

**Merrill Area Public Schools
Regular Board of Education Meeting
April 19, 2022 – Minutes**

The meeting was called to order by President Kevin Blake at 5:30 PM in the MAPS Board Room.

Board members present: Nubs Ashbeck, Jacqueline Gremler, Chad Krueger, Ron Liberty, Kendra Osness, Maria Volpe, Brett Woller, Linda Yingling and Kevin Blake (a quorum was present). Board members absent: None. Others Present: Dr. John Sample, Superintendent; Karen Baker, Director of Pupil Services/SPED; Glenda Oginski, Director of Curriculum & Instruction; Eddie Then, Director of Business Services; Trisha Detert, Director of 4K/Head Start/Early Childhood; Shannon Murray, High School Principal; Megan Kautzer, Associate High School Principal; Brad Potter, Associate High School Principal; Ryan Martinovici, Middle School Principal; Mark Seaman, Associate Middle School Principal; Heather Skutak, Elementary Principal; Amy Stutzriem, Elementary Principal; Student Board Representative Isaiah Rell; approximately 16 people from the staff and public; and, Tammy Woller, Recorder.

President Blake led the Pledge of Allegiance.

There were no public comments.

The following were recognized: Kiana Jahnke and Amber Winter, who each received a 2022 Wisconsin National Center for Women & Information Technology (NCWIT) Award for Aspirations in Computing (AIC). Please see the attached press release here. Also recognized were the following "Raise Your Voice" members for advocating for mental health and being leaders in our school and community: 2021-2022 Officers - Decilyn Clark, Jackson DeJong, Monica Lane, Laney Zuelsdorff and Mya Wilde; as well as, Advisors - Adam Yirkovsky, Katy Holz, Debbie Moellendorf and Allie Libby. They are truly "Champions of Change." There was a short presentation at this time as well.

Nubs Ashbeck was recognized for his years of service to our district.

Paul Proulx was introduced as the newest board member who will take office on April 25, 2022.

Student BOE Representative, Isaiah Rell, updated the Board on high school activities including the Prom; the musical, noting that ticket sales surpassed 1000; spring sports; ACT and ACT Aspire is now completed; next week is Teacher Appreciation Week; National Honor Society Induction is coming up; Future Farmers of America banquet is coming up; and, graduation is coming up with caps and gowns coming in soon.

Administrative reports were shared with the Board including PRSYL Monthly Data; Continuous Improvement planning; Get Kids Ahead (GKA) Initiative; Business Services Update; Food Participation Update; Buildings & Grounds/Transportation Update; and, the Superintendent's Report.

Committee reports were shared with the Board including from the Finance/HR and Curriculum/Technology/Pupil Services Committees.

MOTION by Volpe, second by Osness to approve the purchase of MiddleSchoolMath for grades 5-8 as the universal math resource for the next 6 school years, in the amount of \$131,190.00 to be paid from the FY22 budget. Motion carried unanimously.

MOTION by Volpe, second by Liberty to approve the Merrill Police Department School Resource Officer Memorandum of Understanding for July 1, 2022 through June 30, 2025. Motion carried unanimously.

There was a first reading of the 2022-2023 staff handbooks.

MOTION by Woller, second by Volpe to approve recommendations 1 and 2(a-j) [as presented](#) for all compensation plans. Motion carried with Osness abstaining from the vote.

MOTION by Woller, second by Osness to approve the purchase of two laser projectors [as presented](#) from Zones for next year from the FY23 budget allocation. Motion carried unanimously.

MOTION by Woller, second by Yingling to approve the bus camera systems [as presented](#). Motion carried unanimously.

MOTION by Woller, second by Ashbeck to approve the purchase of 500 HP laptops with a 4-year warranty [as presented](#) from Paragon Development Systems through HP Financial Services for four payments of \$101,010 beginning in FY23. Motion carried unanimously.

The Board discussed the process for the Superintendent Search and will add further discussion in closed session to the April 25, 2022 agenda.

MOTION by Volpe, second by Woller to approve the attached [personnel report](#), contingent upon the satisfaction of the appropriate liquidated damages for resignations, if applicable. Motion carried unanimously.

