

**FOND DU LAC BOARD OF EDUCATION**  
**72 West Ninth Street**  
**Fond du Lac, Wisconsin**  
**December 9, 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, Jones, Jurgella, Teifke, Walk,  
Uselmann.

Administrative Staff members present: Sebert, Gerlach,  
Noonan, Simon, Williams, Mockert, Buchholz, Kunstman.

A Moment of Reflection preceded the Pledge. The Pledge of  
Allegiance was led by the following members of the Rosenow  
Safety Patrol: Kaylie Ebert, Andrew Anderson-Gravelle, Keenan  
Glynn, Easton Schwartz, Everleigh Schmidt, Peyton Stobb,  
Ryan Gregory, Mason Geasland, Leah Schmidt, Taylor Forster,  
Macie Munson, DeAndre Williamson, Brooklynn Nummerdor,  
Lily Asmus, Kyleigh Jolin, and Sydney Rehbein-Nett. Following  
the Pledge, information about the Safety Patrol Program was  
shared.

**ANNOUNCEMENTS/  
COMMUNICATIONS**

President Uselmann made the following announcements:

1. Presentation of Fondy Pride Awards - Evans, Parkside, Pier,  
Riverside, Roberts, and Rosenow Elementary Schools  
received the Wisconsin Whole School, Whole Community,  
Whole Child (WSCC) Award from the Wisconsin Department  
of Public Instruction (DPI). The awards recognize, celebrate,  
and honor schools that promote programs that support the  
whole child. Physical education teachers, ElizaBeth Chase,  
Riverside; Vicky Raddatz, Roberts; Stacy Cappozzo, Pier;  
and Stephanie Homman, Rosenow were present to accept  
the Fondy Pride Awards on behalf of their schools.
2. There will be no second regular Board Meeting in December.
3. Following adjournment of the regular meeting, the Board will  
convene in a workshop to review suggested NEOLA policy  
updates, followed by an executive session to discuss  
negotiations with the Fond du Lac Education Association  
(FEA), to discuss administrator compensation, and to  
discuss the Superintendent goal-setting process as provided  
for in Wisconsin Statutes 19.85(1)(c).

AUDIENCE TO VISITORS  
AND DELEGATIONS

1. Stacey Buchholz, 100 North Peters Avenue, on behalf of the Association of Fond du Lac School Administrators (AFSA), wished the Board members a happy holiday. AFSA has made a donation to the Fondy Food Pantry in the Board's name and has also purchased a pair of Bombas socks for each Board member. For every pair of socks purchased, Bombas donates a pair to a homeless shelter.
2. Dannie Mor, 247 East Bank Street, spoke regarding a proposal he shared regarding mental health.

APPROVAL OF CONSENT  
RESOLUTION AGENDA

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

- A. Approval of Minutes:
  1. November 11, 2019 Board of Education Regular Meeting, Workshop, and Executive Session as presented.
  2. November 25, 2019 Board of Education Regular Meeting and Executive Session as presented.
- B. Business Services Approvals:
  1. November Financial Statement - Accepted and its publication authorized.
  2. Current Expenses – To approve bills of the Board of Education in the amount of \$10,705,242.97 and to have warrants drawn for their payment.
- C. Human Resources Approval:
  1. Employment Recommendations – Nicholas Hildebrand, 1.0 FTE family and consumer education teacher at Fond du Lac High School, at Level 1, effective January 2, 2020; and Alex Lutz, 1.0 FTE technology education teacher at Woodworth Middle School, at Level 1, effective January 21, 2020.

MOTION CARRIED, ayes six, absent and not voting one (Strand).

INDIVIDUALLY CONSIDERED  
RESOLUTIONS

Business Services

Consider Approval of Total Base Wage Increase of 2.44% for the Educational Support Professionals Association (ESPA) for 2019-20

MOTION BY Walk, seconded Jones the Board of Education approve a 2.44% salary increase for the Educational Support

Professionals Association (ESPA) for 2019-20. MOTION CARRIED, ayes six, absent and not voting one (Strand).

Facility Services/School Safety  
Consider Approval of Emergency  
Preparedness Manual, Revised  
August 2019

MOTION BY Jurgella, seconded Breister the Board of Education approve the District Emergency Preparedness Manual, Revised August 2019, in accordance with 2017 Wisconsin Act 143 and state statutes contained within the legislation. MOTION CARRIED, ayes six, absent and not voting one (Strand).

Accept the Written Safety Drill  
Evaluations

MOTION BY Teifke, seconded Jurgella the Board of Education accept, for purposes of Board review at this meeting, the written drill evaluations from each District school submitted by Director of Facility Services and Safety, John Williams, in accordance with 2017 Wisconsin Act 143 and state statutes contained within the legislation. MOTION CARRIED, ayes six, absent and not voting one (Strand).

