

# Phillips Board of Education Regular Board Meeting

Monday, March 15, 2021  
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: Mar 15, 2021 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/97488037557?pwd=OUFqYkVzVUJNUy9OQnBXaJmV2FHQT09>

Passcode: 630105

Or iPhone one-tap :

US: +13017158592,,97488037557# or +13126266799,,97488037557#

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: 974 8803 7557

## **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	
	1. Announcement of PHS Class of 2021 Valedictorian		
	2. Announcement of PHS Class of 2021 Salutatorian		
	3. Announcement of PHS Class of 2021 Academic Excellence Scholarship		
	4. Announcement of PHS Class of 2021 Technical Excellence Scholarship		
	C. Director of Pupil Services Report	Lemke	
	1. Pupil Service Team Presentation on Student Needs		
	D. Superintendent Report	Morgan	
	1. Spring Season Sports/Activities Update		
	2. COVID-19 Vaccination Update		
	3. Aquaponic System		
	4. Logger Manufacturing Donation		
	5. Request to be Included in County Advertising		
	E. Student Liaison Report	Schluter	
	F. Policy Committee Report	Baxter	
	1. Second Reading of Policy 173 Closed Session		4
	2. Second Reading of 187 Public Participation in Board Meetings		5-6
	G. School Forest Committee Report	Scholz	
	H. Transportation/Facilities Committee Report	Secretary	
	I. Business Services Committee Report	Burkart	
	J. CESA Board of Control Meeting Report	Houdek	
VI.	Items for Discussion and Possible Action		
	A. Return to Learn Plan Options	Board/Admin	
	B. DPI Waivers Due to COVID-19 Changes	Morgan	
	C. Items Recommended from the Core Team on the Referendum Design Planning	Morgan/Admin Team	
	1. Construction Ground Breaking Scheduled for April 19 at 5:00 pm		

	<p>D. Bus Garage/Maintenance Shop Remodel Bid Review</p> <p>E. Distribution of Diplomas for Class of 2021</p> <p>F. Support Staff Salary Review</p> <p>G. Vacation/PTO Review</p> <p>H. March 22nd Special Board Meeting to Review Construction Bids</p>	<p>Morgan</p> <p>Pesko</p> <p>Lehman</p> <p>Lehman</p> <p>Morgan</p>	<p>7-13</p>
VII.	<p>Consent Items</p> <p>A. Approval of Minutes from February 15 and 22, 2021 Board Meetings</p> <p>B. Approval of Personnel Report</p> <p>C. Approval of Second Reading of Policies as Presented</p> <p>D. Approval of Bills</p>	<p>Pesko</p>	<p>14-17</p> <p>18</p>
VIII.	<p>Scheduling Future Board Meetings</p>	<p>Pesko</p>	
IX.	<p>Motion to convene into executive session at the conclusion of open session pursuant to WI Stat. Sec 19.85(1)(f) for the preliminary discussion of a matter which, if discussed in public, would likely to have a substantial adverse effect upon the reputation of specific persons.</p> <ul style="list-style-type: none"> <li>● Administrative Team Decision-Making Process</li> </ul>	<p>Pesko</p>	
X.	<p>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.</p>	<p>Pesko</p>	
XI.	<p>Adjourn</p>	<p>Pesko</p>	

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. Regarding virtual meeting participation:
  - a. Separate meeting window will be set up for a closed session with the full board meeting session remaining open until reconvened after the closed session is complete.
  - b. Board members participating in the closed session shall be in a private location with a headset provided by the district to ensure confidentiality.

