

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**July 20, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel Middle (MS) Pam Peterson, High (HS) Josh Hetfeld, District Account Crystal Houman

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on July 16, 2020.

Motion by Wendy Larson/Katie Smith to approve minutes of the regular and executive sessions of June 15, 2020. Motion carried.

Motion by Melanie Johnson/Wendy Larson to approve financial report for the month ending June 30, 2020, as reported by Brenda Rachner. Motion carried.

Motion by Brenda Rachner/Bob Carlson to approve payroll expenditures of \$325,465.55 and vouchers numbered 1130614 through 1130723 and ACH transfers totaling \$664,868.79 for June 2020. Motion carried.

Motion by Wendy Larson/Brenda Rachner to approve and release vouchers numbered 1130724 through 1130764 and ACH payments dated July 20, 2020 totaling \$90,565.07. Motion carried.

**Audience Recognition:** None.

HS Principal Josh Hetfeld passed out a detailed sheet that outlined Graduation plans for August 1, 2020 at 2 p.m. on Seitzberg Field, Credit Recovery for High School Summer School and Athletic plans during COVID-19. It was noted that a lot of safety measures are in place and that as things change due to new recommendations and guidelines new measures will be put in place.

ES Principal Ashley Nagel passed out a Cub Club information sheet that outlined a Before and After School Program. It is the hope to have this club running this fall and will all depend on the reopening of schools.

Board President Mark Elliott welcomed Luke Schultz from CESA 10 and Ben Beery from Wold Architecture and Engineering to discuss referendum updates. Mr. Schultz discussed that a design meeting was held on June 24, 2020 and that he would be outlining changes from that meeting after approval of the Wold contract. Motion by Wendy Larson/Melanie Johnson to approve Wold Architecture and Engineering Contract. Motion carried.

Mr. Beery discussed updates being proposed since the design meeting:

Bathrooms at Elementary School with hand washing fountains outside so teachers can supervise both genders, water fountains being changed to bottle stations and an additional item being proposed is a toilet room in the health office.

The Tech Education area has an additional maker space being proposed that will include a new entry, reception area and conference room. This new area will have two lifts and they are trying to match the current design of the 5-12 Building. There was discussion on parking for those coming to this new area and it was noted that with the new proposed parking lot there should be no problems.

Mr. Beery outlined the proposed timeline for design, development and bidding. They hope to lockdown on a detailed design in August, with bidding to take place in November and awarding a bid in December. With the current construction market and uncertain economy bidding may be more beneficial for these projects. It was noted that the Property Committee would work with Wold on design updates.

Mr. Schultz passed out a revised project area/estimated cost sheet and talked about alternates. With the Elementary School paving project under budget there is more contingency and helps with the additional items previously discussed. He informed that they reached out to several contractors and only received one bid. Included with the agenda was Monach Paving Company's contract for approval. It was noted that this project was well under the budget and that they will continue to work with the Property Committee. Motion by Terry Larsen/Wendy Larson to approve Monach Paving Company contract. Motion passed.

Superintendent Jeff Fimreite discussed the parent and teacher survey results and highlighted the following:

- 314 responses representing 661 students.
- 86 percent of families will choose to send their students back to school with safety protocols in place and are given approval from Burnett County Health Department.
- 71 percent would like all learning done in school, 6.8 percent would like all learning conducted remotely and 31 percent would like a hybrid and blended model.
- Parents are most concerned about classrooms and other student gathering places that are NOT properly disinfected.
- Parents were least concerned about student mask usage.
- Most parents feel comfortable sending students on bus to school with safety precautions in place (204). There were 20 respondents that do not feel comfortable.
- A lot of comments about parents being concerned if Webster did not open.

Staff has been working diligently on a plan for reopening schools and it is close to being released. It is being proposed to start school on September 1, 2020, five days per week with technology enhanced learning, health safety precautions in place, education on protecting our most vulnerable and a contingency plan with a blended model and full virtual learning. There was discussion on policy for students staying home if and or when they may become sick due to COVID-19. It was noted that there will be more guidance released and that the District would work with Burnett County Health Department.

Mr. Fimreite discussed that he is recommending the purchase of 100 Tablets for Kindergarten and 1<sup>st</sup> Grade students. Along with this proposal it would include charging stations and cases. This will allow the younger students to continue digitally if our schools need to close again. Motion by Wendy Larson/Bob Carlson to approve proposal for technology purchase. Motion carried.

At this time there was also a motion by Brenda Rachner/Wendy Larson to approve September 1, 2020 for the start of the 2020-21 School Year. Motion carried.

Board Clerk Wendy Larson reported the Policy Committee met on June 23, 2020 and discussed unpaid leave language that the Personnel Committee created and new language for the Facilities Usage Policy that came from the Property Committee. There was agreement with both policies with one minor point being the potential use of buses in the Facilities Usage Policy. The District has a rental structure available for groups that might want to use a bus with a rate of \$45 per hour with one of our drivers and \$60 per hour without a driver. Since this is the first reading there is no action needed this evening but the Committee would like the Board's thoughts on whether or not to continue to include that in the policy or strike that language out.

The Policy Committee also reviewed the Tobacco Use Policy that included new language for both the District and Student Handbook. It was the consensus that this policy should be brought to the Board for consideration.

Mr. Fimreite discussed the Student Assurance Policy for 2020-21 and informed that this year the cost per pupil decreased from \$4 to \$3. Motion by Wendy Larson/Melanie Johnson to approve policy. Motion carried.

Mr. Fimreite informed that each year the District is required to have an audit and last year the transition started to Two Rivers Accounting. The fee for this service is the same as last year at \$12,150. Motion by Terry Larsen/Bob Carlson to approve Two Rivers Accounting contract. Motion carried.

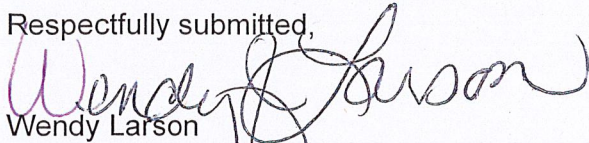
District Accountant Crystal Houman discussed there was a few minor changes to the budget for 2019-20 School Year due to COVID-19. The spending was greater in transportation due to meals and packets being delivered during the school closures; and there were some funds such as subbing and spring sports that did not have any expenses because of the school closures. One thing also noted was that the Health Reimbursement Accounts (HRA) were looking at a deficit however this fund will actually have \$140,000 added to the Fund Balance.

Mr. Fimreite discussed the Board every year adopts standards that are required by the Department of Public Instruction (DPI) and that these standards serve as goals for teaching and learning. A motion is needed to approve the Wisconsin Academic Standards. Motion by Wendy Larson/Bob Carlson to approve the standards. Motion carried.

Mr. Fimreite informed the annual renewal for membership with the Wisconsin Intercollegiate Athletic Association (WIAA) was included with packet. This allows our students to participate and be eligible for State tournaments. Motion by Katie Smith/Melanie Johnson to approve WIAA Membership for 2020-21. Motion carried.

Motion by Brenda Rachner/Katie Smith to adjourn to Executive Session at 6:02 p.m. pursuant to 19.85 (1) (c) to consider New Superintendent Goals. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Respectfully submitted,



Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**August 17, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner (arrived at 5:03 p.m.), Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel Middle (MS) Pam Peterson, High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on August 13, 2020.

Motion by Katie Smith/Bob Carlson to approve minutes of the regular and executive sessions of July 20, 2020. Motion carried.

Motion by Terry Larsen/Wendy Larson to approve financial report for the month ending July 31, 2020, as reported by Brenda Rachner. Motion carried.

Motion by Wendy Larson/Katie Smith to approve payroll expenditures of \$234,365.93 and vouchers numbered 1130724 through 1130769 and ACH transfers totaling \$348,159.32 for July 2020. Motion carried.

Motion by Wendy Larson/Bob Carlson to approve and release vouchers numbered 1130770 through 1130814 and ACH payments dated August 17, 2020 totaling \$159,391.40. Motion carried.

**Audience Recognition:** Elizabeth Trott addressed the Board to ask questions about the options available for learning this school year and to express concern about masks and truancy. Superintendent Jeff Fimreite discussed that students can choose either option, to be in person or do virtual, and that if they start with one can switch to another. As far as masks go, it is a State mandate and masks will be required until September 30, 2020 under the Governor's Order. Staff is working on consequences that will be in place if students don't follow the mask requirements. At this time there is no other guidance for truancy and as long as students are logging on, if they are doing virtual, truancy will not be an issue.

Mr. Fimreite introduced new staff members Erin Ralph, High School Physical Education and Brad Boecher, 2<sup>nd</sup> Grade. Board President Mark Elliott presented a gift on behalf of the Board and Administration. Both Erin and Brad gave a little history on themselves and expressed they are happy to be a Tiger!

Director Bob Carlson discussed that the Transportation Committee met on July 28, 2020 and reviewed a new bus bid that came in from Blue Bird at \$87,450 and it is being recommended for Board approval. Motion by Brenda Rachner/Wendy Larson to approve bus bid from Blue Bird in the amount of \$87,450. Motion carried.

The Transportation Committee also discussed whether or not it was best to purchase a new or used van. It was the consensus to bid on a new van and only one bid was received. The bid from

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Don Johnson Auto Group was for a 2020 Chrysler Voyager LX at \$27,350, with a trade-in allowance for the 2010 Dodge Grand Caravan of \$2,500 bringing the final cost to \$24,850. Motion by Wendy Larson/Katie Smith to purchase the new van. Motion carried.

Also discussed at the Transportation Committee Meeting was bus transportation and cleaning for the Reopening Plan and whether or not to strike out language with regards to bus rentals in the Facility Use Policy (it was noted that the language would be removed from the policy).

Treasurer Brenda Rachner discussed the Policy Committee met on August 13, 2020 and reviewed volunteer guidelines and a release waiver for essential and non-essential volunteers. With COVID-19 still happening in the District, these forms will be necessary. Motion by Wendy Larson/Bob Carlson to approve volunteer guidelines/release waivers. Motion carried.

The Policy Committee also reviewed several employee handbook amendments due to changes being made because of COVID-19 and included language in the following sections: Sick Leave, Pandemic Workplace Protocol and Title IX (Non Discrimination and Sexual Harassment).

Also discussed were new regulations for Title IX Policy and they were included with the packet.

Motion by Brenda Rachner/Wendy Larson to approve second reading and changes on the Unpaid Leave Policy, Facilities Use Policy and Tobacco Policy. Motion carried.

