

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
April 10, 2023

- CONVENE Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance
President Henschel called the regular meeting of the Board of Education to order at 5 p.m.
- ROLL CALL Members present: Gedemer, Godfrey, Hoerth, Schreiter, Schultz, Uselmann, Henschel.
Administrative Staff members present: Fleig, Gerlach, Reichenberger, Steinbarth, Nemoir, Lombardo, Marien.
A Moment of Reflection preceded the Pledge of Allegiance, which was led by the Board.
- ANNOUNCEMENTS/
COMMUNICATIONS President Henschel announced that following adjournment of the regular meeting, the Board will convene in a workshop to discuss the ELL strategic staffing plan.
- PUBLIC COMMENT Jim Hess, W3678 Sunny Road, Eden, stated that students and teachers feel the rules are being enforced in schools (locally) and this is good. He referenced a prior speaker and the difficulties faced by teachers, said that the DPI was making things difficult and not focusing on learning, but social justice. He did not like the health department questionnaire. He displayed a sentence diagram of a rap lyric and talked about racism and changes in ELA standards. He thought allowing Black English in schools will bring back segregation and push "illiterate" students down to a permanent underclass.
Dan Ireland, 102 S. Sallie Avenue, spoke about childhood obesity. He read from an article from the Epoch Times. He claimed, among other things, that skim/1% milk was a problem because it made farm animals fat and it was being given in school lunch programs. He also spoke against chocolate milk and MSG.
- APPROVAL OF CONSENT
RESOLUTION
AGENDA MOTION BY Gedemer, seconded by Schultz, to approve the consent agenda as follows:
A. Approval of Minutes:
1. March 13, 2023 Board of Education Regular Meeting as presented.
2. March 27, 2023 Board of Education Regular Meeting and Workshop as presented.
B. Chief of Finance and Operations:
1. March Financial Statement - Accepted and its publication authorized.
2. Current Expenses – To approve bills of the Board of Education in the amount of \$8,245,977.72 and to have warrants drawn for their payment.
3. Retirements - Jodi Straub, TOSA at Pier Elementary School, effective at the end of the day on June 7, 2023, with 35 years of dedicated service; Deb Prellwitz, first grade teacher at Evans Elementary School, effective at the end of the day on June 7, 2023, with 28½ years of dedicated service; Karen Moehn, early childhood/ special education teacher at Rosenow Elementary School, effective at the end of the day on June 7, 2023, with 33 years of dedicated service; MaryKris Zangl, fifth grade teacher at Rosenow Elementary School, effective at the end of the day on June 7, 2023, with 33 years of dedicated service; Vicki Kuether, kindergarten teacher at Rosenow Elementary School, effective June 8, 2023, with 34 years of dedicated service; William Veness, technology education teacher at Theisen Middle School, effective at the end of the day on June 7, 2023, with 25 years of dedicated service; Paul Wanat, special education teacher at Fond du Lac High School, effective at the end of the day on June 7, 2023, with 10 years of dedicated service; Lisa Jashinsky, school occupational therapist in Pupil Services, effective at the end of the day on June 7, 2023, with three years of dedicated service; Renee Nolan, technology integration specialist and interim Communications Coordinator, effective at the end of the day on June 7, 2023, with 33 years of dedicated service; William Morgan, social studies teacher at Fond du Lac High School, effective at the end of the day on June 7, 2023, with 29 years of dedicated service; Lynn Schnell, first

grade teacher at Waters Elementary School, effective June 8, 2023, with 22 years of dedicated service; Holly Kiesau, math teacher at Fond du Lac High School, effective June 7, 2023, with 17 years of dedicated service; Rebecca May, 4K teacher at Chegwin Elementary School, effective June 30, 2023, with 33 years of dedicated service; Douglas Follis, math teacher at Fond du Lac High School, effective at the end of the day on June 7, 2023, with 29 years of dedicated service; and Kate Haskett, special education teacher at Roberts Elementary School, effective at the end of the day on June 7, 2023, with one year of dedicated service.

4. Resignation - Trinidad Budiad, school counselor at Fond du Lac High School, effective at the end of the day on June 7, 2023.
5. Unpaid Leave of Absence - For the 2023-24 school year: Heidi Swanson, second grade teacher at Roberts Elementary School.
6. Letter of Temporary Substitute Employment - Effective April 10, 2023 for the remainder of the 2022-23 school year: Deswin Robert Gbala, 1.0 FTE credit recovery teacher at Fond du Lac High School, at Step 11.

MOTION CARRIED, ayes 7-0.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Chief of Finance and Operations
Consider Approval of Employee
Handbook for Teachers/
Professional Educators

Administration has made revisions to the staff, ESPA, and custodial/maintenance handbooks to clarify a number of procedures and language in the handbooks. MOTION BY Uselmann, seconded by Godfrey, that the Board of Education approve the 2023-24 Handbook for Teachers/Professional Educators as presented. MOTION CARRIED, ayes 6-0 (Gedemer abstention).

