

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
August 10, 2020

SPECIAL MEETING

CALL TO ORDER

A special meeting of the Board of Education via Zoom was called to order by President Jones at 4:31 p.m.

ROLL CALL

Members present: Gedemer, Teifke, Uselmann, Jones.

Administrative Staff members present: Simon, Gerlach.

ANNOUNCEMENT OF ADJOURN-
MENT TO AN EXECUTIVE SESSION
TO DISCUSS MATTERS RELATING
TO A CONTRACT RIDER TO THE
JOHNSON BUS PUPIL TRANS-
PORTATION AGREEMENT AND TO
DISCUSS MATTERS RELATING TO
THE FORMER SUPERINTENDENT'S
CONTRACT

President Jones announced that the Board would adjourn to an executive session to discuss matters relating to a Contract Rider to the Johnson Bus Pupil Transportation Agreement and to discuss matters relating to the former Superintendent's contract.

ADJOURNMENT TO AN EXECUTIVE
SESSION TO DISCUSS MATTERS
RELATING TO A CONTRACT RIDER
TO THE JOHNSON BUS PUPIL
TRANSPORTATION AGREEMENT
AND TO DISCUSS MATTERS
RELATING TO THE FORMER
SUPERINTENDENT'S CONTRACT
AS PROVIDED FOR IN WISCONSIN
STATUTES 19.85(1)(c) AND (e)

MOTION BY Uselmann, seconded Jones the Board of Education adjourn the special meeting and convene in an executive session to discuss matters relating to a Contract Rider to the Johnson Bus Pupil Transportation Agreement and to discuss matters relating to the former Superintendent's contract as provided for in Wisconsin Statutes 19.85(1)(c) and (e):

“(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.”

MOTION CARRIED, ayes 4, absent and not voting 3 (Godfrey, Jurgella, Strand). The special meeting adjourned at 4:34 p.m.

EXECUTIVE SESSION

CALL TO ORDER

An executive session of the Board of Education via Zoom was called to order by President Jones at 4:34 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Jurgella, Strand, Teifke, Uselmann, Jones.

Administrative Staff members present: Simon, Gerlach.

Board attorney John St. Peter also attended.

DISCUSS MATTERS RELATING TO A CONTRACT RIDER TO THE JOHNSON BUS PUPIL TRANSPORTATION AGREEMENT

Additional matters will be included in the contract, in a rider, in order to address matters related to COVID 19 that arose last spring and may continue into this coming school year.

DISCUSS MATTERS RELATING TO THE FORMER SUPERINTENDENT'S CONTRACT

The next steps discussed in the last executive session were taken, and the matter is resolved.

ADJOURNMENT

MOTION BY Godfrey, seconded Gedemer the Board of Education adjourn the executive session. MOTION CARRIED, ayes 6-0 (one dropped off the line and not voting, Jurgella). The executive session adjourned at 5:06 p.m.

Linda Uselmann, Secretary/Clerk

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
August 10, 2020

CONVENE

The regular meeting of the Board of Education via Zoom was called to order by President Jones at 5:10 p.m. A quorum was present.

ROLL CALL

Members present: Gedemer, Godfrey, Jurgella, Strand, Teifke, Uselmann, Jones.

Administrative Staff members present: Simon, Buchholz, Gerlach, Moder, Noonan, Reichenberger, Seyfert, Snyder, Williams.

A Moment of Reflection preceded the Pledge. The Pledge of Allegiance was led by Interim Superintendent Sharon Simon.

ANNOUNCEMENTS/
COMMUNICATIONS

President Jones announced that following adjournment of the regular meeting, the Board will convene in a workshop to discuss substitute teacher compensation, the addendum to employee handbooks related to COVID-19, and the Food Service Community Eligibility Provision (CEP).

AUDIENCE TO VISITORS
AND DELEGATIONS

None.

APPROVAL OF CONSENT
RESOLUTION AGENDA

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

A. Approval of Minutes:

1. July 13, 2020 Board of Education Regular Meeting and Workshop as presented.
2. July 27, 2020 Board of Education Special Meeting, Executive Session, Regular Meeting, and Workshop as presented.
3. July 29, 2020 Special Meeting as presented.

