

**Merrill Area Public Schools  
Regular Board of Education Meeting  
October 27, 2021 – Minutes**

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The meeting was called to order by President Kevin Blake at 5:32 PM in the Merrill High School Auditorium.

Board members present: Nubs Ashbeck, Chad Krueger, Ron Liberty, Kendra Osness, Maria Volpe, Brett Woller, Linda Yingling and Kevin Blake (a quorum was present). Board members absent: Jon Smith. Others Present: Dr. John Sample, Superintendent; Eddie Then, Director of Business Services; Karen Baker, Director of SPED/Pupil Services; Glenda Oginski, Director of Curriculum & Instruction; Dale Bergman, Director of Buildings & Grounds; Trisha Detert, Director of 4K/Head Start/Early Childhood; Shannon Murray, High School Principal; Brad Potter, High School Associate Principal; Megan Kautzer, High School Associate Principal; Ryan Martinovici, Middle School Principal; Amy Stutzriem, Elementary Principal; Heather Skutak, Elementary Principal; Matt Schult, Elementary Associate Principal; Student Board Representatives Isaiah Rell and Amelia Skoviera; approximately 19 people from the staff and public; and, Tammy Woller, Recorder.

President Blake led the Pledge of Allegiance.

During Public Comment, Lisa Hass and Steve Osness commented on Policy 3112.

Smith arrived at 5:38 p.m.

During Recognition, Olivia Dachel and the Introduction to Business Students were recognized for their organization of the Merrill River Bend Trail's 10-Year Anniversary Celebration. Please help us to recognize the following: Elizabeth Schmidt, DECA President; Callen Hoepfner, DECA VP; Kaden Schwandt DECA Reporter; Allison Hooch; Anna Schlegel (radio ads); Kiera Boyd (radio ads); Janna Jacobson (radio ads); Chase Cortright (radio ads); Jack Hooch (radio ads); and, Introduction to Business Students. The event included live music, a candlelight walk along the trail, raffle prizes, campfire, free food and drink.

Student BOE Representatives, Amelia Skoviera and Isaiah Rell update the Board on high school activities including Great Speaker Brad Hurtig; Fall Fest; 1st Quarter ends November 1; Parent/Teacher Conferences; Homecoming; Clubs; Fall Sports; Liz Schmidt to State for Volleyball; Amelia Skoviera to sectionals for tennis; and, Winter Sports.

Administrative reports were shared with the Board including the Summer School report; Annual Exit Survey Data Review for 2020-2021; PRSYL Monthly Data; Third Friday Enrollment; Student Monitor Reports; Lincoln County Health Department School Health Services 2020-2021 Report; Business Services Update; Buildings & Grounds/Transportation Update; and, the Superintendent's Report.

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

MOTION by Smith, second by Volpe to approve the revised tax levy of \$9,960,417 for Fund 10, \$546,603 for Fund 38, and \$166,000 for Fund 80 for a grand total of \$10,673,020; revised

2021-22 fiscal year budget and the corresponding 6590 Budget Adoption Form for publication in the Foto News; and, revised Treasurer's report from FY21. Motion carried unanimously.

MOTION by Ashbeck, second by Osness to approve the Head Start Annual Report as presented to the Board. Motion carried unanimously.

There was a Head Start Training for the Board of Education.

MOTION by Ashbeck, second by Krueger to approve the purchase of the fencing project upon receipt of funds from the Booster Club. Motion carried unanimously.

MOTION by Krueger, second by Ashbeck to approve the purchase of a backup generator at the School Forest. Motion carried unanimously.

MOTION by Smith, second by Ashbeck to approve the select updates to both the Teacher and Support Staff Handbooks as presented for the 2021-2022 school year. MOTION by Smith to rescind his motion and move item f to a discussion following the consent agenda, second by Ashbeck. Motion carried unanimously.

MOTION by Osness, second by Krueger to approve the permanent creation of an additional full-time teacher at PRSYL beginning December 2021 as well as the configuration presented in options #3 or #4 depending on the directive from the Office of Head Start. Motion carried unanimously.

MOTION by Smith, second by Liberty to approve hiring five additional aide positions at Kate Goodrich Elementary School. Motion carried unanimously.

MOTION by Volpe, second by Osness to approve the donation of funds from the anonymous donor valued at \$6,019.00 for a baseball scoreboard at the Merrill High School. Motion carried unanimously.

MOTION by Osness, second by Krueger to remove this topic (Facility and Transportation Updates) as a standing agenda item for all meetings and return related topics to the Facilities Committee on an as-needed basis. Motion carried unanimously.

