



## **SCHOOL BOARD MEETING MINUTES**

### **August 9, 2022 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:**

Stephen Johnson welcomed everyone and asked Michael Werbowsky to lead the Board in the Pledge of Allegiance.

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

The meeting was called to order by President Stephen Johnson at 5:30 p.m.

#### **Roll Call:**

Present in the WHS Community Room: Stephen Johnson, Dale Feldt, Steve Klismet, Patrick Phair, Betty Manion, and Ron Brooks (joining a few minutes late).

#### **Also Present:**

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Carl Hayek, Mark Flaten, Steve Thomaschefskey, Laurie Schmidt, Michael Werbowsky, John Erspamer, Carrie Naparalla, and members of the community.

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

A motion was made by Patrick Phair and seconded by Steve Klismet to approve the agenda as presented. The motion carried unanimously on a voice vote.

#### **Public Comment:**

Mr. Ayala inquired as to why the matter of hiring a girls wrestling coach wasn't on the agenda. District Administrator Saari explained that Director of Athletics Trevor Leopold is working on it and that it involves quite a bit of planning and coordinating before it can come before the Board.

#### **Review of Board Meeting Norms:**

The Board reviewed their collective commitments.

#### **Consent Agenda:**

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

#### Approval of Minutes:

July 19, 2022, Regular Board Meeting

July 26, 2022, Special Board Meeting

Financial Reports:

Accounts Payable Approval: \$2,511,880.78, and Building Fund Payable: \$0  
Cash Receipts: \$685,400.74  
Treasurer's Report – Total Cash per Reconciliation: \$10,097,195.14

Updated Staffing Changes for 2022-2023 School Year

Resignations:

Michael Kositzke – WHS Social Studies Teacher  
Delaney Barbeau – CEC Ed. Asst.-Spec. Ed./Pillar Infusion Coordinator  
Carrie Hruby – WLC Ed. Asst.-Spec. Ed.

Hires – 2022-2023 School Year:

Marlene Montgomery – WMS Food Service Cook Class 2  
Valerie Montgomery – Part-Time WHS Food Service Class 3B  
Anita Lehman – WHS/WMS German Teacher  
Kathryn Anstett-Dekker – WHS Social Studies Teacher  
Amy Niemuth – WHS Computer Science/Business Teacher  
Brianna DePorter – CEC Ed. Asst.  
Brenda Plum – CEC Class II Secretary  
Kelli Turner – Part-Time CEC 4K Ed. Asst.

Transfers/Changes – 2022-2023 School Year:

Julie Gonzalez – WMS Food Service Cook Class 2 to WMS Food Service Lead Cook Class 1B

Extra Curricular Coaches and Advisors – 2022-2023 School Year:

WHS Coaching Positions:

Jess Bank - Varsity Cross Country  
Aaron Strebe – Cross Country Asst.  
Tom Noltner – Varsity Girls Golf  
Bennet Hansen – Varsity Football  
Cody Kimball – Football JV1/Asst.  
Paul Higgins – Football JV1/Asst.  
Bryan Fay – Football JV1/Asst.  
Tony Altmann – JV2 Football  
Jeremy Koehler – Varsity Boys Soccer  
Cameron Borland – JV Boys Soccer  
Liz Kneer – Varsity Volleyball  
Annie Nelson – JV1 Volleyball  
Nancy Tice – JV2 Volleyball  
Matt Resch - Varsity Boys Basketball  
Ethan Dayton – JV Boys Basketball  
Ryan Dayton – Freshmen Boys Basketball  
Payton Mix - Varsity Girls Basketball  
Forrest Wright – Varsity Boys Hockey  
Rocky Mondello – Varsity Baseball  
Ethan Dayton – JV1 Baseball  
Ryan Dayton – JV2 Baseball  
Tom Noltner – Varsity Boys Golf  
Rudy Pate – Boys Golf Asst.  
Jeremy Koehler – Varsity Girls Soccer  
Liz Kneer – JV Girls Soccer  
Joel Kempfert – Varsity Girls Track

WHS Volunteer Coaching Positions:

Leota Studzinski – Cross Country  
Brett Nimmer – Cross Country  
Justin Berrens – Football  
Ryan Makuski – Football  
Jay Krcmar – Football  
Greg Smidt – Football  
Jed DeYoung – Boys Soccer  
Eli Soto – Boys Basketball  
Zach Alix – Boys Basketball  
David Crubaugh – Boys Basketball  
Dave Yeska – Baseball  
Tatiana Sotka – Girls Track  
Alisa Masias – Girls Track

WHS Advisor Positions:

