

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
June 27, 2022

CONVENE

Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance
The regular meeting of the Board of Education was called to order by President Henschel at 5:00 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Hoerth, Schreiter, Uselmann, Weddle, Henschel.
Administrative Staff members present: Fleig, Buchholz, Gerlach, Moder, Noonan, Williams.
A Moment of Reflection preceded the Pledge. The Pledge of Allegiance was led by the Board.

ANNOUNCEMENTS/
COMMUNICATIONS

President Henschel made the following announcement: Following adjournment of the regular meeting, the Board will convene in a workshop to discuss an item of interest from the Educational Support Professionals Association (ESPA). Following adjournment of the workshop, the Board will convene in an executive session to discuss administrator contracts and to discuss an employee performance matter as provided for in Wisconsin Statutes 19.85(1)(c).

PUBLIC COMMENT

Jim Hess, W3678 Sunny Road, Eden, expressed concern about low literacy rates in the US and cited a 29-year-old study. He talked about the importance of fathers and complained about a lack of manhood in society. He also spoke about last week's court decision about abortion and showed a picture of an embryo.

Dan Ireland, 102 S. Sallie Avenue, spoke about girls and the trans movement and cited a Mask Resistance group. He talked about social media, eating disorders, and male dominance of girls. He mentioned a Trevor Project study that found conversion therapy results in high rates of suicide and drew an unsupported equivalence in the other direction. He went on to criticize the trans community and its expansion.

APPROVAL OF CONSENT
RESOLUTION AGENDA

MOTION BY Gedemer, seconded by Uselmann, to approve the consent agenda as follows:

A. Human Resources Approvals:

1. Resignations - Gonca Canyurt, math teacher at Fond du Lac High School, effective June 9, 2022; Jennifer Frami, Spanish teacher at Fond du Lac High School, effective June 9, 2022; Joseph Hauser, physical education teacher at Woodworth Middle School, effective June 9, 2022; Steven D. Jorgensen, physical education teacher at Fond du Lac High School, effective June 10, 2022; Christine Kelly, school counselor at Lakeshore Elementary School, effective June 9, 2022; Savannah Maggle, special education teacher at Sabish Middle School, effective June 9, 2022; Melody Matty, third grade teacher at Parkside Elementary School, effective June 9, 2022; Christopher Morgan, physical education teacher at Sabish Middle School, effective June 10, 2022; Cynthia Pokorny, third grade teacher at Rosenow Elementary School, effective June 30, 2022; Courtney Puetz, math teacher at Woodworth Middle School, effective June 23, 2022; Kathryn Rhutasel, English teacher at Fond du Lac High School, effective June 9, 2022; Mitchell Riley, cross-categorical teacher at Roberts

Elementary School, effective July 3, 2022; and Kyle Thompson, special education teacher at Parkside Elementary School, effective June 11, 2022.

2. Employment Recommendations - Effective the 2022-23 teacher contract year: Chloe Allen, 1.0 FTE health teacher at Fond du Lac High School, at Level 1; Traci Barnes, 1.0 FTE cross-categorical teacher with EBD emphasis at Evans Elementary School, at Level 11; Jillian Bingen, 1.0 FTE grade 1 teacher at Evans Elementary School, at Level 1; Casidee Birschbach, 1.0 FTE cross-categorical teacher at Fond du Lac High School, at Level 1; Sarah Boylen, 1.0 FTE grade 7 social studies teacher at Sabish Middle School, at Level 5; Jennifer Brendelson, 1.0 FTE grade 3 teacher at Rosenow Elementary School, at Level 5; Molly Carney, 1.0 FTE social studies teacher at Fond du Lac High School, at Level 1; Luke Cofax, 1.0 FTE math teacher at STEM, at Level 1; Emilee Davis, 1.0 FTE kindergarten teacher at Pier Elementary School, at Level 1; Lindsey Day, 1.0 FTE grade 3 teacher at Waters Elementary School, at Level 4; Kassidy Freund, 1.0 FTE general music teacher at Roberts Elementary School, at Level 1; Morgan Gedlinski, grade 8 ELA teacher at Woodworth Middle School, at Level 5; Joseph Golden, 1.0 FTE science teacher at Fond du Lac High School, at Level 1; Adam Grassnickle, 1.0 FTE social studies teacher at STEM, at Level 4; Tiana Jackson, 1.0 FTE cross-categorical teacher at Parkside Elementary School, at Level 2; Amy Prochnow, 1.0 FTE cross-categorical teacher at Rosenow Elementary School, at Level 8; Darcy Sporer, 1.0 FTE grade 7 math teacher at Sabish Middle School, at Level 7; and Cheyenne Thompson, 1.0 FTE cross-categorical/EBD teacher at Pier Elementary School, at Level 1.

