

Phillips Board of Education Regular Board Meeting

Monday, April 25, 2022

5:30 Board of Education Construction Tour

6:00 p.m. - Regular Board Meeting

Phillips High School Auditorium

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/87514023477?pwd=K0hPOVZRdkl6QS94MlpCL0RFN0M0UT09>

Meeting ID: 875 1402 3477

Passcode: 401432

One tap mobile

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+13126266799,,87514023477#,,,,*401432#

Dial by your location

+1 301 715 8592

+1 312 626 6799

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. Recognition of Donations to the District

Pesko

VI. Administrative Reports, Committee Reports, and Conference/ Workshop Reports

A. CESA 12 Administrator Presentation

CESA 12
Scholz

B. Phillips Elementary School Principal Report

1. Testing

C. Phillips Middle/High School Principal Report

Hoogland

1. Senior Trip to Michigan's Upper Peninsula

D. Director of Special Education Report

Lemke

1. Update on State Assessments

E. Superintendent Report

Morgan

1. Interview Update for Administration Vacancies

2. PES Transition plan for Move to New Building

3. 4K-12 Campus Dedication/Open House in August

F. Student Liaison Report

Morrone

1. Students of the Month

G. Policy Committee Report

Baxter/Chair

1. Board Policy #523.1 Employee Physical Examinations

H. Revenue Committee Report

Baxter/Chair

I. Transportation/Facilities Committee Report

Baxter/Chair

J. Business Services Committee Report

Baxter/Chair

4

VII. Items for Discussion and Possible Action

A. Return to Learn Plan Options

Morgan

B. Monthly Owner Report from Miron Construction

Pesko

C. 2022-2023 Staffing Update

Morgan

D. Set Board Organizational Meeting

Pesko

E. Public Relations Position Update

Morgan

F. CESA #12 Contract for 2022-2023

Morgan

G. Professional/Non-affiliated Salary Increases for 2022-2023

Morgan

H. Approval of Health Insurance Carrier Change/Renewal for 2022-2023

Morgan

I. 2022-2023 Employee Handbook Review Process

Morgan

	J. Second Reading of Policy #532.1 Employee Physical Examinations as Presented	Pesko	
	K. Approval of 230 Chromebooks for \$48,191.00 - ESSER Funds	Morgan	
	L. Approval of Out-of-State Trip to the Upper Peninsula Senior Class	Hoogland	
VIII.	Consent Items	Pesko	
	A. Approval of Minutes from March 21, 2022 Board Meeting		
	B. Approval of Personnel Report		
	C. Approval of Bills		5-8 9 PDF
IX.	Scheduling Future Board Meetings	Pesko	
X.	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; and (f) performance evaluation of teaching staff including the preliminary consideration of discontinuing the employment of member(s) of the teaching staff. <ul style="list-style-type: none"> • Preliminary Notice of Renewal/NonRenewal of Employment Contracts • Compensation Requests for 2022-2023 • Contract(s) "Offer of Employment" 2022-2023 	Pesko	
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.	Pesko	
XII.	Adjourn	Pesko	

EMPLOYEE PHYSICAL EXAMINATIONS

523.1

(Wisconsin Statutes 118.25)

1. All new personnel shall have a physical examination and tuberculosis screening questionnaire, as a condition for entering employment. A test to determine the presence or absence of tuberculosis in a communicable form is required only if the need for such a test is indicated for the employee (eg. by the responses to the screening questionnaire).
2. Employees who are engaged in the transportation of school children must have physical examinations every two years.
3. ~~All other personnel will be required to have a physical examination and tuberculosis screening questionnaire, with follow-up tests if necessary, once every ten years.~~
4. The cost of such examinations, including tuberculin tests, shall be paid out of School District funds.

