

MINUTES OF BOARD MEETING
Manitowoc Board of Education
June 23, 2020

A virtual special meeting of the Board of Education was called to order by Board President Dave Nickels at 12:03 p.m. Members present were: Ms. Lisa Johnston, Mr. Dave Nickels, Mr. Richard Nitsch, 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 logged into BoardBook and verification of virtual connection to the meeting was confirmed.

A motion was made by Elizabeth Williams, seconded by Richard Nitsch, and unanimously carried (6-0) to approve the minutes from the June 9, 2020 Regular Board Meeting.

Personnel Committee Chairperson Lisa Johnston reported on the June 10, 2020 meeting. Ms. Johnston shared discussion regarding the rationale for increasing the rate for teaching staff when spending overnights at the school forest during the traditional three day/two night stay with 6th grade students. This would impact the budget by approximately \$6000 for the year. The committee also discussed the celebration of employees who have reach 25 years of employment with MPSD and also those who have retired. Ms. Greenwood-Aerts also provided a hiring update and informed the committee all interviewing continues to be done virtually. A plan is also being created for the Central Office staff to return to work in the building and the new protocols that will be in place with the guidance from the school nurses, the CDC and state/local health departments. Many discussions continue in the planning of returning to school for 2020-2021 school year. The rate increase for School Forest Overnight Payment will be brought forward under new business. Motion was made by Elizabeth Williams, seconded by Richard Nitsch and unanimously carried (6-0) to approve the minutes from the June 10, 2020 Personnel Committee meeting.

A report of the June 12, 2020 Buildings and Grounds Committee Meeting was provided by Committee member Lisa Johnston. Ms. Johnston shared a summary of the McKinley Building appraisal from Sterio Appraisal and what the recommendations were from the appraisal company. The committee was in agreement to have the building put up for sale with a real estate agency. This recommendation will be brought forward to the full Board under new business. The second topic discussed at this meeting was the request for MPSD to allow Manitowoc Public Utilities (MPU) a utility easement through District owned property, currently the South 35th Soccer Fields. This easement would allow electric services to be added to the Manitowoc Skate Park and the Miracles Baseball Field. The committee had no concerns with allowing this and Director Dupré will follow up with the City of Manitowoc and MPU. On motion from Kathy Willis, seconded by Elizabeth, the minutes from the June 12, 2020 Buildings and Grounds Committee meeting unanimously carried (6-0) as presented.

Curriculum Committee Chairperson Meredith Sauer reported on the June 16, 2020 meeting. Ms. Sauer shared a suggested change to the Middle School Math curriculum was discussed in great length by the group. The suggested change would eliminate compacted math at the 7th grade level for the 2020-21 school year. The rationale for the change is due to providing all learners with the depth of mathematical knowledge and understanding of Wisconsin's more rigorous math standards. Math Specialist Lori Williams provided extensive supporting data for this change. The committee shared their concerns that this might not be the appropriate time for a change of this magnitude. More data will be brought forth for review at a future Curriculum Committee meeting. The Dean of Students and Student Support Leaders shared a presentation of their work and how this has impacted their respective schools in a positive way. Allowing Administrators to be instructional leaders, engaging more frequently in classroom visits and having conversations with teachers are just some of the advantages these roles are providing to Administrators while the Dean and SLO's are able to engage with students and help with character education, attendance issues and many other ways to support students. Director of Education Pam Lensmire provided Achievement Gap Reduction (AGR) Report update. Ms. Lensmire communicated that the shift to distance learning in March, the state waived the requirement for the end-of-the year data and in turn asked schools to report on their efforts to meet student needs during the COVID-19 pandemic and report this data to their districts. Motion was made by Richard Nitsch, seconded by Lisa Johnston and unanimously carried (6-0) to approved the minutes from the June 16, 2020 Curriculum Committee meeting.

In the absence of Director of Human Resources Joyce Greenwood-Aerts, Superintendent Holzman presented the Personnel Report consisting of one (1) resignation, hiring five (5) professional staff personnel, three (3) support staff and one (1) extra-curricular stipend. On a motion by Lisa Johnston, seconded by Elizabeth Williams, the Board unanimously approved (6-0) the Personnel Report as presented. Board President Dave Nickels questioned how the continuation of stipend pay will proceed if those activities do not take place due to the COVID-19 pandemic and could there be layoffs. Mr. Holzman addressed the Board stating this is something we have not had to do this past school year, however if we proceed virtually there may be some positions, such as coaches, that are not required and we will have conversations to address that moving forward.

