



FREEDOM AREA SCHOOL DISTRICT

"Excellence Is Not Only Our Goal, It Is Our Tradition"

We Will

- Listen
- Engage
- Respect
- Perspective
- Get-Along
- Be Honest
- Share
- Compromise
- Be Open-Minded
- Understand

Mission

"We will represent the stakeholders by improving our schools and community by collaborating and encouraging innovation."

We Expect

- Complete Info
- Transparency
- Progress
- Communication
- Respect
- Honesty
- Fun
- Compromise
- Innovation
- Decisions
- Evaluations
- Community
- Meaning/Purpose

FREEDOM AREA SCHOOL DISTRICT REGULAR BOARD OF EDUCATION **MEETING MINUTES**

N4021 County Rd. E, Freedom WI 54130-7593 920-788-7944

Monday, October 20, 2025 at 6:30 p.m.

*At 6:30 PM on Monday evening, October 20, 2025, the Board of Education held their regular Board meeting in the **Boardroom**.

I. MEETING CALLED TO ORDER - ROLL CALL/ PLEDGE OF ALLEGIANCE:

Mr. Steve Garvey, Mr. Tom Harke, Mr. Gary Schumacher, Mr. Kevin VerVoort, Mrs. Leann Vosters, Mrs. Carolee Baumgart, Student Rep. Halle Srb
Excused: Mr. Nick VanWychen

II. APPROVAL OF AGENDA: Motion to approve agenda with the addition under Informational Items for FMS/FHS Continuous Improvement Plan was made by Mrs. Leann Vosters with a second by Mr. Gary Schumacher.

III. OPEN FLOOR PERIOD:

IV. RECOGNITION – MOMENTS OF MERIT:

V. RECOGNITION – CERTIFICATE OF EXCELLENCE:

VI. INFORMATIONAL REPORTS:

- A. Student Board Representative Report: McKenzie Malenofski or Halle Srb Volleyball finished their regular season, Cross Country finished 3rd at Regionals. Football finished their regular season. Bio Club elected officers. Sources of Strength had their first training last week. NHS collecting canned goods on Halloween, and Math League had their first meet tonight.
- B. CESA 6 Report: Mr. Harke - No report
- C. WASB Report: Mr. Schumacher - Regional meeting Thursday
- D. Staff Reports: Mrs. Lipsey, Mrs. Osowski, Mr. Finster, Mr. Methner, Mrs. Dobbe, Mr. Wilson, Mr. Voight, Mrs. Hechel, Mrs. Gagnon and Dr. Mussett
- E. Informational Items:
 1. FES/FMS/FHS Continuous Improvement Plans
 2. Start College Now & Early College Credit Program Updates
 3. CTE Programming Update
 4. Forward & ACT Test Results

V. ACTION ITEMS:

- 1.) Approval of Consent Agenda Items:
 - a) Meeting Minutes:



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- (1) Regular Board Meeting Minutes - September 15, 2025
- (2) Special Board Meeting Minutes - September 29, 2025
- b) Personnel - Retirements:
 - (1) Debbie Reiter - MS Administrative Assistant
- c) Personnel - Resignations:
 - (1) Todd Riesterer - 5th Grade Boys Basketball Coach
 - (2) Dan Marquardt - 6th Grade Girls Basketball Coach
 - (3) Paul Hermes - 6th Grade Boys Basketball Coach
 - (4) Briana Arndt - 5th Grade Girls Basketball Coach
- d) Personnel - Hirings:
 - (1) Denise DeBruin - MS Paraprofessional

Motion to approve the Consent Agenda items was made by Mr. Gary Schumacher with a second by Mrs. Carolee Baumgart.

2.) Financial Report:

3.) Approval of Monthly Bills - Motion to approve the October 20, 2025 bill list in the amount of \$905,574.50 including checks 54454 through 54692 and the amount of \$9,476.00 with check number 10029 was made by Mr. Gary Schumacher with a second by Mrs. Carolee Baumgart.

