

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, September 10, 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. Routine Matters for Approval**

- A. Minutes of the Regular Meeting of August 27, 2025
- B. Minutes of the Regular Meeting Closed Session of August 27, 2025
- C. Minutes of the Special Meeting of August 27, 2025
- D. Minutes of the Special Meeting Closed Session of August 27, 2025
- E. Bills/Reimbursement of Expenses

**V. Milan Area Schools Strategic Plan Business**

- A. Personnel/Leadership
  - 1. Superintendent Plans and Goals - Attachment A
- B. Learning Environment / Culture
  - 1. WISD PAC Update - Andrea Bennink
- 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

**VII. Adjournment**

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
REGULAR MEETING  
WEDNESDAY, September 10, 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 September 10, 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. Routine Matters for Approval**

**A. Minutes of the Regular Meeting of August 27, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the regular meeting of August 27, 2025.

Meray \_\_\_\_ Prior \_\_\_\_ Cislo \_\_\_\_ Burdette \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_  
Carried \_\_\_\_\_.

**B. Minutes of the Regular Meeting Closed Session of August 27, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the regular meeting closed session of August 27, 2025.

Prior \_\_\_\_ Cislo \_\_\_\_ Burdette \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_  
Carried \_\_\_\_\_.

**C. Minutes of the Special Meeting of August 27, 2025**

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the special meeting of August 27, 2025.

Cislo \_\_\_\_ Burdette \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_  
Carried \_\_\_\_\_.

D. Minutes of the Special Meeting Closed Session of August 27, 2025

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the minutes of the special meeting closed session of August 27, 2025.

Burdette \_\_\_\_ Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_ Cislo \_\_\_\_  
Carried \_\_\_\_\_.

E. Bills/Reimbursement of Expenses

Motion by \_\_\_\_\_ supported by \_\_\_\_\_ to approve the bills/reimbursement of expenses.

Faro \_\_\_\_ Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_ Cislo \_\_\_\_ Burdette \_\_\_\_  
Carried \_\_\_\_\_.

**V. Milan Area Schools Strategic Plan Business**

- A. Personnel/Leadership
  - 1. Superintendent Plans and Goals - Attachment A
- B. Learning Environment / Culture
  - 1. WISD PAC Update - Andrea Bennink
- 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.

Gutierrez \_\_\_\_ Heikka \_\_\_\_ Meray \_\_\_\_ Prior \_\_\_\_ Cislo \_\_\_\_ Burdette \_\_\_\_ Faro \_\_\_\_  
Carried \_\_\_\_\_.

Time entered closed session \_\_\_\_\_.

Time returned to open session \_\_\_\_\_.

**VII. Adjournment - Time of Adjournment** \_\_\_\_\_.

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

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 7:00 p.m. on August 27, 2025.

Board Members Present: Faro, Gutierrez, Heikka, Meray, Prior, Cislo and Burdette arriving at 7:36 p.m.

Board Members Absent:

Staff Present: Ryan McMahon, Jen Bookout, Margaret Durkee and Sara Beckman

Guests Present:

Pledge of Allegiance

Public Comments: None

Motion by Faro supported by Prior to approve the Directors' Salary Schedule as provided in Attachment A. All Ayes. Carried 6-0.

Motion by Heikka supported by Gutierrez to approve Gary Cox as the Director of Building and Grounds effective for the 2025-2026 school year. All Ayes. Carried 6-0.

Paddock Building Update:

- Paddock was able to open and start school as planned, despite the setback last week with the mold remediation.
- Our custodians are trained to clean small amounts of mold as found. This happens often in the summer as carpets are cleaned and take a longer time to fully dry. We found mold in a few areas, although it was more prevalent in areas that are used less often in the summer, and it was treated with normal procedures.
- The power outage on July 29th in this area knocked out our network for 26 hours which controls our HVAC settings and, as a result, the buildings experienced elevated temperatures and humidity during this time. The buildings' climate settings were regulated by July 31st.
- Following this episode, our staff reported more mold than usual, so on August 11th, we decided to hire a professional testing company to investigate.
- On August 15th, we received results that showed elevated levels, specifically in areas of the building that were not being used during the summer.
- We determined it could be circulating in the HVAC system, so we decided to remediate the entire building.

