

**DeForest Area School District  
Board of Education Meeting Minutes  
Monday, November 11, 2024 – 6:00 pm.**

1.	<p>Convene</p> <p>Vice President, Sue Esser, called the November 11, 2024 regular meeting of the DeForest Area School District's Board of Education to order at 6:00 p.m in the Boardroom of the District Office, 500 S. Cleveland Avenue, DeForest, WI 53532.</p> <p>Superintendent, Dr. Rebecca Toetz verified that the meeting was properly noticed.</p> <p>Board members present: Jan Berg, Brian Coker, Sue Esser, Linda Leonhart, Gussie Lewis, Stephanie Sarr, and Megan Taylor. Absent were: Jeff Hahn and Gail Lovick. Also present were administrators Dr. Rebecca Toetz, Kathleen Davis-Phillips, Chris Smith, Nate Jaeger, and Kathy Williams.</p> <p>The Pledge of Allegiance was recited.</p> <p>Megan Taylor recited the DeForest Area School District's Mission, Vision, and Equity Statements.</p>
2.	<p>Approval of the Agenda</p> <p>A. Approve Agenda</p> <p>On a motion by Berg, seconded by Lewis, and passed unanimously by voice vote, the agenda was approved.</p>
3.	<p>Board Business &amp; possible Board action</p> <p>Prior to beginning discussion, the Board was reminded by Director of Human Resources, Nate Jaeger, that all compensation for the 2024-2025 school year has been budgeted for from the District's fund balance reserves, and has been authorized by the Board for this purpose. No recently approved referendum funds will be used for this year's compensation, as those funds will not be available until next year.</p> <p>A. Consideration and possible approval of the 2024-2025 Collective Bargaining Agreement with the DeForest Area Education Association (DAEA)</p> <p><u>Discussion:</u> Director of Human Resources, Nate Jaeger presented the recommendation for the 2024-2025 Collective Bargaining Agreement with the DeForest Area Education Association (DAEA). The DASD Board of Education Negotiations Committee offer is a 0.0% increase to total base wages.</p> <p>On motion by Coker, seconded by Sarr, the DeForest Area School District Board of Education voted to approve the 2024-25 Collective Bargaining Agreement between the DeForest Area School District Board of Education and DeForest Area Education Association (DAEA) as presented. The motion passed by a unanimous voice vote,</p>

with Esser abstaining, and Lovick and Hahn absent.

- B. Consideration and possible approval of supplemental pay for DASD Certified Staff members for 2024-2025

Discussion: Director of Human Resources, Nate Jaeger presented the 2024-2025 supplemental pay recommendation. Administration recommends increasing each cell on the Teacher and Specialist Salary Frameworks by 2.5% with the exception of the top cell which would increase by 3.5%. Also recommended was maintaining a commitment to progression through the salary frameworks for both auto-movement and the completion of professional development.

On motion by Taylor, seconded by Berg, the DeForest Area School District Board of Education voted to approve the supplemental pay for DASD Certified Staff members for 2024-2025, as presented. The motion passed by a unanimous voice vote, with Esser abstaining, and Lovick and Hahn absent.

- C. Consideration and possible approval of compensation increases for Support Staff for 2024-2025

Discussion: Director of Human Resources, Nate Jaeger presented the 2024-2025 compensation increases for Support Staff for 2024-2025. The recommendation is: to advance all eligible employees (hired before 1/1/24) on the Support Staff Wage Schedule, increase each cell on the support staff wage schedule by 4.0%, and to adjust the pay grade classification for "Office Staff Assistant" and "High School Custodian/Head Custodian" positions.

On motion by Coker, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve compensation increases for Support Staff for 2024-2025, as presented. The motion passed by a unanimous voice vote, with Lovick and Hahn absent.

- D. Consideration and possible approval of compensation increase for District-Wide Hourly Support employees for 2024-2025

Discussion: Director of Human Resources, Nate Jaeger presented the recommended compensation increase for District-Wide Hourly Support employees as 4.0% for each returning district-wide hourly administrative support.

