

REGULAR MEETING
WAUKESHA BOARD OF EDUCATION
August 11, 2021

The regular meeting of the Waukesha Board of Education was held on August 11, 2021 in the Board Room of the Lindholm Building, 222 Maple Avenue, Waukesha, Wisconsin. President Joseph Como called the meeting to order at 7:02 p.m. with the following in attendance:

Board Members

William Baumgart
Joseph Como
Greg Deets
Patrick McCaffery
Corey Montiho

Kelly Piacsek
Karin Rajnicek (excused)
Amanda Roddy
Anthony Zenobia

Administrators

Jim Sebert
Darren Clark
Jody Landish
Sharon Thiede

I. General Business

- A. Pledge/roll call: Roll Call was conducted.
- B. Verification of meeting posting: S. Ettinger verified the meeting was properly posted.
- C. Inspirational Moment:
- D. Bright Lights: None
- E. Recognitions: Sharon Thiede introduced the new principal of East Alternative School, Susan Poppe
- F. Report by Student Representatives: None
- G. Opportunity for citizens to speak:
- Reynaldo Bermudez, 2109 Sherryl Lane, Waukesha, WI 53188, addressed the board against mask mandates
 - Carol Sedushak, 3408 Turnberry Oak Drive, Waukesha, WI, addressed the board against masks
 - Laure Schwalbe, 1966 Garland Avenue, Waukesha, WI 53188, addressed the board against masks
 - Christine Bauman, 1840 Tallgrass Circle, Waukesha, WI. 53188, thanked the board for making masks optional and addressed the book policy
 - Brad Farnworth, 307 S. Grandview Blvd., Waukesha, WI, addressed the board regarding books
 - Elly McHenry, S53W23733 Big Bend Road, Waukesha, WI, addressed the board in favor of masks
 - Colleen Bentfield, S53W23733 Big Bend Road, Waukesha, WI, 53189, addressed the board in favor of masks
 - Rebecca Flaherty, S58W22305 Weiland Drive, Waukesha, WI. 53189, addressed the board regarding curriculum
 - Stacy Keene, 2915 Rocky Creek Drive, Waukesha, WI. 53189, addressed the board regarding books
 - Kurt Burie, 3412 Fiddlers Creek Drive, Waukesha, WI 53188, addressed the board regarding books
 - Amber Walker, N4W22658 Lexington Drive, Waukesha, WI. 53186, addressed the board regarding books
 - Tom Neitzke, 606 Norwood Court, Waukesha, WI, 53188, addressed the board regarding CRT and books
 - Paul Reese, 505 Rawlins Drive, Waukesha, WI, addressed the board regarding free speech
 - Michelle Halaska, W250 S3337 Hemit Avenue, Waukesha, WI, thanked the board for making masks optional
 - Michael Halaska, W250 S3337 Hemit Avenue, Waukesha, WI, thanked the board for removing mask mandate
 - Becky Gilligan, 1209 Chippewa Drive, Waukesha, WI, 53186, addressed the board regarding following expert guidelines and bring mask mandate back

- Dr. Alex Romashko, W291 S5204 Ridgefield Road, Waukesha, WI, 53189, addressed the board in support of masks
- Monica Whaley, 127 Douglas Avenue, Waukesha, WI, addressed the board in support of masks
- Kennedy Freiberg, 1234 Hickory Drive, Waukesha, WI, 53186, addressed the board in support of masks
- Quinn Freiberg, 1234 Hickory Drive, Waukesha, WI, addressed the board in support of masks
- Gretchen Sloan, 1109 Lynne Drive, Waukesha, WI, addressed the board in support of mask mandate
- Dan Chanan, 2900 Devonshire Court, Waukesha, WI, addressed the board in support of mask mandate
- Samuel D'Amico, 411 Carpenter Place, Waukesha, WI, addressed the board in support of mask mandate
- Rebecca D'Amore, 2738 Field Drive, Waukesha, WI, 53188, addressed the board regarding following guidelines and in support of masks mandate
- Monica Rettschlag, 309 Century Oak Drive, Waukesha, WI, 53188, addressed the board in support of mask mandate
- Michael Doerr, S51 W23661 Turners Pike E, Waukesha, WI, 53189, addressed the board in support of mask optional policy
- Amy Menzel, 3938 Rivers Crossing Drive, Waukesha, WI, 53189, addressed the board regarding equity
- Carl Doerr, S51W23661 Turners Pike E, Waukesha, WI, addressed the board in support of mask optional policy
- Melissa Bushman, 3904 Oxbow Drive, Waukesha, WI 53189, addressed the board in support of reinstating mitigation and mask mandate
- Jaymz Touchstone, 212 Fountain Avenue, Waukesha, WI, addressed the board in support of masks optional
- Mary Zarse, 15295 Library Lane, Waukesha, WI, addressed the board regarding Critical Race Theory
- Erica Kochanski, 731 Crestwood Drive, Waukesha, WI 53188, addressed the board regarding bringing back mitigation and masks
- Mitzi Keadle, 134 Garfield Avenue, Waukesha, WI, addressed the board regarding bringing back mitigation and mask mandate
- Mandy Porter Dosti, 2711 Preston Court, Waukesha, WI, addressed the board in support of mask mandate

