



SCHOOL BOARD MEETING MINUTES December 14, 2021 Regular Meeting

Pursuant to the regulations, the regular Board meeting was held on the above date in the Waupaca High School Community Room and live streamed via YouTube. The meeting was also broadcast on TV Channel 991.

The purpose of the Board Meeting Minutes is to capture the essence of discussions through the actions voted on. These minutes should not be interpreted to represent a transcription of the meeting. To watch a recording of this meeting, please click [here](#).

President's Comments and Pledge of Allegiance:

Stephen Johnson welcomed everyone, thanked the Madrigal Singers for their performance, and wished happy holidays to all students, staff, and community members. He then asked Mark Flaten to lead the Board in the Pledge of Allegiance.

Call to Order:

The meeting was called to order by President Stephen Johnson at 5:35 p.m.

Roll Call:

Present in the WHS Community Room: Stephen Johnson, Dale Feldt, Steve Klismet, Patrick Phair, Betty Manion, and Steve Hackett.

Excused: Mark Polebitski

Also Present:

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, Carl Hayek, Steve Thomaschefskey, Laurie Schmidt, Jenifer Erb, John Meyer, John Erspamer, Jody Pankratz, Carrie Naparalla, Ella Waite, and members of the community.

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.

Public Comment:

Two community members addressed the Board regarding whether the wearing of masks in schools should be mandatory or optional.

Review of Board Meeting Norms:

The Board reviewed their collective commitments.

Consent Agenda:

A motion was made by Steve Hackett and seconded by Dale Feldt to approve the items of the consent agenda as presented.

Approval of Minutes:

November 9, 2021, Regular Board Meeting

November 29, 2021, Policy Committee Meeting

December 1, 2021, Building and Grounds Committee Meeting

Financial Reports:

Accounts Payable Approval: \$2,744,127.65, and Building Fund Payable: \$0

Cash Receipts: \$680,003.16

Treasurer's Report (October) – Total Cash per Reconciliation: \$7,371,332.67

Treasurer's Report (November) – Total Cash per Reconciliation: \$5,316,483.99

Budget to Actual Comparison by Fund Groups for October:

Fund 10 Ending Balance: \$7,180,078 [2020-2021: \$5,770,657]

Fund 21 Ending Balance: \$337,323 [2020-2021: \$377,620]

Fund 27 Ending Balance: -\$729,156 [2020-2021: -\$659,012]

Fund 38 Ending Balance: \$0 [2020-2021: \$0]

Fund 41 Ending Balance: \$0 [2020-2021: \$70,156]

Fund 49 Ending Balance: \$199,340 [2020-2021: \$166,691]

Fund 50 Ending Balance: \$56,969 [2020-2021: -\$121,682]

Budget to Actual Comparison by Fund Groups for November:

Fund 10 Ending Balance: \$5,317,765 [2020-2021: \$4,357,044]

Fund 21 Ending Balance: \$348,544 [2020-2021: \$381,065]

Fund 27 Ending Balance: -\$963,743 [2020-2021: -\$917,944]

Fund 38 Ending Balance: \$0 [2020-2021: \$0]

Fund 41 Ending Balance: \$0 [2020-2021: \$70,178]

Fund 49 Ending Balance: \$199,346 [2020-2021: \$166,691]

Fund 50 Ending Balance: \$76,619 [2020-2021: -\$105,550]

Resignations:

Jeri Abrahamson – WLC Ed. Asst.

Jessica Christensen – WHS Ed. Asst.-Spec. Ed.

Hires – 2021-2022 School Year:

Kayla Christman - .5 FTE WMS Ed. Asst.-Spec. Ed.

Dawn Vallery – WHS Food Service Class 2

Garrett Hopkins – CEC Ed. Asst.

Transfers/Changes:

Carrie Hruby – WLC Ed. Asst. to WLC Ed. Asst.-Spec. Ed.

Tracie Carrick – 80% FTE WLC 4K Ed. Asst. to 1.0 FTE WLC Ed. Asst.

Extra Curricular Coaches and Advisors – 2021-2022 School Year:

Destination Imagination Advisor Positions:

Colleen Larson – WHS

Elizabeth Guyant – WMS

Crystal Golke – WLC

Erin Eller – WLC

Delaney Barbeau – CEC Elementary Grade Level

Delaney Barbeau – CEC Middle Grade Level

WHS Volunteer Coaching Positions:

Troy Riddle – Boys Hockey

Zach Alix – Boys Basketball

WHS Volunteer Advisor Positions:

Laura Saunders - Forensics

Neil Wenberg – Curling Club

Michael Verschage – Curling Club

WMS Robotics Club Advisor Position – Art Schultz

The motion carried unanimously on a roll call vote.

