



**WASHTENAW INTERMEDIATE SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING MINUTES**

**Tuesday, December 9, 2025**

The Washtenaw Intermediate School District Board of Education held a regular board meeting on Tuesday, December 9, 2025, in Washtenaw ISD's Teaching and Learning Center Board Room at 1819 South Wagner Road in Ann Arbor, Michigan.

**CALL TO ORDER**

The meeting was called to order at 5:00 PM by President Mary Jane Tramontin

**ATTENDANCE**

**The following members were present:**

Mary Jane Tramontin, President  
Steve Olsen, Vice President  
Dorcas Musili, Secretary

**The following member was absent:**

Sarena Shivers, Treasurer  
Diane Hockett, Trustee

**Quorum was met.**

**Also present:**

Naomi Norman, Superintendent  
Brian Marcel, Associate Superintendent  
Edward Manuszak, Executive Director of Early Childhood  
Margy Long, Director of Success By 6  
LaDawn White, Early Childhood Grant Manager  
Tanner Rowe, Director of Operations  
Jennifer Banks, Director of Instruction  
Sarah Hierman, Grants and Special Project Coordinator  
Melissa Cischke, Project Specialist for Technology  
Shannon Novara, Program Manager for Bridge Team  
Audrey Norman, Member of the Public  
TJ Greggs, Administrative Assistant to the Superintendent

**APPROVAL OF THE AGENDA**

**Steve Olsen moved, Dorcas Musili seconded, to approve the agenda, as presented.**

**Ayes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Nays: None.**

**Motion carried.**

**COMMUNICATIONS:** There were no communications.

**PUBLIC PARTICIPATION:** There was no public participation.

**PRESENTATION:** Program Manager Shannon Novara and Project Specialist Melissa Cischke presented the details on the 2025 Courageous Conversations Summit.

**FINANCIAL REPORTS:** Early Childhood LaDawn White reviewed the Head Start financial reports for November 2025.

**Steve Olsen moved, Dorcas Musili seconded, that the Board of Education approve the November 2025 Head Start financial report, as presented.**

**Voting yes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Voting no: None.**

**Motion carried.**

**EQUITY, INCLUSION, AND SOCIAL JUSTICE DIALOGUE:** Superintendent Naomi Norman stated that the earlier Courageous Conversation presentation addressed the equity, inclusion and social justice topic for this meeting and there was nothing more to discuss at this time.

**CONSENT AGENDA**

**Dorcas Musili motioned, Steve Olsen seconded, that the Board of Education approve the minutes and Superintendent's recommendations in the Consent Agenda, as presented.**

**Voting yes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Voting no: None.**

**Motion carried.**

**Approval of Minutes**

The Board approved the minutes of the November 25, 2025, regular meeting.

**063-25-26**

The Board approved the following employment recommendations:

- Alexander Moore as a Technical Assistant.
- Breanna Moore as School Social Worker.
- Cara Jurado as an ASD Teacher Assistant.
- Jason Natale as Teaching Assistant – Local Based Milan.
- Lance Cunningham as Teaching Assistant – YA Chelsea.
- Ryan Furlage as a Technical Assistant.
- Thomas Strasz for employment as an Orientation and Mobility Specialist.
- William Clapp as Teaching Assistant.

**064-25-26**

The Board approved the following reclassification requests:

- Carla Green, current position: YA Out Center Floater, 1.0 FTE, 185 workdays, Unit I.  
Recommended position: Teacher Assistant – EMU YA, 1.0 FTE, 185 workdays, Unit I.
- Gina Ward, current position: DHH TA – Preschool, 1.0 FTE, 185 workdays, Unit I. Recommended position: DHH TA – K-8, 1.0 FTE, 185 workdays, Unit I.
- Regina Roza, current position: TA for Washtenaw News YA, 1.0 FTE, 185 workdays, Unit I.  
Recommended position: Teacher Assistant – Dexter YA, 1.0 FTE, 185 workdays, Unit I.

**065-25-26**

The Board approved the following staff resignations:

- Denise Thrasher, effective December 14, 2025.

**066-25-26**

The Board approved the following staff retirements:

- Patricia Zalewski, effective November 30, 2025.

**067-25-26**

The Board approved Tanner Rowe to act as and take on the responsibilities of the WISD Asbestos Designated Person and indemnify him in this role, as presented.

**068-25-26**

The Board authorized the administration to approve the contract with Detroit Area Pre-College Engineering Program for an additional \$44,824.00 and a total not to exceed \$80,350.38, as presented.

**069-25-26**

The Board authorized administration to accept the grant from Community & Economic Development Association of Michigan in the amount of \$100,000.00, as presented.

**NEW BUSINESS – University of Michigan Zero to Thrive Contract:** Director of Success by 6 Margy Long discussed details about the 3-year contract with Zero to Thrive.

**Steve Olsen motioned, Dorcas Musili seconded, that the Board of Education approve the three-year contract with Zero to Thrive for the amount of \$139,358.00, as presented.**

**Voting yes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Voting no: None.**

**Motion carried.**

**NEW BUSINESS – Stormwater Management Plan Board Resolution:** Director of Operations Tanner Rowe shared the details of the stormwater resolution.

**Dorcas Musili motioned, Steve Olsen seconded, that the Board of Education approve the resolution in support of the WISD Stormwater Management Plan, as presented.**

**Voting yes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Voting no: None.**

**Motion carried.**

**NEW BUSINESS – Washtenaw Community College Adult Education Services Contract:** Grants & Special Project Coordinator Sarah Hierman shared the details of the continuation contract with Washtenaw Community College.

**Steve Olsen motioned, Dorcas Musili seconded, that the Board of Education approve contract with Washtenaw Community College in an amount not to exceed \$301,342.00, as presented.**

**Voting yes: Mary Jane Tramontin, Steve Olsen, Dorcas Musili**

**Voting no: None.**

**Motion carried.**

**OTHER ITEMS OF BUSINESS** – There were no other items of business.

**BOARD OF EDUCATION REPORTS:**

Trustees of the Board of Education spoke about the following:

- Trustee Olsen wished everyone a merry Christmas and happy holidays.
- The Board shared their experiences at the AESA Annual Conference.

**ADMINISTRATIVE REPORTS – Superintendent’s Report:**

Administration spoke about the following:

- Superintendent Norman shared details about her lunch with the other region ISD Superintendents on 12/8/2025.
- Superintendent Norman met with Camille Wilson, professor, and research from the University of Michigan to discuss how the education system in Washtenaw County has impacted kids of color.
- Superintendent Norman thanked the Board and shared gratitude for attending the AESA Annual conference.

**ADJOURNMENT**

The meeting was adjourned at 6:12 PM

Respectfully submitted,

Dorcas Musili, Secretary  
Washtenaw ISD Board of Education