

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
July 15, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board Members Absent: Clerk Kim Johnson

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on July 11, 2024

Motion by Katie Smith/Mark Elliott to approve the minutes of the Special Board Meetings of June 13 and June 17, 2024, the Regular Board Meeting of June 17, 2024, and the Executive Sessions of June 13, and June 17, 2024. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve financial report for the month ending June 30, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Mark Elliott to approve payroll expenditures of \$428,720.17 and vouchers numbered 1134162-1134255 plus ACH Transfers totaling \$785,761.90 for the month of June 2024. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve and release vouchers numbered 1134258-1134271 plus ACH payments dated July 16, 2024 totaling \$79,881.04. Motion carried.

Audience Recognition:

Steve McConkey (Danbury, WI), addressed the board regarding Title IX regulation changes. Steve shared his concerns and asked the board to consider them when changes occur.

Bill Loyd (Danbury, WI), expressed his concerns regarding public education.

Administrator Evaluation Presentation: Tim Widiker, *Superintendent of St. Croix Central School District*, and Lee Pritzl, *Professional Development Consultant*, presented on Superintendent evaluation tools.

The board asked the following questions:

Q: What is/was St. Croix Central's process/evolution of their current evaluation procedure and strategic plan?

A: Mr. Widiker shared that the board and administration collected their own research from surrounding schools and involved the community during the development of their strategic plan by sending out a survey. The evaluation process has slowly developed by what works for them.

Notification of Wisconsin Academic Standards: Galina Werdier shared that she has no concerns with approving the Wisconsin Academic Standards at this time, but would like to see further discussion regarding these in the future.

Motion by Mark Elliott/Pamela Peterson to approve the Wisconsin Academic Standards in ELA, Math, Social Studies and Science for the 2024-2025 school year. Motion carried.

Motion by Mark Elliott/Katie Smith to approve the 2024-2025 Auditor Contract with Two Rivers Accounting, LLC. Motion carried.

Committee of the Whole Reports:

a. Transportation:

- i. **Owl Bus Update-** The board addressed the data that was provided from the Transportation Department. This data included the average riders per route, bus driver compensation and fuel costs. Due to low ridership and high cost, the administration recommended the discontinuation of Owl Bus routes effective with the 2024-2025 school year.
- ii. Motion by Mark Elliott/Pamela Peterson to discontinue the Owl Bus routes effective with the 2024-2025 school year. Motion carried.

b. Property:

- i. **2024-2025 District Property Lease Agreements-** The board reviewed the current leases for both District rental properties. It was decided that these lease agreements should be voted on by the board effective this year and to continue each year after.

Motion by Terry Larsen/Katie Smith to approve the 2024-2025 District Property Lease Agreements (2) as presented. Motion carried.

c. Budget:

- i. **2023-2024 Budget Revisions-** The board were presented with the revisions to the 2023-2024 budget. There were no questions on these revisions.

Motion by Mark Elliott/Katie Smith to approve the 2023-2024 Budget Revisions as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve the resignation of Full Time Bus Driver, Kevin Belland, effective June 25, 2024. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the resignation of Yearbook Advisor, Assistant Football Coach, Business Club Advisor, and Calendar Advisor, Scott Hoefs, effective immediately. Motion carried.

District Administrator Report:

- a. **Pupil Nondiscrimination Self-Evaluation Report (5 Year Report)-** This report was presented with no questions from the board.

Motion by Mark Elliott/Pamela Peterson to approve the 2023-2024 Pupil Nondiscrimination Self-Evaluation Report as presented. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the 2024-2025 Webster Alternative Learning Center (WALC) Contract with the Siren School District as presented. Motion carried.

Joshua Hetfeld, District Administrator, provided a brief update on the Title IX regulation changes. Mr. Hetfeld also introduced Aaron Arjes, IT Coordinator, who was present.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 5:55 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the July 15, 2024 meeting reconvened at 6:32 pm.

Motion by Katie Smith/Pamela Peterson to approve Quint Schultz as the Band Teacher/Director. Motion Carried.

Motion by Pamela Peterson/Galina Werdier to approve Jean (Nicki) Blanchette as a Middle School Instructional Assistant. Motion carried.

Motion by Mark Elliott/Katie Smith to approve Crystal Brady as a Part Time Middle/High School Instructional Assistant. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve Morgan Heichel-Lindgren as an Assistant Football Coach. Motion carried.

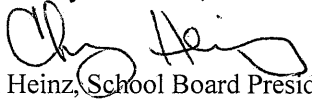
Motion by Katie Smith/Terry Larsen to approve Jennie Carlstrom as the Athletic Trainer. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve Dan Swenson as the Driver's Education Instructor. Motion carried.

Motion by Terry Larsen/Katie Smith to approve Nate Morris and Ben Treichel as Fall Volunteer Coaches.

Motion by Katie Smith/Pamela Peterson to adjourn at 6:35 pm. Motion carried.

Respectfully submitted,


Chaz Heinz, School Board President
(In absence of the School Board Clerk)

REGULAR SCHOOL BOARD MEETING

School District of Webster

Webster 5-12 School IMC

August 19, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on August 15, 2024

Motion by Katie Smith/Pamela Peterson to approve the minutes of the Regular Board Meeting and the Executive Session of July 15, 2024. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending July 31, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve payroll expenditures of \$295,340.14 and vouchers numbered 1134256-1134277 plus ACH Transfers totaling \$395,784.55 for the month of July 2024. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1134282-1134326 plus ACH payments dated August 19, 2024 totaling \$282,369.29. Motion carried.

New Staff Introductions: Ron Stelson, Middle School Principal, introduced the new staff members who will be entering into the 2024-2025 school year.

Audience Recognition:

Mike Sperry (*Webster, WI*), Kevin Tideman (*Danbury, WI*), Steve McConkey (*Danbury, WI*), Kim Corty (*Grantsburg, WI*), Jonathan Mosher (*Webster, WI*), Rebecca Walsh (*Webster, WI*), Peg Helland (*Danbury, WI*), Wendy Eckman (*Danbury, WI*), Bill Loyd (*Danbury, WI*), and Wyman Johnson (*Webster, WI*) all spoke to address the board regarding Title IX regulation changes, along with current and possible future policies.

Committee of the Whole Reports:

a. Budget

- i. **CD Investment** – The five-month district CD is coming due in early September. The Administration team is recommending that the board re-invest these funds back into a five-month CD with Frandsen Bank at 5.0% with a waiver of penalty if there is a need for early withdrawal.

Motion by Mark Elliott/Katie Smith to approve reinvesting a CD with Frandsen Bank in the amount of \$750,000 for a five-month period. Signers for the account will be Chaz Heinz, Board President; Crystal Houman, District Accountant; and Joshua Heffeld, District Administrator. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the resignation of Jessica Mosher, Middle School Instructional Assistant effective immediately. Motion carried.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported a final summary on the 2024 Academic Academy program, and provided updates for the upcoming school year.
- Middle School: Ron Stelson, Principal, shared information on the 2024-2025 Middle School schedule progress, new hires, and important upcoming dates.

Building Principals (Elementary, Middle and High School (Jason Wolf)) presented their biannual data report.

District Administrator Report

Joshua Hetfeld provided an update on beginning of the year happenings such as the upcoming all-staff in-service days, annual school board meeting and professional development opportunities for the school board.

- **Safety Plan Annual Review-** The District's School Safety Team met on August 5th to complete the annual review of the District's Safety Plan. There is no action needed on this item.
- **Title IX-** Joshua Hetfeld shared a brief update regarding the current Title IX regulatory changes. At this time, it is, with the District Attorney's guidance, the Administration's recommendation to not take any action on this at this time. The board will further discuss the creation of necessary Ad Hoc Committees.

Future Board Development Discussion: The board is being asked to review their current development sessions, and decide if this is something that they would like to continue or modify. The board is asking to receive a proposal from Lee Pritzl regarding sessions specifically for Strategic Planning. No action taken.

Possible Future Agenda Items: The board is adopting this agenda item to appear on each monthly regular school board meeting to allow full board input on future agenda creation. There were no suggested agenda items at this time.

Motion by Katie Smith/Pamela Peterson to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 6:40 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the August 19, 2024 meeting reconvened at 7:47 pm.

Motion by Katie Smith/Pam Peterson to approve hiring Emily Eberhardt as the new 5th/6th Grade Science Teacher. Motion carried.

Motion by Pam Peterson/Terry Larsen to approve hiring Ed Cycenas as a Full-Time Bus Driver. Motion carried.

Motion by Mark Elliott/Galina Werdier to approve hiring Katie Kerce as the Junior Varsity 2 Volleyball Coach. Motion carried.

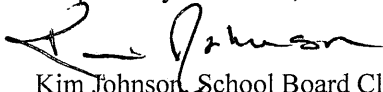
Motion by Pam Peterson/Katie Smith to approve Ronald Stelson, Jr and the new DAC Coordinator. Motion carried.

Motion by Pam Peterson/Katie Smith to approve Ashely Nagel and the new Curriculum Coordinator. Motion carried.

Motion by Katie Smith/Galina Werdier to approve volunteer coaching contracts for Cross Country with Parker Johnson and Jodi Elmgren. Motion carried.

Motion by Mark Elliott/Katie Smith to adjourn at 7:50 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
September 16, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:04 pm. President Heinz was informed that the meeting was posted and the press was notified on September 12, 2024

Motion by Terry Larsen/Mark Elliott to approve the minutes of the Regular Board Meeting and the Executive Session of August 19, 2024, the Staff Compensation and Budget Ad Hoc Committee Meeting and the Executive Session of August 26 and September 9, 2024, and the Policy Ad Hoc Committee Meeting minutes of August 28 and September 09, 2024. (*Terry Larsen made the initial motion with an amendment to the Staff Compensation and Budget Ad Hoc Committee Meeting Executive Session minutes of August 26, 2024 to reflect the correct date and time of the meeting.*) Motion carried.

Motion by Katie Smith/Galina Werdier to approve financial report for the month ending August 31, 2024 as reported by Pamela Peterson with the amendment to the Ending Cash Balance statement from “Checking – Balanced per August 2023 Statements” to “Checking – Balanced per August 2024 Statements”. Motion carried.

Motion by Pamela Peterson/Terry Larsen to approve payroll expenditures of \$237,583.39 and vouchers numbered 1134278-1134332 plus ACH Transfers totaling \$437,106.07 for the month of August 2024. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve and release vouchers numbered 1134337-1134373 plus ACH payments dated September 16, 2024 totaling \$96,565.43. Motion carried.

Audience Recognition: Steve McConkey (*Danbury, WI*), Wendy Eckman (*Danbury, WI*), and Steve Pearson (*Danbury, WI*) all spoke to address the topic of transgender, and school policies relating to it.

Ad Hoc Committee Reports:

- a. **Staff Compensation and Budget** – Terry Larsen reported that the Committee met on August 26 and September 9, 2024. They discussed the 2023-2024 year-end budget as well as the 2024-2025 proposed budget. In addition, they reviewed salary increases for teaching, support, and administration staff.
- b. **Policy (Report and First Reading)** – Chaz Heinz reported that the Committee met on August 28 and September 9, 2024. The Committee reviewed policies that required attention. The first reading was completed on the following policies:
 - i. Policy 411.12 – Transgender Students (Removal)
 - ii. Policy 113 – Non Discrimination in District Programs, Activities and Operations
 - iii. Policy 225 – District Administrator Evaluation
 - iv. Policy 185 – Board Committees

Motion by Katie Smith/Pamela Peterson to approve the resignation of Nick Haessly, JV Boys Basketball Coach, effective immediately. Motion carried.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported on the start of the new school year which included Open House, FastBridge Testing, and Bus Safety Day.
- Middle School: Ron Stelson, Principal, shared information on the Middle School Schedule, Student Discipline and FastBridge Testing.
- High School: Jason Wolf, Principal, discussed the High School Open House and Freshman Orientation, along with many other start-of-the-year activities.

