

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, September 15, 2021
Sturgeon Bay High School Library

As noted in Board Policy 0166 - Agenda:

“This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda.”

7:00 P.M. Board of Education Meeting

Sturgeon Bay High School Library

CALL TO ORDER:

1. Pledge of Allegiance
2. Roll Call
3. Motion to Adopt Agenda

STUDENT COUNCIL REPRESENTATIVE REPORT

RECOGNITION

Employees are recognized in the month of September:

1. Technology Department Staff: Nelson DeMeuse and Spencer Gustafson

CONSENT AGENDA:

1. Approve Meeting Minutes
 - a. August 18, 2021 Regular Board of Education meeting
 - b. September 1, 2021 Learning Session
2. Approve August Bills
3. Accept Grants and Donations
4. Approve Resignations and Retirements
5. Approve Early Graduation Request

PUBLIC PARTICIPATION SECTION—ALSO KNOWN AS AUDIENCE TO VISITORS AND DELEGATIONS *(As noted in Board Policy 0167.3 Public Participation at Board Meetings)*

Additional note: Individuals who wish to address the Board should be residents of the School District of Sturgeon Bay or parents of students open-enrolled into the district. Speakers are asked to share their name, address, and be aware that comments may be limited to three minutes at the discretion of the Board President.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any)
2. School Opening Discussion
3. Approve Kitchen Staff
4. Approve Teacher Associates
5. Approve High School Coaches
6. Approve Middle School Coaches
7. Approve District-wide Occupational Therapists
8. Reports:
 - a. Legislative

- b. CESA
 - c. Committee/Seminars
 - d. Administrative
 - i. Sturgeon Bay High School
 - 1. SBHS Principal
 - 2. Athletic Director
 - ii. TJ Walker Middle School
 - iii. Sunrise Elementary
 - iv. Sawyer Elementary
 - v. Special Education/Pupil Services
 - vi. Teaching, Learning, & Technology
 - vii. Business Manager
 - viii. Community Engagement
 - ix. Other
 - e. Superintendent
9. Adjourn

NOTE: This notice may be supplemented with additions to the agenda that come to the attention of the board prior to the meeting. If there are changes, a final agenda will be posted and provided to the media no later than 24 hours prior to the meeting or no later than 2 hours prior to the meeting in the event of an emergency.

To: Board of Education
From: Dan Tjernagel & Ann DeMeuse
Date: September 9, 2021
RE: Background Information for the September 15, 2021 Meeting

CONSENT AGENDA:

1. Approve Meeting Minutes

- a. August 18, 2021 Regular Board of Education meeting
- b. September 1, 2021 Learning Session

2. Approve August Bills

3. Grants and Donations

- 4. Resignations & Retirements** – Dennis Orns has resigned from his special education teacher associate position, as well as recent service as a long-term sub. Leanne Pinkert has resigned from her position as our assistant track coach. Maggie Stover is retiring from her teacher associate position effective November 30, 2021.

A motion to accept the resignations and retirement and thank them for their service is recommended.

- 5. Approve Early Graduation Requests** – One request has been fielded and supported by the SBHS administration. This request will be shared with the Board, although not included in the public board meeting packet since the general public or media do not need to know the nature of the requests or the identity of the student(s) making a request.

PUBLIC PARTICIPATION SECTION—ALSO KNOWN AS AUDIENCE TO VISITORS AND DELEGATIONS *(As noted in Board Policy 0167.3 Public Participation at Board Meetings)*
Additional note: Individuals who wish to address the Board should be residents of the School District of Sturgeon Bay or parents of students open-enrolled into the district. Speakers are asked to share their name, address, and be aware that comments may be limited to three minutes at the discretion of the Board President.

While this public comment section usually occurs earlier in the meeting, President Stephani and Superintendent Tjernagel thought it would fit better right before the Operations Agenda since comments will likely be focused on the first item in the Operations Agenda, aside from any items that may have to be moved from the Consent Agenda, which is quite rare.

OPERATIONS AGENDA:

- 1. Consent Agenda items requiring attention (if any)**

This is a standing agenda item and utilized only if needed.

2. School Opening Discussion

As of the preparation of the meeting packet, it was the fourth day of school, and I made a few updates to these notes we're on the sixth day of school. On the one hand, it is very exciting to start a new school year; the return of students and school year staff reminds us

why we got into this line of work to support our community, our families, and especially our students. The number of positive comments I am hearing from staff members, students, and parents helps balance out some of the behind-the-scenes challenges and battles. It is great to hear these things. On the other hand, even the usual day-to-day operations can be challenged especially for some because of the COVID-related context we are operating in and the fact that COVID-related items take up so many resources that there sometimes seems like little is left to handle the rest of the duties that require attention in some offices and positions.

Masking continues to be a hot topic. Additionally, we know that various health entities and advisors continue to recommend universal masking for all in schools.

Quarantining, contact tracing, and the potential for students to miss valuable time at school are among another set of concerns and hot topics that will likely build. As many of you know from last year through the summer and into this fall, I have been quite concerned about this set of topics, procedures involved with them, and how the school districts and Public Health would be able to operationalize these things and that concern continues.

Vaccinations, access to vaccination, and likely conversations about vaccination requirements are not new to us and will likely become an even hotter topic in the months ahead.

Depending on what the topic is these days, we know we have stakeholders who are likely strongly in favor of it, others who are strongly against it, and likely many more somewhere in between. Additionally, stakeholders likely have information to support their views on the topic.

Furthermore, we know things have changed and will continue to change. Even the Frequently Asked Questions document we had worked on in August and early September ran into enough challenges that we scrapped that idea and started fresh with a shorter FAQ and approach from the nurse team.

Before moving on, I feel compelled to share another topic that is not only frustrating to school districts and school boards but is causing a great deal of consternation across our county, our state, and in some other states as well. While there are some related thoughts I may or may not share the night of the Board meeting, what is really getting old to colleagues and individuals I am speaking with deals with the following. We are getting a lot of guidance these days. And let's be honest, much of it deals with masking (although as noted earlier there are other key topics). We receive guidance, recommendations, and/or opinions from local health partners, DHS at the State Level, the Department of Public Instruction at the State level, the State Superintendent of Schools, the Governor's Office, parents, residents, and the list could go on. However, while all these entities give us a combination of guidance, recommendations, and/or opinions, they do not require these things of public schools themselves—even from the highest levels in our State. Yet, they say that WE as a school system or school board need to require certain things. Let's stop and ponder that again. I sometimes visualize asking the person or entity who is telling me to do something to go over to a mirror and say that to themselves. In essence, I'm not going to require it—BUT you should.

So what is the best pathway forward? We know that we need people to work together to have success. We know that a school district exists to educate students. We know that we

believe that in-person school is the best way to educate and support most students. *(We also know that people who choose to make certain types of comments on Facebook even under pictures that celebrate cool things our students or staff members are doing are clearly not being helpful, but that's for another conversation.)*

We can't solve all the stress people are feeling right now. We also can't solve all the topics I just listed above or many more. We can consider options, each of which likely have pros and cons, as we try to keep school open, as well as consider the wide-ranging wishes of people on topics such as masking and more.

Masking options to consider—all which could also be implemented with consideration given to a limited timeframe as was discussed with the motion in the August Board meeting:

- A. Continue on the current course with voluntary masking.
- B. Change course in alignment with health guidance and require universal masking for all.
- C. Change course and require masking at the elementary level, at least until children that age become eligible for a vaccine (likely late this fall).
- D. Other approaches and related thoughts:
 - a. Adapting when needed is something most people understand and also support.
 - b. Having some sort of “end date” or “trigger” that shows that if a very strong mitigation strategy (ex. Masking) needs to go into place at a classroom, school, or district level, that would not go into place indefinitely is also something most people understand and support.
 - c. If we really get to a point where there is such a serious health concern that a classroom, school, or district need to take very strong action, then whether there is masking in place at that point at that level or not, there is a legitimate line of thinking that masking would not be enough anyway and although we highly value in-person school, perhaps that level needs to go to 100% remote for a limited number of days.
 - d. We know people like choice. While we certainly can't provide choices in all circumstances, we do try to provide choices when possible. If choice can be part of future steps, that could be helpful.

As the various staff members and partners continue to meet and talk, additional considerations may be brought forward. Additionally, we know that a neighboring district has had more incidents of positive cases which lead to more students being quarantined—and we know this could certainly increase for us tomorrow, next week, or next month.

Just as in the past couple of months, I will plan to summarize these thoughts, as well as draw the Board and public's attention to additional information as it is available at that point. President Stephani and I met during late afternoon and early evening on September 7 and he will likely have some thoughts to share with the Board and public as well as an introduction to the Board's discussion on September 15. Stay tuned.

3. Approve Kitchen Staff

- a. **Kari Brilla** - Kari is recommended as a new hire by Food Service Director Spude. Kari comes to us with several years of food service and early childhood education experiences along with a knack for creating tasty food! She is the mom of three, the oldest a sophomore at SBHS. To be completely honest, FSD Spude had been

encouraging Kari to apply for a food service position for several years. This year was the time in her life where working during the school day was do-able. Welcome Kari, our food service team couldn't be more pleased!

