

**FOND DU LAC BOARD OF EDUCATION**  
**72 West Ninth Street**  
**Fond du Lac, Wisconsin**  
**April 24, 2023**

OATH OF OFFICE	Judge Andrew Christenson administered the Oath of Office to recently elected Board members Katie Moder and Joan Pennau.
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: Godfrey, Henschel, Hoerth, Moder, Pennau, Schreiter, Uselmann. Administrative Staff present: Fleig, Gerlach, Reichenberger, Steinbarth, Marien, Lombardo. A Moment of Reflection preceded the Pledge of Allegiance, which was led by the Board.
ELECTION OF OFFICERS	The Board elected its officers for 2023-24 by using the secret ballot process. MOTION BY Uselmann, seconded by Godfrey, that based on the results of the secret ballots, the following be declared duly elected as officers of the Board of Education for the following year effective April 24, 2023 and formally and immediately assume their respective positions: President—Todd Schreiter, Vice President—Mark Henschel, Secretary/Clerk—Linda Uselmann, Treasurer—Antonio Godfrey, Sr. MOTION CARRIED, ayes 7-0.
ANNOUNCEMENTS/ COMMUNICATIONS	President Schreiter announced that following adjournment of the regular meeting, the Board will convene in a workshop to discuss employee benefits, including health insurance, followed by an executive session to consider the Administration's recommendation of nonrenewal for an individual teacher contract and to discuss negotiations with the Fond du Lac Education Association (FEA) and the Educational Support Professionals Association (ESPA) as provided for in Wisconsin Statutes 19.85(1)(c)(e) and (f).
PUBLIC COMMENT	Sue Heitzman, 209 E. Division Street, mentioned that she retired in January and had not gotten an exit interview. She wanted the opportunity to share positive and not so positive experiences and what led to her decision to retire. She showed a marked up copy of the district newsletter and stated it had English errors and pointed out an error in a pie chart. She stated she offered to work for the district as an independent contractor to proofread. She then shared that there is an updated version with the corrected graphic. Jim Hess, W3678 Sunny Road, Eden, seconded the thought that retired teachers are a good source of information about schools. He claimed that public schools in WI are hiding things from parents, including pronouns. He cited an indecent exposure incident in Sun Prairie and the alleged failure of the district to follow laws. He spoke about a historical experiment about gender transition.
APPROVAL OF CONSENT RESOLUTION AGENDA	MOTION BY Henschel, seconded by Hoerth, to approve the consent agenda as follows: A. <u>Chief of Finance and Operations</u> : 1. <u>Resignation</u> - Erin Baumann, science teacher at STEM Academy, effective April 13, 2023. 2. <u>Retirement</u> - Stephanie Doll, grade 3 teacher at Waters Elementary School, effective June 7, 2023, with 29 years of dedicated service. MOTION CARRIED, ayes 7-0.
INDIVIDUALLY CONSIDERED RESOLUTIONS	
Chief of Finance and Operations Consider Designation of Public Depositories	Each year the Board designates depositories for school funds to be used during the following year. The list includes depositories for District funds as well as student activity funds. MOTION BY Godfrey, seconded by Uselmann, that the following banking institutions be designated as qualified public depositories for the Fond du Lac School District under Chapter 120.12 of the Wisconsin Statutes: <ul style="list-style-type: none"><li>• National Exchange Bank &amp; Trust of Fond du Lac</li><li>• US Bank, Fond du Lac</li></ul>

- Associated Bank of Fond du Lac
- Chase, Fond du Lac
- Fox Valley Savings Bank, Fond du Lac
- Hometown Bank, Fond du Lac
- BMO Harris Bank, Fond du Lac
- BMO Harris Bank, Milwaukee
- Fond du Lac Credit Union, Fond du Lac
- Marine Credit Union, Fond du Lac
- State of Wisconsin Local Government Investment Pool, Madison
- WISC (Wisconsin Investment Series Cooperative)
- MidAmerica

MOTION CARRIED, ayes 7-0.