On motion by Lewis, seconded by Taylor, the DeForest Area School District Board of Education voted to approve compensation increases for District-Wide Hourly Support employees for 2024-2025, as presented. The motion passed by a unanimous voice vote, with Lovick and Hahn absent.

- E. Consideration and possible approval of compensation increases for District-Wide Salaried Supervisors, Specialists, Coordinators, and Deans for 2024-2025

Discussion: Director of Human Resources, Nate Jaeger presented the recommendation for compensation increases for District-Wide Salaried Supervisors,

	<p>Specialists, Coordinators, and Deans for 2024-2025 as an increase of 4.0% for each returning supervisor, specialist, coordinator, and dean.</p> <p>On motion by Berg, seconded by Sarr, the DeForest Area School District Board of Education voted to approve compensation increases for Salaried Supervisors, Specialists, Coordinators, and Deans for 2024-2025, as presented. The motion passed by a unanimous voice vote, with Lovick and Hahn absent.</p> <p>F. Consideration and possible approval of compensation for Administrators for 2024-2025</p> <p><u>Discussion:</u> Director of Human Resources, Nate Jaeger presented the recommendation for compensation increases for District Administrators as an increase of 3.5% for all administrators returning to their position, including the Superintendent, in this employee category.</p> <p>Board member Coker noted that the recommendation for Administrators is to receive a lower percentage rate increase than other employee groups. It is understood why that is the case for this year, however, the Board does not want that practice to continue in order to avoid a gap in compensation between DASD Administrators and administrators in other area districts.</p> <p>On motion by Coker, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve compensation increases for Administrators for 2024-2025, as presented. The motion passed by a unanimous voice vote, with Lovick and Hahn absent.</p>
4.	Public Input - None.
5.	<p>Board Consent Agenda</p> <ul style="list-style-type: none"> <li>A. Accept Minutes - October 28, 2024 &amp; November 4, 2024</li> <li>B. Approval of OE-7, Asset Protection Monitoring Report indicator changes</li> <li>C. Approval of Board Procedure, BP-4 Board Member Onboarding and BP-4A Board Member Onboarding Timeline</li> <li>D. Approve revisions to Board Policy GC-4, Officers' Roles</li> <li>E. Approve Summary Statements for Board Policies OE-5 and OE-7 Monitoring Reports</li> </ul> <p>Berg made a motion, Coker seconded, to approve the Board Consent Agenda. The motion was approved by a unanimous voice vote.</p>
6.	<p>Superintendent Consent Agenda</p> <ul style="list-style-type: none"> <li>A. Personnel Recommendations</li> </ul> <p><i>Certified Staff Recommendations for Board Approval</i></p> <ul style="list-style-type: none"> <li>I. Separations: <ul style="list-style-type: none"> <li>Sue Sonsalla - 2nd Grade Teacher EPES, retirement effective 6/6/2025</li> </ul> </li> <li>II. Appointments: <ul style="list-style-type: none"> <li>Beth Handler - Special Education Teacher DAHS, replacing Suellen Kurt</li> </ul> </li> <li>III. Other: <ul style="list-style-type: none"> <li>None</li> </ul> </li> </ul>

	<p><i>Other Administrative Actions</i></p> <p>I. Separations:  Nabil Madani - Custodian DAMS, resignation effective 11/8/2024  Merrilee Lainberger - Recess EPES, resignation effective 11/22/2024</p> <p>II. Appointments:  Erin Robson - Educational Assistant EPES, replacing Natalie Karls</p> <p>III. Other:  Edith Glaser, rescinded resignation for Educational Assistant DAHS</p> <p>B. Vouchers Payable/Treasurer's Report  Paid: 210107-210177, 242500840-24250094, 202400070-202400175</p> <p>Taylor made a motion, Sarr seconded, to approve the Superintendent's Consent Agenda.  The motion was approved by a unanimous voice vote.</p>
7.	<p>Press Verification</p> <p>No member of the press was present at this time.</p>
8.	<p>Adjourn</p> <p>The Board of Education adjourned at 6:11 pm on a motion by Berg, seconded by Leonhart and passed unanimously by voice vote.</p> <p>After adjourning, the Board of Education moved to The Glenn where they adjourned a Board work session.</p>
	DASD BOE President Signature:
	Date: