

MANITOWOC PUBLIC SCHOOL DISTRICT

Board of Education Meeting Minutes

November 28, 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. Chris Able, Mr. Biff Hansen, Mr. Matthew Phipps, Ms. Stacey Soeldner, Mr. Matthew Spaulding, Mr. Kerry Trask, and Mr. Tony Vlastelica. Also present were Superintendent James Feil, Assistant Superintendent Jame McCall, Directors, and Executive Assistant Laurie Braun.

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

The Consent Agenda was presented to the Board. At the request of Board member Trask, the Personnel Report was removed from the consent agenda for discussion. A motion was made by Chris Able, seconded by Matt Phipps, and unanimously carried (7-0) to approve the 11-14-23 Regular Board Meeting Minutes. Board member Trask asked for additional information surrounding the continued loss of teaching staff and Administrators within the district. Director of Human Resources Mike Nault briefly shared possible rationale for the current resignation and reiterated the staffing shortage and turnover issue is not unique to our district but is being felt all over the state. Discussion took place regarding exit surveys and how are we using the data received from the exit surveys. The Board acknowledged that this is a concern and losing teachers mid-school year is difficult. A motion was made by Chris Able, seconded by Kerry Trask, and unanimously carried (7-0) to approve the Personnel Report as presented.

Assistant Superintendent Jame McCall and Directors Heidi Schroderus, Lee Thennes and Katie Eichmann provided a Student Achievement Report that included new FastBridge assessment data, 2022-2023 Report Card data, a SFA update, and Special Education data from the state Forward Test. The FastBridge Assessment testing is used for students in 4K-12th grade. This is the first set of data using this assessment and it will provide us with a baseline of where our students are at with reading and math. Reading data for Early grades K-1 show 60% are at low risk or above proficiency, with 40% showing some risk or below proficiency and no college pathway or advanced level. Reading data for grades 2-12 show 60% of students are at some risk or below proficiency and 40% are low risk or above proficiency. This also includes data showing some students are on the college pathway or advanced level. Early Math scores for K-1 are showing 65% low risk or above proficiency and 35% low risk or below proficient. Math scores for grades 2-12 show 54% some risk or below proficiency, 46% low risk or above proficiency and includes some students in the college pathway or advanced level. Students will take the assessment again in January, March and May. Having a set of three data points will really provide us with a better pattern of where we are at and give us a direction for setting goals.

The 2022-2023 Report Card Data was shared. This data is based off of the state Forward Assessment Score and shows we have a score of 57 which puts the district in the "meets few expectations" category. This report card score is an average score over a three year period including the poverty rate, achievement, growth, target group outcomes, and on-track to graduation criteria at each building. A score of 58 would have put us in the "meets expectations" category. Assistant Superintendent McCall shared how these scores are weighted differently dependent upon each buildings set of criteria. It was also noted that this is the first year that McKinley was included in our overall score. Attendance was discussed and how it affects the on track to graduation rate. Ms. Eichmann and Mr. Thennes shared that we are seeing a significant increase in attendance at our elementary schools and stated if we continue to

grow kids into a culture of learning, that will carry over to the middle school and high school levels. Ms. McCall also shared we are seeing the gap close with the student academic achievement trend line compared to the state. We will continue to review our curriculum to ensure we see bigger results in closing that gap and surpass the state's trend line.

Director of Student Services Katie Eichmann shared Special Education Data. Ms. Eichmann reported that one of the district's goals is to decrease the amount of students with disabilities or students who receive specialize instruction services. MPSD currently has 18% students with disabilities compare to the state rate of 14%. Ms. Eichmann stated that each year the report card for special education is weighted differently. Ms. Eichmann shared the on track to graduation data, attendance data, 4 year graduation rate numbers, participation in dual enrollment data, participation in industry recognized credentials and participation in work-based learning data compared to the state. Ms. Eichmann reiterated the importance of special education teachers collaborating with the general education teachers so these students have the best opportunity for receiving the necessary information and promote access to that general education to help them learn and grow.

