

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
August 14, 2023

- CONVENE** Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance
President Schreiter called the regular meeting of the Board of Education to order at 5:00 p.m.
- ROLL CALL** Members present: Godfrey, Henschel, Hoerth, Moder, Pennau, Uselmann, Schreiter.
Administrative Staff members present: Fleig, Gerlach, Reichenberger, Steinbarth, Marien.
A Moment of Reflection preceded the Pledge of Allegiance, which was led by the Board.
- ANNOUNCEMENTS/
COMMUNICATIONS** Following adjournment of the regular meeting, the Board will convene in a workshop to review suggested NEOLA policy updates to Volume 32-1, followed by an executive session to discuss site acquisition as provided for in Wisconsin Statutes 19.85(1)(e).
- PUBLIC COMMENT** Dan Ireland, 102 S. Sallie Ave, congratulated the board on the new athletic field. He read from an article from the Badger Institute about UWs and DEI programs not working.
Jim Hess, W3678 Sunny Road, Eden, spoke in favor of phonics instruction versus 3-cueing. He spoke against the DPI and teacher unions. He also spoke against the CDC and its guidance about COVID, vaccines, and trans men.
Richard Gedemer, 49 Aurora Lane, spoke about back to school time. He read WI statute 118.01(2) to the board.

APPROVAL OF CONSENT

RESOLUTION AGENDA MOTION BY Henschel,, seconded by Godfrey, to approve the consent agenda as follows:

- A. Approval of Minutes:
 1. July 10, 2023 Board of Education Regular Meeting and Executive Session as presented.
- B. Chief of Finance and Operations:
 1. Current Expenses – To approve bills of the Board of Education in the amount of \$5,171,613.23 and to have warrants drawn for their payment.
 2. Resignations - Jared Esala, physical education teacher at Fondy High, effective July 3, 2023; Timothy Evers, special education teacher at Sabish Middle School, effective June 7, 2023; Carrie Beth Rose, special education teacher at Waters Elementary School, effective July 27, 2023; and Sonja Rosencrans, TOSA at Waters Elementary School, effective July 24, 2023.
 3. Employment Recommendations - Effective the 2023-24 teacher contract year: Jamie Buehner, 1.0 FTE English teacher at Fond du Lac High School, at Level 7; Clarissa Heaney, .5 FTE 4K teacher at Mary Linsmeier, at Level 4; Matthew Hein, 1.0 FTE science teacher at Fond du Lac High School, at Level 7; Shelby Hermes, 1.0 FTE Spanish teacher at Fond du Lac High School, at Level 4; Crystal Jacoby, .5 FTE 4K teacher at Parkside Elementary School, at Level 3; Bailey Mitchell, 1.0 FTE cross-categorical teacher at Theisen Middle School, at Level 4; Maria Penn, 1.0 FTE grade 3 teacher at Roberts Elementary School, at Level 4; Lara "Melissa" Rohrer, 1.0 FTE English teacher at Fond du Lac High School, at Level 6; April Schneider, 1.0 FTE math teacher at Fond du Lac High School, at Level 4; Sara Stumpf, 1.0 FTE grade 2 teacher at Parkside Elementary School, at Level 10; Brooke Waite, 1.0 FTE science teacher at Fond du Lac High School, at Level 1; Robi Jo Walker (Limited Contract), 1.0 FTE grade 7 science teacher at Sabish Middle School, at Level 5; and Kelly Zangl, 1.0 FTE cross-categorical teacher at Lakeshore Elementary School, at Level 10.

MOTION CARRIED, ayes 7-0.

**INDIVIDUALLY CONSIDERED
RESOLUTIONS**

Chief of Schools

Approval of 2023-24 Student

School Schedules

Each year, the Board formally approves the Student School Schedules. All of the schools meet the state requirement for hours and minutes of instruction. No schools are using staggered schedules any longer.

MOTION BY Henschel, seconded by Hoerth, that the Board of Education approve the 2023-24 Student School Schedules as presented. MOTION CARRIED, ayes 7-0.

Chief Academic Officer
Approval of Early Childhood
Integrated Contracts for
2023-24

The District provides special education services for students with disabilities from age 3-21. Our early childhood contracts allow us to provide students their specialized instruction in the Least Restrictive Environment (LRE) with their same age peers.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve the 2023-24 Early Childhood Integrated Contracts with Lily Pad Learning Center and Camelot Children's Center. MOTION CARRIED, ayes 7-0.

Chief of Finance and Operations
Designation of Title IX
Coordinators

To be in compliance with Title IX requirements, at least one Title IX Coordinator must be designated for the District and listed within the Board policies.

MOTION BY Henschel, seconded by Hoerth, that the Board of Education approve the designation of Marisa Lombardo and Terrance Lofton as Title IX Coordinators for the Fond du Lac School District. MOTION CARRIED, ayes 7-0.

Consider Approval of Student
Fees for 2023-24

Last year, the Board approved a revised general fee structure for families. The revised fee structure provided a predicated and affordable fee for our families. The fee will be waived for students who qualify for free or reduced lunch.