MOTION by Volpe, second by Yingling to eliminate the use of district resources to contact trace individuals potentially exposed to positive Covid cases in the MAPS district. MOTION by Volpe, second by Yingling to rescind her motion. MOTION by Volpe, second by Yingling to have administrative reach out to Lincoln County Health Department to set up a meeting to discuss the Covid situation, protocols and responsibilities of each entity in an open session Special Board Meeting. Motion carried unanimously.

The Board discussed the Superintendent review process.

7:33-7:37 p.m. Ashbeck left the meeting.

President Blake asked if anyone wanted anything pulled from the consent agenda. Osness, Krueger and Liberty asked to pull Policies 3112/4112 from the consent agenda.

MOTION by Krueger, second by Yingling to have Policy 3112/4112 be returned to Committee for further review. MOTION by Krueger, second by Yingling to rescind his motion. MOTION by Krueger, second by Yingling to not adopt Policy 3112/4112 Board-Staff Communications. Motion carried 8-1-0 on a roll call vote (Ayes - Ashbeck, Krueger, Osness, Smith, Volpe, Woller, Yingling and Blake. Nay - Liberty).

MOTION by Volpe, second by Osness to approve consent agenda items a through e, which includes minutes of the September 15, 2021 and September 28, 2021 meetings; receipt of the September 20, 2021 Annual Meeting & Budget Hearing minutes; second readings of Bylaw 0100 Definitions; Bylaw 0143 Authority of Individual Boards Members; Bylaw 0144.3 Conflict of Interest; Bylaw 0144.5 Board Member Behavior and Code of Conduct; Bylaw 0145 Board Member Anti-Harassment; Bylaw 0167.3 Public Comment at Board Meetings; Bylaw 0171.1 President; Policies 1130/3230/4230 Ethics and Conflict of Interest; Policy 1210 Board-District Administrator Relationship; Policy 2240 Controversial Issues in the Classroom; Policy 2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities; Policy 2431 Interscholastic Athletics; Policy 3120 Employment of Professional Staff; Policies 3215/4215/5512/7434 Use of Tobacco and Nicotine; Policies 3216/4216 Staff Dress and Grooming; Policy 4120 Employment of Support Staff; Policy 5112 Entrance Age; Policy 5500.01 Conduct in Virtual Classroom; Policy 5520 Disorderly Conduct; Policy 6152.01 Waiver of School Fees or Fines; Policy 6152 Student Fees, Fines and Charges; Policy 7440.01 Video Surveillance and Electronic Monitoring; Policy 7450 Property Inventory; Policy 8500 Food Services; Policy 9270 Home-Based, Private, or Tribal Schooling; Policy 9700 Relations with Non-School Affiliated Groups; Policy 1422 Nondiscrimination and Equal Employment Opportunity; Policy 1422.02 Nondiscrimination Based on Genetic Information of the Employee; Policy 1623 Section 504/ADA Prohibition Against Disability Discrimination in Employment; Policy 1662 Employee Anti-Harassment; Policies 3122/4122 Nondiscrimination and Equal Employment Opportunity; Policies 3122.02/4122.02 Nondiscrimination Based on Genetic Information of the Employee; Policies 3123/4123 Section 504/ADA Prohibition Against Disability Discrimination; Policies 3362/4362/5517 Employee Anti-Harassment; Policy 2260 Nondiscrimination and Access to Equal Educational Opportunity; Policy 2260.01 Section 504/ADA Prohibition Against Discrimination Based on Disability; and, Policy 9130 Public Requests, Suggestions, or Complaints; deletion of Bylaw 0144.2 Board Member Ethics; and, Bylaw 0174.2 School Performance Report; claims, vouchers and receipts totaling \$4,404,924.06; the personnel report [as presented](#), contingent upon the satisfaction of the appropriate liquidated damages for resignations, if applicable; and, donations totaling \$690.00. Motion carried with Yingling abstaining from the September 20, 2021 and September 28, 2021 meeting minutes; and, Smith abstaining from the September 20, 2021 meeting minutes.

MOTION by Smith, second by Woller to approve the select updates to both the Teacher and Support Staff Handbooks, with the exclusion of Policies 3122/4122, for the 2021-2022 school year. Motion carried unanimously.

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

Radio Schedule: Thursday, October 28, 2021 at 8:15 AM @ Bluejay 730 Radio Station.

