

Phillips Board of Education Regular Board Meeting

Monday, September 20, 2021
6:00 p.m. - Board Meeting

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: Sep 20, 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://us06web.zoom.us/j/84573588334?pwd=cVBzaVRaODE5eE9YN051QWx3VmdRdz09>

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Webinar ID: 845 7358 8334

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. Phillips Elementary School Principal Report	Scholz	
	1. Start-of-Year Report		
	B. Phillips Middle/High School Principal Report	Hoogland	
	1. Start-of-Year Report		
	C. Director of Special Education Report	Lemke	
	1. Start-of-Year Report		
	D. Superintendent Report	Morgan	
	1. Start-of-Year Report		
	2. Storage Building at Logger Camp		
	3. District Office Temporary Location		
	E. Business Manager Report	Lehman	
	1. Proposed 2021-2022 Budget for Annual Meeting		4-6
	F. Student Liaison Report	Morrone	
	G. Policy Committee Report	Secretary	
	H. Revenue Committee Report	Secretary	
	I. Transportation/Facilities Committee Report	Secretary	
	J. Business Services Committee Report	Secretary	
	K. Curriculum Report	Secretary	
	L. CESA Board of Control Meeting Report	Houdek	
VI.	Items for Discussion and Possible Action		
	A. Return to Learn Plan Options	Morgan/Admin	
	B. Monthly Owner Report from Miron Construction	Pesko	
	C. Board Vacancy Process	Morgan	
	D. WASB Legislative Liaison from Board	Pesko	
	E. Employee Handbook Review Process	Morgan	7-10
	F. Dean of Students Position Update	Morgan	
	G. Public Relations Position Update	Morgan	
	H. Salary/Compensation Increase	Morgan	
	I. Annual Meeting Agenda for October 4th	Pesko	11
	J. Logger United Booster Club Update	Morgan	
	K. Approve Material Purchase for Logger Camp Shed	Lehman	

	<p>L. Approve Additional Bleacher Cost for Handrail Access</p> <p>M. Approve Bid for ASP Van for \$29,095.00.</p> <p>N. Approve Snow Blower for Skid Steer for \$8,162.00.</p>	<p>Lehman</p> <p>Lehman</p> <p>Lehman</p>	
VII.	<p>Consent Items</p> <p>A. Approval of Minutes from August 16, 2021 Board Meeting</p> <p>B. Approval of Personnel Report</p> <p>C. Approval of Bills</p>	<p>Pesko</p>	<p>12-15</p> <p>16-17</p> <p>PDF</p>
VIII.	<p>Scheduling Future Board Meetings</p>	<p>Pesko</p>	
IX.	<p>Motion to convene into executive session at the conclusion of the open session pursuant to: WI Stat. Sec. 19.85(1)(c) for the purpose of considering employment, promotion, retirement, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.</p> <ul style="list-style-type: none"> ● Personnel Report Process ● Board Member Committee Roles and Responsibilities ● Review of Personnel Issue 	<p>Pesko</p> <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>		

BUDGET PUBLICATION, 2021-22
Required Published Budget Summary Format

A budget summary, notice of the place where the budget in detail may be examined, the time and place for a public hearing on the budget must be published or distributed under s. 65.90. The required minimum detail for the published summary is as follows:

GENERAL FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	2,890,253.00	3,059,679.53	3,217,195.14
Ending Fund Balance	3,059,679.53	3,217,195.14	2,864,877.82
REVENUES & OTHER FINANCING SOURCES			
Transfers-In (Source 100)	0.00	0.00	0.00
Local Sources (Source 200)	4,130,314.89	4,108,063.41	4,046,313.00
Inter-district Payments (Source 300 + 400)	367,059.00	341,314.80	362,170.00
Intermediate Sources (Source 500)	2,097.54	6,146.29	4,646.00
State Sources (Source 600)	4,522,183.89	4,600,220.76	4,655,096.28
Federal Sources (Source 700)	359,826.39	649,287.90	888,384.37
All Other Sources (Source 800 + 900)	87,718.50	221,305.79	30,050.00
TOTAL REVENUES & OTHER FINANCING SOURCES	9,469,200.21	9,926,338.95	9,986,659.65
EXPENDITURES & OTHER FINANCING USES			
Instruction (Function 100 000)	4,334,427.15	4,461,217.24	4,541,738.88
Support Services (Function 200 000)	3,653,800.01	3,879,410.79	4,272,827.09
Non-Program Transactions (Function 400 000)	1,311,546.52	1,428,195.31	1,524,411.00
TOTAL EXPENDITURES & OTHER FINANCING USES	9,299,773.68	9,768,823.34	10,338,976.97

