

FOND DU LAC BOARD OF EDUCATION
72 West Ninth Street
Fond du Lac, Wisconsin
December 12, 2022

CONVENE Roll Call, Establish Quorum, Moment of Reflection/Pledge of Allegiance
President Henschel called the regular meeting of the Board of Education to order at 5:00pm.

ROLL CALL Members present: Gedemer, Godfrey, Hoerth, Schreiter, Schultz, Uselmann, Henschel.
Administrative Staff members present: Fleig, Gerlach, Hermes, Reichenberger, Steinbarth, Williams.
A Moment of Reflection preceded the Pledge. The Board led the Pledge of Allegiance.

**ANNOUNCEMENTS/
COMMUNICATIONS** President Henschel made the following announcement:

Following adjournment of the regular meeting, the Board will convene in an executive session to discuss administrative contracts, to discuss an employee discipline matter, to discuss negotiations with the Fond du Lac Education Association and the Educational Support Professionals Association, and to discuss the Superintendent's evaluation as provided for in Wisconsin Statutes 19.85(1)(c)(e) and (f).

PUBLIC COMMENT Andrew Bartow, 191 Old Pioneer Rd, and Teresa Krueger, 59 Cumberlynn Dr, shared a video with the board highlighting academic and extracurricular activities at Sabish Middle School. Gina Marchionda, Katie Reimer, and Stacy Lisch presented staff letters from Lakeshore to the board. They highlighted gratitude for the new facility updates, full staffing, and full time art education. They thanked Ms. Schultz and Ms. Uselmann for reading at the Lakeshore Family Reading Night.
Tim Scottberg, STEM principal, on behalf of the FDL School Administrators, presented a donation to the Fondy Food Pantry in the Board's name as a holiday gift.
Bob Rundle, 36 Greenbriar Ct, presented an open letter to the board about various district concerns. He expressed concern with the funding of the turf field, the hiring process for the Recreation coordinator position which was filled before the December 13th deadline as posted and with what appeared to the speaker to be a predetermined process. He expressed concern as well with the movement of the Recreation Department to the Linden St office due to space, design, and customer service considerations.
Jennifer Lucas, N7460 Winnebago Dr., spoke about wanting help with an issue affecting juniors and seniors. Students who want to participate in health care education are being required to "take part in a medical experiment," meaning they must receive COVID vaccines. The clinical sites are requiring the vaccines, not the K12 schools. Health care professionals are allowed various exemptions, but the students are not. She claimed that the vaccines have been withdrawn in other countries, are not required in another state, have been linked to a decrease in live births, and referenced some local cases of young people who have a heart condition due to vaccines.

**APPROVAL OF CONSENT
RESOLUTION AGENDA**

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

A. Approval of Minutes:

1. November 14, 2022 Board of Education Regular Meeting and Executive Session as amended to include a vote total that was missing.

B. Chief of Finance and Operations:

1. November Financial Statement - Accepted and its publication authorized.
2. Current Expenses - To approve bills of the Board of Education in the amount of \$7,611,158.53 and to have warrants drawn for their payment.
3. Retirement - Susan Heitzman, credit recovery teacher at Fond du Lac High School, effective January 20, 2023. With 26.5 years of dedicated service.
4. Employment Recommendations - For the 2022-23 teacher contract year: Brenden Forton, 1.0 FTE cross-categorical teacher at Rosenow Elementary School, at Level 1, effective January 23, 2023; Timothy Pohlmann-Tynan, 1.0 FTE science teacher at Fond du Lac High School, at Level 12, effective January 23, 2023.
5. Letters of Temporary Substitute Employment - For the 2022-23 teacher contract year: Emma Schwartz, 1.0 FTE fourth grade teacher at Rosenow Elementary School, effective

January 23, 2023; Kyle Leisses, 1.0 FTE seventh grade math teacher at Woodworth Middle School, at Level 1, effective January 23, 2023.
MOTION CARRIED, ayes 7-0.

INDIVIDUALLY CONSIDERED
RESOLUTIONS

Chief of Finance and Operations

Consider Approval of
Emergency Preparedness
Manual, Revised August
2022

Pursuant to 2017 Wisconsin Act 143 and state statutes contained within the legislation, the District is required to annually request Board approval of the District Emergency Preparedness Manual. John Williams had prepared an executive summary, which outlined the changes to the manual.

MOTION BY Schultz, seconded by Henschel, that the Board of Education approve the District Emergency Preparedness Manual, Revised August 2022, in accordance with 2017 Wisconsin Act 143 and state statutes contained within the legislation. Questions were answered about how updates are made and where records are kept.
MOTION CARRIED, ayes 7-0.

Accept the Written Safety
Drill Evaluations

Board members received copies of written safety drill evaluations ahead of the meeting.

MOTION BY Godfrey, seconded by Hoerth, that the Board of Education accept, for purposes of Board review at this meeting, the written drill evaluations from each District school submitted by Director of Facility Services and Safety, John Williams, in accordance with 2017 Wisconsin Act 143 and state statutes contained within the legislation.
MOTION CARRIED, ayes 7-0.

