

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
November 6, 2023

CONVENE	Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance President Schreiter called the regular meeting of the Board of Education to order at 5pm.
ROLL CALL	Members present: Godfrey, Henschel, Moder, Pennau, Uselmann, Schreiter. Administrative Staff members present: Fleig, Gerlach, Lombardo, Reichenberger, Steinbarth.
ANNOUNCEMENTS/ COMMUNICATIONS	A Moment of Reflection preceded the Pledge of Allegiance which was led by the Board. President Schreiter made the following announcements: <ol style="list-style-type: none">1. November 13-17, 2023 is Hunger and Homelessness Awareness Week – Hunger and Homelessness Awareness Week is designed to educate the public, draw attention to the problem of poverty, and build up the base of volunteers and supporters for local anti-poverty agencies.2. Following adjournment of the regular meeting, the Board will convene in executive session to discuss pending litigation as provided for in Wisconsin Statutes 19.85(1)(g).
PUBLIC COMMENT	Sue Heitzman, 209 Hass Circle, spoke about her retirement and issues with her email account. She filed an open records request about messages that may have been sent to the account during a period where it wasn't yet producing a bounce back message. She wants the fee for retrieving the records waived. Dannie Mor, 247 E Bank St., again referenced his Black History for Moral Progress Wordpress account pages 44 and 45. He referenced the WDPI pamphlet about goals for students' preparation for global citizenship, and a number of events in the past couple dozen years. He expressed concern about antisemitism on college campuses. He asked for a comparative religion class from a mystical point of view, an extension of his mental yoga proposal, and spoke about Quran interpretation.
APPROVAL OF CONSENT RESOLUTION AGENDA	MOTION BY Henschel, seconded by Godfrey, to approve the consent agenda as follows: <ol style="list-style-type: none">A. <u>Approval of Minutes:</u><ol style="list-style-type: none">1. <u>October 9, 2023</u> Board of Education Public Hearing, Regular Meeting, and Executive Session as presented.2. <u>October 23, 2023</u> Board of Education Regular Meeting, Workshop, and Executive Session as presented.B. <u>Chief of Finance and Operations:</u><ol style="list-style-type: none">1. <u>October Financial Statement</u> - Accepted and its publication authorized.2. <u>Current Expenses</u> – To approve bills of the Board of Education in the amount of \$11,436,262.92 and to have warrants drawn for their payment.3. <u>Resignation</u> - Tracy Gerlach, grade 5 teacher at Evans Elementary School, effective August 10, 2023. MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).
INDIVIDUALLY CONSIDERED RESOLUTIONS	
Chief of Finance and Operations Administrator Resignation	Athletic Director Arik Gunderson accepted an administrative position in Columbus. MOTION BY Godfrey, seconded by Moder, that the Board of Education accept the resignation of Arik Gunderson, Athletic Director, effective at the end of the day, October 27, 2023. MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).
Consider Limited Term Administrator Contract for Interim Athletic Director	James Smasal is a retired educator from the Kewaskum district. MOTION BY Henschel, seconded by Godfrey, that the Board of Education approve the employment of James Smasal as the Interim Athletic Director on a limited term contract for 180 days beginning October 23, 2023 and ending on June 30, 2024 at a salary of \$83,132.31. MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).

Consider Limited Term
Administrator Contract for
Interim Director of Facility
Services and Safety

Randal Johnston is retired from Elmbrook district.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve the employment of Randal Johnston as the Interim Director of Facility Services and Safety on a limited term contract for 144 days beginning December 1, 2023 and ending on June 30, 2024 at a salary of \$82,500.

MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).

Consider Approval of Base
Wage Settlement with the
Educational Support
Professionals Association
(ESPA) for the 2023-24
Bargaining Year Reflecting
a 4.7% Consumer Price
Index Increase

MOTION BY Schreiter, seconded by Pennau, that the Board of Education approve the following resolution:

WHEREAS: Representatives of the Fond du Lac School District School Board (hereinafter, "Board") and the Education Support Professionals Association (hereafter, "Association") have been engaged in good faith negotiations for a successor to the 2022-2023 Collective Bargaining Agreement between the parties; and

WHEREAS: The parties have met on May 22, 2023; August 9, 2023; and September 20, 2023 for the purpose of negotiations regarding a 2023-2024 base wage increase; and

WHEREAS: The Board base wage proposal to the Association is for a 4.7% increase for the 2023-2024 school year; and

WHEREAS: The Board 4.7% base wage increase proposal matches the 2023-2024 settlement between the Board and the Fond du Lac Education Association; and

