

Phillips Board of Education Regular Board Meeting

Monday, May 20, 2019
Following Organizational Meeting

Phillips Middle School IMC
365 Highway 100
Phillips, Wisconsin

Our Vision:
Preparing for Tomorrow

Our Mission:
To inspire and empower all students to reach their greatest potential.

- Our Goals:**
- Review and assess educational opportunities annually throughout the District that enables each student to achieve their greatest academic and social growth.
 - Develop annual objectives and plans that will promote safety and security.
 - To create added awareness of the District by implementing or expanding communication strategies that involve family and community members throughout the District.

Board Meeting Agenda		Facilitator	Page #
I.	Call to Order (Pledge of Allegiance)	Pesko	
II.	Roll Call of Board Members	Pesko	
III.	Review of Compliance of Open Meeting Law	Pesko	
IV.	Public Participation Forum – Where members of the public will be allowed to make brief presentations to the board on items of interest to the school district. No action will be taken on items presented.	Pesko	
V.	Administrative Reports and Committee Reports		
	A. Phillips Elementary School Principal Report	Scholz	
	1. Students of the Month		
	2. Update on 4-Year Old Kindergarten for the Fall		
	B. Phillips Middle/High School Principal Report	Hoogland	
	1. Students of the Month		
	2. Introduce 2019-20 Student Liaison to the Board		
	C. Director of Pupil Services Report	Lemke	
	1. Mental Health Grant Update		
	2. State Testing Update		
	D. Superintendent Report	Morgan	
	1. Facilities Action Committee Update		
	2. Building Administration Support Position		
	3. 21st Century Grant Update		
	E. Student Liaison Report	Haberman	
	F. Policy Committee Report	Burkart	
	1. First Reading of Policies		
	a) 461 Higher Education Academic Excellence		4-5
	b) 431.34 School Nutrition & Wellness		6-10
	c) 763 Student NonDiscrimination Food Service		11
	2. Second Reading of Policies		
	a) 421, Rule 1, Admission to 4K, 5K, 1st Grade		12-13
	b) 411 Equal Educational Opportunities		14
	c) PHS Athletic Code		15-16
	G. Business Services Committee Report	Burkart	
VI.	Items for Discussion and Possible Action		
	A. Employee Handbook Review	Morgan	
	B. High School Parking and Traffic Flow Planning for 2019-20	Morgan	
	C. School Safety Remodel Project for 6-12 Office	Morgan	
VII.	Consent Items	Pesko	
	A. Approval of Minutes from April 15, 2019 Board Meeting		17-19
	B. Approval of Personnel Report		20
	C. Approval of Policies as Presented		
	D. Approval of Bills		PDF

VIII.	Items for Next Board Meeting	Pesko	
IX.	<p>Motion to convene into executive session at the conclusion of open session pursuant to:</p> <p>A. 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.</p> <ul style="list-style-type: none"> ● Contrat Negotiation Parameters for 2019-20 Salary and Wages <p>B. WI Stat. Sec. 1985(1)(f) for the purpose of considering open enrollment requests for 2018-19 school year.</p> <ul style="list-style-type: none"> ● Requests to enter the School District of Phillips ● Requests to leave the School District of Phillips <p>C. WI Stat. Sec. 19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.</p> <ul style="list-style-type: none"> ● Confer with Legal Counsel 	Pesko	
X.	The Board may reconvene into open session pursuant to WI Stat. Sec. 19.85(1), if necessary, to act on motions made during the executive session.	Pesko	
XI.	Adjourn	Pesko	

HIGHER EDUCATION ACADEMIC EXCELLENCE SCHOLARSHIP 461

The top academic student shall be determined by computing the highest cumulative GPA after the seventh semester. In the event of a tie in the GPA for the position of top student, the student to receive the State Academic Excellence Scholarship shall be determined by using the following sequential criteria:

Step One:

Students will be given an opportunity to withdraw their name if they plan to attend school out of state or if they do not plan to attend any post high school training institution.

Step Two:

~~ACT scores will be the next criterion to be used. The student with the highest ACT score (on a scale of 1-36) will be determined the recipient. The first ACT test taken after the conclusion of the sophomore year will be the score used for this criteria. Scores from ACT tests taken after January 1 of the senior year will not be considered.~~

Step Two

ACT scores will be the next criterion to be used. The student with the highest ACT score (on a scale of 136) will be determined the recipient. Scores from ACT tests taken up to June 30 of the junior year will be considered. Any ACT taken after June 30 of the junior year will not be considered.

