

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
September 12, 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, Schultz, Uselmann, Henschel.
Administrative Staff members present: Fleig, Gerlach, Reichenberger, Steinbarth.
A Moment of Reflection preceded the Pledge. The Pledge of Allegiance was led by the Board.
- PUBLIC COMMENT Dan Ireland, 102 S. Sallie Ave., spoke about indoctrination of young children being part of the leftist playbook, and quoted Lenin. He named Greta Thunberg and environmentalism and blamed this for children's nightmares and anxiety. He named an organization that teaches the opposite information. He was concerned about a particular book about the house being on fire. He asked that it be removed.
- APPROVAL OF CONSENT RESOLUTION AGENDA MOTION BY Gedemer, seconded by Schreiter to approve the consent agenda as follows:
A. Approval of Minutes:
1. August 8, 2022 Board of Education Regular Meeting, Workshop, and Executive Session as presented.
2. August 22, 2022 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 \$13,011,285.30 and to have warrants drawn for their payment.
2. Resignations - Christina Gagne, special education support teacher at Riverside Elementary School, effective August 30, 2022; Aimee Lamb, special education teacher at Riverside Elementary School, effective August 24, 2022; Deborah Lehman, family and consumer education teacher at Fond du Lac High School, effective August 13, 2022; Debra Rasner, special education teacher at Roberts Elementary School, effective August 21, 2022; and Tristan Slaby, seventh grade math teacher at Woodworth Middle School, effective August 29, 2022.
3. Employment Recommendations - Effective August 24, 2022: Amanda Beltran, 1.0 FTE cross-categorical teacher at Roberts Elementary School, at Level 2; Kailey Keune, 1.0 FTE cross-categorical teacher at Roberts Elementary School, at Level 1; Scott Paulus, 1.0 FTE grade 4 teacher at Pier Elementary School, at Level 1; and Olivia Putz, 1.0 FTE grade 8 math teacher at Theisen Middle School, at Level 4; and, effective August 31, 2022: Lisa Hoks-Lapin, 1.0 FTE TOSA at Evans Elementary School, at Level 12.
4. Letter of Temporary Substitute Employment - Effective the 2022-23 teacher contract year: Krista Gengler, 1.0 FTE grade 6 science teacher at Woodworth Middle School, at Level 5.
MOTION CARRIED, ayes 7-0.
- INDIVIDUALLY CONSIDERED RESOLUTIONS

Chief of Finance and Operations
Consider Approval of Recreation
Department Reorganization

The administration is recommending reorganization of the Recreation Department. The creation of the Recreation Coordinator position will bring the necessary expertise and leadership needed to lead our Recreation Department. The talks with the Y ended without any actions that would be helpful to both parties. The search will be for someone with a certification in recreation. A free lifeguarding class in the spring will hopefully help with the lifeguard shortage.

MOTION BY Godfrey, seconded by Hoerth that the Board of Education approve the administration’s recommendation for the Recreation Department reorganization which includes the creation of a Coordinator of Recreation Programs in Classification D—12 months of the Administrator Management Plan. MOTION CARRIED, ayes 7-0.

BOARD/ADMINISTRATOR
REPORTS

Chief of Finance and Operations
Facilities Referendum Planning
Update

John Williams shared progress on Phase 3 referendum projects. Product sourcing is holding up chillers and finishing AC at three locations: Riverside, STEM, and Rosenow. Anticipated arrival is end of September. The high school is being finished as well; some parts are on site; others are on the way. Most other work is done, with the exception of a bit of site work at Lakeshore and exit doors. A temporary secure entrance is in place, however. Riverside will still be getting some flooring and stair treads. They have a new kitchen area in place. STEM’s elevator is now in place. Roofing is being finished at the district office.

High School Stadium Update

Mike Gerlach spoke about progress on planning for the new athletic field at the high school. There will be another workshop coming up on September 26th with the contractors and updates. There will be some soil borings happening out there this week. It was pointed out that the JV team is playing tonight at another district on a turf field that is usable despite the current weather.

Superintendent
Report on Studer Survey Data:
Employment Engagement, Parent
Satisfaction, and Student
Engagement

During March and April of 2022, there were three surveys given to three different stakeholder groups. Employees were asked about perceptions about immediate supervisors, executive leadership, and communication practices. Parents were asked about satisfaction with their students’ schools. Students were asked about their school experience. The surveys helped identify strengths as well as areas for improvement. These will be posted for the public to view. The next group of surveys will be given in January to measure progress.

Issue Resolution for Staff

Dr. Fleig went over the chart that was shared with staff to assist issue resolution. A similar chart will be constructed and posted for students and caregivers.

Report: Staff Return to School

Dr. Fleig shared the district plan for systems change, timeline, feedback, and next steps. He highlighted the strategic plan pillars and 90-day plan “big rocks.”

Schedule Tour of Phase 3
Schools

The board will tour the schools in October, once work is all completed.

Board Members
Student/Staff Activities

Godfrey visited the high school; Schultz tried the new Pier playground and attended the back-to-school assembly; Gedemer also attended the assembly; Hoerth visited Lakeshore; Schreiter attended the assembly and football games, girls' volleyball; Uselmann attended football games/band performances, visited Rosenow, and attended the back to school assembly; Henschel attended the assembly and football games and mentioned that FHS got Band of the Week.

PUBLIC COMMENT

Bob Rundle, 36 Greenbriar Ct., a former Recreation Director for FDLSD, expressed positive thoughts about the process for hiring a new director of that program. He stated that the district is a member of the Wisconsin Parks and Recreation Association, and this is a hiring resource. He talked about the Aquatic Center and how it was passed as a stand-alone referendum item and remains one of the best facilities in the state (e.g., a "fast pool"). He talked about promises made to the public for access to facilities such as FHS fitness room and the Community room, which did not materialize. He expressed concern about using fund balance for the turf field without consulting the public.

Jim Hess, W3678 Sunny Rd., Eden, spoke about local school improvements and that staff who resigned may regret not being part of these. He spoke about employable and academically ready graduates and spoke against student loan forgiveness. He expressed concern about "dumbing down" curriculum, advocated showing pictures of fetuses to school children and telling them about suffering during abortion. He stated he was not a threat to democracy. He mentioned a lawsuit about gender identity in Eau Claire and sharing information with parents.

Barbara Lukas, 67 University Dr., noted the lack of respect between students that was highlighted in the survey presentation. She asked whether the Challenge Day program might be brought back to the high school. It was a program funded and staffed by volunteers in the past. She wondered if the district budget might be used.

Charlotte Trotter, 77 E. 11th St., spoke about the athletic department. She suggested working with new Athletic Department staff on DEI. She talked about making things affordable and including transportation. She mentioned the behavior audit and which schools were noted and the tolerance for behaviors among certain student groups. All schools should be considered for a behavior audit. She wondered what level of gifted and talented participation was in those schools that were audited.

ADDITIONAL APPROPRIATE
MATTERS

none

ADJOURNMENT

MOTION BY Godfrey, seconded by Schultz, that the Board of Education adjourn the regular meeting. MOTION CARRIED, ayes 7-0. The regular meeting adjourned at 6:15 p.m.

Linda Uselmann, Secretary/Clerk