

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING  
Monday, April 25, 2022

- I. The Phillips Board of Education regular meeting was called to order by President Pesko at 6:00 p.m. in the Phillips High School Auditorium.
- II. Present: Baxter, Bilgrien, Denzine, Fox, Halmstad, Krog, Pesko, Rose, Van De Voort, and Student Liaison.
- III. Administration present: Superintendent Morgan, Principal Scholz, and Pupil Services Director Lemke. Others: Staff and community members. The meeting was available via Zoom for online attendance.
- IV. President Pesko stated that public notice of the meeting was properly posted according to Wisconsin Statute 19.84(4). Notice was posted at all school-owned buildings, the School District of Phillips' website, and the Price County Review.
- V. Public Participation - Shirley Smith suggested that all board member emails be posted on the website and Board minutes be posted prior to approval.
- VI. President Pesko read the list of donations made to the District from October 1, 2021 to March 31, 2022 and thanked the community for their support.
- VII. Administrative and Committee Reports
  - A. Nick Madison, CESA 12 administrator gave an overview of the purpose of CESA 12 and what they offer for the districts, including superintendent search services.
  - B. Dave Scholz, Elementary Principal
    1. Principal Scholz shared with the board the spring testing days at the elementary and how it went. All test administrators were trained on the process and students overall responded well to the process. Breakfast, pep assembly, movie, and other rewards were shared. Teachers were given the opportunity to give feedback on the process and
    2. 4K round up is taking place soon. Thirty-six students have signed up so far.
    3. The next Board meeting there will be a presentation on summer school
  - C. Colin Hoogland, 6-12 Campus Principal was not present but is requesting permission for the senior class to go to Black River Harbor in the upper peninsula of Michigan for a one-day trip.
  - D. Vicki Lemke, Pupil Services Director reported on the state assessments given district wide. The middle school is currently working on makeup testing. Grades 9-10 will be taking the ACT Aspire test in May.
  - E. Rick Morgan - Superintendent Report
    1. Administrative interviews have been completed. The special education director candidate visited the school today and the principal candidate will be here on Thursday.
    2. The elementary transition plan is in process and they will be able to move in the summer with large items. The office area is now ready.
    3. Planning meetings have started for a 4K-12 Campus dedication/open house in August. Miron will provide invitations and help with planning of the event.

- F. Student Liaison Morrone
  - 1. Students of the month at PhMS were Mya Hertlein (6), McKenna Jones (7), Philip McClain (8), and Raelee Williams (8).
  - 2. Student of the quarter at PHS were Jada Eggebrecht (12) and Jada Cantrell (10).
- G. Policy committee met on April 13, 2022 and discussed:
  - 1. The committee is recommending a second reading of Policy #523.1 Employee Physical Exams deleting the requirement for 10-year exams.
  - 2. Policy #167 Board member use of electronic communication devices is still being drafted.
  - 3. Recommendation was made to continue the discussion of policies with ethics language when all members are present and can review materials required.
  - 4. 2022-2023 Employee Handbook process was reviewed.
  - 5. Items for future meetings include Series 200 evaluations and administering of medication.
- H. Revenue committee met on April 14, 2022 and discussed:
  - 1. Auditorium refresh project extra funds received will be spent on the auditorium with Northwoods Players given first priority for use of funds. Glass entry door was discussed, pit area will get sheetrocked. The estimate a local contractor for stage flooring is \$9,600.00, a second estimate is due. Northwoods Players will be given secure access to the bathrooms/dressing room areas for their work materials. Discussion on the name for the refreshed space. Grand opening will correspond with the construction open house.
  - 2. An idea was shared from New Berlin's marketing of their school and offering naming rights to their community spaces.
  - 3. School forest facility and greenhouse/aquaponics system are still in planning stages. The potential for using ESSER funds is being pursued.
- I. Facilities and transportation committee met on April 14, 2022.:
  - 1. Facility items included new oven for elementary kitchen has arrived, lawn mower has arrived, working on platforms for track and field stations, moved SMARTboards, winter safety sand will be removed from the parking lot, painter is here to finish rooms, maintenance team will be moving the elementary over the summer, HSR will be responsible for checking heating and air for the entire building.
  - 2. Transportation items included bus route time issue being worked on, new van is ready to ship, cost of mileage and busing transportation has not increased and needs to be reviewed, review of pedestrian, car, and bus traffic flow for next year, including law enforcement role.
  - 3. YMCA of Rhinelander would like to look at our usable elementary building.
  - 4. The upper back parking lot will need to be addressed after construction is completed..
- H. Business services committee met on April 14, 2022 and discussed:
  - 1. Construction update
  - 2. 2022-2023 staffing update - five retiree positions have been posted and interviews have been done for administrative positions WECAN shows six applicants for social studies position and zero for science positions...