Director Lee Thennes provided an SFA update that showed baseline data for each elementary and middle school and where each school is at the end of 1st Quarter. Franklin has seen a 5% increase, Jackson 3%, Jefferson 4%, Madison 6%, Monroe 6%, Riverview 7%, Washington 4%, and Wilson 8%. The district's overall average increase is 6%. These results are from a curriculum based assessment and are reflected upon the focus we have set for student achievement. As student see themselves grow throught the reading levels and celebrate those gains, we will see the efficacy with the kids and the teachers increase.

A District Activity Update was provided by Superintendent Feil including the District received the Spectrum Award of Merit from WSPRA, Lincoln High School Associate Principal Lainey Longmeyer was recognized as one of Manitowoc County's Future 15 Young Professionals, Lincoln student Jackson Mueller participated in the State Music Association Honors Band, Winter Sporting practice and events are underway, and American Education Week was recognized the week of November 13th.

Director of Business Services Angela Erdmann shared an update for the Community Eligibility Provision (CEP) program. Ms. Erdmann provided the budget adjustment, approximately \$119,000 will be brought forward to the Board for approval at the December Board meeting. The district is still reviewing the Grab-n-Go lunches and noted increased participation at the elementary and middle school levels for both breakfast and lunch. There are some challenges at LHS due to the location of the cafeteria and the district will look at possible options utilizing kiosks or other areas that allows access for the students. We are also having conversations with Grow It Forward and how we can best utilize some of the food waste in our district.

Assistant Superintendent Jame McCall provided a McKinley Academy Update. The update included a brief review of the current Virtual K-8 enrollment and virtual enrollment history, along with the costs associated with the virtual K-8 program that shows a -\$653,895. Student achievement data was also provided for the current and previous two school years. Ms. McCall shared possible options, one being to seek the McKinley Board Approval to end the K-8 Virtual Academy at the semester. The McKinley Board voted against this option and is no longer being considered. Ms. McCall shared a list of objectives was provided to help establish a vision to enhance the McKinley 9-12 Program. The list included both the benefits and liabilities of a charter school. Options were presented to the Board including eliminate K08 online portion of the Charter on July 1 2024, dissolve the Charter in total, enter into a revised Charter

agreement for an alternative High School, or plan for and operate an alternative high school program under MPSD. Lengthy discussion surrounding the options and the future of the current students enrolled in the K-8 Virtual McKinley Academy and the transition plan for those students. The Board also discussed that the district needs to know what the needs and vision are for the McKinley program. A motion was made by Matthew Phipps to modify the contract to eliminate the McKinley K-8 online program effective July 1, 2024, seconded by Matthew Spaulding. The motion failed (3-4) with Board members Trask, Soeldner, Hansen and Able opposing. Board member Soeldner made a motion to task Administration to devise a plan for the transition of students from the K-8 Virtual Program and to provide pros and cons of keeping the charter school or housing the program fully by MPSD, Matthew Spaulding seconded the motion. Board member Phipps made a friendly amendment for the Board President to be part of the visionary committee. The motion passed unanimously (7-0).

2023-2024 MPSD District Safety Plan was presented to the Board. Board member Trask asked for an editorial change on page 6, paragraph 3, line to reflect the word with rather than to. The editorial change was noted. A motion to approve the 2023-2024 MPSD District Safety Plan with the editorial change was made by Chris Able, seconded by Kerry Trask and unanimously carried (7-0).

A proposal for a Summer School Administrator Position was presented to the Board including role description, stipend comparison and projections. A motion to approve the Summer School Administrator Position was made by Matthew Spaulding, seconded by Matthew Phipps and unanimously carried (7-0) as presented.