President Blake asked if anyone wanted anything pulled from the Consent Agenda. Hearing none, he called for a motion.

MOTION by Woller, second by Krueger to approve consent agenda items a through d, which includes minutes of the March 16, 2022, March 30, 2022, April 5, 2022, and April 11, 2022, meetings; second reading and approval of Policy 5722 School-Sponsored Publications and Productions; claims, vouchers and receipts totaling \$3,197,392.59; and, donations totaling \$1,936.65. Motion carried with Volpe abstaining from the March 16, 2022 minutes; Liberty abstaining from the March 30, 2022 and April 11, 2022 minutes; and, Yingling abstaining from a portion of the April 5, 2022 minutes.

There were no added "Items for Future Meetings and Possible Action to Approve the Future Discussions Thereof".

Radio Schedule: Thursday, April 21, 2022 at 8:15 AM @ Bluejay 730 Radio Station

Future Meetings

- Special Board Meeting - Organizational Meeting: Monday, April 25, 2022 @ 5:30 p.m. in the Board Room

- Safety Committee Meeting: Monday, May 2, 2022 @ 12:30 p.m. in the Board Room
- Facilities Committee Meeting: Wednesday, May 4, 2022 @ 3:30 p.m. in the Board Room
- Finance/HR Committee Meeting: Wednesday, May 4, 2022 @ 4:30 p.m. in the Board Room
- BVA Governance Board Meeting: Thursday, May 5, 2022 @ 12:45 p.m. virtually
- Head Start Policy Council Meeting: Tuesday, May 10, 2022 @ 5:30 p.m. at PRSYL
- Curriculum/Technology/Pupil Services Committee Meeting: Wednesday, May 11, 2022 @ 4:30 p.m. in the Board Room
- Regular Board Meeting: Wednesday, May 18, 2022 @ 5:30 p.m. in the Board Room

President Blake called for a MOTION to adjourn into executive (closed) session pursuant to Wisconsin Statutes under Section 19.85(1) (c) considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; (e) deliberating or negotiation of the purchase of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; (f) considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations; (g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved; and, 118.125 for the purpose of considering student Early College Credit and Start Now applications that may involve discussions of confidential student records, and to discuss other matters involving student records and personal histories that, if discussed in public, would likely have a substantial adverse effect on the reputations of the persons discussed. The purpose of the closed session was to review the list of support staff receiving a letter of assignment and/or intent; as well as, teaching staff who will be receiving a contract for the 2022-2023 school year and their respective eligibility for movement on the corresponding compensation schedule for 2022-2023; under Section 19.85(1)(f) for the purpose of discussing and considering request for reimbursement of attorney fees related to an investigation of employee conduct which may include the social and personal history of the employee and confidential information about students under Wis. Stat. s. 118.125, and which, if discussed in public, would likely have a substantial adverse effect on the reputations of the individuals discussed; consideration of issuance of notice of preliminary consideration of non-renewal to a BVA teacher affected by reductions for economic reasons; and, to consider and act upon parental requests for student opt out of state assessments, including the potential for a closed session(s) to review the specifics applicable to the affected student(s) if the discussion of such in open session would be likely to have an adverse effect upon the reputation of such student(s) pursuant to Section 19.85(1)(f), Wis. Stats. Any such closed session(s) shall be immediately followed by reconvening in open session for further consideration and, ultimately, action upon the parental requests. MOTION by Osness, second by Woller to adjourn into executive session. Motion carried on a roll call vote.

7:16 p.m. - 7 minute break to get organized.

7:57 p.m. - Volpe left the meeting.

8:06 p.m. - Yingling left the meeting.

MOTION by Woller, second by Osness to reconvene into open session. Motion carried unanimously.

MOTION by Woller, second by Osness to approve the list of support staff receiving a letter of assignment and/or intent; as well as, Teaching Staff who will be receiving a Teacher Contract for the 2022-23 School Year and their Respective Placement on the corresponding compensation Schedule for 2022-23. Motion carried unanimously.

MOTION by Osness, second by Krueger to approve the parental requests for Student A and Student B to opt out of state assessments. Motion carried unanimously.