Ref: *Wisconsin Statutes 19.84*  
*Wisconsin Statutes 19.85*

Approved: 05/17/2010  
Revised: 03/15/2021

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*  
*Revised: 03/15/21*

**PUBLIC PARTICIPATION AT BOARD MEETINGS**

**187 Exhibit 1**

**If You Wish to be Heard**

In order to assure that all persons who wish to appear before the Board may be heard and, at the same time, conduct its meetings properly and efficiently, the Board has adopted as policy the following procedures and rules pertaining to public participation in Board meetings:

1. Anyone wishing to speak before the Board, representing either himself/herself or a group, should inform the Superintendent of his/her desire to do so and his/her topic as early as possible, but at least ten days before the meeting. The Board President will consider additional requests to speak before the Board if the request(s) is made at least 24 hours before the scheduled meeting to allow for proper re-posting of the meeting agenda. This will permit orderly scheduling of his/her remarks on the meeting agenda.
2. If meeting in a virtual format, the district administrator or meeting manager designee will inform virtual attendees of the process necessary to provide public comment. The meeting manager will allow the individual voice/video capabilities in order to provide public comment. Once complete, the meeting manager will disable the voice/video of the individual and return them to listen-only mode.
3. Others who come to a meeting wishing to speak will be allowed to do so only at a time specified for Public Comments on the agenda.

4. Any individual desiring to speak is requested to give his/her name, address, and the group, if any, that he/she is representing.
5. His/her presentation should be as brief as possible, yet include all information considered important by the speaker. Unless an extension of time is granted, each speaker shall limit himself/herself to five minutes.
6. If one spokesperson has presented a matter, it is not necessary for others to repeat the same ideas, but anyone may speak who has something to add that is pertinent. The Board President may request a count of hands of those in attendance who have the same ideas as the speaker. Others speaking on the same subject shall usually be limited to one minute each unless this time is extended by the Board President.
7. Persons appearing before the Board are reminded as a point of information, that members of the Board are without authority to act independently as individuals in official matters; thus, questions may be directed to the Board but answers must be deferred pending consideration by the Board.
8. The Board shall hear all requests and comments, but is not required to take action.

The Board will not act on any item which is not on the agenda. The members of the Board will listen to a presentation, and perhaps ask some questions. If requested, the item will be placed on the agenda for the next meeting. The Board will not take action unless properly posted for action.

9. Speakers may offer such objective criticisms of school operations and programs as concerns them. However, in public session, the Board will not allow personal complaints by or about school personnel. The Board may, therefore, refer the complainant to the administration, schedule a closed session at a later date, or take whatever other action it deems prudent or necessary in handling the complaint.
10. No profane or vulgar language nor personal abuse against any person will be permitted.

The Board vests in its President or other presiding officer authority to terminate the remarks of any individual when he/she does not adhere to the rules established above.

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

*Approved: 12/11/79*  
*Revised: 12/15/97*  
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## Proposed Hourly Support Staff Pay Schedule

Position	Starting	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>	6 <sup>th</sup>	7 <sup>th</sup>	8 <sup>th</sup>	9 <sup>th</sup>	10 <sup>th</sup>
Lead Secretary	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25
Building Secretary	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75
Cook I	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00
Cook II	\$12.50	\$12.75	\$13.00	\$13.25	\$13.50	\$13.75	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00
Custodian I	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50	\$17.75	\$18.00	\$18.25	\$18.50
Custodian II	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25	\$16.50	\$16.75	\$17.00	\$17.25	\$17.50
Para-professional	\$13.75	\$14.00	\$14.25	\$14.50	\$14.75	\$15.00	\$15.25	\$15.50	\$15.75	\$16.00	\$16.25

.35 Shift differential for second shift custodians

Position	Starting	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	5 <sup>th</sup>
Cook I	\$13.50	\$14.00	\$14.50	\$15.00	\$15.50	\$16.00
Cook II	\$12.50	\$13.00	\$13.50	\$14.00	\$14.50	\$15.00
Custodian I	\$16.00	\$16.50	\$17.00	\$17.50	\$18.00	\$18.50
Custodian II	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.50
Paraprofessional	\$13.75	\$14.25	\$14.75	\$15.25	\$15.75	\$16.25

