

# Phillips Board of Education Regular Board Meeting

Monday, December 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:

*Join Zoom Meeting*

<https://us06web.zoom.us/j/85872198673?pwd=TUJwcVdMampmOWU2OUVxaEdqWXF0UT09>

Meeting ID: 858 7219 8673

Passcode: 336862

One tap mobile

+16465588656,,85872198673#

+13017158592,,85872198673#

Dial by your location

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Washington DC)

**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. Loggers United Booster Club Quarterly Report	Heidi Halmstad	
	B. Phillips Elementary School Principal Report	Scholz	
	C. Phillips Middle/High School Principal Report	Hoogland	
	D. Director of Special Education Report	Lemke	
	1. Pupil Service Team Update		
	2. State Assessment Update		
	E. Superintendent Report	Morgan	
	1. New Phasing Plan for Construction Project		
	2. Open House/Dedication for Project		
	F. Student Liaison Report	Morrone	
	1. Students of the Month		
	G. Policy Committee Report	Secretary/Chair	
	H. Revenue Committee Report	Secretary/Chair	
	I. Transportation/Facilities Committee Report	Secretary/Chair	
	J. Business Services Committee Report	Secretary/Chair	
	K. 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. Auditorium Refresh Update	Pesko/Morgan	
	D. Purchase of Commercial Washer/Dryer for \$12,418.14.	Lehman	
	E. Dean of Students Position Update	Morgan	
	F. Public Relations Position Update	Morgan	
VII.	Consent Items	Pesko	
	A. Approval of Minutes from November 15, 2021 Board Meeting		4-6
	B. Approval of Personnel Report		7
	C. Approval of Bills		PDF
VIII.	Scheduling Future Board Meetings	Pesko	

IX.	<p>Motion to convene into executive session at the conclusion of the open session pursuant to:</p> <p>A. WI Stat. Sec 19.85(1)(f) for the purposes of considering the personal history of a student.</p> <ul style="list-style-type: none"> <li>● Graduation Request</li> </ul> <p>B. 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"> <li>● Review of Personnel Issue</li> </ul>	Pesko	
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>	Pesko	
XI	Adjourn	Pesko	

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING  
Monday, November 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 Auditorium.
- II. Present: Baxter, Fox, Halmstad, Houdek, Krog, Pesko and Van De Voort. Absent: Rose and Willett
- III. Administration present: Superintendent Morgan, Principals Hoogland and Scholz, Director of Pupil Services Lemke. Others: Staff, community members, and Price County Review. The meeting was available via Zoom for online attendance.
- IV. 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.
- V. Friend of Education Award was presented to Ray and Pam Knihtila for their support of the School District of Phillips.
- VI. Public Participation:  
Nine community members expressed their concerns regarding masking and quarantining guidelines.  
One community member expressed their opinion on the staff ethics policy.  
Jon Pesko announced the American Education Week employee years-of-service list.
- VII.. Administrative and Committee Reports
  - A. Dave Scholz - Elementary Principal Report
    1. The Veterans Day Parade was a success in spite of the rain.
    2. The Holiday concert will be held on December 2nd with three sessions (K/1, 2/3, 4/5)
  - B. Colin Hoogland
    1. The 6-12 campus joined the elementary school for the Veterans Parade.
    2. The high school had an assembly to highlight the 1st quarter academic and extracurricular achievements.
    3. The high school student council sponsored a blood drive last week at PhMS.  
The middle school will have an assembly this week to highlight achievements.
    4. Quiz Bowl, FBLA, and Mock Trial have started their competition season.
    5. Students of the month for the middle school are: Ruby Johnson (6), Taylor Tenut (7), and Sage Cabe (8).
    6. Students of the quarter for the high school are: Julian Ellingen (10) and Olivia Schork (12).
  - C. Vicki Lemke - Pupil Services Director Report
    1. A special education advisory meeting was held with Ms. Lemke, special education parents and the parent liaison, Terri Franson recently. The group plans to meet quarterly to network, express accomplishments and concerns, and provide training opportunities for parents.
    2. The pupil service team will report to the Board at the December meeting.
    3. The ACT & ACT Aspire results are posted on the WISEdata site. State report cards will be available tomorrow. A full assessment report will be presented next month.
  - D. Rick Morgan - Superintendent Report
    1. Students and staff in the technology department continue working on the Logger Camp storage building. Due to delays in materials, the building may be completed in the spring.

