



Respectful, Responsible, Safe & Prepared

SCHOOL BOARD MEETING MINUTES April 12, 2022 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 and expressed his gratitude to Mr. Dale Feldt, Mr. Ron Brooks, Mrs. Kayla Van Dyke-Griena, and Mr. Ben Warren for their interest in serving on the School Board, and congratulated Mr. Feldt and Mr. Brooks on being elected. Also on behalf of the District and the Board, he expressed heartfelt thanks to Mr. Steve Hackett for his service on the School Board and to the students in the District. He then asked Mr. Hackett to lead the Board in the Pledge of Allegiance.

Call to Order:

The meeting was called to order by President Stephen Johnson at 5:30 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 Thomaschefsky, Laurie Schmidt, Michael Werbowsky, Jenifer Erb, John Meyer, John Erspamer, Jody Pankratz, Carrie Naparalla, Ron Brooks, Sandy Robinson, and members of the WHS Chess Team and Coaches Bryan Fay and Jeremy Reedy.

Approval of Agenda:

Board President Johnson advised that there is one amendment to the agenda – moving Item VIII.A. Introduction of the State Champion Chess Team to just before the Consent Agenda. A motion was made by Steve Hackett and seconded by Patrick Phair to approve the agenda as amended. The motion carried unanimously on a voice vote.

Public Comment:

None.

Review of Board Meeting Norms:

The Board reviewed their collective commitments.

Chess Team State Champions:

Coach Bryan Fay introduced the WHS State Champion Chess Team members and Assistant Coach Jeremy Reedy. The team also shared the many trophies they won. This was their best season ever – winning the Conference, Post-Season Conference, and Division 1 State Tournament. They were the

smallest and most northern school to ever win the State Championship. They also attended Nationals this past weekend and did very well there too. Coach Fay advised that their challenge going forward is to get more girls interested in joining the team.

Consent Agenda:

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

Approval of Minutes:

March 15, 2022, Regular Board Meeting
March 21, 2022, Policy Committee Meeting
March 29, 2022, Special Board Meeting
April 4, 2022, Joint Personnel/Instructional Committee Meeting
April 5, 2022, Building and Grounds Committee Meeting

Financial Reports:

Accounts Payable Approval: \$2,317,705.03, and Building Fund Payable: \$0
Cash Receipts: \$4,842,799.67

Treasurer's Report – Total Cash per Reconciliation: \$13,915,664.51

Budget to Actual Comparison by Fund Groups:

Fund 10 Ending Balance: \$14,448,476 [2020-2021: \$12,905,970]
Fund 21 Ending Balance: \$347,461 [2020-2021: \$363,413]
Fund 27 Ending Balance: -\$1,715,778 [2020-2021: -\$1,648,885]
Fund 38 Ending Balance: \$0 [2020-2021: \$0]
Fund 41 Ending Balance: \$0 [2020-2021: \$70,239]
Fund 49 Ending Balance: \$399,380 [2020-2021: \$166,694]
Fund 50 Ending Balance: \$86,316 [2020-2021: -\$57,402]

Retirements – End of 2021-2022 School Year:

Kim Olson – WLC Food Service Class 3B
Lisa Engle – WMS Ed. Asst.-Spec. Ed.

Resignations:

Angela Newsome – WLC Ed. Asst.-Spec. Ed.
Shelley Vaughn – WMS Food Service Class 1B
Kimberly Drost – WHS Food Service Class 3B
Marie Lang – WMS Food Service Class 3B
Missy Erickson – WMS Special Education Teacher

Hires – 2021-2022 School Year:

Frances Packerham – WHS Food Service Class 3B

Hires – 2022-2023 School Year:

Abby Marshall – WHS Special Education Teacher
Rhonda Gaertner – WHS Food Service Class 3B

Transfers/Changes – 2021-2022 School Year:

Angela Borntreger – WMS Food Service Class 2 to WMS Food Service Class 1B
Penny Revolinski – WHS Food Service Class 3B to WMS Food Service Class 2

Transfers/Changes – 2022-2023 School Year:

Sara Knapp – WLC Food Service Class 2 to WLC Food Service Class 3B

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

WHS Coaching Positions:

Bryan Fay – Asst. Boys Track

WHS Volunteer Coaching Positions:

Julie Thobaben – Softball

Janet Flater - Softball

Michael Howe – Track

Tatiana Sotka – Track

Alisa Masias - Track

WHS Volunteer Advisor Positions:

Steven Rawson – Trap and Skeet

WMS Coaching Positions:

Megan Rocole – Girls Soccer

John Parent – Girls Soccer

Extra Curricular Coaches and Advisors – 2022-2023 School Year:

WHS Coaching Positions:

Tom Noltner – Varsity Girls Golf

Salary Step Changes:

Mark Otte – 10M6 to 10M12

Jennifer Miller – 4B0 to 4B6

Sheila Kroseberg – 28M24 to 28M30

Melissa Durrant – 16M24 to 16M30

Ashley Nelson – 6M6 to 9M24

Move WMS Girls Soccer Program to the Paid Co-Curricular Activities Schedule

Recommendation to Approve Teacher Contracts for 2022-2023

Summer Grounds/Maintenance Crew Hours/Pay Rate

Summer Technology Workers Hours/Pay Rate

The motion carried unanimously on a roll call vote.