### Current Starting Wages

Lead Secretary – \$14.75

Building Secretary - \$14.25

Cook I – \$11.45

Cook II - \$10.67

Custodian I – 14.56 (PM Shift differential .35)

Custodian II - \$12.48 (PM Shift differential .35)

Paraprofessional - \$11.56

## **Increasing Current Support Staff wages w/benefits**

### **\$1 Increase**

Wages 20-21 \$1,938,563.95

Wages 21-22 \$2,028,445.31

Increase of **\$89,881.36**

### **\$2 Increase**

Wages 20-21 \$1,938,563.95

Wages 21-22 \$2,096,463.97

Increase of **\$157,900.02**

## **Increasing Current Support Staff wages w/benefits using the salary schedule Yr. 1**

Wages & benefits 20-21 \$1,938,563.95

Wages & benefits 21-22 \$2,011,194.27

Increase of **\$72,630.32**

## **Increasing Current Support Staff wages w/benefits using the salary schedule Yr. 2**

Wages & benefits 21-22 \$2,011,194.27

Wages & benefits 22-23 \$2,029,370.76

Increase of **\$18,176.49**

## **Support Staff - Additional Compensation Plan**

### **Points Earned during 2016-2017 for payment in 2017-2018 (This year included one-time longevity points)**

24 of 48 earned points for payment (50%) for \$33,400.00

Of those that did not earn points, 4 retired/resigned prior to 2017-2018

### **Points Earned during 2017-2018 for payment in 2018-2019**

12 of 50 earned points for payment (24%) for \$16,584.00

Of those that did not earn points, 5 retired/resigned prior to 2018-2019

## **Change in Additional Compensation Plan - No payments in consecutive years.**

### **Points Earned during 2018-2019 for payments in 2019-2020**

4 of 50 earned points for payments (8% or 11% of eligible) for \$5,674.00

Of those that did not earn points, 12 were not eligible this year and 8 resigned/retired prior to 2019-2020 school year

### **Points Earned during 2019-2020 for payment in 2020-2021**

15 of 51 earned points for payments (29% or 32% of eligible) for \$24,346

Of those who did not earn points, 4 were not eligible, and 1 resigned/retired prior to the start of 2020-2021 school year.

### **Points Earned for future years**

Two support staff have already earned points for payment in 2022-2023 for \$3,296.00.

27 support staff have not earned the 25 points for a first award.

**Support Staff History - 2006 - 2021**

(Res - Resigned; Ret - Retired, N/R - New & resigned in same year, N/T - New & terminated)

Position	2006 -07	2007 -08	2008 -09	2009 -10	2010 -11	2011 -12	2012 -13	2013 -14	2014 -15	2015 -16	2016 -17	2017 -18	2018 -19	2019 -20	2020 -21
Aide			New	X	X	Res									
Aide														New	Res
Aide	X	X	X	X	Ret	(22)									
Aide														N/R	
Aide					New	X	X	X	X	X	X	X	X	X	X
Aide										New	X	X	Res		
Aide	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Aide					New	X	X	X	X	X	Res				
Aide											New	X	X	X	X
Aide				New	X	X	X	X	X	X	X	X	X	X	X
Aide	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Aide	X	X	X	X	X	X	X	X	X	X	X	X	X	X	Ret
Aide	X	X	X	X	X	X	Ret	(27)							
Aide											N/T				
Aide															New
Aide	X	X	Ret	(23)											
Aide															New
Aide	X	Res	(6.5)												
Aide													LTE		
Aide						New	X	X	X	X	Res				
Aide	X	X	X	X	X	Rets	(21)								
Aide	X	X	X	X	X	X	X	X	X	X	X	X	Res	(25)	
Aide													New	X	X
Aide					New	X	X	X	X	Res					
Aide									N/R						
Aide				New	X	X	X	X	Res						
Aide							New	X	X	X	Res			N/R	
Aide	Res	(3)													
Aide											New	X	Res		
Aide	Ret	(17)													
Aide															New
Aide											New	X	X	X	X
Aide		New	X	X	X	X	X	X	X	X	X	X	X	X	X
Aide					New	X	Res								
Aide															New
Aide		New	X	Res											

