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

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

Board Members Absent: Clerk Kim Johnson

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on July 17, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Open and Executive Sessions of the June 16, 2025 Regular Board Meeting, the Policy Committee Meeting of July 02, 2025, the Open and Executive Sessions of the July 14, 2025 Personnel Committee Meeting, the Policy Committee Meeting of July 15, 2025, and the Open and Executive Sessions of the July 16, 2025 Budget Committee Meeting. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve financial report for the month ending June 30, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve payroll expenditures of $407,994.58 and vouchers numbered 1134836-1134933 plus ACH Transfers totaling $919,808.11 for the month of June 2025. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve and release vouchers numbered 1134944-1134968 plus ACH payments dated July 21, 2025 totaling $144,777.02. Motion carried.

Audience Recognition: None.

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

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

The above motion was later rescinded to reflect an error in the reported dates.

Motion by Katie Smith/Pamela Peterson to approve The High School Volleyball overnight trip on August 26th-August 28th. Motion carried.

Staff Resignations

Motion by Terry Larsen/Jerry Metcalf to approve the resignation of Bus Driver/Part Time Instructional Assistant, April Cydell, effective at the end of the 2024-2025 school year. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the resignation of Middle School Counselor, Ashley Schmidt, effective July 29, 2025. Motion carried.

Committee Reports

Policy: Jerry Metcalf, Committee Chair, reported that the Policy Committee met on July 2 and July 15 to complete the review of the 2000 policy series. To stay on track for full policy book adoption in August, the committee assigned the review and editing of the 7000 and 8000 series to the Administrative Office Staff. These policies are now being presented for a first reading.

The Board conducted a first reading of the following Neola policy series: Series 2000 – Program, Series 7000 – Property, and Series 8000 – Operations

In addition, the Board completed a first reading of Policy 5780 – Student/Parent Rights, which had been tabled at the June Regular School Board Meeting.

Student/Staff/Employee Handbooks: The Board agreed to allow the committee to review all handbooks to ensure alignment with the newly adopted policy book, with the intention of establishing an annual review process moving forward.

Budget: Mr. Hetfeld reported that the Budget Committee met on July 16th to review the 2024–2025 budget in light of the fiscal year ending June 30th. The committee focused on proposed revisions and adjustments to ensure alignment with year-end financial data in preparation for the annual audit. These changes aim to support transparency and accuracy in financial reporting.

The committee also revisited the possibility of increasing the debt service levy as a potential defeasance strategy. A follow-up meeting will be scheduled with Baird to further explore this option and gather additional information.

Additionally, the committee discussed administrative compensation for the 2025–2026 school year. Further details on this topic will be addressed in executive session.

Mr. Hetfeld presented the proposed 2024–2025 budget revisions, highlighting the following:

Revenue Increases:
- Higher-than-anticipated Activity Attendance, increased Cub Club revenue, additional Common School Funds, and increased High-Cost Transportation Aid.

Revenue Decreases:
- Lower-than-expected Open Enrollment revenue, elimination of High Poverty Aid, and decrease in AGR Funding.

Expense Increases:
- Higher costs for Health Reimbursement Arrangements (HRAs), increased supply expenses (General and Food Service)
- $10,000 insurance deductible related to a digital sign claim
- $12,000 for gym divider repairs
- Unanticipated $35,000 purchase of property at the end of Main Street

Fund Transfers and Medicaid Revenue:
- Increase in the Fund 27 Transfer due to decreased SBS Medicaid revenue. A review of claim logs has been requested, as the district has seen an increase in student service needs.

Motion by Katie Smith/Pamela Peterson to approve the 2024-2025 Budget Revisions as presented. Motion carried.

Personnel/Negotiations: Pamela Peterson, Personnel/Negotiations Chair, reported that the Committee met on July 14th to review the results of the recent Staff Retention Survey. This optional survey was distributed to all staff near the end of the school year. Jerry Metcalf asked if this survey has been completed in the past to view any trends. It was addressed that a climate survey has been completed, but not of this kind.

In addition to the survey results, the committee discussed the potential addition of two new positions within the District. The committee also reviewed administrative contracts, with a focus on compensation. Further details related to these discussions will be provided during Executive Session.

Act 12: Crime Statistic Annual Report: Board members received the 2023–2024 report in their packets, with minimal incidents noted. Due to student confidentiality, the data is not publicly shared. Board approval is not required, as this is an informational report.

Notification of Wisconsin Academic Standards: The Administration recommended the continuation of following Wisconsin's general academic state standards.

Motion by Pamela Peterson/Terry Larsen to approve the Wisconsin Academic Standards in ELA, Math, Social Studies and Science for the 2025-2026 school year. Motion carried.

2025-2026 Annual Auditor's Contract

Motion by Terry Larsen/Katie Smith to approve the 2025-2026 Annual Auditor's Contract with Two Rivers Account, LLC. Motion carried.

Employee Dental Insurance Recommendation and Approval

Motion by Pamela Peterson/Galina Werdier to approve the renewal of employee dental insurance with Health Partners for the 2025–2026 plan year. Motion carried, 5 Yes - Katie Smith Abstained.

District Administrator Report
- **SkillsUSA**: SkillsUSA students presented and shared information on their National Championship experience in Atlanta, Georgia.
- **State Budget**: Special Ed reimbursement to increase; no change in General Aids or Per Pupil Aids.
- **WASB Business Honor Roll**: Up to five local businesses can be nominated by Aug. 8—board input requested.
- **Strategic Planning**: Kick-off meeting set for Aug. 14 with Lee Pritzl.
- **Tiger Tech Duplex**: Groundbreaking planned for week of Aug. 11.

Possible Future Agenda Items: Galina Werdier shared that she would like to see data in regards to student screen time.

Motion by Galina Werdier/Katie Smith to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)* at 5:33 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the July 21, 2025 meeting reconvened at 6:57 pm.

Motion by Katie Smith/Galina Werdier to approve the contract with Alexander Engman for the Middle School Social Studies Teacher position. Motion carried

Motion by Galina Werdier/Terry Larsen to approve the contract with Ashley Muench for the First Grade Teacher position. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the contract with Sara Coveau for the Elementary Building Aide position. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the partial license fee reimbursement request as discussed in executive session. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the resignation of 1st Grade Teacher, Andrea Nightengale, effective June 20th, 2025. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn the meeting of July 21, 2025 at 6:59 pm. Motion carried.

Respectfully submitted,

Chaz Heinz, School Board President

(*In absence of the School Board Clerk*)

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
August 18, 2025 - 5:00 pm

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

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on August 14, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Pamela Peterson/Galina Werdier to approve the minutes of the Open and Executive Sessions of the July 21, 2025 Regular Board Meeting, the Property/Transportation Committee Meeting of July 28, 2025, the Policy Committee Meeting of August 13, 2025, and the Open and Executive Sessions of the August 15, 2025 Personnel/Negotiations Committee Meeting. Motion carried.

Motion by Terry Larsen/Katie Smith to approve financial report for the month ending July 31, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve payroll expenditures of $305,102.66 and vouchers numbered 1134934-1134968 plus ACH Transfers totaling $605,740.36 for the month of July 2025. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve and release vouchers numbered 1134970-1135000 plus ACH payments dated August 18, 2025 totaling $216,897.53. Motion carried.

New Staff Introductions: Mrs. Nagel (Elementary Principal), Mr. Stelson (Middle School Principal), and Mr. Schroeder (High School Principal) each took a moment to introduce new staff from each school building. New staff in attendance included Mandi Lewis (3rd Grade Teacher), and Ashley Muench (1st Grade Teacher).

Audience Recognition: None.

Staff Resignations

Motion by Pamela Peterson/Terry Larsen to approve the resignation of Part Time High School Instructional Assistant and Cub Club Director, Crystal Brady, effective immediately due to accepting a new position within the District. Motion carried.

Motion by Katie Smith/Galina Werdier to approve the resignation of Full Time Elementary Instructional Assistant, Mandi Lewis, effective immediately due to accepting a new position within the District. Motion carried.

Committee Reports

Property/Transportation: Terry Larsen, Committee Chair, reported that the Property/Transportation Committee met on July 28 with Ruben Ruiz, Buildings, Grounds, and Transportation Director, to tour district facilities and review building conditions in order to prioritize future upgrades and repairs. The tour included the 5–12 Building, Elementary Building, and the rental property on Main Street. The committee also reviewed and supported a Middle School Locker Area Painting Proposal from Mr. Stelson. He shared that a visit to the school forest will be scheduled at a later date due to time constraints of the committee meeting.

Policy: Jerry Metcalf, Committee Chair, reported that the Policy committee met on August 13 to review employee and student handbooks for alignment with the upcoming adoption of the Neola policy book. He noted that the committee reviewed a spreadsheet of legally required public notices, which the administration created to ensure compliance and accountability. The committee also reviewed the district's procedure for the adoption of Wisconsin DPI's model for academic standards, and completed its review of the 2000 Series within Neola. With the 7000 and 8000 Series edits assigned to Administration, the Neola review process is concluded. The committee recommends a second reading of the Neola policies, full adoption of the new policy book, and rescinding of the current manual.

The Board acknowledged committee changes to the following Neola policies: **2120** - *Management Restructuring and School Improvement*, **2131** - *Educational Outcome Goals and Expectations*, **2210** - *Curriculum Development*, **2260** - *Nondiscrimination and Access to Equal Educational Opportunity*, **2260.02** - *Services for Bilingual Students/English Learners*, **2411** - *School Counseling and Academic and Career Planning*, and **2510** - *Adoption of Textbooks*

Neola Policy Book Adoption

Motion by Pamela Peterson/Galina Werdier to accept the resolution to adopt the Neola Bylaws and Policies of the School District of Webster Board of Education with the Rescinding of the current School District of Webster's Wisconsin Association of School Boards Policy Book. Motion carried.

Personnel/Negotiations: Joshua Hetfeld, District Administrator, reported that the committee met on August 15 to review several topics. Discussion continued regarding the addition of a Middle School Cross Country Coach; no recommendation was made at this time due to participation levels, though future staffing needs for youth sports were acknowledged. Options for employing a School Resource Officer were reviewed. Enrollment and class sizes were discussed, with the committee recommending the addition of a one-year 4th grade teaching position due to increased enrollment. The committee also reviewed results of the Staff Retention Survey and discussed options for the alternative learning program (WALC), including staffing. Additional details regarding the survey and WALC will be addressed in Executive Session.

Motion by Terry Larsen/Galina Werdier to approve the addition of a one-year 4th grade teaching position. Motion carried.

Principal Reports:

- ***Elementary School:*** Principal Ashley Nagel presented an update on the Act 20 Early Literacy Remediation Plan, the Elementary August Academic Camp, her attendance and presentation at the Big Sky Literacy Summit, and upcoming staff development plans for inservice week.
- ***Middle School:*** Principal, Ron Stelson, shared bracelets ordered for students and staff to distribute at the upcoming open house, discussed student enrollment and scheduling, provided an update on fall sports, and announced the first Senior Citizen Breakfast on September 9.
- ***High School:*** Principal Pete Schroeder discussed the Meet The Principal Initiative, noting limited public participation but positive engagement with attendees, including joining the Webb Lake Men's Club. He also reviewed changes to the High School dress code and cell phone policy, which were shared with families in a recent newsletter.

