

**REGULAR SCHOOL BOARD MEETING**

**School District of Webster**

**Monday, July 17, 2023**

**5:00 pm**

Webster 5-12 School IMC

7564 Alder Street West

Webster, WI 54893

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

**Others Present:** Superintendent Jeff Fimreite

Board President Kim Johnson called the regular meeting to order at 4:59 pm. President Johnson was informed that the meeting was posted and the press was notified on July 13, 2023.

Motion by Mark Elliott/ Katie Smith to approve the minutes of the Regular Board Meeting of June 19, 2023, Executive Session of June 19th, 2023 and the Special Board Meeting of June 19, 2023. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending June 30, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$458,755.14 and vouchers numbered 1133338-1133452 plus ACH Transfers totaling \$712,082.06 for the month of June 2023. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers #1133454-1133483 plus ACH payments dated July 17, 2023 totaling \$121,669.89. Motion carried.

Motion by Melanie Johnson/Mark Elliott to approve and release vouchers #490186-490188 for Fund 49 dated June 30, 2023 totaling \$8,544.25. Motion carried.

**Audience Recognition:** There was one member of the community (Steve McConkey) that addressed the School Board.

**Acknowledgements:** Webster Education Foundation (WEF) Chair, Robyn Formanek, provided an update on WEF and their current standings. Robyn also provided us with what they have been able to get accomplished in our schools and community.

Motion by Mark Elliott/Melanie Johnson to approve the Wisconsin Academic Standards in ELA, Math, Social Studies and Science for the 2023/2024 school year. Motion carried.

Motion by Chaz Heinz/Katie Smith to approve Student Assurance Service as a secondary student insurance for 2023/2024. Motion carried.

Motion by Katie Smith/Terry Larsen to approve Two Rivers Accounting, LLC for the Annual Auditor's Contract for the 2022/2023 School year. Motion carried.

**Transportation update:** Due to staffing issues there may need to be a bus route cut for the 2023/2024 school year.

**Committee Reports:**

**Policy:** Kim Johnson, Policy Chair presented the 2nd reading of the following policies:

- Policy 431 - Compulsory Student Attendance
- Policy 443.5 - Student Use of Electronic Communication Devices
- Policy 443.51 - Personal Electronic Device Policy
- Policy 811.1 - Parent Involvement

Motion by Mark Elliott/Katie Smith to approve Policies 431, 443.5, 443.51 and 811.1. Motion carried.

Motion by Terry Larsen/ Katie Smith to approve the budget revisions for the 2022/2023 school year. Motion carried.

Motion by Melanie Johnson/Terry Larsen to accept the resignation of the MS Guidance Counselor Jeni Donath. Motion carried.

Motion by Chaz Heinz/Melanie Johnson to accept the resignation of the Elementary Instructional Assistant Emily Karl. Mark Elliott abstained, motion carried.

**Superintendent Report:**

Superintendent, Jeff Fimreite, introduced and welcomed Ron Stelson, our New Middle School Principal. Jeff presented the Annual Pupil Nondiscrimination Compliance Report, Annual Seclusion and Restraint Report, Webster Alternative Learning Center update, and the Referendum Project update.

Motion by Katie Smith/Chaz Heinz to approve the Siren School District to join the Webster Alternative Learning Center (WALC) for 1 year, with Siren covering the transportation of their students and ½ the cost of the WALC program. Motion carried.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin statute 19.85 (1)(c)(e)(g)(f) at 5:38 pm. Roll call vote was taken with all members voting yes. Motion carried.

REGULAR SCHOOL BOARD MEETING

July 17, 2023

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The regular session of July 17, 2023 reconvened at 7:15 pm.

Motion by Terry Larsen/Katie Smith to approve Ruben Ruiz as the Director of Buildings, Grounds & Transportation. Motion carried.

Motion by Katie Smith/Galina Werdier to approve Debbie Wilson as the High School National Honor Society Advisor for the 2023/2024 School year. Motion carried.

Motion by Melanie Johnson/Katie Smith to adjourn at 7:17 pm. Motion carried.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Chaz Heinz". The signature is stylized with a large, looped "C" and "H".

Chaz Heinz, Board Clerk

**REGULAR SCHOOL BOARD MEETING**

**School District of Webster**

**Monday, August 21, 2023**

**5:00 pm**

Webster 5-12 School IMC

7564 Alder Street West

Webster, WI 54893

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

**Others Present:** Superintendent Jeff Fimreite

Board President Kim Johnson called the regular meeting to order at 5:00 pm. President Johnson was informed that the meeting was posted and the press was notified on August 17, 2023.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Regular Board Meeting of July 17, 2023 and Executive Session of July 17, 2023. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending July 31, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$277,801.84 and vouchers numbered 1133453-1133498 plus ACH Transfers totaling \$448,533.07 for the month of July 2023. Motion carried.

Motion by Terry Larson/Katie Smith to approve and release vouchers numbered 1133500-1133553 plus ACH payments dated August 21, 2023 totaling \$308,971.70. Motion carried.

**Audience Recognition:** None

**Acknowledgements:** New staff introductions-

Elementary School Principal, Ashley Nagel, introduced Theresa Fish as one of our new 1st grade teachers and Andrea Nightengale as our other new 1st grade teacher.

Middle School Principal, Ron Stelson, introduced Katie Kerce as our new 7th and 8th grade special education teacher and Betty Klug as our new 5th and 6th grade special education teacher.

High School Principal, Joshua Hetfeld, introduced Parker Johnson as our new High School Social Studies teacher and Dave Hatch as our new part time High School instructional aid.

## REGULAR SCHOOL BOARD MEETING

August 21, 2023

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Superintendent, Jeff Fimreite, introduced Ruben Ruiz as our Building, Grounds, and Transportation Director and Ron Stelson as our new Middle School Principal.

Motion by Mark Elliott/Chaz Heinz to approve the overnight volleyball trip to Onalaska August 22nd-24th 2024.

Motion by Mark Elliott/Melanie Johnson to approve Beam Dental Insurance as our new dental insurance. Katie Smith abstained. Motion carried.

### **Committee Reports:**

**Personnel:** Personnel chair, Mark Elliott, stated that the Personnel Committee met on August 10, 2023. This went into executive session for staff changes and updates. More to be discussed in this executive session.

**Property:** Property chair, Melanie Johnson, stated that the Property Committee met on August 14, 2023. They met with representatives from the Gandy Dancer Pickleball Association and discussed how they can work together with the school. The admin team is working on updating the facility use policies and agreements. There is a proposal for adding a batting cage to the softball field at the fairgrounds. Conversations are being had with Webster Village and Siren Village to work together on this project. They had a conversation about painting the Elementary School hallways and common areas.

Motion by Melanie Johnson/Katie Smith to approve the bid provided by Traci Hopkins to paint the interior hallways and corridors at the elementary school for \$6,600. Motion carried.

Motion by Terry Larsen/Mark Elliott to accept resignation of First Grade Teacher, Danielle Formanek. Motion carried.

Motion by Chaz Heinz/Katie Smith to accept resignation of Middle School Softball coach, Erin (Ralph) Hall. Motion carried.

### **Principals report:**

Elementary School: Ashley Nagel- Principal, reported a recap of June Summer School, professional development, literacy leadership training attended by Ashley Nagel and Kari Roppe, and Open house Thursday, August 24, 2023.

Middle School: Ron Stelson- Principal, reported on meetings with staff, the new schedule for the middle school, open house and a restorative practice workshop.

High School: Joshua Hetfeld-Principal, reported the focus for the teaching staff will be on assessment for this year, the new high school ELA curriculum, Fall sports with the new Hudl system and new academic standards, and Open house.