Step Two:

ACT scores will be the next criterion to be used. The student with the highest ACT score (on a scale of 1-36) will be determined the recipient. The first ACT test taken after the conclusion of the sophomore year will be the score used for this criteria. Scores from ACT tests taken after January 1 of the senior year will not be considered.

Step Three:

If step two does not produce a recipient, the Superintendent will supervise a coin toss or drawing to determine the recipient. ~~(Discuss changes to tie breaker)~~

2009 Senate Bill 407 passed May 12, 2010 now allows schools with an unweighted grading system to designate alternates. In past years, schools were not able to list alternates unless the students' GPA was exactly the same and the school used a district policy for determining ties. Schools are now allowed to list all students with a GPA of 3.8 or higher as alternates.

If the student with the highest GPA decides to forfeit the scholarship due to attending an out-of-state school or not pursue further education, they would still be identified as an Academic Excellence Scholar for that high school and receive the issued certificate from Wisconsin Higher Education Aids Board. The next alternate, based on GPA, who is attending either a Wisconsin public university, private university, or public technical college would be awarded the scholarship money.

Each of the students with GPAs 3.8 or higher would need to complete the Academic Excellence Scholar intent form (see Exhibit 461) to indicate their school of choice and provide necessary information. All students will be listed on the Wisconsin Higher Education Aids Board form.

In order to be eligible for consideration of the Academic Excellence Scholarship, the student must have attended Phillips High School as a full-time student both semesters of their junior and senior years.

Approved: 07/10/90

Revised: 04/13/93;

Revised: 12/14/93;

Revised: 01/19/98;

Revised: 10/20/08;

Revised: 05/18/09;

Revised: 12/19/11

Revised: _____

Policy

The School District of Phillips recognizes its responsibility to promote a healthy learning environment by supporting wellness, good nutrition, and regular physical activity as part of the total learning environment. This policy supports the mission of the District as it promotes life-long wellness behaviors and links healthy nutrition and exercise to students' overall physical well-being, growth, development, scholastic performance and readiness to learn. Improved health through nutrition and physical activity optimizes student performance and readiness to learn. Healthy eating patterns and regular physical activity are essential for students to achieve their full academic and life potential. In addition nutritional education should extend beyond the classroom and needs to involve multiple channels of communication. Teachers, foodservice professionals, and family members play a role in promoting life-long healthy eating habits. Therefore, nutrition education should be linked with the school food environment and at home.

Nutrition & Health Education

- A. **Nutrition Education Goals:** Implement nutrition education from Pre-K through secondary school as part of a sequential, comprehensive school health education curriculum designed to help students adopt healthy eating behaviors.

Health Curriculum: The health curriculum will encourage students to develop the knowledge, attitudes, skills and behaviors for lifelong eating habits and physical activity. The health curriculum supports the philosophy that the quality of life is dependent upon the student's interaction with their total environment which includes their physical, mental and social well being.

Nutritional Education is integrated into the curriculum:

- *All grade levels - Nutritional Education is integrated into the curriculum in accordance with the Wisconsin Standards for Physical Education provided by the Wisconsin Department of Public Instruction*
- *Elective food science classes available for high school credit*

- B. *Links with Nutrition-related community services:*

- *UW Extension*
- *Farm to School*
- *Price County Health and Wellness Coalition*

Family Communication

- A. *Information about healthy nutrition, ideas for healthy parties, rewards, fundraising activities and education about changing nutrition regulations will be provided through:*
- *District Newsletter*
 - *Food Service Menus*
 - *Public Local TV/Radio*
- B. *The district will promote availability of school breakfast and lunch to all families, and encourage those who are eligible for free and reduced-priced meals to complete applications.*

Nutrition Promotion

The cafeteria environment shall promote good nutrition via display of posters, informational materials, menu and other such related material.

- *Use descriptive and imaginative language to describe fruits and vegetables on the menu*
- *Move competitive foods away from the serving line.*
- *District will offer one family-focused event supporting health each year. Booth or table at Family Fun Night.*

Staff as Role Models

The School District encourages staff to exhibit and promote healthy food/beverage habits during the instructional day.

