

MINUTES OF SPECIAL BOARD MEETING
Manitowoc Board of Education
August 3, 2021

A special meeting of the Board of Education was called to order by Board President Dave Nickels at 12:04 p.m. Members present were: Ms. Lisa Johnston, Mr. Dave Nickels, Ms. Meredith Sauer, Ms. Stacey Soeldner, Mr. Kerry Trask and Ms. Kathy Willis. Also present were Superintendent Mark Holzman and Board Secretary Laurie Braun. Board member Collin Braunel was absent.

The meeting began with the Pledge of Allegiance and Board members access to BoardBook was confirmed.

Director of Human Resources Joyce Greenwood-Aerts presented the Personnel Report consisting of eight (8) resignations, hiring eleven (11) professional staff personnel, ten (10) support staff, and one (1) level movement and numerous extra-curricular stipends for fall sports. Director Greenwood-Aerts also presented an Addendum to the Personnel Report for Board members to view. On a motion by Kerry Trask, seconded by Kathy Willis, the Board unanimously approved (6-0) the Personnel Report and Addendum as presented. Ms. Greenwood-Aerts stated she will again share a summary of staff resignations/retirements, along with a summary of the teacher exit interviews. This information will be shared with the Personnel Committee in fall.

The School Board Workshop began at 12:09 p.m. Board President Dave Nickels addressed the group stating the purpose of this workshop is the ability to discuss in more detail any ideas or topics the Board may like to have included in future committee or Board meetings. Mr. Nickels also stated a list of suggested items was shared with Board members, however items of discussion are not limited to just the items on the list.

Board member Stacey Soeldner asked if additional information could be included in the Personnel Report, such as the number of years of service for individuals leaving the district. Ms. Soeldner also asked if we could get information prior to 24 hours of being made available to the board members and the public referencing the recent addendums. Superintendent Holzman provided explained the district is diligently trying to hire staff for the 2021-22 school year. The timeliness of hiring personnel, approval from the board, then offering a contract is extremely important with the school year fast approaching. It was noted by Board member Trask, we need to trust the District's Human Resources Professionals who are present during the entire hiring process to allow we have staff in place for the start of the school year.

The monthly School Showcase presentations was next discussed. Board member Soeldner questioned if the School Showcase presentation portion could be eliminated during the meeting and have the schools communicate this information with the Board in a different manner. Several Board members shared their disagreement with eliminating the presentations stating student relationships and engagement with the Board are critical. Board member

Johnston feels important information could get buried in a report with no presentation. Board member Trask stated we need to be more than a policy making Board, and we need to be relevant to the those we are truly serving, the students. It was also communicated the school presentations are done once per month and we need to encourage the students and remember the importance of why we are Board of Education Members. It was agreed that some adjustments could possibly be made to the presentation process without eliminating it.

Board members next discussed how the Committee Meeting Reports are shared. Board members have access to the minutes to read and review prior to the meetings and is this something the Board would consider transforming into a consent agenda. Discussion surrounding the parameters of a consent agenda and the possibility of moving to this format.

Exit interviews was the next topic of discussion. Board member Kathy Willis suggested we have a third party do our exit interviews so it is coming from a more neutral view point. Ms. Willis conveyed this may help staff feel more open to completing the survey. Board members asked if more information could be shared as to why an individual is leaving the district. Superintendent Holzman reminded the Board there is a confidentiality factor to this information and how it can be shared with the Board. WASB will confirm the how personnel information can be shared with the Board from a legal and roles and responsibilities view. It was suggested for this matter to be discussed further at the committee level.

Board member Trask asked for discussion surrounding the achievement gaps. Superintendent Holzman shared the test data is received from the state, with the results of a single test being the focus point. It does not reflect or include the work students have completed during the year. An overview of how the State Standardized Assessments are obtained was discussed. Mr. Holzman reiterated the District continues to look for ways to improve scores in more than just that particular assessment. The District also looks at improving students taking higher education classes, co-curricular involvement, improving student/teacher relationships, attendance and engagement, in addition to using strategies to work together with families. We continue to learn and grow as a district.

Board Member Lisa Johnston asked to discuss Governance Committee. Board member Stacey Soeldner suggested that the Executive Committee would address governance type issues or concerns. Lisa Johnston shared a document that was tailored to fit more of a school district rather than a corporate setting. The Executive Committee would not be a standing committee, but would meet as needed. Board members were asked to review the document shared today and make any suggestions for changes that would fit our school board. All Board members present agreed this is a good idea and allows the Board the opportunity for our district to have particular topics addressed that do not necessarily fit within one of the standing committees.

The Board next discussed our Public Input Policy. It was questioned if public input needs to pertain to actual items that are on the agenda. It was agreed that public input is very important and welcomed, however the Board wants to ensure it is being conducted in a safe manner. The Board also acknowledged it is District policy to have public input but it is not a requirement by

the state. The Board needs to be proactive so we can conduct necessary board business at meetings.

Significant discussion took place regarding addressing the folks that have expressed issues with the Derute Consultants. Several Board members feel we need to make a statement addressing where the District stands and addressing the teaching of CRT that some community individuals are concerned with.

Board Member Soeldner left the meeting/workshop at 2:20 p.m.

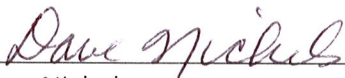
Superintendent Holzman next introduced Attorney Scott Mikesh and Ms. Louise Blankenheim, WASB Staff Council. These individuals are providing an overview of Board roles and responsibilities, Administrator roles and responsibilities, and Board/District Administrator relationships. School Board and District Administrator roles and responsibilities are determined by state and federal law. The School Board's job description is to provide general oversight for the administration and district. The five specific areas school boards need to focus on to improve student achievement is vision, accountability, policy, community leadership and relationships. Supporting information was provided for each of these five specific areas.

Board Member Sauer left the meeting/workshop at 3:15 p.m.

Other topics of information and discussion included school board duties and powers, board policies, board member expectations and evaluations, addressing public communications; who is the board spokesperson, board member access to confidential information, and agenda protocols and timelines. Board members had the opportunity to ask questions and provided comments.

On motion by, Kerry Trask seconded by, Lisa Johnston and unanimously carried (4-0), the meeting adjourned at 4:05 p.m.

Respectfully submitted,
Laurie Braun, Secretary



Dave Nickels
Board President