

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
January 10, 2022

CONVENE

Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance

The regular meeting of the Board of Education was called to order by President Jurgella at 5:00 p.m.

ROLL CALL

Members present: Gedemer (via Zoom), Henschel (via Zoom), Hoerth, Jones, Schreiter, Uselmann, Jurgella.

Administrative Staff members present: Fleig, Buchholz, Gerlach, Noonan, Reichenberger, Seyfert, Snyder, Williams, Groves, Steinbarth.

A Moment of Reflection preceded the Pledge. The Pledge of Allegiance was led by the Board.

ANNOUNCEMENTS/
COMMUNICATIONS

President Jurgella made the following announcements:

1. Following adjournment of the regular meeting, the Board will convene in a workshop to meet with a representative from Huron / Studer Education to discuss continuous improvement and then to also continue discussion on artificial turf, followed by an executive session to discuss administrative restructuring as provided for in Wisconsin Statutes 19.85(1)(c).

AUDIENCE TO VISITORS
AND DELEGATIONS

Jim Hess, Eden, shared his thoughts on masks and vaccines, and ESSER requirements. He also mentioned the Chicago Teachers' Union and demanding students be vaccinated.

Dan Ireland, 102 South Sallie Avenue, referenced an article that outlined six steps to improvement of student learning.

APPROVAL OF CONSENT
RESOLUTION AGENDA

MOTION BY Uselmann, seconded Jones to approve the consent agenda as follows:

A. Approval of Minutes:

1. December 13, 2021 Board of Education Regular Meeting, Workshop, and Executive Session as presented.
2. December 20, 2021 Board of Education Workshop and Executive Session as presented.

B. Business Services Approvals:

1. December Financial Statement - Accepted and its publication authorized.
2. Current Expenses – To approve bills of the Board of Education in the amount of \$13,191,298.76 and to have warrants drawn for their payment.

C. Human Resources Approvals:

1. Resignations: Madison Gruman, music teacher at Roberts Elementary School, effective January 2, 2022.
3. Letters of Temporary Substitute Employment - For the remainder of the 2021-22 teacher contract year: Brandon Harshbarger, 1.0 FTE grade 4 teacher at Rosenow Elementary School, at Level 1, effective January 24, 2022; Tianna Jackson, 1.0 FTE grade 3 teacher at Parkside Elementary School, at Level 1, effective January 24, 2022; and Martin Ryan II, 1.0 FTE grade 7 science teacher at Sabish Middle School, at Level 1, effective January 3, 2022.

MOTION CARRIED, ayes seven.

INDIVIDUALLY CONSIDERED
RESOLUTIONS

Business Services

Consider Approval of Sick Leave
Payout for FEA Members

Through the Meet and Confer process, a request was made to pay retirees from the Professional Teacher Employee group \$100 per day for up to 80 accumulated unused sick days.

MOTION BY Uselmann, seconded by Schreiter the Board of Education approve the FEA Meet and Confer Request to pay retirees from the Professional Teacher Employee groups \$100 per day for up to 80 accumulated unused sick days. MOTION CARRIED, ayes six, abstention one (Gedemer).

Human Resources

Consider Approval of the 2022-23
Calendar

The Board held a workshop on December 13, 2021 to discuss the 2022-23 calendar.

MOTION BY Uselmann, seconded Hoerth the Board of Education approve the 2022-23 calendar as presented. MOTION CARRIED, ayes seven.

Consider Approval of Chegwin
Principal for the 2022-23 School
Year

Nate Groves has been serving as the Interim Principal for Chegwin since July 2021. It is being recommended that Mr. Groves be named the Principal at Chegwin for the 2022-23 school year.

MOTION BY Uselmann, seconded Jones that the Board of Education approve an administrative contract for Nate Groves as the Principal at Chegwin Elementary School at a salary of \$94,726 (based on the 2021-2022 Administrator Salary Plan) for the 2022-23 school year (211 days). MOTION CARRIED, ayes seven.

Board Members

Consider Approval of
Suggested NEOLA Policy
Revisions – First Reading

Following a Board workshop on December 13, 2021, the suggested revisions to NEOLA policies in Volume 30-1 and the EDGAR Special Update are ready for first reading.

MOTION BY Uselmann, seconded by Schreiter that the Board of Education approve the suggested revisions to NEOLA Policies as presented at first reading in the attached listing. MOTION CARRIED, ayes seven.

BOARD/ADMINISTRATOR
REPORTS

Facility Services
Facilities Referendum Planning
Update

John Williams, Director of Facility Services and Safety, reported that Phase 3 projects are scheduled to begin January 17, 2022 at Riverside and Lakeshore.