Aide	X	X	X	X	X	X	X	X	X	Ret	(23)				
Aide	X	X	X	Ret	(31)										
Aide	X	X	X	X	X	X	X	X	X	X	X	X	X	Res	(27)
Aide													New	X	X
Aide				New	X	X	X	X	X	X	X	X	X	X	X
Aide															New
Aide														New	Res
Aide														New	X
Aide	X	X	X	X	X	X	Ret	(25)							
Aide					New	Res									
Aide														New	X
Aide											New	X	X	X	Res
Aide										N/T					
Aide	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
LTE Aide															New
LTE Aide															New
Cook					New	X	X	X	X	Ret					
Cook												New	Res		
cook							New	X	X	X	X	X	X	X	X
Cook	X	X	X	X	X	Ret	(17)								
Cook										New	X	X	X	X	X
Cook	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Cook	X	X	X	X	X	X	X	X	X	X	Ret	(29)			
Cook													New	X	X
Cook												N/T			
Cook															New
Cook											New	Res			
Cook	X	X	Res	(8)											
Cook														New	X
Cook	Ret	(38)													
Cook											New	X	X	X	Res
Custodian														New	Res
Custodian								New	X	Res					
Custodian							New	X	Res			N/R			
Custodian									N/R						
Custodian														New	X
Custodian			New	Res											
Custodian			New	X	X	X	X	Res							
Custodian										N/R					

Custodian												New	Res		
Custodian												New	Res		
Custodian										New	X	X	X	X	X
Custodian	X	X	X	X	Ret	(22)									
Custodian								New	Res						
Custodian								N/R							
Custodian														New	Res
Custodian															New
Custodian								New	X	X	Term				
Custodian	X	Ret	(37)												
Custodian	X	Res	(5)												
Custodian						N/R									
Custodian					New	Term									
Custodian	X	X	X	X	X	X	X	X	X	Ret	(28)				
Custodian	X	X	X	X	X	X	Ret	(21)							
Custodian						New	X	X	X	X	X	X	X	X	X
Custodian								New	X	X	X	X	X	X	X
Custodian	X	X	Ret	(8.5)											
Custodian	X	X	X	X	X	X	X	X	X	X	Term	(16)			
Custodian	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Custodian	X	X	X	X	X	X	Ret	(13)							
Custodian										New	X	X	X	X	X
Custodian															N/R
Custodian										New	X	X	X	X	X
Groundskpr					New	X	X	X	X	X	X	X	X	X	X
Groundskpr	X	X	X	X	X	X	X	X	X	X	Ret	(15)			
Groundskrp												N/R			
Office Supp		New	X	X	X	X	X	X	X	X	X	X	X	X	X
Office Supp	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Office Supp	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Office Supp	X	X	X	Res	(5)										
Office Supp													New	X	X
Office Supp											New	X	X	X	X
Office Supp	X	X	X	X	X	X	X	X	X	X	X	Ret	(29)		
Office Supp			New	X	X	X	X	X	X	X	Ret	(			
Office Supp			New	Res											
Office Supp	Ret	(29)		LTE											
Office Supp	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Office Sup	Ret	(16)													