A motion to approve Kari Brilla for a food service position in the district is recommended.

4. Approve Teacher Associates

- a. **Kristin Wautier** - Director of Special Education and Pupil Services, Lindsay Ferry is happy to announce the hire of Kristin Wautier for the Special Education Teaching Associate position at Sawyer Elementary School. Kristin has a Bachelor's degree in Elementary Education from UWGB. She has extensive experience working with students at the elementary level as a paraprofessional in the Two Rivers School District. Kristin is looking forward to working with the staff at Sawyer and meeting the students. We welcome Kristin to the team!

A motion to approve Kristin Wautier as a Special Education Teaching Associate at Sawyer Elementary School is recommended.

- b. **Suzanne Bissen** - Director of Special Education and Pupil Services, Lindsay Ferry is excited to welcome Suzanne Bissen to the team as a teaching associate in the new Sawyer LEAP program. Suzanne has a Bachelor of Science degree from UW Green Bay in Communications with a minor in Creativity and Human Development. She has also earned her Infant and Toddler Professional credential from NWTC. For the past 15+ years, Suzanne has worked in a variety of settings including Door County Child Care and the Door County YMCA as a swim instructor and lifeguard. Suzanne is a lifelong resident of Door County and is eager to join the team at Sawyer.

A motion to approve Deborah Taylor as a Special Education Teaching Associate is recommended.

- c. **Jamie Buesing** - Principal Brian O'Handley has selected Jamie Buesing as the new Sunrise building associate to replace Ria Buesing. The retirement of long-time building associate, Ria Buesing, left us with the challenge of replacing a dedicated, veteran leader at Sunrise. Jamie Buesing not only shares the Buesing name but worked successfully at Sunrise as an associate before stepping down five years ago to support her growing family. Ms. Buesing will be continuing Ria's work of supporting Sunrise literacy programming, school office, teachers, and lunch and recess supervision. We are excited to welcome Jamie Buesing back to Sunrise.

A motion to approve Jamie Buesing as the new Sunrise building associate teacher beginning with the 2021/2022 school year is recommended.

- d. **Parker Rollins** - Director of Special Education and Pupil Series, Lindsay Ferry is pleased to recommend Parker Rollins as the new teaching associate at Sawyer Elementary. Parker has experience working as an EMT/Firefighter in Mississippi, and is currently seeking a degree in Nursing. Parker has a passion for children with

disabilities and is hoping to make a difference in the lives of the children she works with. Sawyer Elementary is lucky to have Parker a part of the team!

A motion to approve Parker Rollins as a Special Education Teaching Associate is recommended.

5. Approve High School Coaches

a. Jesus Mejia - Assistant Boys Soccer Coach

Principal Nerby and Athletic Director Meikle recommend Jesus Mejia. Jesus has been involved in the soccer program and was serving as a volunteer coach.

A motion to approve Jesus Mejia as an Assistant Boys Soccer Coach is recommended.

b. Zach Albers - Assistant Football Coach

Principal Nerby and Athletic Director Meikle recommend Zach Albers (Last month Zach was approved as a technology education teacher at SBHS.) Zach played football collegiately at UW-Stout.

A motion to approve Zach Albers as an Assistant Football Coach is recommended.

c. Carl Waterstreet - Assistant Football Coach

Principal Nerby and Athletic Director Meikle recommend Carl Waterstreet. Carl has been involved in the Varsity Football program and was serving as a volunteer coach. A motion for approval is recommended.

A motion to approve Carl Waterstreet as an Assistant Football Coach is recommended.

6. Approve Middle School coaches

a. Sam Mueller - Middle School Seventh Grade Football Coach

Principal Smullen and Athletic Director Meikle recommend Sam Mueller. Sam is currently working as a PE teacher in the district and played football collegiately at Ripon College.

A motion to approve Sam Mueller as the Middle School Seventh Grade Football Coach is recommended.

b. Derek Jennerjohn - Middle School Eighth Football Coach

Principal Smullen and Athletic Director Meikle recommend Derek Jennerjohn. Derek has been involved in the program and was serving as a volunteer coach for the varsity team this spring.

A motion to approve Derek Jennerjohn as the Middle School Eighth Football Coach is recommended.

7. Approve District-Wide Occupation Therapist

- a. Katie Rankin** - Director of Special Education and Pupil Services, Lindsay Ferry proudly recommends Katie Rankin for the district Occupational Therapist position. Katie has been an occupational therapist for nine years-all working with Door County Medical Center and assisting students in the Sturgeon Bay School District. Katie has earned her Master of Science degree from Concordia University and holds both her national and state certification in Occupational Therapy. Katie will in doubt continue to serve the students in the Sturgeon Bay School District creatively with the same energy and passion she has shown for the last nine years. The Special Education team is lucky to have Ms. Katie Rankin on the team.

A motion to approve Katie Rankin as a District-Wide Occupational Therapist for the district is recommended.

- b. Jillian Laurent** - Director of Special Education and Pupil Services, Lindsay Ferry is pleased to welcome back to the Sturgeon Bay School District, Jillian Laurent as the new Occupational Therapist. Jillian served students with disabilities during the 2020/21 school year for a short period of time where she demonstrated commitment to children and collaboration among staff and parents. Jillian has worked with Door County Medical Center for the past three years assisting students in a variety of locations across the county. Jillian earned her Master of Science in Education from the University of Wisconsin Madison and her Undergraduate degree from UW LaCrosse in Therapeutic Recreation. Jillian is excited to return to the Sturgeon Bay School District and work in the same district her children will attend. The team is eager to welcome Jillian back to the team.

A motion to approve Jillian Laurent as a District-Wide Occupational Therapist for the district is recommended.

8. Reports

9. Adjourn

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, August 18, 2021

President Stephani called the Budget Work Session meeting to order at 6:01 PM in the Community Room at Sturgeon Bay City Hall, with a roll call vote. Present were Commissioners Stephani, Holland, Wood, Kruse, Jennerjohn, Chisholm and Alger. Excused were Hougaard & Howard. Also present was Superintendent Tjernagel and J. Holtz.

Motion: Alger/Wood to adopt the agenda as presented. Motion carried unanimously.

OPERATIONS

1. Budget planning for 2021-2022 and beyond: Tjernagel gave an overview of the session. Holtz walked through the 2021-2022 and Budget Outlook presentation. Tjernagel provided updates on the on-going survey prep work and staffing update.
2. Motion: Alger/Holland to adjourn at 6:58 PM. Motion carried unanimously.

President Stephani called the regular meeting to order at 7:15 PM in the Council Chambers at Sturgeon Bay City Hall, with a roll call vote. Present were Commissioners Stephani, Holland, Hougaard, Wood, Kruse, Jennerjohn, Chisholm, Howard (remote) and Alger. Also present were Superintendent Tjernagel, J. Holtz, K. Nerby, L. Ferry, M. Smullen, B. O’Handley, A. Smejkal, K. DeVillers, & A. DeMeuse. The Pledge of Allegiance was recited.

Motion: Wood/Hougaard to adopt the agenda noting that the Board will be going into Closed Session (with roll call vote) at 7:16 PM per statute 19.85(1) (c) Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Items being discussed are request from a maintenance staff member. Motion carried unanimously.

PUBLIC PARTICIPATION SECTION—also known as audience to visitors and delegations (as noted in Board Policy 0167.3 Public Participation at Board Meetings. The following individuals addressed the board: Tracy Andropolis, 826 Pennsylvania St., Amie Grim, 353 N 16th Place, Stephanie Soucek, 205 N 16th Place, Jamie Haslam, 9th Ave., & Melissa McCarthy, 841 Belmar Place.

CONSENT AGENDA:

1. Approve Minutes
 - a. Special Meeting of July 14, 2021
 - b. Regular meeting of July 21, 2021
2. Approve July Bills
3. Grants and Donations –Jane M. Hacker Estate donated \$5000 to the Sturgeon Bay School District.
4. Approve Resignations and Retirements – Amy Sterckx is resigning from her Director of Technology position. Libby Gerondale is resigning as a High School Spanish Teacher. The following Teacher Associates are resigning - Phil Krueger at Sunrise Elementary, Karlee Bertrand at Sunset/Sawyer Elementary, and Rachel Miller at TJ Walker Middle School. Jeff Schaefer is stepping down as boys and girls assistant head soccer coach.
5. Approve Seclusion and Restraint Annual Report

Act 125 requires that schools report annually to the school board by September 1 about any incidents from the previous school year. Most incidents of seclusions and restraint in school districts occur at the elementary level.

Motion: Holland/Hougaard to approve the consent agenda items as presented. Motion carried unanimously.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any): none
2. 2021-2022 School Year Planning

While we are thankfully in a much better place than a year ago when we weren't sure how long we could hold in-person school but believed strongly in doing so, for the benefit of our students, families, and community, we all recognize there are still challenges that society and our own community are working through.

