

EXECUTIVE COMMITTEE MEETING
Manitowoc Board of Education
August 17, 2022

The Executive Committee of the Board of Education was called to order by Board President Stacey Soeldner at 5:36 p.m. Members present were: Ms. Stacey Soeldner, Mr. Collin Braunel, Ms. Kathy Willis, Mr. Matthew Phipps, and Mr. Tony Vlastelica. Also present were Interim Superintendent James Feil and Board Secretary Laurie Braun.

The Superintendent Search process was addressed by the committee. Board President Stacey Soeldner communicated that the Board will need to discuss the timeline and if we want again to use a search firm or if we would like to utilize our District HR Department for the Superintendent Search process. The committee agreed to have a Closed Session at the end of the September General Board Meeting to discuss these details further.

The committee next discussed the topic of Governance, highlighting committees and the flow of information. Interim Superintendent Jim Feil shared a book with Board members, "Building a High-Impact Board-Superintendent Partnership" written by Doug Eadie. The book suggests some different models and a different way to structure existing committees by having all information processed at the committee level first and then brought to the full Board. Board President Soeldner suggested that the Executive Committee members review the book first and would then discuss the model we may like to shift to. The possible restructure may help committees be more efficient with a meaningful governance structure model. Board President Soeldner also suggested the Executive Committee meet on a more regular basis and refer needed information to set committees. The committee agreed the Executive Committee will meet on the first and third Wednesdays at 5:30 p.m. The Executive Committee also suggested for our current standing committees to set up regular or more consistent meeting dates and times if they are not already doing so. This will be added to the next Board Meeting agenda for further discussion. Interim Superintendent Feil also suggested scheduling a Joint Finance & Budget and Buildings & Grounds (Facilities) Meeting.

Board member Tony Vlastelica asked if there was a way to live stream committee meetings and if we could have an option to use zoom to provide public input for people that cannot attend. After some discussion, the Executive Committee agreed to have recorded meetings uploaded to the website within 48 hours. Interim Superintendent Feil will reach out to Jason Bull and the Curriculum Committee to discuss possible options for live streaming services and related costs, and also options for upgrading our media system equipment in the Board Room by the September 21st Executive Committee Meeting. Board member Willis suggested we look into utilizing our District website in a way that would be easier for the public to find meeting information. Interim Superintendent Feil will also share this request with the technology team.

Executive Committee member Braunel requested an update and overview of our Security and Active Shooter Plan. With recent events, security has been a hot topic and an update would be appreciated to verify the safety protocols at our buildings. Mr. Feil reassured the committee that

our district does have a significant and comprehensive plan in place that is being used at other schools as well. This request will be shared with the Buildings & Grounds Committee.

Employee Appreciation was next discussed by the committee. Board members are aware that it is a challenging time for our teachers and other and would like to know what we are doing to acknowledge the stellar performance of our staff and what could we do more. Board member Soeldner suggested we forward this to our HR Director Mary and the Personnel Committee, to find out what we are currently doing, what is working, and some possible ideas of what more we could do. Board member Willis suggested sending a survey to staff for their feedback. It was acknowledged that we also need to be respectful of the costs involved and to also think outside of the box possibly involving businesses within our community. Board member Vlastelica commented when staff is recognized they tend to engage more which results in higher performance. This is especially important now when we are looking to create a culture of higher achievement and higher performance.

Travel Reimbursement for the Superintendent was discussed. This is an allowance to deter mileage reimbursement for the Superintendent for travel within the district. Board President Soeldner asked for this to be brought forward to the Finance & Budget Committee and then a recommendation for Board approval.

Board President Stacey Soeldner addressed the Interim Superintendent Evaluation Scheduling. Board member Braunel asked if Mr. Feil is also following the regular Superintendent Evaluation schedule. Ms. Soeldner suggested the Board check-in with Mr. Feil on a semi-regular basis, meeting in a closed session setting to discuss his ongoing progress of goals and evaluation. This closed session will be added to the next Special Board Meeting. Mr. Feil welcomed the continued conversation and appreciates any and all feedback. The Committee also noted that Board will discuss future dates and times of Board Meetings at the next General Board of Education meeting.

The committee next reviewed the Interim Superintendent's Yearly Plan. Mr. Feil Review shared his plan for the year that will include some action items for the Board to address which included higher student achievement having every elementary school to exceed expectations in two years, student behavior with a consistent plan put in place, and challenging our district for everything to be evidenced based. Mr. Feil also suggested using a middle school and an elementary school as a pilot and moving them to a different model or platform that has already shown positive results. He also suggested some organizational restructuring. The committee continued discussion surrounding the Interim Superintendent's plans and goals. Interim Superintendent Feil agreed to provide the associate cost of this pilot model/program would entail. Stacey Soeldner made a recommendation to bring the Superintendent's Yearly Plan to meet the objectives of discipline and academic achievement to the full Board, Collin Braunel seconded the recommendation and unanimously carried. This will be brought forward to the full Board at the September 13, 2022 General Board Meeting for presentation and approval.

Strategic Plan Update was also reviewed by the committee. Board member Soeldner reminded the Board that the surveys are due today and the data will be presented at next week's Board meeting.

Interim Superintendent Feil is working on the data sheets to provide some framework for our strategic plan. All of this data will be shared with the Board and the Public next week as well.

A motion to adjourn was made by Collin Braunel, seconded by Kathy Willis, and unanimously carried (3-0). The meeting adjourned at 7:38 p.m.

Respectfully submitted,
Laurie Braun, Board Secretary



Board President, Stacey E. Soeldner