REGULAR SCHOOL BOARD MEETING

August 21, 2023

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**Superintendent report:**

Superintendent, Jeff Fimreite, let us know about the all staff breakfast Tuesday at 7:45 am. He also reported on the Admin retreat, 5 voices of leadership, Hotspots for families will be offered at \$20 per month (\$180 for the school year) for families and staff, and the Annual Meeting will be held on September 25, 2023 at 5:00 pm. The November Board meeting falls on November 20th and recommends moving it to the 27th. Burnett county and Webster Schools have started a truancy task force.

Motion by Katie Smith/Chaz Heinz to move the November Regular School Board Meeting from November 20, 2023 to November 27, 2023 at 5:00 pm. Motion carried.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin statute 19.85 (1)(c) at 5:27 pm. Roll call vote was taken with all members voting yes.

The regular session of August 21, 2023 reconvened at 6:04 pm.

Motion by Katie Smith/Mark Elliott to approve Riley Poling as Middle School Volleyball Coach. Motion carried.

Motion by Terry Larsen/ Katie Smith to approve Debbie Wilson as the Forensic Advisor. Motion carried.

Motion by Katie Smith/Mark Elliott to approve Mandi Lewis as the Elementary Instructional Assistant. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve Theresa Fish as Elementary 1st grade Teacher. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve David Hatch as the part time High School Instructional Assistant. Katie Smith abstained. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve Aaron Flodin as a Custodian. Motion carried.

Motion by Mark Elliott/Terry Larson to approve the Fall Sports Volunteer Coaches. Katie Smith abstained. Motion carried.

Motion by Melanie Johnson/Katie Smith to adjourn at 6:06 pm.

Respectfully submitted,

Chaz Heinz, Board Clerk

A handwritten signature in black ink, appearing to read 'Chaz Heinz', is written over the printed name of the Board Clerk.

**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster**  
**Webster 5-12 School IMC**  
**September 18, 2023 - 5:00 p.m.**

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

**Others Present:** Superintendent Jeff Fimreite

Board President Kim Johnson called the regular meeting to order at 5:00 p.m. President Johnson was informed that the meeting was posted, and the press was notified on September 14, 2023.

Motion by Katie Smith/Mark Elliott to approve the August 21, 2023 Regular and Executive session meeting minutes and the September 7, 2023 Special Board meeting minutes. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the financial report for the month ending August 31, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$236,678.43 and vouchers numbered 1133499 through 1133563 plus ACH transfers totaling \$470,924.89 for the month of August 2023. Motion carried.

Motion by Terry Larson/Mark Elliott to approve and release vouchers numbered 1133566 through 1133646 plus ACH payments dated September 18, 2023 totaling \$283,254.22. Motion carried.

**Audience Recognition:** None

**SkillsUSA Presentation:** SkillsUSA Advisor, Roy Ward, along with students Bradon Nutter, Josh Smith and Elijah Ward presented on the 2022-2023 State and National SkillsUSA trips. This group of students placed 4<sup>th</sup> at the National Competition. Roy Ward recognized each of these students with a Skill Points Certificate, which was achieved through their exceptional performance.

**Acknowledgements:** Jeff Fimreite acknowledged Curt and Darcy Riess for their new student scholarship, as well as the Lions Club for their Health/Physical Education and Tiger Tech donations.

**Committee Reports:**

**Personnel:** Mark Elliott, Personnel Chair, reported that the committee met on September 13, 2023 and discussed handbook and PLU changes, support staff and event supervision compensation. The Committee is not ready to move forward with these changes at this time and will be reviewing again before bringing it to the board for consideration. The Committee also reviewed TAG Coordinator, Esports Advisor, and Trap Team Advisor compensation and additional staffing updates, that was further discussed in executive session.

**Principal Reports:**

- **Elementary School:** Ashley Nagel - Principal, discussed the Elementary Open House, FastBridge testing, the new Character Strong curriculum, High School Homecoming readers, and the recent professional development day with Luck and Siren schools.
- **Middle School:** Ron Stelson – Principal, was not present due to his attendance at a training.

- High School: Joshua Hetfeld - Principal, shared information on the start of the new school year including Homecoming, the WALC and the upcoming midterm.

**Superintendent Report:**

Superintendent, Jeff Fimreite, informed the board that the State Education Conference in Milwaukee is coming up in January. He will be booking rooms soon for any board members who are interested in attending.

Motion by Katie Smith/Chaz Heinz to adjourn to Executive session per Wisconsin statute 19.85(1)(c)(e) at 5:23 p.m. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of September 18, 2023 reconvened at 5:58 p.m.

Motion by Mark Elliott/Chaz Heinz to eliminate the Talented and Gifted (TAG) Coordinator positions. Motion carried

Motion by Katie Smith/Mark Elliott to approve compensation for the ESports advisor position. Motion carried

Motion by Mark Elliott/Chaz Heinz to approve compensation for the Trap Team advisor. Motion carried

Motion by Terry Larsen/Melanie Johnson to approve Denean Burkett as the Middle School Interventionist. Motion carried.

Motion by Chaz Heinz/Katie Smith to approve Pamela Peterson as a Part-Time Administrative Mentor. Motion carried.

Motion by Mark Elliott/Terry Larsen to approve Ashley Schmidt as the Middle School Counselor. Motion carried.

Motion by Katie Smith/Melanie Johnson to approve Elizabeth Bredesen as a Bus Driver. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve the increase in Barbie Miller's hours from 37.5 per week to 40 hours per week, and increase her contract days from 176 school days to 210 days. Motion carried.


Motion by Mark Elliott/Melanie Johnson to approve the Fall 2023-2024 Sports Volunteer Coaching contract. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve the changes to the substitute calling contract. Motion carried.

Motion by Katie Smith/Terry Larsen to adjourn at 6:01 p.m. Motion carried.

Respectfully Submitted,

Chaz Heinz, Board Clerk





**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster**  
**Webster 5-12 School IMC**  
**October 16, 2023 - 5:00 pm**

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

**Others Present:** Superintendent Jeff Fimreite

Board President Kim Johnson called the regular meeting to order at 5:01 pm. President Johnson was informed that the meeting was posted and the press was notified on October 12, 2023.

Motion by Mark Elliott/Katie Smith to approve the minutes of the Regular Board Meeting and Executive Session of September 18, 2023. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending September 30, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$273,311.95 and vouchers numbered 1133564-1133655 plus ACH Transfers totaling \$909,631.68 for the month of September 2023. Motion carried.

Motion by Katie Smith/Melanie Jonson to approve and release vouchers numbered 1133659-1133713 plus ACH payments dated October 16, 2023 totaling \$168,170.15. Motion carried.

**Audience Recognition:** None

Jeff Fimreite announced that the Webster School District was featured in an article by WCCO news regarding our Cascade Reading program. This news clip was shared with those in attendance.

**Principal/Leadership Team Report (Overview of School Data and Improvement Plan):**

- **Elementary School:** Principal, Ashley Nagel, and leadership team members Gracie Billings, Heidi Hanson, Jessica Hedrick, Kari Roppe and Wendi Morris presented on FastBridge testing for Reading and Math, student behavior, restorative practices, the Elementary successes and areas of improvement along with ACT 20.
- **Middle School:** Principal, Ron Stelson, and leadership team members Rachel Derosier and Ashley Schmidt presented on Fastbridge testing for Reading and Math, student behavior, “circle-ups”, SNAPP mentors, the Tiger Paw Program, staff PLC’s, Middle School challenges and vertical alignment.
- **High School:** Leadership team members Renee Ones, Travis Pyke, Scott Swendiman and Greg Widiker presented on student scholarships, college credits, staff PLC’s, Academic and Career Planning, ACT scores, curriculum that is in place and what needs attention, student behavior challenges, attendance, vaping and cell phones.