H. Minute approval: Minutes presented for approval were:

- July 7, 2021 Regular Board Meeting

C. Montiho moved to approve the minutes as presented; seconded by G. Deets. Motion passed with 7 yes votes(C. Montiho, P. McCaffery, A. Zenobia, A. Roddy, G. Deets, K. Piacsek, J. Como) and 1 abstention (W. Baumgart).

- I. Communications/WEF Report: There were no communications. C. Montiho updated the board on the WEF Partners in Education event and Golf Outing and the upcoming Evening for Education.
- J. Charter, School and Program Report: W. Baumgart reported on the Scholastic Fund for Students of Hispanic Descent, SFSHD. Students in Waukesha with a Hispanic background can apply for scholarship funding through this organization.
- K. CESA #1 Report: Will be reported at the September meeting

II. Consent Agenda

J. Como asked to have Policy #0167.3 – Public Comment at Board Meetings be set aside for separate consideration. W. Baumgart described the policy and proposed changes. Discussion was held. J. Como moved to take Policy #0167.3 back to the Policy Committee; seconded by A. Roddy. Motion passed 8-0.

Amanda Roddy presented the Consent Agenda for approval. Earlier this evening the Human Resources & Compensation Committee approved 6 resignations, 1 leave of absence and 25 new or modified teacher contracts. *A. Roddy moved to approve the consent agenda as amended; seconded by G. Deets. Motion passed 8-0.*

A. Finance & Facilities Committee

1. General disbursements
 - a. Accounts payable \$ 10,076,510.15
2. Payroll \$ 1,874,344.89

B. Human Resources Committee

1. Resignations and Retirements:

- Lauren Murray, Special Education Teacher at Whittier, requests contract release effective immediately
- Danielle Hawkins, Special Education Teacher at Horning, requests contract release effective immediately
- Jenna Harer, Assistant Principal/Athletic Director at Horning, requests contract release effective 8/6/21
- Erika Chow, Part Time German Teacher at eAchieve, requests to resign effective immediately
- Allison Jones, S/L Pathologist at Hawthorne & Lowell, requests contract release effective immediately
- Patricia Gausmann, Art Teacher at Heyer (currently on unpaid leave) requests to resign effective immediately

2. Leaves of Absence and Leave Modifications:

- Morgan Buntman, Math Teacher at South, requests an unpaid leave of absence from 11/19/21-1/21/22

3. New contracts, contract modifications:

- Ashley Lent, 2nd Grade Teacher at Rose Glen, 100%
- Molly Larson, Art Teacher at Hadfield and Whittier, 100%
- Lindy Jones, 7th Grade L.A. & Social Studies Teacher at Horning, 100%
- Erica Burns, Math Teacher at South, 65% part time
- Jacob DeBonis, Physical Education Teacher at Horning, 100%
- Leah Ribbeck, Special Education Teacher at North, 100% Limited Term
- Christopher Tolonen, Art Teacher at West/Horning, 100%
- Christopher Schrubbe, Business Education Teacher at South, 50% part time
- Cassandra Westover, 6th Grade Math & Social Studies Teacher at Les Paul, 100%
- Jennifer Lemke-Pawlak, French Teacher at eAchieve, 33% part time
- Blake Shaver, Computer Science Teacher at eAchieve, 25% part time
- Edmund DeHoratius, Latin Teacher at eAchieve, 8% part time
- Wen Ding, Chinese Teacher at eAchieve, 8% part time
- Susan Szhang, Math/Statistics Teacher at eAchieve, 8% part time
- Sarah Schoonover, 1st Grade Teacher at Whittier, 100%
- David Farmer, Asst. Band Director/Music Teacher at West/eAchieve, 100%
- Jessica Martinez, ELL at South, 100%
- Kristine Lombardi, 3rd Grade Teacher at Whittier, 100%

