

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, August 27, 2025
AGENDA**

I. Call to Order

II. Pledge of Allegiance

III. Communications / Community Engagement

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There are two times for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

A. Public Comments

IV. Milan Area Schools Strategic Plan Business

A. Personnel / Leadership

1. Directors' Salary Schedule - Attachment A
2. Director of Buildings and Grounds Appointment

B. Operations

1. Paddock Building Update

C. Communications / Community Engagement

1. Public Comments
2. Assistant Superintendent Comments
3. Superintendent Comments
4. Board Member Comments

V. Other Old/New Business

- A. Closed Session - Negotiation Strategies**

VI. Adjournment

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, August 27, 2025
RESOLUTIONS**

I. Call to Order

The regular meeting of the Milan Area Schools Board of Education was called to order in the District Office Boardroom located at 100 Big Red Drive, Milan MI, 48160, by President Cislo at _____ p.m. on August 27, 2025.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

II. Pledge of Allegiance

III. Communications / Community Engagement

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A. Public Comments

IV. Milan Area Schools Strategic Plan Business

A. Personnel / Leadership

1. Directors' Salary Schedule - Attachment A

Motion by _____ supported by _____ to approve the Directors' Salary Schedule as provided in Attachment A.

Faro ____ Gutierrez ____ Heikka ____ Meray ____ Prior ____ Cislo ____ Burdette ____
Carried _____.

2. Director of Buildings and Grounds Appointment

Motion by _____ supported by _____ to approve Gary Cox as the Director of Building and Grounds effective for the 2025-2026 school year.

Gutierrez ____ Heikka ____ Meray ____ Prior ____ Cislo ____ Burdette ____ Faro ____
Carried _____.

B. Operations

1. Paddock Building Update

C. Communications / Community Engagement

1. Public Comments
2. Assistant Superintendent Comments
3. Superintendent Comments
4. Board Member Comments

VI. Other Old/New Business

A. Closed Session - Negotiation Strategies

Motion by _____ supported by _____ to enter into closed session pursuant to Section 8(1)(c) of the Michigan Open Meetings Act for Negotiation Strategies.

Heikka ____ Meray ____ Prior ____ Cislo ____ Burdette ____ Faro ____ Gutierrez ____
Carried

Time entered closed session _____.

Time returned to open session _____.

VII. Adjournment - Time of Adjournment _____.

Milan Area Schools Directors Salary Schedule (Revised August, 2025)

Director Position	2025-26 Annual Base Salary			2026-27 Annual Base Salary			2027-28 Annual Base Salary				
	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3	Adj. Factor%	Level 1	Level 2	Level 3
Technology Director	\$80,000	\$81,000	\$82,013	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Buildings & Grounds Director	\$85,000	\$86,063	\$87,138	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Transportation Director	\$55,000	\$55,688	\$56,384	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Library Director	\$55,000	\$55,688	\$56,384	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Athletic Director	\$80,000	\$81,000	\$82,013	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Theater Director	\$40,000	\$40,500	\$41,006	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		
Adult Education Director	\$50,000	\$50,625	\$51,258	TBD	2025-26 Salary Multiplied by the TBD Adj. Factor			TBD	2026-27 Salary Multiplied by the TBD Adj. Factor		

Annual Additional Compensation:

Longevity: (Years in MAS Director Position)	
4 - 6	\$500
7 +	\$1,000

This salary schedule applies to all Directors with an effective start date of August 1, 2025 or later in one of the listed positions

The Board of Education approves all salary schedules and may make modifications for market corrections. The Superintendent may recommend that an individual be placed at a higher level on the salary schedule.

Individuals on the salary schedule are eligible for increases on an annual basis pending individual performance and the district's financial conditions.