

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING**

Monday, September 13, 2021

5:30 PM

Waunakee Community School District
905 Bethel Circle
Waunakee, WI 53597

Members of the public may attend Board of Education meetings in-person. Members of the public who choose to access the meeting via live stream video may do so at: <https://www.waunakee.k12.wi.us/district/Agendas.cfm>

Public comments will be limited to 3 minutes. The Board will allow 1 hour for public comments.

Public comments may be sent to Rebecca McDonough at district_administrator@waunakee.k12.wi.us up to one hour before the start of the Board meeting. All comments will be reviewed by the Board members. Emailed comments will be reviewed by the board but not read out loud. Emailed comments sent during any part of the board meeting (Board Development, Closed session, Open session) will be forwarded to the board but may not be reviewed by the board until after the board adjourns. Comments must include the commentator's name, address, and must identify their connection to the District (if any) and any group they are representing in order to be considered by the Board.

If you would like to address the Board in-person during the public comments section of the meeting, you will be asked to check in with District personnel when you arrive so that you can be recognized and address the Board when your name is called.

A recording of the meeting will be posted on the District webpage within 24 hours of the meeting time.

A quorum of the Board may be present

09/13/21 Meeting Schedule:

5:30PM Board Development

6:30PM Closed Session

7:00PM Open Session

AGENDA

I. CALL TO ORDER

**II. BOARD DEVELOPMENT WORKSHOP--BRANDING PROCESS
FOCUS GROUP WITH THE SCHOOL BOARD**

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Nathan Chow from Foundry will lead the School Board through a focus group exercise as part of the district branding process.

Attached please find a document from Anne Blackburn that outlines the core team membership and the planned focus group events for various stakeholder groups to meet regarding the branding process.

III. ROLL CALL

IV. CLOSED SESSION - ADJOURN TO CLOSED SESSION PER WISCONSIN

STATUTES 19.85 (1) (c)(f) AND (g)

- A. Review Minutes of August 09, 2021 Meeting
- B. Review Individual Teacher Contract Recommendations, Resignations and Retirements
- C. Review Individual Co-Curricular Contract Recommendations
- D. Review Individual Support Staff/Custodial Staff Recommendations, Resignations and Retirements
- E. Review a Public Complaint About School Personnel
- F. Review and Consider Legal Advice and Direction for Matters Involving the Deed to the Previous Library Building and School District Interest

V. RETURN TO OPEN SESSION

VI. APPROVAL OF MINUTES **11**

Consider the August 9, 2021 regular meeting minutes.

VII. APPROVAL OF AGENDA AND ADDITIONS

A motion will be necessary to approve the agenda as presented (or) with changes as recommended.

VIII. PUBLIC COMMENTS **21**

The Board of Education provides a public listening session for the public to comment on any item related to the governance or management of the WCSD. A copy of Board Policy 187 - Public Participation at Board Meetings is attached for your reference. Each commenter will be allowed 3 minutes. An hour will be allowed for this item

IX. TEACHING STAFF, STUDENT, & BOARD REPORTS/RECOMMENDATIONS/ACTION ITEMS

- A. Teacher Report
Anne Dahlie and Lara Ostrander will provide an update from the teaching staff.
- B. Student Report
Student Council Representatives to the WCSD Board of Education, Isabelle Hahn and Marissa Loether will give an update.
- C. Board Reports/Action Items
 - 1. Board Reports on Educational Related Events, Meetings, or Trainings Attended by Individual Board Members
This section is reserved for any comments from members of the board on meetings they attended or other informational items.
 - 2. WI Public Education Network
Dave Boetcher will present information to the School Board from the Wisconsin Public Education Network.
 - 3. Draft Agenda for the Community Engagement Meeting on September 27th 24
Please see the attached memo and DRAFT agenda for the September 27th Community Engagement Meeting on Equity of Access to Opportunities / Diversity,

Equity, and Inclusion.

X. START OF SCHOOL REPORT

Randy Guttenberg will provide the Board with an update on the start of the 2021-2022 school year. The presentation will be brought to the meeting on Monday night to ensure the most accurate data and information is presented.

The subsequent agenda items will be included in the report:

- Welcome Back and First Week of School
- Transportation -- Bus Routes and Drivers
- Crossing Guards
- Enrollment
- COVID Update and Dashboard Data
 - A. Welcome Back and First Week of School 25
 - B. Transportation -- Bus Routes and Drivers
 - C. Crossing Guards
 - D. Enrollment 40
 - E. COVID Update and Dashboard Data

XI. COMMITTEE REPORTS/RECOMMENDATIONS/ACTION ITEMS

- A. Diversity, Equity, Inclusion Ad Hoc Committee 41
Review and Consider the minutes from the 8/16/21 & the 8/23/21 meetings.
 - 1. DEI Committee Audit Report 45
Attached please find the report from the Diversity, Equity, and Inclusion Ad Hoc Committee. This report will be presented to the Board by Committee Members Joel Lewis and Gina Pagel.

I recommend that the Board refrain from taking action on this report or any recommendations on Monday night, and that action regarding items within this report be considered by the Board at a future school board meeting. I think it is pertinent that considerations by the Board take place at a point after the Community Engagement Meeting on September 27th which is focused on the topics of Diversity, Equity, and Inclusion.

- B. Human Resources Committee Meeting. 74
Review and Consider the minutes from the 8/24/21 meeting.
 - 1. Consideration of Extending Retirement HRA Vesting for All Employee Groups 78
The HR Committee voted 3-0 to advance consideration to the full board for consistent vesting language across all employee groups. The current Administrative/Administrative Support vesting language would work in conjunction with each group's current HRA retirement benefit.
 - 2. Consideration of Hourly Pay Scales 79

The HR Committee made and passed two motions 3-0 to advance to the whole board a request to adjust specific hourly wage scales. The first pertained to the Classified Staff level 1 - crossing guards and copy clerks. The second pertained to the whole custodial and maintenance group. Please see the attachments for the proposed changes.

3. Consideration of Hourly Staff Handbook Language Regarding Initial Wage Placement for Intraschool Hires. 82

Current handbook language allows for an initial wage placement that takes into consideration an employee's prior wage within the district. The HR Committee advanced 3-0 a proposal to the full board a revision of handbook language to allow re-consideration of wage placement for an employee whose prior wage scale was increased within a 12-month timeframe of a job change.

4. Consideration of Alternate Recruiting Methods

The HR Committee advanced a proposal 3-0 to the full board for a \$500 referral bonus for any current employee that refers a candidate who is hired for an hourly position and remains employed by WCSD for three months.

C. Co-Curricular Meeting 83

Review and Consider the minutes from the 8/30/21 meeting.

1. Co-Curricular Report for 2020-2021 85

Attached please find the Co-Curricular and Booster Club Financial Reports for the 2020-2021 school year. These reports are shared with the school board on an annual basis, and the Co-Curricular Committee reviewed them at their August 30th meeting. The Committee asked for the reports to be attached to the agenda for Board members to be able to review, but there will not be a formal presentation of the reports at Monday's meeting. Administration will be available to answer any questions.

XII. ADMINISTRATIVE REPORTS/ACTION ITEMS

A. Resolution Authorizing Temporary Borrowing In An Amount Not to Exceed \$8,000,000; Issuance of Taxable Tax and Revenue Anticipation Promissory Notes; and Participation in the PMA Levy and Aid Anticipation Notes Program. 103

The purpose of this agenda item is to request School Board approval of the resolution authorizing temporary borrowing. Attached please find the resolution as prepared by Quarles and Brady, the district's bond counsel. Due to the timing of the borrowing, this resolution is required at the September School Board meeting instead of the October meeting. PMA is the financial adviser hired to manage the cash flow borrowing process.

Here are the highlights of the cash flow borrowing process:

- A loan of \$8,000,000 is taken out in October (compared to \$7,900,000 last year).
- The loan is bank qualified, which decreases interest costs
- PMA seeks competitive pricing on the borrowing
- The legal opinion is provided by Quarles and Brady

- The borrowing is rated by Moody’s and an official statement is provided to the bidders
- The issuance cost of the loan is higher due to the financial adviser fees, the legal fees, and the rating fees
- Multiple school districts are participating in this borrowing, which divides the costs among all school districts
- The interest rate of the loan should be lower than non-rated, non bank qualified loans
- The resolution is a parameters resolution, and the final terms will need to be approved by the Financial Officer (Superintendent, Executive Director of Operations) or District Officer (Board President or Clerk)

As a reminder, the cash flow borrowing for 21-22 is bank qualified because the district did not issue debt in the 2021 calendar year. This item requires a roll call vote.

B. Seclusion and Restraint Report 121

Attached please find the annually required report on the use of seclusion and restraint in each school. Tiffany Loken compiled this report and will be in attendance at Monday's meeting to present this information and answer any questions. With the varying instructional models last year, we did not have any incidents of seclusion or restraint.

C. Consideration of an Additional Special Education Para-Educators 122

Attached please find a request from Tiffany Loken, Director of Special Education, for additional special education para-educators at the Intermediate School, Heritage, and Arboretum. We have experienced significant growth in our special education program with families moving to the district with students who have specific IEP needs. The district will continue to maximize the application of Transfer of Service Funds to support these students' needs/

D. Discussion of and Consideration to begin the Process for Purchasing Special Education Vans and the Creation of a Driver Pay Classification. 124

Attached please find a request from Steve Summers and Tiffany Loken to purchase two vans and hire drivers to transport special education students. This request is precipitated by the shortage of bus drivers for regular bus routes and to support other transportation needs in the district, including our special education students who require special transportation. Mr. Summers and Ms. Loken will present this item to the Board on Monday night.

E. Announcements/Correspondence

XIII. CONSENT AGENDA

A. Approval of Checks

Attached in the "extras" section of BoardBook, please find a list of the accounts payable payments issued during the month of August 2021.

B. Finance

1. Monthly Finance Reports 126

Attached you will find the 2020-21 Budget Status report as of June 30th, 2021, and the Cash Reconciliation report for July 2021. Please note that the 2020-21 audit

process has been completed and these are the final numbers.

Also attached please find the Dean/SSM wellness clinic report for July and a district financial report for the Wellness Clinic for your review. This report tracks expenditures over time, beginning with the first month of the clinic.

2. Approval of Fund 21 Accounts 153

The purpose of this agenda item is to request approval of Fund 21 student activity accounts. I have attached a report from the district financial system listing the student activity accounts by building, along with the ending account balance on June 30th, 2021. The School Board policy on student activity accounts requires an annual School Board review and approval of student activity accounts. Student activity accounts by School Board policy are managed by Building Principals/Administrators.

NOTE: The School Board policy on this topic is a Fund 60 Student Activity Account policy. Fund 60 accounts were closed in the 19-20 fiscal year and moved to Fund 21 per new national accounting requirements. We are continuing the practice of bringing these accounts forward to the School Board even though it is not required by policy for Fund 21.

These accounts are typically used by student organizations for fundraising for activities above and beyond what the district budget is able to support. Student activity account equity balances carry over from one fiscal year to another. I would like to point out that student activity equity accounts with a positive balance are reflected with a negative sign (in red), as student activity equity accounts are balance sheet accounts on the district financial system. A positive balance actually indicates a negative account balance. Negative account balances are allowed by policy under certain circumstances.

NOTE: Class of 2021 account was brought to \$0 in August 2021.

3. Approval of Fund Balance Allocations 157

The purpose of this agenda item is to request School Board approval of the fund balance allocations. Please recall that during the month of July, the School Board approved fund balance classifications to comply with national accounting standards. Attached please find the Annual Meeting Treasurer's Report, an all Funds fund balance report and a fund balance report detailing the accounting of the Fund 10 937900 and 938900 fund balance accounts.

The final 20-21 Fund 10 fund balance is \$7,614,873.48 or 13.7% of the 21-22 Fund 10 expenditure budget approved in July by the School Board. The 13.7% compares to a number of 11.6% in 20-21. The Board policy on fund balance has a statement of working towards maintaining a 15% balance. Please note that the Fund 41 fund balance has decreased to \$1,173,399.37 as a result of the School Board's contribution to the Waunakee Pitch Turf Project. Added together, these amounts represent 15.8% of the 21-22 Fund 10 expenditure budget approved in July by the School Board.

The 20-21 fiscal year was the third year when funds were set aside for the replacement of the turf field for Warrior Stadium, and the first year when funds were set aside for the replacement of the turf field for Warrior Pitch. You can see the balance in the 937900 fund balance account. Please recall that School Board policy allows buildings/departments to carry over funds from one fiscal year to the next. You can see the balances in the 938900 fund balance account.

C. Consideration of Club/Organizations with volunteer advisors to paid advisors.	160
D. Gifts and Field Trips	
1. Gifts	
a. Los Sonadores Club Donation - \$1000	166
b. Student Fiskars Scissors donation to Prairie Elementary - \$300	167
c. Tree Memorial to Prairie Elementary - \$350	168
2. Field Trips	
a. National FFA Convention (Grades 7-12) Indiana October 26-30, 2021	169
E. Approve Individual Teacher, Co-curricular, Support Staff & Custodial Recommendations, Resignations, Leaves & Retirements	171

XIV. BOARD BUSINESS

XV. FUTURE AGENDAS AND MEETINGS

- A. Agenda Items for Next Meeting
- B. Special Meeting
- C. Budget Committee
- D. Co-Curricular Committee
- E. Curriculum Committee
- F. Facility Committee
- G. Human Resources Committee
- H. Policy Committee
- I. Goals Committee

XVI. RETURN TO CLOSED SESSION - (if necessary) to complete agenda as listed under agenda item III

XVII. RETURN TO OPEN SESSION

XVIII. ACTION AS APPROPRIATE, ON ITEMS DISCUSSED IN CLOSED SESSION

XIX. ADJOURN

“Any person who has a qualifying disability as defined by the Americans with Disabilities Act who requires assistance with access or materials should contact the Waunakee Community School District Office at 849-2000, 905 Bethel Circle Drive Waunakee, WI 53597, at least twenty-four hours prior to the commencement of the meeting so that necessary arrangements can be made to accommodate the request.”

Waunakee Community School District
 District Branding 2021-2022
 Core Logo Committee

Name	Group	Email	Phone
Randy Guttenberg	Superintendent		
Anne Blackburn	Communications		
Brian Hoefler	Board of Education		
Deanne Lensert	Administration		
Kayla Proctor	9-12 Staff		
Tim Decorah	9-12 Staff		
Chris Olkowski	K-6 Staff		
Em Meier	7-8 Staff		
David Petroff	Parent		
Troy Meffert	Parent		
Kerry Abercrombie	Community/ Business Leader		

Core Logo Committee Definition and Role:

A small committee (5-7) individuals that represent stakeholders of the school district or school. Typically this committee represents parents, staff, business partners, a board member, a student (for school projects), and community members. The graphic designer/consultant is to take the information given by the Core Logo Group and Focus Groups and synthesize the information to create a logo based on the feedback.

This group of individuals will team together and help guide and make the final decision of the logo development, with the best interest of the organization. They will go through the full process, brainstorming stage, concept stages, and final selection, giving feedback to the graphic designer to help move forward with concepts, ultimately leading to a final choice of a logo. This becomes a team effort and is guided by team members that represent the organization.

WCSD Committee Team

Date	Time	Discussion	Location
Thursday, September 30, 2021	4:30 p.m.	Introductions, Focus, Future Work	905 Bethel Circle, Waunakee

Waunakee Community School District
District Branding 2021-2022

WCSD Focus Groups

Focus Group	Date	Details	Location
Board of Education members	Monday, September 13th	5:30 p.m. BOE Development	905 Bethel Circle, Waunakee
Students (High School)	Thursday, October 14th	9:50 a.m. - 10:20 a.m.	PAC, High School
Administration/Staff	Wednesday, October 20th	4:00 p.m.	CAVE, High School
Parents/Community	Wednesday, October 20th	7:00 p.m.	PAC, High School
Athletics/PTO/Booster Clubs	Wednesday, October 27th	7:00 p.m.	PAC, High School

Focus Groups Definition and Role:

A group of individuals (up to 20-30) that come together for a brainstorm and informational session. This group’s main responsibility is to inform the graphic designer/consultant, how they see and view the organization, through the eyes of their speciality (Board of Education member, Administration, Parent). One session per group is needed. The session is to gather information from outside the “four walls” of the organization to understand how it is viewed and perceived by the public. The goal is to gather information to help support the Core Logo Team on making the final decision for a logo.

Focus Groups

1. Board of Education members
2. Administration and Staff
3. Parents/Community
4. Athletics/PTO/Booster Clubs
5. Students (High School)

Focus Group Meeting Outline/Time

1. Introduction and Background (5 minutes)
2. Logo / Mascot 101 (10-15 minutes)
3. Why is a brand important? Examples (10 minutes)
4. Brainstorm and feedback about the district (30-40 minutes)
 Within this section, participants will have a chance to vocalize or write their answers and feedback, based on the corresponding slides. These answers will help formulate and develop the logo concepts and to develop a backstory of why a new logo is being introduced.
5. Question and Answers (5-10 minutes)

Minutes of Regular Board Meeting - Open

The Board of Education Waunakee Community School District

A Regular Board Meeting of the Board of Education of Waunakee Community School District was held Monday, August 9, 2021, beginning at 5:30 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

President Ensign called the meeting to order at 5:31PM.

Board members present for board development were:

Boetcher, Engebretson, Ensign, Frey Heinemann (arrived at 5:34PM), Hetzel, Hoefer

Also present: Randy Guttenberg, Steve Summers, Anne Blackburn, Nathan Chow (Foundry)

II. ROLL CALL

Roll call was taken in closed session

III. BOARD DEVELOPMENT WORKSHOP

A. District Branding Process –

Randy Guttenberg introduced and turned this portion of the meeting over to Nathan Chow from Foundry and Anne Blackburn, WCSO Communications and Engagement Specialist. Nathan Chow worked with the Board on an introduction to the Branding Process that we are embarking on this school year. Nathan reviewed the proposed process he will follow, the plan and timeline for this work.

IV. CLOSED SESSION - ADJOURN TO CLOSED SESSION PER WISCONSIN STATUTES 19.85 (1) (c) AND (f)

A motion was made by Hoefer, second by Boetcher, to adjourn to closed session pursuant to Wisconsin Statutes 19.85 (1)(c) and (f) to review individual teacher contract recommendations, resignations and retirements, review individual co-curricular contract recommendations, review individual support staff/custodial staff recommendations, resignations, and retirements, and review student requests. Motion carried 7-0 on a roll call vote. Time 6:24PM

Roll Call: Boetcher- Yes, Engebretson - Yes, Ensign- Yes, Frey - Yes Heinemann – Yes, Hetzel- Yes, Hoefer- Yes

Also present for closed session: Randy Guttenberg, Steve Summers, Brian Grabarski

A. Review Minutes of July 12, 2021 Meetings

B. Review Individual Administrator, Teacher Contract Recommendations, Resignations and Retirements, Succession Plans, and Organizational Structure.

C. Review Individual Support Staff/Custodial Staff Recommendations, Resignations and Retirements

D. Review Individual Co-Curricular Contract Recommendations

E. Review 2021-2022 Department Chairs, Building Coordinators and New Teacher Advisors

V. RETURN TO OPEN SESSION

A motion was made by Heinemann, second by Hoefer to adjourn closed session and reconvened in open session at 6:48PM. Motion carried 7-0. The board reconvened into open session at 6:59PM

VI. APPROVAL OF MINUTES

Review the minutes for the July 12, 2021 regular meeting, July 19, 2021 Additional meeting.

A motion was made by Hetzel, second by Heinemann, to approve the minutes for the July 12, 2021 regular meeting, July 19, 2021 Additional meeting. Motion carried 7-0.

VII. APPROVAL OF AGENDA AND ADDITIONS

A motion was made by Engebretson, second by Hoefer, to approve the agenda as posted. Motion carried 7-0.

VIII. **PUBLIC COMMENTS**

Public comments sent via email are posted in the extras area of the agenda for this meeting. All email public comments have been shared and reviewed by the full board.

Public comments sent via email are from:

Dr. Matthew Anderson
Jennifer Grosh
Justine Kessler
Carrie Meier
Nancy Spilker
Gabrielle Stanley (2)
Anne Covey
Mike Brandt (2)
Ann Lewandowski
Scott Biba
Ciara Barclay-Buchanan
HealthCare Workers and Scientists/Waunakee Residents
Jennifer Edwards
Lora Moody
Kyle & Liz Henderson
Lara Herman
Joel Hansen
Lauryn Andreson
Elliott Kosmicki
Heather Smith
Becky Sautebin
Kati & Anson Whitledge
Deena & Andrew Cortright
Lori Hoffman
Kim Raemisch
Brian Malich

Public Comments made in person are as follows:

Ariel Barak – In favor of mask mandate
Scott Biba – In favor of masks
Ciara Barclay-Buchanan In favor of universal masking
Greg Gentz – Diversity, Equity, Inclusion Committee
Laura Kang – In favor of masking
Rebecca Kornstedt – In favor of masking and other COVID precautions
Kris Lerdahl – Foust – In Opposition of masks
Melissa El Menaouar – In favor of masks and Native American Mural coming down
Jon Nitti – In Opposition of mask mandate
Cass Punsel – In favor of Native American Mural coming down and the Diversity, Equity, Inclusion Committee
Becky Sautebin – In opposition of Masks
Anson Whitledge In opposition of masking children
Kati Whitledge – In favor of masks optional in schools.

Joan Ensign thanked everyone who spoke or sent a message. She respects each person's comment made

and asks that the community respect all the opinions.

IX. TEACHING STAFF, STUDENT, & BOARD REPORTS/RECOMMENDATIONS/ACTION ITEMS

A. Teacher Update

There was not a teacher update

B. Board Reports/Action Items

1. Board Reports on Educational Related Events, Meetings, or Trainings Attended by Individual Board Members

There was not any board member reports.

2. Follow Up with Village of Waunakee -- Update on Village Business that Involves the School District

Chris Zellner, Village President, and Todd Schmidt, Village Administrator, from the Village of Waunakee presented an update to the Board on various topics. Chris, Todd, and Randy reported that they are looking forward to working together as Waunakee community leaders

The Old Library building is being considered for remodel for a new Village Hall. The plans for this are at least a year out. They are also shared considering the Food Pantry being part of these plans. The Village board is working with the WCSD Board and Administration to address the language on the deed for the old library property. They are working on a memo of understanding for this property.

3. Board of Education Community Engagement -- DRAFT Schedule for Engagement Meetings for 2021-2022 School Year

The School Board has set Community Engagement as a high priority this school year with an interest in informing and receiving feedback on key topics. Randy Guttenberg shared with the board, a potential set of dates is as follows:

September 27, 2021

November 29, 2021

January 31, 2022

March 28, 2022

Per Board discussions, Randy Guttenberg recommended that the first meeting topic in September be centered around Equity and Access to Opportunities, and the work of the Diversity, Equity, and Inclusion Ad Hoc Committee.

Other topics for the year to consider are as follows:

- Student Achievement and Interventions
- Social Emotional Learning
- Referendum -- Facilities and Operations
- Students with Disabilities -- 504 and Special Education (IDEA)
- English Language Learners and Bilingual Programming
- Academic and Career Planning
- Career and Technical Education
- Other

The Board discussed the next steps. The board wanted the community to know that if there is a specific topic they would like to hear about to give Randy's office a call or send an email. They also discussed that student progress should be an early meeting. The board also discussed logistics of this meeting.

A motion was made by Boetcher, second by Heinemann, to approve the 9/27 meeting and the 11/29 meeting. The topics will be Equity and Student progress/achievement. Details will be determined at the next board meeting. Motion carried 7-0.

4. Review Board of Education's Parent Survey Results

Joan Ensign led the discussion regarding the review or take-aways from the parent survey from earlier this summer. Joan thanked the over 550 families who responded.

The biggest reoccurring topic was communications and community engagement. Other topics that were also reoccurring were: academic needs, orientation for students that would have been new to the building or school last year, keep zoom parent- teacher conferences, mental health concerns, and have a normal school year. The board discussed ways they will incorporate the information from this survey.

X. COVID-19 RELATED UPDATES AND DECISION POINTS INCLUDING BUT NOT LIMITED TO PLANS FOR FALL 2021.

A. Review of Current COVID-19 Data

Randy Guttenberg presented to the Board the most current data related to COVID-19 incidents in our community.

Guttenberg reminded the board and community that our intent and goal is to get kids in school and to teach them face to face.

He asked that we show respect for everyone, no matter what the decision. As a community we have to work together to make school good for the kids.

B. Review/Consider COVID-19 Protocols for Fall 2021, Including Decisions Regarding Face Coverings.

Randy Guttenberg shared the DRAFT COVID 19 protocols.

Randy explained and answered questions regarding administration's plan on a full-time, 5-day per week, program for students this fall -- a return to a normal school year schedule. With COVID needs still in the environment, we will still have mitigation efforts in place. We will continue to contract trace and implement our quarantine protocols as outlined for us by PHMDC. Quarantines were discussed and explained that if a student or staff member is determined to have been in close contact with a COVID positive individual, they would not need to quarantine if they were vaccinated. Also, if a person is determined to have been in close contact with a COVID positive individual, and they are both wearing face coverings, then regardless of vaccination status, the close contact does not need to quarantine.

Guttenberg explained and answered questions regarding that WCSD wants to teach mostly traditionally, there will be some virtual teaching. Guttenberg explained that the district will work with families to allow some flexibility for moving from virtual to face to face and vice versa, this will be on an individual basis and what is best for the student and family.

The board discussed all the protocols and shared their thoughts regarding them.

A motion was made by Boetcher, second by Hetzel to have all people in the WCSD Buildings masked for all indoor programs and operations, starting Monday 8/16/21.

An amendment was made by Heinemann, seconded by Frey, to include with the original motion that this decision will be revisited at the October board meeting.

There was discussion regarding that the Medical Ad Hoc Committee would provide updates from the medical professionals on this committee. With these updates we could change this decision as needed. The discussion also talked about being flexible and knowing that this situation is ever changing. We need to understand that as numbers change it will be considered. There was discussion regarding metrics of this

pandemic

Boetcher, second by Hetzel, called the question on the amendment. The call to question carried.

The amendment failed 2=Y – 5=N

There was some clarification of the motion, it does include all operations, including 4K and any situation where staff are in non-district buildings representing the WCSD.

There was also clarification regarding co-curriculars. The board decided to address the co-curriculars separately from the main motion.

The original motion carried 5=Y – 2=N

The board discussed masking and co-curriculars. They discussed the masking requirements at the end of the 2020-2021 school year, WIAA guidelines, and indoor versus outdoor activities.

A motion was made by Boetcher, second by Hoefler, anyone using our facilities and our co-curriculars that are indoors, a mask is required unless actively playing the sport.

The board discussed and asked Randy Guttenberg and Aaron May questions regarding what groups use our facilities in the fall, what other area districts are doing and review of WIAA guidelines again.

An amendment was made by Heinemann, second by Hetzel, to require masks at all times during indoor co-curriculars.

There was discussion regarding consistency and the difference between being masked while active and in the classroom. They discussed spectators, which they agreed was covered by the first motion regarding masking.

The amendment failed on a roll call vote Y=3 – N=4

Roll Call: Boetcher- No, Engebretson - Yes, Ensign- No, Frey – No, Heinemann – Yes, Hetzel- Yes, Hoefler- No

Boetcher, second by Engebretson, called the question on the original motion. Call to question carried 5=Y- 2=N

The original motion carried on a roll call vote 4=Y – 3=N

Roll Call: Boetcher- Yes, Engebretson - Yes, Ensign- Yes, Frey - No Heinemann – No, Hetzel- No, Hoefler- Yes

The board discussed some clarifications of the motion. This includes any co-curriculars including plays or concerts. They also clarified if the K-6 classrooms should use the original classroom assignments or the classrooms set up using a mask required and optional request. They discussed what would happen when the district does go mask optional. They also asked for clarification of a student or staff member were in a small room (such as a practice room) or an office by themselves. They determined that they could be unmasked. This wasn't clarified last spring. It should be ok. There has to be a process for accommodations. There is not a blanket answer but a decision that is determined from a process that is in place.

C. Non-COVID Operational Matters for the Start of the 2021-2022 School Year

Randy Guttenberg, Steve Summers and Brian Grabarski explained and answered questions regarding a few operational issues we are working to resolve as we enter the start of the school year. They made the school board and the community aware of a need of assistance in some of our related services. There is a need for bus drivers, crossing guards, and food service workers, as well as hourly employment categories within the school district.

Grabarski explained and answered questions regarding a request for flexibility when hiring some of these employees, as long as they remain within the complete budget presented. An example would be increasing a part time person to full time which would allow them benefits. Some of the specifics Grabarski would vet out with the HR committee.

This was an informative piece, no action was needed. After the discussion the board was in agreement with the flexibility as Brian Grabarski explained.

Steve Summers also shared with the board that it may be necessary for WCSD to have a triple route system. Several schools in the area have had to do this due to the lack of bus drivers. This would mean that students will not be dropped off as early as they have been. There could be students dropped off earlier than usual or even right before the bell. This could also affect availability for fieldtrips. There is a chance too that there could be some crossing guard positions vacant. There may also be some changes regarding food service as well. This is informative for the board to know and it isn't intended as a financial decision, but based on the low number of staff in these positions. There will be solutions by the start of school, but it may look different than it has in the past.

XI. COMMITTEE REPORTS/RECOMMENDATIONS/ACTION ITEMS

A. Diversity, Equity, Inclusion Ad Hoc Committee

Boetcher reported that this committee has finished the audit and reviewed this information at the 8/5/21 meeting. They are also reviewing the reporting tool and a glossary of terms. Tim Schell explained details of this reporting tool to the board.

1. The minutes from the 7/26/21 meeting workshop and the 8/5/21 meeting were reviewed

B. Curriculum Committee

1. The minutes of the 08/02/21 Curriculum Committee Meeting were reviewed
2. Assessment Schedule

Tim Schell reviewed the Testing and Assessment Schedule for the 2021-2022 School Year.

A motion was made by Hetzel, second by Hoefer to approve the Assessment schedule as presented.

Motion carried 7-0.

3. Progress Monitor

Tim Schell and Amy Johnson will shared a progress report and provided insight into some of the data points. This report is similar to the one that was presented to the Board last winter.

C. Goals Committee

1. The minutes of the 8-2-2021 Goals Committee Meeting were reviewed
2. Report from the Goals Committee Regarding the Board's Charge to Review Native American Imagery

Joan Ensign and Brian Hoefer gave a brief summary of the work of the Goals Committee that was approved by the Board related to the issue of Native American Imagery in the school district, specifically the removal of the mural in the gym.

3. Recommendation on Mural in High School Gymnasium

A motion was made by Heinemann to remove the mural in the gym and to also remove the artwork near the PAC that shows a beheading. There was not a second for this motion so it failed.

A motion was made by Hetzel, second by Boetcher, to remove the mural in the High School Gym and store it safely until a permanent place may be found for it. Motion carried 6=Y – 1=N

4. Future Partnerships and Next Steps

Randy Guttenberg shared that the school district has begun working with the Ho Chunk Nation as part of the Village of Waunakee's Sesquientennial Celebration. Part of this work is related to curricular work to further support Act 31 and the teaching of Native culture in our school programs.

D. Medical Advisory Ad Hoc Committee Meeting

1. The minutes from the 8-3-2021 Medical Advisory Ad Hoc Committee Meeting were reviewed.

The board discussed the information that was shared at this meeting.

XII. ADMINISTRATIVE REPORTS/RECOMMENDATIONS/ACTION ITEMS

A. Administrative Reports/Action Items

1. Resolution for District Expulsion Officer

Be it resolved that the Board of Education for the Waunakee Community School District hereby authorizes the appointment of an independent hearing officer for the 2021-2022 school year to determine pupil expulsion from the school under State Statute 119.25 Expulsion of Pupils. Sub (2). This must be a roll call vote.

A motion was made by Hetzel, second by Heinemann, to authorized the appointment fo an independent hearing officer for the 2021-2022 school year. Motion carried on a roll call vote 7-0.

Roll Call: Boetcher- Yes, Engebretson - Yes, Ensign- Yes, Frey - Yes Heinemann – Yes, Hetzel- Yes, Hoefler- Yes

2. Appoint District Expulsion Hearing Officer for 2021-2022

The school board reviewed the expulsion hearing officer position within the last two years and at that time selected Jon Anderson of Husch Blackwell Law Firm. Mr. Anderson has served the district well through these services and is very timely and thorough in his review and reporting of findings. The recommendation is to continue with Jon Anderson as the expulsion hearing officer for the 2021-2022 school year.

A motion was made by Heinemann, second by Engebretson, to continue with Jon Anderson as the expulsion hearing officer for the 2021-2022 school year. Motion carried on a roll call vote 7-0.

Roll Call: Boetcher- Yes, Engebretson - Yes, Ensign- Yes, Frey - Yes Heinemann – Yes, Hetzel- Yes, Hoefler- Yes

3. Appoint Medical Advisor for 2021-2022

A motion is requested to appoint Dr. Bill Ranum as the District's Medical Advisor for the 2021-2022 school year. This must be a roll call vote.