#### Future Meetings

- Facilities Committee Meeting: Wednesday, November 3, 2021 @ 3:30 p.m. in the Board Room

- Finance/HR Committee Meeting: Wednesday, November 3, 2021 @ 4:30 p.m. in the Board Room
- Head Start Policy Council Meeting: Tuesday, November 9, 2021 @ 5:30 p.m. at PRSYL
- Curriculum/Technology/Pupil Services Committee Meeting: Wednesday, November 10, 2021 @ 4:30 p.m. in the Board Room
- BVA Governance Board Meeting: Thursday, November 11, 2021 @ 12:45 p.m. virtually
- Regular Board Meeting: Wednesday, November 17, 2021 @ 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 an 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 is to discuss and consider (and possible action regarding) a remote work arrangement for an employee; for the consideration of (and possible action regarding) applications for participation in the Early College Credit and Start College Now programs; and, to conduct specified public business which for competitive or bargaining reasons requires a closed session, to wit, the consideration and discussion of the sale of personal and real property associated with Maple Grove School, and the division of assets and liabilities between Merrill Area Common Public School District and Athens School District, which may occur as a result of granting petitions for detachment of property in the Town of Hamburg, and to take action regarding the same. The Board may reconvene to open session and may take action upon the matters discussed during the closed session portion of the meeting. MOTION by Yingling, second by Ashbeck to adjourn into executive session. Motion carried on a roll call vote.

Volpe left the meeting at 8:49 p.m.

8:49 p.m. - 5 minute break to get organized.

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

MOTION by Liberty, second by Ashbeck to approve the 18 Early College Credit courses and the 16 Start College Now courses as presented. Motion carried unanimously.

MOTION by Osness, second by Krueger to approve the remote work for Adam Smith in a full-time status or part-time status down to 50% through the end of the 1st semester. Motion carried unanimously.

MOTION by Osness, second by Yingling to adjourn at 9:39 p.m.

  
Ronald Liberty  
Board Clerk

Tammy Woller  
Recorder

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

Position	Location	Prior Employee	Internal or External Hire	New Hire	Salary / Wage	Start Date
School Psychologist	District	Veronica Krueger				
School Psychologist	District	Von Saunders				
School Psychologist	District	Joey Powell				
High School Science Teacher	MHS	Tamara Lahren	Filling with Long Term Sub at this time - will post for 2nd Semester			
High School Physical Education Teacher	MHS	Lauren Bullis				
Special Education Aide	WASH	Shannon Weber				
Regular Education Aide	KATE	Linda Mussell	External	Khadija Mirza	\$18.14 (Grd 6, Level A)-\$14.32 (Grd 2, Level B)	11/1/21
PT Custodian	District	Luke Pflugsten	External	Trevor Schenzel	\$18.24 (Grd 9, Level A)	10/20/21
12 Mo- Secretary	Central Office	Amy Dinges	External	Jessica Geurink	\$18.14 (Grd 6, Level A)	11/1/21
12 Mo- Secretary	Central Office	Mariah Klade	External	Natalia Swatoski	\$18.61 (Grd 6, Level B)	11/11/21
Social Worker	PRMS	Samantha Flatau	Filled by Transfer			
Family Support	PRSYL	Terra Swanson	Not Being Filled At This Time			
Special Education Aide	MHS	Casandra Lipke	External	Sue Pyan	\$14.44 (Grd 3, Level A)	10/6/21
School Forest Assistant	School Forest	New Position				
Instructional Coach	PRMS	Matthew Schult	Not Being Filled At This Time			

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				
Regular Education Aide (1 of 5)	KATE	New ESSER Position				
Regular Education Aide (2 of 5)	KATE	New ESSER Position				
Regular Education Aide (3 of 5)	KATE	New ESSER Position				
Regular Education Aide (4 of 5)	KATE	New ESSER Position				
Regular Education Aide (5 of 5)	KATE	New ESSER Position				

Leaving Employee	Location	Leave Type	Last Date Employed	Years of Service	Position
Linda Mussell	KATE	Resignation	9/21/21	<1	Regular Education Aide
Lauren Bullis	MHS	Resignation	11/15/21	1	Physical Education Teacher
Cherish Hoy	PRMS	Resignation	11/28/21	4	Aquatic Director
Amy Beyer	PRMS	Retirement	6/30/22	14	Teacher

Transfers	Employee Type	Previous Position	New Position	Effective Date	Authorizer(s)
Terra Swanson	Social Worker	Family Support	Social Worker	10/28/21	Baker, Then, Detert

