

WILLIAMS BAY SCHOOL DISTRICT  
BOARD OF EDUCATION  
SCHOOL BOARD MEETING  
November 13, 2023

Board Members Present: J. Lothian, K. Nelson, P. Peyer, M. Schneider

Absent: E. Nichols

Administration Present: District Administrator Dr. W. White  
MS/HS Principal, E. Soley-Johnson  
Elementary Principal, Dr. A. Bond  
Business Manager, J. Frederick  
Athletic Director, H. Johnson  
School Psychologist, C. Colosimo

Guests: 16

I. Call to Order

President J. Lothian called the meeting to order at 6:00 p.m.

The pledge of allegiance was said.

II. Proposed Closed Session

At 6:31, K. Nelson / P. Peyer motioned and seconded to adjourn into closed session. Roll Call  
Vote: J. Lothian, aye; K. Nelson, aye; P. Peyer, aye; M. Schneider, aye. Carried, 4-0.

During the closed session, the District Administrator's annual performance review was discussed.

III. RECONVENE INTO OPEN SESSION

At 6:18, K. Nelson / P. Peyer motioned and seconded to adjourn into open session. Roll Call  
Vote: J. Lothian, aye; K. Nelson, aye; P. Peyer, aye; M. Schneider, aye. Carried, 4-0.

IV. Student Presentations

Mr. White, Tech Ed teacher and students gave a presentation to the board regarding the tech ed program and the Skills USA competition. Tech Ed students, Liam Beth and Will Sorenson also spoke to the board regarding the Engineering Machine Challenge.

Jose Pilo, President of the Spanish Club spoke to the board about club activities this year.

Mrs. Kavanagh, Middle/High School Talented and Gifted coordinator presented to the board about what she does to support TAG students in the middle/high school.

V. Public Comments

There were no public comments.

VI. Reports

A. Student Representatives – Zach Malisow, and Dylan Hulke provided the board a recap of student activities that have happened recently and upcoming plans.

B. Athletic Boosters – None

C. Athletic Director – Mr. Johnson spoke to the board about his attendance at the Wisconsin Athletic Directors Association meeting last weekend. He also spoke about winter sports starting and starting an online ticket purchasing program for game tickets.

D. District Administrator – Dr. White reminded the board of the November 29<sup>th</sup> special meeting.

E. Middle/High School Principal – Mrs. Soley-Johnson spoke about the DRIVEN committee running a tree decorating/penny war fundraiser for the middle/high school as well as finding volunteers for the Glass Tree at Yerkes and the high school musical happening this weekend.

F. Elementary Principal – Dr. Bond gave an overview of the Veterans Day ceremony that the elementary school hosted, and the planned Gobble Walk planned for November 21<sup>st</sup>. Money raised will be given the Holiday Help Program.

G. Student Services – Mr. Colosimo noted that the entire Hope Square is now QPR trained. He also spoke about the Kenosha County Threat Assessment training that he attended, some work he and Mrs. Williams did in the health classrooms regarding mental health and the tour he and a Williams Bay Family took of Lakeland School.

H. School Board – None

VII. Action Items

A. Approval of Consent Agenda

1. School Board Minutes

Approve the minutes of the Regular Board of Education Meeting held on October 23, 2023, and the Special Board of Education Meeting held on November 4, 2023.

2. Bills Payable

Approve bills payable October 20, 2023, to November 8, 2023, for Funds 10, 21, 27, 50, check numbers 84650 – 84718, wire transfer numbers 658-671.

P. Peyer / M. Schneider motioned and seconded to approve the consent agenda as presented. Carried 4-0.

#### B. Personnel Transactions

K. Nelson / P. Peyer motioned and seconded to approve the personnel transactions listed on the October 23, 2023, Personnel Transaction sheet. Carried 4-0.

#### C. Approve Policy Co-Curricular Job Descriptions

P. Peyer / M. Schneider motioned and seconded to approve the Co-Curricular Job Descriptions as presented. Carried, 4-0.

#### D. Approve Spring 2024 Start College Now Applications / Courses

K. Nelson / P. Peyer motioned and seconded to approve the Gateway Technical College request for Spring of 2024 for Wyatt Cameron, Keagan Johansson, Grace Borgen, Olivia Pierce, Lorelei Warrenburg, and Joe Sorenson. Carried, 4-0.

#### E. Approve Policy & Rule 361.1 – Instructional Material Selection and Evaluation

M. Schneider / K. Nelson motioned and seconded move to approve Policy 361.1 Instructional Materials Selection and Evaluation and Rule 361.1 Instructional Materials Selection and Evaluation as presented. Carried, 4-0.

#### F. Approve Policy 512 – Employee Harassment

K. Nelson / P. Peyer motioned and seconded to approve Policy 512 Employee Harassment as presented Carried, 4-0.

### VIII. Discussion

#### a. Discuss Budget Projections and the Need for a Potential Referendum

The budget forecast shows a deficit of one to two million dollars over the next five years. The model shows limited increase in general expenditures combined with rapidly decreasing general revenues due to declining enrollment and the funding formula. Reducing the budget by one to two million would result in significant elimination of positions, reduction in benefits, and an increase in class sizes. Making significant reductions that match the decline in revenues will have a tremendous negative impact on the quality of programming and services for the students of the

Williams Bay School District. Discussion followed regarding these projections and the need for a referendum.

b. Discuss Crisis Leave and/or Sick Leave Bank

The district previously had a sick leave bank but was advised by Brian Goodman, Boardman, and Clark attorney that the language was not IRS compliant. Attorney Goodman drafted the proposed language, but teacher representatives did not feel that language was acceptable as presented. Consequently, there is currently no language in the employee handbook or board policy when an employee does not have sick leave during a medical or crisis. The administrative team has explored language to support staff in times of catastrophic need or when an individual runs out of sick leave in an emergency. Discussion followed regarding this proposed handbook change to create a crisis leave/sick bank.

IX. Public Comments

None

X. Adjourn

At 7:56 p.m. K. Nelson / P. Peyer motion and second to adjourn. Carried, 4-0.