

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, November 17, 2021

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:

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.

CONSENT AGENDA:

1. Approve Meeting Minutes
 - a. October 20, 2021 Regular Board of Education Meeting
 - b. November 3, 2021 Board Learning Session
2. Approve October Bills
3. Accept Grants and Donations
4. Accept Resignations and Retirements

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any)
2. Approve Updated COVID-19 Procedural Guidance
3. Approve Updated Facial Coverings Approach
4. Notice Board of Education Election on April 5, 2022
Paperwork should be available in the District Office starting on Wednesday, December 1, 2021. Declarations of Candidacy and Campaign Registration Statements must be filed by 5:00 P.M. on Tuesday, January 4, 2022.
5. Appoint Assistant Board Clerk
6. Approve Food Service Employee
7. Approve Part-time Business Office Employee
8. Approve Teaching Associates
9. Approve 2022-2023 Calendar
10. Educational Programming Operational Referendum Community Survey (*informational item*)

11. November 30, 2021 Community Open House from 4:00 – 6:00 P.M. (*informational item*)

12. Reports:

- a. Legislative
- b. CESA
- c. Committee/Seminars
- d. Administrative
 - i. High School
 - ii. Middle School
 - iii. Sunrise Elementary School
 - iv. Sawyer Elementary School
 - v. District Teaching, Learning, & Technology
 - vi. Special Education/Pupil Services
 - vii. Business Manager
 - viii. Food Service
 - ix. Other
- e. Superintendent

13. 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 and Ann DeMeuse
Date: November 9, 2021
RE: Background Information for the November 17, 2021 Regular Meeting

STUDENT COUNCIL REPRESENTATIVE REPORT:

Student Council President Elden Antonio will share updates with the Board and public.

Note: We moved this item prior to the public participation section so in the event of a lengthy public participation section, the Student Council representative does not need to stay at the meeting too long on a school night.

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.

CONSENT AGENDA:

1. Approve Meeting Minutes

- a. October 20, 2021 Regular Board of Education Meeting
- b. November 3, 2021 Board Learning Session

2. Approve October Bills

- 3. Grants and Donations** – Sunrise received the following grant for October: The Sturgeon Bay Parent Teacher Organization donated \$400 to help purchase high interest/low reading level books. These books will be used to help support 3rd grade literacy instruction for students with low reading levels. Ken Pabich & Stephanie Cataldo-Pabich donated \$80 to help a family with lunch balances.

A motion to thank these individuals for their generosity, as well as approve the donations is recommended.

- 4. Resignations and Retirements** – Effective 10/19, Amy Hull is resigning from her food service position.

A motion to accept their resignation/retirement notifications and thank them for their service to our young people, parents, staff, and community is recommended.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any)

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

2. Approve Updated COVID-19 Procedural Guidance

Based upon a variety of concerns, questions, and discussions, as well as procedures in other districts, a one-page document with updated COVID-19 procedures pertaining to

time away from school based upon symptoms, quarantine length, close contacts, and related notification has been prepared.

As the Board has discussed for some time, finding the proper blend of COVID-19 precautions with a myriad of precautions around other aspects of the overall health and well being of students, families, staff members, and community members has been and continues to be a challenge. Just as procedures have been updated since the spring of 2020, this latest version shows the next progression in procedures for our school community.

In the meeting packet I included three version of the updated procedures grid we worked through November 3. The first version has “with options” in the title and I highlighted in yellow the section the Board agreed we wanted to update; it has two options with some preferring one over the other in the learning session. The two other versions align with the options referenced in the previous sentence. They are labeled as Version A and Version B (with differences again highlighted in yellow) so that an actual motion can simply reference a version and Board dialogue and a vote can follow from there.

Implementing these changes on Monday, November 22, 2021 would allow for appropriate communication with students, families, and staff members so stakeholders are aware of the updates. School administration and our school nurse team should be authorized to transition any situations current in process to the updated procedures as well.

A motion to approve updated COVID-19 Procedural Guidance as presented is recommended.

3. Approve Updated Facial Coverings Approach

The Board has discussed the next step in our approach to facial coverings ever since the September 15, 2021 Board meeting when the motion passed to shift from optional to mandatory masking beginning on September 20, 2021.

After looking at various components both in terms of which age groups to consider returning to optional masking first, as well as which months might be the best time to move forward with such changes, we are at a point where updating the facial coverings approach is deemed to be appropriate.

Based upon a combination of factors and the November 3 learning session discussion, the following approach appears logical.

- Effective Monday, November 22, 2021, optional masking would return for students and staff in grades 7-12.
- Effective Monday, January 3, 2022, optional masking would return for students and staff in grades preK-6.
- Until the change takes effect at a given level, pertinent components of the action taken by the Board on September 15, 2021, such as but not limited to school instructional time/days, bus transportation, implementation, exceptions, and enforcement would continue to be in place.

- Note: Until notified otherwise, facial coverings would continue to be required when riding a school bus.

A motion to approve the updated Facial Coverings approach as presented above is recommended.

4. Notice of Board of Education Election on April 5, 2022

A school board election will be held on April 5, 2022. The three board members whose terms of office will expire in April of 2022 are Beth Chisholm, Mike Stephani and Chad Hougaard.

Declarations of Candidacy and Campaign Registration Statements will be available in the School District Office at 1230 Michigan Street during regular school hours starting Wednesday, December 1. The Declarations of Candidacy and Campaign Registration Statements must be filed in the District Office no later than 5:00 P.M. on Tuesday, January 4, 2022.

5. Appoint Assistant Board Clerk

A motion to appoint the District Administrator to the position of Assistant Board Clerk for the purposes of accepting Board of Education election documents is requested. This is the practice that has been used in the past as a convenience to the Board Clerk and potential board candidates.

A motion to appoint the District Administrator as Assistant Board Clerk to assist with the collection of Board of Education election documents is recommended.