2. Two parents have indicated interest in the curriculum committee. There is still time for parents to sign up. The committee will be watching the number of potential changes in Wisconsin law regarding curriculum.
- E. Student Liaison was absent from the meeting.
- F. The policy committee met on November 10 and discussed the second reading of Policy #940 and forwarded it to the Board meeting. Policy #453.4 Dispensing of Medication was reviewed and will be worked on at future meetings. Other Series 200/300 policies are on hold until Staff Ethics policy work is completed.
- G. The revenue committee met on November 11, 2021 and discussed the auditorium update projects in cooperation with fundraising from Northwoods Players. Better communication with alumni and community members was discussed and the potential for a communication director position.
- H. Facilities and transportation committee met on November 11, 2021. Facility items included arrival of snow blower, washer/dryer update, cathodic testing completed and passed, parking lots being marked out, cleaning up of construction area, and roof repair on the usable portion of the elementary building. Transportation items included bus maintenance, a bus driver working with the social media class to produce videos on bus safety, driver CPR and AED training, and entry level CDL training.
- I. Business services committee met on November 11, 2021 and discussed:
  1. Additional compensation committee's proposal for compressed teachers and support staff.
  2. Construction is still on time and issues were discussed.
  3. The auditorium refresh project budget was presented. Discussed financing the project over the next two fiscal years and moving ahead with the project this summer.
  4. Potential insurance broker change from M3 to NIS for a savings of about \$8,000.00. NIS offers individualized customer service. This item was added to the agenda.
  5. The board agenda was reviewed and adjusted and bills will be reviewed prior to the meeting.
  6. Other items discussed included: curriculum committee review process, daycare provider survey to investigate need for additional daycare either through YMCA or through the district.
- J. CESA #12 Board of Control met on October 18th. Items included regular agenda items, presentation from special education department, classroom management, lack of respect, masking issues, COVID strategies, staffing issues, and purchase of air purifiers,

#### VI. Items for Discussion and Possible Action

- A. Motion (Fox/Van De Voort) to only quarantine covid-positive students. Motion failed 3-4 with roll call vote. (Y-Fox, Halmstad, and Van De Voort)
- B. Motion (Pesko/Krog) motion to continue with Return to Learn Plan A per administrative recommendation including quarantined students returning to school after a day-five negative COVID-19 test. Motion carried 5-2.
- C. President Pesko reviewed the Miron Owner report for this month listing items completed on site. The delay in delivering garage doors is the key issue. The project is still on time for occupation and under budget. The board will tour the facility prior to December's meeting.
- D. Motion (Baxter/Houdek) to approve second reading of Policy #940 as presented. Motion carried 7-0.
- E. Motion (Fox/Halmstad) to table the staff ethics until the January agenda. Motion carried 5-2 with roll call vote. (N-Baxter, Houdek)
- F. Motion (Krog/Baxter) to approve salary increase for four salary-compressed teachers of \$6,600 over two years, an increase of \$1.75 for support staff with 11-29 years experience and \$2.25 for support staff with 30+ years, and \$.50 addition to support staff with long-term experience on salary schedule. Motion carried 7-0.

- G. Motion (Krog/Fox) to pursue a three-year contract with NIS as the new district insurance broker. Motion carried 7-0.
- H. The proposed budget for the auditorium refresh project was reviewed and discussed. The plan to spread the cost over two fiscal years with some reimbursement from Northwoods Players. This item will be on the agenda in December for approval.
- I. Business services committee will continue to look at the dean of students and public relations positions incorporating the revenue committee's input regarding communications director.

VII. Consent Items.

- A. Motion (Houdek/Krog) to approve minutes from the October 18, 2021 and October 25, 2021 Board meetings. Motion carried 7-0. Motion
- B. Motion (Houdek/Halmstad) to approve personnel report as presented. Motion carried 7-0.
  - 1. Approved moving paraprofessional Mary Mephram to ELL aide position.
  - 2. Approved hiring Don Paulus, Angela Lenz, and Cassie Thums as paraprofessionals at PES.
  - 3. Approved hiring Amy Ring as one-year interim varsity boys basketball coach and Brady Bolz as one-year interim JV boys basketball coach.
  - 4. Approved resignation of Lynnae Helgeson as paraprofessional.
- C. Motion (Krog/Halmstad) to approve bills from October 2021 (#349183-349320 and wires) for a total of \$580,357.81.