Motion by Mark Elliott/Terry Larsen to approve the Start College Now and Early College Credit Program applications. Motion carried.

Motion by Mark Elliott/Chaz Heinz to approve the 2023-2025 snow plow bid provided by Backcountry Custom Builders for \$100/hour. Motion carried.

Motion by Terry Larsen/Melanie Johnson to certify our Tax Levy for the 2023-2024 school year at \$7,585,187.01 Motion carried.

Motion by Katie Smith/Mark Elliott to approve the high school cross country team's potential overnight stay in Wisconsin Rapids with the District to provide transportation if anyone is to qualify for the State meet. Motion carried.

Motion by Mark Elliott/Chaz Heinz to approve the high school volleyball team's two night stay in Green Bay for the state competition. Motion carried.

**Committee Reports:**

**Personnel:** Personal chair, Mark Elliott, stated personnel committee met on October 3, 2023 and had reviewed the staff handbook, staff compensation, event staff and PLU's. More to be discussed in the executive session.

**Transportation:** Transportation chair, Galina Werdier, stated the transportation committee met on October 10, 2023.

- The committee discussed updates to the transportation routes and that we are down one route.
- Owl bus ridership is down and will continue to be tracked.
- They reviewed the bus policies and recommend that the policy reviews further.
- The District's aging fleet was discussed and the recommendation was made to forgo the annual bus purchase for 2024 and to replace two fleet vehicles instead.

Motion by Katie Smith/Mark Elliott to forgo the 2024 bus purchase and replace fleet vehicles. Motion carried.

**Superintendent report:**

Jeff Fimreite, presented the 2023-24 Third Friday Pupil Count Enrollment Numbers of 595 students as of September 2023.

Motion by Katie Smith/Mark Elliott to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c) at 6:26 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of October 16, 2023 reconvened at 6:55 pm.

Motion by Katie Smith/Melanie Johnson to approve the support staff longevity increases. Motion carried.

Motion by Terry Larson/Chaz Heinz to approve the new event supervision compensation. Katie Smith abstained. Motion carried.

Motion by Melanie Johnson/Terry Larsen to approve the class coverage compensation. Katie Smith abstained. Motion carried.

Motion by Mark Elliott/Terry Larsen to adjourn at 6:55 pm. Motion carried.

Respectfully submitted,  
Chaz Heinz, Board Clerk



## **REGULAR SCHOOL BOARD MEETING**

**School District of Webster**

**Webster 5-12 School IMC**

**November 27, 2023 - 5:00 pm**

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

Board President Kim Johnson called the regular meeting to order at 5:00 pm. President Johnson was informed that the meeting was posted and the press was notified on November 20, 2023.

Motion by Mark Elliott/Katie Smith to approve the minutes of the Regular Board Meeting and Executive Session of October 16, 2023, and the Special Board Meeting of November 13, 2023. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending October 31, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve payroll expenditures of \$338,238.22 and vouchers numbered 1133656-1133726 plus ACH Transfers totaling \$497,633.12 for the month of October 2023. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve and release vouchers numbered 1133737-1133802 plus ACH payments dated November 27, 2023 totaling \$200,744.49. Motion carried.

**Digital Wall of Fame Presentation:** Scott Hoefs, Athletic Director, presented an overview of the digital “Wall of Fame” by Rocket Alumni Solutions Inc.

**WALC Presentation:** Sue Schwingle, WALC Director, provided an update on the WALC program and its’ recent merge of Siren students.

**Food Service Report:** Briana Arnal, Food Service Director, reported on the current grants that the Food Service department is utilizing along with activities to engage students on lunch choices.

**Audience Recognition:** None.

Motion by Terry Larsen/Chaz Heinz to approve the Start College Now and Early College Credit Program applications. Motion carried.

Motion by Katie Smith/Melanie Johnson to approve the resignation of Custodian, Michael Stromberg, effective October 27, 2023. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve an Activity Account for Youth Girls Basketball. Motion carried.

Motion by Katie Smith/Mark Elliott to approve an Activity Account for Youth Boys Basketball. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve an Activity Account for Youth Softball. Motion carried.

Motion by Melanie Johnson/Mark Elliott to approve an Activity Account for Youth Baseball. Motion carried.

**Committee Reports:**

**Personnel:** Personnel chair, Mark Elliott, stated personnel committee met on November 27, 2023. Agenda items will be discussed during executive session.

Motion by Chaz Heinz/Katie Smith to approve the language changes in the employee handbook as presented (Updates to PLU's, Retirement, Grievance Procedure Language, Performance Review, Removed Pandemic Workplace Protocol). Motion carried.

**Principal Reports:**

- **Elementary School:** Principal, Ashley Nagel, discussed K-4 fall parent teacher conferences, Literacy Leadership sessions, educator effectiveness and coaching, responsive classroom walk-through, the upcoming holiday concert and Native American author visit.
- **Middle School:** Principal, Ron Stelson, reported that Monica Gunderson is working on creating a middle school student leadership team. He also discussed the CESA-11 Leadership Conference that was attended by fifth and sixth grade students and staff.
- **High School:** Principal, Josh Hetfeld, shared a brief overview on the high school DPI report card, truancy and current events at the high school.

**Superintendent Report:** Jeff Fimreite, Superintendent, presented on the 2022-2023 DPI District Report Card, Culture and Climate data, and Wisconsin teacher retention information.

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

The regular session of November 27, 2023 reconvened at 6:13 pm.

Motion by Mark Elliott/Melanie Johnson to approve the Administration Compensation as presented. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve the Substitute Support Staff Compensation as presented. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve Morgan Heichel-Lindgren as the ESports Advisor. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve Brian Sears as the Trap Team Advisor. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve Ben Johnson, Jim Anderson, Brently Easton, and Travis Pyke as Winter Sports Volunteer Coaches. Motion carried.

Motion by Terry Larsen/Mark Elliott to adjourn at 6:14 pm. Motion carried.

Respectfully submitted,

Chaz Heinz, Board Clerk



**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster**  
**Webster 5-12 School IMC**  
**December 18, 2023 - 5:00 pm**

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

**Board Members Present via Zoom:** Director Mark Elliott

Board President Kim Johnson called the regular meeting to order at 5:00 pm. President Johnson was informed that the meeting was posted and the press was notified on December 14, 2023.

Motion by Katie Smith/Melanie Johnson to approve the minutes of the Regular Board Meeting and Executive Session of November 27, 2023 and the Special Board Meeting of December 05, 2023. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve financial report for the month ending November 30, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve payroll expenditures of \$339,184.33 and vouchers numbered 1133727-1133802 plus ACH Transfers totaling \$527,311.85 for the month of November 2023. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve and release vouchers numbered 1133809-1133849 plus ACH payments dated December 18, 2023 totaling \$237,164.94. Motion carried.

**Passion Project Presentation:** Rachel Derosier, 5<sup>th</sup> Grade Teacher, introduced students Isabela Ward and Easton Eckart, who presented their Passion Projects. These projects were created during the middle school enrichment hour and challenged students to research things that they are passionate about. Isabela Ward shared information on her passion of Cross Country, and Easton Eckart discussed and played the guitar.

**Audience Recognition:** Wendy Eckman expressed her concerns regarding Policy 860- Visitors During the School Day.

Motion by Chaz Heinz/Melanie Johnson to approve the resignation of Middle School Boys Basketball Coach, Scott Haskins, effective December 15, 2023. Motion carried.

**Committee Reports:**

**Personnel:** Committee member, Terry Larsen, stated the personnel committee met on November 27, November 29 and December 5, 2023 to discuss 2023-2024 employee compensation and contracts.

