



Respectful, Responsible, Safe & Prepared

SCHOOL BOARD MEETING MINUTES April 13, 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 virtually via Google Meet, Live Stream, and by phone. The meeting was also broadcast on TV Channel 991.

The purpose of the Board Meeting Minutes are 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 all the School Board candidates and congratulated the winners. Mr. Johnson expressed his sincere thanks and gratitude to Board member Sandra Robinson for everything she has done for the staff and students of the District during the past 28 years – it is very much appreciated. In recognition for her many years of service, Mrs. Robinson was presented with a plaque from the School District of Waupaca and a certificate from the WASB.

Board member Sandra Robinson then explained how she became interested in serving on the School Board. She stated that although it involves a lot of time and work, it has been one of the best jobs. She wanted to leave with the following thoughts: 1) use your voice; and 2) call for the voices of others and listen to voices of others and their feedback. She added, for every problem community is the answer.

Board President Stephen Johnson asked Laura Colbert to lead the Board in the Pledge of Allegiance.

Call to Order:

The meeting was called to order by President Stephen Johnson at 5:25 p.m.

Roll Call:

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

Also Present:

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, Carl Hayek, Steve Thomaschefsky, Laurie Schmidt, Ella Waite, Michael Werbowky, Laura Colbert, John Meyer, Eric Conner, Nancy Grams, Anna Lussier, and Shana Rogney. Virtually present via Google Meet: John Erspamer, Jody Pankratz, Carrie Naparalla, Megan Sanders, and Hannah Rowe.

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:

None.

Review of Board Meeting Norms:

The Board reviewed their collective commitments.

Band and Choir Update:

Music and Band Teachers Nancy Grams, Anna Lussier, and Shana Roney advised how music has been taught to students since the beginning of the pandemic, which included take-home packets, online activities, videos, and virtual performances. When school reopened in the fall, practices were held outside and at-home virtual lessons and performances continued. During the third quarter, in person choir classes became larger as more students began to return, with some occasional outside lessons; the band could not play inside until near the end of the quarter. They are very much looking forward to the fourth quarter as they can now sing indoors and PPE will allow the band to play inside. CEC, WLC, and WMS choir performances will be virtual and sent out to families in late May; the WMS band will have an outdoor live concert in late May; and the WHS choir and band will also have live performances in May.

The teachers expressed that one of their biggest challenges is to get the younger students to continue on, and the need to rebuild the program at the High School level as a number of the older students dropped the class.

On behalf of the Board, President Johnson stated they understand how difficult this has been and very much appreciate their efforts.

Consent Agenda:

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

Minutes:

March 16, 2021, Regular Board Meeting
March 19, 2021, Policy Committee Meeting
March 22, 2021, Finance Committee Meeting
March 26, 2021, Special Board Meeting
March 26, 2021, Personnel Committee Meeting
April 1, 2021, Personnel Committee Meeting

Financial Reports:

Accounts Payable Approval: \$2,446,705.84, and Building Fund Payable: \$0.00

Cash Receipts: \$4,700,593.83

Treasurer's Report – Total Cash per Reconciliation: \$12,139,608.48

Budget to Actual Comparison by Fund Groups:

Fund 10 Ending Balance: \$12,905,970 [2019-2020: \$11,136,372]

Fund 21 Ending Balance: \$363,413 [2019-2020: \$7,499]

Fund 27 Ending Balance: -\$1,648,885 [2019-2020: -\$1,774,460]

Fund 38 Ending Balance: \$0 [2019-2020: \$0]

Fund 41 Ending Balance: \$70,239 [2019-2020: \$0]

Fund 49 Ending Balance: \$166,694 [2019-2020: \$182,617]

Fund 50 Ending Balance: -\$57,402 [2019-2020: -\$98,495]

Updated Staffing Changes for 2021-2022

Resignations:

Erin Behm – Early Childhood Ed. Asst. – Spec. Ed.

Hires – 2020-2021 School Year:

Gregoria Mendoza – WLC Ed. Asst. – Spec. Ed.

Hires – 2021-2022 School Year:

Avery Beck – WLC 2nd Grade Teacher

Extra-Curriculars – 2020-2021 School Year:

WHS Coaching Positions:

Kailie Sasada – Assistant Varsity Boys Track

Michael Kositzke – JV1 Softball

WHS Volunteer Positions:

David Yeska – Baseball Coach

Salary Step Changes:

Paul Frank – 9B18 to 9B24

Kristy Schmidt – 9B0 to 9B6

Debbie Townsend – 6B12 to 6B18

Notices of Intent for 2021-2022 School Year

Summer IT Crew Hours and Pay

Summer Grounds and Maintenance Crew Hours and Pay

The motion carried unanimously on a roll call vote.

Communications:

Donation:

On behalf of the District, Mr. Saari thanked Mr. and Mrs. Mike Koch for their generous donation of a vehicle to the WHS Transportation Technology Program. A motion was made by Steve Hackett and seconded by Patrick Phair to accept the donation from Mr. and Mrs. Koch as presented. The motion carried unanimously on a voice vote.

District Administrator's Report:

Mr. Saari provided an update regarding vaccinations of our staff and County, an update on the successes of the Grant Writer, as well as senior graduation data.

