



Respectful, Responsible, Safe & Prepared

SCHOOL BOARD MEETING MINUTES

September 10, 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:

Ron Brooks welcomed everyone and asked Bob Adams to lead the Board in the Pledge of Allegiance.

Call to Order:

The meeting was called to order by President Ron Brooks at 5:30 p.m.

Magic Minute:

President Brooks shared a quote from *The Lorax* by Dr. Seuss. He advised that he is adding a new standing item to the Board's regular meeting agenda entitled "Magic Minute", and asked the Board members to be prepared to share a positive comment at the next meeting. This item will not be up for discussion nor will it be elaborated on. It should be an event or comment that is good and provides a positive light. He noted that another Board member cannot agree with or duplicate another member's comment.

Roll Call:

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

Also Present:

Present in the WHS Community Room: Craig Gerlach, Sandy Lucas, Mark Flaten, Austin Moore, Laurie Schmidt, Michael Werbowsky, Jenifer Erb, John Meyer, John Erspamer, Jody Pankratz, Carrie Naparalla, Rob Scherrer, Kyle Scherwinski, Jay Seefeldt, Anna Lussier, Marsha Purchatzke, Nate Nelson, and members of the community.

Approval of Agenda:

A motion was made by Betty Manion and seconded by Molly McDonald 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.

Communications:

Donations:

Board President Brooks advised that donations of school supplies were made by Corinn Lionberg and Clear Water Harbor, Assembly of God Church, and Go-Riteway. A motion was made by Dale Feldt and seconded by Lori Verhalen to accept, with gratitude, the donations of school supplies as presented. The motion carried unanimously on a voice vote.

Go-Riteway “Stuff the Bus” Update:

Ms. Marsha Purchatzke of Go-Riteway advised that the “Stuff the Bus” event was held August 5-16 with a brat fry on the 16th. She presented the District with \$1,191 which was raised in cash and check donations as well as the brat fry. They also received a large amount of school supplies which were distributed to all four schools.

Pregnancy Loss Leave Policy - Nate Nelson:

Detective Sergeant Nate Nelson of the Waupaca County Sheriff’s Department advised that the purpose of his presentation is to propose that the School District of Waupaca adopt a reproductive loss policy. He shared his personal losses and that he was able to take time off to heal and support his family by using a vacation day or comp time. He advised that because vacation/comp time is very limited, he proposed to the Sheriff’s Department that they implement a Pregnancy Loss Leave Policy, which they agreed to do. He noted that the City of Waupaca has also adopted a similar policy. Det. Sgt. Nelson added that he is willing to provide any additional guidance to the District and will provide the documentation that was presented to the County as well as the County’s policy.

District Administrator Craig Gerlach noted that the District does not currently have a policy relating to this but he will check to see if there may be something else that would apply and will provide the Board with that information. A Policy Committee meeting may need to be held to discuss it further.

Monitoring:

Making Learning Visible Plan Update:

Director of Teaching and Learning Mark Flaten advised that as an update on the Making Learning Visible Plan (MLVP), he has asked teachers to share their experiences and provide tangible outcomes. A lot of work has been done by the teachers behind the scenes, working with students along their academic journey. He provided examples of class syllabuses that were shared with parents and students. As noted, the syllabus outlines what students will experience in the class, what their expectations are, and how they will be assessed.

He read Mr. Jeff Dolski’s written statement, noting that homework does count but that quality versus quantity is what really matters.

Ms. Anna Lussier shared two major positive outcomes of the MLVP that have impacted her students and her teaching. One is the PLC time which provides the time and opportunity to have conversations with other teachers and grade bands, thus there is less confusion between grade bands. The second is the implementation of assessments based on content area. Because of the outlined success criteria, students know what they need to do to be successful.

Mr. Jay Seefeldt noted that there is now common language between the High School and Middle School, and students understand what is expected. It is important to note that the job is to get it, not just to get it done. The MLVP also provides clarity for new staff. Staff are deep into the targets and are now in the application process – what specific skill are we asking the students to know, what the learning target is, and when assessments are done. Learning is easier for students when you do not focus on the grade but on learning the targets.

Mr. Flaten advised that we have made a lot of strides to create a system that is supportive to our staff and students, but understands that change is hard. We need to work together to be sure we are

meeting the expectations. He noted that we need to support our staff and need to be flexible with the time needed on Wednesdays. Therefore, he advised that the ending time on Wednesday PLCs will be changing from 4:00 p.m. to 3:30 p.m. beginning on September 25. He noted that we are at a much better place now and can shorten the PLC time, as we are now able to focus on common assessments and maintenance of the MLVP.

