

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, February 11, 2026
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 Faro at 7:00 p.m. on February 11, 2026.

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

Board Members Absent: Heikka

Staff Present: Ryan McMahan, Jennifer Bookout, Krista Hendrix, Kolette Comstock, Annette Apple and Sara Beckman

Guests Present: Heidi Phelps and Sara Norton

Board President, Tom Faro read a statement on behalf of the board regarding negotiations with the MEA.

Motion by Prior supported by Cislo to remove the Transportation Association Master Agreement from the agenda, to allow for additional negotiations pursuant to the budget amendment, as explained by Superintendent McMahan. All Ayes. Carried 6-0.

Student Board Member Comments:

- Miss Heikka thanked the volunteers and generous sponsors for their support of the Coming Home (CoHo) Dance, noting that students enjoyed the event.

Public Comments: None

The Board heard the First Reading for the 2025-2026 General Fund Budget Amendment from Finance Director, Krista Hendrix, as included in Attachment A.

Motion by Meray supported by Burdette to approve Heidi Phelps as the Director of Student Services effective February 25, 2026. All Ayes. Carried 6-0.

Public Comments: None

Assistant Superintendent Comments:

- Assistant Superintendent Bookout shared two informational updates with the board and our community.

- Assistant Superintendent Bookout highlighted our Annual Education Reports, often referred to as AERs. These reports are required each year under state and federal law. The AERs provide a detailed snapshot of school performance and accountability, including student assessment results, growth data, educator qualifications, and information related to school improvement. Our AERs are now available on the district website, with links to the district and individual school pages on MI School Data.
- Secondly, later this week we will be sending out a short survey related to our sex education and reproductive health education programs. We are currently reviewing these programs to ensure they are meeting the needs of our students while also aligning with the values and expectations of our community. The survey was originally developed by the Michigan Department of Education and will be used to gather general feedback from parents and community members. Participation is voluntary, and the input we receive will help inform future discussion as part of this review process. Assistant Superintendent Bookout encouraged our families and community members to take a few moments to complete the survey and share their views.

Superintendent Comments:

- Superintendent McMahon shared recognition for the MAS Board member training certifications through MASB. The following awards were designated:
 - Andrew Cislo - Level 6 Master Platinum Award and the Community Relations Specialty Award
 - Carrie Gutierrez - Level 1 Certified Board Member Award and Level 2 Award of Merit
 - Gabe Burdette - Level 1 Certified Board Member Award and Level 2 Award of Merit
 - Sara Meray - Level 3 Award of Distinction
 - Tom Faro - Level 3 Award of Distinction
- Superintendent McMahon shared that the Filter First work has commenced in the district. This is the upgrading of our drinking water supply lines that was funded through an MDE grant. We have a company onsite starting last week working on the replacements and upgrades.
- Superintendent McMahon offered praise to our district counseling and support providers in honor of National School Counseling Week, last week. Thank you to our social workers, school counselors, psychologists, and behavior specialists for all they do for our students.
- Superintendent McMahon offered gratitude to our School Resource Officer, Brandan Marshall, in honor of School Resource Officer Day, February 15th. A special thanks to Officer Marshall and all the officers at the Milan Police Department for all they do to maintain safety in our schools and community.
- Superintendent McMahon shared appreciation for our Transportation Department in honor of National Love the Bus Month February and Bus Driver Appreciation Day on

February 22nd. Our transportation department works hard every day to get our students to and from school safely every day and we are grateful for their dedication to the district.

- Superintendent McMahon welcomed the new Executive Director of Student Services, Heidi Phelps. The administrative team is looking forward to Heidi joining the group and I am confident that she will be a great addition to the MAS family. A special thanks to the administrators and staff that shared their time to help with the interview process.
- Superintendent McMahon wished everyone a restful long weekend ahead.

Board Member Comments:

- Prior: Reported on her attendance at MASB courses regarding ethical leadership, consensus building, and student data trends. She noted the impact of declining birth rates on future enrollment and requested board feedback on the monthly policy review list. She also encouraged attendance at the GMACF Gala on February 28th, highlighting the foundation's vital financial support for district programs.
- Cislo: Expressed appreciation for the community and staff attendance at both the Big Red Board Chat and the current board meeting. He also officially welcomed Dr. Phelps and her family to the district.
- Gutierrez: Recommended posting the Big Red Board Chat presentation online to share information about revenue sources and the statewide trend of declining enrollment. She emphasized that enrollment challenges are a broad concern for the entire community to monitor.
- Burdette: Welcomed Dr. Phelps to the district and promoted the Milan High School production of "Cinderella" taking place March 12th through 14th. He also wished success to the high school athletes beginning their district playoff competitions.
- Meray: Welcomed Dr. Phelps and family to the district. She thanked the transportation department for their work and commitment to safety, and the counseling department for their role in educating the whole child and meeting student needs. She also thanked the administration for their communication regarding district immigration protocols and for working with students to balance student First Amendment rights with the requirement to maintain a productive learning environment.
- Faro: Thanked the participants of the Big Red Board Chat and confirmed that the presentation would be added to the website. He announced the next Big Red Board Chat on April 16th, which will be a discussion and Q&A about serving on the Board. He listed specific policies for the board to review by February 25th, and noted his recent completion of four MASB continuing education courses.

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

Time entered closed session 7:34 p.m.

Time returned to open session 8:21 p.m.

Time of Adjournment 8:21 p.m.