SPECIAL PROJECTS FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	128,163.46	50,392.71	234,977.46
Ending Fund Balance	50,392.71	234,977.46	232,483.38
REVENUES & OTHER FINANCING SOURCES	1,387,438.56	1,647,816.91	1,588,976.01
EXPENDITURES & OTHER FINANCING USES	1,465,209.31	1,463,232.16	1,591,470.09

DEBT SERVICE FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	36,903.21	35,328.21	137,605.91
Ending Fund Balance	35,328.21	137,605.91	130,278.91
REVENUES & OTHER FINANCING SOURCES	298,891.35	12,654,872.87	835,397.00
EXPENDITURES & OTHER FINANCING USES	300,466.35	12,552,595.17	842,724.00

CAPITAL PROJECTS FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	60,668.78	9,812,544.73	7,453,115.46
Ending Fund Balance	9,812,544.73	7,453,115.46	612,027.46
REVENUES & OTHER FINANCING SOURCES	9,860,537.55	33,498.67	23,232.00
EXPENDITURES & OTHER FINANCING USES	108,661.60	2,392,927.94	6,864,320.00

FOOD SERVICE FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	106,798.88	104,488.80	82,399.24
Ending Fund Balance	104,488.80	82,399.24	48,552.88
REVENUES & OTHER FINANCING SOURCES	463,432.05	400,610.41	507,745.63
EXPENDITURES & OTHER FINANCING USES	465,742.13	422,699.97	541,591.99

COMMUNITY SERVICE FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	332,277.40	345,439.07	400,050.52
Ending Fund Balance	345,439.07	400,050.52	341,277.52
REVENUES & OTHER FINANCING SOURCES	343,267.58	320,900.35	341,800.00
EXPENDITURES & OTHER FINANCING USES	330,105.91	266,288.90	400,573.00

PACKAGE & COOPERATIVE PROGRAM FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
Beginning Fund Balance	0.00	0.00	0.00
Ending Fund Balance	0.00	0.00	0.00
REVENUES & OTHER FINANCING SOURCES	0.00	0.00	0.00
EXPENDITURES & OTHER FINANCING USES	0.00	0.00	0.00

Total Expenditures and Other Financing Uses

ALL FUNDS	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
GROSS TOTAL EXPENDITURES -- ALL FUNDS	11,969,958.98	26,866,567.48	20,579,656.05
Interfund Transfers (Source 100) - ALL FUNDS	873,179.64	861,231.36	873,180.00
Refinancing Expenditures (FUND 30)	0.00	11,805,669.85	0.00
NET TOTAL EXPENDITURES -- ALL FUNDS	11,096,779.34	14,199,666.27	19,706,476.05
PERCENTAGE INCREASE -- NET TOTAL FUND EXPENDITURES FROM PRIOR YEAR		27.96%	38.78%

PROPOSED PROPERTY TAX LEVY

FUND	Audited 2019-20	Unaudited 2020-21	Budget 2021-22
General Fund	4,013,936.65	4,048,196.00	4,015,600.00
Referendum Debt Service Fund	0.00	548,537.00	685,247.00
Non-Referendum Debt Service Fund	298,891.35	300,666.00	150,150.00
Capital Expansion Fund	0.00	0.00	0.00
Community Service Fund	311,500.00	311,500.00	311,500.00
TOTAL SCHOOL LEVY	4,624,328.00	5,208,899.00	5,162,497.00
PERCENTAGE INCREASE -- TOTAL LEVY FROM PRIOR YEAR	0.02	12.64%	-0.89%

HANDBOOK REVISION PROPOSALS FOR 2021-2022

2.1.7 STAFF ETHICS

A staff ethics policy is important for promoting a positive relationship with students, administration, and other staff, and is of paramount importance in student achievement. An acceptable code of ethics is essential since students learn by example.

All District employees are expected to accept responsibility for their conduct and to understand that their conduct may be regarded as representative of the District. Employees are required to abide by a standard of conduct that models good citizenship, integrity, high ethical standards and self-discipline. District employees are seen as role models of these behaviors for students, other staff, parents, and the community. It is expected that District employees promote such behavior that will maintain the respect of students, parents, and the community.