Consider Approval of Employee
Handbook for Educational
Support Professionals

MOTION BY Schultz, seconded by Hoerth, that the Board of Education approve the 2023-24 Handbook for the Educational Support Professionals Association (ESPA) as presented. MOTION CARRIED, ayes 7-0.

Consider Approval of Employee
Handbook for the Custodial/
Maintenance Employees

MOTION BY Godfrey, seconded by Uselmann, that the Board of Education approve the 2023-24 Handbook for the Custodial/Maintenance Employees as presented. MOTION CARRIED, ayes 7-0.

BOARD/ADMINISTRATOR REPORTS

Superintendent
Thank Rick Gedemer and
Andrea Schultz for Their
Board Service

Dr. Fleig thanked the outgoing board members for their service with certificates.

Congratulations to School
Board Election Winners
Katie Moder and Joan
Pennau

Dr. Fleig expressed congratulations to the two winners of the election. They will join the board and be sworn in prior to the next meeting on April 24th.

Notification of FHS Senior Class
Trip to Six Flags Great America,
Gurnee, Illinois, May 20-21,
2023

Dr. Fleig notified the Board of the trip he approved for the FHS senior class trip to Six Flags Great America on May 20-21, 2023.

Fondy Fire Robotics Team
Advances to the World's Competition
In Houston, Texas

Dr. Fleig shared that Fondy Fire Robotics team will be traveling to Houston to compete in the World's competition April 19–23, 2023, having qualified at the state competition.

Board Workshop to Review
Acuity Grant Applications –
May 1, 2023

Dr. Fleig suggested having a workshop on Monday, May 1, 2023 to begin the review of the Acuity Grant applications.

Spring 2023 Studer Survey
Reports

Dr. Fleig shared the survey data; parents, students, and staff were surveyed by Studer and there is also follow-up programming to improve upon areas of concern. He reviewed the Strategic Plan and how the survey fits into this. He reviewed questions on which the largest gains and drops occurred. He spoke about initiatives such as rounding and employee check-ins.

Board Members
WASB 2023 New School
Board Member Gathering

The New School Board Member Gathering for Region 7 will be held on Thursday, April 20, 2023, from 7:00 – 9:00 p.m. in Oshkosh.

Student/Staff Activities

Schultz: sat in a Sabish science class; Godfrey: Pier K class, Parkside walkabout; Hoerth: organizing High Interest Day at Lakeshore; Schreiter: Band music, meetings with teachers; Uselmann: Music in our Schools at the high school; Henschel: track meets, donated clothing to Parkside Caring Closet

PUBLIC COMMENT

Charlotte Trotter, 77 E. 11th Street, mentioned that the high school collects graduation gowns at the front desk. She wondered if the Studer data was/could be broken down by race. She thanked the outgoing board members for their service and mentioned that prom was coming up this weekend and for everyone to be safe. She mentioned that the microphones in this room do not work very well.

**ADDITIONAL APPROPRIATE
MATTERS**

Mr. Godfrey expressed his thanks for the service by the retiring educators and the outgoing board members.
Mr. Gedemer made a long statement expressing satisfaction with the things that happened while he was leading on the board.
Mrs. Schultz also expressed congratulations to the winners, and thanks to those who ran with her and many who worked with her in the district during her term.
Mr. Henschel again expressed thanks to the outgoing board members.

ADJOURNMENT

MOTION BY Schultz, seconded by Gedemer, that the Board of Education adjourn the regular meeting and convene in a workshop to discuss the ELL strategic staffing plan. MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 6:28 p.m.

WORKSHOP

CALL TO ORDER

President Henschel called a workshop of the Board of Education to order at 6:50 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Hoerth, Schreiter, Schultz, Uselmann, Henschel.
Administrative Staff members present: Fleig, Gerlach, Reichenberger, Steinbarth, Lombardo, Marien.

ELL STRATEGIC STAFFING
PLAN

English Language Learners are increasing significantly in the Fond du Lac School District and students not being served as well as desired. There are not enough qualified teachers to fill the positions needed. The state requires that we provide bilingual/bicultural education, as triggered by our demographic numbers. The district is proposing using some alternative licensure options to add on English as a Second Language or Bilingual licensure to meet these needs. The district will pay the costs of such a program, provided that teachers remain to work in the district for at least 5 years. There is also a stipend incentive to retain teachers with these skills. There was also a consideration of the pay scale for interpreters. There are a limited number of interpreters who could also work toward educator licensure.

ADJOURNMENT

MOTION BY Uselmann, seconded by Godfrey, that the Board of Education adjourn the workshop. MOTION CARRIED, ayes 7-0. The workshop adjourned at 7:24 p.m.

Linda Uselmann, Secretary/Clerk