Last month the Board took action in the July 21, 2021, meeting in support of the following bullet points (I'll copy and paste them below rather than include the entire letter prepared for families and staff):

- In-person instruction, five days per week in alignment with the school calendar approved by the Board (*and available on our website*) is planned.
- There is no facial coverings resolution in place for the 2021-2022 school year, meaning facial coverings will be optional for students, staff members, and visitors.
 - If there is a COVID-19 outbreak at a school this year, a variety of safety measures and mitigation options would be considered, including facial coverings, in order to allow students to continue to attend school in-person.
- Schools have a combination of practices, procedures, and plans in place depending on what challenges the coming months may hold. Our preference is to return to a more sustainable system than last year consisting of more traditional practices and procedures appropriate for each school during the 2021-2022 school year.

President Stephani and I felt it was appropriate to allow for additional Board discussion on the matter. Regardless of an individual's preference or view on any number of topics in the past 18 months, we know that most people in our community have a level of appreciation for the many challenges and varying opinions we are trying to navigate. We can all appreciate that there have been varying opinions shared with the Board over the summer as well. Additionally, it is worth noting that the next meeting of the County School Districts, our medical advisor team, and public health takes place on the morning of August 17.

While not a topic that can be filled with emotion, there is the very important capital project building work that has been ongoing since December and has hit its peak over the summer. President Stephani and I also felt it was important to include this as part of the school opening discussion. As I prepare these notes on August 9, Jake Holtz and I had another meeting with our project supervisor from Miron who walked us through the days ahead, which items are delayed due to supply chain challenges that have become too common during recent months, and that he continues to be confident that our staff will have access to their classrooms and work spaces in time to be ready for the return of students at the start of the school year.

To be clear, we are on track for school to begin as scheduled on September 1, 2021. There will likely be some additional challenges during portions of new teacher in-service and even regular in-service week,

but Miron is committed to making sure our staff will have the access they need—even if some staff would naturally want some additional time as we can all appreciate.

I should remind the Board that an alternative was to schedule the construction work and building closures over two summers; in addition to the additional time and inconvenience, this would have likely led to additional costs with permits and personnel, and I would suspect materials costs could have been negatively impacted if the aspects of the project that would have occurred next summer would not have been locked in and ordered as early as what we were fortunate enough to benefit from this year.

Additional Notes added August 17 & 18:

Before getting to some additional COVID-related thoughts that I realize are what most folks in attendance or tuning into the meeting are focused on, let me give a quick construction-related update. Business Manager Holtz has been on the front lines with many more aspects than I have and can also give additional insight later, if desired.

The short version is that Miron continues to be confident that school will be ready for students to start on September 1 as planned all along—even before some of the supply chain challenges and delays with window glass, garage doors, furniture, classroom displays, and more became a reality. Sawyer folks are settling into their spaces, Sunrise could start today although most will likely start tomorrow, and the occupancy walk throughs for the elementary schools are scheduled for Friday morning.

The secondary campus obviously had the most work over the summer and is where things are cutting it the closest. Some furniture for spaces such as the pre-function space won't be here until later in the fall, but thankfully there shouldn't be that level of delay with our classroom spaces. Tech Ed and English spaces specifically are cutting it the closest on the classroom space front. Tech Ed welding booths are an example of something that won't be here at the start of the year. Additionally, some of the special glass that goes in places like the Sunrise entrances and SBHS main entrance may not arrive until right before or shortly after the start of school, so temporary panels will be in place until things arrive and are installed.

Miron continues to work with EUA, the district, our local building inspector, and the Fire Chief to ensure what needs to be done before the arrival of students and they all understand our staff need access to the spaces to prepare for students. A key remaining detail that is causing delays to having students in places like the gyms at the secondary campus basically deals with making sure the proper systems and fire detection system have gone through the proper testing and are then ready to the extent expected. From what we've been told, much of this testing will be occurring next week.

Although there could be much more to share, I'll move on to COVID-related updates before the Board discusses things.

Yesterday I shared with the Board and Admin Team members the roughly 2 ½ pages of notes I took during the 8:00 A.M. meeting with Public Health, Dr. Fogarty, and the Door County school districts. As I also communicated with the Board in my message, I kept my notes to what was shared and avoided editorial comments, but it was clear that this meeting was very different from other meetings the group has held during the past 18 months, which concerns me greatly. Team members within the district and colleagues in neighboring districts are also concerned.

After about an hour and fifteen minutes of updates from Public Health and our medical advisor, as well as what would be best described as frustration and criticism from these entities directed at the "schools" in general on the topic of masking, science, how we should or should not operate with school boards, and more, we eventually got to the four bullet points I had sent to Sue Powers and Joe Krebsbach last Thursday in hopes that preparing for these items that the schools and school nurse team were wondering

about would assist with the meeting. Next steps involve a meeting the Public Health Department will hold with school nurse team members and school secretary representatives in the next week to work through logistics; Rachel at Public Health agreed to facilitate this process. The next meeting of the County group will be next Thursday at 8:00 A.M.

I'll summarize these four points referenced above for the benefit of the group before continuing further:

- One-pager for families and staff about symptoms to watch for—this aligns with the screenings parents should do as per page 10 of the DPI guidance released last Tuesday.
- Guidance for school staff and nurse team staff when it comes to dealing with illness symptoms and communicating with families. While a temperature check is referenced on page 13 of the DPI guidance, additional details are not listed. Instead, readers are directed to the 51-page DHS guidance document.
- The appropriate way for the school to be informed if, and when, a positive test result becomes known. We were told in the meeting that notification should come from Public Health through the tracker and/or communication to the school superintendent at this point.
- Appropriate way to communicate to families and staff when a positive test of someone at that school or in that class becomes known--if indeed there is a way to do so in light of confidentiality concerns and so forth. The bottom of page 14 of the DPI guidance released on Tuesday has two bullet points related to this issue.

We all realize emotions are running high these days, all sorts of information is coming at everyone, and there is no way to make everyone happy—even though we have worked tirelessly to hear people out and work through many challenges. That being stated, we are a public school district and need to keep the best interests of everyone in mind. We don't have the luxury of considering only one perspective or putting personal frustrations ahead of the common good.

Before returning to the greater topic, I believe this is why yesterday's meeting with who I thought were our medical partners concerns me. Even though the challenges are great and there can be differences of opinion on many things, last year we focused on working together because we all serve the residents and families of this County. Focusing on what we can do and keeping things as productive as possible have been critical. This is not what I witnessed for most of the meeting yesterday from key individuals who advise the county school districts. I have reached out to some key individuals to make them aware of the concerns and after making one more point I'll move on.

It has been said this week that last year we were all able to hold in-person school because we required masks. Depending on who you ask, maybe this is correct, maybe it's not, or maybe there are grains of truth in that and also other points. While I think masking played a bigger role last year than simply attempting to reduce airborne particles and the spread of germs and more at a time when so much was unknown, I would offer the perspective that a more critical point yet is that we had in-person school every day last year because people worked together. We tackled problems we've never seen before and didn't focus on what couldn't be done—we focused on what could be done.

Along these lines, next I want to comment briefly on our families. This entire situation has been incredibly stressful and taxing and while we all have our own concerns, nothing is greater than the concern we all have for our own children. Every parent who communicated with me about challenging topics such as having or not having required masking, for example, has been professional and respectful, often adding positive comments as well about the difficult task the district has and appreciation for my responses. This productive way of communicating and working together has been and continues to be critical. Thank you, parents. And it is worth noting I could certainly say the same for our dedicated staff. Thank you.

Let's get into some deeper aspects for considerations tonight. We are all watching components of society and human behavior change before our very eyes. How do we navigate something we've never seen before? I continue to believe that we do this by making the best decisions possible with the information we have AND by caring for each other and working together. While everyone wants this challenging time to be over, we also realize everything will not return to the way things were prior to March of 2020. Further, we were told in the meeting with Public Health yesterday morning that the mutating COVID virus is most likely endemic, meaning it will probably never actually go away. As someone who constantly needs to think multiple steps ahead of the current situation, this tells me that anything we implement now is something we need to be able to sustain not only through the current school year, but arguably next year and beyond.

As a result, at least from a sociological perspective, as we work with people, we must consider the new normal and potential pathways forward. It does appear as if masking will become more commonplace in the weeks, months, and years ahead. That being stated, at least from the standpoint of understanding and working with people, as well as watching human behavior the past 18 months, I don't currently believe that we can mandate or legislate our way out of this situation. While not perfect by any means, this line of thinking would align with Board action taken last month regarding voluntary masking.

At the same time and regardless of a person's individual preference or view of scientific data available, there are certainly entities, including local health officials, the DHS, and CDC among others that want all people regardless of age or vaccination status to mask in K-12 schools. This is the guidance they are now providing us. I want to be clear on a couple of points here: A. While not currently a requirement, B. universal masking in schools is what these entities are recommending. Additionally, I would add that based on a news report from the Wisconsin State Journal I saw this morning, Dane County is implementing an indoor mask mandate beginning tomorrow. Obviously, none of us know the future of that Dane County mandate or how it will play out in all Wisconsin counties, but we should at least be aware of this development.