6. Approve Food Service Employee

Jenny Spude would like to welcome new staff member, Colleen Geurts. Colleen started with us this school year as a substitute employee and we'd like to extend the invitation of permanency with us in the food service department.

A motion to approve Colleen Geurts as a food service staff member is recommended.

7. Approve Part-time Business Office Employee

From Business Manager Jake Holtz:

When Corinne Rice offered to step back from her full-time position after giving birth to her daughter, she expressed interest in continuing to help our Business Office on a part time/hourly basis when her maternity leave ends. Corinne has been an excellent and reliable full-time employee for us for the past two and a half years.

The Board has discussed the growing duties of the Business Office and need for more Human Resources time in recent years. By bringing Corinne back part time in the Business Office, we avoid adding a position—especially one that does not directly support the classroom, plus we will have the flexibility to pick up more duties under the Human Resources umbrella, to provide further financial oversight, and to allow time to properly train someone to be both a backup and second set of eyes to our Payroll Clerk.

A motion to approve Corinne Rice as a part-time Business Office employee is recommended.

8. Approve Teaching Associates

Information prepared by Special Education and Pupil Services Director Lindsay Ferry

- a. Jenny Hull: Director of Special Education and Pupil Services and Principal Katy DeVillers are excited to welcome Jenny Hull to the special education team at Sawyer Elementary School. Jenny has previous experience working in the special education field as a Behavior Technician at LEARN Behavioral Center as well as serving as a Caregiver at Bay Harbor Assisted Living of Sturgeon Bay. Jenny has a passion for working with children and will no doubt provide positive support for students at Sawyer Elementary School.

A motion to approve Jenny Hull as a Teaching Associate at Sawyer Elementary School is recommended.

- b. Courtney LeCloux: Director of Special Education and Pupil Services and Principal Katy DeVillers are pleased to welcome Courtney to the Sturgeon Bay teaching associate team at Sawyer. Courtney is a native of Sturgeon Bay and joins the special education team with a background in Psychology. Courtney is excited to join the team at Sawyer and learn from the veteran team members.

A motion to approve Courtney LeCloux as a Teaching Associate at Sawyer Elementary School is recommended.

- c. Melissa Murphy: Director of Special Education and Pupil Services and Principal Katy DeVillers are excited to welcome Melissa to the special education team at Sawyer Elementary School. Melissa has a Bachelors degree in Studio Art and Digital Art from the University of Wisconsin Green Bay, in addition to a Masters degree in Pastoral Counseling from Liberty University. Melissa enjoys working with children while providing meaningful learning experiences for all students. Melissa will be a great addition to the team and the Sawyer staff are excited for her to begin.

A motion to approve Melissa Murphy as a Teaching Associate at Sawyer Elementary School is recommended.

- d. Alisha Thomas: Director of Special Education and Pupil Services and Principal Katy DeVillers are pleased to welcome Alisha Thomas to the special education team at Sawyer Elementary School. Alisha has experience working with children with autism and is excited to practice her skills in the educational setting. Alisha has jumped right into the work at Sawyer and provided a positive approach to meeting the needs of all students.

A motion to approve Alisha Thomas as a Teaching Associate at Sawyer Elementary School is recommended.

9. Approve 2022-2023 School Year Calendar

In recent years we have worked off of a timeline that strives to approve the next year's school calendar in November so that parents have plenty of time to make the various vacation and family plans for the following school year. At the October and November learning sessions, we discussed a variety of factors and preferences.

The calendar in the meeting packet contains the following as a summary:

- The first day of classes would be Thursday, September 1, 2021.
- There would be 180 days of school scheduled.
- Winter Break would be 10 days long running from the end of the school day on December 23 to January 2. Classes would restart on Tuesday, January 3.
- Spring Break would be from the end of a half day of school on March 17 to March 26. Classes would restart on Monday, March 27.
- The last day of classes would be scheduled for Tuesday, June 6.

A motion to approve a calendar for the 2022-2023 school year is recommended.

10. Educational Programming Operational Referendum Community Survey (informational item)

The community survey regarding an educational programming operational referendum is in motion. Residents have begun to receive the mailer. I received notice from Cari at School Perceptions on the morning of November 8 that since the mailer was starting to land in mailboxes that they would send out the email to district families. As of the evening of November 8, there were 124 responses. Cari said that non-responders will receive reminders on November 11 and November 22.

As a quick recap for the benefit of any community members, the Board does not actually vote on a resolution to go to the voters in April for a referendum until the January school board meeting. The survey is intended to gather information to further inform the Board and whatever approach is taken—whether an approach that matches what is in the survey or an alternate approach if that appears wise based on survey feedback. Page three of the paper survey has a paragraph about the amounts projected, as well as a bar graph with projected tax impacts beneath the paragraph.

We do not have the usual educational materials prepared yet since a decision has not been formally made. However, we purposely did leave the materials from both the previous operational referendum and the more recent facility/capital referendum on the website so anyone can access that information and see what we would normally share. Once the Board approves an actual resolution in January then we will move forward with more materials and so forth.

When President Stephani and I were meeting about the agenda the week before the meeting, we did think that an information item was appropriate, as well as pointing out some brief information comparing the last operational referendum to what we are currently projecting for the next one and I'll summarize this below.

Most recent operational referendum amounts approved by the voters in April of 2019:
Up to \$2.9 million for the 2019-2020 school year,

Up to \$3.2 million for the 2020-2021 school year, and
Up to \$3.6 million for the 2021-2022 school year.

Current projection for the next operational referendum as referenced in the community survey:

Up to \$2.6 million for the 2022-2023 school year,
Up to \$2.9 million for the 2023-2024 school year,
Up to \$3.3 million for the 2024-2025 school year,
Up to \$3.5 million for the 2025-2026 school year, and
Up to \$3.8 million for the 2026-2027 school year.