Classroom Curriculum and Recess:

- A. *A quality physical education program is essential so that all students learn about and participate in physical activity. In addition to regular physical education, physical activity will be integrated across curricula and throughout the school day. Physical education requirements shall be taught by a certified physical education teacher.*
- B. Physical Education Curriculum: *The physical education curriculum teaches children the importance of physical exercise and exposes students to a wide range of physical activities, so that students develop the knowledge and skills to be physically active for life. Students receive instruction in the five health-related components of fitness (cardiovascular endurance, muscular endurance, muscular strength, flexibility and body composition). Body composition instruction includes proper diet and healthy eating habits. The curriculum promotes lifelong physical activity and fitness, which includes healthy eating as its primary goal.*
- *In grades kindergarten through six shall be provided at least three times weekly, except that days on which special activities are conducted may be exempt; and shall be conducted by or under the direction of a licensed physical education teacher.*

- *All pupils in grades 7 through 12 shall participate in the instructional program of physical education taught by a licensed physical education teacher, except that in senior high schools one year or the equivalent may be optional to pupils.*

Recess is offered daily in grades K-5 and Middle School, preferably outdoors.

C. Physical Activity Use of School Facilities by Students and Community Before and After School Hours.

- *Middle School and High School will offer Interscholastic Sports Programs*
- *Pool*
- *Additional Physical Activities-open weight room, ASP and Summer School.*
- *Elementary has access to the gym prior to school*
- *Encourage exercise breaks in classroom*

D. Staff Wellness

The Phillips School District values the health and well-being of every staff member. The district will solicit input from school staff and benefits program regarding the development of a future wellness program.

- *Employee Wellness Interest Survey*
- *Assistance programs (Stress management)*
- *Nutrition programs (weight loss, Healthy recipe swap)*

Nutrition Standards:

A. School Meals

The Phillips School District Food Service Program will meet or exceed USDA National School Lunch and Breakfast Program regulations and guidelines.

- *Breakfast Program*
- *Lunch Program*
The Phillips School District shall provide free and reduced lunch prices to students according to the terms of the National School Lunch Program.
- *Milk Program*
 - *Fat Free and low fat milk will be provided.*

- *School Nutrition will implement at least one Smarter Lunchroom Technique.*

Decisions made in all school programming need to reflect and encourage positive nutrition messages and healthy food choices, ensure that all children have access to adequate and healthy food choices on scheduled school days and be in compliance with the Federal Healthy, Hunger Free Kids Act 2010. Compliance with HHFKA2010 will include: goals for nutrition education, goals for physical activity and other school wellness activities, standards for all food available on school campus, goals for nutrition promotion, collaborative community team to

develop, implement, and review policy, and communication and monitoring of the policy.

Nutrition information will be made available upon request for all foods and drinks available in each school in the district during the school day, with the objective of promoting student health and reducing childhood obesity. Guidelines for reimbursable school meals shall not be less restrictive than regulations and guidance issued by the U.S. Secretary of Agriculture.

B. Food and Beverages Sold Individually (foods sold outside of reimbursable school meals) such as through vending machines, fundraisers, etc. during the school day.

- *Exemptions as outlined by USDA*

- *Vending Machine*

If a vending machine is turned on during the school day, school will ensure that food and beverage sold will adhere to nutritional standards for snacks and beverages.

- *Fundraisers*

To support students' health and nutrition education efforts, the district encourages organizations to offer food that meets nutritional guidelines, non-food items or events that promote physical activity.

C. School Sponsored Events Outside of the Instructional School Day

- *Food and beverages offered or sold at events outside the school day (such as athletic events, performances, dances, etc.) currently may not meet USDA nutrition standards.*

D. Snacks, Rewards, Celebrations During School Days and Other School-Based Activities: Local wellness policy goals should be considered in planning all school-based activities (such as school events, field trips, dances, social events, and fundraising activities).

- *Snacks served at no charge during the school day should encourage a healthy lifestyle. The offering of snacks should be based on timing of school meals, students' ages and nutritional needs. Parents are encouraged to provide healthy snacks and treats.*
- *Strong consideration should be given to non-food items as part of any teacher-to-student incentive program.*

E. Schools will restrict food and beverage marketing to only those foods and beverages that meet the nutrition standards set forth by USDA's Nutrition Standards for All Foods Sold in Schools (Smart Snacks) rule.