District Administrator Report

Joshua Hetfeld provided an overview on District happenings and successes. He shared that the Elementary and Middle Schools received awards from US News and World Report for being listed as top schools in Wisconsin. He provided a verbal notice of the upcoming annual school board meeting and budget hearing, as well as the results from the summer annual fiscal audit. Mr. Hetfeld discussed the following information in more detail:

- **Webster Alternative Learning Center (WALC) 2024-2025 Facilities Use Agreement-** The District has signed a renewal with The First Baptist Church for an 11 month Facilities Use Agreement for the Youth Activity Center to utilize for our WALC program.
- **District Employee's Health Savings Account Update-** District employees are now being offered the option of using Sterling Bank out of Luck for their HSA accounts.
- **Budget Update and Debt Service Levy-** An overview of the annual budget was discussed along with the proposed deficit. Mr. Hetfeld briefly discussed the option of a Debt Service Levy that should be considered by the full board. He also shared what the projected Equalized Property Values are coming in at.

Possible Future Agenda Items: None

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 5:47 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the September 16, 2024 meeting reconvened at 6:59 pm.

Motion by Terry Larsen/Katie Smith to approve hiring Parker Johnson as the JV Boys Basketball Coach. Motion carried.

Motion by Pam Peterson/Mark Elliott to approve hiring Traci Hopkins as a Part-Time Instructional Assistant. Motion carried.

Motion by Katie Smith/Galina Werdier to approve hiring Brenda Rachner as a Full-Time Instructional Assistant. Motion carried.

Motion by Galina Werdier/Mark Elliott to approve a one-year contract with Jennifer Maday as a Special Education Teacher. Motion carried.

Motion by Mark Elliott/Pam Peterson to approve the teaching staff salary increases for the 2024-2025 fiscal year as recommended by the Staff Compensation and Budget Ad Hoc Committee. Motion carried, 6 Yes - Katie Smith Abstained.

Motion by Mark Elliott/Pam Peterson to approve the support staff pay rate increase for the 2024-2025 fiscal year as recommended by the Staff Compensation and Budget Ad Hoc Committee. Motion carried.


Motion by Mark Elliott/Pam Peterson to approve the administrative staff compensation recommendations for the 2024-2025 fiscal year as recommended by the Staff Compensation and Budget Ad Hoc Committee. Motion carried.

Motion by Katie Smith/Galina Werdier to eliminate the National Junior Honor Society Advisor position effective immediately, and create a Middle School Student Council Advisor position with the annual pay rate of \$530. Motion carried.

Motion by Terry Larsen/Katie Smith to reduce the Building Leadership Team compensation to \$250 per year due to the loss of ESSER funds. Motion carried.

Motion by Katie Smith/Terry Larsen to adjourn at 7:10 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

Special School Board Meeting – October 14, 2024

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith and Galina Werdier

Others Present: District Administrator Joshua Hetfeld, District Accountant Crystal Houman

Board President Chaz Heinz called the meeting to order at 5:00 p.m.

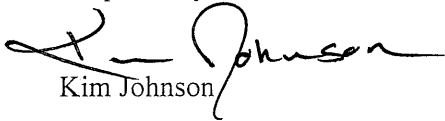
Joshua Hetfeld presented information regarding debt defeasance to the full board. Debt defeasance is a process in which, by law, the board is allowed to increase the Fund 39 portion of the tax levy in order to pay off the district's debt earlier than planned. Two main reasons that districts utilize this process would be to save money by decreasing the amount of interest paid, and to also maintain the mill rate at a consistent rate.

The district's bond for the 2020 Referendum will become callable in 2027. If the district were to increase the tax levy, the district could see a savings of approximately \$50,000 in interest payments.

The board discussed the pros and cons of this process in addition to the upcoming operating/maintenance costs that the district is facing in the near future. After much discussion, the board felt that they would prefer to hold off on doing anything at this time and will revisit it during the development of the District's Strategic Plan.

Motion by Pam Peterson/Chaz Heinz to adjourn the meeting at 5:57 p.m. Motion carried.

Respectfully submitted,


Kim Johnson

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
October 21, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on October 17, 2024

Motion by Katie Smith/Pamela Peterson to approve the minutes of the Regular Board Meeting and the Executive Session of September 16, 2024, the Staff Compensation and Budget Ad Hoc Committee Meeting Regular Session of October 10, the Staff Compensation and Budget Ad Hoc Committee Meeting Regular and Executive Sessions of October 14, 2024, and the Special Board Meeting of October 14, 2024. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending September 30, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve payroll expenditures of \$256,952.73 and vouchers numbered 1134333-1134381 plus ACH Transfers totaling \$809,060.10 for the month of September 2024. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve and release vouchers numbered 1134389-1134436 plus ACH payments dated October 21, 2024 totaling \$137,635.79. Motion carried.

Audience Recognition: Chaz Heinz addressed the audience regarding a recent rise in requests for a certain order of speaking. Due to this, Chaz stated that each person who signs up for public comment will be assigned a number, and order of speakers will be drawn at random.

Steve Josephs (*Webster, WI*), Maggie Olson (*Danbury, WI*), Roxy Brown-Josephs (*Webster, WI*), Nicole Sear (*Danbury, WI*), Michael Robin (*Danbury, WI*), Noah Brown-Joseph (*Webster, WI*), and Steve McConkey (*Danbury, WI*) all spoke to address the topics of transgender and bullying, along with the school policies and procedures relating to it.

Webster Education Foundation (WEF) Update: WEF members, Robyn Formanek, Jim Olson, Debbie Maloney, and Wendy Larson, were in attendance and provided past, present and future information regarding this foundation. Topics included current year revenues and expenditures, large project planning, and upcoming events (Taco Bingo and the Golf Scramble).

Webster Chamber of Commerce's Sturgeon Park Proposal: Jim Olson, *Vice President of the Webster Area Chamber of Commerce, and Lions Club Member*, presented the new community park proposal. The new park, 'Sturgeon Park', will be a combined partnership between the Village of Webster, Webster Area Chamber of Commerce, Webster Lions Club and the School District of Webster. No board approval requested as it is only in the early planning stages, however, the board expressed their support to move forward with this community project as needed.

Motion by Terry Larsen/Katie Smith to approve the Start College Now and Early College Credit Program applications as presented. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the Spanish Club's 2026 Costa Rica Trip as presented. Motion carried.

Motion by Pamela Peterson/Chaz Heinz to approve the Volleyball Team's State Competition Overnight Trip request as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to certify the Tax Levy for the 2024-2025 school year at \$7,785,594. Motion carried.

Consider Funds for District ForkLift: The District's current forklift is failing and in need of replacement. Due to the usage of the forklift, it is being proposed that the District pays 30% of the purchase price of the replacement machine, while Tiger Manufacturing pays the other 70%.

Motion by Mark Elliott/Galina Werdier to approve the purchase of a replacement forklift as presented. Motion carried.

Transportation Department Update and Consideration of Bus Route Reduction: Due to bus driver shortages and a decrease in ridership numbers, the Administration is recommending the official elimination of one bus route, which includes an open full-time paid Bus Driver position.

Motion by Pamela Peterson/Galina Werdier to approve the elimination of the recommended bus route and open full-time paid Bus Driver position. Motion carried.

Motion by Chaz Heinz/Pamela Peterson to approve the addition of one full-time Elementary School Instructional Assistant position as recommended by Administration. Motion carried.

Discussion on Pledge of Allegiance at School Board Meetings: The Board and Administration reported that the Pledge of Allegiance will now be added as a regular agenda item towards the beginning of each board meeting. No further discussion and no motion is required.

Ad Hoc Committee Reports:

- a. **Staff Compensation and Budget** – Terry Larsen reported that the Committee met on October 10 and October 14, 2024. They reviewed the 2024-2025 proposed budget and the possibility of a Debt Service Levy, along with employee compensation and the current Employee Handbook Language Regarding Personal Days.

Motion by Mark Elliott/Pamela Peterson to approve the Employee Handbook Language change regarding Employee Personal Days as presented. Motion carried, 6 Yes - Katie Smith Abstained.

- b. **Policy** – The second reading was completed on the following policies:
 - i. Policy 411.12 – Transgender Students (Removal)
 - ii. Policy 113 – Non Discrimination in District Programs, Activities and Operations
 - iii. Policy 225 – District Administrator Evaluation
 - iv. Policy 185 – Board Committees

Motion by Pamela Peterson/Kim Johnson to approve the removal of Policy 411.12 - Transgender Students. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve the revisions as presented in Policy 113 – Non Discrimination in District Programs, Activities and Operations. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the revisions as presented in Policy 225 – District Administrator Evaluation. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the revisions as presented in Policy 185 – Board Committees. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the resignation of Kathleen Bruss, Middle School Secretary, effective October 31, 2024. Motion carried.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported on the annual Fall Title I Family Night, and a new implementation for Early Literacy K-12 called "Walk to Read". In addition, she provided an update on Cub Club and Act 20.
- Middle School: Ron Stelson, Principal, shared successes from recent field trips, as well as updates on the Middle School Leadership Team. The new Senior Citizen Breakfast event was introduced along with information relating to that initiative.
- High School: Ron Stelson, Middle School Principal, reported in absence of Jason Wolf. Ron Stelson discussed the High School October Teacher Inservice, along with Co and Extra Curricular Program updates.

District Administrator Report

Joshua Hetfeld, District Administrator, provided updates regarding new District Awards (Best of Burnett County), Recent Professional Development Sessions, and a brief summary regarding safety protocols due to a recent incident. Mr. Hetfeld reported on the following in further detail:

- **2024-2025 Third Friday Pupil Count Report:** Enrollment numbers are slightly increasing by 13 students from 2023 to 2024.
- **Annual Seclusion and Restraint Report:** There were no Seclusion or Restraints for the 2023-2024 School Year to report.
- **Neola Update and Discussion:** The Administration is looking to bring the first set of Neola policies for a 1st reading. Mr. Hetfeld asked for the board's input on how to proceed with the transition from WASB to Neola policy books. The board does not wish to have policies reviewed at an Ad-Hoc Committee level, but rather immediately present to the full board.

Possible Future Agenda Items: Galina Werdier shared that she would like to see data on student screen time as well as an update on the Elementary School schedule.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 6:34 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the October 21, 2024 meeting reconvened at 7:01 pm.

Motion by Terry Larsen/Mark Elliott to approve hiring Pierce Roeder as the Middle School Boys Basketball Coach. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve the revised Administrative contracts as presented. Motion carried.

Lee Pritzl and Kurt Weyers, Ashwaubenon District Administrator, were present to discuss the process of developing a Strategic Plan for the District. They presented the various phases that would need to be taken, number of people involved, information needed, along with the cost of the program. The Board felt that we do need to move forward with developing a plan, however, due to all of the recent changes in administration staff, cost, and time involved, the Board felt it would be in the best interest of the District to wait until the 2024-2025 school/fiscal year to begin this process.

Motion by Pam Peterson/Katie Smith to adjourn at 8:06 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
November 18, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Katie Smith, and Galina Werdier

Board Members Absent: Director Mark Elliott

Board President Chaz Heinz called the regular meeting to order at 5:10 pm. President Heinz was informed that the meeting was posted and the press was notified on November 14, 2024.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Regular Board Meeting and Executive Session of October 21, 2024. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve financial report for the month ending October 31, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve payroll expenditures of \$367,577.28 and vouchers numbered 1134382-1134436 plus ACH Transfers totaling \$486,908.72 for the month of October 2024. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve and release vouchers numbered 1134438-1134496 plus ACH payments dated November 18, 2024 totaling \$279,406.95. Motion carried.

Profile of a Graduate Presentation – Middle/High School Staff Project: Scott Swendiman and Keith Kemp were in attendance to present on this staff project.

Audience Recognition: None.

Motion by Terry Larsen/Katie Smith to approve the Early College Credit Program application as presented. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the Title III (English Language Learner) Local Plan as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve that the current high school Advanced Engineering course be weighted. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the resignation of Full Time Custodian, Michael Kopesky, effective November 15, 2024. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the resignation of High School Golf Coach, Steve Knutson, effective immediately. Motion carried.

Policy – Committee of the Whole

The first reading was completed on the *Neola Series 0000 – Bylaws (0100 - 0175.1)*

Joshua Hetfeld noted that there are cross references of policies throughout the Neola Book. The administration recommends that the board receives log-in access to Neola in order to view the policy book in its entirety while going through the drafting process.

Audience members had general questions regarding Neola and the process.

Kim Johnson discussed minor points regarding some of the policies in this first reading.

