

# Phillips Board of Education Regular Board Meeting

Monday, April 19, 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.

<https://zoom.us/j/98739638184?pwd=SkViVEFUOTNRR0ZHOGxFTHIpYW1tQT09>

Passcode: 037512

Or One tap mobile :

US: +13017158592,,98739638184# or +13126266799,,98739638184#

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: 987 3963 8184

## **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.	Oath of Office	Burkart	
VI.	Recognition of Board Member Leaving Office	Pesko	
VII.	Recognition of Donations from October 2020 - March 2021	Pesko	4
VIII.	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 Academic Excellence Scholarship		
	C. Director of Pupil Services Report	Lemke	
	1. Update on Occupational Therapy and Speech Therapy Through DotCom		5
	2. Update on State Assessments		
	D. Superintendent Report	Morgan	
	1. Summer School Update		
	2. COVID-19 Update		
	3. Youth Football Shed Update		
	E. Finance Manager Report	Lehman	
	1. Quarterly Financial Report		
	F. Student Liaison Report	Schluter	
	G. Policy Committee Report	Baxter	
	H. Transportation/Facilities Committee Report	Lind	
	I. Business Services Committee Report	Burkart	
	J. CESA Board of Control Meeting Report	Houdek	

IX.	<p>Items for Discussion and Possible Action</p> <ul style="list-style-type: none"> <li>A. Return to Learn Plan Options</li> <li>B. DPI Waivers Due to COVID-19 Changes</li> <li>C. Items Recommended from the Core Team on the Referendum Design Planning</li> <li>D. Price County Highway Advertising</li> <li>E. Support Staff Salary Review</li> <li>F. CESA #12 Contract for 2021-2022</li> <li>G. Employee Handbook Review Process for 2021-2022</li> <li>H. Set Board Organizational Meeting</li> <li>I. Out-of-State Trip for Girls Basketball</li> <li>J. Approval of Skid Steer Purchase for \$15,578.00</li> <li>K. Dental/Health Insurance Renewals for 2021-2022</li> <li>L. Weight Room Fitness Center Upgrade</li> <li>M. Speech and OT Service Contract for 2021-2022</li> </ul> <p>Consent Items</p>	<p>Board/Admin Morgan Morgan/Admin Team Morgan Lehman Morgan Morgan Pesko Hoogland Morgan Lehman/Morgan Morgan Lemke</p>	<p>6-12</p>
X.	<ul style="list-style-type: none"> <li>A. Approval of Minutes from March 15, 22 and 29, 2021 Board Meetings</li> <li>B. Approval of Personnel Report</li> <li>C. Approval of Bills</li> </ul>	<p>Pesko</p>	<p>13-19  20 PDF</p>
XI.	<p>Scheduling Future Board Meetings</p>	<p>Pesko</p>	
XII.	<p>Motion to convene into executive session at the conclusion of open session pursuant to WI Stat. Sec 19.85(1)(f) for the purpose of considering personal history of a student..</p> <ul style="list-style-type: none"> <li>• Graduation Request</li> </ul>	<p>Pesko</p>	
XIII.	<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>	
XIV.	<p>Adjourn</p>	<p>Pesko</p>	

**Donations from October 1, 2020 - March 31, 2021**

**Cash Donations:**

District

Forward Bank	Charitable Money Market Account - \$1,679.42
Marshfield Clinic	Life Tools Curriculum Grant - \$3,300.00

Phillips Middle/High School

Horticulture Class Donation	Shawn & Christy Hlavacek - \$20.00
Logger Manufacturing Equipment	Specsys Inc. \$1,500.00
Logger Manufacturing Equipment	Specsys Employees - \$1,395.00

**Logger United Booster Club:**

Uniforms for Boys Basketball Grades 4-6	\$2,000.00
LiveStream Sponsorship	1,000.00
Gate for HS Softball Field	700.00

**Ongoing Donations:**

R-Store Logger Pump:

