



Respectful, Responsible, Safe & Prepared

PERSONNEL COMMITTEE MEETING MINUTES
August 31, 2021 – 5:30 p.m.
Waupaca High School Community Room and [Live Stream](#)

Welcome and Call to Order:

The meeting was called to order by Committee Chairperson Betty Manion at 5:30 p.m.

Roll Call:

Present in the WHS Community Room: All members of the Committee were present (Chairperson Betty Manion, Steve Hackett, and Patrick Phair). Additionally, Board members Dale Feldt, Mark Polebitski, and Stephen Johnson were present. Steve Klismet was present via phone.

Also Present:

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, Laurie Schmidt, and Michael Werbowsky. Additionally, several District music staff and other community members were present.

Approval of Agenda:

A motion was made by Steve Hackett and seconded by Patrick Phair to approve the agenda as presented. The motion carried unanimously on a voice vote.

Review of Board Meeting Norms:

The Committee reviewed their collective commitments.

High School Music Staffing:

Director of Teaching and Learning Mark Flaten advised that with Eric Conner's resignation, the Administration (as with any resignation) reviewed the position. They, together with the current K-12 music teachers, discussed possible options due to declining enrollment and declining participation in music courses. After reviewing the internal data as well as comparable data from neighboring school districts with the K-12 music staff, Administration is recommending that there be a reduction in our instructional music staffing at the High School level and to not fill Mr. Conner's position through attrition. In addition, there would be a shift of the PAC Coordinator and Musical Director from teacher FTE to stipends. Mr. Flaten advised that he also discussed with the music staff what the requirements would be for those two job descriptions. Mr. Flaten added that the Administration will continue to monitor the data and work to ensure our students and staff have what they need.

The Committee members as well as the other School Board members expressed their concerns with regard to the downward trend in our music department, as the culture in our community is very important and in particular our music/arts. They added that we need to keep as strong a program as we can so perhaps the Committee/Board should solicit help from community members to come up with a long term solution. They were also concerned that if we make the Musical an extra-curricular activity as compared to a class, enrollment would drop even further, as it would be more difficult for students/student athletes to attend practices, productions, etc.,

after the school day. They added that since we have the pieces in place we should try to rebuild and reinvigorate the program to get the students interested in music again. The Committee concluded that because this position has already been budgeted for, this is an opportunity to improve – we shouldn't change the program and the arts should be part of our curriculum.

Mr. Flaten advised that if the Committee does not approve the Administration's recommendations, he will have open and honest communication with the music staff regarding the posting for the open position, and will go back to the High School in terms of staffing and the number of students since school is starting tomorrow.

A motion was made by Patrick Phair and seconded by Steve Hackett to not accept the recommendations as put forth by the Administration. The motion carried unanimously on a voice vote.

Adjournment:

A motion was made by Patrick Phair and seconded by Steve Hackett to adjourn the meeting at 6:34 p.m. The motion carried unanimously on a voice vote.