

Phillips Board of Education Regular Board Meeting

Monday, November 14, 2022 - 6:00 PM
Phillips High School IMC
Board of Education Regular Board Meeting

Join Zoom Meeting

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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#
	Board Picture (5:55 pm)		
I.	Call to Order (6:00 pm)	Krog	
II.	Roll Call of Board Members	Krog	
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	Krog	
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.	Krog	
V.	Friend of Education Award Presentation (6:05 pm)	Krog	
VI.	Administrative Reports, Committee Reports, and Conference/ Workshop Reports		
	A. Phillips Elementary School Principal Report (6:10 pm)	Scholz	
	B. Phillips Middle/High School Principal Report (6:15 pm)	Wellman	
	1. Students of the Month		
	C. Director of Pupil Services Report (6:20 pm)	Peterson	
	1. Inservice Day Update		
	D. Superintendent Report (6:25 pm)	Morgan	
	1. Compensation Committee Update		
	2. Planning and Timeline for School Safety Practice Exercise		
	E. Student Liaison Report (6:35 pm)	Bjork	
	F. Nutrition Committee Report (6:40 pm)	Van De Voort	
	G. Superintendent Search Committee Report (6:45)	Secretary	
	H. Policy Committee Report (6:50 pm)	Bilgrien	
	1. First Reading of Policy #830 Community Use of School Buildings and Facilities		4-6
	I. Revenue Committee Report (6:55)	Secretary	
	J. Facilities/Transportation Committee Report (7:00 pm)	Secretary	
	K. Business Services Committee Report (7:00 pm)	Secretary	
VII.	Items for Discussion and Possible Action		
	A. 2022-2023 Staffing Update (7:10 pm)	Morgan	
	B. Superintendent Retirement and Review of Options for Replacement Process (7:15 pm)	Krog	
	C. Second Reading of Employee Ethics Language (7:25 pm)	Morgan	7
	D. Golf Team Request (7:30 pm)	Morgan	
	E. Board Doc Options for Meetings (7:35 pm)	Morgan	8-9

VIII.	Consent Items (7:40 pm) A. Approval of Minutes from October 17, 2022 and October 26 Board Meetings B. Approval of Personnel Report C. Approval of Bills	Krog	10-14
IX.	Scheduling Future Board Meetings (7:45 pm)	Krog	15 PDF
X.	Adjourn	Krog	

School facilities are intended, primarily, for school purposes. Therefore, school groups shall have priority over outside groups. This may result in cancellations. In such instances, the school will attempt to give adequate notice when cancellations become necessary.

Since the schools belong to the people of the School District, and since School District facilities are established, maintained, and operated by funds largely provided by local taxes, the Board accepts the responsibility for making its facilities available to responsible organizations, associations, and individuals of the community for appropriate civic, cultural, welfare, or recreational activities that do not interfere with school.

Beginning with the adoption of this policy change (11/17/2014), all existing groups or activities will continue with the previous fee schedule. Supervisory fees will apply to all groups.

1. A responsible person in charge of the activity shall be named and this person must be present and in control of the activity and of those participating in the activity during the entire time the facility is in use.
2. The building is to be used only for the purposes stated in the permission form.
3. When deemed necessary by the principal, aquatic director or food service supervisor a qualified district personnel and/or a custodian may be assigned for the time of building use. The group or individual granted permission to use the building will be responsible for the cost of a janitor and/or supervisor.
4. Permission for overnight use of school facilities may be granted to groups who apply and 1) receive permission from the building principal and 2) make a fifty dollar (\$50.00) refundable security deposit to cover damage and/or clean-up costs as needed.
5. Use of school space does not include use of school equipment unless specifically permitted. Use of school equipment when and where required must be by a qualified personnel.
6. Organizations wishing to bring unusual equipment, materials, devices, and/or animals into school buildings or on school premises must first present, in writing, proper insurance coverage with a "save harmless" clause protecting the Board.
7. Kitchen equipment is not to be used without prior authorization of the food service supervisor and building principal. Qualified or knowledgeable District personnel will be required to be present, and, the costs of this service will be added to the regular fee. Food Service Supervisor will verify kitchen staffing if applicable.
8. Being in parts of the building not signed out, inappropriate behavior, or not following rules set by the School District shall be grounds for immediate cancellation or denial of permission to use the building in the future.
9. Normally, school facilities will not be available for use by rental groups on the following holidays: Independence Day, Labor Day, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Good Friday, Easter Sunday, and Memorial Day.
10. If the application is approved, the person and/or organization will assume responsibility for orderly and careful use of the school facilities. The applications will hold the Board harmless from the claims arising out of the school buildings or grounds, for the function being sponsored, on the specified date or dates.
11. Prior to use of school facilities, the applicant should review the use requirements with the building principal. The applicants who request the pool or kitchen facility must first review the requirements with the aquatic director or food service supervisor.

