

MINUTES OF BOARD MEETING
Manitowoc Board of Education
October 13, 2020

A virtual 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. Dave Nickels, Ms. Lisa Johnston, Mr. Richard Nitsch, Ms. Meredith Sauer, Ms. Elizabeth Williams, and Ms. Kathy Willis. Also present were Superintendent Mark Holzman and Board Secretary Laurie Braun.

Board member absent: Ms. Catherine Shallue

A motion was made by Elizabeth Williams, seconded by Kathy Willis, and unanimously carried (6-0), to approve the minutes from the September 22, 2020 Special Board Meeting and the October 2, 2020 Emergency Board Meeting.

Board President Dave Nickels acknowledged no communications were received by the Board.

Finance and Budget Committee Chairperson Richard Nitsch reported on the September 22nd and October 12, 2020 meetings. Mr. Nitsch shared the lone agenda item of discussion was to review the 2020-2021 budget. Mr. Alfred presented an overview of the expenditures and reviews pertaining to our budget. Mr. Nitsch explained the board will vote to approve the preliminary budget later in the meeting and any final budget adjustments will be presented at the October 27, 2020 Board meeting. On motion from Elizabeth Williams, seconded by Richard Nitsch, the minutes from the September 29th and October 12th Finance and Budget Committee meetings were unanimously (6-0) approved.

In the absence of the Buildings and Grounds Committee Chairperson, Catherine Shallue, Director Chris Dupré provided a summary of the September 29, 2020 meeting. Mr. Dupré shared discussion regarding the interest to purchase a portion of the district owned property on Fleetwood Drive. Also discussed was the current use of the McKinley building that is currently being utilized as an additional daycare facility for the YMCA. The final item of discussion was the purchase of a John Deere utility tractor that will replace an outgoing 1996 model. The new tractor will be used for lawn maintenance and snow removal use throughout the district. On motion from Richard Nitsch, seconded by Lisa Johnston, the minutes from the September 29, 2020 meeting unanimously carried (6-0) as presented.

Chairperson Lisa Johnston reported on the October 9, 2020 Personnel Committee meeting. Ms. Johnston shared discussion of revision to Policy 8210-School Calendar. The suggested revision would allow the district to count virtual instruction minutes during a school closure, such as a snow day. The policy will be brought forward to the full Board under new business. Ms. Johnston also reported on employee work locations during full distance learning. The district will not require employees to report to their designated building during 100% virtual learning however, if an employee chooses, they will have the option to work from their respective building following all of the safety protocols that are in place. Teacher Evaluations-Educator Effectiveness was also discussed. Due to the pandemic, the state is allowing school districts the

option to request a waiver for Educator Effectiveness for the 2020-2021 school year. A plan has been drafted with suggested recommendations to modify the requirements and expectations for Educator Effectiveness for the 2020-2021 school year. Additional information will be provided to the Board explaining the next steps to this process. The final agenda item shared was a summary of the Techer Exit Interview Surveys. Further discussion regarding confidentiality and public access of these surveys took place. Motions by Elizabeth Williams, seconded by Kathy Willis, and unanimously carried (6-0), the minutes were approved as presented.

Director of Business Services Shawn Alfred presented the payment of vouchers for month ending September 30, 2020. A motion was made by Richard Nitsch, seconded by Meredith Sauer and unanimously carried (6-0) to approve Bill List 9-1-20 through 9-30-20. The presented Bill List reflects district operating expenses and district payroll for a total operating expense of \$6,019,101.46. The financial report for month ending September 30, 2020 was accepted as presented.

Director of Human Resources Joyce Greenwood-Aerts presented the Personnel Report consisting of three (3) resignations, hiring ten (10) professional staff, one (1) support staff and two (2) level movements. On a motion by Richard Nitsch, seconded by Elizabeth Williams, the Board unanimously approved (6-0) the Personnel Report as presented.

The Superintendent and Director's Report was acknowledged and Board members had the opportunity to review and ask questions. Superintendent Holzman explained the purpose of requesting the waiver of instructional minutes and parts of the Educator Effectiveness requirements. In order to do this we will need to conduct a Public Hearing before the start of the next Board Meeting. We are doing this now to give our teachers and administrators time to focus on our instructional model. As a district, we will continue to set goals, observe and provide feedback to our teachers. We are working with the MEA to finalize the details and will share with the Board when completed.

Director Shawn Alfred provided a third Friday enrollment count presentation. Mr. Alfred explained we continue to be a district with declining enrollment, most noticeable in our 4K students this year. The third Friday count represents 5,023 students we are providing services to within our district. This number also reflects the 363 students who open enrolled out of the district and the 99 students who elect to open enroll in our district. It is noted the COVID pandemic has affected our enrollment numbers with a noticeable decline in numbers of our 4K students and the open enrollment out of the district.

Superintendent Holzman provided a district activity update. Mr. Holzman reported we are two days into the 100% virtual learning and our staff has done an unbelievable job of putting together some pieces to adjust what virtual learning was in the past and making a model that is improved. The model is not perfect and we will continue to collaborate and make adjustments as needed to do what is best for students. Mr. Holzman also shared that we continue to monitor data that will guide us in the decision making of when we can bring students and staff back in the classrooms face to face. The county continues to see concerns with rising Covid

numbers. Mr. Holzman also stated that we do have a matrix in place of when we can return to school. This matrix is based on our burden rate which currently is hovering in the 750 range. In order for us to consider coming back safely, we will need to see the burden rate around the 200 mark for two consecutive weeks. We continue to have conversations with the County Health Department and monitor the data that is collected.

On motion by Elizabeth Williams, seconded by Richard Nitsch, the Board unanimously approved (6-0) the proposed 2020-2021 Budget by a roll call vote.

On motion from Richard Nitsch, seconded by Dave Nickels, the Board approved the 2020-2021 Superintendent Compensation, with Kathy Willis and Lisa Johnston opposing.

The standing agenda item, Academic Achievement Gaps and Equity was again discussed. Superintendent Holzman stated we have confirmation of the individuals who will be part of the Ad Hoc Equity Advisory Committee. These individuals are as follows: Board President Dave Nickels, Board member Meredith Sauer, LHS Student Shazaire Benjamin, MPSD Parent Michael Etheridge, LHS Staff Member Ángel Cosme, City Alderperson/Parent Aaron Bailey and MPSD Superintendent Mark Holzman.

Future meeting dates included; Curriculum Committee meeting scheduled October 15, 2020, the Special Board meeting scheduled October 27, 2020 at 12:00 p.m. and a potential Public Hearing before the start of the Special Board Meeting.

On motion by Richard Nitsch, seconded by Kathy Willis, and unanimously carried (6-0), the meeting adjourned at 8:04 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels
Board President