## BOARD/ADMINISTRATOR REPORTS

Business Services  
Health and Wellness Committee  
Update

Mike Gerlach, Director of Business Services, updated the Board on the work of the District's Health and Wellness Committee, including some of the strategic planning that the Committee has engaged in over this past summer and fall.

Superintendent  
Winter Concerts/Performances

Dr. Sebert outlined the holiday concerts that are upcoming before Winter Break. December is a wonderful month for performing music across the District.

Happy Holidays

Dr. Sebert extended holiday greetings to Board members and their families.

District Administration Center  
Holiday Hours

Dr. Sebert shared that the Administration Center will be closed on the following dates due to the holidays: Tuesday, December 24, 2019; Wednesday, December 25, 2019; Tuesday, December 31, 2019; and Wednesday, January 1, 2020.

Weather-Related School  
Closings and Delays

Dr. Sebert reported that the District will once again be using a mass notification system through Skyward that will assist in helping parents and staff be made aware of closings and delays

via phone calls and emails. He also shared the various TV and radio stations that are used to inform the public.

#### Facilities Referendum Planning

Dr. Sebert reviewed the referendum planning visit with the Pier staff on December 5, 2019 and shared that asbestos abatement will take place in the Phase 1 schools during Winter Break.

Dr. Sebert extended best wishes to colleagues in the Waukesha and Oshkosh School Districts.

Dr. Sebert welcomed Nicole Noonan, District Communications Coordinator.

Dr. Sebert bid farewell to Tom Weishapple who will be retiring from the District after 45 years of service.

#### Board Members

##### Student/Staff Activities

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

#### ADDITIONAL APPROPRIATE MATTERS

President Uselmann informed Board members that she has received the proposed WASB resolutions in preparation for the Delegate Assembly Meeting in January.

#### AUDIENCE TO VISITORS AND DELEGATIONS

None.

#### ADJOURNMENT TO A WORKSHOP TO REVIEW SUGGESTED NEOLA POLICY UPDATES, FOLLOWED BY AN EXECUTIVE SESSION TO DISCUSS NEGOTIATIONS WITH THE FOND DU LAC EDUCATION ASSOCIATION (FEA), TO DISCUSS ADMINISTRATOR COMPENSATION, AND TO DISCUSS THE SUPERINTENDENT GOAL-SETTING PROCESS 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 review suggested NEOLA policy updates, followed by an executive session to discuss negotiations with the Fond du Lac Education Association (FEA), to discuss administrator compensation, and to discuss the Superintendent goal-setting process as provided for in Wisconsin Statutes 19.85(1)(c). MOTION CARRIED, ayes six, absent and not voting one (Strand). The regular meeting adjourned at 6:30 p.m.

## **WORKSHOP**

### **CALL TO ORDER**

A workshop of the Board of Education was called to order by President Uselmann at 6:45 p.m.

### **ROLL CALL**

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

Administrative Staff members present: Sebert, Gerlach, Noonan, Simon, Williams.

### **REVIEW SUGGESTED NEOLA POLICY UPDATES**

The Board reviewed the suggested NEOLA policy revisions.

### **ADJOURNMENT TO AN EXECUTIVE SESSION TO DISCUSS NEGOTIATIONS WITH THE FOND DU LAC EDUCATION ASSOCIATION (FEA), TO DISCUSS ADMINISTRATOR COMPENSATION, AND TO DISCUSS THE SUPERINTENDENT GOAL-SETTING PROCESS AS PROVIDED FOR IN WISCONSIN STATUTES 19.85(1)(c)**

MOTION BY Teifke, seconded Uselmann the Board of Education adjourn the workshop and convene in an executive session to discuss negotiations with the Fond du Lac Education Association (FEA), to discuss administrator compensation, and to discuss the Superintendent goal-setting process 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 (Strand). The workshop adjourned at 7:05 p.m.

## **EXECUTIVE SESSION**

### **CALL TO ORDER**

An executive session of the Board of Education was called to order by President Uselmann at 7:08 p.m.

### **ROLL CALL**

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

Administrative Staff members present: Sebert, Gerlach, Simon.

DISCUSS NEGOTIATIONS WITH  
THE FOND DU LAC EDUCATION  
ASSOCIATION (FEA)

The Board discussed negotiations with the Fond du Lac Education Association.

DISCUSS ADMINISTRATOR  
COMPENSATION

The Board discussed administrator compensation for 2019-20.

DISCUSS THE SUPERINTENDENT  
GOAL-SETTING PROCESS

The Board discussed the Superintendent goal-setting process.

ADJOURNMENT

MOTION BY Jurgella, seconded Teifke the Board of Education adjourn the executive session. MOTION CARRIED, ayes six, absent and not voting one (Strand). The executive session adjourned at 8:43 p.m.

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Monica M. Walk, Secretary/Clerk