
Function * 1111 - Elem	13,596,244.00	7,363,924.81	11,581.41	54	6,232,319.19	6,664,680.78	699,244.03	Function * 1111 - Elem
Function * 1112 - Mid School	6,349,658.00	3,385,981.55	4,828.28	53	2,963,676.45	3,398,402.64	(12,421.09)	Function * 1112 - Mid School
Function * 1113 - High School	9,489,923.00	5,107,035.37	13,946.57	54	4,382,887.63	5,170,143.11	(63,107.74)	Function * 1113 - High School
Function * 1118 - Pre-K	87,772.00	55,640.04	.00	63	32,131.96	44,130.55	11,509.49	Function * 1118 - Pre-K
Function * 1119 - Summer School	45,800.00	21,050.06	.00	46	24,749.94	181,045.84	(159,995.78)	Function * 1119 - Summer School
Function * 1122 - Spec Ed	11,159,676.00	6,249,524.80	36,275.75	56	4,910,151.20	4,585,352.10	1,664,172.70	Function * 1122 - Spec Ed
Function * 1125 - Comp Ed	1,902,306.00	1,075,375.25	65.00	57	826,930.75	1,030,981.24	44,394.01	Function * 1125 - Comp Ed
Function * 1127 - Voc Ed	1,541,384.00	862,438.56	.00	56	678,945.44	824,482.54	37,956.02	Function * 1127 - Voc Ed
Function * 1211 - Truancy Services	160,000.00	80,009.19	54,036.78	50	79,990.81	63,784.29	16,224.90	Function * 1211 - Truancy Services
Function * 1212 - Guidance	1,178,660.00	566,552.60	.00	48	612,107.40	522,801.75	43,750.85	Function * 1212 - Guidance
Function * 1213 - Health Services	968,630.00	486,495.13	160,555.35	50	482,134.87	550,274.49	(63,779.36)	Function * 1213 - Health Services
Function * 1214 - Psychologist, School	1,422,930.00	703,523.23	114,377.80	49	719,406.77	471,406.97	232,116.26	Function * 1214 - Psychologist, School
Function * 1215 - Speech	1,973,672.00	1,029,099.86	.00	52	944,572.14	1,023,109.70	5,990.16	Function * 1215 - Speech
Function * 1216 - Social Work Services	1,281,922.00	681,514.34	.00	53	600,407.66	630,315.32	51,199.02	Function * 1216 - Social Work Services
Function * 1218 - Teacher Consultant	2,163,245.00	1,081,031.95	.00	50	1,082,213.05	1,117,678.44	(36,646.49)	Function * 1218 - Teacher Consultant
Function * 1219 - Other Pupil Support Services	13,000.00	3,669.32	5,330.68	28	9,330.68	3,498.49	170.83	Function * 1219 - Other Pupil Support Services
Function * 1221 - Improvement of Instruction	1,973,295.00	1,095,434.59	27,462.73	56	877,860.41	809,426.20	286,008.39	Function * 1221 - Improvement of Instruction
Function * 1222 - Educational Media Services	597,857.00	334,305.33	.00	56	263,551.67	312,931.06	21,374.27	Function * 1222 - Educational Media Services
Function * 1225 - Instructional Tech	726,578.00	470,795.46	.00	65	255,782.54	324,494.18	146,301.28	Function * 1225 - Instructional Tech
Function * 1226 - Supervision	878,369.00	531,911.05	357.01	61	346,457.95	340,581.74	191,329.31	Function * 1226 - Supervision
Function * 1231 - Board of Ed	278,942.00	182,232.55	2,200.00	65	96,709.45	164,011.49	18,221.06	Function * 1231 - Board of Ed
Function * 1232 - Exec Admin	558,631.00	368,096.67	5,172.12	66	190,534.33	326,353.46	41,743.21	Function * 1232 - Exec Admin
Function * 1241 - Principal	3,756,990.00	2,324,517.28	5,307.38	62	1,432,472.72	2,141,707.44	182,809.84	Function * 1241 - Principal
Function * 1249 - Other School Admin	543,481.00	13,684.84	.00	3	529,796.16	12,465.77	1,219.07	Function * 1249 - Other School Admin
Function * 1252 - Finance Office	762,095.00	488,056.88	2,916.73	64	274,038.12	472,603.29	15,453.59	Function * 1252 - Finance Office
Function * 1257 - District Office	229,526.00	146,558.79	2,282.20	64	82,967.21	126,988.18	19,570.61	Function * 1257 - District Office
Function * 1259 - Other Business Services	91,430.00	91,806.55	.00	100	(376.55)	73,686.83	18,119.72	Function * 1259 - Other Business Services
Function * 1261 - Bldg - Grounds	6,931,150.00	3,900,750.83	270,241.09	56	3,030,399.17	3,666,907.43	233,843.40	Function * 1261 - Bldg - Grounds
Function * 1266 - Security Services	437,123.00	238,518.23	.00	55	198,604.77	82,851.82	155,666.41	Function * 1266 - Security Services
Function * 1271 - Transportation	2,427,618.00	1,567,441.10	120,657.42	65	860,176.90	1,321,292.68	246,148.42	Function * 1271 - Transportation
Function * 1282 - Communication Services	232,936.00	151,380.54	.00	65	81,555.46	129,770.75	21,609.79	Function * 1282 - Communication Services
Function * 1283 - Staff/Personnel Services	877,238.00	539,003.10	1,082.88	61	338,234.90	629,130.66	(90,127.56)	Function * 1283 - Staff/Personnel Services
Function * 1284 - Technology - Non Instructional	858,502.00	579,401.65	24,157.70	67	279,100.35	632,412.07	(53,010.42)	Function * 1284 - Technology - Non Instructional
Function * 1293 - Athletic Activities	1,540,888.00	924,711.03	22,057.43	60	616,176.97	921,248.95	3,462.08	Function * 1293 - Athletic Activities
Function * 1311 - Community Services Direction	27,389.00	.00	.00	0	27,389.00	.00	.00	Function * 1311 - Community Services Direction
Function * 1331 - Community Activities	5,269.00	20,850.01	.00	396	(15,581.01)	12,828.88	8,021.13	Function * 1331 - Community Activities
Function * 1371 - Non-Public School	25,725.00	3,782.00	.00	15	21,943.00	7,948.00	(4,166.00)	Function * 1371 - Non-Public School
Function * 1411 - Payments to Other Public Schools Within Michigan	38,836.00	38,836.00	18,836.00	100	.00	20,000.00	18,836.00	Function * 1411 - Payments to Other Public Schools Within Michigan
Account Type Expense Totals	\$77,134,690.00	\$42,764,940.54	\$903,728.31	55%	\$34,369,749.46	\$38,811,729.13	\$3,953,211.41	
Fund 11 - General Fund Totals	(\$25,114.00)	(\$202,622.81)	(\$903,728.31)	807%	\$177,508.81	\$646,918.53	(\$849,541.34)	
Revenue Totals	\$77,109,576.00	\$42,562,317.73	\$0.00	55%	\$34,547,258.27	\$39,458,647.66	\$3,103,670.07	
Expense Totals	\$77,134,690.00	\$42,764,940.54	\$903,728.31	55%	\$34,369,749.46	\$38,811,729.13	\$3,953,211.41	
Grand Totals	(\$25,114.00)	(\$202,622.81)	(\$903,728.31)	807%	\$177,508.81	\$646,918.53	(\$849,541.34)	