**Policy:** Policy chair, Kim Johnson, reported that the committee met on December 14, 2023 and presented the 1<sup>st</sup> reading of the following policies:

- 458 – School Wellness
- 110 – School District Mission Statement
- 860 – Visitors During the School Day
- 653.1 – Free Admission
- 532.41 – Family and Medical Leave Under State and Federal Law

- 532.42 – Family and Medical Leave: Employee Leave Request Form
- Handbook Language Update Recommendation – Post-Retirement Benefit Language

**Principal Reports:**

- **High School:** Principal, Josh Hetfeld, discussed working on next school year's schedule, truancy and student class officer input regarding school activities.
- **Middle School:** Principal, Ron Stelson, reported on staff 1:1 meetings, PLC's, next school year's schedule, upcoming events and student council meetings.
- **Elementary School:** Principal, Ashley Nagel, shared recent and upcoming activities at the elementary school. She also discussed the new responsive classroom all school meetings, and provided an update on the before and after school Cub Club program.

**Superintendent Report:** Jeff Fimreite, Superintendent, informed the board of the upcoming joint PAC/BOE meeting on April 4, 2024 and invited all members to attend. He also shared an update regarding ACT 20, which was recently enacted by the Wisconsin state legislature but has been practiced by the District since 2021.

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

The regular session of December 18, 2023 reconvened at 7:05 pm.

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

**Board Members Absent:** Treasurer Melanie Johnson and Director Mark Elliott

Motion by Katie Smith/Galina Werdier to approve Scott Swendiman as a Middle School Track Coach. Motion carried.

Motion by Katie Smith/Terry Larsen to adjourn at 7:05 pm. Motion carried.

Respectfully submitted,



Chaz Heinz, Board Clerk

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

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

**Board Members Absent:** Director Mark Elliott and Superintendent Jeff Fimreite

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

Motion by Katie Smith/Melanie Johnson to approve the minutes of the Regular Board Meeting and Executive Session of December 18, 2023 and the Special Board Meeting of December 27, 2023. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending December 31, 2023 as reported by Melanie Johnson. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve payroll expenditures of \$352,711.56 and vouchers numbered 1133803-1133857 plus ACH Transfers totaling \$585,387.33 for the month of December 2023. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve and release vouchers numbered 1133859-1133902 plus ACH payments dated January 15, 2024 totaling \$116,275.16. Motion carried.

**Tiger Tech Presentation:** Roy Ward shared an overview of what is happening in the Tiger Tech program as well as how the program started. He invited the board and audience members to the upcoming Open House on February 01, 2024.

Motion by Chaz Heinz/Katie Smith to approve the 2023-2024 school calendar amendment of adding two no-school days on March 27, 2024 and April 01, 2024. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve closing CD Account# 1300272955 with Frandsen Bank and opening a new five-month CD in the amount of \$750,000.00 with Frandsen Bank. Motion carried.

**Policy:** Policy chair, Kim Johnson, presented the 2<sup>nd</sup> reading of the following policies:

- 458 – School Wellness
- 110 – School District Mission Statement
- 860 – Visitors During the School Day
- 653.1 – Free Admission
- 532.41 – Family and Medical Leave Under State and Federal Law
- 532.42 – Family and Medical Leave: Employee Leave Request Form
- Handbook Language Update Recommendation – Post-Retirement Benefit Language

Katie Smith/Chaz Heinz to approve the 2<sup>nd</sup> reading of Policy 458- School Wellness. Motion carried.

Melanie Johnson/Katie Smith to approve the 2<sup>nd</sup> reading of Policy 110- School District Mission Statement. Motion carried.

Melanie Johnson/Chaz Heinz to approve the 2<sup>nd</sup> reading of Policy 860- Visitors During the School Day. Motion carried.

Katie Smith/Terry Larsen to approve the 2<sup>nd</sup> reading of Policy 653.1- Free Admission. Motion carried.

Melanie Johnson/Terry Larsen to approve the 2<sup>nd</sup> reading of Policy 532.41- Family and Medical Leave Under State and Federal Law. Motion carried.

Katie Smith/Melanie Johnson to approve the 2<sup>nd</sup> reading of Policy 532.42- Family and Medical Leave: Employee Leave Request Form. This policy will be removed from the District policy book effective January 15, 2024 as recommended. Motion carried.

The board discussed the Handbook Language Update Recommendation- Post-Retirement Benefit Language. It was decided to table this policy for further clarification from the policy committee.

**Audience Recognition:** Jim Olson, Webster Education Foundation (WEF) member, shared current information on the organization, including the upcoming Taco Bingo event and potential plans for the profit.

The board was made informed of DPI's Open Enrollment period (February 05, 2024 to April 30, 2024) and the Webster School District Open Enrollment numbers for the 2024-2025 school year.

Motion by Terry Larsen/Chaz Heinz to approve 2024-2025 general education space availability as presented. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve the 2024-2025 special education space availability as presented. Motion carried.

Terry Larsen, Budget Committee Chair, presented the 2023-2024 annual audit report.

Motion by Katie Smith/Melanie Johnson to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 5:36 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of January 15, 2024 reconvened at 5:44 pm.

Motion by Terry Larsen/Katie Smith to approve Michael Kopesky as a Full Time Custodian. Motion carried.

Motion by Melanie Johnson/Katie Smith to adjourn at 5:44 pm. Motion carried.

Respectfully submitted,

  
Chaz Heinz, Board Clerk



**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster**  
**Webster 5-12 School IMC**  
**February 19, 2024 - 5:00 pm**

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

**Others Present:** Superintendent Jeff Fimreite

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

Motion by Katie Smith/Mark Elliott to approve the minutes of the Regular Board Meeting and Executive Session of January 15, 2024 and the Special Board Meetings of January 29, 2024 and February 08, 2024. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve financial report for the month ending January 31, 2024 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$341,244.19 and vouchers numbered 1133858-1133909 plus ACH Transfers totaling \$456,968.02 for the month of January 2024. Motion carried.

Motion by Mark Elliott/Katie Smith to approve and release vouchers numbered 1133911-1133960 plus ACH payments dated February 19, 2024 totaling \$203,868.03. Motion carried.

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

Motion by Melanie Johnson/Chaz Heinz to approve the 2024-2025 School Calendar as presented. Motion carried.

Motion by Mark Elliott/Katie Smith to approve the SkillsUSA team's overnight competition in Madison from April 9-April 11, 2024. Motion carried.

Motion by Katie Smith/Melanie Johnson to approve the merging of the Business Club and Concessions Activity Fund accounts. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve Kim Johnson, Board President; Jeff Fimreite, Superintendent; and Crystal Houman, District Accountant as signers on the new five-month CD in the amount of \$750,000.00 with Frandsen Bank approved at the January 2024 Regular School Board Meeting. Motion carried.

Motion by Chaz Heinz/Katie Smith to approve the resignation of Bus Driver, Elizabeth Bredesen, effective February 09, 2024. Motion carried.

Motion by Terry Larsen/Melanie Johnson to approve the resignation of Middle School Assistant Softball Coach, Madalyn Nichols, effective immediately. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve the resignation of 1<sup>st</sup> Grade Teacher, Laura Eckart effective at the end of the 2023-2024 school year. Motion carried.

**Committee Reports:**

**Policy:** In the absence of Kim Johnson, Policy Chair, at the February 05, 2024 policy committee meeting, Chaz Heinz, Policy Member, reported that the committee met and discussed the Handbook Language Update Recommendation. The committee also received an informative presentation from a Wisconsin Neola representative. Chaz Heinz shared this information with the board and is asking for a motion to adopt the Neola Policy Management.

The committee presented the 3<sup>rd</sup> reading of the following:

- Handbook Language Update Recommendation – Post-Retirement Benefit Language

Mark Elliott/Katie Smith to approve the 3<sup>rd</sup> reading of the Handbook Language Update Recommendation – Post-Retirement Benefit Language with the addition of its legal definitions being printed on the bottom of that section of the handbook. Motion carried.

