

Manitowoc Public School District
Board of Education Meeting Minutes
April 23, 2024

The Board of Education Special Meeting was called to order at 5:41 p.m. by newly seated Board President Chris Able. Members present were: Mr. Chris Able, Mr. Biff Hansen, Mr. Matthew Phipps, Mr. Keith Shaw, Mr. Matthew Spaulding, Mr. Kerry Trask, and Mr. Tony Vlaselica. 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 from the Board, the following items were removed from the Consent Agenda for further discussion; Letters B. Personnel Report, D. Proposed Contract Days Increase for the LHS Associate Principals from 210 Days to 240 Days, Out-of-State Travel Request-FCCLA National Leadership Conference, G. Out-of-State Travel Request-FBLA National Leadership Conference, H. 5 Policy 5512-Use of Tobacco and Nicotine by Students, and H. 6 Policy 8820-School Day Closure. A motion was made by Matthew Phipps, seconded by Biff Hansen, and unanimously carried (7-0) to approve items A. Regular Board Meeting and Closed Session Minutes, C. Boys Hockey Coaches Structure, E. Out-of-State Travel Request-WEB & Boomerang Project Training, H. 1, 2, 3, 4, 7 & 8 (second ready of policies 1630.01, 3430.01, 4430.01, 5460.01, 8710 and 8452 as presented. Items removed from the Consent Agenda were next discussed. Director Nault provided clarification to the questions of the Personnel Report. A motion was made by Tony Vlastelica, seconded by Kerry Trask, and unanimously carried (7-0) to approve the Personnel Report as presented. The Board discussed the Proposed Contract Days Increase for the LHS Associate Principals from 210 Days to 240 Days. Director Nault shared the rationale for the increase and answered any questions presented. A motion was made by Biff Hansen, seconded by Tony Vlastelica, and unanimously carried (7-0) to approve the Contract Days Increase for the LHS Associate Principals as presented. After clarification and discussion regarding the Out-of-State Travel Requests, a motion was made by Kerry Trask, seconded by Biff Hansen, and unanimously carried (7-0) to approve the FCCLA Out-of-State Travel as presented. A motion was made by Tony Vlastelica, seconded by Matthew Spaulding, and unanimously carried (7-0) to approve the FBLA Out-of-State Travel Request. Clarification to the second read of Policy 5512-Use of Tobacco and Nicotine by Students was provided by Director Thennes. A motion was made by Keith Shaw, seconded by Matthew Phipps, and unanimously carried (7-0) to approve the second read of Policy 5512. Policy 8820 was next discussed. Biff Hansen made a motion to reinstate the wording before the amendment was approved at the 4-9-24 Board meeting, Keith Shaw seconded the motion. After significant discussion, Keith Shaw requested a call to question of the motion. The motion failed (3-4) with Board members Phipps, Spaulding, Trask and Vlastelica opposing. Matthew Phipps made a motion to accept the second read of Policy 8820 as presented, with a second of the motion from Matthew Spaulding. The motion passed (5-2) with Board members Able and Hansen opposing.

Superintendent Feil shared a brief update of the District Priority Goals resharing the information from the last meeting that included the third consecutive quarter of significant improvement to the reading score. Mr. Feil reported the staff survey results were unfavorable and we will continue to work on ways to improve our district student/staff culture. The third goal is our Facilities Plan. Representatives from CESA 10 presented the final assessment results starting with defining and prioritizing the identified