3rd Qtr Donation	\$1,635.98
4th Qtr Donation	\$1,337.46

AnnMarie Foundation:

iPads for Grade 1	\$3,500.00
Technology equipment for Grade 5	\$ 560.00
Headphones for special education classroom	\$ 540.00
Virtual Field trips	\$3,100.00

**Material/Time Donations:**

District

Jon Pesko	20.5 hours of bulldozer equipment use at school forest
Jim Rutherford	20.5 hours volunteer labor at school forest
Town of Worcester	Office supplies



## FIXED PRICING SCHEDULE

### Agreement Pricing Terms

Pricing\*\* in this proposal is based on the reflected caseload listed below as described by you. All staffing and pricing decisions are a reflection of this caseload and adhere to best practices as outlined by state and national professional boards.

You are able to add students to your caseload at any time at the extra-seat charge reflected below. Please alert your Customer Success Manager of student additions.

Upon implementation of the Service Agreement (SA) changes to your caseload may impact ongoing costs.

CONTRACT TYPE: Fixed Pricing Schedule			
<u>Service</u>	<u>Seat Count</u>	<u>Per-Seat Price</u>	<u>Total Cost</u>
• SLP	35	\$2,331	\$81,587
• OT	14	\$1,284	\$17,971
Number of Equal Installment Payments:			9
Maintenance Fee Per Installment:			\$0
Each Installment Amount:			\$11,062
* Automatic Add-On Charge Each Installment for Exceeding Seat Count (Above)			<u>Price Per Seat</u>
• SLP			\$259
• OT			\$143
Onboarding Charge:			\$0
<b>Total Contract Cost</b>			<b>\$99,558</b>

\*Not reflected in the Total Contract Cost

\*\* Our all-inclusive pricing includes dedicated customer support, quality clinical oversight and assurance, and trained teletherapy expert provider partners.

## 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
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
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, March 15, 2021

- I. The Phillips Board of Education regular Board meeting was called to order by President Pesko at 6:00 p.m. in the Phillips High School ITV Lab. The Pledge of Allegiance was recited.
- II. Present: Baxter (onsite), Burkart (virtual), Fox (onsite), Halmstad (virtual), Houdek (virtual), Lind (onsite), Pesko (onsite), Rose (virtual), Willett (onsite) and Student Liaison Schluter (virtual).  
Administration present: Superintendent Morgan (onsite), Finance Manager Lehman (onsite), Principal Hoogland (onsite); Principal Scholz (onsite), Director of Pupil Services Lemke (onsite).  
Others (Virtual): Staff, parents, students, and community members.
- 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. Administrative and Committee Reports
  - A. Dave Scholz - PES Principal
    1. The February 24 inservice was focused on reading curriculum and assessments.
    2. Last week we celebrated Dr. Seuss Week
    3. Mentor meetings have been helpful for our new staff.
  - B. Colin Hoogland - PhMS/PHS Principal
    1. Senior prom has been scheduled for April 17 from 8:00 - 11:00 pm. Seniors will be allowed to come with a guest, juniors as individuals only. We expect approximately 100 students. The event will be held in the gym with DJ in the middle and pods designated throughout the gym with 10-15 students in a pod. Safety precautions are being built into the event.
    2. Class of 2021 is working diligently toward graduation on May 28, Awards ceremony will be on May 26th. Nineteen of the 57 students will be recognized as honor students.
    3. Alyssa Huffman, daughter of Wendy Huffman was announced as the Valedictorian for the Class of 2021. Alyssa has completed a GPA of 3.9940 GPA in her 3.5 years at PHS while being involved in many extracurricular activities. She plans to attend Columbia University to pursue a degree in political science and civil rights with the goal of becoming a lawyer.
    4. Jessica Ludwig, daughter of Daniel and Lynda Ludwig, was announced as the Salutatorian for the Class of 2021. Jessica has completed a GPA of 3.9851 GPA in her 3.5 years at PHS while being involved in many extracurricular activities. She is deciding on a school to pursue a degree in veterinary science or conservation.
    5. The academic excellence scholarship will be determined when Jessica Ludwig makes a decision on what school she will attend. We can award the scholarship to a student with a GPA of 3.8 or higher.
    6. Mathias Hoogland, son of Jack and Tina Hoogland, was announced as the recipient of the Technical Excellence Scholarship. Mathias has been working with the NTC Business Academy and plans to attend Fox Valley Technical College pursuing a degree in Marketing.
  - C. Vicki Lemke - Pupil Services Director
    1. The pupil services team report will be tabled until next month to give the team time to complete a presentation for the Board.
    2. In 2019-2020 student assessments were waived; however this year students will take all assessments. ACT will be done on March 31st with only grade 11 students