Approved: 07/10/84

Reviewed: 01/17/00

Reviewed: 02/19/18

Reviewed: 04/25/22

MINUTES OF PHILLIPS BOARD OF EDUCATION REGULAR MEETING
Monday, March 21, 2022

- I. The Phillips Board of Education regular meeting was called to order by President Pesko at 6:00 p.m. in the Phillips High School Auditorium.
- II. Present: Baxter, Fox, Houdek, Krog, Pesko, Rose, Van De Voort, Willett and Student Liaison.
Absent: Halmstad
- III. Administration present: Superintendent Morgan, Business Manager Lehman, and Principals Hoogland and Scholz. Others: Staff and community members. 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. Public Participation
 - A. Marc Peterson reported that five Phillips High School students will be joined with five Butternut High School students for the Northwoods Youth for Global Ecology trip to Costa Rica from March 22 through April 1.
 - B. Mike Eggebrecht reported that the Phillips High School girls basketball team were awarded Academic All-State Team Award with a cumulative GPA of 3.967 for the top ten varsity players by minutes played. They ranked second in the state in Division 4.
 - C. Karl Pippenger reported that Northwoods Players has exceeded their goal of \$125,000. Any excess funds will continue to be used in the auditorium project. He thanked the Board for their support.
- VI. Administrative and Committee Reports
 - A. Dave Scholz, Elementary Principal
 1. Principal Scholz shared with the board a listing of comments from parents following the student-led conferences, as well as suggestions for improvement, and what was learned about their child. There was a 90% attendance of parents at the conferences.
 2. The elementary has been able to rearrange rooms in the new elementary to accommodate a third 4K classroom. This is needed due to Head Start no longer providing a 4K program.
 - B. Colin Hoogland, 6-12 Campus Principal
 1. Mara Mulligan, daughter of Brenda Mulligan and Shannon Towns, is the recipient of the Technical Excellence Scholarship for 2022. Mara plans to attend Fox Valley Technical College for an event management degree.
 2. Jensen Weik, daughter of Jason and Nicole Weik, is the recipient of the Academic Excellence Scholarship for 2022. Jensen will attend UW-Madison to study biomedical engineering.
 3. The cross country team is requesting permission for an out-of-state trip to the University of MN-Minneapolis meet on September 23rd.
 - C. Vicki Lemke, Pupil Services Director was unable to attend. Rick Morgan presented the 66.03.01 RVA Soar Consortium contract to meet the needs of our 18-21 year old special needs students. There is an annual fee of \$7,500.00 as a consortium member and \$16,822 per student cost. This contract will be reviewed annually.
 - D. Rick Morgan - Superintendent Report

1. During closed session there will be a review of candidates for the administrative positions and dates set for the first round of interviews. If a second round is needed, it will be scheduled prior to the April 25th board meeting.
 2. Superintendent Morgan asked for board input on meeting with area daycare providers to discuss interest in an early learning center in the Grades 4 and 5 wing in the old elementary school.
 3. Superintendent Morgan presented a certificate to Paula Houdek for reaching a point goal in the WASB Member Recognition Program. He also recognized Stephen Willett for service on the Board. Stephen is not seeking reelection in the Spring Election.
- E. Student Liaison Morrone
1. Reported on the spring sport start dates. Three students are going to Nationals in PowerLifting on Thursday. FBLA will be going to the State competition next week.
 2. The Student Council held a blood drive which was well attended.
 3. The juniors and seniors are working on the prom.
 4. There is a band/choir concert on March 31st, Students are looking forward to no school on Friday.
 5. Students of the month at PhMS were Austin Curler (6), Bridget Wright (7), and Sawyer Kucaba (8).
- F. Policy committee met on March 16, 2022 and discussed:
1. #166 Board Member Use of Electronic Mail and recommend no change. The committee will continue to discuss use of electronic devices during board meetings.
 2. Board members have been assigned school specific email addresses, which will be exclusively used starting with the April board meetings.
 3. #523.1 Employee Physical Exams policy is forwarded for first reading. Recommendation is to delete the 10-year physical exam requirement.
 4. Recommendation is to not change or modify any Series 200 evaluations until future change in administration is completed as job descriptions changes may be needed.
 5. Items for future meetings include review of all ethics policies, and administering of medication.
- G. Facilities and transportation committee met on March 17, 2022 and discussed:
1. Facility items included a report on inspections, quotes for the lawn mower and middle school pump replacement, pool impeller installation, and air conditioning quotes still needed.
 2. Transportation items included issues with a car exiting bus drop off area, first season snow removal review, deer hitting a bus, new van signage being completed, holding off on filling the diesel tank until fall, quotes and recommendation on purchase of new propane bus, bus exhaust system upgrades coming for older buses and bus parking.
 3. The pool walkthrough highlighted the need for new lockers and tile/grout and mopping work needing to be done.
- H. Business services committee met on March 13 and discussed:
1. Construction update on Phase III with a projected completion date in the next two weeks. Phase IV work on the new IMC and filling in of the old choir room is going well and on schedule.
 2. Work is going ahead with the vacancies for 2022-2023..
 3. Reviewed quotes for replacing old pool lockers.
 4. CPI is at four percent and administrative recommendation is to continue with a 1.5% increase on base for all employees.
 5. ESSER funds can be used for remedial summer school courses to help bridge the academic gap. Teachers will receive an increased hourly rate for these courses.
 6. RVA Soar Consortium contract being proposed for 18-21 year old special education students.