Authorize Signature  
Stamps

Board Policy 6108 authorizes a facsimile/electronic replica signature stamp for use on all checks and certain other documents requiring signatures of Board members. Authorization is required to continue to use the old stamp until a new one reflecting the outcome of the election of officers can be made.

MOTION BY Henschel, seconded by Hoerth, that the present facsimile/electronic replica signature stamps be used until those containing the signatures of the newly elected Board officers are obtained. MOTION CARRIED, ayes 7-0.

Board Members  
Consider Board  
Compensation

The annual establishment of Board compensation is decided at the organizational meeting of the Board. The current rate of annual compensation is \$1,800 for the Board President and \$1,600 for all other members.

MOTION BY Godfrey, seconded by Hoerth, that in accordance with Board Policy 0144.1-- Compensation, the level of compensation for the 2023-24 year of Board member service be established at the amounts mentioned (current levels). MOTION CARRIED, ayes 7-0.

Appoint WASB Delegate  
and Alternate

The Board annually appoints one member as a delegate and one as an alternate to the WASB Convention in January 2024. Next convention will be held January 17-19, 2024.

MOTION BY Henschel, seconded by Uselmann, to appoint Board member Godfrey as Delegate and Board member Moder as Alternate for the 2024 Wisconsin Association of School Boards (WASB) Delegate Assembly. MOTION CARRIED, ayes 7-0.

BOARD/ADMINISTRATOR  
REPORTS

Superintendent

District Scorecard

Dr. Fleig had shared the district scorecard progress with the Board in their packet with the exception of the student achievement pillar, data for which will be publicly available in fall. He shared the history of the process to develop the scorecard, which included many stakeholders in the district and community. He reviewed particular goal results. Next step will be to bring the scorecard to the board in the summer, perhaps with goals adjusted based upon survey results and other data.

Notification of FHS  
Choirs Trip

Dr. Fleig notified the Board of the trip he recently approved for the Fond du Lac High School Choirs trip to Los Angeles, California, April 1-7, 2024.

May 1, 2023 Board Workshop –  
Review Acuity Grant  
Applications

Dr. Fleig announced that the Board will be having a special meeting next week to review the applications.

Board Members

Student/Staff Activity

Henschel: track meets, Band-o-Rama; Uselmann: Band-o-Rama, FHS parent listening session, Rosenow volunteering, athletic field groundbreaking, WASB new board member meeting, FDL Express library renaming; Godfrey: Band-o-Rama, groundbreaking, WASB new board member meeting, library renaming, Pier visit; Schreiter: groundbreaking, Rosenow reading event coming up.

**PUBLIC COMMENT** Charlotte Trotter, 77 E. 11<sup>th</sup> Street, thanked people for fixing the meeting microphones. She mentioned the rock climbing club having accomplished good things. She also mentioned the newsletter errors. She mentioned that this contradicted academic excellence and DEI goals. She concurred that communication was problematic, from her personal experience, especially regarding negative changes for a student. She mentioned that graduation gowns and caps are being collected at the front office at Fondy High. She wondered about the district sharing highlights for the girls' track in addition to the boys' team. She gave a shout out Maddie, FHS school psychologist.

**ADDITIONAL APPROPRIATE**

**MATTERS** FRC Team 2194 Fondy Fire is on Facebook so that the community can follow their journey at the national competition.  
Congratulations to Stephanie Doll on her retirement.

**ADJOURNMENT** MOTION BY Henschel, seconded by Hoerth, the Board of Education adjourn the regular meeting and convene in a workshop to discuss employee benefits, including health insurance, followed by an executive session to consider the Administration's recommendation for nonrenewal of an individual teacher contract and to discuss negotiations with the Fond du Lac Education Association (FEA) and the Educational Support Professionals Association (ESPA) as provided for in Wisconsin Statutes 19.85(1)(c)(e) and (f). MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 5:58 p.m.