The employee handbook amendments and Title IX Policy changes were first readings and require no action at this time.

Mr. Elliott discussed that the Personnel Committee met on August 6, 2020 and reviewed grant funding the District is receiving from the Coronavirus Aid, Relief and Economic Security (CARES) Act and Governor's Emergency Education Relief (GEER). The grant funding will have specific criteria for using the funds and monies will be allocated as needed.

With the increasing needs for help with custodial and nursing duties during COVID-19 it is being recommended to hire one part-time employee for these two areas for one-year. It was the consensus to move forward with hiring a part-time custodian and nurse.

Jill Norman, part-time art teacher and Maria Carins, football cheerleading coach have submitted resignations and an approval is needed to accept these resignations. Motion by Wendy Larson/Brenda to accept Jill Norman's resignation. Motion carried. Motion by Bob Carlson/Katie Smith to accept Maria Carins resignation. Motion carried.

Health insurance from Health Partners for District employees came back with a final bid of no increase for this year. A motion is required to approve insurance for the 2020-21 school year. A motion by Terry Larsen/Wendy Larson to approve Health Partners for the 2020-21 school year. Director Katie Smith abstained. Motion carried.

Director Melanie Johnson discussed the Property Committee met on August 4, 2020 and reviewed concept updates for the garage doors and possible soil issue at the Tech Ed building and the Elementary School paving project, soil and sidewalk issues and some priority items that will be recommitted as the budget will allow.

Also discussed was the property purchased behind the Elementary School and whether or not to pursue the possibility of renting it. If that is a possibility it would need to be approved at the Annual Meeting in September. The committee also discussed an estimate from Hopkins Sand and Gravel for demolition (\$5,990) of the detached garage. Included with the estimate to demo the garage was an estimate for restoration work (\$2,270) that included topsoil, seed and mulch. A motion by Melanie Johnson/Terry Larsen to approve both the demo and restoration work for a total of \$8,260. Motion carried.

There was discussion on giving Mr. Fimreite authority to sign referendum change orders under \$50,000 to help with expediting the process when change orders occur. It was noted that anything over \$50,000 would need to come before the Board for approval. Mr. Fimreite would keep the Board in conversations when change orders occur. Motion by Wendy Larson/Bob Carlson to approve giving Mr. Fimreite authority to sign referendum change orders under \$50,000. Motion carried.

ES Principal Ashley Nagel, MS Principal Pam Peterson and HS Principal Josh Hetfeld discussed reopening plans and things taking place for each building during the week before school starts. Mr. Hetfeld also discussed information pertaining to the Wisconsin Interscholastic Athletic Association's (WIAA) meeting pertaining to fall sports. It was noted that Webster will be pushing back fall sports for football and volleyball and that Cross Country started practicing today. There will be communications amongst the Lakeland Conference and things could possibly change.

Mr. Fimreite reported on the following:

Reopening Plan – currently at High Level and will have to see where the District stands when school officially starts. Next week there will be three different listening sessions for parents to ask questions about the reopening of schools.

As previously discussed with the current COVID-19 protocols in place and need for extra staffing of custodial and nursing duties, it is being recommended to add two part-time positions for the 2020-21 school year, one for custodian and nurse. There was a motion by Wendy Larson/Katie Smith to approve the addition of two part-time positions for the 2020-21 school year. Treasurer Brenda Rachner abstained. Motion carried.

A flexibility waiver has been prepared and can be submitted to allow the District to shorten instructional hours by 30-60 minutes per day in a brick and mortar setting which would be beneficial for our teachers to meet the needs of our virtual students. There was discussion on timing of this waiver and how the shortened day would work. Mr. Fimreite informed that the waiver would be submitted and then we would have to wait to see if the waiver is approved; classes would be shortened over the eight-hour day. More details to work out if approved and there is also the option for the before and after school care for those who would need it. Motion by Wendy Larson/Katie Smith to approve the flexibility waiver. Motion carried.

In recent conversations with AT&T and Verizon, they have both offered options for hotspots to help our students and staff with internet connectivity. AT&T has offered \$20 a month and free equipment and Verizon offered \$15 a month but the equipment would need to be purchased up front. Centurylink has also been contacted with no response yet at this time. More information will be provided to parents at the listening sessions on Thursday, August 20, 2020. There is grant monies available for families that are not able to afford these options.

Last week there was a staff listening session for about one and half hours for staff to ask questions about the upcoming school year and challenges with COVID-19. There were approximately 74 staff members that attended and feedback was positive.

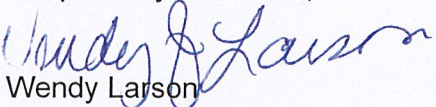
Included with the agenda packet was a proposal from Strang, Patteson, Renning, Lewis and Lacy Law Firm to provide legal counsel for the District. Mr. Fimreite would like to request authorizing him to develop a relationship with them on behalf of the Board to allow him to have attorney review issues that need more than a quick answer. Motion by Brenda Rachner/Terry Larsen to approve legal counsel from Strang, Patteson, Renning, Lewis and Lacy Law Firm. Motion carried.

Mr. Fimreite informed that the State Education Conference is coming up and if any of the Board wanted to attend to let him know by sending an email if any interest.

The Annual Meeting will be held on September 28, 2020.

Motion by Katie Smith/Melanie Johnson to adjourn to Executive Session at 6 p.m. pursuant to 19.85 (1) (c) to consider an employee issue and staffing considerations. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Respectfully submitted,



Wendy Larson  
School Board Clerk



**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**September 21, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None (Brenda Rachner Discussion at Executive Session)

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel Middle (MS) Pam Peterson, High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on September 17, 2020.

Motion by Terry Larsen/Bob Carlson to approve minutes of the regular and executive sessions of August 17, 2020. Motion carried.

Motion by Katie Smith/Melanie Johnson to approve financial report for the month ending August 31, 2020 as reported by Mark Elliott. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve payroll expenditures of \$217,914.69 and vouchers numbered 1130770 through 1130819 and ACH transfers totaling \$306,030.98 for August 2020. Motion carried.

Motion by Terry Larsen/Wendy Larson to approve and release vouchers numbered 1130821 through 1130881 and ACH payments dated September 21, 2020 totaling \$104,945.61. Motion carried.

Motion by Wendy Larson/Katie Smith to approve and release vouchers numbered 1292-1295 for Fund 49 dated September 21, 2020 totaling \$85,827.02. Motion carried.

Audience Recognition: None.

Clerk Wendy Larson reported that this is the second reading for consideration of new sick leave and Title IX with the Employee Handbook and a new School District policy for Title IX. No questions were raised. Motion by Melanie Johnson/Terry Larsen to approve updated language for Employee Handbook and new Title IX Policy. Motion carried.

Director Melanie Johnson discussed the Property Committee met on August 26, 2020 and reviewed concepts of the addition and renovation work of the Tech Education area and to finalize plans to stay on schedule. There was consensus to move forward with the current Tech Education plan with one minor change of calling the room outlined to a Researcher and Development Center. This will open the use of this room up to others such as Family and Consumer Education (FACE). Motion by Melanie Johnson/Wendy Larson to approve the outline of the addition and placement of doors facing south, along with changing the name of the room as state above. Motion carried.

Director Katie Smith discussed the Curriculum Committee met on September 10, 2020 and reviewed some elementary data. The past two years have seen some data that can be improved on and it is being recommended that the District purchase Souday Phonics Tier One. Souday is

an evidence-based curriculum that takes 30 minutes each day for students in 4K-4<sup>th</sup> grade and would not be adopted until January 2021. It was noted that Mr. Fimreite will purchase this as it is under the threshold for approval by the Superintendent.

President Mark Elliott discussed that the Personnel Committee met on September 14, 2020 to go over recommendations for staffing and funding available to help during COVID-19. It was the consensus of the committee to approve two part-time (15-17 hours/week) food service workers. The committee also discussed the Board Vacancy and that will be discussed during the Executive Session.

Vice President Terry Larsen discussed that the Budget Committee met on September 17, 2020 to review financials for the Annual Meeting, the 2019/20 budget and the proposed budget for 2020/21. There were some variables for the proposed budget based on a three percent increase in property values and the District will not know the numbers until October when the Department of Public Instruction (DPI) certifies the amount. The other variable is the pupil count and that number won't be determined until early October.

HS Principal Josh Hetfeld informed that things are off to a good start with the school year and masks. They have 20 percent virtual and have experienced some technical issues. Both LeAnn and Sue have done a great job with this in trying to help with all issues. There is some concern with the success of students and teachers with all these new challenges the District is facing. Fall sports are taking place with precautions in place.

MS Principal Pam Peterson discussed that kids are excited about being in person and in the building for school. The numbers fluctuate daily. She also would like to give a shout out to LeAnn on great service for the 600 plus students she has to work with on devices and to Kathleen for all her hard work and extra hours with virtual students. There is some concern for teachers as they are having some difficulties with some of the virtual students. A shout out to Kelly Ince as well as she is working hard behind the scenes.

Josh and Pam added that a shout out to Julie Steiner is also to be highlighted. She has been working hard during these challenging times as well and is doing a great job.

ES Principal Ashley Nagel discussed that they have 13 percent virtual and the hot spots are working. FastBridge is complete and Sonday will help with reading scores (however Sonday will not start until January 2021). Seesaw has been a good addition and students have picked up on it. She wished to give a shout out to all those discussed earlier as well and the lunch staff.

Mrs. Nagel presented a different proposal for after school care than had been previously discussed. More planning will be taking place due to some grant funding that will possibly be available in November. For now, the idea is to run this program from 2:40 to 3:30 p.m. which is the normal and current pick up time. There will be no costs to families as staffing will be covered with aids and the hope is to see how this program will work with staffing during this period to determine a more permanent program.

Superintendent Jeff Fimreite discussed the flexibility waiver that was approved from DPI and recommended the Board approve this waiver that will allow the school day to be shortened by 30 minutes starting on October 5, 2020. Teachers have been working really hard and this waiver will allow our teachers to connect to our 100 plus online students.

This is just a start to see how this transition will work and if needed could possibly be transitioned to 60 minutes per day. He was asked why not possibly having Friday's off each week and responded that does not let our virtual students have contact each day; and the waiver was written for a 30-60-minute reduction. A motion will be made after Superintendent's Report.

Mr. Fimreite informed that the face covering mandate will be expiring next week and the District will need to make a decision on what to do with face coverings after September 28, 2020. The Administrative Team has discussed and feels that face coverings should be continued for our District. A motion will be made after Superintendent's Report.