Office Supp					LTE										
Driver		New	X	X	X	X	X	X	X	X	X	Ret			
Driver	X	X	X	Ret											
Driver										N/R					
Driver	Ret	(20)													
Driver													New	X	X
Driver														New	X
Driver														New	Res
Driver	X	X	Ret	(13)											
Driver									N/R						
Driver	Ret	(25)				X	X	X	X	X	X	X	Ret		
Driver														New	X
Driver	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Driver	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Driver										New	X	X	X	X	X
Driver	X	X	X	X	X	X	X	Ret	(12)						
Driver	X	X	X	X	X	X	X	X	X	X	Ret	(28)			
Driver	X	X	X	X	Res	(5)									
Driver									N/R						
Driver													New	X	X
Driver	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Driver		New/ Died													
Driver					Return	X	X	X	X	X	X	X	Ret	(36)	
Driver	X	X	X	Res	(3)										
Driver				New	X	Res	(2.5)								
Driver	X	X	X	X	X	X	X	X	X	X	X	X	Ret	(40.5)	
Driver	Res	(3)													
Driver			New	X	X	X	X	Res	(6)						
Driver	X	X	X	X	X	X	Died	(22)							
Driver														New	X

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING  
Monday, February 15, 2021

- I. The Phillips Board of Education regular meeting was called to order by President Pesko at 6:09 p.m. via Zoom Webinar. The meeting was held in the Phillips High School ITV room. 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 (virtual), Principal Hoogland (virtual); Principal Scholz (virtual), Director of Pupil Services Lemke (virtual) . Others: Staff, students, and community members all 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 - Sarah Pisca, the high school dance coach, expressed her concern about the process of music choice rejection.
- V. Administrative and Committee Reports
  - A. Dave Scholz - PES Principal
    1. Principal Scholz presented the mid-year achievement gap report. With the COVID restrictions in place this year all classrooms are using the 18:1 ratio. The performance goal for this year in grades K-3 is 80% of students at the expected benchmark for reading. The primary assessment tool is running records, however STAR results are included as well as PALS for lower grade levels. Mid-year results show kindergarten at 40%, Grade 1 at 55%, Grade 2 at 70% and Grade 3 at 72%. These percentages are based on late December/early January testing windows. Also included in the report was a description of how COVID-19 has affected the overall school experience. The overall effect on staff has been hard, but they are working together well as a team to overcome challenges.
  - B. Colin Hoogland - PhMS/PHS Principal
    1. During a recent COVID spike administrators helped out in classrooms to provide coverage for staff. We are back to very small numbers of staff and students affected by the virus and as of February 8th have invited all students to return to classes four days a week. Forty students have chosen to remain virtual or in-person two days a week).
    2. The 6-12 Campus is observing "Celebrate Success Week" February 15-19 with different contests and prizes.
    3. The Loggers United Booster Club is sponsoring Hudl Focus so people can watch the girls and boys basketball tournament games.
    4. The students attended Real Time virtual classes today due to extreme cold weather. There was good attendance from 6-12 students.
  - C. Vicki Lemke - Pupil Services Director
    1. Director Lemke reported that all the pupil services team members are seeing an increase in students seeking help. There has been a significant increase in the use of the Take Ten rooms at both the elementary and 6-12 campus to deal with a wide variety of issues. There is an increase in medically diagnosed anxiety among students. We are allowing students to come in on Wednesdays when there is less student contact for additional help. Lemke requested that the pupil service team present at the next meeting on how they are supporting students.
  - D. Rick Morgan - Superintendent Report