Violations

The superintendent or his/her designee will normally have a conference with a staff member who is alleged as being in violation of the staff ethics policy. Violations will be handled in accordance with the appropriate law, policy, procedure, or handbook provision. Discipline, if determined to be appropriate, will take into consideration the seriousness of the occurrence(s), the context of the occurrence(s), and the performance record of the staff member.

This policy will be disseminated to all employees annually at the first staff in-service of the year.

Ref. Board Policy 522.4, Staff Ethics

Language first suggested:

District employees may not censor or prohibit students from expressing their ideas merely because they wish to avoid a controversy or argument on a particular subject. The First Amendment generally protects students' rights to express their religious and political opinions in public school orally, in writing, through their dress or using expressive conduct intended to convey a message.

District employees cannot let their personal beliefs interfere with their obligation to deliver the school's curriculum and they may not hijack the curriculum or use their position as an opportunity to indoctrinate students to their personal beliefs.

Language revised as of Policy Meeting

Staff cannot on paid academic time involve self expression of personal, political, religious, or cultural views to influence any student.

Add to section **3.3 Separation from Employment**

Termination: Employment may be terminated upon a majority vote of the full membership of the Board of Education. In such cases, the Board shall abide by its applicable policies and such terms as may be set forth in an individual contract.

Resignation: A professional staff member may resign in accordance with the terms of his/her individual contract.

An administrator may resign by filing a written resignation with the District Administrator.

A support staff member may resign by filing a written resignation with the District Administrator.

The District Administrator may act for the Board in the acceptance of a resignation.

Employees who terminate their employment with at least ten (10) working days written notice will not be allowed to use any earned vacation, personal time or discretionary holiday pay once received by the District Administrator. If an employee has overused the holiday, sick, or vacation time earned, the employee will have an amount equal to the value of that overused leave withheld from his or her last paycheck. The District's obligation to pay its share of the employee's insurance benefits will terminate at the end of the month in which the employee works his/her last day.

Add Liquidated damages policies in this area section 3.3.1

4.10.1 SEVERANCE/PAID TIME OFF (PTO) LEAVE PAYOUT

Employees will be paid for accumulated paid leave days upon resignation or retirement according to the following conditions:

1. To receive severance/PTO payout upon resignation, a 30 day notice prior to the effective date of the resignation must be made to the administration in writing by the employee, unless agreed to by both parties.
2. Employees who are terminated for cause are not eligible for PTO payout.
3. One hundred percent (100%) of unused PTO, may count towards paid leave payout.
4. PTO payout may be collected only if the employee leaves after a minimum of ten (10) years of continuous service with the District as a regular full-time or regular part-time employee.
5. Each PTO payout day accumulated will be paid out at a rate of 25% of daily rate for support staff.
6. In case of the death of an employee who has accumulated PTO, the benefit would be paid to their surviving spouse or estate.

6.1 Paid Vacation

All nine (9) month employees: None.

All full-time twelve (12) month employees as follows:

- Less than two (2) years of service: Five (5) days vacation awarded on the first day of hire (One (1) day vacation for each two (2) months worked, not to exceed five (5) working days.)
- Two (2) to ten (10) years service: Two (2) weeks vacation.
- Ten (10) to fourteen (14) years service: Three (3) weeks vacation.
- Beyond fifteen (15) years of service: Four (4) weeks vacation.

No vacation carry forward will be allowed.

Vacations shall be taken in the year in which vacation is earned, between July 1st and June 30th except upon prior arrangement with the supervisor.

Ref. Board Policy 542.4 Paid Vacations

Left Navigation

REQUEST A HATCH ACT ADVISORY OPINION

The U.S. Office of Special Counsel (OSC) is authorized pursuant to 5 U.S.C. § 1212(f) to issue advisory opinions under the Hatch Act. OSC issues advisory opinions to persons seeking advice about their political activity under the Hatch Act. Individuals or their legal representatives may request an opinion about their own political activity. In addition, employers may request an opinion about the political activity of their employees. Such requests may be made by phone, fax, mail or e-mail. However, any other person seeking advice about the political activity of another should instead file a complaint online using Form OSC-14. Completed forms can be mailed to:

Hatch Act Unit
U.S. Office of Special Counsel
1730 M Street, N.W., Suite 218
Washington, D.C. 20036-4505
Tel: (800) 85-HATCH or (800) 854-2824 or (202) 804-7002
Fax: (202) 254-3700
E-mail: hatchact@osc.gov



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Notice for Annual District Meeting (Section 120.08(1))

Notice is hereby given to qualified electors of the School District of Phillips, that the annual meeting of said district for the transaction of business, will be held in Phillips High School Auditorium, on the 4th day of October, 2021, at 6:00 p.m.