facility needs with a 1-2, 2-5, and 5-10 year maintenance plan. The district will also need to develop and maintain a Facilities Master Plan. The building assessments for Washington Middle School and Lincoln High are included in this final assessment sharing a list of the needs and costs at these buildings using the same 1-2, 2-5, and 5-10 year timeline. The CESA 10 Representatives provided a list of projects the district is currently preparing to have completed this summer and moving into the next year. They have also identified some school safety requirements from a regulatory and Board policy standpoint that are considered a priority. The CESA team is not just looking at the build new projects, but also at some of the issues identified that can be fixed. They stressed the importance of considering the cost and the effect of renovation fixes versus an all-new structure. The CESA Team shared Washington Middle School has needs that require immediate attention including structural concerns of the pool deck, gymnasium, and other aesthetic concerns like exterior doors and over-crowding in the Tech-Ed areas. The estimated total project cost for Washington Middle School was just over \$28 million. The CESA Representatives provided a summary and long list of project needs at Lincoln including wall penetrations in the building, the small cafeteria size, tower conditions, clutter in the Tech Ed area, evaluating the lower level pool area, roofs, and flashing, to name a few. The total list of project costs for Lincoln High School is estimated at \$47 million. The final assessment also included a comparison of energy benchmarking data with the costs and consumptions for all buildings. The CESA Team presented a timeline of next steps suggesting completing a financial inquiry, forming an internal Facilities Advisory Committee, and establishing a partnership with an architect. A lengthy discussion followed surrounding the timeline; the how and when to include community involvement, budget options, and the possible need for a facilities referendum to complete the lengthy list of projects for our aging buildings.

Superintendent Feil provided a summary of his proposed Central Office restructuring. Mr. Feil stated with the resignation of Jame McCall, we are working to regroup and move forward with a continued focus on supporting instruction. The district will not be filling the vacant Assistant Superintendent position but will work to move some of our directors into executive positions with pay adjustments. Following some discussion of District Policy 1100, and the restructuring of Central Office Staff, it was asked that the restructuring proposal be brought back to the Board at the next meeting for approval.

Director Heidi Schroderus provided an Act 20 update. Ms. Schroderus stated we are working to bring a team of SFA Facilitators together to analyze our curriculum using the DPI Crosswalk Tool. This will help identify any areas that would need adjusting. DPI will release the screener that will be used by July 1, 2024. Our district currently uses FastBridge K-12, which allows us to have all K-12 data available to us. The goal is to prepare a MPSD version of this in July or August, provide professional development to staff, and implement it this fall. The team will also begin to work on Board policy that outlines the process of promoting students from grade 3 to grade 4 who are not reading at a proficient level. The district will work on this policy during the 2024-2025 school year and in place by July 2025.

The Directors Report was shared with the Board. Mr. Thennes and Mr. Nault provided clarification to the Board regarding the Admin Internship Program implemented last Spring. The program is in the infancy stage and we have hired two internal staff as Administrators within the district, and are looking to solicit additional interested candidates in the year ahead.

Director Thennes provided a McKinley update and recommendation. Mr. Thennes shared an overview of the systems plan to ensure sustainability for the program, any opportunities for grant funding, and any information relative to the compliance of our charter document. The Board expressed the importance of having the Board and the Administrators at McKinley adhere to the systems and

expectations that are set. After careful evaluation, the proposed recommendation is to terminate the charter agreement with McKinley Academy to be effective upon completion of the 2024-2025 school year. The Board will vote on the recommendation presented at the Board of Education meeting in May 2024.

Mike Nault, Director of Human Resources provided a summary and rationale for the proposed 4.12% WERC Consumer Price Index (CPI) rate increase for all Non-Teaching Staff and Stipend Positions. A motion was made by Matthew Phipps and seconded by Matthew Spaulding to accept the proposed increase. A motion to table the 4.12% CPI rate increase for all Non-Teaching Staff and Stipend Positions was made by Biff Hansen and seconded by Chris Able. Discussion surrounding the motion to table the proposed 4.12% rate increase for all non-teaching staff and stipend positions followed. A call to question and vote on the motion presented was made by Chris Able. The motion to table the 4.12% CPI increase for all Non-Teaching Staff and Stipend positions passed (4-3), with Matthew Phipps, Matthew Spaulding, and Tony Vlastelica opposing.

A motion to table the proposed 4.12% CPI increase for the Superintendent was made by Biff Hansen, seconded by Keith Shaw, and unanimously carried (4-3) with Matthew Phipps, Matthew Spaulding, and Tony Vlastelica opposing.

