

MINUTES
REGULAR BOARD OF EDUCATION MEETING
SLINGER SCHOOL DISTRICT
SLINGER, WISCONSIN
November 23, 2020
High School IMC

Routine Business:

The meeting was called to order by President Ken Strupp at 7:00 PM in High School IMC.

Members answering roll were: Ken Strupp, Joe Havey, Bruce Hassler, Gary Feltz, Jody Strupp, Roman Weninger, and Cherie Rhodes. Also present was administrator and directors: Daren Sievers, Jim Curler, Patrick Armstrong, Karen Hug, Ben Frazer and 11 in person guests and 49 guests on the phone.

Sievers affirmed the public notice.

Motion by Weninger, seconded by J. Strupp to approve the 3 sets of minutes as presented. Motion carried.

Feltz and Sievers reviewed the highlights of the financial report and asked if there were any questions on the financial report. After discussion, there was a motion by Hassler, seconded by Havey, to dispense with the reading of the financial statement and approve as presented. Motion carried.

After discussion and clarifications of the voucher report, there was a motion by Weninger, seconded by Feltz, to approve payroll check numbers 58665-58667 and payroll direct deposit numbers 901050239-901050597 totaling \$511,789.27 and A/P check numbers 134829-135011, A/P ACH numbers 202100347-202100441, and wire transfers totaling \$1,796754.72. Motion carried.

New Business:

Public Comments and Questions:

In Person:

Candi Martin: Thank you to the HS office staff for politely and professionally handling all the parent calls for quarantining students. It is a tough job to make these calls and they are doing a great job.

On Phone: None

Correspondence: None

Sievers presented a report on the recent food drives conducted by DECA and the SMS and SHS Student Councils. Over 11,000 items were collected and donated to the Slinger Food Pantry. It was a record collection during these tough times. A great representation of our community efforts.

Rhodes presented a report on the recent Wisconsin Association of School Boards (WASB) Board of Directors meeting. The main points of the Legislative agenda were; supporting statutory flexibility for schools and school mental health. Affirmed district's understanding around insurance plans/liability for school districts who do not follow their local health department guidelines. Plans will be made to attend the state WASB convention virtually (replacing the in-person annual gathering in Milwaukee). Armstrong will help set up the room with computers for all members.

Sievers and Curler presented a report regarding a survey conducted on virtual offerings and recent critical matters related to COVID-19 impacting the 2020-21 school year.

1. Update from Health Department
 - Governor's executive order: extended mask order until mid-January
 - CDC stance on masks: masks are not only good for those around you but for your self
 - Local Health Department and CDC stance on student to student spread: both have changed their stance since September when they cautioned schools to open; they are supportive of children (K-12) staying in school as it is the safest place for them due to following the guidelines of wearing the mask, washing your hands, social distancing as much as possible, and cleaning/disinfecting procedures
 - France and Germany models: shut down everything except schools as schools are safe; keep schools open as long as you safely can given the kids receive so many benefits and the risks are lower than most locations in society.
 - Mitigation efforts (masks, disinfecting, anti-viral efforts, school processes): it's working
 - County/Slinger positive rate statistics:
 - County Infection Rate= 10-11%
 - Slinger School District Employees=10.4% (38/362)
 - Slinger Students= 3.5% 111/3100
 - SHS= 5%
 - SMS= 2.7%
 - Addison= 2.4%
 - Allenton=1.3%
 - SES=3.2%
2. Slinger School District Dashboard: <https://www.slinger.k12.wi.us/district/covid19.cfm>
 - Additional data (employees absent)
 - Sub shortage: due to staff outages and subs choosing not to sub during the pandemic
 - Response to sub request email: many parents did not know we had a sub shortage and are willing to help where they can; over 50 phone calls of interest with 7 new subs onboarded to Teachers on Call (TOC- District's contracted sub service)
3. Virtual Student/Parent Survey results (see handouts):
 - There was a 6-day turnaround to complete the survey.
 - 30% responded
 - 14% of all virtual students/parents want to stream into the classroom like the quarantine students have the opportunity to do during their time in quarantine. 40% of parents who responded to the survey want to stream into the classroom like the quarantine students have the opportunity to do during their time in quarantine.
 - Administration and Board agree it is a very challenging situation to have multiple formats in use for teachers/staff to maintain. We want to meet the needs of students while respecting teacher capacity.
 - Quarter 1 Virtual School responses.
 - Pros: teacher response times, pace of curriculum, and schedule flexibility were ranked favorable.
 - Cons: connection to school and peers, and social interactions were the main downfalls.
 - The district is already addressing the some of the highlighted opportunities by district staff setting up study groups, writing workshops. Student Council, clubs, band, and choir are including virtual students as well wherever it is feasible to do so.
 - It may be time to survey the staff to see how they feel virtual learning is going and find out what their needs are. We need to care for our staff as well as the students. Staff survey to be sent out after Thanksgiving.
 - Administration is communicating very well with the Board, so keep up the good work.

