

Phillips Board of Education Regular Board Meeting

Monday, November 16, 2020
6:00 p.m.

PUBLIC NOTICE: The health of District employees, School Board, and the community is our number one priority. Therefore, the District will be taking precautionary measures consistent with CDC recommendations. Please consider joining the meeting remotely through the video conference access as provided below:

You are invited to a Zoom webinar.

When: Dec 21, 2020 06:00 PM Central Time (US and Canada)

Topic: School District of Phillips Board of Education Meeting

Please click the link below to join the webinar:

<https://zoom.us/j/92081573361?pwd=MWFqSW9nWVlrSzArbGtmMIFKWmVkQT09>

Passcode: 345878

Or iPhone one-tap :

US: +13017158592,,92081573361# or +13126266799,,92081573361#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656 or +1 253 215
8782 or +1 346 248 7799 or +1 669 900 9128

Webinar ID: 920 8157 3361

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	Pg#
I.	Call to Order (Pledge of Allegiance)	Pesko	
II.	Roll Call of Board Members	Pesko	
III.	Public notice of this 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	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, Committee Reports, and Conference/ Workshop Reports		
	A. Elementary Principal Report	Scholz	
	B. PhMS/PHS Principal Report	Hoogland	
	C. Director of Pupil Services Report	Lemke	
	D. Superintendent Report	Morgan	
	1. Winter Season Sports/Activities Update		
	2. Return to Learn After Christmas Break		
	3. 2021-2022 Calendar During Construction		
	E. Student Liaison Report	Schluter	
	F. Policy Committee Report	Baxter	
	1. First Reading #165.1 Code of Conduct		3
	2. First Reading #166 Board Member Email Communications		4
	3. Discussion of #173 Closed Session		5
	4. Discussion of #187 Public Participation at Board Meetings		6
	G. Transportation/Facilities Committee Report	Secretary	
	H. Business Services Committee Report	Burkart	
	I. CESA Board of Control Meeting Report	Houdek	
VI.	Items for Discussion and Possible Action		
	A. Return to Learn Plan Options	Admin Team	
	B. DPI Waivers Due to COVID-19 Changes	Morgan	
	C. Items Recommended from the Core Team on the Referendum Design Planning	Admin Team	
	D. Approval of 1.5% Salary Increase for PEA Members	Morgan	
VII.	Consent Items	Pesko	
	A. Approval of Minutes from November 16, 2020 Regular Board Meeting		7-9
	B. Approval of Personnel Report		10
	C. Approval of Bills		PDF
VIII.	Schedule Future Board Meetings	Pesko	
IX.	Adjourn	Pesko	

Board members agree to the following code of conduct:

- ◆ to prepare for and make every attempt to attend all meetings and observe agenda and open meeting requirements
- ◆ to demonstrate respect for parents, students, staff, and fellow Board members and shall not speak on behalf of the Board
- ◆ to help promote a positive image for the district including administration, staff, and fellow Board members in all settings and the community
- ◆ to honor and support all Board decisions and assist in their effective implementation
- ◆ to maintain confidentiality of sensitive information that otherwise might compromise the integrity or legal standing of the Board, including all matters discussed in executive session

In the event of a member's willful or continued violation of these policies, any Board member may seek remedy by the following progressive actions:

- A. Notification of the violation given to the president of the Board.
- B. Private conversation between offending member and the Board president or other individual member.
- C. Discussion in executive session (if permitted by law) between the offending member and the full Board. The Board president may remove the offending member from committee assignments.
- D. Public censure of the offending member by vote of the full Board.

Approved: 07/16/07

All Board members will be provided a school affiliated email address

Electronic mail (E-mail) and other computer transmissions by and between members of the Phillips School District Board of Education under some circumstances may be considered a meeting under the Wisconsin Open Meeting Law. Therefore, subject to applicable Board policies, email will be used by the Board only for the purpose of communicating the following:

1. Messages between Board members or between Board members and employees that do not involve interactive exchange of opinions constituting discussion, deliberation, or decision-making on subjects falling within the authority vested in the Board.
2. Possible meeting agenda items between the District Administrator and the Board President or between a Board member and the District Administrator or Board President.
3. Times, dates, and places of regular or special Board meetings and committee meetings.
4. A Board meeting agenda or public record information concerning items on the agenda.
5. Requests for public record information pertaining to District operations.
6. Responses to questions posed by members of the public, administrators, or school staff.

Under no circumstances shall Board members use E-mail to discuss among themselves Board business that can only be discussed in an open meeting of the Board, as part of an executive session, or could be considered an invasion of privacy if the message were to be monitored by another party. There should be no expectation of privacy for any message(s) sent or received via e-mail. Messages that have been deleted may still be accessible on the hard drive or other devices. All messages, deleted or otherwise, may be subject to disclosure under the Wisconsin Public Records Law, unless an exemption would apply.

