



*Respectful, Responsible, Safe & Prepared*

## **SCHOOL BOARD MEETING MINUTES August 10, 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 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:**

Stephen Johnson welcomed everyone and advised that there is no truth to a rumor that the Board changed the venue of this meeting to limit participation and reduce public comment. The Performing Arts Center is just not workable, as it currently does not meet the auditory needs of all School Board members. He added that, per Board policy, public comment allows three minutes per speaker with a maximum public comment period of 30 minutes. The Board can allow the public comment period to go beyond 30 minutes if so moved. He then asked Carl Hayek to lead the Board in the Pledge of Allegiance.

### **Call to Order:**

The meeting was called to order by President Stephen Johnson at 5:15 p.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, Laurie Schmidt, Carl Hayek, Steve Thomaschefsky, Michael Werbowsky, John Meyer, John Erspamer, Jody Pankratz, Carrie Naparalla, Trevor Leopold, Jamie Trzebiatowski, and Hannah Rowe. Additionally, many members of the public were present in the WHS Community Room as well as in the WHS Commons. Virtually present via Google Meet: Mandi Salter, Eric Conner, Rob Flegner, Dawn Johanknecht, Miriam Leean-Rodenz, Kerrigan Neidert, Tanya Saari, and Amanda Suhs.

### **Approval of Agenda:**

A motion was made by Dale Feldt to approve the agenda as presented, but then he immediately rescinded his motion as he wished to make revisions to the order of the agenda. A motion was made by Dale Feldt and seconded by Mark Polebitski to amend the agenda by moving Section IX.F., items #2 and #3, immediately after the consent agenda. The motion carried unanimously on a voice vote.

### **Public Comment:**

Twenty-one community members addressed the Board during the public comment period; some for making masks mandatory while others requested that face masks be optional.

The public comment period reached the 30 minute threshold so Board President Stephen Johnson asked if the Board wanted to extend the period to allow for the remaining seven in-person speakers and one online speaker time to speak. A motion was made by Dale Feldt and seconded by Steve Klismet to extend the public comment period beyond the 30 minute time period so that all can be heard. The motion carried unanimously on a voice vote.

**Review of Board Meeting Norms:**

The Board reviewed their collective commitments.

**Consent Agenda:**

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

Minutes:

July 22, 2021, Regular Board Meeting

July 26, 2021, Building and Grounds Committee Meeting

Financial Reports:

Accounts Payable Approval: \$2,489,670.20, and Building Fund Payable: \$0.00

Cash Receipts: \$459,297.48

Treasurer's Report – Total Cash per Reconciliation: \$9,029,236.05

Retirements:

Karen Peterson – WLC Ed. Asst.

Resignations:

Heidi Nowicki – WHS Library Media Specialist

Eric Conner – WHS Music Teacher / PAC Coordinator

Extra-Curricular Coaches and Advisors for the 2021-2022 School Year:

WHS Coaching Positions:

Jeremy Koehler – Varsity Boys Soccer

Cameron Borland – JV Boys Soccer

Michael Kositzke – Varsity Volleyball

Nancy Tice – JV1 Volleyball

Gretchen Hulka – JV2 Volleyball

Bennet Hansen – Varsity Football

Cody Kimball – Football JV1/Asst.

Paul Higgins – Football JV1/Asst.

Bryan Fay – Football JV1/Asst.

Jay Krcmar – JV2 Football

Greg Smidt – JV2 Football

Jess Bank - Varsity Cross Country

Shane Dillman – Cross Country Asst.

Kellsey Schwantes – Varsity Girls Golf

Lisa Ash – Girls Golf Asst.

Matt Resch - Varsity Boys Basketball

Ethan Dayton – JV Boys Basketball

Payton Mix - Varsity Girls Basketball

Michael Kositzke – Varsity Wrestling

Paul Frank – JV Wrestling

Rocky Mondello – Varsity Baseball

Ethan Dayton – JV1 Baseball

Ryan Dayton – JV2 Baseball

Tom Noltner – Varsity Boys Golf  
Rudy Pate – Boys Golf Asst.  
Eric Brehmer – Varsity Softball  
Michael Kositzke – JV1 Softball  
Joel Kempfert – Varsity Girls Track  
Shane Dillman – Varsity Boys Track  
Andy Yeska – Varsity Boys Hockey  
Tim Guyer – JV Boys Hockey