Technology Services

Technology Infrastructure Plan

Troy Seyfert, Director of Technology, reviewed the Technology Infrastructure Plan using a phased-in approach.

Superintendent

2022-23 Public School Open
Enrollment Timeline

Dr. Fleig announced that the application period for open enrollment runs from February 7 through April 29, 2022 at 4:00 p.m. Information on how to submit applications is available on the Department of Public Instruction (DPI) website, the District's website, cable TV, and will also be advertised in *The Reporter* and *Action Advertiser*.

Acuity Grant Process and
Timeline

Dr. Fleig announced that applications for this year's Acuity Grant process will be available on January 15. Teachers have until March 1 to submit their proposals. The Board will then review and award the grants prior to the end of the school year.

COVID-19 Data

Dr. Fleig explained his rationale for the District masking requirement through January 24, 2022. It is the last mitigation strategy to keep teachers in front of students. He shared data on staff absences and substitute fill rates. He also mentioned that there are new CDC guidelines on quarantine and isolation. He is not recommending that the District adopt the new guidelines at this time.

Elementary Prep Time Study

Dr. Fleig reported that he is convening a Task Force to study prep time at the elementary school level. The purpose of the Task Force is to evaluate our current prep time structure for teachers in grades K-5 and make recommendations to improve student achievement. The task force is going to meet in January, February, March, and April to create a report along with recommendations for the Board to consider in a workshop on May 9.

Board Members

Review WASB 2022 Recommended Resolutions

Linda Uselmann requested Board feedback on the proposed WASB resolutions.

Student/Staff Activities

Board members shared recent District activities/events they have attended.

AUDIENCE TO VISITORS AND DELEGATIONS

Jen Lucas, 7460 Winnebago Drive, stated that forced tested started January 1 which will cause a spike in COVID cases and her belief that treatment for COVID is actively being withheld.

Barb Murray, 80 Hillside Circle, spoke about disparity by race and the school to prison pipeline.

Char Trotter, 77 East 11th Street, shared that she received an email about the Golden Apple Award and asked additional questions about it.

ADDITIONAL APPROPRIATE MATTERS

None.

ADJOURNMENT

MOTION BY Uselmann, seconded by Jurgella that the Board of Education adjourn the regular meeting and convene in a workshop to meet with a representative from Huron / Studer Education to discuss continuous improvement and to continue discussion on artificial turf, followed by an executive session to discuss administrative restructuring as provided for in Wisconsin Statutes 19.85(1)(c). MOTION CARRIED, ayes seven. The regular meeting adjourned at 6:07 p.m.

WORKSHOP

CALL TO ORDER

A workshop of the Board of Education was called to order by President Jurgella at 6:25 p.m.

ROLL CALL

Members present: Gedemer (via Zoom), Henschel (via Zoom), Hoerth, Jones, Schreiter, Uselmann, Jurgella.

Administrative Staff members present: Fleig, Buchholz, Gerlach, Noonan, Reichenberger, Seyfert, Snyder, Williams, Steinbarth, Michalkiewicz.

MEET WITH A REPRESENTATIVE OF HURON / STUDER EDUCATION TO DISCUSS CONTINUOUS IMPROVEMENT

Dr. Pat Greco, representative with Huron / Studer Education, presented information about a partnership with Studer. Studer Education provides leadership and organizational development services, executive coaching, and aligned tools and resources to facilitate planning and execution of strategic actions through a continuous improvement approach.

CONTINUE DISCUSSION ON ARTIFICIAL TURF

The Board continued discussion on artificial turf.

ADJOURNMENT TO AN EXECUTIVE SESSION TO DISCUSS ADMINISTRATIVE RESTRUCTURING AS PROVIDED FOR IN WISCONSIN STATUTES 19.85(1)(c)

MOTION BY Uselmann, seconded by Jones that the Board of Education adjourn the workshop and convene in an executive session to discuss administrative restructuring as provided for in Wisconsin Statutes 19.85(1)(c):

“(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.”

MOTION CARRIED, ayes seven. The workshop adjourned at 7:31 p.m.

EXECUTIVE SESSION

CALL TO ORDER

An executive session of the Board of Education was called to order by President Jurgella at 7:36 p.m.

ROLL CALL

Members present: Gedemer (via Zoom), Henschel (via Zoom), Hoerth, Jones, Schreiter, Uselmann, Jurgella.

Administrative Staff members present: Fleig.

DISCUSS ADMINISTRATIVE
RESTRUCTURING

The Board discussed administrative restructuring.

ADJOURNMENT

MOTION BY Schreiter, seconded by Jurgella that the Board of Education adjourn the executive session. MOTION CARRIED, ayes seven. The executive session adjourned at 8:08 p.m.

Dr. Susan M. Jones, Secretary / Clerk