- Christine Kudek, ESL at Banting, 60% part time
- Michael Lescoghier, Physical Education Teacher at Horning, 100%
- Jill Frey, Alternative & Special Education at East/Transition Academy, 100%
- Kathleen Richards, Science Teacher at Butler, 100%
- Darcie Lammers, Title I Teacher at Bethesda, 75% part time
- Holly Ericksen-Koenig, Special Education Teacher at Horning, 100%
- Debra McRoberts, 8th Grade Literacy Teacher at Butler, 100%
- Tom Mancuso, Art Teacher at eAchieve, 8% retiree agreement

C. Public Gifts to the Schools: Les Paul Middle School and West High School

D. Expulsion Panel Action: none

E. Policies and Bylaws: Policy #0167.3 – Public Comment at Board Meetings – sent back to committee

III. Superintendent's Report: Dr. Sebert provided the board with an overview of his summer connections with our legislators and tours of local businesses with our MADE partnership

IV. Human Resources & Compensation Committee

Amanda Roddy, Chair.

A. Action Items: None

B. Discussion/Information Items: None

V. Policy Committee

William Baumgart, Chair

A. Action Items: None

B. Discussion/Information Items:

1. Revisions to Policy #5320 – Immunizations: COVID vaccinations are not required under our immunization policy.
2. Policy #5310 – Health Services: Discussion about what constitutes an “invasive physical examination” in the policy. A doctor conducting a student sports physical examination on site with parent consent would be an example
3. Policy #5310.01 – Emergency Nursing Services: Policy was reviewed.
4. Committees: #0155 – Committees; #9140 – Citizens Advisory Committees; #8309 – Open Meetings for Non-Board Committees; #9130.01 – Complaints Concerning Educational Materials; #2414 – Human Growth & Development: W. Baumgart explained the committee is looking at various committees to see that they are aligned to our policies
5. Policy #5511 – Dress and Grooming: School Principals will review dress policy with staff at the start of the new school year.
6. Board Meeting Venue: #0164.1 – Regular Meetings; #0165.1 – Notice of Regular Meetings; #0164.2 – Special Meetings; #0165.2 – Change of Regular Meetings: W. Baumgart stated there were no changes to these policies.

V. Finance and Facilities Committee

Patrick McCaffery, Chair.

A. Action Items:

1. Approval of Easement Request: No action was taken. This will be agendized in the future as a storm water retention agreement.
2. Approval of 21-22 Preliminary Budget/Tax Levy: The Committee was presented a preliminary budget for publication totaling \$202,039,171 in revenue and \$203,640,131 in expenditures. Included in the

motion is a preliminary tax levy of \$89,986,352. The budget adoption format is on page 3 and the tax levy summary on page 4 of the budget booklet (in Boarddocs) for review. With the approval of the Board tonight, the preliminary budget will be presented to the public at the Budget Hearing on September 15, 2021 at 6:30 p.m., prior to the regularly scheduled Board Meeting. The final 2021-2022 budget and tax levy will be approved in October. *P. McCaffery moved to approve the 2021-2022 Preliminary Budget and Tax Levy as presented; seconded by G. Deets. Motion passed 8-0.*