VII. Review/Discuss any other Financial Documents as Necessary

VIII. OLD BUSINESS:

IX. NEW BUSINESS:

- A. Designate/Approve 2026 Delegate to the WASB State Convention - Motion to approve Mr. Gary Schumacher as the 2026 Delegate to the WASB State Convention was made by Mrs. Carolee Baumgart with a second by Mrs. Leann Vosters.
- B. Review/Discuss/Approve 2025 DOJ School Violence Event Drill - Motion to approve the 2025 DOJ School Violence Event Drill was made by Mr. Gary Schumacher with a second by Mrs. Leann Vosters.
- C. Review/Discuss/Approve 2025 Snowmobile Trail Agreement with Outagamie County - Motion to approve the 2025 Snowmobile Trail Agreement with Outagamie County was made by Mr. Gary Schumacher with a second by Mr. Kevin VerVoort.
- D. Review/Discuss/Approve Swinkles Contract for snow removal for 2025-2026 - Motion to approve Swinkles Contract for snow removal for 2025-2026 was made by Mr. Gary Schumacher with a second by Mrs. Leann Vosters.
- E. Review/Discuss/Approve MS Golf - Club Team - Motion to approve MS Golf Club Team was made by Mr. Gary Schumacher with a second by Mr. Kevin VerVoort.
- F. Review/Discuss/Approve Girls Flag Football (Spring) - Motion to approve Girls Flag Football (Spring) was made by Mr. Gary Schumacher with a second by Mrs. Carolee Baumgart.
- G. Review/Discuss/Approve Key Club - Motion to approve Key Club was made by Mrs. Leann Vosters with a second by Mr. Kevin VerVoort.
- H. Review/Discuss/Approve Bowling Club - Motion to approve Bowling Club was made by Mr. Gary Schumacher with a second by Mrs. Carolee Baumgart.
- I. Review/Discuss/Approve & Certify the Final 2025-2026 Freedom Area School District Tax Levy and Mill Rate - Motion to approve & Certify the Final 2025-2026 Freedom Area School District Tax Levy and Mill



FREEDOM AREA SCHOOL DISTRICT

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Rate to levy upon the taxable property of the Freedom Area School District the sum of \$7,472,242 for defraying the cost of operation and maintenance of public schools, \$3,564,408 for referendum debt retirement for a total levy of \$11,036,650 and a mill rate of \$6.52 per thousand dollars of equalized value was made by Mr. Gary Schumacher with a second by Mrs. Carolee Baumgart. Roll call 6-0.

- J. Review/Discuss/Approve 2025-2026 Freedom Area School District Budget - Motion to approve the 2025-2026 Freedom Area School District Budget: the revised General Fund budget as presented. The 2025-2026 general fund revenue total will decrease by \$140,114 from the budget approved at the annual meeting and the expenditure budget will decrease by \$80,184 to bring the total revenues to \$22,419,505 and the total expenditures to \$22,779,274 was made by Mr. Gary Schumacher with a second by Mr. Steve Garvey. Roll call 6-0.
- K. Review/Discuss/Approve the Posting and Sale of Old Student Desks - Motion to approve the Posting and Sale of Old Student Desks was made by Mrs. Leann Vosters with a second by Mr. Gary Schumacher.
- L. Review/Discuss/Approve 1st Reading of NEOLA Volume 34 No. 2
 - 1. **Bylaw 0100** - Definitions (Revised)
 - 2. **Bylaw 0144.5** - Board Member Behavior, Communications, and Code of Conduct (Revised)
 - 3. **Bylaw 0166.1** - Consent Agenda (Revised)
 - 4. **Policy 1461** - Unrequested Leaves of Absence/Fitness for Duty (Revised)
 - 5. **Policy 2440.01** - Summer or Interim School Attendance (Revised)
 - 6. **Policy 2522** - Library Media Centers; Instructional Material Centers; Libraries (Revised)
 - 7. **Policy 3120.04** - Employment of Substitutes (Revised)
 - 8. **Policy 3120.08** - Employment of Personnel for Co-Curricular/Extra-Curricular Activities (Revised)
 - 9. **Policy 3431** - Employee Leaves (Revised)
 - 10. **Policy 4431** - Employee Leaves (Revised)
 - 11. **Policy 3432** - Employee Sick Leave; Employee Paid Time Off (Revised)
 - 12. **Policy 4432** - Employee Sick Leave; Employee Paid Time off (Revised)
 - 13. **Policy 4124** - Notice of Reasonable Assurance of Employment (Revised)
 - 14. **Policy 4140** - Termination and Resignation (Revised)
 - 15. **Policy 4213** - Student Supervision and Welfare (Revised)
 - 16. **Policy 5112** - Entrance Age (Revised)
 - 17. **Policy 5310.01** - Emergency Nursing Services/Plan (Replacement)
 - 18. **Policy 5411** - Third Grade Promotion and Retention: At-Risk Students (Revised)
 - 19. **Policy 5464** - Early Graduation (Revised)
 - 20. **Policy 5505** - Academic Honesty (Revised)
 - 21. **Policy 5530** - Student Use or Possession of Intoxicants, Drugs, Paraphernalia (Revised)
 - 22. **Policy 7440.03** - Small Unmanned Aircraft Systems (Drones) (Revised)
 - 23. **Policy 7450** - Property Inventory (Revised)
 - 24. **Policy 7455** - Accounting System for Capital Assets (Revised)
 - 25. **Policy 7460** - Conservation of Natural and Material Resources (Revised)
 - 26. **Policy 7530.02** - Staff and School Officials Use of Personal Communication Devices (Revised)
 - 27. **Policy 8120** - Volunteers (Revised)
 - 28. **Policy 8420** - School Safety (Revised)
 - 29. **Policy 8500** - Food Service (Revised)
 - 30. **Policy 8510** - Wellness (Revised)
 - 31. **Policy 8531** - Free and Reduced - Price Meals (Revised)
 - 32. **Policy 8540** - Vending Machines (Revised)



