



## **SCHOOL BOARD MEETING MINUTES**

### **April 9, 2024 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:**

Dale Feldt welcomed everyone and thanked Nic Genske for his service to the Board. He also congratulated Steve Klismet, Betty Manion, Bob Adams, and Lori Verhalen on their election to the School Board. He then asked Mr. Genske to lead the Board in the Pledge of Allegiance.

#### **Call to Order:**

The meeting was called to order by President Dale Feldt at 5:30 p.m.

#### **Roll Call:**

Present in the WHS Community Room: Dale Feldt, Steve Klismet, Molly McDonald, Bob Adams, Betty Manion, Ron Brooks, and Nic Genske.

#### **Also Present:**

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, Laurie Schmidt, Steve Thomaschefskey, Austin Moore, Michael Werbowsky, Jenifer Erb, John Meyer, John Erspamer, Jody Pankratz, Carrie Naparalla, Rob Scherrer, Alec Olson, Lori Verhalen, Bill Storck, Jay Seefeldt, Kathy Batten, Sandy Robinson, Autumn Beese, District Consultant Civil Engineer Bob Breest, and members of the community. Daren Sievers from School Perceptions was present via Google Meet.

#### **Approval of Agenda:**

A motion was made by Molly McDonald and seconded by Steve Klismet 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.

#### **Projected 2024/25 Budget Update:**

Director of Business Services Austin Moore provided an update on the overall 2024-2025 budget outlook as of today. The salary and fringe total package is at 4.4%., with salaries being increased by 3.54%. He is working on lowering the projected health insurance increase of 9.5%, and any reduction in those costs would be applied to salaries. There have been additional reductions in staffing as well.

**Personnel:**Updated Staffing Changes for the 2024-2025 School Year:

Director of Teaching and Learning Mark Flaten shared the monthly update of the staffing changes. He noted that the biggest change, due to enrollment projections, is the combining of a CEC 0.5 FTE special education teacher position and a 0.5 FTE advisor position, which resulted in a reduction of a 0.5 FTE position at CEC.

Hires – 2023-2024 School Year:

Heidi Fox – WLC Ed. Asst.-Spec. Ed.

A motion was made by Betty Manion and seconded by Bob Adams to approve the above-listed new hire as presented. The motion carried unanimously on a roll call vote.

Transfers/Changes – 2023-2024 School Year:

Art Schultz – WMS Technology Integration Specialist to WMS Art Teacher  
CEC 1.0 FTE 7th/8th Grade Advisor to CEC 0.6 FTE Special Education + 0.4 FTE Upper Grade Level Advisor

A motion was made by Steve Klismet and seconded by Nic Genske to approve the above-listed transfers/changes as presented. The motion carried unanimously on a roll call vote.

**Board Reports:**Student Representative Report:

Alec Olson advised that prom is this Saturday with a theme of “Old Hollywood”. ACT and pre-ACT exams have recently taken place, and AP exams are taking place in early May. Students were able to view the partial solar eclipse on Monday. The chess team recently returned from their tournament in Baltimore, MD, and he advised of their individual placements. He added that students appreciate the new design of the WHS parking lot in that the parents picking up students is separate from the student parking lot.

Upcoming Meetings and Other Activities:

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

April 25 2024 – Special Board Organizational Meeting – 5:30 p.m.

May 14, 2024 – 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 Report:**

Board member Ron Brooks shared that he visited WMS and enjoyed pie with his granddaughter for Pi Day. He along with Board members Betty Manion and Nic Genske attended reading night at the WLC. Mrs. Manion added that she also attended Ms. Claire Miller’s play/musical as well as the WMS musical. Board President Dale Feldt visited the WHS computer lab where robotics has been implemented into some of the courses.

**CEC Liaison Report:**

CEC Liaison Betty Manion advised that she attended the Governance Council (GC) meeting last Friday at which they accepted the resignation of Megan Sanders, one of the founding members of the GC. They discussed the spring fling and reviewed the advisory report regarding passion projects. The Coffee Talks was with CEC staff where they discussed the need for new playground equipment, and the GC also discussed fundraising for that equipment. They also discussed Service of Strength, as well as the upcoming lottery.

**Joint School Board-Governance Council Charter School Contract Committee:**

Committee Chairperson Dale Feldt advised that the Committee met earlier this afternoon which was its last meeting. He and Mr. Flaten will complete the Benchmarks, and the GC will read through the contract in its entirety one last time. The contract will be sent to DPI before May 1, 2024.