As you can see, the amount currently projected for next school year would be \$1 million LESS than what had been projected and was approved by the voters for this school year with the last referendum. Additionally, even with looking at extending the term from three to five years, only the fifth year would surpass what had been approved for the last year of the most recent operational referendum.

Stay tuned. Among the next steps will be considering the community survey feedback results once we receive those, the December 1 session, and so forth.

11. November 30, 2021 Community Open House from 4:00 – 6:00 P.M. (*informational item*)

After the completion of improvements to buildings throughout the district, there will be an open house for the public on Tuesday, Nov. 30 from 4:00 PM - 6:00 PM. Kick-off for the open house is at the high school at 4:00 PM with opening remarks. All schools will be open to the public.

- **Guided tours** will begin at 4:30 PM and will be every 15 minutes thereafter.
- **Self-guided** tours from 4:00 PM - 6:00 PM are also an option for those familiar with the buildings.

Call 746-2807 if you have any questions.

12. Reports

13. Adjourn

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, October 20, 2021

President Stephani called the budget meeting to order at 6:15 PM in the Sturgeon Bay High School IMC with a roll call vote. Present were Commissioners Stephani, Holland, Hougaard, Wood, Kruse, Jennerjohn, Chisholm, Howard and Alger. Also present were Superintendent Tjernagel & J. Holtz

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

Audience to Visitors and Delegations: None.

Agenda and Discussion:

1. Budget review & discussion

- a. General Aid Certification was provided by the Department of Public Instruction on October 15: Jake Holz reviewed pertinent and financial information from the 2021-2022 Budget Review document and Budget and Levy Adoption workbook.

Adjourn: Wood/Chisholm to adjourn at 6:48 PM. Motion carried unanimously.

President Stephani called the regular meeting to order at 7:00 PM in the Sturgeon Bay High School IMC with a roll call vote. Present were Commissioners Stephani, Holland, Hougaard, Wood, Kruse, Jennerjohn, Chisholm, Howard and Alger. Also present were Superintendent Tjernagel, J. Holtz, K. Nerby, L. Ferry, M. Smullen, B. O'Handley, A. Smejkal, K. DeVillers, SRO Jennerjohn & A. DeMeuse. The Pledge of Allegiance was recited.

Motion: Chisholm/Jennerjohn to adopt the agenda as presented. Motion carried unanimously.

STUDENT COUNCIL REPRESENTATIVE REPORT: Elden Antonio reported that Homecoming week went well, traditions were a strong part of the festivities. Jokingly speaking of tradition, he noted that the Seniors crushed the Juniors in the Powderpuff game. They raised \$400 and will use it for the Christmas Gift program for families in need. Additionally, 4 bags of canned goods were donated to a local food shelter. Preparations are ongoing for holiday activities with the talent show, candy cane sales and spirit week.

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:

- Jamie Haslam, 9th Ave.,
- Aaron Carmody, Shiloh Road
- Stephanie Soucek, 205 N 16th Place
- Tracy Andropolis, 826 Pennsylvania St.

PUBLIC HEARING ON 2021-2022 SCHOOL DISTRICT BUDGET-none

CONSENT AGENDA:

1. Approve Minutes
 - September 15, 2021 Regular Board of Education meeting
 - October 6, 2021 Board Learning Session

2. Approve September Bills

3. Grants and Donations

- Our Food Service Department received a \$1000 donation from Huehns Funeral Home to support student nutrition services. We are so thankful that Todd Huehns and his family chose our school nutrition program as a recipient of this support. Each day we strive to provide high quality nutrition options for our students, this donation helps support our efforts. Thank you Huehns!
- Please note that a \$5,000 commitment (at \$1,000 dollars per year for the next 5 years) from Fincantieri Marine Group is being made to help support athletics at SBHS.
- Thank you to Dave LaBott and his father Dave Sr. for each donating \$1000 donations to the Clipper Clays team for their Garmin training simulators. A very generous donation that will be greatly used by the team!
- A \$400 grant for 3rd grade high interest/low reading level books for 3rd grade classrooms has been received.
- A \$363 Donors Choose grant for Amanda Bottkol to purchase a student reading chair, and classroom bookshelves to replace shelving removed from her classroom during remodeling has been received.

4. Approve Resignations and Retirements

- Kasie Frangipane: Teacher Associate at Sawyer Elementary School.
- Corey Ash has resigned as the JV2 Boys Basketball Coach.
- Robert Desotelle is resigning as the girl's varsity head soccer coach.

Motion: Wood/Alger to approve the consent agenda items as presented. Motion carried unanimously.

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any): none

2. Mask Metrics Update and Discussion

After another lengthy discussion as part of the October 6, 2021 learning session, it was acknowledge that while there are some existing metrics at the county level that may be helpful to monitor, that is really not the localized data that some individuals want to be able to focus on for our district and pertinent next steps. In the end, we assembled the following statement and we will need to continue to monitor and discuss the situation so a proper "off-ramp" can be established:

The District will monitor a combination of the overall trend in our local data in combination with families having access to a COVID-19 vaccine.

While far from perfect this at least takes into account many different comments and points from recent Board-level discussions, discussions with Public Health and DCMC, and of course requests from parents with varying wishes when it comes to masking.

For the purpose of this background document and gathering potential next steps for the Board to further consider, I am describing a couple of approaches on the order that came up in different ways earlier this month.

Sample Approach A

Having an off-ramp approach that first transitions students in grades 7-12 to voluntary masking once we feel an acceptable trajectory of our local data is in place would be possible since these students and their families have had access to a COVID-19 vaccine for some time.

Then at the Early childhood level and grades 4K-6, a shift could occur once we feel an acceptable trajectory is in place AND these students and their families have access to a COVID-19 vaccine.

