

**PALMYRA-EAGLE AREA SCHOOL DISTRICT**  
**REGULAR BOARD MEETING**  
**P-EMS/HS - Community Center - 123 Burr Oak Street, Palmyra, WI**  
**December 13, 2022, 7:00 PM**

**Mission Statement**

*"To ensure that students excel with intellect and virtue, inspired by innovative educators who engage and challenge each individual."*

**MINUTES**

- I. **CALL TO ORDER:** The meeting was called to order by School Board President, Doris Parsons, at 7:02 pm.
- II. **ROLL CALL:** Michael Eddy, Tara LeRoy, Doris Parsons, Jean Reith, Mitzi Roscizewski, Zachary Rutkowski, Kristiana Williams, MS/HS Principal - Kari Timm, Eagle Elementary Principal - Katie Robertson, Special Education/Pupil Services Director - KayLeigh Sockrider, Associate Principal - Joel Tortomasi, Interim District Administrator - Todd Gray, Business Manager - Brad Warner, District Executive Assistant - Traci Plotz
- III. **DECLARATION OF QUORUM**  
Doris Parsons stated that quorum was established.
- VI. **APPROVAL OF AGENDA**  
A motion was made by Kristiana Williams and seconded by Tara LeRoy to move public comment item A after board monitoring. Motion Carries. A motion was made by Mitzi Roscizewski to move Action item H to closed session, Zachary Rutkowski seconded. Roll Call vote: Michael Eddy - N, Mitzi Roscizewski - Y, Zachary Rutkowski - Y, Jean Reith - N, Kristiana Williams - N, Tara LeRoy - N, Doris Parsons - Y. Motion Denied.
- VIII. **BOARD MONITORING**
  - A. Early Literacy/Phonics Program Presentation - Mrs. Tischer's class presented what they have learned with the augmented Early Literacy/Phonics curriculum that started this year.
- VII. **PUBLIC COMMENT**
  - A. Kallie Kestly - Bullying
- VIII. **BOARD MONITORING**
  - B. Review of 2021-2022 DPI report card ratings - Kari Timm, Katie Robertson, Joel Tortomasi and KayLeigh Sockrider presented the 2021-2022 DPI report card rating.
- XI. **CONSENT AGENDA**
  - A. **Approval of Minutes**
    1. Regular Board Meeting - November 8, 2022
  - B. **Financial Reports**
    1. Monthly Vouchers & Checks
  - C. **Resignations/Retirements**
    1. Special Education Paraprofessional - Samantha Meach - PE HS/MS, 5.75 hrs/day.
    2. Curriculum & Instruction Director - Jodi Didenko - District, 1 FTE (effective November 28, 2022 No penalty sought)
    3. Special Education Teacher - Sara Rivers - PE HS/MS, 1 FTE (effective January 3, 2023, No penalty sought)
  - D. **Hires**
    1. None at this time.
  - E. **Field Trips (overnight/out-of-state)**
    1. WIAA Wrestling Match, Sturgeon Bay, WI 1/27-1/29/2023 (Wagner)
  - F. **Fundraisers**
    1. Athletic Boosters - Powerlifting T-shirt Fundraiser, 12/1-12/8/2022 (Cauffman)
    2. HS World Languages Club - Rosette Sales, 1/13/2023, 1/20/2023, & 1/27/2023 (Strehlow)

3. Panther Boys Hoops Club - 3 on 3 Volleyball Tournament, 12/28/2022 (Wilde)

**G. Gifts & Donations**

1. \$6,000 Anonymous Donation for Holiday Assistant for PEASD Families in Need.

2. Peer to Peer Grant Program 2022-2023: \$1,000 to Help Support Hope Squad

A motion was made by Jean Reith and seconded by Kristiana Williams to approve the Consent Agenda as presented. Motion Carries.

