



## **SCHOOL BOARD MEETING MINUTES September 14, 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 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 Steve Thomaschefsky 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, 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, Jenifer Erb, John Erspamer, Jody Pankratz, Carrie Naparalla, and members of the community.

### **Approval of Agenda:**

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

### **Public Comment:**

A community member addressed the Board regarding parents who are against wearing masks and their students not attending school, as well as there not being a threshold given as to the mandatory mask requirement. Another community member questioned the language in the August 10, 2021, Board meeting minutes pertaining to a certain recommendation.

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

The Board reviewed their collective commitments.

### **Consent Agenda:**

A motion was made by Patrick Phair and seconded by Betty Manion to remove Item A.3., August 10, 2021, Regular Board Meeting Minutes, from the consent agenda in order to get clarification on a recommendation. The motion carried on a 6-1 voice vote with Dale Feldt voting no.

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

Minutes:

August 6, 2021, Personnel Committee Meeting  
August 6, 2021, Policy Committee Meeting  
August 23, 2021, Board Retreat  
August 26, 2021, Special Board Meeting  
August 31, 2021, Personnel Committee Meeting  
September 7, 2021, Special Board Meeting

Financial Reports:

Accounts Payable Approval: \$2,315,205.44, and Building Fund Payable: \$0.00  
Cash Receipts: \$3,576,635.31  
Treasurer's Report – Total Cash per Reconciliation: \$10,305,656.17

Retirements:

Sheryl Siemers – WHS Ed. Asst. – Spec. Ed.

Resignations:

Trisha Wilbert – Physical Therapy Assistant  
Asherrie Opperman – CEC Ed. Asst. – Spec. Ed.  
Becky Graham – WHS Food Service Class 3A

Hires – 2021-2022 School Year:

Emma Kelley – CEC/WLC Elementary Music Teacher  
Tori Gast – WHS Library Assistant  
Emalee Lipke - .5 FTE WLC Class II Secretary and .5 FTE WLC Ed. Asst.  
Rachel Gullixon – WLC Ed. Asst. – Spec. Ed.  
Elizabeth Guyant – WHS Ed. Asst. – Spec. Ed.  
Jeri Abrahamson - .5 FTE WLC Ed. Asst.  
Zoe Popham – WLC Ed. Asst.  
Susan Olson – WLC Ed. Asst.  
Jessica Kasprick – WHS Ed. Asst. – Spec. Ed.  
Jill Kocovsky – Comet Café Class 2  
Delaney Barbeau - .5 FTE CEC Ed. Asst. – Spec Ed.  
Kimberly Drost – Part-Time WHS Food Service Class 3B

Transfers/Changes:

Jackie Handrich – WHS Ed. Asst. – Spec. Ed. to WHS Ed. Asst.

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

WHS Coaching Positions:

Glorian Winters – JV2 Volleyball

WHS Advisor Positions:

Anna Lussier – Madrigal Dinner

Anna Lussier – Men's Choir

WMS Coaching Positions:

Jeff Kratochwill – MS Boys Soccer

Kirbianne Holat – 7th Grade Volleyball

Rocky Mondello – 8th Grade Volleyball

WLC Advisor Positions:

Nancy Grams – Elementary All School Choir

Emma Kelley – Elementary All School Choir

Mary Luce – WLC Yearbook

Matt Lawniczak – Elementary Art Club

Amy Lemkuil – Elementary/MS Dramatics

Becky Leigl – Elementary/MS Dramatics

Salary Step Changes:

Raquel Daye – 5M0 to 5M6  
Amy Smidt – 7B24 to 7B30  
Nichole Williams – 4B12 to 4B18  
Ashley Buenning – 6M12 to 6M18  
Kristy Schmidt – 9B6 to 9B12  
Jason Wenzel – 3B12 to 4B18  
Payton Mix – 2B6 to 2B12  
Hannah Waldron – 2B0 to 2B6  
Mandi Salter – 10M24 to 10M30  
Erik Hang – 6M0 to 6M6  
Lisa Johnson – 8B18 to 8B24  
Paul Frank – 9B24 to 9B30  
Avery Beck – 2B6 to 2B12

66.03 Agreement with Iola-Scandinavia School District

The motion carried on a 6-1 roll call vote with Steve Klismet voting no.

**August 10, 2021, Regular Board Meeting Minutes:**

Discussion was had regarding what the Board members understood the recommendation on the fall COVID protocols to be and how that was reflected in the minutes. Board members Dale Feldt, Steve Klismet, Patrick Phair, and Stephen Johnson each expressed that it was their understanding that the medical team working together with Administration will all make a collective decision. Board President Johnson believed that the record reflects that correctly, but for clarification of the intent of the original motion and second, he suggested a proposed revision.

