



SCHOOL BOARD
October 20, 2021 – 5:30
P.M.

CALL MEETING TO ORDER - Bunton called the meeting to order at 5:31 p.m.

ROLL CALL - Present - Bunton, Marquardt, Gartzke, Bernard, and Van Der Geest. Also present - Villalobos, David, Restivo, Howe, Quill, Hedrick, Shattuck, Bagin, Hurley, Hartlmeier, Horwath, and McGraw.

PLEDGE OF ALLEGIANCE - The Pledge of Allegiance was recited by all present.

AGENDA VERIFICATION - Motion by Bernard/Marquardt to verify the agenda as presented. Motion approved 4-0.

Executive Session
Adjourn into executive session in accordance with: Wisconsin Statute 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Motion by Gartzke/Bernard to adjourn into executive session at 5:32 pm. Motion approved by a 4-0 roll call vote.

Reconvene into Open Session

approximately 6:00 pm..
Motion by Bernard./Marquardt to reconvene into open session at 6:01 pm. Motion approved 5-0.

CONSENT
Approve of the September 27, 2021 Executive Session Minutes

Approve of the September 27, 2021 School Board Meeting Minutes

Approve of the October 7, 2021 Special Meeting Minutes

Motion by Gartzke/Bernard to approve of the consent agenda items. Motion approved 5-0.

Board Recognitions:
Richfield Fire Department - Villalobos stated that as part of community engagement the Board wished to recognize different entities or partnerships each month. This month, the Board salutes the Richfield Volunteer Fire Company. Villalobos stated that they are a great team to work with and have been very helpful during the district's gas leaks, small fire, safety presentations, drills, committees, etc. on a regular basis. Board members thanked the team for their service and presented them with certificates.

REPORTS

Board President - Bunton stated she would forego her report, but wanted to recognize administration and

thank them for their efforts.

Administrator - 66.03 MOU with Erin School - First Villalobos noted that School Board week was on October 9th and the district wanted to make sure the public knows how much the board members do. There are approximately 2,700 board members here in Wisconsin. Villalobos thanked members for balancing their careers, families, and the board work.

Villalobos commented that Go Riteway had tested a driver and, if the driver passes, that person could be a permanent driver on Route 704. Go Riteway will have another driver testing and will determine where that other driver will be placed. Villalobos will provide more updates in the future.

Villalobos noted the 66.0301 agreement that was an action item in September and that the Erin School District recently returned the updated 66.03.

Peer Review Mentor Grant - Villalobos stated that for the 6th or 7th year running, the district has won the grant for teacher development, which is inclusive of afterschool collaborative seminars, gallery walks, and teacher classroom visits which include sharing ideas. Villalobos stated that the \$25,000 was awarded this year to the consortium.

Annual Meeting Information - Villalobos informed all that the members can refuse their

board salary that is voted on at the annual meeting. There is a timeline for this, and anyone wishing to forego their salary should reach out to Dr. Villalobos for more information.

Public Comments - Two residents spoke during the public comment portion of the board meeting and distributed information to the board members. Blazek commented on young adult books available in the library and eLibrary and approval of clubs within HHASD. Bagin commented on covid-19, school board meeting documentation, social emotional learning/critical race theory, and human growth and development.

DISCUSSION

Spotlight on Learning: Counseling Presentation - Restivo and Hedrick were present to provide an overview of how the guidance program helps the students. The National Bullying Prevention week was just held, conveyed that the district presented positive memories for guidance students, and HHASD's work to bring awareness to bullying, Hedrick and Restivo both shared how the week taught students about empathy, compassion, self advocacy, and bullying. Both Hedrick and Restivo shared their credentials, work experience, and training that allows them to help the students. Items mentioned in their presentation were supporting mental health, trainings, PBIS teams, strategies to help students

academically as they plan for their secondary education, grade level teams, students' needs, data meetings, administrative meetings, partnerships with parents, American School Counselor Association, social thinking, mind up, and Yell and Tell. Other items and issues discussed were Friends, Children's Hospital, ASCA Model and components, leadership, equity, advocacy, etc., social emotional learning, academics, inspire, persevere and growth, safe challenging learning environment, speak up and speak out, stop bullying matrix guideline, help the aggressor and the bullied child, Community partnerships, Maslow's Hierarchy of needs, mySAEBRS, Foundation - St. A's counselling, outside community agencies, management system, accountability, SHAPE School health assessment and performance evaluation system, and ACP. Gartzke questioned the curriculum use and if full sets were used. Hedrick answered that bits and pieces are used and it is nice to have different options. Van Der Geest appreciated the presentation they had put together, the work they are doing is so important, all encompassing, and an invaluable part of the school district.