So, where does this leave us? History shows us that our choice to provide in-person school last year was the correct one. Our schools remained open, even though we did have individual, small group, and even a full class shift to remote learning due to quarantine and/or a lack of available staff.

We also know where things stand right now with the action taken last month. As President Stephani and I discussed the agenda two Mondays ago, we felt it was appropriate to have an agenda item that not only allows the Board to discuss the opening of the school year, but also allows a proper place for any Board member who wants to make a motion for a different approach so that process can play out. I've said much more than I initially intended to, but I felt these additional thoughts were appropriate as has our Board leadership, in addition to what was prepared and included in the meeting packet early last week. I will defer to President Stephani and the Board regarding discussion and potential next steps.

Discussion followed by board members.

Motion Hougaard/Holland to require that all staff, students, and visitors wear a facial covering when indoors on school property and while being transported in school buses and other school vehicles effective August 24, 2021. The face coverings section, implementation section, student exceptions section, staff exceptions section and enforcement section of the 2020-2021 Board Approved Facial Covering Resolution are applicable to this motion. When Door County moves to the moderate or low community transmission level as reported by the CDC, the Board must hold a special meeting within 10 business days to evaluate possible changes or elimination of this facial covering requirement. Roll call vote. In favor: Hougaard, Holland, Chisholm. Opposed: Alger, Kruse, Stephani, Jennerjohn, Wood, Howard. Motion fails with a vote of 3 in favor, 6 opposed.

3. Approve Sunset Elementary School Offer to Purchase
Last year the board approved the sale of the Sunset School parking lot. S.C. Swiderski (the developer approved by City) and City have worked through details and now come to the board with an offer to purchase the Sunset School property. The offer to purchase and related Addendum A are included in your meeting packet.

Motion Jennerjohn/Wood to approve the S.C. Swiderski Sunset School Offer to Purchase (including Addendum A). Motion carried unanimously.

4. Approve High School Coaches: Head Baseball Coach, Co-Assistant Girls Swim Coaches
 - A. Motion Alger/Chisholm to approve Mike Propsom as the Head Baseball Coach. Motion carried unanimously.
 - B. Co-Assistant Girls Swim Coaches
 - i. Motion Holland/Hougaard to approve Kelsey Smith as a Co-Assistant Girls Swim Coach. Motion carried unanimously.
 - ii. Motion Jennerjohn/Hougaard to approve Sarah Spude-Olson as a Co-Assistant Girls Swim Coach. Motion carried unanimously.
5. Approve Teacher Associate hires
 - A. Motion Wood/Hougaard to approve Jena Burlo for the Early Childhood Education teaching associate position at Sawyer Elementary School. Motion carried unanimously.
 - B. Motion Jennerjohn/Chisholm to approve Mandy Schoeneman for the Special Education Teaching Associate at Sunrise Elementary School. Motion carried unanimously.
6. Approve Middle School/Sunrise Keyboarding/Life Skills Teacher
Motion Chisholm/Hougaard to approve Teri Van Lieshout as the Middle School/Sunrise Keyboarding/Life Skills Teacher for the 2021-2022 school year. Motion carried unanimously.
7. Approve TJW/HS Spanish Teacher
Motion Hougaard/Holland to approve Amanda Anthony as the TJW/HS Spanish Teacher beginning with the 2021-2022 school year. Motion carried unanimously.
8. Approve purchase of uninterruptible power supply (UPS)
During the last several months, we had several incidents that have shown the limitations of our current UPS units. A UPS is an uninterruptible power supply, which can keep our network equipment running during power outages. Our existing equipment has proven to be unable to keep up with our current hardware power demands. As such, we are looking to purchase four newer units to replace existing older UPS units.

Pending some parts of the quote, total purchase price of the four units should not exceed \$28,000.

Motion Hougaard/Wood to approve the purchase of uninterruptible power supply units not to exceed \$28,000. Motion carried unanimously.

9. Approve Committed Fund Balance Transfer of \$435,561.76 for the purpose of funding future technology infrastructure expenses.

During the fiscal year of 2020-2021 the Board approved a number of Technology infrastructure purchases for the district, totaling \$435,561.76. These approvals were for updating Front of Classroom Displays, Updating and adding switches and Wireless Access Points, an Updating the High School Lawn sign. Unfortunately, with the current economy and despite placing timely orders, these orders

were not able to be fulfilled prior to the end of the 2020-2021 fiscal year. So, we are recommending the board approve a Fund Balance transfer of \$435,561.76 for purposes of funding these expenditures. This transfer is a procedural step and does not record any expenses in 2020-2021 but does officially set that money aside for those purposes in the 2021-2022 fiscal year.

Motion Wood/Jennerjohn to approve the transfer of \$435,561.76 to the Committed Fund Balance.
Motion carried unanimously.

10. Approve Strategic Action Plan for 2021-2022

In the past few months, we looked at the draft and have reviewed updates to the Strategic Action Plan for 2021-2022.

Motion Wood/Alger to approve the Strategic Action Plan for 2021-2022. Motion carried unanimously.

11. Reports:

- a. Legislative – none.
- b. CESA – none.
- c. Committee/Seminars – none.
- d. Administrative Reports presented.
- e. Superintendent’s Report presented.

12. Executive Session –

Motion Chisholm/Holland to adjourn to Executive Session (with roll call vote) at 8:38 PM noting the board will be going into closed session per statute 19.85(1) (c) Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Items being discussed are request from a maintenance staff member. Members. Present were Stephani, Holland, Hougaard, Wood, Kruse, Howard (remote), Jennerjohn, Alger & Chisholm. Motion carried unanimously.

Motion: Hougaard/Holland to return to open session at 9:33 PM. Motion carried unanimously.

1. Motion Hougaard/Wood to deny request from a maintenance staff member.
2. Motion Alger/Jennerjohn to amend the motion and provide a total of 6 months, rather than 3 months, to be consistent with the benefit for Teacher Associates. Roll call vote. In favor: Alger, Jennerjohn, Holland. Opposed: Kruse, Stephani, Wood, Hougaard, Chisholm. Motion fails with a vote of 3 in favor, 5 opposed.
3. As the amendment failed, vote taken on the original motion to deny the request from a maintenance staff member. Roll call vote. In favor: Kruse, Stephani, Jennerjohn, Wood, Hougaard, Holland, Chisholm. Opposed: Alger. Motion carried on a majority vote.

13. Motion Chisholm/Hougaard to adjourn at 9:34 PM. Motion carried unanimously.

Date: _____

President’s Signature: _____

----- Forwarded message -----

From: **Dennis Orns** <dorns@sbsdmail.net>

Date: Thu, Aug 19, 2021 at 12:07 PM

Subject: Resignation

To: Brian OHandley <bohandley@sbsdmail.net>, Lindsay Ferry <lferry@sbsdmail.net>

Brian,

I am writing you this email to inform you that I will be resigning my position as long term sub and special education associate at Sturgeon Bay Schools. This decision was not an easy one but the health and safety of my family comes first. The decision by the board to not require masks has forced me into this difficult decision. If you need me to type up a formal letter I can do that.

Thank you,
Dennis Orns

MEMO

To: Board of Education
From: Keith Nerby
Date: September 7, 2021
Re: September 2021 Principal's Report

Teaching and Learning

Week 1 reflections: We have started the year strong with teachers and support staff working nonstop in the past three weeks to ensure the building and classrooms were ready for students on September 1. While not all construction is completed at the high school, we have ensured a successful start and prioritized classroom readiness. We have consistently communicated to staff, students, and parents, updates about construction as well as COVID related plans as we started the 2021-2022 school year. We have 9 students who are 100% virtual with the remaining students attending in person learning.

Student count: As of this writing, our class counts are as follows: Grade 9 = 101, Grade 10 = 121, Grade 11 = 87, Grade 12 = 102, Total = 411. This results in a small increase in numbers for the 2021-22 school year.

New staff members: During the week of September 7, I will hold one-on-one meetings with each of the new teachers. Rather than meeting as a combined group, the one-on-one setting allows me to have individualized conversations as a way to provide unique support to these individuals. Reports after Week 1 are positive, and all five of them tell me they are adjusting well and enjoying their time in Sturgeon Bay so far.

Educator Effectiveness work for 2020-21: During the August in-service day, I met with each high school department teams and we went over the EE process for this year. There are no major changes for teachers this year. Teachers are currently working on their student goals and their personal goals for the school year. During the week of September 13, I will be reaching out to all staff to provide an update on when I will begin with observations and due dates for EE materials.