Monica Reeves – All School Play  
Amy Holterman – All School Play  
Tricia Price – Art  
Bryan Fay – Chess  
Amy Marcom – Dance  
Colleen Larson – Destination Imagination  
Erin Eller – Destination Imagination  
Brianna Hepfler – Dixie/Jazz Band  
Teresa Duda – FBLA  
Hannah Whipple – FFA  
BobbieJo Montgomery - FFA  
Mark Otte – Forensics  
Josh Christensen – Forensics  
Anita Lehman – German Club  
Karen Nowak – Intramural Basketball  
Danielle McHugh – Link Crew  
Karen Nowak – Link Crew  
Anna Lussier – Link Crew  
Teresa Duda – Link Crew  
Anna Lussier – Men’s Choir  
Emily Bina – National Honor Society  
Anna Lussier – Pacapellas  
Cindy Ikert – Pep Club  
Danielle McHugh – Photo Club  
Steven Baumann – Robotics  
Lisa Abrahamson – Spanish Club  
Anna Lussier – Student Council  
Lisa Simonson - Yearbook

WHS Volunteer Advisor Positions:

Bill Storck – Badger Boys and Girls  
Kelsey Nelson – Bowling  
Rachel Nelson – Bowling  
Jeremy Reedy – Chess  
Craig Gadzinski – Chess  
Neil Wenberg – Curling  
Michael Verschege – Curling  
Breanna Schulist – Dance  
Anna Lussier – Dixie/Jazz Band  
Brett Grams – Exchange Program

Sandy Testin – Exchange Program  
Cheryl Sletten – Exchange Program  
Laura Saunders – Forensics  
Keaton Gregory – Forensics  
Brian Hoelzel – Ice Fishing  
Ryan Wilson – Ice Fishing  
Jordan Williams – Ice Fishing  
Trevor Leopold – Interact  
Doug Nowak – Intramural Basketball  
Dana Widdel – Live  
Nicki Novak – Live  
Abbey Rutzinski – Live  
Christiane Jahnke – Math Team  
Jacob Bina – National Honor Society  
Jessica Hauser – Pep Club  
Taylor Wilcox – Public Library  
Lydia Engelbreth – Robotics  
Sara Timm – Robotics  
Brendon Serrano – Robotics  
Nate Helm-Quest – Robotics  
David Scott – Robotics  
Jon Loken – Robotics  
Brenda Plum – S.A.D.D.  
Taylor Wilcox – Social Media Club  
Lisa Abrahamson – Spanish Honor Society  
John Woodliff – Trap and Skeet  
Alan Domaszek – Trap and Skeet  
Steve Rawson – Trap and Skeet  
Anna Lussier – Vocal Music Groups  
Cory Nagel – Youth on Board

WMS Coaching Positions:

Kareene Hansen – Cross Country  
Amanda Ayala – Cross Country  
Nate Harms – 8th Grade Football  
Wes Van Epps – 8th Grade Football  
Jake Waller – 8th Grade Football  
Dan Buenning – 7th Grade Football  
Tony Vergauwen – 7th Grade Football  
Jeff Kratochwill – Boys Soccer  
Neil Wenberg – Boys Soccer  
Lisa Ash – 7th Grade Volleyball  
Dana Koeppler – 7th Grade Volleyball  
Mike Waldschmidt – 8th Grade Boys Basketball  
Jay Seefeldt – 7th Grade Boys Basketball  
Rudy Pate – 8th Grade Girls Basketball  
Jay Seefeldt – 7th Grade Girls Basketball  
Mike Waldschmidt – 7th Grade Girls Basketball  
Kyle Mannel – Wrestling  
Bryon Prey – Wrestling  
Dave Peterson – 7th/8th Grade Track  
Jeremy Martens – 7th/8th Grade Track  
Mark Unertl – 7th/8th Grade Track  
John Parent – Girls Soccer  
Megan Rocole – Girls Soccer

WMS Volunteer Coaching Positions:

Efrain Ayala – Cross Country  
Mark Unertl – Cross Country  
Jamie Trzebiatowski – 7th/8th Grade Track

WMS Advisor Positions:

Rene Jungers – 5th/6th Grade Basketball  
Mike Waldschmidt – 5th/6th Grade Basketball  
Nate Harms – 5th/6th Grade Basketball  
Brooke Neubauer – Art  
Rene Jungers – Chess  
Chloe Johnson – Dance  
Colleen Larsen – Destination Imagination  
Erin Eller – Destination Imagination  
Delaney Barbeau – Destination Imagination  
Amy Holterman – Drama Club/School Play (Authors & Actors Theater Festival)  
Rene Jungers – Forensics  
Amy Holterman – Forensics  
Shana Rogney – Jazz Band  
Lori Jungers – Musical/Play  
Shana Rogney – Musical/Play  
Art Schultz – 5th Grade Robotics  
Art Schultz – 6th-8th Grade Robotics  
Kareene Hansen – Student Council  
Amy Smidt – Yearbook  
Kate Gile – Yearbook

WMS Volunteer Advisor Positions:

