

MINUTES OF BOARD MEETING
Manitowoc Board of Education
January 11, 2022

A regular meeting of the Board of Education was called to order by Board President Dave Nickels at 7:00 p.m. Members present were: Mr. Collin Braunel, Ms. Lisa Johnston, Mr. Dave Nickels, Ms. Meredith Sauer, Ms. Stacey Soeldner, Mr. Kerry Trask, and Ms. Kathy Willis. Also present were Superintendent Mark Holzman, Board Secretary Laurie Braun, and Directors.

The meeting began with the Pledge of Allegiance. Board members logged into BoardBook and the virtual meeting connection was confirmed.

A motion was made by Kathy Willis, seconded by Collin Braun, and unanimously carried (7-0), to approve the minutes from the December 14, 2021, Board Meeting and the December 17, 2021, Special Joint Meeting of the Board and Finance & Budget Committee.

Board President Nickels acknowledged there were no communications to share with the Board.

Public Input began at 7:02 p.m. The Board received requests from ten (10) individuals to provide public input, two individuals were not present to speak. The public was allowed 3 minutes each to speak and to respectively keep input relevant agenda topics of discussion. The Board again heard comments against the district's mask policy, accountability of district employees, student behavior, cell phone use by students, being opposed to vaccinations and comments in support of the district's mask policy, and support for the district to use every possible mitigation strategy to keep our kids in school learning in-person. Public Input concluded at 7:31 p.m.

Curriculum Committee Chairperson Meredith Sauer shared a summary of the December 16, 2021 meeting. The committee received an update from the Student Learning Liaisons and a list of proposed art courses for our middle school students for the 2022-2023 school year. The committee also received an update on the middle school compacted math program and the work being done to identify the pathways to upper-level math in high school. Ms. Sauer communicated the middle school art course proposals will be brought forward to the full Board later in the meeting. On motion from Kerry Trask, seconded by Lisa Johnston, the minutes from the December 16, 2021 meeting were unanimously approved (7-0).

Finance and Budget Committee Chairperson Kathy Willis provided a report of the January 5, 2022 Meeting. Ms. Willis shared several informational items including the Kupper Ratsch funds that provide an additional \$15,000 for our district with 25% specifically earmarked for Washington Middle School. The committee also received an update of the district's debt service and pre-payment, a food service update regarding the \$1 increase for adult meals which will be absorbed by the district through a positive balance in our Fund 50 account. Ms. Willis's summary also included the financial page on the district's website has been updated, an update of the integration to the WISE Finance Portal through DPI was provided, and a review of the district's Purchasing Policy was also given. Ms. Erdmann provided an explanation of the ESSER II and ESSER III funds, the requirements to receive the funds, how the funds are allocated and how the district is

reimbursed. On motion from Collin Braunel, seconded by Kerry Trask, the minutes from the January 5, 2022 meeting were unanimously approved (7-0).

Buildings and Grounds Committee Chairperson Lisa Johnston reported on the January 6, 2022 Meeting. The committee met at Lincoln High School to discuss the replacement of the ventilation system in the pool area at Lincoln High School. The current system is 30 years old and the recommendation from the Buildings and Grounds Committee is to utilize Nexxus Solutions as the design and engineering firm for this project. This item will be brought forward to the full board for approval later in the meeting. On motion from Kathy Willis, seconded by Meredith Sauer, the minutes from the January 6, 2022 meeting were unanimously approved (7-0).

Director of Business Service Angela Erdmann presented the payment of vouchers for the month ending December 31, 2021. A motion was made by Stacey Soeldner, seconded by Lisa Johnston, and unanimously carried (7-0) to approve Bill List 12-1-21 through 12-31-21. The presented Bill List reflects district operating expenses and district payroll for a total operating expense of \$6,769,785.39. The monthly financial report for December 2021 was also provided and accepted as presented.

Director of Human Resources, Joyce Greenwood-Aerts presented the Personnel Report. The Personnel Report consisted of one (1) resignation, three (3) retirements, hiring one (1) professional staff, twelve (12) support staff positions, seven (7) extra-curricular stipends, two (2) level movements. Level movements will be effective at the start of the 2022-2023 school year. On motion by Collin Braunel, and seconded by Stacey Soeldner, the Board unanimously approved (7-0) the Personnel Report as presented. Board member Braunel questioned how often the district looks at wage rates and are we competitive with other districts, especially during a current labor shortage. Ms. Greenwood-Aerts stated we are currently reviewing the wage rates and having discussions surrounding pay adjustments for our paraprofessionals.