Anne Baxter, District Clerk

AGENDA

BUDGET HEARING:

1. INTRODUCTIONS
2. CALL THE BUDGET HEARING TO ORDER
3. PRESENT THE ESTIMATED 2021-2022 BUDGET
4. ADJOURN THE BUDGET MEETING

ANNUAL MEETING OF THE ELECTORATE OF THE SCHOOL DISTRICT OF PHILLIPS:

1. CALL THE ANNUAL MEETING TO ORDER
2. ELECT A CHAIRPERSON
3. READING OF MINUTES OF LAST ANNUAL MEETING HELD OCTOBER 5, 2020
4. TREASURER'S REPORT
5. BOARD MEMBER SALARIES
6. LEVY A TAX FOR THE 2021-2022 SCHOOL YEAR
7. MOTION TO APPROVE FUND 80 LEVY FOR 2021-2022
8. SALE OF GENERAL SCHOOL PROPERTY
9. OLD BUSINESS
10. NEW BUSINESS
11. LONG-TERM PLANNING REPORT
12. ESTABLISH DATE AND TIME FOR 2022 ANNUAL MEETING
13. ADJOURN ANNUAL MEETING

Notices for this meeting were posted on September 10, 2021 at: Phillips Elementary, Middle, and High School, Bus Garage, All-Staff Email, District Website, and Price Co. Review

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING
Monday, August 16, 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 Auditorium.
- II. Present: Baxter, Fox, Halmstad, Houdek, Krog, Pesko, Rose, Willett, and Student Liaison..
Administration present: Superintendent Morgan, Business Manager Lehman, Principal Scholz, Director of Pupil Services Lemke. Others: Staff, community members, and Price County Review. The meeting was available via Zoom for online attendance.
- 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:
 - A. Annie Knudson thanked the Board for their work over the past year and encouraged them to continue to do what is best for students beginning with the first day of school.
 - B. Marty Morrone asked the Board not to make masks mandatory for students.
 - C. Katie Morrone asked the Board to let parents make decisions on masking.
- V. Administrative and Committee Reports
 - A. Dave Scholz - Elementary Principal Report
 1. The 4-year old kindergarten numbers are high enough to warrant a third section for this fall. A teacher and aide are needed and a room is being prepared.
 2. Elementary Open House went well. Two days of student testing are scheduled for Tuesday and Wednesday of this week
 - B. Colin Hoogland was not present, but Superintendent Morgan reported that the high school enrollment is currently up by six students.
 - C. Vicki Lemke - Pupil Services Director Report
 1. The number of seclusion and restraint incidents is down significantly from last year. There was one incidence of seclusion and one restraint at the elementary level. None were reported at the middle school or high school. There were two students involved, both of which were children with disabilities.
 - D. Rick Morgan - Superintendent Report
 1. Work continues on the bus garage remodel project. Plumbing and technology should be completed soon and move in can begin.
 2. School will start on August 31, 2021 as approved by DPI to ensure an earlier end date for construction purposes.
 3. The first phase of classroom moving will begin in January with the new high school classes being completed. Vacated spaces in the current high school block will be refreshed and middle school moving could take place during 2nd semester. The district office will move to middle school rooms not being used this year and remodeling of the office area will begin in January so the PES office can move over when school is out. Phase 4 remodel of the middle school will begin when the school year is complete. The community will be updated regularly as timelines are finalized.
 - E. Student Liaison Morrone reported that fall sports have started at the high school. She will report on the number of participants next month.
 - F. The policy committee met on August 11th and reviewed job descriptions for administration and supervisors. Employee handbook revisions were reviewed and alternative language is being presented for the ethics policy portion of the Handbook.