Mr. Fimreite outlined as provided in the meeting notes the seclusion and restraints information that is required to be submitted.

Mr. Fimreite informed that free meals are being offered to all families through December 2020. This does not include milk if students bring their own meals.

It was noted that the Annual Meeting will be on Monday, September 28, 2020.

Motion by Wendy Larson/Katie Smith to reduce the school day by 30 minutes per day. Motion carried.

Motion by Wendy Larson/Melanie Johnson to continue with face coverings after September 28, 2020. Motion carried.

Motion by Wendy Larson/Bob Carlson to adjourn to Executive Session at 5:25 p.m. pursuant to 19.85 (1) (c) to consider staffing. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Motion to approve: School Psychologist Nicole Kovar, Varsity Boys Basketball Coach Chad Stenberg, C-squad Volleyball Coach Kaitlyn Moser, Bus Drivers Shaun Johnson, Lisa Sigfrids and Matt Pawlak, part-time temporary Nurse Assistant Samantha Holter and part-time temporary Custodian Brian Rossow: W. Larson/B. Carlson. Motion carried.

Motion to approve two part-time temporary food service employees: T. Larsen/K. Smith. Motion carried.

Motion to re-appoint Brenda Rachner to fill the open Board seat: W. Larson/K. Smith. Motion carried.

Respectfully submitted,



Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**October 19, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson (remotely), Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, District Accountant Crystal Houman, School Principals Elementary (ES) Ashley Nagel Middle (MS) Pam Peterson, High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on October 15, 2020.

Motion by Bob Carlson/Katie Smith to approve minutes of the regular and executive sessions of September 21. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve financial report for the month ending September 30, 2020 as reported by Brenda Rachner. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve payroll expenditures of \$244,846.28 and vouchers numbered 1130820 through 1130886 and ACH transfers totaling \$620,790.26 for September 2020. Motion carried.

Motion by Brenda Rachner/Bob Carlson to approve and release vouchers numbered 1130888 through 1130953 and ACH payments dated October 19, 2020 totaling \$143,904.98. Motion carried.

Motion by Terry Larsen/ Brenda Rachner to approve and release vouchers numbered 490007-490009 for Fund 49 dated October 19, 2020 totaling \$29,738.98. Motion carried.

Audience Recognition: None.

Superintendent Jeff Fimreite discussed and acknowledged three grants. The Northwest Alliance Foundation has awarded us a grant for \$1,000 for Personal Protective Equipment (PPE). Department of Public Instruction (DPI) Native American Language Grant \$8,000, rejuvenation for Ojibwa language. Peer Review and Mentoring Grant for \$14,804 for collaboration with Social Studies teachers within CESA #11

Director Melanie Johnson discussed the Property Committee met on October 14, 2020. The committee reviewed the elementary bathroom revisions and finalized Tech Ed Design. The committee discussed the bleachers and sound proofing. Luke Schultz from CESA #10, recommended putting that project on the alternative list. Demolition cost for boiler building is much less than anticipated. The Board deliberated whether to sell the boiler building or demo the building. The Board also discussed the next steps for the property located at 7310 Alder Street. Webster, WI. Mr. Fimreite will do research to find a management company that would manage the caretaking and rental of the property. Director Johnson also discussed the revised drawings of the athletic complex.

Motion Terry Larsen/ Bob Carlson to approve the demo of the boiler building. Motion Carried.

Motion Melanie Johnson/Bob Carlson to approve the concept design for the Makerspace Area. Motion Carried.

Motion Katie Smith/Brenda Rachner to approve the concept design for the elementary. Motion Carried.

President Elliott discussed the Personnel Committee met on October 12, 2020 to start reviewing staff compensation for 2020/21.

Motion Bob Carlson/Brenda Rachner to accept the resignation of Assistant Boys Basketball Coach, Joe Peterson. Motion Carried.

Motion Terry Larsen/Katie Smith to accept the resignation of MS Girls Basketball Coach, Greg Widiker. Motion Carried.

Motion Bob Carlson/ Katie Smith to accept the resignation of MS Boys Basketball Coach, Scott Haskins. Motion Carried.

MS Principal Pam Peterson discussed that the Veteran's Day Program will be held virtually. Both the Band and Choir departments are working on pieces of a performance and they are hoping to broadcast on We Are Network.

HS Principal Josh Hetfeld informed that it is Homecoming Work. The students are having dress up days as usual. Activities will be Friday afternoon outdoors; attendance will be limited. There will be a live stream into each classroom so that students not participating can watch. The volleyball team won their first conference title since 1992. Cross Country is hosting sub sectionals this week and he thanked Mr. Ward for the work he has put in.

ES Principal Ashley Nagel discussed the shortened day and virtual attendance. The Elementary attendance is down to 11% learning virtually; they are trickling back. The hotspots have been very beneficial to families at home. The shortened day started October 5, 2020 and things are going well with busing and Cub Club. There is an average of 16 students utilizing the Cub Club each day. They have been doing centers, art projects and outdoor activities.

Mr. Fimreite discussed that the hotspots have been very beneficial. He also mentioned that the District Office was quarantined and the overall the transition went smoothly with everyone is back in the office.

Mr. Fimreite informed that the shortened school day has received multiple positive comments from families and staff.

Mr. Fimreite outlined as provided in the meeting notes the pupil count number changes. The numbers decreased by 51 students due to varying reasons of homeschool and class size changes.

Mr. Fimreite informed that there is a virtual day coming October 30, 2020 and the District plans to schedule an additional virtual day in November and December. Expectations will be that students are learning and connecting from home.

Mr. Fimreite informed that the Food Service program's free meals have been extended until June 30, 2021.

Motion Terry Larsen/Brenda Rachner to approve ECCP/SEN applications

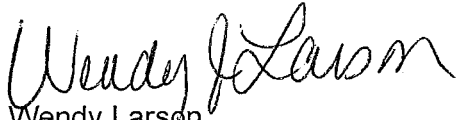
Motion by Katie Smith/Bob Carlson to adjourn to Executive Session at 5:42 p.m. pursuant to 19.85 (1) (c) to consider staffing. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Motion to approve Vickie Rossow for Food Service: B. Rachner/K. Smith. Motion carried.

Motion to approve Greg Widiker for MS Boys Basketball Coach: T. Larsen/B. Carlson. Motion carried.

Motion to approve the increase from 20 to 30 hours per week for Dr. Dorothy Morrison: B. Rachner/K. Smith. Motion carried.

Respectfully submitted,



Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**November 16, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on November 12, 2020.

Motion by Wendy Larson/Katie Smith to approve minutes of the regular and executive sessions of October 19 and special meeting on October 26, 2020. Motion carried.

Motion by Terry Larsen/Bob Carlson to approve financial report for the month ending October 31, 2020 as reported by Brenda Rachner. Motion carried.

Motion by Wendy Larson/Brenda Rachner to approve payroll expenditures of \$286,603.35 and vouchers numbered 1130887 through 1130961 and ACH transfers totaling \$459,818.55 for October 2020. Motion carried.

Motion by Brenda Rachner/Terry Larsen to approve and release vouchers numbered 1130962 through 1131036 and ACH payments dated November 16, 2020 totaling \$195,231.95. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve and release vouchers numbered 490010-490012 for Fund 49 dated November 16, 2020 totaling \$57,978.79. Motion carried.

Audience Recognition: None.

Superintendent Jeff Fimreite discussed the donation of a wheel balancer from Larsen Auto. This wheel balancer will be well used in the school's auto class. There was discussion regarding community vehicles possibly be used for this class and High School Principal Josh Hetfeld will look into this possibility.

Vice Present Terry Larsen discussed the Property Committee met on November 9, 2020. The committee reviewed bids for the Tiger Construction house and is recommending to accept the bid from Tim and Debbie Maloney of \$97,500. The committee also reviewed a timeline for the Referendum work, power for the digital sign outside the Administration building and the rental property on Alder Street. It was noted that the digital sign power was connected to the boiler building and with the demolition it will need to be rewired to the Administration building. It is estimated roughly \$2,500 to get power from the sign to the Administration building. The rental has not been rented yet; however, a background is being done on a potential renter and it could possibly be rented by next week.

It was also noted that there was only one bid for the Tiger Construction house and that the house will be moved off the school grounds in July 2020.

Motion Terry Larsen/ Bob Carlson to accept the Tiger Construction house bid. Motion Carried.

President Elliott discussed the Personnel Committee met on October 6 and November 2, 2020 and reviewed staff compensations. More will be discussed during Executive Session.

ES Principal Ashley Nagel discussed since going to virtual learning the staff is doing a great job. The new tablets have been received and K-4 grades now have devices with no issues. Students are connecting and attendance is approximately at 92.2 percent, and that is with Pre-K included. Conferences were held virtually via Zoom and there was overwhelming positive comments received. She wished to express thanks to all teachers who are problem solving daily and doing their best to stay connected to students and engaging on-line.

HS Principal Josh Hetfeld discussed the move to virtual and transition was smoother since staff had been preparing for it and there is a schedule to follow. The bell schedule had been slightly adjusted so students have a longer lunch and with the early release last Friday and this Friday it has provided some extra time for teachers to prep work during these virtual days. There is still about 20 kids with poor attendance and Mrs. Ones is reaching out to those families. He also wished to express gratitude to all teachers who are doing a great job providing good education during this time.

Mr. Fimreite discussed that MS Principal Pam Peterson asked that he share things are going well for the Middle School and some students were having technical difficulties with chromebooks. She wanted to make sure to also say thanks to the teachers that are working above and beyond for the students.

Mr. Fimreite wished to express congratulations to Jessica Hedrick and the Baseball Team for being named finalists in the Reader's Choice Award by the Sentinel for Best Teacher and Best Sports Team. He also wished to congratulate the fall sports coaches and athletes on a great season.

Mr. Fimreite informed it was not an easy decision to move in the direction of virtual learning but considering the number of positive cases and number of students/staff who have been identified as close contacts it was the best decision. The current plan of coming back to in person learning on November 30, 2020 is still in place and it will all depend on numbers. He wished to express thanks to the custodians and bus drivers who are also doing a great job and working extra hard. As for sports during this virtual learning many schools have maintained their sports schedules. Webster will continue with sports with more stringent protocols in place.

Mr. Fimreite discussed that the rental property as previously discussed will need to have some plumbing work done and an estimate is being requested.

Mr. Fimreite shared a video he prepared of the boiler building demolition. He was happy to report that metal and concrete from the demolition will be recycled. Bid packages for Referendum work were released on November 11, 2020. On November 18, 2020 there is a site walk through by prospective bidders.



