

Board of Education  
Plymouth Joint School District  
125 Highland Avenue + Plymouth, WI 53073 + 920-892-2661

**Regular Board of Education Meeting Minutes**  
**Plymouth High Amphitheater**  
Tuesday, April 18, 2023

Present:	Tony Backhaus	Kathy Tournour
	Sally Isely- Absent	Dan Steinhardt
	Bob Travis- Absent	Aaron Martell
	Janell Bohn	

1. Vice President Dan Steinhardt called the meeting to order at 5:30 p.m.
2. Pledge to Flag.
3. "Our mission is to encourage everyone to see and be their personal best through successful learning experiences. Become your best!".
4. The Oath of Office was administered to Kathy Tournour. Kathy was elected in the April 2023 Election.
5. Tony Backhaus moved, seconded by Janell Bohn to approve the Agenda and Consent agenda as the order of business. Motion Carried.
6. Aaron Martell moved, seconded by Kathy Tournour to approve the following:
  - a. Minutes of March 15, 2022, regular Board of Education meeting.
  - b. Financial report for the period July 1, 2021, through March 31, 2022.
  - c. Bills for the period of March 1, 2022, through March 31, 2022, in the amount of \$1,833,156.67
7. Board and District Leadership Team strategic planning:
  - a. Legislative Update –Dan Mella updated the board on the latest legislative news.
8. Finance, Buildings and Grounds:
  - a. Superintendent Dan Mella presented a Facility Update.
  - b. Kathy Tournour moved, seconded by Janell Bohn to approve gifts and corresponding budget adjustments. Motion Carried.
9. Academic Pillar of Excellence:
  - a. Dena Budrecki presented a Professional Development Update to the School Board.

10. Policy:

- a. Tony Backhaus moved, seconded by Kathy Tournour to approve the first reading of NEOLA policy updates Volume 32. No.1 Motion Carried.

11. The following spoke during the period of public participation:

- Ryan Mandel

12. Board Liaison Reports:

- a. Community Ed – Sally Isely
- b. Foundation - Bob Travis
- c. Family Resource Center – Dan Steinhardt
- d. CESA 7 – Dan Steinhardt appointed Kathy Tournour as the CESA 7 Delegate for the 2023 – 2024 school year.

13. Personnel:

Aaron Martell moved, seconded by Tony Backhaus to approve a-b.  
Motion Carried.

- a. The approval of the retirement request from Christine Vetter, physical education teacher at Parkview Elementary School, effective at the end of the 2022 – 2023 school year.
- b. The approval of the retirement request from Kurt Schulz, alternative education teacher at Plymouth High School, effective at the end of the 2022 – 2023 school year.

Kathy Tournour moved, seconded by Aaron Mrtell to approve c-h  
Motion Carried.

- c. The resignation of Jason Cole, principal at Parkview Elementary School, effective at the end of the 2022 – 2023 school year.
- d. The resignation of Michelle Gudex, fourth grade teacher at Fairview Elementary School, effective at the end of the 2022 – 2023 school year.
- e. The resignation of Hannah Myers, school psychologist for the Plymouth School District, effective at the end of the 2022 – 2023 school year.
- f. The resignation of Brian Huback, sixth grade teacher at Riverview Middle School, effective at the end of the 2022 – 2023 school year.
- g. The resignation of Amanda Koncelik, special education teacher at Riverview Middle School, effective at the end of the 2022 – 2023 school year.
- h. The resignation of Nicole Littau, seventh grade teacher at Riverview Middle School, effective March 27, 2023.

Aaron Martell moved, seconded by Tony Backhaus to approve i-j  
Motion Carried.

- i. The approval of a Limited Term contract for Phillip Harder to be a special education teacher at Riverview Middle School for the remainder of the 2022 – 2023 school year.

- j. The approval of a 100% contract for Emily Klotzbach to be a special education teacher at Fairview Elementary School beginning with the 2023 – 2024 school year.
  - k. Tony Backhaus moved, seconded by Kathy Tournour to approve a one-year leave of absence request for Andrea Alvarez, fifth grade teacher at Riverview Middle School, for the 2023 – 2024 School Year. Motion Carried
  - l. Aaron Martell moved, seconded by Tony Backhaus to approve of the Tentative Agreement reached between the District and Plymouth Education Association as to Total Base Wages for the 2023-2024 School Year. Motion Carried
  - m. Support Staff Update:
- 14. No items were removed from the Consent Agenda requested for separate discussion and/or action.
  - 15. President report – Bob Travis gave a president report.
  - 16. Superintendent report:
    - a. Student /staff accomplishments
    - b. District Updates
  - 2. At 6:28 Tony Backhaus moved, seconded by Janell Bohn to adjourn into closed session pursuant to Wis. Stat. § 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation of District employees where competitive and bargaining implications exist. (Discuss potential changes to compensation and employee benefits for new and existing teachers as well as issuing Individual Teacher Contracts and Administrator Contracts)

AND pursuant to Wis. Stat. § 19.85(1)(c) to consider the employment, promotion, compensation or performance evaluation of public employees over which the School Board has jurisdiction or exercises responsibility. Specifically, the School Board will be discussing the employment of professional staff members (administrators and teachers).

Tony Backhaus moved, seconded by Janell Bohn to approve Minutes from December 20, 2022 Closed Board of Education Meeting. Motion Carried

Kathy Tournour moved, seconded by Aaron Martell to reconvene in open session to consider the approval of Individual Teacher Contracts and Administrator Contracts for the 2023 – 2024 school year. Motion Carried

- Tony Backhaus moved, seconded by Kathy Tournour to approve Individual Teacher Contracts as well as total discretionary compensation package of approximately 4.0% for the 2023 – 2024 school year to be distributed among Individual Teacher Contracts based on the discretion of the Superintendent and the Board of Education according to the District's Administrative Career and Compensation Model. Motion Carried.
- Tony Backhaus moved, seconded by Aaron Martell to approve Administrator Contracts as well as total discretionary compensation package of approximately 4.0% for the 2023 – 2024 school year to be distributed among Administrator Contracts based on the discretion of the Superintendent and the Board of

Education according to the District's Administrative Career and Compensation Model. Motion Carried.

Tony Backhaus moved, seconded by Kathy Tournour to adjourn at 7:00 p.m. Roll Call Vote – K. Tournour-Yes, A. Martell -Yes, T. Backhaus -Yes, D. Steinhardt -Yes, Janell Bohn- Yes Motion Carried.

---

Sally Isely, Board Clerk