Mr. Saari advised that Senator Joan Ballweg will be visiting Waupaca on April 16 to discuss the current economic development trends and other matters, and provided a timeline for the visit. He also shared a letter he sent to Senator Ballweg requesting she support an amendment relating to expanding the WTCS colleges' two year degrees, allowing students to transfer credits to a 4 year college.

He advised that because Main Street is under construction, the City and Chamber of Commerce will be using the WMS and WLC parking lots for the 4th of July parade.

Mr. Saari inquired about devices for new Board members. Board member Patrick Phair asked if there would be mentoring and/or orientation provided to our new Board member, and was advised that the Board recently passed a new policy regarding this process. The Administration is putting together a checklist and will share that with the Board when it is completed.

A question was raised whether COVID testing was still being done. Ms. Laurie Schmidt advised that the District continues to have the same protocols in place if a staff person is not feeling well. Spring athletes are not required to be tested, but they, too, have the same protocols that continue to be in place for students.

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

Director of Student Services Laurie Schmidt advised of the many opportunities available to all students and staff District wide as well as within each of the buildings and of future plans for additional resources. Ms. Schmidt also advised of the many community resources that are available and those can be found on a link that is on our website under Family Resources.

Board Reports:Student Representative Report:

Ella Waite advised that ACT Aspire testing is this Thursday. In celebration of Earth Day, the High School will have an electronics recycling event. She also advised that students are starting to get vaccinated. Board member Patrick Phair asked that she advise the Student Council that the City Park and Recreation Department is looking for a high school group to sponsor a trail and suggested she contact Mr. Whitman.

Upcoming Meetings and Other Activities:

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

April 16, 2021 – Policy Committee Meeting – 11:00 a.m.

April 26, 2021 – Organizational Meeting – 5:15 p.m.

~~April 30, 2021 – Policy Committee Meeting – 11:00 a.m. – Will need to be rescheduled~~

May 11, 2021 – Regular Board Meeting – 5:15 p.m.

School Board Election Results:

Mr. Saari presented the April 6, 2021, election results.

Recommendation to Approve and Adopt the Following Policies:

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

W225 Evaluation of the District Administrators (NEOLA 1240) (as amended)

W523.2 Waupaca School District Pre-Employment Drug Testing (NEOLA 1460.01)

Privacy Protections of Fully Insured Group Health Plans (NEOLA 1619.02)

Patient Protection and Affordable Care Act (NEOLA 1619.03)

Section 504/ADA Prohibition Against Disability Discrimination in Employment (NEOLA 1623)

Employee Anti-Harassment (NEOLA 1662)

W161.1/ W161.1-R1 Public Requests, Suggestions, or Complaints (NEOLA 9130)

The recommendation carried unanimously on a roll call vote.

After discussion relating to the desire to incorporate inclusion language or create an inclusion policy, a motion was made by Patrick Phair and seconded by Sandra Robinson to approve NEOLA Policy 1619 Group Health Plans as presented. The motion carried unanimously on a roll call vote.

Recommendation on Professional Development Stipend Guidelines:

Committee Chairperson Betty Manion advised that the Personnel Committee recommended to the full Board to approve the Professional Development Stipend Guidelines as presented. The recommendation carried unanimously on a roll call vote.

Administration:Health Insurance Update:

Director of Business Services Carl Hayek advised that he met with the Health Insurance Committee last week (which consists of a diversified group of individuals). The health insurance industry is very

chaotic right now, but after going back and forth, the District was able to rework the premium increase to 1.9%. Mr. Hayek will be bringing this to a Personnel Committee meeting for their review.

Covid-19 Economic Relief Bill (the second Cares Act) Update:

Mr. Hayek outlined where the Cares Act and ESSER dollars have been and will be spent, pursuant to federal guidelines, in order to balance the District's overall budget.

Approval of Strategic Plan:

Mr. Saari presented the final draft of the District's Strategic Plan for the Board's review. A change had been made to the Philosophy statement so the Board suggested that this section (only) of the Strategic Plan should be referred back to the Strategic Planning Committee.

A motion was made by Patrick Phair and seconded by Mark Polebitski to approve the Vision, Mission, and Values statements, along with the five Foundations of Excellence of the 2021-2026 Strategic Plan as presented (excluding the Philosophy statement). The motion carried on a 6-1-0 roll call vote with Dale Feldt voting no.

Recommendation for Indoor Graduation and Prom:

Mr. Saari advised that the Administration is recommending that the graduation ceremony, the 8th grade promotion ceremony, and prom be held indoors this upcoming June, and provided their rationale on why they feel it is safe to do so. Mr. Saari also outlined the protocols and restrictions that will be in place for each of the events. He advised that the Administration continues to monitor the data, and if it shows it is not safe, the events will revert back to being held outside.

A motion was made by Sandra Robinson and seconded by Dale Feldt to approve hosting the graduation ceremony, the 8th grade promotion ceremony, and prom inside this upcoming June, contingent upon the COVID data continuing to support that it is safe to do so, as presented. The motion carried unanimously on a voice vote.

Adjournment:

A motion was made by Dale Feldt and seconded by Steve Hackett to adjourn the meeting at 7:21 p.m. The motion carried unanimously on a voice vote.

_____ Date _____
Stephen Johnson, President
Board of Education

_____ Date _____
Elizabeth Manion, Clerk
Board of Education