Monitoring and Policy Review

- *The Superintendent or designee along with the support of the administrators will ensure compliance with established nutrition and physical activity wellness policies*

- *School food service staff will ensure compliance with nutrition policies within school food service areas.*

The district will maintain a nutrition/wellness committee with the purpose of:

- monitoring the implementation of the district's wellness policies.
- regularly evaluating the related goals and effectiveness of guidelines.
- serving as a resource to school sites.
- recommending policy revisions as necessary.

The committee will include an administrator, Food Service Supervisor, students, parents, staff and board members. Staff member representation should include someone with physical and health education background.

Annually, the Board of Education will review the progress of the district wellness plan.

A. Triennial Assessment - the District will evaluate compliance with the Wellness policy no less than once every three years. The assessment will include the extent to which each school is in compliance with the policy and how the policy compares to a model policy as established by the U.S. Department of Agriculture.

B. Update/Inform the Public - the District will actively inform families and the public about the content of and any updates to the policy through the school website and Board of Education meetings.

Legal Ref: Federal Healthy, Hunger Free Kids Act 2010. Compliance with HHFKA2010

Approved: 06/19/06

Revised: 10/20/08, 5/21/12, 3/16/15, _____

STUDENT NONDISCRIMINATION FOOD SERVICES

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Students in the School District of Phillips shall have an opportunity to participate in school lunch and milk programs. These programs shall be administered by the superintendent, or designee, in accordance with established guidelines.

Food service prices shall be established by the Board annually. In accordance with federal guidelines, the District shall offer free and reduced price food services ~~benefits~~ to students who qualify.

Individual student account balances will be reviewed on a case-by-case basis. The director of food service in partnership with the building administration office staff will prepare a monthly report of all negative balances to the superintendent's office. Negative balance accounts determined to need communication will receive written notice of the account statement which will include the contact person assigned for assistance. Students in grades 4K - grade 8 will continue to receive school-provided meals during the process of review. Students in grades 9-12 may be denied access to school-provided meals only by the superintendent or his/her designee.

Vending machines may be installed in District schools when approved by the Board.

The School District of Phillips shall not discriminate in school-sponsored food service programs on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability, or handicap.

*LEGAL REF.: Sections 118.13, 120.10(16), 120.13(6) & (10) Wis. Statutes
PI 9.03(1) of the Wisconsin Administrative Code*

CROSS REF.: Discrimination Complaint Procedures

Approved: 07/14/87

Revised: 06/19/00

Revised: 08/21/17

Revised: _____

Enrollment in Four-Year-Old Kindergarten, Kindergarten, and First Grade**FOUR-YEAR-OLD KINDERGARTEN**

To be eligible for enrollment in the four-year-old kindergarten program a child must be four-years-old on or before September 1st in the year the child proposes to enter school.

Early entrance procedures are as follows:

1. A personal meeting with the parents to determine their reasons for requesting entrance prior to the legal age.
2. An assessment of the child's potential to benefit from early admission and to successfully participate in the grade level, including considerations of emotional stability, social and mental maturity, and physical health.
3. Parents have the right to appeal the early entrance decision to the Superintendent.

KINDERGARTEN

To enter kindergarten a child must be five-years-old on or before September 1st in the year the child proposes to enter school. The parents/guardians of any child who will not be five-years-old on or before September 1st in the year the child proposes to enter kindergarten, may apply to have their child admitted to kindergarten at the opening of school for that year. The following procedure shall be followed:

1. Parents/guardians must request, in writing, that their child be considered for early entrance into kindergarten. This letter is to be sent to the Superintendent of Schools or his/her designee at least 90 days before the opening of school and shall include a statement of the reasons the application is being made. The 90-day requirement may be waived for persons new to the District; however, no early admissions shall be made after the third Friday in September.
2. The child will be required to participate in an Early Entrance Screening.
 - a. The screening will consider emotional, social, physical, cognitive, and readiness skills. Designated school staff will conduct the individual screening. Other school professionals will be consulted when appropriate. This evaluation will be at no cost to parents/guardians.
 - b. After the screening has been completed, a meeting will be held with the parents/guardians to consider the appropriateness of early entrance into kindergarten. The criteria used by the District in making its decision will be whether or not the child is in the superior range in areas of social, emotional, physical, and cognitive readiness.
 - c. Parents/guardians have the right to appeal the early entrance decision to the Superintendent.
3. If a student is approved for early entrance into kindergarten, school personnel and parents/guardians will monitor and review placement after six weeks to ensure the student is appropriately placed.