MOTION CARRIED, ayes 7-0.

INDIVIDUALLY CONSIDERED RESOLUTIONS

Business Services

Consider Approval of Student Fees

The administration is recommending a \$10.00 general fee for 4K-5th grade students and a \$15.00 general fee for 6th-12th grade students.

MOTION BY Godfrey, seconded by Hoerth, that the Board of Education approve the recommendation from the administration to approve the following general student fees for the 2022-23 school year:

- Elementary Fees (Grades 4K-5) - \$10.00 per student
- Middle/High School Fees (Grades 6-12) - \$15.00 per student

MOTION CARRIED, ayes 7-0.

There will be a \$5.00 parking permit fee for students at the high school.

This amount will cover the cost of processing registration of vehicles.

MOTION TO AMEND by Gedemer to return the fee to \$25. Lacking a second, the motion failed.

MOTION BY Godfrey, seconded by Uselmann, that the Board of Education approve a \$5.00 student parking permit fee at the high school for the 2022-23 school year. MOTION CARRIED, ayes 6-1.

Human Resources

Consider Resignation of Current Principal at Parkside Elementary School

Don Ryan, current principal at Parkside Elementary School, has resigned effective at the end of the day, June 23, 2022.

MOTION BY Uselmann, seconded by Weddle, that the Board of Education accept the resignation of Don Ryan, current Principal at Parkside Elementary School, effective at the end of the day, June 23, 2022, and that the Board express its appreciation for his contributions and service to the District these past four years. MOTION CARRIED, ayes 7-0.

Board Approval

Consider Approval of Suggested
Revision to Policy 8330—Student
Records – 1st Reading

The intent of the revision to Policy 8330 is to provide an opportunity for parents/guardians to indicate that they do not want directory data shared publicly about their child, whether it is an internal or external organization doing the sharing. The proposed policy revision would give parents/guardians the opportunity to indicate their directory data opt-out preference for their child during annual student information verification or, for those who enroll mid-school year, within 14 days of enrollment. Uselmann raised the question of whether parents/guardians could withdraw their child from directory disclosures mid-year, if circumstances warranted. That answer will be determined and shared at the second reading of the policy.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve the suggested revision to Policy 8330—Student Records as presented at first reading.

MOTION CARRIED, ayes 4-2-1 (2 voting no—Henschel, Hoerth, 1 abstention—Uselmann).

BOARD/ADMINISTRATOR
REPORTS

Facility Services

High School Stadium Project

Mike Gerlach and John Williams answered questions regarding the status of the stadium project. Meetings have begun with Excel Engineering and CD Smith. Looking for a detailed scope and budget by summer's end. There will be a "site walk" this week at the high school, what is currently the freshman field at the west end of the high school. This fall that field will be in regular use since work should not be beginning until winter/spring. Environmental studies are completed (DNR approval). Spring sports will be affected, and conversations around that will be happening.

Teaching and Learning

Review of Achievement Gap
Reduction (AGR) Data Reports

Dr. Fleig reviewed the required yearly data reports that were sent to the board prior to the meeting. The program provides investments and measures to decrease class size and/or increase staffing at these schools (Parkside, Chegwin, Riverside, and Evans).

Superintendent

Elementary TOSA Report

Dr. Fleig and Katie Moder reviewed and publicly shared the survey data, which was sent to the board prior to the meeting, regarding the impact of the TOSAs on student learning, attendance, and positive behavior. She shared the list of people on the TOSA team and what their summer preparation work looks like, including book studies. These positions are grant funded and may need to be retooled with likely upcoming budget challenges.

Observance of 4th of July – District
Offices Closed on Monday, July 4,
2022

Dr. Fleig stated that all district offices will be closed Monday, July 4th, in observance of the federal Independence Day holiday.

