The monthly meeting of the Board of Education of the School District of Fort Atkinson was held Thursday, April 16, 2020. President Mark Chaney called the meeting to order at 6:30 p.m., virtually with physical viewing available at Luther Administration Center, 201 Park Street, Fort Atkinson, WI, with Vice-President Ben Knowles, Treasurer Adam Paul, Clerk Dick Schultz and Member Rachel Snethen present.

**PUBLIC HEARING** - Dr. Abbott indicated there were no public comments received. Mr. Knowles moved, seconded by Mrs. Snethen, and approved unanimously by voice vote, that WHEREAS, Wis. Stat. §118.38(1) and Wis. Admin. § Pl 8.01(4) authorize school boards to request the Department of Public Instruction to waive any school board or school district requirement in Wis. Stat. chs. 115 to 121 or in the administrative rules promulgated by the Department under the authority of those chapters; and WHEREAS, Wis. Stat. §118.38(1)(b) requires that, before requesting a waiver, a school board shall hold a public hearing in the school district on the request for a waiver of any requirement in Wis. Stat. chs. 115 to 121; and WHEREAS, Wis. Stat. § 118.38(1m) requires that “the school board shall specify in its request for a waiver its reason for requesting the waiver,” which includes the March 24, 2020, Emergency Order #12 from Governor Evers requiring all individuals present within the State of Wisconsin to stay at home or at their place of residence, with limited exceptions, beginning March 25, 2020 and continuing through 8:00 am on April 24, 2020. With the exception for activities facilitating distance learning or virtual learning, the Order continued the closure of all public and private K-12 schools for pupil instruction and extracurricular activities as set forth in previous Emergency Orders. NOW, THEREFORE BE IT RESOLVED, that: On April 16, 2020, the Board of Education held a public hearing, in satisfaction of Wis. Stat. §118.38(1)(b), concerning requests for waivers of the requirements identified herein; and In compliance with Wis. Stat. §§ 118.38(1) and (1m), and for the reasons set forth herein, the Board of Education hereby directs the District Administrator or his/her designee to apply, on behalf of the Board, to the Office of the Superintendent for Public Instruction (OSPI) for the waiver of the following: Waiver of the requirements of Wis. Stat. § 121.02(1)(f) and the administrative rules promulgated by the department regarding required instructional hours for students for the 2019-2020 school year only due to the COVID-19 public health emergency.

**COMMENTS FROM THE AUDIENCE ON AGENDA AND NONAGENDA ITEMS** - No public comments received.

**CONSENT AGENDA** - Dr. Abbott outlined the consent agenda items. Mr. Schultz moved, seconded by Mr. Paul, and approved unanimously by roll call, that the following consent agenda items be approved: Minutes - March 19, 2020 Regular Meeting, Board Policy Revisions - Final Read, Budget Transfer Request, Resignation - Request from Andra Dolan, 1.0 Special Education Teacher at Fort Atkinson Middle School, Mid-Year Compensation Adjustments, and Payment of District Bills.

**NONINSTRUCTION**

**2020-21 Compensation** - Mr. Schultz moved, seconded by Mrs. Snethen, and approved unanimously by roll call, that the School District of Fort Atkinson adopt the following compensation structure for the 2020-21 fiscal year: That practices from the implementation of the compensation model in 2019-20 be carried forward unless adjusted as outlined herein; That in an effort to more closely align the Support
Staff group to market comparable data and utilize actual employee pay from comparables rather than pay schedules, the following changes are implemented: Classifications of “Aide - Teaching/Learning” and “Paraprofessionals” be combined into one classification entitled “Paraprofessionals” to better align with market comparables; The Specialist I median rate is increased by the average increase of other Specialist categories; The Food & Nutrition Services III median is based on prior year differentials from the Food & Nutrition Services II category; The Buildings & Grounds II median is based on prior year differentials from the Buildings & Grounds III category; That the administration is directed to provide recommendations during fiscal year 2020-21 for fiscal year 2021-22 compensation to more closely align Support Staff compensation classifications to those of comparable districts so the data used for the market analysis more closely aligns with Fort Atkinson Support Staff position classifications; Increase staff pay rates which were identified to be below their respective market value analysis median to their market value analysis median [Approximately $266,345 for all staff]; Recognize another year of service towards market value placement for certified staff and longevity salary adjustment for all groups [Approximately $18,743 for all groups other than certified staff market value placement adjustments]; Adjust Administrators and Support Staff pay rates by the Consumer Price Index (CPI) increase of 1.81% (“cost of living” adjustment) [Approximately $111,784]; That compensation for Certified Staff represented by the Fort Atkinson Education Association (FEA) will be adjusted based upon Board approval of a negotiated agreement; and, That no adjustment in pay will be awarded to those having an active improvement plan on their first day of work in the 2020-21 fiscal year.