District Administrator Report

Mr. Hetfeld reported on the following:

- **All-Staff Inservice/Welcome Back:** The new school year inservice days begin August 21, with the All-Staff Breakfast on August 25.
- **Best of Burnett County Results:** The District and staff received multiple awards in the Burnett County Sentinel Readers' Choice contest, including Best School District, Best Teacher, Best Coach, and Best High School Athlete.
- **Annual School Board Meeting Notification:** The Annual Meeting and Budget Hearing will be held September 22, 2025, at the Middle/High School Cafetorium.
- **Wisconsin State Education Convention:** Scheduled January 21–23, 2026, in Milwaukee. Board members may attend; registration opens November 3, and lodging is available only after District registration.
- **WASB Member Recognition Program:** Board President Chaz Heinz will be recognized at the Fall Regional Meeting for achieving Level 1 through professional development participation.
- **2025–2026 Budget Update:** Preparations are underway for the annual budget, including review of property valuations, potential levy for debt defeasance, and collaboration with the Budget Committee and Baird.
- **District Strategic Planning Process:** The process began August 14 with a kickoff meeting outlining phases, stakeholder roles, and next steps. Updates will continue throughout the year.

Possible Future Agenda Items: None.

Motion by Katie Smith/Galina Werdier to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)* at 5:44 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the August 18, 2025 meeting reconvened at 6:24 pm.

Motion by Katie Smith/Pam Peterson to approve the Internship Agreement with April Holmstrom for the part-time High School Special Education Teacher. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve April Cydell as a Full-Time Bus Driver. Motion carried.

Motion by Jerry Metcalf/Pam Peterson to approve the Volunteer Football Coaching contracts for Jeffrey Flanagan, Popz Reyes, and Nathan Morris. Motion carried.

Motion by Katie Smith/Terry Larsen to adjourn the meeting of August 18, 2025, at 6:28 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
September 15, 2025 - 5:00 pm

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

Board President Chaz Heinz called the regular meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on September 11, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Open and Executive Sessions of the August 18, 2025 Regular Board Meeting, the Open and Executive Sessions of the August 25, 2025 Budget Committee Meeting, the Open and Executive Sessions of the August 26, 2025 Special Board Meeting, the Budget Committee Meeting of September 10, 2025, and the Property/Transportation Committee Meeting of September 11, 2025.

Amendment made by Jerry Metcalf in regards to the Open Session of the August 18, 2025 Regular Board Meeting minutes, specifically to the Policy Committee Report. Minutes shall read: "*The committee also reviewed the district's procedure for the adoption of Wisconsin DPI's model for academic standards..*" versus "*The committee also reviewed the Wisconsin DPI's model for academic standards.. ".* Motion carried with accepted amendment.

Motion by Terry Larsen/Jerry Metcalf to approve financial report for the month ending August 31, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve payroll expenditures of $235,430.25 and vouchers numbered 1134969-1135007 plus ACH Transfers totaling $513,501.18 for the month of August 2025. Motion carried.

Motion by Katie Smith/Galina Werdier to approve and release vouchers numbered 1135009-1135051 plus ACH payments dated September 15, 2025 totaling $108,972.10. Motion carried.

Audience Recognition: None.

Committee Reports

Budget: Joshua Hetfeld, District Administrator, reported that the Budget Committee met on August 25 and September 10. At the August 25 meeting, Debby Brunett from Baird presented information and scenarios regarding a potential increase in the Debt Service Levy/Defeasance. At the September 10 meeting, the committee reviewed the 2024–2025 budget, showing a $479,000 decrease in Fund 10, and the preliminary 2025–2026 budget, projecting a $663,000 deficit. Discussion focused on whether to increase the levy to prepay referendum debt. While this could result in long-term interest savings, it would temporarily raise the levy and mill rate. The committee also reviewed future borrowing needs, including possible operational and facilities referendums. Given the ongoing fund balance reduction, the committee prioritized pursuing an operational referendum rather than increasing the levy through defeasance at this time. Additionally, the projected mill rate will decrease from $3.08 to $2.91 for 2025–2026—still below neighboring districts. Mr. Hetfeld noted that the mill rate is not official until October 1 of each year.

Property/Transportation: Terry Larsen, Committee Chair, reported that the Property/Transportation Committee met on September 11. The committee discussed the future of district facilities, including the Main Street rental property and the school forest. A facility audit was identified as a potential next step to support long-term planning and forecasting. The committee also opened and reviewed bids for the 2025–2027 snow plow contract. One bid was received by the September 10 deadline. The bid came from Tracks Outdoors LLC., who is offering plowing at the rate of $100 per hour with salt sand as needed at $350 per time.

Motion by Pamela Peterson/Katie Smith to accept the 2025-2027 snow plow contract with Tracks Outdoors LLC as presented. Motion carried.

Motion by Jerry Metcalf/Galina Werdier to approve the 2025-2026 Webster Alternative Learning Center (WALC) Facilities Use Agreement as presented. Motion carried.

Principal Reports:

- ***Elementary School:*** Principal Ashley Nagel reported on current events at the elementary, including Start with Hello week, student testing, the Walk to Read initiative, fire safety, and field trips. In addition, she shared an update on CAMP and Cub Club.
- ***Middle School:*** Principal Ron Stelson provided updates on middle school lockers, upcoming field trips, student testing, Tiger Paw rewards, and the Senior Citizen Breakfast event. Board member Jerry Metcalf requested clarification on the

new recurring date for the Senior Citizen Breakfast. Mr. Stelson noted that beginning with the 2025–2026 school year, the event will move from the third Monday of each month to the second Tuesday of each month.

- ***High School:*** Principal Pete Schroeder provided updates on the revised 9–12 building cell phone policy, fall sports, and upcoming events including the MADD presentation, Youth Frontiers, local food distribution, and the Northwood Tech senior visit. He shared current student behavior data, noting one major and thirty-six minor incidents, with twenty-six of those related to cell phone use. Board member Jerry Metcalf inquired about parent feedback on the updated cell phone policy. Mr. Schroeder reported that there has been minimal feedback at this time.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Annual Seclusion and Restraint Report:** Special Education Director Leslie Berg prepared the required annual seclusion and restraint board report for the 2024–2025 school year, detailing any incidents of seclusion and physical restraint.
- **District Strategic Planning Process:** An update was provided regarding the upcoming Key Stakeholder meeting, as well as the community survey.
- **U.S. News & World Report Awards:** Both the Middle and High Schools have been recognized by *U.S. News & World Report* as among the Best Schools in Wisconsin.
- **Annual Meeting:**A reminder that the Annual School Board Meeting and Budget Hearing will be held Monday, September 22, in the Middle/High School Cafetorium. The Budget Hearing will begin at 5:00 p.m., followed by the Annual Meeting. Official meeting notices were published on September 8 and September 15. Mr. Hetfeld added that he will be recommending the annual meeting be moved to the end of October, which is ultimately an electorate vote at the meeting.

Possible Future Agenda Items: None.

Motion by Katie Smith/Pamela Peterson to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 5:30 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the September 15, 2025 meeting reconvened at 7:08 pm.

Motion by Katie Smith/Galina Werdier to approve the Fall Sports Volunteer Coaching Contracts for: Winter Messer – Volleyball, David Nutt – Football, and Reid Van Thomme - Football. Motion carried.

Motion by Katie Smith/Galina Werdier to approve Kaitlyn Hill for the position as C-Squad Volleyball Coach. Motion carried, 6 yes – Kim Johnson abstained.

Motion by Terry Larsen/Galina Werdier to approve the reduction in hours/duties for Barbie Miller, IMC Instructional Assistant as presented. Motion carried

Motion by Katie Smith/Galina Werdier to adjourn the meeting of September 15, 2025, at 7:13 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

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

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

Board President Chaz Heinz called the regular meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on October 16, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Pamela Peterson to approve the minutes of the Open and Executive Sessions of the September 15, 2025 Regular Board Meeting, the Open and Executive Sessions of the October 09, 2025 Personnel/Negotiations Committee Meeting, the Property/Transportation Committee Meeting of October 14, 2025, the Open and Executive Sessions of the October 14, 2025 Budget Committee Meeting, and the Open and Executive Sessions of the October 16, 2025 Special Board Meeting.

Amendment made by Kim Johnson in regards to the Executive Session of the October 14, 2025 Budget Committee Meeting minutes, specifically to the motion to reconvene to open session. Minutes shall read: "*Motion by Terry Larsen/Katie Smith to reconvene to open session at 7:16 p.m...*". Motion carried with accepted amendment.

Motion by Terry Larsen/Jerry Metcalf to approve the financial report for the month ending September 30, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve payroll expenditures of $271,193.16 and vouchers numbered 1135008-1135057 plus ACH Transfers totaling $678,111.62 for the month of September 2025. Motion carried.

Motion by Jerry Metcalf/Pamela Peterson to approve and release vouchers numbered 1135069-1135123 plus ACH payments dated October 20, 2025 totaling $215,859.95. Motion carried.

Audience Recognition: None.

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

Resignation(s)
Motion by Katie Smith/Jerry Metcalf to approve the resignation of Full Time Bus Driver, Trent Gustafson, effective September 17, 2025. Motion carried.

Motion by Galina Werdier/Katie Smith to approve the resignation of Middle School Baseball Coach, Shane Miller, effective immediately. Motion carried, 6 yes – Pamela Peterson abstained.

Motion by Pamela Peterson/Terry Larsen to approve the resignation of Head Softball Coach, Erin Hall, effective immediately. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve the resignation of Assistant Varsity Softball Coach, Jennie Carlstrom, effective immediately. Motion carried.

Retirement(s)
Motion by Pamela Peterson/Galina Werdier to approve the retirement of High School Instructional Assistant, Jan Rossow, effective September 30, 2025. Motion carried.

Committee Reports

Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the Personnel/Negotiations Committee met on October 9, 2025 to review Employee Handbook revision recommendations by the administration relating to overtime and prorated leave day language, as well as personnel matters, staffing updates, and administrative contracts.

Motion by Pamela Peterson/Katie Smith to approve the Employee Handbook overtime language revision as recommended by the administration. Motion carried.

Motion by Galina Werdier/Pamela Peterson to approve the Employee Handbook prorated leave language revision as recommended by the administration. Motion carried.

Property/Transportation: Terry Larsen, Committee Chair, reported that the Property/Transportation Committee met on October 14. Updates were provided on the Main Street rental property, school forest, and the Tiger Construction duplex. The committee approved the 5–12 athletic hallway project and a baseball announcing stand funded by the baseball team. The administration proposed to the committee that the district develops an RFP for a comprehensive Facilities and Use Study, and also presented a roof warranty quote for the elementary building. The committee reviewed a newly drafted Bus Emergency Manual that outlines standardized procedures for transportation-related emergencies.

Motion by Pamela Peterson/Katie Smith to approve the Elementary Roof Warranty Proposal recommendation by North Central Insulation for the 2026 roofing season for a total of $56,999.00. Motion carried.

Budget: Joshua Hetfeld, District Administrator, reported that the committee met on October 14 to review 2025–2026 budget updates, including the revenue limit worksheet and anticipated general aid figures. Discussions were also held regarding administrative contracts. The committee continued discussion on a potential spring 2026 operational referendum, with timelines and next steps outlined. The administration will continue budget forecasting and will be participating in referendum training.

Motion by Terry Larsen/Pamela Peterson to certify our tax levy for the 2025-2026 school year at $7,904,268.00. Motion carried.

Principal Reports:

- ***Elementary School:*** Principal Ashley Nagel presented on AGR Fall Data, current events, and an overview of the Educator Effectiveness process. Elementary staff members Jessica Hedrick, Ashley Muench, Deb Pawlak, and Kari Roppe provided a report on Elementary Literacy (Act 20), highlighting early intervention strategies, diagnostic assessments, student groupings, and testing procedures.
- ***Middle School:*** Principal Ron Stelson shared updates on current and upcoming events, which included an introduction to a new back-to-school community event planned to coincide with the district's open house night.
- ***High School:*** Principal Pete Schroeder reported on current and upcoming events, as well as fall sports. He also shared student data, including information on failure rates, attendance, behavior, and testing.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Strategic Planning Update:** The District hosted the Strategic Planning Community Stakeholder Team Meeting on October 13 with 68 participants and reviewed feedback from 220 surveys. The next meeting with the District Leadership Team is scheduled for November 24.
- **WASB Fall Regional Meeting and Workshop:** Josh, Chaz, and Pam attended the WASB Regional Meeting in Rice Lake on October 15, covering chronic absenteeism and board accountability. Chaz Heinz received recognition through the WASB Member Recognition Program.
- **2025–2026 Third Friday Pupil Count Report:** The head count increased to 629, with a net open enrollment gain of 29. Adjusted membership decreased by 14, and an aid payment will be received in June.
- **Weather-Related School Closing Procedures:** The District reviewed closure procedures, prioritizing safety and communication. Families are notified through Skylert, the website, social media, and local media outlets.

Possible Future Agenda Items: None.

Motion by Pamela Peterson/Katie Smith to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 6:12 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the October 20, 2025 meeting reconvened at 7:37 pm.

Motion by Pamela Peterson/Galina Werdier to approve Alex Engman for the position of Esports Advisor. Motion carried.

Motion by Katie Smith/Galina Werdier to approve Travis Pyke as a Volunteer Coach for Middle/High School Basketball. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve John Jacobs as a Volunteer Coach for Middle/High School Basketball. Motion carried.

Motion by Katie Smith/Galina Werdier to approve compensation for the administration as presented. Motion carried.

Motion by Katie Smith/Galina Werdier to adjourn the meeting of October 20, 2025, at 7:39 p.m. Motion carried.

Respectfully submitted,

Kim Johnson, School Board Clerk

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

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

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on November 13, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Jerry Metcalf to approve the minutes of the Open and Executive Sessions of the October 20, 2025 Regular Board Meeting, the Special Board Meeting of November 4, 2025, the Open and Executive Sessions of the November 10, 2025 Personnel/Negotiations Committee Meeting, and the Open and Executive Sessions of the November 10, 2025 Budget Committee Meeting. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the financial report for the month ending October 31, 2025 as reported by chaz Heinz (*In absence of Pamela Peterson*). Motion carried.

Motion by Katie Smith/Kim Johnson to approve payroll expenditures of $352,074.49 and vouchers numbered 1135058-1135123 plus ACH Transfers totaling $572,699.69 for the month of October 2025. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve and release vouchers numbered 1135126-1135179 plus ACH payments dated November 17, 2025 totaling $251,077.37. Motion carried.

Audience Recognition: None.

Motion by Terry Larsen/Jerry Metcalf to approve the Start College Now and Early College Credit Program applications as presented. Motion carried, 4 yes – Katie Smith abstained.

Motion by Jerry Metcalf/Katie Smith to approve the annual report of the district's Title III (English Language Learner) Local Plan as presented. Motion carried.

Resignation(s)

Motion by Terry Larsen/Chaz Heinz to approve the resignation of Middle School Baseball Coach, Taran Wols, effective immediately. Motion carried.

Motion by Kim Johnson/Jerry Metcalf to approve the resignation of Webster Alternative Learning Center Teacher (.5 FTE), Lisa Godee, effective November 21, 2025. Motion carried.

Committee Reports

Personnel/Negotiations: Joshua Hetfeld, District Administrator, reported that the Personnel/Negotiations Committee met on November 10, 2025 to review Employee Handbook revision recommendations by the administration relating to early notification of voluntary retirement/resignation and unpaid leave procedures, as well as personnel matters, staffing updates, and administrative contracts.

Motion by Terry Larsen/Katie Smith to approve the Employee Handbook's Early Notification of Voluntary Retirement/ Resignation revision as recommended by the administration. Motion carried.

Motion by Kim Johnson/Jerry Metcalf to approve the Employee Handbook's Unpaid Leave Procedure revision as recommended by the administration. Motion carried.

Budget: Joshua Hetfeld, District Administrator, reported that the committee met on November 10, 2025 to continue discussions regarding current-year administrative contracts, as well as Federal Government closure impacts. Mr. Hetfeld noted that the shutdown has officially ended, and no further concerns as it pertains to the district remain at this time. Additionally, the committee reviewed the timeline and requirements for a potential operational referendum this spring. The statutory deadline for Board approval of an April 7 ballot resolution is January 27, with the goal of presenting a resolution at the January 21 Board meeting.

Mr. Hetfeld provided an overview of recurring versus non-recurring referendum options, and that the committee discussed how a future facilities referendum could influence the operational referendum's term. Mr. Hetfeld and District Accountant, Crystal Houman, are working with Baird to finalize budget forecasts and projected deficits to help determine referendum amount options. The committee also discussed contingency plans should a spring referendum not pass, including the possibility of pursuing a question in the fall. A referendum timeline was included in committee packets for reference.

Principal Reports:

- ***Elementary School:*** Principal Ashley Nagel reported on recent activities, including the Veterans Day Program and the annual Butterbraids and Pizza fundraiser, which supports the Elementary Activity Fund. She noted that Northlakes Dental Clinic recently visited and continues to benefit families. She also highlighted the upcoming December winter concert, provided an update on the Walk-To-Read Program, and shared that she and Counselor Gracie Billings recently attended a CESA training on student behavior. A noted that a K–8 Math Curriculum Review team has been formed, with the next meeting scheduled for November 24.
- ***Middle School:*** Principal Ron Stelson was not in attendance.
- ***High School:*** Principal Pete Schroeder reported on extra- and co-curricular activities, including the National Honor Society, the transition from fall to winter sports, and the upcoming 7–12 December concert. He noted improvements in student fail rates and attendance and shared current-month behavior and disciplinary data.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Screen Time Data** - Principals collected building-level device use data: elementary students average ~45 minutes per day, middle school 50–55 minutes, and high school ~70 minutes.
- **Spring Election Notification** - Chaz Heinz and Galina Werdier are up for the Spring 2026 School Board Election. The Notice of Election will be published by November 19.
- **Strategic Planning** - A survey was sent to participants of the October 27 stakeholder meeting. The District Leadership Team will meet on November 24 to review feedback and begin drafting action steps. A report will be provided to the board in December.
- **Neola Update** - The updated policy book is now active on the district website. Neola representative Ed Cerney will visit the District Office on November 20 to review pending updates and discuss the ongoing policy update process. A Policy Committee meeting will follow.
- **School Performance Report / Report Card** - DPI released School Performance Reports on November 11. The district received a "Meets Expectations" rating. A full report to be presented in December.

Possible Future Agenda Items: None.

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

The regular session of the November 17, 2025 meeting reconvened at 6:23 pm.

Motion by Terry Larsen/Katie Smith to approve Sarah Bauer for the MHS High School Instructional Assistant position. Motion carried.

Motion by Katie Smith/Jerry Metcalf to approve Kevin Morse as a Full Time Bus Driver. Motion carried.

Motion by Terry Larsen/Katie Smith to approve Kari Roppe as the District Assessment Coordinator. Motion carried.

Motion by Jerry Metcalf/Kim Johnson to approve Phil Hoss as a Middle School Baseball Coach. Motion carried.

Motion by Katie Smith/Kim Johnson to approve Reid VanThomme as a Volunteer MSHS Basketball coach for the 2025-2026 season. Motion carried.

Motion by Katie Smith/Kim Johnson to approve Jim Anderson as a Volunteer MSHS Basketball coach for the 2025-2026 season. Motion carried.

Motion by Katie Smith/Chaz Heinz to approve Briana Arnal as a Volunteer MSHS Basketball coach for the 2025-2026 season. Motion carried.

Motion by Terry Larsen/Katie Smith to approve Ben Johnson as a Volunteer MSHS Basketball coach for the 2025-2026 season. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn the meeting of November 17, 2025, at 6:26 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
December 15, 2025 - 5:00 pm

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

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 December 11, 2025.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Galina Werdier to approve the minutes of the Open and Executive Sessions of the November 17, 2025 Regular Board Meeting, the Open and Executive Sessions of the December 08, 2025 Personnel/Negotiations Committee Meeting, the Open and Executive Sessions of the December 08, 2025 Property/Transportation Committee Meeting, and the Special Board Meeting of December 11, 2025. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve the financial report for the month ending November 30, 2025 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve payroll expenditures of $383,064.15 and vouchers numbered 1135124-1135189 plus ACH Transfers totaling $614,793.56 for the month of November 2025. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve and release vouchers numbered 1135194-1135228 plus ACH payments dated December 15, 2025 totaling $155,038.64. Motion carried.

Audience Recognition: Rick Haffely presented a donation to the Board on behalf of the local Knights of Columbus. The total donation amounted to $1,422.39, including $500 designated for emergency clothing for students and $922.39 from the organization's annual Tootsie Roll program to benefit students with intellectual disabilities. The donation was accepted by Mr. Hetfeld. No action was required.

District Library Plan: District Media Specialist Sara Larson presented the proposed five-year update to the District Library Plan, outlining goals to support reading and learning, strengthen information literacy, and implement new technologies. Board Member Jerry Metcalf asked whether there was a current process for tracking usage statistics for library resources, and Mrs. Larson confirmed that such tracking is in place.

Motion by Pamela Peterson/Jerry Metcalf to approve the to approve the 2026-2031 Library Plan as presented. Motion carried.

Resignation(s)
Motion by Terry Larsen/Chaz Heinz to approve the resignation of High School Assistant Baseball Coach, Shane Miller, effective immediately. Motion carried.

Retirement(s)
Motion by Pamela Peterson/Terry Larsen to approve the retirement of Middle School Reading and English Language Arts Teacher, Catherine Mahlen, effective June 05, 2026. Motion carried.

Committee Reports
Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the committee met on December 8, 2025, to review personnel matters, current staffing levels, and teacher contracts. These items will be further discussed in executive session.

Property/Transportation: Terry Larsen, Committee Chair, reported that the committee met on December 8, 2025, and received updates on district facilities and projects. The Committee reviewed a Request for Proposal for a comprehensive facilities planning study, with findings anticipated for the March 2026 Regular Board Meeting. In addition, the Committee received an update on our current Transportation Department. The Committee expressed support for purchasing a three-year-old used bus to meet immediate needs if renting is not efficient, and directed Mr. Ruiz to obtain a quote for a new bus for the 2026–2027 school year.

District and School Performance/Report Card Annual Report: Mr. Hetfeld, along with the building principals, presented a review of their respective data from the Department of Public Instruction's annual report card. Mr. Metcalf inquired about the recent increase in the number of students with disabilities. The Administration reported that the increase is attributable to a recent group of students with higher needs who moved into the District. Mr. Metcalf also requested a list of the District's current Career and Technical Education (CTE) courses. Mr. Hetfeld indicated that the information would be provided following the meeting.

Approval of Short-Term Borrowing: Mr. Hetfeld reviewed the District's need for short-term borrowing to cover immediate expenses until the January property tax payments are received. He reported that he and District Accountant Crystal Houman have been working with local depositories to establish an agreement that best meets the District's needs; however, no agreement had been finalized at the time of the meeting. The Administration recommended scheduling a Special School Board Meeting on December 17, 2025, to review and take action on the District's short-term borrowing plan. A Special School Board Meeting was scheduled; no further action was taken by the Board.

Operational Referendum Presentation and Discussion: Mr. Hetfeld presented information regarding a potential Operational Referendum to address projected budget deficits. He reviewed recurring versus non-recurring referenda and the associated planning timeline. The Board discussed financial scenarios for the next three to four years and expressed a preference for a three-year plan due to the smaller financial request. Mr. Hetfeld was directed to further develop the three-year scenario with additional options. A Special School Board Meeting was scheduled for January 5, 2026, to review updated information and determine a unified Board direction prior to the January 27, 2026, Regular Meeting. No further action was taken by the Board.

