



SCHOOL BOARD MEETING MINUTES September 12, 2023 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 specifically welcomed back Board member Lori Chesnut. He then asked Mr. Jay Krcmar to lead the Board in the Pledge of Allegiance.

Call to Order:

The meeting was called to order by President Dale Feldt at 5:31 p.m.

Roll Call:

Present in the WHS Community Room: Dale Feldt, Steve Klismet, Molly McDonald, Ron Brooks, and Bob Adams; Lori Chesnut was present via phone.

Excused: Betty Manion.

Also Present:

Present in the WHS Community Room: Ron Saari, Sandy Lucas, Mark Flaten, Carl Hayek, Steve Thomaschefsky, Laurie Schmidt, Michael Werbowsky, John Meyer, Austin Moore, John Erspamer, Jody Pankratz, Carrie Naparalla, Rob Scherrer, Kyle Scherwinski, Rene Jungers, Missy Durrant, Jess Bank, District Consultant Civil Engineer Robert Breest, and Jay Krcmar.

Approval of Agenda:

A motion was made by Ron Brooks 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.

Board Reports:

Student Representative Report:

No report, as Rylie Nusz was unable to attend the meeting.

Upcoming Meetings and Other Activities:

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

September 18, 2023 – Instructional Committee Meeting – 5:30 p.m.
September 28, 2023 – Joint SB-GC Charter School Contract Committee Meeting – 1:00 p.m.
October 2, 2023 – Special Board Meeting (Closed Session) – 5:30 p.m.
October 10, 2023 – Joint SB-GC Charter School Contract Committee Meeting – 3:45 p.m.
October 10, 2023 – Regular Board Meeting – 5:30 p.m.
October 26, 2023 – Joint SB-GC Charter School Contract Committee Meeting – 1:00 p.m.
October 31, 2023 – Budget Hearing – 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 Bob Adams shared that he attended the varsity football game, as well as the orientations and open houses at the WLC and WHS. All were a great experience and traffic flow was good.

Board member Steve Klismet shared that he also attended the varsity football game and noticed that the lights were not on at the beginning of the game. He also observed the traffic flow in the WHS parking lot on the first day of school.

Board President Dale Feldt shared that he attended today's data dive presentation with the teachers at the WLC. He also attended CEC's open house.

Board President Dale Feldt was recognized for achieving Level 2 in the WASB Member Recognition Program. He shared that Board members can attain the different levels by taking (online) training courses offered by the WASB.

CEC Liaison Report:

No report, as CEC Liaison Betty Manion was unable to attend the meeting.

Joint School Board-Governance Council Charter School Contract Committee:

Committee Chairperson Dale Feldt advised that the Committee had a fantastic meeting earlier this afternoon. It has completed work through three-quarters of the contract and is hoping for completion of the new CEC Charter School contract by November or December. He also reminded everyone that the Committee meetings are recorded for their reference.

Consent Agenda:

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

Approval of Minutes:

August 2, 2023, Expulsion Hearing
August 7, 2023, Special Board Meeting
August 8, 2023, Joint SB-GC Charter School Contract Committee Meeting
August 8, 2023, Regular Board Meeting
August 24, 2023, Joint SB-GC Charter School Contract Committee Meeting

Financial Reports:

Accounts Payable Approval: \$2,316,871.96, and Building Fund Payable: \$0
Cash Receipts: \$3,341,014.92
Treasurer's Report (July) – Total Cash per Reconciliation: \$13,408,108.32
Treasurer's Report (August) – Total Cash per Reconciliation: \$14,473,661.48

Updated Staffing Changes for 2023-2024 School Year

Resignations:

Brianna DePorter – CEC Ed. Asst.
Whitney Barbeau – WHS Ed. Asst.-Spec. Ed.
Avery Beck – WLC 2nd Grade Teacher
Brooke Neubauer – WMS Art Teacher
Frances Packingham – WHS Food Service Class 3A
Shari Erickson – WHS Food Service Class 3A
Cynthia Christensen – CEC Food Service Class 2

Hires – 2023-2024 School Year:

Andrea Whitman – WLC Special Education Teacher
Erika Elgersma – WMS Art Teacher
Kendra Knutson – WLC .5 FTE Class II Secretary/.5 FTE Ed. Asst.
Holly Estrada – WHS Ed. Asst.-Spec. Ed.
Jolie Bestul – WLC Ed. Asst.-Spec Ed.
Kelly Cook – Ed. Asst.-Spec. Ed. Bus Monitor
Madelyn Frank – WLC Ed. Asst.-Spec. Ed.