7. Auditorium upgrade project recommendations from the vendor were reviewed.
8. Bills will be reviewed before Monday's board meeting.

VII. Items for Discussion and Possible Action

- A. Motion (Krog/Houdek) motion to continue with Return to Learn Plan A per administrative recommendation. Motion carried 8-0.
- B. Superintendent Morgan reviewed the Miron Owner report for this month focusing on the new elementary school office and Phase IV work. All project work and cleaning should be completed by the second week in May. The project is ahead of schedule and under budget.
- C. No changes to the 2022-2023 staffing plan.
- D. No update to the public relations position at this time.
- E. There are no changes to the CESA #12 contract other than percentage increase. CESA #12 district administrator will be here in April to present the contract and answer questions.
- F. Hailey Halmstad, Paula Houdek, and Anne Baxter volunteered to distribute diplomas at the graduation ceremony.
- G. Motion (Willett/Krog) to approve 66.03.01 Consortium Contract Agreement for RVA Soar Program for 18-21 Year Olds for 2022-2023. Motion carried 8-0.
- H. Motion (Baxter/Houdek) to approve an out-of-state trip for cross country to attend UM-Minneapolis on September 23, 2022. Motion carried 8-0.
- I. Motion (Krog/Baxter) to approve purchase of pool lockers for \$25,718.0 from Fund 80. Motion carried 8-0.
- J. Recommendations from auditorium refresh vendor were reviewed and board action will not be needed. Motion carried 8-0.
- K. Motion (Willett/Krog) to approve purchase of Blue Bird propane bus for \$116,295.00 from 2022-2023 budget. Motion carried 8-0.
- L. Motion P(Willett/Krog) to approve purchase of Grasshopper mower for \$11,500 from 2022-2023 budget. Motion carried 8-0.
- M. Motion (Willett/Rose) to approve purchase of pump replacement in the middle school for \$17,943 from 2022-2023 budget. Motion carried 8-0.

VIII. Consent Items - Motion (Willett/Rose) to approve the following consent items. Motion carried 8-0.

- A. Minutes from February 21, 2022 Board Meeting.
- B. Personnel report - No hiring or resignations this month, only recruitment.
- C. Approve bills from February 2022 (#349725-349847 and wires) for a total of \$1,232,981.41.

IX. The next regular board meeting will be held on April 25, 2022 with a Board tour of new elementary remodel at 5:30 p.m.

- X. Motion (Willett/Rose) 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. Motion carried 8-0 with roll call vote at 7:08 p.m.
- Compensation for Current and Vacant Positions
 - Review of Retirement Agreement Request
 - Review Administration Vacancy Candidates and Set Meeting Dates for Interview Scheduling

- XI. Motion (Krog/Willett) to reconvene into open session pursuant to WI Stat. Sec. 19.85(1), if necessary, to act on motions made during the executive session. Motion carried 8-0 with roll call vote at 8:41 p.m.

XII. Action Items

- A. Motion (Willett/Krog) to make no changes to the retirement request, the Board will follow the Employee Handbook as written. Motion carried 6-2 (Baxter/Houdek)
- B. Motion (Willett/Krog) to increase summer school teacher pay to \$25.00 per hour. Motion carried 8-0.

