Medford Area Public School District
Regular Board of Education Meeting
Medford Area Middle School
March 30, 2026

The regular meeting of the Medford Area Public School District Board of Education was called to order by President Dave Fleegel, on Monday,March 30, 2026 at 6:00 p.m. at the District Office Board Room.

Roll Call
Roll call indicated that Board Members Dave Fleegel, Kurt Werner, Brian Hallgren, Steve Deml, Heidi Haynes, Corey Dassow, John Zuleger, Aemus Balsis, and Don Everhard were present. Laura Lundy, District Administrator 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: No public comment

Correspondence
MASH Student Council Report*:* Reported on upcoming activities at MASH
Recognitions & Good News: Our schools shared good news of what has been happening in their buildings recently.
Legislative Update: The legislative meeting will be Monday, April 22 from 5:30-7:30 at DC Everest.
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, 2026; Approval of treasurer's report and personnel reports, CESA 10 contract, 66.0301 SOAR Contract including Medford, Rib Lake, Phillips and Stanley Boyd, and new RVA Invested Member Districts Manawa, Beecher-Dunbar-Pembrine, and Adams Friendship. Motion carried.

Regular Business
1. **Update On Construction:** Laura Lundy presented on the construction update. Motion from finance to accept the plans for the MASH Sands bathroom as presented for an estimated cost of $301,714. Motion carried.

2. **Update on Five Year Goals:** Elizabeth Rachu presented on the district's five year goals.
   Goal 1: By 2028, 100% of our K-11th grade students will demonstrate a year or more of academic growth in ELA and math.
   Goal 2: By 2028, 100% of our students who have been identified as struggling to persevere or finish assignments will be given appropriate interventions and training to grow in this area.

Goal 3: By 2028, 100% of our students feel like they belong and have positive relationships with other students and staff.
Goal 4: By 2028, we will provide mental and physical health services or support for all of the students who have been referred for those services.
Goal 5: By 2028, all of our parents will feel informed about their child's education and comfortable contacting their school.
Goal 6: By 2028, the number of community members and organizations volunteering within our schools will increase

Next Steps for implementing the goals will be:

- Summer Collaborative Planning: Meet with building teams this summer to set Year 4 Benchmark Goals and plan Year 4 Action Steps

- Communicate to Staff: Present updates to staff in August

- 2026-2027 Work: Continue our progress towards our Five-Year Goals by carrying out action steps.

3. **Update on New District Website and App:** Go live date for the new district website will be April 2nd. We will also be introducing an App that our community can download. The new site will feature an updated platform, fewer headings, cleaned up menus and pages, one calendar and integrations with our social media pages.

4. **Update on Finance Meeting:**
   a. **Review of 2026-27 Budget**: Discussion on Food Service an ELL Teacher information. Non instructional budgets were approved.

   b. **Consideration of Support and Certified Handbook Changes for 2026-27**: Motion from finance for certified staff, increase Sick and Personal Days amount from $75/day to $100/day. For 11 and 12 month support staff, adjust the vacation allotted as presented. For staff hired after July 1, 2020, increase the amount to the Certified Retirement Plan and Support Staff Retirement Plan as presented. Motion carried.

   c. **Consideration of Staff Increases for the 26-27 Fiscal Year**: Motion from finance to approve wages for all support staff positions by adding $.50 per hour plus their appropriate slide placement effective July, 1 2026. Motion carried. Motion from finance to ratify the collective bargaining with the teachers union, which provides for a base wage increase of 2.63% for the contract year 2026-27. Motion carried. Motion from finance to authorize the amount of $85,710 to be used for supplemental pay for teachers for the 26-27 contract year.

   d. **Update on Final Referendum Financing**: We closed at 3.12% on March 17th. We maintained AA- Bond Rating, and we borrowed at 20 years vs 21 years. This avoided interest of $3.7 Million and all expenses are expected to be in the secondary level.

   e. **Employee assistance program**: Discussion about the employee assistance program and the usage. The motion from finance was not approved. Motion

(Zuleger/Hallgren) Hallgren removed his second. Motion (Zuleger/Werner) to remove the employee assistance program as of July 1, 2026 and look for other options. Roll call vote: Yes: Zuleger, Fleegel, Balsis,Werner, Everhard. No: Haynes, Hallgren, Dassow, Deml. Motion carried 5:4.

Contemplate Adjourning to Closed Session: Personnel Matters. Considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where Wis. Stat. § 19.85(1)(b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations. Wis. Stat. § 19.85(1)(f).

Motion (Dassow/Hallgren) to adjourn to closed session. Roll Call Vote: Yes, Heidi Haynes, Dave Fleegel, Kurt Werner, Don Everhard, Aemus Balsis, Steve Deml, John Zuleger, Corey Dassow, Brian Hallgren. Motion carried 9-0
The meeting adjourned to closed session at 7:22 p.m.

Adjourn
Motion to adjourn (Dassow/Everhard) Motion carried
The meeting adjourned at 7:29 p.m.

Nicole Gebert
Recording Secretary_____

Steve Deml
Clerk_____

*Addendum made 4/29/2026 changed the word disapprove to remove.