- IX. The next regular board meeting will be held on December 20, 2021. The Board will tour the new construction beginning at 5:00 p.m. and starting the regular meeting at 6:00 p.m.
- X. Motion (Krog/Houdek) 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 7-0 with roll call vote at 7:56 p.m.
  - Review of Personnel Issue
- 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/Fox) to adjourn. Motion carried 7-0. Meeting adjourned at 8:27 p.m.

Respectfully submitted,

Anne Baxter, Clerk

Board of Education

**Personnel Report - Amended  
November 13, 2021 - December 17, 2021**

**New Hires/Transfers**

Name/Position	Status	Hiring Salary	Previous Salary	Effective Date

**Recruitment**

Position	Position Status	Location	Posting Date
Elementary Special Education Teacher	Replace Tara Strassburger	PES	6/4/21

**Resignations/Retirements**

Name	Position	Resignation/Retirement	Effective Date	Years of Service	Location

FDT	OBJ	FUNC	PRJ	OBJ	2021-22 Revised Budget	2020-21 Revised Budget	November 2021-22 Monthly Activity	November 2020-21 Monthly Activity	2021-22 FYTD Activity	2021-22 FYTD %	2020-21 FYTD %
10E	---	11	---	UNDIFFERENTIATED CURRICULUM	1,778,037.00	1,849,896.81	156,288.38	166,873.02	614,775.05	34.58	33.92
10E	---	12	---	REGULAR CURRICULUM	2,034,725.88	2,007,216.87	166,343.20	172,736.28	655,214.50	32.20	33.88
10E	---	13	---	VOCATIONAL CURRICULUM	420,877.00	401,906.38	34,707.99	46,602.66	136,347.86	32.40	37.28
10E	---	14	---	PHYSICAL CURRICULUM	165,161.00	165,730.44	12,124.80	11,052.85	44,487.47	26.94	25.24
10E	---	16	---	CO-CURRICULAR ACTIVITIES	160,357.00	149,868.15	20,928.77	3,470.43	52,397.45	32.68	25.68
10E	---	17	---	OTHER SPECIAL NEEDS	7,942.00	11,417.00			5,570.00	70.13	33.02
10E	---	21	---	PUPIL SERVICES	288,616.27	287,975.16	25,944.13	20,994.00	102,269.53	35.43	32.19
10E	---	22	---	INSTRUCTIONAL STAFF SERVICES	319,963.27	417,913.29	21,432.82	39,554.97	95,230.22	29.86	31.21
10E	---	23	---	GENERAL ADMINISTRATION	277,555.00	288,910.00	19,007.70	18,768.72	112,339.65	40.47	38.91
10E	---	24	---	SCHOOL BUILDING ADMINISTRATION	617,803.59	732,000.39	50,876.94	46,493.58	257,072.50	41.61	31.71
10E	---	25	---	BUSINESS ADMINISTRATION	2,239,869.00	2,248,005.47	189,973.31	138,880.07	814,904.74	36.38	30.32
10E	---	26	---	CENTRAL SERVICES	47,002.96	32,640.00	2,501.39	2,272.39	15,449.92	32.87	39.89
10E	---	27	---	INSURANCE & JUDGMENTS	163,896.00	172,758.00	27,570.68	7,438.89	91,624.82	55.90	43.58
10E	---	28	---	DEBT SERVICES	22,127.00	51,011.00	1,793.53	1,793.53	10,761.18	48.63	21.10
10E	---	29	---	OTHER SUPPORT SERVICES	297,994.00	331,512.73	30,440.29	13,397.85	161,645.30	54.24	52.22
10E	---	41	---	TRANSFERS TO ANOTHER FUND	873,180.00	873,180.00					
10E	---	43	---	PURCHASED INSTRUCTIONAL SERV	590,795.00	534,868.00	17,655.00	30,362.67	38,617.45	6.54	6.01
10E	---	49	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00	2,040.00			151.97	7.45	
Grand Expense Totals					10,306,941.97	10,558,849.69	777,568.93	720,691.91	3,208,859.61	31.13	29.31