XIII. Motion (Willett/Krog) to adjourn. Motion carried 8-0. Meeting adjourned at 8:43 p.m.

Respectfully submitted,

Anne Baxter, Clerk
Board of Education

March 19, 2022 - April 22, 2022

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
Paraprofessional - Spanish Speaking	New Position	PES	1/24/22
6-12 Principal	Replace Colin Hoogland	6-12 campus	2/22/22
Director of Pupil Services	Replace Vicki Lemke	Districtwide	2/22/22
Middle School Teacher/Science	Replace Rod Dymesich	PhMS	4/7/22
High School Science Teacher	Replace Bob Dural	PHS	4/7/22
High School Social Studies Teacher	Replace Paul Feuerer	PHS	4/7/22

Resignations/Retirements

Name	Position	Resignation/Retirement	Effective Date	Years of Service	Location
Hannah Gengenbach	Cook/Server	Resignation	5/26/2022	11	PHS

MC SRC FUNC PRJ LOC SRC	2021-22	2020-21	March 2021-22	March 2020-21	2021-22	2020-21	2021-22	2020-21	
	Revised Budget	Revised Budget	Monthly Activi	Monthly Activi	FYTD Activity	FYTD Activity	FYTD %	FYTD %	
-- 211 50000- --- ---	CURRENT YEAR PROPERTY TAX	3,840,476.00	4,048,196.00			2,142,247.70	2,297,134.30	55.78	56.74
-- 213 50000- --- ---	MOBILE HOME TAX	1,713.00	1,713.00			1,504.79	1,588.66	87.85	92.74
-- 249 50000- --- ---	TRANSPORTATION FEES		4,000.00			100.00	226.48		5.66
-- 264 50000- --- ---	SURPLUS NON-CAPITAL OBJECTS	2,000.00	2,000.00		3,941.18	10.00	3,941.18	0.50	197.06
-- 271 50000- --- ---	ADMISSIONS					8,689.25			
-- 279 50000- --- ---	OTHER SCHOOL ACTIVITY INCOME		1,540.00	-2,128.01		10,204.09	4,751.10		308.51
-- 280 50000- --- ---	INTEREST ON INVESTMENTS	12,000.00	8,700.00	461.88	1,499.85	5,968.29	9,372.39	49.74	107.73
-- 291 50000- --- ---	GIFTS, FUNDRAISING, CONTRIBS				2,895.00	-5,960.00	6,195.00		
-- 292 50000- --- ---	STUDENT FEES	5,000.00	7,300.00		275.00	5,833.00	6,009.00	116.66	82.32
-- 293 50000- --- ---	RENTALS	10,000.00	46,157.00		1,800.00	827.08	8,485.68	8.27	18.38
-- 345 50000- --- ---	OPEN ENROLLMENT WI SCH. DIST.	345,848.00	335,471.00						
-- 515 50000- --- ---	TRANSIT OF AID INTER. SOURCES						1,583.29		
-- 517 50000- --- ---	TRANSIT OF FEDERAL AID	4,646.00	4,646.00						
-- 612 50000- --- ---	TRANSPORTATION AID	61,415.00	61,415.00			40,035.00	56,210.00	65.19	91.52
-- 613 50000- --- ---	LIBRARY AID	30,951.00	30,951.00						
-- 619 50000- --- ---	OTHER STATE AID				2,294.00		2,294.00		
-- 621 50000- --- ---	EQUALIZATION AID	3,701,480.00	3,465,914.00	925,370.00	852,788.00	2,405,962.00	2,217,248.00	65.00	63.97
-- 630 50000- --- ---	SPECIAL PROJECT GRANTS	110,230.00	117,905.00			7,720.00		7.00	
-- 650 50000- --- ---	SAGE AID	201,821.28	201,821.28			170,546.00	134,548.00	84.50	66.67
-- 660 50000- --- ---	STATE REVENUE THROUGH LOCAL	1,600.00	1,500.00			1,525.56	1,620.91	95.35	108.06
-- 691 50000- --- ---	COMPUTER AID	15,202.00	15,592.00						
-- 694 50000- --- ---	Sparsity Aid					288,349.00			
-- 695 50000- --- ---	Per Pupil Aid	560,210.00	562,504.00	551,306.00	560,210.00	551,306.00	560,210.00	98.41	99.59
-- 696 50000- --- ---	High Cost Transportation Aid	90,000.00	90,000.00						
-- 699 50000- --- ---	OTHER STATE REVENUE		43,469.00				35,706.00		82.14
-- 730 50000- --- ---	SPECIAL PROJECT GRANTS	614,249.37	426,540.86				9,724.20		2.28
-- 751 50000- --- ---	ESEA TITLE IA	204,135.00	153,860.00			45,683.75	81,521.09	22.38	52.98
-- 780 50000- --- ---	FED AID THRU STATE NOT DPI	70,000.00	60,000.00			100,717.19		143.88	
-- 861 50000- --- ---	EQUIPMENT SALES/LOSS			1,655.57		1,905.57			
-- 964 50000- --- ---	NON-CAPITAL INS SETTLMTS		25,000.00			2,450.00	47,221.54		188.89
-- 971 50000- --- ---	REFUNDS - PRIOR YR., E-RATE	30,000.00	30,000.00	10,557.30		19,763.59	31,029.99	65.88	103.43
-- 990 50000- --- ---	MISCELLANEOUS		101,811.00				111,053.82		109.08
-- 999 50000- --- ---	COPY FEES	50.00	100.00			89.59		179.18	
-- --- --- --- ---	GENERAL FUND	9,913,026.65	9,848,106.14	1,487,222.74	1,425,703.03	5,805,477.45	5,627,674.63	58.56	57.14
Revenue Totals		9,913,026.65	9,848,106.14	1,487,222.74	1,425,703.03	5,805,477.45	5,627,674.63	58.56	57.14

