

**WATERFORD UNION HIGH SCHOOL
BOARD OF EDUCATION MEETING MINUTES
Monday, July 27, 2026
Regular Meeting - 6:30 PM**

The regular meeting was called to order by President Schwartz at 6:30 p.m. Board members present at the meeting were: Ashley Bzdawka, Kelly Datka, Dennis Purtell, and Doug Schwartz.

Due to ongoing construction and the unavailability of meeting space at Waterford Union, the meeting was held at Fox River Middle School, 921 W. Main Street, Waterford. Official notice of the meeting was made by way of publication in the *Waterford Post* on Thursday, July 23, 2026; was posted at the District Office (Door #7); and was published on the District's website. Minutes from the regular board meeting of May 18, 2026, are posted on the District's website.

Mr. Schwartz led the Pledge of Allegiance.

Consent Agenda

President Schwartz stated that the minutes from the Executive Session held June 15, 2026, would be removed from the Consent Agenda and presented for board action during the Executive Session at the end of the current meeting. No objections were noted.

The following items were presented to the Board for approval under the consent agenda:

- A. Approve Bills Paid 6-11-26 to 7-24-26
- B. New Student Activity Account - Class of 2028
- C. Minutes of Regular Monthly Meeting of June 15, 2026 and Executive Session that followed
- D. Personnel Updates
 - (1) New Hire - Tina Josephson, Reading Specialist
 - (2) New Hire - Amy Koszarek, Academic Center Instructional Lead
 - (3) Letter of Resignation - Andrew Carter
 - (4) Letter of Resignation - Keegan Spencer, Custodian
 - (5) Resignation - Addie Skarphol, Custodian
- E. Employee Handbook 2026-27
- F. Student Handbook Updates 2026-27
- G. Annual Notice of Academic Standards
- H. Crime Statistics on School Property for the 2025-26 School Year

Board member Datka asked that the board have a discussion regarding hiring an Academic Center Instructional Lead and updates to the Employee Handbook. There followed a motion by Purtell, seconded by Wishau, to approve the items presented under the Consent Agenda, excluding D(2) Personnel Updates—New Hire Amy Koszarek, Academic Center Instructional Lead, and E. Employee Handbook 2026-27. Upon a roll call vote, all ayes and the motion carried.

D.(2) New Hire. Board member Datka inquired about the role of the Academic Center Instructional Lead. Superintendent Francois clarified that the position replaces the former testing center role. The expanded responsibilities include testing center oversight, AP coordination/support, as well as academic resources for reading, writing, and ELA support. The salary is expected to be a wash compared to the previous employee's salary.

E. Employee Handbook. Mrs. Datka raised concern regarding the proposed absence reporting rule requiring staff to notify the principal if calling in after 5:30 AM. Principal Foster explained that this requirement ensures proper staffing coverage and supervisory awareness for last-minute absences. Superintendent Francois concurred that this "double check system" allows administrators to be immediately aware of last-minute absences in order to secure substitute coverage or internal help.

Following board discussion, there was a motion by Wishau, seconded by Bzdawka, to approve the hiring of Amy Koszarek, Academic Center Instructional Lead, and the 2026-27 Employee Handbook as presented. Roll call vote, all ayes, motion carried.

Resident Comments

Karen Alexander thanked the administration for the manner in which Constitution Day was observed in previous years, and reminded the Board that it is a federally mandated event. She emphasized the importance of students understanding the U.S. Constitution and offered her assistance for upcoming events on September 17th.

INFORMATION ITEMS

WUHS Construction Update for July 2026

Superintendent Francois reported the project remains on track for the start of school. Key updates include:

- Asbestos abatement is nearly complete building-wide.
- The West End boiler system returns online later this week. The HVAC systems will be flushed and refilled beginning the week of August 3.
- Area A (Maple View) is substantially complete. Move-ins for Art and Engineering classrooms are scheduled for the first week of August.
- Construction is now focused on the kitchen and receiving areas (Areas B and C).
- The elevator and art lobby area are expected to be delayed until late September; however, a handicap lift will be installed in August to ensure accessibility to the entire D-wing.
- A special coil-door between the art rooms will arrive after the start of school.
- An old mechanical tunnel was discovered under the former art area perimeter, where the loading dock and receiving area will be constructed. This infrastructure will be scoped and reinforced with a substrate to support heavy equipment like forklifts.
- Condensers in the freezer units in the kitchen area have been replaced, which will add several years to the life of the equipment without the expense of full replacement.

2026-27 Budget Update

The preliminary state aid estimate was received at \$4,784,000, which is \$860,000 above preliminary projections. Because state aid dollar-for-dollar offsets the Fund 10 local tax levy, the increase lowers the local levy requirement. Administration recommends holding the tax mill rate flat at \$4.15 to allow defeasance/prepayment of future debt service (Fund 39), saving taxpayers significant interest long-term. In addition, instead of a previously projected \$139,000 budget deficit, updated projections reflect an estimated \$86,000 operational surplus, eliminating the need to draw from the fund balance.

Board member Bzdawka asked whether there were additional projects or expenses postponed by the District, which they might wish to address instead of paying down debt. Superintendent Francois explained that because debt service sits outside the standard operating budget, funds or tax authority designated for debt repayment cannot be shifted into Fund 10 to address postponed district expenses without exceeding state revenue limits.

ACTION ITEMS

The following items were presented for Board action.

- **Intergovernmental Agreement - Southeastern Wisconsin Schools Alliance (SWSA), 2026–27**
The Board discussed joining the Southeastern Wisconsin Schools Alliance (SWSA) for a fee of \$3,700. While some members expressed skepticism regarding the effectiveness of lobbyists, there was a motion by Wishau, seconded by Bzdawka, to join SWSA. Following board discussion, the motion was amended that the district join for a one-year trial period to gain access to advocacy resources and networking. All ayes, motion carried.

- **Neola Special Update – Act 89**

This update aligns district policy with 2025 Wisconsin Act 89 regarding appropriate communication between employees and students to prevent "grooming" behaviors. Policies must be in place by September 1, 2026. There was a motion by Wishau, seconded by Purtell to approve the policy updates as presented. All ayes; motion carried.

Board member Datka requested receiving meeting agendas earlier (e.g., on Thursdays preceding the board meetings) to allow more time for review. Superintendent Francois noted that earlier posting would mean the agenda is "locked" sooner and late-breaking items would move to the following month. The Board will revisit this next month.

Superintendent's Report

Dr. Francois noted that new staff orientation begins in mid-August, with all staff returning August 25. An all-staff professional development day is scheduled for August 31, featuring guest speaker Tina Boogren on the topic of educator wellness.

President's Report

President Schwartz reported meeting with the new Athletic Director Jim McClowry, noting that he was impressed with Mr. McClowry's 34 years of experience and energetic vision for the district.

There followed a motion by Purtell, seconded by Bzdawka, to adjourn into Executive Session under State Statute 19.85 (1) (c), considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. All ayes; motion carried. This done at 7:31 p.m.

The next regular board meeting will be held on Monday, August 24, 2026 at 6:30 p.m. Due to ongoing summer construction, the meeting location will be determined closer to that date.

Respectfully submitted,

Dennis Purtell, Board Clerk