Ref: Wisconsin Statute 19.83(1), 19.81-19.98

Approved: 04/19/10

CLOSED SESSIONS 173

The Board of Education may hold a closed meeting or session for certain purposes such as consideration of employment, dismissal, promotion, demotion, compensation, discipline of an employee, deliberation or negotiation on the purchase of property, or conferences with the legal counsel concerning legal rights and duties of the Board with regard to matters within its jurisdiction. These and other items are detailed in state law.

1. Closed meetings shall be known as Executive Sessions.
2. Any Board member may move to have an Executive Session for discussion of any of the allowable items. The motion must be approved by a recorded majority vote.
3. The meeting may be convened in Executive session only when the Board is first properly convened in open session, and only to consider matters under one or more of the exemptions outlined in state law.
4. A public announcement of the general nature of the business to be considered at such executive sessions must be made and no other business may be introduced, deliberated upon, or adopted at such executive sessions.
5. Formal action with a motion, a second, and a vote may be taken while in Executive Session, but only on the issue announced as the reason(s) for the Executive Session.
6. Action on those items discussed at the Executive Session may be delayed and then moved for adoption at a reconvened open session of the Board only if the reconvened open session was announced at the same time and in the same manner as the advance public notice of the initial open meeting.
7. (Zoom meeting addition for full Board discussion)

Ref: *Wisconsin Statutes 19.84*
Wisconsin Statutes 19.85

Approved: May 17, 2010

PUBLIC PARTICIPATION AT BOARD MEETINGS

187

The Board of Education has a scheduled order of business which it attempts to follow. Background material is prepared by the District Superintendent and is distributed to all members of the Board of Education prior to meetings. This gives members of the Board an opportunity to study the materials thoroughly, and also gives them an opportunity to call the Superintendent's office for clarification or additional information. This process enables the Board of Education to act more readily on agenda items than would otherwise be possible.

All official meetings of the Board shall be open to the press and public. Refer to Exhibit 1 for details on public participation.

The Board reserves the right to meet privately to discuss such matters as are properly considered in executive sessions according to State Statutes.

Ref. Wisconsin Statutes 19.83(2)
Wisconsin Statutes 19.84(2)

Approved: 12/11/79
Revised: 12/15/97
Revised: 08/21/06
Revised: 05/17/10

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING
Monday, November 16, 2020

- I. The Phillips Board of Education regular meeting was called to order by President Pesko at 6:00 pm in the Phillips High School ITV Classroom. The Pledge of Allegiance was recited.
- II. Present: Baxter (Virtual), Burkart (Virtual), Fox (Onsite), Houdek (Virtual), Lind (Virtual), Pesko (Onsite), Rose (Virtual), Willett (Virtual) and Student Liaison Schluter (Virtual). Absent: Halmstad. Administration present: Superintendent Morgan (Onsite), Finance Manager Lehman (Onsite), Principal Hoogland (Virtual); Director of Pupil Services Lemke (Virtual). Others: Staff and community members (Virtual).
- 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. The Friend of Education Award for 2020 was presented to all parents in the District with gratitude and appreciation of their hard work of supporting the school and staff through the pandemic.
- VI. Administrative and Committee Reports
 - A. Dave Scholz - PES Principal Report was not present. Superintendent Morgan Rick reported that the elementary is working on putting together a virtual Christmas Concert by Cohorts and that more information would be coming out on this event.
 - B. Colin Hoogland - PhMS/PHS Principal
 1. Students of the month at PhMS are Addie Gabay (6), Madelynn Derkez (7) Christian Benson (8). Students of the quarter at PHS are Thomas Monteith (11), Endora Udovich (9)
 2. The Veterans day parade took place Thursday on Flambeau Ave. There was an overwhelming response from the Veterans that it was a great gesture. There were 30-40 cars with Veterans that participated.
 3. Last week the high school went back to face-to-face instruction two days a week.
 4. MS/HS have both completed the Star reading assessment and the math assessment will be given in December.
 5. The MS/HS are planning on performing virtual Christmas Concerts that will take place using eye in the sky in the gym. More information will be available shortly.
 6. High school girl's basketball started practice on Monday Nov. 16th. Dance team practice started the Friday before and the MS boy's basketball team was playing their first game the night of the board meeting in Rib Lake.
 7. Forty-six percent of the high school students earned a GPA of 3.35 or above in the first quarter and 56% of middle school students had earned a 3.35 and above.
 - C. Vicki Lemke - Pupil Services Director
 1. One aide resigned because she is moving away, another took a different position, one has been hired, but we are still in need of another aide.
 2. Special Education has 137 students on their caseload and are currently doing 17 evaluations.