Mr. Fimreite discussed Board Members terms expiring in 2021 are Brenda Rachner, Melanie Johnson and Wendy Larson. Candidate filing packets will be available November 19, 2020 at the District Office. Deadline for Incumbents to file Notice of Noncandidacy is by 5 p.m. on December 28, 2020. Deadline for filing documents needed to establish Eligibility to appear on Ballot is by 5 p.m. on January 5, 2021.

Mr. Fimreite discussed that the Policy Manual needs some revisions to update old Superintendent's name and is recommending that the Board approve giving authorization to have Administration staff revise policies to indicate "Superintendent" and not include a name. Motion by Wendy Larson/Brenda Rachner to approve Administration staff revising Policy Manual. Motion carried.

Mr. Fimreite discussed that in July District Account Crystal Houman presented the 2019-2020 school year budget revisions and that a motion to accept these revisions was missed. Motion by Katie Smith/Melanie Johnson to approve budget revisions for 2019-2020. Motion carried.

Mr. Fimreite discussed that a resignation had been received from Larry Main, Middle School Boys Basketball Coach. Motion by Terry Larsen/Bob Carlson to approve Larry Main's resignation. Motion carried.

Mr. Hetfeld discussed that Travis Pyke and Scott Haskins both applied to coach Middle School Boys Basketball due to Mr. Haskins football schedule. Mr. Pyke coached the beginning of the season and now that football is over Mr. Haskins is coaching. Motion by Brenda Rachner/Wendy Larson to approve Travis Pyke and Scott Haskins. Motion carried.

Mr. Fimreite informed that Elementary Custodian Dave Litwin has turned in his notice of retirement and his last day will be December 31, 2020. Motion by Terry Larsen/Wendy Larson to approve Dave Litwin's retirement. Motion carried.

Mr. Fimreite informed that last year Maria Rosenbaum was appointed as Deputy Clerk for the 2019-2020 Election and she did some research as to whether or not this action is required each year. There are no statutory requirements that this needed or needs to be done.

Motion by Bob Carlson/Brenda Rachner to adjourn to Executive Session at 5:36 p.m. pursuant to 19.85 (1) (c) to consider Teacher, Support Staff and Administration compensations. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Motion to approve teacher's compensation package, support staff and Administration packages as presented with the exception of the Principals: M. Johnson/B. Rachner. Motion carried. K. Smith abstained.

Respectfully submitted,



Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**December 21, 2020 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott (Remotely), Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson (Remotely) and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum and School Principal High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on December 17, 2020.

Motion by Terry Larsen/Katie Smith to approve minutes of the regular and executive sessions of November 16, 2020. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve financial report for the month ending November 30, 2020 as reported by Brenda Rachner. Motion carried.

Motion by Brenda Rachner/Katie Smith to approve payroll expenditures of \$320,061.46 and vouchers numbered 1130962 through 1131045 and ACH transfers totaling \$550,334 for December 2020. Motion carried.

Motion by Brenda Rachner/Bob Carlson to approve and release vouchers numbered 1131052 through 1131112 and ACH payments dated December 21, 2020 totaling \$84,909. Motion carried.

Motion by Terry Larsen/Wendy Larson to approve and release vouchers numbered 490013-490015 for Fund 49 dated December 21, 2020 totaling \$111,343.20. Motion carried.

Audience Recognition: None.

Clerk Wendy Larson reported the Policy Committee met on December 14, 2020 to review several policies and one Employee Handbook change. The following policies were presented for first reading:

Promotion and Retention - Policy No. 345.4  
Use of Seclusion and Restraint - Policy No. 447.11  
Transgender Students - Policy No. 411.12  
Employee Harassment - Policy No. 512  
Filling Board Vacancies - Policy No. 133

The Employee Handbook change relating to the Families First Coronavirus Response Act (FFCRA) is expiring on December 31, 2020. This proposal would be to extend part of the benefit through March 2021 which gives employees 10 days outside of sick days if they have COVID or need to quarantine. If approved the language would be amended in the handbook.

Motion by Brenda Rachner/Terry Larsen to approve the proposed Employee Handbook FFCRA language change. Motion carried.

Director Melanie Johnson reported the Property Committee met on December 16, 2020 to review bids for Referendum construction projects. The Committee went with the following low bidders as products with these companies were high quality:

Hoelt Builders out of Altoona for the Elementary renovation and High School Tech Ed wing, Hass Construction out of Thorp for parking lots, B&B Construction out of Eau Claire for site electrical, GT Grandstand out of Plant City, Florida for grandstand and Musco for the field lighting. At this time, it is recommended to approve these bids for the following amounts:

Hoelt Builders: 1,207,060.48

Hass Construction: \$1,389,357.50

B&B Construction: \$17,937

GT Grandstand: \$296,640

Musco: \$235,000

Motion by Melanie Johnson/Wendy Larson to approve bids as presented above. Motion carried.

President Elliott reported the Personnel Committee met on November 19 and December 15, 2020 and discussed a possible part-time virtual assistant, Administration contracts, the continued search for an athletic trainer and an opening for a Middle School girls' basketball coach. More discussion will take place at the Executive Session.

High School Principal Josh Hetfeld updated that staff is doing a great job and that several have stepped up to take on extra duties while some teachers have been out due to quarantining. Midterms have been completed and winter sports are underway. Holiday concerts will be broadcasted on the We Are Webster network; special thanks to Ms. Merkt, Ms. Strang and Mr. Anderson for all their hard work.

Superintendent Jeff Fimreite discussed the need for a part-time virtual assistant to help with connecting to students/families who are not doing so well with virtual learning will be discussed further during the Executive Session.

Mr. Fimreite reminded Board Members that are up for reelection about the upcoming deadlines; December 28, 2020, 5 p.m. to file Notification of Noncandidacy, if not going to run again and January 5, 2021, 5 p.m. for Declaration of Candidacy.

Mr. Fimreite outlined a few highlights from the 2019-20 Audit Report; Webster schools are unique as it relies primarily on property taxes and not State Aid, seen a General Fund and Food Service increase due to COVID-19 shut down related expenses and Debt Services also increased due to interest earned on the Referendum Bond.

Motion by Bob Carlson/Brenda Rachner to adjourn to Executive Session at 5:17 p.m. pursuant to 19.85 (1) (c) to consider Administration compensations, employee issue and virtual assistant. A roll call vote was taken: Mark Elliott, yes; Terry Larsen, yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Motion to approve Administration contracts: Katie Smith/Brenda Rachner. Motion carried.

Motion to approve the increase in Sam Holter's hours: Terry Larsen/Bob Carlson. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Wendy Larson". The signature is written in a cursive style with a large, looping initial "W".

Wendy Larson  
School Board Clerk

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**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**January 18, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen (Remotely), Clerk Wendy Larson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:04 p.m. He was informed that the meeting was posted and press was notified on January 14, 2021.

Motion by Wendy Larson/Bob Carlson to approve minutes of the regular and executive sessions of December 21, 2020. Motion carried.

Motion by Katie Smith/Wendy Larson to approve financial report for the month ending December 31, 2020 as reported by Brenda Rachner. Motion carried.

Motion by Wendy Larson/Bob Carlson to approve payroll expenditures of \$330,298.78 and vouchers numbered 1131046 through 1131120 and ACH transfers totaling \$410,279.94 for December 2020. Motion carried.

Motion by Brenda Rachner/Wendy Larson to approve and release vouchers numbered 1131121 through 1131167 and ACH payments dated January 18, 2021 totaling \$71,875.87. Motion carried.

Motion by Wendy Larson/Melanie Johnson to approve and release vouchers numbered 490016-490019 for Fund 49 dated January 18, 2021 totaling \$169,777.08. Motion carried.

Audience Recognition: None.

Superintendent Jeff Fimreite discussed that Hannah Janssen has been nominated for the Herb Kohl Excellence Scholarship award. This award is to recognize student leadership, citizenship, school and community involvement and academic achievement. Hannah is one of 250 students who will move on to the State consideration. The State will choose 100 students to receive this honor. The Board presented her a certificate and wished her well in the State selection process; and Hannah shared a little about her application process.

Jess Hedrick and Laura Eckart from the Elementary School discussed what a day is like as a kindergartner and first grader using Seesaw, Clever Touch Pads and Badges. They had the Board engage in an activity using a Clever Touch Pad to get the full experience and see how they impacting students.

Clerk Wendy Larson reported the Board received the following policies in December 2020 for first reading and before the Board this evening the polices are presented for second reading and approval:

Promotion and Retention - Policy No. 345.4  
Use of Seclusion and Restraint - Policy No. 447.11  
Transgender Students - Policy No. 411.12  
Employee Harassment - Policy No. 512  
Filling Board Vacancies - Policy No. 133

Motion by Brenda Rachner/Wendy Larson to approve the above referenced policies. Motion carried.

President Elliott discussed the Personnel Committee met on January 12, 2021 to discuss handbook changes relating to sick leave, an adjustment regarding supervisors being able to ask for a note from physicians if an employee has multiple absences, a special agreement for furthering education and staffing for next year. These items will be discussed further in Executive Session.

Also as part of the Personnel Committee discussions there are two teachers to be recognized for their upcoming retirements. Terri Skifstad who has been with the District for 19 years as a First Grade Teacher and Laurie Kriegel who has been with the District for 22 years as an English Language Arts Teacher. The Board wished them both best of luck on their retirements.

Motion by Bob Carlson/Brenda Rachner to approve Terri Skifstad's retirement. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve Laurie Kriegel's retirement. Motion carried.

Middle School Principal Pam Peterson updated that they have finished the majority of midwinter testing using FastBridge and that so far the scores appear to be positive. Attendance continues to be an issue and they are working on improving with some creative ways to get kids excited about coming to school. Virtual learning students are slowing coming back to in person and students are happy to be back.

Elementary School Principal Ashley Nagel wished to express thanks to Jess and Laura for taking the time to plan and prepare the activity this evening. She updated that they are working on FastBridge and have been successful in getting all of the virtual students tested. They have gotten the Soudy Phonics curriculum and a teacher in each grade level is piloting with positive feedback so far. On January 25, 2021 teachers will begin talking in teams about looking at tools used for Forward Exam prep. They have seen six percent of students choose virtual learning through quarter two.

High School Principal Josh Hetfeld discussed the end of the semester is January 22, 2021. He along with Mrs. Ones are working on getting classes and schedules ready for next school year. He wished to express thanks to the Board for allowing the assistance of the Virtual Learning Assistant as this is helping to save a lot of his and Mrs. Ones time on a daily basis. Virtual numbers are slowing going down for his students.

Mr. Fimreite discussed that he wanted to change up his order for discussing his reports and discussed in the following order. The Referendum update was to let the Board know that the wetland exemption approval required for the High School addition project area from the Department of Natural Resources (DNR) has been received. The winning bidders have all been contacted and contracts are being prepared. The projects are scheduled to start on March 29,

2021 beginning with the Tech Ed addition. Projects are coming in under budget and it is possible that \$1.2 million will be available for additional priority projects that were identified by the Board. The Property Committee will be meeting on January 20, 2021 to discuss alternatives and bring back to the Board information on February 15, 2021 for final approval.

Mr. Fimreite discussed that projected enrollments for the 2021-22 school year is 614 and that currently the virtual number of students is 52 so this projection could possibly fluctuate.

Mr. Fimreite informed that ten staff members will be able to get the vaccine this week and that the District will continue following the guidelines for distribution phases.

Mr. Fimreite discussed that the District could possibly receive grant funding from the Elementary and Secondary School Emergency Relief (ESSER) II Fund. The President signed into law a bill that included a new stimulus package for schools and initial estimates for this funding indicates that the amount will be significantly greater than what was awarded under the ESSER I last spring. If the funding is received the District is estimated to receive roughly \$500,000 over the next two years. While there are no guarantees ideas on what to use this funding for could be explored. At this time Mr. Fimreite asked the Board and Principals to break out into three groups to engage in discussions on what they felt would be top priorities for using these funds if received. When they returned the following items of interest if this funding is received were discussed:

- Social Workers
- Credit Recovery Program
- Before and After School Program
- Data Person (for ½ day)
- Keep the following from previous funding: hotspots, janitor, health aid
- Social Emotional Learning Assistant
- Interventionist
- More Clever Touch Pads
- Community Wellness
- Upgrading HVAC
- Broadband Capabilities
- Entryway Security

Mr. Fimreite expressed thanks for the participation and will be sure to keep the Board up to date on whether or not this funding is received.

Mr. Fimreite discussed that included in the packet were projected enrollments and allocated spaces available for the 2021-22 school year. The General Education projected number of 614 is based on class size and number of sections. Special Education currently does not have any spaces available. Motion by Wendy Larson/Brenda Rachner to approve open enrollment availability for the 2021-22 General Education. Motion carried. Motion by Brenda Rachner/Wendy Larson to approve no open enrollment availability for 2021-22 Special Education. Motion carried.

Motion by Katie Smith/Wendy Larson to adjourn to Executive Session at 6:18 p.m. pursuant to 19.85 (1) (c) to consider employee issue, staffing discussion and handbook discussion. A roll call vote was taken: Mark Elliott, yes; Terry Larsen (remotely), yes; Wendy Larson, yes; Brenda Rachner, yes; Bob Carlson, yes; Melanie Johnson, yes; and Katie Smith, yes. Motion carried.

Motion to approve Mike Stromberg for Elementary Custodian: B. Rachner/K. Smith. Motion carried.

Motion to approve the Handbook changes as presented: K. Smith/B. Rachner. Motion carried.

Motion to approve the tuition reimbursement for Charles Falk: K. Smith/B. Carlson. Motion carried.

Motion to approve hiring a Special Education Director/School Phycologist for the 2021-2022 school year: W. Larson/B. Rachner. Motion carried.

Respectfully submitted,

A handwritten signature in cursive script that reads "Wendy Larson". The signature is written in black ink and is positioned above the printed name and title.

Wendy Larson  
School Board Clerk



**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**February 15, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson (Remotely), Treasurer Brenda Rachner (Remotely), Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on February 11, 2021.

Motion by Terry Larsen/Katie Smith to approve minutes of the regular and executive sessions of January 18, 2021. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve financial report for the month ending January 31, 2021 as reported by Brenda Rachner. Motion carried.

Motion by Brenda Rachner/Wendy Larson to approve payroll expenditures of \$303,611.17 and vouchers numbered 1131121 through 1131173 and ACH transfers totaling \$360,318.92 for January 2021. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1131175 through 1131223 and ACH payments dated February 15, 2021 totaling \$140,390.27. Motion carried.

Motion by Wendy Larson/Bob Carlson to approve and release vouchers numbered 490020-490024 for Fund 49 dated February 15, 2021 totaling \$55,298.90. Motion carried.

Audience Recognition: None.

Director Melanie Johnson reported that the Property Committee met January 20, 2021 to discuss moving forward with Referendum high priority projects as scheduled and some of the alternative projects. She informed that Luke Schultz with CESA 10 was attending remotely to discuss the projects that have already bid and projects being bid out this month.

Mr. Schultz outlined the projects already bid which included the redesign of parking lot and athletic field updates at the 5-12 Building, expansion of Career and Tech Ed area, Elementary restrooms and Health Office, Boiler Building demolition, Elementary playground parking lot, demolition of garage on school owned house and the committed phone server. He informed that at this time the key fobs at both buildings are being bid out and they are reviewing proposals. The projects being bid out this month include the following at the Elementary: primary wing sinks, counters and needed plumbing in classrooms, replacing classroom windows in the primary wing, removing asbestos in classrooms and cafeteria flooring, update flooring in classrooms and cafeteria, adding parking lot light to staff parking lot, replacing furniture/cabinet doors as needed, replacing playground equipment, remaining IT Network items and the Family and Consumer Education (FACE) room upgrades at the 5-12 building.

Mr. Schultz informed that they hope to have things in place for the next Property Committee Meeting to move forward with the key fobs at both buildings and have signed contracts soon (the larger projects will be sometime next week). They will start to schedule kickoff meetings once the priority projects have been bid. He mentioned that the alternative projects will be bid out this fall and work starting summer of 2022. The Referendum website page will soon be updated to provide all this information.

President Elliott asked Mr. Schultz if he would be able to provide the Board a total dollar amount from the beginning of the Referendum planning. Mr. Schultz stated that he would provide that number to him.

President Elliott discussed there are two resignations; bus driver and Middle School softball coach. Motion by Katie Smith/Melanie Johnson to approve Lisa Sigfrid's resignation. Motion carried. Motion by Bob Carlson/Terry Larsen to approve Dan Thill's resignation. Motion carried.

Superintendent Jeff Fimreite shared that a 2021-22 School Calendar has been prepared and is ready for approval. This year a committee of teachers and Administration staff considered priorities such as professional development times, what worked best to meet those goals and making sure student contact hours and staff contract days were built in. Motion by Terry Larsen/Bob Carlson to approve 2021-22 School Calendar as presented. Motion carried.

Elementary School Principal Ashley Nagel provided information that was included in this Board packet on the District's Achievement Gap Reduction Program (AGR).

All three Principals shared school data representing mid-term data on their school's achievement, attendance and behavior. They also highlighted school improvement goals they will or have been working on. The data will be shared with staff in the near future.


Mr. Fimreite discussed the second Friday Pupil Count was completed in January and the District's enrollment is down 58 students from last year. Possible reasons for this could be home schooling due to COVID-19, not as many students attending 4K programming and graduating a bigger class in 2019 than the incoming Kindergarten class. Although enrollment is down this year equalization funds paid out by the State equals out the budgetary losses.

Mr. Fimreite discussed he wanted to give an update on the vaccine distributions which now has a new timeline of March 1 and 2, 2021. There was a shortage which had pushed back the estimated time of when staff could be vaccinated. With this new timeline and working with the Yellow River Pharmacy they are hoping to get approximately 70 staff vaccinated.

Mr. Fimreite discussed school closing protocols and informed that included with the packet was updated information that had been added to the District Website.

Motion by Bob Carlson/Katie Smith to adjourn at 6:13 p.m. Motion carried.

Respectfully submitted,

  
Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**March 15, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner (Remotely), Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on March 11, 2021.

Motion by Wendy Larson/Katie Smith to approve minutes of the regular session of February 15, 2021. Motion carried.

Motion by Terry Larsen/Bob Carlson to approve financial report for the month ending February 28, 2021 as reported by Brenda Rachner. Motion carried.

Motion by Wendy Larson/Brenda Rachner to approve payroll expenditures of \$297,133.65 and vouchers numbered 1131174 through 11311234 and ACH transfers totaling \$443,405.19 for February 2021. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1131236 through 1131301 and ACH payments dated March 15, 2021 totaling \$942,562.69. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve and release vouchers numbered 490025-490026 for Fund 49 dated March 15, 2021 totaling \$11,758. Motion carried.

Audience Recognition: None.

At this time the Board left to take a tour and have a presentation from Roy Ward of the Tech Education Department.

Superintendent Jeff Fimreite discussed that included with the packet were five Early College Credit Program (ECCP) applications to be approved. Motion by Terry Larsen/Katie Smith to approve all five ECCP applications. Motion carried.

Director Melanie Johnson reported that the Property Committee met March 8, 2021 to discuss the upcoming Referendum groundbreaking ceremony on March 29, 2021 at 4:30 p.m. They also discussed prioritized the secondary items. At this time the cafeteria seating will be removed from being done due to a concern that the seating was too loud; and the cost to replace it is high and not justifiable. Also being removed is the security film as the committee believes it is not needed at this time. The committee will continue to look at future projects that include athletic field fencing, gate by the Auto Shop, elementary parking lot, update HVAC/condensing unit at elementary and door replacement at both schools.

At this time there are still some project bids that have not come in for current projects; however, the following bids are ready for approval:

Refacing Doors and Cabinets - Tiger Manufacturing \$3,500

Motion by Bob Carlson/Wendy Larson to approve. Motion carried.

Fob System for Elementary and High School - TM Automations \$30,210

Motion by Wendy Larson/Bob Carlson to approve. Motion carried.

Elementary Asbestos Removal - ARS \$31,179

Motion by Terry Larsen/Katie Smith to approve. Motion carried.

Baseball Scoreboard - B&B Electric \$10,790

Motion by Melanie Johnson/Wendy Larson to approve. Motion carried.

Elementary Playground - Lee Recreation \$97,539

Motion by Wendy Larson/Terry Larsen to approve. Motion carried.

Mr. Fimreite wished to express thanks to Roy Ward for bidding on the refacing of doors and cabinets as that saves a lot of money and gets the Tech Ed students work showcased. He also informed that there are a few other costs associated with the playground which made the bid approximately \$10,000 over budget and that a nonprofit organization has been found to take away all the old equipment; however, if anyone else is interested in removal of the old equipment they can let him know by the end of the week.

