

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting Minutes – April 11, 2022**

The East Troy Community School District Board met in regular session on April 11, 2022. The meeting was called to order by President Ted Zess at 6:01 p.m followed by the Pledge of Allegiance. Board members also present were Dale Ames, Tony Barrett, Anna Janusz, and Steve Lambrechts. Also present were Dr. Christopher Hibner, Kathy Zwirgzdas, administrators/supervisors, and twelve 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 Steve Lambrechts and seconded by Anna Janusz for the approval of the agenda as posted. Motion carried unanimously.

V. APPROVAL OF MINUTES

A motion was made by Steve Lambrechts and seconded by Tony Barrett to approve the minutes of the March 14, 2022 regular board meeting, and the March 14, 2022 special board meeting. Motion carried unanimously.

VI. PUBLIC PARTICIPATION PER BOARD POLICY

Michael Dreyer first spoke on a parent’s email about the condition of the American flag in front of certain schools. Secondly, he spoke about AVID programming and a report he completed and asked that AVID be on the May agenda.

Jeremy Swendrowski spoke about the facility use policy and the subject of charging fees. He reported on advantages of physical activities for youth and the benefits for the community.

Gene Rozmarynowski spoke from the ET Area Conservatives and representing parents of the ETCSD, that only certain flags should be allowed, unless approved by the school board through a school board flag policy.

Vanessa Lenz spoke about the facility use policy and the efforts that the clubs do to help the fields and save the district money, and the clubs help ET compete with other schools and have great participation.

Ruben Burgos spoke regarding facility use policy, and not charging for groups more in part A, but in other categories.

VII. FINANCIAL REPORT

None.

VIII. DISCUSSION / ACTION ITEMS

- A. Student Representative Report: None.
- B. Trojan Battle Bags Update: Tabled.
- C. Staffing Resignation(s): Steve Lambrechts made a motion to approve the resignation of Krista Iserloth. Tony Barrett seconded the motion. Motion carried unanimously.
- D. Staffing Recommendation(s): None.
- E. Approval of donation(s): None.
- F. School re-entry handbook/operational guide for 2022-2023 school year: Dr. Hibner explained that at this time, administration will not have an operational guide related to a safe return to school for in person learning due to the pandemic for the 22-23 school year, separate from the regular school policies and handbooks.
- G. Reapproval of teacher salary increase within contracts: Anna Janusz made a motion to approve the reapprove the list. Ted Zess seconded the motion. Motion carried unanimously.
- H. Administration and Supervisory contracts per Statute 118.24(6): Ted Zess made a motion to approve the contracts as presented. Steve Lambrechts seconded the motion. Motion carried unanimously.
- I. East Troy Summer School course offerings and handbook: Amy Foszpanczyk updated the Board on the current status of summer school.
- J. Policy 446 – Student Interviews and Searches: Ted Zess made a motion to approve the policy as presented. Dale Ames seconded the motion. Motion carried unanimously.
- K. East Troy School District Strategic Planning: Dr. Hibner reported on the plan for the development of the new district plan. Preliminary pillars used for upcoming discussion include but are not limited to creating conditions that learning is different here and ensuring fidelity of instructional policies, improving upon a great place to work, maximize the communication that fosters pride in our schools, and continued fiscal stewardship.
- L. Professional staff employment: Moved to executive session.

IX. ADMINISTRATIVE REPORTS

A. District Administrator Report:

- i. Outcome of recent ETCSD Board election: Dr. Hibner thanked all who ran for the offices, and congratulated Ted Zess and Adam Witkiewicz.
- ii. Recognition to board member(s): Dr. Hibner thanked Bob Dignan and Tony Barrett.
- iii. Clarification regarding program AVID: Dr. Hibner reiterated that any meeting regarding the topic is welcome. Policy 161 was read to include providing the proper resources for schools and functions of school board members; Policy 110 was read on educational philosophy to include that all students will be provided equitable services, practices, and resources. Dr. Hibner then discussed if AVID, as well as any program offered applies to policies 161 and 110, if it is affordable, and if it is working. He discussed that AVID is a program that was developed close gaps, for all students to learn and to increase specific skills to assist with ongoing content areas. The points of AVID: from reading to writing, to communication and collaboration, to inquiry and critical thinking, to organization, and lastly, to figuring out how to learn – which were components of our policies already - could the program help us to support these topics, and increase the number of kids who might take accelerated coursework. We have been and will continue to monitor the progress of students in AVID. The focal point is strategies to support content in learning. Dale stated that people are concerned that CRT is in AVID. Dr. Hibner asked for the evidence that CRT is in AVID and within our district. Anna Janusz asked to not brush labels across things. Ted Zess asked for questions to be submitted in advance of a May meeting about AVID.
- iv. Clarification to the E.T.C.S.D. curriculum: Dr. Hibner read Wisconsin Statutes regarding what is required related to diversity (what all WI public schools do). He also stated curriculum has always been available and has been accessible online in recent years pertaining what is to be learned within each grade level and discipline. Dr. Hibner also went on record of what we do not do – such as we do not teach that one race or sex is inherently superior to another or we do not teach that an individual should be discriminated against or receive adverse treatment because of an individual's race or sex. He reiterated that we do teach the 6 C's. and that all children must feel safe and connected in a caring and respectful environment. He reiterated this does not replace, nor overshadow academic learning, but rather helps lay the foundation for academic learning.

- v. Employee surveys / feedback: Dr. Hibner reported on several questions and responses of a recent staff survey.
- 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

X. POLICY REVIEW AND DEVELOPMENT

Policy 830 (Community Use of Facilities) – Discussion was not to bring it back.

XI. COMMUNICATIONS/ANNOUNCEMENTS

Dr. Hibner recognized solo and ensemble participants. Dr. Hibner also mentioned the school mental health grant from Governor Evers – East Troy will receive approximately \$31,000 to supplement mental health services. Finally, Dr. Hibner reported on a cybersecurity audit, and commented on the costs associated with this ongoing changing need, as one example that changes budget needs, and strains funding further.

XII. BOARD OF EDUCATION – FUTURE ITEMS

Anna Janusz suggested possible referendum questions as a future item.

XIII. ADJOURN TO EXECUTIVE SESSION

Ted Zess made a motion to adjourn to executive session at 8:29 for the purposes of discussion of professional staff employment – contract renewal / nonrenewal as provided under 19.85(1)(b) and 19.85(1)(c). Anna Janusz seconded the motion. Roll Call Vote: Steve Lambrechts – yes; Anna Janusz – yes; Dale Ames – yes; Tony Barrett – yes. Motion carried unanimously.

XIV. RECONVENE TO OPEN SESSION –

Anna Janusz made a motion to reconvene to open session at 8:38. Steve Lambrechts seconded the motion. Motion carried unanimously. A motion was made by Ted Zess and seconded by Dale Ames to approve the recommended final non renewal notification as presented. Motion carried unanimously.

XV. ADJOURNMENT

A motion was made by Tony Barrett and seconded by Anna Janusz to adjourn. Motion carried unanimously. Meeting adjourned at 8:39 p.m.

Respectfully submitted,

Steve Lambrechts