School Safety

Annual Safety Plan Report:
Motion by Katie Smith/Galina Werdier to approve the District's Safety Plan as presented. Motion carried.

Data and Drill Reports: Elementary Principal Ashley Nagel and High School Principal Pete Schroder presented their respective building safety data and drill reports, identifying areas for improvement.

Principal Reports:

- ***Elementary School:*** Mrs. Nagel reported on December building activities. She noted that the school received new pajamas for students through a donation from local establishments, and that the Webster Education Foundation sponsored a first-grade field trip to see The Grinch. She also reported that the Math Review Team is evaluating six curriculum programs for potential adoption.
- ***Middle School:*** Principal Ron Stelson reported on recent building highlights, including basketball season results and student data related to academic performance, attendance, and discipline. He noted the success of the December Senior Citizen Breakfast, sponsored by the Lions Club, and announced the upcoming Senior Citizen Breakfast scheduled for January 13, 2026.
- ***High School:*** Mr. Schroeder reported on recent activities and upcoming events within co-curricular programs, including Student Council, National Honor Society, SkillsUSA, and winter athletics. He reviewed student data related to academic performance and behavior. He also shared that a Student Leadership Team has been formed and will begin meeting following the holiday break.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Strategic Planning Update:** The Leadership Team met on November 24 to begin Phase 3 of strategic planning, reviewed stakeholder input, and established pillars. The next planning session is January 15, 2026.
- **WASB Business Honor Roll:** Four local businesses—Gandy Dental, Log Cabin Store and Eatery, Nexen Group, LLC, and Wayne's Foods Plus—were recognized for their support of the District.
- **WASB Delegate Assembly:** The Board will review resolutions and provide guidance to the District's Delegate/Alternate for the 2026 WASB Delegate Assembly at the January meeting. Mr. Metcalf inquired about a current resource listing all WASB resolutions; Mr. Hetfeld stated that the Administration will locate the information and provide it once available.
- **Wisconsin Act 42:** The Policy Committee will review the District's wireless device policy to ensure compliance with the new law. No action was required.
- **Spring Election Update:** Two Board seats will be filled in the Spring election. Both incumbents have filed the necessary paperwork to appear on the ballot.

Possible Future Agenda Items: None.

Motion by Katie Smith/Galina Werdier to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 6:44 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the December 15, 2025 meeting reconvened at 7:30 pm.

Motion by Pam Peterson/Chaz Heinz to approve Kaleb Hoff for the position of Middle School Baseball Coach. Motion carried.

Motion by Jerry Metcalf/Galina Werdier to approve Shane Miller as Head Varsity Softball Coach, Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve the contract for April Holstrom as School Special Education Teacher/Webster Alternative Learning Center (WALC) Teacher. Motion carried.

Motion by Katie Smith/Galina Werdier to approve the contract for Mandi Lewis, Third Grade Teacher. Motion carried.

Motion Katie Smith/Galina Werdier to approve the individual teacher contract as presented. Motion carried.

Motion by Katie Smith/Galina Werdier to adjourn the meeting of December 15, 2025, at 7:33 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
January 19, 2026 - 5:00 pm

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

Board President Chaz Heinz called the regular meeting to order at 5:00 pm. President Heinz was informed that the meeting was posted and the press was notified on January 15, 2026.

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 December 15, 2025 Regular Board Meeting, the Special Board Meeting of December 17, 2025, the Policy Committee Meeting of December 18, 2025, the Open and Executive Sessions of the January 05, 2026 Special Board Meeting, the Open and Executive Sessions of the January 12, 2026 Personnel/Negotiations Committee Meeting, and the Property/Transportation Committee Meeting of January 12, 2026. Motion carried.

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

Motion by Pamela Peterson/Jerry Metcalf to approve payroll expenditures of $354,754.72 and vouchers numbered 1135190-1135235 plus ACH Transfers totaling $491,090.86 for the month of December 2025. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve and release vouchers numbered 1135194-1135228 plus ACH payments dated January 19, 2026 totaling $155,038.64. Motion carried.

Audience Recognition: None.

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

Resignation(s)
Motion by Terry Larsen/Pamela Peterson to approve the resignation of High School Assistant Football Coach, Ben Treichel, effective immediately. Motion carried.

WIAA Hockey Co-op Application
Motion by Katie Smith/Galina Werdier to approve the WIAA Hockey Cooperative Application for the 2026-2028 seasons as presented. Motion carried.

Open Enrollment Application Period: It was noted that the Open Enrollment Application Period through the Department of Public Instruction will run from February 2 through April 30, 2026. No action required or taken.

Open Enrollment Availability
Motion by Pamela Peterson/Galina Werdier to approve general education space availability as presented. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve special education space availability as presented. Motion carried.

Committee Reports
Policy: Jerry Metcalf, Committee Chair, reported that the committee met on December 18, 2025, to review procedures for managing policy updates following the adoption of Neola policies.

Policy Revisions:

- The Administration will track technical corrections and substantive changes, with technical corrections handled administratively and substantive changes following the full Board review process.
- Biannual Neola updates from Neola are currently under Administrative review and will be presented to the Committee at a future meeting.
- The Committee began their full review of Policy Series 7000 and 8000; any changes will be brought to the Board as needed.

2025 Wisconsin Act 42/Policy 5136: The Committee reviewed 2025 Wisconsin Act 42 and confirmed that current Policy 5136 on personal communication devices is compliant, with minor updates possible before submission to the Office of School Safety.

Administrative Guidelines: Administrative Guidelines will be tracked and developed or revised by the Administration as needed, with Committee consultation.

Policy 5460 – Graduation Requirements: The Committee reviewed this policy and concluded that caps and gowns will be limited to NHS sashes and school-issued honor cords, with exceptions for religious or cultural accommodations.

Standing Committee Meeting: The Committee determined that it would be beneficial to meet monthly on the fourth Tuesday at 1:00 p.m., next on January 27, 2026.

Notification of Administrative Technical Corrections to District Policy: It was noted that this will be a standing Board agenda item. No corrections are currently reported, and no action is required.

Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the committee met on January 12, 2026, to review personnel matters, current and future staffing, as well as substitute employee pay rates. These items will be further discussed in executive session.

***Property/Transportation*:** Terry Larsen, Committee Chair, reported that the committee met on January 12, 2026, and received updates on district transportation and the district's current facilities planning study Request for Proposal (RFP).

> ***Bus Rental Agreement:*** The Committee reviewed a drafted bus rental agreement with Siren Bus Company to provide a spare bus for extracurricular trips and regular routes. The Committee supported moving forward pending an inspection by Transportation Director Ruben Ruiz.
> ***RFP:*** Three firms presented to the Committee in response to the District's Request for Proposal: *Miron Construction and DSGW Architecture, Market & Johnson, and Wold and Kraus-Anderson*. Each firm was allotted 45 minutes and presented according to RFP requirements. After deliberation, the Committee recommends awarding the study to Miron Construction, citing their local presence, staff connections, communications support, and Youth Apprenticeship Program. Chris Kroeger from DSGW Architecture and Adam Jack from Miron Construction were present at the Regular School Board Meeting and introduced themselves.

Motion by Katie Smith/Pamela Peterson to approve awarding the Proposal for Facilities and Use Study to Miron Construction as presented. Motion carried.

2024-2025 Audit Report: The Board received the district's complete financial statements and supplementary information for the fiscal year ending June 30, 2025, prepared by Two Rivers Accounting following their annual audit. Mr. Hetfeld reported the district's fund balance at $3,128,057, representing 29.01% of general fund expenditures. He also reviewed the auditor's schedule of findings, noting four areas of interest, all of which are recurring due to the district's smaller staff size compared with larger schools. No action was required or taken.

District Referendum
The Board conducted a final review of the proposed operational referendum to exceed the revenue limit by $1.8 million annually for three years to support operational and facility maintenance expenses. The election ballot filing deadline was noted as January 27, 2026. No further questions or discussion were raised by the Board.

Motion by Katie Smith/Terry Larsen to approve the Resolution Authorizing the School District Budget to Exceed Revenue Limit by $1,800,000 Per Year for Three Years for Non-Recurring Purposes. Roll call taken, Jerry Metcalf – yes, Pamela Peterson – yes, Terry Larsen – yes, Chaz Heinz – yes, Kim Johnson – yes, Galina Werdier – yes, Katie Smith – yes. Motion carried.

Motion by Pamela Peterson/Galina Werdier Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit by $1,800,000 Per Year for Three Years for Non-Recurring Purposes. Roll call taken, Jerry Metcalf – yes, Pamela Peterson – yes, Terry Larsen – yes, Chaz Heinz – yes, Kim Johnson – yes, Galina Werdier – yes, Katie Smith – yes. Motion carried.

> ***Communication Plan:***
> Mr. Hetfeld reviewed election law requirements in regards to the referendum, noting that Board members may express personal positions but cannot advocate as representatives of the Board. The District is developing a referendum website with detailed information. Staff and Board members are encouraged to share neutral, factual information with the community. It was noted that the projected tax impact is $56 per year on a $100,000 home.

Principal Reports:

- ***Elementary School:*** Mrs. Nagel, Principal, reported that student winter screenings and testing are complete, with data to be shared in February. The Walk to Read program continues to provide targeted and enrichment reading instruction, and a Read-a-Thon is planned for February. Youth activities continue with elementary wrestling following the Little Dribblers program. Staff participated in professional development on Sonday practices and reading data to support instructional planning.
- ***Middle School:*** Ron Stelson, Principal, shared that students are completing FastBridge testing in Math and ELA, with scores to be shared soon and growth compared to fall results. The MS Leadership Team continues to refine the pass system to maximize classroom time and teach the importance of passing periods. Upcoming student opportunities include an 8th-grade college field trip to UW–Superior and Northwood Technical College and a 5th-grade visit to the Science Museum of Minnesota.
- ***High School:*** Pete Schroeder, Principal, reported on the Student Council's Food and Toy Drive, current athletic standings, and student recognition in the Upper St. Croix Valley Honor Band. He noted participation in the Youth Apprenticeship and UW–Whitewater Dual Enrollment programs, and highlighted building priorities including positive language, student leadership, testing motivation, and use of the anonymous reporting system. Snowball Week is scheduled for January 26–30.

District Administrator Report
Mr. Hetfeld reported on the following:

- **Spring Election Update:** Incumbents, Chaz Heinz and Galina Werdier, submitted the required paperwork prior to the January 6 deadline, with no additional candidates. Ballot order was drawn on January 7.
- **Strategic Planning Update:** The District is in Phase 4 of strategic planning and has drafted key pillars and strategies for review before presentation to the Board, with implementation targeted for the 2026–2027 school year.
- **2026 WASB Delegate Assembly Resolutions and Bylaws:** The Board reviewed resolutions to provide any guidance to the District representative for the State Education Convention. The Administration recommended supporting all resolutions except Resolution #10, which conflicts with Resolution #11. No further questions or concerns.

Motion by Galina Werdier/Chaz Heinz to accept the administration's recommendations on the 2026 WASB Delegate Assembly Resolutions and Bylaws as presented. Motion carried.

- **Online Schooling Options:** The Board President and Administration are exploring virtual learning options due to increasing family interest. The Board indicated support for continuing to explore these opportunities.

Possible Future Agenda Items: None.

Motion by Katie Smith/Pamela Peterson to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 5:54 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the January 19, 2026 meeting reconvened at 7:26 pm.

Motion by Jerry Metcalf/Katie Smith to approve the reduction of Elementary School interventionist staff by one position beginning in the 2026–2027 school year. Motion carried.