Kim Johnson suggested that the School Board Clerk receives a school-issued computer that will transition annually with any Clerk changes. This computer would hold electronic records of the Clerk and would eliminate the concern of crossing personal business with school board records. Joshua Hetfeld stated that this is something that the administration would further review.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported on Behavior Solutions Training and recent events at the Elementary School. She provided an update on Act 20 and the recent end-of-day schedule change.
- Middle School: Ron Stelson, Principal, shared information on recent events at the Middle School, including Honors Band, the 7th Grade Retreat, Make a Difference Day, along with the previous and upcoming Senior Citizen Breakfast.
- High School: Jason Wolf, Principal, gave an overview of the recent Youth Frontiers Respect Retreat, and the annual National Honor Society Banquet.

District Administrator Report

Joshua Hetfeld, District Administrator, provided general updates regarding the Spring School Board Election, District Report Cards (Timeline), the State Biennial Budget, and the recent training attended by members of the District Safety Team.

Possible Future Agenda Items: None.

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 5:56 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the November 18, 2024 meeting reconvened at 6:08 pm.

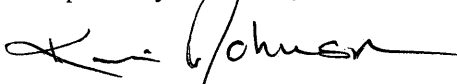
Motion by Terry Larsen/Galina Werdier to approve hiring Andrea Schroetke as the Middle School Secretary. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve hiring Sara Coveau as an Elementary Instructional Assistant. Motion carried.

Motion by Katie Smith/Galina Werdier to approve Reid Van Thomme as an Assistant Volunteer Middle School/High School Basketball Coach. Motion carried.

Motion by Pam Peterson/Katie Smith to adjourn at 6:11 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
December 16, 2024 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:02 pm. President Heinz was informed that the meeting was posted and the press was notified on December 12, 2024.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Regular Board Meeting and Executive Session of November 18, 2024. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending November 30, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Pam Peterson/Mark Elliott to approve payroll expenditures of \$326,390.22 and vouchers numbered 1134437-1134503 plus ACH Transfers totaling \$625,087.73 for the month of November 2024. Motion carried.

Motion by Mark Elliott/Pam Peterson to approve and release vouchers numbered 1134505-1134542 plus ACH payments dated December 16, 2024 totaling \$102,114.37. Motion carried.

Sueann Coen presented on behalf of the Lion's Club along with Vickie Hoss and Cassie Witter-Tiedt. They presented a check to Gladys Beers for \$5,000 from a combined fundraising effort by the Lion's Club and Porcupine Ridge that they hosted for the Backpack Program. Porcupine Ridge created 168 holiday gift baskets to sell as a fundraiser for the backpack program. Ms. Coen also gave a thank you to Gladys Beers co-founder of the Backpack Program for her 48 years of service to the Lion's Club, 15 years of service with the Backpack Program and her outstanding baking efforts and donations for numerous bake sales supporting many community organizations

Audience Recognition: None.

School Report Card: Mr. Hetfeld along with the Principals presented and discussed data from our recent District Report Card release through DPI.

Motion by Terry Larsen/ Mark Elliott to approve the resignation of Middle School Football Coach, Ron Dorn, effective immediately. Katie Smith Abstained. Motion carried.

Motion by Katie Smith/ Pam Peterson to approve the resignation of Middle School Girls Basketball Coach, Dan Schoenecker, effective immediately. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve the resignation of the Assistant High School Baseball Coach, Scott Hoefs, effective immediately. Motion carried.

Policy – Committee of the Whole

Mr. Hetfeld informed the board that after further guidance all of the first readings of each section will be completed and then the second reading for all sections will be completed at one time to adopt as a whole and replace the old policy information.

In addition, he noted that the Administration Office is working to get the drafted policies on the website.

The first reading was completed on the *Neola Series 3000 Professional Staff and 4000 Support Staff*
Kim Johnson made some suggestions on policy wording and also suggested the board consider developing an ad hoc committee to discuss.

Audience Member, Wendy Eckman raised a question to the board regarding the policy process. After discussion the board agreed that Board President, Chaz Heinz will appoint an Ad-Hoc policy committee.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported on the holiday concert, the development of a student support team, Act 20 screeners and FastBridge benchmark diagnostics and a Cub Club update.
- Middle School: Ron Stelson, Principal, reported on Middle School honor roll, classroom observations and the Senior Citizen breakfast.
- High School: Jason Wolf, Principal, commented on the community involved and support for many organizations. He reported on the NHS and Student Council holiday efforts. In addition, he shared recent High School educational field trip opportunities. He also stated that winter sports are in full swing.

District Administrator Report

Joshua Hetfeld, District Administrator, provided general updates regarding the school board election, Act 10, District Certificate of Deposit, and WIAA Gymnastics and Wrestling coop contracts renewal.

Discussion was had on the WIAA contract renewals, Terry Larsen suggested that the Gymnastics renewal be tabled until next meeting for further discussion on participants.

Motion Pam Peterson/Katie Smith to approval the biannual 2025-2027 WIAA Boys Wrestling Contract. Motion Carried.

Possible Future Agenda Items: None.

Motion by Katie Smith/Pamela Peterson to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 5:49 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the December 16, 2024 meeting reconvened at 6:57 pm.

Motion by Pam Peterson/Terry Larsen to approve hiring Martin Ingalls for the full-time custodian position. Motion carried.

Motion by Katie Smith/Galina Werdier to approve hiring Nick Haessly as the C-Squad Boys Basketball Coach. Motion carried.

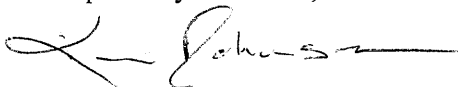
Motion by Katie Smith/Galina Werdier to approve Ben Johnson, James Anderson, and Travis Pyke as Middle/High School Basketball Volunteer Coaches. Motion carried.

Motion by Pam Peterson/Galina Werdier to approve Dan Swenson as the Yearbook Advisor. Motion carried.

Motion by Katie Smith/Pam Peterson to approve Dan Swenson as the Calendar Advisor. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn at 6:59 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
January 20, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on January 16, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Mark Elliott to approve the minutes of the Special Board Meeting of December 16, 2024, the Regular Board Meeting and Executive Session of December 16, 2024, and the Policy Ad Hoc Committee Meeting of January 02, 2025. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending December 31, 2024 as reported by Pamela Peterson. Motion carried.

Motion by Pam Peterson/Katie Smith to approve payroll expenditures of \$337,048.48 and vouchers numbered 1134504-1134548 plus ACH Transfers totaling \$431,670.86 for the month of December 2024. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve and release vouchers numbered 1134556-1134595 plus ACH payments dated January 20, 2025 totaling \$131,916.03. Motion carried.

Roy Ward presented on current events in the Tiger Manufacturing and Tiger Tech programs. He shared information on the upcoming Tiger Tech Open House on February 06, 2025. Roy also introduced the new Tiger Tech Scholarship initiative.

Ed Dedman, Webster Village President, provided an update regarding the proposed Community Park Project. He introduced the 15-foot park statue, 'Stella the Sturgeon'. Ed shared that the grant application in the amount of \$50,000.00 to aid with the park's development expenses has been completed and submitted. A response to the grant should be received early March 2025. Ed explained that the community will need to match the grant amount in order to complete this project as proposed. He stated that they have already exceeded that amount through commitments from local businesses

Audience Recognition: None.

Motion by Pamela Peterson/Katie Smith to approve the addition of a part-time temporary kitchen aide position. Motion carried.

Policy – Committee of the Whole

Chaz Heinz provided an update on behalf of the Policy Ad Hoc Committee, sharing the dates of their recent meetings and the discussion items from those meetings.

Audience Member, Leandra Koerper, raised a question to the board regarding who is on the Policy Ad Hoc Committee. Chaz Heinz answered Mrs. Koerper's question.

Principal Reports

- *Elementary School:* Ashley Nagel, Principal, reported on screening and assessments that have been completed at the Elementary, along with Teacher Professional Development and upcoming events.

- Middle School: Ron Stelson, Principal, provided an end of semester update from the Middle School, including student interventions, and the recent Teacher Inservice day. He reminded the audience of the upcoming Senior Citizen Breakfast event.
- High School: Jason Wolf, Principal, gave an update regarding the Webster Alternative Learning Center. He provided a summary regarding current planning for the Class of 2025, along with scheduling for next school year.

Motion by Mark Elliott/Katie Smith to approve general education space availability as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve special education space availability as presented. Motion carried.

Joshua Hetfeld, District Administrator, presented the 2023-2024 audit findings. Each board member was provided with the full book of financial statements and supplementary information for the fiscal year ending June 30, 2024.

Motion by Terry Larsen/Mark Elliott to approve investing a CD with Frandsen Bank in the amount of \$750,000 for a five (5) month period. Signers for the account will be Chaz Heinz, Board President; Crystal Houman, District Accountant; and Joshua Hetfeld, District Administrator.

District Administrator Report

Joshua Hetfeld provided an update regarding Title IX and the recent vacate of the 2024 final rule. No action is needed.

Tabled from the December meeting, further discussion was had on the WIAA Gymnastics Co-op Agreement. Due to not having any participating athletes, the board agreed to **not** renew this agreement.

Motion Mark Elliott/Pamela Peterson to approval the biannual 2025-2027 WIAA Girls Wrestling Contract. Motion Carried.

Joshua shared that the WIAA did not accept the appeal to reassign the Webster Football Team from the Lakeland Conference to the Dunn-St.Croix Conference. No reason was shared by the WIAA at this time regarding the denial of the appeal. Mark Elliott gave input regarding the possibility of switching from 11-man football to 8-man football, and suggested that this be added to next month's regular school board meeting agenda for further discussion.

Possible Future Agenda Items: High School Football Program

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 5:52 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the January 20, 2025 meeting reconvened at 7:47 pm.

Motion by Katie Smith/Galina Werdier to approve Emma Preston as the 8th Grade Girls Basketball Coach. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the extra duty compensation as presented. Motion carried.

Motion by Mark Elliott/Pam Peterson to adjourn at 7:48 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
February 17, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board Members Absent: Treasurer Pamela Peterson

Board President Chaz Heinz called the regular meeting to order at 5:02 pm. President Heinz was informed that the meeting was posted and the press was notified on February 13, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Policy Ad Hoc Committee Meetings of January 20, January 29, and February 04, 2025, and the Regular Board Meeting and Executive Session of January 20, 2025. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending January 31, 2025 as reported by Kim Johnson (*In Absence of Pamela Peterson*). Motion carried.

Motion by Mark Elliott/Katie Smith to approve payroll expenditures of \$323,119.07 and vouchers numbered 1134549-1134595 plus ACH Transfers totaling \$474,292.79 for the month of January 2025. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve and release vouchers numbered 1134597-1134642 plus ACH payments dated February 17, 2025 totaling \$978,096.26. Motion carried.

Eagle Project Presentation: High School Student, Jamison Mogen, presented on a project that he is proposing for Eagle Scouts. This project entails building a life-size chess board to permanently place near the Middle School outdoor playground for students in the District to enjoy for years to come. He discussed the process for the project, along with the estimated cost of materials.

Employee Book Study Presentation: Renee Ones (*High School Counselor*), Ann Pardun (*Pupil Services Secretary*), and Jessica Hedrick (*Kindergarten Teacher*), shared an overview of the recent optional book study that was completed by participating district staff. This book study was on a book titled 'The Anxious Generation', and was funded by the Vibrant Communities grant that was applied for by the Pupil Services Department, and awarded by the St. Croix Foundation.

Motion by Mark Elliott/Katie Smith to approve the High School Social Studies Chicago Trip as proposed. Motion carried.

Audience Recognition: None.

Property – Committee of the Whole

Land Acquisition – Offer to Purchase Approval: Chaz Heinz shared information on the district's interest to purchase 25.3 acres north of the 5-12 building. The offer to purchase is a land contract for \$110,000 with \$35,000 down, and three annual payments of \$25,000 with no interest charges. Joshua Hetfeld addressed possible concerns regarding the district's current budget. Terry Larsen added additional comments on how this investment could have long lasting benefits for our district, and is a unique opportunity.

Motion by Mark Elliott/Terry Larsen to approve the land contract as presented. Motion carried.

Sturgeon Park Project Update and Public Meeting Notification: Chaz Heinz and Joshua Hetfeld led the discussion regarding the lease of school property located on the northwest corner of Highway 35 and County Road X. Joshua Hetfeld shared that there will be a public meeting for public approval on leasing the school's property.

