



BOARD OF EDUCATION NORMS

Our norms are meant to guide our work and keep us focused. These norms are in alignment with our Board Governance Policies; District Vision, Mission, Philosophy, and Values. We will begin each meeting by reminding ourselves and our guests of our working commitments.

1. Check our biases and agendas at the door; we will thoughtfully and objectively discuss the facts of the situation and not personalize issues or policies
2. Follow the Waupaca Way – be prepared and stay informed; responsible; respectful; and safe
3. Ensure open, clear and correct communications, and maintain transparency – avoid surprises
4. Maintaining professional relationships is key – know and respect the roles and responsibilities of the Board (governing), administration (tactical), and staff (operational)
5. Start on time and follow the agenda
6. Board decisions are based on our commitment to excellence in education, our mission and our values; when a Board decision is made, we accept and abide by the decision both publicly and privately – we accomplish more as a team
7. Honor and protect the expectation of confidentiality of all topics addressed, and discussions held, in closed sessions

SCHOOL BOARD MEETING AGENDA

Tuesday, April 9, 2024 – 5:30 p.m.

Waupaca High School Community Room

Live Stream: <https://youtube.com/live/vehqOm-pvg>

"This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public hearing. There may be a time for public comment during the meeting as indicated in the agenda." (See [Board Policy 0166](#))

- I. President's Comments and Pledge of Allegiance
- II. Call to Order
- III. Roll Call
- IV. Approval of Agenda
- V. Public Comment (see [Board Policy 0167.3](#))
- VI. [Review of Board Meeting Norms](#)
- VII. [Projected 2024/25 Budget Update](#)
- VIII. Personnel
 - A. Updated [Staffing Changes for the 2024-2025](#) School Year
 - B. Hires - 2023-2024 School Year
 1. [Heidi Fox - WLC Ed. Asst.-Spec. Ed.](#)
 - C. Transfers/Changes - 2023-2024 School Year
 1. Art Schultz - WMS Technology Integration Specialist to WMS Art Teacher
 2. CEC 1.0 FTE 7th/8th Grade Advisor to CEC 0.6 FTE Special Education + 0.4 FTE Upper Grade Level Advisor
- IX. Board Reports
 - A. Student Representative Report
 - B. Upcoming Meetings and Other Activities

1. [April 25, 2024 – Special Board Organizational Meeting – 5:30 p.m.](#)
2. [May 14, 2024 – Regular Board Meeting – 5:30 p.m.](#)
- C. [Completion of Board Member Availability Calendar](#)
- D. School Visits or Other Board Report
- E. CEC Liaison Report
- F. [School Board Election Results](#)
- G. Joint School Board-Governance Council Charter School Contract Committee
 1. Highlights/Recap of Meetings
- H. Building and Grounds Committee Meeting
 1. Highlights/Recap of Meeting
- I. Instructional Committee Meeting
 1. Highlights/Recap of Meeting
- X. Consent Agenda
 - A. Approval of Minutes
 1. [March 12, 2024 Joint SB-GC Charter School Contract Committee Meeting](#)
 2. [March 12, 2024 Regular Board Meeting](#)
 3. [March 18, 2024 Building and Grounds Committee Meeting](#)
 4. [March 18, 2024 Instructional Committee Meeting](#)
 5. [March 28, 2024 Joint SB-GC Charter School Contract Committee Meeting](#)
 - B. Financial Reports
 1. [Understanding School District Financial Statements](#)
 2. [Accounts Payable](#)
 3. Cash Receipts ([February](#) and [March](#))
 4. [Budget to Actual Comparison by Fund Groups](#)
 - C. Personnel
 1. Retirements
 - a. [Patricia Nevala – MLSS Coach](#)
 - b. [Patti Buttles – WLC Ed. Asst.-Spec. Ed.](#)
 - c. [Kelly Waala – WLC Ed. Asst.](#)
 - d. [ReBecca Lewis-Clifton - CEC Health Aide](#)
 2. Resignations
 - a. [Mandi Salter – WMS Spanish Teacher](#)
 - b. Erika Elgersma - WMS Art Teacher
 - c. Anita Lehman - WHS German Teacher
 - d. Hannah Whipple - WHS Agri-Science Teacher
 3. Extra Curricular Coaches and Advisors – 2023-2024 School Year
 - a. WHS Volunteer Coaching Positions:
 - (1) Jesus Gonzalez Castillo – Girls Soccer
 - (2) Jed DeYoung – Girls Soccer
 - (3) Julie Thobaben – Softball
 - (4) Robert Chovanec – Softball
 - (5) Janet Flater – Softball
 - (6) Jeff Dolski – Baseball
 - (7) Zack Schafer - Baseball
 - (8) Matthew Schiedermayer – Boys and Girls Track
 4. Salary Step Changes
 - a. [Jessica Bank – 7M12 to 7M18](#)
 - b. [Leah Fletcher – 8B0 to 8B6](#)
 - c. [Paul Frank – 14M6 to 14M12](#)
 - d. [Heather Frosch – 19M0 to 19M6](#)
 - e. [Nicole Johndro – 9B18 – 9B24](#)
 - f. [Sarah Schemenauer - 13B12 to 13B18](#)

