

MINUTES OF BOARD MEETING
Manitowoc Board of Education
April 28, 2020

A virtual, special meeting of the Board of Education was called to order by Board Vice-President Dave Nickels at 12:00 p.m. Members present were: Ms. Lisa Johnston, Mr. Dave Nickels, Ms. Meredith Sauer, Ms. Elizabeth Williams, and Ms. Kathy Willis. Also present were Superintendent Mark Holzman and Board Secretary Laurie Braun.

Members absent: Ms. Catherine Shallue

The meeting began with the Pledge of Allegiance. Board members were logged into BoardBook.

A motion was made by Meredith Sauer, seconded by Elizabeth Williams, and unanimously carried (5-0), to approve the minutes of the April 14, 2020 Regular Board Meeting.

Committee Member Meredith Sauer reported on the April 22, 2020 Personnel Committee Meeting. Ms. Sauer shared Director of Pupil Services, Joanne Metzen explained to the committee that due to the district having a disproportionate number of black students identified as EBD, the district was required to develop a plan to address this. The district will hire a District-wide Culturally Responsive Behavior Specialist and a School-Based Culturally Responsive Behavior Specialist at each Building. This was approved by committee and will be brought forward to the full board for approval. Ms. Sauer also shared the committee approve a 1.81% base wage increase for all other staff, which will also be brought forward to the full board for approval. An HR update was given by Joyce Greenwood-Aerts regarding the process for distributing teacher contracts during the current safer at home situation. Ms. Greenwood-Aerts also shared an exit interview update where a form has been created and will be used for teacher and professional staff who are leaving the district. On motion by Elizabeth Williams, seconded by Lisa Johnston, the board unanimously approved (5-0) the minutes from the April 22, 2020 Curriculum Committee Meeting.

Director Joyce Greenwood-Aerts presented the Personnel Report consisting of two (2) resignations, three (3) professional staff appointments, and one (1) support staff appointment. On motion by Elizabeth Williams, seconded by Lisa Johnston, the Board unanimously approved (5-0) the Personnel Report and Addendum as presented.

Superintendent Holzman provided a District Activity Update which included to date we have delivered over 40,000 meals. These meals include a lunch and the next day's breakfast. We will continue to serve these meals as long as the safer at home order is in place and will also serve lunches when summer school commences.

Upcoming Board Action was also addressed by Mr. Holzman. He informed the Board that we will need to ask the DPI for a Waiver of Instructional Minutes, which will need to be done before the end of May. Districts have already been informed that all waiver requests will be

approved. This waiver will first be presented during a public hearing which will entail some uniqueness during this safer at home and virtual time. The Board discussed several options of how this could take place and was decided we do this virtually, allowing the public to participate and have discussion. The Board agreed to hold the Public Hearing on Tuesday, May 12, 2020 at 6:30 p.m.

It was agreed upon by the Board to have the Board Organizational Meeting at the May 12, 2020 Meeting. This meeting will start immediately following the Public Hearing. Mr. Holzman also reviewed the process of the reorganization and how can we do this virtually. The Board agreed to conduct the Organizational Meeting virtually and members not physically present will vote by calling in their vote to a designated phone number. Board Member Dave Nickels also suggested, and was in Board agreement, that we hold off conducting any committee meetings until the reorganization and appointment to the board vacancy position is completed.

Superintendent Holzman also provided a review of the process to fill the Board Vacancy. The district has twenty-one days to publicize the vacancy and accept letters of interest from potential candidates. The Board agreed to continue discussion at the May 12, 2020 meeting as to how we will move forward with filling that vacancy if more than one candidate applies.

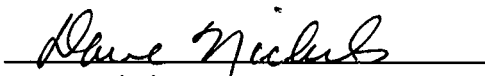
On motions brought forward from the April 14, 2020 Regular Board Meeting, the Virtual Board Meetings in Emergency Situations Policy was unanimously approved (5-0) by the Board for the second and final read.

On motions brought forward from the March 2, 2020 Finance and Budget Committee Meeting, the 1.81% Base Salary Increase for Teachers was unanimously approved (5-0) by the Board. This is the maximum allowable increase the state allows.

Further discussion regarding the Culturally Responsive Behavior Specialist and School-Based Culturally Responsive Behavior Specialist positions took place at the request of Board Member Kathy Willis. Director of Pupil Services, Joanne Metzen provided a detailed overview of these positions and the timeliness of posting these positions to aid in the hiring process of the most qualified candidates. On motions brought forward from the April 22, 2020 Personnel Committee Meeting, the Culturally Responsive Behavior Specialist and the School-Based Culturally Responsive Behavior Specialist, was approved (4-1) by the Board with Kathy Willis abstaining.

On motion by Elizabeth Williams, seconded by Meredith Sauer, and unanimously carried (5-0), the meeting adjourned at 1:10 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels
Board Vice-President