Rene Jungers – Battle of the Books  
Sarah Hanneman – Battle of the Books  
Kelsey Nelson – Bowling  
Rachel Nelson – Bowling  
Jeff Kratochwill – Curling  
Neil Wenberg – Curling  
Hanna Waller – Dance  
Chelsey Wanty – Dance  
Jenny Lewis – Drama Club/School Play (Authors & Actors Theater Festival)  
Brian Hoelzel – 8th Grade Ice Fishing  
Rene Jungers – Math Olympiads  
Dawn Biba – Peer Leaders  
Denise Seefeldt – Peer Leaders  
Rene Jungers – Quiz Bowl  
Missy Durrant – Spelling Bee  
John Woodliff – Trap and Skeet  
Al Domaszek – Trap and Skeet  
Steve Rawson – Trap and Skeet

The motion carried unanimously on a roll call vote.

**Communications:**

District Administrator's Report:

Mr. Saari advised of the Community Safety Committee meetings that have been held and shared the Safety Referendum Informational Brochure. He also advised that two community informational meetings on the referendum have been scheduled – September 14 and October 13, both at 5:30 p.m., in the High School Performing Arts Center, and will be presented by the District's financial advisor, architects, and Administration. In addition, Mr. Saari advised that the next few Community Safety

Committee meetings will be held at each of the individual schools to look at the entrances and review the proposed renovations.

Mr. Saari provided an example of grant competition efforts made in order to grow the Waupaca area. The District is one of two finalists for the “*Forward Together Waupaca: Relocation Campaign*,” with the goal being to create a brand strategy, including a landing webpage selling our District and community. Because of declining enrollment and employers in our area needing employees, it is important that we grow our community.

Mr. Saari outlined the many professional growth opportunities that staff have been participating in throughout the summer, which indicates how dedicated our staff is towards our students and District, and earning them some additional money. This is also a great investment by the District in our teachers who participated in the summer learning opportunities.

Mr. Saari also shared data relating to the educational job market in the District, state, as well as surrounding states. The data also indicated that there are more retirements than new teachers obtaining their licenses. Currently, the District has a 75% retention rate. He added it is a difficult market to hire teachers and that is why it is important to talk about culture, which we believe is one of the two top priorities along with mentoring, onboarding, and supporting staff.

Mr. Saari advised of the WASB Fall Region 7 meeting scheduled for October 6 in Neenah, and that it is an in-person only event this year.

Mr. Saari was excited to share that the School District of Waupaca was nominated by the Waupaca Foundry for the 2022 Excellence in Manufacturing/K-12 Partnership Award and we won! The Awards dinner is on October 25<sup>th</sup> at the Resch Center in Green Bay, and the District will receive \$500 for the CTE program.

### **Administration:**

#### Procedure for Dealing with Intimidating, Harassing, or Threatening Letters or Communications:

Because Board member Betty Manion brought to our attention last month a troubling communication, Administration felt it was necessary to have clear guidelines on how to handle intimidating, harassing, or threatening communications. Mr. Saari advised that legal counsel has reviewed and approved these guidelines. He pointed out that the District encourages civil discussion, debate, and constructive criticism, and emphasized that nothing in these guidelines is intended to limit in any way a person’s protected First Amendment rights. Mr. Saari advised that this will be shared with all of our stakeholders and pertains to anyone who is an employee in the District. The District Office will keep track of all such communications, and will share with legal counsel and/or law enforcement if necessary.

### **Board Reports:**

#### Discussion/Update on Filling the Board Vacancy:

Mr. Saari advised that currently we have received four applications for the Board vacancy and knows of a couple more who are considering applying. He shared that legal counsel advised that the District can run background checks on the candidates, and that the interviews must be held in open session, calling in one at a time for the interview. Following the interviews, the Board makes a decision.

Board President Johnson advised that depending on the number of applicants, we can do this in one special Board meeting on August 22<sup>nd</sup>; however, we will schedule a second special Board meeting for August 23, 2022, at 5:30 p.m. as an alternate date if needed.

Mr. Saari reminded the Board that they can come in anytime next week to review the applications.

Upcoming Meetings and Other Activities:

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

- August 17, 2022 – New Staff Gathering – 11:30 a.m.
- August 22, 2022 – Special Board Meeting – 5:30 p.m.
- August 23, 2022 – Special Board Meeting – 5:30 p.m.
- August 24, 2022 – Community Safety Committee Meeting – 5:30 p.m.
- August 29, 2022 – Back to School Breakfast – 7:30 a.m.
- September 12, 2022 – Community Safety Committee Meeting – 5:30 p.m.
- September 13, 2022 – Regular Board Meeting – 5:30 p.m.
- September 29, 2022 – Community Safety Committee Meeting – 5:30 p.m.

**Adjournment:**

A motion was made by Steve Klismet and seconded by Betty Manion to adjourn the meeting at 6:05 p.m. The motion carried unanimously on a voice vote.

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

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