

**MARSHALL PUBLIC SCHOOLS**  
**Board of Education**  
**Special Meeting**  
**Minutes**  
**Board Room**  
**March 06, 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 (5:18 pm), Eric Armstrong (5:19 pm), Staci Abrahamson, Debbie Frigo, Mike Rateike, and Allison Fuelling.

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

**Approval of Agenda**

A motion to approve the agenda as presented was made by Rateike, and seconded by Fuelling. Carried 4 - 0.

**Proof of Giving Public Notice**

A motion that all public notices were duly posted and was provided to The Courier on March 1, 2024 was made by Abrahamson, and seconded by Rateike. Carried 4 - 0.

**Consent Agenda**

- A. Approval of minutes: February 21, 2024
- B. Approve Resignations/Retirements:
  - i. Mark Bleifuhs - Retirement - High School English Teacher
  - ii. Katherine Collins - Resignation - Speech-Language Pathologist
  - iii. Luz Gonzalez - Termination - EL Paraprofessional
- C. Disposal of Equipment
  - i. None
- D. Offer Contracts / Letters of Employment
  - i. Lacy Vioria - Elementary EL Paraprofessional
  - ii. Heidi Grahm - District Health Aid
  - iii. Angie Heiman - LTE Substitute for ELC Special Education Cross-Cat Teacher

Motion made by Fuelling and seconded by Rateike to approve consent agenda. Carried 4 - 0.

**Reports**

**A. Education Quality & Culture**

- i. Summer School Updates

Summer school updates with Mr. Peters. Super excited! Changed a few things, especially with younger grades. Course catalog sent to board, 4K/Kindergarten will always stay the same. We are also offering a Dual Language Immersion (DLI) classroom as a mixed 4K/5K. 1st and second graders will be able to select their own electives this year.

For our 3rd-8th everything mostly stays the same, but third graders will be able to choose their own electives this year too. Another big update: t-ball program being brought on board here to Marshall's Summer School Program. 12:30-2 pm, after the free lunch program. Shout-out to Corrie Becker for work

she has done on summer school preparation. General info: March 14th the registration opens. Information will be out tomorrow. One other new thing, hiring current or incoming Marshall HS students to work summer school, currently 34 applicants. Also offering other camp opportunities. We are in year two of the 5 year grant for the free lunch program. Transportation is also being offered again as part of Summer School.

ii. 7 - 12 Daily Schedule Updates

Presentation by Paul Herrick and Eugene Syvrud including a brief overview by Dr. Grady. Mr. Herrick's slides explained how the team has looked into policies, class sizes, courses and schedule alignment to best meet the needs of our student scholars, keep our staff at 100% employment, and balance our fiscal responsibilities. Policy will evaluate minimum and maximum class sizes, allowing students to still have a 7.5 credit full schedule. This will reduce the number of bell schedules and make a better alignment between the high school and the middle school. It will also allow more common planning time and best utilize our staff.

iii. 2023-2024 District Score: Personnel Excellence

Dr. Bartels continued the next phase of the 2023-2024 District Scorecard presentation with the Personnel Excellence pillar. He reminded the Board that each of these come from the District Strategic Plan. They use this as their guide to help keep pace with their goals. He shared Targeted Outcomes, Action Steps, and that Admin Team as a whole are enjoying their continued and increased presence in each of the buildings, including classroom visits and observations. During these walk-throughs and visits they are seeing differentiation with our scholars, intentional lesson plans, and wonderful applications with our students. They also continue with 60 - 90 day interviews, Administrative Feedback Surveys three times per year, compensation conversations, and more.

**B. Personnel Excellence**

i. Administrative Team Shout-Outs

ii. Staff Professional Learning Updates

iii. Staff Compensation Conversation Updates

**Shout-Outs**

Syvrud: Shout-Out to the DECA program and Mr. Nickelsurg: a new club at MHS and we have 2 students medal at state. Also Mr. Wells and the Science Olympiads and their success and future State competition. He is excited to know that he will have several other clubs making state trips in the future as well to shout-out.

Herrick: Shout-Out to Ryan Winiarski who is a brand new teacher that has jumped in and uses his resources. After their observation of his classroom the Admin walked out and said it was awesome and that Marshall has a gold mine in him as an educator. Kids love him, he is increasing ELA rigor, and is also going to teach Summer School.

Needles: Shout-Out to Jessie Backes, the ELEM Admin Building Asst. She spins plates for the building better than anyone Kathy knows, and we have the advantage of her also being a licensed teacher, so she is able to help out and sub when needed too. She also teaches Summer School and runs the summer volley-ball camp.

