

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
May 19, 2025 - 5:00 pm

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

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

The full board and audience recited the pledge of allegiance.

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

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

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

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

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

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

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

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

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

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

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

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

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

Staff Resignations

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

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

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

Committee Reports

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

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

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

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

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

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

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

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

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

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

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

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

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

Principal Reports:

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

District Administrator Report

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

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

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

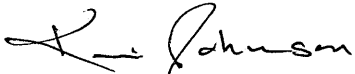
Motion by Katie Smith/Pamela Peterson to approve Jill Spafford's reassignment from 2nd Grade Teacher to the Middle School Mathematics Teacher. Motion carried.

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

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

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

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Kim Johnson". The signature is fluid and cursive, with the first name "Kim" and last name "Johnson" clearly distinguishable.

Kim Johnson, School Board Clerk