

**WATERFORD UNION HIGH SCHOOL
BOARD OF EDUCATION MEETING MINUTES
Monday April 20, 2026
Regular Meeting - 6:30 PM**

The regular meeting was called to order by President Schoenfeld at 6:37 p.m. Board members present at the meeting were: Kelly Datka, Dennis Purtell, Mike Schoenfeld, and Doug Schwartz. Absent: Gary Beck.

Official notice of the meeting was made by way of publication in the *Waterford Post* on Thursday, April 16, 2026, was posted at the District Office (Door #7) and at Entrance #19, and was published on the District's website. Minutes from the regular board meeting of February 16, 2026, are posted on the District's website.

President Schoenfeld led the Pledge of Allegiance.

CONSENT AGENDA

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

- A. Review of Paid Bills
- B. Minutes – March 9, 2026 Regular Board Meeting
- C. Minutes – March 9, 2026 Executive Session
- D. Staffing Updates
 - (1) Resignation - Ontario Davis, 2nd Shift Custodian
 - (2) Resignation - Rodger Luttio, Instrumental Music Teacher
 - (3) Reduction in FTE - Gary Lilla, 1:1 Coordinator
 - (4) New Hire - Olivia Shreve, 2nd Shift Custodian (1.0 FTE)
 - (5) New Hire - Adeline (Addie) Skarphol, 1st Shift Custodian, Tues.-Sat. (1.0 FTE)
 - (6) New Hire - Matthew Korman, Social Studies 1 Year
 - (7) New Hire - Tom Vaccaro, Special Ed. Teacher/Case Manager (1.0 FTE)

A motion was made by Schwartz and seconded by Purtell to approve the Consent Agenda as presented. Roll call vote taken; all ayes. The motion carried.

RESIDENT COMMENTS

A District parent addressed the Board regarding the District's progressive discipline process. The resident expressed concern over the impact of a two-day out-of-school suspension issued to a student with no prior disciplinary record, specifically noting the timing of the suspension in relation to AP testing. President Schoenfeld thanked the parent for bringing the matter to the Board's attention, noting that the Board had no prior knowledge of the incident. Superintendent Francois committed to reviewing the specific details and reporting back to the Board regarding the appropriateness of the disciplinary action.

INFORMATION ITEMS

Guiding Coalition Presentation

WUHS staff members Ehren Klebenow and Taylor Juran shared an overview of the mission, vision, and norms of the Guiding Coalition and explained its role in fostering a culture of teacher-led school improvement and sustainable academic growth. Ms. Klebenow explained the value of PLC teams in creating a collaborative culture focused on a "learning-centered" environment. She further explained how common assessments are used to identify learning gaps and allow teams to refine systems used to support students who are struggling and provide enrichment for those who have mastered essential standards. Ms. Juran expressed her appreciation for working in a PLC culture and cited how her department shares effective instructional as well as budgeting strategies among the group. Future goals include creating consistent data protocols for each level of support, analyzing data to make decisions, and continuing to develop intervention and enrichment opportunities for students.

There followed a discussion about the number of staff members who serve on the Guiding Coalition, and whether there is a complete buy-in by staff members to the PLC culture. Ms. Klebenow noted that 15

teachers and five administrators serve on the Guiding Coalition team and represent all subject areas. She noted feedback from staff surveys indicates the vast majority of staff members are vested in the process, feel that the work they are performing is important, and see the value in what they are doing for the betterment of students. Ms. Juran confirmed that she is excited about using it and has seen the benefits of collaborating with her department members and in other content areas. President Schoenfeld asked whether there is consideration given to candidates who are familiar with the PLC process or if the District actively recruits candidates who come from a PLC environment. Principal Foster noted WUHS is ahead of other districts following Solution Tree PLC practices, Rtl, etc.

Superintendent Francois asked that the agenda be revised to next address Information Item E. Salary and Benefit Considerations and 2026-27 Budget Development. There were no objections.