3. NIS presented health insurance options and the committee is recommending Security Health offering both POS Premiere plans and HMO plan.
4. Recommendation is being made for a two percent increase on base salary and to continue with additional compensation plan..
5. CESA 12 administrator will be giving a presentation at the board meeting. There is a small increase for cost of services for next year.
6. Pool roller window shades will be purchased from Fund 80 with a cost of \$3,670.00.
7. Blodgett oven for the elementary kitchen remodel will be purchased with ESSER funds.
8. Regular agenda was reviewed and amendments made.
9. Other items included a review of the "hold status" events. Chromebooks will need to be updated and the quote is for \$49,000.00. Discussion about board member employment with the district was brought up again (coaching, lifeguarding). Items will be referred to the policy committee.
10. Bills will be reviewed before Monday's board meeting.

VII. Items for Discussion and Possible Action

- A. Motion (Pesko/Rose) motion to continue with Return to Learn Plan A per administrative recommendation and to remove from future agendas.. Motion carried 9-0.
- B. President Pesko reported that Phase 3 is completed and Phase 4 has begun and is underway. There is meeting for Option A of the parking lot alternative tomorrow. The project is on time and under budget.
- C. Teaching positions have been posted and a meeting is planned to schedule interviews.
- D. The Board organizational meeting will be held prior to the regular meeting in May beginning at 5:00 pm to accommodate for the music concert.
- E. No report on public relations position, will be removed from future agendas.
- F. Motion (Rose/Krog) to approve the CESA #12 service contract for 2022-2023 school year. Motion carried 9-0.
- G. Motion (Krog/Van De Voort) to approve an increase to base salaries of 2% for professional/non-affiliated staff for 2022-2023 school year. Motion carried 9-0.
- H. Motion (Rose/Krog) to approve a change to Security Health Plan offering Option 1 and 3 for employees. Motion carried 9-0.
- I. There are no recommended changes to the Employee Handbook at this time.
- J. Motion (Baxter/Rose) to approve the second reading of Policy #532.1 Employee Physical Examinations as presented. Motion carried 9-0.
- K. Motion (Krog/Van De Voort) to approve purchase of 230 Chromebooks for \$48,191.90 using ESSER Funds. Motion carried 9-0.
- L. Motion (Baxter/Van De Voort) to approve an out-of-state trip to the upper peninsula of Michigan for the senior class. Motion carried 9-0.

VIII. Consent Items - Motion (Krog/Halmstad) to approve the following consent items. Motion carried 9-0.

- A. Minutes from March 21, 2022 Board Meeting.

- B. Personnel report - approve resignation of Hannah Gengenbach, cook server (11 years) at the end of the school year.
- C. Approve bills from March 2022 (#349848-329949 and wires) for a total of \$564,456.55..
- IX. The next regular board meeting will be held on May 16, 2022 beginning at 5:00 pm.
- X. Motion (Krog/Rose) Motion to convene into executive session at the conclusion of the open session pursuant to: WI Stat. Sec. 19.85(1)(c) for the purpose of considering employment, promotion, retirement, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and (f) performance evaluation of teaching staff including the preliminary consideration of discontinuing the employment of member(s) of the teaching staff.. Motion carried 9-0 with roll call vote at 7:34 p.m.
- Preliminary Notice of Renewal/NonRenewal of Employment Contracts
  - Compensation Requests for 2022-2023
  - Contract(s) "offer of employment" 2022-2023
- XI. Motion (Krog/Halmstad) to reconvene into open session pursuant to WI Stat. Sec. 19.85(1), if necessary, to act on motions made during the executive session. Motion carried 8-0 with roll call vote at 8:58 p.m.
- XII. Action Items
- A. Motion (Denzine/Van De Voort) to uphold administrator's recommendation for preliminary notice of non-renewal of employment. Motion carried 9-0 with roll all vote.
- B. Motion (Denzine/Krog) to uphold administrator's recommendation for employee compensation for 2022-2023.
- C. Motion (Denzine/Pesko) to direct the Superintendent to offer contract to Pupil Services Director. Motion carried 9-0 with roll call vote.
- XIII. Motion (Krog/Van De Voort) to adjourn. Motion carried 9-0. Meeting adjourned at 9:00 p.m.

Respectfully submitted,

Anne Baxter, Clerk  
Board of Education

THE SCHOOL DISTRICT OF PHILLIPS

Price County Review  
P.O. Box 170  
Phillips, Wisconsin 54555

APPROVED FOR PUBLICATION

Minutes of School Board Meeting  
April 25, 2022  
6:00 PM

---

Anne Baxter, Clerk  
Board of Education