The adoption of the Neola Policy Management was tabled for a later date as the board is requesting an official contract to review prior to approval.

**Budget:** Terry Larsen, Budget Chair, reported that the committee met on February 12, 2024. The committee discussed 2023-2024 expenditures, and 2024-2025 staffing recommendations.

**Wisconsin Association of School Board Association (WASB) Conference Presentation:** Chaz Heinz reported on his recent attendance at the WASB Conference.

**Audience Recognition:** None

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

**Principal Reports:**

- **High School:** Principal, Josh Hetfeld, discussed the annual high school ACP day, recent staff in-service discussion/activities, as well as the annual snowball activity day.
- **Middle School:** Principal, Ron Stelson, reported on his attendance at a recent AWSA conference, student field trips, the leadership team's work on the 2024-2025 school year schedule, and this year's successes with the school honor roll system.
- **Elementary School:** Principal, Ashley Nagel, shared information on the elementary staff's activities during the recent in-service, along with the upcoming Tiny Tiger/Kindergarten Round Up, and Summer School planning.

**Superintendent Report:** Jeff Fimreite reported on the 2023-2024 Third Friday Pupil Count Enrollment Numbers. He also shared with the board that the District is in need of a new fleet vehicle due to a recent insurance claim status on the Suburban. He ended his report with an overview on the Tiger Tech Open House on February 01, 2024.

Motion by Melanie Johnson/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 5:46 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of February 19, 2024 reconvened at 6:30 pm.

Motion by Mark Elliott/Katie Smith to adjourn at 6:31 pm. Motion carried.

Respectfully submitted,

Chaz Heinz, Board Clerk



**Special School Board Meeting (Virtual) - March 04, 2024**

**Board Members Present via Google Meet:** Clerk Chaz Heinz, Treasure Melanie Johnson, Directors Mark Elliott, Katie Smith, and Galina Werdier.

**Board Members Absent:** President Kim Johnson, and Vice President Terry Larsen.

**Others Present:** Superintendent Jeff Fimreite

Clerk Chaz Heinz called the meeting to order at 4:30 pm.

Galina Werdier presented what was discussed and proposed in the transportation committee.

Motion by Katie Smith/Galina Werdier to approve the purchase of a used 2018 Chevrolet Suburban from Luther Used Car Company in Brooklyn Park, MN for up to \$29,000.00. Motion carried.

Motion by Mark Elliott/Melanie Johnson to adjourn at 4:32. Motion carried.

Respectfully submitted,

  
Chaz Heinz, Board Clerk

## **REGULAR SCHOOL BOARD MEETING**

**School District of Webster**

**Webster 5-12 School IMC**

**March 18, 2024 - 5:00 pm**

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

**Others Present:** Superintendent Jeff Fimreite

Board President Kim Johnson called the regular meeting to order at 5:01 pm. President Johnson was informed that the meeting was posted and the press was notified on March 14, 2024

Motion by Katie Smith/Mark Elliott to approve the minutes of the Regular Board Meeting and Executive Session of February 19, 2024 and the Special Board Meeting of March 04, 2024. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve financial report for the month ending February 29, 2024 as reported by Melanie Johnson. Motion carried.

Motion by Mark Elliott/Melanie Johnson to approve payroll expenditures of \$329,294.10 and vouchers numbered 1133910-1133967 plus ACH Transfers totaling \$533,311.24 for the month of February 2024. Motion carried.

Motion by Katie Smith/Melanie Johnson to approve and release vouchers numbered 1133969-1134025 plus ACH payments dated March 18, 2024 totaling \$1,493,032.06. Motion carried.

Principal, Josh Hetfeld, introduced 9 of the Webster Class of 2024 Top 10 students. One student, along with the Technical Excellence Recipient, were not able to attend. The board recognized these students and asked questions relating to education and future plans.

Teachers, Jessica Hedrick and Christa Petersen, presented on the Wonder Workshop program. They led the board and administrators through an activity that students within the Wonder Workshop program recently completed.

Renee Ones, High School Counselor, explained to the board and audience what the Start College Now and Early College Credit Program is and how it has impacted Webster students.

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

Motion by Mark Elliott/Katie Smith to approve the retirement of Business Ed Teacher/Athletic Director, Scott Hoefs, effective May 31, 2024. Motion carried.

Motion by Melanie Johnson/Mark Elliott to approve the retirement of Band Director, Julie Strang, effective July 04, 2024. Motion carried.

Motion by Terry Larsen/Chaz Heinz to approve the retirement of Middle/High School Interventionist, Gregory Norman, effective May 31, 2024. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve the resignation of Instructional Assistant, Nicki Blanchette, effective March 22, 2024. Motion carried.

### **Committee Reports:**

**Policy:** Chaz Heinz, Policy Member, shared additional information with the board regarding Neola, Inc. Neola Representative, Ed Cerney joined the meeting via Zoom. Mr. Cerney provided further clarification on the company.

Motion by Mark Elliott/Katie Smith to approve the contract and adoption of the Neola Policy Management service as presented. Motion carried.

**Personnel:** Mark Elliott, Personnel Chair, reported that the committee met on February 27 and March 12, 2024 to discuss the 2024-2025 staffing recommendations.

**Transportation:** Galina Werdier, Transportation Chair, shared that the committee met on February 26, 2024. The committee opened and reviewed Ford Transit fleet vehicle bids and discussed the Suburban replacement vehicle. Due to undisclosed hail damage, the Suburban approved for purchase at the committee meeting, was returned back to the dealership. The transportation committee presented and recommended the purchase of a 2019 Chevrolet Suburban from Mankato Motor Co.

Motion by Melanie Johnson/Chaz Heinz to approve the purchase of a 2019 Suburban with 95,105 miles with the cost prepared of \$30,209 from Mankato Motor Co. if it passes inspection by the Transportation Director, Ruben Ruiz. Motion carried.

**Strategic Development Ad Hoc:** This committee was created to review and align District, School and Board goals. Chaz Heinz, Ad Hoc Chair, informed the board that the committee met on March 11, 2024 to review the District's Development Plan. The committee is looking for the adoption of this plan from the full board and presented the first reading.

**Audience Recognition:** None.

**Principal Reports:**

- **High School:** Principal, Josh Hetfeld, discussed the upcoming term end, state testing and the increased interest in Forensics.
- **Elementary School:** Principal, Ashley Nagel, shared information on the elementary's upcoming Parent/Teacher Conferences and Book Fair, and current training tools that the staff are using and practicing.

**Superintendent Report:** Jeff Fimreite reported on his attendance at the 2024 AASA National Conference on Education, as well as he and Galina's appearance at the Elementary School for Read Across America day. Mr. Fimreite is also recommending that the May Board Meeting date is changed due to a conflict in events. In addition, he informed the board that they will need to set a date for the upcoming Reorganization Meeting, and register for the optional Joint PAC/Board Workshop on April 4, 2024 if interested.

Motion by Chaz Heinz/Mark Elliott to move the Regular May Board Meeting date from May 20, 2024 to May 21, 2024 due to the District hosting the Regional Track Meet. Motion carried.

Motion by Mark Elliott/Chaz Heinz to set the 2024 Reorganization Meeting date to April 29, 2024 at 4:30 pm. Motion carried.

Motion by Katie Smith/Melanie Johnson to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 6:10 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of March 18, 2024 reconvened at 6:45 pm.

Motion by Mark Elliott/Melanie Johnson to approve the spring sports volunteer coaching contracts. Motion carried.

Motion by Katie Smith/Mark Elliott to approve Kevin Belland as a bus driver. Motion carried.