- G. The revenue committee met on August 12th and heard presentations by Northwoods Players and Forward Bank. The committee will be working on a list of “needs” and “wants” in priority order. A review of the policy on naming rights needs done.
- H. Facilities and transportation committee met on August 12th and discussed:
 - 1. The bus garage remodel update, working on accessing WiFi on all buses, bus maintenance projects, and the updating of all bus route rosters for 2021-2022.
 - 2. The new bleachers have arrived and are being installed, look at the new Logger Camp storage building being a tech student project, summer maintenance is near completion, it will be a challenging next two weeks to finish remodel projects, and the new walk-in freezer should be here on the first day of school..
- F. Business services committee met on August 12th and discussed:
 - 1. Additional compensation meeting in July, next meeting will be in September. Hope to have a recommendation by late fall.
 - 2. Construction is still on time and the budget is good. Board tour set for Monday.
 - 3. Reviewed staffing needs due to resignations.
 - 4. Molly presented a plan for active teachers to diversify their HRA after one year of service.
 - 5. Reviewed board vacancy procedure.
 - 6. Other items included the finance audit scheduled for August 16-18 and discussed social media improvements.
 - 7. The board agenda was reviewed and bills will be reviewed prior to the meeting.
- G. CESA #12 Board of Control met on July 20th. The new CESA #12 administrative director was introduced and presented his concerns and plans for the Board. Committee assignments were made and Paula was assigned to the policy committee.

VI.. Items for Discussion and Possible Action

- A. Motion (Krog/Willett) to remain in Option A (five days a week) with no mandatory masking for the start of the 2021-2022 school year. Motion carried 8-0 with roll call vote.
- B. President Pesko reviewed the Miron Owner report for this month. The board toured the project prior to the meeting. Our contingency funds are to the positive by about \$14,000.00 at this time. Light posts on the west parking lot will be here in September. This report will continue monthly and Board members will receive a copy of the report.
- C. Motion (Baxter/Halmstad) to approve second reading of policies as presented. Discussion held on bullet point number one from principal and pupil services job descriptions, “Creating structures and strategies that promote and lead towards excellence in equity, anti-racism, and cultural competence for staff, students, and families.” Motion (Fox/Rose) to table these items. Motion failed 5-3 roll call vote. Motion (Willett/Krog) to approve all policies with the above statement redacted from the principal and pupil services director job description with future discussion by policy and curriculum committees. Motion carried 6-2 with roll call vote.
- D. Motion (Baxter/Houdek) to approve Employee Handbook revisions, leaving the ethics policy as previously approved. Discussion held on ethics policy. Motion (Fox/Halmstad) to amend the motion to include the shortened statement presented by the policy committee. Motion failed 2-6. Motion (Willett/Rose) to table this motion and seek legal counsel on this subject. Motion carried 6-2 with roll call vote.
- E. Motion (Willett/Pesko) to approve expansion of the 4K program to three sections for 2021-2022 school year to include one teacher and one aide. Motion carried 8-0 with roll call vote.
- F. Gabe Lind has resigned as a board member representative of Area III. An ad will be put in the paper for candidates to fill his position for the remainder of his term. Nomination by Willett for Marty Krog to fill the position of vice president. Nomination by Baxter for Paula Houdek to fill the position of vice president. Voting was by paper ballot. Marty Krog - 6 votes, Paula Houdek - 2 votes.

- G. The contingency funds have not been used and there are a number of projects from the construction project that will be allocated to ESSER funds. Motion (Willett/Baxter) to approve Alternate #1 from the Referendum Project. Motion carried 8-0 with roll call vote.
- H. Motion (Krog/Pesko) to allow employees to diversify their HRA funds during active employment after one year of service. Motion carried 8-0 with roll call vote.
- I. Motion (Willett/Krog) to approve Forward Bank as a designated district depository for the School District of Phillips. Motion carried 7-0-1 with roll call vote with Pesko abstaining.
- J. Motion (Baxter/Willett) to approve Local Government Investment Pool, Prevail Bank, and American Deposit Management Company as designated depositories for the School District of Phillips. Motion carried 8-0 with roll call vote.
- K. Motion (Willett/Krog) to approve the annual district public notices as presented. Motion carried 8-0 with roll call vote.
- L. The additional compensation committee was unable to meet this week. There is no recommendation for this month's meeting.
- M. There were no recommendations for this month regarding Dean of Students and Public Relations position. Discussion will continue with staff regarding needs.

VII. Consent Items.

- A. Motion (Fox/Krog) to approve minutes from July 19, 2021 Board meeting. Motion carried 8-0 with roll call vote.
- B. Motion (Willett/Fox) to approve personnel report as presented. Motion carried 8-0 with roll call vote.
 - 1. Approved hiring Jessica Otto, Kayla Kegley, Fay Stewart, Mary Mephram, Kaitlyn Ellingen, Ashley Lannon and Kelly Bamke as paraprofessionals
 - 2. Approved coaching positions: Brent Edwards, middle school girls basketball; Blake Edwards, middle school boys basketball; Courtney Krawzyk and Jerri Hibbard, middle school co-head volleyball; Gabe Lind, varsity assistant football.
 - 3. Approved transfer of Lynnae Helgeson and Barb Foytik from special education aides to 4K aides.
 - 4. Approved resignation of Tara Strassburger, special education teacher and middle school girls basketball coach and Pam Kevilus as PES Cook II.
- C. Motion (Fox/Willett) to approved bills from July 2021 (#348872-348896 and wires) for a total of \$498,970.56.