Limitations of Use:

1. The Board has the responsibility for school facilities, it must reserve the right to deny the use of school facilities when the Board deems it necessary in the public interest.
2. Sponsoring organizations will conduct orderly meetings and such gatherings are not to incite others to disorder.
3. Sponsoring organizations will conduct meetings that are not abusive of other groups or individuals by reason of sex, age, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, learning disability or handicap.
3. No school facility, building or grounds will be used for unlawful purposes.
4. No school facility is to be used for any other purpose or in any other way than its designed use, without expressed written permission from a building principal.
5. ~~Alcoholic beverages, controlled substances and firearms will be not permitted on school district property at any time.~~ Illegal activity will not be permitted on District property at any time.
6. Alcoholic beverages and prepared food items may on be provided by a licensed and insured vendor. This provision is specific to the District property specified in the facility use permit.

Special Considerations:

All permits are subject to immediate cancellation if it is discovered that information given on an application is misrepresented. If the use of the facility is discovered to be contrary to any policies, rules and regulations of the Board, the permit is subject to immediate cancellation. The Board and its agents are to be held harmless of any expenses or losses incurred by the sponsoring organization due to such cessation.

Procedures for Requesting Use of School Facilities:

1. Responsible individuals or community groups requesting the use of a school facility should obtain an Application for Use of Facilities Form from the requested building office personnel. There is a separate application form for use of the high school kitchen and the pool, both available at the high school office. The building principal or designee should assure that the conditions of the School Board Policy are met. The appropriate section of this form should be completed by the requestor.
2. The completed Application for Use of Facilities will be submitted to the Aquatic Director, for pool use, Food Service Supervisor, for kitchen use, and then the building principal. All other requested facilities will be submitted to that facilities building principal. The form will be submitted to the District office where the Finance Manager will assign a fee if required and the final signature will be by the District Superintendent. Phillips Elementary School or Phillips High School/Middle School Office Personnel will update the building calendar. Copies of the completed and approved forms will be distributed to the requestor, food service supervisor, aquatic director, custodial staff, designated building principal and the District Office. (As per requested facility)
3. User agrees to pay and be responsible for any harm or damage to District's property caused by User, its agents, employees, or guests.
4. User agrees to indemnify and save District harmless from any and all claims by, or on behalf of, any persons or firms pursuant to the within activity or arising out of User's use of district property pursuant to this agreement. User further agrees to indemnify the District for any attorney fees or other expenses incurred by the District in defending any claims arising out of or during the course of User's use of district property pursuant to this agreement.
5. User may be required to obtain a policy or policies of liability insurance, naming the District as an additional insured. Evidence of such insurance shall be furnished to the District prior to the time and date of use. User agrees and understands that District insurances do not cover User, its activities or its property, or any of User's agents, employees or guests (this paragraph is not applicable if the event or activity is a District sponsored event or activity).
6. If necessary, the School District will bill all requestors and payment will be submitted to the District office.
7. It is the responsibility of the building principal to assure that all requested equipment and services are provided and that requested facilities are available.