Motion by Katie Smith/Galina Werdier to approve setting the public meeting date to March 03, 2025 at 6:00 pm in the 5-12 Cafetorium. Motion carried.

Budget – Committee of the Whole

Crystal Hومان, District Accountant, reported on the 2024-2025 district expenditures. She shared that the district is currently on track from the September proposed deficit, and are not looking for any revisions at this time.

Joshua Hetfeld, District Administrator, discussed the budget overview, along with goals and options to consider for future planning.

2025 Wisconsin State Education Convention Overview: Chaz Heinz, Kim Johnson, and Joshua Hetfeld presented on their experience at the State Education Convention.

Strategic Planning Discussion and Consideration: The board discussed the timeline for Strategic Planning, and what that would look like. Galina Werdier mentioned that she would like to see student input during this process.

Motion by Galina Werdier/Katie Smith to approve the board moving forward with Strategic Planning. Motion carried.

Policy Ad Hoc Committee Report

Chaz Heinz provided an update regarding the Policy Ad Hoc Committee, including recent meeting dates and topics. The following policies were presented for a 2nd reading: *(These policies were not approved for final adoption, but rather to give the full board the opportunity to review any changes that have been made since the first reading)*

- 0000 – Bylaws
- 3000 – Professional Staff
- 4000 – Support Staff

Achievement Gap Reduction (AGR) Report: Ashley Nagel, Elementary Principal, gave the semi-annual report on Achievement Gap Reduction (AGR). This is an update that is given twice a year reporting progress of growth in reading and math.

Principal Reports

- Elementary School: Ashley Nagel, Principal, acknowledged Grace Lutheran Church for their recent donation. She also reported on recent and upcoming events.
- Middle School: Ron Stelson, Principal, shared the number of students who earned a spot on the A and B Honor Rolls. In addition, he discussed upcoming events for the Middle School.
- High School: Jason Wolf, Principal, gave an update on recent events at the High School. He also provided an overview of the current planning that is happening for the upcoming school year.

District Administrator Report

Joshua Hetfeld proposed changing the paid holiday for 12-month staff from Easter Monday to New Year's Eve Day to accommodate for better school calendar planning. This change would occur in the Employee Handbook effective for the 2025-2026 school year. In addition, Joshua provided an overview of the Second Friday in January Pupil Count, along with the Tiger Tech Open House.

Motion by Galina Werdier/Mark Elliott to update the employee handbook as presented. Motion carried.

Motion by Mark Elliott/Terry Larsen to approve the Association for Equity in Funding Membership Renewal as proposed. Motion carried.

Joshua Hetfeld discussed possible pros and cons of switching from 11-man football to 8-man football. The consensus was to hold an informational meeting regarding this in the spring with additional staff, coaches and district families.

Possible Future Agenda Items: None.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 6:30 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the February 17, 2025 meeting reconvened at 7:48 pm.

Motion by Terry Larsen/Katie Smith to approve Kevin Belland as the High School Golf Coach. Motion carried.

Motion by Katie Smith/Galina Werdier to approve Shane Miller as the High School Assistant Baseball Coach. Motion carried.

Motion by Katie Smith/Galina Werdier to adjourn at 7:50 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

Special School Board Meeting – February 24, 2025

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, and Director Mark Elliott.

Others Present: District Administrator Joshua Hetfeld

Board President Chaz Heinz called the Special School Board Meeting of February 24, 2025, to order at 10:03 a.m.

Motion by Mark Elliott/Chaz Heinz to rescind the motion made at the February 17, 2025 Regular School Board Meeting by Katie Smith/Galina Werdier to approve setting the public hearing for March 03, 2025 at 6:00 pm in the 5-12 Cafetorium. Motion carried.

Motion by Mark Elliott/Terry Larsen to adopt the following resolution:

WHEREAS, BE IT RESOLVED that a Special Meeting of the Electors (Wis. Stats. 20.08(2)(a)(b)) will be held on Monday, March 17, 2025 at 6:30 p.m. or immediately following the Regular School Board Meeting (whichever is latest) at the Webster 5-12 IMC, 7564 Alder Street West, Webster WI 54893 to Propose the Leasing of School Property (Wis. Stats. 120.10(5)).

Chaz Heinz – yes, Mark Elliott – yes, Terry Larsen – yes, Kim Johnson – yes. Motion carried.

Motion by Terry Larsen/Mark Elliott to adjourn the Special School Board Meeting of February 24, 2025, at 10:22 a.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson", with a stylized flourish at the end.

Kim Johnson, Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
March 17, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on March 13, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Mark Elliott/Galina Werdier to approve the minutes of the Policy Ad Hoc Committee Meeting of February 13, 2025, the Regular Board Meeting and Executive Session of February 17, 2025, and the Special Board Meeting of February 24, 2025. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending February 28, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Mark Elliott to approve payroll expenditures of \$323,547.46 and vouchers numbered 1134596-1134648 plus ACH Transfers totaling \$1,314,381.43 for the month of February 2025. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve and release vouchers numbered 1134652-1134700 plus ACH payments dated March 17, 2025 totaling \$965,610.30. Motion carried.

Due to current attendance of extra-curricular activities, the board tabled the Recognition of Webster's Class of 2025 Top 10 Honors and Technical Excellence Award Recipients to appear later in the meeting.

Motion by Terry Larsen/Pamela Peterson to approve the Start College Now and Early College Credit Program applications as presented. Motion carried, 6 Yes – Katie Smith abstained.

Motion by Katie Smith/Pamela Peterson to approve the High School State Forensics Overnight Trip as proposed. Motion carried.

Audience Recognition: On behalf of the Knights of Columbus Webster Council 8985, Richard Haffely presented a donation to the District to support children with intellectual disabilities. Chk # 35762, Memo: Early Childhood Disabilities Program.

Review and Approval of 2025-2027 Mowing Bid(s): The School District of Webster put out an advertisement for bids on February 27, 2025 with a closing date of March 14, 2025. We received three qualified bids.

Motion by Mark Elliott/Pamela Peterson to approve Jeff Robert's bid of \$18.00 per hour using the school equipment. This bid is valid from 2025-2027. Motion carried.

Board Recognition of Webster's Class of 2025 Top 10 Honors and Technical Excellence Award Recipient: Jason Wolf, High School Principal, introduced nine of the Top 10 Honor students, as well as the Technical Excellence Award Recipient. One student was unable to attend. Each present student shared their future plans with the board and audience.

Consideration of CESA #11 Shared Services Contract 2025-2026: The board reviewed the CESA #11 Shared Services Contract for the upcoming school year. Joshua Hetfeld, District Administrator, shared that the Administration is still reviewing the cyber security service, and is asking the board to approve the contract with the final decision regarding cyber security to be made by the administration.

Motion by Katie Smith/Galina Werdier to approve the CESA #11 Shared Services Contract 2025-2026, with the final decision regarding cyber security to be made by the administration. Motion carried.

Discussion on Tech Ed Scholarship Investments: At the request of Roy Ward, the administration is asking the board to invest \$100,000 of Tech Ed raised funds into a high quality balanced portfolio account with RBC Wealth Management for student scholarships. This account will be self-sustaining with the ability to withdraw a percentage each year to fund this scholarship. Signers on the account will be Joshua Hetfeld, District Administrator, and Crystal Houman, District Accountant.

Motion by Terry Larsen/Katie Smith to approve the investment of Tech Ed funds for student scholarships as presented. Motion carried.

Roy Ward was in attendance and was able to give a brief overview of his goals regarding the Tech Ed Program.

Retirements:

Motion by Chaz Heinz/Galina Werdier to approve the retirement of Steve Holmquist effective June 6, 2025. Motion carried.

Resignations:

Motion by Terry Larsen/Mark Elliott to approve the resignation of Jill Lamb effective March 16, 2025. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve Dan Swenson's resignation of Middle School Boys Basketball Coach effective immediately. Motion carried.

Policy – Ad Hoc Committee

Neola Process Update: Chaz Heinz, Committee Member, provided an update to the full board regarding the current Neola transition progress. He shared that the committee met on February 13, 2025 to wrap up their initial review of Neola series 0000 – Bylaws, 3000 – Professional Staff, and 4000 – Support Staff. There are no Policy Ad Hoc Committee meetings scheduled at this time due to policies currently being reviewed at the administration level. Once the administration has completed their review, it will be brought to the committee.

Transportation – Committee of the Whole

Consideration of New Bus Purchase: The administration is recommending the purchase of a new 71 passenger gas bus with a spending budget of not more than \$134,050.00 to allocate in the 2025-2026 budget. A quote was received from Wisconsin Bus Sales for a 2026 Blue Bird, however, the price could fluctuate from the date of the quote to the date of purchase due to the possibility of tariffs.

Motion by Pamela Peterson/Mark Elliott to approve the purchase of a school bus up to \$134,050.00 in the 2025-2026 budget. Motion carried.

Property – Committee of the Whole

Public Meeting Notification: Chaz Heinz provided a verbal invitation to attend the Public Meeting that is set to follow the Regular School Board Meeting. This Public Meeting is in regards to the leasing of school property for the Sturgeon Park Project.

Land Acquisition Update: The District closed on the Dedman property on March 10, 2025. The board was provided with a copy of the Settlement Statement showing the administrative fees that were incurred.

Tiger Construction Housing Project Introduction: The board was introduced to the Tiger Construction proposal for a new housing project. Roy Ward and his Tiger Construction class will be presenting at the April Regular School Board Meeting with the project details.

Alder Street Rental Property Report and Consideration: The state of the District's Alder Street rental property was discussed. Due to its' age and condition, it has been recommended by the Administration to demolish the home on the property. Currently, two staff members are renting this home and have been made aware of the possibilities. It is in the opinion of the Administration that the house as it sits now is limiting future development possibilities while continuing to age. A preliminary quote from a local business regarding the cost to demolish the property was received. Roy Ward provided additional comments regarding this because this property is of interest to Tiger Construction for their housing project proposal.

Due to several questions regarding the process and logistics of district property demolition, the board decided to table this possible action item for further review.

Principal Reports

- Elementary School: Ashley Nagel, Principal, reported on recent events at the elementary school. She shared information on the recent 2nd trimester reward day.
- Middle School: Ron Stelson, Principal, not in attendance. Joshua Hetfeld informed the board and public of the upcoming Senior Citizen Breakfast on March 19, 2025 on behalf of Mr. Stelson.

- High School: Jason Wolf, Principal, discussed the recent performance from the Lion Heart Experience. He also gave an overview of winter sports, as well as the Tiger Tech's program attendance at a competition called 'Project MFG'.

District Administrator Report

Joshua Hetfeld shared information on upcoming events that could be of interest to the board. These events included the Joint PAC/Board Meeting, the Board Reorganization Meeting, and WASB's New Board Member Gathering. He finished with reminding the board and public of the upcoming annual Webster Education Foundation's Taco Bingo.

Possible Future Agenda Items: None.

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 6:03 pm. Roll call vote was taken with all members voting yes. Motion carried.

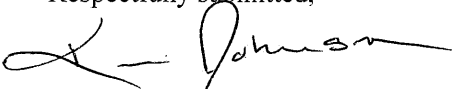
The regular session of the February 17, 2025 meeting reconvened at 6:52 pm.

Motion by Terry Larsen/Katie Smith to approve Spring Volunteer Coaching Contracts with Laura Jack and Ben Treichel for Middle School Track, and Ashley Schmidt for Middle/High School Softball. Motion carried.

Motion by Galina Werdier/Katie Smith to approve Kara Winter for the Full-Time Cook position. Motion carried.

Motion by Katie Smith/Pamela Peterson to adjourn at 6:53 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Kim Johnson', written over a horizontal line.

Kim Johnson, School Board Clerk

Special School Board Meeting – March 17, 2025

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, and Directors Mark Elliott, Katie Smith, and Galina Werdier

Others Present: District Administrator Joshua Hetfeld

Board President Chaz Heinz called the Special School Board Meeting of March 17, 2025, to order at 7:11 p.m.

