



Respectful, Responsible, Safe & Prepared

SCHOOL BOARD MEETING MINUTES

April 8, 2025 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:

Ron Brooks welcomed everyone and expressed his deepest gratitude to the entire Student Services team, the administrative team, and the WMS staff in how they handled the recent tragedy. It was very well done and the District received several compliments from community members. He then asked Bob Adams to lead the Board in the Pledge of Allegiance.

Mr. Brooks advised that because Board member Dale Feldt did not seek re-election, this is his last regular Board meeting, so on behalf of the Board and the entire District, he thanked him for his 40-plus years of service to the District.

Call to Order:

The meeting was called to order by President Ron Brooks at 5:30 p.m.

Roll Call:

Present in the WHS Community Room: Ron Brooks, Molly McDonald, Betty Manion, Dale Feldt, Bob Adams, and Lori Verhalen.

Excused: Steve Klismet.

Also Present:

Present in the WHS Community Room: Craig Gerlach, Sandy Lucas, Mark Flaten, Austin Moore, Laurie Schmidt, Michael Werbowsky, Jenifer Erb, Kyle Scherwinski, John Meyer, Lisa Graf, John Erspamer, Jody Pankratz, Carrie Naparalla, Alec Olson, Jay Seefeldt, Sarah Hanneman, Liz Kneer, and members of the community.

Approval of Agenda:

A motion was made by Dale Feldt and seconded by Betty Manion to approve the agenda as presented. The motion carried unanimously on a voice vote.

Magic Minute:

The Board members as well as the Student Representative shared a positive comment or event.

Public Comment:

Waupaca Public Library Exhibit Coordinator Liz Kneer spoke regarding the partnership between the Public Library and the School District of Waupaca. She worked with District Librarian Sarah Hanneman and others in the District to bring the Holocaust Exhibit to the Public Library, which was fully funded by donations and very well attended by students and community members. In addition,

they were able to bring in a best-selling historical author to speak and provide an in-person presentation regarding the Holocaust. She also shared other events and presentations provided to students and community members at the Public Library.

Laura Ackmann from Moms for Liberty-Wisconsin addressed the Board regarding Title IX. She urged the Board to rescind Board Policy 2264 and reinstate Board Policy 2266 with a revision made to remove the reference to “gender identity” in that policy. She asked that the Board follow the federal Executive Orders issued and use common sense.

Review of Board Meeting Norms:

The Board reviewed their collective commitments.

Board Reports:

Student Representative Report:

Alec Olson advised of the events taking place at WHS. He noted that International Day is April 11th and they will host Rotary international students. He also acknowledged that May is mental health awareness month.

Approval of Minutes:

March 6, 2025 Regular Board Meeting

A motion was made by Dale Feldt and seconded by Betty Manion to approve the Minutes of the March 6, 2025 Regular Board Meeting as presented. The motion carried unanimously on a voice vote.

April 3, 2025 Finance Committee Meeting

A motion was made by Betty Manion and seconded by Molly McDonald to approve the Minutes of the April 3, 2025 Finance Committee Meeting as presented. The motion carried unanimously on a voice vote.

Upcoming Meetings and Other Activities:

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

April 21, 2025 - Policy Committee Meeting - 5:30 p.m.

April 28, 2025 - Special Board Organizational Meeting - 5:30 p.m.

May 13, 2025 - Regular Board Meeting - 5:30 p.m.

Completion of Board Member Availability Calendar:

The Board members were asked to complete their availability calendars through May.

School Visits or Other Board Reports:

Board member Lori Verhalen shared that she attended the math and reading event at WMS as well as the hiring expo at WHS. Board members Ron Brooks and Betty Manion attended the *Character Matters* play at WLC, and Board members Bob Adams and Mrs. Manion attended the *Follow the Yellow Brick Road* play at WMS.

Board member Dale Feldt advised that he was the guest speaker at Academic Awards Night and spoke on community service and volunteering.

Mrs. Manion added that earlier today she walked through the WLC with both of the Administrators and saw how Comet Cash opportunities were applied. She was advised of the District’s crisis plan and the team members and procedures involved. Mr. Brooks added that he read a book virtually to WLC students and while doing so, the students could see the farming activities continuing in the background.

Mr. Adams shared that his wife was a chaperone on the music trip to New Orleans and complimented the Music Department in putting together a fantastic trip.

CEC Liaison Report:

CEC Liaison Betty Manion advised that she attended two CEC Governance Council (GC) meetings – March 7 and April 4. Every month an advisor comes in to speak and she shared a quote from one of those presentations. She advised that the CEC is working with District maintenance staff to build a pavilion from funds they received from a fundraiser. They continue to work on Sources of Strength. They had game night, movie night, and the annual Gala is June 22. There was a culture and values survey sent which resulted in three areas being highlighted.