Fees:

1. If it determined that lifeguards, janitorial services and/or kitchen supervisor are specifically required or if special arrangements are required such as for banquets, etc., a lifeguard/janitorial/supervisor service charge shall be made at a rate determined by the administration, including the requirement of the janitor's/supervisor's presence in the building. The lifeguard, janitorial/supervisor fee shall be paid to the District office.
2. Where the regulations require a charge for building use, the per use fee, plus the charge for janitor services or kitchen Supervisor shall be as follows:

PHILLIPS MIDDLE/HIGH SCHOOL

Gym	\$100.00
Auditorium	\$100.00
Kitchen	\$ 50.00/per day
Commons	\$ 50.00
IMC	\$ 50.00
Classrooms	\$ 20.00
<i>(Not to exceed \$200 per event)</i>	

PHILLIPS ELEMENTARY SCHOOL

Gym	\$100.00
All-Purpose Room	\$ 50.00
Kitchen	\$ 50.00/per day
IMC	\$ 50.00
Classrooms	\$ 20.00
<i>(Not to exceed \$200 per event)</i>	

PHILLIPS COMMUNITY POOL
\$35/hour with 1 ½ hours minimum
plus the cost of lifeguards

LOGGER CAMP \$ 50.00/All facilities

DISTRICT OFFICE/EARLY LEARNING CENTER

Gym	\$100.00
Commons	\$ 50.00

OUTDOOR EDUCATION CENTER: \$200.00 and/or deposit formula yet to be determined

Janitorial and supervisory fees will be determined annually by the district office based on wages.

The School District of Phillips shall not discriminate in the allocation of its facilities on the basis of sex, age, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional, learning disability or handicap. Discrimination complaints shall be processed in accordance with established procedures.

Approved 08/14/90;
Revised 05/11/93; 01/11/94; 05/17/99; 05/17/04; 04/21/08; 11/17/14
Revised: _____

Proposed Language for Employee Ethics Policy

An effective educational institute requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, the School Board expects all employees to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- A. recognize basic dignities of all individuals with whom they interact in the performance of duties;
- B. represent accurately their qualifications;
- C. exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;
- D. seek and apply the knowledge and skills appropriate to assigned responsibilities;
- E. keep in confidence legally - confidential information as they may secure;
- F. ensure that their actions or those of another on their behalf are not made with specific intent of advancing private economic interests;
- G. avoid accepting anything of value offered by another for the purpose of influencing judgment;
- H. adhere to the policies of the Board;
- I. refrain from using position or public property, or permitting another to use an employee's position or public property for partisan political or religious purposes. This will in no way limit constitutionally or legally protected rights as a citizen.



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Your contact at BoardDocs is Kristin Forsberg – please see contact details below.

KRISTIN FORSBERG



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Prepared For: Phillips School District

COST SUMMARY	
BoardDocs Pro Document Management System – One-time start-up fee	\$1,000*(will waive if signed before Dec 31st)
Option 1 BoardDocs LT Document Management System – Recurring Cost:	\$3,000 per year
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Option 3 BoardDocs Pro Document Management System – Recurring Cost:	\$12,000 per year
Option 4 BoardDocs Pro <u>Plus</u> Document Management System – Recurring Cost: Provides separate confidential meetings, separate document managers and separate administrative access for unlimited meeting groups of the same organization.	\$19,000 per year

- All options include maintenance/support, installation, training, implementation, updates, upgrades and customization