Communications:

NEOLA Policy 5517.01 Bullying:

Board member Patrick Phair advised that after further review the District's Bullying Policy is in compliance.

District Administrator's Report:

Mr. Saari advised that the Teacher Cabinet has been recreated and consists of members from all four schools. Their focus has been on culture. He anticipates these meetings will continue for many years.

Mr. Saari shared that our nomination of the Waupaca Foundry for the 2021-2022 WASDA Bert Grover Child Advocacy Award was chosen. It is well deserved for the many things they've done for our District and community. He also advised that the Foundry discussed their marketing strategies, and is offering our Administration a tour showcasing the variety of programs it has available for students and employees.

Mr. Saari advised of the Relocation Campaign Grant and Workforce Innovation Grant that have been applied for. In addition, he shared that there is a student hiring expo scheduled for April 20th. He also shared an update relating to the grant writer, as well as our Chain to Main marketing efforts. He advised that the new NEOLA policies are now on our website, that the CTE pathway meetings continue, and he again reminded everyone to download the District's mobile friendly app.

Monitoring:College and Career Readiness/Waupaca ACT/CTE:

Director of Technology Steve Thomaschefskey pointed out the photos on the wall in the Community Room of the students currently in apprenticeship programs. Mr. Thomaschefskey advised that Career and Technical Education (CTE) is once again focusing on pathway meetings in each of its areas and is closely working with the Waupaca Area Chamber of Commerce. He reminded the Board that they are invited to attend these pathway meetings. Mr. Thomaschefskey also advised of the many Academic and Career Planning (ACP) highlights and events held throughout the year. In addition, he advised of our current youth apprenticeship partners and CTE certifications earned, and also advised of the new/upgraded equipment that has been installed in our CTE areas. Mr. Thomaschefskey shared that the FFA was the state winner of the National Chapter Award, six students attended the FBLA state competition, and the students did very well in the NWTC Tech Competition Challenge last Friday.

Student and Staff Wellness (past, current and future):

Director of Student Services Laurie Schmidt advised that wellness is not a simple statement of health, but that it also includes aspects of academic, emotional, and social input. She then outlined the many opportunities available to all students and staff within the District, as well as community resources that are available. She advised that mental and emotional health continues to be an important area. She advised that the goal is to continue to build connections and promote positive experiences for students and staff. She added that with the help of the additional Student Services position mentioned in last week's Personnel Committee meeting, the District will be able to offer additional education and services. She also provided information and data on homelessness in the District.

Administration:GT HS Advisor Job Description:

Director of Teaching and Learning Mark Flaten shared a new job description for a Gifted and Talented High School Advisor position. He added it is similar to the GT Teacher job description but this is for more of an advisor type position. He also advised that currently there are 40-50 students identified as GT in grades 9-12.

Board Reports:Student Representative Report:

None.

School Visits:

Board member Betty Manion shared that she visited the WLC and attended Ms. Claire Ellie's play/musical. Board Member Dale Feldt shared he attended Mrs. Williams' 2nd grade class reading for Dr. Seuss week. He has also attended the CTE pathway meetings every week.

Upcoming Meetings and Other Activities:

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

April 19, 2022 – Special Board Meeting – 5:30 p.m. (may be rescheduled)

April 25, 2022 – Special Board Organizational Meeting – 5:30 p.m.

April 27, 2022 – Policy Committee Meeting – 5:30 p.m.

May 10, 2022 – Regular Board Meeting – 5:30 p.m.

May 16, 2022 – Policy Committee Meeting – 5:30 p.m.

School Board Election Results:

Board member Betty Manion advised that as Clerk, she certified the votes for the School Board Election held April 5, 2022, and advised of the final results.

Dale Feldt's Update on Meeting with City Officials:

Board member Feldt advised that pursuant to the Building and Grounds Committee's request, he met with City officials regarding the restroom at the soccer field. He advised that the City is not interested in going in with the District as they have other projects going on right now in addition to the property not being in the City limits. The City mentioned they may consider helping with a parking lot however.

