

MANITOWOC PUBLIC SCHOOL DISTRICT
Board of Education Meeting Minutes
May 9, 2023

The regular meeting of the Board of Education was called to order by Board President Stacey Soeldner at 6:00 p.m. Members present were: Mr. Christopher Able, Mr. Biff Hansen, Mr. Matthew Phipps, Ms. Stacey Soeldner, Mr. Matthew Spaulding, and Mr. Tony Vlastelica. Also present were Superintendent James Feil, Assistant Superintendent Jame McCall, Directors, and Executive Assistant Laurie Braun. Board member Kerry Trask was absent.

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

Public Input began at 6:01 p.m. The Board received five (5) requests from the public to speak. The Board heard input regarding race, diversity and scholarships offered to students based on race, concern with the middle-school schedule and having fewer elective options, referendum expectations and being a fiscally responsible district. Another individual questioned our district policy regarding restrooms in our buildings and transgender students, and the last individual shared a message from the local organization Lean On Me Lakeshore and the resources they provide to families in need. Public input concluded at 6:25 p.m.

On motion from Matthew Spaulding, seconded by Biff Hansen, the Board unanimously approved (6-0) the Consent Agenda as presented, consisting of the minutes from the 4-26-23 Organizational Meeting, and the 4-26-23 Special Board Meeting.

Director of Business Services, Angela Erdmann presented the payment of vouchers for the month ending April 30, 2023. A motion was made by Biff Hansen, seconded by Matthew Phipps, and unanimously carried (6-0) to approve the Bill List dated 4-1-23 through 4-30-23. The Bill List presented reflects district operating expenses and district payroll for a total operating expense of \$7,892,216.66. The Financial Report for the month of March was also shared with the Board and accepted as presented. Board member Vlastelica received clarification to a question regarding the graphs in the report and suggested including one additional year of data. He also shared his appreciation for the report providing a better dashboard of the District's finances.

The Monthly Donations List was presented to the Board consisting of three donations for Youth Apprenticeship Night, one from Broadway Automotive, one from Lakeside Foods, and one from Stecker Machine. No action from the Board was necessary as the donation amounts were within the parameters of district policy. The Board thanked the donors for their contribution to the district.

The Personnel Report was presented to the Board by Interim Director of Human Resources Mike Nault. The Personnel Report consisted of three (3) retirements, five (5) resignations, hiring four (4) professional staff, and three (3) support staff. A motion was made by Christopher Able, seconded by Matthew Phipps, and unanimously carried (6-0) to approve the Personnel Report as presented. Board members acknowledged the 41 and 46 years of service to the district for two employees who are retiring. Board member Able asked for clarification on the hiring process for a principal or an administrator. Mr. Nault provided the clarification and the process being used in the district.

Superintendent Feil shared a monthly Strategic Plan update. Mr. Feil stated we are finalizing the performance metrics which will be in place for the 2023-2024 school year. Assistant Superintendent Jame McCall is evaluating and will be selecting a National Assessment system soon. The committee will be meeting this Thursday to make a decision and will have a recommendation by the end of May. The Student & Parent surveys have been sent out. Survey information will be shared with the Board after we review the feedback. Staff Engagement Surveys will also be sent out in the upcoming weeks. Mr. Feil stated we continue to work towards having student involvement with the Board, possibly having a student representative, and we are looking for a data management engine to help process information easier for our strategic plan dashboard.

The District Activity Update included the dedication for the Municipal Baseball Field scoreboard. Some of the donors and Board members were able to participate. Teacher appreciation week is this week. The district has provided a token of appreciation for our teachers at each building. Mr. Feil also shared a list of upcoming events in the district including Lincoln's prom, on May 20th, Youth Apprenticeship Awards Night on May 24th, the Quarter Century & Retirement Celebration on May 30th, Scholarship Night on May 31st, and McKinley Graduation on June 1st. Mr. Feil also congratulated Dr. Lori Williams as she was recognized as the recipient of the 2023 Distinguished Mathematics Education (DME) Award. Congratulations were also sent out to Lincoln High School Students who advanced to compete in the State History Day Competition in Madison; Tor Seilheimer, Lila Redwine, Breleigh Kowalski, Reilly Blaser, Linsey Pionek, Callie Goetz, Olivia Rabitz, and Mitchell Drescher. Student Tor Seilheimer is advancing to the National History Day competition in June at the University of Maryland. Congratulations also to Duane Deicher for being recognized by the American Heart Association for the Kid's Heart Challenge.