WHS Advisor Positions:

Monica Reeves – HS All School Play  
Amy Holterman – HS All School Play  
Tricia Price – HS Art Club  
Bryan Fay – HS Chess  
Amy Marcom – HS Dance  
Mark Kryshak – HS Dixie/Jazz Band  
Colleen Larson – Destination Imagination Coordinator  
Erin Eller – Destination Imagination Advisor  
Teresa Duda – FBLA  
Hannah Waldron – FFA  
BobbieJo Montgomery - FFA  
Mark Otte – Forensics  
Nancy Cummings – Forensics  
Josh Christensen – Forensics  
Andrea Hamann – German Club  
Karen Nowak – Intramural Basketball  
Danielle McHugh – Link Crew  
Karen Nowak – Link Crew  
Anna Lussier – Link Crew  
Teresa Duda – Link Crew  
Emily Bina - NHS  
Anna Lussier – Pacappellas  
Cindy Ikert – Pep Club  
Steven Baumann – Robotics  
Lisa Abrahamson – Spanish Club  
Kathy Batten – Spanish Club  
Anna Lussier – Student Council  
Lisa Simonson – Yearbook

WHS Volunteer Advisor Positions:

Rachel Nelson – Bowling Club  
Kelsey Nelson – Bowling Club  
Mike Lalla – Curling Club  
Steven Baumann – Gamerz Guild  
Christiane Jahnke – Math Team  
Brenda Plum – S.A.D.D.  
Lisa Abrahamson – Spanish Honor Society  
John Woodliff – Trap and Skeet  
Alan Domaszek – Trap and Skeet  
Anna Lussier – Ukulele Club  
Anna Lussier – Vocal Music Groups

WMS Coaching Positions:

Sarah Hannemen – MS Cross Country  
Kareene Hansen – MS Cross Country  
Joel Olson – 8th Grade Football  
Nate Harms – 7th Grade Football

Andrea Bechard – 8th Grade Volleyball  
Kate Gile – 7th Grade Volleyball  
Kyle Mannel – MS Wrestling  
Bryon Prey – MS Wrestling  
Jay Seefeldt – 7th Grade Boys Basketball  
Kirbi Holat – 7th Grade Boys Basketball  
Rocky Mondello – 8th Grade Boys Basketball  
Rocky Mondello – 8th Grade Girls Basketball  
Jay Seefeldt – 8th Grade Girls Basketball  
Dave Peterson – MS Track  
Mark Unertl – MS Track

WMS Advisor Positions:

Rene Jungers – 5th/6th Grade Basketball  
Nate Harms – 5th/6th Grade Basketball  
Brooke Neubauer – Art Club  
Amy Holterman – MS Authors and Actors Theater Festival  
Rene Jungers – MS Chess  
Chloe Johnson – MS Dance  
Colleen Larsen – Destination Imagination Coordinator  
Erin Eller – Destination Imagination  
Gail Lundberg – Destination Imagination  
Amy Holterman – MS Forensics  
Rene Jungers – MS Forensics  
Shana Rogney – MS Jazz Band  
Shana Rogney – MS Musical  
Laurel Leder – MS Musical  
Lori Jungers – MS Musical (if numbers permit)  
Kareene Hansen – MS Student Council  
Amy Smidt – Yearbook  
Kate Gile – Yearbook

WMS Volunteer Advisor Positions:

Jenny Lewis – MS Authors and Actors Theater Festival  
Rachel Nelson – MS Bowling  
Dale Nelson – MS Bowling  
Kelsey Nelson – MS Bowling  
Hanna Waller – MS Dance Volunteer  
Chelsey Wanty – MS Dance Volunteer  
Rene Jungers – Geography Bee  
Missy Durrant – Geography Bee  
Rene Jungers – Math Olympiads  
Dawn Biba – Peer Leaders  
Denise Seefeldt – Peer Leaders  
Rene Jungers – Quiz Bowl  
Missy Durrant – Spelling Bee  
Rene Jungers – Spelling Bee  
Rene Jungers – State Battle of the Books  
Sarah Hanneman – State Battle of the Books

Adjustment of WHS Assistant Principal Jenifer Erb's Contract  
Milk Bids and School Breakfast and Lunch Prices for 2021-2022 School Year

The motion carried unanimously on a roll call vote.