FREEDOM AREA SCHOOL DISTRICT

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33. **Policy 8550** - Competitive Food Sales (Revised)
34. **Policy 9151** - Use of Cameras and Other Recording Devices in Locker Rooms (Revised)

Administrative Guidelines

35. **AG 1460** - Physical Examination (New)
36. **AG 2240** - Controversial Issues in the Classroom (Revised)
37. **AG 2464** - Advanced Learning Instruction (New)
38. **AG 5710** - Suggestions & Complaints (Rescind)
39. **AG 7310** - Disposal of Personal Property (Revised)
40. **AG 7440.03** - Small Unmanned Aircraft Systems (Drones) (Revised)
41. **AG 8305A** - Information Security Responsibilities (Revised)
42. **AG 8420** - Emergency Procedures (Revised)
43. **AG 8431** - Hazard Communication Program (Revised)
44. **AG 8606** - Transportation for Students with Disabilities (Revised)
45. **AG 8710** - Insurance (Revised)
46. **AG 8800B** - Religious Expression in the District (Revised)
47. **AG 9150** - School Visitors (Revised)

Technical Corrections

48. **Policy 0168.1** - Meeting Minutes
49. **Policy 2266** - Nondiscrimination on the Basis of Sex in Education Programs or Activities
50. **Policy 2416** - Student Privacy and Parental Access to Information
51. **Policy 2431** - Interscholastic Athletics
52. **Policy 3214** - Staff Gifts
53. **Policy 4214** - Staff Gifts
54. **Policy 3243** - Professional Meetings
55. **Policy 3281** - Personal Property of Staff Members
56. **Policy 4281** - Personal Property of Staff Members
57. **Policy 3419.01** - Privacy Protections of Self-Funded Group Health Plans and Related Benefits
58. **Policy 3419.02** - Privacy Protections of Fully Insured Group Health Plans and Related Benefits
59. **Policy 4419.01** - Privacy Protections of Self-Funded Group Health Plans and Related Benefits
60. **Policy 4419.02** - Privacy Protections of Fully Insured Group Health Plans and Related Benefits
61. **Policy 5130** - Withdrawal/Dropout from School
62. **Policy 5200.01** - Full-Time Student
63. **Policy 5410** - Promotion, Placement, and Retention
64. **Policy 5500** - Student Code of Classroom Conduct
65. **Policy 6144** - Investment Income
66. **Policy 6231** - Budget Implementation
67. **Policy 6235** - Fund Balance
68. **Policy 8450.01** - Personal Protective Equipment During Pandemic/Epidemic Events
69. **Policy 8451** - Pediculosis (Head Lice)
70. **Policy 8660** - Transportation by Private Vehicle for District-Sponsored Activities or Trips
71. **Policy 8710** - Insurance
72. **Policy 8800** - Religious Activities and Observances
73. **Policy 9150** - School Visitors



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- X. MOTION TO ADJOURN TO EXECUTIVE SESSION:** pursuant to Wis. Stat. §19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation data of any employees. Motion to adjourn into Executive Session at 7:48pm was made by Mr. Gary Schumacher with a second Mr. Kevin VerVoort. Roll call 6-0.
- XI. THE BOARD MAY RECONVENE IN REGULAR SESSION** to take action as to those items discussed in closed session. Reconvened into regular session at 8:45pm. Motion to approve the change of the language in the support staff schedule was made by Mr. Gary Schumacher with a second by Mr. Kevin VerVoort.
- XII. MOTION TO ADJOURN:** Motion to adjourn at 8:46pm was made by Mr. Gary Schumacher with a second by Mr. Kevin VerVoort.

Respectfully submitted,

Kevin VerVoort

School Board Clerk