On motion from Matthew Spaulding, seconded by Tony Vlastelica, the Board unanimously accepted (7-0) the nomination for Stacey Soeldner to serve as the MPSD CESA 7 Board Representative for the next year. Ms. Soeldner will attend the meeting tomorrow night and will represent the district and hopefully play a more involved role to be an advocate for our district.

The Board was next presented with the recommendation of a 4.5% CPI salary/wage increase for Administrators and all Other Staff. A motion was made by Chris Able, seconded by Matthew Spaulding, discussion began regarding the recommendation. Interim Director of Human Resources Mike Nault provided supporting background information for the recommendation. Mr. Nault stated the district has historically approved the same increase for Administrators and all Other Staff as approved for teachers. Board member Phipps stated his concern with the wage discrepancy between Administrators and Paraprofessional Staff and made a motion to take the Administrators (Exempt) and all Other Staff (Non-exempt) separately. Board member Vlastelica seconded the motion for discussion. Board member Vlastelica noted the effect of not giving our Administrative Leaders the same increase may not be received well. Other Board members were in agreement that if we aren't competitive with our Administrators as well, we risk losing quality leaders in our district. Mr. Nault reiterated that it is important to retain all staff, and it is very common for districts to approve the same increase for Administrators and all Other Staff, as the teachers. Clarification to the motion was made to read as a motion to take Administrators and all Other Staff Separately. The Board voted on the motion presented by Board member Phipps. The motion did not pass with a vote of (1-5), with Board member Phipps voting in favor of the motion. The Board then voted on the original recommendation presented of a 4.5% CPI salary/wage increase for Administrators and all Other Staff. The original motion passed (5-1) with Matthew Phipps opposing.

The recommendation of the proposed restructure of the paraprofessional and clerical step structure was presented to the Board. Interim Director of Human Resources Mike Nault provided a summary and step comparison with surrounding districts. It was also noted this proposed step increase and restructure is included within the budget plan. On motion from Matthew Phipps, seconded by Chris Able, the Board unanimously accepted (6-0), the proposed restructure of the Paraprofessional & Clerical staff step structure as presented and will be effective July 1, 2023.

The first read of proposed revisions to Policy 2261.01 - Parent Participation in Title I Programs was presented to the Board. Assistant Superintendent Jame McCall shared that these revisions came from the Title Monitoring Session. The new suggestions are coming directly out of ESEA (Elementary and Secondary Education Act), as well as recommendations from the state. Neola was also referenced for this policy revision. A motion was made by Matthew Spaulding, seconded by Tony Vlastelica, and unanimously carried (6-0) to approve the first read of revised Policy 2261.01- Parent and Family Engagement in Title 1 Programs. The second read will be brought forward at the next meeting.

The out-of-state travel request for FCCLA National Competition in Denver, CO July 2-6, 2023 was presented to the Board. On motion from Chris Hansen, seconded by Matthew Spaulding, the Board unanimously approved (6-0) the request as presented.

Remarks from the Board President included the Board's second meeting of the month will have a shortened agenda and it will include a working session for the Committee of the Whole. Ms. Soeldner also reminded the Board to be aware of the many activities going on in the district and if you can please attend in support of our students.

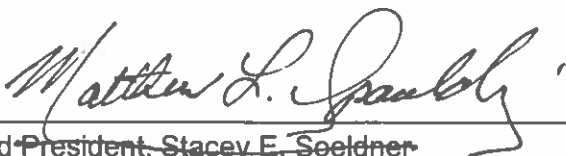
Future meeting dates include the Ad-Hoc Student Behavior Advisory Committee will meet Wednesday, May 17th at 4:15 p.m. The next Board meeting is scheduled for Tuesday, May 23, 2023, at 6:00 p.m.

A motion was made by Biff Hansen, seconded by Tony Vlastelica, and unanimously carried (6-0) by a roll call vote to move into closed session at 7:30 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 Wisconsin Statutes - Superintendent Evaluation Progress, Goals and Objectives, and Staff Discipline Matters. The Board extended a brief recess before convening into closed session to allow the public present to exit the Board Room. The Board moved to closed session at 7:34 p.m.

The Board adjourned from closed session at 8:26 p.m.

On motion from Matthew Spaulding, seconded by Chris Able, the Board unanimously voted (6-0) to adjourn the May 9, 2023, Regular Board of Education Meeting at 8:26 p.m.

Respectfully submitted,
Laurie Braun, Board Executive Assistant



~~Board President, Stacey E. Soeldner~~

VICE PRESIDENT MATTHEW SPAULDING