

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
August 8, 2022

OATH OF OFFICE

The Honorable Judge Andrew Christianson administered the Oath of Office to new Board member Andrea Schultz.

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, Schultz, Uselmann, Henschel.
Administrative Staff members present: Fleig, Gerlach, Reichenberger, Steinbarth, Bramstedt, Irving, Moder, Williams.

ANNOUNCEMENTS/
COMMUNICATIONS

A Moment of Reflection preceded the Pledge. The Pledge of Allegiance was led by the Board.

President Henschel announced that following adjournment of the regular meeting, the Board will convene in a workshop to review progress with Excel Engineering on the design phase of the Fond du Lac High School stadium project, followed by an executive session to discuss an employee discipline matter as provided for in Wisconsin Statutes 19.85(1)(c) and (f).

PUBLIC COMMENT

Jim Hess, W3678 Sunny Road, Eden, spoke about school spending and wanting more geniuses. He spoke against Human Growth and Development curriculum items in Wauwatosa, claiming they were indoctrination and propaganda. He also spoke about Kettle Moraine and restrictions on teachers due to political implications. He showed a picture of an embryo and talked about his experience at the Pride Picnic. He shared a talking point about the founder of Planned Parenthood and eugenics.

Samuel Fuchs, 508 Willsher Drive, spoke in favor of adding an in-person Calculus II class, rather than the virtual option currently offered. He cited statistics about learning and his own learning experiences to back up his request. He stated that a willing group of students and a qualified instructor were available.

John Fuchs, 508 Willsher Drive, echoed his son's sentiments and expressed pride in his son being willing to speak at the meeting.

Everett Fischer, 220 Old Pioneer Road, also spoke in favor of the Calculus II class. He asked why 14 was the minimum class size, and why if there were students who want to take the class it wouldn't be offered.

APPROVAL OF CONSENT
RESOLUTION AGENDA

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

A. Approval of Minutes:

1. July 11, 2022 Board of Education Regular Meeting as presented.
2. July 21, 2022 Board of Education Special Meeting as presented.

B. Chief of Finance and Operations:

1. Current Expenses – To approve bills of the Board of Education in the amount of \$12,619,262.12 and to have warrants drawn for their payment.
2. Resignations - Ashley Arndt-Eggers, special education teacher at Roberts Elementary School, effective July 23, 2022; Stacey Kastein, grade 5 teacher at Waters Elementary School, effective July 29, 2022; Danielle Pettit, TOSA at Evans Elementary School, effective July 21, 2022; and Ashley Supple, grade 2 teacher at Chegwin Elementary School, effective August 3, 2022.
3. Employment Recommendations - Effective the 2022-23 teacher contract year: Sydney Friess, 1.0 FTE grade 2 teacher at Waters Elementary School, at Level 1; Amara Hartmann, 1.0 FTE grade 5 teacher at Roberts Elementary School, at Level 3; Traci Lyle, 1.0 FTE kindergarten teacher at Waters Elementary School, at Level 4; Nicole Olivas-Dimmer, 1.0 FTE cross-categorical teacher at Sabish Middle School, at Level 11; Charles Olson, 1.0 FTE grade 7 math teacher at Woodworth Middle School, at Level 9; Kathleen Torgersen, 1.0 FTE grade 4 teacher at Waters Elementary School, at Level 4; Kenneth Wolf, 1.0 FTE cross-categorical teacher at Fond du Lac High School, at Level 1; Gerri Wright, 1.0 FTE math teacher at Fond du Lac High School, at Level 6; Abigail Zoller, 1.0 FTE school counselor at Chegwin Elementary School, at Level 4; and Shannon Zupke, 1.0 FTE grade 4 teacher at Chegwin Elementary School, at Level 3.
4. Letters of Temporary Substitute Employment - Effective the 2022-23 teacher contract year: Savannah Cousert, 1.0 FTE grade 8 English/language arts teacher at Theisen Middle School, at Level 1; and Robi Jo Walker, 1.0 FTE grade 6 science teacher at Sabish Middle School, at Level 5.