President Elliott discussed the Personnel Committee met March 4, 2021 and several items will be discussed at the Executive Session. There are some resignations and an interest in the Middle School Softball Coaching position to be considered.

Motion by Katie Smith/Wendy Larson to approve Katie Crise's 4<sup>th</sup> Grade Teacher resignation. Motion carried.

Motion by Bob Carlson/Wendy Larson to approve Jeff Robert's JV Boys Basketball Coach resignation. Motion carried.

Motion by Terry Larsen/Katie Smith to approve Erin Ralph as the Middle School Softball Coach. Motion carried.

Middle School Principal Pam Peterson discussed she has a teacher whose husband is going through cancer and students stepped up to raise money for her and her family. The students had a little competition called Tokens for Teachers and raised \$2,800 in one week. Kudos to all students who participated. She also wanted to say a special thanks to Kelly Ince who went above and beyond during the passing of the 5<sup>th</sup> grade student a few weeks ago. ACT testing is almost complete and things went well for Webster being the only school in the area to do this on-line.

Elementary School Principal Ashely Nagel wished to express thanks to Gracie Billings as well for helping with the loss of the 5<sup>th</sup> grade student. Parent teacher conferences are going to be done virtual again and about 88 percent of families have signed up. Students got to have a positive behavior reward day to help celebrate social emotional competency standards and for showing

mastery of expectations for semester one. This was in social distance style and teachers also got a little reward with some prep time. Souday Phonics training is underway and two training sessions have been had with Kari Roppe and Dr. Morrison helping to build the foundation. 75 percent of teachers have jumped in already and are working out the kinks; hope to be ready for implementation in the fall. Forward exam testing will be April 26 and May 7, 2021 and B.E.S.T. Screener time has been used to screen all students for social emotional health during the in-service time today.

High School Principal Josh Hetfeld discussed that Arena Scheduling is complete and that students also had a presentation from WITC. This year since Snowball activities were cancelled in February students will be having activities on March 24, 2021 and they are calling it Spring Fling activities. As of right now planning is taking place for Prom on April 24, 2021 and it will be held at The Forts Folle Avoine. Also hoping to have a Senior Awards night and Graduation.

Mr. Fimreite discussed the following as part of his Superintendent Report:

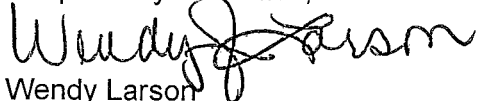
- The Emergency Paid Sick Leave Act was extended until March 31, 2021 and at this time he believes it is okay discontinue and not extend after March 31, 2021.
- He would recommend using Elementary and Secondary School Emergency Relief (ESSER) funds to purchase Clevertouches for all classrooms. 20 percent of these funds needs to go towards kids catching up. The total cost would be \$111,000 and the installation would take place this summer.
- The search for a Special Education Director and School Psychologist was not successful as it is hard to find someone with of both of these certifications. The job has been reposted for just a Special Education Director and the District will need a service contract with CESA 11 for Psychologist services one day a week. Interviews will be held on March 18, 2021 for seven candidates.
- A few surveys have been done with regards to virtual learning and roughly 11 out of 35 families who are currently doing virtual learning indicated that they would look elsewhere for a virtual program if Webster did not offer one. It is being recommended that Webster discontinue the virtual program following the 2020/21 school year.

It was indicated that no motion was needed for the Emergency Paid Sick Leave Act to be discontinued.

Motion by Melanie Johnson/Katie Smith to approve Clevertouch purchases for all classrooms. Motion carried.

Motion by Wendy Larson/Katie Smith to adjourn at 6:23 p.m. Motion carried.

Respectfully submitted,



Wendy Larson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**April 19, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Wendy Larson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on April 15, 2021.

Motion by Terry Larsen/Bob Carlson to approve minutes of the regular and executive session of March 15, 2021 and Board of Canvassers of April 8, 2021. Motion carried.

Motion by Wendy Larson/Katie Smith to approve financial report for the month ending March 31, 2021 as reported by Brenda Rachner. Motion carried.

Motion by Melanie Johnson/Wendy Larson to approve payroll expenditures of \$293,322.67 and vouchers numbered 1131235 through 1131312 and ACH transfers totaling \$1,251,355.14 for March 2021. Motion carried.

Motion by Brenda Rachner/Bob Carlson to approve and release vouchers numbered 1131314 through 1131404 and ACH payments dated April 19, 2021 totaling \$107,905.10. Motion carried.

Motion by Katie Smith/Wendy Larson to approve and release voucher numbered 490027 for Fund 49 dated April 19, 2021 totaling \$14,618. Motion carried.

Superintendent Jeff Fimreite wished to introduce the Class of 2021 Valedictorian, Salutatorian and the top ten students. Hannah Janssen (Valedictorian), Zachary Zelinski (Salutatorian), Emily Doriott, Brooke Hetfeld, Hannah McDowell, Heaven Olguin, Breana Dorn, Camron Tomaszewski, Vincent Belland and Carsen Stenberg were all present. The Board wished to express gratitude for all their hard work and congratulated them on a job well done.

President Elliott read the District's Public Comment statement and the following addressed the Board with regards to face coverings:

Mike Rossow, 6751 Pike Bend Road, Webster. Mr. Rossow expressed thanks to the Board for the opportunity to speak and questioned why the Reopening Plan was changed mid-April without the removal of the requirement for face coverings. Mr. Fimreite informed that he made the change and then realized there were a few other changes that were needed; however, since it was a Reopening Plan there was not a need to have that plan completely updated at that time. He said that he was transparent putting the updated date on the document to those who had inquired about the change to the Reopening Plan.

Ben McClellan, 7355 Fir Street E, Webster. Mr. McClellan distributed some papers and asked if he could be allowed 12 minutes to speak on behalf of the others that were present. It was approved by the Board for him to speak on behalf of the others present after inquiring if the audience was okay with that recommendation. Mr. McClellan read his papers and the papers were added to the agenda packet for keeping. Mr. McClellan asked that the Board think deeply about the things that he presented and also asked that the Board consider these 10 questions:

1. Do used and loaded masks become sources of enhanced transmission, for the wearer and others?
2. Do masks become collectors and retainers of pathogens that the mask wearer would otherwise avoid when breathing without a mask?
3. Are large droplets captured by a mask atomized or aerolized into breathable components? Can virions escape an evaporating droplet stuck to a mask fiber?
4. What are the dangers of bacterial growth on a used and loaded mask?
5. How do pathogen-laden droplets interact with environmental dust and aerosols captured on the mask?
6. What are the long-term health effects, such as headaches, arising from impeded breathing?
7. Are there negative social consequences to a masked society?
8. Are there negative psychological consequences to wearing a mask, as a fear-based behavioral modification? Is there a dehumanization that occurs because people are masked and are no longer viewed as people deserving of care and respect?
9. What are the environmental consequences of mask manufacturing and disposal?
10. Do the masks shed fibers or substances that are harmful when inhaled?

At this time several Elementary School Teachers addressed the Board to express their concerns if face coverings are not required. Donna Jones said that she was not sure of the masks in the beginning; however, her students have been the healthiest this year with wearing them all day every day and thinks mask are not an issue. Christa Peterson read a letter on behalf of several Elementary Teachers asking that the face coverings continue to be worn during school. Katie Crise and Jessica Hedrick also expressed that they would also like to continue with face coverings for the remainder of this school year.

Laura Wolf, 6931 Lakeview Road, Siren (while Ms. Wolf does not reside in the boundaries of the District, she was allowed to speak). Ms. Wolf discussed her concern about scientific evidence she had researched and asked that the Board do some research on Baby Still Face. Ms. Wolf also asked that the Board allow people to be given a choice on face coverings.

President Elliott expressed thanks and stated that the Board will take into consideration all that had been presented this evening.

Mr. Fimreite discussed the college and technical college credit program that allows high school students to take University level courses through high school years. At this time there is one Start College Now application to be approved this evening. Motion by Terry Larsen/Wendy Larson to approve the application. Motion carried.

Mr. Fimreite informed included with the packet was a CESA 11 Shared Services Contract for 2021-22 and that there was only one change which was discontinuing the Special Education Director service and possibly adding mentor training for our new Director of Special Education.

Motion by Wendy Larson/Brenda Rachner to approve the 2021-22 CESA 11 Shared Services Contract. Motion carried.

Director Melanie Johnson reported that the Property Committee met April 6, 2021 to discuss current bids needing approval for Referendum projects and that items for approval are as follows:

Grandstand colors. The colors selected will match the brown and red tin/metal of the existing building colors. Motion by Wendy Larson/Katie Smith to approve grandstand colors. Motion carried.

Flooring at Elementary. There was an updated bid that was not included with the packet discussed. There was a recommendation to change flooring for the entire wing of the old section so this new bid includes that change. Motion by Wendy Larson/Terry Larsen to approve Nelson Flooring with a bid total of \$51,583 out of Rice Lake. Motion carried.

Elementary Playground prep bid. This bid is to remove sand and place with black dirt (there was also an estimate for sod; but due to the cost and time of installation it was decided to go with grass seed). Motion by Brenda Rachner/Katie Smith to approve Hopkins bid of \$18,980 which also includes seeding. Motion carried.

Elementary exterior siding colors. The colors selected will match the current building and should make the older section look newer. No action was required for this item.

Family and Consumer Education (FACE) room and Elementary countertop and sink bids. Mr. Fimreite informed that Tech Ed students will be helping with the cabinets which will be a great addition to this project. Motion by Bob Carlson/Wendy Larson to approve bid from Wegner Cabinetry of \$9,318.75. Motion carried.

Plumbing bids for FACE room and Elementary sinks bid. Motion by Brenda Rachner/Melanie Johnson to approve T.L. Sinz Plumbing, Inc. bid of \$3,373. Motion carried.

Also discussed at the Property Committee meeting were bids received for mowing and mowing equipment. It is being recommend to approve Jeff Roberts' bid of \$13 an hour. Motion by Brenda Rachner/Katie Smith to approve Jeff Roberts bid of \$13 an hour for mowing. Motion carried. Motion by Terry Larsen/Wendy Larson to approve mowing equipment bid from Jeff's Small Engine for \$2,000. Motion carried.

Clerk Wendy Larson reported that the Policy Committee met March 25, 2021 and reviewed the following policy recommendations. This would be the first reading and no action is required this evening.