in the building. Students will be spread out over multiple classrooms to provide for a safe testing environment. Special needs students with accommodations will complete testing within their testing accommodations. Wednesdays will be used to provide a good testing environment for ACT Aspire and Forward testing with other days utilized to complete smaller sections of testing.

- D. Rick Morgan - Superintendent Report
  - 1. Spring season teams are being allowed 15 contact days ahead of the April 19th start date due to the fall season insertion this spring.
  - 2. Eighty-two percent of our staff received the Moderna COVID vaccination on March 10 with April 7 scheduled for the second vaccination. The public health department is offering first vaccinations to those who were not able to make the March 10 date work.
  - 3. The district was able to obtain a used aquaponic system from Lac du Flambeau School District.
  - 4. Representatives of SpecSys Inc., the corporate office for Ritalka in Prentice, visited the high school and presented two checks totaling almost \$3,000.00 given in memory of an employee towards the Logger Manufacturing program.
  - 5. The three Price County school districts are being asked to help contribute toward a Highway 51 billboard project to draw interest to Price County. Samples of the billboards content were shared with Board members and action will be taken on the support of this project at a future meeting.
- E. Student Liaison Schluter
  - 1. Students of the month at the middle school: Austin Kotke (grade 6), Leah Harper (grade 7), and Chayton Carlson (grade 8).
  - 2. Spring sports will begin on April 19.
  - 3. FBLA competed at the State competition and results should be coming soon.
- F. School forest committee met on March 2, 2021 and discussed signage for the property, building project ideas, taxidermy donations, fundraisers, beekeeping expenses, school forest budget update, and discussed the use of 80 acres at the Harmony school forest. Next meeting will be May 4, 2021.
- G. Policy committee met on March 10 and members reviewed wording for virtual settings for policies #173 Closed Session and #187 Public Participation at Board Meetings. These policies are presented for second reading at tonight's board meeting. The board survey tool has been completed by five board members. A retreat date will be set for June. The committee will continue work on Series 200 and will look into policies about school wide music and locker room phone/camera usage.
- H. Facilities and transportation committee met on March 11 and discussed:
  - 1. Facilities - A new ice machine was installed at the high school, pool locks were updated for security reasons, a new motor was installed on 4th air handler, and backflow certification has been completed. Prices to replace (with trade in) on the skid steer are being gathered.
  - 3. Transportation - Bus 1503 was repaired. The new bus will be delivered to us around June 1, 2021.
- I. Business services committee met on March 11.
  - 1. Huotari was the only bid received for the bus garage/maintenance shop remodel and a redefined bid will be presented to the board.
  - 2. Other items discussed included support staff salary review personal day review, staffing update, update from transportation/maintenance committee, two potential DPI waivers due to COVID-19 changes (calendar and hours of instruction to address 4K outreach component) and review of monthly meeting agenda. Bills were reviewed prior to the board meeting.
- I. CESA #12 Board of Control met in February and discussed staffing vacancies and pupil services, and what districts are doing to advance students during this pandemic year.