FIRST GRADE

To enter first grade a child must be six-years-old on or before September 1st in the year the child proposes to enter school and must have completed a five-year-old (full or part-time) kindergarten program with certain exceptions as outlined below [Wis. Stat. Sec. 118.33(6)(cm)]. Parents/guardians of any child who will not be six-years-old on or before September 1st in the year the child proposes to enter first grade, may apply to have the child admitted to first grade at the opening of school for that year.

Procedure for Exemption:

1. Parents/guardians, whose child did not attend a five-year-old kindergarten program and who wish to enroll their child in first grade, must submit a request to the District for an exemption from the state requirement that the child complete a kindergarten program prior to entering first grade.
2. Parents/guardians must complete a Phillips School District Kindergarten Exemption form. This form will be made available through the Phillips Elementary Principal. The form will contain the child's name, parent/guardian's name, address, date of birth, and reason or statement why child did not previously attend a full or part-time kindergarten program.
3. The District may exempt the requirement that the child complete kindergarten as a prerequisite to enrollment in first grade if either
 - a. before commencing or completing first grade the child moved into this state from a state, country, or territory where he/she was already exempted from the prerequisite requirement;
 - b. before commencing or completing first grade, the child moved into this state from another state, country, or territory in which completion of five-year-old kindergarten is not a prerequisite requirement; or
 - c. the child demonstrates academic and developmental readiness skills expected for successful participation in first grade. Evidence must exist that the child's educational welfare would best be served by placement in first grade.
4. The Superintendent of Schools' designee will review the completed exemption form and will make the decision to grant or deny the exemption.
5. A face-to-face meeting will be scheduled with the parent/guardian to share the decision and information.
6. In case of a denial, appropriate school personnel will conduct an evaluation. The building principal will be consulted and, once the evaluation is completed, a plan will be determined and shared with parents/guardians.

LEGAL REF: Wis. Stat. Sec. 118.33(6)(cm)

Approved May 8, 1979

Revised January 19, 1998

Revised February 16, 2004

Revised June 17, 2013

Revised June 20, 2019

The School District of Phillips will deliver the best education possible for every child in the District, provided the student can benefit from attendance, and the student's conduct is compatible with the welfare of the entire student body.

The right of the student to be admitted to school and to participate fully in curricular (including all technical and career education), extracurricular, student services, recreational or other programs or activities shall not be abridged or impaired because of a student's sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

Children of homeless individuals and unaccompanied homeless youth (youth not in the physical custody of a parent/guardian) residing in the District shall have equal access to the same free, appropriate public education, including comparable services, as provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for religious accommodations shall be made in writing and approved by the building principal.

Complaints regarding the interpretation or application of this policy shall be referred to the Title IX Coordinator or designee and processed in accordance with established procedures.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year and posted in each school building office in the District. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks, and other published materials distributed to the public describing school activities and opportunities.

LEGAL REF: *Sections 118.13 Wis. Stat.*
 PI 9 of the Wisconsin Administrative Code
 Title IX, Education Amendments of 1972
 Title VI, Civil Rights Act of 1964
 Section 504 of the Rehabilitation Act of 1973
 McKinney-Vento Homeless Assistance Act
 Title X, Sec. 722(g)

CROSS REF: *Discrimination Complaint Procedures*
 School Board Policy, Section X

Approved: 07/14/87
Revised: 01/19/98
Revised: 11/17/08
Revised: 12/16/13
Revised: 5/20/19

Athletic / Scholastic Eligibility

1. No student may have an "F" grade in any subject during a grade reporting period
 - a. Grade reporting period - final grades at the end of:
 - i. 1st Quarter
 - ii. 2nd Quarter
 - iii. 3rd Quarter
 - iv. 4th Quarter
 - b. Any student who receives an "F" for any grading period will be ineligible for 15 school days during which time the grades will be reviewed
 - i. The student will be placed on "Academic Suspension"
 - ii. If the student has no "F" grades after 15 school days, the student will regain full athletic eligibility on the 16th school day
 - iii. If the student has an "F" grade in any subject at the end of 15 school days, the student will remain on "Academic Suspension" until the student's grade is raised to passing
 1. Documentation from all teachers will be required
2. No student may have an "F" grade in any subject when mid-term progress reports are generated. (midpoint of each quarter)
 - a. If any student has one or more "F" grades in any subject at that time:
 - i. The student will be placed on "Academic Probation" for 5 school days
 1. If the "F" grades are raised to passing after 5 days, the student will be removed from "Academic Probation"
 2. If the "F" grades are not raised to passing after 5 days, the student will be placed on "Academic Suspension" until the grades are raised to passing
 - a. Documentation from all teachers will be required
3. Academic Probation
 - a. Student is eligible to practice with the team
 - b. Student is eligible to compete with the team and travel to away contests
4. Academic Suspension
 - a. Student is allowed to practice with the team (with the coaches permission)
 - b. Student is expected to attend all home games and sit with the team
 - c. Student will not be allowed to travel with the team or get out of any class time
 - d. Student will not be allowed to participate in any contests