## **Administration:**

### FFA Year in Review Presentation:

Waupaca FFA President Verena Bartel and Vice President Lindsey Montgomery advised of the many activities the FFA completed this past year despite COVID. They participated in the 2021 State Convention where they received many awards, and were ranked #1 in the State for National Chapter and are advancing to Nationals in October. They also expressed their thanks for the continuous support of FFA.

### Recommendation on Fall COVID Protocols:

School Nurse Jamie Trzebiatowski presented the fall COVID-19 mitigation recommendations which were put together as a collaborative effort with both School Nurses, the Core Team, all principals and administration. She added that they are in regular communication with the County Health Officer and our Medical Director, both of whom have reviewed and agreed with this mitigation plan. She stated that the last page is the most important – we will continue to monitor and adjust the mitigation plan as necessary. School Nurse Trzebiatowski added that since this is a fluid situation, she asked the Board to allow them to be able to monitor the data, make the decisions as necessary, and apply mitigation efforts as needed for the period needed rather than mandating a blanket measure. That would allow them to react when needed and mitigate accordingly. This COVID-19 mitigation plan will be transmitted to families closer to the start of the school year in a format that is clear and understandable.

Much discussion was had among the Board members. They expressed their thanks to the School Nurses for all of their hard work, and advised that they have trust in them as the experts in the COVID-19 decision making.

A motion was made by Dale Feldt and seconded by Steve Klismet to approve the Fall COVID-19 mitigation recommendations as presented by our School Nurses, and making sure the District administrative team in consultation with the District medical team are allowed to remain fluid and inform us rather than require us to meet regarding revised mitigation efforts. The motion carried on a 4-3 vote, with Patrick Phair, Steve Klismet, Dale Feldt and Stephen Johnson voting yes, and Steve Hackett, Betty Manion and Mark Polebitski voting no.

The Board then took a five minute comfort break at 7:00 p.m. The Board meeting reconvened at 7:06 p.m.

## **Communications:**

### District Administrator's Report:

Mr. Saari advised of the corrected date and time for the "Fall Kickoff". Director of Athletics and Activities Trevor Leopold advised that the Fall Kickoff consists of all fall sports having a scrimmage. There will also be an activities fair. This is a great opportunity to advise everyone of all of the activities and athletics offered at the School District.

Mr. Saari expressed his gratitude to Director of Teaching and Learning Mark Flaten for all of his work with onboarding and providing support to our new teachers. Despite these efforts, staffing remains a challenge.

Mr. Saari reminded everyone that beginning in September, the District will be using its new technology system in the WHS Community Room, therefore it will no longer be using Google Meet.

Mr. Saari reminded the Board of the WASB Fall Regional Meeting scheduled for October 7<sup>th</sup> in Neenah. He also advised of several meetings the Board needs to schedule.

Lastly, he advised of the terrific job the Grant Writer continues to do.

## **Board Reports:**

### Upcoming Meetings and Other Activities:

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

August 13, 2021 – New Staff Gathering – 11:30 a.m.

August 19, 2021 – Athletics/Activities Fall Kickoff – 6:00 p.m.

August 27, 2021- Back to School Breakfast – 7:30 a.m.

September 14, 2021 – Regular Board Meeting – 5:15 p.m.

## **Building and Grounds Committee:**

Committee Chairperson Steve Klismet asked Director of Business Services Carl Hayek to review the safety infrastructure upgrades that are needed. Mr. Hayek added that the cost of the project will be in the ballpark of \$1.45 million. They can get the project underway after the October Board meeting and could possibly start on some of the entryways next summer (2022).

Mr. Hayek advised that the total cost of the new Maintenance Building will be \$500,000-\$530,000.

Board member Mark Polebitski questioned the process in that perhaps these items should have gone to the Finance Committee first before going to the Building and Grounds Committee. Board President Stephen Johnson advised that there is no precedent and that clearly all three are Building and Grounds type activities. Committee member Dale Feldt, who is also the Finance Committee Chairperson, advised that they have previously had discussions on this so he is fine with it. Board member Patrick Phair suggested that in the future these should go before the Finance Committee first.