A motion was made by Hetzel, second by Engebretson, to appoint Dr. William Ranum as the District's Medical Advisor for the 2021-2022 School year. Motion Carried on a roll call vote 6=Y-1=N.

Roll Call: Boetcher- Yes, Engebretson - Yes, Ensign- Yes, Frey – Yes, Heinemann – No, Hetzel- Yes, Hoefler- Yes

4. Consideration to add a 1.0 Bilingual Teacher

Randy Guttenberg explained and Chris Mand was available to answer questions regarding the need for an additional bilingual teacher.

A motion was made by Heinemann, second by Engebretson to approve the additional bilingual teacher position. Motion carried 7-0.

5. Draft Facility and Fall 2022 Referendum Planning Timeline

Randy Guttenberg explained and answered questions regarding the Rough Draft of a timeline for events that need to take place leading up to a potential Fall 2022 school district referendum. This was an informational item for the board to target throughout the year.

6. Announcements/Correspondence

No announcements or correspondence at this time.

XIII. CONSENT AGENDA

Joan Ensign asked to have the Substitute handbook item pulled out for more discussion.

Dave Boetcher asked what the timeline would be if a community member wanted to add something to the annual meeting agenda. Steve Summers indicated that if they brought it to the next board meeting it should be ok, but he also indicated that he would look into it and discuss with Dave directly.

Jack Heinemann asked that the Co-Curricular hires be pulled out for separate consideration.

A motion was made by Boetcher, second by Hetzel to approve the full consent agenda as presented, with the Substitute handbook and the co-curricular hires being pulled out. Motion carried 7-0.

Ensign asked about the pay for long-term subs. It reads that for the first 10 days a long term sub gets the daily sub rate and after that it goes up to a base pay of a first year teacher. Grabarski shared that this is what was done historically and there was no documentation as to why this was being done. Since long term subs go through an interview process and they are doing all the work as a regular teacher, it would seem that they should receive a regular pay rate from the beginning.

Ensign made a motion, second by Hetzel to approve the handbook as written with the amendment that long-term subs would receive the same pay rate as a first year teacher from the beginning of their long-term sub position. Days that they shadow the teacher they will be subbing for should be paid at the regular sub pay rate. Motion carried 6=Y-1=N.

A motion was made by Hetzel, second by Hoefler, to approve the co-curricular hires as presented. Motion Carried 6=Y – 0=N, 1= Abstain (Heinemann)

A. Approval of Checks

Attached in the "extras" section of BoardBook, please find a list of the accounts payable payments issued during the month of July 2021.

B. Finance

1. Monthly Finance Reports

Attached you will find the 2020-21 Budget Status report as of June 30, 2021, and the Cash Reconciliation report for June 2021. Also attached is the Wellness Clinic Financial Report through June 2021 and the SSM June 2021 Wellness Clinic Report.

2. Human Resources - Wellness Clinic Quarter 2 Update

C. 2021 Annual Meeting Agenda

Attached please find a draft of the 2021 Annual Meeting Agenda. The administration is requesting approval of this agenda in order to begin the planning process for the 2021 Annual Meeting.

D. Consideration Cash Flow Borrowing Process

The purpose of this agenda item is to request School Board approval for a cash flow borrowing process.

E. Consideration of Employee Handbook for Substitute Teaching Staff.

F. Staff Handbooks from each Building.

On an annual basis the administration brings to the Board the staff handbooks for your review. The handbooks are available for board review in the "extras" tab of Boardbook.

These are different than than the employee guidelines that you approved last month as these address daily

operations within our schools and district.

G. Gifts and Field Trips

H. Approve Individual Teacher, Co-curricular, Support Staff & Custodial Recommendations, Resignations, Leaves & Retirements

New Teacher Staff

Sarah Duhr, Cross Categorical Teacher, HS

Alexander Jelacic, 67% Social Studies Teacher, HS

Brianna Johnson, 7th Grade Math Teacher, MS

Dee Dee Korth, 50% Business Ed Teacher, MS

Erin McNary, 5th Grade Teacher, IS (replaces Aubree Bixman)

Kyle Miller, 68% Phy Ed Teacher, MS/IS

Whitney Nichols, Spanish Teacher, HES

Madeline Rauls, 4th Grade Teacher, AES

Ann Severson, 50% English Teacher, HS

Internal Staff Changes - No Action

Ronelle Aime, from Attendance Admin. Assistant, MS, to Payroll & Benefits Specialist

Taylor Hoege, from Computer Technician to Network Administrator

Jennifer Ryniak, from Para Educator, Special Education, IS, to Cross Categorical Teacher, HS

Jennifer Stephens Roy, from Para Educator, Special Education, IS, to LMTC Assistant, IS

Chavez Thomas, from Network Administrator to Network Engineer

New Support Staff

Mitchell Anderson, Para Educator, Special Education, AES (New)

Beatriz Angeles, Para Educator, Special Education, IS

Stacey Barmore, Para Educator, Regular Education, IS (New)

Melissa Candell, Para Educator, Special Education, MS

John Farrell, Maintenance

Elena Fernandez Fuentes, Para Educator, Regular Education, IS (New)

Amy Hill, Para Educator, Special Education, IS (New)

Tricia Kleinstein, Para Educator, Regular Education, HES (New)

Geoffrey Krentz, Para Educator, Special Education, MS (New)

Nancy Martin, Para Educator, Regular Education, IS (New)

Erica Pape, Para Educator, Special Education, IS

Crystal Salisbury, Para Educator, Regular Education, HES (New)

Danielle Werkheiser, Para Educator, Special Education, IS

Resignations

Aubree Bixman, 5th Grade Teacher, IS

Anna Davie, Para Educator, Special Education, IS

Jody Doll, Para Educator, Regular Education, HES

Erin Ginos, Para Educator, Regular Education, AES

Miranda Moe, Instructional Coach, AES

Brenda Murty, 4th Grade Teacher, AES

Shannon Puhalla, Custodian, HS

Amanda Scheer, 1st Grade Teacher, HES

Teresa Spears, Para Educator, Special Education, MS

Co-Curriculars – As posted on the agenda

I. Consideration of 2021-2022 Department Chairs, Building Coordinators and Staff Development Representatives

XIV. BOARD BUSINESS

XV. FUTURE AGENDAS AND MEETINGS

A. Agenda Items for Next Meeting

B. Special Meeting

C. Budget Committee

- D. Co-Curricular Committee – 8/30/21 @ 4:30pm
- E. Curriculum Committee
- F. Facility Committee
- G. Human Resources Committee – 8/24/21 @ 4pm
- H. Policy Committee
- I. Goals Committee

XVI. **RETURN TO CLOSED SESSION** - (if necessary) to complete agenda as listed under agenda item **III** - NA

XVII. **RETURN TO OPEN SESSION** - NA

XVIII. **ACTION AS APPROPRIATE, ON ITEMS DISCUSSED IN CLOSED SESSION** - NA

XIX. **ADJOURN**

The board of Education adjourned at 11:06PM on a motion by Heinemann, second by Engebretson and passed unanimously by voice vote 7-0.

Respectfully submitted,

Judith Engebretson, Clerk

Date

JE:rm

PUBLIC COMMENT PERIODS DURING BOARD MEETINGS

Policy 187

Waunakee Community School District

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While the public has the right to attend meetings of the Board of Education that have not been convened in a closed session, individuals or groups generally do not have a right to be included on a Board meeting agenda or a right to enter into the discussions or deliberations of the Board. However, without affecting the Board's discretion to authorize other forms of input or participation during Board meetings from persons who are not Board members, the Board expressly authorizes and directs limited public participation during duly-noticed public comment periods as follows:

1. The Superintendent and Board President shall ensure that the agenda and public notice of the Board's primary regular business meeting each month includes a period for public comment. During a public comment period noticed under this paragraph, interested persons may briefly address the Board on topics that are reasonably germane to some aspect of the District's policies, practices, programs, or operations, regardless of whether the speaker's topic is otherwise noticed as a specific subject matter of the meeting in question.
2. Subject to any more specific decision or directive of the Board, the Board President has discretion to include a period of public comment on the agenda and public notice of additional Board meetings. In exercising such discretion, the President may specify on the public notice of the meeting that speaker comments during the public comment period will be limited to topics that are sufficiently germane to the noticed subject matter of the meeting.

When a public comment period is expressly included on the public notice of a Board meeting and there is sufficient interest in addressing the Board, the period shall either include at least 10 individual speakers or extend for 30 actual minutes, whichever limitation permits the greater total number of speakers. However, the Board may extend the total duration of a noticed public comment period at any meeting by a majority vote.

The Superintendent, or his/her designee, will implement a viewpoint-neutral speaker registration process that establishes an order for speaking in the event that the interest in appearing before the Board at any meeting may exceed the time that is allocated for the public comment period. Each speaker, upon being recognized by the presiding officer, will state his/her name and identify his/her connection to the District (if any) and to any group they are representing in connection with their remarks.

Each speaker's presentation is normally limited to a maximum of 3 minutes. However, at a meeting the Board may vote to reduce the time limit to no shorter than 2 minutes per speaker in order to accommodate a greater total number of speakers. In addition, at the Board's discretion, a speaker's time may be briefly extended provided that, upon request, a similar extension shall be granted to other speakers at the same meeting. Any individual may speak only once during the public comment period at any meeting.

Speakers generally should not expect an immediate response or reaction to their comments from the Board. Further:

1. If, at applicable meetings, a speaker raises a topic during a public comment period that was not among the publicly-noticed subject matter of the meeting, the extent of any response to

PUBLIC COMMENT PERIODS DURING BOARD MEETINGS

Policy 187

Waunakee Community School District

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the speaker and his/her remarks shall be limited in accordance with applicable law.

2. During a public comment period, Board members will not engage in a substantive discussion of or otherwise attempt to materially investigate or reach a Board resolution of either (a) complaints or grievances regarding the conduct of individual staff members or individual students; or (b) attempts to appeal staff or administrative decisions relating to individual District employees or students. A public comment period during a Board meeting is not the preferred or established means of processing such issues or bringing such matters to the Board's attention.
3. If time or other limitations preclude an interested person from addressing the Board at a specific meeting, the person may submit written information to the Board and/or attempt to utilize a public comment period at a future meeting.

Subject to an appeal to the Board that is made by a Board member, the presiding officer of the Board meeting shall have the authority to conduct and maintain proper order in connection with any authorized public comment period, including the authority to (1) recognize speakers; (2) enforce established time limits; (3) interject and request that speakers voluntarily redirect specific complaints, grievances, or attempted appeals to more appropriate District procedures; and (4) terminate the remarks of any individual who does not adhere to established rules and procedures for public participation, who speaks in a threatening or profane manner, whose comments are repetitive of that person's previous comments, or whose conduct is disruptive and impedes the Board's ability to conduct its business in an orderly and timely fashion.

Individuals who are permitted to address the Board during a meeting are responsible for the content of their comments. The forum represented by a public comment period does not exempt a speaker from any liability arising from his/her comments (e.g., for defamation or for any breach of legally-protected confidentiality).

This policy and any rules and/or procedures that may be adopted related to the administration of public comment periods under this policy are not intended to apply to the following:

1. A meeting or any portion of a meeting that constitutes a formal public hearing on a particular topic or issue.
2. Instances where the Board seeks or agrees, by majority vote, to accept input that is relevant to a noticed agenda item from a person who is not a Board member in order to (for example) resolve a formal or informal point of information that arises during the Board's discussion of an agenda item.
3. Meetings of any standing or ad hoc committee that may be established by the Board.

Legal References:

Wisconsin Statutes

- [Section 19.81](#) [state policy on open meetings]
[Section 19.83\(2\)](#) [discussion during period of public comment]

PUBLIC COMMENT PERIODS DURING BOARD MEETINGS

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[Section 19.84\(2\)](#) [public notice of board meetings, including public comment period]
[Section 19.85](#) [exemptions to open meetings]

Cross References:

WASB PRG 187 Sample Policy 4 (with substantial local adaptation)

Adoption/Revision Date(s):

October 1989
March 1994
September 1994
January 2000
February 2002
May 2020

TO: Waunakee Community School District Board of Education
FROM: Randy Guttenberg, Superintendent
RE: DRAFT Agenda for the Community Engagement Meeting on September 27, 2021
DATE: September 9, 2021

The school board has established a priority for the 2021-2022 school year to hold community engagement meetings in September, November, January, and March for the purpose of communication and feedback with the community on various topics related to the work of the school district. The first community engagement meeting is set for Monday, September 27th at 6:30 p.m. with the topic being Equity and Access to Opportunities / Diversity, Equity, and Inclusion.

For purpose of planning for this event, I propose the following DRAFT agenda for your consideration and feedback:

Agenda

Location: Waunakee Community High School PAC/Zoom/ or Both -- **Feedback Needed**
Time: 6:30--8:00 p.m.

1. Welcome by Joan Ensign, Board President, and Randy Guttenberg, Superintendent (10 minutes)
 - a. Review the purpose for the community engagement meetings -- to both share information on work in the school district and to hear feedback from the community to help inform the direction/future planning for the school district.
 - b. Ground rules for the meeting.
2. Presentation by the administration on a review of the work in the school district related to Equity and Access to Opportunities and Diversity, Equity, and Inclusion. (20-25 minutes)
3. Public Comments and Questions (Up to 60 minutes)
4. Thank You and Adjourn

Waunakee Community School District

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...

Start of School Report

September 13, 2021



Back to School...

- Welcome Back and First Weeks of School
- Transportation
- Crossing Guards
- Enrollment
- COVID Update and Dashboard Data

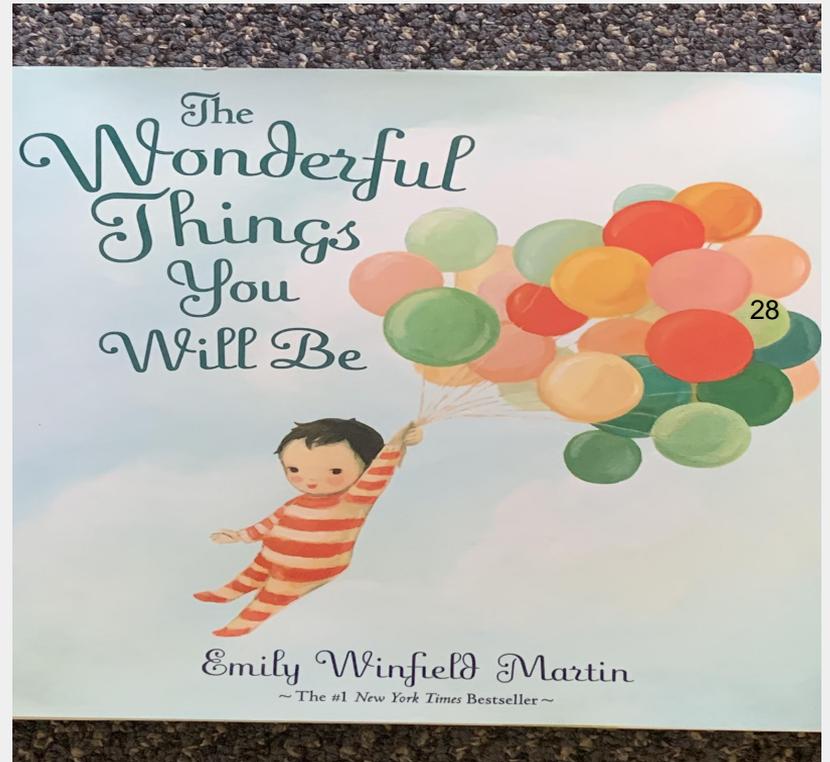
School Board Approved Priorities

- Student Achievement
- Social Emotional Health
- Equity and Access to Opportunities
- Communication and Engagement & District Branding
- Budget Planning
- Facility Planning



Perspective...of parents.

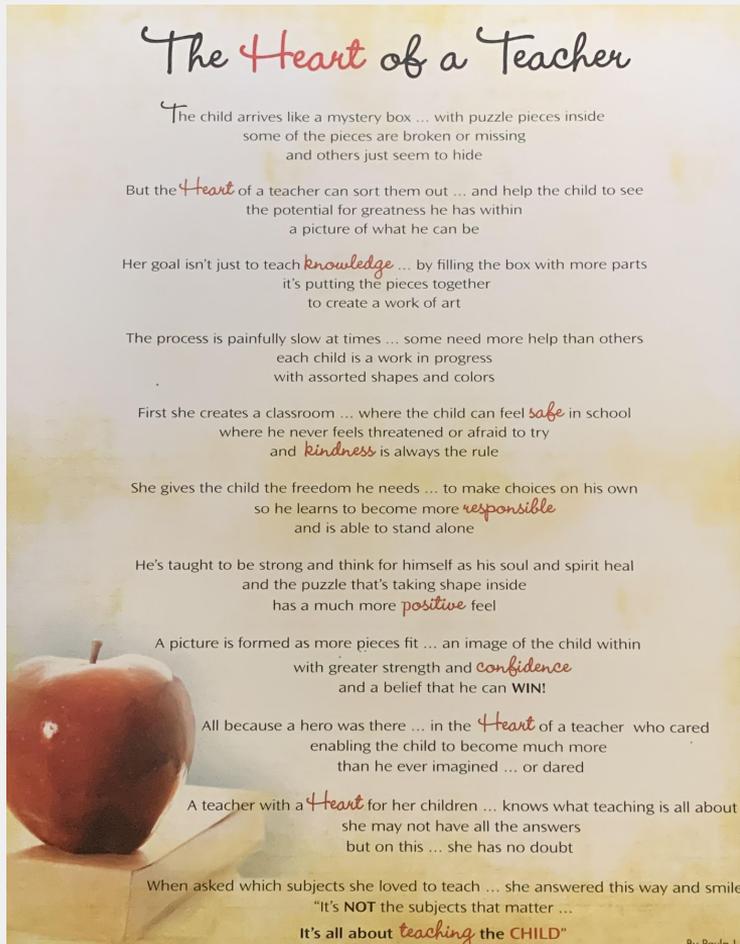
- Varying perspectives, comments, ideas, etc.
- What do we have in common?
 - Love and dreams for our kids!



The Heart of a Teacher...

- Knowledge
- Safe
- Kindness
- Responsible
- Positive
- Confidence
- Teaching the Child

○ By Paula Fox



Live a Great Story...

- Liveagreatstory.com
- We get to be part of all of the stories of our students.
- We get to Live a Great Story ourselves through experiences with our students.
- For Me...this is our WHY!
- Two Students...



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Final Thoughts To Staff...

- Professional Learning Communities -- focus on where students are and how we can help them grow.
- Be aware of the social emotional needs of our students.
- Be deliberate about making connections with all students.
- Families have had a difficult year -- lots of emotion with kids coming back to school full time.³¹
- Support each other!
- Teach with Heart!
- Enjoy your students, expand your personal story, and help our kids Live a Great Story!



First Weeks of School

- Positive feel in the schools.
- Back to a more traditional routine.
- Great to see our students, staff, and activities.
- Operations:
 - Enrollment
 - Transportation
 - Cross Guards
 - COVID Data

Enrollment

- District Budget was based off of an projected enrollment of 3,316 students.
- As of 9-10-21 --Enrollment of 4,405.
- 3rd Friday Count is on Friday, September 17th...enrollment on this date will be used as part of the school finance system to determine our final budget factors that will be presented at the Annual Meeting on October 18, 2021.
- Class Sizes -- see spreadsheet.

Transportation

- A bus driver shortage exists nationwide. This can be attributed to increased requirements for becoming a school bus driver, as well as a changing employment picture. These requirements will become even more challenging after February of 2022.
- Even with this shortage of drivers, we have been able to successfully operate all³⁴ morning and afternoon routes
- We are operating 19 PK-4 bus routes
- We are operating 22 5-12 bus routes
- This compares to 25 PK-4 bus routes in 19-20, and 26 5-12 bus routes in 19-20
- Lamers has a maximum of 23 available route drivers, with that number reducing to 22 in the near future.

Transportation Continued...

- The 22 includes Prairie Head Custodian Dean Frederick, who we are covering with a 1 hour replacement in the morning at Prairie, and includes the Lamers management staff driving. There are two administrative assistant staff available in the office during route time
- We have 4 people in various stages of the pre hiring/testing process. Expedited 3-week process from application/hire to being able to drive a route. 35
- We are currently offering a \$1,000 sign on bonus and a \$1,000 referral bonus, and Lamers has a \$1,000 referral bonus for employees and \$1,800 bonus that is available for drivers.
- Steve Summers will be discussing with the Budget Committee options to provide existing bus drivers with incentives to stay, along with other ideas/concepts for increasing the driver pool
- We have a plan in place in the event of driver shortages in any given day, and parents of potentially impacted routes are aware of this plan.

Transportation Continued...

- For co-curricular activities we have only one driver available outside of the am/pm route times...impacting the ability to leave for events when scheduled. As a result, Aaron May has been working to move start times, offer alternative transportation options, etc. Increasing the driver pool for co-curricular activities is a priority. All districts are in the same situation.
- Special education students have been impacted by the driver shortage. For the first time ³⁶ ever, the district is paying four families with special education students to transport them to/from school, using the same process we are required to follow for private school students at Highpoint Christian, Westside Christian, and Madison Country Day School.
- Administration is proposing the district purchase vehicles and hire drivers for special education students who need an accessible vehicle. See the agenda item later tonight.
- The Board of Education's Policy Committee may want to review the existing transportation policies in light of this bus driver shortage. Administration can share more information if the School Board is interested.

Crossing Guards

- We have a shortage of crossing guards. The district has not received any crossing guard applications in at least the last 6 months.
- Even with this shortage of crossing guards, we have been able to successfully provide crossing guard services at 9 community locations
- We used to provide 11 community locations, and removed the Woodland/Simon³⁷ Crestway location last spring, and removed the Woodland/Water Wheel location this fall, due to staffing issues. There have been public requests to have crossing guards back at these locations.
- We have not evaluated the new neighborhoods for the potential need for crossing guard services, as we have not been able to staff all 11 prior community locations.

Crossing Guards Continued....

- Brian Grabarski is presenting a new crossing guard wage schedule, and alternative recruitment options to the School Board tonight, and if approved, these efforts will increase our ability to fill these positions
- The Board of Education's Policy Committee may want to review the existing transportation policies, which could include a review of both bussed and non bussed addresses, which also connects to the locations where crossing guard services are provided.

COVID Related Updates

- 7-Day Average Incidents Per Day
 - June -- 0.29
 - September 1, 2021 -- 4.43
 - September 10, 2021 -- 3.14
 - November 21, 2020 -- 20.14
- Current Order -- in effect until October 8, 2021.
 - Wind Instruments can now play inside with mitigation.
 - Concerts should be ok.
- Operations
 - Similar to end of the school year.
 - Contract Tracing/Quarantines -- masks, vaccine, goal to keep³⁹ kids in school.
 - Drive Up Testing Program started today!
- Data Dashboard -- first two weeks of school.



		Arboretum	MAX	Heritage	MAX	Prairie	MAX	Total
KG Total		86	88	108	110	101	110	295
KG # of sections			4		5		5	
Avg. Class size			21.50		21.60		20.20	
1st Grade Total		85	88	97	110	98	110	280
# of sections			4		5		5	
Avg. Class size			21.25		19.40		19.60	
2nd Grade Total		82	88	121	132	95	110	298
# of sections			4		6		5	
Avg. Class size			20.50		20.17		19.00	
3rd Grade Total		88	100	108	125	109	125	305
# of sections			4		5		5	
Avg. Class size			22.00		21.60		21.80	
4th Grade Total		95	100	80	125	111	125	286
# of sections			4		5		5	
Avg. Class size			23.75		16.00		22.20	
5th Grade		328	23.43					
14 sections								
6th Grade		320	22.86				K-4	1464
14 sections							5-12	2663
							4K	278
7th Grade		350	25.00				Total	4405
14 sections								
8th Grade		305	25.42			Updated	09/09/2021	
12 sections								
9th Grade		317						
10th Grade		351						
11th Grade		344						
12th Grade		349						

Minutes of Diversity, Equity, Inclusion Ad Hoc Committee

The Board of Education Waunakee Community School District

A Diversity, Equity, Inclusion Ad Hoc Committee of the Board of Education of Waunakee Community School District was held Monday, August 16, 2021, beginning at 6:00 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Lewis called the meeting to order at 6:01PM

II. ROLL CALL

Berg (arrived at 6:05), Boetcher, Brandt(virtually), Lewis, Meister (virtually), Mobley, Ostrander, Pagel, Pisani(6:03)(virtually), Pottinger, Schell, Treis Rusk, Voeller

III. APPROVAL OF MINUTES

A motion was made by Schell, second by Pottinger, to approve the minutes as posted.
Motion carried.

IV. APPROVE AGENDA

A motion was made by Boetcher, second by Pagel, to approve the agenda as posted.
Motion carried.

V. PUBLIC COMMENTS

There were no public comments.

VI. DISCUSSION & POSSIBLE ACTION ON INTERIM RECOMMENDATIONS TO THE WCSD BOARD OF EDUCATION REGARDING ISSUES OF IMMEDIATE CONCERN

A. NEA Equity Audit Scorecard

Review of the scorecard of the audit

Tim Schell introduced this agenda item. He led the committee through the scorecard survey that the committee completed. The committee then discussed how to prioritize these items. It was determined that the top ten items from the audit that committee members felt needed additional review would be pulled. These 10 items were pulled into a table and the committee as a whole will review and make any necessary comments by the end of the day on Wednesday, 8/18/21. The writing team, Ostrander, Schell, & Treis Rusk will draft a presentation for the WCSD Board of Education around these items and a few others that the committee has discussed. This draft will be available for the committee to review over the weekend and this will lead the discussion at the 8/23/21 meeting to finalize this presentation. The documents that were reviewed for this item have been attached to the extras section of the agenda for this meeting.

B. Recommendations on the creation of enactment of a dedicated reporting system/policy for events of bias/bigotry.

Tim Schell and Joel Lewis took the suggestions from the committee at the last meeting and made some adjustments to the tool. This will be shared will be shared with several people,

specifically elementary staff, for review. This will be ready for the start of the school year, please note that this tool will be able to be adjusted as the year goes along.

C. Shared Language/Glossary of Terms

Bethany Pottinger and Lara Ostrander reported that they have begun the work on this. It is important that this document will help in initiating dialogue among all staff, families and community.

VII. UPDATES ON BOARD ACTIONS OR DECISIONS THAT WOULD BE INFORMATIONAL TO THE COMMITTEE

Boetcher reported that the board did take action to have the Native American Mural taken down and the other Native American Imagery will be part of the rebranding process.

VIII. DISCUSSION OF THE DISTRICT RESPONSE ABOUT NATIONAL AND LOCAL INCIDENTS

There is a lot going on right now, if there is something that needs to be brought up please feel free to bring it up here or add it to the agenda.

IX. FUTURE MEETINGS

- A. Discussion of recommendations to the District to further equity for other issues, including building accessibility, audits of accessibility for websites, discussion of District progress on the removal of native imagery
- B. Discussion of district hiring practices ensuring a diverse workforce
- C. Discussion of district curriculum on the teaching of issues involving race and ethnicity in the United States.

The committee discussed how some of the items IX A,B, & C, should be referenced in the report to the board. They may be related to audit items, but they should be brought up specifically so that the board recognizes that these are areas of concern that should be considered further.

X. ADJOURN

A motion was made by Schell, second by Lewis, to adjourn the meeting at 7:32pm. Motion Carried

Minutes of Diversity, Equity, Inclusion Ad Hoc Committee

The Board of Education Waunakee Community School District

A Diversity, Equity, Inclusion Ad Hoc Committee of the Board of Education of Waunakee Community School District was held Monday, August 23, 2021, beginning at 6:00 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Lewis called the meeting to order at 6:03PM

II. ROLL CALL

Brandt (Virtually), Kaufmann, Lewis, Meister (Virtually), Mobley, Ostrander, Pagel, Pottinger, Schell, Sheppelman, Treis Rusk

III. APPROVAL OF MINUTES

A motion was made by Schell, second by Kaufmann, to approve the minutes as posted.

Motion carried

IV. APPROVE AGENDA

A motion was made by Pagel, second by Schell, to approve the agenda as posted.

Motion carried

V. PUBLIC COMMENTS

There was no public comments.

VI. DISCUSSION & POSSIBLE ACTION ON INTERIM RECOMMENDATIONS TO THE WCSD BOARD OF EDUCATION REGARDING ISSUES OF IMMEDIATE CONCERN

A. Review/discuss written draft of recommendations to the WCSD Board of Education

Ostrander walked through the process that she and Treis Rusk went through to develop the document. The committee reviewed, discussed, and edited the document as necessary.

Gina Pagel and Joel Lewis will present on the audit results, the work of the DEI committee, and the focus for the future.

Continued communications with the Board and Administration is key.

As many committee members as possible should be in attendance at the board meeting on 9/13/21.

B. Recommendations on the creation of enactment of a dedicated reporting system/policy for events of bias/bigotry. This tool is continually being worked on and will be available once school starts.

C. Shared Language/Glossary of Terms

Pottinger reported that this team will meet on 8/24 to work on this. The committee discussed the audience that should be the focus of this glossary. This list will be a live list. It will be available before the community meeting on 9/27/21.

VII. UPDATES ON BOARD ACTIONS OR DECISIONS THAT WOULD BE

INFORMATIONAL TO THE COMMITTEE

There have not been any board actions since the last committee meeting on 8/16/21.

VIII. DISCUSSION OF THE DISTRICT RESPONSE ABOUT NATIONAL AND LOCAL INCIDENTS

There is a lot of things going on in the world right now. There are many ways to look at equity within our day to day world. We need to be mindful about this.

IX. FUTURE MEETINGS

- A. Discussion of recommendations to the District to further equity for other issues, including building accessibility, audits of accessibility for websites, discussion of District progress on the removal of native imagery
- B. Discussion of district hiring practices ensuring a diverse workforce
- C. Discussion of district curriculum on the teaching of issues involving race and ethnicity in the United States.

The committee briefly discussed how items IX. A, B, & C are still important items that they would like to have a discussion about with the appropriate director, administrator, and board.

As many committee members as possible should be present for the 9/13/21 meeting and for the 9/27/21 Community meeting.

X. ADJOURN

A poll will go out to find a date for a committee meeting after the 9/13/21 meeting and before the 9/27/21 meetig.

A motion was made by Treis Rusk, second by Brandt, to adjourn the meeting at 7:42pm.
Motion Carried

DEI Equity Audit Report

August 30, 2021

The Diversity, Equity, and Inclusion (DEI) Ad Hoc Committee was established by the Waunakee Community School District (WCSD) Board of Education (BOE) and formulated to initiate dialog around and make recommendations for work with regard to diversity, equity and inclusion policies and practices in the WCSD. The committee included twenty-seven individuals, composed of Waunakee students, staff, and community members within the district.

As conversations began in the fall of the 2020-21 school year, the team researched a number of tools and selected the National Education Association (NEA) Opportunity Audit in order to get a holistic view of the diversity, equity and inclusion work across all levels of the district. The DEI Ad Hoc Committee met nineteen times, over the course of the school year. During that time, they completed the audit process with fidelity and thoughtfully selected ten priority areas as recommendations for areas of growth in the Waunakee Community School District.

The NEA Opportunity Audit consists of seven criteria and each criterion includes multiple elements. The seven criteria are 1) Schools exemplify readiness for all students and educators; 2) All students have access to a rigorous curriculum, including advanced coursework, rooted in high academic standards; 3) Conditions at schools foster positive climates that support teaching and learning for educators and students; 4) All students have access to capable, qualified educators; 5) Schools maintain accountability by utilizing multiple indicators to assess student achievement, instructional effectiveness, and school performance; 6) Schools engage with families and communities to collaborate in learning, advocacy, and securing resources; and, 7) All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students' needs.

During the audit, the DEI Ad Hoc Committee followed a consistent process for reviewing the elements within each criterion. This process included collecting and reviewing data related to the criteria, discussing data to reach a common understanding of these data. Collectively, each criterion's elements were given one of the following ratings: not existent, not apparent, emerging, improving, and flourishing. Upon completion of the audit process, committee members independently reviewed all criteria's elements and came to consensus identifying ten priority elements, across the seven criteria. As a result, the DEI Ad Hoc Committee presents the WCSD Board of Education (BOE) with ten priorities and related recommendations.

Conditions at schools foster positive climates that support teaching and learning for educators and students.

Identified as the greatest importance was the extent to which our district provides positive teaching and learning conditions and supports culturally-responsive instruction that creates a sense of belonging and understanding for all of our students. This priority may be achieved through professional learning opportunities focused on cultural competence and understanding implicit bias. Specific areas of recommendation related to this priority area include: 1) Build relationships/trust to establish professional partnerships between school staff, BOE, and administration; 2) Engage students in our work and develop and/or improve communications to

inform students of actions that support their experiences. This includes making a concerted effort to recruit, support and retain educators and community members as club and organization advisors (e.g. Black Student Union (BSU)); 3) Encourage the Board to revisit the time horizon before advisors can be compensated; 4) Create a comprehensive, multi-year, and transparent plan/vision for work with regard to diversity, equity, and inclusion in our schools; 5) Offer ongoing professional learning opportunities that afford space/time to process, reflect, and apply new learning; and, 6) Extend learning opportunities regarding culture and implicit bias to all staff; and 7) Work on systems that invite/require (and compensate) non-certified staff at these trainings (e.g. bus drivers, cafeteria workers, paraprofessionals).