3. Update on Phillips RVA - there are currently 88 students in the program, three 4K students are currently being serviced by District staff and 58 students K-8 are in house RVA. Sam Lehman resigned and is being replaced by Lynnae Helgeson.
- D. Rick Morgan - Superintendent Report
1. Winter Season Sports/Activities Update - we will proceed as scheduled with winter sports. Adjustments will be made as necessary. Some Northern WI schools are considering not participating. It was requested by Steve Willett that the school board is notified as soon as possible if a change is made so that they are aware of it before the public.
 2. Superintendent Morgan's recommendation to the Board is to move forward w/our current instruction after the Thanksgiving Holiday with high school students on campus two days a week an elementary/middle school four days a week. The COVID cases will be monitored for an alternate plan if needed.
 3. 2021-2022 Calendar During Construction - Superintendent Morgan recommended that we not change our school calendar at this time. There is a request to move the Fab lab equipment for 1st semester of 2021-2022 school year to allow the construction management team access to the tech ed area.
- E. Student Liaison Schluter announced the students of the month listed under the principal's report. She also brought up that the student body would like the School Board to create a policy banning the confederate flag in the school. It will be brought to the policy committee for further review.
- F. Policy Committee members are reviewing the Series 100 policies and are working on some revisions. These will be brought to the Board in future meetings.
- G. Facilities/Transportation Committee
1. Maintenance: HSR is working through the asbestos evaluation for the building project. They plan to be on sight next week to finalize. Janaks will be finishing the drainage project at the track, there will be an additional bill for a few additional pipe projects. We are looking at a new scrubber for the pool using Fund 80 monies as the current one is old and having issues. Two different options were presented and will be discussed at business services. One of the main reasons for closing PES maintenance personnel being quarantined. We are reassigning employees to work at the elementary school to cover the minimum needs during the closing time.
 3. Transportation: DOT inspections are completed. Four buses failed and work is being done to correct issues. Two other buses needed new tires upon inspection. Jason recommends the middle option tire of the three quotes. Cameras are all installed this week. Discussed use of a van for Coats for Kids. We are looking at using vans instead of buses while the elementary is closed.
- H. Business services committee met and discussed board retreat date options, staffing updates, items from the facilities/transportation department, the refinance project for Fund 38, report on EMC claims, discussion on vaccine mandate, floor scrubber need for the pool, and review of COVID grant status, Bills were reviewed prior to the board meeting..
- I. CESA #12 Board of Control report - Paula reported that the participants discussed the early childhood grant and COVID updates.

VI. Items for Discussion and Possible Action

- A. Return to Learn Plan Options - No changes to current schedule.
- B. No DPI waivers due to COVID-19 changes are needed at this time.
- C. McNeil is beginning to look at asbestos issues related to the new construction.

- D. Motion (Willett/Burkart) to approve a Resolution Authorizing the Issuance and Sale of Approximately \$1,828,000 Taxable General Obligation Refunding Bonds for refinancing of Fund 38. Motion carried with roll call vote 8-0.
- E. Motion (Willett/Lind) to approve purchase of robotic order from general fund for \$37,201.00. Motion carried 8-0 with roll call vote. A shaper and planer will be included in the 2021-2022 budget.
- F. Motion (Baxter/Burkart) to approve purchase of a walk-behind floor scrubber from Fund 80 for \$7,499.00. Motion carried 8-0 with roll call vote.
- VII. Consent Items - Motion (Willett/Baxter) to approve all consent items. Motion carried 8-0 with roll call vote.
 - A. Approved minutes from October 19, 2020 Public Hearing and Regular Board Meeting
 - B. Approve personnel report
 - 1. Transfer of Lynnae Helgeson from paraprofessional to PES virtual teacher, and Teresa Martin from cook to custodian at PES.
 - 2. Hiring of Austin Edwards as PhMS boys basketball coach to cover one year leave of absence of Brent Edwards, and Joe Grapa and Jack Hoogland as co-head wrestling coaches to cover one year leave of absence of Tim Brown, and Dawn Carlson as LTE paraprofessional at PES.
 - 3. Accepted resignation from Mel Eggebrecht, MS girls volleyball coach (2 yrs); Maggie Obadal, MS girls volleyball coach (2 yrs), Hjalmer Johnson, Varsity assistant football coach (2 yrs); Camaraya Schutte, paraprofessional (1 yr); Sam Lehman, PES virtual teacher (3 mo.); Gabrielle Lehman, elementary teacher (3 mo); Anna Tihlarik, PES custodian (1 mo).
 - C. Approved bills from October 2020 (#347765-347908 and wires) for a total of \$663,914.76.
- VIII. The next regular board meeting will be held on December 21, 2020. Items to consider for the agenda include regular December items.
- XII. Motion (Willett/Fox) to adjourn at 7:08 pm. Motion carried 8-0 with roll call vote.

Respectfully submitted,

Tracie Burkart, Clerk
Board of Education

**Personnel Report - Amended
November 14, 2020 - December 18, 2020**

New Hires/Transfers

Name/Position	Status	Hiring Salary	Previous Salary	Effective

Recruitment

Position	Position Status	Location	Posting Date
MS Girls Volleyball Head Coach	Replace Mel Eggebrecht	PhMS	
MS Girls Asst Volleyball Coach	Replace Maggie Obadal	PhMS	
PES Teacher	Replace Gabrielle Lehman	PES	
Cook II	Replace Terese Martin	PES	11-11-2020

Resignations/Retirements

Name	Position	Resignation/Retirement	Effective Date	Years of Service	Location