

MANITOWOC PUBLIC SCHOOL DISTRICT  
Board of Education Meeting Minutes  
January 25, 2023

The special meeting of the Board of Education was called to order by Board President Stacey Soeldner at 6:00 p.m. Members present were: Mr. Collin Braunel, Mr. Matthew Phipps, Ms. Stacey Soeldner, Mr. Matthew Spaulding, Mr. Kerry Trask, Mr. Tony Vlastelica, and Ms. Kathy Willis. Superintendent James Feil, Assistant Superintendent of Teaching & Learning Jame McCall, Directors, and Executive Assistant Laurie Braun were also present.

The meeting began with the Pledge of Allegiance. Network connection and access to BoardBook were confirmed.

On motion from Kerry Trask seconded by Matthew Phipps, the Board unanimously approved (6-0) the Consent Agenda as presented, consisting of the minutes from the 1-9-23 Personnel Committee Meeting, the 1-10-23 Regular and Closed Session Board Meetings, and the 1-17-23 Curriculum Committee Meeting.

The Personnel Report was presented to the Board by Interim Director of Human Resources Mike Nault. The Personnel Report consisted of four (4) retirements, four (4) resignations, the hiring of three (3) professional staff, three (3) support staff and extra curricular stipends. On motion from Collin Braunel, seconded by Tony Vlastelica, the Board unanimously approved (6-0) the Personnel Report as presented.

Administrator Contracts for the term of July 1, 2023 through June 30, 2025 were presented to the Board for approval. A motion was made by Collin Braunel, and seconded by Tony Vlastelica to approve the list as presented. Discussion followed with Board Member Trask asking for the removal of Jame McCall's name from the Administrator Contract List. Mr. Trask shared the reason for his request is that we have not seen her contract and due to her short time of being employed with the district, her contract should be an exception to the list, as well as the controversy surrounding this newly created position. At the request from Board Member Braunel, Interim Director of Human Resources provided clarification that is a very common practice for Administrators to have a 2 year contract. This provides stability, allows for planning, and shows the district and the employee there is a 2 year commitment from both sides. Board President Soeldner asked if there was a motion for this request. Board Member Trask made a motion to remove Jame McCall's name from the Administrator Contract list as presented, Board member Phipps seconded the motion to allow for discussion. Following some discussion, the Board voted on the motion presented by Mr. Trask, the motion did not carry with a vote of (1-5), Kerry Trask voting in favor of the motion. The Board of Education voted on the original motion as presented by Administration. The original motion passed (5-1), with Kerry Trask opposing.

Director of Pupil Services Katie Eichmann presented the 2023-2024 Open Enrollment for Pupils with Disabilities. Ms. Eichmann provided a summary of the open enrollment numbers and how space availability is determined. On motion from Collin Braunel, seconded by Kathy Willis, the

2023-2024 Open Enrollment for Pupils with Disabilities was accepted (6-0) as presented. Ms. Eichmann shared that all openings are closed for non-residents with the exception of 2 openings at our 4k level.

Superintendent Feil provided a brief Strategic Plan Update. Identifying that due to the availability of our consultant Brett Norell, the Strategic Plan will be presented at February 14, 2023 Board Meeting. We continue to work on the performance metrics and how we will track our progress and the development of those scorecards.

A 2023 Referendum Update was shared by Mr. Feil and stated we are currently working on a referendum presentation that will be shared with our staff, families and the public. We are involved in creating a Referendum Fact Sheets that will be shared with our families and the community. We will provide the Board with a Referendum Update at each Board meeting and will also share a calendar of presentations that will be provided throughout the community.

Superintendent Feil shared a Success For All Update highlighting two components, the first being two more SFA site visits with another group of MPSD staff, and second the Board request for program costs. Mr. Feil reiterated that the cost is not a true apples to apples comparison because one is a whole school reform program and the other is a literacy curriculum component only. Director of Business Services Angela Erdmann provided the cost estimate for SFA and for the Literacy program. Mr. Feil expressed the one cost item that stands out is the professional development within the SFA model which is a substantial investment in our teachers. The Board discussed the pros and cons of the implementing the SFA model in 2 pilot schools vs implementing it at all of our elementary and middle schools. It was acknowledged that operating under two separate systems may not be the best option when we need to bring all students together and are using two different models. We need to have a system put in place that offers our students and staff some consistency. Board President Soeldner welcomed the staff who participated in the most recent site trips to Stuebenville, OH visiting the elementary, middle and pre-schools, the other group visiting Pittsburg, KS elementary schools. The Board first heard from the group of Jefferson and Jackson Elementary School staff who toured the Kansas site. The staff shared this district is in their third year of implementation of SFA at all of their elementary schools. The district is slightly smaller than our district but mirrors a similar demographic to MPSD. The staff shared some of the benefits, costs, lingering questions and some of the work-throughs of the SFA program and what would need to be done before we would be able to implement SFA in MPSD. Some of the categories discussed were professional development, which was recognized as strong and dedicated. Data, another category discussed showing high levels of student growth with the in house data, however, not showing the same levels of growth for the state data. The Kansas group also shared information for the literacy instruction piece, the reading requirements both at school and home, staffing and student engagement. This group also came back with the same concern for the writing component within the SFA model, agreeing it is not stellar, and we would need to supplement the writing portion of the curriculum. The staff who visited the Ohio SFA sites shared what they saw from a pre-K level. It was evident that a lot of worth was put into the early learners in Stuebenville with the 3K, 4K and the transitional Kindergarten. The Stuebenville District has been using SFA for 20 years and the group was very impressed with the collaboration in the classrooms, the engagement of the students and the consistency from class to class across the school. One element the group noticed that was different was there were no classroom libraries. Special Ed students were incorporated into the the classroom in the morning for the reading and