Sample Approach B

Another approach would be similar to the approach described in sample A above but could operationalize it to three layers or levels rather than two, which would have the middle school in two different situations.

The high school could be first as described above in sample approach A. Then the middle school (grades 6-8) could be second depending on the trajectory of our local data and vaccine access, bearing in mind a majority of middle school students and their families have already been eligible for a vaccine. Then the elementary level could be third depending on the trajectory of our local data and vaccine access.

To be abundantly clear, neither of the sample described above are formal or complete recommendations at this time but are intended to summarize aspects of the discussion to date and lay out how off-ramps may actually function. What specifically triggers those off-ramps then circles back to what was described as “the overall trend in our local data.”

So, how could we look at the local data and how have discussed how the Board receives the data this fall? Each month, the Board hears from the principal of each school exactly what is happening at that school in terms of the positive cases, quarantined individuals, and individuals tested. This will be reported for students as well as for staff, giving us six data points, if you will. Since the third Wednesday of the month can fall on different dates most months, the principals then will update that data once the month is complete so that month by month data is available during the year, as well as snapshots of the current month as the Board holds its monthly meeting.

Last year, we ended up with a weekly snapshot or dashboard. While we all admitted we didn’t know if we could hold and sustain school a year ago, we now know that we certainly can, even there though are plenty more challenges this year and people are understandably fatigued with this whole situation.

I would also cautiously remind the Board and anyone reviewing these notes, that even three positive cases for the entire district student body and all staff after 10 days of school was viewed by some as too many, while others viewed that as an incredibly low number.

Additional Board discussion would certainly be appropriate. Likewise, additional information may be assembled in the nine days leading up to the meeting after I finished these particular notes on the evening of October 11 as well.

Numbers across the district were reviewed. Stephani stating testing is going down, still have double digit virus in the school. This is a difficult subject to boil down into a single approach/response. Trying to look at trending to help determine when we can off-ramp masking. Considering creating a new set of rules (like Southern Door did) as it relates to dealing with close contacts. Shift to a weekly statistical report instead of monthly statistical report for tracking/trending options.

The Board requested that Sturgeon Bay work on our own version of an updated procedures document/grid. Having any procedural updates addressed prior to masking "off-ramps" is desired.

Motion: Hougaard/Holland that the District will monitor a combination of the overall trend in our local data in combination with families having access to a COVID-19 vaccine, and the board will continue the metric discussion at the regular November board meeting. Motion carried unanimously.

3. Approve 2021-2022 Budget

The Budget Adoption document levies less than what the Board has the authority to levy by approximately \$800,000, takes into account various items discussed in the October 6 learning session including the Fund 39 Levy of approximately \$1,856,845 and also levies \$400,000 into Fund 41. This would equate to a Mil Rate of 10.69.

Motion Wood/Alger to approve the budget as presented in the 2021-2022 Budget Adoption Document. Motion carried unanimously.

4. Approve December 2021 Tax Levy (for calendar year 2022)

Reminder: The Fund 41 Levy is not addition to the total levy, but rather is included as part of the total levy and earmarked, if you will, for allowable Fund 41 use. Motion Jennerjohn/Wood to approve the tax levy as presented in the Budget Adoption document for a General Fund Levy of \$8,441,651 and a Fund 39 Referendum Debt levy of \$1,856,845 and a Fund 41 Capital Expansion Fund levy of \$400,000 for a total levy of \$10,698,496. Motion carried unanimously.

5. Approve Fund 41 and Fund 41 Levy Resolution

As discussed at the October learning session and in follow up information shared by Business Manager Holtz, Fund 41 is another tool the district utilizes to fund maintenance projects in addition to the Long-Term Capital Improvement Trust Fund (Fund 46), the traditional maintenance dollars in our annual budget, and/or through something like a capital referendum, if pursued by the district and approved by the voters, of course.

While the amount levied into the Fund 41 Capital Expansion Fund has been a part of the discussion and action in the two previous agenda items, we should have a dedicated resolution approved by the Board.

BE IT RESOLVED by the Board of Education of the School District of Sturgeon Bay that a Capital Expansion Fund is hereby created pursuant to Section 120.10(10m) of the Wisconsin Statutes for the purpose of financing remodeling, maintenance, repair, and improvement projects at various buildings and sites; and

BE IT FURTHER RESOLVED that a tax in the amount of \$400,000 be levied for the 2021-2022 school year to be deposited in the Capital Expansion Fund created above to be used only for the purposes specified above.

A motion Wood/Jennerjohn to approve the resolution as presented. Motion carried unanimously.

6. Approve Teacher Associate(s)

- a. Motion Holland/Hougaard. to approve Michelle Vasen as a Special Education Teaching Associate at the high school. Motion carried unanimously.

7. Approve Sunrise Elementary Roofing Project

This would be for the summer of 2022, but we need plan well in advance. This is the Sunrise roof work we spoke about with the construction project this past summer, and it will get us to the best possible spot

with insulation. The bottom line is it is right in the range of what we normally plan for with about \$234,000 being what is expected per our roofing consultant. So, if we could do an amount not to exceed \$250,000, this would allow us to go out for and approve a bid when we get them in. This is especially important in this current economy when things could change at any point.

Motion Hougaard/Chisholm to approve the roofing project at Sunrise Elementary, not to exceed \$250,000. Motion carried unanimously.

8. Approve High School Coaches

- a. Motion Alger/Wood to approve Scott Brunswick as the JV2 Boys Basketball Coach. Motion carried unanimously.
- b. Motion Hougaard/Holland to approve Stephen Jacobson and Trevor Hasenjager as Co-Head coaches for the Varsity Wrestling program. Motion carried unanimously.

9. 2022-2023 School Year Calendar Update (informational item this month): Draft reviewed and options discussed.