VI. Items for Discussion and Possible Action

- A. District administrative team members expressed their concerns and challenges regarding moving to five days of instruction for the remainder of the year. Board members were given the opportunity to express their thoughts on the options available. Motion (Fox/Willett) to return to five days of instruction beginning on April 12, 2021. Motion failed 2-7 with roll call vote (Y-Fox/Willett). Motion (Fox/Burkart) to continue in the current hybrid option (B) for the remainder of the school year. Burkart withdrew second. Halmstad seconded motion. Motion carried 6-3 with roll call vote. (N-Fox/Pesko/Willett).
- B. The district has requested two waivers from DPI to begin school prior to September 1 for construction purposes and a waiver of hours of instruction to cover 4K outreach program hours.
- C. A construction groundbreaking ceremony has been scheduled for April 19, 2021 at 5:00 p.m beginning in the auditorium and then moving outside. The school board meeting will begin at 6:00 p.m.
- D. One bid was received for the bus garage/maintenance shop remodel. Motion (Willett/Fox) to approve working with Huotari Construction to complete the bus garage/maintenance shop remodel with a cost not to exceed \$50,000.00 Motion carried 9-0 with roll call vote.
- E. Hailey Halmstad and Anne Baxter volunteered to distribute diplomas at the May 28th graduation ceremony.
- F. Support staff salary information was provided in the board packet and will be presented as an action item on April's agenda.
- G. Motion (Willett/Lind) to approve offering a payout of PTO personal days or adding those days to the PTO bank/PTO sick bank due to COVID restrictions and lack of substitutes to cover time. Lind withdrew second due to conflict of interest. Baxter seconded motion. Motion carried 8-0 (Lind abstained) with roll call vote.
- H. A special meeting will be held on March 22, 2021 to review all construction bids. Bids were opened on Thursday and our project is on budget. Miron and HSR are vetting through bids this week to assure all bids are correct.

VII. Consent Items - Motion (Willett/Fox) to approve all consent items. Motion carried 9-0 with roll call vote.

- A. Approved minutes from February 15 and 22, 2021 Board meetings.
- B. Approve personnel report hiring Jessica Roush as middle school assistant track coach to cover a one-year leave of absence for Vicki Spacek and accepted a one-year leave of absence for Vicki Spacek as middle school assistant track coach and accepted resignation requests from Leah Weinberger, paraprofessional (3.5 years) and Erik Johnson as PHS assistant track coach (4 years).
- C. Approved bills from February 2021 (#348241-348372 and wires) for a total of \$1,082,105.46.

VIII. The next regular board meeting will be held on April 19, 2021. Items to consider for the agenda include support staff salaries.

IX. Motion (Rose/Fox) to convene into executive session at the conclusion of the open session 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 for Administrative Team Decision-Making Process. Motion carried 8-1 in roll call vote (N-Willett)

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.

- XI. Motion (Houdek/Rose) to reconvene into open session. Motion carried 8-0 at 10:13 p.m. with roll call vote. Rose was not present due to technical difficulties.
- XII. Motion (Willett/Fox) that the Superintendent follow the directive of the Board. Motion carried 8-0 with roll call vote.
- XIII. Motion (Willett/Baxter) to adjourn. Motion carried 8-0 with roll call vote at 10:30 p.m.

Respectfully submitted,

Tracie Burkart, Clerk  
Board of Education



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

- I. The special board meeting was called to order at 5:13 PM by President Pesko.
- II. Present from the Board members: Baxter (Onsite), Fox (Onsite), Halmstad (Virtual), Houdek (Onsite), Lind (Virtual), Rose (Virtual), Pesko (Onsite), and Willett (Onsite). Absent: Burkart. Administration present were Superintendent Morgan (Onsite). Also present: Representatives from Miron Construction and HSR Architects
- 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. Matt Daniels introduced the team members present from HSR Architects and Miron Construction. The bid opening and vetting process was explained. Using the lowest bidder, the project cost is \$9,658,602.00, a decrease of about \$200,000 from the budgeted \$9,860,000.

The low bids were reviewed on masonry, general trades, metal wall panels, membrane roofing systems, firestopping, caulking, overhead doors, aluminum glass and curtain walls, gypsum board systems, tile, suspended acoustical ceiling and acoustical panels, resilient flooring, base and carpet, epoxy matrix terrazzo, painting and wallcovering, fire suppression, plumbing, HVAC, electrical, earthwork, building and selective site demolition, asphalt paving, site concrete, fencing, and site utilities.