4. Update on in-person learning and meeting student needs during quarantine: staff is doing a great job with keeping up both the in-person learning and livestreaming for the quarantined students but it would be taxing on staff to keep up the pace for the long haul if the expectation is extended to all students seeking synchronous learning on a daily basis.
5. Update on Parent/Teacher Conferences: virtual conferences went very well for all levels; parents and staff had favorable comments
6. Post Break calendar options: Unlike other districts, Slinger is not planning on scheduling any days off after the holidays “in anticipation” of a COVID related illness spike. However, administration will closely monitor, as they have been doing, to see if a different recommendation is needed. A meeting of the Board will be scheduled if necessary to discuss options.
7. Staff calendar options: As with post break calendar options. Will be monitoring any need to alter school calendar to allow for a potential break to address class load/illness break.
8. Northshore Winter Sports Update: Two sports have an exemption to masks; gymnastics and swimming, neither affects Slinger but know that wrestling and basketball will be required to wear masks. Continuation of 2 spectator tickets per player.
9. Winter Concerts: District will be livestreaming concerts home instead of in person.
10. Waiver status: Last month’s Board approved waivers to allow Administration to lighten the requirements for the 2020-21 teacher evaluation process and to allow virtual students of grades K-8 to not schedule art, music, and phy ed during their daily schedule to lesson screen time. These waivers have been accepted/approved by DPI.

Curler and Sievers presented a report on the District’s 2020-21 enrollment status: 3,311 are the current enrollment numbers; down 9 students but stable and consistent. We will be reviewing open enrollment (OE) caps next month to stabilize our counts. 2,897 is our resident count with 414 net open enrolled students. 414 is consistent because it is based on how many graduating students versus how many OE students we accept in. This review process has allowed Administration budget and staffing stability.

Sievers presented a report on the 3-year strategic plan and reviewed the School Perceptions survey from two years ago regarding District Leadership: Leadership reviews the 3-year strategic plan annually and the proof is in the numbers that the District is reaching or exceeding the goals presented in the plan (in reference to our mission statement). We are scoring high on student testing and graduation rates; low on staff turnover rates, staying competitive in salary and benefits packages, and keeping our work comp mod rate at .8 or lower.

Bill Foster from School Perceptions advises to administer the District Leadership survey every two to three year to get a pulse on staff and how they feel about Leadership. We are approaching our second year. Should we give our survey out this year or next year? Board agreed to wait another year to survey staff due to unprecedented times and the distribution of another survey regarding education platforms.

Sievers presented a report from the Budget and Human Resource committee regarding approval of the 2020-21 wage adjustment resolutions as presented at the November 5th meeting. 2.67% is the average raise district wide.

Motion by Feltz to approve resolution 21-4 Teacher Salaries; seconded by Hassler. Motion carried.

Motion by Rhodes to approve resolution 21-5 Support Staff Hourly Wages; seconded by Feltz. Motion carried (Weninger & Havey abstained from voting due to personal relationship).

Motion by Havey to approve resolution 21-6 District Staff Salaries; seconded by Weninger. Motion carried.

Motion by Hassler to approve resolution 21-7 Administrative Salaries; seconded by Weninger. Motion carried.

Public Comments and Questions:

In-Person:

Candi Martin - Was virtual school survey anonymous? Maybe the low response rate was because it was not

anonymous.

Amy Campbell – Survey response rate was not bad compared to the average survey response rate. A suggestion was made to reward to responders with a gift card to the Rookery (for example).

On Phone:

Kristina Mueller – Can't assume that families are satisfied if they didn't respond. As it was not anonymous, families did not feel comfortable responding. In regards to virtual learning, students who are virtual learning are more in need of class learning NOT clubs. They need the classroom interaction with their teacher and peers.

Future Dates to Remember:

November 30 th	Special Closed Board Meeting	6:00 PM
December 21 st	Building & Grounds Committee Meeting	6:00 PM
December 21 st	Regular Board Meeting	7:00 PM
January 25 th	Regular Board Meeting	7:00 PM

Motion by Feltz seconded by Weninger, to adjourn the meeting at 8:44 PM. Motion carried.

Respectfully submitted,

Cherie Rhodes, Clerk