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

Motion by Katie Smith/Terry Larsen to adjourn at 6:47 pm. Motion carried.

Respectfully submitted,

Chaz Heinz, Board Clerk



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

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

**Others Present:** Superintendent Jeff Fimreite, Incoming Board Member Pamela Peterson

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

Motion by Mark Elliott/Katie Smith to approve the minutes of the Regular Board Meeting and Executive Session of March 18, 2024 and the Board of Canvassers Meeting of April 08, 2024. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve financial report for the month ending March 31, 2024 as reported by Melanie Johnson. Motion carried.

Motion by Melanie Johnson/Mark Elliott to approve payroll expenditures of \$336,160.03 and vouchers numbered 1133968-1134032 plus ACH Transfers totaling \$1,823,525.34 for the month of March 2024. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1134034-1134074 plus ACH payments dated April 15, 2024 totaling \$107,467.20. Motion carried.

Dan Swenson presented on the current STEAM curriculum that is offered to our students.

Max Anderson gave an update on the first year of the Hudl livestream devices and programming. He recognized the sponsors and staff who assist in making it successful. He will be sending out the 2024-2025 sponsorship letters within the next few weeks.

Motion by Mark Elliott/Chaz Heinz to approve the Start College Now and Early College Credit Program applications. Motion carried.

Motion by Katie Smith/Mark Elliott to approve the Forensic Team's overnight stay in Madison for State Forensics. Motion carried.

Motion by Chaz Heinz/Katie Smith to approve the Girls Basketball Team's overnight stay in Wisconsin Dells for a summer tournament. Motion carried.

Motion by Melanie Johnson/Mark Elliott to approve the retirement of District Technology Coordinator, LeAnn Christensen, effective June 30, 2024. Motion carried.

Motion by Mark Elliott/Katie Smith to approve the resignation of Mentor/District Assessment and Curriculum Coordinator, Pam Peterson, effective immediately due to her upcoming elected board term. Motion carried.

**Committee Reports:**

**Budget:** Terry Larsen, Budget Chair, reported that the committee met on April 8<sup>th</sup> to review current budget expenditures, and the 2024-2025 CESA #11 Contract.

Motion by Mark Elliott/Chaz Heinz to approve the 2023-2024 budget revisions as presented. Motion carried.

Motion by Melanie Johnson/Katie Smith to approve the 2024-2025 CESA #11 Contract. Motion carried.

**Strategic Development Ad Hoc:** This committee was created to review and align District, School and Board goals. Chaz Heinz, Ad Hoc Chair, informed the board that the second reading of the District Development Plan will be tabled until the June Regular School Board Meeting due to upcoming Administration personnel changes.

**Audience Recognition:** Julie Strang and Dan Zimmer each spoke about the potential changes in the band director position, music department participation and the importance of the music program. Dan Zimmer welcomed the board to contact him for further discussion. Web McComber shared information on the importance of educational art departments as a whole.

**Principal Reports:**

- **High School:** Principal, Josh Hetfeld, discussed the upcoming inservice schedule for the high school. He also provided an update on state testing, and shared that Erin Hall is currently teaching CPR and First Aid to staff through Red Cross.
- **Middle School:** Principal, Ron Stelson, reported on state testing. He discussed current and upcoming events at the middle school including the 3<sup>rd</sup> quarter reward trip to Jack Links, the physical education pickleball unit, and 7<sup>th</sup> and 8<sup>th</sup> grade mock trials. He also shared that the middle school student track participation is at an all-time high.
- **Elementary School:** Principal, Ashley Nagel, provided an update on state testing, and the upcoming inservice schedule for the elementary school. She informed the board that there will be summer academy in June as well as August. The elementary recently completed their annual pre-kindergarten and kindergarten round up, along with the 3-year-old screening, which were both a success.

**Superintendent Report:** Jeff Fimreite reported on his attendance at the 2024 Joint PAC/School Board Meeting that he attended with Chaz Heinz and Josh Hetfeld. He also updated the board on the recent Food Service Administrative Review Report, Act 95, the recent school board election, and the upcoming WASB New Board Member Gathering.

Newly elected school board members, Kim Johnson, Terry Larsen, and Pamela Peterson completed and signed their Oath of Office for their 2024-2027 school board term.

Motion by Mark Elliott/Katie Smith to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 6:02 pm. Roll call vote was taken with all members voting yes. Motion carried.

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

Motion by Katie Smith/Melanie Johnson to approve Shaun Johnson as a part time High School Instructional Assistant. Motion carried.

Motion by Chaz Heinz/Katie Smith to approve Ben Treichel, Parker Johnson, and Dave Hough as Spring Sports Volunteer Coaches. Motion carried.

Motion by Terry Larsen/Melanie Johnson to adjourn at 6:32 pm. Motion carried.

Respectfully submitted,

Chaz Heinz, Board Clerk



**Special School Board Meeting – April 23, 2024**

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

**Board Members Present via Google Meet:** Director Pamela Peterson

**Others Present:** Superintendent Jeff Fimreite, High School Principal Joshua Hetfeld, Middle School Principal Ron Stelson, and Community Member Dan Zimmer

President Kim Johnson called the meeting to order at 4:00 pm.

Dan Zimmer, Community Member and previous Employee, was invited by the board to attend the Special School Board Meeting of April 23, 2024 based on his public comment at the Regular School Board Meeting of April 15, 2024. Dan Zimmer was given 15 minutes to discuss his concerns regarding the Webster School District's Band Program. He spoke on an array of issues facing the program on a District level, as well as the overall decline in band participation in public schools. Mr. Zimmer presented ideas based on what some of the schools that are still excelling have been doing in regards to this program.

Dan Zimmer left the meeting following his Board address.

The Board discussed and asked questions of Josh Hetfeld in regards to scheduling of high school classes.

Josh Hetfeld and Ron Stelson left the meeting.

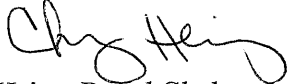
Motion by Kate Smith/Galina Werdier to adjourn to Executive Session per Wisconsin Statutes 19.85(1)(c)(e) and (f) at 4:31 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the April 23, 2024 Special Board meeting reconvened at 5:20 pm.

Motion by Katie Smith/Chaz Heinz to accept the resignation of Superintendent, Jeff Fimreite, effective June 30, 2024. Roll call vote was taken with all members voting yes. Motion carried.

Motion by Katie Smith/Pam Peterson to adjourn at 5:21 pm. Roll call vote was taken with all members voting yes. Motion carried.

Respectfully submitted,

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

Chaz Heinz, Board Clerk



**SCHOOL BOARD REORGANIZATION MEETING**  
**School District of Webster**  
**Administration Office**  
**April 29, 2024 – 4:00 p.m.**

**Board Members Present:** Kim Johnson, Terry Larsen, Chaz Heinz, Mark Elliott, Katie Smith, Galina Werdier, and Pamela Peterson.

Kim Johnson, President, called the reorganization meeting to order at 4:04 p.m. Kim Johnson was informed that the meeting was posted, and the press was notified on April 26, 2024.

Motion by Mark Elliott/Katie Smith to nominate Chaz Heinz as the temporary Clerk for the reorganization meeting. Motion carried.

Motion by Mark Elliott/Chaz Heinz to nominate Kim Johnson as temporary Chair for the reorganization meeting. Motion carried.

Motion by Galina Werdier to elect Kim Johnson as Board President. No second. Motion rejected.

Motion by Mark Elliott/Terry Larsen to elect Chaz Heinz as Board President. Motion carried.

Motion by Galina Werdier/Katie Smith to nominate Kim Johnson as Vice President. Roll call vote was taken with 3 board members in favor (Galina Werdier, Katie Smith, and Kim Johnson). Motion rejected.