MOTION CARRIED, ayes 7-0.

INDIVIDUALLY CONSIDERED
RESOLUTIONS

Chief of Schools

Consider Approval of 2022-23
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. Some schools are keeping the staggered start times because staff found them helpful in starting the school day smoothly.

MOTION BY Uselmann, seconded by Hoerth that the Board of Education approve the 2022-23 Student School Schedules as presented. MOTION CARRIED, ayes 7-0.

Chief Academic Officer

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

The Fond du Lac School District provides special education services for students with disabilities from age three through 21. Our Early Childhood contracts allow us to provide students their specialized instruction with the Least Restrictive Environment (LRE) with their same age peers. The District has partnered with Camelot Children’s Center for many years, and in 2019-20 began a partnership with LilyPad Learning Center. There are three total sites, with Parkside being the third.

MOTION BY Schultz, seconded by Hoerth that the Board of Education approve the 2022-23 3-Year-Old Early Childhood Special Education

Agreements with LilyPad Learning Center and Camelot Children's Center. MOTION CARRIED, ayes 7-0.

Superintendent

Consider Approval of the
2022-2025 Strategic Plan

The Strategic Plan will provide much needed guidance to the administration and Board of Education for the next three years. Tim Wyrosdick, Studer Education Group, was instrumental in leading the development of this plan through the facilitation of focus groups as well as leading the steering committee. The four pillars are: Student Achievement, Safety, Employee Engagement, and Collaborative Culture. The length of the plan is three years to facilitate strong, decisive changes in a timely fashion. The plan will be on the site and a baseline score will be shared in the next couple of meetings. The plan's progress will be regularly shared with the board and the public. Board committees will be assigned in the near future and aligned with this plan and process.

MOTION BY Schreiter, seconded by Henschel that the Board of Education approve the three-year Strategic Plan for 2022-2025 as presented. MOTION CARRIED, ayes 7-0.

Consider Approval of the Endemic
Re-Entry Plan for 2022-23

Dr. Fleig recommended an endemic strategy meaning "stay home if you are sick," with a focus of students being present for in-person with minimal disruption. ESSER requires this update as a part of the re-entry plan. Other districts in the area are following a similar plan.

MOTION BY Schreiter, seconded by Schultz that the Board of Education approve the Endemic Re-Entry Plan for the 2022-23 school year. MOTION CARRIED, ayes 7-0.

BOARD/ADMINISTRATOR
REPORTS

Chief of Finance and Operations
Facilities Referendum Planning
Update

John Williams shared that there is good progress, although some things are not quite wrapped up. Lakeshore is experiencing site work, including HVAC, parking lot resurfacing, and student drop off. Rosenow is getting air conditioning once interior duct work wraps up. Hopefully supply chain issues will not interfere. Riverside is progressing well with a new production kitchen; the roof is nearly complete and the district office will also be worked on. STEM interior spaces are being renovated in phases, and the elevator is yet to arrive. Road construction also impacts the work. All building roofs at FHS will have been replaced by the end of this process, and HVAC work continues.

Exit Interview Data Report

Stacey Bramstedt referenced a summary document that was shared with the board. Every employee who terminates employment with the district has the opportunity to share feedback either via a survey or in person. There were more resignations than retirements this past year, while the overall number remained similar. 12-14% turnover is common in surrounding districts, while we are at around 11% for the teacher group. It was brought up that the response rate is disappointing, and how that might be improved. Also suggested was aligning the union exit interviews with the ones done by administration.

Chief Academic Officer
School Health Programs Annual
Report 2021-22

Katie Moder introduced Jill Irving as the school health supervisor, who shared the report. Specific stories and examples of how the school health program assists students and staff were highlighted. The report includes tallies of all health services rendered by health and school staff, along with YScreen results. There was a short discussion about staffing shortages in the field.

Superintendent
Notification of NEOLA Technical
Corrections to Policy Update 31-1

Dr. Fleig shared that there will be two readings of other policies coming up. These technical corrections, however, do not need board action and have already been updated on the website.