COVID Update: We have had one student present in school who is a confirmed positive case of COVID. That student had two close contacts who were notified. One of the close contacts was vaccinated and the other was sent home for 10 days. The student who was a close contact has since taken a PCR test and the results came back negative. All teachers have a Google Classroom setup to allow students to access classroom and learning materials. I continue to monitor the situation at the high school and we are working closely with the Door County Public Health team to ensure we are following all protocols and expectations.

Community Engagement

Food Service updates: Sturgeon Bay School District will provide school meals for all students every day of the school year calendar. All breakfast and lunch meals are free for students for the 2021-2022 school

year. Students are able to purchase “extras” if they like. Meals are free as part of a USDA effort to help support families and school meal programs.

Blood drive: The HOSA Chapter is sponsoring a blood drive on September 15. All protocols will be intact, which results in donors having no access to students. However, we believe it is important to provide this service to the community and therefore plan to continue hosting drives throughout the year.

Finance / Facilities and Operations

EUA/Miron Construction Update: Our major construction work needed in classrooms has been completed. We are awaiting a few supplies that have been on back order (lecterns, stools, and Classroom screens), however, these will not impact learning and we expect to receive these materials by October. The front entrance way and the front Gallery area are areas that still need to be completed. Windows and doors should arrive in the coming weeks with an anticipated completion time of October.

Upcoming Meetings/Workshops

Following is a list of activities in which I will participate during the next month:

- **Packerland Principals** – Ongoing meetings. This group meets to discuss the status of athletics.

Upcoming Events

Here is a list of upcoming events:

Picture Day – Day 1	Tuesday, September 14
Homecoming	Friday, September 24
Homecoming Dance	Saturday, September 25, 7:00 – 11:00 pm
Quarter 1 Family-Teacher Conferences	Thursday, October 7, 4:30-7:00 pm
Teacher In-Service / No Classes	Friday, October 8
Quarter 1 Exams	Tuesday, November 2, and Wednesday, November 3
<i>November 2: Classes for Blocks 1, 2, 3, and 4 in a.m. Exams for Blocks 3 and 4 in p.m.</i>	
<i>November 3: Exams for Blocks 1 and 2 in a.m. Students released at 11:45 a.m. Buses will run only at the end of the day on November 4. Please note that this early release is only for high school students.</i>	

TJ Walker Board Report September 15, 2021

TJW Profile. 216 Students as of August 10, 2020 (Gr. 6 - 60; Gr. 7 -78 ; Gr. 8- 72)

In-Service.

Appreciate the 4th day to review Literacy and Counselor updates.

- Literacy presented for two hours as staff was provided with an excellent article.
- Several counseling practices and highlights were reviewed with staff

School Goals

- STAR Test 80% of students score at or above benchmark
- Forward Test 60% of students score at or above benchmark

Back to School Night Summary.

Many parents and students dropped in to visit teacher's classrooms, fill their lockers with supplies and purchase PE uniforms.

First Week Report.

- No contact tracing to report. No virtual students. No masking issues
- All students received chromebooks on their 1st day of school in Homeroom
- All classes are using GoogleClassroom. Encourage parents to sign up. Check your email.
- Each grade held an Expectations Assembly with the Principal
- Lunch is held in HS Commons for the first two weeks.

Washington D.C. Trip 2021-202s.

- Parent Meeting September 9 after school
- Door County Century Ride and Fall 50 are upcoming fundraisers

Athletics.

- MS Football team has 12 players in 8 man format
- Volleyball has two teams
- Cross Country meets are underway.
- Soccer and Swimming are community programs

Calendar of Events.

September 13 STAR Testing Begins

September 14 Picture Day in Auditorium

September 15 Professional Development on Lesson Plans by Jennifer Webber.

September 16 Picture Day in the MS Commons.

September 22 Staff Meeting

September 24 STAR Testing Ends & YRBS Survey in Homeroom

Board of Education Report
September, 2021
Katy DeVillers
Sawyer Principal



Teaching and Learning

- PK-5th grade staff members participated in Professional Learning sessions with Dr. Nell on August 25th. The coaches' facilitated a follow-up professional learning session on August 31st for staff with the main focus being the creation of literacy goals.
- We have two students engaging in virtual learning for the 21-22 school year. One student is in Kindergarten and one in 1st grade. Both teachers are working with the students and their families to ensure that their academic needs are being met effectively.

Community Engagement

- I participated in a meeting at the United Way regarding our STRIDE Program as well as a remote meeting that included other districts who also receive service through this program. We are preparing to host our therapist Mallory again this year to support our students utilize this service.
- I have sent two [Weekly Family Updates](#) so far and included COVID Information in the first weekly update and had the information available during our Back-to-School event.
- We will have a visiting author, Jill Harding, in September to read her most recent book, [Earth Messages](#). Jill will also be giving a copy of her book to every student at Sawyer. Holly Selle (Library Media Specialist) and Melanie Hobart (Library Media Associate) are working with Jill to organize her visit to Sawyer on either September 21st and/or September 22nd.

Finance/ Facilities and Operations

- There is a small group of construction workers still at Sawyer putting some finishing touches on our school.
- All staff members have worked very hard to support an effective dismissal process at Sawyer. We have created a highly-structured system that has decreased the length of time it takes to safely dismiss students to all seven busses and individual vehicles. We had a visit by a City Council representative to observe our process on the first day of school. We also have had the support of our SRO every school day so far. Officer Jennerjohn and I will be putting together a proposal for the City Council to make Willow

Street a one-way street (from Lansing Street to Neenah Street) so that we can lessen the wait time for parents who are picking up their students and eliminate the amount of traffic on Neenah and Lansing Streets during dismissal time. I will share our proposal with Superintendent Tjernagel prior to sharing it with the city.

Sawyer/Sunset Covid Numbers

Staff out in quarantine-1 teacher because her two children were in close contact to someone who tested positive for COVID and are required to stay home from their school

Students out in quarantine-two students because their mom has tested positive

Board of Education Report

September 3, 2021

Ann Smejkal, Ph.D.

Director of Teaching, Learning and Technology

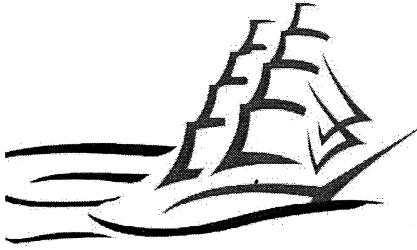


Teaching and Learning

- We had a very successful Literacy kickoff event with Dr. Danielle Thompson on August 24 and 25, 2021. She met with Academic coaches and administrators on Tuesday with discussion around leadership and coaching. Wednesday was spent with 4K-5 staff reviewing Tools 1 and 10 of the Top Ten Tools as well as an overview of our journey together over the next three years.
- Coaches have done an excellent job interacting with staff to support questions and ideas around new literacy learning.
- Coaches, school counselors, and tech mentors presented to staff on Tuesday, August 31 in the morning. Topics included mandatory reporting, procedures for assisting homeless students, further literacy professional development, and supporting tech needs at the start of the school year.
- The Literacy coaches and I attended a webinar on Thursday, September 2 to learn how to administer the new Early Bird screener for 4K and Kindergarten. The next day the coaches and interventionists began screening in Kindergarten. On September 22 we will meet with Early Bird to review our data and learn next steps to assisting struggling students.

Technology Department

- After a challenging summer, especially the last few weeks, the tech department is breathing a bit easier. Nelson and Spencer successfully worked to get each building up and running behind the latest construction work. Infrastructure is running smoothly and all buildings have internet and phone service.
- Chromebooks have been fully deployed in grades 6-12. We are finalizing grades 3-5 and 4K-2 this week.
- We did learn this week that delivery of flat panel displays ordered to update our district system has been delayed until January.



Sunrise Elementary School

1414 Rhode Island Street

Sturgeon Bay, Wisconsin 54235

Phone: (920) 746-2814 • Fax: (920) 743-5823 • www.sturbay.k12.wi.us

Brian O'Handley
Principal

Gary Grahl
Counselor

March 19, 2021

Dear Sunrise School Families:

I hope this letter finds you and your family well. Planning for the 2021/2022 school year is already underway throughout the district. Sunrise staff have been meeting to review two key questions:

- Based on what we know now about how the COVID-19 virus spreads, what procedures, safety measures and routines need to be in place or changed for the next school year?
- With the possibility of schools returning to normal operations sometime during the 2021/2022 school year, what will learning look like after the pandemic has ended?

This letter provides a summary of answers to these two questions as of March 2021. These details may change based on how COVID-19 changes during the weeks and months ahead. This information is being provided now so your family can begin making an informed decision about your child either learning in person or remotely during the 2021/2022 school year.