Election Results - Dr. Abbott reported an election for the School Board and Referendum was held on Tuesday, April 7, 2020. The Board of Canvassers convened on April 16, 2020, at 9:00 a.m., to verify and certify the results; the District’s referendum passed 2,829 (yes votes) to 2,298 (no votes); Dr. Abbott thanked the community for the continued support; School Board candidates Rachel Snethen received 2,769 votes, Kory J. Knickrehm received 2,931 votes, and Amy Reynolds received 2,951 votes and would take office and begin terms on Monday, April 27, 2020; and, Rachel Snethen would serve a one-year term and Kory J. Knickrehm and Amy Reynolds would serve three-year terms.

PERSONNEL

Compensation for the Remainder of the 2019-20 School Year - Mr. Knowles moved, seconded by Mrs. Snethen, and approved unanimously by roll call, that the Board of Education approve the Administrative Recommendation for Emergency Closure Work and Pay Continuation that all regular, full-time and part-time salaried, hourly, and extracurricular employees as defined by administration, continue to be paid at their regular rate of pay if they are available to work and meet the work expectations (virtual and/or on-site) as directed by the administration. This recommendation is intended to extend through June 9 or the date of return; whichever comes first. In the event the closure is expected to extend beyond June 9, the Board will revisit this recommendation at the May 21 meeting. Employees will be directed by the administration and supervisor of the work expectations during the closure. Those who are unable to work virtually or on-site given illness may elect to use accumulated paid sick leave. Those who choose not to work virtually or on-site for other reasons will not be paid unless prior approval for use of vacation and/or personal days have been granted. This action will not supersede any employee rights as stipulated through state and federal laws and/or protections.
**Individual Certified Staff Contracts** — Mr. Schultz moved, seconded by Mr. Paul, and approved unanimously by roll call, that the Board of Education approve the issuance of individual employment contracts for certified staff for the 2020-21 school year.

**Final Notices of Nonrenewal** - Mr. Knowles moved, seconded by Mr. Schultz, and approved unanimously by voice vote, that a “Final Notice of Nonrenewal” be issued to the following teachers: Brittany Engstrom, 1.0 FTE Special Education Cross Categorical Teacher at Rockwell; Susan Goudreau, 1.0 FTE Family and Consumer Education at Fort Atkinson High School; and, Jamie Leurquin, 1.0 FTE Special Education Cross Categorical Teacher at Fort Atkinson Middle School.

**Personnel Requests** — Mr. Paul moved, seconded by Mrs. Snethen, and approved unanimously by roll call, that the following appointments be approved, effective at the beginning of the 2020-21 school year: Brittany Engstrom, 1.0 FTE Special Education Cross Categorical Teacher at Rockwell Elementary; Cayla Myers, 1.0 FTE Elementary School Counselor at Rockwell Elementary; and, Allison Parsons, 1.0 FTE Agriculture Teacher at Fort Atkinson High School.

**ITEMS FOR FUTURE BOARD MEETINGS** - Dr. Abbott stated the Board may be considering additional waivers, textbook adoptions, budget proposals, CESA 2 and transportation contracts. Mr. Knowles and Mr. Schultz were thanked for their service on the Board of Education.

**ADJOURNMENT** — At 6:54 p.m., Mr. Schultz moved, seconded by Mr. Knowles, and approved unanimously by roll call that the Board of Education adjourn.

Respectfully submitted,
Debra K. Kopps, Administrative Assistant

**MINUTES APPROVED:**

____________________________________
May 21, 2020
Dick Schultz, Clerk
Date

SCHOOL DISTRICT OF FORT ATKINSON