Transfers/Changes – 2023-2024 School Year:

Ryan Dayton – WLC Special Education Teacher to WLC 2nd Grade Teacher
Salina Selle – WHS Food Service Class 3B to WHS Food Service Class 3A
Connie Freeman – WLC Food Service Class 2 to WHS Food Service Class 3B
Tammy Larson – WLC Ed. Asst.-Spec. Ed. to CEC Ed. Asst.

Extra Curricular Coaches and Advisors – 2024-2024 School Year

Resignations:

Payton Mix – Varsity Girls Basketball Coach

WHS Volunteer Coaching Positions:

Jay Kremer – Baseball
Paul Christian - Football

WHS Advisor Positions:

Anna Lussier – Madrigal Dinner
Erin Eller – Destination Imagination Coordinator

WHS Volunteer Advisor Positions:

Jessica Prellwitz – Robotics
David Scott – Robotics
Neil Wenberg – Curling
Ellen Wenberg – Curling
Laura Saunders – Forensics

WHS Musical Positions:

Holly Saunders – Director/Producer
Monica Reeves – Drama Director
Anna Lussier – Vocal Director
Brianna Hepfler – Band Director
Tricia Price – Art Director
Aaron Strebe – Stage Design and Construction
Emma Kelley – Choreographer
Cindy Ikert – Business Manager
Sean Baldwin – Lighting Designer
Gretchen Kelley – Costumer
Monica Reeves – Make-Up

WMS Coaching Positions:

Nicholas Clappes – Boys Soccer

WMS Volunteer Coaching Positions:

Efrain Ayala – Wrestling
Efrain Ayala – Track
Cheyanne Clappes – Boys Soccer
Forrest Wright – Boys Soccer
Leah Sensenbrenner – Cross Country

WMS Volunteer Advisor Positions:

Bret Gehring - Robotics

WLC Advisor Positions:

Nancy Grams – Elementary All School Choir
Emma Kelley – Elementary All School Choir
Emalee Lipke – WLC Yearbook
Matt Lawniczak – Elementary Art Club
Amy Lemkuil – Elementary/MS Dramatics (16th Year)
Becky Leigl – Elementary/MS Dramatics (6th Year)

Salary Step Changes:

Emily Bina – 7B12 to 7B18
Ashley Buenning – 8M18 to 8M24
Raquel Daye – 7M12 to 7M18
Devon Feldt – 8M6 to 8M18
Kirstin Feldt – 7M6 to 7M12
Paul Frank – 10M to 10M6
Jessica Hauser – 2B12 to 2B24
Emma Ives – 2B18 to 2B30
Karen Koehler – 8B to 8B12
Alan Konda – 12M6 to 12M18
Mathew Lawniczak – 10M to 10M12
Anna Lussier – 10B30 to 10M
Danielle McHugh – 14M to 14M12
Jennifer Miller – 6B12 to 6B18
Cory Nagel – 10M12 to 10M18
Amanda Nelson – 11B12 to 11B18
Holly Olsen – 14M18 to 14M24
Patricia Price – 8M24 to 8M30
Tori Revoir – 9B6 to 9B12
Hannah Rowe – 9B30 to 9M
Emily Stafslie – 11M6 to 11M12

The motion carried unanimously on a roll call vote.

Communications:

Donations:

Mr. Saari advised that the Waupaca Public Library donated books to WHS English 11 and Mr. James Komp donated basketballs to CEC. A motion was made by Ron Brooks and seconded by Lori Chesnut to accept, with gratitude, the donation from the Waupaca Public Library as presented. The motion carried unanimously on a voice vote. A motion was made by Molly McDonald and seconded by Steve Klismet to accept, with gratitude, the donation from Mr. James Komp as presented. The motion carried unanimously on a voice vote.

WHS 2022 Advanced Placement Pacesetter Award Level 2:

Mr. Saari advised that WHS earned a Level 2 Advanced Placement Pacesetter Award from the DPI, meaning that WHS students are in the top 2.8% of all the high schools in Wisconsin regarding student Advanced Placement work.

Waupaca Schools Receive DPI Recognition:

Mr. Saari shared that all four of the District's schools were recognized by DPI for implementing multi-level systems of support for improving student outcomes in behavior, reading, and math. In particular, the WLC was awarded the Platinum Award for behavior, reading, and math, which is the highest rated school in Wisconsin.