5. Fall Sports: Per the WIAA, the ineligibility status will be adjusted as follows for students in fall sports in which the date of the earliest allowed competition is before the first day students are in class
 - a. The minimum ineligibility period shall be the lesser of:
 - i. 21 consecutive calendar days beginning with the date of the earliest allowed competition in a sport or
 - ii. $\frac{1}{3}$ of the maximum number of contests allowed in a sport
6. The principal working collaboratively with the athletic director will exercise discretion developing academic improvement plans in extenuating circumstances.

MINUTES OF PHILLIPS Board of Education REGULAR MONTHLY MEETING
Monday, April 15, 2019

- I. The Phillips Board of Education meeting was called to order by President Pesko at 6:00 pm in the 6-12 Learning Center. The Pledge of Allegiance was recited.
- II. Present: Burkart, Distin, Fox, Halmstad, Krog, Pesko, Rose, Willett and Student Liaison. Absent: Adolph. Administration present: Superintendent Morgan, Finance Manager Lehman, and Principal Hoogland. Others: Staff, students community members, and Price County Review.
- III. 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.
- IV. Public Participation - None
- V. Board Clerk Tracie Burkart administered the Oath of Office to Paula Houdek, Gabriel Lind, and Stephen Willett who will begin their three-year term on April 22, 2019.
- VI. Mark Distin was recognized for his six years of service to the Board. Jim Adolph was recognized for his nine years of service to the Board.
- VII. Administrative and Committee Reports
 - A. Elementary Principal Report - Rick Morgan reported that there are three strong candidates for the 4K teacher position and we have 36 student pre-registered as of today. Forty-two students are needed to meet budget for the fall.
 - B. Middle/High School Principal Report
 1. The 2019 Technical Excellence Scholarship was awarded to Darek Petruzalek, son of Jerry and Sashene Petruzalek. Darek will be pursuing C&C technician training at NE Technical College in Green Bay.
 2. Students of the month for Phillips Middle school are Arianna Brill (grade 6), Arianna Riley (grade 7), and Trey Denzine (grade 8).
 - C. Superintendent Report
 1. The facility action committee continues to meet with Megan Prestebak and Brad Simonsen. They are looking into options that will best meet the interest of the district in addressing the 1958 portion of the elementary school.
 2. The district is looking into upgrading the parking lot in front of the high school building for student security and safety. The upgrade will be split between the 2018-19 and the 2019-20 budget. The flow of traffic is also being reviewed for safe arrival/departure from school.
 3. The 6-12 office entrance will be remodeled this summer using state safety grant monies. Visitors will enter through the office before being allowed into the mainstream of the school. The window film company will be doing a site visit in the next few weeks and installing the film before the end of the school year.
 4. Staff and community members will have an opportunity over the next two months to review and make suggestions for revisions to the Employee Handbook.
 - D. Financial Manager Report - Quarterly Financial Report showed year-to-date expenditures as of March 31, 2019 were \$5,553,751.60 (58.65% of budget) and revenues were \$5,177,587.84 (57.65% of budget). The total cash available was \$600,779.84. No line of credit has been used this fiscal year.