Alternative projects were reviewed and discussed and included: high school parking lot and lighting, asphalt milling and overlay, solid surface countertops, folding partitions, Gym sound system (no bid), and corridor display cases.

Board member Halmstad left the meeting as planned.

- VI. Motion (Willett/Fox) to approve all low bids with the exception of earthwork and site utilities. Motion carried 7-0 with roll call vote. A follow up closed session will be scheduled to discuss these two bids within a two-week period.
- VII. Motion (Willett/Fox) to adjourn the meeting. Motion passed with roll call vote 7-0. Meeting adjourned at 6:15 p.m.

Respectfully submitted,

Tracie L. Burkart, Clerk  
Board of Education

SCHOOL DISTRICT OF PHILLIPS  
Special Board Meeting Minutes  
Wednesday, March 29, 2021  
Phillips High School ITV Lab

- I. The special board meeting was called to order at 5:03 PM by President Pesko.
- II. Present from the Board members: Baxter (Onsite), Burkart (Onsite), Fox (Onsite), Halmstad (Virtual), Houdek (Onsite), Lind (Onsite), Rose (Virtual), Pesko (Onsite), and Willett (Onsite). Administration present were Superintendent Morgan (Onsite) and Molly Lehman (Virtual). Also present: Representatives from Miron Construction and HSR Architects
- 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. President Pesko informed the board that after talking with the bidder, Jeff Williams, and Bruce Marshall, the contractor in question is not the same as the one involved in litigation with the City of Phillips.

Brent Janak was present to speak to his bid planning process and answer questions.

Rick Morgan and construction representatives presented the earthwork, sitework, and Alternate #1 bids. When separating out all the components and awarding the low bids (\$754,052), there is a savings of \$56,148.00 from the low bid for the budgeted project (\$580,200) when including their bid for the Alternate #1 (\$810,200).

Discussion was held on whether to include the Alternate project with payments from the contingency fund and savings from the bids coming in under budget. The consensus was that there should be a date at which to determine whether the contingency funds are still available. The construction representatives were certain that the determination could be made by September 1, 2021 as all earthwork and foundation work will be completed by that time.

Board member Halmstad left the meeting as planned.

Motion (Lind/Burkart) to accept the low bids with Alternate #1 for a total of \$754,052.00 with a pull out date for Alternate #1 of September 1, 2021.

Motion (Fox/Baxter) to amend the motion to award the entire bid to Janak & Sons including Alternate #1 for a total of \$771,323.30 with a pullout date for Alternate #1 of September 1, 2021. Motion carried 6-2 (N- Burkart & Lind) with roll call vote.

Voting on the original motion with approved amendment carried 7-1 (N- Burkart) with roll call vote.

Alternates #2, 3, 4, 5, and 6 were reviewed. No items were chosen to vote on. Items will be reviewed later in the project or looked at for inclusion in general fund spending.

Board member Kevin Rose left the meeting.

- VI. Motion (Willett/Fox) to adjourn the meeting. Motion passed with roll call vote 7-0.  
Meeting adjourned at 6:30 p.m.

Respectfully submitted,

Tracie L. Burkart, Clerk  
Board of Education

**Personnel Report - Amended  
March 14, 2021 - April 16, 2021**

**New Hires/Transfers**

<b>Name/Position</b>	<b>Status</b>	<b>Hiring Salary</b>	<b>Previous Salary</b>	<b>Effective Date</b>
Kellyn Homa - Paraprofessional/6-12 Campus	Transfer from PES to Replace Leah Weinberger	N/A	N/A	3/19/21
Brook Peterson LTE Paraprofessional/PES	New Position	\$11.56/hr	\$11.56/hr	4/6/2021
Fay Stewart LTE Paraprofessional/PES	Replace Kellyn Homa	\$11.56/hr	\$11.56/hr	4/1/2021

