

MINUTES OF BOARD MEETING
Manitowoc Board of Education
February 8, 2022

A regular meeting of the Board of Education was called to order by Board Vice-President Lisa Johnston at 6:30 p.m. Members present were: Mr. Collin Braunel, Ms. Lisa Johnston, Ms. Meredith Sauer, Ms. Stacey Soeldner, and Mr. Kerry Trask. Board member Kathy Willis joined the meeting virtually after the Board reconvened in open session and Board members Dave Nickels was absent. Also present were Superintendent Mark Holzman, Board Secretary Laurie Braun, and Directors.

A motion was made by Kerry Trask, seconded by Meredith Sauer, and unanimously carried (5-0) by a roll call vote to move into closed session for the purpose of considering the employment, promotion, compensation, or evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility; Administrator Contracts. This meeting is authorized pursuant to Section 19.85(1)(c) of the Wisconsin Statutes.

The regular meeting of the Board of Education reconvened in open session at 7:02 p.m. The Board voted and unanimously approved (5-0) the Administrator Contracts. The meeting moved forward with the Pledge of Allegiance and the roll was taken. Access to BoardBook was confirmed by Board members and the virtual meeting connection was verified.

A motion was made by Kerry Trask, seconded by Meredith Sauer, and unanimously carried (6-0), to approve the minutes from the January 25, 2022, Special Board Meeting.

The Board Vice-Board President Lisa Johnston acknowledged there were no communications to share with the Board.

Public Input began at 7:05 p.m. The Board received requests from eight (8) individuals to provide public input. The public was allowed 5 minutes each to speak and to respectively keep input relevant agenda topics of discussion. The Board heard comments from individuals not in favor of the district mask policy, discipline and behavior issues in our schools, empathy, report card scores, hope and respect, an ER physician's perspective on our health status and protocols, a records request, and responsibility of the district for behavior and success of our students. Public Input concluded at 7:30 p.m.

Personnel Committee Chairperson Kerry Trask began providing a summary of the January 24, 2022 meeting. At this time the Board took a 5-minute recess due to the disruptive nature of some of the public in attendance. The Board returned from the recess and the meeting resumed. Superintendent Holzman addressed those in attendance stating there is Board Business that needs to be conducted. This is a Board of Education Meeting held in public, however, if the audience continues to disrupt the meeting we will be forced to adjourn and continue the meeting in a virtual setting. Mr. Trask continued with his report sharing the committee again discussed the dual licenses for middle school core teachers and the plan for financial support to those who choose to obtain the dual license. This item will be brought forward to the full board for action later in the meeting. The committee also discussed the 2022-2023 School Calendar, supporting the idea to have surveys

sent out to staff and families that offers a traditional calendar option and an option that would provide additional days off during the school year to address the challenges we are seeing with staff and students. The committee also discussed Staff safety and the salary schedule for our Paraprofessionals. The District continues to review our salary comparisons to other districts and also acknowledges the impact on the budget as there will be no additional funds for the 2022-2023 school year. On motion from Stacey Soeldner, seconded by Collin Braunel, the Board unanimously approved (6-0), the minutes from the January 24, 2022 meeting.

Curriculum Committee Chairperson Meredith Sauer shared a summary of the January 24, 2022 meeting. The committee received an Academic & Career Planning (ACP) update for the 6-8 grade students and the 9-12 grade students. An overview of the 6-12 ACP processes was shared, from academic courses and career planning to goal setting, job fairs, and mock interviews. The committee was also provided with a secondary math update from Math Specialist Lori Williams specifically surrounding compacted math and the plan to expand enrichment opportunities. On motion from Kerry Trask, seconded by Stacey Soeldner, the minutes from the January 24, 2022 meeting were unanimously approved (6-0).

Director of Business Service Angela Erdmann presented the payment of vouchers for the month ending January 31, 2022. A motion was made by Meredith Sauer, seconded by Stacey Soeldner, and unanimously carried (6-0) to approve Bill List 1-1-22 through 1-31-22. The presented Bill List reflects district operating expenses and district payroll for a total operating expense of \$6,678,275.67. The monthly financial report for January 2022 was also provided and accepted as presented.

Second Friday Enrollment Report was provided by Director of Business Services Angela Erdmann. Enrollment counts are crucial in determining the funding for our district. Our overall count is up eight (8) students from last January. Ms. Erdmann also reported our open enrollment out of the district has fluctuated over the years and has seen a slight reduction this year. Open enrollment out continues to be a large expenditure for our district sharing the cost of open enrollment out is \$8,161 for a regular education student and \$13,013 for a special education student.

The Personnel Report was presented by the Director of Human Resources, Joyce Greenwood-Aerts. The report consisted of four (4) resignations, two (2) retirements, hiring two (2) support staff positions, and six (6) extra-curricular stipends. A motion was made by Collin Braunel, seconded by Kathy Willis, and unanimously carried (6-0) to approve the Personnel Report as presented.