Currently, the GC is reviewing the CEC contract with the District and will be coming to the full Board for the yearly review. In addition, four grades are affected by the lottery which will be held April 17.

She advised the WRCCS Summit is scheduled for June 16 and 17 and all are invited to attend.

School Board Election Results:

Board President Brooks advised that the School Board election was uncontested. He was re-elected to his own seat and Nicolas Genske, who was previously on the Board for one year, will be returning and replacing Dale Feldt.

Finance Committee Meeting:

Chairperson Dale Feldt advised that the Finance Committee met on April 3, 2025, to discuss several items. The first item was the renewal of the District's health insurance. It was originally thought that there would be a 10% increase but after further negotiations, Director of Business Services Mr. Moore was able to secure a 0% premium increase with Group Health Trust for the 2025-2026 renewal period. There will be no plan design changes other than the federally required increase to the High Deductible Health Plan deductibles. In addition, the District will remain with Delta Dental for both the dental insurance as well as the vision insurance with no plan design changes and no premium increase. Mr. Moore was able to obtain the 0% increase thanks to staff being diligent about their healthcare.

A motion was made by Dale Feldt, per Committee recommendation, to approve the 2025-2026 healthcare renewal with Group Health Trust, with a 0% premium increase and the federally mandated adjustments to the High Deductible Health Plan (HDHP) deductibles as presented; and to approve Delta Dental as the District's 2025-2026 self-funded dental insurance provider and vision insurance provider with no plan design changes and no premium increase as presented. The motion carried unanimously on a voice vote.

The Committee also discussed the renewal of the busing contract with GoRiteway. Mr. Moore advised that the District has contracted with GoRiteway since 2018 and shared the comparison of increases given compared to the CPI each year. The District wants to continue its relationship with GoRiteway, and requested that he along with Mr. Gerlach and Mr. Flaten be approved to negotiate with GoRiteway to finalize a contract which will then be brought to the full Board for final approval.

A motion was made by Dale Feldt, per Committee recommendation, to approve the Director of Business Services and the District Administrator to finalize the contract negotiations with GoRiteway and continue working with GoRiteway for the 2025-2026 through 2029-2030 school years as presented. The motion carried unanimously on a voice vote.

Mr. Feldt advised that the Committee discussed the possibility of establishing a Fund 46 Long Term Capital Improvement Trust Fund which is similar to a savings account. It allows the District to spend money without spending money and not carry over funds, thereby increasing the amount of state aid

the District would receive. The monies in Fund 46 cannot be used for five years and can only be spent on capital improvement projects.

The Committee was also provided with an update on the defeasance – everything has been completed and payments made, resulting in a savings to the District in interest of \$287,112.

Consent Agenda:

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

Financial Reports:

Accounts Payable

Cash Details for January and February

Staffing Changes for the 2025-2026 School Year

Retirements - End of the 2024-2025 School Year:

Mun Suk Drivas - WLC Ed. Asst.-Spec. Ed.

Resignations:

Cristy Ann Frea - WLC Ed. Asst.-Spec. Ed.

Hires – 2024-2025 School Year:

Ashley Robinson - WMS Food Service Class 3

Hires – 2025-2026 School Year:

Tyler Bouressa - WHS Alternative Education/At Risk Teacher

Lauren Gerads - WLC Speech Language Pathologist

Mellissa Borst - District Physical Therapist

Transfer/Changes - 2025-2026 School Year:

Molly Peters - WLC Special Education Teacher to WLC 3rd Grade Teacher

Extra Curricular Coaches and Advisors – 2024-2025 School Year:

WHS Coaching Positions:

Camryn Borland - JV Girls Soccer

WMS Coaching Positions:

Dave Peterson - 5th/6th Grade Basketball

Jeff Kratochwill - Head Girls Soccer

Adam Ross - Assist. Girls Soccer

WMS Volunteer Coaching Positions:

Sarah Scholz - Girls Soccer

Bill Zeamer - Track

WMS Advisor Positions:

Chloe Johnson - Dance

WMS Volunteer Advisor Positions:

Kayla Keil - Dance

Extra Curricular Coaches and Advisors - 2025-2026 School Year:

WHS Coaching Positions:

Anthony Altmann - Head Varsity Football

Salary Step Changes:

Payton Thurber - 5M24 to 5M30

Jason Wenzel - 7M24 to 7M30

Amanda Wilson - 9B24 to 9B30

Summer Technology Workers Hours/Pay

Summer Maintenance Workers Hours/Pay

Renewal of CESA 5 Services Contract for 2025-2026

Recommendation to Approve Teacher Contracts for 2025-2026

The motion carried unanimously on a roll call vote.

