

**FOND DU LAC BOARD OF EDUCATION**  
**72 West Ninth Street**  
**Fond du Lac, Wisconsin**  
**November 11, 2019**

**CONVENE**

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

The regular meeting of the Board of Education was called to  
order by President Uselmann at 5:30 p.m.

**ROLL CALL**

Members present: Breister, Jurgella, Strand, Teifke, Walk,  
Uselmann.

Administrative Staff members present: Sebert, Gerlach, Moder,  
Simon, Williams, Hughes, Michalkiewicz.

A Moment of Reflection preceded the Pledge. The Pledge of  
Allegiance was led by the following students in Mrs. Vazquez's  
class at Riverside Elementary School: Madelynn Cooley,  
Spencer Rapp, Blayze Zabinske, Ariana Vang, Yadira Vazquez,  
Yuritza Vazquez, Elvis Romo, Donovan Hernandez, Edwin  
Carbajal, William Carbajal, Daniel Aleman, Lilianna Antonio,  
LaBrian Wyatt, Kadence Zwetow, and Dkiha Powell. Following  
the Pledge, the students shared information about Brain Camp  
and what they learned during that time as well as the impact  
throughout the school year.

Dr. Jones arrived at 5:34 p.m.

**ANNOUNCEMENTS/  
COMMUNICATIONS**

President Uselmann made the following announcements:

1. Fondy Pride Awards - Recognize Jo Wilhelms, Maisey  
Wilhelms, and Lauren Behnke for Selection as Academic All-  
State Honorees, receiving a designation of High Honors, from  
the Golf Coaches Association of Wisconsin.
2. Following adjournment of the regular meeting, the Board will  
convene in a workshop to discuss indoor and outdoor  
facilities at Fond du Lac High School, along with potential  
pricing. Following adjournment of the workshop, the Board  
will convene in an executive session to discuss Superinten-  
dent goal-setting/evaluation processes as provided for in  
Wisconsin Statutes 19.85(1)(c).

**AUDIENCE TO VISITORS  
AND DELEGATIONS**

Joe Guyette, 786 Meadowbrook Lane, addressed the Board  
regarding turf at Fond du Lac High School and mentioned  
naming rights, in-kind donations, and a donor wall.

APPROVAL OF CONSENT  
RESOLUTION AGENDA

MOTION BY Jurgella, seconded Teifke to approve the consent agenda as follows:

- A. Approval of Minutes:
1. October 14, 2019 Board of Education Regular Meeting, Workshop, and Executive Session as presented.
  2. October 28, 2019 Board of Education Regular Meeting, Workshop, and Executive Session as presented.
- B. Business Services Approvals:
1. October Financial Statement - Accepted and its publication authorized.
  2. Current Expenses – To approve bills of the Board of Education in the amount of \$10,044,041.34 and to have warrants drawn for their payment.
- C. Human Resources:
1. Resignation – Sarah Hassel, CWD teacher at Theisen Middle School, effective January 17, 2020.

MOTION CARRIED, ayes seven.

INDIVIDUALLY CONSIDERED  
RESOLUTIONS

Curriculum, Instruction, and  
Assessment

Consider Approval of New and  
Renamed Courses at Fond du Lac  
High School for 2020-21

MOTION BY Breister, seconded Walk the Board of Education approve the following new and renamed courses at Fond du Lac High School for the 2020-21 school year:

- Digital Photography and Advance Editing 1 - 0.5 credit
- Art Seminar/Intro to AP Studio - 0.5 credit
- AP Studio Art - 1.0 credit
- Cybersecurity - 1.0 credit
- Introduction to Health Occupations - 0.5 credit
- Introduction to Educational Practices - 0.5 credit
- Developing Personal Skills - 0.5 credit
- Personal Culinary Skills 1 - 0.5 credit
- Personal Culinary Skills 2 - 0.5 credit

MOTION CARRIED, ayes seven.