Back to School Schedule for
Staff

Dr. Fleig shared that team leaders have already begun meeting this past week. About 126 teachers are doing ELA training at Theisen this week. Tuesday, August 16th is the new employee breakfast at Theisen, 8:00-9:30 a.m. Wednesday August 24th is the whole-staff welcome back at the PAC from 8:00-9:15 a.m.

Board Members
Board Member Liaison Schools

Gedemer: Chegwin/Waters, Godfrey: Pier/Riverside/WINGS, Henschel: Parkside/FHS/Fondy Central, Hoerth: Lakeshore/Sabish, Schreiter: Rosenow/Theisen, Uselmann: Woodworth/Roberts; Schultz: Evans/STEM

Student/Staff Activities

Schreiter: football program has been getting good publicity as it ramps up, junior football team met with varsity team for Ramp Up Henschel saw a scrimmage and was impressed by facilities at other schools, praised the new staff and communications in programs Uselmann peeked in at jazz workshops at the high school

PUBLIC COMMENT

none

**ADDITIONAL APPROPRIATE
MATTERS**

WASB updates: Board of directors has an opening in Region 7. Applications are due August 27th and Uselmann has the paperwork. Legislative resolutions or amendments to current resolutions are due to the WASB Policy and Resolutions Committee by September 15th. These are used by WASB staff to guide lobbying efforts at the state and national level. A list of current resolutions is registered online.

ADJOURNMENT

MOTION BY Uselmann, seconded by Hoerth that the Board of Education adjourn the regular meeting and convene in a workshop to review progress with Excel Engineering on the design phase of the Fond du Lac High School stadium project, followed by an executive session to discuss an employee discipline matter as provided for in Wisconsin Statutes 19.85(1)(c) and (f). MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 6:10 p.m.

WORKSHOP

CALL TO ORDER

The workshop of the Board of Education was called to order by President Henschel at 6:30 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Hoerth, Schreiter, Schultz, Uselmann, Henschel.
Administrative staff members present: Fleig, Gerlach, Reichenberger, Steinbarth, Michalkiewicz, Gunderson.

REVIEW PROGRESS WITH EXCEL
ENGINEERING ON THE DESIGN
PHASE OF THE FOND DU LAC HIGH
SCHOOL STADIUM PROJECT

The board received an update from administrators and the engineering firm involved in the design and building of the stadium at the high school. Conceptual drawings were shared with the board. The current costs for the proposed designs runs approximately \$1 million over the board-approved amount. The board decided to go with the option of one set of bleachers versus the design including a home and visitor side for cost savings and other considerations. The board will reconvene in a subsequent meeting in a month or so, with people in the meantime looking to solicit donations for, for instance, naming rights to see how much of the difference between approved monies and conception can be made up. If the difference cannot be made up, cuts to the proposed design will need to be made. The conceptual design and information for potential donors will be posted on the district website.

ADJOURNMENT TO AN EXECUTIVE
SESSION TO DISCUSS AN EMPLOYEE
DISCIPLINE MATTER AS PROVIDED
FOR IN WISCONSIN STATUTES
19.85(1)(c) AND (f)

MOTION BY Uselmann seconded by Godfrey that the Board of Education adjourn the workshop and convene in an executive session to discuss an employee discipline matter as provided for in Wisconsin Statutes 19.85(1)(c) 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.”
“(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 7:47 p.m.

EXECUTIVE SESSION

CALL TO ORDER

An executive session of the Board of Education was called to order by President Henschel at 7:53 p.m.

ROLL CALL

Members present: Gedemer, Godfrey, Hoerth, Schreiter, Schultz, Uselmann, Henschel.
Administrative staff members present: Fleig.

DISCUSS AN EMPLOYEE
DISCIPLINE MATTER

The superintendent updated the board on the resolution of a personnel matter that had been brought to the board’s attention in the past.

ADJOURNMENT

MOTION BY Uselmann, seconded by Gedemer that the Board of Education adjourn the executive session. MOTION CARRIED, ayes 7-0. The executive session adjourned at 8:05 p.m.

Linda Uselmann, Secretary/Clerk