



SCHOOL BOARD MEETING MINUTES

May 21, 2021 Special Meeting

Pursuant to the regulations, a special 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 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](#).

Call to Order:

The meeting was called to order by President Stephen Johnson at 9:30 a.m.

Roll Call:

Present in the WHS Community Room: Stephen Johnson, Dale Feldt, Steve Klismet, 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 Thomaschefskey, Carol Beyer-Makuski, Matt Vassar, and Sandy Robinson. Virtually present via Google Meet: Laurie Schmidt, John Meyer, and Megan Sanders.

Approval of Agenda:

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

Public Comment:

None.

Review of Board Meeting Norms:

The Board began to review their collective commitments. However, Board member Patrick Phair asked that the Board skip the reading of paragraphs #2 and #6 which relate to transparency and no surprises. He advised that he was surprised by the survey that was sent out (what was the purpose of the survey?) and that a special Board meeting had been scheduled, which he believes should never have been held because he believes it wasn't necessary. He stated that, in the future, a survey needs to come before the Board first before being sent out. He inquired that come this fall, are we going to ask our medical advisors or survey the parents about returning to school. He added that he was disappointed that the Board reversed its decision, and believes some Board members aren't working together. He suggested the Board didn't follow protocol.

Board President Stephen Johnson responded that the special Board meeting was called pursuant to his request because he felt the Board needed to hear the medical team's recommendation regarding moving masks rather than mandatory masks while indoors for summer school, so it needed to come before the Board. Mr. Johnson suggested the Board not continue the reading of the remainder of the Board Norms at this time.

Other Board members commented regarding the survey suggesting that it went out with misconceptions. It was pointed out, however, that the Board saw the survey and the results at its May 11 meeting.

A couple of the Board members expressed their disappointment and were very upset with Mr. Phair's accusation that the Board members are undermining one another on its decisions, while others shared Mr. Phair's statements, and were disappointed by the level of disrespect by the community at last night's special Board meeting.

Board member Mark Polebitski suggested that the weekly discussions each of the Board members have with Ron should not take place any longer, but instead all discussions with Ron should be public at Board meetings. He added that the Board needs to let the administration do their jobs and be advised publicly.

The Board took a 5 minute break at 10:02 a.m., and resumed the meeting at 10:10 a.m.

Strategic Plan – Long Term Maintenance and Infrastructure Plan:

Mr. Hayek advised that our strategic infrastructure plans methodically, annually address the most pressing concerns to not be in a position to have all internal/external components needing to be repaired/replaced in one budget cycle. The Long Term Maintenance Infrastructure Plan is part of the District's Strategic Plan and is a crucial structural tool that maintains/enhances the District's facilities annually in a responsible manner investing District funds wisely. Therefore, we will have a balanced budget going into the 2021-2022 school year. If we continue to adhere to the long term facilities plan, we should continue to have a balanced budget going forward. He added that the Maintenance Department does their research prior to making any large purchases and makes sure it is a sound investment. The District has built a business relationship with contractor August Winter as well.

Mr. Hayek advised that the 15 Year Infrastructure Strategic Plan indicates the maintenance schedule, timeline, and budget estimates for each area. He added this is just an overview for the Board's review at this time and that a Building and Grounds Committee meeting will be held to delve deeper into the plan.

Mr. Hayek also advised of other infrastructure projects that would require alternative funding sources, as it is not advised to take these funds out of the budget.

He also provided overall roof replacement infrastructure information together with the roof section consolidation replacement plan for each building.

2021-2022 Staff Additions:

Mr. Hayek and Mark Flaten, Director of Teaching and Learning, advised of six requested staff additions and how that will add to the budget. Mr. Flaten added that the addition of the PE teacher at the Chain Exploration Center (CEC) does not affect the Suzuki program. It is a needed position at both the CEC and Waupaca Learning Center and is the best thing for our students. It will help to retain the staff member as well.

However, it was noted that the PE teaching position and the additional special education teaching position at the CEC had not yet been approved by the CEC Governance Council, so no action on those two positions as they relate to the CEC will be taken by the Board until the CEC Governance Council has approved them.

A motion was made by Patrick Phair and seconded by Mark Polebitski to rescind the approval (on May 11, 2021), of the two positions (PE teacher and special education teacher), but only as they apply to the CEC, pending the CEC Governance Council's review. The motion carried unanimously on a roll call vote.

A motion was made by Dale Feldt and seconded by Patrick Phair that upon the CEC Governance Council's agreement of those two positions, the positions are approved by the Board. The motion carried unanimously on a voice vote.

A motion was made by Dale Feldt and seconded by Betty Manion to approve the teacher contract addendum and administration replacement costs as presented. The motion carried unanimously on a roll call vote.

2021-2022 District Health Insurance Renewal:

Board member Dale Feldt recused himself from this discussion as he participates in the District's group health insurance plan.

Mr. Hayek advised that health insurance is the second biggest cost for the District, and we are the #1 user of Amwell. He has worked with M3 Health Insurance Consultants to continually keep a quality health insurance plan while reducing its premium cost to the District annually, with the Health Insurance Committee team members being liaisons to the staff allowing for transparency in the decision making.

WEA's initial premium increase was 9.1% which was then negotiated down to 4.9%. M3, at Mr. Hayek's request, pushed WEA further to provide the District with other options with slight design changes. With several options being provided to the District, Mr. Hayek and the Health Insurance Committee came to the same conclusion -- recommending choosing the 1.9% health insurance premium increase option, with a slight office visit co-pay increase change to the plan design.