**XII. ACTION ITEMS**

- A.** A motion was made by Kristiana Williams and seconded by Jean Reith to approve the Greenhouse Proposal with United Greenhouse Systems, Inc in the amount of \$90,625. Motion Carries.
- B.** A motion was made by Zachary Rutkowski and seconded by Jean Reith to approve a Job Posting for a part-time Certified Nurse Assistant for the High School Special Education Department. Motion Carries.
- C.** A motion was made by Michael Eddy and seconded by Jean Reith to approve the Proposed Superintendent Contract for the 2022-2023 School Year. Motion Carries.
- D.** A motion was made by Tara LeRoy and seconded by Mitzi Roscizewski to approve the Teacher Salary Schedule for the 2022-2023 School year with a 3% Increase. Motion Carries.
- E.** A motion was made by Jean Reith and seconded by Tara LeRoy to approve the Instructional Paraprofessional Wage Increase to \$16/hour. After some discussion the motion was amended, Jean Reith amended to the motion to approve the Instructional Paraprofessional Wage Increase to \$16/hour retroactive to the beginning of the 2022-2023 school year. The amended motion was seconded by Tara LeRoy. Motion Carries.
- F.** A motion was made by Jean Reith and seconded by Michael Eddy to approve the Special Education Paraprofessional Wage Increase to \$17/hour for the 2022-2023 school year. Motion Carries 6-0 with an abstention from Zachary Rutkowski.
- G.** A motion was made by Jean Reith and seconded by Tara LeRoy to approve the 3% Pay Increase for Crossing Guards and Driver retroactive to the beginning of the 2022-2023 school year. Motion Carries.
- H.** A motion was made by Jean Reith and seconded by Tara LeRoy to approve the Administrative Salary Increases per the proposed schedule. Motion Carries.
- I.** A motion was made by Jean Reith and seconded by Kristiana Williams to approve the 3% Pay Increase for Clerical, Custodial, and Food Service Staff, who are not in their first year in the district and excluding the Building and Grounds Leadership Staff to be adjusted separately. Motion Carries.
- J.** A motion was made by Jean Reith and seconded by Kristiana Williams to approve the Second Reading of Policy po0144.5 Board Member Behavior and Code of Conduct as recommended by Neola. Motion Carries.
- K.** A motion was made by Kristiana Williams and seconded by Michael Eddy to approve the Second Reading of the following Revised Policies as Recommended by NEOLA.
  - 1. Section 0000 Bylaws: po0143 Authority of Individual Board Members, po0145 Board Member Anti Harassment, po0167.3 Public Participation at Board Meetings, po0171.1 President
  - 2. Section 8000 Operations: po8510 WellnessMotion Carries.
- L.** A motion was made by Kristiana Williams and seconded by Jean Reith to approve the Deletion of the Following Policies as Recommended by Neola:
  - 1. po0144.2 Board Member Ethics
  - 2. po4170 Substance AbuseMotion Carries.
- M.** A motion was made by Kristiana Williams and seconded by Jean Reith to approve the First Reading of New Policies Recommended by Neola:
  - 1. po1421 Criminal History Record Check and Employee Self-Reporting Requirements
  - 2. po2522 Libraries
  - 3. po6147 Debt Management
  - 4. po6152.01 Waiver of School Fees or Fines
  - 5. po7440.03 Small Unmanned Aircraft Systems (sUAS)

6. po7540.07 District-Issued Student E-mail Account  
Motion Carries.

N. A motion was made by Kristiana Willilams and seconded by Jean Reith to approve the First Reading of the following Revised Policies as Recommended by NEOLA:

1. Section 1000 Administration: po1130 Ethics and Conflict of Interest; po1422 Nondiscrimination and Equal Employment Opportunity; po1460 Physical Examination; po1623 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po1662 Employee Anti-Harassment
2. Section 2000 Programs: po2240 Controversial Issues in the Classroom; po2260 Nondiscrimination and Access to Equal Educational Opportunity; po2260.01 Section 504/ADA Prohibition Against Discrimination Based on Disability; po2260.02 Services for Bilingual Students/English Learners, po2340 District-Sponsored Trips
3. Section 3000 Professional Staff: po3112 Board-Staff Communications; po3122 NonDiscrimination and Equal Employment Opportunity; po3122.02 NonDiscrimination Based on Genetic Information of the Employee; po3123 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po3131 Reduction in Staff; po3160 Physical Examination; po3230 Ethics and Conflict of Interest; po3231 Outside Activities of Professional Staff; po3340 Grievance Procedure; po3362 Employee Anti-Harassment
4. Section 4000 Support Staff: po4112 Board-Staff Communications; po4122 NonDiscrimination and Equal Employment Opportunity; po4122.02 NonDiscrimination Based on Genetic Information of the Employee; po4123 Section 504/ADA Prohibition Against Disability Discrimination in Employment; po4131 Reduction in Staff; po4160 Physical Examination; po4230 Ethics and Conflict of Interest; po4340 Grievance Procedure; po4362 Employee Anti-Harassment
5. Section 5000 Students: po5113 Open Enrollment Program; po5410 Promotion, Placement, and Retention; po5511 Dress and Grooming; po5517 Student Anti-Harassment; po5517.01 Bullying; po5720 Student Activism
6. Section 6000 Finances: po6152 Student Fees, Fines, and Charges; po6325 Procurement - Federal Grants/Funds
7. Section 7000 Property: po7100 Facilities Planning; po7230 Gifts, Grants, and Bequests; po7440.01 Video Surveillance and Electronic Monitoring; po7455 Accounting System for Capital Assets
8. Section 8000 Operations: po8390 Animals on District Property; po8450 Control of Casual-Contact Communicable Diseases; po8451 Pediculosis (Head Lice); po8500 Food Service
9. Section 9000 Relations: po9500 Relations with Educational Institutions and Organizations; po9700 Relations with Non-School Affiliated Groups; po9700.01 Advertising and Commercial Activities  
Motion Carries.

O. A motion was made by Kristiana Williams and seconded by Jean Reith to approve the Additional Early College Credit and Start College Now Courses for:

1. Student A: CORE130 Individual and Society
2. Student B: 10-838-105 Intro College Reading and Study Skills  
Motion Carries.

#### IV. **CONSIDER A MOTION TO ADJOURN TO CLOSED SESSION**

A motion was made by Zachary Rutkowski and seconded by Michael Eddy to move to closed session pursuant to Wisconsin Statute Section 19.5(1)(c) to consider employment, promotion, compensation, or performance evaluation data of any public employee over which the government body has jurisdiction or exercises responsibility, to wit:

A. Consideration of Salary Recommendation for Building and Grounds Administration  
Role Call: Michael Eddy - Y, Tara LeRoy - Y, Doris Parsons - Y, Jean Reith - Y, Mitzi Roscizewski - Y, Zachary Rutkowski - Y, Kristiana Williams - Y. Motion Carries at 8:42 pm.

#### V. **RECONVENE TO OPEN SESSION**

A motion was made by Zachary Rutkowski and seconded by Jean Reith to reconvene to open session.

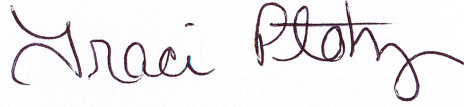
Motion Carries at 9:01 pm.

**VI. ACTION ITEMS**

No action was taken.

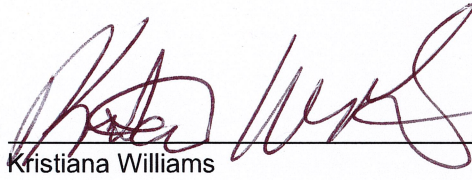
**VII. ADJOURN:** A motion was made by Zachary Rutkowski and seconded by Michael Eddy to adjourned at 9:02 pm. Motion Carries.

Respectfully submitted,



Traci Plotz  
District Executive Assistant

ATTEST:

  
Kristiana Williams

1/10/23  
Date