**Recruitment**

<b>Position</b>	<b>Position Status</b>	<b>Location</b>	<b>Posting Date</b>
Middle School Language Arts Teacher	Replace Rich Clinton	PhMS	3-22-2021
Elementary Teachers	Replace Rene Shufelt Per Staffing Plan	PES	3-22-2021

**Resignations/Retirements**

<b>Name</b>	<b>Position</b>	<b>Resignation/ Retirement</b>	<b>Effective Date</b>	<b>Years of Service</b>	<b>Location</b>
Maureen Trojak	PT Librarian	Resignation/ Retired Previously	6/1/2021	35	District- Wide
Rich Clinton	Middle School Teacher	Retirement	6/1/2021	33	PhMS
Rene Shufelt	Elementary School Teacher	Retirement	6/1/2021	27	PES

FFY	OBJ	FUNC	PRJ	OBJ	Revised Budget	2019-20	March	2020-21	March	2019-20	2020-21	2020-21	2019-20
						Revised Budget	Monthly Activity	Monthly Activity	Monthly Activity	FYTD Activity	FYTD %	FYTD %	FYTD %
10E	---	11	---	UNDIFFERENTIATED CURRICULUM	1,802,286.22	1,812,875.77	147,971.98	134,142.21	1,241,360.38	68.88	68.88	67.04	
10E	---	12	---	REGULAR CURRICULUM	2,047,141.27	2,007,528.59	159,700.08	153,055.10	1,384,126.74	67.61	67.61	64.20	
10E	---	13	---	VOCATIONAL CURRICULUM	401,906.38	376,103.94	30,329.04	33,030.84	295,745.76	73.59	73.59	68.01	
10E	---	14	---	PHYSICAL CURRICULUM	165,730.44	175,042.00	12,135.82	13,496.50	91,615.30	55.28	55.28	66.45	
10E	---	16	---	CO-CURRICULAR ACTIVITIES	149,618.15	151,461.00	16,890.95	14,529.28	88,508.89	59.16	59.16	58.37	
10E	---	17	---	OTHER SPECIAL NEEDS	11,417.00	14,117.00	200.00		4,390.00	38.45	38.45	26.71	
10E	---	21	---	PUPIL SERVICES	293,374.16	278,408.79	23,218.94	24,081.50	189,682.97	64.66	64.66	65.25	
10E	---	22	---	INSTRUCTIONAL STAFF SERVICES	354,376.41	322,475.72	17,161.76	12,579.62	268,661.04	75.81	75.81	65.94	
10E	---	23	---	GENERAL ADMINISTRATION	288,910.00	286,627.00	20,541.07	16,374.53	193,133.37	66.85	66.85	70.34	
10E	---	24	---	SCHOOL BUILDING ADMINISTRATION	706,226.14	610,610.80	46,358.06	56,210.92	406,829.80	57.61	57.61	70.54	
10E	---	25	---	BUSINESS ADMINISTRATION	2,216,140.21	2,004,374.52	132,094.96	144,684.32	1,235,993.79	55.77	55.77	70.08	
10E	---	26	---	CENTRAL SERVICES	32,640.00	32,640.00	1,606.75	2,658.93	24,640.76	75.49	75.49	61.87	
10E	---	27	---	INSURANCE & JUDGMENTS	172,758.00	172,183.00	7,976.01	1,788.53	127,776.51	73.96	73.96	83.93	
10E	---	28	---	DEBT SERVICES	51,011.00	51,115.00	1,793.53	3,587.06	17,935.30	35.16	35.16	70.93	
10E	---	29	---	OTHER SUPPORT SERVICES	331,173.00	323,792.52	14,273.97	13,522.84	293,138.60	88.52	88.52	87.80	
10E	---	41	---	TRANSFERS TO ANOTHER FUND	873,180.00	866,000.00							
10E	---	43	---	PURCHASED INSTRUCTIONAL SERV	534,868.00	525,125.00	2,765.38	4,124.00	44,582.70	8.34	8.34	3.91	
10E	---	49	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00	2,040.00							
Grand Expense Totals					10,434,796.38	10,012,520.65	635,018.30	627,866.18	5,908,121.91	56.62	56.62	58.99	