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>
Su-Fen Lin	Community Ed	Pooh Corner Director	Change of Date	Retirement	15.Aug.25
Rachel Bonecutter	Pleasant Ridge	Paraeducator	Separation	Resignation	11.Apr.25
Melissa Willwerth	High School	Teacher, Resource Room	Separation	Resignation	06.Jun.25
Lucinda Richmond	Harvest	Paraeducator	Separation	Resignation	04.Apr.25
Doina Suciu	Middle School	Paraeducator	Separation	Resignation	18.Apr.25
Melanie Hensley	Middle School	Teacher Consultant	Separation	Resignation	06.Jun.25
Jennifer Karcher	Pleasant Ridge	Literacy Tutor	Separation	Resignation	11. Apr.25
Lucille Slater-Doren	Heritage	Custodian	Separation	Resignation	14.Apr.25
Duane Derksen	Transportation	Bus Driver	Separation	Termination	14.Apr.25
Cynthia Glennie	Pleasant Ridge	Teacher	Separation	Retirement	06.Jun.25

NEW HIRES

<u>NAME</u>	<u>BLDG./DEPT.</u>	<u>ASSIGNMENT</u>	<u>STATUS</u>	<u>STEP</u>	<u>EFFECTIVE</u>
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RECOMMENDATION: That the Saline Area Schools Board of Education consents to the personnel report recommendations as presented.