

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 16, 2024

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

1. Vice President Bob Travis 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 Aaron Martell and Bob Travis. Aaron and Bob were both elected in the April 2024 Election.
5. Dan Steinhardt moved, seconded by Tony Backhaus 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 11, 2024, regular Board of Education meeting.
 - b. Financial report for the period July 1, 2023, through March 31, 2024.
 - c. Bills for the period of March 1, 2024, through March 31, 2024, in the amount of \$1,833,156.67
7. Board Reorganization:
 - a. Election of Officers: Individuals elected will take office immediately.
 - Sally Isely moved, second by Kathy Tournour to elect Bob Travis as President. Motion Carried
 - Kathy Tournour moved, seconded by Aaron Martell to elect Dan Steinhardt as Vice President. Motion Carried
 - Aaron Martell moved, seconded by Janell Bohn to elect Sally Isely as Clerk. Motion Carried
 - Kathy Tournour moved, seconded by Bob Travis to elect Tony Backhaus as Treasurer. Motion Carried
 - b. Board Liaison Positions assignments were made by Bob Travis:

- Community Ed – Sally Isely
 - CESA 7 Representative – Kathy Tournour
 - Family Resource Center – Kathy Tournour
 - Foundation – Janell Bohn
- c. Board Sub-Committee were assigned by Bob Travis:
- Facility-Sub Committee – Dan Steinhardt, Sally Isely
 - Salary and Personnel Committee – Aaron Martell, Kathy Tournour, Tony Backhaus
 - Policy Committee – Kathy Tournour, Janell Bohn
8. Board and District Leadership Team strategic planning:
- a. Legislative Update –Dan Mella updated the board on the latest legislative news.
9. Finance, Buildings and Grounds:
- a. Sally Isely moved, seconded by Dan Steinhardt to approve gifts and corresponding budget adjustments. Motion Carried.
10. Policy:
- a. Dan Steinhardt moved, seconded by Tony Backhaus to approve the second reading of NEOLA policy updates Volume 33. No.1 Motion Carried.
11. The following spoke during the period of public participation:
- Jerry Prah
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:
- a. Dan Steinhardt moved, seconded by Kathy Tournour to consider the approval of a 100% contract for Julia Kemmett to be an English teacher at Plymouth High School beginning with the 2024 – 2025 school year. Motion Carried
 - b. Kathy Tournour moved, second by Sally Isely to approve the resignation of Jennifer Sims, fourth grade teacher at Fairview Elementary School, effective at the end of the 2023 – 2024 school year. Motion Carried
 - c. Tony Backhaus moved, seconded by Kathy Tournour to approve the Tentative Agreement between the School District and the Plymouth Education Association as to Total Base Wages for the 2024 – 2025 School Year. Motion Carried

14. Travel:
 - a. Tony Backhaus moved, seconded by Kathy Tournour to approve the out of state travel request from Amanda Smith, Music teacher, to take High School students to Los Angeles for spring break of 2025. Motion Carried
15. No items were removed from the Consent Agenda requested for separate discussion and/or action.
16. President report – Bob Travis gave a president report.
17. Superintendent report:
 - a. Student /staff accomplishments
 - b. District Updates
18. At 6:04 Tony Backhaus moved, seconded by Dan Steinhardt to adjourn into closed session pursuant to per Wis. Stats. §§ 118.21, 118.22, 118.24, 19.85(1)(c) and (e) of the Wisconsin Statutes to consider the employment, promotion, compensation or performance evaluation of District employees where competitive and bargaining implications exist. Roll call vote: Kathy Tournour- yes, Janell Bohn- yes, Aaron Martell- yes, Bob Travis- yes, Tony Backhaus- yes, Dan Steinhardt- yes. Motion Carried.
 - a. Discuss potential changes to compensation and employee benefits for new and existing teachers.
 - b. Discuss the issuing of Individual Teacher Contracts and Administrator Contracts for the 2024-2025 school year.

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).

 - a. Discussion as to the potential non-renewal of professional staff members as contemplated by Wis. Stat. § 118.22.
 - b. Discussion of potential resignation(s) of professional staff members.

And pursuant to Wis. Stat. § 19.85(1)(g) to discuss pending litigation against the District
19. The Board will vote to reconvene in open session to consider those items discussed in Closed Session.

Approval of Individual Teacher Contracts and Administrator Contracts for the 2024 – 2025 school year.

 - a. Suggested Motion for Individual Teacher Contracts:
 - Aaron Martell moved, seconded by Kathy Tournour to issue Individual Teacher Contracts for the 2024 – 2025 school year. Motion Carried

- b. Suggested Motion for Individual Administrator Contracts:
 - Kathy Tournour moved, seconded by Tony Backhaus to issue Administrator Contracts for the 2024 – 2025 school year. Motion Carried
 - c. Dan Steinhardt moved, seconded by Aaron Martell to accept the resignation of staff member. Motion Carried
20. Aaron Martell moved, seconded by Dan Steinhardt to adjourn. Motion Carried