There will be no premium increase to the District's Dental Plan provided by Delta Dental or its Long Term Disability Plan provided by The Standard Company.

A motion was made by Betty Manion and seconded by Steve Hackett to approve the 2021-2022 WEA Trust Health Insurance Renewal with a 1.9% annual overall increase as presented. The motion carried on a 6-0-1 roll call vote, with Dale Feldt recusing himself.

A motion was made by Betty Manion and seconded by Patrick Phair to approve the 2021-2022 Dental Insurance Plan with the enhancements made to it, but with no premium increase, as presented. The motion carried on a 6-0-1 roll call vote, with Dale Feldt recusing himself.

A motion was made by Betty Manion and seconded by Patrick Phair to approve the 2021-2022 Long Term Disability Plan as presented. The motion carried on a 6-0-1 roll call vote, with Dale Feldt recusing himself because he has family members participating in the plan.

CPI Wage Increase 1.23% for Teachers, Administration, District Office, and Nurses:

Board member Dale Feldt recused himself from this discussion because he has family members who are employed by the District.

Mr. Hayek advised that he met with the Union representatives yesterday. They like the salary matrix and understand it. He advised that, in accordance with Wisconsin State Statutes, the District cannot offer over the 1.23% CPI on the salary matrix for all certified teaching staff for the 2021-2022 school year. However, one time ESSER funds have been allocated for Professional Development.

A motion was made by Patrick Phair and seconded by Mark Polebitski to approve the CPI wage increase of 1.23% to the salary matrix for all certified teaching staff, plus a one time stipend of \$750.00 per teacher to be paid by June 15, 2021.

Mr. Hayek responded that he doesn't believe the stipend would be legal as it would go over the 1.23% CPI – he will need to go back to legal counsel. The cost of the stipend would be \$750 x 181 teachers = \$135,750. He added that we can revisit this when the District receives the American Rescue Fund dollars. However, because the American Rescue Funds are federal funds, they can only be spent a certain way and are highly, highly regulated. Any plan on how the District will use the American Rescue Funds will be presented to the Board, possibly in January/February 2022.

Other Board members stated that we shouldn't isolate one group and that we should look at all of our staff, not just teachers, and suggested a stipend across the board so that all staff receive something. But they wanted to look into it further and suggested that we should get a return of investment.

Board Member Phair asked Mr. Hayek to try to find a way to do the stipend for the teachers and structure it so it is legal.

The motion carried on a 5-1-1 vote, with Stephen Johnson voting no and Dale Feldt recusing himself.

The Board then took a five minute comfort break at 11:43 a.m., and resumed the meeting at 11:50 a.m.

A motion was then made by Patrick Phair and seconded by Mark Polebitski to rescind the previous motion just made, because he wants to make a motion to adopt the 1.23% CPI wage increase as presented now and ask for a stipend for the teachers after Mr. Hayek has time to review and make a recommendation. The motion carried on a 6-0-1 roll call vote, with Dale Feldt recusing himself.

A motion was made by Patrick Phair and seconded by Mark Polebitski to approve the CPI wage increase of 1.23% to the salary matrix for all certified teaching staff, nurses, administration, and District Office staff for the 2021-2022 school year; and asked that the Business Office make a recommendation for a reasonable amount of money to be paid to the teaching staff by August 1, 2021, for a job well done in this COVID year. The motion carried on a 6-0-1 roll call vote, with Dale Feldt recusing himself.

2% Wage Increase Proposal for Support Staff with the Addition of 3 Paid Holidays for School Year Employees (9 Months):

Mr. Hayek advised that these employees are not a part of the collective bargaining unit so they can receive a wage increase higher than the CPI.

A motion was made by Steve Hackett and seconded by Dale Feldt to approve a 2% wage increase to the salary matrix for Food Service, Secretaries, Educational Assistants, District Custodial, and Maintenance staff for the 2021-2022 school year, as well as three (3) additional paid holidays being allotted to support staff school year only (9 months) employees, as presented. The motion carried unanimously on a roll call vote.

2021-2022 Budget Snapshot:

Mr. Hayek shared that with all of the approvals made above, we are at a balanced budget.

Year End 2020-2021 Preliminary Budget Forecast Outcome:

Mr. Hayek projects, with approximately \$11 million left to be expended in the 2020-2021 fiscal year budget, that he anticipates this year's budget (2020-2021) to end being balanced with an estimated \$125,416 in revenues greater than expenditures.

Recommendation to approve John Meyer as Waupaca Middle School Principal:

Based on feedback that the Core Team received from their interviews with 37 WMS staff members last week, they determined that it is in the best interest of Waupaca Middle School (WMS) and the District to appoint Mr. John Meyer as the next principal of WMS. The Assistant Principal position was posted earlier this week with a closing date of May 31.

A motion was made by Steve Hackett and seconded by Mark Polebitski to appoint Mr. John Meyer as the Waupaca Middle School Principal effective July 1, 2021, as presented. The motion carried unanimously on a roll call vote.

Adjournment:

A motion was made by Steve Hackett and seconded by Mark Polebitski to adjourn the meeting at 12:15 p.m. The motion carried unanimously on a voice vote.

_____ Date _____
Stephen Johnson, President
Board of Education

_____ Date _____
Elizabeth Manion, Clerk
Board of Education