

FREEDOM AREA SCHOOL DISTRICT  
BOARD OF EDUCATION SPECIAL BOARD MEETING MINUTES  
5:00 p.m. Monday, April 15, 2019

At 5:00 p.m. on Monday evening, April 15, 2019 the Board of Education called to order a Freedom Area School District School Board Compensation Committee Meeting in the District Board Room.

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

Present: Mr. Tom Harke, Mr. Gary Schumacher, and Mr. Al Tiedt

**II. REVIEW/DISCUSS/EVALUATE current FEA Compensation Model:**

The Board and FEA Committee met to discuss relationships and issues. Some topics discussed were lunch supervision at the elementary school, elementary concert supervision, and the IEP referral process. There was also discussion on the CPI, cash in lieu, personal days and background checks for lifetime licenses.

**III. MOTION TO ADJOURN** at 5:55 p.m. was made by Mr. Tiedt with a second by Mr. Schumacher. Motion carried.

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Respectfully Submitted,



Mr. Al Tiedt  
Freedom Area School Board Clerk

FREEDOM AREA SCHOOL DISTRICT  
SCHOOL BOARD BUILDINGS & GROUNDS COMMITTEE MEETING  
6:00 p.m. Monday, April 15, 2019

At 6:00 p.m. on Monday, April 15, 2019, the Building & Grounds Committee of the Freedom Board of Education held their meeting in the District Board Room.

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

Present: Mr. Harke, Mr. Tiedt, and Mr. Schumacher

**II. AGENDA ITEMS:**

1. Purchase ATV for District Programs (using Aurora Program Dollars): We can buy the used ATV that we are using this year for a good price but need to get other bids because over \$5,000. Ms. Olson will get other bids and bring back to the table.
2. Wrestling Program – Current Wrestling Mat Situation: Reviewed the current mat situation. Can buy used mats from Ohio.
3. Freedom Elementary School Playground Equipment Proposed Purchase: Reviewed the proposed equipment purchase for elementary school playground equipment.
4. Snowmobile trail on District Property: Will have to meet with the snowmobile club to reroute the trail over school property as to not damage the new sprinkler system.
5. End of year District proposed purchases: Mrs Gagnon reviewed the proposed purchases for the end of year and will continue to update.
6. Establish date/time to meet with Freedom Wrestling Club members regarding potential wrestling program facility (ie: 6:00 p.m. on 4/24, 4/25, 4/29, or 4/30): Discussion held and decided to meet with Freedom Wrestling Club on 4/30/2019.

**III. MOTION TO ADJOURN:** at 6:53 p.m. was made by Mr. Harke with a second by Mr. Schumacher. Motion carried.

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Respectfully Submitted,



Mr. Al Tiedt  
Freedom Area School Board Clerk

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

**Monday, April 15, 2019 at 7:15 p.m.**

At 7:15 p.m. on April 15, 2019 the Board of Education held their regular meeting in the District Board Room.

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

Present: Mr. Garvey, Mr. Schumacher, Mr. Schuh, Mr. VerVoort, Mr. Tiedt, Mr. Harke  
Excused: Mr. George VanWychen

**II. VERIFICATION:** 2019 Spring Election results and Oath of Office for Mr. Steve Garvey and Mr. Kevin VerVoort, re-elected from the Town of Freedom, Osborn and parts of Appleton were sworn in by Mr. Al Tiedt, Board Clerk.

Oath of Office for Mr. George VanWychen, re-elected from the Town of Kaukauna will be sworn in at the May Board Meeting.

**III. APPROVAL OF AGENDA:** Order of business may be altered and items may be added by a majority vote of the members. **ADDENDUM:** Addition to Action Items – Personnel – Resignations: Celina Peterson & Sheila Buchberger. Motion to approve agenda with changes was made by Mr. Garvey with a second by Mr. Schumacher. Motion carried.

**IV. OPEN FLOOR PERIOD:** None

**V. RECOGNITION – MOMENTS OF MERIT:** As per agenda

**VI. ACTION ITEMS:**

**A. Approval of Consent Agenda Items:**

1. Meeting Minutes: 1. March 18, 2019 Regular Board Meeting Minutes

2. Personnel: Retirements: 1. Judy Vosters – Elementary School Secretary

Resignations: 1. Amanda Doersch – Freedom Middle School/Freedom High School Special Education Teacher

2. Tom Hartman – Freedom High School Special Education Paraprofessional

3. Celina Peterson – Freedom Elementary Special Education Paraprofessional

4. Sheila Buchberger – Varsity Dance Coach

Hirings : 1. Tina Coenen – Special Education Teacher (One year limited term Contract for 2019-2020)

2. Mikayla Uchytel – Freedom High School Special Education Classroom Paraprofessional

3. Bridget Klitzke – Freedom Elementary School Special Education Classroom Paraprofessional

Motion to approve the consent agenda items was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried.