10. Reports:

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

11. Motion Holland/Jennerjohn to adjourn at 9:24 PM. Motion carried unanimously.

Date: _____

President’s Signature: _____

THE SCHOOL DISTRICT OF STURGEON BAY
Board of Education Learning Session
Wednesday, Nov. 3, 2021

5:00 P.M. Board of Education Meeting

District Bldg: Board Room

CALL TO ORDER:

1. Roll Call at 5:02 PM: Present: Stephani, Wood, Jennerjohn, Chisholm, Hougaard, Alger & Howard. Excused: Kruse, & Holland. Also present Superintendent Tjernagel, J Holtz, K Nerby, M Smullen, B O’Handley, A Smejkal, & K DeVillers.
2. Motion: Hougaard/Jennerjohn to adopt the agenda as presented. Motion carried unanimously.

AGENDA AND DISCUSSION

1. Outdoor Athletic Facility Guest Presentation: Dan Lenius, Josh Van Lieshout, Todd Maas and Cliff Wind addressed the board and provided background and project goals. A work group was set up with Alger to represent the board.
2. Budget Planning: information provided.
 - i. Levy Process Update, if needed
 - ii. Operational Referendum Planning
3. 2022-2023 School Calendar Draft: Options reviewed.
4. Facial Coverings Metrics and Procedures: Status update provided. Metrics reviewed. Options discussed.
5. Motion to adjourn: Wood/Chisholm to adjourn at 6:50 PM. Motion carried unanimously.

Date: _____

President’s Signature: _____

COVID-19 Procedural Guidance
School District of Sturgeon Bay
Version with Two Options
Updated 11-9-2021

	If my child...	And is...	Then:
Symptoms	<p>Has one of these COVID-19 symptoms: - Recent loss of sense of taste or smell - Shortness of breath or trouble breathing - A cough that is persistent, would be disturbing to a room of people, and/or can be felt in the chest.</p> <p>Has two or more of these COVID-19 symptoms: Headache, Sore Throat, Muscle or body aches, Runny nose/congestion, Nausea or vomiting, Unusual fatigue, Diarrhea, Fever of 100.4 or higher OR chills</p>	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free OR If choosing not to test, district assumes positive. See positive results procedure below. <p><i>*Note: Individuals do not need to re-test for 90 days after testing positive.</i></p> <p><i>** Note: If fever, vomiting, or diarrhea is the only symptom the child should not attend school until 24 hours symptom free without the use of medication.</i></p>
	If my child...	And is...	Then:
Positive Results	Tests positive for COVID-19 . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Quarantine for 10 days from symptom onset, or if no symptoms, 10 days from positive test.
	If my child...	And is...	Then he/she/they should:
Close Contacts	Is a close contact to a positive case <u>outside of the household</u> AND IS HAVING COVID-19 SYMPTOMS . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free and mask for 14 days. OR Quarantine 10 days if choosing not to test.
	Is a close contact to a positive case <u>outside of the household</u> AND is NOT having COVID-19 symptoms . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	Is a close contact to a positive case in the <u>same household</u> . . .	Vaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	Is a close contact to a positive case in the <u>same household</u> . . .	Unvaccinated	<ul style="list-style-type: none"> Same approach as with vaccinated students— see above. OR Quarantine for 10 days from when family member tested positive; then may come to school if symptom free, monitoring for COVID-19 symptoms and masking for 10 days.
	If my child...	And is...	Then:
Close Contact Notification	Has been in a setting with an individual who tested positive . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Parents/guardians of 4K-12th grade will be notified. Families should monitor communications from school regarding any positive cases at that school/grade level.

COVID-19 Procedural Guidance School District of Sturgeon Bay

Version A

Updated 11-8-2021

	If my child...	And is...	Then:
Symptoms	<p>Has one of these COVID-19 symptoms: - Recent loss of sense of taste or smell - Shortness of breath or trouble breathing - A cough that is persistent, would be disturbing to a room of people, and/or can be felt in the chest.</p> <p>Has two or more of these COVID-19 symptoms: Headache, Sore Throat, Muscle or body aches, Runny nose/congestion, Nausea or vomiting, Unusual fatigue, Diarrhea, Fever of 100.4 or higher OR chills</p>	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free OR If choosing not to test, district assumes positive. See positive results procedure below. <p><i>*Note: Individuals do not need to re-test for 90 days after testing positive.</i></p> <p><i>** Note: If fever, vomiting, or diarrhea is the only symptom the child should not attend school until 24 hours symptom free without the use of medication.</i></p>
	If my child...	And is...	Then:
Positive Results	Tests positive for COVID-19 . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Quarantine for 10 days from symptom onset, or if no symptoms, 10 days from positive test.
	If my child...	And is...	Then he/she/they should:
Close Contacts	Is a close contact to a positive case <u>outside of the household</u> AND IS HAVING COVID-19 SYMPTOMS . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free and mask for 14 days. OR Quarantine 10 days if choosing not to test.
	Is a close contact to a positive case <u>outside of the household</u> AND is NOT having COVID-19 symptoms . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	Is a close contact to a positive case in the same household . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	If my child...	And is...	Then:
Close Contact Notification	Has been in a setting with an individual who tested positive . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Parents/guardians of 4K-12th grade will be notified. Families should monitor communications from school regarding any positive cases at that school/grade level.

COVID-19 Procedural Guidance School District of Sturgeon Bay

Version B

Updated 11-8-2021

	If my child...	And is...	Then:
Symptoms	<p>Has one of these COVID-19 symptoms: - Recent loss of sense of taste or smell - Shortness of breath or trouble breathing - A cough that is persistent, would be disturbing to a room of people, and/or can be felt in the chest.</p> <p>Has two or more of these COVID-19 symptoms: Headache, Sore Throat, Muscle or body aches, Runny nose/congestion, Nausea or vomiting, Unusual fatigue, Diarrhea, Fever of 100.4 or higher OR chills</p>	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free OR If choosing not to test, district assumes positive. See positive results procedure below. <p><i>*Note: Individuals do not need to re-test for 90 days after testing positive.</i></p> <p><i>** Note: If fever, vomiting, or diarrhea is the only symptom the child should not attend school until 24 hours symptom free without the use of medication.</i></p>
	If my child...	And is...	Then:
Positive Results	Tests positive for COVID-19 . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Quarantine for 10 days from symptom onset, or if no symptoms, 10 days from positive test.
	If my child...	And is...	Then he/she/they should:
Close Contacts	Is a close contact to a positive case <u>outside of the household</u> AND IS HAVING COVID-19 SYMPTOMS . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Can return to school with a negative COVID-19 PCR test AND 24-hours symptom free and mask for 14 days. OR Quarantine 10 days if choosing not to test.
	Is a close contact to a positive case <u>outside of the household</u> AND is NOT having COVID-19 symptoms . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	Is a close contact to a positive case in the <u>same household</u> . . .	Vaccinated	<ul style="list-style-type: none"> May come to school masked and monitor for COVID-19 symptoms for 14 days from the date of last contact with the positive individual.
	Is a close contact to a positive case in the <u>same household</u> . . .	Unvaccinated	<ul style="list-style-type: none"> Quarantine for 10 days from when family member tested positive; then may come to school if symptom free, monitoring for COVID-19 symptoms and masking for 10 days.
	If my child...	And is...	Then:
Close Contact Notification	Has been in a setting with an individual who tested positive . . .	Vaccinated or Unvaccinated	<ul style="list-style-type: none"> Parents/guardians of 4K-12th grade will be notified. Families should monitor communications from school regarding any positive cases at that school/grade level.

NOTICE OF SCHOOL BOARD ELECTION
April 5, 2022

Notice is hereby given that an election will be held in The School District of Sturgeon Bay on Tuesday, April 5, 2022. The electors will elect people for three (3) three-year terms. These terms will begin on Monday, April 25, 2022.

Incumbent school board members whose terms will be expiring are:

Beth Chisholm
Mike Stephani
Chad Hougaard

District boundary information can be found on the Sturgeon Bay Schools website at: sturbay.k12.wi.us

Notice is further given that a Campaign Registration Statement and a Declaration of Candidacy must be filed no later than 5:00 p.m. on Tuesday, January 4, 2022 in the office of the school district clerk, 1230 Michigan Street, Sturgeon Bay for your name to be placed on the ballot.

Notice is further given, that if a primary is necessary, the primary will be held on Tuesday, February 15, 2022.

Given under my hand
on November 1, 2021
Beth Chisholm
School Board Clerk

Note to Door County Advocate
Run one (1) time in newspaper

STURGEON BAY SCHOOL CALENDAR FOR 2022-2023

DRAFT 1--180 days of school

Revised 11-3-2021

AUGUST 2022				
M	T	W	TH	F
15	16	17	18	19
22	23	24	25	26
29	30	31		

SEPTEMBER 2022				
M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

OCTOBER 2022				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

NOVEMBER 2022				
M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

DECEMBER 2022				
M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

JANUARY 2023				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

No school--Full day of in-service
 No School--Half day in-service & half day teacher records.
 No school--New Teacher In-Service
 No School--Breaks
 Classes in session
 Half day for students--P.M. Teacher Records

FEBRUARY 2023				
M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28			

MARCH 2023				
M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

APRIL 2023				
M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

MAY 2023				
M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

JUNE 2023				
M	T	W	TH	F
			1	2
5	6	7	8	9

Quarter:	I	45 days	Ends Fri. 11/4/22
	II	43 days	Ends Fri. 1/13/23
	III	43 days	Ends Fri. 3/17/23
	IV	49 days	Ends Tues. 6/6/23
	TOTAL	180 days	

School begins Thursday, September 1

In-service/No School: Oct. 14, Feb. 17, & May 5

No School due to breaks:
 Nov. 24-27; Dec. 24 - Jan. 2; March 18-26; April 7;
 & May 29

Note: SBHS can adjust quarters, if needed.

MEMO

To: Board of Education
From: Keith Nerby
Date: November 8, 2021
Re: November 2021 Principal's Report

Teaching and Learning

PLC Work. Each department continues to meet monthly in Professional Learning Communities to review student data. This month, staff met and looked over our Risk Ratio Data which indicates which students might be at a higher risk of failing grades, attendance concerns, and suspensions. Teacher reviewed students they had and worked collaboratively to review their academic standards to ensure they were reaching every student, every day in their classrooms.

Quarter 1 complete. Quarter 1 for high school students ended on November 3, 2021. Report cards will be available on November 11, 2021.

Course Description Booklet. The booklet is being reviewed and updated at this time and will be submitted for board approval in December.

Community Engagement

Open House: We will be holding an open house for the community on November 30 from 4:00-6:30pm to visit the high school and view the additions and remodeling work that was approved from the referendum.

Finance / Facilities and Operations

Lawn sign. You may have noticed that our lawn sign has been dark for several months. We are working to get that up and running soon.

Upcoming Meetings/Workshops

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

- **Door County Public Health** – Ongoing discussion regarding COVID-19 and the schools.
- **Machining Pathways Meeting**– November 9, 2021 – Discussions with Door County principals and NWTC about partnerships with a new pathways class.
- **Packerland Principals** – December 1, 2021 – Ongoing discussion regarding athletics and academics.

