

**School District of Westfield
Regular School Board Meeting
Westfield Area High School
District Office Board Room B121
N7046 Cty Rd M, Westfield, WI 53964
September 27, 2023 - 6:00 pm**

Minutes

- I. President McCartney called the meeting to order at 6:00 pm. Other Board Members present: Wastart, Peschel, Hebert II and Coenen. Fenske and Stampfl were absent. Michelle Johnson, District Administrator and Veronica VanDerhyden, Business Manager were also present.
- II. Pledge of allegiance
- III. Motion by Hebert/Coenen to approve the agenda. Roll call vote, motion carried 5-0.
- IV. Public Comment - None
- V. District Administrator's announcements and reports (Michelle Johnson)
 - A. Summer School Report - Ms. Johnson reviewed the outline that was provided to the board mentioning the number of participating students and courses offered throughout the summer.
 - B. Other Announcements - Ms. Johnson mentioned the great start to the school year, the importance of school safety and practicing drills throughout the year and finalizing our district student enrollment numbers. She also shared upcoming events for the month of October, and reminded the Board of the Community Conversation Sessions on Facility Needs. One session will be in October with District PTO groups, and other sessions will be held throughout the first and second weeks of November.
- VI. Committee Reports
 - A. Personnel
 1. Update from the September 27th Committee Meeting
 - a. Motion by Wastart/Coenen to approve the Bus/Van Drivers raise of 5.35%- Retroactive to 7/1/2023. Roll call vote, motion carried 5-0.
 - Route Rate - \$45.00
 - Hourly Rate - \$15.50
 - Remove mileage pay
 - Daily mail - \$7.00
 - Annual Electric fee - \$130.00
 - Driver Incentive Bonus - \$250.00
 - b. Motion by Wastart/Hebert to approve the Support Staff raise - Retroactive to 7/1/2023. Roll call vote, motion carried 5-0.
 - Hourly Rate - \$15.00 minimum - No maximum - Increase all cooks hired before the 23-24 school year and those hired this school year that started at base pay by \$1.00/hour. (6.63%)
 - Hourly Rate - \$15.00 minimum - No maximum - Increase all aides hired before the 23-24 school year and those hired this year that started at base pay \$1.00/hour. (6.73%)
 - Hourly Rate - \$15.50 minimum - No maximum - Increase all custodians hired before the 23-24 school year and those hired this year that started at base pay \$1.00/hour. (6.11%)
 - Hourly Rate - \$19.00 minimum - No maximum - Increase all maintenance and mechanic hired before the 23-24 school year and those hired this year that started at base pay \$1.00/hour. (5.33%)

- Hourly Rate - \$16.00 minimum - No maximum - Increase all secretaries hired before the 23-24 school year and those hired this year that started at base pay \$1.00/hour. (4.72%)
- c. Motion by Hebert/Coenen to approve the Substitute Staff wage increase effective 9/25/23. Roll call vote, motion carried 5-0.
 - \$10/day increase in daily substitute teacher rate, \$16/day increase in long term substitute rate and increase support staff substitute hourly pay by \$1.00.
- d. Motion by McCartney/Peschel to approve the Administrative Support salary increase. Roll call vote, motion carried 5-0
 - A 2.00% increase factored with administrative support each receiving a \$1,327 increase.
- e. Motion by Wastart/Hebert to approve the Administrators salary increase. Roll call vote, motion carried 5-0.
 - A 1.98% increase for 220 & 260 day administrators.

B. Building/Finance

1. The board received an informational document on a proposed plan for a baseball field at the fairgrounds.
2. Facility Needs Listening Session Dates are:
 2/7/24 5:30 - 7:00 p.m. CES
 2/8/24 5:00 - 6:30 p.m. HS LMC
 2/10/24 9:30 - 11:00 a.m. WES
 2/12/24 5:30 - 7:00 p.m. OES
 2/13/24 6:00 - 7:30 p.m. Neshkoro
3. Motion by Wastart/Hebert to approve the presented request to purchase new football uniforms at a cost of \$20,250. Roll call vote, motion carried 5-0.
4. Motion by Wastart/Peschel to approve the bid from Kayser Chrysler Center to purchase a Ram 5500 and Knapheide Dump Body at a cost not to exceed \$89,440 excluding title and licensing. Roll call vote, motion carried 5-0.