Budget Discussion (20-21 Estimated State Support for School Districts, Revenue Limit Worksheet, Three column Report, Consolidation Aid) - Howe wished to go over the budget

for 21-22, provided a presentation in virtual meet, and wanted to give a quick overview before the annual meeting with the school board. Howe stated that October 15th is the most important date in school finance; the main reason being that the general equalization aid is determined at the state level. The equalization aid number is needed to determine the revenue limit. Howe explained the time frame of forming and correcting the revenue limit worksheet and reviewed each area on the worksheet for all present. Howe noted how each area of the worksheet affects the yearly levy. This year Howe stated there would be a 6.8% increase in the rate. Howe provided graphical information on property values, a ten-year CPI list for the State of Wisconsin, enrollment data, pandemic fundings, declining enrollment and no per pupil funding. Bunton questioned one of the worksheet line items. Marquardt asked about the Fund 41 funding. Howe explained the levy for the energy efficiency project, the allocation for the Fund 41 levy, and the total levy rate.

Howe remarked that the district is required to publish the three-column budget document prior to the annual meeting.

Pandemic Update - Villalobos mentioned that there were two main things at the last school board meeting the board spoke about; hepa filters and the feedback from

our vendors on hepa filters. Villalobos reported that while no local districts surveyed were using HEPA filters, a few area schools use ionizers. She shared that the district's HVAC systems are 25% fresh air. Villalobos noted that ionization benefits would only be obtained by running the units all day and there are the costs of running the units all day to consider. Bunton asked if the board wanted to continue exploring avenue of air mediation. Marquardt asked what schools are doing for their ventilation, expressed concern that air filters are only applied to certain areas, and if the rooftop units had difficulty controlling temperature on the back wall at Friess Lake. Villalobos explained the filter usage and that over the summer the windows and rooftop units were fixed at Friess Lake.

Villalobos shared the updated pandemic charts, checked attendance numbers as well as positive cases, sent out letters to specific grade levels or classes, and has not met with the health department since the last board meeting. Villalobos stated the numbers are dropping.

Review of Return to School Plan - Villalobos shared the previously approved document and the proposed chart. The chart was broken apart and looked at separately, For the volunteers area, they would be allowed in the building but must be asymptomatic and wearing masks. Volunteers are allowed to help outdoors if

asymptomatic, Gartzke asked if the district was considering a visitor not normally in the classroom like a speaker or training, Villalobos referred to the table. Spectators are allowed but must be asymptomatic. Gartzke suggested to have the verbiage be all the same and asked what the difference is with the visitor guidance to the spectator guidance. Marquardt felt enforcing the wearing of masks by volunteers was fruitless. Bunton is aligned to changing the visitor/spectator section to read that they must be asymptomatic and masks may be required, volunteers that are indoors are limited to support of students learning must wear masks and be asymptomatic. Outdoor volunteers must be asymptomatic. Marquardt asked how visitors and volunteers are approved to come into the door. Villalobos explained the process of allowing people into the building. The board members reviewed the chart and requirements; visitors in a school day must be asymptomatic, indoor volunteers and visitors must be masked, distanced, and asymptomatic, outdoor volunteers must be asymptomatic. Bunton asked if this is something that Villalobos wants to revisit once vaccines are present for our students, Gartzke stated there may be a number of reasons to modify this in the future. Marquardt asked if vaccines would be required for students and was having a problem deciphering the graphs.

Guest Teacher and Paraprofessional

Compensation - Villalobos noted that in the agenda attachment was the substitute compensation, Villalobos looked at area comparables and what the impact will be for the district. Differential pay, accepting the job the day of for an extra \$20, and restructuring the pay to be at the rates of 1-25 days at \$100, 26th day at \$125 was discussed. The existing substitute teachers would then not start over each year at the \$100 per day rate. Villalobos talked about some incentives, the area comparables, and teachers who sub during their prep time receiving \$20 per hour, Marquardt asked what is the cost/benefit of not having teachers in relation to paying more than the \$20 bonus pay and if it would make sense to pay more to encourage people to come into the building. Howe remarked that having a day-of substitute receiving \$20 extra will motivate people. Right now the district has administration subbing in classrooms, which is not cost effective. Howe feels that the proposal is significant enough for payment. Villalobos stated that she and Howe constantly are reviewing this to make sure the district is attractive, to help get people into the door, and want the staff to stay. Bunton felt this was a step in the right direction.