A second element critical to creating an inclusive environment for students is that they feel safe. Currently while the district has policies to address these areas, the committee advises the BOE to 1) Review and update language in BOE policies and student handbooks to ensure it is supportive, humanizing, and age appropriate; 2) Review K-12 policies around behavior, taking into consideration best practice, with a committee consisting of students, staff, and families; 3) Review and amend discipline policy to promote restorative practices that focus on learning in place of zero tolerance policies that focus on punitive measures; 4) Develop policies that include language about Positive Behavioral Intervention and Supports (PBIS) and Social-emotional Learning (SEL); 5) Develop plan for communicating and monitoring fidelity of practice with regard to policies; and 6) Establish routines to review data collected in the newly created incident reporting system that allows students and staff to anonymously report incidents of bullying, harassment and bias.

Finally, as the district expands professional development opportunities for staff, the committee recommends that the district document and evaluate the impact of professional learning by collecting data with regard to student belonging and achievement.

All students have access to a rigorous curriculum, including advanced coursework, rooted in high academic standards.

Waunakee has a long history of developing and delivering rigorous curricula that are clearly aligned to college and career readiness. The committee recognizes that the district is emerging in its capacity to address the needs of students with different abilities and/or from diverse backgrounds, in order to assure access. The committee advises that, as the district and BOE continue to address the curricula and standards, they 1) Review and update curriculum and curricular resources/materials through a diverse lens (e.g. history and sociology) and 2) Include BIPOC (Black, Indigenous, People of Color) stories/books from BIPOC authors, both fiction and nonfiction; 3) Provide consistent and repeated staff training, coaching, and feedback on inclusion practices; 4) Work with building coaches to develop comfort/capacity in leading professional learning for staff around equity in education.

In order to ensure all students are able to access learning experiences, the learning community in our school must provide various means to accommodate, scaffold, and enrich instruction for students with diverse needs, such as language-rich instruction, Universal Design for Learning (UDL), Positive Behavior Interventions & Supports (PBIS), Response to Intervention (RtI), etc. The committee noted that work in this area exists and offers four recommendations that the

district should consider to support this work: 1) Evaluate and monitor progress of students (response rates within RtI framework) of different abilities and from different backgrounds and report progress to the WCSD Board of Education; 2) Create opportunities to ensure equal representation of students of different abilities and backgrounds in Advanced Placement (AP) classes; 3) Discontinue tracking systems that may exist based on perceived student abilities; and, 4) Explicit staff training (inviting paraeducators), in Universal Design for Learning (UDL), tied to coaching and feedback.

Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.

Given that this is an area in which little work has been completed, and the extent of community engagement is not understood, the committee advises that the district: 1) Gather baseline data on family and community engagement; 2) Utilize data to recognize areas of strength and determine areas for improvement; 3) Develop ongoing methods for examining family and community engagement and report to BOE/admin; and, 4) Consider creating a community liaison position that can be both a resource for staff and families, as well as provide outreach to the community.

The committee recognizes that the WCSD values and offers a variety of professional learning opportunities for staff and has the potential to expand learning opportunities to areas that focus on family and community engagement. Recommendations related to this priority are to: 1) Provide professional learning opportunities and coaching to all staff/teachers in the areas of family and community including communication and relationship building. Such opportunities should be made available to all district staff who interact with students and families in and outside of the classroom; 2) Demonstrate commitment to parent and community engagement through consistent attendance of administrators; 3) Involve families as partners in this work through ongoing two-way communication, collaboration, and decision-making.

All students have access to capable, qualified educators.

Recruiting a diverse staff can benefit students in two ways: it allows students from underrepresented groups to better identify with their teachers and those in the school community. As well, it provides all of our students with a diversity of perspectives and enriched learning experience. Currently, the district does not have a recruitment plan in place to support diversity in staffing. The committee advises the district to identify and recruit aspiring educators from underrepresented populations. Specifically, the committee recommends the district: 1) Review hiring policies to recruit staff from underrepresented groups who represent our diverse student body; 2) Work with universities to recruit and/or incentivize BIPOC candidates; 3) Consider a “Grow Your Own” program that enables people within our district to pursue educator licensure; 4) Revisit adding the “Educators Rising” Program for students who may pursue education in the future and actively recruit BIPOC students to join; 5) Inquire about other district’s efforts to retain diverse staff.

Schools maintain accountability by utilizing multiple indicators to assess student achievement, instructional effectiveness, and school performance.

While the district strives to maintain accountability in instruction, instructional effectiveness, and school performance, the committee identified a need to evaluate and ensure that all students graduate college and career ready. The district may do this by implementing programs and practices proven to address barriers to advancement, such as SAT/ACT preparation and college and career counseling. Specific areas of recommendation related to this priority area include: 1) Provide outreach to families and to determine barriers that may exist for students who are preparing for college and/or careers beyond high school; 2) Increase accessibility and opportunities for students to participate in ACT preparation classes by eliminating fees and offering classes during school hours; 3) Offer fee waivers to students for extraneous fees such as those associated with retaking the ACT exam, drawing these fees from Student Financial Assistance Fund; 4) Create opportunities to ensure equal representation of students of different abilities and backgrounds in Advanced Placement (AP) classes.

Schools exemplify readiness for all students and educators.

The beginning of every child's education experience begins with early childhood programming and the WCSD takes pride in offering high quality care and education for our youngest learners. In order to ensure all students have access to these quality learning experiences, the committee recommends the district: 1) Evaluate the level of awareness of and accessibility to WCSD 4K programs and wrap-around care that is available to all families in the district; 2) Provide outreach to network with child care programs beyond 4K sites, including pre-K programs such as Head Start; 3) Improve communication practices to remove barriers to information access. This may include communicating with families who move into the school district in the middle of the school-year and providing interpretation and translation services.

All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students' needs.

The WCSD is fortunate that we have higher than average funding that allows us to provide resources and support for our students that exceeds those provided in some surrounding districts. Although not identified as a priority area, the committee identified two elements of importance that could be addressed by the district. First, the committee recommends our current educators and administrators have opportunities to participate in the development of the budget. In accordance, engaging our district staff in these discussions can help the BOE to identify and allocate resources based on areas of need in each building. Such efforts may ensure that our revenue streams are used in a way to maximize student achievement for all.

Additional Recommendations:

In this report, the DEI Ad Hoc Committee provided the WCSD BoE a set of practice and policy recommendations for consideration and adoption. The recommendations are broad in scope and will require ongoing work to develop, deliver, and evaluate strategies that address these recommendations. In order to support the WCSD in its ongoing work, the committee recommends that the WCSD BoE allow the Diversity, Equity, and Inclusion Committee to become a Standing Committee. The DEI Ad Hoc Committee recommends that the composition

of this group include no less than the 12 representatives. Representatives should include a distribution of district students, educators and paraprofessionals, administrators, and community members. These representatives should reflect the diversity within our district, selected by both the Committee Chairperson and the Board President. As to advance recommendations adopted by the BoE, we recommend the committee meet at least 12 times per year and will adjust meeting frequency on a month to month basis. The DEI Committee will provide recommendations and reports as needed, to the full BoE.

We recommend the following charge to this new standing committee. Review existing WCSD data, federal and local guidance, contracts and policies. Review current research and national trends on the use and effectiveness of hiring practices, while considering the benefits of diversity for both students and staff. Review best practices as it relates to retention and promotion of a diverse staff and administration, making recommendations for professional development, improvement of professional practices, and internal promotions for all Waunakee School District teachers, paraeducators & staff. Review district curriculum for inclusion and representation of persons of all backgrounds and identities. Develop possible recommendations to the Board of Education for amendments to contract language, curriculum, board policy, and administrative practices based on feedback from the Waunakee School District Community, stakeholders, and experts following discussions, information-sharing sessions and regular meetings.

Our mission: The WCSD Diversity, Equity, Inclusion Ad Hoc Committee strongly believes that by creating a diverse, equitable, and inclusive environment, we will prepare all students to thrive academically, socially, and emotionally, in a multicultural world.

We are committed to advocate to end practices, structures and systems that may oppress students and stakeholders of the WCSD through identifying barriers:

- Examine policy, instructional practices, curriculum, and assessment as it pertains to diversity, equity, and inclusion
- Review hiring practices, professional development, access to resources (onboarding in mission for equity/diversity/inclusion)
- Study relevant trends in economic and other community factors

In using a data-driven approach, we will identify areas of strength and opportunities for growth, and provide recommendations to the BOE that foster a safe and welcoming culture of diversity, equity, and inclusion for every member of our Waunakee School Community.



WCSD Diversity, Equity, & Inclusion Ad Hoc Committee

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Goals for Tonight's Report:

Highlight our work and present the Board with recommendations based on the findings of the Opportunity Audit

Original Committee Members:

selected by then BOE president and vice president, via an application

District Administrators:

Tim Shell, Katie Grundahl*

BoE Members:

Dave Boetcher, Brian Hoefler*

Students: Audrey Deppen

Sam Kaufmann, Izabella Moore

Community Members:

Michelle Berg, Mike Brandt (prev. BoE/co-chair), Jamie Griffin Strachota*,
Melissa Hernandez*, Cathy Kittell*, Joel Lewis (chair), Leslie Petty, Mike Pisani,
Pamela Potter*, Diane Treis Rusk, Nia Vang, Paul Whitley*

**no longer serving this committee*

District Staff:

Emily Meier (MS)*, Melanie Meister (HES),
Monique Mobley (HS), Lara Ostrander (PES),
Gina Pagel (AES), Bethany Pottinger (AES),
Stephanie Shefchick (HS)*, Christina⁵¹
Sheppleman (HS), Allison Voeller* (PES)

Timeline of DEI Ad Hoc Committee



OPPORTUNITY AUDIT



To structure our work and take a holistic view of the diversity, equity and inclusion work across all levels of the district, we:

- researched a number of audit tools
- selected the National Education ⁵³ Association (NEA) Opportunity Audit
- completed the audit process with fidelity
- selected 10 priority areas as recommendations for areas of growth in the district

Overview of Great Public Schools Indicators:

Through research and collaboration with leaders in education policy and practice the National Education Association identified seven areas critical to the success of public schools and students. They are:

1. **School Readiness:** Our schools provide quality programs and services that meet the full range of all children's needs so that they come to school every day ready and able to learn.
2. **Standards and Curriculum:** Our schools set high expectations and standards with a rigorous and comprehensive curriculum for all students.
3. **Conditions of Teaching and Learning:** Our school climate provides quality conditions for teaching and lifelong learning.
4. **Workforce Quality:** Our schools have a qualified, caring, diverse, and stable workforce.
5. **Accountability and Assessments:** Stakeholders at all levels share responsibility for appropriate school accountability.
6. **Family and Community Engagement:** Our schools facilitate parental, family, and community involvement and engagement.
7. **School Funding:** Our schools are supported by sufficient, equitable, and sustainable funding.

Audit Results & Recommendations

Focus Area 1:

55

Conditions at our schools foster positive climates that support teaching and learning for educators and students.

Provide positive teaching and learning conditions and support culturally-responsive instruction that creates a sense of belonging and understanding for all of our students.

- 1) Build relationships/trust to establish **professional partnerships** between school staff, BOE, and administration
- 2) **Engage students** in our work and develop and/or improve communications to inform students of actions that support their experiences. This includes making a concerted effort to recruit, support and retain educators and community members as club and organization advisors (e.g. Black Student Union (BSU))
- 3) Encourage the Board to revisit the time horizon before **advisors** can be compensated
- 4) Create a comprehensive, multi-year, and transparent **plan/vision** for work with regard to diversity, equity, and inclusion in our schools
- 5) Offer ongoing **professional learning opportunities** that afford space/time to process, reflect, and apply new learning
- 6) Extend learning opportunities regarding **culture and implicit bias** to all staff
- 7) Work on systems that invite/require (and compensate) **non-certified staff** at these trainings (e.g. bus drivers, cafeteria workers, paraprofessionals)

Create an inclusive environment for students where they feel safe.

- 1) Review and update language in **BOE policies and student handbooks** to ensure it is supportive, humanizing, and age appropriate
- 2) Review K-12 **policies around behavior**, taking into consideration best practice, with a committee consisting of students, staff, and families
- 3) Review and amend **discipline policy** to promote restorative practices that focus on learning in place of zero tolerance policies that focus on punitive measures
- 4) Develop **policies** that include language about Positive Behavioral Intervention and Supports (PBIS) and Social-emotional Learning (SEL)
- 5) Develop plan for **communicating and monitoring fidelity of practice** with regard to policies
- 6) Establish routines to **review data** collected in the newly created incident reporting system that allows students and staff to anonymously report incidents of bullying, harassment and bias
- 7) Document and evaluate the **impact of professional learning** by collecting data with regard to student belonging and achievement

Audit Results & Recommendations

Focus Area 2:

58

All students have access to a rigorous curriculum, including advanced coursework, rooted in high academic standards.

Address the instructional needs of students with different abilities and/or from diverse backgrounds, in order to assure access.

- 1) Review and update [curriculum and curricular resources/materials](#) through a diverse lens (e.g. history and sociology)
- 2) Include BIPOC (Black, Indigenous, People of Color) [stories/books](#) from BIPOC authors, both fiction and nonfiction
- 3) Provide consistent and repeated staff training, coaching, and feedback on [inclusion practices](#)
- 4) Work with [building coaches](#) to develop comfort/capacity in leading professional learning for staff around equity in education

Ensure all students are able to access learning experiences, the learning community in our school must provide various means to accommodate, scaffold, and enrich instruction for students with diverse needs.

- 1) Evaluate and monitor **progress of students** (response rates within RtI framework) of different abilities and from different backgrounds and report progress to the WCSD Board of Education
- 2) Create opportunities to ensure equal representation of students of different abilities and backgrounds in **Advanced Placement (AP) classes**
- 3) **Discontinue tracking systems** that may exist based on perceived student abilities
- 4) Explicit staff training (inviting paraeducators), in **Universal Design for Learning (UDL)**, tied to coaching and feedback

Audit Results & Recommendations

Focus Area 3:

61

Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.

Schools engage with families and communities to collaborate in learning, advocacy, and securing resources.

- 1) Gather baseline data on **family and community engagement**
- 2) Utilize **data** to recognize areas of strength and determine areas for improvement
- 3) Develop ongoing **methods for examining** family and community engagement and report to BOE/admin
- 4) Consider creating a **community liaison position** that can be a resource for staff and families, as well as provide outreach to the community

Expand learning opportunities to areas that focus on family and community engagement:

- 1) Provide professional learning opportunities and coaching to all staff/teachers in the areas of family and community including **communication and relationship building**. Such opportunities should be made available to **all district staff** who interact with students and families in and outside of the classroom
- 2) Demonstrate commitment to parent and community engagement through consistent **attendance of administrators**
- 3) Involve **families as partners** in this work through ongoing two-way communication, collaboration, and decision-making

Audit Results & Recommendations

Focus Area 4:

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***All students have access
to capable, qualified educators.***

Identify and recruit aspiring educators from underrepresented populations:

- 1) Review **hiring policies** to recruit staff from underrepresented groups who represent our diverse student body
- 2) Work with **universities** to recruit and/or incentivize BIPOC candidates
- 3) Consider a “**Grow Your Own**” program that enables people within our district to pursue educator licensure
- 4) Revisit adding the “**Educators Rising**” Program for students who may pursue education in the future and actively recruit BIPOC students to join
- 5) Inquire about other district’s efforts to **retain** diverse staff

Audit Results & Recommendations

Focus Area 5:

66

Schools maintain accountability by utilizing multiple indicators to assess student achievement, instructional effectiveness, and school performance.

Evaluate and ensure that all students graduate college and career ready. Address barriers to advancement, such as SAT/ACT preparation and college and career counseling:

- 1) Provide **outreach to families** and to determine barriers that may exist for students who are preparing for college and/or careers beyond high school
- 2) Increase accessibility and opportunities for students to participate in **ACT preparation classes** by eliminating fees and offering classes during school hours
- 3) Offer **fee waivers** to students for extraneous fees such as those associated with retaking the ACT exam, drawing these fees from Student Financial Assistance Fund
- 4) Create opportunities to ensure equal representation of students of different abilities and backgrounds in **Advanced Placement (AP) classes**

Audit Results & Recommendations

Focus Area 6:

68

***Schools exemplify readiness for
all students and educators.***

Ensure all students have access to these quality learning experiences:

- 1) Evaluate the level of **awareness of and accessibility to WCSD 4K programs** and wrap-around care that is available to all families in the district
- 2) Provide outreach to **network with child care programs** beyond 4K sites, including pre-K programs such as Head Start
- 3) Improve communication practices to **remove barriers to information access**. This may include communicating with families who move into the school district in the middle of the school-year and providing interpretation and translation services

Audit Results & Recommendations

Focus Area 7:

70

All schools are sufficiently and equitably funded to provide the resources and supports required to meet all students' needs.

Provide funding that allows resources and support for all students.

- 1) The committee recommends our current educators and administrators have opportunities to participate in the development of the budget
- 2) In accordance, engaging our district staff in these discussions can help the BOE to identify and allocate resources based on areas of need in each building. Such efforts may ensure that our revenue streams are used in a way to maximize student achievement for all

Additional Committee Recommendations

The recommendations are broad in scope and will require **ongoing work to develop, deliver, and evaluate** strategies that address these recommendations.

To support the WCSD in its ongoing⁷² work, the committee recommends that the WCSD BoE allow the Diversity, Equity, and Inclusion Committee to become a **Standing Committee**.

Questions & Feedback

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WAUNAKEE
COMMUNITY SCHOOL DISTRICT

Minutes of Human Resources Committee Meeting

The Board of Education Waunakee Community School District

A Human Resources Committee Meeting of the Board of Education of Waunakee Community School District was held Tuesday, August 24, 2021, beginning at 4:00 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Engebretson called the meeting to order at 4:00PM.

II. ROLL CALL

Engebretson – Yes, Ensign – Yes, Hoefer – Yes

Also present: Brian Grabarski, Steve Summers, Randy Guttenberg

III. APPROVE AGENDA

A motion was made by Ensign, seconded by Hoefer, to approve the agenda as posted.

Motion carried 3-0

IV. PUBLIC COMMENTS

No Public comments were received.

V. EXTENDING RETIREMENT HRA VESTING LANGUAGE TO ALL EMPLOYEE GROUPS

Grabarski explained and answered questions regarding the plan to extend the HRA vesting language to all employee groups to work in conjunction with their current HRA retirement benefit. This change would allow more consistency to all employees. It would also resolve a common type of special retirement request offered to the Board. Additionally, it would act as an aid for hiring employees closer to the end of their working careers and it could have a positive effect on hiring challenges. Summers shared the financial side of this process and answered questions.

A motion was made by Ensign, second by Hoefer, to forward this handbook language change to the full board for consideration. Motion carried 3-0.

VI. DISCUSSION OF POSSIBLE EARLY RETIREMENT PACKAGE OFFERINGS FOR SPRING 2022

Grabarski and Summers explained and answered questions regarding the potential budget impact of offering early retirement packages to employee groups. Offering a fiscally responsible early retirement option would leverage Fund 73 to create budget flexibility for compensation packages from Fund 10 for the 22/23 school year, in preparation for the funding limitations coming as part of the second year of the state budget. This could be a way to fund the newly approved compensation schedules for all employee groups. The committee asked Grabarski to research if it would be possible to find out earlier than April if there would be any employees interested in this option in order to post for that position

earlier as well.

The committee asked Grabarski and Summers to explore this plan further and bring more details back to the next meeting for review.

VII. 21/22 SCHOOL YEAR HIRING UPDATE

Grabarski gave an update of the certified and hourly staff hiring for the opening of the 21/22 school year and answered questions. Grabarski shared that WCSD is in a much better position than just several weeks ago. All regular certified positions have been filled and several long term sub position are being finalized. Great headway has been made with classified positions but custodians and crossing guards are still a significant concern.

Grabarski and Summers have spoken with David Boetcher, chairman of the Facilities committee, and have come up with possible options for contracted custodial positions. WCSD is continuing to make every effort to hire directly for those positions first.

Crossing Guards is an area where we have had no interest and as a result, we've had to prioritize coverage, leaving a few areas without crossing guards and dependent upon traffic lights.

In a related area, while WCSD contracts out our bussing, a regional and national shortage of drivers have left Lamers to consolidate routes, consider alternate plans and limit co-curricular departures. They currently have just enough drivers to cover each route without substitutes, requiring Lamers office staff to drive, for the routes at the start of the year.

VIII. REVIEW AND CONSIDERATION OF HOURLY PAY SCALES

Grabarski presented and answered questions regarding his review of selected classification scales, offering adjustments to address market competitiveness and hiring challenges. WCSD is in need of crossing guards. We have 2 positions that are not filled and there is at least one more that should be added. Currently, crossing guards starting pay is \$13.68 and this position scale has been built out for 15 years. The short and split shift nature of this position makes it less appealing because it is only 1.5 hours in the morning and in the afternoon. The starting wage, without benefits and the shift are holding back interest in these positions. Changing the schedule to five years, starting at \$16.50 per hour and increasing it annually by \$0.50 up to \$19 per hour, would make this position more competitive and attractive. It may also encourage another classified employee to pick up one or more shifts a day before or after their other position in the district.

Summers explained and answered questions regarding the funding source of the majority of our crossing guard roles. Because they provide community-based service for both public and private school students, the source for their wages is Fund 80.

A motion was made by Hoefler, second by Ensign, to move the suggested handbook change for the crossing guard positions to the full board for consideration. Motion carried 3-0.

Grabarski presented and answered questions regarding suggested handbook changes to make

the custodial maintenance positions more attractive. This scale would remain as a 15-year schedule. The starting step would be increased to what is currently listed as year 2 and an additional step would be added at the end to keep it 15 years. The current employees will be adjusted to fit accurately in the scale per their position and years with WCSD.

A motion was made by Ensign, second by Hoefler, to move the suggested handbook change for the custodial/maintenance employee group to the full board for consideration. Motion carried 3-0.

IX. DISCUSSION OF HOURLY STAFF HANDBOOK LANGUAGE REGARDING INITIAL WAGE PLACEMENT FOR INTRASCHOOL HIRES

Grabarski presented and answered questions regarding the current handbook language that allows for an initial wage placement that takes into consideration an employee's prior wage within the district. Grabarski explained that a revision of handbook language is needed to allow re-consideration of wage placement for an employee whose prior wage scale was increased within a limited timeframe of a job change. This recommendation has arisen due to an actual situation. An employee made a position change to a role with a higher wage scale. After the newly approved compensation schedules were put into effect, this employee is now making less in their new role than what they would have made in their prior position. This language would allow for flexibility to adjust the pay to compensate for this change within a period of time after starting the new position.

After some discussion, a motion was made by Ensign, second by Hoefler, to forward the suggested handbook language to the full board for consideration. The amount of time allowed for this compensation adjustment should be within 12 months of the position change. A motion was made by Ensign, second by Hoefler, to forward this handbook language change to the full board for consideration. Motion carried 3-0.

X. DISCUSSION OF ALTERNATE RECRUITING METHODS

Grabarski explained, reviewed and answered questions regarding different recruitment strategies to increase hiring rates. Using the example of Lamers, a district contractor, the topic of a referral fee for specific new hires who remain employed was suggested. WCSD could offer an incentive program for any employees that refers a candidate who is hired for an hourly position and remains employed by WCSD three months. If a candidate is hired and remains employed by WCSD for 3 months in a regular hourly position, the employee who referred them will receive \$500.

A motion was made by Ensign, second by Hoefler, to bring this referral plan to the full board for consideration. Motion carried 3-0.

The committee also suggested that advertising for these hourly positions could be placed around the district, at activities attended by the community, such as sporting events, including being flashed on scoreboards during half time. Grabarski shared he has already placed posters in the six schools for display during the open houses and he will get some up for other events and consider other options.

XI. ADJOURN

A motion was made by Ensign, second by Hofer to adjourn the meeting at 5:05PM.

Motion Carried 3-0

Current HRA Vesting Language

Administrative and Admin Support

Eligibility

Staff are eligible for retirement benefits at age 55. .

If an employee meets the 15 years of service requirement and has to retire before reaching the age of 55 due to a serious health condition that qualifies for WRS disability retirement, they shall be deemed eligible for the District’s retirement benefits as well.

After # Years Administrative Experience in the Waunakee Community School District	Vested	Non-Vested
After 1 year	10%	90%
After 2 years	20%	80%
After 3 years	30%	70%
After 4 years	40%	60%
After 5 years	50%	50%
After 6 years	60%	40%

After # Years Administrative Experience in the Waunakee Community School District	Vested	Non-Vested
After 7 years	70%	30%
After 8 years	80%	20%
After 9 years	90%	10%
After 10 years	100%	0%

Updated Pay Scale - Classified Staff Level 1
 Crossing Guards and Copy Clerks
 Proposal 9.8.2021

STEP	CL-L1	Proposed
NEW HIRE	\$13.68	\$16.50
1 YEAR EXP	\$14.08	\$17.00
2 YEARS EXP	\$14.47	\$17.50
3 YEARS EXP	\$14.87	\$18.00
4 YEARS EXP	\$15.27	\$18.50
5 YEARS EXP	\$15.71	\$19.00
6 YEARS EXP	\$15.90	
7 YEARS EXP	\$16.12	
8 YEARS EXP	\$16.32	
9 YEARS EXP	\$16.51	
10 YEARS EXP	\$16.73	
11 YEARS EXP	\$16.92	
12 YEARS EXP	\$17.13	
13 YEARS EXP	\$17.33	
14 YEARS EXP	\$17.53	
15+ YEARS EXP	\$17.73	

1. Start date of the proposal would be 21/22 wages, effective October 3, 2021, moving forward.
2. The estimated cost of the schedule change would be approximately \$14,065 for the school year.
3. Reminder that only two (2) of the nine (9) crossing guard positions are funded from Fund 10. Approximately \$2000 of the cost is associated with Fund 10.
4. Fund 80 pays for seven (7) of the nine (9) crossing guards and has a significant balance due to a reduction of activities during COVID-19.

Updated Pay Scale - Custodial and Maintenance
 Proposal 9.8.2021

CM-L1 = Custodian / Courier
CM-L2 = Head Custodian
CM-L3 = Maintenance
CM-L4 = Electrician

STEP	CM-L1	CM-L2	CM-L3	CM-L4
NEW HIRE	\$16.82	\$21.00	\$21.74	\$27.01
1 YEAR EXP	\$17.09	\$21.50	\$22.37	\$27.81
NEW HIRE	\$17.35	\$22.00	\$23.01	\$28.60
1 YEAR EXP	\$17.61	\$22.50	\$23.65	\$29.40
2 YEARS EXP	\$17.87	\$23.00	\$24.29	\$30.19
3 YEARS EXP	\$18.15	\$23.50	\$24.97	\$31.02
4 YEARS EXP	\$18.36	\$23.75	\$25.30	\$31.42
5 YEARS EXP	\$18.58	\$24.00	\$25.62	\$31.82
6 YEARS EXP	\$18.80	\$24.25	\$25.95	\$32.22
7 YEARS EXP	\$19.03	\$24.50	\$26.27	\$32.62
8 YEARS EXP	\$19.26	\$24.75	\$26.58	\$33.03
9 YEARS EXP	\$19.47	\$25.00	\$26.91	\$33.43
10 YEARS EXP	\$19.70	\$25.25	\$27.23	\$33.82
11 YEARS EXP	\$19.91	\$25.50	\$27.56	\$34.24
12 YEARS EXP	\$20.14	\$25.75	\$27.89	\$34.64
13 YEARS EXP	\$20.37	\$26.00	\$28.20	\$35.05
14 YEARS EXP	\$20.60	\$26.25	\$28.51	\$35.46
15+ YEARS EXP	\$20.83	\$26.50	\$28.82	\$35.87

1. Start date of the proposal would be 21/22 wages, effective October 3, 2021, moving forward.

2. The cost of one step schedule advancement is estimated at \$27,600 (wages and benefits) and two step schedule advancement is \$55,200 for the school year.
3. As of today's date, estimated unpaid wages/benefits for the 21/22 school year for unfilled positions is \$46,398.

Administrative Assistant, Classified Staff, Custodial and Maintenance
Employment Guidelines
Proposed Wage Placement Language Change 9.2021

5.1 HOURLY WAGES Upon hire an employee's starting wage shall be at the discretion of the district administrator or their designee. ***If an employee changes classifications within the district and their prior wage scale was adjusted after their job change, their initial wage placement can be reviewed and adjusted within a period of twelve months.***

5.2 Wages shall be reviewed annually. Employees on an improvement plan shall not receive an increase in pay.

Minutes of Co-Curricular Committee Meeting

The Board of Education Waunakee Community School District

A Co-Curricular Committee Meeting of the Board of Education of Waunakee Community School District was held Monday, August 30, 2021, beginning at 4:30 PM in the Waunakee Community School District, 905 Bethel Circle, Waunakee, WI 53597.

I. CALL TO ORDER

Chairperson Brian Hoefler called the meeting to order at 4:26PM.

II. ROLL CALL

BH DB TF AM RG

Present: Hoefler, Boetcher, Frey (filling in for Hetzel)

Also Present: Randy Guttenberg, Brian Borowski(Virtually @ 4:29PM) Aaron May

III. APPROVE THE AGENDA

A motion was made by Boetcher, second by Frey, to approve the agenda as posted. Motion Carried 3-0

IV. PUBLIC COMMENTS

There was one email public comment. This will be posted in the extras section of the agenda. This comment was from the following:
Brandt – Title IX and equity.

Guttenberg briefly discussed the topic of the public comment. Guttenberg offered that someone with more of a background around Title IX could come in if the board wanted to look at this closer. The committee agreed that this may be a good topic for Board Development.

V. REVIEW AND DISCUSS THE ANNUAL CO-CURRICULAR REPORTS FOR 2020-2021

Aaron May reported and answered questions on Waunakee Activities for 2020-2021 and the associated Booster Clubs Financial Report.

May reported for 20-21 the seasons were as follows:

Fall – minimum athletics allowed – these seasons were successful without cancelations.

Winter – more challenging. These seasons were successful.

Alternate Fall (March – Early May) challenging sharing athletes with Spring season. These seasons were able to compete without cancelations

Spring - the most normal season.

May shared 5 goals his department will be working on for the 2021-2022 year. Details regarding these goals may be found with the agenda for this meeting.

- 1) Online Tickets.
- 2) Streaming Events.

- 3) Electronic Hall of Fame.
- 4) Team Communications and Records retention.
- 5) Review of WHS Co-Curricular code.

May also reviewed the Revenues, Expenses and Boosters funds for the various Co-Curriculars.

The committee congratulated the students involved in co-curriculars and the high overall average GPA of these students as well as other honors.

The committee discussed that this information should be available for the full board to review and they may ask questions at the board meeting.

The committee also indicated it would be valuable to see several years of participation numbers so they may review how the numbers are trending and also by grade level.

The committee also asked for clarification on booster membership. Specifically how families are made aware of this cost and the expectation of this membership. May and Guttenberg were able to explain what this membership fee covered and that all students are given benefits equally

VI. FUTURE MEETINGS

No future meetings were scheduled at this time.

VII. ADJOURN

A motion was made by Boetcher to adjourn the meeting at 5:34pm. Motion carried 3-0.

WAUNAKEE
Activities
Department



Co-Curricular
Report
2020-21

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PURPOSE OF CO-CURRICULAR ACTIVITIES & ATHLETICS

Waunakee Community High School’s co-curricular programs are intended to enrich student learning and development. Our students have a responsibility to follow established rules of conduct for the privilege of participation which include expectations academically, school attendance, school behavior, and cooperation by providing additional opportunities to students in a structured manner. The programs at WCSD are designed to promote excellence by providing opportunities for expression of student’s abilities while setting personal goals and working towards success. It promotes a “Dream Big” philosophy while providing opportunities for competition and personal enjoyment. We expect all teams, groups, clubs, etc...to put forth their best effort. We also expect our competition teams to respect teammates, officials, and opponents, and to represent themselves, the school, and the community in a positive manner.

“Because dreaming big dreams, going all in and then falling just short doesn’t make you a failure. The failure lies in holding back and staying small.”