A motion was made by Steve Klismet, per Committee recommendation, to approve moving the majority of additional funds attained from the 2020-2021 budget outcome to Capital Projects Fund 49 to address building safety entryway renovations at all school buildings as presented. The motion carried unanimously on a roll call vote.

A motion was made by Steve Klismet, per Committee recommendation, to give Director of Business Services Carl Hayek the authority to work with Hart Law Offices to negotiate a counteroffer for the sale of Lot #34297476 that is closer to the appraised value. The motion carried unanimously on a roll call vote.

A motion was made by Steve Klismet, per Committee recommendation, to approve moving \$200,000 of additional funds attained from the 2020-2021 budget outcome to Capital Projects Fund 49 to complete the funding of the new Maintenance building as presented. The motion carried unanimously on a roll call vote.

## **Personnel Committee:**

Committee Chairperson Betty Manion advised that the Committee would like to pay the teaching staff a stipend of \$200 as a gesture of gratitude. The Committee's recommendation was that this come before the full Board for discussion.

Much discussion was had, in particular where the monies to fund this would come from. A suggestion was also made that perhaps we give all District staff a Chamber gift card.

A motion was made by Betty Manion, per Committee recommendation, to pay all teaching staff a \$200.00 stipend. The motion failed on a 3-4 vote, with Betty Manion, Patrick Phair and Mark Polebitski voting yes, and Steve Hackett, Steve Klismet, Dale Feldt and Stephen Johnson voting no.

Committee Chairperson Manion reported that the Committee reviewed the proposed staff restructuring in our libraries as well as the hiring of a much needed additional IT support staff person.

A motion was made by Betty Manion, per Committee recommendation, to not hire a third librarian but instead extend the contracts of the two remaining librarians so that they each have a total of 10 additional days; to reclassify the library aides as library assistants and move their hourly rate of pay to the same pay scale as a special education educational assistant, and increase their total work days from 188 to 208 per year; and to hire an additional IT support staff person. The motion carried unanimously on a roll call vote.

**Policy Committee:**

A motion was made by Patrick Phair, per Committee recommendation, to approve the changes to the Conference Request Form as presented. The motion carried unanimously on a roll call vote.

A motion was made by Patrick Phair, per Committee recommendation, to approve and adopt NEOLA Policy 6152 Student Fees (W656) as presented. The motion carried unanimously on a roll call vote.

A motion was made by Patrick Phair, per Committee recommendation, to approve and adopt NEOLA Policy 6423 Use of District Credit Cards (W673.1) as presented. The motion carried unanimously on a roll call vote.

**Discussion on Possibly Changing the Start Time of Regular Board Meetings:**

The Board discussed changing the start time of the regular Board meetings from 5:15 p.m. to a later time that would be more convenient for the public to attend. Board President Stephen Johnson advised that we could do so without having to amend the Resolution.

A motion was made by Betty Manion and seconded by Steve Klismet to change the regular Board meeting start time from 5:15 p.m. to 5:30 p.m. on the second Tuesday of every month to be held in the Waupaca High School Community Room. The motion carried unanimously on a voice vote.

**Administration:**

Spring Co-Curricular Acknowledgement:

Director of Co-Curricular Activities and Athletics Trevor Leopold advised of the many outstanding accomplishments attained by the students participating in school activities and athletics this past spring. His goal is to get 100% of the students involved in some sport or activity. At this time, we currently have three coaching positions open at the Middle School.

Rapid PCR Testing:

Director of Student Services, Laurie Schmidt, advised that the District will offer daily rapid (not random) PCR testing for COVID-19 on site this coming school year for students and/or staff who have symptoms. This is just an option and is not mandatory. At this time it is not offered to family members of students and/or staff. School Nurse Jamie Trzebiatowski advised that the PCR test is more accurate than antigen tests. The antigen tests also have more difficult reporting requirements.

**Adjournment:**

A motion was made by Steve Hackett and seconded by Dale Feldt to adjourn the meeting at 8:00 p.m. The motion carried unanimously on a voice vote.

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Date \_\_\_\_\_  
Stephen Johnson, President  
Board of Education

\_\_\_\_\_  
Date \_\_\_\_\_  
Elizabeth Manion, Clerk  
Board of Education