An update of the District's Health Protocols was shared with the Board. Superintendent Holzman provided data regarding our county's burden rate that shows a decline from where we were a couple of weeks ago. We are also seeing the same decline in unfilled vacancies in our staff positions, with the daily average of absent staff members to be about 70. All of this information leads us to believe we are heading in the right direction and have the potential to change our health protocol policies and practices, keeping in mind our goal is to continue having face-to-face instruction. Collin Braunel made a motion to eliminate the mask mandate effective immediately, Stacey Soeldner seconded the motion. Discussion surrounding the motion took place. Mr. Holzman shared if the current protocols are changed, the district does need a little time to revise our current protocols to reflect that change. Collin Braunel made an amendment to the motion

to reflect the mask mandate be removed, with a no mask requirement starting Monday, February 14, 2022. The amended motion was voted on by the Board and failed (2-4) with Collin Braunel and Stacey Soeldner voting in favor of the motion. Mr. Holzman addressed the Board stating we will continue to monitor the data and keep the Board advised of any future health protocol recommendations.

Superintendent Holzman next provided a School Culture/Student Behavior update. The overview included the additional support and training that was provided for all of our Administrative Staff. The feedback we received from our staff was that they continue to look for more information and support to help better teach behavior strategies. The district is having conversations with a company by the name of Safe Schools to help teach behavior strategies and positive behaviors. Mr. Holzman also shared a report of Out-of-School Suspensions (OSS) and In-School Suspensions (ISS). This report contained demographics of ethnicity, age, gender, and grade. This isn't the data we want to see, however, it is the data we have to share. It is our job to meet those students where they are at, help support them and teach them. We have added counselors, Dean's of Students/Student Liaison Leaders, and have counseling services available, yet we are seeing that we need to do more. Board members had the opportunity to ask questions and provide comments.

A District Activity Update was provided where Superintendent Holzman shared there are many great musical opportunities this week at Lincoln High School. Congratulation to the Lincoln Dance Team who participated in the state dance competition. Student testing will begin within the next few weeks taking part in our State Assessments, and we continue to move forward with the sale of the McKinley Building.

The Superintendent and Directors Report was presented to the Board. Board members had the opportunity to ask questions and provide comments. Board member Kerry Trask for clarification to better understand the information surrounding our District's academic achievement information that is being shared. Mr. Holzman stated DPI does not rank schools and that is not the purpose of the DPI report card. We also need to acknowledge that the evaluation model has also changed which makes it very difficult to compare to previous year's information. There are pieces within that information that are absolutely valuable for us to look at how we are doing and where we need to improve. Mr. Holzman also stated that all students take the ACT, however, only 50% of our students attend a 4-year college. We are seeing that our students are looking at all of the options available to them, such as our youth apprentice and other programs in the district. It is fair to say that our score needs to improve but we need to be mindful as to what information we are solely going to look at.

On motions brought forward from the 1-24-22 Personnel Committee Meeting, the Board approved (4-2) the plan for the district to provide the applicable financial resources to those Middle School Core Teachers who voluntarily choose to obtain a second license, with Board members Soeldner and Braunel opposing. Significant discussion took place around the possibility of providing a "grandfather clause" to safeguard some of those teachers that have been in the district a long time. The Board was again reminded that this is a voluntary action and we are not looking to eliminate any staff member. The plan presented is to provide those who choose to participate in obtaining the dual license to be financially supported by the district. Board

members Braunel and Willis supported further conversation at the committee level to discuss a possible grandfather clause for the middle-school core teachers.

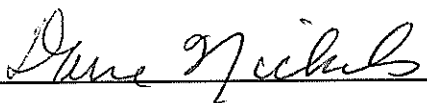
Board members Kerry Trask and Kathy Willis provided comments on attending their WASB State Education Convention. Ms. Willis also shared that as the delegate, she voted on the proposed resolutions the Board discussed at a previous Board meeting. All resolutions passed as voted. Ms. Willis also stated the convention provided a lot of information and learning opportunities.

Board member Willis provided a report of the February 3rd Ad-hoc Student Behavior Advisory Committee Meeting. The committee will try to meet weekly to discuss and gather ideas to help support the District with the behavior and mental wellness crisis we are seeing.

Future scheduled meeting dates include the Curriculum Committee Meeting on February 17, 2022, Personnel will be scheduling in the next few weeks, the Ad-Hoc Student Behavior Advisory Committee has a meeting scheduled February 10th, and the next Board meeting is scheduled February 22nd at 12:00 p.m.

A motion to adjourn was made by Kerry Trask, seconded by Meredith Sauer, and unanimously carried (6-0). The meeting adjourned at 9:16 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels, Board President or
Lisa Johnston, Board Vice-President