MOTION by Woller, second by Osness to approve the resignations, with right to recall agreement, for Lauren Geulig and Holly Shannon. Motion carried unanimously.

MOTION by Woller, second by Ashbeck to adjourn at 9:02 p.m.



Ronald Liberty
Board Clerk

Tammy Woller
Recorder

**MAPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

- BOARD MEETING DATE:** HR/Finance Committee: April 6, 2022
Regular Board Meeting: April 20, 2022
- TOPIC:** Review of Support Staff Compensation & Recommendations for all Compensation Plans for the FY23 Budget
- BACKGROUND:** At the request of the Board, we are bringing forth a recommendation to update the support staff compensation plan since its initial inception in 2017. Here are some assumptions that we operated while preparing our recommendation:
- The Board has been educated on the [parameters of a preliminary budget](#) in February.
 - The Board does not wish to “change” the compensation plan; the purpose of this exercise is to update what is already in place.
 - Feedback over the past two and half years from support staff would indicate that they felt there should be more “steps” on their compensation plan. In addition, they would much like to see the H.S.A. contribution return because in many cases the increased health insurance costs have offset the amounts of raises given.
 - We are facing a combination of CPI rates ranging from 4.7% (WERC) to 7.03% (point to point).
 - Our staff have and are continuing to undergo significant work-related stress as a result of COVID, politics associated with masking, escalated student behaviors, changes to curriculum, a lengthened work day, and other accrued challenges over the last several years. Some of this accumulating pressure/stress is conveyed in recent mental health data (from the health plan) that has been shared with the Board.
 - The Board was educated on the history, pros, and cons of the current compensation structure in February at the regular board meeting.
 - The projected wage increase is based on “exponential growth” which is what the original compensation plan was designed to do. We [presented](#) on how this favors the highly compensated staff at the February meeting. If the Board were to consider doing more of a base-wage style of distribution, that would enable the percentage application to all cells to be larger.

The recommendations resulting from our review of the plan, other district data, our analytical process are as follows:

1. Continue with the “normal” 1% cell increase for all comp plans and allow for single step movement; for all employee groups which means varied increases of 2%-4.5% (top box limited to 1% for teachers and administrators), depending on each individual's placement within his/her respective compensation plan. The total cost of this with the proposed staffing is ~\$605,000
2. In addition to that increase, we are proposing the following increases to areas of the support staff compensation plan that,

based on data analysis, require additional support to maintain a competitive advantage for recruitment and retention:

- a. All areas of the support staff compensation plan shall have the number of steps increased to reflect the number of steps that are in the administrative compensation plan (11). Custodial and maintenance plans will see an additional 4 steps while all other areas will see an additional 5 steps.
- b. Grade 1 - Supervisory Aides: eliminate this compensation plan and move all said individuals onto Grade 2. In addition to the compensation change, add the responsibility of using Skyward to monitor student grades and progress on assignments for those who supervise study halls. In other words, change these supervisory roles into more of an active role that supports student achievement.
- c. Grades 2 & 3: Add \$1.10 to the base wage of the compensation plan and let it "carry through" to the final step.
 - i. Although the data proposes a smaller increase for special education aides, we felt that there is an incentive issue if the differential between regular education and special education aides close. For example, some special education aides are helping with bodily functions (almost in a nursing capacity) and that activity is specific to select students with disabilities. While it may be a good idea to further assess some of those details, that would warrant further revisions to the compensation plan that was not authorized by the Board at this time.
- d. Grades 4A/B-5: Add \$0.94 to the base wage of the compensation plan and let it "carry through" to the final step.
 - i. The data did not lend itself to separately review assistant pay based on the number of months worked so we are treating all of these groups the same regardless of length of work.
- e. Grade 6: Add \$2.26 to the base wage of the compensation plan and let it "carry through" to the final step.
- f. Grade 7: Add \$0.14 to the base wage of the compensation plan and let it "carry through" to the final step.
- g. Grade 8: We may want to revisit the definition of "housekeeper" and establish who they are. Dale would need to be involved in this discussion. There is nobody on this compensation plan at this time.
- h. Grades 9-13: Add \$0.33 to the base wage of the compensation plan and let it "carry through" to the final step.
- i. Grades 14-15: Add \$0.06 to the base wage of the compensation plan and let it "carry through" to the final step.
- j. Grade 16: Add \$0.14 to the base wage of the compensation plan and let it "carry through" to the final step.