Board Members

Thank Tim Weddle for His Board Service and Discuss Board Vacancy

As Tim Weddle prepares to move out of the district, the board thanked him for his service and wished him well. He thanked the group for mentorship and urged patience from the community. The vacancy will be filled via a board process, with the public posting July 3-6 in the Reporter, and July 15th being the due date for letters of interest. Interviews will be held July 21st beginning at 5pm. The chosen candidate could take office August 9th.

Student/Staff Activities

Multiple board members enjoyed participating in graduation. Schreiter thanked all those who run extracurriculars, which go year round. Godfrey was elected to the CESA 6 Board of Control and enjoyed learning at the meeting. Uselmann attended Mamma Mia at the PAC, peeked in on summer band, and is teaching in the Marian University Upward Bound program for local high school students including some from FHS. Henschel mentioned the flurry of activity around the various school buildings this summer. Weddle enjoyed graduation and spoke about the state trap shoot.

PUBLIC COMMENT

Charlotte Trotter, 77 E. 11th Street, mentioned that her children have now all graduated, but she now has foster children in the district. She mentioned that volleyball was missed in the shout-outs for graduates. She asked for a conversation about athletic fees (currently \$40, buy two get one free). There are many other incidentals that also add up. Kathi Seidl-Deschand, 1039 New Haven Court, has a recent graduate who was active in sports and extracurriculars and good grades. After college orientation, they went through the phy ed building and spoke with a coach. Her daughter was interested in having coaches of the same gender to whom to report concerns, and the issue was raised by this parent as a local question.

ADDITIONAL APPROPRIATE MATTERS

Henschel mentioned that committees will be updated as the strategic plan progresses.

ADJOURNMENT TO A WORKSHOP TO DISCUSS AN ITEM OF INTEREST FROM THE ESPA MEET AND CONFER, FOLLOWED BY AN EXECUTIVE SESSION TO DISCUSS ADMINISTRATOR CONTRACTS AND TO DISCUSS AN EMPLOYEE PERFORMANCE MATTER AS PROVIDED FOR IN WISCONSIN STATUTES 19.85(1)(c)

MOTION BY Gedemer, seconded by Godfrey that the Board of Education adjourn the regular meeting and convene in a workshop to discuss an item of interest from the Educational Support Professionals Association (ESPA) Meet and Confer, followed by an executive session to discuss administrator contracts and to discuss an employee performance matter as provided for in Wisconsin Statutes 19.85(1)(c). MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 6:18 p.m.

WORKSHOP

CALL TO ORDER A workshop of the Board of Education was called to order by President Henschel at 6:20 p.m.

ROLL CALL Members present: Gedemer, Godfrey, Hoerth, Schreiter, Uselmann, Weddle, Henschel.
Administrative Staff members present: Fleig, Buchholz, Gerlach, Noonan, Williams.

DISCUSS AN ITEM OF INTEREST FROM THE EDUCATIONAL SUPPORT PROFESSIONALS ASSOCIATION (ESPA) MEET AND CONFER A proposal was presented for a 403b matching/seeding plan for the ESPA group. This proposal is part of the meet and confer process, with the goal of recruitment and retention of excellent educational support professionals for the district. A \$500 seed with subsequently up to a \$500 yearly match, vesting after 3 years, was discussed. Salary comparisons/competitiveness with other districts were discussed as well. There were questions about both the vesting period and the seeding. The board had a consensus on raising the vesting period to 5 years.

ADJOURNMENT TO AN EXECUTIVE SESSION TO DISCUSS ADMINISTRATOR CONTRACTS AND TO DISCUSS AN EMPLOYEE PERFORMANCE MATTER AS PROVIDED FOR IN WISCONSIN STATUTES 19.85(1)(c) MOTION BY Uselmann, seconded by Weddle that the Board of Education adjourn the workshop and convene in an executive session to discuss administrator contracts and to discuss an employee performance matter 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 7-0. The workshop adjourned at 6:52 p.m.

EXECUTIVE SESSION

CALL TO ORDER An executive session of the Board of Education was called to order by President Henschel at 7:06 p.m.

ROLL CALL Members present: Gedemer, Godfrey, Hoerth, Schreiter, Uselmann, Weddle, Henschel.
Administrative Staff members present: Fleig.

DISCUSS ADMINISTRATOR CONTRACTS Administrator contract changes were discussed, along with the process for board approval.

DISCUSS AN EMPLOYEE PERFORMANCE MATTER The board was notified about needed organizational changes.

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