Policy Committee:

Committee Chairperson Patrick Phair advised that the Policy Committee met on February 21st and reviewed and recommended that the full Board approve and adopt the following policies:

NEOLA Policy 9120 Public Information Program
NEOLA Policy 9151 Use of Cameras and Other Recording Devices in Locker Rooms
NEOLA Policy 9160 Public Attendance at School Events
NEOLA Policy 9190 Charges for Career and Technical Education Projects
NEOLA Policy 9210 Parent Organizations
NEOLA Policy 9211 District-Support Organizations
NEOLA Policy 9250 Relations with Parents
NEOLA Policy 9500 Relations with Educational Institutions and Organizations
NEOLA Policy 9555 Partnerships with Business
NEOLA Policy 9600 Staff/Student Participation in Community Events
NEOLA Policy 9700 Relations with Non-School Affiliated Groups
NEOLA Policy 9800 High School Diploma to Veterans
NEOLA Policy 9800.01 Veterans as Classroom Volunteers
NEOLA Policy 8220.01 Emergency School Closings (W723.3)
NEOLA Policy 8600 Student Transportation Services (W751 through W752)
NEOLA Policy 8600.02 Bus Routes and Schedules (W751.1)
NEOLA Policy 8600.03 General Procedures Intended for Transporting Early Childhood and W4K Students (W751.2)
NEOLA Policy 8600.04 Extra-Curricular Transportation (W751.3)
NEOLA Policy 8660 Transportation by Private Vehicle (W751.4)
NEOLA Policy 8600.05 Transportation of Nonpublic School Students Policy Statement (W751.6)
NEOLA Policy 7530.01 Cell Phone Allowance (W772.1)
NEOLA Policy 7530.05 Cell Phone Policy for Administrators/Supervisors (W772.2)
NEOLA Policy 7510 Use of Facilities – Philosophy/Application (W830.1)
NEOLA Policy 7510.01 Use of District Facilities (W830/W830.1/W830.2/W830.3)
NEOLA Policy 7230 Public Gifts to the Schools (W840)
NEOLA Policy 2700.05 Charter Schools (W896)

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

Joint Personnel/Instructional Committee:

Personnel Committee Chairperson Betty Manion advised that a Joint Personnel/Instructional Committee met last week. The first item discussed was the District partnering with Rural Virtual Academy Charter School which would offer our students an online education option. It is offered through the Medford School District but in coordination with SDW.

A motion was made by Betty Manion, per Committee recommendation, to move forward to become an Affiliate Partner with Rural Virtual Academy Consortium beginning with the 2022-2023 school year as presented. The motion carried unanimously on a roll call vote.

In addition, she advised that the Committee discussed updates and additions to staffing for the 2022-2023 school year, in particular the addition of a special education teacher and two Student Services positions as well as the co-curricular positions of Musical Director and Performing Arts Center (PAC)

Coordinator. She advised that the Committee’s recommendation regarding the Musical Director and PAC Coordinator positions was based on how a meeting with the music staff went.

High School Principal Michael Werbowsky advised that he did meet with music teachers Anna Lussier and Mark Kryshak (but no one from WMS) regarding the specifics – that the curricular portion of the music classes will address the musical songs, with a person from outside the District being the Musical Director (or a staff member if interested). He further advised that we are keeping the music teacher job description as is for the time being because we have many good candidates for the position, but if none accept, then we may change the posting.

A motion was made by Betty Manion, per Committee recommendation, to accept and approve the Administration’s staffing recommendations for the 2022-2023 school year regarding the Musical Director and Performing Arts Center Coordinator co-curricular positions, as well as the additional WLC Special Education Teacher, Social Worker, and Speech and Language Pathologist, as presented. The motion carried unanimously on a roll call vote.

Building and Grounds Committee:

Building and Grounds Committee Chairperson Steve Klismet advised that the Building and Grounds Committee met on April 5th and they discussed terminating our current custodial contracted service provider and replacing those custodians with 13 District employees. They also discussed hiring a certified HVAC Technician to maintain all of our HVAC infrastructure.

A motion was made by Steve Klismet, per Committee recommendation, to terminate the District’s service agreement with Compass Group USA Inc. as presented. The motion carried unanimously on a roll call vote.

A motion was made by Steve Klismet, per Committee recommendation, to restructure the District’s custodial department by replacing our contracted custodial services with District Employees only beginning with the 2022-2023 school year as presented. The motion carried unanimously on a roll call vote.

A motion was made by Steve Klismet, per Committee recommendation, to not replace the vacant building and grounds position and hire a certified HVAC Technician instead, as presented. The motion carried unanimously on a roll call vote.

Adjournment:

A motion was made by Steve Hackett and seconded by Dale Feldt to adjourn the meeting at 6:54 p.m. The motion carried unanimously on a voice vote.

_____ Date _____
Stephen Johnson, President
Board of Education

_____ Date _____
Elizabeth Manion, Clerk
Board of Education