The total cost of all wage adjustments listed above is approximately \$869,000; as an overarching percentage, this is 4.26%. The wage increases lead to additional costs for WRS and FICA of ~\$124,000. Please review the presentation below (last slide) to see the percentage increases going into the support staff compensation plan as some of

them far exceed the percentage mentioned above. This also assumes exponential growth; if the Board were to tie the wage increases to the base wage of each category/class, that would reduce the cost and distribute the money differently through comp plans.

BUDGET/FISCAL IMPACT:

At the current time, this brings our budget down to ~\$42,000 of funds available for a Fund 46 transfer. To follow are the considerations that must be taken into account when understanding what that number actually means:

- We are running a tight budget, definitely tighter than we've run in the past. Administration needs the Board to support other budgetary adjustments as expense data continues to roll in for the coming months (wage changes for new hires, changes in benefit elections, etc.). This may also include decreasing the capital projects to the B&G budget in light of the fact that we contributed such a large amount to Fund 46 last year and are on track to make another sizable contribution this year. If the administration does not have that latitude, we would need to discuss reducing the allowed growth in wages or further reduce staffing for FY23.
 - I would recommend we absorb a full-time custodial position at the next retirement opportunity (attrition).
 - We may also have an opportunity to absorb a special education aide depending on scheduling (the board has already approved a retirement).
- BVA is expected to shrink and the "extra revenue" we would get from them is projected to slightly decrease.
- The sub budget is under utilized, but we are still having conversations about whether or not full-time building subs would be appropriate; the challenge is the additional costs of paying benefits to these individuals. The board has also inquired about increases to the sub pay rate for FY23. We could also continue without such positions and/or increases and convert the unused funds to a Fund 46 transfer.
- The technology budget is in limbo because there is a question around whether or not we will choose to replace all iPads next March or if we'll replace some with a different tool such as a chromebook. For example, we could replace the ones in the worst shape and then pass the ones with usable life down to low-level users such as the K-2 students. We are also considering proposing changes to the device type at various levels because the curriculum we are buying functions better with Chromebooks. These changes could leave unspent funds in the tech budget.
- There is ESSER II money that is potentially set aside for iPads, but if it is not utilized for that, it could be spent elsewhere, such as staffing and this would allow for retention, hiring, or further adjustments to compensation such as further percentage increases and/or bringing back an H.S.A. contribution.
- There is ESSER III money for minutes of instruction that has yet to be determined and can be used for all the same things that ESSER II can be spent on.
- Given the large sum of money that we placed in Fund 46 last summer, we could/should consider reducing the remodeling budget

to zero and making that amount the annual contribution to Fund 46.

- The current budget has an estimated 10% increase in health insurance costs; the cap is 14%, but M3 is optimistic that it won't exceed 10% given the limited data they are going to have access to which is only 6 months at the time of renewal. There are also renewals for property, liability, worker's compensation, etc. that are unknown at this time.
- This budget also continues to spend down unused carryover IDEA funds that should be spent down and are currently supporting reading intervention for some of our highest need students, hopefully serving as an effort to avoid further referral for special education which we are currently identified by the DPI as being inadequate.
- There is \$100K budgeted for Board legal costs; if the Board is comfortable reducing that, it would be recommended. Things like Maple Grove, debates with Lincoln Co., and other endeavors that are not necessary need to be assessed for their importance and impact on student learning.
- The handbook proposal includes a recommendation for several things that are not in the budget which include:
 - paying for credits for both support and teaching staff pursuing initial or additional teacher licensure that would benefit the district; it is not currently budgeted for at this time.
 - Additional paid holidays for 10-month staff.
- The OEO (open enrollment out) count is far from known; I am guessing that I have overestimated it at this point. We will know more closer to June/July.
- The revenue limit calculation that all of these numbers/amounts are based on is conservative; it is assuming that the student count stays the same for next year (very unlikely given the historical data ([see the annual meeting booklet](#))). If the count goes down the expected ~50 FTEs, that would add ~\$175,000 back into the budget. Even if it is 25 FTEs, that is approximately \$82,000.
- There are some potential scheduling changes that could help with budget management such as:
 - Limiting placements of students with certain disabilities to a limited number of sections which could allow us to reduce the number of special education aides at Kate (i.e. - not fill a position that was currently approved, open, and included in this budget)
 - Sharing some of the elective/pupil service staff at Washington could allow for the reduction of a position or two.
- Transportation?