B. Business Services Approval:

1. Current Expenses – To approve bills of the Board of Education in the amount of \$12,173,127.98 and to have warrants drawn for their payment.

C. Human Resources Approvals:

1. Retirement - Tara Dusenberry, language arts teacher at Theisen Middle School, effective June 30, 2020.
2. Resignation - Shayna Reynard, sixth grade science teacher at Theisen Middle School, effective at the end of the 2019-20 school year.
3. Employment Recommendations - Effective the 2020-21 teacher contract year: Kathryn Rhutasel, 1.0 FTE English teacher at Fond du Lac High School, at Level 1; Nicole Senkbeil, 1.0 FTE grade 8 math teacher at Woodworth Middle School, at Level 6; and Ashley Vogelsberg, 1.0 FTE special education teacher at Theisen Middle School, at Level 1.

MOTION CARRIED, ayes 7.

INDIVIDUALLY CONSIDERED
RESOLUTIONS

Business Services

Consider Possible Action Approving
Contract Rider to Johnson Bus
Pupil Transportation Agreement for
2020-21

The Board was asked to consider a Contract Rider to the Johnson Bus Pupil Transportation Agreement for the 2020-21 school year. Additional matters will be included in the contract in this rider in order to address matters related to COVID 19 that arose last spring and may continue into this coming school year.

MOTION BY Teifke, seconded Godfrey that the Board of Education approve the contract rider to the Johnson Bus Pupil Transportation Agreement for 2020-21 as presented. MOTION CARRIED, ayes 7.

Pupil Services

Consider Approval of Integrated
3-Year-Old Early Childhood
Special Education Agreements

The Pupil Services Department is happy to be partnering with Camelot Children's Center and Lily Pad Learning Center to offer integrated 3-year-old EC programming for the 2020-2021 school year. There will be MWF classes and TR classes at both sites. Safety and health concerns due to COVID are addressed in the contracts.

MOTION BY Strand, seconded Godfrey that the Board of Education approve the 2020-21 3-Year-Old Early Childhood Special Education Agreements with the following providers: Lily Pad Learning Center and Camelot Children's Center. MOTION CARRIED, ayes 7.

Consider Approval of 2020-21
Student School Schedules

The Board approved the Student School Schedules. All schools meet the state requirement for hours and minutes of instruction. The only change from last year's schedule is an increase of five (5) minutes at the end of the high school day to help accommodate changes to the lunchtimes.

MOTION BY Jones, seconded Uselmann the Board of Education approve the 2020-21 Student School Schedules as presented. MOTION CARRIED, ayes 7.

Consider Approval of Suggested
Revisions to NEOLA Policies
(First Reading)

After a Board workshop on June 22, the policies have been updated based on Board member suggestions and questions, and NEOLA feedback. In addition, there are six additional existing policies that change the female Compliance Officer from Sharon Simon to Laurice Snyder.

MOTION BY Teifke, seconded Uselmann that the Board of Education approve the suggested revisions to NEOLA Policies as presented at first reading in the attached listing. MOTION CARRIED, ayes 7.

BOARD/ADMINISTRATOR
REPORTS

Facility Services

Facilities Referendum Planning
Update

John Williams reported that good progress continues at the Phase 1 sites. Some things are beginning to be moved back into the buildings.

Human Resources

Update on Title IX Regulations

Stacey Buchholz stated that training is set up for the Compliance Officers, who will be Laurice Snyder and Michael Gerlach, and training for administrators will follow, in particular about sexual harassment reporting and investigation.

Pupil Services

Social Emotional Report

Katie Moder presented information on Social-Emotional Learning, including District statistics and information on bullying, seclusion/restraint, and suspensions/expulsions as well as the tools that are used to prevent negative behaviors before they are disruptive to education. Programs include Nurtured Heart, restorative conferences, and the community partnership called CARES. CARES was able to be in all middle schools and three elementary schools last year. This year the high school will be included as well. Funding may be different going forward, as the particular DPI grant that started things off is no longer available.

There are other grants and funding sources that Ms. Moder and Ms. Brendelson are pursuing. The Mental Health Navigator position is particularly important.