Communications:

Recognitions:

Board President Brooks advised that School Nutrition Employee Week is April 28-May 2 and School Lunch Hero Day is May 2nd.

Donations:

Mr. Moore advised of the donations made to the CEC from Chelsey Bobbe and the Bob Welch Estate; the donation to the District from the Alan and Jodi Fox Family Foundation, Inc.; the donation to the WHS Auto/Transportation Department from the Generac Company; the donation to the Trap and Skeet Club from Premier Community Bank of Waupaca; and the many donations to WHS SADD Post Prom from various individual community members and business organizations. A motion was made by Lori Verhalen and seconded by Molly McDonald to accept, with gratitude, the various donations as presented. The motion carried unanimously on a voice vote.

A special thank you went out to SADD Advisor Brenda Plum for all of her hard work and many years of coordinating the Post Prom event. She will not be continuing in this role next year so a new SADD Advisor will be needed. Board members Dale Feldt and Ron Brooks offered to help with the event next year.

Monitoring:

Student and Staff Wellness (Past, Current, and Future):

Director of Student Services Laurie Schmidt provided an overview of student and staff wellness opportunities available District wide and at each building level. She highlighted four major areas: mental health and social emotional health; family resources; health screenings, and wellness presentations for students. She noted that the District has very robust special education and student services teams and they have strong working relationships. All these pieces help to prepare us for events such as the one that occurred recently.

Several of the Board members noted the importance of preparedness and expressed their appreciation to Ms. Schmidt and her team on the way they handled the recent tragedy.

Administration:

Wage Increase for District Employees:

Director of Business Services Austin Moore advised that salaries and benefits comprise a significant portion of the District's budget, and we want to ensure we are competitive in the marketplace for high-quality employees. Therefore, he recommended a salary increase of the statutory limit of the Consumer Price Index (CPI) of 2.95% for the teacher salary matrix for the 2025-2026 school year. It was noted that not every certified staff member on the salary schedule will receive a 2.95% increase because the total allowable wage increase includes movement on the salary schedule (step and lane), with the remaining then applied to the salary matrix for certified staff.

In addition, he recommended that Administration and District Office staff, as well as all food service, maintenance, custodial and educational assistant positions receive a 2.95% increase as well. The athletic/non-athletic extracurricular pay will remain at the same level for the 2025-2026 school year, but it was noted that this will be looked at next year.

A motion was made by Lori Verhalen and seconded by Bob Adams to approve the statutory limit of CPI, a 2.95% salary increase for the teacher salary matrix for the 2025-2026 school year as presented. The motion carried on a 5-0-1 voice vote, with Board member Dale Feldt abstaining because he has family members who are teachers in the District.

A motion was made by Dale Feldt and seconded by Molly McDonald to approve a 2.95% wage increase for Administration and District Office Staff for the 2025-2026 school year as presented. The motion carried unanimously on a voice vote.

A motion was made by Betty Manion and seconded by Molly McDonald to approve a 2.95% wage increase for all food service, maintenance, custodial, and educational assistant positions for the 2025-2026 school year as presented. The motion carried unanimously on a voice vote.

A motion was made by Betty Manion and seconded by Lori Verhalen to approve that all athletic/non-athletic extracurricular pay remain at the same level for the 2025-2026 school year. The motion carried on a 5-0-1 voice vote, with Board member Dale Feldt abstaining.

Adjournment Into Closed Session:

A motion was made by Lori Verhalen and seconded by Betty Manion to adjourn into closed session pursuant to Wis. Stats. § 19.85(1)(c), Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Specifically, to review new Administrator Contracts for the WLC Associate Principal and the Director of Teaching and Learning. The motion carried unanimously on a roll call vote at 6:34 p.m.

Reconvene in Open Session to Consider Action on Matters from Closed Session:

A motion was made by Dale Feldt and seconded by Lori Verhalen to reconvene in open session to consider action on matters from closed session. The motion carried unanimously on a roll call vote at 7:10 p.m.

A motion was made by Dale Feldt and seconded by Molly McDonald to approve the Administrator Contracts for WLC Associate Principal Kelly Koch and Director of Teaching and Learning Steve Thomaschefskey as presented. The motion carried unanimously on a roll call vote.

Adjournment:

A motion was made by Dale Feldt and seconded by Betty Manion to adjourn the meeting at 7:14 p.m. The motion carried unanimously on a voice vote.

Date _____
Ron Brooks, President
Board of Education

Date _____
Betty Manion, Clerk
Board of Education