POLICY IMPACT:

The following policies are applicable to all content in this topic summary sheet:

- [Policy #0142.7 - Orientation](#)
- [Policy #6235 - Fund Balance](#)
- [Policy #6222 - Budget](#)
- [Policy #6231 - Budget Implementation](#)

AGENDA CATEGORY: _ Policy Issues
 _ Monitoring Data
 X Action Item
 _ Information

RATIONALE: All of the numbers above are calculated and based on data. The methods are based on formulas created from the research and statistics. It has also been prepared for review in a visual manner that should make it understandable for a variety of audiences. As part of the HR/Finance Committee meeting, I will be reviewing visual data in both a [PowerPoint](#) and [Excel](#) format to help the Board understand the connection between the data, calculations, and implementation into the budget forecast for FY23.

REPORT PREPARATION: Edward Then, Director of Business Services
 Dr. John Sample, District Administrator



POSSIBLE MOTION: Motion to approve recommendation #1 with respect to all compensation plans and #2(a-j) for the support staff compensation plan as presented for FY23.

**MAPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

BOARD MEETING DATE: HR/Finance Committee: April 6, 2022
Regular Board Meeting: April 20, 2022

TOPIC: Field House & Auditorium Projector Replacement

BACKGROUND: There are two locations at the high school in need of new projectors, namely the gymnasium and the LGI (large group instruction) room. We are proposing to replace the projectors in the gymnasium auditorium with laser technology (i.e. - no more bulb issues because they no longer use bulbs). The current projector from the auditorium would be moved to the LGI which is lower use than the auditorium. We are requesting the Board approve this combined purchase (over \$10K) for the FY23 (next year) budget because of the expected wait time for delivery. We've already been advised that we would likely not see the new projectors until late summer and as a result, have an alternative plan in place for the projector use in the gymnasium. The quotes we received are below:

-  Projector Quote - CDW.pdf
-  Projector Quote - Zones.pdf
- **Waiting for HBS to respond**

We are recommending that you approve the Zones quote.

BUDGET/FISCAL IMPACT: This will be included in the Tech Department budget for FY23.

POLICY IMPACT: [Policy #6320 - Purchasing & Bidding](#)

AGENDA CATEGORY: Policy Issues
 Monitoring Data
 Action Item
 Information

RATIONALE: The projector in the gymnasium is broken and the one in the LGI is struggling to differentiate colors clearly. Since the auditorium is a high use and high importance environment relative to the LGI, the switch will help us get more useful life out of the projector in the auditorium.

REPORT PREPARATION: Edward Then, Director of Business Services
Andrew Caylor, Systems Administrator

POSSIBLE MOTION: Motion to approve the purchase of two laser projectors as presented, quantity of two, from Zones for next year from the FY23 budget allocation.

MAPS BOARD OF EDUCATION

TOPIC SUMMARY SHEET

Date of Board Meeting: April 19, 2022

TOPIC: **Bus Camera Installation**

BACKGROUND: With the increased number of students riding the buses and the amount of transfers we do for the grade specific schools, we are experiencing an increased amount of bus discipline referrals. We have also had students say that drivers have been unfair, or unreasonable in their management of the riders when they were told to behave. The addition of cameras to the buses was addressed in the transportation contract as a district expense.