Number of Accounts: 1541

Funds Available to the District as of March, 2021:

***** End of report *****	
First National Bank (General Checking)	2,717,399.78
Local Gov't Investment Pool	605.60
First National Bank (Savings)	4,394.32
<b>Total</b>	<b>2,722,399.70</b>

1,000,000

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

Total Borrowed (through 03/31/21): 0.00

FDTLOC SRC FUNC	PRJ LOC SRC	2020-21 Revised Budget	2019-20 Revised Budget	March 2020-21 Monthly Activi	March 2019-20 Monthly Activi	2020-21 FYTD Activity	2019-20 FYTD Activity	2020-21 FYTD %	2019-20 FYTD %
10R--- 180 41800-	---		5,400.00						
	---		4,013,936.65			2,297,134.30	2,353,078.05	56.74	58.62
10R--- 211 50000-	---	4,048,196.00				1,588.66	1,060.74	92.74	46.12
10R--- 213 50000-	---	1,713.00	2,300.00		707.16	226.48	2,261.36	5.66	56.53
10R--- 249 50000-	---	4,000.00	4,000.00			3,941.18	5,314.30	197.06	354.29
10R--- 264 50000-	---	2,000.00	1,500.00	3,941.18		12,085.00			120.85
10R--- 271 50000-	---		10,000.00			4,751.10	5,136.37	308.51	51.36
10R--- 279 50000-	---	1,540.00	10,000.00	1,499.85	1,406.68	9,372.39	13,886.93	107.73	159.62
10R--- 280 50000-	---	8,700.00	8,700.00	2,895.00		10,255.00	5,025.00		
10R--- 291 50000-	---			2,750.00	370.00	6,009.00	20,397.87	82.32	82.58
10R--- 292 50000-	---	7,300.00	24,700.00	1,800.00	1,985.63	8,485.68	9,706.48	18.38	84.40
10R--- 293 50000-	---	46,157.00	11,500.00						
10R--- 293 50000-	---	335,471.00	290,904.00						
10R--- 345 50000-	---					1,583.29			47.83
10R--- 515 50000-	---	4,646.00	4,385.28			56,210.00	2,097.54	91.52	100.00
10R--- 517 50000-	---	61,415.00	61,415.00						
10R--- 612 50000-	---	30,951.00	28,000.00						
10R--- 613 50000-	---			2,294.00	2,585.00	2,294.00	2,585.00	63.97	63.94
10R--- 619 50000-	---	3,465,914.00	3,372,389.00	852,788.00	829,289.00	2,217,248.00	2,156,151.00		
10R--- 621 50000-	---	117,905.00	114,040.00						
10R--- 630 50000-	---	201,821.28	257,908.56			134,548.00	171,940.00	66.67	66.67
10R--- 650 50000-	---			1,640.00		1,620.91	1,488.79	108.06	90.78
10R--- 660 50000-	---	1,500.00	1,640.00						
10R--- 691 50000-	---	15,592.00	14,811.00						
10R--- 695 50000-	---	562,504.00	575,050.00	560,210.00	571,340.00	560,210.00	571,340.00	99.59	99.35
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	4,794.00	5,800.97	14,518.20	19,703.14	3.37	10.07
10R--- 751 50000-	---	153,860.00	153,892.72			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				47,221.54	59,247.00	188.89	
10R--- 970 50000-	---						848.69		
10R--- 971 50000-	---	30,000.00	20,000.00			31,029.99	10,949.90	103.43	54.75
10R--- 990 50000-	---	101,811.00	10,000.00		222.00	111,053.82	16,607.91	109.08	166.08
10R--- 999 50000-	---	100.00	200.00				50.00		25.00
10-----	---	9,852,900.14	9,289,435.21	1,430,497.03	1,415,209.41	5,636,528.63	5,545,682.57	57.21	59.70
Grand Revenue Totals		9,852,900.14	9,289,435.21	1,430,497.03	1,415,209.41	5,636,528.63	5,545,682.57	57.21	59.70

Number of Accounts: 50