

## **Chetek-Weyerhaeuser Area School District Board of Education**

### **Regular Meeting**

**December 18, 2024**

Call Meeting to Order: Vice President Kelly Olson called the meeting to order at 5:15 p.m.

Roll Call: Hamilton, Razim, Reisner, Olson, and Lentz were present.  
Haselhuhn and Traczyk were absent.

Others Present: Dr. Mark Johnson, Crystal Huset, Tyler Nelson, Scott Kowalski, Matt Dommer, Lee Killoren

Agenda Approval: Motion by Lentz, seconded by Hamilton, to approve the Wednesday, December 18, 2024 meeting agenda. The motion carried unanimously.

Hearing of Visitors: N/A

Communication:

- A. Administrators: Nelson reports that trimester two has started. Reports before standards-based grading showed 65-138 "Fs" per trimester. In 2012, standards-based grading started and decreased the number of "F's." CW HS/MS this past trimester began with 39 "F's" and ended with 16. Eleven students accounted for the 16 "F's." Add/drop a class option at the beginning of the new trimester, which is 3 days long. It is "time-consuming" but helps the students get classes they are looking for/interested in. A staff team went to St. Croix Falls for a Threat Assessment class and returned this information to review and retrain staff. It follows the Department of Justice protocols. There are two ways to handle threats: one focusing on student-to-student threats and one being a call-in threat. Each follows a different process/protocol. CW has opted in for the Direct Admit Wisconsin program, meaning that state schools (11 out of 14 participate) will admit a student based on data received from the school without them filling out a traditional application process. The program may help encourage students who may not think a college path is realistic to get into a UW school without a formal application. UW Madison, LaCrosse, and Eau Claire do not participate in the program.

Kowalski reports that this is week two of the mentor program Bulldog Bonds. The program matches 17 junior and senior students with an elementary school student as a mentor. They can play board games, talk, play catch, etc., to help form a positive relationship for both students. So far, they have placed seven students, but administrators will place the other students in January. They meet every Wednesday during the high school students' lunch or resource period. National Assessment of Education Progress (NAEP) will be coming to test 50 nine-year-old students, with 5 being students with IEPs. 2012-2013 was Roselawn's last selection for this national testing.

Dommer reports that the Reindeer Shop is coming to school tomorrow. The Reindeer Shop accepts generous donations from the community for students to pick a "gift" for their parents, grandparents, siblings, etc., for the holidays. Volunteers come to Roselawn to help wrap the gifts for the students to bring home. Kids are very excited this time of year! When school resumes in January, reteaching behavior expectations will begin.

Huset reports that the audit is complete with zero findings! Crystal also stated that Megan (Nelson) has really "stepped up" in her role and is doing a "great job."

B. Superintendent:

- CWASD Board of Education Holiday Treats to Staff

- Hope and Anchor Coffee and Mad Batters Treats - Wednesday, December 18, 2024
- Chetek Lanes pizza lunch - Thursday, December 19, 2024
- Holiday Break - Friday, December 20, 2024 through Friday, January 3, 2025
- Chetek Lions Club - Christmas for Kids: The Chetek Lions Club distributed gifts last Sunday, and 78 students received gifts through the program. The Lions Club typically spends about \$400.00 per child, which is “very nice for families.”
- Athletic Training Services Review the for 2024-2025 school year
- Housing Development Request (The path): The City of Chetek discussed the possible use of school property through the woods as a path for housing development. Discussed. BOE expressed numerous safety/liability concerns.
- Chromebook replacements? Let Mark know if a board member needs a new Chromebook

C. Board Members: N/A

### Information

#### A. Compensation

Lee Killoren requested a discussion with the BOE, citing “compensation concerns.” Mr. Killoren began by saying, “I love working here. I love my administration and coworkers. Mr. Nelson is the best principal I’ve had.” He stated his appreciation for all the BOE does for the staff as the BOE “gives tons of benefits.” Mr. Killoren specifically mentioned several items he appreciates, such as allowing a staff & student friendly calendar, giving staff bonuses, providing flexible PD days, using a PTO system where staff can cash out unused leave days at their daily rate, providing catered meals to staff, BOE paying over 90% of employee health insurance premiums, BOE covering dental insurance premiums for several years, changing health insurance companies to provide better coverage, providing HSAs and 403(b)’s, not forcing staff to report to work when school gets closed for weather, etc. Beyond those items mentioned, Mr. Killoren suggested the BOE can do more to show their appreciation to staff. Mr. Killoren suggested three items for the Board to consider: (1) Pay teachers more when they sub during their prep period; (2) Pay coaches more by providing more points for coaches with 10+ years of coaching or if their team makes the playoffs; and (3) Pay AP teachers more with either a gift card or stipend due to their increased preparation for an AP class.

Dr. Johnson discussed the funding formula and budget minimally with Killoren to explain that, due to finite revenue, the district usually needs to reduce costs in other areas when we want to add new things. Dr. Johnson asked Mr. Killoren for suggestions of what staff should “give up” to implement Mr. Killoren’s suggestions. Mr. Killoren stated, “I don’t want to lose anything.” Mr. Killoren said he had ideas but did not want to discuss them in an open forum like a board meeting. Mr. Killoren asked the BOE or Dr. Johnson to respond to him and his ideas. He said he’s “ok with being told no” about his suggestions. Mr. Killoren asked to have more input into compensation discussions in the future.

Last, Mr. Killoren shared that the Eau Claire School District, WITC (Northwood’s Technical College), and others are recruiting him to teach there and offering him a higher salary.

### Information and Action

- A. Governance Policies: Motion by Lentz, seconded by Razim with respect to GP-9, Board Member Covenants and B/S-R-4, Delegation to the Superintendent, the Chetek-Weyerhaeuser Area School District Board of Education concludes through self-assessment its performance during the previous reporting period has been in compliance. The motion carried unanimously.
- B. Executive Limitations: Motion by Lentz, seconded by Reisner with respect to EL-5, Employee

Compensation, EL-12, Criterion-Based Academic Program, EL-14, District Calendar, the Chetek-Weyerhaeuser Area School District Board of Education concludes that the Superintendent's performance during the previous reporting period has been in compliance. Motion carried unanimously.

Executive Session:

Motion by Lentz, seconded by Reisner, to enter into executive session at 6:09 p.m. Motion carried unanimously.

Motion by Lentz, seconded by Reisner to return to the open session of the regular meeting at 6:39 p.m. Motion carried unanimously.

Motion by Lentz, seconded by Reisner, to approve the December 18, 2024 consent agenda. Motion carried. Hamilton abstained.

A. Consent Agenda:

Approval of Minutes

1. Minutes of Regular Meeting, November 25, 2024
2. Minutes of Executive Session Meeting, November 25, 2024

B. Business Service Approval

1. Claims and Accounts, December, 2024
2. Ballfield Project Civil Engineering Proposal

C. Human Resource Approval

1. Employment
  - a. Shelly Witkowski, Kids Club
2. Retirement/Resignation
  - a. Mike Larson, part-time instrumental music teacher
3. District Contribution to HSA
4. Substitute Teacher Pay

Agenda Planning

- A. Agenda Planning: Discussed whether the BOE wanted to schedule a Committee of the Whole meeting to discuss the community field projects at the HS/MS for Monday, January 13, 2025, but agreed it was unnecessary.
1. Next Meeting: Regular Meeting, **Monday, January 20, 2025**

Motion by Lentz, seconded by Razim, to adjourn the meeting at 6:43 p.m. Motion carried unanimously.

Korie Lentz, Clerk