Motion by Mark Elliott/Pamela Peterson to nominate Terry Larsen for Vice President. Roll call vote was taken with 4 board members in favor (Mark Elliott, Pamela Peterson, Terry Larsen, and Chaz Heinz). Motion carried.

Motion by Katie Smith/Galina Werdier to elect Kim Johnson as Board Clerk. Motion carried.

Motion by Chaz Heinz/Katie Smith to elect Pamela Peterson as Board Treasurer. Motion carried.

The board discussed the current committee structure. It was decided to dissolve all standing committees and move to having a committee of the whole.

Motion by Mark Elliott/Pamela Peterson to dissolve all current standing committees: Transportation, Budget, Property, Hearing/Title VII, Policy, Curriculum, and Negotiations/Personnel. The board will be moving to a committee of the whole structure. Motion carried.

The board discussed and agreed to the following special board assignments:

**WASB Delegate** – Chaz Heinz

**WASB Alternate** – Mark Elliott

**Public Policy Correspondent** – Kim Johnson

**Board Correspondent** – Chaz Heinz

**CESA 11 Representative** – Pamela Peterson

**CUE Representative** – Galina Werdier

Motion by Mark Elliott/Terry Larsen to approve US Bank, Bremer Bank and Frandsen Bank as the official depositories for the District. Katie Smith abstained; motion carried.

Motion by Mark Elliott/Pamela Peterson to approve the Burnett County Sentinel, Inter-County Leader, and the Bridge as the District's official school publications. Motion carried.

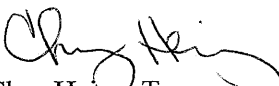
Motion by Katie Smith/Mark Elliott to adjourn to the Executive Session pursuant to Wisconsin State Statute 19.85 (1)(b)(c)(e) at 4:30 pm. Roll call vote was taken with all members voting yes. Motion carried.

The Board reconvened to Open Session at 5:51 pm.

Motion by Mark Elliott/Chaz Heinz to suspend the language: "*A search for qualified applicants shall extend to colleges and universities of the State of Wisconsin and outside Wisconsin where appropriate.*" in **Policy 533- Professional Staff Recruiting**. Motion carried.

Motion by Katie Smith/Pamela Peterson to adjourn the reorganization meeting at 5:52 p.m.

Respectfully submitted,

  
Chaz Heinz, Temporary Board Clerk

**Special School Board Meeting – May 06, 2024**

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

President Chaz Heinz called the Special Board Meeting of May 06, 2024 to order at 10:00 am.

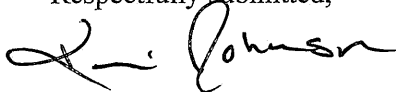
Motion by Mark Elliott/Pam Peterson to adjourn to Executive Session per Wisconsin Statutes 19.85(1)(c) for the purpose of interviews and candidate consideration for the position of Superintendent, and may select a candidate for the position. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the May 06, 2024 Special Board meeting reconvened at 1:15 pm.

President Chaz Heinz and Vice President Terry Larsen have been authorized to meet with the candidates to inform them of the Board's decision, and to offer a contract to the chosen candidate.

Motion by Mark Elliott/Pam Peterson to adjourn at 1:20 pm. Roll call vote was taken with all members voting yes. Motion carried.

Respectfully submitted,

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

Kim Johnson, Board Clerk

## **REGULAR SCHOOL BOARD MEETING**

**School District of Webster**

**Webster 5-12 School IMC**

**May 21, 2024 - 5:00 pm**

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

**Others Present:** Superintendent Jeff Fimreite

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 17, 2024

Motion by Katie Smith/Mark Elliott to approve the minutes of the Regular Board Meeting of April 15, 2024, the Executive Sessions of April 15, April 23, April 29, and May 06, 2024, the Special Board Meetings of April 23, and May 06, 2024, and the Reorganization Meeting of April 29, 2024. Motion carried.

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

Motion by Pamela Peterson/Mark Elliott to approve payroll expenditures of \$343,789.00 and vouchers numbered 1134033-1134082 plus ACH Transfers totaling \$453,385.41 for the month of April 2024. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve and release vouchers numbered 1134084-1134151 plus ACH payments dated May 21, 2024 totaling \$305,208.07. Motion carried.

SkillsUSA Advisors Roy Ward and Ron Dorn, along with students Elijah Ward and Josh Smith, reported on State SkillsUSA and the upcoming National SkillsUSA in Atlanta, GA.

**Audience Recognition:** None

Motion by Terry Larsen/Katie Smith to approve the Track Team's overnight stay in La Crosse, WI for the State Track Meet. Motion carried.

Motion by Pamela Peterson/Mark Elliott to approve the Trap Team to utilize a school vehicle for State Trap transportation. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve the overnight Volleyball camp at Faith's Lodge. Motion carried.

Motion by Katie Smith/Galina Werdier to approve the overnight Volleyball tournament in Onalaska, WI. Motion carried.

Motion by Mark Elliott/Terry Larsen to approve the 2024-2025 Open Enrollment applications as indicated on the enrollment sheets. Motion carried.

Motion by Mark Elliott/Kim Johnson to approve the health insurance premium increase as presented. Motion carried, 6 yes – Katie Smith abstained.

Motion by Terry Larsen/Pamela Peterson to approve the dental insurance recommendation as presented. Motion carried, 6 yes - Katie Smith abstained

Motion by Katie Smith/Pamela Peterson to approve the purchase of two Chevrolet Traverses from Colfax Chevrolet as indicated on the provided bids. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve the resignation of Part Time High School Instructional Assistant, Shaun Johnson, effective April 25, 2024. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve the resignation of High School Principal, Joshua Hetfeld, effective June 30, 2024 due to his acceptance of the Superintendent position. Motion carried.

Motion by Mark Elliott/Pamela Peterson to approve the resignation of Bus Driver, Robert Olson Jr, effective immediately. Motion carried.

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

- **760 – Food Service Management**
- **763 – Management of School Meal Accounts**

**Principal Reports:**

- **High School:** Principal, Josh Hetfeld, shared that the High School Leadership Team has been working on a quality instruction sheet for the school improvement plan. He informed the board of upcoming graduation and summer school.
- **Middle School:** Principal, Ron Stelson, reported on the upcoming staff inservice and student field trips. He shared that the Middle School Track Team earned the title of 2024 Conference Champions, and that the Middle School Leadership Team has an upcoming fundraiser to 'Pie The Teacher'.
- **Elementary School:** Principal, Ashley Nagel, provided an update on end of year field trips and upcoming summer school. She shared with the board that student, Aria Benson, earned 1<sup>st</sup> Place in the Northwoods Invasive Species Poster Contest.

**Superintendent Report:** Jeff Fimreite informed the board that there will be new training videos available through WASB (Wisconsin Association of School Boards) for new board members.

Motion by Katie Smith/Mark Elliott to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(f) at 5:28 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the April 15, 2024 meeting reconvened at 6:45 pm.

Motion by Katie Smith/Pam Petersson to approve hiring Taran Wols as the new Business Education Teacher. Motion carried.

Motion by Katie Smith/Mark Elliott to approve hiring Aaron Arjes as the new District Technology Coordinator.

The School Board tabled the contract and addendum for Josh Hetfeld, Superintendent for further clarification.

Motion by Katie Smith/Terry Larsen to adjourn at 7:05 pm. Motion carried.

Respectfully submitted,



Kim Johnson, School Board Clerk

**Special School Board Meeting – May 23, 2024**

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

**Others present:** Lee Pritzl

President Chaz Heinz called the Special School Board Meeting of May 23, 2024, to order at 5:17 p.m.

Motion by Katie Smith/Pam Peterson to move to Executive Session pursuant to Wisconsin State Statute 19.85 (1)(c). Roll call vote was taken with all members voting yes; motion carried.