Human Resources

Consider District Equity  
Coordinator Recommendation

MOTION BY Jones, seconded Jurgella the Board of Education employ Laurice Snyder as the District Equity Coordinator with an

initial two-year contract (2019-20 and 2020-21) as provided for in Wisconsin Statutes 118.24 with an initial prorated salary of \$53,026 for 133 days (based on the 2018-19 Administrator Salary Plan), effective December 2, 2019. MOTION CARRIED, ayes seven.

Board Members  
American Education Week  
Proclamation

American Education Week presents all Americans with a wonderful opportunity to celebrate public education and honor individuals who are making a difference in ensuring that every child receives a quality education. The week-long celebration features a special observance each day of the week. This year, American Education Week is November 18-22, 2019.

MOTION BY Uselmann, seconded Breister to adopt the following proclamation:

**WHEREAS**, American Education Week began in 1921 as a week “observed in all communities annually for the purpose of informing the public of the accomplishments and needs of the public schools and to secure the cooperation and support of the public in meeting those needs;” and

**WHEREAS**, the demands on public schools have increased over the years as communities, business and industry, and higher education expect our students to graduate with the knowledge, skills, and habits to be college and career ready; and

**WHEREAS**, meeting those demands begins with our public school teachers, who devote their lives to their students; teaching them content knowledge woven with opportunities to develop the skills and habits that allow them to succeed, including being able to think creatively and critically, collaborate, communicate, accept responsibility; and persevere when faced with the inevitable challenges in life; and

**WHEREAS**, public schools are more successful when parents and family members feel welcome at school, are active partners in their children’s education, and join with teachers, administrators, education support personnel, and other school staff members on working toward student success and advocating for the needs of public schools; and

**WHEREAS**, public education requires support and investment by our communities and elected leaders at the local and state level to provide adequate funding that ensures strong educational outcomes for all students;

**THEREFORE, BE IT RESOLVED**, the Fond du Lac School District Board of Education does hereby proclaim that the week of November 18-22, 2019, be declared American Education Week, a time to support public education and honor the individuals who are working in our schools to ensure every child graduates college and career ready.

MOTION CARRIED, ayes seven.

National Education Support  
Professionals Day Proclamation

National Education Support Professionals Day is Wednesday, November 20, 2019.

MOTION BY Uselmann, seconded Walk to adopt the following proclamation:

**WHEREAS**, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and

**WHEREAS**, education support professionals are an integral part of the education process; and

**WHEREAS**, education support professionals provide a safe and healthy learning environment for students; and

**WHEREAS**, education support professionals work tirelessly to serve our children and communities with care and professionalism.

**NOW, THEREFORE**, the Fond du Lac School District Board of Education does hereby proclaim Wednesday, November 20, 2019, as National Education Support Professionals Day and recognize and acknowledge the importance of education support professionals in our public schools.

MOTION CARRIED, ayes seven.

National Substitute Educators  
Day Proclamation

National Substitute Educators Day is Friday, November 22, 2019.

MOTION BY Uselmann, seconded Jurgella to adopt the following proclamation:

**WHEREAS**, public schools are the backbone of our democracy, providing young people with the tools they need to maintain our nation's precious values of freedom, civility and equality; and

**WHEREAS**, substitute educators are an integral part of the education process; and

**WHEREAS**, substitute educators provide continuity in the learning process as well as a safe and healthy learning environment for students; and

**WHEREAS**, substitute educators work tirelessly to serve our children and communities with care and professionalism.

**NOW, THEREFORE**, the Fond du Lac School District Board of Education does hereby proclaim Friday, November 22, 2019, as National Substitute Educators Day.

MOTION CARRIED, ayes seven.

Consider Proposed Resolution  
Recommending Legislation  
Requiring School Districts Retire  
Native American Mascots

MOTION BY Jones, seconded Walk the Board adopt the attached Resolution Recommending Legislation Requiring School Districts Retire Native American Mascots. Discussion followed. MOTION CARRIED, ayes four, nays three (Jones, Jurgella, Strand). A copy of the adopted resolution will be sent to the Wisconsin Association of School Boards (WASB).