Special Board Meetings & Public Comment

Public Comment - Villalobos stated that Bunton and she talked about the

public comment and board policy. The public comment agenda item can be offered at any board meeting but the policy doesn't reference special meetings. The board needs to decide whether it is comfortable with the policy or wants to update the policy. Legal counsel is okay with this policy language. Bunton would like to include public comments at special meetings with the exception of meetings that are held for the sole purpose of discussing items in executive session. Gartzke, Van Der Geest, Bernard, and Marquardt agreed to update the policy. Howe remarked that the prior district when a special meeting was called, her recommendation was that public comment was allowed whenever possible.

Bunton noted that the public comment agenda item can go anywhere on the agenda and the board can only have certain conversations during board meetings.

Villalobos stated that email use should be sparing. Marquardt preferred that board discussions happen out in the open and felt that another opinion should be sought in relation to board members selecting times to meet for special meetings.

New Policies (2nd Reading) **Policy 2421 - Career and Technical Education Program**

Policy 5500.01 - Conduct in Virtual Classroom

Policy 5880 - Public Performances by Students **Policy 6151 - Returned**

Checks

Policy 6152.01 - Waiver of School Fees or Fines -

Villalobos asked if members had any questions. These policies will go on to the consent agenda for Monday's meeting.

Administrative Guideline Update AG1422 -

Nondiscrimination and Equal Employment Opportunity, AG1623 - Section 504/ADA - Prohibition Against Disability Discrimination in Employment, AG2240 - Controversial Issues in the Classroom, AG2260 - Nondiscrimination and Access to Equal Educational Opportunity, AG2260.01 - Section 504/ADA Prohibition Against Discrimination Based on Disability, Including Procedures for the Identification, Evaluation, and Placement of Students Suspected of Having a Disability, and the Right to FAPE, AG2260.01B - Section 504/ADA Parents Procedural Rights, Including Due Process Hearing, AG2430 - District-Sponsored Clubs and Activities, AG2440 - Summer or Interim Session School, AG3122 - Nondiscrimination and Equal Employment Opportunity, AG3123 - Section 504/ADA - Prohibition Against Disability Discrimination in Employment, AG3160A - Physical Examination, AG3362.01 - Reporting Threatening Behaviors, AG3430.01B - FMLA Recordkeeping requirements, AG4122 - Nondiscrimination and Equal Employment Opportunity, AG4123 - Section 504/ADA - Prohibition

Against Disability Discrimination in Employment, AG4160A - Physical Examination, AG4362.01 - Reporting Threatening Behavior, AG4430.01B - FMLA Recordkeeping Requirements, AG5111 - Admission to the District, AG5112A - Admission to Kindergarten, AG5113 Admission of Students Participating under Open-Enrollment, AG5320 - Immunization of Students in School, AG5340A - Student Accident/Illness/Concussion, AG5340B - Health Emergencies and First Aid Care, AG5610 - Suspension and Expulsion, AG5772 - Weapons, AG8330 - Student Records, AG8390 Use of Animals in the Classroom and on School Premises, AG8405A - Use of Animals in the Classroom and on School Premises, AG8450 - Management of Selected Casual-Contact Diseases, AG 9500 - Relations with Educational Researchers - Villalobos stated that these are guidelines and are much like a manual or guidebook to support the policies that are in place. Villalobos highlighted several guideline changes.

ACTION - Approve of the Guest Teacher & Paraprofessional Compensation proposal - Motion by Bernard/Marquardt to approve of the Guest Teacher & Paraprofessional Compensation proposal. Motion approved 5-0.

**Approve of Return to
School Plan updates.**

Motion by Gartzke/Bernard
to approve the updates to the
Return to School Plan.
Motion approved 5-0.

Subsequent Meeting(s):

Annual Meeting Preparation
Gap Analysis
Continuous Improvement
Updates
Forward Exam Data Analysis

Motion to Adjourn

Motion by
Gartzke/Marquardt to adjourn
at 8:41 p.m. Motion approved
5-0.

Respectfully Submitted

Hope David