A motion was made by Dale Feldt and seconded by Betty Manion to amend the August 10, 2021, Regular Board Meeting Minutes by amending the motion found in the third paragraph of the Recommendation on Fall COVID Protocols under the Administration section (page 5) as follows:

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 ~~they~~ **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 unanimously on a roll call vote.

**Communications:**

Donation:

Mr. Saari advised of a very generous donation received from Mr. Fay. A motion was made by Steve Klismet and seconded by Patrick Phair to accept, with gratitude, the donation from Bryan Fay as presented. The motion carried unanimously on a voice vote.

District Administrator's Report:

Mr. Saari advised that it has been a very positive start to the school year. He also advised that Fall Creek Superintendent Joe Sanfelippo will be presenting to staff on the "Culture of Yes" next Wednesday and invited the Board to attend.

Mr. Saari provided an update on the COVID data as of today. Director of Student Services Laurie Schmidt added that the two nurses have been able to keep up with contact tracing and other efforts with the help of a third LPN who comes in for an hour and a half to assist. Also that PCR testing is used often.

Mr. Saari shared information relating to student attendance. He emphasized that the District does not have a remote learning option this year, and that Schoology is not a long term remote learning option. Data relating to students who have left the District was also provided.

Mr. Saari advised that we are still experiencing a substitute teacher shortage, so we may need to consider increasing the sub compensation.

Mr. Saari outlined some of the additional unique requirements that the District will need to meet in order to receive any ESSER III funds. Once the State's plan is approved, the District will have 90 days to create its plans.

Mr. Saari reminded the Board of the changes to the upcoming WASB Fall Regional Meeting scheduled for October 7<sup>th</sup>. He also advised that he will be attending the WASDA Conference next week.

Mr. Saari also reminded the Board of several meetings needed and that he will work with Board President Johnson to schedule those. The Board Strategic Planning meeting was scheduled for this Thursday at 9 a.m.

Lastly, Mr. Saari provided an update of the successes of the Grant Writer.

### **Monitoring:**

#### Staff Retention and Recruitment:

Director of Teaching and Learning Mark Flaten provided information relating to the number of teachers and administrative employees hired during the last four school years as well as a brief explanation as to why some have left. He also shared an overview of our hiring process and retention efforts designed to keep people here. The District's turnover rate is right in line with other districts or maybe even slightly better, perhaps because we have less competition therefore less staff hopping.

### **Board Reports:**

#### Upcoming Meetings and Other Activities:

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

September 16, 2021 – Special Board Meeting – 9:00 a.m.

October 7, 2021 – WASB Fall Regional Meeting – 4:00 p.m.

October 12, 2021 – Regular Board Meeting – 5:30 p.m.

#### Board Member Achievements in the WASB Member Recognition Program:

Mr. Saari recognized Board members Dale Feldt, Mark Polebitski, and Betty Manion who have achieved certain levels in the WASB Member Recognition Program.

### **Administration:**

#### Set Graduation Date:

High School Principal Michael Werbowsky advised that because of the required changes due to COVID last year, different events were held which led to the creation of "Senior Week", which also allowed for more staff to attend graduation, and was a true community celebration of our seniors. In an effort to continue "Senior Week" as a Comet tradition, the Administration is proposing three options for senior graduation – June 1, May 25, and June 5. For several reasons, including the opportunity for more of our staff to attend graduation, Administration is recommending the 2022 graduation date be set as Wednesday, June 1, 2022, at 7 p.m., with their second choice being Wednesday, May 25.

Some Board members raised concerns with changing graduation from a Sunday to a Wednesday. A suggestion was made to possibly have the ceremony on a Friday. Mr. Werbowsky added that the ceremony would still be recorded for those relatives who would be unable to attend; the teachers would be required to attend so their conference time would be adjusted; and the Wednesday evening time

would not conflict with church obligations. Mr. Flaten added that with the use of Schoology for any school closings, there would be no conflict relating to any makeup days.

Because several Board members were uncomfortable with making a decision without feedback from parents and students, they requested that Mr. Werbowsky do a non-binding survey of them in order to give the Board a general consensus of what works for the students and their families.

**Adjournment:**

A motion was made by Steve Hackett and seconded by Dale Feldt to adjourn the meeting at 6:39 p.m. The motion carried unanimously on a voice vote.

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

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