#### BOARD/ADMINISTRATOR REPORTS

Superintendent  
*Curtains* Recap

Dr. Sebert highlighted the exceptional work of the cast, crew, pit orchestra, and directors of *Curtains*.

Facilities Referendum Planning

Dr. Sebert reported that the planning team met with Waters staff on October 31, 2019 and will be meeting with the Chegwin staff on November 14, 2019.

Board Members  
Recognize Monica Walk for  
Receiving WASB Level 1 Award

The Wisconsin Association of School Boards (WASB) annually recognizes Board members who have reached a new achievement level in the WASB Member Recognition Program by attending and participating in activities and events sponsored by the WASB and the National School Boards Association (NSBA). Ms. Walk was recognized for her Level 1 Award at the WASB Region 7 Meeting in Neenah on October 30.

Student/Staff Activities

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

#### ADDITIONAL APPROPRIATE MATTERS

None.

#### AUDIENCE TO VISITORS AND DELEGATIONS

None.

ADJOURNMENT TO A WORKSHOP  
TO DISCUSS INDOOR AND OUTDOOR  
FACILITIES AT FOND DU LAC HIGH  
SCHOOL, ALONG WITH POTENTIAL  
PRICING, FOLLOWED BY AN  
EXECUTIVE SESSION TO DISCUSS  
SUPERINTENDENT GOAL-  
SETTING/EVALUATION PROCESSES  
AS PROVIDED FOR IN WISCONSIN  
STATUTES 19.85(1)(c)

MOTION BY Jurgella, seconded Teifke the Board of Education adjourn the regular meeting and convene in a workshop to discuss indoor and outdoor facilities at Fond du Lac High School, along with potential pricing. Following adjournment of the workshop, the Board will convene in an executive session to discuss Superintendent goal-setting/evaluation processes as provided for in Wisconsin Statutes 19.85(1)(c). MOTION CARRIED, ayes seven. The regular meeting adjourned at 6:16 p.m.

## **WORKSHOP**

CALL TO ORDER

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

ROLL CALL

Members present: Breister, Jones, Jurgella, Strand, Teifke, Walk, Uselmann.

Administrative Staff members present: Sebert, Gerlach, Moder, Simon, Williams, Steinbarth, Michalkiewicz.

DISCUSS INDOOR AND OUTDOOR  
FACILITIES AT FOND DU LAC  
HIGH SCHOOL, ALONG WITH  
POTENTIAL PRICING

The Board discussed indoor and outdoor facilities at Fond du Lac High School, along with potential pricing.

ADJOURNMENT TO AN  
EXECUTIVE SESSION TO DISCUSS  
SUPERINTENDENT GOAL-SETTING/  
EVALUATION PROCESSES AS  
PROVIDED FOR IN WISCONSIN  
STATUTES 19.85(1)(c)

MOTION BY Jurgella, seconded Uselmann the Board of Education adjourn the workshop and convene in an executive session to discuss Superintendent goal-setting/evaluation processes 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 six, absent and not voting one (Jones).  
The workshop adjourned at 7:45 p.m.

## **EXECUTIVE SESSION**

### **CALL TO ORDER**

An executive session of the Board of Education was called to order by President Uselmann at 7:58 p.m.

### **ROLL CALL**

Members present: Breister, Jones, Jurgella, Strand, Teifke, Walk, Uselmann.

Administrative Staff members present: Sebert.

### **DISCUSS SUPERINTENDENT GOAL-SETTING/EVALUATION PROCESSES**

MOTION BY Strand, seconded Teifke to renew the Superintendent’s contract through June 2021. MOTION CARRIED.

### **ADJOURNMENT**

MOTION BY Jones, seconded Teifke the Board of Education adjourn the executive session. MOTION CARRIED, ayes seven.  
The executive session adjourned at 8:40 p.m.

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Monica M. Walk, Secretary/Clerk