

**Medford Area Public School District
Regular Board of Education Meeting
Medford Area School District Office
March 24, 2025**

The regular meeting of the Medford Area Public School District Board of Education was called to order by President Dave Fleegel, on Monday, March 24, 2025, at 6:00 p.m. at the District Office Board Room.

Roll Call

Roll call indicated that Board Members Dave Fleegel, Don Everhard, Steve Deml, Aemus Balsis, Kurt Werner, Brian Hallgren, Corey Dassow, and Jodi Nuernberger were present. John Zuleger was absent. District Administrator Laura Lundy was present.

Pledge of Allegiance

Open Meeting Compliance

Dave Fleegel stated, "This meeting has been posted in accordance with the state open meeting law."

Period of Public Comment: Dwayne Parkinson presented.

Recognitions/Good News: Each building throughout the district shared good news that has been happening there.

MASH Student Council Report: N/A

Legislative Update: Laura Lundy presented the legislative update.

Consent Agenda

Motion (Everhard/Deml) to approve the consent agenda: Approval of Agenda; Secretary's Report; Regular Board of Education Meeting Minutes of February 24, 2025, approval of treasurer's report and personnel reports. Approval of Simek Center/Hockey Contract. Approval of the New RVA Affiliated Member District Adams-Friendship. Approval of 2 foreign exchange students from Italy & France. Motion carried.

Regular Business

1. **Educator of the Month:** Donley Niskanen has been chosen as the educator of the month but was unable to attend the meeting. We will be recognizing him next month.
2. **WIAA Name Image Likeness Discussion:** Ryan Pilgrim presented and there was a lengthy discussion on the topic. Motion (Hallgren/Fleegel) to not vote in favor of WIAA language change. Roll call vote: No, Deml, Everhard, Nuernberger, Werner. Yes, Hallgren, Balsis, Dassow, Fleege. Vote is 4:4 motion fails.
3. **Strategic Plan Update:** Laura Lundy presented on the strategic plan. Our plan will be 10 years old. By reviewing the plan, we plan for the future with the help of our community. Laura will work on the details of updating the strategic plan.
4. **Update on Finance Meeting:** Brian Hallgren and Audra Brooks gave an update on the finance meeting.
 - a. **Support & Professional Staff Requests:**

Support staff requests:

1. **Sick Leave:** Expand use of sick leave to include: spouse, parents, child, siblings, etc.
2. **Vacation:** (11 & 12 mth) Be able to carry over vacation and/or be paid out for unused vacation.
3. **Personal Leave:** Expand use of personal leave by removing the exclusions and keeping to a 2-3 person maximum per day.
4. **Health Insurance:** Increase portion the district covers for 9 month employees.

Motion from finance to approve 1-3 as presented for support staff.

Professional Staff Requests:

1. **Prep Hour Pay Increase:** Staff currently receive \$20/hr.
2. **Sick Leave:** Expand use of sick leave to include: spouse, parents, child, siblings, etc.
3. **Personal Leave:** Expand use of personal leave by removing the exclusions and keeping to a 2-3 person maximum per day.
4. **Retiree Benefit:** Allow “soon to be retirees” the use of a personal day in lieu of mandatory inservice days with a limit of two and after January 1.
5. **Funeral Leave:** Change wording from Funeral to Bereavement

Motion from finance to approve 1-5 as presented for professional staff and increased prep pay from \$20/hr to \$25/hr. Motion carried.

Other Language:

Professional and Support Recommendations

1. Long Standing Relationship change to Legal Domestic Partners:
 - a. Change language within funeral leave language
 - b. Add to sick leave language
2. Funeral Leave change:
 - a. In 2024, the board added a free “friend day” for a funeral.
 - b. Change language: Any requested funeral days for people not in paragraph 1 (parent, child, etc.) be allowed, but are deducted from sick leave.

Professional Staff:

3. Curriculum, stipend, summer school pay:
 - a. Increase from \$23/hr to \$25/hr

Motion from finance to approve 1-3 as presented. Motion carried.

- b. CESA Contact: No discussion
- c. Health Insurance: We will be scheduling a meeting with multiple brokers specializing in self insurance and our current broker. After that meeting the finance committee will recommend to full board a new or our current broker. We will then create a committee to learn about options and create a long range plan with the broker.
- d. Short Term Disability: Finance approved a new short term disability option for our staff members. More information will be coming out with details and how to sign up.
- e. Staff Wages: Discussion of a certified staff wage increase of 2.95% and support staff of 5.6%.

Motion from finance to approve the certified and support staff increase for 2025-26 as presented. Motion carried.

- f. MASH House #3: There will be more discussion at the April board meeting about the third house project.
- g. Construction Update-Miron Contract: Adam Schwarz and Jennifer Polecek presented on upcoming projects. Adam reviewed his spring/summer 2025 projects and what is left to do. Jenn presented on construction committee recommendations to keep the original/larger footprint for the MASH technical education building and south side addition.

Motion from finance to approve the construction committee’s recommendation as

presented. Motion carried.

Motion from finance to accept the Miron contract for construction management as presented. Motion carried

5. Consideration of Board Policy Adoption and/or Deletion:

a. For Second Reading: N/A

b. For First Reading: N/A

c. Review/Consideration: BBE Unexpired Term Fulfillment,, JFCIA & JFCIA-R Co-Curricular Drug Testing, IKE: DIstrict Promotion/Retention and GBBA: Title IX.

Motion (from policy) to approve consideration of BBE, JFCIA & JFCIA-R as presented. Motion carried.

Tabling the changes until further information is gathered for IKE: District Promotion/Retention Criteria K-12 and GBAA: Title IX

Contemplate Adjourning to Closed Session

1. Wis. Stat. §19.85(1)(c) to discuss and take action, if appropriate, regarding the employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. Specifically, to consider the preliminary notice of contract non-renewal of a teacher pursuant to Wis. Stat. §118.22

Motion (Everhard/Balsis) to adjourn to closed session. Roll Call Vote: Yes, Dave Fleegel, Kurt Werner, Don Everhard, Aemus Balsis, Steve Deml, Corey Dassow, Jodi Nuernberger, Brian Hallgren. Motion carried.

Meeting adjourned to closed session at 7:42 p.m.

A short break was taken to clear the board room. Motion to reconvene in closed session. Motion carried. Meeting convened in closed session at 7:51p.m.

Motion (Demel/Nuernberger) to go into open session. Roll Call vote: Yes, Dave Fleegel, Kurt Werner, Don Everhard, Aemus Balsis, Steve Deml, Corey Dassow, Jodi Nuernberger, Brian Hallgren. Motion carried

Motion (Feegel/Hallgren) to approve the issuance of preliminary notices of contract non renewal pursuant to Wis. Stat. §118.22 to the professional staff members discussed in closed session. Motion carried.

Adjourn

Motion to adjourn (Deml/Dassow) at 8:13 p.m.

Nicole Gebert

Recording Secretary_____

Jodi Nuernberger

Clerk_____