Motion by Chaz Heinz/Katie Smith to adopt the following resolution:

Be it resolved by the electors of the School District of Webster that, pursuant to section 120.08(2), Wisconsin Statutes and section 120.10(5) of the Wisconsin statutes, the Webster School Board of the School District of Webster ("Board") is authorized to designate sites for school district buildings and provide for the erection of suitable buildings or for the lease of suitable buildings for a period not exceeding 20 years with annual rentals fixed by the lease for any lawful use at a reasonable rental if approved at an annual or special school district meeting.

The specification and identification of the property to be leased is as follows:

Property described as the West 150.00 feet of the South 260.00 feet of the Southwest Quarter of the Southwest Quarter of Section 9, Township 39 North, Range 16 West, Village of Webster, Burnett County, Wisconsin.

This parcel contains 39,020 square feet (0.90 acres) and is subject to easements and restrictions of record.

Further be it resolved by the School Board of Education of the School District of Webster to lease the property described above at the terms and conditions as specified in the 'School District of Webster & Village of Webster Lease Agreement for a "Welcome to Webster" Sign, A Sturgeon Statue, Pavilion, and Small Parking Lot' for the period of 15 years at the price of \$1.00 for the entirety of the lease in addition to the cost of maintenance and utilities.

Motion carried.

Motion by Mark Elliott/Katie Smith to adjourn the Special School Board Meeting of March 17, 2025, at 7:13 p.m.
Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Kim Johnson', with a stylized flourish at the end.

Kim Johnson, Board Clerk

SPECIAL MEETING OF THE ELECTORATE

School District of Webster
Webster 5-12 School IMC
March 17, 2025 - 6:30 pm *

(*or to immediately follow the Regular School Board Meeting, whichever is latest)

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, Directors Mark Elliott, Katie Smith, and Galina Werdier

School District of Webster Employees Present: Joshua Hetfeld, District Administrator, Jessica Jaskolka, Administration Support Specialist, Aaron Arjes, District Technology Coordinator, and Scott Swendiman, High School Mathematics Teacher.

School District of Webster Community Members: Ed Dedman, Shawna Swendiman, and Ben Koerper

Public Reporter: Greg Marsten, Burnett County Sentinel

Board President Chaz Heinz called the Special Meeting of the Electorate to order at 6:53 pm.

Motion by Mark Elliott/Katie Smith to elect Chaz Heinz as the Chairperson for the Special Meeting of the Electorate. Motion carried.

Ed Dedman, Village of Webster Board President and Member of the Webster Chamber of Commerce presented on the Sturgeon Park Project. This presentation included:

- Origin of the park and its' purpose (community need)
- Vibrant Communities Grant opportunity and application process
- Mascot decision (Stella the Sturgeon) and statue purchase
- Project budget and fundraising
- Design
- Project phases

Motion by Mark Elliott/Jessica Jaskolka to adopt the following resolution:

Be it resolved by the electors of the School District of Webster that, pursuant to section 120.08(2), Wisconsin Statutes and section 120.10(5) of the Wisconsin statutes, the Webster School Board of the School District of Webster ("Board") is authorized to designate sites for school district buildings and provide for the erection of suitable buildings or for the lease of suitable buildings for a period not exceeding 20 years with annual rentals fixed by the lease for any lawful use at a reasonable rental if approved at an annual or special school district meeting.

The specification and identification of the property to be leased is as follows:


Property described as the West 150.00 feet of the South 260.00 feet of the Southwest Quarter of the Southwest Quarter of Section 9, Township 39 North, Range 16 West, Village of Webster, Burnett County, Wisconsin. This parcel contains 39,020 square feet (0.90 acres) and is subject to easements and restrictions of record.

Further be it resolved by the electors of the School District of Webster to lease the property described above at the terms and conditions as specified by the School District of Webster Board of Education.

Motion carried.

Motion by Terry Larsen/Pamela Peterson to adjourn at 7:11 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
April 21, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, Directors Mark Elliott, Katie Smith, and Galina Werdier

Board President Chaz Heinz called the regular meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on April 17, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Mark Elliott/Katie Smith to approve the minutes of the Regular Board Meeting and Executive Session of March 17, 2025, the March 17, 2025 Special Meeting of the Electorate of the School District of Webster, the Special Board Meeting of March 17, 2025, the Board of Canvassers Meetings of April 03 and April 07, 2025, and the Policy Ad Hoc Committee Meeting of April 17, 2025. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve financial report for the month ending March 31, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Mark Elliott to approve payroll expenditures of \$338,426.59 and vouchers numbered 1134649-1134706 plus ACH Transfers totaling \$1,342,557.67 for the month of March 2025. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve and release vouchers numbered 1134715-1134778 plus ACH payments dated April 21, 2025 totaling \$174,486.01. Motion carried.

Board Member Recognition: Mark Elliott, Board Director, was recognized for his 30 years of service on the School Board. Due to his recent Notice of Noncandidacy, Mark's board term will end April 27, 2025.

Tiger Construction Housing Project Presentation: Roy Ward, Ron Dorn, Craig Honeysett, and students, Jackson Davis, Ben Pardun, Logan Merritt, and Joshua Smith presented on the Tiger Construction's proposed Housing Project. Information included the project goals/overall plan, location, project timeline, budgetary information (including current/committed donations), as well as requests of the board and district.

Motion by Kim Johnson/Pamela Peterson to adopt the following resolution:

WHEREAS, BE IT RESOLVED that a Special Meeting of the Electors (Wis. Stats. 120.08(2)(b)) will be held on Wednesday, May 14, 2025 at 6:00 p.m. in the School District of Webster 5-12 Cafetorium, 7564 Alder Street West, Webster WI 54893, to Approve the New Construction Project by Tiger Construction (Wis. Stats. 120.10(5))

Roll call vote taken with all members voting yes. Motion carried.

Alder Street Rental Property Update and Consideration: The board will vote on the method of property disposal. Options discussed were: demolition, public bid for removal, or a controlled burn by the Webster Fire Department.

Motion by Katie Smith/Terry Larsen to adopt the following resolution:

WHEREAS, BE IT RESOLVED that a Special Meeting of the Electors (Wis. Stats. 120.08(2)(b)) will be held on Wednesday, May 14, 2025 at 6:00 p.m. in the School District of Webster 5-12 Cafetorium, 7564 Alder Street West, Webster WI 54893 to Propose the Removal of School District Property (Wis. Stats. 119.16(3m)(b)).

Roll call vote taken with all members voting yes. Motion carried.

Audience Recognition: Ed Dedman (Village of Webster President) and Andy Wilkerson (Marvin Windows Representative) spoke regarding their support of the Tiger Construction Project.

Motion by Pamela Peterson/Katie Smith to approve the Girls' Basketball overnight trip as presented. Motion carried.

Athletic Department Hudl and Video Scoreboard Presentation: Joshua Hetfeld, District Administrator, presented the Athletic Department's proposal for a new video scoreboard through Daktronics. This purchase would be funded through a local business sponsorship program and will not use district funds. The board did not have any reservations regarding this initiative and will allow the Athletic Department to proceed with fundraising.

Staff Retirements

Motion by Terry Larsen/Pamela Peterson to approve the retirement of Joyce Shoberg effective June 6, 2025. Motion carried.

Consideration of Chromebook Lease: The board was provided 10 quotes from vendors on various Chromebook equipment and leases. The Administration presented their top four quotes, with a recommendation of a five-year lease with Savvy.

Motion by Kim Johnson/Pamela Peterson to approve presented Chromebook quote #4 with Savvy in the amount of \$274,707.95. Motion carried.

Consideration of Fairgrounds Field Lease Agreement with the Village of Webster: The board was presented with a new three-year lease agreement with the Village of Webster to continue the use of their field for our softball program. There are no changes to the lease, and does not require any rental fees aside from field maintenance.

Motion by Terry Larsen/Katie Smith to approve the Fairgrounds Field Lease Agreement with the Village of Webster. Motion carried.

Policy – Ad Hoc Committee

Report: Chaz Heinz, Committee Member, provided an update to the full board regarding the current Neola transition progress. He shared that the committee met on February 13 and April 17, 2025 to wrap up their review of Neola series 1000 – Administration, and 6000 – Finance.

The first reading was completed on the *Neola Series 1000 - Administration* and *6000 – Finances*. The board further discussed policy 6235 – Fund Balance in regards to the wording of a specific fund balance within the policy. It is of the recommendation of the committee to not move forward with specifying a specific fund balance percentage and will revisit this during the district's strategic planning.

Budget Presentation: Crystal Houman, District Accountant, and Joshua Hetfeld, District Administrator presented an overview of the district's financial data, along with a forecast into the budget.

Principal Reports: In the principals' absence, Joshua Hetfeld presented on current building happenings including the upcoming Senior Citizen Breakfast event and Scott Swendiman's nomination for Educator of the Year through CESA's Distance Education program.

District Administrator Report

Joshua Hetfeld provided updates on the recent property acquisition development planning, district strategic planning, employee insurance, and the spring election results. In addition, he shared information on recent and upcoming WASB and CESA workshops.

Oath of Office for Newly Elected Board Members: Newly Elected Board Member, Gerald Metcalf, and Incumbent, Katie Smith, completed and signed their Oath of Office for their 2025-2028 school board term.

Possible Future Agenda Items: Galina Werdier expressed interest in creating an event for the general public similar to the Senior Citizen Breakfast event. The board agreed to further discuss this.

Motion by Pamela Peterson/Mark Elliott to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)* at 6:37 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the April 21, 2025 meeting reconvened at 7:19 pm.

Motion by Terry Larsen/Pamela Peterson to approve spring volunteer coaches Laura Doriott -Trap, and Parker Johnson – High School Track. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the new staff contract for Ellyn Lindquist, Middle School Softball Coach. Motion carried.

Motion by Katie Smith/Galina Werdier to approve the Credit Reimbursement Agreement as presented in Executive Session. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the Overload Pay as presented in Executive Session. Motion carried.

Motion by Mark Elliott/Katie Smith to adjourn the meeting of April 21, 2025, at 7:22 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

Board of Education Reorganization Meeting – Monday, April 28, 2025

Members present: Chaz Heinz, Kim Johnson, Terry Larsen, Jerry Metcalf, Pamela Peterson, Katie Smith, and Galina Werdier

Others present: Joshua Hetfeld, District Administrator

Chaz Heinz called the Board of Education Reorganization Meeting of April 28, 2025, to order at 5:00 p.m.

Motion by Katie Smith/Pamela Peterson to elect Kim Johnson as temporary Clerk for the meeting.
Motion carried.

Motion by Pamela Peterson/Katie Smith to elect Chaz Heinz as temporary Chair for the meeting. Motion carried.

Motion by Pamela Peterson/Katie Smith to elect Chaz Heinz as President for the 2025-2026 School Board term. Motion Carried.

Motion by Pamela Peterson/Kim Johnson to elect Terry Larsen as Vice President for the 2025-2026 School Board term. Motion carried.

Motion by Terry Larsen/Pamela Peterson to elect Kim Johnson as Clerk for the 2025-2026 School Board term. Motion carried.

Motion by Kim Johnson/Terry Larsen to elect Pamela Peterson as Treasurer for the 2025-2026 School Board term. Motion carried.

The Board held a brief discussion regarding the pros and cons of returning to the practice of Standing Committees versus Ad Hoc Committees. It was the consensus of the Board that having Standing Committees would help the Administration by simplifying the process and communication.

The Board established five Standing Committees: Budget, Personnel/Negotiations, Policy, Property/Transportation, and Strategic Planning.

Motion by Pamela Peterson/Galina Werdier to approve the Committee Assignments as follows:

Budget Committee

Kim Johnson - Chair
Katie Smith
Terry Larsen

Personnel/Negotiations Committee

Pam Peterson – Chair
Galina Werdier
Terry Larsen

Policy Committee

Jerry Metcalf – Chair
Kim Johnson
Chaz Hinz

Property/Transportation Committee

Terry Larsen – Chair
Katie Smith
Pam Peterson

Strategic Planning Committee

Chaz Hinz – Chair
Jerry Metcalf
Galina Werdier

Motion carried.

The following Special Assignments were made:

WASB Delegate – Chaz Heinz

WASB Alternate – Pamela Peterson

Board Correspondent – Chaz Heinz

CESA 11 Representative – Pamela Peterson

Public Policy Correspondent – Jerry Metcalf

CUE Representative – Galina Werdier

Motion by Galina Werdier/Terry Larsen to approve US Bank, Bremer Bank, Frandsen Bank, and Sterling Bank as the official School Depositories. Katie Smith – abstain, motion carried 6-0.