Salary and Benefit Considerations and 2026-27 Budget Development

Joe Ruskey of Dependable Solutions, spoke to the board regarding the technology services his team has provided and cost saving measures taken to support the District, such as utilizing e-rate funding to the fullest extent, applying for grants, and not increasing their rates. Mr. Ruskey reported that the District was able to secure a \$100k grant for cyber security training and was able to realize a cost savings of tens of thousands of dollars by purchasing a number of devices early taking advantage of promotional pricing. The equipment is slated to replace staff devices which are nearing the end of their life cycle; the warranty on the new devices also will not start until July 2026. Efforts have resulted in a proposed decrease of approximately \$125,000 in the District's technology budget for the 2026-27 school year, although a considerable anticipated expenditure will be the replacement of approximately 1/7 of the existing smart boards to sustain the 6-7 year rotation schedule. In addition, Dependable is challenged with finding a new vendor for the District servers due to significant cost increases resulting from a corporate buy-out. There being no questions from the board, Mr. Ruskey thanked the Board for the District's continued partnership.

Superintendent Francois briefly outlined the staff salary increase options proposed for Board consideration. To combat rising health insurance costs, the District is incentivizing employees to switch from the PPO plan to the high-deductible HSA plan. Achieving a 30% participation rate in the HSA plan will lower the District's overall insurance expenses by 2-3%.

President Schoenfeld asked if the District contributes to the HSA for employees. Dr. Francois confirmed that the District would contribute to the HSA account, which will follow the employee in the future. It was also noted that if the employee uses ProHealth Care, it is a win-win for both the District and the staff member in keeping health care costs down.

Board member Datka asked whether the District anticipates additional state aide or other new revenue sources, or if there will be trade-offs for giving staff raises. Mrs. Datka expressed concern about giving staff salary increases when the source of those funds is unknown. Board members were reminded that staff contracts are due by May 15. The deadline for non-renewals was April 15, however there were no staff members who were non-renewed.

Policy Committee Report on AI Innovation Team Proposed Guidelines.

Members Purtell and Datka met with the AI Innovation team on April 15 to consider the initial draft of a District guidelines document outlining staff and student use of AI. After meeting with the team, it was determined there exists a number of inconsistencies throughout the document as well as some discrepancy between current board policy and the proposed AI guidelines. The AI team was asked to reconvene to define priorities in order that the Board might consider revising current District policy accordingly or as needed. The Policy & Curriculum Committee confirmed its stance that AI cannot replace curriculum and should not replace student learning. There is concern that students have admitted to using AI once they leave the building at the end of the day. President Schoenfeld asked whether parents are required to sign a technology agreement. Principal Foster noted that there is a student technology agreement signed annually at registration, however there is no contract per se from parents.

Music Department Trip 2027-28.

The video provided by Choir Director Derek Machan, who could not be at the meeting to share details about the proposed trip to Hawaii, had no sound and discussion was tabled.

EF Educational Student Trip - Summer 2029.

Superintendent Francois reported that WUHS staff member Brett Roberts is proposing an educational student trip to Costa Rica in the summer of 2029 and would like the board to be aware of this opportunity. The trip is tentatively scheduled for mid-July 2029, will be open to all students, but it is not a school-sponsored trip. There were no objections or concerns noted.

Neola Policy 5330 - Administration of Medication/Emergency Care.

Superintendent Francois reported that the Administration supports having rescue inhalers available on school premises as requested by the District's school nurse. Board members are asked to consider the proposed revisions to the District's emergency medication policy to include language specific to the administration of a bronchodilator (rescue inhaler). Neola advises that if the board adopts this option, it must adopt a school plan with the approval of a physician, an advanced practice nurse prescriber, or a physician assistant. Supporting documents from the school nurse were also provided for board consideration. The Board will be asked to take action on this policy at its next regular meeting.

Proposed Board Meeting Dates 2026-27.