Communications:

WHS Family & Consumer Sciences Culinary Class Grant:

Mr. Saari advised of a grant in the amount of \$100 awarded to Mrs. Sheila Kroseberg's Family and Consumer Sciences culinary class by the Wisconsin Farm Bureau Foundation which will be used to purchase an ice cream maker. A motion was made by Patrick Phair and seconded by Steve Hackett to accept the grant as presented. The motion carried unanimously on a voice vote.

District Administrator's Report:

Mr. Saari advised of the following:

Masks continue to be recommended but not mandatory in all District buildings, and the Administration continues to work in close collaboration with our medical team.

The District's first cohort of teachers who took advantage of the Making Learning Visible Institute will be graduating this Saturday.

The District has launched a new mobile friendly app to make information more accessible for students, families, and our community.

Board member Dale Feldt recommended that staff be allowed to leave early on December 22nd, a Professional Development day. Administration agreed that afternoon would be a time to celebrate the accomplishments of every content area aligning and identifying their priority standards. Therefore, staff will be allowed to leave at 3 p.m. on December 22nd.

A substitute teacher and educational assistant appreciation gathering was held on December 8th to express our gratitude for their willingness to sub for our District. Mr. Saari advised he received good feedback from the group and that substitute teacher numbers have increased to approximately 15.

The WASB Convention will be held the third week in January.

A customer service audit was completed by CESA 5 indicating where changes are recommended. Most of the changes have been completed with the remainder being completed soon.

There has been an uptick in student behavior issues in our district and nationally. We appreciate all that our staff and administrators are doing to keep our focus on learning.

The District continues to make school safety a priority. There will be a school safety tabletop exercise in February, in collaboration with the County and City, focusing on reunification, parents, and traffic flow.

The Grant Writer has submitted applications to several competitive grant programs this past month, mostly relating to the community.

Administration:

Safe Return to In-Person Instruction and Continuity of Services Plan:

Mr. Saari presented the Safe Return to In-Person Instruction and Continuity of Services Plan of the School District, which is required as part of the ARP Act and ESSER III (but not the funding part). A stakeholders meeting regarding the funding will be coming soon as the deadline for submission to the DPI is March 11, 2022. Mr. Saari added that all of the information in this plan has been previously shared with the Board, and is required to be reviewed by the Board at least every six months through September 30, 2023. Mr. Saari advised that the plan is available to the public and at this time the community has the opportunity to provide input.

Public Comment:

A community member did ask for confirmation that there was nothing in the plan regarding mandatory vaccinations which Mr. Saari did confirm he was correct.

A motion was made by Betty Manion and seconded by Patrick Phair to approve the Safe Return to In-Person Instruction and Continuity of Services Plan as presented. The motion carried unanimously on a voice vote.

Portrait of a Graduate II – Building Principal Report Card Data Report Presentation:

Director of Teaching and Learning Mark Flaten provided a summary and timeline of the state assessments students take each year and advised that the District's State Report Cards are based on these state assessments. He advised that the format of the State Report Cards is different compared to previous years so the District will need to update its Strategic Plan to reflect the new report card format. He added teachers also use classroom assessment data to determine the progression and growth of students. He emphasized that the triangulation of data (national, state, and classroom) is important to ensuring that our students and staff continually grow. In addition, it is important to note that our priority standards have been identified and aligned in all grade levels and content areas.

Mr. Flaten advised that over the past few months the Administration has met with the teachers to review the test data. Further, Mr. Flaten advised that we do not believe all of our scores are reflective of our teachers' efforts. He added relationships are critical and matter more so than anything else – nobody cares about the data if you don't have relationships. So to improve on our scores, we need to build relationships, and most importantly, hire teachers of students first, content second. Mr. Flaten pointed out that while reviewing the data it is important you look for trends and improvement opportunities, knowing that our students are more than numbers and understanding that data tells only part of the story.

Some of the Board members advised that they have received feedback relating to the format of the ACT test; much discussion then ensued. Associate High School Principal Jenifer Erb advised that this year the entire school must all either continue with the paper/pencil test or move to the online format. She believes that next year there will be no choice and all will be required to complete the ACT test online, and that staff do plan to work with students to prepare them for the new format. Board President Johnson then advised that since this item is not on the agenda, he is halting further discussion on it at this time.