- By the morning of August 16th, we received several quotes: \$300,000 is the quote we went with and that is what got it done for us to start school on time.
- Work started on a Sunday morning and ended Thursday evening. Final testing happened Friday morning and results came back Friday afternoon and staff was back in the building Friday afternoon.
- The mold was remediated and the HVAC system fixed. Met with several companies to adjust the humidity.
- Excited to have everyone back. Thank you to our staff, all of those who did extra work. Administrators, principals, teachers, custodians, and maintenance workers. Thank you to staff and parents for being flexible. Thank you to families for all of the support.

Public Comments: None

Assistant Superintendent's Comments were heard on the following topics:

- Mrs. Bookout was able to visit all 4 buildings and witnessed great things in all of the buildings. It was great to see teachers greeting and interacting with students. Also want to acknowledge all of the hard work in buildings and grounds, maintenance, food service, teachers, and paraprofessionals for making a strong start to the school year.

Superintendent's Comments were heard on the following topics:

- Mr. McMahon welcomed everyone back from a long and busy summer.
- Mr. McMahon thanked Mrs. Bookout for planning and having a great opening day and PD days. In all of Mrs. Bookout's hard work is formalizing processes and Mrs. Bookout and the teachers deserve a lot of credit.
- CTE millage is coming up and absentee voting starts in September and the election is in November. Mr. McMahon shared more information to come on the CTE millage.

Board Member Comments:

- Cislo: Thanked board members for attending Open House and Mr. Faro for providing tents for Paddock's open house, as well as the community volunteers who regularly help maintain the grounds at Paddock. He noted concerns about the Michigan education budget and its potential impact on the district.
- Prior: Shared about attending the MASB Summer Institute and taking 5 courses. She shared information learned about recent changes in school law. She thanked all who contributed to the Paddock clean-up efforts and welcomed everyone back for the new school year.
- Heikka: Welcomed everyone back to school and noted the smooth transition. She thanked the entire staff of Milan Area Schools for their efforts in getting the district ready to start. She also thanked staff for their hard work with the Paddock clean-up, and recognized the administrative team, parents, and families for their flexibility. She praised the success of the Paddock Open House in light of the challenges. She announced the creation of a Dance Club at Milan High School, and congratulated the MHS Swim Team on achieving many state cuts already. She closed with concerns about the state education budget, noting the potential impact of a government shutdown and the inequities that could result from the House proposal.

- Faro: Thanked the administration for their prompt remediation of the Paddock mold issue, as well as staff and families for their help and flexibility during a stressful time. He added praise for the success of the Paddock Open House. He welcomed everyone back to school, and specifically thanked the administration and custodial teams for their professionalism. He noted the importance of student attendance on the upcoming fall count day, October 1st and its impact on district funding. He closed by noting that employee groups do not have approved contracts or bargaining agreements due to the delay in the state budget process.
- Gutierrez: Welcomed everyone back for the new school year and noted a new and positive energy felt across the district. She shared gratitude for the administration's efforts with the Paddock mold remediation and praised the focus on safety and health of our community. She also shared about attending the MASB Summer Institute, including a session on branding and marketing. She closed by echoing concerns regarding the state budget and encouraged the community to continue to contact representatives.
- Meray: She welcomed everyone back to school and noted the positive energy throughout the district. She thanked the administration for their tireless efforts with the Paddock mold remediation, and praised the clear communication with both the Board and the community. She also thanked the Paddock staff and families for their adaptability. She discussed the Washtenaw County CTE millage, and how the millage would support addressing the inequities of access to Career Technical Education. She encouraged the community to read about the millage at [washtenawisd.org](http://washtenawisd.org) and thoughtfully consider that millage. She closed by encouraging families to get students enrolled in the MyFutureFund free savings account.
- Cislo: Shared about the invitation to junior class seeking a junior student board representative noting that Ms. Heikka will continue as the senior student board representative. He reminded the community about the upcoming Big Red Board Chat in the Symons Auditorium on 9-23-25 from 6:30-8pm. He closed by expressing appreciation for the hard work of staff and wishing everyone a restful long weekend.

