

**FOND DU LAC BOARD OF EDUCATION  
72 West Ninth Street  
Fond du Lac, Wisconsin  
November 14, 2016**

**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 Jurgella at 5:00 p.m.

Roll Call was as follows:

Members present: Breister, Hayes, Jones, Nett, Strand,  
Uselmann, Jurgella.

Administrative staff members present: Sebert, Brockert, Lewis,  
Sheridan, Simon, Williams, Hagen.

Prior to the Pledge of Allegiance, the Board observed a Moment  
of Reflection. The Pledge was led by the following members of  
the FHS Culinary Arts team: Charly Freund, Cameryn Smith, and  
Trenton Murtha. Following the Pledge, the students shared some  
of the activities they participate in during the year.

**ANNOUNCEMENTS/  
COMMUNICATIONS**

President Jurgella made the following announcements:

1. Following adjournment of the regular meeting, the Board will  
convene in a workshop for updates on the Career Construction  
Academy (CCA) addition and the FHS tennis courts, and to  
discuss Chapter 2 of *The Key Work of School Boards*.  
Following adjournment of the workshop, the Board will  
convene in closed session pursuant to Wis. Stats. Secs.  
19.85(1)(f) and 120.13(1)2., to consider a student matter  
whereby personal histories of specific persons, which if  
discussed in public would be likely to have a substantial  
adverse effect upon the reputation of the specific persons.
2. Fond du Lac High School students Madison Hughes and Liz  
Ziegler were presented with *Fondy Pride Awards* for  
outstanding athletic achievement. Madison and Liz  
participated in the WIAA State Cross Country Competition in  
Wisconsin Rapids on October 29, 2016.

**AUDIENCE TO VISITORS AND  
DELEGATIONS**

Sue Heitzman, 209 East Division Street, teacher at Fond du Lac  
High School, shared FHS good news items.

APPROVAL OF CONSENT  
RESOLUTION AGENDA

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

A. Approval of Minutes:

1. October 10, 2016 Board of Education Regular Meeting and Workshop as amended.
2. October 24, 2016 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 \$10,038,314.28 and to have warrants drawn for their payment.

MOTION CARRIED, ayes seven.

INDIVIDUALLY CONSIDERED  
RESOLUTIONS

Human Resources

Consider Approval of Administrator  
Compensation for 2016-17

As outlined in the recently approved budget, a 1% raise was budgeted for District employees. Teaching staff base wages for 2016-17 were settled in April. Wage increases for support staff employees (custodial/maintenance, secretaries, instructional assistants and other non-represented employees) are being finalized at 1%. The Board is now being asked to consider approval of a 1% increase for administrators for the 2016-17 school year.

MOTION BY Hayes, seconded Nett to approve a 1% salary increase for administrators for the 2016-17 school year. MOTION FAILED, nos four (Jones, Strand, Uselmann, Breister), ayes three (Hayes, Nett, Jurgella).

Board Members

American Education Week  
Proclamation – November 14-18,  
2016

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.

MOTION BY Breister, seconded Jones 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 14-18, 2016 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

The Board will proclaim its support of National Education Support Professionals Day which is Wednesday, November 16, 2016.  
MOTION BY Uselmann, seconded Hayes 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 16, 2016, as National Education Support Professionals Day.

MOTION CARRIED, ayes seven.

National Substitute Educators  
Day Proclamation

The Board will proclaim its support of National Substitute Educators Day which is Friday, November 18, 2016.

MOTION BY Jones, 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 18, 2016, as National Substitute Educators Day.

MOTION CARRIED, ayes seven.

BOARD/ADMINISTRATOR  
REPORTS

Superintendent

*Fiddler on the Roof* Recap

Dr. Sebert highlighted the exceptional performance by the cast, crew, pit orchestra, and directors of *Fiddler on the Roof*.

Notification of FHS Cardinal  
Singers Field Trip to Milwaukee  
and Chicago, April 21-23, 2017

Dr. Sebert notified the Board that he approved a trip for the Fond du Lac High School Cardinal Singers to travel to Milwaukee and Chicago, April 21-23, 2017.

Congratulations to Fall Sports  
Teams

Dr. Sebert reported on a successful fall sports season. Athletic Director David Michalkiewicz will be present at the next Board meeting to present a full wrap-up on fall sports.

Middle School Grading Team

Dr. Sebert introduced Danica Lewis who highlighted the Middle School Grading Team that is working to bring clarity to the middle school teacher-driven move to trending in grading versus traditional averaging.

Board Members  
Student/Staff Activities

Board members reported on District activities or events they have recently attended.

ADDITIONAL APPROPRIATE  
MATTERS

None.