IX. The next regular board meeting will be held on September 20, 2021. Review of personnel report process will be a closed session item.

X. Motion (Baxter/Fox) to convene into executive session at the conclusion of the open session pursuant to: WI Stat. Sec. 19.85(1)(c) for the purpose of considering employment, promotion, retirement, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Motion carried 7-1 with roll call vote at 8:35 p.m.

- Employee Compensation Requests

XI. 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.

XII. Motion (Houdek/Krog) to reconvene into open session. Motion carried 8-0 with roll call vote.

XIII. Motion (Willett/Houdek) to direct Mr. Morgan to proceed with negotiations with the business manager as directed. Motion carried 8-0 with roll call vote.

XIV. Motion (Willett/Halmstad) to adjourn. Motion carried 8-0. Meeting adjourned at 8:55 p.m.

Respectfully submitted,

Anne Baxter, Clerk
Board of Education

**Personnel Report - Amended
August 14, 2021 - September 17, 2021**

New Hires/Transfers

Name/Position	Status	Hiring Salary	Previous Salary	Effective Date
Kelly Bamke, Early Childhood LT Sub	LT Sub for Tara Strassburger's position	LT Sub Rate	N/A	8-16-2021
Katie Reinke LTE Paraprofessional	Cover Kelly Bamke's Paraprofessional position	\$13.75	\$13.75	8-16-2021
Ann Grzywnowicz 4K Teacher	Cover new section of 4K	\$36,000.00	N/A	8-16-2021
Christine McMillan PES Cook II	Replace Pam Kevilus	\$12.50	\$12.50	8-30-2021
Ellie Lochner, MS Asst Cross Country Coach	Cover Breanna Olson Leave of Absence	\$753.59	\$753.59	Fall Sports Season
Lance Heizler, MS Asst Football Coach	Replace Tristin Holden	\$1,092.17	\$1,092.17	Fall Sports Season
Lynn Olson Title I 50%	Rehire after Retirement (75 day hold)	\$31,852.25	Same	8/16/2021
Erika Smith LTE Reg Ed Aide	Replace Reg Ed Aide who moved to Spec Ed/ ESSER	\$13.75	\$13.75	9/7/21
Caitlyn Dittel MS Yearbook Advisor	Replace Floyd Mootz	\$522.84	\$522.84	9/20/21
Faculty/Staff Extra Curricular Coach/ Advisor Positions	See Page 2	See pg 2	N/A	

Recruitment

Position	Position Status	Location	Posting Date
Boys Basketball JV Coach	Replace Jacob Olson	PHS	08/23/21
Early Childhood Teacher	Replace Tara Strassburger	PES	6/4/21

Resignations/Retirements

Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Jacob Olson	JV Boys Basketball	Resignation	8-23-2021	5	PHS
Tristin Holden	MS Asst Football	Resignation	8-1-2021	1	PhMS