The regular session of the May 23, 2024 Special Board meeting reconvened at 8:15 pm.

Motion by Mark Elliott/Pam Peterson to approve the proposed contract and addendum for Josh Hetfeld, Superintendent. Motion carried.

The Handbook Update – Early Retirement Benefit Language required no action since it was the first reading of the proposed language changes.

Motion by Katie Smith/Terry Larsen to adjourn at 8:20 p.m. Motion carried.

Respectfully submitted,

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

Kim Johnson, School Board Clerk

**Special School Board Meeting – May 29, 2024**

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

**Board Members Absent:** Director Mark Elliott

**Others Present:** Josh Hetfeld, Ashley Nagel, Ron Stelson, Greg Widiker, Roy Ward, Renee Ones, Rita Bishop, and Amber Simon

President Chaz Heinz called the Special School Board Meeting of the May 29, 2024 to order at 4:32 p.m.

Motion by Katie Smith/Terry Larsen to move to Executive Session pursuant to Wisconsin State Statute 19.85 (1)(c). Roll call vote was taken with all members voting yes; motion carried.

The regular session of the May 29, 2024 Special Board meeting reconvened at 9:18 pm.

Motion by Katie Smith/Pam Peterson to adjourn at 9:19 p.m. Motion carried.

Respectfully submitted,

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

Kim Johnson, Board Clerk

## **Special School Board Meeting – June 13, 2024**

**Board Members Present:** President Chaz Heinz, Vice President Terry Larsen, Treasure Pamela Peterson, Director Galina Werdier

**Board Members Absent:** Clerk Kim Johnson, Directors Mark Elliott and Katie Smith

**Others Present:** High School Principal and Interim Superintendent, Josh Hetfeld

Board President Chaz Heinz called the meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on June 12, 2024.

The board discussed the 2024 Tiger Manufacturing House #4 bids. The district received five qualified bids. Of those bids, the board reached an agreement to accept the bid of \$111,000 with a pre-approval letter and down payment of \$11,000 in the form of certified check #1393507583 from Ashley Ince.

Motion by Pam Peterson/Galina Werdier to accept the bid of Ashley Ince for the Tiger Manufacturing House. Motion carried.

Motion by Terry Larsen/Pam Peterson to approve the WIAA Membership Renewal for the 2024-2025 school year. Motion carried.

The board presented the 2<sup>nd</sup> reading of the following policies:

- Policy 760 - Food Service Management
- Policy 763 - Management of School Meal Accounts
- Handbook Update - Early Retirement Benefit Language

Motion by Pam Peterson/Galina Werdier to approve Policy 760, 763, and the Early Retirement Benefit Language handbook change as presented. Policy 760 and 763 were approved with a recommended change to the date listed as the date revised (**June 13, 2024**). Motion Carried.

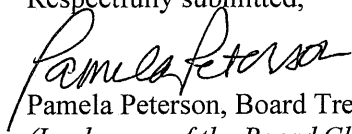
Motion by Terry Larsen/Pam Peterson to move to Executive session pursuant to Wisconsin State Statute 19.85 (1)(c)(e) at 5:11 pm. Roll call vote was taken with present members voting yes. Motion carried.

The regular session of the June 13, 2024 Special Board Meeting reconvened at 5:17 pm.

Motion by Terry Larsen/Chaz Heinz to approve an increase to the Athletic Director stipend from \$3,600 to \$5,400 annually. Motion carried.

Motion by Pam Peterson/Terry Larsen to adjourn at 5:18 pm. Motion carried.

Respectfully submitted,

  
Pamela Peterson, Board Treasurer  
(In absence of the Board Clerk)



**REGULAR SCHOOL BOARD MEETING**  
**School District of Webster**  
**Webster 5-12 School IMC**  
**June 17, 2024 - 5:00 pm**

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

**Board Members Absent:** Clerk Kim Johnson

Board President Chaz Heinz called the regular meeting to order at 5:15 pm. President Heinz was informed that the meeting was posted and the press was notified on June 13, 2024

Motion by Mark Elliott/Galina Werdier to approve the minutes of the Regular Board Meeting of May 21, 2024, the Executive Sessions of May 21, May 23, and May 29, 2024, and the Special Board Meetings of May 23, and May 29, 2024. Motion carried.

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

Motion by Pamela Peterson/Mark Elliott to approve payroll expenditures of \$339,060.12 and vouchers numbered 1134083-1134161 plus ACH Transfers totaling \$732,144.03 for the month of May 2024. Motion carried.

Motion by Katie Smith/Galina Werdier to approve and release vouchers numbered 1134163-1134220 plus ACH payments dated June 17, 2024 totaling \$266,775.88. Motion carried.

Max Anderson, Track Coach, presented on the 2023-2024 Track Season, which ended with fourteen of our athletes qualifying for the State Track Meet. Coach Anderson shared the results of the State Track Meet and some of our athletes' personal and district records that were surpassed throughout the season.

Chaz Heinz and Joshua Hetfeld introduced new High School Principal, Jason Wolf.

**Audience Recognition:** None

Katelyn Hughes, District Nurse, provided a health (nursing) and safety report on the 2023-2024 school year. This report included the total number of nurse office visits, medication administration, health screenings, medical conditions within the district, classroom education, partnerships, District Safety Plan meetings, and plans for the upcoming school year.

Science Teachers, Max Anderson and Keith Kemp, completed a proposal for the new 5-12 Science Curriculum. They presented two different programs based on MS and HS grade levels; Savvas for grades 5-8, and McGraw Hill's Inspire Science for grades 9-12.

Motion by Galina Werdier/Katie Smith to approve the 5<sup>th</sup>-8<sup>th</sup> grade and 9<sup>th</sup>-12<sup>th</sup> Science Curriculums as presented. Motion carried.

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

Motion by Mark Elliott/Terry Larsen to approve student insurance through Student Assurance Services for the 2024-2025 school year.

Motion by Mark Elliott/Pamela Peterson to approve the school fees for the 2024-2025 School year as presented. Motion carried.

Motion by Terry Larsen/Mark Elliott to approve the resignation of Middle School Special Education Teacher, Charles Falk, effective May 31, 2024. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the resignation of Elementary Instructional Assistant, Teresa Buchmann, effective May 31, 2024. Motion carried.

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

**Principal Reports:** The Elementary and Middle School principals gave the board an update on what was happening in their individual buildings and included their Safety Plan and Drill Reports in the school board packet.

**District Administrator Report:** Joshua Hetfeld provided a brief overview of his current transition from High School Principal to District Administrator. He also shared that one of our 2024 Seniors received a Wisconsin Association of School Business Officials (WASBO) scholarship. This scholarship is unique as it is only eligible for students whose staff are members of the WASBO foundation. This student qualified as we have three staff members who are members.

Motion by Katie Smith/Pamela Peterson to adjourn to Executive session per Wisconsin Statute 19.85 (1)(c)(e) at 6:17 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the June 17, 2024 meeting reconvened at 6:37 pm.

Motion by Galina Werdier/Katie Smith to approve hiring Ashley Schmidt as the Middle School Counselor. Motion carried.

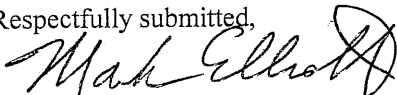
Motion by Pamela Peterson/Galina Werdier to approve hiring Jason Wolf as the new High School Principal. Motion carried.

Motion by Terry Larsen/Katie Smith to approve hiring Taran Wols as the new Athletic Director. Motion carried.

The school board and District Administrator completed a development session with Lee Pritzl.

Motion by Katie Smith/Pamela Peterson to adjourn at 9:22 pm. Motion carried.

Respectfully submitted,



Mark Elliott, Board Director  
(In absence of the School Board Clerk)