MINUTES OF PHILLIPS BOARD OF EDUCATION MEETING

Monday, October 17, 2022

- I. The Phillips Board of Education regular meeting was called to order by Vice-President Krog at 6:00 p.m. in the PHS Performing Arts Center. The Pledge of Allegiance was recited.
- II. Present: Baxter, Bilgrien, Denzine, Fox, Halmstad, Krog, Rose, Van De Voort and Student Liaison Bjork. Absent: Pesko
- III. Administration present: Superintendent Morgan, Principals Scholz and Wellman, and Pupil Services Director Peterson. Others: Staff and community members. The meeting was available via Zoom for online attendance.
- IV. Vice-President Krog 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. Mike McCardle advocated for additional compensation.
- VI. Vice-President Krog read the list of donations to the District from March through September 2022 and thanked the community for their generosity.
- VII. Administrative and Committee Reports
 - A. Dave Scholz, Elementary Principal
 1. There was 88% attendance by parents at the parent/teacher conferences last week.
 2. The main AGR strategy for this year includes class size reduction 18:1 in grades K-3. Also available are 1:1 tutoring and instructional coaching.
 3. Kristin Hickerson presented the 2022 summer school report to the Board. This year's program was 12 days long with three classes per day along with a snack and the free meal program. A number of new creative classes were offered this year, along with remedial classes and the BBA program. There were several classes/camps offered outside the three-week program. This year's staff included 15 teachers, along with high school students and some community members. There were 230 students involved this year. Next year's program will begin on June 5th for three weeks. Work continues to offer sport safety classes.
 - B. Kevin Wellman, 6-12 Principal
 1. The High School Esports program is having difficulty with the firewall. Network engineers are working with us to solve this problem.
 2. Phillips Middle School students of the month are Mason Vollendorf (6), Douglas Wagner (7), and Sailor Madsen (8).
 3. Principal Wellman accompanied the middle school students on their Heavy Metal Tour of area businesses.
 4. Homecoming went well with lots of activities. Homecoming King/Queen were Cole Abraham and Kendall Weik. Thanks to many of the staff who worked at the activities.
 5. The 4K-12 campus collected about 2,000 pounds of food to be delivered to Florida.
 6. Principal Wellman spent time in classrooms this week and highlights were Mr. Peterson's class processing honey and Mr. Zierer's class training chickens.
 7. Principal Wellman asked high school students, "Who at school cares?" Jennie Kleinhans was the most common answer for someone students can go to for help.

- C. Kate Peterson, Pupil Services Director
 - 1. Action item later in the meeting will be a contracted position for a mentor for two special education teachers who are not certified yet. This is a requirement and we are fortunate to have a local resource.
- D. Rick Morgan, Superintendent
 - 1. The first Board compensation committee meeting was held on October 10th. The first meeting was an organizational meeting. There is a shared folder among the members and data is being collected. The committee will provide information at the December meeting with possible action in January. Three Board members serve on this committee.
 - 2. Community requests for use of the building should go to the building specific office, including the use of the new district office space. A contractor is coming to look at the old elementary building to help manage the facility for this first heating cycle.
- E. Student Liaison Alec Bjork updated the Board on the fall sports records and achievements. The boys cross country team currently is first in the conference and girls are second. The football team is conference champions for the first time in many years. Volleyball had several first and second team conference players. FBLA and Quiz Bowl have started their season.
- F. Policy committee meeting met on October 12, 2022:
 - 1. Reviewed Policy #830 Community Use of Building and Facilities and are reviewing examples from another school. Full board discussion will be needed as to which facilities this change involves.
 - 2. Worked on revised blanket ethics policy and forwarded the wording to the full Board for first reading.
 - 3. Reviewed #453.4 Administering Medications to Students. Discussion on self-administration of medications Will provide an update to the Board and remove 9-12 verbiage.
 - 4. Discussion on dance visitor policy and postgraduate attendees. Will review policy at a future meeting.
- G. Revenue committee met on October 13, 2022:
 - 1. Update was given on the Performing Arts Center. A meeting will be set up with Northwoods Players to go over final billings and future projects. Discussed replacement of projector.
 - 2. No updates on the greenhouse/aquaponics project.
 - 3. Power is being arranged for the school forest project.
 - 4. The FEMA Grant update will be discussed with the full board at a meeting soon. Cost would be \$10,500 for the grant writer, and the grant is a 90/10 grant/school project.
 - 5. A special meeting will be held to discuss communications opportunities.
- H. Facilities and transportation committee met on October 13, 2022:
 - 1. Maintenance report included diesel pump float replacement at the bus garage. McNeil Environmental checked all buildings for radon and lead and the District is in compliance. Other discussion included the playgrounds being finished, questions regarding who is responsible for the chain link fence between old elementary school and city ball fields, and snow removal contract for district parking lots. Mr. Berens shared a form to help facilitate a five-year plan for all buildings. Roofs on the old elementary were discussed.
 - 2. Transportation report included DOT inspection in November to check the fleet, behavior problems at elementary during onboard wait time, and reviewing bus routes to make them more efficient for next year.
 - 3. Other items included firewall issues for esports.