The first read of suggested policy revisions was presented to the Board. A motion was made by Matthew Phipps, seconded by Matthew Spaulding, and unanimously carried (7-0) to approve the first read of Policy 1100-District Organization. A motion was made by Chris Able, seconded by Biff Hansen and unanimously carried (7-0) to approve the first read of Policy 1110-Assessment of District Goals as presented. A motion was made by Biff Hansen, seconded by Matthew Spaulding and unanimously carried (7-0) to approve the first read of Policy 1130-Conflict of Interest as presented. A motion was made by Kerry Trask, seconded by Matthew Spaulding to modify the first sentence in Policy 1210 to delete "The Board believes that, in general," and start the paragraph with "It is the primary duty.." of Policy 1210-Board/District Administrator Relationship, the motion to modify did not pass (3-4) with Board members Soeldner, Vlastelica, Spaulding and Able opposing. Board member Soeldner made a recommendation to table the first read of Policy 1210-Board/District Administrator Relationship due to not having current policies 3362.01 and 4362.1, motion was seconded by Biff Hansen and unanimously carried (7-0). A motion to approve the first read of Policy 1211-Whistleblower Protection was made by Matthew Spaulding, seconded by Tony Vlastelica, and unanimously carried (7-0). The first read of Policy 1213-Student Supervision and Welfare was presented. Board member Trask asked to change the word discharge in paragraph two to termination or dismissal. Board member Soeldner made a recommendation to table this policy until the policies referenced within Policy 1213 are brought forward with this policy for approval, Chris Able seconded the recommendation, and unanimously passed (7-0). Board member Spaulding made a recommendation to bring forward any referencing of policies as a bundle moving forward. First Read of Policy 2260-Non-Discrimination and Access to Equal Educational Opportunity. Board member Vlastelica expressed concern with some of the language; nondiscrimination and gender identity. Director Thennes stated that Attorney Jim Macy was contacted regarding policies 2260 and 2266 due to the content. His recommendation to the district was to leave the language as is because they are correlating with federal law. Board member Vlastelica suggest we strike that language. After significant discussion a motion was made by Tony Vlastelica, second by Matthew Spaulding to remove the language in the second paragraph (including gender status, change of sex or gender identity)

in this policy. The motion failed (3-4) with Board members Soeldner, Trask, Hansen and Able opposing. Board President Soeldner made a motion to table the first read of Policy 2260 until we can have better guidance from our legal counsel, Matthew Spaulding seconded the motion. The motion carried (6-1) with Chris Able opposing. A motion to approve the first read of Policy 2260.01-Section 504/ADA Prohibition Against Discrimination Based on Disability was made by Matthew Spaulding, seconded by Chris Able and unanimously carried (7-0) as presented.

Nine policies with suggested revisions were introduced to the Board, Policy 1230.01-Development of Administrative Guidelines, Policy 1400 - Job Descriptions, Policy 1421 - Criminal History Record Check and Employee Self-Reporting Requirements (New), Policy 1619 - Group Health Plans, Policy 1619.01 - Privacy Protections of Self-Funded Group Health Plans, Policy 1619.02 - Privacy Protections of Fully-Insured Group Health Plans, Policy 1619.03 - Patient Protection and Affordable Care Act, Policy 2266 - Non-Discrimination on the Basis of Sex in Education Programs or Activities, Policy 9130 - Public Requests, Suggestions, or Complaints. These policies will be brought forward for first readings at the next Board meeting.

Board President Soeldner shared School Board Election information including due dates for paperwork, and election dates for the Spring Primary, February 20, 2024 and the Spring Election, April 2, 2024. Ms. Soeldner reminded the Board of all the great holiday events happening at our schools and encouraged the Board to attend if possible.


Future Meeting Dates include the Regular Board Meeting scheduled Tuesday, December 12, 2023 at 6:00 p.m.

A motion was made by Matthew Spaulding, seconded by Tony Vlastelica, and unanimously carried (7-0) by a roll call vote to move into closed session at 9:32 p.m. for the purpose of considering the following matter(s): the employment, promotion, compensation, or performance evaluation of a public employee over which the government body has jurisdiction or exercises responsibility pursuant to section 19.85(1)(c) of the Wisconsin Statutes - Superintendent evaluation, progress goals and objectives, and a pending personnel matter. A brief recess was taken to allow the public to exit the Board Room.

The Board adjourned from closed session at 9:56 p.m. and moved to open session.

On motion from Biff Hansen, seconded by Matthew Spaulding, the Board unanimously (7-0) to adjourn the November 28, 2023 Special Board of Education Meeting at 10:04 p.m.

Respectfully submitted,
Laurie Braun, Board Executive Assistant



Board President, Stacey E. Soeldner