- Use of Canine Units in Search Activities
- Student Alcohol and Other Drug Use
- Student Suspension and Expulsion
- Detentions (Delete Policy)
- Student Scholarships
- Graduation Credit Requirements
- Early Gradation



President Elliott discussed the Personnel Committee met April 13, 2021 and several items will be discussed at the Executive Session. There is also one retirement that needs to be approved. Pam Calyn, Special Education Teacher at the Elementary who has been with the school five years will be retiring in June. Motion by Melanie Johnson/Wendy Larson to approve Pam's retirement. Motion carried.

Vice President Terry Larsen reported that the Budget Committee met on March 23, 2021 to review the current budget and outlined that over all the budget is on target for this fiscal year. The educational budget that is currently 1.5 percent below the budgeted amount and this covers things like health insurance, textbooks and training. Also discussed was initial targeted areas for additional Elementary and Secondary School Emergency Relief (ESSER) II and Governor's Emergency Education Relief (GEER) II funding along with reviewing the CESA 11 Shared Services Agreement for 2021-22.

Middle School Principal Pam Peterson discussed that they are nearing the end of testing and that there will be a lot of make-up tests. They interviewed for a sixth grade position today and hope to have an item on the May agenda for approval.

Elementary School Principal Ashely Nagel discussed that students participated in a fundraiser for student accounts selling World's Finest Chocolate. The goal was to raise \$12,000 and they were successful as they raised over \$13,000. The top three sellers a kindergartner, tiny tiger and second grader were able to pie Mrs. Nagel. Her staff continues to work on a mental health grant using data to identify needs and set goals; and they received a grant to incorporate more language into the building. Also noted was that Forward exams will be given to 3<sup>rd</sup> and 4<sup>th</sup> grades this year starting next week.

High School Principal Josh Hetfeld discussed testing is going with sophomores and that 9<sup>th</sup> graders will be testing for ACT and Aspire. Spring sports have started and they will be pushed out a bit longer as they started later this year. Last Friday there was a band/choir concert and it was well attended.

Mr. Fimreite discussed the following as part of his Superintendent Report:

- A few minor adjustments to the previously approved school calendar have been made to change office hours from October 22 to October 20, 2021; parent/teacher conferences from March 15 to March 17, 2022 and a teacher inservice day from March 14 to March 18, 2022.
- The Professional Learning Units draft included with the agenda packet is a continuation of the staff compensation plan that promotes and rewards professional development.
- It is being recommended to hold the Reorganization Meeting on April 26, 2021 at 5 p.m.

Motion by Bob Carlson/Brenda Rachner to approve the amended school calendar. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve the Professional Learning Units. Motion carried.

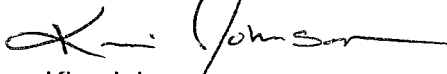
Motion by Brenda Rachner/Bob Carlson to approve the Reorganization Meeting to be held on April 26, 2021 at 5 p.m. Motion carried.

At this time the Board wished to recognize Clerk Larson for her 12 years of service on the School Board.

The Oath of Office for newly elected Kim Johnson and incumbents Melanie Johnson and Brenda Rachner were done at this time.

Motion by Wendy Larson/Katie Smith to adjourn at 6:04 p.m. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson", written over the printed name below.

Kim Johnson  
School Board Clerk

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster/5-12 School IMC**  
**May 17, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on May 13, 2021.

Motion by Terry Larsen/Katie Smith to approve minutes of the Regular and Executive session of April 19, 2021 and Reorganization Meeting of April 26, 2021. Motion carried.

Motion by Bob Carlson/Melanie Johnson to approve financial report for the month ending April 30, 2021 as reported by Brenda Rachner. Motion carried.

Motion by Kim Johnson/Brenda Rachner to approve payroll expenditures of \$305,320.66 and vouchers numbered 1131313 through 1131410 and ACH transfers totaling \$406,508.93 for April 2021. Motion carried.

Motion by Brenda Rachner/Bob Carlson to approve and release vouchers numbered 1131417 through 1131483 and ACH payments dated May 17, 2021 totaling \$194,566.38. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release voucher numbered 490028-490035 for Fund 49 dated May 17, 2021 totaling \$214,298.18. Motion carried.

Superintendent Jeff Fimreite asked the Board if they would be okay having the Middle School STEM presentation (Number 6 on the Agenda) before the Welcome Visitors – Public (Number 5 on the Agenda). It was the consensus of the Board to make this change.

Gina Simon (5/6 Grade Science Teacher) introduced Marley Coe and Bryant McKinley (7<sup>th</sup> grade students) to discuss their participation in a yearlong STEM project. They explained the process they used to solve a fluoride problem and showed a video outlining their solution as to what they felt affects the community. Also in attendance were Gavin Roseman, Adam Koerper, Will Estridge, Sarah Gibbs, Natalie Pardun and Wayne Dorn (5<sup>th</sup> grade students) who participated in a Virtual STEM workshop at CESA 11. During this workshop they met in groups and created an anemometer, a tool for measuring wind speed, out of some basic household supplies; and demonstrated how they worked.

At this time President Elliott informed that they would allow the public to speak.

Dennis Stadler, 26696 Lily Lake Inn Road, Webster. Mr. Stadler asked the Board if they feel the mask mandate should be in place and wanted to hear from each Board Member. President Elliott

informed that this is not a time for the Board to answer questions and as previously stated, the Board made the decision to keep the mask mandate in place for the remainder of this school year. Mr. Stadler expressed he believes that kids have a higher risk for other potential issues with masks and wonders why Webster is not optional like other school districts. President Elliott reiterated that the decision was made to continue for this school year and that the hope is not to be wearing masks next year.

Kevin Janssen, 5389 County Road A, Webster. Mr. Janssen distributed a handout that he said someone else wanted him to provide to the Board. Mr. Janssen expressed he was surprised that there was not an item on the agenda for a vote on masks and outlined a few questions he had that included: how many of the Board believes data that is proven to say that masks should be required, why are no masks required for sports, other schools have lifted their masks and they have insurance and with parents being told that students need to be masked so they do not bring home the virus to the elderly (and now with elderly being vaccinated) this scenario has changed. Mr. Janssen stated that he does not think it is right to continue masking our students and believes that we are going to see consequences in the future.

Peg Helland, 29809 Cranberry Lake Drive, Danbury. Mrs. Helland expressed that she believes we all want the same thing for the students and wished to bring to the Boards attention a few things she is concerned about that may affect curriculum down the road as these things are not going away: Critical Race Theory, Black Lives Matter, 1619 Project and Gender/Sexual Identify.

Rachel Pardun, 28480 French Road, Danbury. Mrs. Pardun discussed that she is a parent that will back the teachers and speaks for a lot of parents that are afraid to speak up because they are friends with teachers and or Board Members. She has reviewed a lot of information and believes that this a war on our minds. She understands the issue is hard and that the Board is in a tough spot; however, someone needs to stand up for the students and those that are standing up are not getting anything in return. When asking for an emergency meeting and not being allowed that opportunity she wanted to know how the Board works; why can't we be proactive together. Treasurer Brenda Rachner stated that we do need to be researching and discussing all aspects of this topic and questioned if someone wants to get put on an agenda what the process is; are they to go to Board President or Superintendent? President Elliott responded that they can come to him, Vice President Terry Larsen and Mr. Fimreite.

Mrs. Pardun asked if a special meeting could take place to consider a compromise such as wearing masking only when passing in the hallways. President Elliott reiterated that the decision has been made for the remainder of this school year.

Nicole Sear, 3210 McGraw Road, Danbury. Ms. Sear expressed concern about her child who has to wear a mask for ten hours a day, as not everyone lives in town and some kids spend a long time on a bus. She does not believe it should be the responsibility of a 10-year-old to worry about having a mask on a bus when they say they can't breathe; takes the mask down and then gets written up for not keeping the mask on.

Mr. Fimreite informed that the District received a grant from the St. Croix Valley Foundation for mental health of \$2,500. Funding from this grant will be used for mental health programming in our schools.

Mr. Fimreite discussed included with the packet were the Open Enrollment (OE) Ins and Outs and that a motion is required to approve these requests for the 2021-22 school year. Motion by Brenda Rachner/Katie Smith to approve the OE Ins of three and OE Outs of eight students. Motion carried.

Director Melanie Johnson reported that the Property Committee met May 5, 2021 and informed that they received an update from CESA 10 on the current Referendum projects which are all on schedule. Projects that started last week include the Elementary cabinet re-facing as well as the 5-12 athletic parking lot. Bob Carlson will be donating a rock and is looking into having it engraved. Photos of the rock and an example of the engraving were shared. Also discussed were the additional priority projects needing approval:

- Sprinkler system for baseball and football fields. It was noted that this is to just get a motion to move forward not to exceed \$50,000. Motion by Melanie Johnson/Bob Carlson to approve moving forward with sprinkler systems for baseball and football fields not to exceed \$50,000. Motion carried.
- Middle School playground bid of \$43,238 and the surfacing/groundwork to bring playground up to code of \$6,800 from Lee Recreation, LLC. Motion by Brenda Rachner/Katie Smith to approve a total of \$50,038 from Lee Recreation, LLC for the Middle School playground. Motion carried.
- Bobcat approval with accessories for \$59,936 from Bobcat Plus. Motion by Terry Larsen/Melanie Johnson to approve \$59,936 from Bobcat Plus. Motion carried.
- New bus approval from Wisconsin Bus Sales with quote from Blue Bird of \$89,745. Motion by Brenda Rachner/Bob Carlson to approve new bus for \$89,745 from Wisconsin Bus Sales. Motion carried.

Treasurer Brenda Rachner reported that the Curriculum Committee met on May 12, 2021 to discuss the current K-8 English Language Arts Curriculum (ELA) and new curriculum that is being considered. Some Elementary and Middle School teachers were present to share their thoughts about the current and new curriculum. At this time, it has been narrowed down to two and the committee would like Board approval to purchase new curriculum at a cost of up to \$80,000. Motion by Katie Smith/Brenda Rachner to approve new curriculum up to \$80,000. Motion carried.

Mr. Fimreite reported that the following policies are for second reading and approval:

- Use of Canine Units in Search Activities
- Student Alcohol and Other Drug Use
- Student Suspension and Expulsion
- Detentions (Delete Policy)
- Student Scholarships
- Graduation Credit Requirements
- Early Gradation

Motion by Melanie Johnson/Brenda Rachner to approve all above referenced policies. Clerk Kim Johnson abstained. Motion carried.