Superintendent Holzman provided a Return to School Update and communicated we have received the 87 page, back to school document from the DPI. It was noted that this document will be edited every 2 weeks and currently the language references a 1:10 student ratio based on 6 ft. distancing and classroom size as a general guideline. We have already shared with Board members that we have three guiding opportunities for the start of school; face to face, virtually and a hybrid model of the two. The hybrid model would most likely have the most disturbance within our community so we need to have general conversations of what the hybrid model could look like for our district. Board members had the opportunity to ask questions and to share their individual feedback of which model might be best for our district. It was agreed that virtual learning is not the best model for the vast majority of students, but we need to do what is best and safest for all. Superintendent Holzman suggested that we

should consider having a plan in place by the end of July so the district is able to prepare for which model we will use and to make that model the best it can be for the current situation.

Mr. Holzman also addressed the cancellation of Lincoln's Traditional Graduation ceremony, noting this was an extremely difficult decision to make. The graduation committee, LHS staff and students worked diligently to present several options of how we could have a face to face graduation ceremony. Unfortunately none were able to get the endorsement from our local and state health professionals. The committee is working on a plan to acknowledge and celebrate our deserving graduates, which will be shared within the next week. A huge thank you to the Lincoln team who has worked incredibly hard to get our graduates recognized.

Mr. Holzman shared the plan for the return of students to sport activities in July on a volunteer basis. Students, staff and trainers have expressed this is essential to the physical and mental well-being of students, however the number one goal is to allow this in a safe manner. A waiver form must be filled out by the parent and student-athlete, and students will be required to sign up in advance. Coaches will be required to wear face masks and it is recommended that student-athletes wear masks when social distancing is not a possibility. All coaches, trainers and student-athletes will be screened for signs/symptoms of COVID-19 prior to entry and a temperature will be taken. The workout will be one hour in duration with a twenty minute break to clean and sanitize and allow the previous group to leave and the next group to enter. A minimum distance of 6 feet between each individual will be enforced and there will be no sharing of athletic equipment. This plan is in accordance with the NFHS, WIAA, SMAC, the Manitowoc County Health Department, Aurora Hospital and the CDC. The plan has also been shared with our district's nursing staff. Board members had the opportunity to review the plan and ask questions.

The District owned property on Fleetwood Drive was brought back to the Board for continued discussion. Board members agreed to move this item forward to the Buildings and Grounds Committee to research and discuss in further detail.

The Use of District Facilities, Policy 7510 was also brought back for further discussion. Board President Dave Nickels reiterated that the current policy allows the district control and to use its discretion whether or not to allow outside organizations to use district facilities. The Board agreed the policy is sufficient as is but is subject to change due to the current situation.

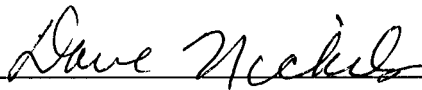
Item brought forward from the June 10, 2020 Personnel Committee, Teacher Handbook Revision; School Forest Overnight Payment was brought to the full Board. Board member Dave Nickels proposed an amendment to reflect an increase of 20% rather than the 50% plus increase due to budget concerns, the uncertainty of revenue and to be more in line with the consumer price index. The amendment did not receive a second motion. Virtual connection to the meeting was lost by three Board members. After verification members were re-connected, the motion was re-opened for discussion. After further discussion, the motion brought forward did not unanimously pass, with a vote of (3-3). The Board recommended to bring this back to the Personnel Committee and revisit at a future meeting.

On motions brought forward from the June 12, 2020 Buildings and Grounds Committee Meeting, the Board unanimously approved (6-0), listing the McKinley Building for Sale with a Real Estate Agency.

The Board discussed future meeting dates/referrals. The Curriculum Committee has a scheduled meeting August 20th, Personnel Committee has no meeting scheduled at this time, Finance and Budget Committee and the Buildings and Grounds Committee will be scheduling in the next few weeks. It was agreed the Board will meet for a Special Board Meeting on July 7, 2020, at 12 p.m. to discuss returning to school.

On motion by Richard Nitsch, seconded by Elizabeth Williams, and unanimously carried (6-0), the meeting adjourned at 1:29 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels
Board President