The Board decided to no longer establish an Official Publication after being informed that it is no longer a requirement.

Motion by Katie Smith/Pamela Peterson to set the date, time and location for the Regular School Board meeting to the 3rd Monday of each month at 5:00 p.m. in the Middle School/High School IMC. Motion carried.

The Board discussed the recent United States Department of Education certification request. The Board members agreed that the District is in compliance with Title VI, and have met all of the requirements, however, it was decided not to submit the certification at this time until a court decision is made regarding the cases filed against the request.

Motion by Katie Smith/Jerry Metcalf to adjourn the meeting at 6:03 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson", written in a cursive style.

Kim Johnson, Temporary Board Clerk

Policy Committee Meeting – Regular Session - May 12, 2025

Committee Members Present: Committee Chair, Jerry Metcalf, and Member Chaz Heinz.

Not present: Kim Johnson, Committee Member

Others Present: Joshua Hetfeld, District Administrator

Jerry Metcalf, Committee Chair, called the Policy Committee Meeting of May 12, 2025 to order at 12:00 p.m.

Joshua Hetfeld, District Administrator, began the meeting by indicating the District Administration staff had completed their initial review and mark ups of Neola Policy templates for Series 5000 – Students, and Series 9000 – Relations. This included several specific policies that were reviewed and updated by the district's School Nurse, Katelyn Hughes.

The Policy Committee began their review of policy Series 5000 – Students. During this meeting, the Policy Committee completed reviews of policies 5111 (Eligibility of Resident/Nonresident Students) through policy 5421 (Grading), and left off at policy 5430 (Class Rank). Several minor changes were recommended to multiple policies after discussion and in some cases, comparison to existing local district policies. The discussion also included a discussion of what Neola policy templates the committee recommended not adopting.

Policy 5136 – Personal Communication Devices: The committee discussed adopting the Neola template language for usage of Personal Communication Devices at the High School level. This would be a change from current district policy. The committee agreed that the recommendation should be presented to the teacher's book study group that recently reported findings from the publication by Jonathan Haidt, "The Anxious Generation: How the Great Rewiring of Childhood Is Causing an Epidemic of Mental Illness". The committee also confirmed that wireless or cellular connected smart watches are also included in the definition of PCD's per Neola policy 0100 (Definitions).

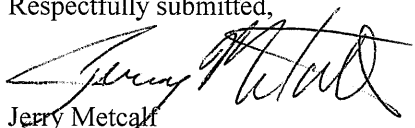
Policy 5200 – Attendance: The committee discussed including revised and additional language to policy 5200 (Attendance) to make it more consistent with existing district policy 431 (Compulsory Student Attendance), and the Student Handbook. Specifically, the board recommended adding the district's current senior attendance policy and post-secondary school visit policy.

Policy 5330 – Administration of Medication/Emergency Care & Policy 5512 – Use of Tobacco and Nicotine By Students: The committee discussed the need to ensure any policy updates include language consistent American Indian Policies and Procedures.

Policy 5421 – Grading: The committee discussed the recommendation to update the Neola policy template to include language consistent with existing school policy 345.1 (Grading Systems) and Student Handbook, specifically including weighted grades for accelerated classes and optional pass/fail for electives under certain circumstances.

The Policy Committee meeting of May 12, 2025 was adjourned at 4:04 p.m.

Respectfully submitted,



Jerry Metcalf
Policy Committee Chair
School Board Director

Budget Committee Meeting – Regular Session - May 13, 2025

Members Present: Committee Chair, Kim Johnson, and Committee Member Terry Larsen

Members Absent: Committee Member Katie Smith

Others Present: Joshua Hetfeld, District Administrator

Kim Johnson, Committee Chair, called the Budget Committee meeting of May 13, 2025, to order at 12:07 p.m.

Joshua Hetfeld, District Administrator, presented the proposals for employee health and dental insurance for the 2025-2026 school year from Health Partners and M3 Northwest Coop. Health Partners proposed a zero percent increase, but M3's package with Anthem Blue Cross & Blue Shield came in with three different options that were similar to the district's current package with Health Partners. There are several advantages to joining M3 -

- The district would be part of a Coop that includes twenty-six other districts, giving the district better bargaining in the future for lower rates.
- M3 guaranteed a maximum increase of 8% the next year, when Health Partners did not offer any guarantee in future rates.
- M3 guaranteed that St Croix Health would be in network.
- M3 eliminates the HRA portion of the package.

After careful review of all of the options provided, the committee is recommending the proposal with M3, with the addition of the increase to the employees' HSA contribution.

The committee reviewed proposals for a new phone system. Mr. Hetfeld explained that the district is having many issues with the current system, which is old and outdated. They are frequently experiencing dropping calls at the elementary school. Aaron Arjes, District Technology Coordinator, received proposals from both Cisco and Loffler. The committee is recommending the proposal from Loffler.

Motion by Terry Larsen/Kim Johnson to move to executive session at 1:32 p.m. pursuant to Wisconsin Statutes 19.85 (1)(c) for discussion of employee compensation. Motion carried.

Motion by Terry Larsen/Kim Johnson to return to the open session at 3:02 p.m. Motion carried.

Motion by Terry Larsen/Kim Johnson to adjourn at 3:03 p.m. Motion carried.

Respectfully submitted,



Kim Johnson
Budget Committee Chair
School Board Clerk

Personnel Committee Meeting – Regular Session - May 14, 2025

Members Present: Committee Chair, Pam Peterson, and Committee Members Terry Larsen and Galina Werdier

Others Present: Joshua Hetfeld, District Administrator

Pamela Peterson, Committee Chair, called the Personnel Committee meeting of May 14, 2025, to order at 5:30 p.m.

Joshua Hetfeld, District Administrator reviewed the Hours of Work/Work Schedules/Calendars discussion in the Employee Handbook. A change is being requested from the current language of ‘7:45 a.m. to 3:45 p.m.’ across the staff, to ‘7:30 a.m. to 4:00 p.m.’ with start and end times being designated by a teacher’s supervisor. This change would help in accommodating current needs at the elementary level. The Handbook Language change recommendation was accepted by the committee, and will be brought to the full board for approval.

The committee discussed the request for a Full Time (1.0 FTE) Elementary Instructional Assistant. This would be an added permanent position. This position would provide support to students and staff throughout the school building with the primary focus on two significant blocks of time to supervise and support in a CAMP room situation. The committee agrees with the addition of this position and will recommend approval to the full board.

Motion by Terry Larsen/Galina Werdier to move to Executive Session at 5:40 p.m. pursuant to Wisconsin Statutes 19.85 (1)(c). Motion carried.

Due to the May 14, 2025 Special Meeting of the Electorate of the School District of Webster meeting, the committee returned to regular session at 5:52 p.m. to take recess to attend the meeting.

Motion by Terry Larsen/Galina Werdier to recess the May 14, 2025 Personnel/Negotiations meeting to attend the May 14, 2025 Special Meeting of the Electorate of the School District of Webster at 5:53 p.m. Roll call vote with all members voting yes. Motion carried.

Motion by Terry Larsen/Galina Werdier to reconvene to the Regular Session of the May 14, 2025 Personnel/Negotiations meeting at 6:50 p.m. Motion carried.

Motion by Terry Larsen/Galina Werdier to move to Executive Session at 6:50 p.m. pursuant to Wisconsin Statutes 19.85 (1)(c). Roll call votes taken with all members voting yes.

Motion by Galina Werdier/Terry Larsen to reconvene to the Regular Session of the May 14, 2025 Personnel/Negotiations meeting at 7:20 p.m. Roll call vote taken with all members voting yes.

Motion by Terry Larsen/Galina Werdier to adjourn at 7:20 p.m. Motion carried.

Respectfully submitted,



Pamela Peterson
Personnel/Negotiations Committee Chair
School Board Treasurer

SPECIAL MEETING OF THE ELECTORATE

School District of Webster
Webster 5-12 School Cafetorium
May 16, 2025 - 6:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, Directors Katie Smith, Galina Werdier, and Jerry Metcalf

School District of Webster Employees Present: Joshua Hetfeld, Jessica Jaskolka, Roy Ward, Crystal Houman, Max Anderson, Craig Honeysett, and Ron Dorn

School District of Webster Students Present: Jackson Davis, Ben Pardun, and Logan Merritt

School District of Webster Community Members Present: Steve Ward, Karen Swedberg, Nickolas Lisdahl, Ryan Wolf, Laura Wolf, Jim Olson, John Ingalls, Tammy Ingalls, Miki Messer, Michael Sperry, Judy Sperry, Ben Koerper, Joanie Mckwoen, Jim Mckwoen, Larry O'Connell, Deborah O'Connell,

Board President Chaz Heinz called the Special Meeting of the Electorate to order at 6:03 pm.

Motion by Pamela Peterson/Katie Smith to elect Chaz Heinz as the Chairperson for the Special Meeting of the Electorate. Motion carried.

Jackson Davis, Ben Pardun, Logan Merritt (*Students*), and Roy Ward (*Teacher*) presented on the Tiger Construction Duplex Project. This presentation included:

- Purpose
- Proposed Timeline
- Design
- Project budget and fundraising

Several questions were raised by community members, including:

- Current residential structure on the property and its' renters
- Duplex placement
- Rental plans of the duplex
- Liability Insurance
- Community support
- Removal of property (Current residential structure)
- Property maintenance
- Neighbor concerns

Motion by Katie Smith/Miki Messer to adopt the following resolution:

Be it resolved by the electors of the School District of Webster that, pursuant to section 120.08(2)(b), Wisconsin Statutes and sections 120.10(5) and 119.16(3m)(b) of the Wisconsin statutes, the Webster School Board of the School District of Webster ("Board") is authorized to designate sites for school district buildings and provide for the erection of suitable buildings or for the lease of suitable buildings for a period not exceeding 20 years with annual rentals fixed by the lease for any lawful use at a reasonable rental if approved at an annual or special school district meeting and shall establish criteria to evaluate the safety, structural integrity, utility, and costs of maintenance and repair of school buildings in the school district. Subject to the requirements under sub. (10), the criteria shall include consideration of the advantages and disadvantages of repairing versus demolishing older buildings having high maintenance or operating costs.

The specification and identification of the property to be altered is as follows:

Property described as Lot One (1), Two (2), and Four (4) of Certified Survey Map #1804, as recorded in Volume 9, Pages 297 and 298, Document #234806, in the office of the Register of Deeds for Burnett County, Wisconsin, and located in the Southwest Quarter of the Southwest Quarter (SW ¼ SW ¼) and the Southeast Quarter of the Southwest Quarter (SE ¼ SW ¼), Section Nine (9), Township Thirty-nine (39) North, Range Sixteen (16) West, Village of Webster, Burnett County, Wisconsin.

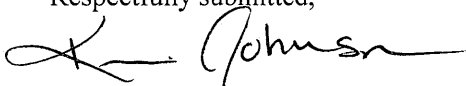
Further be it resolved by the electors of the School District of Webster to dispose of the residential structure located at 7310 Alder St, Village of Webster, State of Wisconsin at the terms and conditions as specified by the School District of Webster Board of Education.

Further be it resolved by the electors of the School District of Webster to designate the property described above for Tiger Construction to erect a residential structure for the purpose of the Tiger Construction Duplex Project as specified by the School District of Webster Board of Education.

Motion carried.

Motion by Katie Smith/Karen Swedberg to adjourn at 6:38 p.m. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING

School District of Webster

Webster 5-12 School IMC

May 19, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Pamela Peterson, Director Katie Smith

Board Members Absent: Directors Galina Werdier and Jerry Metcalf

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on May 15, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Pamela Peterson/Katie Smith to approve the minutes of the Open and Executive Sessions of the **April 21, 2025** Regular Board Meeting, the Reorganization Meeting of **April 28, 2025**, the Special Board Meeting of **May 07, 2025**, the Policy Committee Meeting of **May 12, 2025**, the Open and Executive Sessions of the **May 13, 2025** Budget Committee Meeting, the Open and Executive Sessions of the **May 14, 2025** Personnel Committee Meeting, and the Special Meeting of the Electorate of **May 14, 2025**. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending April 30, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Chaz Heinz to approve payroll expenditures of \$324,971.29 and vouchers numbered 1134707-1134778 plus ACH Transfers totaling \$513,457.36 for the month of April 2025. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1134781-1134828 plus ACH payments dated May 19, 2025 totaling \$306,120.47. Motion carried.