In-person learning **during the COVID-19 pandemic** will continue and include:

- **One teacher will take responsibility for all remote learning for grades 3 through 5** (as of March 19th, 12 Sunrise students were full-time remote learners). This will allow classroom teachers to focus on in-person learning.
 - **Families choosing remote learning will be required to make at least a 6-week commitment before their child returns to in-person learning.**
 - Parents will be asked this spring if they are planning on their child being a remote learner during the 2021/2022 school year.
 - Please see the Sunrise Remote Learning Agreement enclosed with this letter for more information.
- Some or all of these procedures we have in place this school year may change between now and this September based on changes at the district, state and national levels. We will continue to work with our medical advisors on:
 - How students interact with different classes.
 - Where and how students will eat breakfast and lunch.
 - Continued use of plastic barriers where needed.
 - Continued use of face coverings.
- Parent/teacher conferences will continue to be held remotely.
- Visitors will continue to be restricted from entering Sunrise while students are in the building.
- Devices and hotspots will continue to be available for families when needed.

- Friday dismissal will return to it's normal time of 2:50 pm.

While we still don't know when this will happen, school operations at Sunrise are expected to return to normal next school year. This "new normal" will see the return of many of our familiar traditions and routines, including:

- The return of normal building schedules.
- Concerts, presentations, assemblies and other after school events will return.
- Visitors will be allowed during the school day, including families, reading buddies, therapy dog teams, Big Brothers and Big Sisters, and guest speakers.

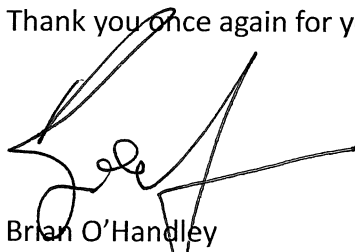
The "new normal" at Sunrise will also bring changes, including:

- **Remote learning will continue after the pandemic:**
 - One teacher will continue to take responsibility for all remote learning for grades 3 through 5. **Families choosing remote learning will be required to make at least a 6-week commitment to remote learning when school returns to normal.**
 - Remote learners will be expected to meet regularly with their remote learning teacher in person on campus.
 - Parents will be asked prior to school operations returning to normal if they are planning on their child being a remote learner after the pandemic has ended.
 - Please see the Sunrise Remote Learning Agreement enclosed with this letter for more information.
 - Please contact me if you need more information or have any questions about remote learning for 2021/2022.
- Families will continue to have the option to attend parent/teacher conferences remotely.
- Students may switch to remote learning during any periods of extended snow/cold day school closures.

The pandemic has forced schools to take giant leaps forward with teaching and learning. With many of us around the world forced to work remotely, opportunities for students to learn have expanded beyond Door County. Sunrise staff are already taking advantage of connecting to resources, guest speakers and experts around the world. This work will continue in the years ahead.

If you have questions, please contact me or the Sunrise School office.

Thank you once again for your support and be well,



Brian O'Handley
Principal, Sunrise Elementary School
Sturgeon Bay Schools
Email: bohandley@sturbay.k12.wi.us
Phone: 920-746-5906



Sunrise Elementary School

1414 Rhode Island Street
Sturgeon Bay, Wisconsin 54235

Phone: (920) 746-2814 • Fax: (920) 743-5823 • www.sturbay.k12.wi.us

Brian O'Handley
Principal

Brenda Hartl
Administrative Assistant

Gary Grahl
Counselor

August 16th, 2021

Dear Sunrise School Families,

I hope this letter finds you and your family well and enjoying another beautiful Door County summer. This COVID-19 update letter is a long one, but we want to give you as much of the information we know as of today that we can. This letter starts with our district's latest COVID-19 update for families. The letter also includes information on remote learning that was shared with families last spring.

District COVID-19 Information for 2021/2022

The following is information Superintendent Tjernagel recently shared with Sturgeon Bay families:

The Board of Education has had discussions this summer in both June and July regarding the upcoming school year. Based on what we currently know and action taken last night in the July 21 Board meeting, I want to give you a few important updates as people look ahead to the 2021-2022 school year.

- *In-person instruction, five days per week in alignment with the school calendar approved by the Board (and available on our website) is planned.*
- *There is no facial coverings resolution in place for the 2021-2022 school year, meaning facial coverings will be optional for students, staff members, and visitors.*
 - *If there is a COVID-19 outbreak at a school this year, a variety of safety measures and mitigation options would be considered, including facial coverings, in order to allow students to continue to attend school in-person.*
- *Schools have a combination of practices, procedures, and plans in place depending on what challenges the coming months may hold. Our preference is to return to a more sustainable system than last year consisting of more traditional practices and procedures appropriate for each school during the 2021-2022 school year.*

It is worth noting again that practices or procedures are subject to change if situations develop in such a way to warrant a change.

Here is a summary of the COVID-19 procedures we will continue to follow this school year, along with changes and updates for 2021/2022.

Sunrise Elementary COVID-19 Procedures *Still in Place* for 2021/2022

Most of our COVID-19 procedures at Sunrise will continue for 2021/2022, including the following:

- Students will continue to stay with their classes through most of the school day.
 - The Sunrise playground will continue to be closed for morning recess, which runs from 7:20 - 7:40. All students will instead report to their classrooms.
 - Students will continue to eat breakfast in their classrooms.
 - During afternoon recess, only two classes at a time will continue to use the playground. Each classroom will continue to use one of two playground zones.
 - Teachers will continue to work to minimize mixing of classes in the hallways as classes move through the building.
- Visitors to Sunrise will continue to not be allowed into Sunrise while students are in the building.
- Students and staff will continue to practice social distancing.
- Students and staff with COVID-19 symptoms will continue to be evaluated by our school nurses.
- Families will continue to be strongly encouraged to keep children with COVID-19 symptoms home from school.
- Hand washing and sanitizing will continue throughout the day.
- We will continue to partner with our medical advisors on how to respond to any new changes with the pandemic during the months ahead.
- The option to meet remotely for parent/teacher conferences will continue.
- Regular cleaning and sanitizing will continue.
- Concerts, assemblies and most field trips will continue to be on hold.
 - Classes were on field trips to outdoor locations last spring, with the requirement that classes did not mix together on buses or while on site. This approach to field trips will continue this year.

Sunrise Elementary COVID-19 Procedures *Changing* for 2021/2022

Some of our COVID-19 procedures at Sunrise will change for 2021/2022, including the following:

- Remote learning
 - As was shared with families last spring, students will no longer be able to “float” between remote learning and in-person learning.
 - If a student is absent, it will be handled as absences were handled before the pandemic. There will not be an option to remotely join a class. Managing in-person and remote learning at the same time was challenging for teachers and is not sustainable.
 - While a few students are benefiting from remote learning, studies are showing most students are growing much more attending school in person.
 - **Families choosing remote learning will be required to make at least a 6-week commitment to remote learning.**
 - Students learning remotely will work with an online curriculum provided by OdysseyWare.
 - One teacher will take responsibility for all remote learning for grades 3 through 5.

- Remote learners will be expected to meet regularly with their remote learning teacher in person on campus.
- Please see the Sunrise Remote Learning Agreement enclosed with this letter for more information.
- Lunch
 - Last year classes ate in the classroom and were supervised by teachers. This year two classes from the same grade level will eat at the same time in the cafeteria.
 - Each class will sit on opposite sides of the cafeteria.
 - Students will be socially distanced while going through the lunch line and while eating.
 - A seating chart for the lunch room will be used to help with contact tracing when needed.
- Plastic barriers will no longer be used. Current measures to protect against COVID-19 do not include the use of barriers. Barriers were also an ongoing disruption to teaching and learning.
- Fridays will return to being a full day, mainly due to teachers no longer needing time to prepare for both teaching students in person and remotely.

All of us are hoping our community and school district returns to some type of “new normal” this school year. Whenever this new normal returns, we’ll see the return of many of our familiar traditions and routines, including:

- The return of normal building schedules.
- Students being able to work and play with students in other classrooms.
- Concerts, field trips, assemblies and after school events.
- Visitors will be allowed during the school days.

As we repeated many times last year, your support was critical to being able to provide regular, in-person instruction for all of the 2020/2021 school year. I can’t thank our families, students and staff enough for your response to last year’s challenges. Many of these challenges will continue for the school year ahead, but I know when we work together, the children we serve have the best opportunity to learn and grow.

Thank you once again for your support and be well,

Brian O’Handley
 Principal, Sunrise Elementary School
 Sturgeon Bay Schools
 Email: bohandley@sturbay.k12.wi.us
 Phone: 920-746-5906

Please see below for the remote learning message shared with Sunrise families last March. You can also find this information on the Sunrise homepage at <https://www.sturbay.k12.wi.us/schools/sunrise/>

March 19, 2021

Dear Sunrise School Families:

I hope this letter finds you and your family well. Planning for the 2021/2022 school year is already underway throughout the district. Sunrise staff have been meeting to review two key questions:

- *Based on what we know now about how the COVID-19 virus spreads, what procedures, safety measures and routines need to be in place or changed for the next school year?*
- *With the possibility of schools returning to normal operations sometime during the 2021/2022 school year, what will learning look like after the pandemic has ended?*

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- Visitors will continue to be restricted from entering Sunrise while students are in the building.
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While we still don't know when this will happen, school operations at Sunrise are expected to return to normal next school year. This "new normal" will see the return of many of our familiar traditions and routines, including:

- *The return of normal building schedules.*
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The “new normal” at Sunrise will also bring changes, including:

- **Remote learning will continue after the pandemic:**
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- Families will continue to have the option to attend parent/teacher conferences remotely.
- Students may switch to remote learning during any periods of extended snow/cold day school closures.