Superintendent
Opening of School 2020-21

Sharon Simon commented that the opening of school has been, in fact, a weeks-long process. Some staff are coming back soon, including a large administrator meeting next week. The new employee breakfast will look different. Staff will be welcomed back, along with traditional celebrations of longevity. Students are back to learning beginning September 1. So far, 70% of families have registered, with 20% choosing the online option so far.

Partnership with The Arc
Fond du Lac

Ms. Moder introduced a new partnership with the ARC which will help students with the most intensive needs, who had a difficult time with the remote learning in the spring. Liz Morell is the contact point. This will include learning opportunities and assistance along with parent support groups.

District Featured in *Wisconsin School News*

Sharon Simon noted that Fond du Lac was featured in the *Wisconsin School News*, a Wisconsin Association of School Boards (WASB) publication. Ms. Noonan explained the process of putting together the information, highlighting the mobile free library project and a donation of hand sanitizer to local hospitals.

Board Members
Student/Staff Activities

Dr. Jones attended automotive teacher training last Tuesday.

Mrs. Uselmann was at the high school today and observed the tennis program in full swing and noticed administrators hard at work.

ADDITIONAL APPROPRIATE
MATTERS

Mr. Strand asked to propose a different resolution for the start of school, with a hybrid option. Ms. Simon explained that there would have to be an additional noticed meeting, with a motion to rescind action taken on July 29, 2020, and replace it with the hybrid (blended) model. This will affect staffing, as well as family decisions. The Board will meet on Wednesday, August 12, 2020 at 6:00 p.m. to address this.

Mr. Jurgella raised the issue of eliminating parking fees at the high school.

Mr. Gedemer proposed dedicating time at an upcoming meeting dedicated to defining and explaining the modifications due to COVID, and possible related expenses.

ADJOURNMENT TO A
WORKSHOP TO DISCUSS
SUBSTITUTE TEACHER
COMPENSATION, THE
ADDENDUM TO EMPLOYEE
HANDBOOKS RELATED TO
COVID-19, AND FOOD SERVICE
COMMUNITY ELIGIBILITY
PROVISION (CEP)

MOTION BY Godfrey, seconded Strand that the Board of Education adjourn the regular meeting and convene in a workshop to discuss substitute teacher compensation, the addendum to the employee handbooks related to COVID-19, and the Food Service Community Eligibility Provision (CEP).
MOTION CARRIED, ayes 7. The regular meeting adjourned at 6:11 p.m.

WORKSHOP

CALL TO ORDER

A workshop of the Board of Education via Zoom was called to order by President Jones at 6:11 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Jurgella, Strand, Teifke, Uselmann, Jones.

Administrative Staff members present: Simon, Buchholz, Gerlach, Moder, Noonan, Reichenberger, Seyfert, Snyder, Williams, Ryan, Hughes, Saunders.

DISCUSS SUBSTITUTE TEACHER
COMPENSATION

Ms. Buchholz gave an overview of substitute teacher salaries in other districts. Fond du Lac salaries agree with some and are on the low end compared to others. Options were presented, and discussion about longevity both with the district and in a specific classroom will be included in models that will be brought back to the Board in a workshop on September 14, 2020.

DISCUSS THE ADDENDUM TO
EMPLOYEE HANDBOOKS
RELATED TO COVID-19

Information on leave is consolidated into an addendum document which includes a flow chart that addresses teacher rights and options. There is also information on assignment preferences, and how those will be handled, along with procedures and guidelines related to COVID safety and sanitation. Visitors (other than substitute instructors) will be limited. It also addresses District social media, travel and quarantines, etc.

Mr. Jurgella left the meeting at 6:38 p.m.

DISCUSS FOOD SERVICE
COMMUNITY ELIGIBILITY
PROVISION (CEP)

The schools that fit the criteria for success with this program are currently Parkside, Riverside, and Chegwin. Going forward, every student at these schools will have free lunch, rather than the typical three designations of full price, reduced, and free lunches. The program is for four years, before needing to reapply.

ADJOURNMENT

MOTION BY Strand, seconded Jones the Board of Education adjourn the workshop. MOTION CARRIED, ayes 6, absent and not voting 1 (Jurgella). The workshop adjourned at 7:02 p.m.

Linda Uselmann, Secretary/Clerk