

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting Minutes – April 24, 2023**

The East Troy Community School District Board met in regular session on April 24, 2023. The meeting was called to order by Board Member Ted Zess at 6:01 p.m followed by the Pledge of Allegiance. Board members also present were Dale Ames, Anna Janusz, Steve Lambrechts, and Adam Witkiewicz. Also present were Dr. Christopher Hibner, Amy Jenquin, Amanda Jones, administrators/supervisors, and two guests. Ted Zess read the open meeting statement indicating that the meeting is open to the public as required by state statute and that notice of the meeting had been sent to the media and/or posted.

IV. APPROVAL OF AGENDA AS POSTED

A motion was made by Anna Janusz for the approval of the agenda. The motion was seconded by Dale Ames. Motion carried unanimously.

V. APPROVAL OF MINUTES

A motion was made by Steve Lambrechts and seconded by Anna Janusz for the approval of the minutes from April 10, 2023 (Regular Board Meeting). Motion carried unanimously.

VI. REORGANIZATION OF EAST TROY COMMUNITY SCHOOL BOARD

A. Swearing in of recently elected members: Steve Lambrechts was sworn in as a re-elected Board member.

B. Election of Officers:

i. Nominations were made for Officer positions of the Board. Steve Lambrechts nominated Ted Zess for President: Dale Ames Nominated Anna Janusz for Vice-President: Dale Ames nominated Steve Lambrechts for Clerk: Adam Witkiewicz nominated Dale Ames as Treasurer No other nominations were suggested. A motion was made by Dale Ames to approve nominations. Motion carried unanimously.

ii. CESA Representative: Dale Ames volunteered for this position.

iii. WASB Delegate: Anna Janusz volunteered for this position.

C. Committee Appointees:

i. Student Learning Subcommittee: Anna Janusz and Adam Witkiewicz

ii. Operational Subcommittee:

Facilities: Dale Ames and Steve Lambrechts

Health Insurance: Ted Zess and Anna Janusz

Salary: Steve Lambrechts and Adam Witkiewicz

iii. Negotiations Representatives: Ted Zess & Dale Ames

VII. PUBLIC PARTICIPATION

None

VII. FINANCIAL REPORT

Dale Ames made a motion to approve March 2023 payments in the amount of \$1,929,307.26 and receipts in the amount of \$2,890,852.35.46 as reflected on the financial statements. Steve Lambrechts seconded the motion. Motion carried unanimously.

IX. DISCUSSION/ACTION ITEMS

A. Staffing Resignations: Ted Zess made a motion to approve the resignation of Amberleigh Cellack. Dale Ames seconded the motion. Motion carried unanimously.

B. Approval of donation(s): Anna Janusz made a motion to approve the following donations: \$500 from Mike Garber to the ETCSD Angel Fund and \$1,000 from Sue Loth, LP UMC to the ETCSD Angel Fund. Dale Ames seconded the motion. Motion carried unanimously.

C. Health insurance benefits for 2023-2024 school year: Dr. Hibner explained that new, updated information has been received with updated bid information. Dr. Hibner encouraged the board to consider moving quickly as there are costs associated with missing deadlines and open enrollment is in the near future. Dr. Hibner also reminded the board that a 12% increase is what was predicted for insurance in the budget assumptions. Dr. Hibner then advised the board that the administration team has made decisions to reconfigure some positions; however it will not increase the FTEs. The only additional FTEs will come through Transfer of Service (Special Education) dollars. Kirstin Kanoff, Salary and Benefits Specialist presented the updated health insurance bids. New information was received from WCA-GHT (current provider). Both of the WCA-GHT plan options offered reduced increases from the original bid. Plan design comparisons with updated amounts were presented, the benefits and challenges of both providers, along with the pros and cons of HSAs were also presented. Ms. Kanoff discussed how any option selected would have an impact on employees. A health action plan/HSA timeline was proposed to create a smoother transition to a new plan model and allow time to educate staff and retirees about the HSA model. Anna Janusz made a motion to move all employees to \$2000/4000 deductible WCA-GHT plan with an action plan in place for possibly moving towards HSA in the future and seconded by Dale Ames. Motion carried unanimously.

D. Administration budget proposals / programming for 2023-2024 school year:

Dr. Hibner proposed a district-wide reduction of a 1.0 FTE substitute teacher. Budget for 22-23 school year had 2.0 FTE substitutes, however, only one of those positions was filled this past year. For the 23-24 school year only 1.0 FTE will be budgeted.

Adam Trindl, MS Principal presented options for a 1.0 ELA teacher position to be eliminated. Due to the restructuring of the bell schedule to match the high school schedule, only 4.0 ELA teachers are needed. Class sizes will not increase as a result. Mr.

Trindl recommended the reduction of ELA teachers from 5.0 to 4.0 FTE which also is proactive toward our estimated deficit in the 2025-2026 school year.