District Administrator's Report:

Mr. Saari shared that the District is fully staffed for the most part, except for a couple of Special Education teacher positions at the WLC and CEC, as well as aide positions. This week teachers are doing their annual data dig with assistance from CESA 6. Also, the Third Friday Count is this Friday.

Mr. Saari shared that AP teacher Paul Frank presented at the Advanced Placement Annual National Conference his "Minute to Win It" style games and Google forms that his students used to collect and analyze data using the skills set out in the AP Statistics Learning Targets. His students beat both state and national levels in about every topic.

Mr. Saari advised that the single point of entry safety training for all the building secretaries and principals was held on August 10, and the Administrative Team toured each of the rally and reunification facilities on August 14.

Mr. Saari shared that Mr. Don Danielson will be donating his father's diploma and other information to WHS this Friday.

Mr. Saari provided an update of the Grant Writer's awards over the past three years. In addition, the District was awarded the Transition Readiness Grant that Greg wrote that will be used to purchase a Student Services van.

Monitoring:

Making Learning Visible Plan Update:

Director of Teaching and Learning Mark Flaten provided an update on the Making Learning Visible Plan (MLVP). They are currently in Phase 3 which is where teachers will be able to predict with at least 75% accuracy ("Drive to 75") how their students will perform on any assessment and explain why they came up with that prediction. He noted that when looking at student data, educators take it personally and work toward continuous improvement through a growth mindset.

They are working to improve in their Professional Learning Communities at Work (PLC's) and increasing equity through improved clarity, consistency, and communication. This is an ongoing process with the key to improved learning for students being continuous job-embedded learning for educators. It includes the "What" (a high level review of student performance data and trends on standardized assessments), "So What" (analyze and sense-make so that we know what works and what doesn't, along with learning about strategies and tools to assist with improving student learning), and "Now What" (take effective next steps and make predictions based on experience and knowledge of standardized assessments).

PLC's focus on learning, build a collaborative culture, and focus on results by analyzing student learning data and discuss how their actions impacted those results. He noted that it is important to have data-informed discussions so educators can make informed decisions based on evidence to maximize their time, energy, and resources.

Two areas that impact student achievement are collective teacher efficacy and accurate teacher estimates of achievement ("Drive to 75"). So in order to achieve those, everyone in the District has to be a leader.

Administration:

Construction Update:

Mr. Bob Brest, the District's representative overseeing the construction work, advised that when students came back to school, three of the four schools were able to open on time with no problems. However, they are still awaiting pieces and parts due to supply chain issues. The wood doors which have been delayed may come in ahead of schedule. He advised that the projects remain on budget.

They needed to reroute a gas line at the WLC. In addition, the sandiness of the soil at an existing footing was undermining an existing stairwell, so an engineer came up with a new design and it has now been taken care of. In addition, the masonry is not yet available from the manufacturer but it should be here next week.

The final completion date at the WLC will be dependent upon the weather, particularly pertaining to the installation of the sidewalk. Nothing can be put on top of the existing soil to prevent frost issues because heavy equipment is constantly driving over it. The sidewalk at the WLC is the last component in the completion of the project.

Gifted and Talented (GT) Program Update:

GT teachers Jess Bank, Missy Durrant, and Rene Jungers provided an update on the District's GT program. The GT Guidebook was created two years ago but they continue to try and make it more readily available to parents and staff. There will be modifications made to the Guidebook relating to the Cognitive Abilities Test and referral submissions.

The GT program is truly a District GT program. Their goals include providing students with additional support to be appropriately challenged and/or supported, and striving to support the whole child to be sure their social and emotional needs are met as well. Based on the information they learned from a survey that was sent to GT parents, they will be working on better communication with GT students and families as well as with classroom teachers and Student Services. Along with better communication, additional goals include monitoring District assessment data to identify students who may qualify for GT services, develop Personalized Education Plans for GT students, and review program data to ensure an equitable identification of GT students. In addition, they will work with Student Services to develop increased mental health education/awareness opportunities.

Set Graduation Date:

High School Principal Michael Werbowsky advised that they want to continue with the Senior Week activities similar to the last two years, culminating with the Senior Walk and graduation ceremony on Wednesday, May 29th. This day is special to the students because they get to see past teachers during the Senior Walk as well as at the graduation ceremony, as many of the District staff participate. This also allows some students extra time to finish up classes if necessary. The Wednesday night graduation ceremony has been very well attended and has been a wonderful District event. Mr. Saari added that in looking at the culture of WHS, having the teachers at the ceremony is an added value. If the ceremony is on a weekend, the same number of teachers will not be attending.