Faculty/Staff Coaching/Advisors

Caroline Corbett	PES Yearbook Co-Advisor	\$ 261.42
Rachel Dahlke	FBLA Advisor	\$1,092.17
Bob Dural	Varsity Baseball Coach	\$2,548.39
Blake Edwards	Varsity Softball Coach	\$2,548.39
Brent Edwards	Varsity Asst Baseball Coach	\$1,699.30
Brent Edwards	MS Student Council Advisor	\$ 606.02
Mike Eggebrecht	Athletic Director	\$10,561.35
Mike Eggebrecht	Girls Varsity Basketball Coach	\$3,275.39
Paul Feuerer	HS Forensics Advisor	\$1,092.17
Kyrstin Gabay	Cross Country Asst Coach	\$1,699.30
Kyrstin Gabay	MS Head Track Coach	\$1,092.17
Kristen Hickerson	Summer School Coordinator	\$6,400.18
Tammy Holman	MS Forensics Advisor	\$ 485.04
Tammy Holman	Grand Island Trip Coordinator	\$1,091.69
Jack Hoogland	MS Wrestling Head Coach	\$1,092.17
Courtney Janak	After School Program Director	\$24,227.60
Erik Johnson	Girls Varsity Asst Coach	\$2,183.23
Nikki Kalander	PES Yearbook Co-Advisor	\$ 261.42
Alex Kirch	HS Choir Director	\$ 243.07
Alex Kirch	MS Choir Director	\$ 243.07
Alex Kirch	ES Choir Director	\$ 61.05
Jennie Kleinhans	MS Girls Asst Basketball Coach	\$1,092.17
Jennie Kleinhans	Concessions Coordinator	\$ 784.26
Justin Lindgren	Varsity Co-Head Track Coach	\$1,640.58
Justin Lindgren	National Honor Society Advisor	\$ 364.06
Justin Lindgren	HS Band Director	\$1,941.26
Justin Lindgren	MS Band Director	\$ 338.47
Stacie Mollman	HS Yearbook Advisor	\$2,172.13
Erik Olson	Cross Country Head Coach	\$2,547.28
Erik Olson	Varsity Co-Head Track Coach	\$1,640.58
Marc Peterson	High Quiz Bowl Advisor	\$1,059.98
Mark Peterson	HS Student Council Advisor	\$1,092.17
Garith Plpkorn	HS Asst Track Coach	\$1,173.90
Trevor Raskie	Boys Varsity Basketball Coach	\$3,275.39
Tyler Ring	Before School Activity Director	\$2,250.00
Vicki Spacek	MS Asst Track Coach	\$ 753.59

FDI	OBJ	FUNC	PRJ	OBJ	2021-22 Revised Budget	2020-21 Revised Budget	August 2021-22 Monthly Activity	August 2020-21 Monthly Activity	FYTD Activity	2021-22 FYTD %	2020-21 FYTD %
10E	---	11	---	UNDIFFERENTIATED CURRICULUM	1,778,037.00	1,849,896.81	125,156.70	132,602.72	145,955.84	8.21	8.08
10E	---	12	---	REGULAR CURRICULUM	2,026,543.88	2,007,216.87	147,926.75	154,184.70	158,671.02	7.83	8.11
10E	---	13	---	VOCATIONAL CURRICULUM	414,302.00	401,906.38	29,438.93	30,116.28	33,657.49	8.12	8.06
10E	---	14	---	PHYSICAL CURRICULUM	165,161.00	165,730.44	10,261.78	10,150.73	11,261.78	6.82	6.25
10E	---	16	---	CO-CURRICULAR ACTIVITIES	160,357.00	149,868.15	587.39	1,484.00	4,228.51	2.64	0.99
10E	---	17	---	OTHER SPECIAL NEEDS	7,942.00	11,417.00		3,750.00	20.00	0.25	33.02
10E	---	21	---	PUPIL SERVICES	384,170.45	287,975.16	19,222.00	19,976.51	29,032.62	7.56	9.76
10E	---	22	---	INSTRUCTIONAL STAFF SERVICES	318,963.27	417,913.29	10,819.18	11,233.24	17,279.01	5.42	3.62
10E	---	23	---	GENERAL ADMINISTRATION	272,660.00	288,910.00	15,314.48	12,251.01	43,799.73	16.06	14.78
10E	---	24	---	SCHOOL BUILDING ADMINISTRATION	1,401,554.59	732,000.39	30,740.82	36,985.01	110,975.36	7.92	11.55
10E	---	25	---	BUSINESS ADMINISTRATION	2,240,212.00	2,248,005.47	91,908.74	80,951.71	216,077.33	9.65	9.04
10E	---	26	---	CENTRAL SERVICES	47,002.96	32,640.00	1,682.73	1,417.21	2,844.84	6.05	10.14
10E	---	27	---	INSURANCE & JUDGMENTS	163,896.00	172,758.00	6,265.24	916.24	25,970.36	15.85	9.78
10E	---	28	---	DEBT SERVICES	22,127.00	51,011.00	3,587.06	1,793.53	5,380.59	24.32	7.03
10E	---	29	---	OTHER SUPPORT SERVICES	290,286.00	331,512.73	10,820.23	11,058.10	94,544.16	32.57	37.97
10E	---	41	---	TRANSFERS TO ANOTHER FUND	873,180.00	873,180.00					
10E	---	43	---	PURCHASED INSTRUCTIONAL SERV	453,493.00	534,868.00					
10E	---	49	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00	2,040.00	151.97		151.97	7.45	
Grand Expense Totals					11,021,928.15	10,558,849.69	503,884.00	508,870.99	899,850.61	8.16	8.37