1. WIAA tournament structure is underway for the winter season. We only had a few students eligible for wrestling due to COVID contacts. Basketball is allowing four tickets per play, up to a roster of 18.
  2. The Price County Health Department reports that we are on schedule for early March for staff vaccines. We have 108 staff members that have indicated they will want the vaccine with some others waiting on more information. The staff will receive the two-step Moderna vaccine. The District has been approved as a vaccine site location, so the health department will come here. A Wednesday date is being targeted for least disruption. Each shot requires a 10 minute registration and 15 minute observation.
  3. The policy committee encourages all board members to complete the survey sent out last month so we can move forward with planning a board/administration retreat. Mid-year administrative reviews will be a part of the retreat setting.
- E. Student Liaison Schluter
1. Students of the month at the middle school: Noelle Stade (grade 6), Ali Kalandar (grade 7), Lily Miller and Katy Zajechowski (grade 8). Students of the Quarter at the high school were Hanna Klchosky and Nick Mabie.
  2. Girls basketball are conference and regional champions. Sectional games start this week. Boys basketball will start region games this week. Wrestling has finished their season with Kaylie Upson finishing fourth at sectionals. Dance club has been performing and competing virtually. Swim club has been practicing but have not yet competed.
  3. Mock Trial had their final competition last week and FBLA has students moving on to State competition.
  4. The publications class is working on a school newspaper edition.
- F. Policy committee members completed wording for virtual settings for policies #173 Closed Session and #187 Public Participation at Board Meetings. These policies are presented for first reading at tonight's board meeting. The board survey tool was discussed and members are encouraged to complete the tool.
- G. Facilities/Transportation Committee
1. Facilities - Minor heating issues were experienced due to the cold weather as well as pool heating issues. Warranty work on the air handler was needed. The new snow plowing owner is doing a good job.
  2. Looking at a combination bus garage/maintenance office remodel at the bus garage location.
  3. Transportation - A driver is resigning and our three van routes will be combined into two for the remainder of the school year to cover the loss of the driver. North End Heavy Duty will be able to do non-warranty work on propane buses. Recommends purchasing a 65 passenger bus from Wisconsin Bus Sales for \$99,700.00.
- H. Business services committee
1. Board members met with Jon Tautman of CLA to discuss the 2019-2020 fiscal audit. No significant finding beside segregation of duties which always is listed for small schools. The district has a 30% fund balance which allows for lower bonding rates. The auditors were pleased with the audit stating, "Your district was one of the best prepared."
  2. Other items discussed included FFCRA extension which has been used by three employees. If the federal government extends the program, we will be reimbursed. The district received a \$500,000 additional grant for COVID relief measures. We have until September 2023 to expend the funds. A grant was received for LifeTools training and Forward Bank gave us \$1,679.00 from the charitable money market fund program. Forward Bank Insurance is now providing property insurance to municipalities. Molly will meet with them to see what they will provide. An increase of grade three students resulted in another classroom needed and a long-term substitute being hired to finish the year. Our occupational therapist resigned and the district will contract with DotCom Therapy for services at a rate slightly less than the previous contract. Equipment stored and destroyed



SCHOOL DISTRICT OF PHILLIPS  
Special Board Meeting Minutes  
Wednesday, February 22, 2021  
Phillips High School ITV Lab

- I. The special board meeting was called to order at 5:00 PM by President Pesko.
- II. Present from the Board members: Baxter (Virtual), Burkart (Virtual), Fox (Onsite), Halmstad (Virtual), Houdek (Onsite), Lind (Virtual after roll call), Rose (Virtual after roll call), Pesko (Onsite), and Willett (Virtual after roll call). Administration present were Superintendent Morgan (Onsite) and Finance Manager Lehman (Virtual), Principals Sholz (Virtual) and Hoogland (Virtual), and Director of Pupil Services Lemke (Virtual). Others: Sarah Pisca, dance coach (onsite) 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. Motion (Burkart/Halmstad) to approve purchase of a new propane bus from the 2020-2021 transportation budget. Motion carried with roll call vote 7-0.
- V. Discussion was held by board members, administration and the dance coach concerning the public comment made at the February 15, 2021 board meeting regarding song selection for the dance team. Consensus was that the coach and Principal Hoogland can reach a resolution.
- VI. Motion (Fox/Houdek) to convene into executive session at the conclusion of the open session pursuant to Pursuant to WI Stat. Sec. 19.85(1)(f) for a preliminary discussion of a matter which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of specific persons.(Administrative Team Decision-Making Process). Motion carried with roll call vote 7-1 (Willett) at 6:04 p.m.
- VII. Motion (Fox/Pesko) to reconvene into open session. Motion carried with roll call vote 8-0.
- VIII. Motion (Fox/Houdek) to adjourn the meeting. Motion passed with roll call vote 8-0. Meeting adjourned at 7:17 p.m.