Number of Accounts: 1533

Funds Available to the District as of November, 2021:

First National Bank (General Checking)	820,561.52
Local Gov't Investment Pool	602.07
First National Bank (Savings)	4,398.94
<b>Total</b>	<b>825,562.53</b>

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

Total Borrowed (through 11/30/21): 0.00

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



FYLOC SRC_FUNC	PRJ LOC	SRC	2021-22 Revised Budget	2020-21 Revised Budget	November 2021- Monthly Activi	November 2020- Monthly Activi	2021-22 FYTD Activity	2020-21 FYTD Activity	2021-22 FYTD %	2020-21 FYTD %
10R--- 211 50000-	---	CURRENT YEAR PROPERTY TAX	3,840,476.00	4,048,196.00						
10R--- 213 50000-	---	MOBILE HOME TAX	1,713.00	1,713.00	644.91	529.55	644.91	882.59	37.65	51.52
10R--- 249 50000-	---	TRANSPORTATION FEES		4,000.00	100.00		100.00	226.48		5.66
10R--- 264 50000-	---	SURPLUS NON-CAPITAL OBJECTS	2,000.00	2,000.00						
10R--- 271 50000-	---	ADMISSIONS					3,412.00			0.50
10R--- 279 50000-	---	OTHER SCHOOL ACTIVITY INCOME		1,540.00	452.30		6,913.30			
10R--- 280 50000-	---	INTEREST ON INVESTMENTS	12,000.00	8,700.00	374.66	548.70	2,702.75	4,849.67	22.52	55.74
10R--- 292 50000-	---	STUDENT FEES	5,000.00	7,300.00	100.00	178.00	5,328.00	5,424.00	106.56	74.30
10R--- 293 50000-	---	RENTALS	10,000.00	46,157.00			40.00	3,985.68	0.40	8.64
10R--- 345 50000-	---	OPEN ENROLLMENT WI SCH. DIST.	345,848.00	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--- 621 50000-	---	EQUALIZATION AID	3,701,480.00	3,465,914.00			521,085.00	499,465.00	14.08	14.41
10R--- 630 50000-	---	SPECIAL PROJECT GRANTS	110,230.00	117,905.00						
10R--- 650 50000-	---	SAGE AID	201,821.28	201,821.28	85,273.00	68,150.00	85,273.00	68,150.00	42.25	33.77
10R--- 660 50000-	---	STATE REVENUE THROUGH LOCAL	1,600.00	1,500.00						
10R--- 691 50000-	---	COMPUTER AID	15,202.00	15,592.00						
10R--- 694 50000-	---	Sparsity Aid			14,407.00					
10R--- 695 50000-	---	Per Pupil Aid					288,349.00			82.14
10R--- 696 50000-	---	High Cost Transportation Aid	560,210.00	562,504.00						
10R--- 699 50000-	---	OTHER STATE REVENUE	90,000.00	90,000.00						
10R--- 730 50000-	---	SPECIAL PROJECT GRANTS	614,249.37	43,469.00				35,706.00		
10R--- 751 50000-	---	ESEA TITLE IA	204,135.00	426,540.86	45,683.75		45,683.75		22.38	
10R--- 780 50000-	---	FED AID THRU STATE NOT DPI	70,000.00	60,000.00			1,364.19		1.95	
10R--- 861 50000-	---	EQUIPMENT SALES/LOSS					250.00			
10R--- 964 50000-	---	NON-CAPITAL INS SETTLMTS	30,000.00	25,000.00	2,450.00		2,450.00			
10R--- 971 50000-	---	REFUNDS - PRIOR YR., E-RATE		30,000.00	82.00		9,616.19	31,029.99	32.05	103.43
10R--- 990 50000-	---	MISCELLANEOUS		101,811.00		725.34		111,053.82		109.08
10R--- 999 50000-	---	COPY FEES	50.00	100.00						
10-----	---	GENERAL FUND	9,913,026.65	9,848,106.14	149,567.62	70,131.59	973,222.09	760,773.23	9.82	7.73
Grand Revenue Totals			9,913,026.65	9,848,106.14	149,567.62	70,131.59	973,222.09	760,773.23	9.82	7.73

Number of Accounts: 45