- I. Business services committee met on October 13, 2022.
 1. Miron was not able to supply financial reports this month.
 2. Three options for the mil rate will be discussed at the special meeting to set the tax levy.
 3. FEMA grant report from revenue committee.
 4. Reviewed current vacancies in support staff and coaches/advisors.
 5. Reviewed contract for special education teacher mentor for this year. Contract is not to exceed \$5,000.00.
 6. Reviewed the request for middle school softball and baseball. Survey shows that there is interest in the program. Equipment is already available. Costs would include transportation and coach.
 7. Reviewed the golf team request. WIAA paperwork deadline is past for this spring.
 8. CESA 12 and an independent company have provided options for the superintendent replacement process.
 9. Other items included school dance attendance by graduated student denial, three new paraprofessionals were hired. DHS has been contacted regarding hiring a Spanish speaking paraprofessional. Snow removal contract questioned as it exceeds the board limit of \$5,000.00 for approval.
10. Regular agenda was reviewed and bills will be reviewed before Monday's board meeting.

VIII. Items for Discussion and Possible Action

- A. The Staffing report was included with the Business Services report.
- B. Dave Scholz reported on the Title grants the District receives. Title I is schoolwide for the Elementary School and targeted for 6-12 Schools. Majority is used for salaries for Title teachers. Title II can be used for salaries for class reduction and professional development. Title III is English Language Learner grant and because it is less than \$10,000 it goes to the CESA #9 consortium and our teachers have access to their workshops. Title IVA can be used for professional development that meets their goals. Title IVD is the afterschool program. We are in year four of our second five-year grant program. Title V is new and based on community census poverty information. This is our first year receiving this grant of \$22,000.00.
- C. CESA 12 and HYA Associates have provided quotes for the superintendent search process. Motion (Baxter/Rose) to have the Board officers form a committee to begin reviewing the process. Motion carried 7-1. (Fox-N).
- D. The special meeting to set the tax levy will be held on October 26, 2022 at 5:30 pm in the high school conference room.
- E. Motion (Denzine/Baxter) to approve a special education teacher mentor contract not to exceed \$5,000.00. Motion carried 8-0.
- F. Mr. Morgan the revised ethics policy language proposed by the policy committee. This verbiage will replace all of the documents that refer to ethics for continuity. Feedback should be directed to the district office for the next policy meeting.

IX. Consent Items - Motion (Fox/Denzine) to approve the following consent items. Motion carried 8-0.

- A. Minutes from September 19, 2022 Board Meeting.
- B. Personnel report
 1. Hiring of Amelia Dettmering, Olivia Dettmering and Amanda Obadal as paraprofessionals; approved Garith Pipkorn's contract for Art Club advisor; renewed contracts with Tim Brown and Joe Grapa as PHS Wrestling Co-Coaches.

2. Accepted resignations from Chrstine McMillan, Cook 2 (1 year); TJ Podmolik, PhMS MS boys basketball coach (4 years); Mark Fuhr, varsity girls soccer coach (5 years); Bob Dural, HS boys baseball coach (23 years); and Brent Edwards, JV boy baseball coach (16 years).
 3. Approve bills from September (#350497-350585 and wires) for a total of \$806,322.51
- X. Motion (Fox/Van De Voort) to hold the next regular board meeting on November 14, 2022 at 6:00 pm in the Phillips High School Library if available. Motion carried 8-0. Committee meetings will be moved up one week as well.
- XI. Motion (Denzine/Baxter) to convene into executive session at the conclusion of open session pursuant to Wis. Stats. §19.85(1)(f) for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons, including students, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations.
- Student Concerns
 - Staff Concerns
- Motion carried 8-0 with roll call vote at 7:24 p.m.
- XII. 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.
- XIII. Motion (Denzine/Van De Voort) to reconvene into open session. Motion carried 8-0 with roll call vote at 8:19 p.m.
- XIV. Motion (Rose/Denzine) to adjourn. Motion carried 8-0. Meeting adjourned at 8:20 p.m.