The pandemic has forced schools to take giant leaps forward with teaching and learning. With many of us around the world forced to work remotely, opportunities for students to learn have expanded beyond Door County. Sunrise staff are already taking advantage of connecting to resources, guest speakers and experts around the world. This work will continue in the years ahead.

If you have questions, please contact me or the Sunrise School office.

To: Board of Education
From: Brian O’Handley, Principal, Sunrise Elementary School
Date: September 4th, 2021
Re: September Report to the Board



COVID-19 Updates

Family Communication

Communication to families for the 2021/2022 school year began with the first update message on March 19th (see attached). This communication was sent to families using School Messenger and was posted on the Sunrise School homepage (<https://www.sturbay.k12.wi.us/schools/sunrise/>).

An updated message to families was sent on August 16th (see attached) shortly after a district-wide masking update was sent. This communication was also sent using School Messenger and posted on the school homepage.

Two other updates were sent to families through School Messenger on August 18th and 30th. Copies of these updates are included at the end of this report.

2021/2022 Mitigation Strategies

Below is a copy of the COVID-19 mitigation plan for 2021/2022 sent to families on August 16th (this information can also be found on the Sunrise School homepage):

Here is a summary of the COVID-19 procedures we will continue to follow this school year, along with changes and updates for 2021/2022.

Sunrise Elementary COVID-19 Procedures *Still in Place* for 2021/2022

Most of our COVID-19 procedures at Sunrise will continue for 2021/2022, including the following:

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 - Teachers will continue to work to minimize mixing of classes in the hallways as classes move through the building.
- Visitors to Sunrise will continue to not be allowed into Sunrise while students are in the building.
- Students and staff will continue to practice social distancing.
- Students and staff with COVID-19 symptoms will continue to be evaluated by our school nurses.
- Families will continue to be strongly encouraged to keep children with COVID-19 symptoms home from school.
- Hand washing and sanitizing will continue throughout the day.
- We will continue to partner with our medical advisors on how to respond to any new changes with the pandemic during the months ahead.
- The option to meet remotely for parent/teacher conferences will continue.
- Regular cleaning and sanitizing will continue.
- Concerts, assemblies and most field trips will continue to be on hold.

- Classes were on field trips to outdoor locations last spring, with the requirement that classes did not mix together on buses or while on site. This approach to field trips will continue this year.

Sunrise Elementary COVID-19 Procedures *Changing for 2021/2022*

Some of our COVID-19 procedures at Sunrise will change for 2021/2022, including the following:

- Remote learning
 - As was shared with families last spring, students will no longer be able to “float” between remote learning and in-person learning.
 - If a student is absent, it will be handled as absences were handled before the pandemic. There will not be an option to remotely join a class. Managing in-person and remote learning at the same time was challenging for teachers and is not sustainable.
 - While a few students are benefiting from remote learning, studies are showing most students are growing much more attending school in person.
 - **Families choosing remote learning will be required to make at least a 6-week commitment to remote learning.**
 - Students learning remotely will work with an online curriculum provided by OdysseyWare.
 - One teacher will take responsibility for all remote learning for grades 3 through 5.
 - Remote learners will be expected to meet regularly with their remote learning teacher in person on campus.
 - Please see the Sunrise Remote Learning Agreement enclosed with this letter for more information.
- Lunch
 - Last year classes ate in the classroom and were supervised by teachers. This year two classes from the same grade level will eat at the same time in the cafeteria.
 - Each class will sit on opposite sides of the cafeteria.
 - Students will be socially distanced while going through the lunch line and while eating.
 - A seating chart for the lunch room will be used to help with contact tracing when needed.
- Plastic barriers will no longer be used. Current measures to protect against COVID-19 do not include the use of barriers. Barriers were also an ongoing disruption to teaching and learning.
- Fridays will return to being a full day, mainly due to teachers no longer needing time to prepare for both teaching students in person and remotely.

Quarantine Preparation

While we wait for a finalized plan for quarantines and contact tracing with our medical advisors and Public Health, staff are planning how to support students during individual and large group quarantines. Classroom teachers have been encouraged to update and use the remote learning materials provided to students during the 2020/2021 school year. Our quarantine planning includes:

- Preparing paper materials and appropriate online resources for individual students who are under quarantine. Live remote learning for individual students will not be available due to the challenges providing this option presented last school year. Teachers will instead focus on in-person learning while supporting absent students as we have prior to the pandemic.
- Classroom or school-wide quarantines will look more like the remote learning provided last year:
 - Students will bring their school issued devices home with them if they are at school when a quarantine period begins.
 - Families will pick up their child’s devices from school on the first day of the quarantine period if the quarantine is announced outside of the school day.

- Teachers will use the first day of the quarantine period to prepare remote learning lessons and materials.
- Students will begin learning remotely on day two of the quarantine period until returning to in-person learning.
- Teachers will be reviewing and preparing students for switching to remote learning during the opening weeks of the school year.

Remodeling/Reopening Updates

Remodeling

Most remodeling has been completed at Sunrise as of this report. Some work will continue during the weeks ahead. The work completed included:

- New windows throughout the building.
- Most exit and interior hallways have been replaced.
- Gutters and other roofing updates have been to the 3rd/4th grade wing.
- New ceilings, heating/cooling systems, lighting and doors were installed in 3rd and 4th grade classrooms and Sunrise offices.
- Original cabinets in 3rd and 4th grade classrooms were replaced with newer cabinets removed from Sunset School.
- Three smaller offices were remodeled into two special education classrooms. This work included new flooring, ceilings and multi-colored led lighting to help meet the sensory needs of students.
- Extensive electrical, networking, heating/cooling and plumbing upgrades were made throughout the building.
- Sidewalk replacements near the gym and along the Rhode Island Street entrance.
- The student bathrooms in the 3rd/4th grade wing were remodeled.

Summer Preparation, In-service and Reopening Timeline

- The Sunrise office moved to Sunset on June 10th
- Sunrise office staff continued working from Sunset until August 13th. Office staff moved to Hope Church due to active shooter training at Sunset and removal of Sunset network hardware being transferred to other campuses.
- Sunrise Learning Team meets on August 4th to continue planning for the 2021/2022 school year.
- Office staff work from Hope Church during the week of August 16th.
- New teacher in-service programming held at Crossroads and Hope Church.
- Sunrise office staff moved back to Sunrise on August 23rd.
- Sunrise staff begin moving back into workspaces and participating in in-service activities during the week of August 23rd.
- Moving and building preparation continued during the week of August 30th.
- Back to School Night and first day of school happen on schedule. Back to School Night was well attended, with over 90% of families attending.
- The Sunrise cafeteria and gym reopen on September 3rd.

Appreciations

I am incredibly grateful for the time, energy and effort Sunrise staff continue to put into preparing for another extraordinary school year. Staff were often in early, working late, and working through weekends. This work often happened while remodeling continued in hallways, offices and classrooms. The dedication of Sunrise staff is outstanding during a “normal” year. Everyone’s effort and dedication at Sunrise this year has been truly inspiring.

Sunrise also greatly appreciates our community partners, Hope Church and Crossroads at Big Creek, for allowing us the use of their facilities this summer. Yet another example of Sturgeon Bay working together to make our schools and community stronger.

Upcoming Events

- Friday, October 8th - No school for students due to full day in-service for teaching staff
- Thursday, October 28th - Parent/teacher conferences from 3:30 - 5:30
- Friday, October 29th - ½-day of school for students due to parent/teacher conferences from 12:00 - 5:30
- Friday, November 5th - ½-day for students due to afternoon in-service for teaching staff

COVID-19, Remodeling and Reopening Messages to Families for 2021/2022

(See attachments for copies of March and August communications)

August 18th Message

Hello Sunrise Families,

I hope this message finds you and your family well. It has been another full summer at Sunrise School and throughout the district. This update message includes the following as we prepare to start the new school year:

- Remodeling at Sunrise is wrapping up and the building should be ready for occupancy at the end of this week or on Monday the 23rd. We're excited for families to see the updates to the 3rd and 4th grade wing during **Back to School Night on Tuesday, August 31st, from 4:30 - 6:30.**
- The Sunrise School office remains closed due to remodeling. The office is expected to reopen by Monday, August 23rd. Thank you to Hope Church for providing spaces for us to work, plan and meet this week.
- Thank you to everyone who has registered online for the coming school year. Sunrise building secretary, Brenda Hartl, has been following up with families we have yet to hear from.
- Classroom placement letters will be going out to families on or before Monday, August 23rd. Kobussen Bus Company will be sending busing information in a separate mailing.
- The COVID-19 protocols Sunrise will be following for the coming school year are attached with this message. This information can also be found on the [Sunrise School homepage](#).
- Please click the following link for the [Sunrise Elementary COVID-19 Update](#)

As I walked through Sunrise this summer to see the progress being made, I was excited about students learning and growing this year in an updated school. I was also thankful once again for the community's support that made this work possible. Finally, I continue to be incredibly thankful for the work our staff is doing to prepare for what will be our third school year during this pandemic.