Number of Accounts: 1384

Funds Available to the District as of August, 2021:

First National Bank (General Checking)	2,570,756.99
Local Gov't Investment Pool	605.78
First National Bank (Savings)	4,396.72
Total	2,575,759.49

Current Line of Credit Balance (\$1,000,000 max)	1,000,000
Total Borrowed (through 08/31/21):	0.00

FYLOC SRC FUNC PRJ LOC SRC	2021-22 Revised Budget	2020-21 Revised Budget	August 2021-22 Monthly Activi	August 2020-21 Monthly Activi	2021-22 FYTD Activity	2020-21 FYTD Activity	2021-22 FYTD %	2020-21 FYTD %
10R--- 211 50000- --- --- CURRENT YEAR PROPERTY TAX	3,933,743.00	4,048,196.00						
10R--- 213 50000- --- --- MOBILE HOME TAX	1,713.00	1,713.00						
10R--- 249 50000- --- --- TRANSPORTATION FEES	4,000.00	4,000.00			226.48			5.66
10R--- 264 50000- --- --- SURPLUS NON-CAPITAL OBJECTS	2,000.00	2,000.00						
10R--- 279 50000- --- --- OTHER SCHOOL ACTIVITY INCOME	1,540.00	1,540.00						
10R--- 280 50000- --- --- INTEREST ON INVESTMENTS	12,000.00	8,700.00	513.36	914.77	1,085.60	2,016.22	9.05	23.17
10R--- 291 50000- --- --- GIFTS, FUNDRAISING, CONTRIBS	61,950.00	7,300.00	3,485.00		3,485.00	100.00	47.74	1.37
10R--- 292 50000- --- --- STUDENT FEES	7,300.00	7,300.00						
10R--- 293 50000- --- --- RENTALS	10,000.00	46,157.00		1,800.00	3,485.00	2,185.68		4.74
10R--- 345 50000- --- --- OPEN ENROLLMENT WI. SCH. DIST.	335,471.00	335,471.00						
10R--- 517 50000- --- --- TRANSIT OF FEDERAL AIDS	4,646.00	4,646.00						
10R--- 612 50000- --- --- TRANSPORTATION AID	61,415.00	61,415.00						
10R--- 613 50000- --- --- LIBRARY AID	30,951.00	30,951.00						
10R--- 619 50000- --- --- OTHER STATE AID	2,294.00							
10R--- 621 50000- --- --- EQUALIZATION AID	3,583,667.00	3,465,914.00						
10R--- 630 50000- --- --- SPECIAL PROJECT GRANTS	110,750.00	117,905.00						
10R--- 650 50000- --- --- SAGE AID	201,821.28	201,821.28						
10R--- 660 50000- --- --- STATE REVENUE THROUGH LOCAL	1,500.00	1,500.00						
10R--- 691 50000- --- --- COMPUTER AID	15,202.00	15,592.00						
10R--- 695 50000- --- --- Per Pupil Aid	560,210.00	562,504.00						
10R--- 696 50000- --- --- High Cost Transportation Aid	91,662.20	90,000.00						
10R--- 699 50000- --- --- OTHER STATE REVENUE	748,897.97	43,469.00						
10R--- 730 50000- --- --- SPECIAL PROJECT GRANTS	426,540.86	426,540.86						
10R--- 751 50000- --- --- ESEA TITLE IA	200,711.38	153,860.00						
10R--- 780 50000- --- --- FED AID THRU STATE NOT DPI	60,000.00	60,000.00	1,364.19		1,364.19		2.27	
10R--- 861 50000- --- --- EQUIPMENT SALES/LOSS			50.00		250.00			
10R--- 964 50000- --- --- NON-CAPITAL INS SETTLMTS	25,000.00	25,000.00						
10R--- 971 50000- --- --- REFUNDS - PRIOR YR., E-RATE	30,000.00	30,000.00	2,059.98	6,535.00	4,414.47	9,457.88	14.71	31.53
10R--- 990 50000- --- --- MISCELLANEOUS		101,811.00		67,683.12		67,683.12		66.48
10R--- 999 50000- --- --- COPY FEES	50.00	100.00						
10----- GENERAL FUND	10,098,494.83	9,848,106.14	7,472.53	76,932.89	10,599.26	81,669.38	0.10	0.83
Grand Revenue Totals	10,098,494.83	9,848,106.14	7,472.53	76,932.89	10,599.26	81,669.38	0.10	0.83

Number of Accounts: 43