MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, December 10, 2025
MINUTES

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 7:00 p.m. on December 10, 2025.

Board Members Present: Cislo, Faro, Gutierrez, Heikka, Meray and Prior

Board Members Absent: Burdette

Staff Present: Ryan McMahon, Jennifer Bookout, Krista Hendrix, Herb Morelock, Margaret Durkee and Sara Beckman

Guests Present: Sarah Norton

Public Comments: None

Motion by Gutierrez supported by Prior to approve the minutes of the special meeting of November 25, 2025. All Ayes. Carried 6-0.

Motion by Faro supported by Meray to approve the minutes of the special meeting closed session of November 25, 2025. All Ayes. Carried 6-0.

Motion by Heikka supported by Prior to approve the bills/reimbursement of expenses. All Ayes. Carried 6-0.

The Board viewed a Fall Athletic Review presented by the Athletic Director, Herb Morelock.

The Board heard the WISD PAC update by Sarah Norton.

The Board and Superintendent McMahon shared information regarding Policy Updates.

Motion by Faro supported by Prior to revise, repeal, and/or adopt Board policies as described in Attachment A. All Ayes. Carried 6-0.

Motion by Faro supported by Gutierrez to approve the unassignment of the current Assigned Fund Balances, excluding Paddock Early Childhood Center Fund Balance. All Ayes. Carried 6-0.

Motion by Meray supported by Prior to approve Melanie DiMartini as the Payroll/Benefits Manager effective January 5, 2026. All Ayes. Carried 6-0.

Public Comments: None

Student Board Member Comments:

- Heikka: Announced the creation of the Black Student Union (BSU), noting an executive board meeting held that day to discuss growing the club and networking with other local BSUs. She announced the following week's Christmas Spirit Week events (Holiday Accessories, Ugly Sweater, White Out, Holiday Athleisure, Festive Friday). She also reminded the board that the tennis info meeting is scheduled for the 17th and that the Food and Good Drives and Jar Wars are running until December 12th, with all proceeds staying in the community.

Assistant Superintendent Comments:

- Assistant Superintendent Bookout highlighted our Be Nice November supply drives. Each school collected different items to support Ozone House and Aid in Milan, and both organizations shared how overwhelmed they were by the generosity of our students and families. In that same spirit, our December canned food drive is currently underway at all buildings, continuing our focus on community service.

- Assistant Superintendent Bookout also shared a highlight from earlier this week connected to our MTSS work. On Monday, we welcomed visitors from Honey Creek Community School to Paddock Elementary, and they'll be returning again on Thursday. Honey Creek is particularly interested in how our WIN process supports early elementary students.

- WIN, which stands for What I Need, is a daily block built into the schedule at Paddock and Symons and is a key Tier 1 and Tier 2 support within our MTSS framework. During WIN, interventionists work with students who need additional academic support, while classroom teachers meet with small groups based on specific learning needs. This structure allows us to respond quickly and flexibly to student data and provide support before gaps widen.

- It's encouraging to see other schools interested in learning from our MTSS practices. These visits highlight the thoughtful systems our staff have built to ensure students receive the right support at the right time.

Superintendent Comments:

- Superintendent McMahon offered a discussion on the decision to not cancel school this morning. After carefully watching weather updates, driving the roads throughout the district along with four other members of our team, and speaking with multiple area Superintendents, it was decided that the buses would be able to safely travel. The decision was not simple, since Milan was on the edge of the troubling weather, but our students were able to get to school safely. The only bus issue that we encountered was one bus became stuck at a stop sign in an ice patch. Our crews reported to the bus within

a few minutes, placed salt down on the road, and the bus moved on to finish the route to school.

- Superintendent McMahon thanked Mr. Morelock for the presentation on Fall Athletics and thanked him for all his work. The Winter teams are up and running and it is great to see our students back in competition.

- Superintendent McMahon thanked the school community for contributing to the Food Drive to support the Milan Christmas Baskets program. We still have one day remaining to collect canned goods with the distribution starting this Friday.

- Superintendent McMahon shared with the community that the School-of-Choice window is now open. Students interested in Milan Area Schools have from December 1 to January 16 to apply for the second semester.

- Superintendent McMahon welcomed Melanie DiMartini to the District Office team and also thanked Krista Hendrix for all the work she has been doing during this exceptionally busy time for the business office, particularly with the absence of one staff member.

Board Member Comments:

- **Prior:** Reported on attending a WISD/Disability Network workshop (Sib Shop) for siblings of students with disabilities and encouraged interested teens to fill out a survey if interested.

- **Heikka:** Thanked Mr. Morelock for his presentation and noted his support of the Dance Team. She also thanked Mr. McMahon for the recent helpful department presentations and highlighted that a major factor in school closing decisions is ensuring vulnerable students are safe and receive meals.

- **Faro:** Congratulated student performers for the well-executed play, "The Odd Couple." He thanked Superintendent McMahon for the district's transparency regarding the sinking fund update and extended thanks to Jesse Hoskins for his 15 years as head football coach.

- **Gutierrez:** Acknowledged the decision to cancel school is difficult and thanked Mr. McMahon and staff for their dedication to student safety, citing the long hours they work. She thanked Mr. Morelock for his work, commended Mr. Lopez and the recent band concert, and the community's support for student activities. She wished everyone a restful and safe winter break.
- **Meray:** Commended students and directors on the production of "The Odd Couple." She also praised Mr. Lopez and the band concert, noting the growth of the 7-8 band. Congratulated Ms. Powell and the MAS choirs. She thanked Krista Hendrix and Carolyn White for supporting finance and operations following a resignation, and Mr. McMahon and his team for their diligence deciding on school closures. She acknowledged various holidays being celebrated in coming days and thanked staff for being inclusive.

- **Cislo:** Provided updates on the Board self-assessment and the next meeting's evaluation of the Superintendent. He complimented the Odd Couple and the band concert, praising Mr. Lopez, and thanked staff who attend extracurricular events to support students, specifically Mr. Mezzi.

- **Prior (Added Comment):** Expressed her enjoyment of the annual holiday parade, noting wide student and community participation from both school groups and outside organizations.

- **Meray (Added Comment):** Shared her excitement in seeing Milan FFA students driving an antique tractor and other construction vehicles in the parade.

Motion by Heikka supported by Gutierrez to enter into closed session pursuant to Section 8(1)(c) of the Michigan Open Meetings Act for Negotiation Strategies. All Ayes. Carried 6-0.

Time entered closed session 7:58 p.m.

Time returned to open session 9:42 p.m.

Time of Adjournment 9:43 p.m.