

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING

Monday, August 16, 2021

- I. The Phillips Board of Education regular Board meeting was called to order by President Pesko at 6:00 p.m. in the Phillips High School Auditorium.
- II. Present: Baxter, Fox, Halmstad, Houdek, Krog, Pesko, Rose, Willett, and Student Liaison..
Administration present: Superintendent Morgan, Business Manager Lehman, Principal Scholz, Director of Pupil Services Lemke. Others: Staff, community members, and Price County Review. The meeting was available via Zoom for online attendance.
- III. President Pesko stated that public notice of the meeting was properly posted according to Wisconsin Statute 19.84(4). Notice was posted at all school-owned buildings, the School District of Phillips' website, and the Price County Review.
- IV. Public Participation:
 - A. Annie Knudson thanked the Board for their work over the past year and encouraged them to continue to do what is best for students beginning with the first day of school.
 - B. Marty Morrone asked the Board not to make masks mandatory for students.
 - C. Katie Morrone asked the Board to let parents make decisions on masking.
- V. Administrative and Committee Reports
 - A. Dave Scholz - Elementary Principal Report
 1. The 4-year old kindergarten numbers are high enough to warrant a third section for this fall. A teacher and aide are needed and a room is being prepared.
 2. Elementary Open House went well. Two days of student testing are scheduled for Tuesday and Wednesday of this week
 - B. Colin Hoogland was not present, but Superintendent Morgan reported that the high school enrollment is currently up by six students.
 - C. Vicki Lemke - Pupil Services Director Report
 1. The number of seclusion and restraint incidents is down significantly from last year. There was one incidence of seclusion and one restraint at the elementary level. None were reported at the middle school or high school. There were two students involved, both of which were children with disabilities.
 - D. Rick Morgan - Superintendent Report
 1. Work continues on the bus garage remodel project. Plumbing and technology should be completed soon and move in can begin.
 2. School will start on August 31, 2021 as approved by DPI to ensure an earlier end date for construction purposes.
 3. The first phase of classroom moving will begin in January with the new high school classes being completed. Vacated spaces in the current high school block will be refreshed and middle school moving could take place during 2nd semester. The district office will move to middle school rooms not being used this year and remodeling of the office area will begin in January so the PES office can move over when school is out. Phase 4 remodel of the middle school will begin when the school year is complete. The community will be updated regularly as timelines are finalized.
 - E. Student Liaison Morrone reported that fall sports have started at the high school. She will report on the number of participants next month.
 - F. The policy committee met on August 11th and reviewed job descriptions for administration and supervisors. Employee handbook revisions were reviewed and alternative language is being presented for the ethics policy portion of the Handbook.

- G. The revenue committee met on August 12th and heard presentations by Northwoods Players and Forward Bank. The committee will be working on a list of “needs” and “wants” in priority order. A review of the policy on naming rights needs done.
- H. Facilities and transportation committee met on August 12th and discussed:
 - 1. The bus garage remodel update, working on accessing WiFi on all buses, bus maintenance projects, and the updating of all bus route rosters for 2021-2022.
 - 2. The new bleachers have arrived and are being installed, look at the new Logger Camp storage building being a tech student project, summer maintenance is near completion, it will be a challenging next two weeks to finish remodel projects, and the new walk-in freezer should be here on the first day of school..
- F. Business services committee met on August 12th and discussed:
 - 1. Additional compensation meeting in July, next meeting will be in September. Hope to have a recommendation by late fall.
 - 2. Construction is still on time and the budget is good. Board tour set for Monday.
 - 3. Reviewed staffing needs due to resignations.
 - 4. Molly presented a plan for active teachers to diversify their HRA after one year of service.
 - 5. Reviewed board vacancy procedure.
 - 6. Other items included the finance audit scheduled for August 16-18 and discussed social media improvements.
 - 7. The board agenda was reviewed and bills will be reviewed prior to the meeting.
- G. CESA #12 Board of Control met on July 20th. The new CESA #12 administrative director was introduced and presented his concerns and plans for the Board. Committee assignments were made and Paula was assigned to the policy committee.