-Cassidy Lichtman

STUDENT PARTICIPATION REPORT

SPORT	NUMBER OF ATHLETES	TEAMS SPONSORED
HIGH SCHOOL FALL ATHLETIC ACTIVITIES		
Cross-Country	65 (33 Male, 32 Female)	2 (V, JV)
Equestrian Team	No Season	NA
Football	166	4 (V, JV, JV2A, JV2B)
Football Cheer	11	1
Girls Golf	22	3 (JV2, JV, V)
Boys Soccer	77	4 (V, JVP, JVW, JV2)
Girls Swim	30	2 (V, JV)
Girls Tennis	42	3 (V, JV, JV2)
Volleyball	59	4 (V, JV, JV2P, JV2W)
MIDDLE SCHOOL FALL ATHLETIC ACTIVITIES		
Cross-Country	88 (48 Male, 40 Female)	NA
Football	92	NA
Volleyball	117	NA
HIGH SCHOOL WINTER ATHLETIC ACTIVITIES		
Boys Basketball	63	4 (V, JV, JV2A, JV2B)
Girls Basketball	35	3 (V, JV, JV2)
Boys Hockey	50	2 (V, JV)
Girls Hockey (Co-op)	No Season	NA
Wrestling	30	3 (V, VR, JV)
Gymnastics (Co-op)	16	2 (V, JV)
Boys Swim	17	2 (V, JV)
Ski & Snowboard	31	2 (Ski & Snowboard)
Dance Team	27	1

MIDDLE SCHOOL WINTER ATHLETIC ACTIVITIES		
Boys Basketball	38	NA
Girls Basketball	24	NA
Wrestling	14	NA
HIGH SCHOOL SPRING ATHLETIC ACTIVITIES		
Baseball	62	4 (V, JV, JV2A, JV2B)
Boys Golf	47	3 (V, JV, JV2)
Boys Lacrosse	58	2 (V, JV)
Girls Lacrosse	34	2 (V, JV)
Girls Soccer	68	3 (V, JV, JV2)
Softball	33	2 (V, JV)
Boys Tennis	23	2 (V, JV)
Track & Field	84 (44 Male, 40 Female)	2 (V, JV)
MIDDLE SCHOOL SPRING ATHLETIC ACTIVITIES		
Track & Field	144 (68 Male, 76 Female)	NA

Category A Activities

***Participation Numbers**

Activity	Participants
One Act	30 (20 Female, 10 Male)
Forensics	32(21 Females, 11 Males)
Musical	26 (16 Female, 10 male)

Category B Activities

*2019-20 Numbers

Activity	Participants
Marching Band	122*
Pep Band	77*
Jazz Ensemble	55

Jazz Combo	9
Vocal Jazz 1	14
Solo Ensemble	116 Band 117 Orchestra 70 Vocal
Orchestra	100
Folk Band	NA
Purple Sage	12
Yearbook	9

Category C Activities

*2019-20 Numbers

Activity	Participants
Above the Influence	25*
Art Club	65*
Aviation Club	34
Class Officer	16*
DECA	31
Drama Club	47*
Dreamers/Sonadores	13
FCCLA	16
FCA	22*
FFA	145
Fishing Club	30*
French Club	57*
Friends of Schmidt's Woods	35*
FBLA	49
FPS	24*

GSA	18*
GROW	212*
HOSA	2
Justice League	81
Leo Club	8
Manga & Anime Club	23
Math Team	30
Mock Trial	27*
Model UN	12*
NAMI	4*
NHS	242
NACL	17*
Pay It Forward	212*
Relay for Life	66*
Science Club	56*
Science Olympiad	8*
SkillsUSA	7
Spanish Club	125
Student Book Club	6
Student Council	48*
Table Tennis Club	16*
Young Conservatives	18*
Young Progressives	37*

Category C Activities

No reported numbers for 2020-21 or 2019-20

Badminton Club	Computer Science Club
Black Student Union	Debate Team
Bowling Club	ECO
Chess Club	Global Dance and Fitness
Chinese Club	Insight into Science, Engineering, & Medical Professions
Knitting Klub	Mindfulness Club
Law Club	NAHS
Poetry Club	Sheepshead Club
Principal's Council	Spanish Honor Society
SMART	Wisconsin Civics Games
Yoga and Meditation	Yosemite National Park Trip

ACADEMIC AND ATHLETIC HONORS

2020-21 AVERAGE GPA OF CATEGORY A ATHLETICS		
<p><u>FALL SPORTS</u> Cross Country 3.70 Equestrian Team Football 3.31 Football Cheer 3.49 Girls Golf 3.66 Boys Soccer 3.43 Girls Swim 3.66 Girls Tennis 3.71 Volleyball 3.67</p>	<p><u>WINTER SPORTS</u> Boys Basketball 3.50 Girls Basketball 3.87 Dance Team 3.60 Gymnastics 3.33 Boys Hockey 3.16 Girls Hockey 3.79 Ski & Snowboard 3.46 Boys Swim 3.40 Wrestling 3.12</p>	<p><u>SPRING SPORTS</u> Baseball 3.46 Boys Golf 3.40 Boys Lacrosse 3.33 Girls Lacrosse 3.60 Girls Soccer 3.74 Softball 3.40 Boys Tennis 3.70 Boys Track Field 3.51 Girls Track Field 3.88</p>
2020-21 OVERALL AVERAGE GPA: 3.53		

2020-21 Academic All-State

***Determined by the Sport's Coaches Association**

<u>CROSS-COUNTRY</u> Girls Team - Team Honors	<u>GIRLS GOLF</u> Team - Honorable Mention Aly Kinzel Natalie Hoege Sydney Grimm	<u>WRESTLING</u> Sam Lorenz Jackson Reischel Scott Jezik Max McKinley Jacob Lyftogt Madison Mercurio Gabe Guralski Coltan Nechvatal
<u>BASEBALL</u> Adam Acker	<u>BOYS GOLF</u> Conner Keenan Will Meganck August Johnson	<u>SOFTBALL</u> Allie Lenling Kenzie Tachick
<u>BOYS SOCCER</u> Mason Lee Adam Acker	<u>GYMNASTICS</u> Lexi Burgard Marina Cupp Bo Everly Rachael Gorman Grace Larson Sydney Thompson Savannah Treinen Amanda Young Rose Capbianco Cori Himegarner	<u>GIRLS LACROSSE</u> Superior Isabella Berg Ally Dupuis Cecilia Endrea Lauren Lobner Gwen Severson Sam Gehling Alexa Berg Grace Bernards Quinn Bogost Emma Hunter Stella Lowery Annike Quint Ashley Sawicki High Maysen LeFevre-Tomlin Olivia Endres Lauren Gruenloh Maecie Roghan Payton Ross Lexi Addie Sydney Walters Amanda Bauer Lydia Jacob Olivia Napadensky Sophia Stanley Honors Tori Bialowski Tatyana Ryan Lexi Greiber Avery Maly

2020-21 Athletic All-State *Determined by the Sport's Coaches Association		
<u>GIRLS GOLF</u> Sydney Grimm - HM Aly Kinzel - HM Izzi Stricker -HM	<u>FOOTBALL</u> Jack Dotzler - 1st Team Andrew Keller - 1st Team Dan Ford - HM Randy Vojtisek - HM Thomas Meffert - HM Caden Nelson - HM Quentin Keene - HM Isaac Schaaf - HM	<u>BOYS SOCCER</u> Nathan Dresen - 1st Team Decker Storch - 1st Team Cole Helt - HM
<u>SWIM</u> Zach Vinson - HM Nolan Wallace - HM Pual Busse - HM Luke Kobza - HM	<u>HOCKEY</u> Isaac Nett - HM	<u>BOYS LACROSSE</u> Clayton Cerett - 1st Team Braydon Olstad - 1st Team
<u>BOYS GOLF</u> Max Brud KC Nichol	<u>GIRLS SOCCER</u> Ava Bryan - HM Lexis Savola - HM	

2020-21 CODE VIOLATIONS

8 Total Code Violations 1 Substance Related 6 Alcohol Related 1 Vaporizers 0 Other
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HIGH SCHOOL & MIDDLE SCHOOL COACHING STAFFS

HIGH SCHOOL COACHING STAFFS 119 Total High School Coaches		
<p>Cross Country, 7 Coaches: <u>Varsity Head Coach:</u> Heather Raffel <u>Asst Coach:</u> Beth Schiffman & Kevin Niles <u>Vol Coach:</u> Jim McKellar, Chris Schiemann, Jenna Schiffman, Jack Heineman</p> <p>Football, 22 Coaches: Head Coach: Pat Rice Asst Coaches: Andy Rice, Jared Acker, Steve Erato, Mike Minter, Joe Marx, Chris Graverson, Aaron McDonough, Drew Nelson, Mark Natzke, Dan Esparza <u>50% Asst Coaches:</u> Max Tramburg, Zac Bessac, Brad Moore, Jon Smithback, Travis Triggs, Rick Reynolds, Opie Markland, Pat Hottman, Steve Yazawa, <u>Vol Coaches:</u> Jeff Freeman, Jacob Royston</p> <p>Football Cheer, 2 Coaches: <u>Head Coach:</u> Cierra Nygren <u>Asst Coach:</u> Ashley Young</p> <p>Girls Golf, 2 Coaches: <u>Head Coach:</u> Paul Miller <u>Asst Coach:</u> Betsy Zadra</p> <p>Boys Soccer, 7 Coaches: <u>Head Coach:</u> Dave Kettner <u>JV Coaches:</u> Andy Brown, Neil Cummings <u>JV2 Coaches:</u> Scott Masak, Scott Sibik, Ian Murphy</p> <p>Girls Swim, 2 Coaches: <u>Head Coach:</u> Kayla Proctor <u>Asst Coach:</u> Alissa Walter</p> <p>Girls Tennis, 3 Coaches: <u>Head Coach:</u> Chris Nuenthel <u>Asst Coach:</u> Kelly Rutkowski <u>Asst Coach:</u> Alan Rutkowski</p> <p>Volleyball, 4 Coaches: <u>Varsity Head Coach:</u> Anne Denkert <u>JV Coach:</u> Sarah Jansen <u>Head JV2 Coach:</u> Maddie Schmitz <u>Asst JV2 Coach:</u> Jen Davidson</p>	<p>Boys Basketball, 8 Coaches: <u>Varsity Head Coach:</u> Dana Mackenzie <u>Varsity Asst:</u> Tyler Selk, Blake Knutson <u>JV Coaches:</u> Jeff Knatz, Mike Janusek <u>JV2 Coaches:</u> Jerad Cralam, Zach Rast <u>Vol Coaches:</u> Shawn Murray</p> <p>Girls Basketball, 4 Coaches: <u>Varsity Head Coach:</u> Marcus Richter <u>Varsity Asst:</u> Tim Decorah <u>JV Coach:</u> Colee Simms <u>JV2 Coach:</u> Caitlin O'Connell</p> <p>Boys Hockey, 3 Coaches: <u>Varsity Interim Head Coach:</u> Kevin Stormer <u>Varsity Asst:</u> Blake Jorenby <u>JV Coach:</u> Aaron Volkman</p> <p>Wrestling, 4 Coaches: <u>Varsity Head Coach:</u> Mark Natzke <u>Varsity Asst:</u> Kevin Lord <u>JV Coaches:</u> Greg Metzler, Bobby Wunnicke</p> <p>Gymnastics, 3 Coaches: <u>Varsity Head Coach:</u> Brittany Hoffman <u>Assistant Coaches:</u> Amanda Pierce, Kayla Kerr</p> <p>Boys Swim, 2 Coaches: <u>Interim Head Coach:</u> Kayla Proctor <u>Assistant Coach:</u> Rich Lampe</p> <p>Ski & Snowboard, 2 Coaches: <u>Head Coach:</u> Pat Slattery <u>Assistant Coach:</u> Tammy Tierney</p> <p>Dance Team, 2 Coaches <u>Co-Head Coaches:</u> Cole Ripp & Maddie Smith</p>	<p>Baseball 8 Coaches: <u>Head Coach:</u> Spencer Lee <u>Asst Coaches:</u> Micah Thingvold, Blake Bieri <u>JV Coach:</u> Mike Gurkowski <u>JV2 Coaches:</u> Tyler Davis, Ryne Fueger <u>Vol Coach:</u> Bob Freimuth, Derek Lee</p> <p>Golf Boys, 7 Coaches <u>Head Coach:</u> Betsy Zadra <u>Asst Coach:</u> Jackson Gabriel, Joe Baer <u>Vol Coaches:</u> Derrick Meier, Craig Myers, Randy Thomas</p> <p>Boys Lacrosse, 4 Coaches: <u>Head Coach:</u> John Gengler <u>JV Coach:</u> Ross Hanson <u>JV Asst Coach:</u> Cade Hanson, Matt Prochaska</p> <p>Girls Lacrosse, 3 Coaches: <u>Head Coach:</u> Erin Moran <u>Asst Coaches:</u> Erin Bolger, Meghan Spangler</p> <p>Girls Soccer, 7 Coaches: <u>Head Coach:</u> Ben Voss <u>Asst Coaches:</u> Jenny Dailey, Ryan Gibson <u>50% Coaches:</u> Alisha Nolden, Ashley Burkhardt, Brian Henniger, Payton VanderVelden</p> <p>Softball, 4 Coaches: <u>Head Coach:</u> Tammy Rademacher <u>Asst Coaches:</u> Mandy Rice, Sarah Artz <u>Vol Coach:</u> Ryan Suchomel</p> <p>Boys Tennis, 2 Coaches: <u>Head Coach:</u> Chris Nuenthel <u>Asst Coach:</u> Alan Rutowski</p> <p>Track & Field, 10 Coaches: <u>Head Coach:</u> Jen Grabarski <u>Asst Coaches:</u> Jason Rotzenberg, Aaron McDonough, Lindsay Laufenberg, Ty Jury, Karen Endres, Tammy Greiber, John Phalin, Tony Blevins, Meg Schaffer</p>

MIDDLE SCHOOL COACHING STAFFS
31 Total Middle School Coaches

<p>Cross-Country, 5 Coaches: <u>Head Coach:</u> Karen Endres <u>Asst Coach:</u> Ty Jury, Lindsay Laufenberg, Chrissy Gascho, Jen Doucette</p> <p>Football, 10 Coaches: <u>Head Coach:</u> Curtis Anderson <u>Asst Coach:</u> Todd Meffert <u>50% Asst Coaches:</u> Chris Duren, Pat Marshall, Rhyan Lindley, Scott Krause, Ryan Ubersox, Larry Keip, Devin Stewart, Michael Treadwell</p> <p>Volleyball, 5 Coaches: <u>Head Coach:</u> Kristen Olson <u>Asst Coaches:</u> Heather Parsons, Kelli Kline, Sam Yozamp, Sussanah Sasman</p>	<p>Boys/Girls Basketball, 2 Coaches: <u>Head Coach:</u> Paul Miller <u>Assist Coach:</u> Jared Acker</p> <p>Wrestling, 2 Coaches: <u>Head Coach:</u> Dave Burgard <u>Assist Coach:</u> Mallan Schwantes</p>	<p>Track & Field, 7 Coaches: <u>Head Coaches:</u> Dana Jaster <u>Asst Coaches:</u> Allie Johnson, Chissy Gascho, Zach Holler, Paul Nesbitt, Jen Doucette, Kevin Niles</p>
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2020-21 Year Overview

Fours Sports Seasons in One School Year

Last year we as a result of COVID the Activities Department had to operate differently. In the fall we offered: cross-country, girls golf, and girls tennis, which were all defined as low-risk by Madison Dane County Public Health. The girls cross-country team advanced to the state meet and finished in 12th place. Also, in the Fall season the girls golf team qualified for the state meet held at Blackwolf Run. The girls golf team placed 2nd in division one.

Winter sports began practicing December 21st and our first competition was held January 5th. The winter season was unique because our indoor athletes were competing under a mask mandate throughout the state. Also, we competed outside of Dane County for all of our events because Public Health regulations prevent us from hosting events at WHS. In the winter our wrestling team qualified for the WIAA Team State meet for the first time in program history. The state meet was held at Kaukauna High School and the wrestling team won their first round match over Marshfield before falling in the semifinal to the eventual champion Kaukauna.

In the Alternate Fall season our football, boys soccer, girls swim, and volleyball teams all competed. The Alternate Fall season was held between the months of March and May. All four teams had successful seasons; the volleyball team qualified for the sectional final before losing to DeForest 3-1. The football team finished the season undefeated, 6-0, there was no WIAA postseason for football. Finally, the boys soccer team qualified for the state tournament held at Kewaskum High School. The boys lost to DePere in the first

round 1-0. This was the first team appearance for the boys team since 1999. The girls swim team qualified seven individuals for the WIAA state meet in eight different events. The Alternate Fall season held some challenges because Public Health rules at the start of the alternate season prevented us from holding events indoors. Our volleyball and swim teams had to start their seasons on the road. As for the outdoor events, our turf fields allow us to host events in March and April when many natural grass fields are unplayable. This was a huge benefit to our athletes and our Badger Conference opponents.

The spring season was our most 'normal' season. There were still attendance limits for our events and we enjoyed plenty of competitive success on the field. The baseball team, girls track team, boys golf, boys tennis, and boys lacrosse teams all won their conferences. Kyla Saleh won the high jump at the WIAA state meet and the girls track team won the Madison Memorial Sectional and finished in 5th place at the WIAA state meet. Finally, the boys lacrosse team finished their season 20-0 and won both the Big Badger Conference and the WLF State Championship.

2021-22 SCHOOL YEAR GOALS

Online Tickets

This school year we are pushing the use of the GoFan app to sell tickets to our events. Last year for the WIAA playoffs when we were required to sell tickets we used this platform and received a significant amount of positive feedback from fans about the ease of use and increased speed through the ticket line. In previous years we used GoFan for student and family passes and this year we added 10-packs of tickets for \$40 and individual game tickets. The benefits we saw last year were: 1) shorter ticket lines 2) more accurate accounting, 3) more accurate paid attendance numbers 4) reduced handling of cash 5) reduced loss of tickets by spectators and we hope to continue to see those benefits in the future.

Streaming Events

Last year, once sports started up in the winter with no spectators, the Athletic Department and Digital Communications Class moved very quickly to provide an online stream of all our home games. It was an overwhelming success but the patchwork system put together behind the scenes was unsustainable going forward. Digital Communications worked with the Business Office, IT Dept, and Mr. Borowski put together a streaming platform that is stable and allows more viewers to stream our events. Our first trial of this new system was our Varsity Football game versus Madison Memorial where the livestream successfully recorded over 2,000 views from 34 different states and two countries.

Electronic Hall of Fame

Over the years the Activities Department has been investigating the addition of an electronic hall of fame to celebrate our student's success. Currently, we display our 1st team All-State Athletes in trophy cases. Moving to an electronic hall of fame will provide us with unlimited server space to display these student-athletes and expand to include the performing arts and academic recognitions.

Team Communications and Records Retention

Similar to other athletic programs in the state, we did not require/provide coaches with school emails. This posed a challenge to the district in regards to records retention and after conversations with the Human Resources department, it was decided that we will move all head coaches, middle and high school, to a district email. We are currently phasing in those emails with our coaches and will have all head coaches solely on school district provided email addresses as of September 1st, 2021. The second part of communication and records retention is team-wide communications, booster communications, etc. Currently, coaches and boosters have used TeamSnap, Remind, or other mass texting apps to communicate. Using these platforms makes it difficult for the district to comply with open records requests and, at this time the Activities Department is investigating options to improve our retention of this type of communication.

Review of WHS Co-Curricular Code

Every year there are additions and changes to our Co-curricular Handbook. Every five years the Activities Department does a year-long review of the Co-curricular Code with a committee of coaches, students, administrators, and parents. All aspects of the code are reviewed. For example: attendance rules, academic standards, and penalties for violations. The committee will be formed this fall, the bulk of their work will be completed in the winter, and recommendations made to the Co-curricular Subcommittee in the spring. A similar process will be implemented next school year for the WMS Co-curricular Handbook.

BOOSTER CLUB FINANCIAL REPORTING FORM

	MEMBERSHIP FEES	FUNDRAISING	SPONSORSHIPS	DONATIONS	TOTAL
BOOSTER CLUB					
BASEBALL	19,084	37,499	0	250	56,833
BASKETBALL, BOYS	9440	0	100	5350 [1]	14890
BASKETBALL, GIRLS	6190	22232.13	0	0	28422.13
CROSS COUNTRY	3150	270.08	450		3870.08
DANCE	12000	1301			98 13301
FOOTBALL	6,200	46,161 [2]	32,020		84,381
GOLF, BOYS	3125	350	0		3475
GOLF, GIRLS	2000	2690		500	5190
GYMNASTICS	1,800.00	3,900.20			5,700.20
HOCKEY, BOYS	31,772.00	18,732.00		2980	53,484.00
LACROSSE, BOYS	15590				15590
LACROSSE, GIRLS	7350	1525	400	250	9525
SOCCER, BOYS	11200	6199.32	4750		22149.32
SOCCER, GIRLS	6600	656	0	0	7256
SOFTBALL	3200	1088	0	0	4288
SWIM, BOYS	0	0	0	0	558.7
SWIM, GIRLS	2940	746.22	0	665	4351.22
TENNIS, BOYS	1290				1290
TENNIS, GIRLS	3601.75 [3]	1050 [4]	600 [5]		5251.75
TRACK	8300	1316.45		625.5	10241.95
VOLLEYBALL	5860	989	0		6849
WRESTLING	3298.2	5000			8298.2

BOOSTER CLUB	UNIFORMS/APPAREL	TRAVEL FOOD	EQUIPMENT	SPECIAL EVENTS	SCHOLARSHIPS	SUMMER LEAGUE	BANQUET	GIFTS	OTHER	TOTAL
BASEBALL	2,565.01	3,605.98	2,287.75	22,283.21	0	0	324.75		2,853.50	33,920.20
BASKETBALL, BOYS	5647.46 [6]	0 [7]	2477.45 [8]	679.96 [9]	1000	2180 [10]	0 [11]	289.85 [12]	6628.12 [13]	18902.84
BASKETBALL, GIRLS	3027.31	0	1403.32	0	0	750	1845.39	585.18	609.76	8220.96
CROSS COUNTRY								505.18	3908.05	4413.23
DANCE	5870.29		56	163.27			212.39			6301.95
FOOTBALL	0.00 [14]	0.00	10,925.00 [15]	26,564.00 [16]	0.00	0.00	0.00	15,000.00 [17]	24,700.00 [18]	77,189.00
GOLF, BOYS	2905	1110	930	828	0	725	1371	830	105	8804.00
GOLF, GIRLS	3126.95	157.5	123	1345					314.68	5067.13
GYMNASTICS				2,021.00			55		143.02	2,219.02
HOCKEY, BOYS	559.00		20,495.00	2,283.75		11,990.00		758.25	10,147.00	99 46,233.00
LACROSSE, BOYS	3969			1872					5865	11706
LACROSSE, GIRLS	3800	1103.97	502.97	0	1000	0	200	470	6069.17	13146.11
SOCCER, BOYS	13217.5	1656.26 [19]	2023.08 [20]	10799.74 [21]				752.58	762.3 [22]	29211.46
SOCCER, GIRLS*	345.9	0		817.31	0	0	14	282.8	2267.89	3727.9
SOFTBALL	1608.81	91.91	1309.19	969.19	0	0	0	250	1152.6	5381.7
SWIM, BOYS										0
SWIM, GIRLS	1109.09	792		130.34				631.91	775.42	3438.76
TENNIS, BOYS	618.02	862.05		72				279.73	195.18	2026.98
TENNIS, GIRLS	4535.25 [23]	395.08		202.8 [24]		276.63 [25]	400		194.23 [26]	6003.99
TRACK	389.4	911.71					178	1040	3453.51	5972.62
VOLLEYBALL	2,062		1,487	1,786		850		986		7,171
WRESTLING	5021.75			1584.08	1000				1395.69	9001.52

BOOSTER CLUB FINANCIAL REPORTING FORM

BOOSTER CLUB	Booster Club	School Contribution	Total Cost	Participation	Per Athlete Cost	Funds	
BASEBALL	22912.8	28349.85	51262.65	62	826	5	Funds Key
BASKETBALL, BOYS	18902.84	32953.09	51855.93	63	823	5	S = School
BASKETBALL, GIRLS	8220.96	22477.67	30698.63	35	877	5	5 = 501c3
CROSS COUNTRY	4413.23	12713.46	17126.69	65	263	NA	
DANCE	6301.95	3013.52	9315.47	27	345	S	
FOOTBALL	77189	104415.41	181604.41	166	1094	5	
GOLF, BOYS	8804.00	12271.32	21075.32	47	448	NA	100
GOLF, GIRLS	5067.13	10094.48	15161.61	22	689	NA	
GYMNASTICS	2,219.02	13818.34	16,037.36	16	1002	S	
HOCKEY, BOYS	46233	22,239.27	68,472.27	50	1369	5	
LACROSSE, BOYS	11706	13728.2	25434.2	58	438	5	
LACROSSE, GIRLS	13146.11	13639.12	26785.23	34	787	NA	
SOCCER, BOYS	29211.46	24090.02	53301.48	77	692	5	
SOCCER, GIRLS	0	23243.2	23243.2	68	341	5	
SOFTBALL	5381.7	21079.97	26461.67	33	801	NA	
SWIM, BOYS	0	12532.86	12532.86	17	737	NA	
SWIM, GIRLS	3438.76	9162.79	12601.55	30	420	NA	
TENNIS, BOYS	2026.98	8076.01	10102.99	23	439	NA	
TENNIS, GIRLS	6003.99	11265.15	17269.14	42	411	NA	
TRACK	5972.62	42743.99	48716.61	84	579	NA	
VOLLEYBALL	7171	18158.42	25329.42	59	429	NA	
WRESTLING	9001.52	19550.8	28552.32	30	951	5	
EQUESTRIAN*	No Season	No Season	No Season	No Season	No Season	NA	
FOOTBALL CHEER*		4153.8	4153.8	11	377	S	
SKI & SNOWBOARD#		4612.72	4612.72	31	148	NA	

*No booster club, parents cover costs.

#No booster club 2020-21, creating one for 2021-22

[1] Warrior Club and poster sponsorships; Raffle prize donation; Ab Nicholas Holiday Hoops Classic donation

[2] Raffle & Golf Outing

[3] fees for uniforms , signs, water jugs, etc. NO BOOSTER FEES COLLECTED 2020

[4] Waunakee Jr. Open

[5] collected for Varsity booklet printing

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[6] May include: Uniforms, Practice gear; Travel suits; Coaches apparel; Championship shirts; Related embroidery

[7] May include: Team meals, Snack packs, Bus rental

[8] May include: Hudl; Basketballs

[9] May include: Senior Night, Purple vs White Scrimmage, Videography, Teambuilding, Haunted Hoops 3v3; 50-50 Raffle; Alumni Tournament; Holiday Tournament

[10] Includes Fall/Winter 2020 and 2021 Summer league entry fees

[11] Canceled per COVID-19

[12] Charitable contributions, support, recognition

[13] Practice facility rental (\$4123.40); General operating exp (insurance, storage, supplies, bank fees, reg. fees/licensing, professional svcs (audit), info technology, Warrior Club, coach development & certification, Team poster; etc.

[14] middle school passing league uniforms

[15] Helmet reconditioning, new chute, replace DBs, HUDL Subscription, Weightroom equipment

[16] includes costs associated with raffle and golf outing

[17] charitable contributions

[18] Turf donation, insurance, and professional services

[19] May include: away game food, team meals

[20] May include: HUDL, SportsEngine

[21] May include: Senior/Youth nights, and Concessions, Raffle and Fundraising expenses.

[22] May include: Office supplies, corp filing fees, photography

[23] uniforms, water jugs (no water or gatorade cooler sharing) yard signs

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[24] Sr. night

[25] Waunakee Jr Open fundraiser

[26] Team poster and banner

**RESOLUTION AUTHORIZING TEMPORARY BORROWING
IN AN AMOUNT NOT TO EXCEED \$8,000,000;
ISSUANCE OF TAXABLE TAX AND REVENUE
ANTICIPATION PROMISSORY NOTES;
AND PARTICIPATION IN THE PMA LEVY AND
AID ANTICIPATION NOTES PROGRAM**

WHEREAS, the Waunakee Community School District, Dane County, Wisconsin (the "District"), is temporarily in need of funds in the amount not to exceed \$8,000,000 to meet the immediate expenses of operating and maintaining the public instruction in the District during the current school year and in anticipation of taxes, state aids, income, revenue, cash receipts and other monies to be received by the District for the current school year;

WHEREAS, school districts are authorized by the provisions of Section 67.12(8)(a)1, Wisconsin Statutes, to borrow money and issue tax and revenue anticipation promissory notes for such public purposes;

WHEREAS, the School Board deems it necessary and in the best interest of the District that funds be borrowed and tax and revenue anticipation promissory notes be issued pursuant to the provisions of Section 67.12(8)(a)1, Wisconsin Statutes;

WHEREAS, due to certain provisions contained in the Internal Revenue Code of 1986, as amended, it is necessary to issue such tax and revenue anticipation promissory notes on a taxable rather than tax-exempt basis;

WHEREAS, in accordance with Section 67.12(8)(a)1, Wisconsin Statutes, the total amount borrowed shall be for the purpose of meeting the immediate expenses of operating and maintaining the public instruction in the District during the current school year, shall not exceed one-half of the estimated receipts for the operation and maintenance of the District for the current school year as heretofore certified by the District Clerk, and the loan shall not extend beyond November 1 of the next school year;

WHEREAS, prior to the issuance of its taxable tax and revenue anticipation promissory notes, the District will have voted the tax for the operation and maintenance of the schools of the District for the current school year to be collected on the next tax roll;

WHEREAS, to the best of the knowledge, information and belief of the School Board, the District complies with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes;

WHEREAS, Section 66.0301(2), Wisconsin Statutes authorizes any municipality, including a school district, to contract with other municipalities for the receipt or furnishing of services or the joint exercise of any power or duty required or authorized by law;

WHEREAS, the School Board hereby finds and determines that it is in the best interests of the District to participate in the PMA Levy and Aid Anticipation Notes Program (the "Program"), the terms and provisions of which are described in the Master Indenture of Trust (the "Master Indenture"), and a Supplemental Indenture of Trust (the "Supplemental Indenture") to be entered into with a trustee to be named in the Approving Certificate (defined below) (the "Trustee") (collectively, the Master Indenture and the Supplemental Indenture shall be referred to as the "Indenture"); and

WHEREAS, under the Program, participating school districts will issue one or more series of tax and revenue anticipation promissory notes. Said notes may be grouped with a related series of notes of the District and will underlie corresponding series of note participations (the "Participations", and each series a "Series of Participations") that will be issued under the Master Indenture and a separate Supplemental Indenture relating to each Series of Participations.

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District that:

1. **Authorization.** For the purpose of meeting the immediate expenses of operating and maintaining the public instruction of the District during the current school year and in anticipation of taxes, state aids, income, revenue, cash receipts and other monies to be received by the District in its general fund for the current school year, there shall be borrowed, pursuant to Section 67.12(8)(a)1, Wisconsin Statutes, an aggregate principal sum not to exceed \$8,000,000 ("Maximum Amount"). To the extent the District has a policy regarding borrowing that has requirements that are not met by participating in the Program, such policy requirements are hereby waived.

2. **Terms of the Notes.** To evidence such borrowing, the District President and District Clerk are hereby authorized, empowered and directed to make, execute, issue, sell and deliver to the Trustee, for and on behalf of the District, its Taxable Tax and Revenue Anticipation Promissory Notes (collectively, the "Notes") payable to the Trustee or its designee, in one or more series, in substantially the form attached hereto as Appendix A-1.

The Notes shall be issued in the District's name, in one or more series, pursuant to the terms stated in the Master Indenture and a related Supplemental Indenture. The aggregate sum of the District's Notes shall not exceed the Maximum Amount.

Each series of Notes may be issued in conjunction and grouped with the notes of one or more other school districts participating in the Program to underlie a Series of Participations. In all cases, the obligation of the District to make payments on or in respect to its Notes is a several and not a joint obligation of the District and is strictly limited to the District's repayment obligation for its Notes under this Resolution.

The Notes shall be dated as of their date of issuance; shall bear interest from their dated date until paid; and shall mature on or before October 28, 2022. Interest on the Notes shall be paid at maturity. The Notes shall bear interest at a rate per annum such that the net interest cost of the Notes shall not exceed 1.50%.

3. **Redemption Provisions.** The Notes are not subject to optional redemption.

4. **Sale of Note; Execution of Note Purchase Agreement and Approving Certificate.** Either the District Administrator or Executive Director of Operations of the District (each, a "Financial Officer") or, in the absence of the Financial Officer, the President or Clerk of the District or those authorized by law to act on their behalf (the "District Officer") are hereby authorized and directed to negotiate, on behalf of the District, with the purchaser of the Notes (the "Underwriter"), in its capacity as Underwriter and PMA Securities, Inc., in its capacity as administrative agent for the District under the Program ("Administrative Agent"), an amount, interest rate, and maturity date for each series of Notes issued under the Program and other matters related to the financing, subject to the limitations provided herein or in the Master Indenture.

The difference between the issue price of the Notes and the purchase price to be paid to the District (which amount constitutes compensation paid to the Underwriter) shall not exceed \$1 for every \$1,000 of principal amount of Notes issued.

This School Board authorizes and directs the Financial Officer or District Officer to execute and deliver, in the name and on behalf of the District, an Approving Certificate in substantially the form attached hereto as Appendix B-1 (the "Approving Certificate") and a separate note purchase agreement for each series of Notes.

The execution of the Approving Certificate and the note purchase agreement by the Financial Officer or the District Officer shall constitute and evidence full approval by the School Board of such documents.

5. **Program Approval; Execution of Supplemental Indenture.** The form of Master Indenture and a form of Supplemental Indenture presented at this meeting are hereby acknowledged.