**B. Financial Report:**

1. Motion to approve the April 15, 2019, bill list in the amount of \$586,049.94 including check numbers 40041 through 40197 was made by Mr. Schumacher with a second by Mr. Garvey. Motion carried.

2. Review/Discuss any other financial documents as necessary: No discussion

**C. Old Business:** None

**D. New Business:**

1. Approval of multiple annual FFA in-state and out-of-state FFA Fieldtrips and events:

A listing of all FFA in-state and out-of-state Fieldtrips and events were included in the Board Packet.

Motion to approve the multiple FFA in-state and out-of-state FFA Fieldtrips and events for 2019-2020 was made by Mr. VerVoort with a second by Mr. Garvey. Motion carried.

2. Discuss/approve Freedom Area School District School Fees for the 2019-2020 School Year:

Mrs. Gagnon recommended that all schools fees stay the same except for school lunch prices in which she would recommend be increased by ten cents per meal. Motion to approve the 2019-2020 school fees with increasing the lunch prices by ten cents and all other prices staying the same was made by Mr. Tiedt with a second by Mr. Garvey. Motion carried.

3. Discuss/Approve Support Staff Salary Schedule for 2019-2020:

Mrs. Gagnon presented the Support Staff Salary schedule changes she would like to make for the beginning of 2019-2020. Changes haven't been made in over 15 years. She would like to change some categories to reflect current needs. Category changes would be in the kitchen, maintenance and District Office. In kitchen, Cafeteria Worker and Cooks/Helper do essentially the same job. Cafeteria Worker would be eliminated and we would rename it Cafeteria Helper. In Maintenance, we currently are not using Maintenance I or Maintenance II lanes. She would like to establish an evening custodial supervisor position titled Lead Custodian and eliminate the two Maintenance lanes. In the District Office she would like to rename the Payroll Agent to District Office Administrative Assistant because they do a variety of jobs and this would treat all District Office staff equally. Mrs. Gagnon then presented the new recommended salary schedule. She stated that we are comparable to neighboring Districts. The recommended schedule would assure everyone receives a small increase. Motion to approve the 2019-2020 Support Staff Salary Schedule as presented was made by Mr. Schumacher with a second by Mr. Schuh. Motion carried. Mr. Garvey abstained.

4. Discuss/Approve Professional Staff Compensation Model for 2019-2020:

Mrs. Gagnon informed the Board that the professional staff members are working within the confines of the compensation model. The model gives anyone who obtains their 450 points (300 from a successful evaluation and 150 activity points) a \$1,200 level increase. At this time, to remain competitive, Mrs. Gagnon would like to recommend that the first step of the compensation model for 2019-2020 be eliminated and then for 2020-2021 the now second step would be eliminated also. Taking these steps would increase the base pay to over \$40,000 keeping Freedom more competitive with other districts in the area. No teacher would get an extra bump due to this. The step they are on would just be eliminated once they leave it.

Mrs. Gagnon's second recommendation would be to allow the 2.44% CPI increase to be evenly divided among all staff members rolling everyone back to the base  $\$38,301 \times 2.44\% = \$935$  rounded up. Motion to approve the Professional Staff Compensation Model for 2019-2020 as presented was made by Mr. Tiedt with a second by Mr. Garvey. Motion carried.

5. Other Business: Mrs. Gagnon explained to the Board that at this time we have no idea what the state is going to do for education with the upcoming two year budget. She will use the most conservative numbers in budgeting with the hopes that more money or revenue limit authority will be provided.

Mrs. Gagnon updated the Board on the benefit insurance numbers for 2019-2020. This will be placed on the May Board agenda.

## VII. INFORMATIONAL REPORTS:

- A. Student Board Representative Report: Lauren Kettler stated that the school year is coming to an end and the National Honor Society is winding down with their activities. Girls' soccer is doing well with five wins and one loss. Track has a meet tomorrow and Saturday.  
The Board would like to thank Paige Dollevoet and Lauren Kettler for the excellent job they have done in representing the students at the School Board Meetings this past school year. The new Student Representatives for 2019-2020 are Imigin Coenen and Karissa Wurster. They were introduced to the Board.
- B. CESA 6 Report – Mr. Harke: None
- C. WASB Report – Mr. Schumacher: The WASB Board met with Governor Tony Evers. There was positive feedback on the meeting.  
Building and Grounds Committee Report: Mr. Tiedt told the Board of the Building and Grounds Committee meeting held previous to this meeting. The school would like to purchase an ATV for District Athletic and Co-Curricular Programs (using Aurora Program Dollars): They are able to buy the used ATV that they have been renting this year for a good price but need to get other bids because it is over \$5,000. Ms. Olson will get other bids and bring them back to the table. Discussion was held on the current wrestling mat situation. They are able to purchase some used mats from Ohio. They will look into it. The Wrestling Club would like to meet with the School Board regarding a potential wrestling program facility on school property. A meeting will be held with the Board on Tuesday, April 30, 2019 at 6:00 p.m. The committee reviewed the proposed equipment purchase for elementary school playground equipment. The Building and Grounds Committee will have to meet with the snowmobile club to reroute the trail over school property as to not damage the new sprinkler system.  
Mrs Gagnon reviewed the end of year project proposals and will continue to review them with the Building and Grounds Committee this month and next.