President Elliott discussed the Personnel Committee did not meet this month however there were a few resignations to be considered. Special Education Teacher (Middle School) Shelly Bauer,

Student Council Advisor Jeff Roberts and Varsity Boys Basketball Chad Stenberg. Motion by Terry Larsen/Melanie Johnson to approve Shelly Bauer's resignation. Motion carried. Motion by Brenda Rachner/Bob Carlson to approve Jeff Robert's resignation. Motion carried. Motion by Katie Smith/Kim Johnson to approve Chad Stenberg's resignation. Motion carried.

Elementary School Principal Ashely Nagel discussed their summer school will be held August 2-6 and 9-13, 2021, FastBridge and Forward testing is complete, a lot of year end happenings that include Native American Week May 17-21, Spring Drills, Transition Day for 4<sup>th</sup> Graders May 21, Kindergarten Graduation on June 3 and Summer School sign up. A lot of new faces will be at the Elementary as there were six positions to fill.

Middle School Principal Pam Peterson discussed they are complete with testing and only had two students that did not complete testing as they were unable to reach them, expressed thanks the STEM students as they did a great job tonight, she is excited about the new ELA curriculum as the current curriculum is over 20 years old and that she will be having interviews next week for SPED and Guidance positions.

High School Principal Josh Hetfeld discussed Senior Awards night was held on May 12, 2021 and they presented over \$129,000 in scholarships, summer school will be held June 7-25, 2021 from 8:15 to Noon, driver's education will continue in August, May 19, 2021 is the senior field trip to Heartwood in Trego and Graduation is planned for May 22, 2021 at the Forts Folle Avoine at 2 p.m. Seniors will have pictures from Cahill prior to the ceremony and have been guaranteed a minimum of six tickets with the possibility of more if can be accommodated as this event will not be open to the public. This year's speaker is Leah Jacobs, will be live streamed on We Are Webster if cell service allows and if weather does not permit the ceremony will be moved to the High School Gym.

Mr. Fimreite discussed the following as part of his Superintendent Report:

- The District would like to add a few extra Clevertouches from the previous order a few months ago. The total cost now is \$114,812.85 which will come out of Elementary and Secondary School Emergency Relief (ESSER) funding.
- The District is in the process of negotiating health care with companies. Due to some high cost claims this year there is a significant increase in premiums and currently at a 29 percent increase which hopefully will be lower after negotiations.
- On May 6, 2021 Mr. Fimreite and President Elliott delivered staff appreciation checks to most of the staff. Staff were very thankful as this has been a very hard year.
- On May 24, 2021 at 3:30 p.m. (Whitetail Wilderness) there will be Retirement celebration for four teachers: Robin Hallanger (34 years), Laurie Kriegel (22 years), Terri Skifstad (19 years) and Pam Calyn (5 years).
- We received news that AT&T will offer the same program as they did this year for hot spots and also lowered the price to \$11 per family. We will be collecting them over the summer; however, those students in the credit recovery program will be able to keep theirs over the summer. Hot spots will be distributed back to students in September.

Motion by Brenda Rachner/Katie Smith to approve Tierney's revised quote \$114,812.85 for the Clevertouch purchases. Motion carried.

Motion by Katie Smith/Terry Larsen to adjourn to Executive Session at 6:32 p.m. Motion carried.

The Board returned to Open Session at 7:08 p.m.

Motion by Katie Smith, seconded Brenda Rachner to approve hiring Heidi Hanson - Elementary Special Ed. Motion carried.

Motion by Terry Larsen, seconded Brenda Rachner to approve hiring Cassidy Formanek - Grade 6 - ELA. Motion carried.

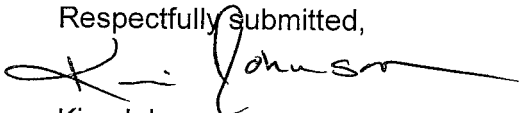
Motion by Katie Smith, seconded Melanie Johnson to approve hiring Katelynn Gullickson - Grade 4. Motion carried.

Motion by Brenda Rachner, seconded by Katie Smith to approve hiring Riley Poling - Grade 3. Motion carried.

Motion by Brenda Rachner, seconded by Bob Carlson to approve hiring Danielle Formanek - Grade 1. Motion carried.

Motion by Bob Carlson, seconded by Melanie Johnson to adjourn at 7:15 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

**REGULAR SCHOOL BOARD MEETING**  
**\*\*Revised\*\***  
**School District of Webster/Elementary School**  
**June 21, 2021 – 5:00 p.m.**

**Board Members Present:** President Mark Elliott, Vice President Terry Larsen, Clerk Kim Johnson, Treasurer Brenda Rachner, Directors Bob Carlson, Melanie Johnson and Katie Smith

**Members Absent:** None

**Others Present:** Superintendent Jeff Fimreite, Deputy Clerk Maria Rosenbaum, School Principals Elementary (ES) Ashley Nagel, Middle (MS) Pam Peterson and High (HS) Josh Hetfeld, Nurse Julie Steiner, Accountant Crystal Houman, Technology Coordinator LeAnn Christensen

Board President Mark Elliott called the regular meeting to order at 5:00 p.m. He was informed that the meeting was posted and press was notified on June 17, 2021.

Motion by Terry Larsen, seconded by Katie Smith to approve minutes of the Regular session, as amended, and the Executive session of May 17, 2021. Motion carried.

Motion by Melanie Johnson, seconded Bob Carlson to approve financial report for the month ending May 31, 2021 as reported by Brenda Rachner. Motion carried.

Motion by Melanie Johnson, seconded Kim Johnson to approve payroll expenditures of \$326,436.30 and vouchers numbered 1131411 through 1131489 and ACH transfers totaling \$499,716.03 for May 2021. Motion carried.

Motion by Kim Johnson, seconded by Bob Carlson to approve and release vouchers numbered 1131491 through 1131573 and ACH payments dated June 21, 2021 totaling \$195,538.50. Motion carried.

Motion by Terry Larsen, seconded by Bob Carlson to approve and release voucher numbered 490036-490045 for Fund 49 dated June 21, 2021 totaling \$388,670.79. Motion carried.

Several parents addressed the board during the Audience recognition portion of the agenda to express their concerns regarding several issues which included:

- Mandate of wearing of mask/effect on students wearing mask
- Process to get an item on the agenda
- Policy making, what is the process

School Nurse Julie Steiner provided the board with an update COVID-19 cases for staff/students for the 2020-21 school year.

Elementary School Principal Ashely Nagel discussed the Achievement Gap Reduction growth for reading and math from fall to spring 2020-21 stating she saw improvement throughout the year even while dealing with the pandemic.

Motion by Terry Larsen, seconded by Bob Carlson to approve the WIAA membership contract for the 2021-22 school year. Motion carried.



**Regular School Board Meeting**  
**June 21, 2021**  
**Page 2**

Motion by Kim Johnson, seconded Katie Smith to approve lunch fees as follows:

|                       |                       |                     |
|-----------------------|-----------------------|---------------------|
| PK-4 Breakfast \$1.30 | 5-12 Breakfast \$1.30 | Adult Breakfast \$2 |
| PK-4 Lunch \$2.25     | 5-12 Lunch \$2.45     | Adult Lunch \$3.30  |
| PK-Adult Milk \$.35   |                       |                     |

Motion carried.

Motion by Brenda Rachner, seconded by Bob Carlson to approve keeping the Parking Permit fee at \$5. Motion carried.

Motion by Kim Johnson, seconded by Melanie Johnson to approve the Drivers Education fee for all students/residents of \$100 and \$200 for all students/non-residents for 2021-22. Motion carried.

Melanie Johnson reported that the Property Committee met June 3, 2021. She gave a brief update on the progress on various items.

Motion by Melanie Johnson, seconded by Bob Carlson to approve the additional \$15K for the baseball and football fields. Motion carried.

Motion by Melanie Johnson, seconded by Katie Smith to approve 12 new doors from Hoeft Construction for \$148,424. Motion carried.

Motion by Terry Larsen, seconded by Bob Carlson to approve the fencing by Century Fence of \$14,415.50. Motion carried.

Motion by Melanie Johnson, seconded by Kim Johnson to approve updated computers in the amount of \$41,074 from Computer Integration Technologies. Motion carried.

Brenda Rachner reported the Curriculum Committee did not meet this month. She informed the board of an updated cost to the new curriculum for PK-8<sup>th</sup> Grade English Language Arts.

Motion by Katie Smith, seconded by Terry Larsen to approve ELA Curriculum – CKLA from Amplify for \$83,124.25. Motion carried.

President Elliott informed there were three resignations for consideration.

Motion by Melanie Johnson, seconded by Bob Carlson to approve resignation from MS/HS Assistant Cross Country Coach Jodi Elmgren. Motion carried.

Motion by Kim Johnson, seconded by Katie Smith to approve resignation from bus driver Robin Blomberg. Motion carried.

Motion by Terry Larsen, seconded by Bob Carlson to approve resignation from MS Social Studies Teacher Andrea Kerr. Motion carried.

ES Principal Nagel discussed her building evacuation safety drill that was held on May 18, 2021 and stating it went well.

Middle School Principal Pam Peterson discussed they did a severe weather drill on April 16, 2021 and it went well considering they were able to use the regular consistent locations.

High School Principal Josh Hetfeld discussed they did a continue class lock down drill on May 20, 2021. Spring sports are still going with baseball Sectionals June 22 and State track on June 24, 2021. Summer school is in its third week and there are 15 students attending.

Mr. Fimreite discussed the District Safety Plan and district donations of old equipment. As a requirement for the ESSER (Elementary and Secondary School Emergency Relief) Funding from the Federal Government, he asked all present to break out into three groups to brainstorm for 20 minutes to prioritize where they felt the funds would be best utilized.

Motion by Katie Smith, seconded by Bob Carlson to adjourn to Executive Session at 6:47 p.m. Motion carried.

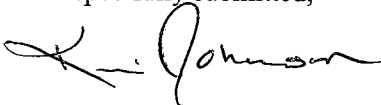
The Board returned to Open Session at 6:56 p.m.

Motion by Melanie Johnson, seconded by Kim Johnson to approve hiring Angela French - Middle School Special Ed. Motion carried.

Motion by Bob Carlson, seconded by Katie Smith to approve hiring Amber Peterson - Elementary School Instructional Aide. Motion carried.

Motion by Brenda Rachner, seconded by Katie Smith to adjourn at 6:59 p.m. Motion carried.

Respectfully submitted,



Kim Johnson  
School Board Clerk