

WILLIAMS BAY SCHOOL  
BOARD OF EDUCATION  
SPECIAL SCHOOL BOARD MEETING  
SATURDAY, APRIL 2, 2022

Board Members Present: J. Lothian, K. Nelson, D. Woss, P. Peyer, E. Nichols

Absent: None

Administration Present: District Administrator Dr. W. White  
Elementary Principal Dr. A. Bond  
Middle/High School Principal Mr. B. Mansky  
Business Manager Mrs. J. Frederick

Guests: None

I. CALL TO ORDER

President J. Lothian called the meeting to order at 8:00 a.m. The Pledge of Allegiance was said.

II. DISCUSSION ITEMS

A. Updates on 2022-2023 Budget and Process

J. Frederick provided an update on the 2022-2023 budget. She shared that the insurance carrier is indicating a 7.5% increase in insurance rates. She shared updates based on reduction in positions and resignations. Based on the current projections for revenues and expenditures, we will have a balanced budget for 2022-2023. The model is still projecting a budget shortfall for 2023-2024, but there are still a number of underdetermined factors that will impact that budget including enrollment and a new state of Wisconsin biannual budget. Board members asked questions and discussed various aspects of the budget forecast.

B. Employee Compensation

Dr. White shared the recommendation that J. Frederick and he had developed based on the 2022-2023 budget projections. Board member asked questions and provided feedback on the recommendation. Based on the feedback, Dr. White and Mrs. Frederick will make revisions and prepare a final recommendation for the Board to be presented at the April Regular monthly board meeting.

### C. Benefits Survey Results

Mrs. Frederick shared the results of the benefits survey that was given to all employees. The survey shows that staff want and need more information to understand the benefits being provided to them by the district. As the district focuses on ways to attract and retain staff, culture is considered the most important factor by the employees. The Board discussed ways to improve culture, morale and to attract and retain employees.

### D. Handbook Changes & Language

Dr. White shared potential changes to the employee handbooks. The Board discussed the potential changes and provided feedback. Dr. White will make revisions based on the feedback and schedule a “meet and confer” meeting with the employees to work on the potential changes. The Employee Handbooks will be presented to the Board for approval in June.

### E. WBBA Survey

The Board reviewed the WBBA survey results. Dr. White highlighted parts of the survey. He shared steps the district is taking to improve communication and partnerships with the community. The Board asked questions and provided feedback on these steps.

### F. Updating the Strategic Plan

Dr. White briefly shared that the administrative team is beginning to review the strategic plan. The team will determine what has been accomplished and what new actions steps need to be implemented to achieve the goals contained within the plan. At the next the next work session, the administrative team will share it’s recommendations. Dr. White invited Board members to review the plan and suggest possible action steps that would like to see included to achieve the district goals.

## VII. ADJOURN

At 11:04 am., D. Woss / P. Peyer motion and second to adjourn the meeting, carried 5-0.

Ed Nichols, Clerk  
WW: 4/7/2022