Thank you and be well,

Brian O'Handley
Principal, Sunrise Elementary School

August 30th Message

Sturgeon Bay families, we hope this message finds you all well and ready to begin the new school year. While the COVID-19 pandemic continues to make preparing for the school year challenging, we are excited to welcome students and families back to many new learning spaces throughout the district. This year's Back to School Night will be held on Tuesday, **August 31st, from 4:30 to 6:30**. This will be an opportunity for students to meet new teachers, drop off supplies and see the results of this summer's remodeling work.

Currently masking is optional in our district. We acknowledge that parents have different views on masking and appreciate how our community continues to show respect for each other even if we disagree on this important issue. We will be looking for this same level of respect in our schools this year, including the following:

- There will be no tolerance for disrespect toward others for wearing or not wearing a mask at school. This is currently a choice and everyone should be given respect for the masking choice they make. One of the great strengths of our students is how they respect each other regardless of their differences. We expect this to continue with masking.
- Please remember masking is encouraged, but not required, for both students *and* school staff.
- While we appreciate many families will require their children to wear a mask, school staff cannot enforce mask wearing at school. Families are encouraged to follow-up with their children at home.
- Sturgeon Bay's COVID-19 protocols and updates can be found on our district's COVID-19 page, which can be found at <https://www.sturbay.k12.wi.us/family-parents/covid19information.cfm>.

Despite the challenges, our district and community were able to do what seemed impossible last year because we worked together and supported one another. Let's do the same this year and thank you, in advance, for this support and willingness to work together to support the learning and growth of the students we serve.

Thank you and be well,

Keith Nerby-High School Principal

Mark Smullen-TJ Walker Principal

Brian O'Handley-Sunrise Principal

Katy DeVillers-Sawyer Principal

MEMO

To: Board of Education

From: Lindsay Ferry

Date: September 5, 2021

Re: September 2021 Director of Special Education and Pupil Services Report

Teaching and Learning:

Special Education: The special education team is heading into the 2021-22 school year with renewed hope and excitement for several new initiatives, including:

- Co-Teaching Learning and Implementation: This will include a total of 4 full-day workshop professional development sessions throughout the school year. In addition, each building principal has built in coplanning time between our coteaching partners to help foster the coteaching relationship throughout the school year.
- Literacy Roll-out K-5
- Sawyer Elementary School LEAP program: This program was created to support our highest special education needs at Sawyer Elementary School. The LEAP program creates individual learning opportunities for students in the school building and in the community.
- Sunrise Elementary School Community-Based Instruction: The CBI program at Sunrise continues to be designed with an effort to tailor learning experiences in the community to individual student needs within the building. The special education team has committed ½ of a teaching associate position (20 hours per week) to leading this program and creating the learning experiences for students.
- TJ Walker Middle School/Sturgeon Bay High School: Language Live Reading intervention Implementation. The Language Live Reading program was selected by the District Literacy Consultant, Dr. Nell.

With the addition of three new staff members, as well as several support staff members, the team will restructure itself to provide greater opportunities for professional development, training, and mentoring.

School Psychologist: With the addition of a new School Psychologist, the special education team is reevaluating the effectiveness of its current assessments/evaluations. Seth Carreno will focus on renewing subscriptions, acquiring evidenced-based assessments, and adhering to new DPI guidelines in evaluating students with disabilities. In addition, Seth will work to systematize the district's PBIS structure and data collection procedures. Seth will work with Lindsay Ferry to oversee the district's Section 504 plan/process as the team contracted with SEEDS/ADAPT to provide a more concise qualification/evaluation process.

Pupil Services Team: The Pupil Services Team is heading into the 2021-22 school year with a greater focus on the following:

- Restorative Practices: The Pupil Service team has a total of 4, ½ days training over the course of the 2021/22 school year. A team of staff members including, teachers, counselors, district school resource officer, and school nurse will collaborate to create a district-wide restorative approach to working with student behaviors.
- Academic Support/Social Emotional Support: The counseling team is utilizing a school counselor referral form to begin to collect data on the mental health needs of the students in our district.
- Character Education/Classroom Instruction
- Section 504 SEEDS/ADAPT purchase and implementation

Meetings/Workshops:

Recent and Upcoming meetings include the following:

- Building-Wide Progress Monitoring Literacy Work (Ongoing)
- DPI Special Education Discipline Requirements: September 15
- DPI Functional Behavioral Assessment Training: September 22
- Door County Mental Health Group: September 23
- WCASS Conference: September 27-September 29



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Dan Tjernagel
Superintendent

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September 15, 2021 Board of Education Meeting Superintendent Report

Prepared by Dan Tjernagel, Superintendent of Schools

Prepared for the meeting packet on September 9, 2021; Additional updates may be added later in section 4

1. Teaching & Learning

- a. **In-service review** – Special thanks to everyone for navigating what had to be the most unique set of in-service days the weeks of August 16, 23, and 30 as we dealt with construction and facility challenges, all while taking care of the usual business plus trying to get classroom teachers set plus doing so under the umbrella of COVID.

While far from ideal, our staff was great yet again and professional in their behind-the-scenes work, sessions, schedule change for open house, and more.

- b. **School is in session**– As I prepare this report on September 8, a full week before the meeting, I admit that I am experiencing levels of stress and frustration that are on as high a level as I've experienced in my administrative career. However, and much more importantly, our students and staff are off to an incredibly strong start in spite of the tension and division in society. For that, I thank our students, our families, and our staff members. Thank you!

If we can continue on the path our schools have been on the first five days, the year will be an incredible success in opposition to much of what we are hearing about and seeing elsewhere. If the challenges become great and we get derailed, which certainly may happen, I know 99+% our students, families, and staff members got off to a strong start and are doing their best.

- c. **COVID FAQ & Message for Families** – On the evening of Thursday, September 9, I sent out a School Messenger email to all families, staff members, and board members. I put together a short letter with some thoughts of thanks, the importance of ongoing cooperation, and context about how we are trying to work with families by telling them what we need, as opposed to focusing on requirements and mandates, but that things are subject to change.

I also did include a sentence as well about the FAQ a number of us had worked on starting in August, but it was determined not to send it out after consulting with one of our medical partners at the county level. We continue to have the longer internal version for staff and board members, although certain item in that longer internal FAQ have not been updated after the more recent parent FAQ was updated. This is also one of the reasons I thought (and continue to think) that one document would be better.

2. Community Engagement

- a. **DCEDC Board** - The monthly DCEDC Board meeting is Monday, September 20.
- b. **YMCA Board meetings** – The regular monthly YMCA Board meeting was Thursday, September 9.
- c. **Public Health, DCMC, and Door County School District Meeting** – The group held meetings September 2 and 7. The next meeting is scheduled for the morning of September 14, the day before our next school board meeting.
- d. **School Perceptions Process** – Dealing with all the behind-the-scenes COVID process and details has left little time for this very important task we need to get wrapped up. School Perceptions has been in contact about some of the mailing list information and connecting with some of our folks on that.

As a quick review, if the four-page survey is out to residents in mid to late September, feedback can be gathering by late October and put together in time for the Board to consider it at the November learning session. Sharing the survey with staff is part of the plan as it was two years ago. Stay tuned.

- e. **Cable TV Advisory Meeting** – As the school district representative, I attended a short meeting of the Cable TV Advisory committee in the council chambers on September 9. There is a requirement that the group meet at least once annually and that the budget is approved.

3. Finance, Facilities, & Operations

- a. **Capital Project Update** – As I prepare this report, contractors have been on site the past three days installing glass in the front of the high school and district office, as well as at Sunrise. John Sullivan can give more details than I can, but among the projects for our maintenance team is working on the middle school commons, Sunset Elementary, the Sawyer garage/shed, and so forth. The internal set of doors at the high school is obviously another major component we want to have operational as soon as possible following a delay on that glass as well.
- b. **Neola Board Policy Updates** –
 - Update 29.2 is next. Ann, Jean, and I had met on January 12, but I have not been able to prioritize the follow up with staff and legal counsel needed on a portion of the policies.
 - There is also an Edgar 2.0 update to have Jake and the Business review before seeing what may need Board attention.
 - Update 30.1 would then be the next set of revisions.
 - Our Neola rep reached to Ann DeMeuse and me on September 7, but you can imagine where all that work currently sits in light of everything else.
- c. **Compensation related items** – President Stephani has assembled the names of several board members who have expressed a willingness to meet as a work group with Jake and me to get this process moving forward again. M3 would continue to be a key partner to help us get from where we left off and other preferences that had been gathered to

something we can work with further and eventually have the full Board look at and hopefully be able to approve this school year.

4. **Additional Items and/or Updates** *(added after I submitted my report for the Board packet)*