Respectfully submitted,

Tracie L. Burkart, Clerk  
Board of Education

**Personnel Report - Amended  
February 15, 2020 - March 13, 2020**

**New Hires/Transfers**

Name/Position	Status	Hiring Salary	Previous Salary	Effective
Jessica Roush PhMSI Asst. Track Coach	Cover one-year leave of absence	\$742.45	Same	Spring Season

**Recruitment**

Position	Position Status	Location	Posting Date
Paraprofessional	Replace Leah Weinburger	6-12 Campus	3-4-2021

**Resignations/Retirements**

Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Erik Johnson	Asst. Track Coach	Resignation	3/2/2021	4	PHS
Leah Weinberger	Paraprofessional	Resignation	3/16/2021	3.5	6-12
Vicki Spacek	Asst PhMS Track Coach	One-year-leave Requested	3/5/2021	N/A	PhMS

FTDLOC SRC FUNC	PRJ LOC SRC	2020-21 Revised Budget	2019-20 February Monthly Activi	February 2020- Monthly Activi	February 2019- Monthly Activi	2020-21 FYTD Activity	2019-20 FYTD Activity	2020-21 FYTD %	2019-20 FYTD %
10R--- 180 41800-	---	5,400.00							
10R--- 211 50000-	---	4,048,196.00	4,013,936.65	623,444.86	1,115,132.61	2,297,134.30	2,353,078.05	56.74	58.62
10R--- 213 50000-	---	1,713.00	2,300.00	706.07		1,588.66	353.58	92.74	15.37
10R--- 249 50000-	---	4,000.00	4,000.00			226.48	2,261.36	5.66	56.53
10R--- 264 50000-	---	2,000.00	1,500.00				5,314.30		354.29
10R--- 271 50000-	---		10,000.00		2,788.00		12,085.00		120.85
10R--- 279 50000-	---	1,540.00	10,000.00	4,482.00		4,751.10	3,633.40	308.51	36.33
10R--- 280 50000-	---	8,700.00	8,700.00	3.13	875.50	7,872.54	12,480.25	90.49	143.45
10R--- 291 50000-	---		3,300.00			7,360.00	5,025.00		
10R--- 292 50000-	---	7,300.00	24,700.00	35.00		5,734.00	20,027.87	78.55	81.08
10R--- 293 50000-	---	46,157.00	11,500.00	900.00	207.16	6,685.68	7,720.85	14.48	67.14
10R--- 345 50000-	---	386,612.00	290,904.00						
10R--- 515 50000-	---					1,583.29			
10R--- 517 50000-	---	4,646.00	4,385.28				2,097.54		47.83
10R--- 612 50000-	---	61,415.00	61,415.00			56,210.00	61,415.00	91.52	100.00
10R--- 613 50000-	---	30,951.00	28,000.00						
10R--- 621 50000-	---	3,465,914.00	3,372,389.00			1,364,460.00	1,326,862.00	39.37	39.34
10R--- 630 50000-	---	117,905.00	114,040.00						
10R--- 650 50000-	---	257,909.00	257,908.56	66,398.00	85,970.00	134,548.00	171,940.00	52.17	66.67
10R--- 660 50000-	---	1,500.00	1,640.00	1,620.91	1,488.79	1,620.91	1,488.79	108.06	90.78
10R--- 691 50000-	---	15,592.00	14,811.00						
10R--- 695 50000-	---	563,920.00	575,050.00						
10R--- 696 50000-	---	90,000.00							
10R--- 699 50000-	---	43,469.00	47,100.00			35,706.00		82.14	
10R--- 730 50000-	---	431,334.86	195,663.00	9,724.20		9,724.20	13,902.17	2.25	7.11
10R--- 751 50000-	---	153,860.00	153,892.72	81,521.09		81,521.09	43,306.50	52.98	28.14
10R--- 780 50000-	---	60,000.00	50,000.00						
10R--- 964 50000-	---	25,000.00			39,247.00	47,221.54	59,247.00	188.89	
10R--- 970 50000-	---						848.69		
10R--- 971 50000-	---	30,000.00	20,000.00		177.00	31,029.99	10,949.90	103.43	54.75
10R--- 990 50000-	---	101,811.00	10,000.00			111,053.82	16,385.91	109.08	163.86
10R--- 999 50000-	---	100.00	200.00				50.00		25.00
10-----	---	9,961,544.86	9,289,435.21	792,135.26	1,245,886.06	4,206,031.60	4,130,473.16	42.22	44.46
Grand Revenue Totals									