Motion by Jerry Metcalf/Katie Smith to reduce 2nd grade teachers/classrooms by one position beginning in the 2026–2027 school year due to declining enrollment. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the High School Counselor Youth Apprenticeship Agreement as presented. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn the meeting of January 19, 2026, at 7:29 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
February 16, 2026 - 5:00 pm

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

Board Members Present via Zoom: Clerk Kim Johnson, and Treasurer Pamela Peterson

Board Members Absent: Director 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 February 12, 2026.

The full board and audience recited the pledge of allegiance.

Motion by Katie Smith/Terry Larsen to approve the minutes of the Open and Executive Sessions of the January 19, 2026 Regular Board Meeting, the Policy Committee Meetings of January 27 and February 8, 2026, the Open and Executive Sessions of the February 10, 2026 Personnel/Negotiations Committee Meeting, the Property/Transportation Committee Meeting of February 10, 2026, and the Budget Committee Meeting of February 12, 2026. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the financial report for the month ending January 31, 2026 as reported by Pamela Peterson. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve payroll expenditures of $370,290.26 and vouchers numbered 1135236-1135292 plus ACH Transfers totaling $686,922.81 for the month of January 2026. Motion carried.

Motion by Terry Larsen/Katie Smith to approve and release vouchers numbered 1135296-1135341 plus ACH payments dated February 16, 2026 totaling $155,805.47. Motion carried.

Audience Recognition: None.

Retirement(s)
Motion by Pamela Peterson/Galina Werdier to approve the retirement of Elementary Reading Interventionist, Debra Pawlak, effective June 5, 2026. Motion carried.

Pupil Count Report: The District reported on the Second Friday in January Pupil Count for notification purposes.

2026-2027 School Calendar
Motion by Galina Werdier/Pamela Peterson to approve the 2026-2027 School Calendar as presented. Motion carried.

High School Eastern European Study Abroad Proposal: High School Social Studies Teacher Parker Johnson was in attendance and shared a brief overview of Eastern European study abroad trip planned for June 2027. Mr. Johnson is seeking board approval for this international field trip.

Motion by Katie Smith/Terry Larsen to approve the High School Eastern European Study Abroad trip as proposed. Motion carried.

School Board Member Overnight Conference Request: Director Jerry Metcalf is seeking approval to attend the WASB/WSAA School Law Conference on February 19 in Elkart Lake. This Conference would require overnight travel expenses covered by the District.

Motion by Galina Werdier/Pamela Peterson to approve Director Jerry Metcalf's overnight conference request as presented. Motion carried.

Committee Reports

Policy: Chaz Heinz, Committee Member, reported that the committee met on January 27 and February 8, 2026. The Committee continued reviewing and building procedures for managing policy updates following the adoption of Neola policies. Following, the Committee completed their review of Policy Series 7000 (Property) and 8000 (Operations) and recommends no additional substantive changes beyond those previously discussed. The Committee also reviewed Neola's May 2024 biannual update and is working with administration to complete the remaining updates.

Notification of Administrative Technical Corrections to District Policy: Neola biannual update: Vol. 33, No. 2, May 2024 Technical Corrections were presented to the Board for notification. These corrections are administrative in nature and do not require Board action.

First Reading of Substantive Changes:
- Vol. 33, No. 2, May 2024
- Policy 8680 – Bus Services Contracts

Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the committee met on February 10, 2026, to review personnel matters, as well as current and future staffing. These items will be further discussed in executive session.
Property/Transportation: Terry Larsen, Committee Chair, reported that the committee met on February 10, 2026. The committee reviewed a bus rental agreement with Siren Bus Company for the remainder of the school year and discussed a proposal for full

transportation services beginning next year, which will be presented at the March Regular School Board Meeting. Mr. Larsen also notified that Miron Construction and DSGW Architects have begun the district's facilities assessment, with a proposal expected in March or April.

Budget: Terry Larsen, Committee Chair, reported that the committee met on February 12, 2026. A mid-year review of the 2025-2026 budget found the district remains on track, with revenues and expenses slightly below projections and no revisions recommended. The committee also reviewed preliminary projections for the 2026-2027 budget, which currently show a projected deficit of $882,392 without an operational referendum. Planning continues for both referendum passage and non-passage scenarios.

District Referendum Update: President Chaz Heinz reported that the district is currently in the communication phase of its operational referendum. The district has developed informational resources, including a referendum webpage and community informational meetings, and will continue providing factual information to the community leading up to the election.

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

Principal Reports:

- ***Elementary School:*** Mrs. Nagel, Principal, reported that fourth-grade students will participate in NAEP testing, a national assessment used to measure student progress across the United States. Staff recently participated in professional development focused on reviewing Walk to Read practices and reflecting on Student Learning Objectives and Professional Practice Goals. The math review team has narrowed potential curriculum options and will continue the review process through additional research and piloting materials. Mrs. Nagel also highlighted recent building activities, including a successful Winter Reward Day sledding event and the elementary Read-a-Thon, which encouraged student reading and participation.
- ***Middle School:*** Ron Stelson, Principal, shared that the middle school has implemented a new student pass system to encourage students to remain in class for instruction, with positive feedback from staff after the first month. Teachers have also begun using GoGuardian "Scenes" to limit student access to certain websites during instructional time. Additionally, the school hosted a Senior Citizen Breakfast on February 10, with 35 attendees who received district updates and information about the upcoming referendum.
- ***High School:*** Pete Schroeder, Principal, reported on recent extracurricular highlights, including Snowball Week activities and strong athletic performances. Academically, first semester ended January 16, with a semester failure rate of 14.1% and year-to-date attendance at 95.79%. Staff continue to focus on priorities such as study hall improvements, behavior monitoring, and academic progress tracking. Upcoming events include Career Day, ACT testing, postsecondary campus visits for 9th and 10th graders, and a senior scholarship workday.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Strategic Planning Update:** The draft strategic plan was shared with community stakeholders for feedback. Responses will be reviewed by the leadership team before updates are provided to the Strategic Planning Committee and the full Board for final consideration.
- **State Education Convention:** Several district representatives attended the State Education Convention in Milwaukee and participated in sessions on leadership, school finance communication, transparency, and legislative updates. School Board President Chaz Heinz, and District Accountant Crystal Houman also shared information on sessions that they attended and the benefits that they received from attending the Convention.
- **Tiger Tech Open House:** The Tiger Tech Open House was held on February 13. Technical Education Teachers Mr. Ward and Mr. Dorn will attend the March Regular Board Meeting to give a Tech Ed program update.
- **Recent Donation:** The Siren-Webster Rotary donated $5,000 to support student and staff mental health and wellness initiatives.

Possible Future Agenda Items: None.

Motion by Katie Smith/Galina Werdier to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 5:57 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the February 16, 2026 meeting reconvened at 6:59 pm.

Motion by Pam Peterson/Chaz Heinz to approve the reduction of one (1) 5-12 special education instructional assistant positions. Motion carried.

Motion by Terry Larsen/Galina Werdier to adjourn the meeting of February 16, 2026, at 7:00 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
March 16, 2026 - 5:00 pm

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

Board Members Present Via Zoom: Vice President Terry Larsen

Board President Chaz Heinz called the regular meeting to order at 5:01 pm. President Heinz was informed that the meeting was posted and the press was notified on March 13, 2026.

The full board and audience recited the pledge of allegiance.

Motion by Pamela Peterson/Galina Werdier to approve the minutes of the Open and Executive Sessions of the February 16, 2026 Regular Board Meeting, the Policy Committee Meeting of February 24, 2026, the Strategic Planning Committee Meetings of March 4 and March 12, 2026, the Open and Executive Sessions of the March 4, 2026 Personnel/Negotiations Committee Meeting, the Property/Transportation Committee Meeting of March 9, 2026, and the Open and Executive Sessions of the Budget Committee Meeting of March 11, 2026. Motion carried.

Motion by Katie Smith/Jerry Metcalf to approve the financial report for the month ending February 28, 2026 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve payroll expenditures of $335,362.86 and vouchers numbered 1135293-1135347 plus ACH Transfers totaling $492,810.63 for the month of February 2026. Motion carried.

Motion by Jerry Metcalf/Katie Smith to approve and release vouchers numbered 1135351-1135406 plus ACH payments dated March 16, 2026 totaling $891,997.44. Motion carried.

Audience Recognition: None.

Tiger Tech Presentation: The Tiger Tech program marked its 20th anniversary. Tech Ed teachers Roy Ward and Ron Dorn, along with students Raymond Owens and Wayne Dorn, presented an overview of the program and current highlights, including student work on the CNC machine and an upcoming competition in San Antonio against college-level teams.

Updates were also provided on Project MFG and SkillsUSA participation, as well as progress on the Tiger Construction duplex project. The program, established in 2006, has grown significantly and is considering the purchase of a new machine with live tooling capabilities at an estimated cost of $200,000.

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

Committee Reports

Policy: Jerry Metcalf, Committee Chair, reported that the committee met on February 24, 2026. The Committee received an update on district policy procedures, including Neola services, policy archiving, and the addition of a public policy process page on the District website. Discussion was held on improving policy change tracking for transparency, with consideration of alternative formats.

The Committee reviewed Policy 7434 - Use of Tobacco and Nicotine on School Premises; no changes were recommended. Additional minor policy updates and administrative guideline tracking items were discussed.

Tracking Sheets: The full board discussed the implementation of a new tracking system for policy changes using Google Sheets instead of the current Neola/BoardDoc platform.

Notification of Administrative Technical Corrections to District Policy: Neola biannual update: Vol. 34, No. 1, December 2024 Technical Corrections were presented to the Board for notification. These corrections are administrative in nature and do not require Board action.

First Reading of Substantive Changes:
- Vol. 34, No. 1, December 2024

Motion by Pamela Peterson/Jerry Metcalf to approve Volume 33, Number 2, May 2024 Substantive Policy Changes as presented. Motion carried.

Motion by Galina Werdier/Katie Smith to approve Policy 8680 – Bus Services Contracts as presented. Motion carried.

Property/Transportation: Pamela Peterson, Committee Member, reported that the committee met on March 9, 2026. The Committee received an update on the 2026-2027 bus service RFP process, including bus fleet valuation, route and cost summaries, anticipated proposals, and a review of historical transportation expenses and contract components. An update was also provided on Miron's facilities and use study, which will be presented to the Board at a later date. The Committee discussed a potential donation of aluminum bleachers from the Central Burnett County Fair Board, with a formal agreement to be brought forward for Board review. A preliminary discussion was also held regarding a potential school forest partnership with Northwest Passage to expand use of the property.

Motion by Katie Smith/Galina Werdier to approve the donation from the Central Burnett County Fair Board for aluminum bleachers. Motion carried.

Strategic Planning Committee: Chaz Heinz, Committee Chair, reported that the committee met on March 4 and March 12, 2026 to review the current draft of the District's strategic plan. The committee discussed the draft and considered community feedback, identifying minor suggested revisions. The committee is requesting that the full Board review the draft and provide input on readiness for approval or the need for additional review. If additional time is needed, the committee suggested utilizing a Google Form to gather further Board feedback and recommendations.

Shannon Donnelly with Elevated Performance 4U was in attendance and presented an overview of the District's strategic planning process, highlighting a focus on future-forward planning and alignment with community priorities. The Board reviewed the plan and agreed to move forward with approval, incorporating minor recommendations from the committee. Next steps include implementation, with a focus on staff retention, community connections, and facilities, while the administrative team identifies first-year priorities.

Motion by Jerry Metcalf/Katie Smith to approve the District's Strategic Plan draft as presented with committee recommendations. Motion carried.