The District Officer, or the Administrative Agent on behalf of the District, are hereby authorized and directed to execute, deliver and enter in to, in the name and on behalf of the District, the Master Indenture and any Supplemental Indenture with respect to each Series of Participations that the Notes underlie with a trustee named in the Approving Certificate. The Master Indenture and each Supplemental Indenture shall be in substantially the forms presented to this meeting, with such changes not inconsistent with this Resolution as the District Officer shall approve. The execution of the Master Indenture and any Supplemental Indenture by the District Officer or the Administrative Agent (as modified by such officers or agent prior to execution) shall constitute and evidence full approval by the School Board of such documents.

6. **Disposition of Proceeds of Notes.** The proceeds of the Notes (the "Note Proceeds") shall be applied as described in the Master Indenture and the related Supplemental Indenture for the Series of Participations that the Notes underlie.

The Note Proceeds shall be deposited into the District's Proceeds Subaccount and a subaccount of the Cost of Issuance Fund, established by the Trustee for each Series of Participations that the Notes underlie pursuant to the Master Indenture and in amounts determined by the Administrative Agent. Amounts on deposit in the Costs of Issuance Fund shall be expended as determined by the Administrative Agent and in accordance with the terms of the Master Indenture and related Supplemental Indenture. Amounts on deposit in the Proceeds Subaccount shall be used as set forth in the Master Indenture and related Supplemental Indenture. The Proceeds Subaccount and the subaccount of the Costs of Issuance Fund are deemed to be the "borrowed money fund" for the Notes for purposes of Section 67.10(3), Wisconsin Statutes.

The Note Proceeds shall be used solely for the purposes for which borrowed (or for the payment of the principal of and/or interest on the Notes). Note Proceeds may be temporarily invested in legal investments until needed.

7. **Irrepealable Tax; Segregated Fund; Compliance With Revenue Limits.** The Notes shall not be issued until the tax for operating and maintaining the schools operated by the District for the current school year has been voted to be collected on the next tax roll. So long as the Notes, or interest thereon, remain unpaid, the aforesaid tax for operation and maintenance of the District (including the amount budgeted to pay interest on the Notes) shall be and continues to be irrepealable. The District shall segregate in a special fund (hereinafter called the "Debt Service Fund"), tax monies and other available revenues received for operation and maintenance of the District sufficient to pay the principal of and interest on the Notes, at the times and in the amounts provided in the Approving Certificate. The Debt Service Fund shall be used for the sole purpose of paying the principal of and interest on the Notes. Any accrued interest received at the time of delivery of any Notes shall be paid over to the Debt Service Fund. If there shall be insufficient sums in the Debt Service Fund to meet such payments, the District shall promptly pay the same when due from other monies available in or attributable to the current school year. This covenant specifically includes monies (for example, deferred tax and state aid payments) attributable to the current school year which are not received prior to the end of the current school year. The District complies with and covenants to continue to comply with the revenue limits set forth in Sections 121.91 and 121.92, Wisconsin Statutes.

8. **Impoundment Date.** The District agrees to the establishment and maintenance of the Payment Account as a special fund of the District related to the Notes (the "Payment Account") by the Trustee under the Master Indenture as the responsible agent to maintain such fund until the payment of the principal of the Notes and the interest thereon. Prior to the maturity of each Note, on a date set forth in the Supplemental Indenture (the "Impoundment Date"), the District agrees to cause to be deposited directly in a subaccount of the Payment Account relating to each series of Notes an amount sufficient to pay all of the principal of and interest due with respect to each Note at maturity. The Administrative Agent, on behalf of the District, is authorized to approve the determination of the Impoundment Date.

In the event that on the Impoundment Date the District has not received sufficient unrestricted revenues to permit the deposit into the Payment Account of the full amount due, then the amount of any deficiency shall be satisfied and made up from any other monies of the District lawfully available for the payment of the principal of the series of Notes and the interest thereon, as and when such other monies are received or are otherwise legally available, in the following order of priority: *first*, to satisfy any deficiency attributable to the first series of Notes issued; and *second*, to satisfy any deficiency attributable to the second series of Notes issued, if any. As used in this Resolution, the term "unrestricted revenues" shall mean all taxes, state aids, income, revenue (including, but not limited to, revenue from the state and federal governments), cash receipts, and other monies, intended as receipts for the general fund of the District attributable to the current school year and which are generally available for the payment of current expenses and other obligations of the District.

9. **Execution of the Notes; Authentication; Appointment of Acting Officers.** The Notes shall be executed on behalf of the District by the District President and District Clerk, or others authorized under Section 120.05, Wisconsin Statutes and herein to sign on their behalf, sealed with its official or corporate seal, if any, and delivered to the Trustee upon payment to the District of the purchase price thereof, plus any accrued interest to the Closing. Either or both of the signatures of the officers may be imprinted on the Notes in lieu of the manual signature of such officer, so long as the Trustee authenticates the Notes. In the event that any of the officers whose signatures appear on the Notes shall cease to be such officers before the delivery of the Notes, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until such delivery. In accordance with

Section 120.05(3), Wisconsin Statutes, the School Board hereby appoints any one of its members to discharge the duties of the District Clerk as Acting District Clerk in connection with the issuance of the Notes in the event the District Clerk is unable to discharge such duties due to disability or absence.

10. **Trustee.** Pursuant to the Approving Certificate, the Financial Officer or the District Officer shall appoint the Trustee that will serve as trustee under the Master Indenture and each Supplemental Indenture and as fiscal agent, paying agent, registrar, and authenticating agent for the Notes.

The District directs and authorizes the payment by the Trustee of the interest on and principal of any and all Notes when such become due and payable, from the Payment Account held by the Trustee in the name of the District in the manner set forth in the Master Indenture. The District hereby covenants to deposit funds in such account and fund subaccount, as applicable, at the time and in the amount specified herein to provide sufficient monies to pay the principal of and interest on any and all Notes on the day or days on which they mature. Payment of any and all Notes shall be in accordance with the terms of the applicable series of Notes and this Resolution.

The District further agrees to indemnify, to the extent permitted by law and without making any representation as to the enforceability of this covenant, and save the Trustee, its directors, officers, employees, and agents harmless against any liabilities which it may incur in the exercise and performance of its powers and duties under the Master Indenture and any Supplemental Indenture, including but not limited to, costs and expenses incurred in defending against any claim or liability, which are not due to its negligence or default.

11. **Representations and Covenants; Events of Default.** The District makes the representations and covenants set forth in the Master Indenture. The District acknowledges, approves, and confirms the Events of Default and the remedies therefore as described in the Master Indenture.

12. **Deposit of Notes; Registration and Transfer.** The Notes shall be issued and deposited with the Trustee and shall be registered and transferred as provided in the Master Indenture.

13. **Sale of Participations.** Each Series of Participations shall be sold to the Underwriter, in accordance with the terms of the note purchase agreement relating to the series of Notes that underlie said Series of Participations.

14. **Official Statement.** The District authorizes and approves the use of District information pertinent to the Program, as provided by the District to the Administrative Agent, the Underwriter and any disclosure counsel, in each offering document prepared by the Administrative Agent and distributed by the Underwriter in connection with the sale and issuance of each Series of Participations. The Financial Officer or District Officer are hereby authorized to approve the Preliminary Official Statement with respect to the Participations and deem the Preliminary Official Statement "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the "Rule"). All actions taken by the Financial Officer and/or Business Officer or other officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or Final Official Statement are hereby ratified and approved. In connection with the delivery of the Notes, the appropriate District official shall certify the Preliminary Official Statement and any addenda or Final Official Statement. The District Clerk shall cause copies of the Preliminary Official Statement and any addenda or Final Official Statement to be distributed to the Underwriter.

15. **Undertaking to Provide Continuing Disclosure.** If required under the Rule, this Section constitutes the written undertaking required by the Rule. If required under the Rule, this undertaking is intended for the benefit of the holders of the Notes and shall be enforceable by the Trustee on behalf of such holders (provided that the holders' and Trustee's right to enforce the provisions of this undertaking shall be limited to a right to obtain specific performance of the District's obligations hereunder and any failure by the District to comply with the provisions of this undertaking shall not be an event of default with respect to the Notes). Capitalized terms used in this Section and not otherwise defined in this Resolution shall have the meanings assigned such terms in Appendix C-1.

If required under the Rule, the District undertakes to provide Material Event Notices as provided in this Section. If a Material Event occurs while any Notes are outstanding, the District shall provide or cause to be provided a Material Event Notice in a timely manner not in excess of 10 business days to the MSRB through the Electronic Municipal Market Access System available at www.emma.msrb.org in an electronic format prescribed by the MSRB. Each Material Event Notice shall be so captioned and shall prominently state the date, title and CUSIP numbers of the Participations. Unless otherwise required by law and subject to technical and economic feasibility, the District shall employ such methods of information transmission as shall be requested or recommended by the designated recipients of the District's information.

The District's continuing obligation hereunder to provide Material Event Notices shall terminate immediately once the Notes no longer are outstanding. This Section, or any provision hereof, shall be null and void in the event that the District delivers to the MSRB an opinion of nationally recognized bond counsel to the effect that those portions of the Rule which require this Section, or any such provision, are invalid, have been repealed retroactively or otherwise do not apply to the Notes. This Section may be amended without the consent of the Noteholders, but only upon the delivery by the District to the MSRB of the proposed amendment and an opinion of nationally recognized bond counsel to the effect that such amendment, and giving effect thereto, will not adversely affect the compliance of this Section and by the District with the Rule.

16. **Approval of Actions; Administrative Agent.** All actions previously taken by the officers and agents of the District or this School Board with respect to the sale and issuance of the Notes and participation in the Program are hereby approved, confirmed, and ratified. The officers and agents of the District are hereby authorized and directed, for and in the name and on behalf of the District, to do any and all things, take any and all actions, and execute any and all certificates, agreements, and other documents which any of them may deem necessary or advisable to consummate the lawful issuance and delivery of the Notes, or the related transactions, in accordance with this Resolution.

The District hereby authorizes, approves, and directs the Administrative Agent to do any and all things, take any and all actions, and execute any and all certificates, agreements, or other Program documents on behalf of the District as may be directed under the Master Indenture, a Supplemental Indenture, or any other Program documents.

17. **Conflicting Resolutions; Severability; Effective Date.** All prior resolutions, rules or other actions of the School Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted by a recorded roll call vote of ____ ayes and ____ nays on September 13, 2021.

By: _____
District President

(SEAL)

And: _____
District Clerk

APPENDIX A-1

Form of Note

R-___

\$ _____

WAUNAKEE COMMUNITY SCHOOL DISTRICT
DANE COUNTY, WISCONSIN

TAXABLE TAX AND REVENUE ANTICIPATION PROMISSORY NOTE

<u>Interest Rate</u>	<u>Maturity Date</u>	<u>Original Issue Date</u>	<u>Impoundment Date</u>
_____ %	_____	_____	_____, 20__

REGISTERED OWNER: U.S. Bank National Association, as trustee

PRINCIPAL AMOUNT: _____ DOLLARS
(\$ _____)

FOR VALUE RECEIVED, the District designated above (the "District"), acknowledges itself to owe and promises to pay to the registered owner identified above, or registered assigns, on the Maturity Date set forth above, the Principal Amount specified above in lawful money of the United States of America, together with interest thereon from the Original Issue Date at the Interest Rate per annum specified above. The principal of and interest on this Note are to be paid upon surrender hereof at the principal corporate trust operations office of U.S. Bank National Association or its successor in trust (the "Trustee") pursuant to a Master Indenture of Trust (the "Master Indenture") and a Supplemental Indenture of Trust (the "Supplemental Indenture") (collectively, the Master Indenture and Supplemental Indenture shall be referred to as the "Indenture"). Interest shall be calculated on the basis of a 360-day year, consisting of twelve 30-day months, in like lawful money from the date hereof until the Maturity Date specified above, and if funds are not provided for payment on the Maturity Date, funds shall be provided thereafter on the basis of a 360-day year for actual days elapsed until payment in full of said Principal Amount. Both the principal of and interest on this Note shall be payable only to the registered owner hereof upon surrender of this Note as the same shall fall due; *provided, however*, that no interest shall be payable for any period after the Maturity Date during which the owner hereof fails to properly present this Note for payment. If the District fails to pay this Note when due, including the interest component of this Note on the date of such payment, this Note shall become a Defaulted Note (as defined and with consequences set forth in the Indenture).

The Note is not subject to optional redemption prior to maturity.

It is hereby certified, recited, and declared that this Note (the "Note") is one of an issue of Notes aggregating the principal amount of \$_____, all of which are of like tenor, except as to denomination, interest rate and maturity date, authorized, executed, and delivered pursuant to and by authority of a resolution of the governing body of the District duly adopted heretofore, under and by authority of Section 67.12(8)(a)1, Wisconsin Statutes (the "Note Resolution"), to all of the provisions and limitations of which the owner of this Note, by acceptance hereof, assents and agrees.

The District has voted an irrevocable tax for operating and maintaining the schools. As security for the payment of the principal of and interest on the Note, the District shall segregate in a special fund such tax monies and other available revenues received for operation and maintenance of the District sufficient to pay the principal of and interest on the Notes. Said special fund shall be used for the sole purpose of paying the principal of and interest on the Note.

This Note is transferable, as provided by the Note Resolution, only upon the books of the District kept at the office of the Trustee, by the registered owner hereof in person or by its duly authorized attorney, upon surrender of this Note for transfer at the office of the Trustee, duly endorsed or accompanied by a written instrument of transfer in form satisfactory to the Trustee duly executed by the registered owner hereof or its duly authorized attorney, and upon payment of any tax, fee, or other governmental charge required to be paid with respect to such transfer, a fully registered Note will be issued to the designated transferee or transferees.

The District and the Trustee may deem and treat the registered owner hereof as the absolute owner hereof for the purpose of receiving payment of or on account of principal hereof and interest due hereon and for all other purposes, and the District and the Trustee shall not be affected by any notice to the contrary.

This Note shall not be valid or become obligatory for any purpose until the Certificate of Authentication and Registration hereon shall have been signed by the Trustee.

It is hereby certified that all of the conditions, things, and acts required to exist, to have happened, and to have been performed precedent to and in the issuance of this Note do exist, have happened, and have been performed in due time, form, and manner as required by the Constitution and statutes of the State of Wisconsin and that the amount of this Note, together with all other indebtedness of the District, does not exceed any limit prescribed by the Constitution or statutes of the State of Wisconsin.

IN WITNESS WHEREOF, the governing body of the District has caused this Note to be executed by the manual or facsimile signature of its President, countersigned by the manual or facsimile signature of its Clerk, and sealed with its corporate seal (or a facsimile thereof), if any, all as of the date of authentication set forth below.

WAUNAKEE COMMUNITY SCHOOL DISTRICT,
DANE COUNTY, WISCONSIN

(SEAL)

By _____
District President

By _____
District Clerk

COPY

CERTIFICATE OF AUTHENTICATION AND REGISTRATION

This Note is the Note mentioned in the within-mentioned Note Resolution authenticated on the following date:

Authentication Date: _____.

_____,
as Trustee

By _____
Authorized Signatory

COPY

ASSIGNMENT

For Value Received, the undersigned, _____, hereby sells, assigns and transfers unto _____ (Tax Identification or Social Security No. _____) the within Note and all rights thereunder, and hereby irrevocably constitutes and appoints _____ attorney to transfer the within Note on the books kept for registration thereof, with full power of substitution in the premises.

Date: _____

NOTICE: The signature to this assignment must correspond with the name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

Signature Guaranteed

NOTICE: Signatures must be guaranteed by an "eligible guarantor institution" meeting the requirements of the Registrar, which requirements include membership or participation in the Securities Transfer Association Medallion Program ("STAMP") or such other "signature guarantee program" as may be determined by the Registrar in addition to, or in substitution for, STAMP, all in accordance with the Securities Exchange Act of 1934, as amended.

NOTE: The signature to this assignment must correspond with the name as written on the face of the within Note in every particular, without alteration or enlargement or change whatsoever. When assignment is made by a guardian, trustee, executor or administrator, an officer of a corporation, or anyone in a representative capacity, proof of such person's authority to act must accompany this Note.

APPENDIX B-1

CERTIFICATE APPROVING DETAILS OF TAXABLE TAX AND REVENUE ANTICIPATION PROMISSORY NOTES

The undersigned hereby certifies that:

1. On September 13, 2021, the Waunakee Community School District (the "District") adopted a resolution (the "Resolution") authorizing the issuance and sale up to \$8,000,000 Taxable Tax and Revenue Anticipation Promissory Notes of the District (the "Notes") upon certain terms and conditions, subject to my approval.

2. On the date hereof, _____ (the "Underwriter") offered to purchase the Notes in accordance with the terms set forth in the attached Note Purchase Agreement between the District and the Underwriter (the "Agreement"). The Notes shall be issued in the aggregate principal amount of \$_____ which is not more than \$8,000,000 as provided in the Resolution, and shall mature on _____ and _____ neither of which is later than October 28, 2022, as provided in the Resolution and shall bear interest at the rate per annum as set forth in the Agreement attached hereto.

The net interest cost of the Notes is _____% which does not exceed 1.50%, as required by the Resolution. The interest rate on the Notes is _____%.

3. The Notes shall be sold to the Underwriter in accordance with the terms of the Agreement at a price of \$_____, plus accrued interest, if any, to the date of delivery of the Notes.

The difference between the issue price of the Notes (\$_____) and the purchase price to be paid to the District by the Underwriter (which amount constitutes the compensation paid to the Underwriter) (\$_____) is \$_____, which does not exceed \$1 for every \$1,000 of principal amount of Notes issued as provided in the Resolution.

4. I am either a Financial Officer or District Officer, as defined in the Resolution, authorized to execute and deliver this Approving Certificate, constituting our approval of the principal amount, net interest cost and purchase price for the Notes, in satisfaction of the conditions set forth in the Resolution and to execute the Agreement from the Purchaser.

5. U.S. Bank National Association is hereby appointed to serve as trustee under the Master Indenture and each Supplemental Indenture and as fiscal agent, paying agent, registrar, and authenticating agent for the Notes.

6. The Preliminary Official Statement with respect to the Notes is hereby approved and deemed "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934.

7. For the purpose of paying the principal of and interest on the Notes, the amounts set forth on the debt service schedule attached hereto shall be deposited in the Debt Service Fund as provided for in the Resolution.

IN WITNESS WHEREOF, I have executed this Certificate pursuant to the authority granted to me by the Resolution on _____, 20__.

Name: _____
Title: _____

COPY

ATTACHMENT TO APPROVING CERTIFICATE

Note Purchase Agreement

To be provided by the Underwriter and incorporated into the Certificate.

(See Attached)

COPY

ATTACHMENT TO APPROVING CERTIFICATE

Debt Service Schedule

To be provided by the Administrative Agent and incorporated into the Certificate.

(See Attached)

COPY

APPENDIX C-1

The following are the definitions of the capitalized terms used in Section 17 of the Resolution and not otherwise defined in the Resolution:

1. "Financial Obligation" means a (i) debt obligation; (ii) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation; or (iii) guarantee of (i) or (ii). The term Financial Obligation shall not include municipal securities as to which a final official statement has been provided to the MSRB consistent with the Rule.

2. "Material Event" as defined in the Rule means any of the following events with respect to the Note(s):

- a. Principal and interest payment delinquencies;
- b. Non-payment related defaults, if material;
- c. Unscheduled draws on debt service reserves reflecting financial difficulties;
- d. Unscheduled draws on credit enhancements reflecting financial difficulties;
- e. Substitution of credit or liquidity providers, or their failure to perform;
- f. Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB) or other material notices or determinations with respect to the tax status of the Notes, or other material events affecting the tax status of the Notes;
- g. Modifications to rights of security holders, if material;
- h. Note calls, if material, and tender offers;
- i. Defeasances;
- j. Release, substitution, or sale of property securing repayment of the securities, if material;
- k. Rating changes;
- l. Bankruptcy, insolvency, receivership or similar event of the District;
- m. The consummation of a merger, consolidation, or acquisition involving the District or the sale of all or substantially all of the assets of the District, other than in the ordinary course of business, the entry into a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material;
- n. Appointment of a successor or additional trustee or the change of name of a trustee, if material.

For the purposes of the event identified in subsection 1.i. above, the event is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent or similar officer for the District in a proceeding under the U.S. Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the District, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the District;

- o. Incurrence of a Financial Obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the District, any of which affect holders of the Notes, if material; and
 - p. Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the District, any of which reflect financial difficulties.
3. "Material Event Notice" means written or electronic notice of a Material Event.
 4. "MSRB" means the Municipal Securities Rulemaking Board.
 5. "Timely Manner" means in a timely manner not in excess of 10 business days.

Waunakee Community School District						
Seclusion and Restraint Report						
2020-2021						
Building	<u>Seclusion</u>	<u># Students Secluded</u>	<u># Students with Disabilities Secluded</u>	<u>Restraint</u>	<u># Students Restrained</u>	<u># Students with Disabilities Restrained</u>
Prairie	0	0	0	0	0	0
Arboretum	0	0	0	0	0	0
Heritage	0	0	0	0	0	0
Intermediate School	0	0	0	0	0	0
Middle School	0	0	0	0	0	0
High School	0	0	0	0	0	0

**Budget Request/Reduction/Reallocation Form
2021-2022**

Description: Special Education Paraeducators

School/Department: Special Education (WIS, AES, HES)

Requested by: Tiffany Loken, Director of Special Education

Type of Request: Budget Request

Nature of Request: Position

Full Time Equivalency: 3.0

Classification: Classified Staff

Grades Affected: K-6

Population Served: Students with disabilities in grades K-6

Salary/Benefits Cost: \$33,000 per position

Rationale:

Position #1: A Waunakee resident student in grade 5 returned to the District for in person education. This student has an IEP and requires a 1:1 assistant throughout the school day. The District was not aware that this student was returning to in person education until the first week of school, so we were not staffed for this required 1:1 assistant. Because this student is a Waunakee resident, we do not have the ability to complete a transfer of service request, so we will need to fund this position with local dollars or through federal funding.

Position #2: (AES) A new student from another country has been evaluated for special education services and requires a 1:1 assistant. We began the evaluation process over the summer, but did not understand all of the student's needs until the school year started.

Position #3: (HES) Two new students came to us with 1:1 assistants written into their IEPs, but we didn't receive records on the students until a few days before school started, so we could not anticipate their needs until we reviewed their records. We are able to staff one of the students, but we are short staffed for supporting the second student. We can use transfer of service to cover this cost.

Attachment? No

Submitted:

09/07/2021 14:24:02

For Business Office Use

- Approved
- Denied
- Budget/Acct # _____
- Budgeted amount \$ _____
- Notified Requestor _____
- Notified Dept: _____

**Budget Request/Reduction/Reallocation Form
2021-2022**

Description: Request to Explore Future Accessible Van Purchases

School/Department: Special Education

Requested by: Tiffany Loken
Director of Special Education
Steve Summers
Executive Director of Operations

Type of Request: Budget Request

Nature of Request: Purchase of wheelchair accessible van/creation of a driver classification.

Full Time Equivalency: 2 Vans/2 Drivers

Classification: Support Staff

Grades Affected: K-12 Special Education

Population Served: K-12 Special Education

Salary/Benefits Cost: Estimate: \$100,000 (Vans)
Estimate: \$2,000 per driver (Existing Staff Member)
Estimate: \$10,000 per driver (New Staff Member)

Rationale: The District has an obligation to provide special education transportation as indicated in a student's IEP. Our current transportation vendor does not have the ability to staff all regular transportation routes and all special education transportation routes. This approach would result in the District managing this responsibility for 2 vans and drivers for those vans. Please note that these expenditures would exist either through Lamers or through the District. In the long run, District managed vans/drivers would be less expensive than Lamers managed special education routes. This will address our short term need for additional transportation options and also a long term need for transporting students who need wheelchair accessible transportation to jobs or community locations in the transition program. Administration is requesting an evaluation of this concept that will include both the Human Resources Committee and the Budget Committee of the Board of Education.

Attachment? No

Submitted: 09/7/2021

For Business Office Use

- Approved
- Denied
- Budget/Acct # _____
- Budgeted amount \$ _____
- Notified Requestor
- Notified Dept: _____

2020-21 Budget Status Report-June 30, 2021

Please note:The audit was completed the week of August 16th. These numbers are final.

GENERAL FUND 10 EXPENSES

Salary & Benefits (no grants)	Original Budget	Revised Budget	Spent	Ordered	% Spent/Or.	Available
Personnel Costs: Salaries	26,678,069	26,432,401	26,228,954.53	0.00	99.23%	203,446.47
Personnel Costs: Benefits	9,941,025	10,040,372	9,871,515.79	0.00	98.32%	168,856.21
Total	36,619,094	36,472,773	36,100,470.32	0.00	98.98%	372,302.68

Buildings	Budget	Revised Budget	Spent	Ordered	% Spent/Or.	Available
Prairie School	88,410	88,410	70,608.56	0.00	79.86%	17,801.44
Prairie School CSF	21,356	26,003	23,409.57	0.00	90.03%	2,593.43
Heritage School	82,580	82,580	65,893.73	0.00	79.79%	16,686.27
Heritage School CSF	16,027	22,230	12,732.46	0.00	57.28%	9,497.54
Arboretum School	77,463	77,463	58,117.56	0.00	75.03%	19,345.44
Arboretum School CSF	16,749	21,975	21,689.30	0.00	98.70%	285.70
Intermediate School	148,620	148,620	84,608.29	0.00	56.93%	64,011.71
Intermediate School CSF	21,091	27,901	27,717.32	0.00	99.34%	183.68
Middle School	142,000	142,000	106,648.72	0.00	75.10%	35,351.28
Middle School CSF	23,467	28,066	28,057.55	0.00	99.97%	8.45
High School	563,093	563,093	464,078.81	0.00	82.42%	99,014.19
High School CSF	48,227	68,145	68,141.88	0.00	100.00%	3.12
Athletics	346,182	316,682	225,608.33	0.00	71.24%	91,073.67

Departments						
Utilities	982,582	982,582	1,042,128.91	0.00	106.06%	-59,546.91
Maintenance	1,172,605	972,605	734,334.87	0.00	75.50%	238,270.13
Capital Projects	278,500	278,500	312,570.58	0.00	100.00%	-34,070.58
Contingency Fund	100,000	271,000	223,780.41	0.00	82.58%	47,219.59
Energy Conservation	83,894	83,894	85,168.85	0.00	101.52%	-1,274.85
Transportation	1,328,225	1,192,455	926,523.99	0.00	77.70%	265,931.01
Technology	966,179	966,179	702,202.83	0.00	72.68%	263,976.17
Technology Erate/Fees	25,000	25,000	39,046.96	0.00	156.19%	-14,046.96
Curriculum	337,771	337,771	378,724.02	0.00	112.12%	-40,953.02
Human Resources	35,850	35,850	34,174.59	0.00	95.33%	1,675.41
Superintendent	84,600	84,600	75,550.76	0.00	89.30%	9,049.24
Student Support	31,412	31,412	13,624.28	0.00	43.37%	17,787.72
Business Office	421,973	421,973	313,376.95	0.00	0.00%	108,596.05
District Wide	1,299,357	1,330,971	1,410,365.47	0.00	105.97%	-79,394.47
Special Projects	0	0	0.00	0.00	---	0.00
Summer School	29,350	29,350	28,797.60	0.00	98.12%	552.40

Grants-Fund 10						
Common School Fund-District	5,799	5,799	5,799.00	0.00	100.00%	0.00
CARES Act Grant	63,244	63,224	63,224.00	0.00	100.00%	0.00
Title 1 Grant (Public)	90,061	89,600	85,411.98	0.00	95.33%	4,188.02
Title 1 Grant (Private)	0	4,920	2,536.52	0.00	51.56%	2,383.48
Title 2 Grant (Public)	42,737	51,200	46,360.02	0.00	90.55%	4,839.98
Title 2 Grant (Private)	5,692	5,655	5,655.00	0.00	100.00%	0.00
Title 3 Grant	15,784	15,784	6,480.52	0.00	41.06%	9,303.48
Title 4A Grant (Public)	8,850	9,648	9,648.00	0.00	100.00%	0.00
Title 4A Grant (Private)	1,150	351	351.00	0.00	0.00%	0.00
Peer Mentor Grant	6,000	6,000	0.00	0.00	0.00%	6,000.00
Perkins Grant	16,156	16,156	14,865.31	0.00	92.01%	1,290.69
CCEIS Federal Flo-Through	204,709	204,709	128,058.33	0.00	0.00%	76,650.67
Reading Readiness	8,373	8,373	8,373.75	0.00	100.00%	-0.75
State Safety Grant - 2	19,434	19,434	19,433.66	0.00	100.00%	0.34
Career/Tech Ed Grant	73,654	73,654	25,966.83	0.00	35.26%	47,687.17
Ed. Effectiveness Grant	27,840	29,520	29,520.00	0.00	0.00%	0.00

Other Program Totals						
Transfer to Fund 27	5,635,100	5,524,784	5,518,769.77	0.00	99.89%	6,014.23
4K Program-AD Curriculum	972,540	972,540	971,598.31	0.00	99.90%	941.69
Wellness Clinic	232,200	232,200	210,848.17	0.00	90.80%	21,351.83
Referendum 2020	2,127,502	2,127,502	1,983,706.21	0.00	93.24%	143,795.79

Subtotals	Original Budget	Revised Budget	Spent	Ordered	% Spent/Or.	Available
Salary & Benefits Totals	36,619,094	36,472,773	36,100,470.32	0.00	98.98%	372,302.68
Building Totals	1,595,265	1,613,168	1,257,312.08	0.00	77.94%	355,855.92
Department Totals	7,177,298	7,044,142	6,320,371.07	0.00	89.73%	723,770.93
Grant Totals	589,483	604,027	451,683.92	0.00	74.78%	152,343.08
Other Program Totals	8,967,342	8,857,026	8,684,922.46	0.00	98.06%	172,103.54
Total Fund 10 Expenditures	54,948,482	54,591,136	52,814,759.85	0.00	96.75%	1,776,376.15

GENERAL FUND 10 REVENUES

Building/Department	Original Budget	Revised Budget	Received	Ordered	% Received	Unreceived
Prairie School	11,760	11,760	2,491.36	0.00	21.19%	9,268.64
Heritage School	12,380	12,380	2,233.73	0.00	18.04%	10,146.27
Arboretum School	12,813	12,813	2,898.80	0.00	22.62%	9,914.20
Intermediate School	37,950	37,950	2,534.00	0.00	6.68%	35,416.00
Middle School	31,000	31,000	6,085.25	0.00	19.63%	24,914.75
High School	177,575	177,575	159,048.62	0.00	89.57%	18,526.38
Athletic Dept	38,000	8,500	6,808.83	0.00	80.10%	1,691.17
Curriculum	8,800	8,800	13,675.86	0.00	155.41%	-4,875.86
Maintenance	2,000	2,000	19,074.17	0.00	953.71%	-17,074.17
Energy Conservation	0	0	220.00	0.00	--%	-220.00
Human Resources	2,200	2,200	0.00	0.00	0.00%	2,200.00
Technology	2,750	2,750	8,154.58	0.00	296.53%	-5,404.58
E-Rate	25,000	25,000	59,178.67	0.00	236.71%	-34,178.67
District	53,593,679	53,378,715	53,077,926.97	0.00	99.44%	300,788.03

Grants - Fund 10

Common School Fund-District	152,716	200,119	155,027.00	0.00	77.47%	45,092.00
CARES Act Grant	63,244	63,224	63,224.00	0.00	100.00%	0.00
Title 1 Grant (Public)	90,061	89,600	85,411.98	0.00	95.33%	4,188.02
Title 1 Grant (Private)	0	4,920	2,536.52	0.00	51.56%	2,383.48
Title 2 Grant (Public)	42,737	51,200	46,360.02	0.00	90.55%	4,839.98
Title 2 Grant (Private)	5,692	5,655	5,655.00	0.00	100.00%	0.00
Title 3 Grant	15,784	15,784	6,480.52	0.00	41.06%	9,303.48
Title 4A Grant (Public)	8,850	9,648	9,648.00	0.00	100.00%	0.00
Title 4A Grant (Private)	1,150	351	351.00	0.00	0.00%	0.00
Peer Mentor Grant	6,000	6,000	0.00	0.00	0.00%	6,000.00
Perkins Grant	16,156	16,156	14,865.31	0.00	92.01%	1,290.69
CCEIS Federal Flo-Through	204,709	204,709	128,058.33	0.00	62.56%	76,650.67
Reading Readiness	8,373	8,373	8,373.75	0.00	100.01%	-0.75
State Safety Grant - 2	19,434	19,434	19,433.66	0.00	100.00%	0.34
Career/Tech Ed Grant	73,654	73,654	66,204.44	0.00	89.89%	7,449.56
Ed. Effectiveness Grant	27,840	29,520	29,520.00	0.00	100.00%	0.00

Total Fund 10 Revenues	54,692,307	54,509,790	54,001,480.37	0.00	99.07%	508,309.63
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SPECIAL EDUCATION FUND 27 EXPENSES