C. Policy/Vision/Curriculum - revisions/updates

1. 1422 Nondiscrimination and Equal Employment Opportunity
2. 1422.02 Nondiscrimination Based on Genetic Information of the Employee
3. 1623 **Rescind - Now Policy 8913** Section 504/ADA Prohibition Against Disability Discrimination in Employment
4. 1662 Employment Anti-Harassment
5. 2260 Nondiscrimination and Access to Equal Education Opportunity
6. 2260.01 Section 504/ADA Prohibition Against Discrimination Based on Disability
7. 3122 Nondiscrimination and Equal Employment Opportunity
8. 3122.02 Nondiscrimination Based on Genetic Information of the Employee
9. 3123 **Rescind - Now Policy 8913** Section 504/ADA Prohibition Against Disability Discrimination in Employment
10. 3362 Employee Anti-Harassment
11. 4122 Nondiscrimination and Equal Employment Opportunity
12. 4122.02 Nondiscrimination Based on Genetic Information of the Employee
13. 4123 **Rescind - Now Policy 8913** Section 504/ADA Prohibition Against Disability Discrimination in Employment
14. 4362 Employee Anti-Harassment
15. 5517 Student Anti-Harassment
16. 8913 **New Policy Renumbered/Revised - Combines 1623/3123/4123** Section 504/ADA Prohibition Against Disability Discrimination in Employment

A motion was made by Hebert/Peschel to adopt the above policies on the first reading suspending the second reading and the policies go into full immediate effect upon the first reading with a period of further review at the October Board Meeting. Reference - Policy 0131.1 By Laws and Policies. Roll call vote, motion carried 5-0.

The next policy meeting is scheduled for October 2nd at 8:30 am.

VII. Consent Agenda

- A. Approve District Financial Statement, Payrolls, Vouchers 4720-4933 and Activity Account Vouchers 14111-14124
- B. Approve contracts that need Board President's signature
- C. Approve Board Meeting Minutes of August 16 and September 6, 2023
- D. Approve Personnel Recommendations
 - 1. Resignations
 - a. Ashton Marshall, Special Education Teacher
 - b. Jake Shillinglaw, JVR Baseball Coach
 - 2. Hires
 - a. Ashley Wernet, Special Education Teacher
 - b. Ronald Anderson, Assistant Musical Director
 - c. Aaron Williams, Middle School Boys Basketball Coach
 - d. Spencer Hamilton, Middle School Boys Basketball Coach
 - e. Move Norman Duesterhoeft from Assistant Track Coach to Varsity Track Coach

VIII. Items from the consent agenda to be individually considered. McCartney pulled item VII D2e.

IX. Motion by Wastart/Coenen to approve the Consent Agenda with the exception of item VII D2e. Roll call vote, motion carried 5-0.

A motion was made by Wastart/Coenen to accept item VII D2e. Move Norman Duesterhoeft from Assistant Track Coach to Varsity Track Coach. Roll call vote, motion carried 4-1 with Natasha Peschel abstaining.

X. New Business

- A. Accept Donations
 - 1. Motion by Wastart/Hebert to accept a \$20,000 donation from the Brakebush Family Foundation to support various student groups and organizations. Roll call vote, motion carried 5-0.
 - 2. Motion by Hebert/Wastart to accept three large boxes of school supplies from employees of Brakebush Brothers Inc. Roll call vote, motion carried 5-0.
 - 3. Motion by Wastart/Hebert to accept \$1000 from the TouchDown Club and \$2000 from the Athletic Booster Club for the purchase of an ice machine. Roll call vote, motion carried 5-0.
- B. Motion by Wastart/Peschel to approve the FFA National Convention trip to Indianapolis, IN, from October 31 - November 4. Roll call vote, motion carried 5-0.
- C. Motion by Hebert/Wastart to approve the High School Choir Trip to New York City from March 7-12, 2025. Roll call vote, motion carried 5-0.

XI. Motion by Wastart/Coenen to adjourn. Voice vote motion carried. Meeting adjourned at 6:40 pm.