

**MARSHALL PUBLIC SCHOOLS**  
**Board of Education**  
**Special Meeting**  
**Minutes**  
**Board Room**  
**February 07, 2024**

The meeting was called to order by Debbie Frigo at 5:15 p.m. as duly posted under State Statutes §19.84(1)(2)(c).

**Roll Call of the Board**

Board of Education Present: Erin Egan, Eric Armstrong (5:17 pm), Staci Abrahamson, Debbie Frigo, Mike Rateike, Justin Rodriguez and Allison Fuelling.

Administration Present: Randy Bartels, Andrea Bertone, Paul Herrick, Dan Grady, Kathy Needles, Rich Peters, Eugene Syvrud., and Kristin Wilkinson.

**Approval of Agenda**

A motion to approve the agenda as presented was made by Rateike, and seconded by Fuelling. Carried 7 - 0.

**Proof of Giving Public Notice**

A motion that all public notices were duly posted and was provided to The Courier on February 2, 2024 was made by Fuelling, and seconded by Egan. Carried 7 - 0.

**Consent Agenda**

- A. Approval of minutes: January 22, 2024
  - B. Approve Resignations/Retirements:
    - i. Kimberly Belmarez - Leave of Absence
    - ii. Samantha Dickman - Resignation, Special Education Paraprofessional
  - C. Disposal of Equipment
    - i. None
  - D. Offer Contracts / Letters of Employment
    - i. Amy Janelsins - ELC - LTE Speech & Language
    - ii. Catherine Neumann - Elementary Special Education Long-Term Substitute
- Motion made by Rateike and seconded by Egan to approve consent agenda. Carried 7 - 0.

**Reports**

**A. Education Quality & Culture**

- i. District and School State Report Cards
- ii. 2023-2024 District Scorecard: Education Quality & Culture

Board Members, Admin and those present were taken on a field trip to the Marshall Elementary Library. They all were broken up into small groups where Dr. Bartels led them through District data that was evaluated and each group shared Glows and Grows established for each building in the District. Attendance, PLC Data, Future EL and Special Education planning was shared along with short and long term goals. Mrs. Bertone discussed Student Engagement as an additional outcome that the Admin team is working on. Working on a sense of belonging across all buildings with consistent communication and expectations. A summary was given of how the Pupil Services Team works at each level to ensure that we are working to meet the needs of all our student scholars.

**B. Personnel Excellence**

- i. Administrative Team Shout Outs / Staff Perception Surveys
- ii. Town Hall/Meet & Confer Updates
- iii. Staff Compensation Conversation Updates

**Shout-Outs**

Syvrud: The Special Education Team is great. They work to give our student scholars the best opportunities. HS Staff Perception Surveys had great results.

Herrick: Shout-Out to Building Team and Pupil Services Team at the Middle School. The MS Staff Perception Survey was all positive.

Needles: Shout-Out to Anna our School Nurse and the ELEM Pupil Services Team. Marshall shows up for their kids. The ELEM Staff Perception Survey was very positive. #MarshallProud is her favorite question to see the result of. Staff are always full of Marshall pride.

Peters: Shout-Out to Special Education Team, Kassie, Isabel and Gretchen work tirelessly along with support staff. ELC Staff Perception Survey was positive and he was happy to see an increase in the number of staff members participating in the survey too.

Bartels: Shout-Out to our Multilingual Team that works on a day to day basis to meet the needs of our students.

Grady: Shout-Out to the entire Marshall Staff and their focus on kids and choosing to be part of Marshall Schools.

Bertone: Shout-Out to our Professional Services Team, our Occupational, Physical Therapists, and Speech Therapists, they are great contributors to our buildings.

Kristin: Shout-Out to everyone that helped us get through the recent changes in Hot Lunch balances, especially Jayne Kilian. While we learned from this recent experience, and hopefully now know how to handle some of these issues better in the future, we do know that Marshall is full of a lot of people with very big hearts who love our student scholars.

**Town Hall/Meet & Confer Updates**

December 7th and January 29th: Two Town Hall/Meet & Confer meetings were offered: All Staff was invited to attend. Main points raised: general PTO was one ask, language that can be added to the handbook to increase ways to support staff with childcare needs, etc... many great takeaways. A request for two PD days to be converted to mental health days for the Certified Staff. Also a request for Wednesday afternoon PD to be eliminated. This was already cut in half voluntarily by the District last school year. Also a request was made to eliminate the need to provide weekly lesson plans. Board Members stated that they had several questions, but felt they needed to do more research first. Also it was suggested that we consider adding a few hours of Qualified Time Off. This allows staff time for things like a plumber, etc...

**Staff Compensation Conversation Updates**

Summaries of Compensation Framework for each of the groups were outlined and included in the Board Packets.

**C. Family Partnerships & Communication**

- i. February Family Conferences

District wide conferences are planned for Feb. 15th and Feb. 22nd from 3:40 - 8:00 pm. Several buildings utilized Sign Up Genius and had a great response.

**D. Business and Financial Performance**

- i. School Food Service Updates
- ii. January Student Count

Negative lunch account balances were upwards of \$8,000 a few weeks ago. We've paid off balances 3 different times with Angel Funds in the last year. Some concerns about the \$50 threshold can potentially cause family problems, especially if utilized for ala carte items. This is something we have to continue to look at as a team with the Admin and families.

January Student Count is complete. We have been selected for an audit. We are in the same range as we were in September. A question was proposed asking how the January count changes the funding? It all rolls into revenue limits worksheets for the next year. Once we have solid numbers they will be shared with the Board.

### **New Business**

- a. **Discuss and potential action to approve student participation in Dorian Band Festival trip, (February 25 & 26, 2024).**

**Motion to approve student participation in Dorian Band Festival trip, (February 25 & 26, 2024), made by Frigo, seconded by Abrahamson. Motion carried 7 - 0.**

- b. **Discuss and potential action to approve the 2024-2025 District Calendar.**

**Motion to approve the 2024-2025 District Calendar made by Rateike, seconded by Rodriguez. Motion carried 7 - 0.**

- c. **Discuss Capital Referendum communications plan**

Timeline and additional information provided in Board Packets

- d. **Discuss and Potential approval for \$100 pay per unused FTE Personal Day.**

**Motion to approve the \$100 pay per unused FTE Personal Day made by Fuelling, seconded by Armstrong. Motion carried 7 - 0.**

- e. **Reflections from 2024 State Education Convention**

Breakout chart included in Board Packets. Please feel free to add to the document and we will bring it back to the February 21, 2024 meeting for additional discussion.

- f. **Discussion of future Board agenda items**

Bus camera placement needs to be checked on some routes for visibility, A special thank you to Kathy Needles for holding the ELEM Spelling Bee. (Participating student scholar was excited to compete at the next level and did very well).

**Board Convened into Closed Session: Time beginning at 7:36 pm**

**Board Returned from Closed Session: Time ended at 8:00 pm**

### **Adjournment**

**Motion to adjourn was made by Frigo and seconded by Fuelling. Carried on a voice vote 7 - 0.**

**Meeting adjourned at 8:01 p.m.**

Respectfully submitted,



Clerk



President