**WORKSHOP**

**CALL TO ORDER** President Schreiter called a workshop of the Board of Education to order at 6:15 p.m.

**ROLL CALL** Members present: Godfrey, Henschel, Hoerth, Moder, Pennau, Schreiter, Uselmann.  
Administrative Staff members present: Fleig, Gerlach, Lombardo, Marien, Reichenberger, Steinbarth.

**DISCUSS EMPLOYEE  
BENEFITS, INCLUDING  
HEALTH INSURANCE**

Jay Scott from USI, the district's benefits consultant, joined the Board to discuss renewals of employee benefits, which are a major portion of the district budget. Medical, Dental, Disability, and Employee Engagement recommendations were covered. FDL district's medical plan is an outlier at the top of comparable institutions, with room for changes that will help the district deal with budget limitations. Balancing increased district funding of HRA with raised deductibles will still keep the plan in the top 10% of benchmarked institutions, reduce the premiums by almost 2% to employees and the district, and result in actual out of pocket deductibles increasing by \$500 (individual) and \$1000 (family). Dental will shift to being self-insured, which would not change the plan but provide cost savings. Disability plans will not see an increase. There are presentations and an app available to help employee engagement in wellness. There will still be a free clinic, but the biometric screening system will not continue, in favor of encouraging employees to connect with a provider.

**ADJOURNMENT TO AN EXECUTIVE  
SESSION TO CONSIDER THE ADMINI-  
STRATION'S RECOMMENDATION TO  
NONRENEW AN INDIVIDUAL TEACHER  
CONTRACT AND TO DISCUSS NEGOTIA-  
TIONS WITH THE FOND DU LAC  
EDUCATION ASSOCIATION (FEA) AND  
THE EDUCATIONAL SUPPORT  
PROFESSIONALS ASSOCIATION  
(ESPA) AS PROVIDED FOR IN  
WISCONSIN STATUTES  
19.85(1)(c)(e) AND (f)**

MOTION BY Henschel, seconded by Godfrey, the Board of Education adjourn the workshop and convene in an executive session to consider the Administration's recommendation for nonrenewal of an individual teacher contract and to discuss negotiations with the Fond du Lac

Education Association (FEA) and the Educational Support Professionals Association (ESPA) as provided for in Wisconsin Statutes 19.85(1)(c)(e) and (f):

“(c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.”

“(e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.”

“(f) Considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.”

MOTION CARRIED, ayes 7-0. The workshop adjourned at 6:49 p.m.

## **EXECUTIVE SESSION**

**CALL TO ORDER** President Schreiter called an executive session of the Board of Education to order at 6:55 p.m.

**ROLL CALL** Members present: Godfrey, Henschel, Hoerth, Moder, Pennau, Schreiter, Uselmann.  
Administrative Staff members present: Fleig, Gerlach, Lombardo, Marien, Reichenberger, Steinbarth.

### **CONSIDER THE ADMINISTRATION'S RECOMMENDATION TO NONRENEW AN INDIVIDUAL TEACHER CONTRACT**

Dr. Fleig informed the Board of a nonrenewal situation that needed to be addressed.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve preliminary notice of nonrenewal of an individual teacher contract as discussed in closed session. MOTION CARRIED, ayes 7-0.

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

Fiscal information and projections were shared with the Board in order to assist in making decisions about employee salary negotiations.

### **DISCUSS NEGOTIATIONS WITH THE EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION (ESPA)**

Fiscal information and projections were shared with the Board in order to assist in making decisions about employee salary negotiations.

**ADJOURNMENT** MOTION BY Henschel, seconded by Godfrey, the Board of Education adjourn the executive session. MOTION CARRIED, ayes 7-0. The executive session adjourned at 7:35 p.m.

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Linda Uselmann, Secretary/Clerk