Peters: Shout-Out to his guest educators that sub in his building. They are just like part of the ELC team. Scott F., Maureen P., Julie C., and Toris R., plus others are always there to come in and help. The kids know them and love them. Also a shout-out to former employees Denise S. and Diane H. who will come back and step in to sub and help out the team.

Bartels: Shout-Out to Tina Garcia who has worked to start an ESL class for parents. It is Tues. and Thurs. From 4 - 6 pm to help parents learn English. Thanks also to Corrie Becker for helping with the technology piece of this process.

Grady: Shout-Out to the teacher and their beyond amazing hard work as he has been honored to get into the classrooms and observe. Thank you to Mrs. Miller for all her work on the District newsletter and communication also to Kristin Wilkinson who is working on the DPI audit at this moment.

Bertone: Shout-Out to our five staff members who are going through intense training on how to administer the State Dynamic Learning Testing for our District's most vulnerable students.

### **Staff Professional Learning Updates**

Dr. Bartels gave an update on the February 26th PD day. A follow-up survey was sent to all staff members, 45 responded. He gave a summary of the results. Lots of positive feedback regarding utilizing planning time, team time, and shared ownership. Dr. Grady shared that it was a strong day with strong PD including a great way to start the day with staff having free work time at the beginning of the day.

### **Staff Compensation Conversation Updates**

All staff groups have had two meeting opportunities since January. Dr. Grady shared things we know the District can support: Certified Staff recommendation: to reduce professional learning points from 40 points to 30 and take away overlap of college credits. Reminded everyone of tuition assistance. Honoring the ask of extending the deadline for professional learning points from April 1 to June 30 starting next year (2025). Support staff: Recommendation of creating longevity pay. Possible structure will be to have a 2 step jump once every three years. Also reminded them about tuition assistance. They have also asked to go from two paid snow days to three. The District will review how vacation time works for 9 months employees transferring to 12 month staff, and look into a possible stipend for hourly staff that mentor new employees. Salaried Support and Admin: Recommendation of longevity pay every three years of \$1000 like the Certified Staff. They were reminded of tuition assistance that is available and that they are encouraged to utilize their professional development funds.

## **C. Family Partnerships & Communication**

### **i. February Family Conferences**

The February Family Conferences had great attendance District wide. The ELEM had a 94% turn out, ELC and Middle School were close to that range too. There was a good response to the referendum literature that was out on tables for families. Staff did a lot of follow up with families that weren't able to make it.

## **D. Business and Financial Performance**

### **i. Legislative Updates**

In Board Packets

### **ii. Referendum Updates**

Reminder to the Board that materials are available at any time and that Dinner with Dan is scheduled for March 13th from 5:30 - 6:30 pm here in the Boardroom.

## **New Business**

### **a. Discuss and potential action to approve student participation in HOSA State Leadership Conference, in Wisconsin Dells, on April 14-16, 2024.**

Danielle Bendt came and presented information on the students accomplishments and what was involved in the conference. Two members qualified for state, four are going and all will have activities to compete in.

**Motion to approve student participation in HOSA State Leadership Conference, in Wisconsin Dells, on April 14-16, 2024, made by Frigo, seconded by Abrahamson. Motion carried 6 - 0.**

### **b. Discuss and potential action to approve the 2024 Summer School Registration Book.**

**Motion to approve the 2024 Summer School Registration Book made by Rateike, seconded by**

**Fuelling. Motion carried 6 - 0.**

**c. Discuss and potential action to approve the mid-year Achievement Gap Reduction (AGR) report.**

Board members received reports in their board packets. Final piece of report monitors and provides information on benchmarks throughout the year up to this point and will add the third window at the end of the year. We will apply again this year for another five years. Board members asked if these funds are having an impact? The numbers themselves are showing a positive impact, but Rich and Kathy shared all the work that is being put into it is paying off. The staff gets a lot of credit. The language workshop model is the work through high quality content. Great books and the teachers work around them along with critical thinking on critical topics. Math is the same, the longer they go through the new program the more exciting the progress.

**Motion to approve the mid-year Achievement Gap Reduction report made by Frigo, seconded by Armstrong. Motion carried 6 - 0.**

**d. Discussion of future Board agenda items**

Evaluate how we fit in credits, (potential to count sports for PE vs equity piece for this). Dr. Grady and Debbie attended the Equity Focused Dane County Consortium. Very valuable. The next meeting will be in late Spring and they encourage involvement from others as well. Baseball and Softball field improvement has begun. Work on the JV baseball diamond began today.

**The Board wished member Erin Egan a Happy Birthday!**

**Adjournment**

**Motion to adjourn was made by Frigo and seconded by Egan. Carried on a voice vote 6 - 0. Meeting adjourned at 6:54 p.m.**

Respectfully submitted,



Clerk



President