AUDIENCE TO VISITORS AND  
DELEGATIONS

Gerald "Whitey" Towle congratulated the football team on making it to Level 3 of the playoffs.

ADJOURNMENT TO A WORKSHOP FOR UPDATES ON THE CAREER CONSTRUCTION ACADEMY (CCA) ADDITION AND THE FOND DU LAC HIGH SCHOOL TENNIS COURTS AND TO DISCUSS CHAPTER 2 OF *THE KEY WORK OF SCHOOL BOARDS*. FOLLOWING ADJOURNMENT OF THE WORKSHOP, THE BOARD WILL CONVENE IN CLOSED SESSION PURSUANT TO WIS. STATS. SECS. 19.85(1)(f) AND 120.13(1)2., TO CONSIDER A STUDENT MATTER WHEREBY PERSONAL HISTORIES OF SPECIFIC PERSONS, WHICH IF DISCUSSED IN PUBLIC WOULD BE LIKELY TO HAVE A SUBSTANTIAL ADVERSE EFFECT UPON THE REPUTATION OF THE SPECIFIC PERSONS

MOTION BY Jurgella, seconded Uselmann to adjourn the regular meeting and convene in a workshop for updates on the Career Construction Academy (CCA) addition and the Fond du Lac High School tennis courts, and to discuss Chapter 2 of *The Key Work of School Boards*. Following adjournment of the workshop, the Board will convene in closed session pursuant to Wis. Stats. Secs. 19.85(1)(f) and 120.13(1)2., to consider a student matter whereby personal histories of specific persons, which if discussed in public would be likely to have a substantial adverse effect upon the

reputation of the specific persons. MOTION CARRIED, ayes seven.  
The regular meeting adjourned at 5:56 p.m.

## WORKSHOP

### CALL TO ORDER

A workshop of the Board of Education was called to order by President Jurgella at 6:11 p.m.

### ROLL CALL

Members present: Breister, Hayes, Jones, Nett, Strand, Uselmann, Jurgella.

Administrative Staff members present: Sebert, Brockert, Lewis, Sheridan, Simon, Williams.

### UPDATE ON THE CAREER CONSTRUCTION ACADEMY (CCA)

The Board received an update on the Career Construction Academy from John Williams, Coordinator of Facility Services.

### UPDATE ON THE FOND DU LAC HIGH SCHOOL TENNIS COURTS PROJECT

John Williams updated the Board on the status of the Fond du Lac High School tennis courts project.

### DISCUSS CHAPTER 2 OF *THE KEY WORK OF SCHOOL BOARDS*

The Board discussed Chapter 2 of *The Key Work of School Boards*.

### ADJOURN THE WORKSHOP AND CONVENE IN CLOSED SESSION PURSUANT TO WIS. STATS. SECS. 19.85(1)(f) AND 120.13(1)2., TO CONSIDER A STUDENT MATTER WHEREBY PERSONAL HISTORIES OF SPECIFIC PERSONS, WHICH IF DISCUSSED IN PUBLIC WOULD BE LIKELY TO HAVE A SUBSTANTIAL ADVERSE EFFECT UPON THE REPUTATION OF SPECIFIC PERSONS

MOTION BY Jurgella, seconded Breister the Board of Education adjourn the workshop and convene in closed session pursuant to Wis. Stats. Secs. 19.85(1)(f) and 120.13(1)2., to consider a student matter whereby personal histories of specific persons, which if discussed in public would be likely to have a substantial adverse effect upon the reputation of the specific persons. MOTION CARRIED, ayes seven. The workshop adjourned at 6:47 p.m.

## **EXECUTIVE SESSION**

### **CALL TO ORDER**

An executive session of the Board of Education was called to order by President Jurgella at 6:50 p.m.

### **ROLL CALL**

Members present: Breister, Hayes, Jones, Nett, Strand, Uselmann, Jurgella.

Administrative Staff members present: Sebert, Brockert, Lewis, Sheridan.

### **CONSIDER A STUDENT MATTER WHEREBY PERSONAL HISTORIES OF SPECIFIC PERSONS, WHICH IF DISCUSSED IN PUBLIC WOULD BE LIKELY TO HAVE A SUB- STANTIAL ADVERSE EFFECT UPON THE REPUTATION OF THE SPECIFIC PERSONS**

The Board discussed a student matter.

Ms. Breister was excused at 7:10 p.m.

### **ADJOURNMENT**

MOTION BY Hayes, seconded Jones the Board of Education adjourn the executive session. MOTION CARRIED, ayes six, absent and not voting one (Breister). The executive session adjourned at 7:20 p.m.

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Elizabeth Hayes, Secretary/Clerk