Salaries & Benefits (no grants)	Budget	Revised Budget	Spent	Ordered	% Spent/Or.	Available
Salaries	5,514,116	5,239,284	5,262,704.24	0.00	100.45%	-23,420.24
Benefits	2,123,890	2,153,933	2,117,296.70	0.00	98.30%	36,636.30
Total	7,638,006	7,393,217	7,380,000.94	0.00	99.82%	13,216.06

Departments

CWD/Pupil Services	190,094	190,094	226,790.02	0.00	119.30%	-36,696.02
Transportation	140,000	140,000	159,937.01	0.00	114.24%	-19,937.01
O&M	8,000	8,000	8,161.05	0.00	102.01%	-161.05
Medicaid	8,000	8,000	8,565.20	0.00	107.07%	-565.20

Grants-Fund 27

IDEA FlowThrough Grant	662,800	679,868	606,743.51	0.00	89.24%	73,124.49
IDEA PreSchool Grant	15,588	23,027	7,660.11	0.00	33.27%	15,366.89

Total Fund 27 Expenditures	8,662,488	8,442,206	8,397,857.84	0.00	99.47%	44,348.16
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SPECIAL EDUCATION FUND 27 REVENUES

Source	Budget	Revised Budget	Received	Ordered	% Received	Unreceived
IDEA FlowThrough Grant	662,800	679,868	606,743.51	0.00	89.24%	73,124.49
IDEA PreSchool Grant	15,588	23,027	7,660.11	0.00	33.27%	15,366.89
Student Support Revenues	0	0	0.00	0.00	0.00%	0.00
Other Fund 27 Revenues	7,984,100	7,739,311	7,783,454.22	0.00	100.57%	-44,143.22
Total Fund 27 Revenues	8,662,488	8,442,206	8,397,857.84	0.00	99.47%	44,348.16

FOOD SERVICE FUND 50 EXPENSES

Function	Budget	Revised Budget	Spent	Ordered	% Spent/Or.	Available
All	2,493,635	2,493,635	1,094,543.55	0.00	43.89%	1,399,091.45

FOOD SERVICE FUND 50 REVENUES

Source	Budget	Revised Budget	Received	Ordered	% Received	Unreceived
All	2,544,507	2,544,507	1,094,543.55	0.00	43.02%	1,449,963.45

CALCULATION OF BUILDING/DEPARTMENT BUDGET BALANCES (Fund 10)

Building/Department	19-20 Carryover	20-21 Revenue Budget	20-21 Rec'd	20-21 Revenue Balance	20-21 Expense Budget	20-21 Spent / Encumbered	20-21 Expense Balance	20-21 Balance	Funds Available	40% Returned to District	60% retained by bldg/dept
Prairie School	20,930.59	11,760.00	2,491.36	9,268.64	88,410	70,608.56	17,801.44	8,532.80	29,463.39	11,785.36	17,678.03
Heritage School	22,811.68	12,380.00	2,233.73	10,146.27	82,580	65,893.73	16,686.27	6,540.00	29,351.68	11,740.67	17,611.01
Arboretum School	26,767.07	12,813.00	2,898.80	9,914.20	77,463	58,117.56	19,345.44	9,431.24	36,198.31	14,479.32	21,718.99
Intermediate School	51,542.70	37,950.00	2,534.00	35,416.00	148,620	84,608.29	64,011.71	28,595.71	80,138.41	32,055.36	48,083.05
Middle School	40,026.43	31,000.00	6,085.25	24,914.75	142,000	106,648.72	35,351.28	10,436.53	50,462.96	20,185.18	38,027.78
High School	64,893.55	177,575.00	159,048.62	18,526.38	563,093	464,078.81	99,014.19	80,487.81	145,381.36	58,152.54	87,228.82
Athletic Dept	11,000.00	8,500.00	6,808.83	1,691.17	316,682	225,608.33	91,073.67	89,382.50	100,382.50	40,153.00	60,229.50
4K	14,220.36	0.00	0.00	0.00	34,540	25,948.31	8,591.69	8,591.69	22,812.05	9,124.82	13,687.23
Curriculum	30,726.65	82,454.00	79,880.30	2,573.70	411,425	404,690.85	6,734.15	4,160.45	34,887.10	13,954.84	20,932.26
Energy Conservation	1,516.67	0.00	220.00	-220.00	83,894	85,168.85	-1,274.85	-1,054.85	461.82	0.00	461.82
Human Resources	6,591.04	2,200.00	0.00	2,200	35,850	34,174.59	1,675.41	-524.59	6,066.45	2,426.58	3,639.87
Maintenance	55,705.29	2,000.00	19,074.17	-17,074	972,605	734,334.87	238,270.13	255,344.30	311,049.59	0.00	311,049.59
Student Support	13,580.91	0.00	0.00	0	49,341	18,633.20	30,707.80	30,707.80	44,288.71	17,715.48	26,573.23
Superintendent	16,610.49	0.00	0.00	0.00	84,600	75,550.76	9,049.24	9,049.24	25,659.73	10,263.89	15,395.84
Technology	50,895.63	27,750.00	67,333.25	-39,583.25	991,179	741,249.79	249,929.21	289,512.46	340,408.09	0.00	340,408.09
Capital Projects (Fund 10)	21,267.54	0.00	0.00	0.00	0	10,934.45	-10,934.45	-10,934.45	10,333.09	0.00	10,333.09
	449,086.60							818,258.64	1,267,345.24	242,037.06	1,033,058.18

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
CASH RECONCILIATION FOR THE MONTH OF July 2021**

	<u>STATE BANK</u>	<u>STATE BANK</u>	<u>STATE BANK</u>	<u>STATE POOL</u>	<u>STATE POOL</u>	<u>WISC</u>
	<u>PAYROLL CHECKING</u>	<u>DEPOSIT ACCT</u>	<u>OPERATING ACCT</u>	<u>GENERAL ACCOUNT</u>	<u>DENTAL ACCT</u>	<u>CAPITAL PROJECTS ACCT</u>
	(FUND 10)	(FUNDS 10,21,27,50,60,80,99)	(FUNDS 10,21,27,50,60,80,99)	(FUNDS 10,27,50,80,99)	(FUND 10)	(FUND 41)
BEGINNING BALANCE	-122,150.28	105,355.81	300,623.65	4,591,509.78	362,104.04	1,250,606.77
REVENUES:						129
+ DEPOSITS	2,486,452.47	104,214.41	1,317,311.62	395,540.15	124,876.40	0.00
+ INTEREST	0.00	4.26	21.93	147.17	15.54	31.93
TOTAL REVENUES	2,486,452.47	104,218.67	1,317,333.55	395,687.32	124,891.94	31.93
EXPENSES:						
ACCOUNTS PAYABLE	0.00	101,282.60	1,427,734.47	1,270,000.00	46,109.62	0.00
PAYROLL	1,839,483.54	0.00	0.00	2,383,534.41	0.00	0.00
TOTAL EXPENSES	1,839,483.54	101,282.60	1,427,734.47	3,653,534.41	46,109.62	0.00
ENDING BALANCE	524,818.65	108,291.88	190,222.73	1,333,662.69	440,886.36	1,250,638.70

BANK BALANCES

ENDING BANK BALANCE	634,436.26	108,291.88	398,428.23	1,333,662.69	440,886.36	1,250,638.70
OUTSTANDING ACH	109,617.61	0.00	208,205.50	0.00	0.00	0.00
ACTUAL BALANCE	524,818.65	108,291.88	190,222.73	1,333,662.69	440,886.36	1,176,943.12

310273.07

73,695.58

This account can have a negative balance due to the WRS pymt. outstanding due at the end of the following month.

This account reconciliation is still in process

A funds transfer be

<u>MIDAMERICA</u>	<u>WISC</u>	<u>WISC</u>	<u>WISC</u>	
<u>TRUST ACCT</u>	<u>DEBT SERVICE</u>	<u>SCHOLARSHIP ACCT</u>	<u>GENERAL</u>	<u>TOTALS</u>
(FUND 73)	(FUNDS 38,39)	(FUND 21)	(FUNDS 39 AND 49)	
1,831,016.42	2,265,023.39	329,686.99	3,252,467.64	14,166,244.21
0.00	0.00	0.00	0.00	4,428,395.05
2,761.34	38.13	121.18	69.44	3,210.92
2,761.34	38.13	121.18	69.44	4,431,605.97
0.00	0.00	0.00	0.00	2,845,126.69
0.00	0.00	0.00	0.00	4,223,017.95
0.00	0.00	0.00	0.00	7,068,144.64
1,833,777.76	2,265,061.52	329,808.17	3,252,537.08	11,529,705.54
1,833,777.76	2,265,061.52	329,808.17	3,252,537.08	11,847,528.65
0.00	0.00	0.00	0.00	317,823.11
1,833,777.76	2,265,061.52	329,808.17	3,326,232.66	11,529,705.54
			-73,695.58	

tween WISC Capital Projects and WISC General will take place in September to balance these two accounts

Wellness Clinic Monthly Expenses

	Dean/SSM	Staff	Admin	Other Prof. Services	Supplies/ Equipment	Rent	Cleaning	Utilities	District purchased supplies	Security System (annually)	Monthly Total
		10,729.00	1,954.00		2,330.00						
March 2017	15,013.00					2,017.00			2,974.17		20,004.17
		10,729.00	1,954.00		2,330.00						
April 2017	15,013.00					2,017.00	1,500.00	27.45	52,020.78	540.00	71,118.23
		10,729.00	1,954.00		2,330.00						
May 2017	15,013.00					2,017.00	1,612.40	113.85	22,059.98		40,816.23
		10,729.00	1,954.00		2,330.00						
June 2017	15,013.00					2,017.00	1,500.00	107.49	22.00		18,659.49
		10,729.00	1,954.00		2,330.00						
July 2017	15,013.00					2,017.00	1,500.00	78.90		189.00	18,797.90
		10,729.00	1,954.00		2,330.00						
August 2017	15,013.00					2,017.00	1,500.00	70.17	5.50		18,605.67
		10,729.00	1,954.00		2,330.00						
September 2017	15,013.00					2,017.00	1,500.00	68.84	25.50		18,624.34
		10,729.00	1,954.00		2,330.00						
October 2017	15,013.00					2,017.00	1,500.00	68.31	7.00		18,605.31
		10,729.00	1,954.00		2,330.00						
November 2017	15,013.00					2,017.00	1,500.00	121.01	263.00		18,914.01
		10,729.00	1,954.00		2,330.00						
December 2017	15,013.00					2,017.00	1,500.00	229.65	5.50		18,765.15
		10,729.00	1,954.00		2,330.00						
January 2018	15,013.00					2,017.00	1,500.00	340.53	25.50		18,896.03
		10,729.00	1,954.00		2,330.00						
February 2018	15,013.00					2,017.00	1,500.00	446.47	7.00		18,983.47
		10,729.00	1,954.00		2,330.00						
March 2018	15,013.00					2,059.00	1,500.00	538.96	263.00		19,373.96
		10,729.00	1,954.00		2,330.00						
April 2018	15,013.00					2,059.00	1,590.88	23.58	5.50		18,691.96
		10,729.00	1,954.00		2,330.00						
May 2018	15,013.00					2,059.00	1,545.00		25.50		18,642.50
		10,729.00	1,954.00		2,330.00						
June 2018	15,013.00					2,059.00	1,545.00		7.00		18,624.00
		10,729.00	154.00		2,330.00						
July 2018	13,213.00					2,059.00	1,545.00	195.67			17,012.67
		10,729.00	154.00		2,330.00						
August 2018	13,213.00					2,059.00	1,545.00	253.18	5.50		17,075.68
		10,729.00	154.00		2,330.00						
September 2018	13,213.00					2,059.00	1,545.00	227.99	25.50	270.00	17,340.49
		10,729.00	154.00		3,345.70						
October 2018	14,228.70					2,059.00	1,545.00	193.65	7.00		18,033.35
		10,729.00	154.00		7,330.35						
November 2018	18,213.35					2,059.00	1,545.00	140.92	263.00		22,221.27
		10,729.00	154.00	482.00	2,423.60						
December 2018	13,788.60					2,059.00	1,545.00	162.00	26.00		17,580.60
		10,729.00	154.00		2,826.95						
January 2019	13,709.95					2,059.00	1,545.00	194.93	31.50		17,540.38
		10,729.00	154.00		2,383.00						
February 2019	13,266.00					2,059.00	1,545.00	209.10	-		17,079.10
		10,729.00	154.00		2,427.00						
March 2019	13,310.00					2,374.00	1,591.35	231.90	51.75		17,559.00
		14,053.00		613.00	458.16						
April 2019	15,124.16					2,104.00	1,591.35	207.65	18.50		19,045.66
		14,053.00		65.00	640.02						
May 2019	14,758.02					2,104.00	1,591.35	172.45	7.00		18,632.82
		14,053.00			656.60						
June 2019	14,709.60					2,104.00	1,591.35	163.01	56.75		18,624.71
		14,053.00			656.60						
July 2019	14,709.60					2,104.00	1,591.35	167.72	7.00	352.80	18,932.47
		14,053.00			1,180.00						
August 2019	15,233.00					2,104.00	1,591.35	250.68	25.50		19,204.53
		14,053.00			4,741.76						
September 2019	18,794.76					2,167.00	1,591.35	220.16	21.50		22,794.77
		14,053.00		555.75	63.25						
October 2019	14,672.00					2,167.00	1,591.35	187.96	18.50		18,636.81
		14,053.00		935.60							
November 2019	14,988.60					2,167.00	1,591.35	147.67	20.25		18,914.87
		14,053.00		487.00							
December 2019	14,540.00					2,197.00	1,591.35	162.46	25.50		18,516.31
		14,053.00			1,308.00						
January 2020	15,361.00					2,197.00	1,591.35	176.69	32.50		19,358.54
		14,053.00			1,308.00						
February 2020	15,361.00					2,197.00	1,591.35	191.30	25.50		19,366.15
		14,053.00		197.00	259.20						
March 2020	14,509.20					2,197.00	1,591.35	164.89	32.25		18,494.69
		7,026.50		-	482.00						
April 2020	7,508.50					2,197.00	1,639.09	148.89	18.50		11,511.98
		7,026.50		108.20							
May 2020	7,134.70					2,197.00	1,639.09	148.89	7.00		11,126.68
		6,708.10		-	(31.00)						
June 2020	6,677.10					2,197.00	1,639.09	146.69	7.00		10,666.88
		7,026.50			249.00						
July 2020	7,275.50					2,197.00	1,639.09	146.68	25.50	360.00	11,643.77
		7,026.50		-	147.00						
August 2020	7,173.50					2,197.00	1,639.00	196.79	7.00		11,213.29
		7,026.50			6,360.00						
September 2020	13,386.50					2,197.00	1,639.09	183.26	50.50		17,456.35
		7,026.50		-	836.00						
October 2020	7,862.50					2,197.00	1,639.09	149.80	22.37		11,870.76
		15,678.00			142.00						
November 2020	15,820.00					2,262.91	1,639.09	139.85	32.25		19,894.10
		15,678.00		-	-						
December 2020	15,678.00					2,262.91	1,639.09	151.39	7.00		19,738.39
		15,678.00			1,068.00						
January 2021	16,746.00					2,262.91	1,639.09	186.83	45.00		20,879.83
		15,678.00		600.00	42.00						
February 2021	16,320.00					2,262.91	1,639.09	100.81	7.00		20,329.81
		15,678.00									
March 2021	15,678.00					2,262.91	1,639.09	203.17	7.00		19,790.17
		15,678.00			110.29						
April 2021	15,788.29					2,262.91	1,738.91	193.22	86.50		20,069.83
		15,678.00			147.00						
May 2021	15,825.00					2,262.91	1,738.91	174.79	7.99		20,009.60
		15,678.00			118.00						
June 2021	15,796.00					2,262.91	1,738.91	162.32	7.99		19,968.13
		15,678.00		-	849.16			131			
July 2021	16,527.16					2,262.91	1,738.91	189.74		375.00	21,093.72



Waunakee Community School District
Wellness Clinic

In partnership with SSM Health - Dean Medical Group

Performance Report
July 2021

Top 3 Medical Visit Reasons

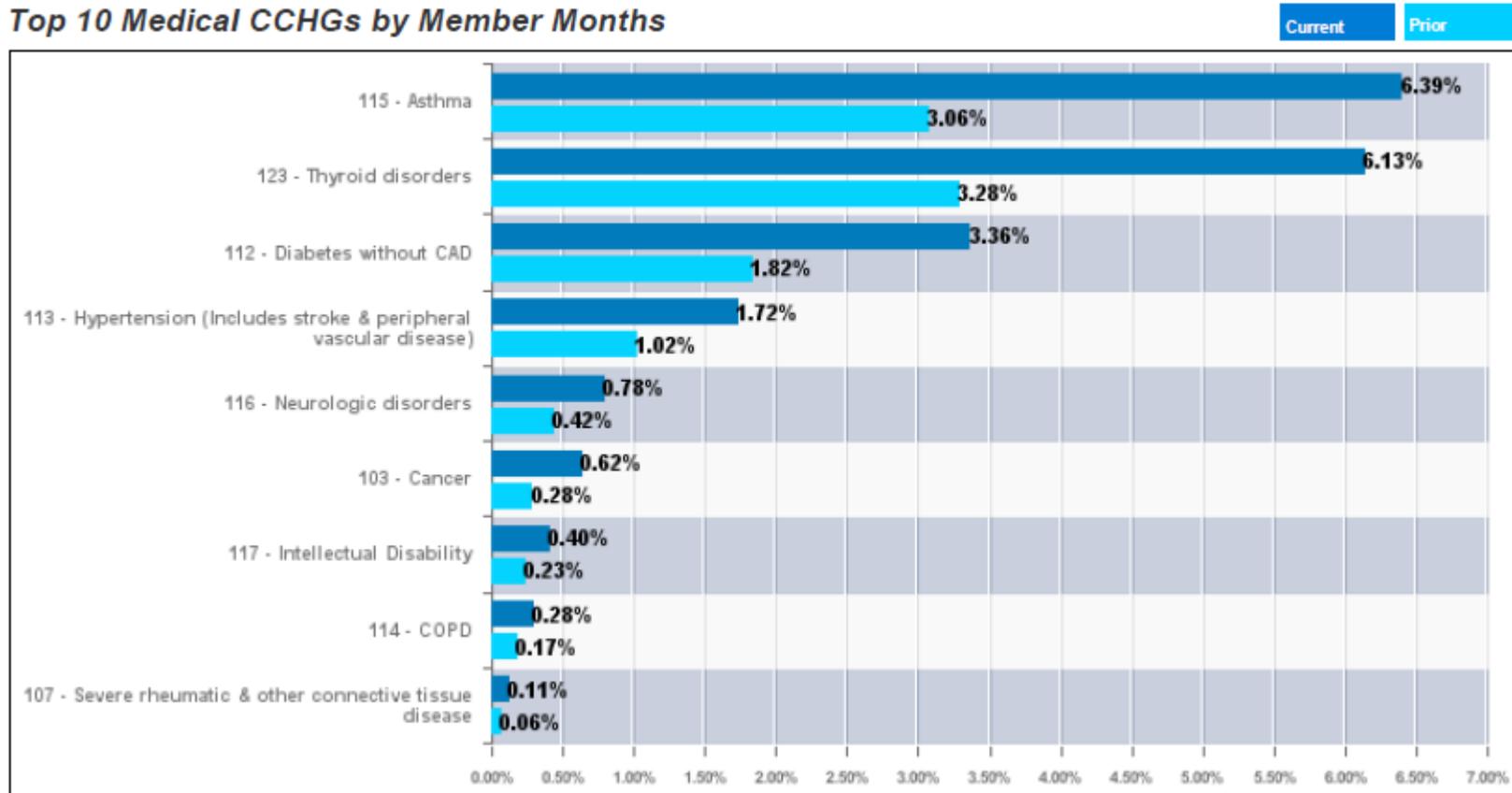
July 2021

1. Pre-Employment examinations
2. Skin Conditions
3. Administrative examinations

Healthcare Opportunities

(quarterly metric – Q2 2021)

Top 10 Medical CCHGs by Member Months



*CAD: Coronary Artery Disease; COPD: Chronic Obstructive Pulmonary Disease

CCHG: Milliman's Chronic Condition Hierarchical Groups

This metric uses diagnosis and drug codes on claims data to identify patients being treated for targeted conditions, and then apply a risk adjustment model to determine relative risks for this population.

■ Current: Apr 1, 2020 – Mar 31, 2021
 ■ Prior: Apr 1, 2019 – Mar 31, 2020

Top Specialty Referrals

Jan 2020 - July 2021



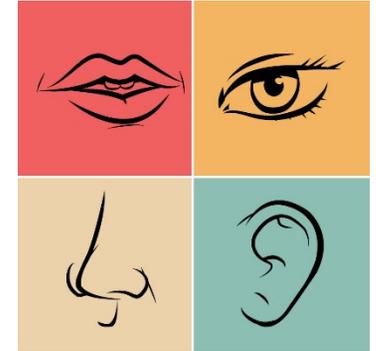
Dermatology (15%)

Physical Therapy (8%)

Digestive Health (8%)

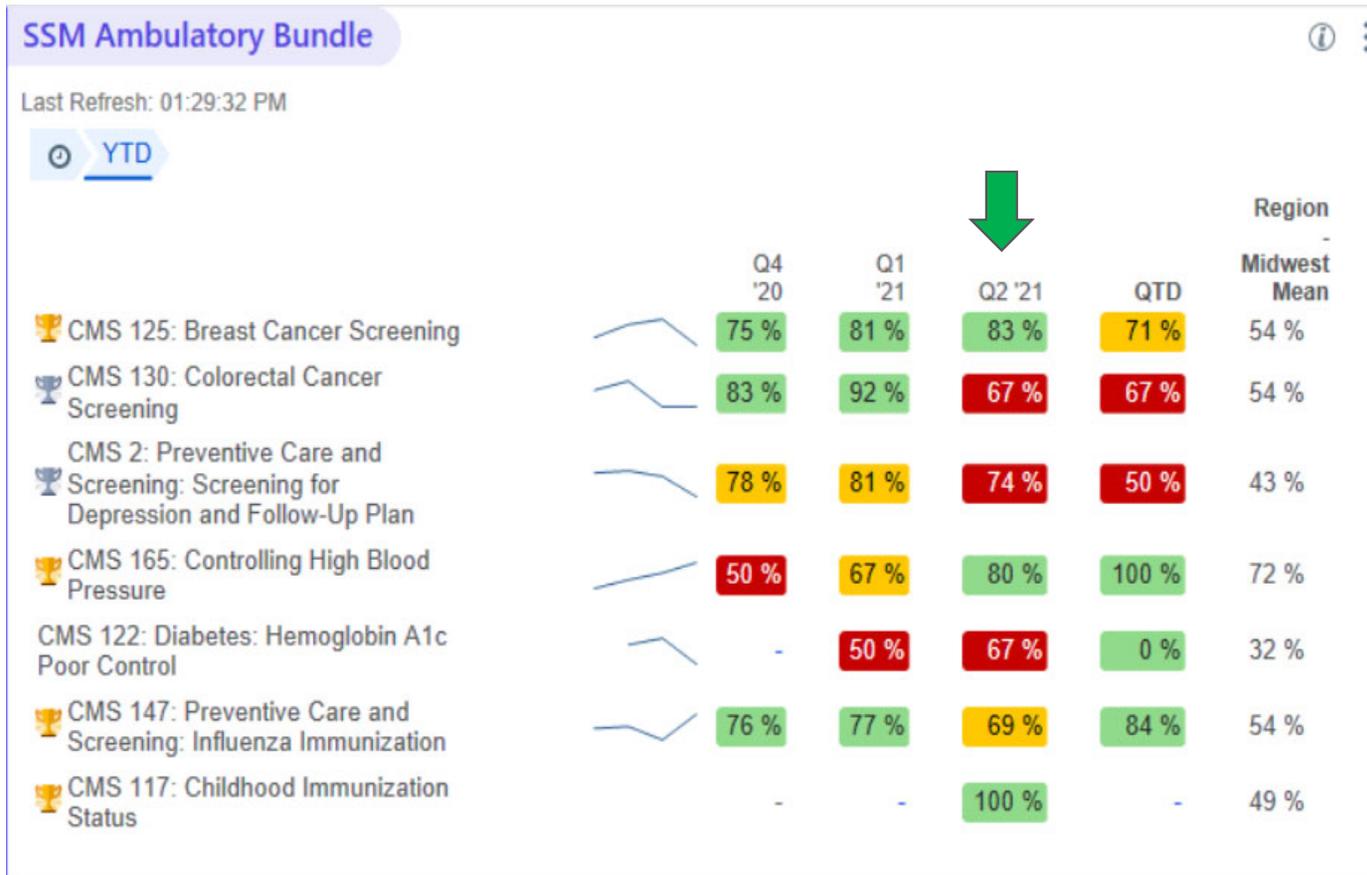
Ear Nose and Throat (8%)

Sports Medicine (5%)



Total Referrals:
39

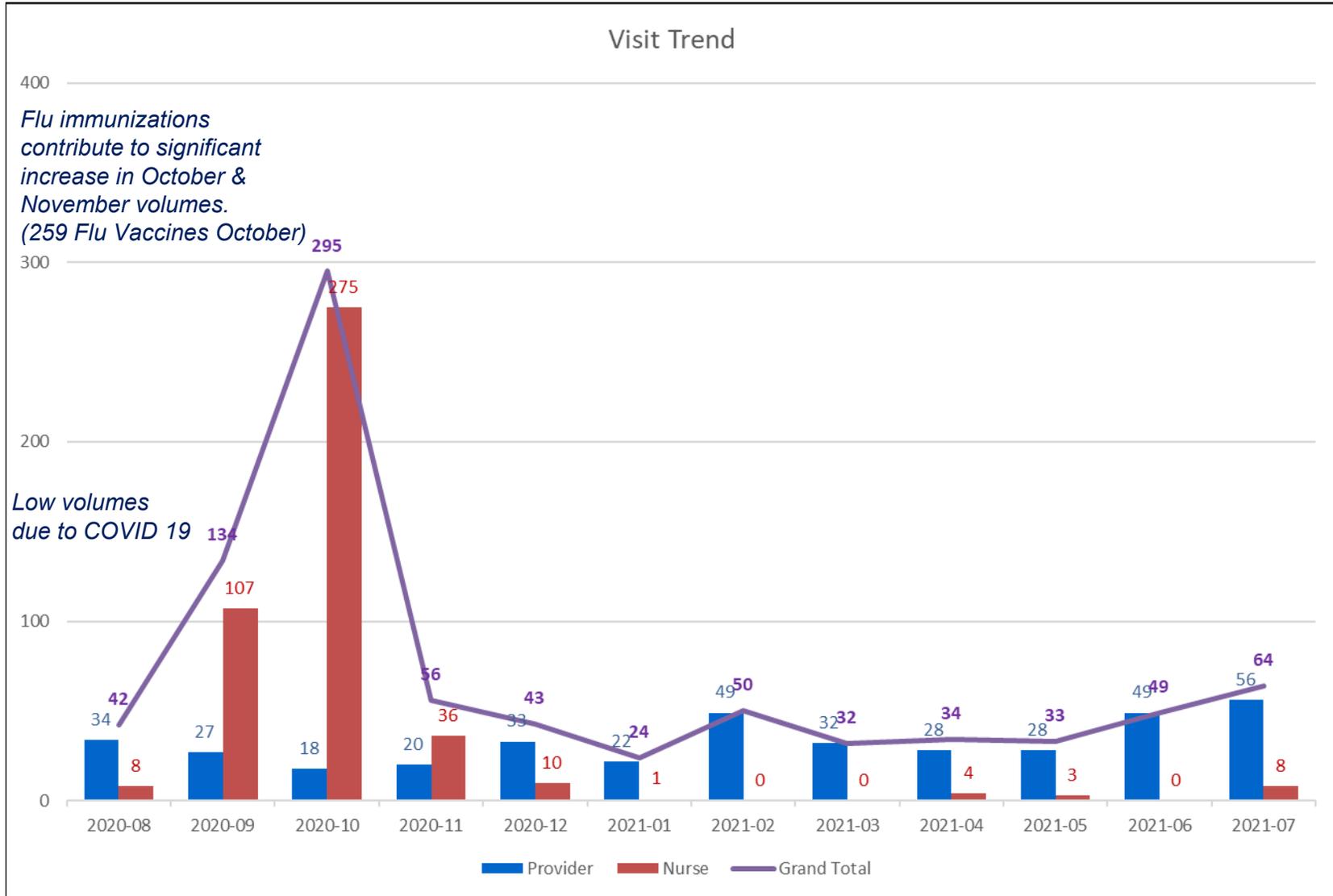
Quality Metrics



Control Metrics: The percent rating of patients who presented for a visit at the Wellness clinic, and whose currently recorded result was within an acceptable normal range for that measurement.

Screening Metrics: Population Health is highly impacted by preventive screenings and care. For those patients presenting to the Employee Wellness Clinic – percent ratings identify which patients had these needs/gaps met at the visit. Additional education and orders are placed for those due or overdue for screenings.