Lincoln High School Social Studies Textbooks Adoption was presented to the Board. A motion was made by Matthew Spaulding, seconded by Keith Shaw, and unanimously carried (7-0) to approve the textbook adoption of Advanced Modern History, AP Psychology, World History, US History and Civics, and AP US Government and Politics. These textbooks will move to public review for 30 days as required.

The proposal for two elementary reading teachers for the 2024-2025 School Year and supporting information was shared with the Board. Directors Mike Nault and Heidi Schroderus shared the specific qualifications that are required to fill this position. A motion was made by Biff Hansen, seconded by Keith Shaw, and unanimously carried (7-0) to approve the proposal as presented.

The first read of policy revisions introduced at the April 9, 2024, Regular Board Meeting was presented to the Board; Policies 0151.1-Annual Board Reorganization, 0167.3-Public Comment at Board Meetings, 0171.4-Treasurer, 7541.05-Assistive Technology and Services, and 0175-Association Memberships. A motion to table the first read of the policies presented was made by Biff Hansen, seconded by Kerry Trask, and unanimously carried (6-0), Board member Vlastelica was not present for the vote. The nine (9) policies being introduced for revisions will not move forward for first reads at the next Board meeting.

Board President Able addressed the Committees of the MPSD School Board. Mr. Able suggested the Board return to a standing committee structure; Personnel, Finance and Buildings & Grounds, Curriculum & Instruction, and Policy. Board member Hansen asked if Personnel & Policy could be combined and suggested the need for an Ethics Committee when necessary. Discussion surrounding the committee structure took place. A motion to adopt the suggested committees; Personnel & Policy, Finance and Buildings & Grounds, Curriculum & Instruction, and Ethics was made by Keith Shaw, seconded by Biff Hansen, and carried (4-2-1) with Board members Vlastelica and Spaulding opposing and Board Member Phipps abstaining. Board President Able asked the Board members to email him with their committees of interest.

The Board unanimously (7-0) accepted Board member Biff Hansen as the MPSD CESA 7 Representative.

The Board unanimously (7-0) accepted Kerry Trask as the Representative for the WASB Delegate Assembly, and Keith Shaw will serve as the alternate delegate.

Remarks from the Board President included Mr. Able thanking the Board for the opportunity and stating the goal of this Board is to reason together. He also stated that the intent of public input is meant for the public to have the opportunity to talk to the Board about what is relevant to the works and authority of the Board and Board business. Mr. Able suggested having one regular meeting per month and when necessary a special meeting will be scheduled. Board President Able also stated he feels it is important to provide any corrections or clarifications to the public at the end of the meeting. In closing, Board President Able encouraged any youth groups or small groups of students to lead the Pledge of Allegiance at our Board meetings.

Future meeting dates include the Regular Board of Education Meeting, on Tuesday, May 14, 2024, at 6:00 p.m.

A motion was made by Matthew Phipps, seconded by Biff Hansen, and carried (6-1) by a roll call vote, with Tony Vlastelica opposing, to move into closed session at 8:34 p.m., to consider the following matter: the employment, promotion, compensation, or performance evaluation of a public employee over which the government body has jurisdiction or exercises responsibility, under section 19.85(1)(c) of the Wisconsin Statutes: Teacher Compensation. The Board allowed a brief recess for the public to clear the Board Room and resumed the closed session at 8:41 p.m.

The Board of Education reconvened in an open session at 8:52 p.m. to take action on the issue discussed in the closed session. MEA President Sarah Weyenberg joined the reconvened open session. A motion was made by Keith Shaw, seconded by Matthew Spaulding, and unanimously carried (7-0) to approve the 4.12% CPI increase per cell for teachers effective July 1, 2024 through June 30, 2025. A motion to adjourn the April 23, 2024, Special Board of Education meeting was made by Matthew Spaulding, seconded by Biff Hansen, and carried (6-1) with Matthew Phipps opposing. The meeting adjourned at 9:02 p.m.

Respectfully submitted,
Laurie Braun, Executive Assistant



Board President Chris Able