The District's Covid Protocols was the next item of discussion on the agenda. Superintendent Holzman shared data from our community including graphs of the Burden Rate in Manitowoc County from August 2, 2021, to current, data specific to our district showing the number of students and staff absences each week from the start of the school year, a graph representing teacher unfilled vacancies each week and numbers of our daily average attendance in MPSD. Mr. Holzman reiterated this is a critical time. We are seeing a significant increase in the number of staff and students who are absent, our burden rate is at an all-time high for our community, and an increase in the number of teacher unfilled vacancies. The data shows in the past week we saw a 4% decrease in student attendance which equals to about 200 more student absences. Superintendent Holzman stressed that our goal is to keep students in school with face-to-face quality instruction. With that being said, Mr. Holzman recommended that we continue to use masks as our only mitigation strategy to continue in-person learning. The Board had the opportunity to ask questions and provide comments. Board member Braunel asked if there is a recommended timeline of when the mask requirement may be lifted. Superintendent Holzman shared that we will look at the data and when we see a significant decline in staff and student absences, we can and will review the data and protocols. Superintendent Holzman also addressed the question by Board member Braunel, what other schools in our area have a mask mandate. Mr. Holzman stated that no other schools in our community have a mask requirement,

however, we have seen some of those schools move to a virtual setting or close and we have not had to do that. At this time Collin Braunel made a motion that we make the mask requirement optional effective January 19, 2022, Stacey Soeldner seconded the motion. Lengthy discussion took place surrounding the motion made by Mr. Braunel. The Board was then asked to vote on the motion made. The motion failed (2-5) with Collin Braunel and Stacey Soeldner in favor of the motion. Board President Nickels stated we will include the Covid Health Protocols to the agenda at our next meeting.

Superintendent Holzman next shared several district policies the district has regarding student behaviors. Mr. Holzman stated these are just a few examples to open the lines of communication surrounding student behaviors that the Board has been discussing at the past several meetings. Mr. Holzman also shared that an annual student handbook is given to students at the middle school and high school levels. Extensive conversation surrounding student behavior and the current policies we have ensued. Board member Collin Braunel suggested some of the language within these policies be reviewed and possibly revised for clarity. Board President Nickels agreed stating some of these policies have not been revised for several years. This would be something that should be addressed at the committee level and then brought forward to the full board. Continued conversation surrounding the policies, student behaviors, appropriate disciplinary action, and student expectations were also discussed. Mr. Holzman reiterated the importance of building relationships with our students is key to reducing those behaviors.

The Superintendent and Directors Report was presented to the Board. Board members had the opportunity to ask questions and provide comments. Board member Kathy Willis regarding the credits obtained through the Rising Phoenix Program. Superintendent Holzman stated these are University of Wisconsin credits and can be rolled over to any UW campus and possibly to other private or out of state colleges. Mr. Holzman also shared both the Rising Phoenix and the College Here and Now with LTC are communicated to students in their freshmen and sophomore year. The best advertisement we have is when students currently participating in these programs tell other students about the great opportunities available to them. We are also actively promoting our Youth Apprenticeship Program and currently have 65 students participating in that. Clarification to an HR position and Ms. Metzen gave a brief explanation of the SEEDS program/system.

A District Activity Update was shared by Superintendent Holzman where he stated Friday marks the end of the first semester. Next week staff will have two in-service days with Tuesday being a grade and report day, and Wednesday staff will have a professional development day where all they will participate in Verbal Intervention training. Thursday we will welcome back students in our buildings for the start of the second semester.

On motions brought forward from the 12-16-21 Curriculum Committee Meeting, the Board unanimously approved (7-0) the Middle School Art Course Proposals; Art 7, Art 8, Digital Art and Design 1, and Digital Art and Design 2.

On motion brought forward front eh 1-6-22 Buildings and Grounds Committee Meeting, the Board unanimously approved (7-0) the recommendation of partnering with Nexus Solutions for the LHS Pool Ventilation Project.

The WASB Proposed Resolutions was next discussed. Board member Kathy Willis will serve as MPD's WASB delegate. Ms. Willis provided a summary of the resolutions and asked for consensus from the other Board members. Discussion time was allotted for each of the proposed resolutions.

A motion was made by Collin Braunel, seconded by Kathy Willis, and unanimously approved (7-0) to approve the Resolution to combine Polling locations for the Spring Primary Election.

Future scheduled meeting dates include the Curriculum Committee Meeting on January 20th, the Personnel Committee is in the process of scheduling a meeting, the Finance and Budget Committee is scheduled for February 2, 2022 and the next Board Meeting will be Tuesday, January 25, 2022. Board member Nickels will compile members for the Ad-hoc Student Behavior Committee.

A motion to adjourn was made by Collin Braunel, seconded by Kathy Willis, and unanimously carried (7-0), the meeting adjourned at 9:38 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels, Board President