Monthly Appointment Volume

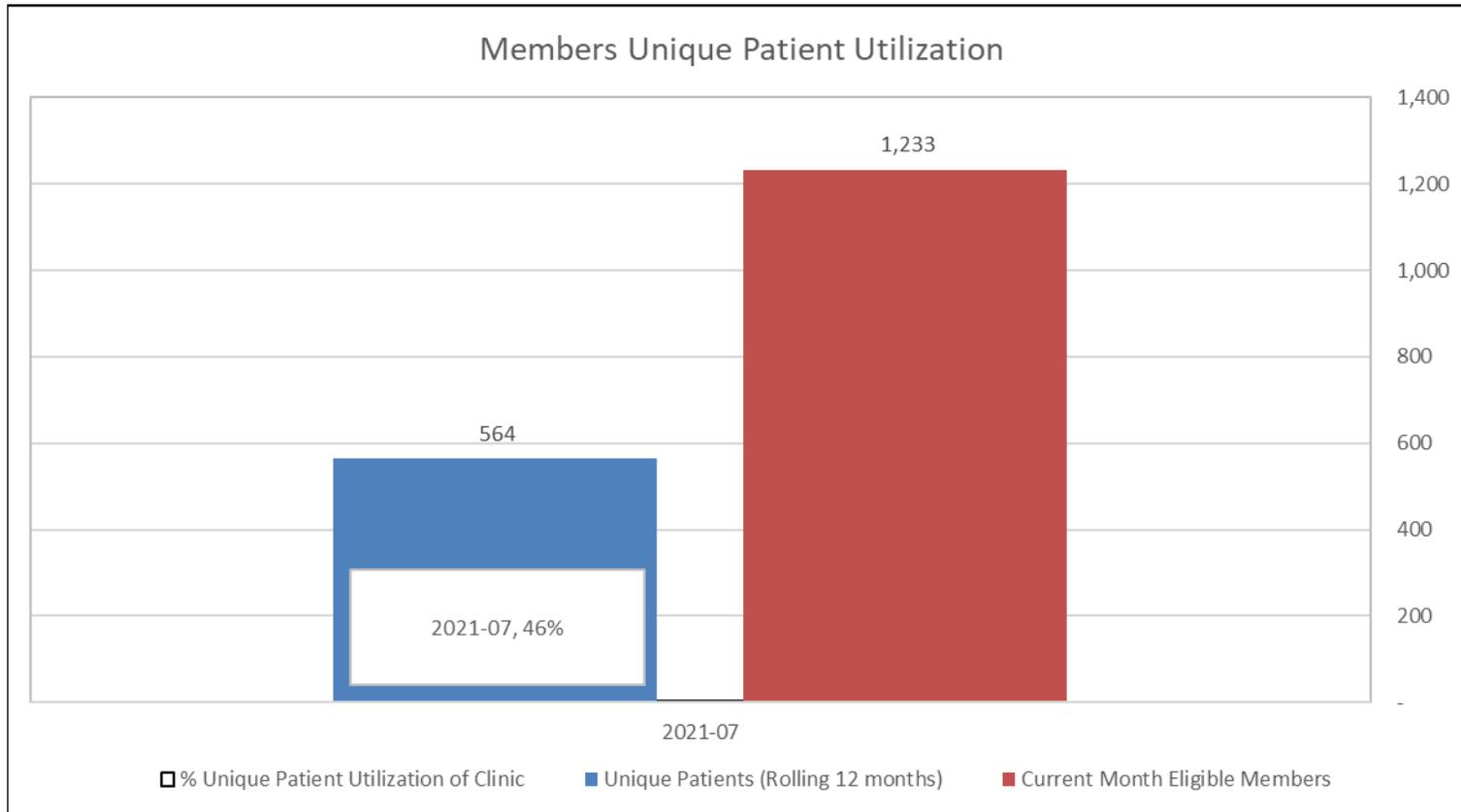


Visit Volumes by Visit Type – includes both provider and nurse visits

Sum of Completed Appts		Calendar													
Visit Type	Visit Type Detail	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	
Provider	EXTENDED OFFICE VISIT					1				1					
	OFFICE VISIT	26	3	4	10	4	16	4	11	1	7	9	17	24	
	PRE EMPLOYMENT	5	23	17	6	7	2	4	5	3	6	8	6	19	
	PRE EMPLOYMENT BRIEF	2	5	2		2	1	1		1	6	3	3	4	
	SAME DAY	1					3			10	4			2	
	TELEMEDICINE						1	3		1			1	1	
	VIDEO VISIT	1	2	4	2	3	9	9	4	11	5	7	9	5	
	WELLNESS VISIT	12	1			3	1	1		4		1	13	1	
	SPECIAL CARE VISIT								29						
Provider Total		47	34	27	18	20	33	22	49	32	28	28	49	56	
Nurse	FLU VACCINE			97	270	35	9								
	OFFICE VISIT		8	10	5	1	1	1			3	1		4	
	SAME DAY													1	
	VIDEO VISIT													1	
	SHORT PROCEDURE										1	2		2	
Nurse Total			8	107	275	36	10	1			4	3		8	
Lab	LAB				2			1	1		2	2			
Lab Total					2			1	1		2	2			

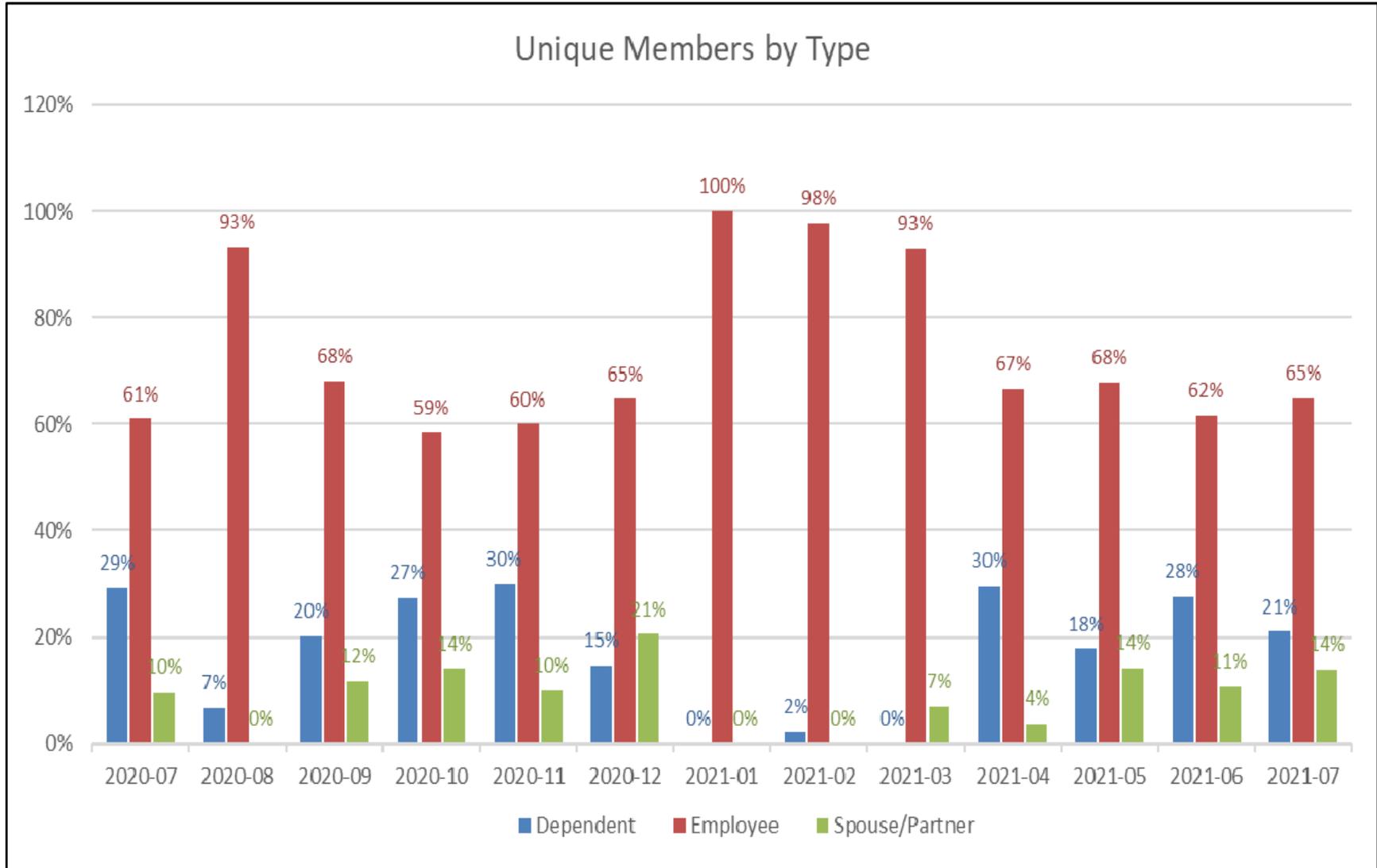
Unique Patient Utilization

Rolling Year Ending July 2021

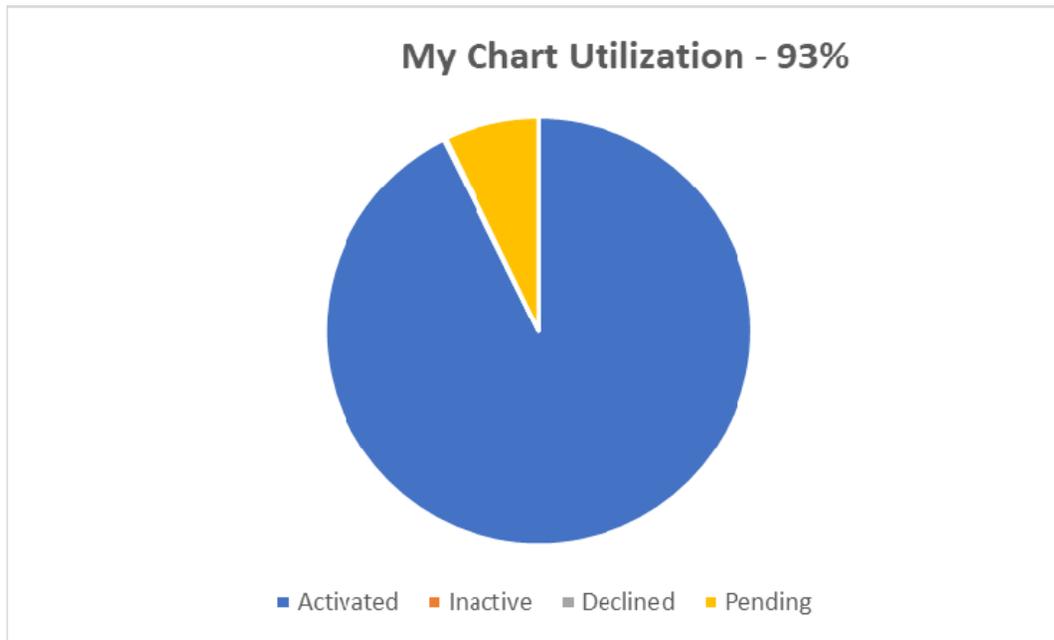


Unique Patients – individual members receiving care at the wellness clinic in each reporting period
 As of September 2019 reporting, utilization is report as a rolling 12 month figure
 National benchmarks suggest a 60% utilization rate stabilizes after a few years.

Utilization by Unique Member Type



My Chart Utilization (Qtrly metric)

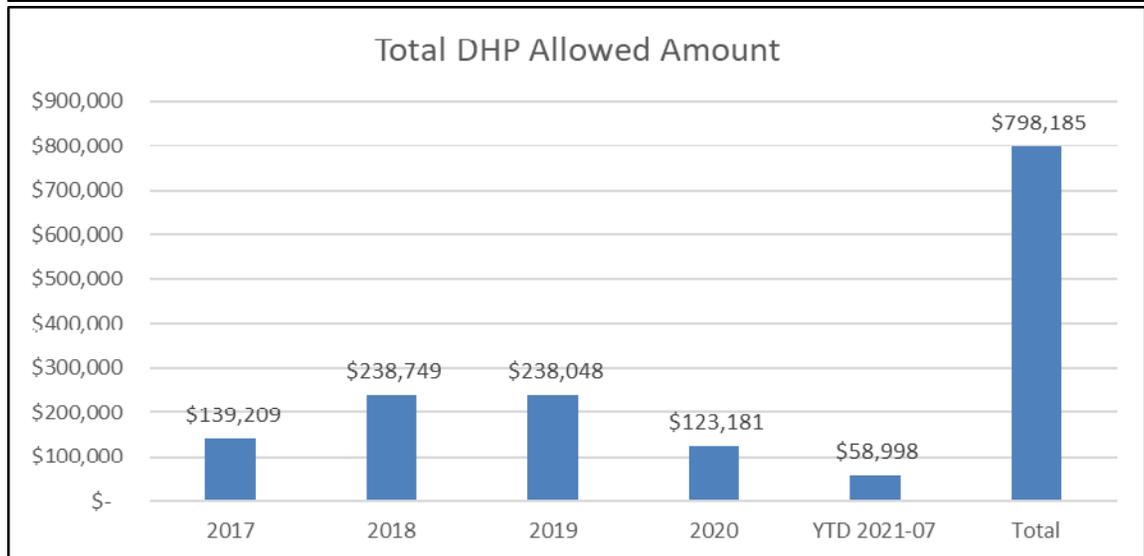
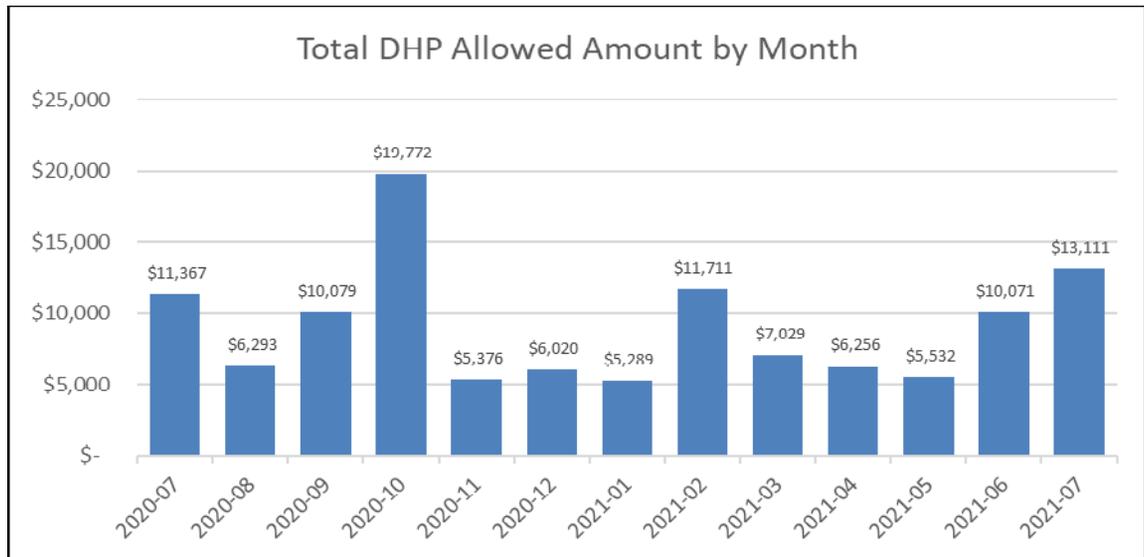


93% of members
visiting the WCSD
clinic in the last 2
years have active
My ChartAccounts

Active My Chart utilization is reported based on members who have had a clinic visit at the WCSD clinic, and have either an 'active' account, or those who have been sent an activation code (pending) but have not yet activated the account.

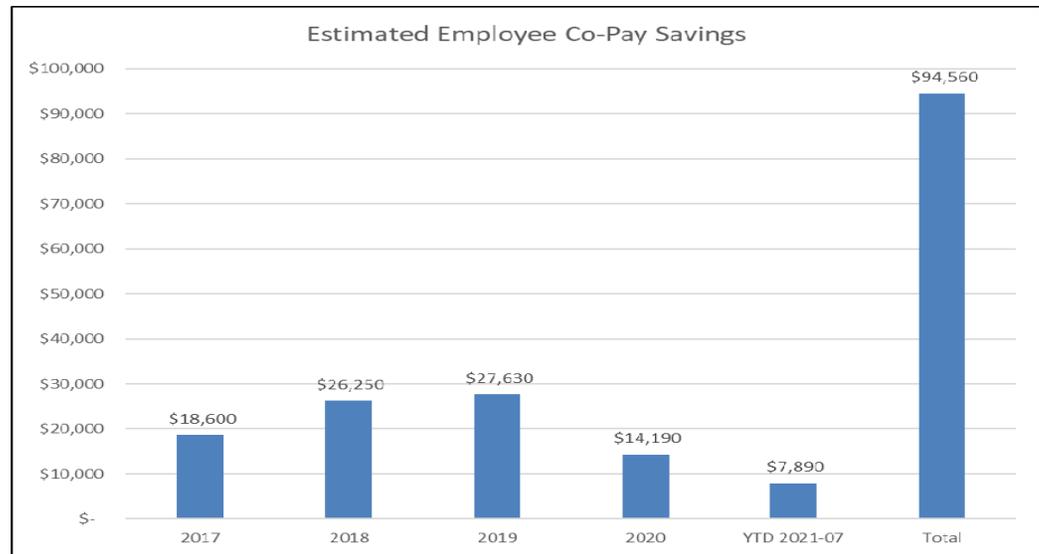
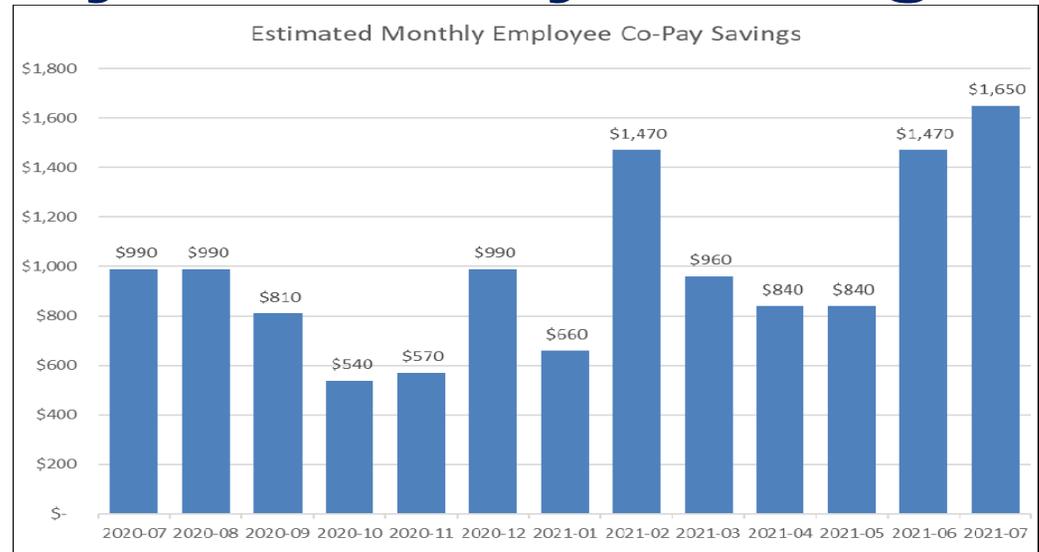
DHP Contract Allowed Amounts

- Rolling 12-Month ending July 2021, DHP Contract Allowed Amount, Claims Avoidance Totaled \$106,538



Estimated Employee Co-Pay Savings

- Assumes \$30 Co-Pay for all applicable Office/Medical Visits
- Rolling 13-Month ending July 2021 Potential Employee Co-Pay Savings Totaled \$12,780



Additional Financial ROI

Occupational Health:

Services captured in the employer clinic – Saving \$12,380 from direct billing to employer. (12 rolling months)



**Total Additional Savings :
\$19,052.00**

Financial ROI metrics-detail						
Client			Service	Fee	Vol	Savings
Waunakee School District			PE Phys	\$ 96.00	110	\$ 10,560.00
			Brf PE Phys	\$ 65.00	28	\$ 1,820.00
			Flu admin	\$16.00	417	\$ 6,672.00
						\$ 19,052.00

Flu season:

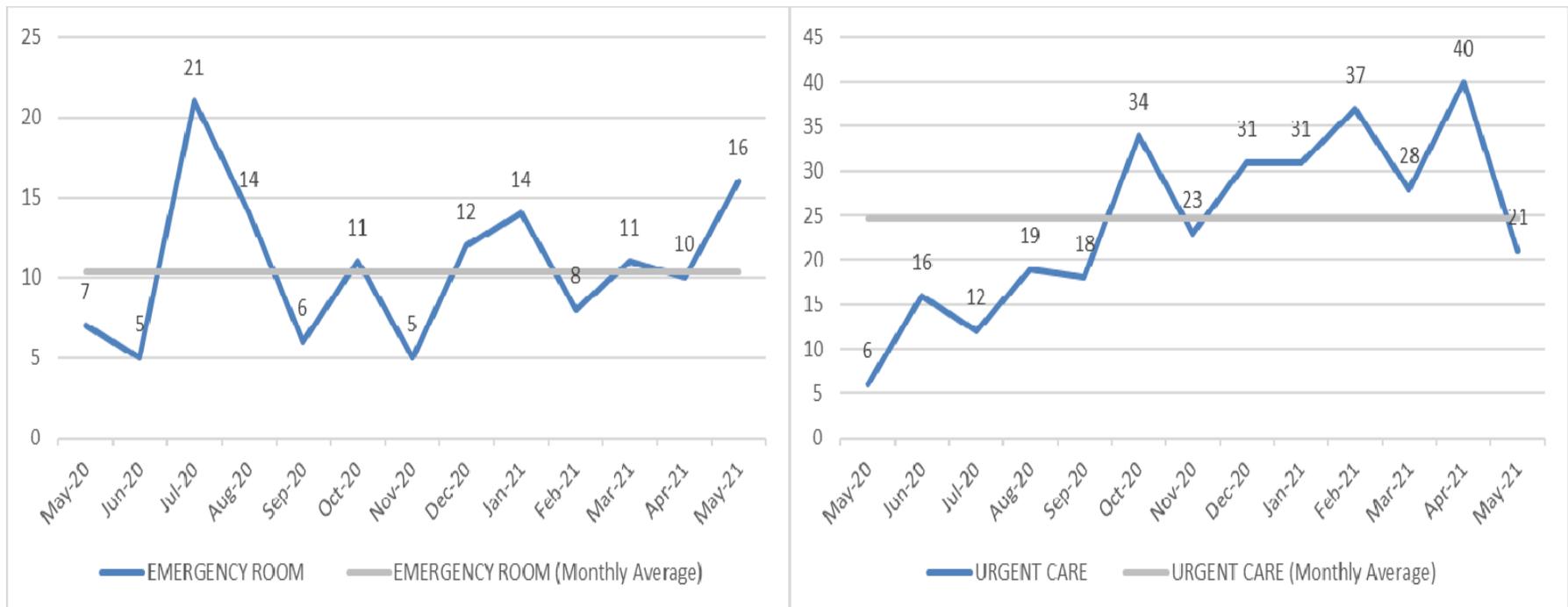
- Vaccine pharmaceutical expense billed at wholesale SSM fee (\$16/dose)

- Savings: administration costs (not going to claims or paid to 3rd party vendor)

\$ 6,672 (12 rolling months)



Emergency Department and Urgent Care Volume Trend (Quarterly metric)



Data is pulled from claims metrics through the health plan. This utilization is not connected to Employee Wellness Clinic utilization – but shows a group trend which supports opportunities for additional marketing and education on right level of care.

**includes any ED or UC setting – not limited to SSM owned*

Source: DHP Claims databased on service incurred date; group members;

Data is two months behind to allow for claims lag and history may be restated if new claims are received

Note: members with multiple visits for a service in any given reporting period will be counted for each visit (e.g. a member with two separate visits to an Emergency Department in the month of December would be counted for two visits)

Risk Scores

(quarterly metric – Q2 2021)

Risk Scores by Relation, Current Year and Prior Year (MARA)

RELATION	Age/Gender Factor			Average Concurrent Risk Score		
	Prior	Current	Comparative Benchmark	Prior	Current	Comparative Benchmark
SUBSCRIBER	1.38	1.38	1.32	1.68	1.53	1.4
SPOUSE	1.31	1.3	1.39	1.55	1.37	1.56
DEPENDENT	0.5	0.52	0.54	0.84	0.68	0.63
<i>Average:</i>	<i>1.07</i>	<i>1.19</i>	<i>1.08</i>	<i>1.36</i>	<i>1.19</i>	<i>1.2</i>

Age/gender risk scores use actuarial models to determine the relative risk of each member. The (MARA) risk adjuster utilizes clinical information on each members' claims to determine the relative risk score. A relative risk score of 1.0 indicates average risk for the population. Members with relative risk scores greater than 1.0 are expected to have higher than average costs and those with risk scores less than 1.0 are expected to have lower than average costs.

***MARA: Milliman Advanced Risk Adjusters**

Reporting periods:

Prior: Apr 1, 2019 – Mar 31, 2020

Current: Apr 1, 2020 – Mar 31, 2021



Dean Health Plan Employer Group Reporting Package

WAUNAKEE SCHOOL DISTRICT

Claims Incurred from 202007 through 202104 ; Paid Through 202107 (Max Paid Date: 7/2/21)

Group ID(s): 3258; Division(s): ALL; Employment Type: ; Direct Bill Flg:

Plan Operating Statement

	Total	PMPM	MLR %
Premium	\$5,906,295.54	\$476.39	
Total Claims Paid	\$6,028,127.59	\$486.22	102.06%
Member Months	12,398	Subscriber Months	4,279

Claim Summary

Claim Type	Billed	Savings due to Contractual Agreements	Employee Out of Pocket	COB	Paid
Professional	\$5,259,318.55	\$2,735,316.63	\$209,804.70	\$17,867.11	\$2,297,027.52
Outpatient	\$2,245,861.87	\$951,693.63	\$7,314.11	\$25,712.50	\$1,278,517.85
Emergency Room	\$537,701.14	\$187,612.54	\$11,121.20	\$2,131.40	\$357,813.43
Inpatient	\$1,109,826.58	\$366,934.70	\$462.78	\$9,771.65	\$723,576.59
Other	\$835,786.77	\$275,917.88	\$6,971.65	\$3,159.00	\$570,684.44
Total Medical	\$9,988,494.91	\$4,517,475.38	\$235,674.44	\$58,641.66	\$5,227,619.81
Pharmacy	\$2,176,756.08	\$1,314,850.12	\$70,116.31	\$5.67	\$800,507.78
Total Medical & Rx	\$12,165,250.99	\$5,832,325.50	\$305,790.75	\$58,647.33	\$6,028,127.59



Dean Health Plan Employer Group Reporting Package

WAUNAKEE SCHOOL DISTRICT

Claims Incurred from 202007 through 202104 ; Paid Through 202107

Group ID(s): 3258; Division(s): ALL; Employment Type: ; Direct Bill Flg:

Medical and Rx Claims by Month

Month	Medical Paid	Rx Paid	Total Paid	Subscriber Count	Member Count	Premium
202007	\$643,355.27	\$84,987.13	\$728,342.40	429	1,236	\$593,971.77
202008	\$440,154.36	\$82,289.33	\$522,443.69	429	1,237	\$592,348.44
202009	\$583,367.26	\$79,610.98	\$662,978.24	430	1,238	\$591,889.16
202010	\$507,081.08	\$78,987.79	\$586,068.87	430	1,241	\$589,965.46
202011	\$428,837.96	\$77,056.98	\$505,894.94	429	1,241	\$590,674.22
202012	\$452,885.34	\$80,978.33	\$533,863.67	431	1,246	\$594,921.27
202101	\$533,995.41	\$70,589.84	\$604,585.25	427	1,241	\$589,844.82
202102	\$485,389.59	\$81,720.16	\$567,109.75	428	1,245	\$590,566.30
202103	\$590,803.72	\$84,224.95	\$675,028.67	425	1,241	\$588,401.86
202104	\$561,749.82	\$80,062.29	\$641,812.11	421	1,232	\$583,712.24
Sum:	\$5,227,619.81	\$800,507.78	\$6,028,127.59	4,279	12,398	\$5,906,295.54

Patient Satisfaction

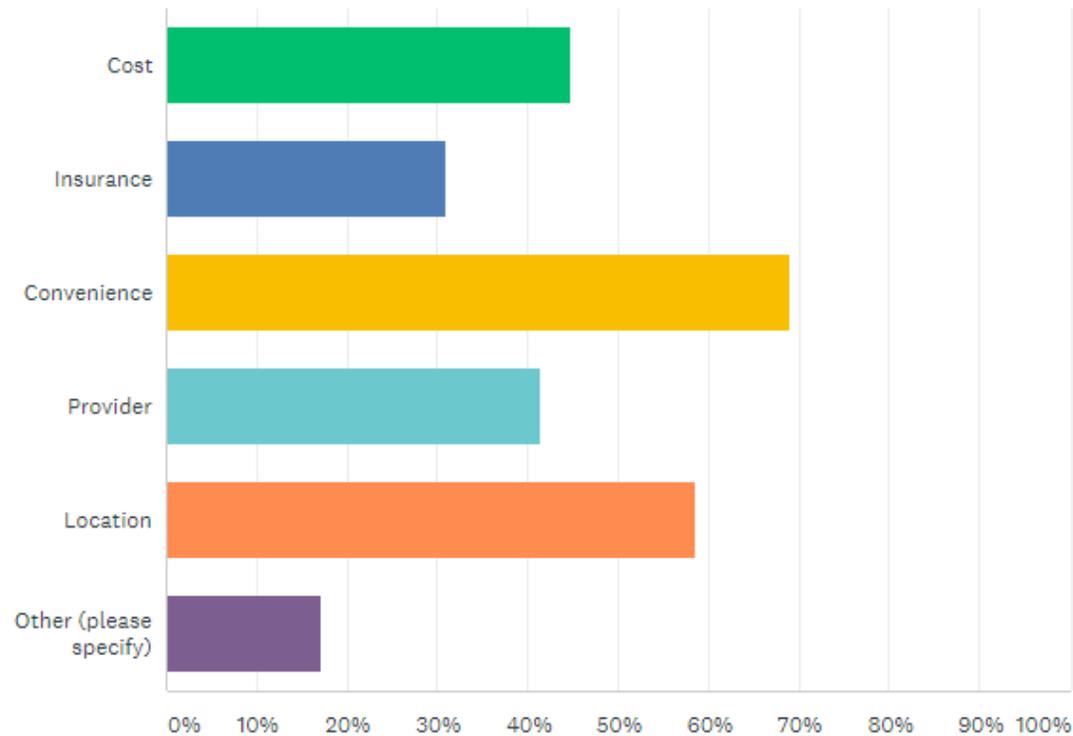
April 2021 - July 2021

Patient Satisfaction Survey	Very Poor	Poor	Fair	Good	Very Good	N/A
Waunakee Wellness Clinic April 2021 – June 2021						
How would you rate your visit overall					100%	
Please rate the ease of scheduling your appointment			4%	10%	86%	
If you left a message with the clinic, please rate the response time from the clinic care team		4%		7%	21%	69%
Please rate the convenience of office hours			10%	17%	72%	
Please rate the courtesy of staff at reg/scheduling area			4%		90%	6%
Please rate the friendliness/courtesy of the care provider					100%	
Please rate the amount of time spent with you by the care provider					100%	
Please rate the instructions from the provider on treatment and follow up to your appointment				4%	90%	6%
Please rate the overall cleanliness of the facility					100%	
Please rate the likelihood of recommending this clinic to others				7%	93%	

Survey Question 12- Point of Care

- Q12: Why did you choose the Employee Wellness Clinic? (Select all that apply)

Answered: 29 Skipped: 2



Recommendations/Discussion

July 2021

- UC trend corrected – removed extraneous vaccine data
- “Staying in the Game” presentation – 1 participant and will be recorded and hope to store on the school wellness website
- Sept starts nutrition series – virtual presentations utilizing Toni Sterri’s videos
- Home Health Zoom meeting 9/21 – Keeping Life Organized
- Successful clinic booth at the Convocation Day and Bus Tour. Thank you, Brian for your partnership!
- Participation in Rethink the Drink Campaign seems strong – Maria received good feedback from staff
- Dermatology Day 10/8 – schedules open and filling
- Opportunities to improve Patient Satisfaction and Depression Screening metric

Summary and Discussion



**Fund 21 Activity Account Balances
6/30/2021**

Fd	T	Loc	Obj	Func	Prj	Func	Ending Balance 6/30/21	Category
21	Q		936901			MSYEAR	-1,040.99	Equity MS Accts
21	Q		936902			GREENHOU	-31,388.36	Equity HS Accts
21	Q		936903			PTOAES	-30,743.05	Equity AES Accts
21	Q		936904			MUSIC BOOSTERS	-54,552.51	Equity HS Accts
21	Q		936905			SPOLYMPI	-27,430.47	Equity St Svcs
21	Q		936906			PTOPES	-14,201.20	Equity PES Accts
21	Q		936907			KOKOPELL	-11,340.62	Equity St Svcs
21	Q		936908			PTOHES	-12,364.21	Equity HES Accts
21	Q		936909			MSSTCOUN	-5,575.60	Equity MS Accts
21	Q		936910			CL2020	-4,565.18	Equity HS Accts
21	Q		936911			NEWSPAPE	-6,862.52	Equity HS Accts
21	Q		936912			FFA	-12,242.26	Equity HS Accts
21	Q		936913			PROJ GRADUATION	-5,163.33	Equity HS Accts
21	Q		936914			FORENSIC	-6,605.70	Equity HS Accts
21	Q		936915			NATLTECH	-4,067.10	Equity HS Accts
21	Q		936916			DRAMA	-3,964.84	Equity HS Accts
21	Q		936917			YNGCONSV	-3,164.90	Equity HS Accts
21	Q		936918			STUDCOUN	-6,066.10	Equity HS Accts
21	Q		936919			PIFWARD	-4,580.14	Equity HS Accts
21	Q		936920			DECA	-3,810.00	Equity HS Accts
21	Q		936921			PTOWIS	-1,979.94	Equity IS Accts
21	Q		936922			PALEONT	-3,916.25	Equity HS Accts
21	Q		936923			SCHSTORE	-6,602.48	Equity HS Accts
21	Q		936924			FPS	-3,150.36	Equity HS Accts
21	Q		936925			FCCLA	-2,228.26	Equity HS Accts
21	Q		936926			VOCAL	-1,499.21	Equity HS Accts
21	Q		936927			FBLA	-2,017.84	Equity HS Accts
21	Q		936928			PTOK6	-2,656.48	Equity Elem Shared
21	Q		936929			BANDTRAV	-7,566.60	Equity HS Accts
21	Q		936930			MANGANIM	-2,807.61	Equity HS Accts
21	Q		936931			FRENCH	-2,097.68	Equity HS Accts
21	Q		936932			FCECATER	-2,528.58	Equity HS Accts
21	Q		936933			FISHING	-1,292.45	Equity HS Accts
21	Q		936934			PTOMS	-1,552.17	Equity MS Accts
21	Q		936935			INTRFRE	-1,873.76	Equity HS Accts
21	Q		936936			ABOVINFL	103.35	Equity HS Accts
21	Q		936937			ART	-1,663.89	Equity HS Accts
21	Q		936938			NHS	-2,550.94	Equity HS Accts
21	Q		936939			CL2022	-1,474.05	Equity HS Accts
21	Q		936940			CL2025	0.00	Equity HS Accts
21	Q		936941			MSSOCST	-2,002.65	Equity MS Accts
21	Q		936942			SKILLSUSA	-998.50	Equity HS Accts
21	Q		936943			AVIATION	-1,216.86	Equity HS Accts