Fond du Lac High School
Assistant Principal
Recommendation

The Board was asked to approve an administrative contract for Matthew Berlowski as an Assistant Principal at Fond du Lac High School.

MOTION BY Schultz, seconded by Hoerth, that the Board approve the recommendation for an administrative contract for Matthew Berlowski as an Assistant Principal at Fond du Lac High School at a prorated salary of \$50,897 for the 2022-23 school (\$92,579 @ 116 of 211 days based on the 2022-23 Administrator Salary Plan).
MOTION CARRIED, ayes 7-0.

BOARD/ADMINISTRATOR
REPORTS

Chief of Finance and Operations

Fond du Lac High School
Stadium Update

Mike Gerlach had prepared an executive summary. The fundraising efforts are within \$131,000 of the initial estimate for the facility as presented by Excel Engineering for \$6.1 million, including the approved amount by the Board and community donations. This includes a community entity that is matching pledged funds up to \$500,000. The \$6.1 million did include a budgeted contingency amount. Interested donors can reach out to Dr. Fleig's office.

Chief Academic Officer
School and District
Report Cards

Andrea Reichenberger and Paul Hermes co-presented the district report card information to the board. They explained features of the report card and how scores are calculated, including changes year over year. The district has improved in multiple areas and overall over last year, but is still implementing multiple curricular initiatives to do better because goals are to aim higher than current performance, consistent with the district strategic plan. While ACT scores showed the district more competitive with other schools in the athletic conference, the report cards show different rankings. The AVID program in particular was discussed in detail.

Superintendent
Winter Concerts /
Performances

Dr. Fleig referenced a list of winter musical performances that are upcoming. December 22 is when the Cardinal Singers will go through all the schools.

District Administration
Center Holiday Hours

Dr. Fleig announced that the Administration Center will be closed on the following dates due to the holidays: Friday, December 23, 2022; Monday, December 26, 2022; Thursday, December 29, 2022; and Friday, December 30, 2022.

Board Members
Student/Staff Activities

Godfrey: visited Pier during a fire drill, saw a STEM mentor student, and Riverside Christmas concert; Schultz: read at Lakeshore Family Reading Night; Gedemer: 1-1/small group discussions around the community, and thanked the Board for flowers for his brother's funeral; Uselmann: volunteering at Rosenow, attended Night of Silence and read at Lakeshore Family Reading Night; Schreiter: girls' and boys' basketball games; Hoerth: family went to Lakeshore Family Reading Night, saw carolers at Children's Museum; Henschel: Night of Silence, wrestling, girls' and boys' basketball, and intends to attend the SMS/FHS hockey game next Friday night.

PUBLIC COMMENT

Jim Hess, W3678 Sunny Rd, Eden, wished everyone Merry Christmas and stated the Board was overloaded with things to consider. He referenced the Milwaukee Journal about anxiety in students due to COVID. He opined that children thought things were being handled badly, that they were not at risk for COVID but their activities were curtailed. He also opined that marriage is only between a man and a woman and thought children were depressed about deviating from this. He talked about bus driving inspections and having failed one. He thought the amount of things bus drivers needed to know was too much. He pointed to the 87% threshold for passing and related this to the report card thresholds vs grading scales for students.

ADDITIONAL APPROPRIATE
MATTERS

Ms. Uselmann clarified some information about the school report card score thresholds.

ADJOURNMENT

MOTION BY Schultz, seconded by Godfrey, that the Board of Education adjourn the regular meeting and convene in an executive session to discuss administrative contracts, to discuss an employee discipline matter, to discuss negotiations with the Fond du Lac Education Association (FEA) and the Educational Support Professionals Association (ESPA), and to discuss the superintendent's evaluation as provided for in Wisconsin Statutes 19.85(1)(c)(e) 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."
"(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."
"(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 regular meeting adjourned at 6:25 p.m.

EXECUTIVE SESSION

CALL TO ORDER

An executive session of the Board of Education was called to order by President Henschel at 6:38 p.m.

ROLL CALL

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

DISCUSS ADMINISTRATIVE
CONTRACTS

Dr. Fleig updated the Board about administrator contracts that will be brought to the Board in January.

DISCUSS AN EMPLOYEE
DISCIPLINE MATTER

Dr. Fleig shared ongoing personnel issues and resolution options.

DISCUSS NEGOTIATIONS
WITH THE FOND DU LAC
EDUCATION ASSOCIATION

The Board discussed with administration possibilities for negotiation proposals.

DISCUSS NEGOTIATIONS
WITH THE EDUCATIONAL
SUPPORT PROFESSIONALS
ASSOCIATION

The Board discussed with administration possibilities for negotiation proposals.

DISCUSS THE
SUPERINTENDENT'S
EVALUATION

The Superintendent shared some progress points, and the Board discussed the possibility of extension of the Superintendent's contract.

ADJOURNMENT

MOTION BY Godfrey, seconded by Schultz, that the Board of Education adjourn the executive session. MOTION CARRIED, ayes 7-0.
The executive session adjourned at 8:17 p.m.



Linda Uselmann, Board Secretary / Clerk