Motion by Meray supported by Heikka to enter into closed session pursuant to Section 8(1)(c) of the Michigan Open Meetings Act for Negotiation Strategies. All Ayes. Carried 7-0.

Time entered closed session at 7:37p.m.

Time returned to open session at 8:52 p.m.

Time of Adjournment 8:52 p.m.

**MILAN AREA SCHOOLS  
BOARD OF EDUCATION  
SPECIAL MEETING MINUTES  
WEDNESDAY, AUGUST 27, 2025 (5:00 PM)**

The special 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 5:00 p.m. on August 27, 2025.

Board Members Present: Cislo, Faro, Meray and Prior

Board Members Absent: Gutierrez, Burdette and Heikka

Staff Present: Ryan McMahon and Kristyn Pierfelice

Guests Present:

Pledge of Allegiance

Public Comments: None

Motion by Prior supported by Faro to approve the minutes of the regular meeting of August 13, 2025. All Ayes. Carried 4-0.

Motion by Faro supported by Prior to approve the minutes of the regular meeting closed session of August 13, 2025. All Ayes. Carried 4-0.

Motion by Prior supported by Faro to enter into closed session pursuant to Section 8(1)(b) of the Michigan Open Meetings Act, and upon the request of the student's parent/guardian, for the purpose of conducting a hearing to consider the discipline of a student whose identity is known to the Board as student 2025-2026-1. All Ayes. Carried 4-0.

Motion by Faro supported by Meray to reinstate Student 2025-2026-1 in accordance with the attached resolution as read by President Cislo. All Ayes. Carried 4-0.

Time of Adjournment 6:15 p.m.

# 2025-2026 Superintendent Plans & Goals



**September 10, 2025**

# SUPERINTENDENT COMMITMENTS



Academics/  
Programs



Learning Environment/  
Culture



Personnel/  
Leadership



Communications/  
Community Engagement



Operations

## **New Initiatives**

- **CTE County-Wide Development**



## **New Initiatives**

- **Community Service for All**
- **AI Task Force**
- **Birth-to-School Program**
- **Marketing Campaign**



## **What's In Process?**

- **New District Website**
- **Aligning Processes Across Buildings**
  - **Hiring**
  - **Emergency Procedures**
  - **Communication**
  - **Discipline**
  - **Evaluations & Goal Setting**
- **MTSS Focused**

What is MTSS?

**M**ulti-**T**iered **S**ystem of **S**upports

MTSS is a **framework** — not a program — that helps us organize how we support every student academically, behaviorally, and socially-emotionally.