21 Q	936944	PHYSICS	-2,097.43	Equity HS Accts
21 Q	936945	NEHS	0.00	Equity HS Accts
21 Q	936946	NAMI	-320.04	Equity HS Accts
21 Q	936947	STEPONE	-1,099.33	Equity HS Accts
21 Q	936948	CL2021	2,924.87	Equity HS Accts
21 Q	936949	GSA	-1,883.49	Equity HS Accts
21 Q	936950	HOSA	-207.12	Equity HS Accts
21 Q	936951	LOS SONADORES/DREAMERS	338.02	Equity HS Accts
21 Q	936952	MSSKILLS	-270.71	Equity MS Accts
21 Q	936953	NARTHS	-5.00	Equity HS Accts
21 Q	936954	FELLOATH	-870.00	Equity HS Accts
21 Q	936955	ORCHESTR	-564.90	Equity HS Accts
21 Q	936956	MODELUN	-531.91	Equity HS Accts
21 Q	936957	BOWLING	-375.69	Equity HS Accts
21 Q	936958	SPANISH	-152.03	Equity HS Accts
21 Q	936959	MULTICUL	0.00	Equity HS Accts
21 Q	936960	SPHONSOC	-346.23	Equity HS Accts
21 Q	936961	INTRSPA	-265.35	Equity HS Accts
21 Q	936962	FRSWOODS	-368.63	Equity HS Accts
21 Q	936963	MSART	-238.03	Equity MS Accts
21 Q	936964	MATHTEAM	-18.64	Equity HS Accts
21 Q	936965	LEO	-71.00	Equity HS Accts
21 Q	936966	TABLETEN	-69.60	Equity HS Accts
21 Q	936967	MOCKTR	-30.31	Equity HS Accts
21 Q	936968	YNGPROGR	-20.00	Equity HS Accts
21 Q	936969	FBLAREGI	0.00	Equity HS Accts
21 Q	936970	MENTOR	-77,541.29	Equity Mentor Accts
21 Q	936971	CL2023	-815.00	Equity HS Accts
21 Q	936972	ECOCLUB	45.12	Equity HS Accts
21 Q	936973	SCIENCSV	93.49	Equity HS Accts
21 Q	936974	YEARBOOK	-5,332.81	Equity HS Accts
21 Q	936975	MENTOR	0.00	Equity Mentor Accts
21 Q	936976	HESTRI-4 SCHOOLS	-2,458.94	Equity HES Accts
21 Q	936977	HESWAEF	-30.35	Equity HES Accts
21 Q	936978	JUSTICE LEAGUE	-447.00	Equity HS Accts
21 Q	936979	PRAIRIE GENERAL	-4,488.49	Equity PES Accts
21 Q	936980	ARBORETUM GENERAL	-594.38	Equity AES Accts
21 Q	936981	HERITAGE GENERAL	-3,003.86	Equity HES Accts
21 Q	936982	HERITAGE GFD	-4,713.38	Equity HES Accts
21 Q	936983	INTERMEDIATE DONATIONS	-3,536.47	Equity IS Accts
21 Q	936984	INTERMEDIATE GRADE 5 GRANT	109.15	Equity IS Accts
21 Q	936985	INTERMEDIATE GRADE 6 GRANT	10.74	Equity IS Accts
21 Q	936986	INTERMEDIATE SPECIAL GRANT	-1,905.85	Equity IS Accts
21 Q	936987	INTERMEDIATE GENERAL	989.31	Equity IS Accts
21 Q	936988	MS WORLD LANG	0.00	Equity MS Accts
21 Q	936989	MS TECH ED	-225.79	Equity MS Accts
21 Q	936990	MS COMBINED	-2,062.08	Equity MS Accts
21 Q	936991	MS FORENSICS	-249.20	Equity MS Accts

21 Q	936992	MS GENERAL	-3,493.17	Equity MS Accts
21 Q	936993	SILENT BATTLE	-625.00	Equity HS Accts
21 Q	936994	MUSIC GENERAL	0.00	Equity HS Accts
21 Q	936995	OTHER MUSIC	0.00	Equity HS Accts
21 Q	936996	HS TECH ED	-857.78	Equity HS Accts
21 Q	936997	TECH ED ENTERPRISES	-83.36	Equity HS Accts
21 Q	936998	WOODS 1 & 2	1,185.89	Equity HS Accts
21 Q	936999	ONE ACT	0.00	Equity HS Accts
21 Q	937901	SPRING PLAY	-3,058.28	Equity HS Accts
21 Q	937902	MUSIC ACTIVITIES	-3,309.38	Equity HS Accts
21 Q	937903	TEST COORDINATOR	-1,927.82	Equity HS Accts
21 Q	937904	COMM CARES	-17,235.41	Equity HS Accts
21 Q	937906	HS GENERAL	-42,735.21	Equity HS Accts
21 Q	937910	MAINTENANCE DIRECTION	-451.00	Equity Maint Dept
21 Q	937911	SUMMER SCIENCE	0.00	Equity Dist Accts
21 Q	937912	SCULPTURE	-2,500.00	Equity Dist Accts
21 Q	937913	INNOVATION CENTER	-6,985.30	Equity Dist Accts
21 Q	937914	STUDENT SERVICES GENERAL	-6,537.26	Equity St Svcs
21 Q	937915	FINANCIAL AID	-35,993.84	Equity Business Office
21 Q	937916	BASEBALL RENOVATIONS	0.00	Equity Business Office
21 Q	937917	SOCCER STADIUM	0.00	Equity Business Office
21 Q	937918	BUSINESS OFFICE GENERAL	-37,175.57	Equity Business Office
21 Q	937919	WIAA TOURNAMENTS	-4,638.53	Equity Ath Accts
21 Q	937920	GIRLS SWIM	0.00	Equity Ath Accts
21 Q	937921	GIRLS BASKETBALL	0.00	Equity Ath Accts
21 Q	937922	FOOTBALL CHEER	1,168.01	Equity Ath Accts
21 Q	937923	GIRLS CROSS COUNTRY	0.00	Equity Ath Accts
21 Q	937924	GIRLS GOLF	173.50	Equity Ath Accts
21 Q	937925	GIRLS GYMNASTICS	-3,870.68	Equity Ath Accts
21 Q	937926	GIRLS SOCCER	0.00	Equity Ath Accts
21 Q	937927	GIRLS SOFTBALL	-3,415.56	Equity Ath Accts
21 Q	937928	GIRLS TENNIS	0.00	Equity Ath Accts
21 Q	937929	GIRLS VOLLEYBALL	-391.00	Equity Ath Accts
21 Q	937930	EQUESTRIAN	0.00	Equity Ath Accts
21 Q	937931	GIRLS LACROSSE	0.00	Equity Ath Accts
21 Q	937932	BOYS SWIM	0.00	Equity Ath Accts
21 Q	937933	BOYS BASEBALL	0.00	Equity Ath Accts
21 Q	937934	BOYS BASKETBALL	0.00	Equity Ath Accts
21 Q	937935	BOYS CROSS COUNTRY	0.00	Equity Ath Accts
21 Q	937936	FOOTBALL	0.00	Equity Ath Accts
21 Q	937937	STADIUM RENOVATIONS	0.00	Equity Ath Accts
21 Q	937938	BOYS GOLF	-891.00	Equity Ath Accts
21 Q	937939	BOYS SOCCER	0.00	Equity Ath Accts
21 Q	937940	BOYS TENNIS	-4.67	Equity Ath Accts
21 Q	937941	COED TRACK	0.00	Equity Ath Accts
21 Q	937942	WRESTLING	-2,046.52	Equity Ath Accts
21 Q	937943	SOFTBALL LIGHTS	-556.55	Equity Ath Accts
21 Q	937944	FIELD HOUSE SCOREBOARD	0.00	Equity Ath Accts

21 Q	937945	BOYS LACROSSE	0.00	Equity Ath Accts
21 Q	937946	CROSS COUNTRY	565.60	Equity Ath Accts
21 Q	937947	SKI	220.04	Equity Ath Accts
21 Q	937948	COED TRACK	0.00	Equity Ath Accts
21 Q	937949	DANCE TEAM	-6,756.73	Equity Ath Accts
21 Q	937950	HOCKEY	150.00	Equity Ath Accts
21 Q	937951	CONCESSIONS	-2,418.85	Equity Ath Accts
21 Q	937952	ATHLETICS GENERAL	-250.67	Equity Ath Accts
21 Q	937953	MSTRI4SCH	-412.70	Equity MS Accts
21 Q	937954	MSPBIS	-148.43	Equity MS Accts
21 Q	937956	YOGA AND MEDITATION	-280.00	Equity HS Accts
21 Q	937957	GIRLS SOFTBALL CAMP	-5,216.47	Equity Ath Accts
21 Q	937958	GIRLS VOLLEYBALL CAMP	-21,081.76	Equity Ath Accts
21 Q	937959	YOUTH FITNESS CAMP	-495.14	Equity Ath Accts
21 Q	937961	BOYS BASKETBALL CAMP	0.00	Equity Ath Accts
21 Q	937962	BOYS FOOTBALL CAMP	-20,626.79	Equity Ath Accts
21 Q	937963	GRIDIRON CAMP	-18,757.78	Equity Ath Accts
21 Q	937964	BOYS WRESTLING CAMP	0.00	Equity Ath Accts
21 Q	937965	GYMNASTICS CAMP	-19,778.75	Equity Ath Accts
21 Q	937966	CO-ED SOCCER CAMP	0.00	Equity Ath Accts
21 Q	937967	TENNIS CAMP	0.00	Equity Ath Accts
21 Q	937968	CO-ED TRACK CAMP	0.00	Equity Ath Accts
21 Q	937969	GOLF CAMP	-4,705.46	Equity Ath Accts
21 Q	937970	BLACK STUDENT COUNCIL	-1,700.39	Equity HS Accts
21 Q	937971	ORCHESTRA INTERNATIONAL TRAVEL	-441.00	Equity HS Accts
21 Q	937972	PES TRI-4 SCHOOLS	-1,081.75	Equity PES Accts
21 Q	937973	PES LIST GRANT	-778.18	Equity PES Accts
21 Q	937974	Special Ed	-990.09	Equity SpEd Accts
21 Q	937975	Reading WAEF Grant	12.97	Equity PES Accts
21 Q	937976	WAEF SENSORY TOOLS	109.45	Equity HES Accts
21 Q	937977	ATH DIRECTOR	0.00	Equity Ath Accts
21 Q	937978	WARR AUTO	-16.90	Equity HS Accts
21 Q	937979	SCHBURKE	-10,173.32	Equity HS Accts
21 Q	937980	SCHCOOPER	-73,642.73	Equity HS Accts
21 Q	937981	SCHENDRES	-18,647.98	Equity HS Accts
21 Q	937982	SCHGLDNWAUNA	-10,093.01	Equity HS Accts
21 Q	937983	SCHKNUDSON	-196,536.19	Equity HS Accts
21 Q	937984	SCHRIPP	-2,908.69	Equity HS Accts
21 Q	937985	SCHYZIEGLER	-7,680.11	Equity HS Accts
21 Q	937986	SCHOTHER	-7,624.06	Equity HS Accts
21 Q	937990	CLASS OF 2024	0.00	Equity HS Accts
21 Q	937991	AD CAMP BALANCES	0.00	Equity Ath Accts
21 Q	937992	SCHADEBERG DONATION	-5,000.00	Equity IS Accts

**WAUNAKEE COMMUNITY SCHOOL DISTRICT
2021 ANNUAL MEETING, OCTOBER 18, 2021
TREASURER'S REPORT**

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BEGINNING FUND BALANCE</u>	<u>2020-2021 REVENUES</u>	<u>2020-2021 EXPENSES</u>	<u>ENDING FUND BALANCE</u>	<u>CHANGE IN FUND BALANCE</u>
10	General Fund	6,428,152.96	54,001,480.37	52,814,759.85	7,614,873.48	1,186,720.52
20	Special Projects Funds	580,213.83	9,419,201.23	8,969,971.78	1,029,443.28	449,229.45
30	Debt Service Funds	2,078,896.03	7,663,993.62	7,477,866.26	2,265,023.39	186,127.36
40	Capital Projects Funds	1,858,667.56	522,482.85	1,207,751.04	1,173,399.37	(685,268.19)
50	Food Service Fund	-	1,094,543.55	1,094,543.55	-	-
73	Employee Benefit Trust Fund	6,605,582.82	1,669,619.54	640,217.96	7,634,984.40	1,029,401.58
80	Community Service Fund	336,371.08	502,368.77	365,617.90	473,121.95	136,750.87
90	Package and Cooperative Programs	-	156,561.26	156,561.26	-	-
	TOTAL ALL FUNDS	17,887,884.28	75,030,251.19	72,727,289.60	20,190,845.87	2,302,961.59

The above numbers have been audited by the district's financial auditor, the firm Wipfli.

The ending fund balance for Fund 10 is equal to 13.7% of the Fund 10 2021-22 expenditure budget.

The Fund 73 employee benefit trust fund is managed by American United Life at a 1.8% guaranteed rate of return through December 31st, 2021.

Waunakee Community School District
2020-21 Fund Balance Report-June 30, 2021

10 Q 937900

Balance June 30, 2020	
Parking Lot	93,750.00
Band Uniforms	17,109.68
Warrior Stadium	60,000.00
Ending Balance	170,859.68

Balance June 30, 2021	
Parking Lot	103,125.00
Band Uniforms	19,609.68
Warrior Stadium	90,000.00
Soccer Pitch	30,000.00
Ending Balance	242,734.68

10 Q 938900

Balance June 30, 2020	
Prairie School	20,930.59
Heritage School	22,811.68
Arboretum School	26,767.07
Intermediate School	51,542.70
Middle School	40,026.43
High School	64,893.55
Athletic Dept	11,000.00
4K	14,220.36
Curriculum	30,726.65
Energy Conservation	1,516.67
Human Resources	6,591.04
Maintenance	55,705.29
Student Support	13,580.91
Superintendent	16,610.49
Technology	50,895.63
Capital Projects	21,267.54
Beginning Balance	449,086.60

Balance June 30, 2021	
Prairie School	17,678.03
Heritage School	17,611.01
Arboretum School	21,718.99
Intermediate School	48,083.05
Middle School	38,027.78
High School	87,228.82
Athletic Dept	60,229.50
4K	13,687.23
Curriculum	20,932.26
Energy Conservation	461.82
Human Resources	3,639.87
Maintenance	311,049.59
Student Support	26,573.23
Superintendent	15,395.84
Technology	340,408.09
Capital Projects	10,333.09

Ending Balance 1,033,058.18 **158**

WAUNAKEE COMMUNITY SCHOOL DISTRICT
September 13th, 2021 BOARD MEETING
FUND BALANCE ACCOUNTING

<u>FUND</u>	<u>FUND BALANCE DESCRIPTION</u>	<u>JULY 1, 2020 FUND BALANCE</u>	<u>ACCOUNT NUMBER</u>	<u>JULY 1, 2021 FUND BALANCE</u>	<u>Difference</u>
10	General Fund - Unassigned fund balance	5,494,428.87	939900	5,947,883.42	453,454.55
10	General Fund - Restricted fund balance : Self insurance	268,685.65	936110	378,625.12	109,939.47
10	General Fund - Restricted fund balance : Common School Funds	45,092.16	936130	12,572.08	-32,520.08
10	General Fund - Committed Fund Balance*	170,859.68	937900	242,734.68	71,875.00
10	General Fund - Assigned Fund Balance**	449,086.60	938900	1,033,058.18	583,971.58
	FUND 10 TOTAL	6,428,152.96		7,614,873.48	1,186,720.52
21	Special Projects Funds - Restricted fund balance : Other	580,213.83	VARIES	1,029,443.28	449,229.45
30	Debt Service Funds - Restricted fund balance : Debt service retirement	2,078,896.03	936320	2,265,023.39	186,127.36
40	Capital Projects Funds - Restricted fund balance : Other	1,858,667.56	936900	1,173,399.37	-685,268.19
50	Food Service Fund - Restricted fund balance: Food service programs	0.00	936500	0.00	0.00
72	Private Benefit Trust Fund - Restricted fund balance: Other	330,221.65	936900	0.00	-330,221.65
73	Employee Benefit Trust Fund - Restricted fund balance: Other	6,605,582.82	936900	7,634,984.40	1,029,401.58
80	Community Service Fund - Committed Fund Balance	336,371.08	937900	473,121.95	136,750.87
	Total	18,218,105.93		20,190,845.87	1,972,739.94

*The purpose of the committed fund balance is to allocate funds committed by the School Board for parking lot replacement/repairs, Warrior Stadium turf replacement, Warrior Pitch turf replacement (new), and band uniform replacement.

**The purpose of the assigned fund balance is to allocate funds to allow building/department budgets to carry over unspent funds from one fiscal year to the next.



July 29, 2021

TO: Mr. Guttenberg
Board of Education Members – Co-Curricular Committee Members

FROM: Brian Borowski

RE: Request for Paid Advisor for **Eco Club**

Ms. Albrecht-Heiks, High School Orchestra teacher, is requesting consideration to fund her role as Eco Club Advisor. She has been diligent in advising the Eco Club and she has done so on a voluntary basis for the past three years. The club was proposed and approved February 12, 2018.

ECO Club: a group of 60-100 students that meet several times a month, and a leadership group that meets weekly before and after school with Ms. Heiks to plan large group meetings, communications, and courses of action. Over the past 3 years, ECO has hosted Earth Week at the high school, met with local and national leaders in environmentalism, and organized several fundraisers and educational opportunities for environmental efforts.

I believe that Ms. Albrecht-Heiks efforts to maintain the success of the Eco Club warrants consideration for compensation and that her request for pay be approved.

Thank you for your consideration.



July 29, 2021

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I believe that Ms. Albrecht-Heiks efforts to maintain the success of the Eco Club warrants consideration for compensation and that her request for pay be approved.

Thank you for your consideration.



ECO CLUB ROSTERS 2018-2019

Paul	Elena
Debnath	Aditi
Pitz	Elizabeth
Montilla	Liz
Deppen	Emma
Miller	Amanda
Hansen	Ruby
Collins	Riley
Kim	Grace
kaylee	buckwalter
Lexi	Greiber
Yuli	Guido
Brynn	Tepp
Wahoske	Annika
Petty	David
Balentine	Toya
Noah	Stitgen
Kinsey	Davis
Thole	Monique
Hall	Sean
Hall	Grant
lamere	lacey
odegaard	claire
finnel	ellen
Stella	Birrenkott
Tumarkin	Katia
Jakacki	Ashlyn
Kinzel	Aly
Lane	Abby

thompson	tali
lippitt	amy
lowery	Stella
Page	Kat
gracie	dominie
Abby	Hunter
kylie	thomasen
eva	moffett
kayla	meinholz
Swenson	Rebecca
Bound	Brooke
Quint	Annika
Brunner	MAddy
Grogan	Grace
Brud	Jack
Reimer	Jacob
Hoon	Logan
Debnath	Aditi
	L
kaylee	postal
Rachel	Kensick
zwolanek	clara
Erikson	Alannah
Kaney	John
ellie	Jaeckle
Cecilia	

2019-2020

John Kaney
madeline nelson
Maggie Stimson

Sydney Schumacher
Ella Katharina Hoefert
Bella Lutes
Annika Quint
Brooke Bound
Lilly Thompson
emma nelson
sydney williams
11
Chloe Shives
Rebecca Swenson
Elliot Petroff
riley fackrell
Josie Capps
Mikaila Carpino-Stevens
Sean Hall
mikaila olsen
Amy Lippitt
Stella Lowery
Anna Alfred
eva moffet
Ruby Hansen
morgan barber
kayla meinholz
scott jezic
jack Mcgowan
Alana Hamilton
Brynn Tepp
Jacey Healy
james steirt
Grace Kim
Sonia Grade

Kaj Jensen
Emily Cotter
Taylor Knox
Julia Bright
Joe Miller
Brian Hlathein
Ashlyn Jakacki
Aly Kinzel
Lucia McGuire
Rachael Gorman
Kai Gilles
Kenzie Crowley
Amanda Miller
Harlie Pingel
Drew Collins
kaylee buckwalter
Ashley Jenson
darya pronina
Regan Nelson
ellie jaeckle
Mariah Mortimer
Kobi Spencer
Sydney Walters
breanna mccullough
Ashley Luhtala
Elliott Dueppen
Anna Englebert
Will Hoefer
Kate Balinsky
Raina Bogost
Kailee Willers
Marina Goulette



Memorandum

2020-2021

madeline nelson
Sydney Schumacher
Ella Katharina Hoefert
Bella Lutes
Annika Quint
Brooke Bound
Lilly Thompson
emma nelson
sydney williams
Josie Capps
Chloe Shives
Isak Drangsveit
Elliot Petroff
riley fackrell

Mikaila Carpino-Stevens
Sydney Walters
Sean Hall
Kenzie Crowley
Amy Lippitt
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kayla meinholz
scott jezik
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Sonia Grade
Brynn Tepp

Jacey Healy
james steirt
Anna Engelbert
Ashlyn Jakacki
Kaj Jensen
Emily Cotter
Taylor Knox
Julia Bright
Lucia McGuire
Kai Gilles
Harlie Pingel
Drew Collins
Amanda Miller
Rachael Gorman
Ashley Jenson

darya pronina
Regan Nelson
ellie jaeckle
Mariah Mortimer
Kobi Spencer
breanna mccullough
Ashley Luhtala
Elliott Dueppen
Anna Englebert
Will Hoefer
Kate Balinsky
Raina Bogost
Kailee Willers
Marina Goulette



July 29, 2021

TO: Mr. Guttenberg
Board of Education Members – Co-Curricular Committee Members

FROM: Brian Borowski

RE: Request for Paid Advisor: **Consort**

Ms. Elizabeth Albrecht-Heiks, High School Orchestra teacher, is requesting to receive payment for the advisor of Consort be placed on the agenda for the August Board of Education Committee Meeting. This group was formed and received official approval in 2018. Since then, Ms. Heik's has been director/advisor on a volunteer basis.

Consort: Comprised of a group of 10-20 students, Consort is an opportunity for orchestra students to learn advanced folk music. Similar to the band's Jazz 1 and Jazz 2 ensembles for entry and advanced musicians, Orchestra offers Folk band (entry level) and Consort (advanced) for folk music. Establishment of Consort is consistent with our High School Goals of providing opportunities that support maximization of students' talents.

I would like to recommend, and I support, that this position be placed on the co-curricular pay scale beginning the 2021-22 school year.

Thank you.



Memo

Date: September 9, 2021

To: Randy Guttenberg & the WCSD Board of Education.

From: Brian Grabarski, WCSD Human Resources Director

Re: Salary level for paid advisors for the High School ECO Club and Consort Club

Upon review of the information shared for both the ECO Club and the Consort Club, I would like to recommend the following salary levels for each club.

Eco Club = Senior High Club Advisors section = Years 0-2 2.5%; 3-7 3.5%; 8+ 5.0%

Consort = Senior High co-curriculars - Non Athletic
Years 0-1 = 5%, 2-3 = 6%; 4-6 = 7%, 7-8 = 8%; 9+ = 9%



Waunakee Community School District

Committed to Children . Committed to Community . Committed to Excellence

August 13, 2021,

To: WCSD Board of Education

From: Randy Guttenberg

Re: Donation for the Los Sonadores Club

The family of Brian and Margaret Hoefler; 1701 Dunwoody Lane, Waunakee, WI; generously donated \$1,000.00 to the Waunakee High School Los Sonadores Club.

TO: Waunakee School District Board of Education

FROM: Dean Kaminski/Erin Mayrand

DATE: September 8, 2021

RE: Scissors donation from Fiskars/Collette Heiser

Prairie Elementary School has received a donation of approximately 100 scissors for student use from Prairie Elementary parent, Collette Heiser/Fiskars. Approximate value of the scissors is \$300.00.

Colette Heiser
1201 N. Madison St.
Waunakee, WI 53597

TO: Waunakee School District Board of Education

FROM: Dean Kaminski/Erin Mayrand

DATE: September 8, 2021

RE: Tree Donation from Pinnacle Landscaping

Prairie Elementary School has received a donation of an Adirondack Crab Tree and installation provided by Shane Ziegler of Pinnacle Landscaping in Waunakee. This tree has already been planted on the Prairie Elementary school grounds in memory of Prairie student Eva Borenitsch. Approximate value of the tree and installation is \$350.00.

Shane Ziegler
Pinnacle Landscaping Inc.
PO Box 222
Waunakee, WI 53597



Waunakee Community
High School

Memorandum

Date: August 30, 2021
To: Mr. Guttenberg
Board of Education Members
From: Brian Borowski
Re: Proposed FFA Trip for 2021-22

FFA Advisors, Mrs. Alyssa Engel, Mrs. Rhonda Knapp, and Mr. Dustin Winkelman are requesting permission to plan overnight trip for FFA members in Grades 7-12 to attend the National FFA Convention on October 26-30, 2021. The specific details for this trip is noted on the attached proposal.

The purpose of the request is to seek permission for Engel, Knapp, and Winkelman to begin the process of meeting with students, parents, and guardians to research potential trip dates, costs, and trip vendors. If initial Board approval to proceed with planning the trip is granted, the advisors will provide us with a more detailed trip agendas to review at a future Board of Education Meeting.

This Convention trip has been held for many years and has proven to be the highlight of many agriculture students high school experience. Therefore, I am respectfully requesting that approval be given to Engel, Knapp, and Winkelman to begin the trip planning process.

Please feel free to contact me or an FFA advisor with any questions related to the request.

*Copy: Mrs. Engel, Mrs. Knapp, and Mr. Winkelman
Field Trip File*

To: Brian Borowski, HS Principal

Jeff Kenas, MS Principal

From: Rhonda Knapp, Alyssa, Engel & Dustin Winkelmann – FFA Advisors

Date: 08/30/2021

Re: Board Approval of National FFA Convention Trip on October 26-30, 2021

Please present to the Board for approval the National FFA Convention Trip. The itinerary and description of the conferences are located on the linked websites. Event details labeled as “TBA” will be announced at a later date/time when information is available. Students will sign up with advisors closer to the trip dates and complete all paperwork required by venues/organizations. All students are required to follow behavioral & safety procedures when attending events and participating in conferences, outlined by the school district, event location and FFA protocol.

National FFA Convention

<https://convention.ffa.org/>

Date: October 26-30, 2021

Location: Indianapolis, IN – Convention Center

Transportation: School Van

Hotel/Lodging: TBA

Virtual Option: Yes

2021/22 Co Curriculars
Waunakee Community School District
September 13, 2021 Board of Education Approval

Activity	First Name	Last Name	Position Title	Location
STAFF				
A CAPELLA SINGERS	MOLLY	WEISS PETROFF	HEAD ADVISOR	HIGH SCHOOL
CROSS COUNTRY	MELANIE	MARTIN	ASSISTANT COACH	MIDDLE SCHOOL
DRAMA	RICK	BRAUN	HEAD CLUB ADVISOR	HIGH SCHOOL
FUTURE PROBLEM SOLVER	JANELL	DORN	VOLUNTEER ADVISOR	HIGH SCHOOL
JAZZ COMBO	RYAN	GILL	HEAD ADVISOR	HIGH SCHOOL
JAZZ ENSEMBLE	RYAN	CALLOUD	HEAD ADVISOR	HIGH SCHOOL
JAZZ ENSEMBLE	RYAN	GILL	HEAD ADVISOR	HIGH SCHOOL
JAZZ ENSEMBLE	JAMES	SERCOMBE	HEAD ADVISOR	MIDDLE SCHOOL
JR SCIENCE OLYMPIAD	CAROLYN	JESCHKE	HEAD CLUB ADVISOR	MIDDLE SCHOOL
JR SCIENCE OLYMPIAD	JESSICA	NORTH	HEAD CLUB ADVISOR	MIDDLE SCHOOL
MOCK TRIAL	BRYAN	BARFKNECHT	HEAD ADVISOR	HIGH SCHOOL
MOCK TRIAL	HEATHER	MCCUMBER	HEAD ADVISOR	HIGH SCHOOL
SPECIAL OLYMPICS BOWLING	SARAH	ARTZ	HEAD COACH	HIGH SCHOOL
SPECIAL OLYMPICS BOWLING	THOMAS	GRUNDER	ASSISTANT COACH	HIGH SCHOOL
SPECIAL OLYMPICS BOWLING	DEBRA	MARTIN	ASSISTANT COACH	HIGH SCHOOL
VOLLEYBALL	MONICA	DOGRU	ASSISTANT COACH	MIDDLE SCHOOL
VOLLEYBALL	BRIANNA	JOHNSON	ASSISTANT COACH	MIDDLE SCHOOL
VOLLEYBALL	ERIN	MCNARY	ASSISTANT COACH	MIDDLE SCHOOL
VOLLEYBALL	ERICA	SCHAUF	ASSISTANT COACH	MIDDLE SCHOOL
NON STAFF				
CROSS COUNTRY	KEVIN	NILES	ASSISTANT COACH	MIDDLE SCHOOL
FOOTBALL	ROBERT	ROBBINS	VOLUNTEER COACH	MIDDLE SCHOOL
ONE ACT	COLIN	ANDERSON	ASSISTANT ADVISOR	HIGH SCHOOL



Staff Changes for September BOE Meeting

1 message

Manzetti, Amy <amymanzetti@waunakee.k12.wi.us>

Thu, Sep 9, 2021 at 7:44 AM

To: Aaron May <aaronmay@waunakee.k12.wi.us>, Amy Johnson <amyjohnson@waunakee.k12.wi.us>, Randy Guttenberg <randyguttenberg@waunakee.k12.wi.us>, Rebecca McDonough <rebeccamcdonough@waunakee.k12.wi.us>, Tim Schell <timschell@waunakee.k12.wi.us>, Dan Carter <dancarter@waunakee.k12.wi.us>, Sheila Weihert <sheilaweihert@waunakee.k12.wi.us>, Dean Kaminski <deankaminski@waunakee.k12.wi.us>, Brian Borowski <brianborowski@waunakee.k12.wi.us>, Christina Mand <christinamand@waunakee.k12.wi.us>, Tim Mommaerts <timmommaerts@waunakee.k12.wi.us>, Jeffrey Kenas <jeffreykenas@waunakee.k12.wi.us>, "Blackburn, Anne" <anneblackburn@waunakee.k12.wi.us>, Tiffany Loken <tiffanyloken@waunakee.k12.wi.us>

Cc: "Grabarski, Brian" <BrianGrabarski@waunakee.k12.wi.us>, Jenny Endres <jennyendres@waunakee.k12.wi.us>, "Dailey, Cari" <caridailey@waunakee.k12.wi.us>, Ronelle Aime <ronelleaime@waunakee.k12.wi.us>, Aimee Jensen <aimeejensen@waunakee.k12.wi.us>

New Teacher Staff

Gianna Dyer, 4th Grade Teacher, AES (replaces Lori Armstrong)

- Was a substitute teacher in the Madison School District
- Graduated from Winona State University with a degree in Elementary Education

Rylee Hribar, 1-Year ESL Teacher, PES (New)

- Has 2 years teaching experience most recently at Green Bay School District
- Graduated from UW-Whitewater with a degree in Elementary Education

Sarah Israel, 1st Grade Teacher, HES (replaces Amanda Scheer)

- Has 3 years teaching experience most recently at Sauk Prairie School District
- Graduated from UW-LaCrosse with a degree in elementary education

Bridget Marsh, 1-Year Cross Categorical Teacher, MS (New)

- Has 15 years teaching experience most recently at Sun Prairie School District
- Has a Master's degree from UW Madison

Internal Staff Changes - No Action

Lori Armstrong, from 4th Grade Teacher, AES, to Instructional Coach, AES (replaces Miranda Moe)

Mallory Dziuk, from Technology Assistant, MS, to Technology Assistant, HS (replaces Ilyas Miran)

Melanie Hass, from Health Assistant, AES, to Attendance Administrative Assistant, MS (replaces Ronelle Aimee)

Dawn Peters, from Instructional Coach, PES, to Pathways Teacher, IS (replaces Allison Voeller)

New Support Staff

Nedzat Aziri, Custodian, Bethel (replaces Ryan Coenen)

Nicholas Buckingham, Custodian, HS (replaces Shannon Puhalla)

Lindsay Cleary, Custodian, AES (replaces Melissa Rolstadt)

Sarah Dickman, Health Assistant, AES (replaces Melanie Hass)

Candice Gosdeck, Para Educator-Special Education, MS (replaces Teresa Spears)

Jacob Foster, Para Educator-Special Education, MS (New)

Renee Furrer, LMTC Assistant, MS (replaces Jackie Peterson)

Christina Kiefert, Para Educator-Regular Education, AES (replaces Tomala Freund)

Kristina Larsen, Para Educator-Special Education, HES (New)
Justice Lightning, Para Educator-Special Education, IS (New)
Howard Losinger, Custodian, IS (replaces Todd Sparby)
Molly MacVenn, Para Educator-Special Education, HES (New)
Luz Padilla Macias, Para Educator-Special Education, IS (replaces Kim Newhouse)
Brittany Marx, Para Educator-Regular Education, AES (replaces Kinsey Thums)
Kevin Mohr, LMTC Assistant, AES (replaces Karen Kashuk)
Heather Nelson, Para Educator-Regular Education, HES (New)
Sadika Paradzikovic, Custodian, HS (replaces Amber Uffelman)
Rita Quintero, Para Educator-Regular Education, HES (New)
Cassie Stoeger, Technology Assistant, IS (replaces Jessica Lane)
Dana Voth, Para Educator-Regular Education, AES (replaces Erin Ginoss)
Vince Wiesman, Para Educator-Regular Education, IS (New)
Connor Ziegler, Para Educator-Regular Education, HES (New)

Resignations

Debra Blazek, Para Educator-Regular Education, PES
Madisyn Lins, Para Educator-Regular Education, AES
Heather Rimrodt, Para Educator-Regular Education, IS
Melissa Rolstad, Custodian, AES
Allison Voeller, Instructional Coach, PES

Co-Curriculars

 [BOE Approval Report 9-2021.pdf](#)



Amy Manzetti

Human Resources Administrative Assistant
Waunakee Community School District

608-849-2000 ext. 8168 | fax: 608-849-2354 |

www.waunakee.k12.wi.us |

[905 Bethel Circle Waunakee, WI 53597](#) |

Office Hours: 7:30 - 4:00 M--F

Human Resources [Website](#)

Human Resources for staff [Website](#)

Not sure who to contact in Human Resources?

Send an email to: askhr_helpdesk@waunakee.k12.wi.us.