Number of Accounts: 49

FDT	OBJ	FUNC	PRJ	OBJ	2020-21 Revised Budget	February 2020-21 Monthly Activity	February 2019-20 Monthly Activity	2020-21 FYTD Activity	2020-21 FYTD %	2019-20 FYTD %
10E	---	11	---	UNDIFFERENTIATED CURRICULUM	1,802,100.22	157,399.04	139,978.35	1,093,388.40	60.67	59.64
10E	---	12	---	REGULAR CURRICULUM	2,047,141.27	158,613.44	158,682.45	1,224,426.66	59.81	56.57
10E	---	13	---	VOCATIONAL CURRICULUM	401,906.38	29,643.40	27,759.89	265,416.72	66.04	59.23
10E	---	14	---	PHYSICAL CURRICULUM	165,730.44	11,046.47	13,270.41	79,479.48	47.96	58.74
10E	---	16	---	CO-CURRICULAR ACTIVITIES	149,618.15	6,049.29	6,887.27	71,617.94	47.87	48.77
10E	---	17	---	OTHER SPECIAL NEEDS	11,417.00	420.00		4,190.00	36.70	26.71
10E	---	21	---	PUPIL SERVICES	293,374.16	21,273.01	26,688.91	166,464.03	56.74	56.60
10E	---	22	---	INSTRUCTIONAL STAFF SERVICES	351,143.01	14,417.61	19,127.23	251,499.28	71.62	62.04
10E	---	23	---	GENERAL ADMINISTRATION	288,910.00	16,898.21	17,835.25	172,592.30	59.74	64.62
10E	---	24	---	SCHOOL BUILDING ADMINISTRATION	706,226.14	38,994.52	40,315.35	360,471.74	51.04	61.33
10E	---	25	---	BUSINESS ADMINISTRATION	2,056,060.21	132,303.20	131,978.18	1,103,898.83	53.69	62.86
10E	---	26	---	CENTRAL SERVICES	32,640.00	4,725.66	2,132.15	23,034.01	70.57	53.73
10E	---	27	---	INSURANCE & JUDGMENTS	172,758.00	9,866.20	50,527.74	119,800.50	69.35	82.90
10E	---	28	---	DEBT SERVICES	51,011.00	3,587.06	1,088.81	16,141.77	31.64	63.91
10E	---	29	---	OTHER SUPPORT SERVICES	331,173.00	20,887.96	16,756.34	278,864.63	84.21	83.62
10E	---	41	---	TRANSFERS TO ANOTHER FUND	873,180.00		3,164.00	41,817.32	7.54	3.12
10E	---	43	---	PURCHASED INSTRUCTIONAL SERV	554,332.00					
10E	---	49	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00					
Grand Expense Totals					10,290,760.98	627,239.87	656,192.33	5,273,103.61	51.24	52.72

Number of Accounts: 1520

**Funds Available to the District as of February, 2021:**

***** End of report *****	
First National Bank (General Checking)	2,035,412.07
Local Gov't Investment Pool	39,241.34
First National Bank (Savings)	4,390.53
<b>Total</b>	<b>2,079,043.94</b>

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

Total Borrowed (through 02/28/21): **0.00**