Board President Feldt read a letter from Board member Betty Manion who could not attend tonight's meeting. Because she has received comments from parents who do not like the Wednesday night ceremony, her preference is that it be held on a Sunday – either May 26 or June 2. In addition, she requested that parents and students be allowed to stay in the building for photos after the ceremony for as long as they would like.

Board members Molly McDonald, Steve Klismet, and Ron Brooks also advised that they see the value of having the teachers involved in the ceremony, but they have also received negative feedback from parents who would prefer a weekend date instead of a weekday. They suggested having it on June 2, 2024. However, Board member Lori Chesnut enjoyed the Wednesday night ceremony and seeing all the teachers there, along with the students enjoying the walk and time with teachers.

Board President Feldt reminded everyone that it is hard to keep the seniors engaged that long at the end of the school year. In addition, if the ceremony is not on a weeknight, only a few teachers will attend and we cannot make them come in on a Sunday. He added that in having the ceremony on a Sunday, the Board is interfering with the climate WHS Administration is trying to create with the seniors, as well as the opportunity for them to celebrate as a class.

Mr. Flaten reminded the Board that the DPI requires students to attend school a certain number of days so we have to be careful when scheduling.

Board President Feldt advised that the Board will table this item pending the results of a survey that Administration will send to senior students and parents asking for their preference of the graduation date – May 29, 2024, at 7:00 p.m. or June 2, 2024, at 2:00 p.m.

CEC Kayak Dock Access:

Mr. Saari advised that CEC raised money to create a very nice kayak dock. Unfortunately, people have been hanging out on the dock sometimes late at night. The District's insurance representative advised that it is in the District's best interest to post two signs stating something to the effect of no public access.

A motion was made by Molly McDonald and seconded by Steve Klismet to approve the District posting two signs in conspicuous places near the CEC kayak dock stating "No Public Access, School District of Waupaca, Owner". The motion carried unanimously on a voice vote.

Co-Curricular Trips and the Bus Driver Shortage:

Mr. Saari advised that we are in the business of teaching and learning so our students and teachers need to be in the classroom. However, due to the bus driver shortage, sometimes students and teachers are forced to miss a lot of class time in order to attend an out-of-town event. Our Director of Co-Curricular Activities and Athletics Rob Scherrer has developed workarounds, such as moving the start time of events to later as well as allowing parents to carpool driving teams to events. However, parents prefer to carpool to close events and not ones further away. The worst case scenario would be to have to cancel the event.

GoRiteway is trying very hard to increase their number of drivers. In addition, the District is offering a \$1,000 bonus as an incentive for staff and coaches to get their CDL and drive their after school events. This is along with GoRiteway's additional training and sign-on bonuses. The District will continue this incentive until GoRiteway is able to hire enough drivers of their own.

Mr. Scherrer advised that he has already met with the fall coaches and notified them of this incentive, and will be meeting with the winter and spring coaches in the next few weeks. A few coaches as well as Board member Bob Adams have already reached out and are considering getting their CDL.

Several Board members inquired as to the cost and time involved for someone to attain their CDL license. Mr. Saari advised that the only cost to them would be for the cost of the CDL license, and it is his understanding that it takes approximately three weeks to complete the training. It is a different CDL license than getting an over-the-road truck driver CDL. In addition, school board members can now be school bus drivers.

It was suggested that GoRiteway representatives attend a Board meeting to advise of all the options they are using to hire new drivers, as well as the process, costs and time involved for someone to attain their CDL. But Mr. Feldt suggested a Student Services Committee would be the appropriate meeting, and questioned whether a meeting was even necessary as GoRiteway has already advised of several options they are using to attract bus drivers.

Board Policy 0144.8 Funeral Attendance and Memorial:

Board President Feldt reminded the Board that there is a policy relating to the death of a District employee or close family member of a District employee, and he read the thank you note the Board received from the Bob Gill family.

Adjournment:

A motion was made by Steve Klismet and seconded by Molly McDonald to adjourn the meeting at 7:16 p.m. The motion carried unanimously on a voice vote.

_____ Date _____
Dale Feldt, President
Board of Education

_____ Date _____
Molly McDonald, Clerk
Board of Education