OBJ	FUNC	PRJ	OBJ	2021-22 Revised Budget	2020-21 Revised Budget	March 2021-22 Monthly Activity	March 2020-21 Monthly Activity	2021-22 FYTD Activity	2021-22 FYTD %	2020-21 FYTD %
---	11----	---	UNDIFFERENTIATED CURRICULUM	1,778,037.00	1,849,896.81	154,463.97	147,971.98	1,275,561.28	71.74	66.96
---	12----	---	REGULAR CURRICULUM	2,034,725.88	2,007,216.87	150,315.04	159,700.08	1,315,615.30	64.66	69.09
---	13----	---	VOCATIONAL CURRICULUM	420,877.00	401,906.38	31,895.64	30,329.04	274,520.10	65.23	73.59
---	14----	---	PHYSICAL CURRICULUM	165,161.00	165,730.44	10,700.43	12,135.82	93,920.10	56.87	55.28
---	16----	---	CO-CURRICULAR ACTIVITIES	160,357.00	149,868.15	8,883.93	16,890.95	95,611.71	59.62	59.06
---	17----	---	OTHER SPECIAL NEEDS	7,942.00	11,417.00		200.00	5,570.00	70.13	38.45
---	21----	---	PUPIL SERVICES	288,616.27	287,975.16	23,337.22	23,218.94	204,903.08	70.99	65.87
---	22----	---	INSTRUCTIONAL STAFF SERVICES	319,683.27	417,913.29	23,637.31	17,161.76	196,233.96	61.38	64.29
---	23----	---	GENERAL ADMINISTRATION	277,555.00	288,910.00	23,789.11	20,541.07	200,786.18	72.34	66.85
---	24----	---	SCHOOL BUILDING ADMINISTRATION	617,803.59	732,000.39	43,336.90	46,358.06	449,376.86	72.74	55.58
---	25----	---	BUSINESS ADMINISTRATION	2,332,817.36	2,248,005.47	186,653.19	132,145.56	1,571,170.70	67.35	54.98
---	26----	---	CENTRAL SERVICES	47,002.96	32,640.00	4,029.74	1,606.75	26,997.16	57.44	75.49
---	27----	---	INSURANCE & JUDGMENTS	163,896.00	172,758.00	8,199.20	7,976.01	145,628.47	88.85	73.96
---	28----	---	DEBT SERVICES	22,127.00	51,011.00	1,793.53	1,793.53	17,935.30	81.06	35.16
---	29----	---	OTHER SUPPORT SERVICES	297,994.00	331,512.73	14,567.62	14,273.97	264,210.63	88.66	88.42
---	41----	---	TRANSFERS TO ANOTHER FUND	873,180.00	873,180.00					
---	43----	---	PURCHASED INSTRUCTIONAL SERV	590,795.00	534,868.00	11,928.66	2,765.38	62,976.90	10.66	8.34
---	49----	---	OTHER NON-PROGRAM TRANSACTIONS	2,040.00	2,040.00			151.97	7.45	
i Expense Totals				10,400,610.33	10,558,849.69	697,531.49	635,068.90	6,201,169.70	59.62	55.96

Number of Accounts: 1600

Funds Available to the District as of March, 2022:

***** End of report *****	First National Bank (General Checking)	2,992,644.53
	Local Gov't Investment Pool	617.00
	First National Bank (Savings)	4,400.04
	Total	2,997,661.57

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

Total Borrowed (through 03/31/22): 0.00