math block and then would have their special ed pull out in the afternoon for their IEP portion. The group also reported aides were present in all 4K and Kindergarten classrooms, however there were no aides present in the 1st - 5th grade classrooms. Both groups shared some concern with the scheduling aspect, room and staff availability and the cost of sustaining the program in the future. The Board had the opportunity for questions and comments.

The Restructuring of Central Office Personnel and Positions was submitted to the Board, including job descriptions for the proposed eliminated position and the proposed new positions. On motion from Collin Braunel seconded by Matt Phipps, the Proposed Elimination of the Director of Buildings & Grounds Position carried (5-1), with Kerry Trask opposing. On motion from Collin Braunel, seconded by Matt Phipps, the Proposed Elimination of the Buildings & Grounds Operations Supervisor Position unanimously carried (6-0). On motion from Collin Braunel, seconded by Matt Phipps, the Proposed Elimination of the Director of Curriculum & Instruction Position unanimously carried (6-0). On motion from Collin Braunel, seconded by Tony Vlastelica, the Proposed Elimination of the Director of Teaching, Learning & Assessment position unanimously carried (6-0). On motion from Collin Braunel, seconded by Matt Phipps the proposed New Manager of Buildings, Grounds & Custodial Services carried (5-1), with Kerry Trask opposing. On motion from Kathy Willis, seconded by Collin Braunel, the proposed new Director of Educational Programs position unanimously (6-0) carried, finally, on motion from Matt Phipps, seconded by Kathy Willis, the new proposed Director of State & Federal Programming & Assessments unanimously carried (6-0).

The 2023-2024 Superintendent Contract was presented to the Board. On motion from Collin Braunel, seconded by Tony Vlastelica, the Board unanimously approved the 2023-2024 Superintendent's Contract as presented. (6-0)

On motions brought forward from the January 9, 2023 Personnel Committee Meeting, the Board unanimously approved the Teacher Contracts - Liquidated Damages Penalty for Increase and 30 Day Notice Upon Resignation as presented Mike Nault shared the rationale for the increase and is deemed reasonable and in line with other districts.

On motions brought forward from the January 9, 2023 Personnel Committee, the Board unanimously approved the request for a new Special Education Paraprofessional Position (6-0), and also unanimously approved (6-0) the new Special Education Paraprofessional position for Riverview Early Childhood Center.

Remarks from the Board President included Ms. Soeldner providing clarification for the Assistant Superintendent, Jame McCall's travel expense and compensation stating the district is not paying for these costs. Ms. Soeldner stated the facts of this matter have also been shared with principals and staff.

Future Meeting Dates include Buildings & Grounds February 1, 2023, Executive Committee February 1, 2023, the Curriculum Committee February 23, 2023, and the next Board meeting is set for February 14, 2023. Board President Soeldner also stated the Special Board meeting will take place Tuesday February 28, 2023 rather than Wednesday, February 22, 2023. The Finance & Budget Committee is looking at possible dates for their next meeting.

A motion was made by Collin Braunel, seconded by Tony Vlastelica, to move into closed session. Before the roll call vote, Board member Trask asked for clarification if the closed session is regarding more for policy or process. Board President Soeldner clarified the closed session discussion is to discuss Jim Feil's evaluation, goals and progress. The motion to move into closed session unanimously carried (6-0) by a Roll Call Vote at 8:22 p.m. The purpose of the closed session is considering the employment, promotion, compensation, or performance evaluation data of a public employee over which the government body has jurisdiction or exercises responsibility as authorized by section 19.85(1)(c) of the Wisconsin Statutes.

The Board was extended a brief recess before convening into closed session to allow the public present to exit the Board Room.

The Board adjourned from closed session at 9:36 p.m. and did not reconvene in open session.

Respectfull submitted,  
Laurie Braun, Board Executive Asst.



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Board President, Stacey E. Soeldner