Mr. Feldt also advised that he and Mrs. Manion attended a conference earlier this afternoon regarding charter school authorizing. The WRCCS group was very complimentary regarding the development of our contract.

**Building and Grounds Committee:**

Committee Chairperson Steve Klismet advised that the Building and Grounds Committee met on March 18<sup>th</sup>. They discussed a possible second driveway that may be added to the soccer field parking lot during the Town of Farmington's planned upgrades to King Road. In addition, the Committee discussed the needed repairs at the WMS and WHS tennis courts. It agreed to completely remove the tennis courts at WMS and only maintain the courts at WHS.

**Instructional Committee:**

Committee Chairperson Molly McDonald advised that the Instructional Committee meeting on March 18<sup>th</sup> was an informational session. They learned more about and discussed at length the Making Learning Visible Plan. Also that more work is needed before the conversion to the 1-2-3 grading scale at WHS. The Committee was also provided an update relating to the Tiny House construction project. Director of Technology/CTE Steve Thomaschfsky added that the total budget for the tiny house is approximately \$25,000, and he is working with the contractor to obtain the license numbers.

**School Board Election Results:**

Mr. Saari shared the results of the School Board election – Steve Klismet, Betty Manion, and Bob Adams were re-elected, and Lori Verhalen was elected. He thanked Nic Genske and Tom Link for running for a seat on the School Board.

**Consent Agenda:**

Board President Feldt acknowledged the retirees and thanked them for their years of service. A motion was made by Bob Adams and seconded by Steve Klismet to approve the items of the consent agenda as presented.

Approval of Minutes:

March 12, 2024 Joint SB-GC Charter School Contract Committee Meeting  
March 12, 2024 Regular Board Meeting  
March 18, 2024 Building and Grounds Committee Meeting  
March 18, 2024 Instructional Committee Meeting  
March 28, 2024 Joint SB-GC Charter School Contract Committee Meeting

Financial Reports:

Accounts Payable Approval: \$841,932.13, and Building Fund Payable: \$593,729.01

Cash Receipts (February): \$4,317,167.47

Cash Receipts (March): \$314,785.31

**Budget to Actual Comparison by Fund Groups for March:**

Fund 10 Ending Balance: \$7,787,446 [2022-2023: \$13,092,960]  
Fund 21 Ending Balance: \$363,699 [2022-2023: \$422,783]  
Fund 27 Ending Balance: -\$1,923,212 [2022-2023: -\$1,867,193]  
Fund 38 Ending Balance: \$-1 [2022-2023: \$0]  
Fund 41 Ending Balance: \$0 [2022-2023: \$0]  
Fund 49 Ending Balance: \$600,303 [2022-2023: \$877,098]  
Fund 50 Ending Balance: \$369,332 [2022-2023: \$387,737]

Retirements:

Patricia Nevala – MLSS Coach  
Patti Buttles – WLC Ed. Asst.-Spec. Ed.  
Kelly Waala – WLC Ed. Asst.  
ReBecca Lewis-Clifton – CEC Health Aide

Resignations:

Mandi Salter – WMS Spanish Teacher  
Erika Elgersma – WMS Art Teacher  
Anita Lehman – WHS German Teacher  
Hannah Whipple – WHS Agri-Science Teacher

Extra Curricular Coaches and Advisors – 2023-2024 School Year:

WHS Volunteer Coaching Positions:

Jesus Gonzalez Castillo – Girls Soccer  
Jed DeYoung – Girls Soccer  
Julie Thobaben – Softball  
Robert Chovanec – Softball  
Janet Flater – Softball  
Jeff Dolski – Baseball  
Zack Schafer - Baseball  
Matthew Schiedermayer – Boys and Girls Track

Salary Step Changes:

Jessica Bank – 7M12 to 7M18  
Leah Fletcher – 8B0 to 8B6  
Paul Frank – 14M6 to 14M12  
Heather Frosch – 19M0 to 19M6  
Nicole Johndro – 9B18 – 9B24  
Sarah Schemenauer – 13B12 to 13B18  
Nathan Schmidt – 23M12 to 23M18  
Jason Wenzel – 6M0 to 6M6

Summer Technology Workers Hours/Pay  
Summer Maintenance Workers Hours/Pay  
Recommendation to Approve Notices of Intent for 2024-2025  
Approval of 4K Contracts for Head Start and Sunny Day

The motion carried unanimously on a voice vote.