WHEREAS: The Association has not accepted the Board's base wage proposal for the 2023-2024 school year; and

WHEREAS: The District believes that it is both appropriate and necessary to conclude these negotiations and provide a 2023-2024 base wage increase to the employees who are members of the bargaining unit represented by the Association;

THEREFORE, be it here resolved by the School Board of the Fond du Lac School District, that:

- (1) The Board declares that the parties are at impasse in negotiations over the 2023-2024 Collective Bargaining Agreement between the Board and the Association;
- (2) The Board's 2023-2024 base wage proposal to the Association is to be implemented as soon as practicable; and
- (3) This base wage proposal shall be incorporated in the 2023-2024 Collective Bargaining Agreement between the parties.

MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).

Board Members
Appoint Deputy Clerk for School
Board Elections for 2023-24

MOTION BY Godfrey, seconded by Uselmann, that the Board of Education appoint Matthew Steinbarth as Deputy Clerk for School Board Elections for the Fond du Lac School District for the 2023-24 school year. MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting).

BOARD/ADMINISTRATOR
REPORTS

Superintendent
2022-23 Academic Achievement
Update – Forward/ACT Data

Dr. Fleig talked through the data report, highlighting 3rd, 5th, and 8th grades as these are critical and transition years for students. Data was broken down by race and special needs. He mentioned, as tools to move forward, a literacy task force, iReady

	individualized instruction, AVID, specially designed instruction for students with disabilities, and a plan for emerging bilingual students.
American Education Week – November 3-17, 2023	American Education Week, November 13-17, 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.
Notification of FHS Senior Class Trip to Great America, Gurnee, IL, May 18-19, 2024	Dr. Fleig notified the Board that he approved the FHS Senior class trip to Great America, May 18-19, 2024.
Board Members WASB State Education Convention – January 17-19, 2024	The annual State Education Convention will be held in Milwaukee, January 17-19, 2024. Interested members will notify Shawn if interested in attending.
Student/Staff Activities	Henschel: Region 7 WASB meeting, football game, Seussical; Uselmann: FHS visit, WASB, Seussical; Pennau: Seussical; Moder: Seussical, Waters counselor update; Godfrey: WASB, Challenge Day, football, costume parade, FHS visit, Woodworth visit; Schreiter: Seussical.
PUBLIC COMMENT	<p>Sue Heitzman, 209 Hass Circle, noted that several messages to former staff members did not bounce back; labeled this as lacking ethics and competence.</p> <p>Amber Kilawee, 235 E. 2nd St., noticed that flu vaccine clinics were not offered this year and was concerned about the added burden on some families working to get kids vaccinated.</p> <p>Charlotte Trotter, 77 E. 11th St., talked about children not being singled out for achievement recognition and complemented “Gertrude McFuzz” from Seussical. She mentioned that students with disabilities and English language learners are outperforming black students. The school social media posted a state football sendoff, and she noted other activities don’t get the same treatment.</p> <p>Jim Hess, W3678 Sunny Rd., thanked Dr. Fleig and the board for giving students a target to hit. He mentioned DEI, the Great Society and data about out of wedlock black births. He said the behavior of poor blacks caused their poverty and called the black board member his brother, citing the Bible. He talked about a conference where teachers were taught racist ideas and quoted a mass shooter’s manifesto. He worried that young white men were not attending university.</p>
ADJOURNMENT TO AN EXECUTIVE SESSION TO DISCUSS PENDING LITIGATION AS PROVIDED FOR IN WISCONSIN STATUTES 19.85(1)(g)	<p>MOTION BY Henschel, seconded by Godfrey, that the Board of Education adjourn the regular meeting and convene in an executive session to discuss pending litigation as provided for in Wisconsin Statutes 19.85(1)(g):</p> <p>“(g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.”</p> <p>MOTION CARRIED, ayes 6-0 (Hoerth absent and not voting). The regular meeting adjourned at 6:21 p.m.</p>
EXECUTIVE SESSION	
CALL TO ORDER	President Schreiter called an executive session of the Board of Education to order at 6:37 p.m.
ROLL CALL	Members present: Godfrey, Henschel, Moder, Pennau, Uselmann, Schreiter.

DISCUSS PENDING
LITIGATION

Administrative Staff members present: Fleig, Lombardo, Steinbarth

The board received an update about legal matters.

ADJOURNMENT

MOTION BY Moder, seconded by Godfrey, that the Board of Education adjourn the executive session. MOTION CARRIED, ayes 6-0. The executive session adjourned at 6:44 p.m.

Linda Uselmann, Secretary/Clerk