School District Nurse Presentation: Katelyn Hughes, District Nurse, presented on data from the 2024-2025 school year as it pertained to student health. Some items reported were the number of nurse office visits, immunization requirements, health screenings, medication administration, and upcoming clinics, donations and equipment.

Audience Recognition: Max Anderson (*Danbury, WI., High School Science Teacher*), addressed the board regarding staff retention and attraction, compensation, and the proposed change in employee health insurance.

High School Football Overnight Field Trip Request: Coach (Scott) Haskins was in attendance and provided the overview of the requested field trip.

Motion by Katie Smith/Pamela Peterson to approve the High School Football overnight trip as presented. Motion carried.

High School Native American Title VI Overnight Field Trip Request: The board reviewed the details of the overnight field trip request by the District's Johnson-O'Malley (JOM) Coordinators, Amanda Dietrich and Ally Oustigoff. In accordance with District policy (352 – *Field Trips*), it is a requirement to have male and female chaperones present when the attending student group is made up of both males and females. The JOM Coordinators have a couple possible male chaperones but must be prior approved by the administration.

Motion by Katie Smith/Pamela Peterson to approve the high school Native American Title VI overnight field trip request as authorized by the administration. Motion Carried.

Motion by Terry Larsen/Katie Smith to approve the 2025-2026 Open Enrollment requests as indicated on the provided enrollment information sheets. Motion carried.

Discussion and Consideration of District Public Notice Publishing Procedures and Locations: At the annual board Reorganization Meeting the board voted to not assign any official publication(s) (newspapers). The administration is looking for board approval on re-assigning the current publishing locations and removing the locations that require mailing by postage. In compliance with State Statute 985.02(a), the administration recommends posting on the District Website and one additional public location by board direction.

Motion by Terry Larsen/Pamela Peterson to assign the District's Public Notice Publishing Locations to the School District Website and a physical posting at the Webster Post Office. Motion carried.

Staff Resignations

Motion by Pamela Peterson/Chaz Heinz to approve the resignation of JV2 Volleyball Coach, Katie Kerce, effective immediately. Motion carried.

Motion by Pamela Peterson/Kim Johnson to approve the resignation of High School Principal, Jason Wolf, effective June 30, 2025. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the resignation of High School Social Studies Teacher, E-Sports Advisor, and High School Football Assistant Coach effective June 30, 2025. Motion carried.

Committee Reports

Strategic Planning: Chaz Heinz, Committee Chair, provided an update to the full board regarding a recent meeting with Lee Pritzl and Shannon Donnelly from Elevated Performance 4U. This meeting helped set up a timeline for the Strategic Planning Process.

Budget: Joshua Hetfeld, District Administrator, reported on the Budget Committee's recent meetings. Topics of their meetings included a review of the 2025-2026 district expenditures (Including Employee Health and Dental Insurance), the District's current phone system, and employee compensation. The full board was presented with and reviewed the Budget Committee recommendations for employee health insurance and district replacement phone system. Note: The administration is not recommending a change for employee dental insurance at this time.

Motion by Kim Johnson/Chaz Heinz to approve M3 Insurance as the District's Employee Health Insurance Agent effective September 01, 2025. Motion carried, 4 yes – Katie Smith abstained.

Motion by Terry Larsen/Pamela Peterson to approve the employee HSA contribution increase as presented effective September 01, 2025. Motion carried, 4 yes – Katie Smith abstained.

Motion by Pamela Peterson/Kim Johnson to approve the presented quote from Loffler for the district phone system replacement allocated in the 2025-2026 school year budget. Motion carried.

Personnel/Negotiations: Pamela Peterson, Committee Chair, informed the board of the Personnel/Negotiation Committee's recent meeting and discussion items. Discussion items included:

Employee Handbook Language Update - The administration is recommending a language change to the teacher's work day to allow for more flexibility with scheduling.

2025-2026 Staffing Recommendations – The administration is recommending the addition of a full time (1.0 FTE) elementary school Instructional Assistant position.

Motion by Pamela Peterson/Chaz Heinz to approve the Employee Handbook language change as presented. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the addition of a full time (1.0) FTE Elementary School Instructional Assistant Position. Motion carried.

Policy: Chaz Heinz, Committee Member, provided an update to the board on the current position of the Neola policy book transition.

The Board completed a **first reading** of the following policies due to state guidance/law:

- ***5411 – Third Grade Promotion and Retention: At-Risk Students.***

Principal Reports:

- **Elementary School:** Principal, Ashley Nagel, presented on Act 20 student data, upcoming field trips, Reward Day, the elementary SNAPP mentor program, and the recent Title I Family Night.
- **Middle School:** Principal, Ron Stelson, shared information on recent field trip/reward days, end of year grading/assessments, student attendance, and the Senior Citizen Breakfast event year review.
- **High School:** Principal, Jason Wolf, discussed student testing, spring sports, senior awards night, and graduation

District Administrator Report

Joshua Hetfeld provided updates on the recent school board Reorganization Meeting, School Forest improvement, the NorthLakes Community Clinic Dental Outreach Program, and an update on the Tiger Construction Duplex Project.

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)* at 6:08 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the May 19, 2025 meeting reconvened at 7:03 pm.

Motion by Katie Smith/Pamela Peterson to approve Jill Spafford's reassignment from 2nd Grade Teacher to the Middle School Mathematics Teacher. Motion carried.

Motion by Pam Peterson/Katie Smith to approve a 4% salary increase for all Support Staff as presented. Motion carried.

Motion by Terry Larsen/Pam Peterson to approve the average Teaching Staff increase of 7.57% (\$4,000 per Teacher), increasing the starting Teacher wage to \$46,000. Motion carried, 4 yes – Katie Smith abstained.

Motion by Katie Smith/Terry Larsen to adjourn the meeting of May 19, 2025, at 7:05 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson", written in a cursive style.

Kim Johnson, School Board Clerk

POLICY COMMITTEE MEETING
Wednesday, May 21, 2025

Members Present: Chaz Hinz, Kim Johnson

Members Absent: Jerry Metcalf

Others Present: Josh Hetfeld

Kim Johnson called the Policy Committee Meeting of May 21, 2025, to order at 9:01 a.m.

The committee continued reviewing the 5000 series – Students starting with Policy # 5430 - Class Rank. There were minor changes made to multiple policies, primarily due to wording changes.

Policy 5451.01 – Wisconsin Academic Excellence Scholarship: The committee is recommending changing item C to state the requirement of four consecutive semesters to four rather than three. The reason being it would require a student to be in the district for a longer period of time in order to qualify for this award.

The committee completed the 5000 Series – Students and decided to wait until the next policy meeting to begin with the 9000 Series – Relations.

The meeting adjourned at 12:15 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson". The signature is stylized with a large, flowing "K" and "J".

Kim Johnson

Special School Board Meeting – June 02, 2025

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Treasurer Pamela Peterson, and Directors Katie Smith and Jerry Metcalf

Board Members Absent: Clerk Kim Johnson and Director Galina Werdier

Others Present: District Administrator Joshua Hetfeld, Elementary Principal Ashley Nagel, and Middle School Principal Ron Stelson.

Board President Chaz Heinz called the Special School Board Meeting of June 02, 2025, to order at 5:30 p.m. for the purpose of High School Principal Interviews.

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per Wisconsin Statutes 19.85(1)(c) at 5:31 pm. Roll call vote was taken with all members present voting yes. Motion carried.

The regular session of the June 02, 2025 special meeting reconvened at 9:29 pm.

No action taken

Motion by Pamela Peterson/Jerry Metcalf to adjourn the special meeting of June 02, 2025 at 9:30 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Chaz Heinz', with a stylized, flowing script.

Chaz Heinz, Board President

(In the absence of the School Board Clerk)

Personnel Committee Meeting – Regular Session – June 06, 2025

Members Present: Committee Member Terry Larsen

Members Present via Google Meet: Committee Chair Pamela Peterson and Committee Member Galina Werdier

Others Present via Google Meet: Joshua Hetfeld, District Administrator

Pamela Peterson, Committee Chair, called the Personnel Committee meeting of June 06, 2025, to order at 8:30 a.m.

Motion by Terry Larsen/Galina Werdier to move to Executive Session at 8:31 a.m. pursuant to Wisconsin Statutes 19.85 (1)(c). Roll call vote taken with all members voting yes.

Motion by Galina Werdier/Terry Larsen to reconvene to the Regular Session of the June 06, 2025 Personnel/Negotiations meeting at 8:41 a.m. Roll call vote taken with all members voting yes.

Motion by Galina Werdier/Terry Larsen to adjourn at 8:41 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Pamela Peterson", is written over the printed name.

Pamela Peterson
Personnel/Negotiations Committee Chair
School Board Treasurer

Property/Transportation Committee Meeting – Regular Session – June 09, 2025

Ad Hoc Members Present: Committee Chair, Terry Larsen, Committee Members Katie Smith and Pamela Peterson

Others Present: Joshua Hetfeld, District Administrator and Ruben Ruiz, Buildings, Grounds and Transportation Director

Terry Larsen, Committee Chair, called the Property/Transportation Committee Meeting of June 09, 2025 to order at 4:32 p.m.

Joshua Hetfeld, District Administrator, began the meeting by stating that the district received four (4) bids for the Sealcoat project that was posted on April 17, 2025.

The committee opened the sealed bids and reviewed them individually. Of the four (4) qualified bids, the committee reached the agreement to bring the bid of \$44,074 from Sealcoat Specialties to the full board for approval. The committee noted that there is confusion on whether or not this bid includes the athletic field parking lot. Ruben Ruiz will get the requested information and email it to the committee.

The committee reviewed the information presented on the district's Alder Street Rental property. Some item discussed were:

Q: Does Tiger Tech incur the removal expenses or is this a District expense?

A: Tabled – The District continues to consult with Hopkins Sand and Gravel to look at other options.

Inspection: An inspection must be completed before tear down or burn. The district received a quote from CESA 10 but will continue to review options.

Removal: The district received quotes from Hopkins Sand and Gravel to both burn the residential unit and/or tear it down. At this time, the district is continuing to review this.

The committee discussed the Main Street Rental property. Currently, this property is vacant with the hopes that the district is able to fill the rental with interested candidates for open positions within the District. The most recent Lease Agreement states that rent shall be \$900.00 per month in addition to its' utilities. The committee agrees that this amount can be raised due to the housing market and good condition of the home. If no incoming staff rent this property, and no current staff are interested, the committee will revisit the plans for this rental.


The monthly rental fee at the Main Street Rental property will increase from \$900.00 per month to \$1,000.00 per month beginning with the next signed Lease Agreement.

Mr. Hetfeld informed the committee that the Village of Webster has been in contact with Terry Larsen, Chaz Heinz and himself in regards to district property. The committee approved the continuation of this collaborative group.

Due to timing, the committee decided to reschedule agenda item number five – Tour of District Properties.

The Property/Transportation Committee Meeting of June 09, 2025 was adjourned at 6:30 p.m.

Respectfully submitted,



Katie Smith
Property/Transportation Committee Member
School Board Director

Policy Committee Meeting- Regular Session – June 11, 2025

Committee Members Present: Committee Chair, Jerry Metcalf, and Member Chaz Heinz

Not Present: Kim Johnson, Committee Member

Others Present: Josh Hetfeld, District Administrator

Jerry Metcalf, Committee Chair, called the Policy Committee Meeting of June 11, 2025 to order at 2:33 PM.

Josh Hetfeld, District Administrator indicated that the Policy Committee Meeting notes from the previous Policy Committee Meeting conducted on May 21, 2025 were still in progress, but that the committee had completed initial review of remaining policy Series 5000 – Students.

The Policy Committee reviewed and is recommending a final reading and vote on Policy 5411 – Third Grade Promotion and Retention, as required as part of ACT20 legislation at the next regular School Board Meeting.