- D. Staff Reports: Mr. Voight, Mr. Weis, Mr. Erickson, Mr. Fisher, Mrs. Lipsey, Ms. Olson, Mrs. Schmeltzer, Mrs. Mussett, Mrs. Gagnon, Mr. Kilstofte all submitted written reports. Mr. Voight updated the Board on the Air Conditioning being installed in the Field House. They will do the placement on the roof of the Field House tomorrow (April 16, 2019). Ms. Olson informed the Board that the Senior Athletic Banquet has changed their banquet date to Sunday, May 5, 2019 at the Colonial House.
- E. Communications:  
1. Employee Service Recognition Breakfast – June 7, 2019 from 7:15-8:00 a.m.:  
The Board was reminded of the upcoming Employee Service Recognition Breakfast on June 9, 2019. They are welcome to attend.
- F. Informational Items:  
1. ALICE Active Shooter Response Training – Update: Mr. Kilstofte gave the Board a review of the previous ALICE training held on March 29, 2019. They practiced following a school intruder on the secure cameras and the teachers had to make a decision whether to stay or move their students out to safety. Announcements were continually made on the location of the intruder. Everything worked well.  
2. Revenue Limit Comparison: Mrs. Gagnon stated that revenue limits are now 26 years old and Freedom is not gaining much. In 2013 the revenue limit formula made up 91.2% of our revenue budget. It is now only 84.5%. Part of this is due to the way the state is now giving revenue to districts. The state is now using per pupil categorical aid rather than increasing the revenue limit formula to increase funding to schools. Mrs. Gagnon felt that the state needs to allow continued increased to the revenue limit.

**VIII. ANY OTHER BUSINESS NOT KNOWN OR REASONABLY ANTICIPATED: None**

- IX. MOTION TO ADJOURN INTO EXECUTIVE SESSION** at 8:18 p.m. was made by Mr. Schumacher with a second by Mr. Schuh for the purpose of considering employment, promotion, compensation, or performance evaluation data of employees over which the School Board has jurisdiction or exercises responsibility (specifically employment and compensation of administration and district exempt staff).

Roll Call Vote: Mr. Schuh, Yes; Mr. Schumacher, Yes; Mr. Garvey, Yes; Mr. Harke, Yes; Mr. VerVoort, Yes; Mr. Tiedt, Yes. Motion carried.

Discussion held

- X MOTION TO RECONVENE IN REGULAR SESSION** at 8:32 p.m. to act on recommendations made in executive session was made by Mr. Schumacher with a second by Mr. VerVoort. Motion carried.

Motion to approve Administrative and District Exempt Salary increases at 2.44%, the same as the teaching staff, for the 2019-2020 school year was made by Mr. Tiedt with a second by Mr. Schuh. Motion carried.

- XI. MOTION TO ADJOURN** at 8:34 p.m. was made by Mr. VerVoort with a second by Mr. Schuh. Motion carried.

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Respectfully Submitted,



Allan Tiedt

FREEDOM AREA SCHOOL DISTRICT  
SCHOOL BOARD BUILDINGS & GROUNDS COMMITTEE MEETING  
6:00 p.m. Tuesday, April 30, 2019

At 6:00 p.m. on Tuesday, April 30, 2019, the Building & Grounds Committee of the Freedom Board of Education held their meeting in the District Board Room.

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

Present: Mr. Harke, Mr. Tiedt, and Mr. Schumacher

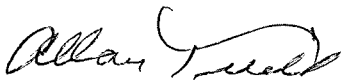
**II. AGENDA ITEMS:**

1. Review Bids for the Tentative Purchase of an ATV for District Athletic and Co-Curricular Programs (ATV Will Be Paid for Using Aurora Program Dollars):  
Reviewed the information given on the different bids of an ATV for the District Athletic and Co-Curricular Program. Mr. Tiedt to recommend the purchase at the May Board Meeting.
2. Meet with Freedom Wrestling Club Members Regarding Potential Wrestling Program Facility (Jason Pettit, Bruce VanRossum, Justin Lancaster):  
The Wrestling Club presented a proposal for a new wrestling building. They explained why it is needed, where it would be located, and proposed design. They will present more to the full Board at the May Board Meeting.

**III. MOTION TO ADJOURN:** at 7:30 p.m. was made by Mr. Harke with a second by Mr. Schumacher. Motion carried.

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Respectfully Submitted,



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Freedom Area School Board Clerk