B. Discussion/Information Items:

1. Monthly Budget Report: Revenues and expenditures continue to be within budgeted limits for both the General and Special Education Fund. The district is operating in accordance with our approved budget in all other funds as well
2. 2021-2022 Fiscal Year End Update: Due to the many unknowns in a pandemic year, a projected deficit of \$1.9 million was budgeted for the 20-21 school year. This deficit included contingencies for covid response and would come from fund balance. Our pre-audit numbers are showing we finished the year with a surplus of \$3.8 million, primarily due to higher than anticipated eAchieve open enrollment numbers, a higher-than-normal amount of Medicaid reimbursement, and health claims remaining at a low level. Next month the Committee will be discussing designating \$4,000,000 of this surplus into the Reserved Fund Balance for future health claims. This will be agendaized as an action item next month.
3. Long Range Planning: As discussed in the past, we are facing a structural deficit of \$3 million per year. While the normal budgeting process starts in November, if there is going to be any significant changes in operation for the 2022-2023 school year, we will need to begin the process much earlier. Board workshops will be scheduled for September and October to discuss the causes of the structural deficit and potential solutions.

VII. Teaching and Learning Committee

Greg Deets, Chair.

A. Action Items: None

B. Discussion/Information Items:

1. Technology Update: At the July 6th Teaching & Learning Committee meeting, a board member requested that the administration look into an alternative site for Board meetings. Steve Schlomann, CIO for Technology, provided options and estimated costs for a mobile broadcast option as well as relocating the broadcast equipment to another location.
2. Elementary Social Studies Resources Update: D. Garcia, Director of Multilingual & Global Education and Melissa Yow, Director of Elementary Learning, along with teachers Molly Winters and Kari Stein, shared results of the second elementary piloted instructional resource. They reviewed the outcomes of their pilot surveys and shared the plan for continued collaboration, curriculum development and professional learning. In addition, they recommended we consider this resource for approval at the September 2021 T&L committee meeting, in preparation for implementation in the Fall of 2022.
3. Secondary Social Studies Update: Rachel Hermann, Director of Secondary Learning and teachers Jessica Natter and Jody Jackson presented the summer work of the Middle School Social Studies team to the committee as they worked to complete phase I of the curricular design process. The team conducted a data analysis looking at the School District of Waukesha's 8th Grade Forward Exam data, evaluated their current scope and sequence, and examined the standards and proficiencies for social studies at the middle school level. The team also vetted a variety of curricular resources to support student learning as they are planning to pilot these resources in the Fall of 2021.
4. High School English Update: G. Deets explained that in 2020, the Wisconsin DPI released revised standards for English Language Arts. Rachel Hermann, Director of Secondary Learning and Dr. Nancy

Roncke, District Literacy Coach, detailed the High School English team's summer work to the committee.

5. High School Social Emotional Learning, Character Strong Update: Director of Student Services, Luke Pinion, and South High Assistant Principal Maria D'Amato-Kuche, brought a report to the T&L Committee about a new resource for Social Emotional Learning (SEL) lessons at the high school level. Specifically, they shared information about a pilot of Character Strong, an evidence-based SEL program that would replace self-created lessons. These intend to develop students' skills around building community, relationships, healthy habits, resiliency, stress regulation, communication, and other essential life skills. These skills are aligned to the WI Department of Public Instruction SEL Competencies.
6. Spring MAP Update: Amy Riebel, Data Communication Liaison, shared the results of the Spring 2021 administration of the Measures of Academic Progress (MAP) Assessment. This test was administered to our students in grades K-8 and was given three times this school year. Testing three times per year will be the expected practice for schools moving forward.

VIII. Government Relations Committee

Karin Rajnicek, Chair

A. Action Items: None

B. Discussion/Information Items: None

XI. Other Business

- A. Recommendations for future Board or Committee action or discussion items: A. Zenobia asked to look at how parents are notified of books on sensitive topics; K. Piacsek asked for further discussion on metrics/ performance indicators; A. Roddy asked to explore options for air purifiers and to have the Operations Committee convene before school to look at current situations.
- B. Not needed at this time
- C. Not needed at this time
- D. Not needed at this time

Meeting adjourned: 9:11 p.m.

William Baumgart, Clerk
Sue Ettinger, Secretary

The School District of Waukesha does not discriminate in its admissions, programs, activities, services, or employment on the basis of sex, age, race, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional, or learning disability, or any other reason prohibited by state or federal laws or regulations. The District provides equal access to the Boy Scouts and other designated youth groups.