Upcoming Events

Here is a list of upcoming events:

Blood Drive	Wednesday, November 17 – 8:00 a.m. -2:00 p.m.
Thanksgiving Break	Thursday and Friday, November 25 and 26
MS/HS Winer Choral Concert	Monday, December 13 – 7:00 p.m.
Winter Band Concert	Monday, December 20 – 7:00 p.m.
Winter Break	Thursday, December 24 through Friday, January 2
Classes Resume	Monday, January 3
Quarter 2 / Semester 1 Exams	Thursday, January 13, and Friday, January 14
<i>January 13: Exams for Blocks 1 and 2 in a.m. Students released at 11:45 a.m. Buses will only run at the end of the day.</i>	
<i>January 14: Exams for Blocks 3 and 4 in a.m. Students released at 11:45 a.m. Buses will run at noon on January 14.</i>	
Sadie Hawkins Dance	Saturday, January 29 – 7:00 to 11:00 p.m.

TJ Walker Board Report November 17, 2021

Parent/Family - Teachers Conferences

- November 8, 2021, and we used Sign Up Genius to schedule appointments for families we felt it was important to meet with. We held conferences in the gym so parents could go see teachers who had openings or short lines to meet with instead of waiting outside a teacher's classroom.

School Goals thru 11/5/21

- Our attendance Goal is 98% and we are at 97.7%.
- D's and F's
 - 6th Gr. 5 students with an F
 - 7th Gr. 2 students with an F
 - 8th Gr. 1 student with an F
- Zero Suspension
 - 31 students sent to the office out of 215 (14% student population) with a total of 51 referrals. 3 assigned OSS and 9 students assigned ISS. 5 of the 12 are Special Education students.
 - 6th grade - 8 students referred to the office
 - 7th grade - 8 students referred to the office
 - 8th grade - 15 students referred to the office
- Testing - Fall STAR Test results applied with State Benchmark - Goal is 60% of our students are Proficient or Advanced.

Subject	6th Gr	7th Gr	8th Gr
ELA	34%	36%	46%
Math	37%	23%	23%

Staff Surveys.

- PBIS Staff Climate Survey - due November 12.

Athletics.

- MS Boys' Basketball season in progress and MS Girls' Basketball begins January 2022

Calendar of Events.

Tuesday, November 9 - Gr 6 & 7 Expectations Assembly; 8th grade Class Photo

Friday, November 12 - 7th Grade field trip to NWTC in Green Bay and Tiletown District.

Thursday, November 18 - Allied Arts Rehearsal & 2021 Fall Green & Gold Career Day @ Lambeau Field

Thursday, November 25 - No school

Friday, November 26 - No school

Board of Education Report
November 2021
Katy DeVillers
Sawyer Principal



Teaching and Learning

- We have begun our work toward creating a more systematic Academic and Social-Emotional Multi-level Systems of Support Framework. When completed and implemented, this framework will guarantee equitable services, practices, and resources to every learner based upon responsiveness to effective instruction and intervention. The staff is currently reviewing the academics and social-emotional support they provide for all students. The coaches, our school counselor and I are leading this work. It is perfect timing to do this work as we are re-building our literacy program. Dr. Nell was even able to join us for our first session so that she was aware and could align it to her work with the staff.
- On Friday, October 29th, we held our first Sawyer Leader Event where we recognized students who have displayed positive qualities that align with our Sawyer Way, which is: Be Respectful, Be Responsible, and Be Safe. One student was chosen from each classroom and their names are: Lane Hockers, Sofia Cross, Eddie Sigl, Roslyn Rodriguez Lopez, Hayden Blaiser, Gracie Hermes, Zinnia Ulrich, Wesley Maurer, David Legler, Mason Schmidt, Celeste Ehlers, Henry Boyarski, Wren Olson, Thea Stevenson, Lizabella Estes, and Mava Norris.

Community Engagement

- [Weekly Family Updates](#) continue to go out to give families the information they need to support their child and stay engaged in the happenings at school.
- Recently, I met with Matthew Slack, one of our local Coast Guards members and a parent of one of our 4K students, regarding the Coast Guard's Partnership in Education Program. This program connects Coast Guard Members with individual students or small groups with a focus on leadership skills. We hope to get this set-up for some of our students in the near future.

Finance/ Facilities and Operations

- We recently had a delivery of the sandbox from Sunset to our small playground at Sawyer and the students are enjoying the new option during recess. Thanks to Bob, our Building Engineer, for his efforts with this and everything else he does everyday to keep our building safe and ready for students to learn!

Sawyer/Sunset Covid Numbers

- This [document](#) displays our October COVID-related data.

Board of Education Report

November 5, 2021

Ann Smejkal, Ph.D.

Director of Teaching, Learning and Technology



Teaching and Learning

- Elementary staff are continuing to work on the Top Ten Tools for Teaching Reading with support from the academic coaches.
- Jen Weber and I are working to set up a process to assist the Middle School math teachers in evaluating and selecting new math materials as their current resource will expire this spring. Jen has reached out to CESA 7 for support to assist in this process.
- Dr. Nell will be in the district November 15-18.
- Academic coaches continue to support PLC work in the buildings and reading interventionists have analyzed data with the teams and begun interventions with students scoring below a proficient reading level. The work this year continues to be informed by our professional development in the Science of Reading.
- Constance Vogel, Jeanne Schopf, Katy DeVillers and I were interviewed by one of our former parents, Misty Powers, for a YouTube video for Decoding Dyslexia Wisconsin. We discussed our district's work in providing professional development for our staff and examining and revising our core curriculum. This is the link to the video <https://www.youtube.com/watch?v=AnWRCVaCXkl>

Technology Department

- The technology department continues to work on projects to support teaching and learning. We have successfully transitioned almost all teaching staff to new laptops and are working to redeploy them in other areas such as the Physics lab. Jen Hanson is settling into her role supporting tech integration in the classroom. She has scheduled time in each building weekly and teachers are reaching out for her support.
- As the electricians continue their work replacing wiring in the Middle School and High School we are cutting over to this new wiring. The Middle School will be complete soon and the High School work will happen before the end of Winter break. This work at the high school will include changing over from our borrowed generator to the new one and running the fiber for the school sign.