Several Board members raised the concern relating to not compensating staff for staying until 4:00 p.m. Staff advised them that they did realize the value of the PLCs but did not like the 4:00 p.m. end time.

Board member Steve Klismet had additional concerns – local businesses would prefer starting school later (after Labor Day) and ending earlier (by Memorial Day); and was wondering if there were opportunities for CEC Suzuki students going to WHS. Mr. Flaten advised that if we shorten the school year, there will be less professional development available for teachers and it would shorten their contracts. Mr. Klismet suggested that the teachers be given an opportunity to have their opinions heard anonymously and only for the Board to see.

Mr. Gerlach pointed out that the real issue is do we value professional development? He noted that post Act 10 it is important that we are fair, so if appropriate compensation is needed for professional development, we need to figure out how to make that happen. We want to create a better working environment for our staff. He pointed out that the information provided tonight is an update of where we are at with the MLVP. We realize we need to step back from the 4:00 p.m. PLC end time and discuss compensation. In addition, we are continuing to have discussions relating to the Suzuki program.

Board Reports:

Student Representative Report:

None.

Approval of Minutes:

August 13, 2024 Regular Board Meeting

A motion was made by Lori Verhalen and seconded by Bob Adams to approve the Minutes of the August 13, 2024, regular Board meeting as presented. The motion carried unanimously on a voice vote.

Upcoming Meetings and Other Activities:

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

September 23, 2024 - Homecoming Coronation - 7:00 p.m.

October 8, 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 October.

School Visits or Other Board Reports:

Board member Betty Manion shared that she attended the CEC family night and also visited several classrooms at CEC where the students were involved in different activities using the produce from the garden. She also visited the music room. Board President Brooks attended his grandchildren's orientation at WLC.

CEC Liaison Report:

CEC Liaison Betty Manion advised that she attended the September 6th Governance Council meeting where they discussed several items. She advised that the application for a grant for a vending machine for student books was not accepted but they are pursuing another way to get that established.

Enrollment numbers are good, and several teachers are attending the special education teaching program. They have created a story walk, and the Coffee Talks have resumed. They are also exploring bids for a playground design. She noted that the corn roast is Friday at 1:30 p.m. with Turner's Market donating the corn and condiments, and the CEC is again having the Halloween on Main Street event.

Consent Agenda:

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

Financial Reports:

Accounts Payable

Updated Staffing Changes for the 2024-2025 School Year

Resignations:

Aaron Strebe - WHS Technology Education Teacher

Holly Johnson - WLC Ed. Asst.-Spec. Ed.

Hires – 2024-2025 School Year:

Peyton Kowalski - WHS Science Teacher

Christopher Much - WHS Technology Education Teacher

Barb Ryder - .4 FTE WLC Speech Language Pathologist

Maria Caballero De Lopez - District Bilingual Ed. Asst.

Cathryn Warner - WHS Ed. Asst.-Spec. Ed.

Hannah Novak - WHS Ed. Asst.-Spec. Ed.

Rachel Giefer - WMS Ed. Asst.-Spec. Ed.

Cristy Frea - WLC Ed. Asst.-Spec. Ed.

Brianna Hagen - WLC Ed. Asst.-Spec. Ed.

Kari Santkuyl - WLC Ed. Asst.-Spec. Ed.

Maria Vaughan - WLC Ed. Asst.

Lauren Halstead - Part Time CEC Ed. Asst.

Kerry Schultz - CEC Ed. Asst.

Emily Davenport - Part Time WLC Food Service Class 3A

Transfers/Changes - 2024-2025 School Year:

Amber Koski - .5 FTE 4K Teacher and .5 FTE Special Education Teacher at CEC to .5 FTE CEC 4K Teacher and .5 FTE WLC Special Education Teacher

Extra Curricular Coaches and Advisors – 2024-2025 School Year:

Resignations:

Aaron Strebe - WHS Cross Country Asst. Coach, WHS Girls Track Asst. Coach, and Musical Stage Design and Construction

WMS Advisor Positions:

Ashley Nelson - Art Club

Salary Step Changes:

Jessica Bank - 8M18 to 8M24

Jill Beilfuss - 9M18 to 9M24

Emily Bina - 8B18 to 8M0

Brittany Chovanec - 5M0 to 5M6

Tricia Deuman - 25M6 to 25M18

Nick Engle - 10M0 to 10M6

Mary Erspamer - 24M24 to 24M30

Sydney Erspamer - 2B0 to 2B6
Melanie Eskildsen - 14B24 to 14B30
Kirstin Feldt - 8M12 to 8M18
Sarah Hanneman - 15M6 to 15M12
Stephanie Imhoff - 15B18 to 15B24
Emma Ives - 3B30 to 3M0
Karen Koehler - 16B12 to 16B18
Alan Konda - 13M18 to 13M24
Becky Liegl - 12M12 to 12M24
Drew Madden - 6M0 to 6M6
Cory Nagel - 12M18 to 12M24
Ashley Nelson - 9M28 to 9M30
Mark Otte - 16M12 to 16M18
Tori Revoir - 10B18 to 10B24
Nathan Schmidt - 24M18 to 24M30
Brittany Schnobrich - 10M12 to 10M18
Cory Scott - 3B0 to 3B6
Emily Stafslie - 12M12 to 12M18
Payton Thurber - 5M6 to 5M18
Kristie Tripp - 15B6 to 15B12
Haley Trzinski - 6B6 to 6B12
Crystal Vida - 9M12 to 9M18
Jason Wenzel - 7M6 to 7M24

Approval of Free and Reduced Lunch Program

The motion carried unanimously on a voice vote.

Administration:

Mr. Gerlach advised that the welcome back breakfast for staff went very well and Dr. Schu's presentation was very good and educational. It has been a really good start to the school year.

Set Graduation Date:

Mr. Gerlach advised that according to Board Policy 5460, the date of the graduation ceremony is on the Sunday prior to the last day of school for students unless it is changed by the Board. For the past three years it was changed to a Wednesday evening to allow for more staff to participate in the ceremony. But if the graduation ceremony is held on Wednesday, May 28, 2025, as Administration has recommended, the seniors will be short two hours of DPI-required instructional time and will be out of school seven days earlier than the rest of the students. Another issue then is that the last day for staff is Monday, June 9, 2025. However, we could change Martin Luther King Day from a holiday to a teacher work day. He noted that when considering time off, the #1 priority is what is best educationally, and then what is best for the community.

Mr. Gerlach also advised that another proposal was to have the graduation ceremony on Memorial Day weekend. However, the seniors would be another 15 hours short of the DPI-required instructional time and would be out 10 days before the end of school.

Several Board members commented that parents do not like the Wednesday night ceremony because it is more difficult for family members to attend and would prefer the weekend. Board member Molly McDonald advised she polled several moms with the result being a majority wanting the ceremony on Memorial Day weekend with their second choice being on Wednesday night. Board member Betty Manion then provided some historical data on past graduation dates.

In response to discussion relating to the DPI required number of instructional minutes, Mr. Flaten advised that the hours requirement varies by grade level with high school students having the most. It was also noted that the number of teacher contract days is very different than hours of instructional time but each affects one another.

Much discussion then continued, with the Board agreeing that it is best to have a set policy. Mr. Gerlach suggested that if the ceremony is on a weekend, Saturday is probably better than Sunday. So he proposed the last Saturday prior to the end of the school year. But for this year, we need to either have it on May 28 and change Martin Luther King Day to a teacher workday, or the Saturday after (May 31). It cannot be on Memorial Day weekend because of the number of hours/days lost.

Mr. Flaten commented that he would require nothing less than what the DPI requires as we need to follow the law. So May 28th could be a full day of instruction and the 29th as a half day, with the graduation ceremony on May 31 or June 1.

High School Principal Michael Werbowsky added that he would like to have the ceremony on Wednesday night to allow more staff to participate. He pointed out that we could run into issues with sporting events if we have it set in policy for a Friday or Saturday.

Many Board members reiterated that they want a set policy, and would like to have the graduation ceremony on the Saturday before the last day of school. However, Mr. Gerlach pointed out that a policy change is not on tonight's agenda so this will have to be brought to a Policy Committee meeting.

A motion was made by Dale Feldt and seconded by Lori Verhalen to accept the Administration's recommendation for this school year only and set the 2025 graduation date as Wednesday, May 28, 2025, at 7:00 p.m., and revise the school calendar to change the June 6, 2025, instructional day to January 21, 2025, and move the January 21, 2025, professional development day to January 20, 2025, and the last day for staff will be June 6, 2025. The motion carried unanimously on a voice vote.

Adjournment Into Closed Session:

A motion was made by Dale Feldt and seconded by Molly McDonald to adjourn into closed session pursuant to Wis. Stats. § 19.85(1)(e), deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, specifically to discuss the potential sale of the 515 School Street Property; and pursuant to Wis. Stats. § 19.85(1)(c), considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, specifically to discuss the Superintendent search. The motion carried unanimously on a roll call vote at 7:12 p.m.

The Board did not reconvene in open session.

Adjournment:

A motion was made by Lori Verhalen and seconded by Dale Feldt to adjourn the meeting at 8:09 p.m. The motion carried unanimously on a voice vote.

Date _____
Ron Brooks, President
Board of Education

Date _____
Betty Manion, Clerk
Board of Education