**New Seasonal, Limited-term, & Grant Employees**

Position	Location	Season/Type	Supervisor	New Hire	Salary
Marching Band	MHS	Fall	John Miller	Timothy Verdom	\$1,220
Color Guard	MHS	Fall	John Miller	Ashley Buchacek	\$1,220
Student Worker	MHS	2021-22 School Year	Shannon Murray	Alexis Ollhoff	\$8.25/hr
Student Worker	MHS	2021-22 School Year	Shannon Murray	Evan Jaeger	\$8.25/hr
Student Worker	PRMS	2021-22 School Year	Ryan Martinovici	Grace Koehler	\$8.25/hr
Student Worker	PRMS	2021-22 School Year	Ryan Martinovici	Danielle Korman	\$8.25/hr
Student Worker	MHS	2021-22 School Year	Andrew Caylor	Hunter Stadler	\$8.25/hr
Technical Theater Director	MHS	Fall	John Miller	Richard Linder Burbach	\$3,478
Play Director	MHS	Fall	John Miller	Timothy Moe	\$2,087
Boy's Basketball Head Varsity	MHS	Winter	John Miller	Troy Pieper	\$4,851
Boy's Basketball Assistant Varsity	MHS	Winter	John Miller	Mitch Osness	\$3,202
Boy's Basketball Assistant Varsity	MHS	Winter	John Miller	Jay Peterson	\$3,202
Boy's Basketball Head JV	MHS	Winter	John Miller	Lisa Handlin	\$3,099
Boy's Basketball Head JV2	MHS	Winter	John Miller	James Brogan	\$3,099
Boy's Basketball 8th Grade	PRMS	Winter	John Miller	Donald Kalinowski	\$1,033
Boy's Basketball 7th Grade	PRMS	Winter	John Miller	Robert Ott	\$1,033
Boy's Basketball 7th Grade	PRMS	Winter	John Miller	Ryan Rudie	\$1,033
Boy's Basketball Head Elementary	Elementary	Winter	John Miller	Troy Pieper	\$414
Boy's Basketball Head Elementary	Elementary	Winter	John Miller	Lisa Handlin	\$414
Boy's Basketball Head Elementary	Elementary	Winter	John Miller	James Brogan	\$414
Boy's Basketball Assistant Elementary	Elementary	Winter	John Miller	Mitch Osness	\$207
Boy's Basketball Assistant Elementary	Elementary	Winter	John Miller	Jay Peterson	\$207
Boy's Basketball Assistant Elementary	Elementary	Winter	John Miller	Robert Ott	\$207
Girl's Basketball Head Varsity	MHS	Winter	John Miller	Michael DeBuhr	\$4,851
Girl's Basketball Assistant Varsity	MHS	Winter	John Miller	Garrett Stine	\$3,202
Girl's Basketball Head JV	MHS	Winter	John Miller	Dawn Leland	\$3,099
Girl's Basketball Head JV2	MHS	Winter	John Miller	Morgan Wilde	\$3,099
Girl's Basketball Assistant JV	MHS	Winter	John Miller	Linda Peterson	\$2,789
Girl's Basketball Assistant JV2	MHS	Winter	John Miller	Patience Pyan	\$2,789
Girl's Basketball 8th Grade	PRMS	Winter	John Miller	Eryn Lange	\$1,033
Girl's Basketball 8th Grade	PRMS	Winter	John Miller	Chris Hahn	\$1,033
Girl's Basketball 7th Grade	PRMS	Winter	John Miller	Alison Krohn	\$1,033
Girl's Basketball 7th Grade	PRMS	Winter	John Miller	Cassandra Casper	\$1,033
Girl's Basketball Head Elementary	Elementary	Winter	John Miller	Eryn Lange	\$414
Girl's Basketball Assistant Elementary	Elementary	Winter	John Miller	Chris Hahn	\$207
Special Olympics	MHS	Winter	John Miller	Kaylin Byer	\$620
Wrestling Head Varsity	MHS	Winter	John Miller	Brian Suchocki	\$4,851
Wrestling Assistant Varsity	MHS	Winter	John Miller	Carey Mullenberg	\$3,099
Wrestling Assistant Varsity	MHS	Winter	John Miller	Benjamin Natzke	\$3,099
Wrestling Assistant Varsity	MHS	Winter	John Miller	Scott Arneson	\$3,099
Wrestling Assistant Varsity	MHS	Winter	John Miller	Isaac Buntrock (Split)	1,549.50
Wrestling Assistant Varsity	MHS	Winter	John Miller	Eric Ball (Split)	1,549.50
Wrestling Assistant Varsity	MHS	Winter	John Miller	Ryan Heath	\$3,099