**GOAL:** To make sure every student gets the right support at the right time so they can be successful.



# MTSS

## **TIER 3: FOR A FEW**

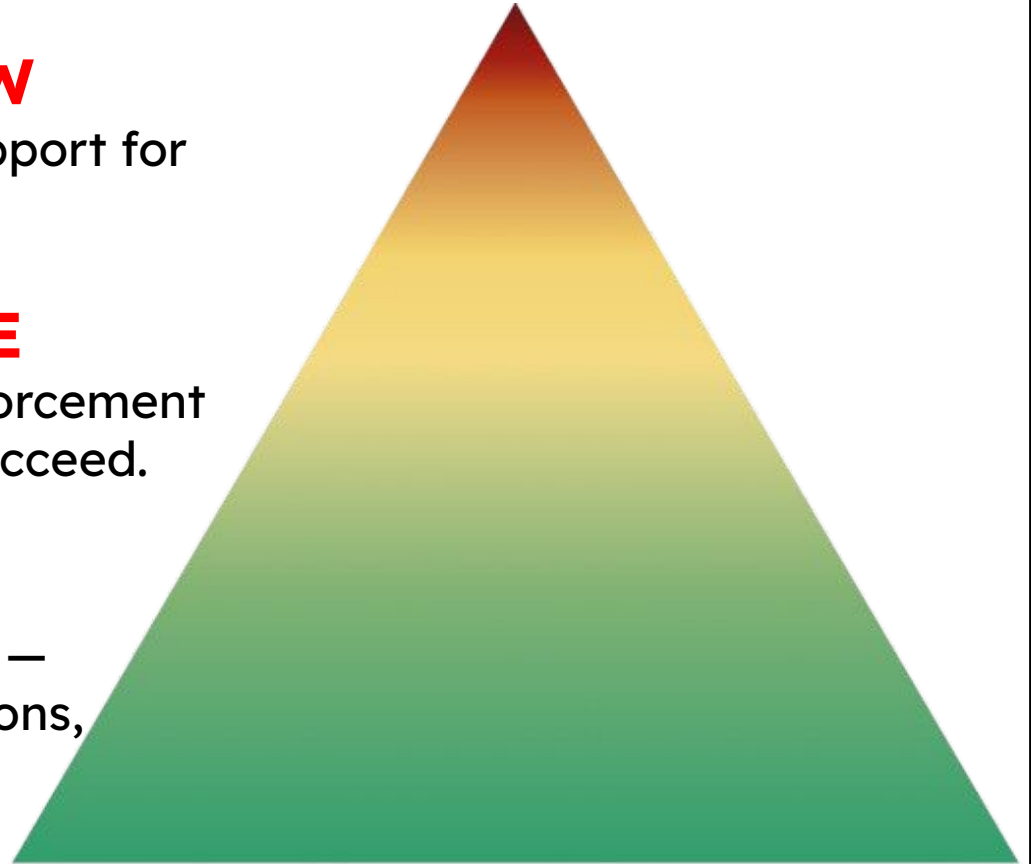
Highly personalized, intensive support for students with the greatest needs.

## **TIER 2: FOR SOME**

Extra practice, guidance, or reinforcement for students who need more to succeed.

## **TIER 1: FOR ALL**

What all students get every day — strong teaching, clear expectations, & a safe, positive environment

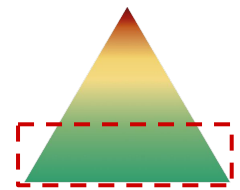


## Why MTSS Matters

- MTSS strengthens our core — our Tier 1 — so most **students get what they need** the first time, in every classroom, bus ride, lunch line, and hallway.
- It's **proactive instead of reactive**. Instead of waiting for problems to grow, we notice early signs and step in.
- It's **consistent**. Students experience the same high expectations and caring support no matter where they are in our district.
- Builds a **shared system** so we're all working toward the same goals.



## 2025-2026: Focus on Tier 1



- Our focus this year is on building a strong Tier 1 experience for all students in academics, behavior, and social-emotional learning — **what every student experiences every day.**

Academics	Behavior	Social-Emotional
<ul style="list-style-type: none"><li>• Strong core instruction</li><li>• Engaging lessons</li><li>• Clear learning goals</li></ul>	<ul style="list-style-type: none"><li>• Consistent expectations</li><li>• Positive routines</li><li>• Proactive responses</li></ul>	<ul style="list-style-type: none"><li>• Strong relationships</li><li>• Self-regulation</li><li>• Safe &amp; supportive spaces</li></ul>





**STRONGER TOGETHER:**

Creating schools where every student thrives.