Additionally, the Policy Committee received a written review from the Public Consultant Group (PCG) on the policy Series 5000 – Students. The PCG informed the Policy Committee when local peer school districts did not adopt specific Neola template policies. Unless otherwise noted below, the Policy Committee recommends adopting the proposed policies as they reflect existing practices of the district or are considered best practice. Several minor revisions were recommended following a review of the PCG comments and are summarized as follows:

Policy 5114 - Nonimmigrant Students and Visitor Programs: The PCG confirmed that Spooner does not have this policy and asked whether there is a policy addressing immigrant students (legal and illegal). The Policy Committee believes Policy 5111 – Eligibility of Resident/Nonresident Students addresses this issue and recommends no change at this time.

Policy 5130 – Withdrawal/Dropout from School: The PCG confirmed other local peer districts do not use sections A – F. The Committee believes that the sections A – F represent Webster’s existing practices and recommends retaining them in this policy.

Policy 5136 – Personal Communication Devices: The PCG inquired about requirements for the elementary school and the status and plans for the 2025-2026 Parent/Student Handbook. The current draft policy does include a section on requirements for the elementary school may have been overlooked because the section header appears on page one. The Committee recommends revising each school’s 2025-2026 Parent/Student Handbook to align to the new policy system.

Policy 5200 – Attendance: The PCG asked if the School Attendance Officers have been designated. The Policy Committee recommends that the School Attendance Officers to be designated in Parent/Student Handbook for each school, consistent with existing practice.

Policy 5223 – Absences for Religious Instruction: The PCG inquired if the Student Management system is defined and controlled. The Webster School District utilizes the Skyward Employee and Student Management System.

Policy 5410 – Promotion, Placement, and Retention: The PCG noted that terms such as “Proficiency” and “Basic” may not align to the new 2024 DPI standardized academic assessment rating categories. The Policy Committee determined most uses of the term “Proficiency” is not in the context of standardized academic assessment but used as a general term. However, the Policy Committee is recommending changing the term “Basic” in the first sentence under the Option 1 section, and changing the word “Minimal” to “lowest” in the second sentence, as those sentences do relate to Wisconsin statewide testing.

Policy 5451.02 – Technical Excellence Higher Education Scholarships: Following the same concerns raised in Policy 5410, the Policy Committee reviewed Policy 5451.02 and found the uses of the term “Proficiency” is not in the context of standardized academic assessment but used as a more general term. No changes are recommended.

Policy 5500 – Student Code of Classroom Conduct: The PCG asked about the Parent/Student Handbook. The Policy Committee’s recommendation is that the 2025-2026 Parent/Student Handbook for each school will be revised to align to the new policy system and include references to specific new policies where appropriate.

Policy 5515 – Student Use of Motor Vehicles: The PCG asked about the use of ATV’s and if that needed to be in the policy. The Policy Committee reviewed this previously and concluded that there is no legal way for a minor to drive an ATV to the

Middle/High School and therefore recommends not including ATV's in the policy. The Policy Committee further recommends including this update and clarification in the 2025-2026 Parent/Student Handbook.

Policy 5517 – Student Anti-Harassment: The PCG inquired about the use of the word “unlawful”. Based on legal consultation, the Policy Committee recommends retaining the word “unlawful”. The Policy Committee recommends including this update and alignment to the new policy in the 2025-2026 Parent/Student Handbook.

Policy 5515.01 – Bullying: The PCG noted the overlap with Policy 5517 – Student Anti-Harassment and the discussion of harassment in the Bullying policy. The Policy Committee recognizes that bullying can be considered repeated harassment and should exist as a separate policy per DPI guidelines, but recommend a reference to Policy 5517 – Student Anti-Harassment. The Policy Committee further recommends including this update and alignment to the new policy in the 2025-2026 Parent/Student Handbook.

Policy 5540 – The Schools and Governmental Agencies: The PCG asked if the administration maintains the lead role when law enforcement is called for assistance. The Policy Committee finds that sections A.3. and A.4 identify scenarios where law enforcement would have the main responsibility for the investigation and assure that the constitutional protect rights of the student are respected. Additionally, the Policy Committee recommends reviewing and updating its shared agreement or Memorandum of Understanding with local municipalities and/or law enforcement to ensure alignment with this Policy.

Policy 5780 – Student/Parent Rights: After extended discussions over multiple Policy Committee meetings comparing the preferred language of existing Policy 333 – The Parental Rights in Relation to District Programs/Activities and Student Privacy with the proposed policy, the Policy Committee is recommending tabling the revision of Policy 5780 – Student/Parent Rights until the Policy Committee can review policy Series 2000 – Program, including Policy 2416 – Student Privacy and Parental Access to Information to ensure the existing preferred practices are captured in the appropriate new policies. The Policy Committee further recommends an update to the 2025-2026 Parent/Student Handbook that summarizes parent/student rights and includes references to all the related new policies.

Policy 5855 – Student Attendance at School Events: The PCG confirmed that Spooner does not have this policy and that Minong and Superior have no grade requirements. The Policy Committee recommends the proposed policy that reflects Webster's current practice that has been developed and deliberated over the years.

Upon completion of the policy Series 5000 – Students, the Policy Committee completed their review of the policy Series 9000 – Relations. Only very few and minor proposed revisions were discussed.

The Policy Committee meeting of June 11, 2025 was adjourned at 6:35 PM

Respectfully submitted,



Jerry Metcalf

Policy Committee Chair
School Board Director

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
June 16, 2025 - 5:00 pm

Board Members Present: President Chaz Heinz, Vice President Terry Larsen, Clerk Kim Johnson, Directors Galina Werdier and Jerry Metcalf

Board Members Absent: Treasurer Pamela Peterson and Director Katie Smith

Board President Chaz Heinz called the regular meeting to order at 5:05 pm. President Heinz was informed that the meeting was posted and the press was notified on June 12, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Kim Johnson/Galina Werdier to approve the minutes of the Open and Executive Sessions of the **May 19, 2025 Regular Board Meeting**, the **Policy Committee Meeting of May 21, 2025**, the Open and Executive Sessions of the **June 02, 2025 Special Board Meeting**, the Open and Executive Sessions of the **June 06, 2025 Personnel Committee Meeting**, the **Property/Transportation Committee of June 09, 2025**, and the **Policy Committee Meeting of June 11, 2025**. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve financial report for the month ending May 31, 2025 as reported by Chaz Heinz (*In Absence of Pamela Peterson*). Motion carried.

Motion by Kim Johnson/Terry Larsen to approve payroll expenditures of \$329,751.06 and vouchers numbered 1134779-1134835 plus ACH Transfers totaling \$644,180.13 for the month of May 2025. Motion carried.

Motion by Galina Werdier/Kim Johnson to approve and release vouchers numbered 1134839-1134887 plus ACH payments dated June 16, 2025 totaling \$266,102.30. Motion carried.

High School Principal Introduction: Pete Schroeder, newly hired High School Principal, was in attendance. Chaz Heinz introduced Mr. Schroeder and welcomed him to the district.

Audience Recognition: None.

High School Volleyball Overnight Field Trip Request: Coach (Stefanie) Janssen has requested for the volleyball team to attend an overnight camp at Faith's Lodge from July 29 – July 31, 2025. Funds will be taken from the Volleyball Activity Fund for this event.

Motion by Galina Werdier/Chaz Heinz to approve the High School Volleyball overnight trip as presented. Motion carried.

Annual Approvals

Motion by Kim Johnson/Chaz Heinz to approve the **WIAA Membership Renewal** for the 2025-2026 school year. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve **student insurance** coverage for the 2025-2026 school year through Student Assurance Services. Motion carried.

Motion by Galina Werdier/Chaz Heinz to approve the **breakfast/lunch fees** for the 2025-2026 school year as presented. Motion carried.

Motion by Kim Johnson/Galina Werdier to approve the **driver's education fees** for the 2025-2026 school year as presented. Motion carried.

2025-2026 District Calendar Amendment Consideration: The administration presented a proposed amendment to the 2025–2026 school calendar, specifically regarding the in-service day scheduled for November 25, 2025, which falls during the Thanksgiving break. The amendment would provide teaching staff with the flexibility to complete this in-service requirement either in August, prior to the start of the school year, or to retain the original date of November 25, 2025.

After discussion, the board acknowledged the intent to support staff scheduling needs while maintaining instructional requirements.

Motion by Chaz Heinz/Jerry Metcalf to approve the 2025-2026 District Calendar Amendment as presented. Motion carried.

Staff Resignations

Motion by Kim Johnson/Terry Larsen to approve the resignation of 3rd Grade Teacher, Britta Lindh, effective at the end of the 2024-2025 school year. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve the resignation of High School Cheerleading Advisor, Maria Cairns, effective immediately. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve the resignation of Early Childhood/Pre-Kindergarten Teacher, Amy Hoffmann, effective at the end of the 2024-2025 school year. Motion carried.

Staff Resignations

Motion by Terry Larsen/Jerry Metcalf to approve the retirement of High School Special Education Teacher/Webster Alternative Learning Center (WALC) Teacher, Suzanne Doody-Schwingle, effective at the end of the 2024-2025 school year. Motion carried.

Committee Reports

Property/Transportation: Terry Larsen, Committee Chair, provided an update on their recent meeting where they discussed district properties, as well as the upcoming sealcoat project. The committee shared that they opened and reviewed the qualified bids that were posted on April 17, 2025. The committee is making a recommendation to the full board to move forward with the bid received from Sealcoat Specialties, with the estimate of \$32,824.88 for the project.

Motion by Galina Werdier/Kim Johnson to accept the estimate from Sealcoat Specialties totaling \$32,824.88. Motion carried.

Policy: Jerry Metcalf, Committee Chair, reported that the committee has completed its review of Neola policy Series 5000 – Students and Series 9000 – Relations. These series are now being presented to the board for a first reading. With this progress, only three policy series remain in the review process. The committee anticipates final adoption of the Neola policy book in August.

The Board completed a first reading of *Neola Series 1000 - Administration* and *6000 – Finances*.

The Board completed a **second reading** of the following policies due to state guidance/law:

- ***5411 – Third Grade Promotion and Retention: At-Risk Students***

Due to Wisconsin's Act 20 requirement, this policy was adopted prior to July 01, 2025, but will not be enforced until up to September 2027.

Motion by Kim Johnson/Jerry Metcalf to adopt policy 5411 – Third Grade Promotion and Retention: At-Risk Students, as presented. Motion carried.

School Safety Plan, Data and Drill Reports: Principals, Ashley Nagel and Ron Stelson, reported on year-end building safety drills, as well as information from recent trainings on standard response protocols and the effectiveness of it.

Elementary AGR Report: Ashley Nagel, Elementary Principal, gave the semi-annual report on Achievement Gap Reduction (AGR). An update is given twice a year reporting progress of growth in reading and math.

Principal Reports:

- **Elementary School:** Principal, Ashley Nagel, presented on both the June and August Summer Academies, in addition to an update on the 'Walk to Read' program.
- **Middle School:** Principal, Ron Stelson, shared information on FastBridge testing, end-of-year reports, and changes to the 2025-2026 Senior Citizen Breakfast events (2nd Wednesday of each month).
- **High School:** N/A

District Administrator Report

Joshua Hetfeld provided updates on the Athletic Program/Scoreboard sponsorship initiative, and the possibility of partnering with a neighboring school district for a Youth Sports Coordinator to assist with our growing programs.

Motion by Kim Johnson/Galina Werdier to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)* at 5:43 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the June 16, 2025 meeting reconvened at 6:27 pm.

Motion by Galina Werdier/Terry Larsen to approve the contract for Peter Schroeder, High School Principal under the condition of the release from his current principal's contract. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve Kiera Bridley as the new full time Elementary Special Education Teacher. Motion carried.

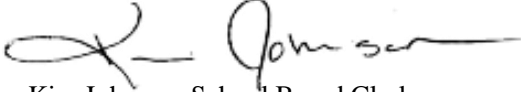
Motion by Galina Werdier/Jerry Metcalf to approve Scott Swendiman as the 7th & 8th Grade Boys Basketball Coach. Motion carried.

Motion by Galina Werdier/Jerry Metcalf to approve Ben McClellan as the 7th & 8th Grade Boys Football Coach. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve Ben Treichel as the High School Assistant Football Coach. Motion carried.

Motion by Kim Johnson/Jerry Metcalf to adjourn the meeting of June 16, 2025, at 6:26 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson", with a long horizontal flourish extending to the right.

Kim Johnson, School Board Clerk