VI.. Items for Discussion and Possible Action

- A. Motion (Krog/Willett) to remain in Option A (five days a week) with no mandatory masking for the start of the 2021-2022 school year. Motion carried 8-0 with roll call vote.
- B. President Pesko reviewed the Miron Owner report for this month. The board toured the project prior to the meeting. Our contingency funds are to the positive by about \$14,000.00 at this time. Light posts on the west parking lot will be here in September. This report will continue monthly and Board members will receive a copy of the report.
- C. Motion (Baxter/Halmstad) to approve second reading of policies as presented. Discussion held on bullet point number one from principal and pupil services job descriptions, “Creating structures and strategies that promote and lead towards excellence in equity, anti-racism, and cultural competence for staff, students, and families.” Motion (Fox/Rose) to table these items. Motion failed 5-3 roll call vote. Motion (Willett/Krog) to approve all policies with the above statement redacted from the principal and pupil services director job description with future discussion by policy and curriculum committees. Motion carried 6-2 with roll call vote.
- D. Motion (Baxter/Houdek) to approve Employee Handbook revisions, leaving the ethics policy as previously approved. Discussion held on ethics policy. Motion (Fox/Halmstad) to amend the motion to include the shortened statement presented by the policy committee. Motion failed 2-6. Motion (Willett/Rose) to table this motion and seek legal counsel on this subject. Motion carried 6-2 with roll call vote.
- E. Motion (Willett/Pesko) to approve expansion of the 4K program to three sections for 2021-2022 school year to include one teacher and one aide. Motion carried 8-0 with roll call vote.
- F. Gabe Lind has resigned as a board member representative of Area III. An ad will be put in the paper for candidates to fill his position for the remainder of his term. Nomination by Willett for Marty Krog to fill the position of vice president. Nomination by Baxter for Paula Houdek to fill the position of vice president. Voting was by paper ballot. Marty Krog - 6 votes, Paula Houdek - 2 votes.

- G. The contingency funds have not been used and there are a number of projects from the construction project that will be allocated to ESSER funds. Motion (Willett/Baxter) to approve Alternate #1 from the Referendum Project. Motion carried 8-0 with roll call vote.
- H. Motion (Krog/Pesko) to allow employees to diversify their HRA funds during active employment after one year of service. Motion carried 8-0 with roll call vote.
- I. Motion (Willett/Krog) to approve Forward Bank as a designated district depository for the School District of Phillips. Motion carried 7-0-1 with roll call vote with Pesko abstaining.
- J. Motion (Baxter/Willett) to approve Local Government Investment Pool, Prevail Bank, and American Deposit Management Company as designated depositories for the School District of Phillips. Motion carried 8-0 with roll call vote.
- K. Motion (Willett/Krog) to approve the annual district public notices as presented. Motion carried 8-0 with roll call vote.
- L. The additional compensation committee was unable to meet this week. There is no recommendation for this month's meeting.
- M. There were no recommendations for this month regarding Dean of Students and Public Relations position. Discussion will continue with staff regarding needs.

VII. Consent Items.

- A. Motion (Fox/Krog) to approve minutes from July 19, 2021 Board meeting. Motion carried 8-0 with roll call vote.
- B. Motion (Willett/Fox) to approve personnel report as presented. Motion carried 8-0 with roll call vote.
 - 1. Approved hiring Jessica Otto, Kayla Kegley, Fay Stewart, Mary Mepham, Kaitlyn Ellingen, Ashley Lannon and Kelly Bamke as paraprofessionals
 - 2. Approved coaching positions: Brent Edwards, middle school girls basketball; Blake Edwards, middle school boys basketball; Courtney Krawzyk and Jerri Hibbard, middle school co-head volleyball; Gabe Lind, varsity assistant football.
 - 3. Approved transfer of Lynnae Helgeson and Barb Foytik from special education aides to 4K aides.
 - 4. Approved resignation of Tara Strassburger, special education teacher and middle school girls basketball coach and Pam Kevilus as PES Cook II.
- C. Motion (Fox/Willett) to approved bills from July 2021 (#348872-348896 and wires) for a total of \$498,970.56.

IX. The next regular board meeting will be held on September 20, 2021. Review of personnel report process will be a closed session item.

X. Motion (Baxter/Fox) to convene into executive session at the conclusion of the open session pursuant to: WI Stat. Sec. 19.85(1)(c) for the purpose of considering employment, promotion, retirement, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Motion carried 7-1 with roll call vote at 8:35 p.m.

- Employee Compensation Requests

XI. The Board may reconvene into open session pursuant to WI Stat. Sec. 19.85(1), if necessary, to act on motions made during the executive session.

XII. Motion (Houdek/Krog) to reconvene into open session. Motion carried 8-0 with roll call vote.

XIII. Motion (Willett/Houdek) to direct Mr. Morgan to proceed with negotiations with the business manager as directed. Motion carried 8-0 with roll call vote.

XIV. Motion (Willett/Halmstad) to adjourn. Motion carried 8-0. Meeting adjourned at 8:55 p.m.

Respectfully submitted,

Anne Baxter, Clerk
Board of Education

THE SCHOOL DISTRICT OF PHILLIPS

Price County Review
P.O. Box 170
Phillips, Wisconsin 54555

APPROVED FOR PUBLICATION

Minutes of School Board Meeting
August 16, 2021
6:00 PM

Anne Baxter, Clerk
Board of Education