***Budget*:** Joshua Hetfeld, District Administrator, reported that the committee met on March 11, 2026. The Committee reviewed updates to the 2025-2026 budget, including a significant increase in high-cost special education reimbursement, with the state rate rising from 20% to an estimated 90%, resulting in anticipated revenue of approximately $107,507 compared to the $10,000 originally budgeted. The Committee also reviewed the $800,000 short-term note secured in December to cover immediate expenses, which was fully repaid on March 5, with total fees and interest of $12,622.89. Cash flow will continue to be closely monitored, and the potential for additional short-term borrowing in June or July was discussed. Impact Aid revenue was also noted to have increased to $20,891, up from $16,692 reported in February. Additionally, the Committee reviewed the CESA 11 shared services contract, noting flexibility to modify positions, and recommended the elimination of the Webster Alternative Learning Center program due to declining enrollment.

Motion by Katie Smith/Pamela Peterson to approve the 2026-2027 CESA 11 Shared Services Contract with administrative authority to adjust services based on district staffing needs. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve the dissolution of the Webster Alternative Learning Center program for the 2026-2027 school year, with an annual review to determine future district and student needs. Motion carried.

Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the committee met on March 4, 2026, to review benefit comparisons for life insurance and disability coverage. The committee held an executive session to review an Individual Retirement Agreement, 2026-2027 staffing reductions, referendum scenarios, and current staffing updates and recommendations.

Motion by Katie Smith/Pamela Peterson to approve the addition of a Middle School Special Education Teacher position (.5 FTE) as recommended by the committee. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve The Standard as the District's vendor for Life and Long-Term Disability insurance coverage for the 2026-2027 school year as presented. Motion carried, 6 yes – Katie Smith abstained.

District Referendum Update: Joshua Hetfeld, District Administrator, provided an update on current operational referendum communication efforts and shared a slideshow that was presented at the February community meeting and will be presented again at the final community meeting on March 31, 2026. Jerry Metcalf inquired about district website statistics, specifically the number of visits to the referendum webpage. Mr. Hetfeld stated that this data has not yet been reviewed but will be looked into.

Elementary/Middle School Math Curriculum Update: Ashley Nagel, Elementary Principal, provided an update on the elementary and middle school math curriculum, noting that the team has narrowed the selection to two options and plans to pilot them in classrooms, with a decision expected by the end of May.

Principal Reports:

- ***Elementary School:*** Mrs. Nagel, Principal, provided an update on summer programming, noting that the district will offer three summer sessions in June, July, and August focused on enrichment, swimming and cooperative learning, and academic support and intervention. She also shared information on the upcoming Tiny Tiger Round-Up on March 26-27 for incoming four-year-olds and eligible five-year-olds, which will include school visits, activities, and early learning screenings.
- ***Middle School:*** Mr. Hetfeld, District Administrator, presented in the absence of Middle School Principal Ron Stelson. He provided updates on middle school scheduling, noting continued development of team schedules and the inclusion of a daily intervention period for grades 5-8, with a final draft expected by the end of March. He also shared a staffing update regarding interviews for the 7th grade ELA position following Mrs. Mahlen's retirement, and highlighted recent and upcoming school events, including the Senior Citizen Breakfast, referendum updates, winter activities, the school musical, and a 7th-8th grade school-day dance.
- ***High School:*** Pete Schroeder, Principal, provided updates on extracurricular activities, including a successful Tiger Tech Open House, strong performances in the drama club's annual production and the Band/Choir concert, and winter sports highlights. He

also shared student data updates, staff professional development from the AWSA Principals Conference, and upcoming events including spring testing, end of Term 3, Solo/Ensemble, and Prom.

District Administrator Report

Mr. Hetfeld reported on the following:

- **Upcoming Professional Development Opportunities:** Information was shared regarding Wisconsin Association of School Boards new board member gatherings and the upcoming annual CESA 11 Joint PAC/Board Member meeting. Board member attendance was encouraged.
- **Election Update and Reorganization Meeting:** The Spring Election will be held on April 7, with canvassing to follow. Elected officials will have until April 26 to complete their Oath of Office, with the annual Reorganization Meeting scheduled for April 27, 2026, in accordance with state requirements.
- **Webster Education Foundation Taco Bingo:** Taco Bingo is scheduled for April 11, 2026.

Possible Future Agenda Items: None.

Motion by Galina Werdier/Katie Smith to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 6:46 pm. Roll call vote was taken with all members voting yes. Motion carried.

The regular session of the March 16, 2026 meeting reconvened at 8:27 pm.

Mr. Hetfeld provided a concise update regarding the staff reductions and the discontinuation of the Webster Alternative Learning Center program. These measures are projected to reduce the 2026-2027 budget by $313,454.00.

Motion by Katie Smith/Pamela Peterson to approve Kaylee Lindquist as the High School Softball Assistant Coach. Motion carried.

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

Motion by Pamela Peterson/Katie Smith to approve the renewal of the Sports Medicine Services Agreement with Jennie Carlstom as presented. Motion carried.

Motion by Katie Smith/Galina Werdier to approve the renewal of the Drivers Education Assistant Instructor contract with Lynda Weber as presented. Motion carried.

Motion by Galina Werdier/Pamela Peterson to approve the Individual Retirement Agreement with the High School Instructional Assistant, Shirley Tyson as presented. Motion carried.

Motion by Pamela Peterson/Galina Werdier to adjourn the meeting of March 16, 2026, at 8:32 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
April 20, 2026 - 5:00 pm

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

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 April 16, 2026.

The full board and audience recited the pledge of allegiance.

Motion by Galina Werdier/Katie Smith to approve the minutes of the Open and Executive Sessions of the March 16, 2026 Regular Board Meeting, the Policy Committee Meeting of March 24, 2026, the Open and Executive Sessions of the March 25 and April 6, 2026 Property/Transportation Committee Meetings, the Open and Executive Sessions of the Budget Committee Meeting of April 9, 2026, The Board of Canvassers Meeting of April 13, 2026, and the Open and Executive Sessions of the Personnel/Negotiations Committee Meeting of April 13, 2026. Motion carried.

Motion by Terry Larsen/Galina Werdier to approve the financial report for the month ending March 31, 2026 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve payroll expenditures of $360,460.21 and vouchers numbered 1135348-1135412 plus ACH Transfers totaling $1,228,508.19 for the month of March 2026. Motion carried.

Motion by Katie Smith/Galina Werdier to approve and release vouchers numbered 1135418-1135473 plus ACH payments dated April 20, 2026 totaling $138,604.14. Motion carried.

Board Recognition of Webster's Class of 2026 Top 10 Honors and Technical Excellence Award Recipient: Renee Ones, High School Counselor, introduced seven of the Top 10 Honor students, as well as the Technical Excellence Award Recipient. Three students were unable to attend due to an extra-curricular event. Each present student shared their future plans with the board and audience.

Girls Basketball Season Review and Recognition: Coach Max Anderson presented highlights from the historic 2025–2026 girls basketball season, including team accomplishments, academic achievements, individual honors, and the overall growth and transformation of the program. Players in attendance, along with assistant coaches John Jacobs and Travis Pyke, were recognized for their contributions to the team's successful season.

Audience Recognition: None.

Motion by Terry Larsen/Galina Werdier to approve the Start College Now Program applications as presented. Motion carried.

Motion by Katie Smith/Pamela Peterson to approve the WIAA 2026-2028 Softball Co-op application as presented. Motion carried.

Resignation(s)
Motion by Galina Werdier/Pamela Peterson to approve the resignation of Middle/High School Instructional Assistant, Sarah Bauer, effective June 4, 2026. Motion carried.

Committee Reports
Policy: Jerry Metcalf, Committee Chair, reported that the committee met on March 24, 2026. The Committee shared concerns regarding Neola updates potentially not being applied to the district's final approved policy versions. A meeting with the district's Neola Representative, Ed Cerney, has been scheduled.

Motion by Pamela Peterson/Chaz Heinz to approve Neola Volume 34, Number 1, December 2024 Substantive Policy Changes as presented. Motion carried.

Property/Transportation: Terry Larsen, Committee Chair, reported that the committee met on March 25 and April 6, 2026.The Committee reviewed preliminary findings from DSGW Architects and Miron Construction regarding district facilities, with a final report expected in May. The Committee also recommended continuing district transportation services in-house for the upcoming school year and supported the proposed purchase of a new 71-passenger bus for 2026-2027 without the extended warranty. The bus purchase recommendation was presented to the Budget Committee for further review prior to full Board consideration.

Budget: Kim Johnson, Committee Chair, reported that the committee met on April 9 2026. The Committee supported the Property/Transportation committee recommendation of continuing district transportation services in-house for the 2026-2027 school year and moving forward with the proposed bus purchase. The Committee also reviewed cash flow planning related to referendum funding timelines, updated financial forecasts, projected enrollment needs, and preliminary employee compensation information, including regional salary comparisons. Additional discussion regarding coaching compensation structures will take place in executive session.

Motion by Katie Smith/Jerry Metcalf to approve the Blue Bird School Bus Quotation for a 2027 Blue Bird Vision 71-passenger gasoline school bus for the 2026-2027 school year in the amount of $134,189.00. Motion carried.

Personnel/Negotiations: Pamela Peterson, Committee Chair, reported that the committee met on April 13, 2026, to review staffing and employee benefit matters. The Committee recommended adding a high school assistant golf coach position for the 2025-2026 school year, and also supported filling the middle school cross-country coaching position for 2026-2027. The Committee discussed potential expansion of the early childhood program based on projected enrollment growth and anticipated instructional requirements. In addition, the Committee reviewed preliminary health insurance renewal information for 2026-2027, including a 6.9% premium increase. The meeting concluded with an executive session regarding staffing, employee conduct, and compensation.

Motion by Jerry Metcalf/Terry Larsen to approve the 2026-2027 employee health insurance renewal with M3 Insurance. Motion carried, 6 yes – Katie Smith abstained.

Motion by Pamela Peterson/Jerry Metcalf to approve the addition of a High School Assistant Golf Coach position. Motion carried.

District Referendum Update: Joshua Hetfeld, District Administrator, provided an update on the results of the district's operational referendum, which was approved by voters on the April 7, 2026 ballot with 58% approval and officially certified on April 13, 2026. The referendum will allow the district to maintain existing programs and student opportunities, with funding beginning in January 2027.

Principal Reports:

- ***Elementary School:*** Ashley Nagel, Principal, provided updates on Forward Exam and AIMS Web testing, reading intervention data, curriculum review work, and recent staff professional development opportunities. She also highlighted student support services, including mentoring, therapy services, and behavior intervention programs, along with ongoing work to strengthen building-wide behavior systems and supports.
- ***Middle School:*** Ron Stelson, Principal, shared updates on Forward Exam testing and the implementation of the new Red-Green Study Hall system designed to support student accountability and academic success. He also highlighted recent student activities, including the 5th and 6th grade reward trip and the Senior Citizen Breakfast program.
- ***High School:*** Pete Schroeder, Principal, provided updates on student achievements in academics, activities, fine arts, and athletics, including SkillsUSA, Solo and Ensemble, Forensics, and spring sports. He also reviewed third-term academic and behavior data and shared updates on school improvement planning and upcoming events, including Prom, Senior Awards Night, and Graduation.

District Administrator Report

- **Strategic Plan Update:** Following Board approval of the district strategic plan in March 2026, administration has begun implementation efforts, including website updates, development of a visual summary, establishment of key performance indicators (KPIs), and alignment of action steps for the 2026-2027 school year. Continued review with the strategic planning committee was recommended.
- **2026 Spring Election Update:** The Spring Election was held on April 7, 2026, with canvassing completed on April 13, 2026, and no concerns reported. Incumbent Board members Chaz Heinz and Galina Werdier were re-elected to three-year terms. The annual reorganization meeting is scheduled for April 27, 2026.

Oath of Office for Newly Elected Board Members: Incumbents Chaz Heinz and Galina Werdier completed and signed their Oath of Office for their 2026-2029 school board term.

Possible Future Agenda Items: None.

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

The regular session of the April 20, 2026 meeting reconvened at 6:50 pm.

Motion by Galina Werdier/Terry Larsen to approve the Spring Sports Volunteer Coaches as presented. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve Keith Anderson as the High School Assistant Golf Coach. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve the 7th Grade Reading/ELA Teacher contract with Danielle Formanek as presented. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the Middle/High School Special Education contract with April Highstrom as presented. Motion carried.
Motion by Katie Smith/Galina Werdier to approve the District Psychologist contract and addendum as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve the 2026-2027 Shared Service Agreement (60.0301) with the School District of Siren as presented. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn the meeting of April 20, 2026, at 6:52 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
May 18, 2026 - 5:00 pm

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

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 14, 2026.

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 20, 2026 Regular Board Meeting, the Open and Executive Sessions of the April 27, 2026 Personnel/Negotiations Committee Meeting, the Annual School Board Reorganization Meeting of April 27, 2026, the Policy Committee Meetings of April 28 and May 7, 2026, the Property/Transportation Committee Meeting of May 4, 2026, and the Open and Executive Sessions of the Budget/Personnel Committee Meeting of May 13, 2026. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the financial report for the month ending April 30, 2026 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve payroll expenditures of $341,515.33 and vouchers numbered 1135413-1135479 plus ACH Transfers totaling $471,219.19 for the month of April 2026. Motion carried.

Motion by Terry Larsen/Jerry Metcalf to approve and release vouchers numbered 1135482-1135536 plus ACH payments dated May 18, 2026 totaling $359,939.70. Motion carried.

Webster Education Foundation Annual Report and Presentation: Robyn Formanek, WEF President, and Jim Olson, WEF Treasurer, were in attendance and provided an update on the continued work of the Webster Education Foundation and its ongoing support of our District.

Audience Recognition: Community Members Kelley Barnes and Mallory Miller each spoke regarding concerns about a potential reduction in nursing staff, emphasizing the critical healthcare needs of students within the district.

Open Enrollment
Motion by Pamela Peterson/Katie Smith to approve the 2026-2027 Open Enrollment requests as indicated on the provided enrollment information sheets. Motion carried.

Resignation(s)
Motion by Terry Larsen/Galina Werdier to approve the resignation of Middle School Softball Coach, Ellyn Lindquist, effective immediately. Motion carried.

Motion by Galina Werdier/Katie Smith to approve the resignation of 4K Teacher, Lexi Lunsmann, effective at the conclusion of the 2025-2026 school year. Motion carried.

Post-Election Reorganization Update and Discussion: An update was provided regarding Board officer appointments, committee assignments, and organizational changes resulting from the Annual Reorganizational Meeting.

Facilities Assessment Progress Presentation by Miron Construction and DSGW Architects: The Board received a presentation from Miron Construction and DSGW Architects regarding the district-wide facilities assessment. The assessment reviewed the condition of both school buildings and identified maintenance, safety, accessibility, and long-term planning needs. The Board also discussed future facility planning considerations. No action was taken.

Committee Reports
***Property/Transportation*:** Terry Larsen, Committee Chair, reported that the Committee met on May 4, 2026. An update was received on the completion of repairs to the elementary playground drainage area and expressed support for a proposed keyfob entry system for the District fitness center. Additionally, the Committee reviewed a transportation services proposal from Siren Bus Company for 2026-2027 through 2030-2031. The Committee did not recommend moving forward with the proposal at this time and referred it to the Budget/Personnel Committee for further review.

Policy: Jerry Metcalf, Committee Chair, reported that the Committee met on April 28 and May 7, 2026. The Committee met with Neola Representative Ed Cerney to discuss policy update procedures and support services. The Committee also reviewed policy revisions related to student privacy, early graduation, and academic honesty involving artificial intelligence. To assist with completing delayed policy updates, the Committee supported utilizing Neola Select services to streamline the review process and help bring the District's policy book current prior to the next scheduled Neola update cycle.

***Notification of Administrative Technical Corrections to District Policy*:** The Board received notification of administrative technical corrections associated with Neola Biannual Update Vol. 34, No. 2 (May 2025) and Policies 3362, 4122, 4362, and 5517.

First Reading of Substantive Changes: Vol. 34, No. 2, May 2025

Personnel/Negotiations* * *: Pamela Peterson, Committee Chair, reported that the Committee met on April 27, 2026. The Committee discussed projected enrollment growth within the District's Early Childhood Programming. The Committee also expressed support for reposting the Youth Sports Coordinator position due to continued growth in District youth athletic programming.

(This committee was dissolved during the annual reorganization meeting, and has been restructured into Budget/Personnel)*

***Budget/Personnel*:** Pamela Peterson, Committee Chair, reported that the Committee met on May 13, 2026. The Committee reviewed a new transportation services proposal from Siren Bus Company and recommended continuing District transportation services in-house. The Committee also reviewed short-term borrowing options, depository services, Fund 80 Community Education expenditures, the 2026-2027 budget, and the upcoming annual audit. Additionally, the Committee supported installing keyfob access at the District fitness center through Fund 80 funding and recommended increasing the Youth Sports Coordinator stipend. The Committee also reviewed technology-related purchases, including the proposed purchase of previously leased student Chromebooks and replacement Chromebook tablets for 4K-1 classrooms.

Motion by Galina Werdier/Terry Larsen to approve the purchase of previously leased student chromebooks from Vantage Financial as presented. Motion carried.

Motion by Pamela Peterson/Galina Werdier to approve the renewal of Employee Dental Insurance with HealthPartners as presented. Motion carried, 6 yes – Katie Smith abstained.

Motion by Katie Smith/Pamela Peterson to approve the purchase of 4K-1 chromebook tablet devices from Xerox IT Solutions for $37,710.00 as quoted. Motion carried.

Principal Reports:

- ***Elementary School:*** Ashley Nagel, Principal, provided updates on the District's PK-8 math curriculum review process. She also shared updates on the District Safety Team's implementation of the Standard Response Protocol and ongoing collaboration with community emergency response partners.
- ***Middle School:*** Ron Stelson, Principal, reviewed end-of-year student achievement data, highlighting growth in mathematics performance across grades 5-8. He also shared updates on upcoming student activities.
- ***High School:*** Pete Schroeder, Principal, provided updates on spring athletics, student achievement, and school improvement efforts. He reviewed current academic and behavior data and shared updates on ongoing work by the School Leadership Team and Building Leadership Team related to district identity, interventions, and student expectations. He also highlighted upcoming postseason athletic competitions and the SkillsUSA National Leadership and Skills Conference.

District Administrator Report

- **Referendum Website Analytics:** Following a Board request at the April meeting, administration reviewed analytics from the District's referendum website.
- **State Budget Legislation Update:** Administration provided an update regarding recently proposed state legislation that would have increased special education funding and provided property tax relief through the use of state budget surplus funds.

Possible Future Agenda Items: None.

Motion by Katie Smith/Galina Werdier to adjourn to Executive session per *Wisconsin Statute 19.85(1)(c)(e)(f)* at 6:46 pm. Roll call vote was taken with all members voting yes. Motion carried.

The board reconvened the regular session at 8:10 p.m.

Motion by Galina Werdier/Jerry Metcalf to approve the Abbigale Smith as the Middle School Softball Coach. Motion carried, 6 yes – Katie Smith abstained.

Motion by Terry Larsen/Katie Smith to approve Parker Johnson as the Middle School Cross Country Coach. Motion carried.

Upon detailed discussion in Executive Session, the Board decided to maintain the nursing department staff at 1.5 FTE.

Motion by Pam Peterson/Terry Larsen to approve the 3.5 % compensation increase for the teaching staff 2026-2027 as presented. Katie Smith – abstained. Motion carried.

Motion by Galina Werdier/Pam Peterson to approve the 3 % compensation increase for the support staff 2026-2027 as presented. Motion carried.

Motion by Terry Larsen/Katie Smith to adjourn the meeting of May 18, 2026, at 8:13 p.m. Motion carried.

Respectfully submitted,

Kim Johnson

Kim Johnson, School Board Clerk

REGULAR SCHOOL BOARD MEETING
School District of Webster
Webster 5-12 School IMC
June 15, 2026 - 5:00 pm

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

Board Vice President Terry Larsen called the regular meeting to order at 5:01 pm. Vice President Larsen was informed that the meeting was posted and the press was notified on June 11, 2026.

The full board and audience recited the pledge of allegiance.

Motion by Pamela Peterson/ Katie Smith to approve the open session minutes as presented. Motion carried.

Regular School Board Meeting – May 18, 2026
Policy Committee – May 26, 2026, and June 9, 2026
Strategic Planning Committee – June 1, 2026
Property/Transportation Committee – June 3, 2026
Budget/Personnel Committee – June 8, 2026
Curriculum/Standards Committee – June 9, 2026

Motion by Galina Werdier/Katie Smith to approve the financial report for the month ending May 31, 2026 as reported by Pamela Peterson. Motion carried.

Motion by Pamela Peterson/Jerry Metcalf to approve payroll expenditures of $346,344.79 and vouchers numbered 1135446-1135542 plus ACH Transfers totaling $693,968.42 for the month of May 2026. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve and release vouchers numbered 1135545-1135597 plus ACH payments dated June 16, 2026 totaling $179,854.96. Motion carried.

Audience Recognition: None.

2025-2026 Nurse's Report: Katelyn Hughes, District Nurse, presented a summary of student health data from the 2025-2026 school year. The report included information on nurse office visits, immunization compliance, health screenings, medication administration, upcoming clinics, and updates regarding new health products and procedures.

Start College Now and Early College Credit Program Requests
Motion by Katie Smith/Galina Werdier to approve the Start College Now Program application as presented. Motion carried.

Discussion and Consideration of a Joint Meeting with the Siren School District to Explore Shared Programming Opportunities: Joshua Hetfeld, District Administrator, informed the Board of a meeting request from the Siren School District. The proposed meeting would include the school boards of the School District of Webster, Siren School District, and Frederic School District to discuss and gauge interest in exploring potential shared programming opportunities among the three districts. The purpose of the meeting would be to determine whether the respective boards support further exploration of the concept and wish to authorize their administrations to continue evaluating potential opportunities, including possible cost savings and expanded educational offerings for students.

Mr. Hetfeld noted that preliminary conversations have occurred at the administrative level; however, it was felt that support and direction from the respective school boards should be established before any additional planning takes place. He emphasized that the concept remains in the exploratory discussion stage, with no plans for implementation during the 2026-2027 school year. Should all three boards express interest in participating in the discussion, the administrations would work to identify a meeting date in July.

Motion by Terry Larsen/Pamela Peterson to authorize the administration to coordinate a joint meeting with the school boards of the School District of Webster, Siren School District, and Frederic School District to discuss potential opportunities for future collaboration among the districts. Motion carried.

2026-2027 WIAA Membership Renewal
Motion by Katie Smith/Galina Werdier to approve the 2026-2027 WIAA Senior High Membership Renewal as presented. Motion carried.

2026-2027 Annual Auditor's Contract
Motion by Terry Larsen/Jerry Metcalf to approve the 2026-2027 Annual Auditor's Contract with Two Rivers Account, LLC. Motion carried.

Annual School Fees
Motion by Pamela Peterson/Katie Smith to approve the Food Service fees for the 2026-2027 School Year as presented. Motion carried.

Breakfast	Lunch	Milk
PK-4 Students: $1.60 5-12 Students: $1.60	PK-4 Students: $2.60 5-12 Students: $2.80	PK-Adult: $0.40

Adult: $2.90	Adult: $4.60	

Motion by Pamela Peterson/Galina Werdier to approve Drivers Education fees for the 2026-2027 school year as presented. Motion carried.

***Drivers Education Fees: Resident:** $200.00* | ***Non-Resident:** $300.00*

Student Fees – Student Technology Device User Agreement: The Administration is recommending an increase to the maximum student responsibility fee for lost or damaged District-issued Chromebook devices from $100.00 to $329.00. The proposed adjustment is intended to more accurately reflect the current replacement value of the equipment provided to students.

Motion by Pamela Peterson/Galina Werdier to approve the updated Student Technology Device User Agreement effective with the 2026-2027 school year as presented. Motion carried.

Resignation(s)
Motion by Terry Larsen/Katie Smith to approve the resignation of 3rd Grade Teacher, Riley Poling, effective at the conclusion of the 2025-2026 school year. Motion carried.

Motion by Galina Werdier/Pamela Peterson to approve the resignation of Elementary Special Education Teacher, Heidi Hanson, effective at the conclusion of the 2025-2026 school year. Motion carried.

Motion by Katie Smith/Terry Larsen to approve the resignation of Elementary Instructional Assistant, Kaitlyn Hill, effective at the conclusion of the 2025-2026 school year. Motion carried.

Motion by Pamela Peterson/Katie Smith to approve the resignation of High School Assistant Boys Basketball Coach, Parker Johnson, effective immediately. Motion carried.

2026-2028 Athletic Programming Hudl Agreement: The Administration recommended approval of a two-year extension of the District's agreement with Hudl for athletic livestreaming, video analysis, and statistical services. Due to successful athletic sponsorships and fundraising efforts, the $21,000 annual cost would be fully funded without impact to the District's general fund budget.

Motion by Katie Smith/Galina Werdier to approve the 2026-2028 Athletic Programming Hudl Agreement as presented. Motion carried.

Committee Reports
***Property/Transportation*:** Katie Smith, Committee Chair, reported that the committee met on June 3 and received updates on several facility and district projects, including the Elementary School HVAC system, floor repairs, roof warranty work, and a proposed recreational rock climbing wall. The Committee also reviewed updates related to the Tiger Construction Duplex solar panel grant project and the anticipated summer removal of the Alder Street rental property.

Backpack Program Facilities Use: The Administration reported that the Backpack Program's leased storage arrangement at the former Webster Clinic building provided a reliable, centralized location for program operations during the 2025-2026 school year. The Property/Transportation Committee reviewed and recommended approval of a Facilities Use Agreement extending the lease through February 28, 2027, at a cost of $50 per month, funded entirely through Backpack Program donations.

Motion by Pamela Peterson/Galina Werdier to approve the 2026-2027 Commercial Lease Agreement with the Towns of Oakland and Meenon for Backpack Program storage. Motion carried.

Strategic Planning: In the absence of the Strategic Planning Committee Chair, Joshua Hetfeld reported that the committee met on June 1 and reviewed the District's completed 2026-2031 Strategic Plan one-page visual summary. The Committee also discussed implementation planning efforts and timelines, including the development of Key Performance Indicators (KPIs) and Strategic Action Plans. Completion of the Strategic Action Plan is targeted for the end of July, with implementation beginning during the 2026-2027 school year.

Policy: Jerry Metcalf, Committee Chair, reported that the committee met on May 26 and June 9 to continue reviewing outstanding Neola policy updates and monitor progress toward bringing the District's policy manual fully up to date. The Committee also discussed handbook alignment options and reviewed several substantive policy revisions and upcoming legislative updates. The Committee remains on track to complete the remaining policy backlog this summer and plans to bring additional policy revisions to the Board for consideration in July.

Notification of Administrative Technical Corrections to District Policy: Neola Biannual Update: Vol. 35, No. 1, November 2025 Technical Corrections were presented to the Board for notification. These corrections are administrative in nature and do not require Board action.

First Reading of Substantive Changes:
- Vol. 35, No. 1, November 2025

Motion by Galina Werdier/Katie Smith to approve Volume 34, Number 2, May 2025 Substantive Policy Changes as presented. Motion carried.

Budget/Personnel: Pamela Peterson, Committee Chair, reported that the committee met on June 8 and reviewed several financial, staffing, and operational items. Discussion topics included short-term borrowing, employee disability insurance coverage, proposed student fee adjustments, student accident insurance, early childhood programming, employee compensation schedules, and substitute teacher pay. The Committee recommended several items for Board consideration as part of planning for the 2026–2027 school year.

District CD Investment with Sterling Bank

Motion by Terry Larsen/Galina Werdier to approve the transfer of an Activity Fund certificate of deposit from U.S. Bank to Sterling Bank and authorize the opening of a 12-month certificate of deposit at a 4.00% interest rate, with Joshua Hetfeld and Crystal Houman designated as authorized signers on the account. Motion carried, 4 yes – Katie Smith abstained.

Short-Term Borrowing/Line of Credit – Old National Bank

Motion by Katie Smith/Galina Werdier to adopt the resolution, as presented in Exhibit A, authorizing taxable temporary borrowing in an amount not to exceed $1,200,000 pursuant to Wis. Stat. §67.12(8)(a)1 through a recurring line of credit with Old National Bank at an interest rate of 6.25%. Motion carried.

Student Insurance: The Administration recommended renewal of the District's student accident insurance coverage through Student Assurance Services for the 2026-2027 school year. The annual premium will increase by $1,275 to a total cost of $10,424, reflecting increases in both all-pupil and high school athletic accident coverage rates.

Motion by Terry Larsen/Pamela Peterson to approve the 2026-2027 student accident insurance coverage through Student Assurance Services at a total annual cost of $10,424. Motion carried.

Employee Short-Term Disability: The Administration reported that the District must transition its short-term disability coverage to The Standard in conjunction with its previously approved long-term disability coverage. After reviewing available options, the Budget/Personnel Committee recommended the plan that most closely aligned with the District's current coverage and cost structure.

Motion by Terry Larsen/Pamela Peterson to approve The Standard as the District's short-term disability insurance carrier, as presented. Motion carried, 4 yes – Katie Smith abstained.

Part-Time Elementary Instructional Assistant: The Administration reported plans for the District's Early Childhood program for the 2026-2027 school year by providing on-site half-day services for eligible students four days per week. To support the expanded programming, the Budget/Personnel Committee recommended the addition of a part-time Instructional Assistant position totaling 28 hours per week (0.7 FTE).

Terry Larsen clarified that this would be a one-year position without benefits.

Motion by Katie Smith/Pamela Peterson to approve the addition of a one-year, part-time Early Childhood Instructional Assistant position totaling 28 hours per week (0.7 FTE) for the 2026-2027 school year. Motion carried.

Employee Handbook Pay Schedules and Rates: The Budget/Personnel Committee reviewed several employee compensation and reimbursement schedules and recommended updates for the 2026-2027 school year. Recommended changes include adjustments to extracurricular and advisor compensation rates, an increase to full-day substitute teacher pay, and revisions to the annual bus driver plug-in allowance based on vehicle type.

Motion by Galina Werdier/Pamela Peterson to approve the 2026-2027 extracurricular compensation schedule revisions as presented. Motion carried, 4 yes – Katie Smith abstained.

Motion by Terry Larsen/Katie Smith to approve the increase to the full-day substitute teacher pay rate as presented. Motion carried.

Motion by Terry Larsen/Katie Smith to approve the bus driver reimbursement language revisions as presented. Motion carried.

Curriculum/Standards: On behalf of the Curriculum/Standards Committee Chair, Joshua Hetfeld reported that the committee met on June 9 and reviewed several curriculum and academic program initiatives. Topics included a recommendation to adopt the Amplify Desmos Math curriculum for grades 4K-8, a proposal to join the St. Croix Virtual Academy consortium, the 2026-2027 High School Course Grid, and preparations for the District's annual academic standards review.

St. Croix Virtual Academy Consortium: The Administration reported on its exploration of potential virtual learning opportunities for Webster students, including a possible partnership with St. Croix Virtual Academy. The proposed model would allow students to remain enrolled in the School District of Webster while receiving virtual instruction and would provide an additional educational option for students across grade levels in our district.

The board engaged in a thorough discussion regarding the district's participation in the consortium. Following discussion, the board agreed that this is a great opportunity for our students and support moving forward with the presented agreement.

Motion by Pamela Peterson/Katie Smith to approve the Intergovernmental Cooperation Agreement with the St. Croix Central School District as presented. Motion carried.

PK-8 Math Curriculum: The Curriculum/Standards Committee recommended adoption of the Amplify Desmos Math curriculum for grades PK-8 following a comprehensive curriculum review process led by Elementary Principal and Curriculum Coordinator Ashley Nagel and a team of teachers. The proposed three-year agreement totals $90,299.50.

Motion by Pamela Peterson/Jerry Metcalf to approve the PK-8 Math Curriculum Purchase Agreement with Amplify as presented. Motion carried.

School Safety Plan, Data and Drill Reports: The Building Principals presented their annual reports for the 2025-2026 school year. The reports included an overview of safety drills conducted at each school, as well as a district-wide Standard Reunification Method (SRM) simulation drill involving a full staff evacuation to the District's designated off-site reunification location. Administration reported that the exercise provided valuable insight and identified opportunities for continued improvement in emergency preparedness and response procedures.

Elementary AGR Report: Ashley Nagel, Elementary Principal, presented the semi-annual Achievement Gap Reduction (AGR) report. The report provided an update on student growth and progress in reading and mathematics as part of the District's ongoing monitoring of achievement outcomes.

Principal Reports:
- ***Elementary School:*** Ashley Nagel, Principal, provided an update on the District's summer programming, including June Summer Academy, July swimming lessons, and the upcoming August Academic Camp. She also reported on end-of-year educator effectiveness meetings and highlighted the Elementary School's participation in a school wide celebration recognizing America's 250th anniversary.
- ***Middle School:*** In the absence of the Principal, Joshua Hetfeld reported updates on end-of-year student activities. He also reported on ongoing review of student behavior data and summer planning efforts focused on behavior supports and the development of a new Student Leadership Team for the 2026-2027 school year.
- ***High School:*** Pete Schroeder, Principal, provided updates on spring athletic and extracurricular activities, including postseason competition results, state tournament participation, and national SkillsUSA achievements. He also reviewed year-end academic and behavior data, summer school credit recovery programming, and ongoing summer planning efforts related to student supports, staff expectations, and school improvement initiatives.

District Administrator Report: Joshua Hetfeld, District Administrator, provided updates on the District's America250 educational activities, participation in the WASB Business Honor Roll program, and ongoing fiscal year-end and audit preparation efforts. He also congratulated Technical Education Teacher Mark Ward on being named a finalist for the 2026 Harbor Freight Tools for Schools Prize for Teaching Excellence.

Possible Future Agenda Items: None.

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

The board reconvened the regular session at 7:02 p.m.

Motion by Katie Smith/Galina Werdier to approve the Middle School Special Education Teacher contract with Julie Lechman as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve the High School Social Studies Teacher contract with Kaleb Jacob as presented. Motion carried.

Motion by Galina Werdier/Pamela Peterson to approve the High School Assistant Football Coaching contract with Marcus Scarbrough as presented. Motion carried.

Motion by Galina Werdier/Katie Smith to approve the Individual Teacher Agreement with High School Teacher Stefanie Janssen as presented. Motion carried.

Motion by Terry Larsen/Pamela Peterson to approve the Individual Teacher Agreement with Middle School Teacher Julie Lechman as presented. Motion carried.

Motion by Pamela Peterson/Galina Werdier to adjourn the meeting of June 15, 2026, at 7:05 p.m. Motion carried.

Respectfully submitted,

Terry Larsen, School Board Vice-President
(In Absence of the Clerk and President)