School District of Sturgeon Bay

1230 Michigan Street

Sturgeon Bay, Wisconsin 54235-1498

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Dan Tjernagel
Superintendent

dtjernagel@sturbay.k12.wi.us

November 17, 2021 Board of Education Meeting Superintendent Report

Prepared by Dan Tjernagel, Superintendent of Schools

Prepared for the meeting packet on November 8, 2021; Additional updates may be added later in section 4

1. Teaching & Learning

- a. **School year progress** – From a calendar standpoint by the time we reach the Board meeting day, we'll be on the second week of second quarter.
- b. **COVID Procedures/Masking Communication** – As in the past, I will plan to communicate with families and staff about any changes approved by the Board the day following the Board meeting.

2. Community Engagement

- a. **Community Open House** – On Tuesday, November 30 from 4:00 – 6:00 P.M. we will hold a community open house at Sawyer, Sunrise, and TJ Walker/SBHS so the community can see the various updates, renovation, and Sawyer addition.

Special thanks to Ann DeMeuse and Jane Stephen who have run with the assignment. Here is a blurb Ann and Jane prepared for the school newsletters in November:

After the completion of improvements to buildings throughout the district, there will be an open house for the public on Tuesday, Nov. 30 from 4:00 PM - 6:00 PM. Kick-off for the open house is at the high school at 4:00 PM with opening remarks. All schools will be open to the public.

- **Guided tours** will begin at 4:30 PM and will be every 15 minutes thereafter.

- **Self-guided** tours from 4:00 PM - 6:00 PM are also an option for those familiar with the buildings.

Call 746-2807 if you have any questions.

- b. **Community Newsletter** – The Fall edition of the *Clipper Connection* was finalized in early November and off to the printing process. It should hit mailboxes at some point in November and we usually add it to the district website as well as it starts hitting mailboxes.
- c. **DCEDC Board** - The monthly DCEDC Board meeting is Monday, November 15.
- d. **YMCA Board meetings** – The regular monthly YMCA Board meeting is Thursday, November 11.

- e. **School Perceptions Process** – The survey is in process with a participation deadline of Wednesday, November 24 at 5:00 P.M. The School Perceptions team will assemble the data and send us a report. As we have discussed before, I am hopeful we can get the report prior to the December 1 learning session. At we did two years ago prior to the capital referendum resolution and vote that followed, we will post the finalized report to the website, find ways to make the public aware of it, etc.

I received an email from Cari Udermann on the morning of Monday, November 8 that surveys were starting to hit mailboxes, so they sent out the email message to families that was prepared ahead of time and ready to go.

- f. **Monthly CESA 7 Superintendent Meeting** – I attended the monthly meeting of CESA 7 superintendents on November 5. This month’s meeting was held virtually.
- g. **WASDA Fall Regional Superintendent Workshop** – I attended the regional at the KI Convention Center in Green Bay on Thursday, October 28. Major themes involved COVID-related topics and what is and will be happening down in Madison as follow up to the budget, the introduction of quite a few education-related bills, and the politics behind what is and/or is not happening as a lead up to the race for governor. (I shared my notes with the board and admin team.)

3. Finance, Facilities, & Operations

- a. **Capital Project Update** – See the November 30 community open house notes above and watch for more information.
- b. **Door Kewaunee Health Insurance Purchasing Cooperative** – The annual meeting was held Monday, November 8 after being rescheduled from October 18. While I’m on the topic, we have this year and two more years until the next renewal kicks in, because of the extremely rare 5-year rate lock that had been arranged for a portion of the districts in our cooperative.
- c. **County Connectivity Report & Likely Fiber Project** – On Monday, November 8, I hosted a meeting of the Door County superintendents and Kurt Kiefer, recently retired DPI assistant state superintendent who worked with technology and libraries. Kurt and his wife are retiring to Door County and he’s passionate about supporting our districts and the county.

DCEDC has coordinated a report that should be released any day now. We anticipate it revealing not only extreme challenges with connectivity in rural areas, but that areas served by Spectrum (like many of our district families and staff) can still be challenged based on the technology (coaxial rather than fiber) and increased usage/traffic parts of the year.

What this will likely lead to is a concerted effort beyond anything we’ve seen before in this county to have the various towns, townships, city, major employers, districts, etc. come together and be able to fund a fiber network over the next several years.

I wanted people to be aware of both the report due any time, as well as the request that will likely follow. We’ll see how the information and process flow. It wouldn’t surprise me if

some sort of elected official and administrator from each of the various entities are invited to a meeting as some point. Stay tuned.

- d. **Compensation related items** – President Stephani had 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.

Once we can get through the masking metrics/masking off-ramp game plan conversations, I am hopeful a work group can assemble. If this doesn't occur soon, then the Board may need to focus on operational referendum-related topics such as the focus group, community survey results, further discussion of details such as how long the next referendum should be, etc. prior to the statutory requirement to approve the resolution in January.

From January to April will be another very important stretch, but theoretically there could be a compensation-related work group that could get some good work done in late January, February, and even March.

Another piece discussed in the past is whether or not the Board wants a “system” for considering any unique requests from staff. Having situations pop up at various points of the year is not helpful for anyone involved and dealing with this near the end of the year is not wise either, in my opinion, since staff and the Board should usually be focusing on other things. Having a system that leads to Board review in March, prior to Spring Break, continues to make sense to me, so we aren't dealing with things in April, May, or the summer. This does present an issue when it comes to referendum timing though in early April, since the Board likely will not want to approve anything compensation-related until after the referendum. Two thoughts on that deal with reviewing any information and taking conditional action in March, based on the referendum outcome, or reviewing the information in March and taking no action until April.

As a quick review and to wrap this section up for now, the Board usually approves returning teacher contracts and compensation in April, then non-teacher compensation in May.

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