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 2023-24 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.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve a \$5.00 student parking permit fee at the high school for the 2023-24 school year.

MOTION CARRIED, ayes 7-0.

Consider Approval to Provide a
Retention Bonus to Educational
and Language Interpreters

In order to attract and retain educational and language interpreters to fill these positions, the administration is asking for approval of a \$4,000 retention bonus for each educational and language interpreter over the course of the fiscal year.

MOTION BY Henschel, seconded by Godfrey, that the Board of Education approve the recommendation from the administration to provide a retention bonus to educational and language interpreters. MOTION CARRIED, ayes 7-0.

Superintendent

Consider Endemic Re-Entry
Plan for 2023-24

The Elementary and Secondary School Emergency Relief (ESSER III) requires districts to update their instructional plan as part of their pandemic re-entry plan. Dr. Fleig is recommending an endemic strategy, meaning "stay home if you are sick," with a focus on students being present for in-person instruction with minimal disruption.

MOTION BY Godfrey, seconded by Henschel, that the Board of Education approve the administration's Re-Entry Plan for the 2023-2024 school year. MOTION CARRIED, ayes 7-0.

Consider Naming High School
Stadium

It is the administration's recommendation that the new stadium at the high school be named Cardinal Stadium until 2048. National Exchange Bank donated for the field naming rights, so the complex will be known as National Exchange Bank Field at Cardinal Stadium.

MOTION BY Henschel, seconded by Godfrey, that the Board of Education approve the administration's request to name the high school stadium, **Cardinal Stadium**.

MOTION CARRIED, ayes 7-0.

**BOARD/ADMINISTRATOR
REPORTS**

Chief of Finance

Recreation Department Rebranding

Justin Marien, Communications Director, shared that the FDL Recreation Department will now be known as the FDLSD Community Education and Recreation Department. The process of engaging in these changes is based on work with and feedback from multiple community stakeholders. There will be more pieces of district rebranding revealed tomorrow at the public opening of the stadium.

Superintendent

**Back to School Schedule
for Staff**

Dr. Fleig thanked those who attended the new teacher meeting this morning, and invited the board to also attend the welcome back for all staff next Monday.

LeapCare

Dr. Fleig shared that there will be a new program (Leap Care) to proactively, confidentially assist with the emotional well-being of district employees. There will be a "care coach" that will be available to all staff and their families 24/7, and will also be rounding to buildings. This also includes crisis care (working to prevent PTSD), and working hand in hand with the current EAP program.

Board Members

Student/Staff Activities

New teacher meeting: Moder/Godfrey/Pennau/Schreiter/Uselmann; Henschel: stadium work and football scrimmages; Moder: Take Back the Night; Godfrey: National Night Out, football practices, wife is now cancer free; Schreiter: spoke with AVID teachers, son at college

PUBLIC COMMENT

Chari Trotter, 77 E. 11th St., "gave roses" to administrators, teachers, and community members who visited the Ebony Vision library. She mentioned the interpreters and the need to build relationships. She also mentioned 50 years of hip hop and the song "Fear of a Black Planet." She fact checked the UW statistics: there has never been more than 3% black students, and they have an 80% graduation rate. She asked that our counselors remind students of HBCUs as an option.

**ADJOURNMENT TO A WORKSHOP
TO REVIEW SUGGESTED NEOLA
POLICY UPDATES TO VOLUME 32-1,
FOLLOWED BY AN EXECUTIVE
SESSION TO DISCUSS SITE ACQUISITION
AS PROVIDED FOR IN WISCONSIN
STATUTES 19.85(1)(e)**

MOTION BY Henschel, seconded by Godfrey, that the Board of Education adjourn the regular meeting and convene in a workshop to review suggested NEOLA policy updates to Volume 32-1. MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 6:06 p.m.

WORKSHOP

CALL TO ORDER

President Schreiter called a workshop of the Board of Education to order at 6:17p.m.

ROLL CALL

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

**REVIEW SUGGESTED NEOLA
POLICY UPDATES TO
VOLUME 32-1**

The board went over the policies one by one and asked clarifying questions.

ADJOURNMENT

MOTION BY Godfrey, seconded by Henschel, that the Board of Education adjourn the workshop and convene in an executive session to discuss site acquisition as provided for in Wisconsin Statutes 19.85(1)(e):
"(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 7-0. The workshop adjourned at 6:47 p.m.

EXECUTIVE SESSION

CALL TO ORDER	President Schreiter called an executive session of the Board of Education to order at 6:52 p.m.
ROLL CALL	Members present: Godfrey, Henschel, Hoerth, Moder, Pennau, Uselmann, Schreiter. Administrative Staff members present: Fleig, Gerlach, Steinbarth, Williams.
DISCUSS POSSIBLE SITE ACQUISITION	The Director of Facilities and Safety presented an opportunity to the Board and next steps were discussed.
ADJOURNMENT	MOTION BY Uselmann, seconded by Henschel, that the Board of Education adjourn the executive session. MOTION CARRIED, ayes 7-0. The executive session adjourned at 7:12 p.m.



Linda Uselmann, Secretary/Clerk