Respectfully submitted,

Anne Baxter, Clerk
Board of Education

**School District of Phillips
Special Board of Education Meeting
October 26, 2022 – 5:30 p.m.
Phillips High School Conference Room**

The special board of education meeting was called to order at 5:32 p.m. by Jon Pesko. Board members present: Baxter, Bilgrien, Denzine, Fox, Krog, Pesko. Absent: Halmstad, Rose, and Van De Voort.

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.

Jordan Buss of JBAD Solutions presented information on the FEMA BRIC Grant program and the potential timeline for application and approval of the Grant. The fee to write the grant would be \$10,500.00

Changes in the 2022-2023 budget since the annual meeting were presented which reflected the finalized amounts from the State.

Four options for the Fund 39 levy were presented with mill rates ranging from \$5.99 to \$7.14. An increase in this levy results in savings from \$117,310 to \$277,698 over the life of the loan.

Action Items:

- A. Motion (Krog/Denzine) to approve the Fund 39 levy of \$1,461,650.00 and total levy of \$5,665,685.00 with a mill rate of \$7.14. Approved budget amendments made since the annual meeting. Motion carried 6-0.

- B. Motion (Fox/Krog) to approve Jordan Buss to write the FEMA Grant for a total of \$10,500.00. Motion carried 6-0.

Motion (Krog/Denzine) to adjourn. Motion carried 6-0 at 6:04 p.m.

Submitted by,

Anne Baxter
Board of Education Clerk

**Personnel Report - Amended
October 15, 2022 - November 11, 2022**

New Hires/Transfers

Name/Position	Status	Hiring Salary	Previous Salary	Effective Date
Stephanie Scarborough Cook II - PhMS/PHS	Replace Christine McMillan	\$12.50	\$12.75	11/4/22
Randy Reckner, PhMS Asst Boys Basketball Coach	Replace TJ Podmolik	\$1114.01	\$1114.01	Basketball Season
Bailey DalCerro Paraprofessional (4 day/wk)	Staffing Plan	\$13.75	N/A	12/5/22

Recruitment

Position	Position Status	Location	Posting Date
Information Technology Specialist	Replace Trevor Raskie	District	6/26/22
PHS Student Council Advisor	Replace Marc Peterson	PHS	9/20/22
Varsity Girls Soccer Coach	Replace Mark Fuhr	PHS	10/18/22
PHS Varsity Baseball Coach	Replace Bob Dural	PHS	10/18/22
PHS JV Baseball Coach	Replace Brent Edwards	PHS	10/18/22
Paraprofessionals	Replace Amelia & Olivia Dettmering	PES	11/07/22
Custodian II	Replace Cliff Anderson	6-12 Campus	11/07/22
Cook II	Replace Holly DeGroot	6-12 Campus	11/07/22
Custodian I	Replace Cheryl Halmstad	6-12 Campus	11/07/22

Resignations/Retirements

Name	Position	Resignation/ Retirement	Effective Date	Years of Service	Location
Cheryl Halmstad	6-12 Custodian	Retirement	12/31/2022	41	6-12
Cliff Anderson	6-12 Custodian	Resignation	11/04/2022	2 mo	6-12
Holly DeGroot	Cook II	Resignation	11/18/2022	3 mo	6-12
Amelia Dettmering	Paraprofessional	Resignation	11/11/2022	1 mo	PES
Olivia Dettmering	Paraprofessional	Resignation	11/11/2022	1 mo	PES