A list of proposed board meeting dates for the upcoming school year was presented for board consideration. Member Datka requested that the December meeting be held a week earlier on December 14, 2026. No objection or additional revisions were noted. Board members will be asked to take action at their next meeting to establish the schedule of board meeting dates for the 2026-27 school year.

ACTION ITEMS

The following items were presented for board action.

Phy. Ed./Health Department Staffing.

There was a motion by Purtell, seconded by Schwartz to approve hiring a 1.0 FTE Physical Education/Health Teacher beginning with the 2026-27 school year if a suitable part-time candidate is not found. All ayes; motion carried.

Student Fees 2026-27.

There was a motion by Schwartz, seconded by Datka to approve student fees for the 2026-27 school year, to include increasing the student parking permit fee from \$50 to \$100 and adjusting the athletic participation fee from \$75 to \$95 per sport. All other instructional program fees will remain unchanged, with the exception of Phy. Ed. fees for roller blade use, which will be reduced from \$10 to \$5. All ayes; motion carried.

Neola Special Update - Act 57.

There was a motion by Schwartz, seconded by Purtell to approve the revised policy changes in the Neola Special Update related to Act 57. All ayes; motion carried.

SUPERINTENDENT'S REPORT

Recently, Waterford Union High School was recognized in the *Milwaukee Business Journal* as a top-rated high school. These rankings reflect high performance in state assessment scores and college readiness metrics. Waterford Union is listed in 19th place, moving up from 28th place the previous year.

Board members are invited to the various end-of-year celebrations. If any board member would like to attend the PAC House graduation on May 14, they should inform the District Office as space is limited.

At its next regular meeting in May, the board must hold an election of officers. In addition, the Board President shall also assign members to the standing committees. Current committees are as follows:

- Building and Grounds: Beck, Schwartz
- Finance: Beck, Datka, Schwartz

- Personnel: Purtell, Schoenfeld
- Curriculum and Policy: Datka, Purtell

The building project remains on schedule and on budget. Board member Schwartz toured Section D earlier this evening to see renovations currently in progress. Asbestos abatement is underway in the new lobby area for the Art Department; this area was formerly the kitchen area of Maple View School, which had never undergone renovation in previous years. Duct work and plumbing under section D has been installed. Structural demolition in the art lobby area has begun to remove some walls and shore up others, and for new footings to be poured. Initial work for the fire suppression sprinkler system throughout the entire building is underway as well.

Recent storms have caused significant damage to District property and athletic facilities. Damage to the baseball field included the baseball dugout roof being destroyed along with much of the outfield fencing. Structural damage was also evident at the tennis courts and more than 50 trees on district property have been downed due to high winds. Athletic and Activities Director Jill Stobber was able to coordinate with Burlington and U.W. Whitewater to move competitions off-site. Currently the District is working with insurance adjustors to file a claim and to schedule repairs and clean up of the storm damage.

Board member Schwartz asked if there was a problem with the chillers due to the storm. Dr. Francois noted that the issue was not storm-related but has been rectified.

Board member Datka asked about change orders dollar amounts. Dr. Francois noted that the numbers will be provided once they are received.

PRESIDENT'S REPORT

President Schoenfeld noted that after ten years, he is stepping down from the Board and shared that it has been his honor to serve the Waterford community and Waterford Union. He expressed that he has enjoyed working with the administration and thanked Dr. Francois as well as the entire administrative team for their dedication. Dr. Francois thanked Mr. Schoenfeld for his years of service and noted it has been an honor to work with him.

Any community member who is interested in serving on the WUHS board may apply by submitting a letter of interest by April 30. The Board will hold a special meeting on May 7, 2026 to review candidates.

There followed a motion by Schwartz, seconded by Purtell to adjourn into Executive Session under State Statute 19.85 (1) (c), considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. All ayes; motion carried. This done at 8:55 p.m.

The next regular board meeting will be held on Monday, May 18, 2026. The meeting will be held in the Large Group Instruction Room beginning at 6:30 p.m.

Respectfully submitted,

Douglas P. Schwartz, Board Clerk