- E. Student Liaison Report - None
 - 1. Spring sports are having a slow start. Baseball has played in Mauston. Girls softball has been able to host a few games.
 - 2. Large group music festival was held on Monday.
- F. Policy committee met on April 10th and reviewed two policies for first reading. Policy 421 Rule 1 Admission to 4K, 5K and First Grade is adding language for early entrance procedures. Policy #411 Equal Educational Opportunities is adding language to align with required annual notices regarding student's religious beliefs and career/technical education opportunities. The PHS Athletic Code is being revised to restructure consideration of a student's eligibility to participate in athletics based on failing grades.
- G. Business services committee met on April 11th and heard an update on the mental health grant and the core team report from Miron Construction and HSR Architecture, discussed staffing plans for 2019-20, benefit options for less than full-time employees, health insurance renewal, purchase requests for lawn mower and exterior doors, and transportation updates from Mr. McMillan and review of bills.
- H. The curriculum committee met on April 2nd with administrators and reviewed the current high school course handbook. Curriculum work will be done in the areas of science and social studies districtwide, primarily this spring and over the summer with staff over four work days. Future meetings will include staff members interested in attending.
- I. Nutrition committee met on April 15 prior to the board meeting to review the wellness policy in preparation for the food service review. Items discussed were increased physical activity, grab-and-go breakfast options, evening meal options for families on event nights. The next triannual review of the policy will be in 2022.

VIII. Items for Discussion and Possible Action

- A. Motion (Krog/Willett) to approved the 2019-20 CESA #12 service contract for \$46,903.82. Motion carried 8-0.
- B. The Board organizational meeting will be held May 20, 2019 beginning at 5:00 p.m. with the regular board meeting following.
- C. Motion (Burkart/Willett) to approve purchase a Grasshopper lawn mower for \$6,500.00. Motion carried 8-0.
- D. Motion (Willett/Burkart) to approve purchase of three exterior doors for \$5,352.56. Motion carried 8-0.
- E. Motion (Krog/Burkart) to approve the business services committee recommendation to change the health insurance carrier to Security Health Plan beginning July 1, 2019. Motion carried 8-0.

IX. Consent Items - Motion (Willett/Krog) to approve consent items. Motion carried 8-0.

- A. Approved minutes from March 18, 2019 Board meetings.
- B. Approved personnel report
 - 1. Hiring of Glenn Ericksen, JV softball coach and Patrick Croy, groundskeeper; and contract renewals for Justin Lindgren, co-head track coach, Sarah Socha - cohead track coach; Dana Janssen - assistant track coach, and Mark Fuhr, girls varsity soccer coach.
 - 2. Accepted resignations from Jean Flower, business education teacher (13 years), Theresa Johanik, bus route driver (33 years) and Vivienne Neerdaels, contracted occupational therapist (14 years).
- C. Approved bills from March 2019 (#345554-345651 and wires) for a total of \$444,142.70.

- X. The next regular board meeting will be held on May 20, 2019 at 5:00 p.m. beginning with Board organization. Items to include are second reading of policies, high school parking and traffic flow update, PHS office remodel update, and facility action committee.
- XI. Motion (Willett/Krog) to convene into executive session at the conclusion of the open session pursuant to: WI Stat. Sec. 19.85(1)(g) for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.
 - Confer with Legal Counsel
- XII. The Board may 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 with roll call vote 8-0 at 7:15 p.m.
- XIII. Motion (Willett/Krog) to reconvene into open session. Motion carried 8-0 at 7:40 p.m.
- XIV. Motion (Willett/Krog) to adjourn. Motion carried 8-0 at 7:45 p.m.

Respectfully submitted,

Tracie Burkart, Clerk
Board of Education

**Personnel Report
April 13, 2019 - May 16, 2019**

New Hires/Transfers

Name/Position	Position Description	New Salary	Previous Employee Salary	Effective Date
Sandra Lasee Custodian I - Pool	Replace Brent Jenkins	\$14.91/hr	\$15.22/hr	5/20/19
Rachel Dahlke - Business Education Teacher	Replace Jean Flower	\$46,460.00	\$46,320.77	8/20/19
Rachel Dahlke FBLA Advisor	Vacant position since 2015	\$1,044.00	N/A	8/20/19
Jessica Strasburg Paraprofessional	Replace Patrick Croy	\$11.56/hr	\$13.66/hr	8/20/19
Julie Teeters Cook I	Replace Leanne Benson	\$11.45/hr	\$11.68/hr	5/6/19
Caitlin Vyskocil Kdgn Teacher	Replace Patricia Kaliska	\$40,000.00	\$61,873.18	8/20/19
Diana Nikkila 4K Teacher	New position	\$40,000.00	N/A	8/20/19
Mel Eggebrecht MS Volleyball Head Coach	New position	\$1,044.46	N/A	2019-2020 Season
Margaret Obadal MS Volleyball Asst Coach	New position	\$720.67	N/A	2019-2020 Season
Austin Edwards - PES Brady Halmstad - PhMS	Summer custodians	\$7.69 New \$7.95 Returning	N/A	5/6/19