Mr. Flaten then shared the District's 2020-2021 State Report Card. He advised that schools and districts receive a score for each of the four priority areas. Those scores are then aggregated into an overall accountability score and, based on its score, a school or district receives one of five rating categories. He then walked through the entire District's report card. Mr. Flaten added that we understand our schools serve many purposes beyond just the academic measures, and we continue working to meet the objectives of our strategic plan.

Several Board members were concerned with the scores and inquired as to what the Board can do to help the teachers and students to improve the scores. They also requested that an update on the improvements made be provided to the Instructional Committee perhaps in approximately six months. Mr. Flaten added that it is important to have these conversations and we absolutely will make adjustments, but now that we have the priority standards identified and aligned in all content areas, scores will improve. Board member Betty Manion and Mr. Flaten reminded everyone that it is important that we look at the big picture and all of the factors, some of which are not reflected in the scores.

Each of the principals of the four schools (CEC, WLC, WMS, and WHS) then shared and discussed their individual school's State Report Card. They advised of their strategic plans to address growth and the progress monitoring measures they are taking in each of their schools. In particular, they are

working with their intervention teams to identify supports needed to best fit the individual student, to find out who is being missed and develop a plan to meet that student's needs, as well as how best to provide interventions and supports for all students. Of importance as well is improving the chronic absenteeism and working with the students to be in the classroom. In particular at WHS they are getting a committee together regarding truancy (as truancy is a symptom) to get the students back in school.

Board member Steve Klismet expressed his concern regarding student behavior. Ms. Erb responded that all teachers work to curb discipline issues with positive reinforcement and connections. She reminded everyone that because of the pandemic, we are trying to re-teach proper behavior.

Mr. Flaten summarized by saying that we are not asking a teacher to solve the issues on their own – it is a group approach. That's why it is important that we have the right balance of getting the right pieces in place.

Update on Open Music Teacher Position:

As requested by the Board, Ms. Erb provided an update on the open music teacher position. Discussion continued, particularly with regard to possibly having a spring musical. Board President Johnson again advised that since this item is not on the agenda, we cannot continue to discuss it at this time.

CTE (Career and Technical Education) Advisory Board Update:

Director of Technology and CTE Steve Thomaschefskey advised that the District met with local employers to review local data to make sure the District's current CTE pathways align with the needs in our community (including the farming industry) and to determine if any changes need to be made. This information is required as part of the Carl Perkins grant that the District receives.

Mr. Thomaschefskey also advised that FVTC representatives looked at the District's current tech equipment and advised that at this time it is good/meets dual credit course requirements.

Mr. Thomaschefskey also shared that he is working on an equipment rotation within the curriculum and maintenance plan. Board member Steve Klismet disagreed that all of the equipment in our technology and engineering classrooms is up to date.

Board Reports:

Student Representative Report:

Ella Waite advised that winter sports have begun and the girls' basketball team is doing better than expected. Also that the Student Council went to the WLC and helped the students with crafts.

Upcoming Meetings and Other Activities:

The Board was reminded of the following upcoming meetings and other activities:

December 20, 2021, Special Board Meeting – 5:30 p.m.

January 3, 2022 – Joint CEC Governance Council/SDW Board of Education Retreat – 5:30 p.m.

January 11, 2022 – Regular Board Meeting – 5:30 p.m.

January 19-21, 2022 – WASB Wisconsin State Education Convention

January 26, 2022 – Policy Committee Meeting – 5:30 p.m.

Policy Committee:

Committee Chairperson Patrick Phair advised that the Policy Committee reviewed and recommended that the full Board approve and adopt the following policies:

NEOLA Policy 2413 Health Education

NEOLA Policy 2416 Student Privacy and Parental Access to Information

NEOLA Policy 2416.01 Parental/Police Access to Library Media Centers

NEOLA Policy 2420 Education for Employment
NEOLA Policy 2421.01 Students as Trainees
NEOLA Policy 2430 District-Sponsored Clubs and Activities
NEOLA Policy 2430.01 Special Programs by Community Volunteers
NEOLA Policy 2431 Interscholastic Athletics
NEOLA Policy 2440 Summer or Interim Session School
NEOLA Policy 2451 Program or Curriculum Modifications
NEOLA Policy 2460.03 Independent Educational Evaluation
NEOLA Policy 2461 Recording of IEP Team Meetings
NEOLA Policy 2605 Program Accountability and Evaluation
NEOLA Policy 2700.01 School Performance and Accountability Reports
NEOLA Policy 2260 Nondiscrimination and Access to Equal Educational Opportunity
(W411/W411-R1/W411-R2/W411-R3)
NEOLA Policy 5517.01 Bullying (W411.1/W411.1-R1)
NEOLA Policy 5111.03 Children and Youth in Foster Care (W411.3)
NEOLA Policy 5111 Eligibility of Resident/Nonresident Students (W420)
NEOLA Policy 5112 Entrance Age – Admission to Kindergarten and First Grade (W421)
NEOLA Policy 5630 Corporal Punishment (W446.1)
NEOLA Policy 5610 Suspension and Expulsion (W446.2)
NEOLA Policy 5630.01 Use of Seclusion and Physical Restraint with Students (W447.1)
NEOLA Policy 5111.01 Homeless Students
NEOLA Policy 5111.02 Educational Opportunity for Military Children
NEOLA Policy 5113.01 Part-Time Open Enrollment
NEOLA Policy 5113.02 Intra-District Safe School Transfers Options
NEOLA Policy 5114 Non-Immigrant Students and Visitor Programs
NEOLA Policy 5223 Absences for Religious Instruction
NEOLA Policy 5230 Release of Students to Authorized Persons
NEOLA Policy 5340 Student Accidents/Illness/Concussion
NEOLA Policy 5350 Student Suicide
NEOLA Policy 5420 Reporting Student Progress
NEOLA Policy 5460.01 Diploma Deferral
NEOLA Policy 5463 Credits from Non-Public Schools
NEOLA Policy 5513 Care of District Property
NEOLA Policy 5515 Student Use of Motor Vehicles
NEOLA Policy 5520 Disorderly Conduct
NEOLA Policy 5540 The Schools and Governmental Agencies
NEOLA Policy 5611 Due Process Rights
NEOLA Policy 5710 Student Complaints
NEOLA Policy 5751 School-Age Parents and Married Status of Students
NEOLA Policy 5780 Student/Parent Rights
NEOLA Policy 5840 Student Groups
NEOLA Policy 5850 Social Events
NEOLA Policy 5855 Student Attendance at School Events
NEOLA Policy 5870 Student Production of Goods and Services
NEOLA Policy 5880 Public Performances by Students
NEOLA Policy 5130 Withdrawal/Dropout from School
NEOLA Policy 5136.01 Technology Resources and Other Electronic Equipment
NEOLA Policy 5341 Emergency Medical Authorization
NEOLA Policy 5512 Use of Tobacco and Nicotine by Students
NEOLA Policy 5516 Student Hazing
NEOLA Policy 5517 Student Anti-Harassment
NEOLA Policy 5830 Student Fundraising (W374)
NEOLA Policy 6605 Crowdfunding (W374.1/W374.1-R1)
NEOLA Policy 5200 Attendance (W431)

NEOLA Policy 5500 Student Code of Classroom Conduct (W443)
NEOLA Policy 5771 Search and Seizure (W445)
NEOLA Policy 8462 Child Abuse and Neglect (W454/W454-R1/W454-R2)
NEOLA Policy 8510 Wellness (W458/W458-R1)
NEOLA Policy 5451.02 Technical Excellence Higher Education Scholarships (W462)

A motion was made by Patrick Phair, per Committee recommendation, to approve and adopt the 61 NEOLA Policies listed above as presented. The motion carried unanimously on a roll call vote.

Building and Grounds Committee:

Committee member Dale Feldt advised that pursuant to the discussions had at the December 1st meeting, he has talked with Andy Whitman of the City of Waupaca and they will be setting up a meeting soon to discuss the soccer field and facilities. Building and Grounds Committee member Steve Hackett cautioned Mr. Feldt to be sure to include all of the townships in these discussions.

WASB Resolutions:

Board member and WASB Delegate Patrick Phair asked the Board to review the WASB Resolutions and to let him know if they have any comments they would like him to take to the State Education Convention in January.

Adjournment:

A motion was made by Dale Feldt and seconded by Steve Klismet to adjourn the meeting at 8:25 p.m. The motion carried unanimously on a voice vote.

_____ Date _____
Stephen Johnson, President
Board of Education

_____ Date _____
Elizabeth Manion, Clerk
Board of Education