**Communications:**

Donations:

Mr. Saari advised of a donation made to WHS Boys Hockey from Waupaca Area Youth Hockey; various donations made to WHS SADD Post Prom from many individuals and businesses; a donation made to the WHS Football program from Farmers State Bank; and a donation made to the Robotics Club by Berrens Contracting. A motion was made by Betty Manion and seconded by Ron Brooks to accept, with gratitude, the various donations as presented. The motion carried unanimously on a voice vote.

District Administrator's Report:

Mr. Saari shared that currently there is a lot of testing going on throughout the District, and that prom is this Saturday. He also advised that Mr. Jeff Anderson has been named the new President and CEO of the Waupaca Area Chamber of Commerce.

Mr. Saari advised that they met with Critical Response Graphics (CRG) and reviewed the implementation process of the Critical Incident Maps of our schools which includes software for law enforcement to use. Law enforcement has our maps electronically and Mr. Saari is in the process of getting hard copies made of them. He also advised that the next Safety Planning meeting with the County Highway Department regarding reunification is April 15<sup>th</sup>.

He also shared the latest Grant Writer update.

### **Monitoring:**

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

Director of Student Services Laurie Schmidt provided an overview of what is available for student and staff well-being. She highlighted some of the mental health and social emotional health options available District wide, as well as at each individual school. She also shared what they will be working towards in the future.

### **Administration:**

#### Construction Update:

District Consultant Civil Engineer Bob Breest advised that they are getting close to the end of the construction projects, and remain close to what was budgeted (it may be slightly over). It has taken a little longer than anticipated and the weather did not cooperate the best, but everything should be done by the end of the month. The sidewalks and interior at the WLC are complete, but staff will wait until the end of the school year to use the new space. Mr. Genske asked Mr. Breest to discuss with Miron the possibility of moving the fencing in the parking lot.

#### School Perceptions Preliminary Feedback Presentation (Staff, Student, and Parent Survey Board Reports):

Mr. Flaten introduced Daren Sievers of School Perceptions. Mr. Sievers advised that surveys were sent out to staff, students, and parents in February. The surveys allow the District to make informed decisions based on the data from the surveys.

Mr. Sievers advised that all questions feed into the index scores which provide a snapshot of the survey results. These results were compared to last year's scores as well as to other districts that are similar to the School District of Waupaca. He highlighted the top five and bottom five scores in each survey. The top five provide reasons to celebrate and the bottom five are shared to target improvement areas. He added that he is very pleased with the student and parent surveys which indicate that great work is being done and they should be celebrated. However, the staff survey indicates that there are areas that need to be discussed further.

Mr. Flaten advised that these reports will be broken out by building and shared with the principals for further discussion. Mr. Sievers added that they can also do a deep dive into the comments as well if that is something the District desires.

#### Video Board Update:

Director of Co-Curricular Activities and Athletics Rob Scherrer advised of the six businesses that have accepted a partnership with the District as an anchor sponsor on the video board at a cost of \$5,000 per year for a commitment of three years. He is now working to secure 10 premier sponsors at a cost of \$1,200 per year for a commitment of three years. Even though he currently has only \$90,000 of the \$105,000 needed to purchase the video board, he would like to purchase it now because he has limited time currently available to work on securing the premier sponsorships and there is a 60-80 day turnaround time for receipt and installation of the video board.

Mr. Moore advised that the District would basically be giving itself a loan over three years which will be paid off and he has no doubt that the funding will be secured, so he recommended that Mr. Scherrer

move forward with the purchase. Board President Feldt agreed and advised Mr. Scherrer to proceed with the purchase.

Update on WMS Roof Project:

Mr. Moore advised that the roof on the 5<sup>th</sup>/6<sup>th</sup> grade wing at WMS will be replaced this summer. This replacement was deferred and it is now in significant need of repair. After each of the vendors did a thorough inspection, he received bids from four roofing contractors and per our roofing consultant's recommendation, the District accepted the bid from Performance Roofing Systems, Inc. The estimated cost for this project is approximately \$350,000 which has been budgeted and planned for in the District's long-term plan. This cost does not include replacement of the damaged ceiling tiles, but those will be replaced this summer by District staff.

**Adjournment:**

A motion was made by Steve Klismet and seconded by Betty Manion to adjourn the meeting at 6:53 p.m. The motion carried unanimously on a voice vote.

\_\_\_\_\_ Date \_\_\_\_\_  
Dale Feldt, President  
Board of Education

\_\_\_\_\_ Date \_\_\_\_\_  
Molly McDonald, Clerk  
Board of Education