BUDGET/FISCAL IMPACT: **\$39,781.00 to be paid from the transportation budget.**

POLICY IMPACT: **None**

AGENDA CATEGORY:

- Policy Issues
- Monitoring Data
- Action Item
- Information

RATIONALE: This additional equipment (23 buses with 3 cameras each & 5 stop arm cameras) will offer us a means to reinforce the discipline referrals if needed, to go back and review the data. Many times students deny bad behaviors and accuse administrators or drivers of being "out to get them". We will be able to provide evidence to show what is truly going on. This also will protect students who are wrongly accused by other students from an unjust referral. Furthermore, this will also assist us in making a professional judgment in the event we have a claim against a driver for being "too mean", "yelling too much" or "having it out for them". The 5 stop arm cameras will assist in capturing data from the routes that we have frequent red light runners. The current practice is to call the plate into dispatch and we call the Sheriff's department. Many times the driver is hard pressed to catch the full plate number and we cannot locate the offenders.

REPORT PREPARATION: Dale Bergman

**MAPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

POSSIBLE MOTION:

BE IT RESOLVED: I recommend a motion to approve the purchase of the bus cameras systems as presented.

Moved by _____

Seconded by _____

Vote: Approved ____ Defeated ____

**MAPS BOARD OF EDUCATION
TOPIC SUMMARY SHEET**

BOARD MEETING DATE: HR/Finance Committee: April 2, 2022
Regular Board Meeting: April 19, 2022

TOPIC: HP Laptop Renewal

BACKGROUND: Four years ago we bought approximately 700 HP laptops. We are looking to replace/update those units with similar equipment, but adding a few features that were unforeseeable resulting from COVID. For example, a camera and a few more USB ports were a couple of the upgrades. The department prepared an [RFP \(request for proposal\)](#) in email format and sent it out. We received quotes from several companies and rated them similar to what you recently saw for our E-Rate decision matrix. Unfortunately, several vendors missed the deadline and did not provide complete information.

We elected to specifically request HP's because they are a quality product, our technicians have already been trained on the warranty repair process and are effective at making the repairs, and they have served us well over the past four years. The Bids are below:

- [Heartland Business Systems \(HBS\)](#)
- [New Era Technologies \(RMM\)](#)
- [Camera Corner Connecting Point \(CCCP\)](#)
- Paragon Development Systems (PDS)
 - [HP Quote & Warranty Information](#)
 - [Rack & Roll Reference](#)
 - [HP Financial Services](#)
 - [Lenovo Quote & Warranty Information](#)
 - [Lenovo Self Maintainer Program](#)
- [Computer Discount Warehouse \(CDW\)](#)
 - [HP Probook 15" / 3 Yr. Warranty](#)
 - [HP Probook 15" / 4 Yr. Warranty](#)
 - [HP Probook 15" / 5 Yr. Warranty](#)

BUDGET/FISCAL IMPACT: ~~This would be purchased using funds that were originally budgeted for in the technology budget.~~ Every year the tech department has tackled a sizable project to keep on track with maintaining the extraordinary amount of technology that MAPS has attained over the years. We recently learned that the vendor would need to know the method of payment at the time of ordering. We were able to get a [proposal from HP Financial Services](#) regarding the payment processes that were available with the proposed laptops.

POLICY IMPACT: This complies with the [purchasing policy](#) and we also checked to make sure the vendor is not listed as a "debarred contractor" on the S.A.M. webpage.

AGENDA CATEGORY: Policy Issues
 Monitoring Data

Action Item

Information

RATIONALE:

If we do not maintain this technology, the Board should plan to use a different type of device that is more cost effective or consider a leasing agreement which will cost more but spread out the expense over the useful life of the products. The bid analysis is [available here](#). Please contact me with questions or clarifications prior to the Board meeting.

REPORT PREPARATION:

Edward Then, Director of Business Services
Andrew Caylor, Technology Systems Administrator
Glenda Oginski, Director of Curriculum & Instruction

POSSIBLE MOTION:

Motion to approve the purchase of 500 HP laptops with a 4-year warranty as presented from Paragon Development Systems through HP Financial Services for four payments of ~\$101,010 beginning in FY23.