Recruitment

Position	Position Status	Location	Posting Date
World Language Teacher	Replace Steven Ivancich and online program	Phillips High School	01-16-2019
Bus Route Driver (3)	Replace Ed Riley, Kathy Severson, Theresa Johanik	Bus Garage	03-01-2019
Speech/Language Pathologist	Staffing Plan	Districtwide	03-06-2019
Technology Education Teacher	Replace Tim Brown	PhMS/PHS	0
Varsity Assistant - Football	Replace Lance Johnson	PHS	04-29-2019

Resignations/Retirements

Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Brent Jenkins	Custodian I - Community Pool	Resignation	5/3/2019	2 years	Pool/PHS
Lance Johnson	Football Asst. Varsity Coach	Resignation	4/29/19	2 years	PHS

FDT	OBJ	FUNC	PRJ	OBJ	2018-19	2017-18	April 2018-19	April 2017-18	2018-19	2017-18
					Revised Budget	Revised Budget	Monthly Activity	Monthly Activity	FTTD Activity	FTTD %
10E	---	11	---	UNDIFFERENTIATED CURRICULUM	1,730,015.00	1,733,407.77	131,267.29	107,169.98	1,265,468.84	73.15
10E	---	12	---	REGULAR CURRICULUM	1,787,742.52	1,804,061.00	147,193.09	167,196.10	1,419,487.78	79.40
10E	---	13	---	VOCATIONAL CURRICULUM	337,145.00	344,455.00	32,168.24	30,635.55	288,726.89	85.64
10E	---	14	---	PHYSICAL CURRICULUM	168,290.00	167,250.00	12,125.23	14,013.96	124,403.81	73.92
10E	---	16	---	CO-CURRICULAR ACTIVITIES	144,705.00	146,233.00	18,311.84	15,881.10	104,629.34	72.31
10E	---	17	---	OTHER SPECIAL NEEDS	14,858.00	15,258.00	210.27	209.92	6,291.89	42.35
10E	---	21	---	PUPIL SERVICES	241,868.89	170,939.00	19,095.29	11,611.36	185,095.72	76.53
10E	---	22	---	INSTRUCTIONAL STAFF SERVICES	303,883.01	212,984.00	23,167.81	15,473.29	209,653.64	68.99
10E	---	23	---	GENERAL ADMINISTRATION	265,543.00	265,543.00	18,898.41	23,976.51	218,482.59	82.28
10E	---	24	---	SCHOOL BUILDING ADMINISTRATION	593,202.00	569,101.00	35,924.32	39,588.16	413,073.96	69.63
10E	---	25	---	BUSINESS ADMINISTRATION	2,026,481.98	2,053,453.12	145,246.37	150,877.26	1,481,731.67	73.12
10E	---	26	---	CENTRAL SERVICES	28,460.00	337,767.00	4,861.11	11,461.91	26,038.36	91.49
10E	---	27	---	INSURANCE & JUDGMENTS	142,192.00	143,555.00	-12,448.21		128,071.49	90.07
10E	---	28	---	DEBT SERVICES	50,426.00	36,539.37	4,258.70	4,120.70	43,699.24	86.66
10E	---	29	---	OTHER SUPPORT SERVICES	287,071.50	153,738.00	12,168.89		203,072.73	70.74
10E	---	41	---	TRANSFERS TO ANOTHER FUND	866,000.00	807,411.00			32,391.29	6.26
10E	---	43	---	PURCHASED INSTRUCTIONAL SERV	517,079.00	552,191.00	4,647.65	13,736.10	528.66	25.91
10E	---	49	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00	2,040.00				
Grand Expense Totals					9,507,002.90	9,515,926.26	597,096.30	605,951.90	6,150,847.90	64.70

Number of Accounts: 1247

Funds Available to the District as of April, 2019:

First National Bank (General Checking)	435,828.90
Local Gov't Investment Pool	1,727,011.51
First National Bank (Savings)	4,341.13
Total	2,167,181.54

Current Line of Credit Balance (\$1,500,000 max)

1,500,000

Total Borrowed (through 04/30/19):

0.00

***** End of report *****