- g. [Nathan Schmidt – 23M12 to 23M18](#)
 - h. [Jason Wenzel – 6M0 to 6M6](#)
 - 5. [Summer Technology Workers Hours/Pay](#)
 - 6. [Summer Maintenance Workers Hours/Pay](#)
 - 7. [Recommendation to Approve Notices of Intent for 2024-2025](#)
- D. Approval of 4K Contracts
 - 1. [Head Start](#)
 - 2. [Sunny Day](#)
- XI. Communications
 - A. [Donation from the Feely Family to CEC](#)
 - B. [Donations from Various Individuals and Businesses to WHS SADD Post Prom](#)
 - C. [Donation from Farmers State Bank to WHS Football](#)
 - D. [Donation from Berrens Contracting to Robotics Club](#)
 - E. District Administrator’s Report
- XII. Monitoring
 - A. [Student and Staff Wellness \(Past, Current, and Future\)](#)
- XIII. Administration
 - A. Construction Update
 - B. School Perceptions Preliminary Feedback Presentation
 - 1. [Staff Survey Board Report](#)
 - 2. [Student Survey Board Report](#)
 - 3. [Parent Survey Board Report](#)
 - C. Video Board Update
 - D. [Update on WMS Roof Project](#)
- XIV. Adjournment

End Notes: The times listed on the agenda are approximate and subject to change. Questions regarding agenda items may be directed to the Committee Chairperson identified below.

* The Board utilizes a “Consent Agenda” to approve decisions the Board has already determined to be within the domain of the District Administrator. As such, the Consent Agenda may be approved by a single motion without discussion. Only the Board as a whole may remove an item for separate Board action. *Board Policy I.I.*

Committee Chairperson and Phone Numbers

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|---|--|
| Board President – Dale Feldt – 715-227-1984 | Building & Grounds – Steve Klismet – 715-281-8951 |
| Finance – Dale Feldt – 715-227-1984 | Policy – Ron Brooks – 920-636-8991 |
| Personnel – Betty Manion – 715-572-3362 | Instructional – Molly McDonald – 715-281-7828 |
| Student Services – Nicolas Genske – 920-740-4162 | |

Upon request to the District Office, submitted twenty-four (24) hours in advance, the District shall make reasonable accommodation including the provision of informational material in an alternative format as necessary for a disabled person to be able to participate in this meeting. At least twenty-four (24) hours advance notice of the need for accommodation is appreciated.

If anyone has any questions or concerns, please contact Sandy Lucas, Administrative Assistant to the Superintendent, at slucas@waupacaschools.org, or by phone at (715) 258-4121, ext. 6011.