MAPS Monthly Personnel Report: Who, When, Where, & Why

Position	Location	Prior Employee	Internal or External Hire	New Hire	Salary / Wage	Start Date
Superintendent	CO	John Sample				
Director of Business Services	CO	Edward Then				
School Psychologist	District	Veronica Krueger				
School Psychologist	District	Joey Powell				
High School Special Education Teacher	MHS	Adam Smith	External	Isaac Buntrock	\$40,804 (BA,1)	8/8/22
High School Special Education Teacher	MHS	Richard Bonnell			To be filled for 2022-23 School Year	
High School Choir Teacher	MHS	Joshua Olson				
Human Resources Assistant	CO	Natalia Swatloski			Not Being Filled At This Time	
Administrative Assistant - Technology	CO	Ginger Kanitz				
AV Coordinator/ IT Technician	District	Travis Wichlacz				
Part time Study Hall Aide	MHS	Alexander Marx				
Regular Education Aide	PRSYL	Rhonda Rominski			To be filled for 2022-23 School Year	
Title 1 Reading Teacher	Washington	Lois Schult	External	Julie Oehmichen	\$73,470 (MA,19)	8/8/22
Instructional Coach	KATE	Heather Kahr			To be filled for 2022-23 School Year	
Instructional Coach	PRMS	Matthew Schult				
All Positions Below are Being Hired with ESSER 2 or 3 Funding (Unless Stated Otherwise)						
Special Education Instructional Coach (2 of 2)	Multiple Buildings	New ESSER Position				

Leaving Employee	Location	Leave Type	Last Date Employed	Years of Service	Position
Joshua Olson	MHS	Resignation	5/26/22	6- Pending Completion	Choir Teacher
Shannon Pichler	BVA	Resignation	5/26/22	9- Pending Completion	HS ELA Teacher

Transfers	Employee Type	Previous Position	New Position	Effective Date	Authorizer(s)
Amanda Goeden	Teacher	KATE	PRMS	8/8/2022	Skutak, Martinovici
Sarah Christian	Teacher	WASH	PRMS	8/8/2022	Skutak, Martinovici
Becky Rindt	Teacher	PRMS	MHS	8/8/2022	Martinovici, Murray
Mary Walsh	Teacher	BVA	KATE	8/8/2022	Hagemester, Skutak
Pam Worlin	Teacher	KATE	KATE/PRMS	8/8/2022	Skutak, Martinovici
Lisa Handin	Teacher	WASH	WASH/PRMS	8/8/2022	Stutzriem, Martinovici

New Seasonal, Limited-term, & Grant Employees

Position	Location	Season/Type	Supervisor	New Hire	Salary
Grant Worker	Washington	21-22 School Year	Amy Stutzriem	Prayla Pyan	\$8.25
Grant Worker	Kate	21-22 School Year	Heather Skutak	Eleanor Tanck	\$8.25
Grant Worker	Kate	21-22 School Year	Heather Skutak	Hally Wiesman	\$8.25
Grant Worker	Kate	21-22 School Year	Heather Skutak	Alyshia Fecht	\$8.25

Leaving Seasonal, Limited-term & Grant Employees	Location	Leave Type	Last Date Employed	Years of Service	Position

Clarifications

Definitions:	Reported to the BOE?	Responsibility
<u>Transfer</u> : Same type of position AND same task (could be different grade level too), but a different building	Yes	Principal
<u>Scheduling</u> : Same building AND same task, but a different grade level	No	Principal
<u>Hiring Process</u> : The task is new to an individual and/or the individual was not asked by an administrator to "move."	Yes	HR
<u>Substitutes</u> : Individuals hired to do work when a regularly scheduled employee is absent	No	Mixed
<u>Student Workers</u> : Students hired at minimum wage for a variety of tasks (after school programs, clerical, lifeguard, etc.)	No	Mixed

When the Board hires a coach and there is a shuffle that needs to happen due to an empty position or someone does not sign the "dotted line" after board approval, etc., Administration has taken the liberty of moving approved coaches from one position to another without re-approval at this time. The same will happen when a position gets "split" between two individuals as a result of time constraints.

Updated AFTER committee meeting but BEFORE the posting for the regular board meeting

Updated AFTER the regular board meeting was posted, but BEFORE the actual board meeting

All summer school positions will be filled based on enrollment

All co-curricular pay rates are subject to any future changes made to the compensation plan established by the Board