Mr. Trindl additionally proposed to eliminate a .5 FTE Spanish teacher at the MS. There would be room for the MS students to be taught by the HS Spanish teachers due to current enrollment of students in high school Spanish classes. Again, being proactive toward the estimated deficit in the 2025-2026 school year.

Mr. Trindl also presented the proposal of a reconfiguration of the Dean/Counselor position at the middle school. The current Dean/Counselor is currently working primarily as the Dean in terms of job duties and time spent with students on discipline and behavioral coaching. The middle school also has an additional 1.0 FTE counselor. The reconfiguration proposal is to have 1.0 FTE counselor and 1.0 FTE Dean, the same FTE currently. Hence, this is not a budget cut nor anticipated budget impact, but it will result in a loss of a current staff member since the Dean of Students position will be posted. With the reconfiguration, the district social worker will be given office space and designated dates to support the MS staff.

Stacey Kuehn, High School Principal presented a reconfiguration option at the high school. The first is reducing a 1.0 FTE social studies teacher. This is due to decreased enrollment in social studies. Class size and offerings should remain the same. The 1.0 FTE will be replaced with a new position of Activities Director, responsible for being the Director of Athletics and the Community Facility Use Coordinator. Currently our Dean of Students is our Athletic Director. Under this proposal, our current Dean/Athletic Director will become our Assistant High School Principal and we will have a full time Activities Director overseeing high school athletics and community facility use. With the reconfiguration, this remains the same FTE's, and with the use of Fund 80, should not have a budget impact.

Amanda Jones, Director of Pupil Services, presented information regarding Transfer of Service and the increase of students with IEPs – Little Prairie Primary Early Childhood going from 6 to 13 and 4K -2 going from 26 to 63. She also noted the number of students is not the same as the amount of need. Amanda proposed two additional FTE positions. The first is a 4K special education teacher for Little Prairie Primary. The second is a High School Special Education Teacher, with responsibilities around transition planning and independent living skills. This position would help streamline independent living skills for students from age 3 through 21. These positions would be covered with transfer of service funds.

- E. Approval of complete list of teacher contracts for 2023-24 school year: Moved to executive session.
- F. Approval of Supervisory contracts per Statute 118.24(6): Moved to executive session.
- G. Personnel update regarding former employee – Moved to executive session.
- H. Professional staff employment: Moved to executive session.

X. ADMINISTRATIVE REPORTS

- A. District Administrator Report: Update on Strategic Priorities - Administration presented the Strategic Priorities in October and supervisors in December. Administration will provide the yearly update in July, with the expectation that moving forward it will be on a cycle of October, March and July reporting out on Strategic Priorities. The annual staff survey will be coming out within the next week. That data will be compiled and compared to last year's data.
- B. Business Manager Report: None
- C. Director of Teaching and Continuous Improvement of Student Learning Report: None
- D. Director of Pupil Services: None
- E. School Board President's Report: None.

XI. POLICY REVIEW AND DEVELOPMENT

None.

XII. COMMUNICATIONS/ANNOUNCEMENTS

None.

XIII. BOARD OF EDUCATION – FUTURE ITEMS

Dale Ames would like to discuss the district's marketing strategy.

XIV. ADJOURN TO EXECUTIVE SESSION

Motion was made by Anna Janusz and seconded by Steve Lambrechts to adjourn to executive session to discuss supervisory contracts, personnel update regarding former employee, and professional staff employment – contract renewal/nonrenewal from the administration budget proposals per 19.85(1)(b), 19.85(1)(c), and 19.85(1)(f). Roll call vote. Anna Janusz – yes, Dale Ames – yes, Adam Witkiewicz – yes, Steve Lambrechts – yes, and Ted Zess – yes. Motion carried unanimously and moved into executive session at 8:19 p.m.

XV. RECONVENE TO OPEN SESSION

Ted Zess made a motion to resume to open session at 9:16 p.m. Adam Witkiewicz seconded the motion. Motion carried unanimously.

Steve Lambrechts made a motion to accept administration budget proposals as presented for the 2023-2024 school year. Adam Witkiewicz seconded the motion. Motion carried unanimously.

Ted Zess made a motion to accept the complete list of teacher contracts as presented. Adam Witkiewicz seconded the motion. Motion carried unanimously.

Ted Zess made a motion to accept the supervisory contracts as presented. Adam Witkiewicz seconded the motion. Motion carried unanimously.

Anna Janusz made a motion to accept the preliminary nonrenewals as presented per administration. Steve Lambrechts seconded the motion. Motion carried unanimously.

ADJOURNMENT

A motion was made by Ted Zess and second by Anna Janusz to adjourn. Motion carried unanimously. Meeting adjourned at 9:20 p.m.

Respectfully submitted,

Steve Lambrechts