

**Regular School Board Meeting
Monday, October 27, 2025**

APPROVED

1. Opening Items

1.1 Call to Order

The October 27, 2025, regular school board meeting was called to order by School Board President, Esme Martinson at 6:34 PM.

1.2 Roll Call

Members present: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais
Members absent: James Defoe

1.3 Confirmation of Meeting Posting

Confirmation of meeting notice posted to designated posting locations by school board secretary.

1.4 Approval of Agenda

Motion by Sarah Williams, second by Kylie Vadnais, to approve agenda as presented.
Final Resolution: Motion Carried
Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

1.5 Mission Statement

The Mission Statement was read by School Board President, Esme Martinson.

1.6 Land Acknowledgement Statement

The Land Acknowledgment Statement was read by School Board President, Esme Martinson.

1.7 Approval of Meeting Minutes

Motion by Kylie Vadnais, second by Elena Erickson, to approve the meeting minutes of the September 15, 2025, regular school board meeting as presented.
Final Resolution: Motion Carried
Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

1.8 Public Comments

2. Board Reports

2.1 Committee of the Whole

Discussion: Nicole arrived after roll call to the committee of the whole meeting - requests that it reflect in minutes that she was present.

2.2 CESA 12 Board of Control

3. Administrative Reports

3.1 District Administrator Report

3.2 Finance Manager Report

3.3 Buildings and Grounds Report

3.4 Elementary Principal Report

3.5 MS/HS Principal Report

3.6 Director of Special Education & Student Services Report

3.7 IT Systems Administrator Report

3.8 Athletic Director Report

3.9 Consider Administrative Reports

Discussion: Mike provided updates on Act 20, confirming the next testing date in January and sharing information on the number of reading plans. He noted significant statewide changes to 1st-grade testing requirements, with data showing positive student progress. Discussion followed regarding reading assessments, including Fontas & Pinnell versus Science of Reading practices. Mike explained that having a running record remain the most effective tool and that reading plans align with Science of Reading requirements; additional staff could be invited to a future meeting for further discussion. He also clarified that all students, including those in the Ojibwe Immersion program, complete the AIMSweb screener, though the state has not yet provided guidance on F&P requirements for immersion students. Liz inquired about HR committee meeting details, and Beth confirmed that committee assignments will be shared soon. Beth also noted limited interest in the Tech Committee and that the Safety Committee will remain with the same members as last year.

Motion by Sarah Williams, second by Elena Erickson, to accept administrative reports 3.1 - 3.8 as presented.
Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

4. Financial Accounting

4.1 Vouchers

Motion by Sarah Williams, second by Elena Erickson, to approve vouchers for September totaling \$421,562.22 as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

5. Old Business

5.1 Referendum Update

Gary Zifko reported that the mainland school reroofing project was completed in August and mechanical work is underway. Sprinkler system designs are being reviewed by the state. Design work for the Island School is progressing, with plans to go to bid by Christmas and an anticipated construction start around April 15. Nick Hulstrom provided an update specific to the LaPointe Elementary renovation project, noting that a design survey was completed in August, followed by site visits and plan refinements. A user committee meeting on October 15 reviewed site and demo plans, accessibility improvements, restroom and storage additions, kitchen relocation, and gym updates including lighting, flooring, and paint. Structural engineers are assessing snow loads to ensure the project's overall integrity. More polished graphics and models are expected after the new year. Bidding is planned for early January, and all interested contractors are encouraged to connect with Gary to be invited to bid.

6. New Business

6.1 Consider Approval of 2025-2026 Budget

Motion by Nicole Boyd, second by Kylie Vadnais, to approve 2025-2026 budget as presented for a net total expenditures of all funds in the amount of \$21,818,971.88

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.2 Set 2025-2026 Tax Levy

Motion by Nicole Boyd, second by Caitlin Penhollow, to approve proposed tax levy in the amount of \$9.71750 per \$1,000.00.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.3 Consider Cost Estimate for Early College Credit Program - Spring 2026 Semester

Motion by Kylie Vadnais, second by Elena Erickson, to approve cost estimate for Spring Semester 2025-2026 school year.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.4 Consider 2025-2026 School District of Bayfield 4K Agreement

Motion by Sarah Williams, second by Caitlin Penhollow, to approve 2025-2026 4K agreement as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.5 Consider 66.0301 Cooperative Agreement

Motion by Elena Erickson, second by Sarah Williams, to approve 66.0301 cooperative agreement with Highland Community School District as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.6 Consider resolution authorizing a taxable tax and revenue anticipation promissory note for cash flow purposes in an amount not to exceed \$2,000,000.

Motion by Nicole Boyd, second by Sarah Williams, to approve resolution authorizing a taxable tax and revenue anticipation promissory note for cash flow purposes in an amount not to exceed \$2,000,000.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.7 Consider Revisions - 2025-2026 Employee Handbook

Motion by Kylie Vadnais, second by Sarah Williams, to approve 2025-2026 employee handbook with revisions as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.8 Consider Revision - 2025-2026 Athletic Coaches Handbook

Motion by Nicole Boyd, second by Caitlin Penhollow, to approve 2025-2026 athletic coaches handbook with revision as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.9 Consider Policy 8220 Revision - Inclement Weather Policy

Motion by Kylie Vadnais, second by Elena Erickson, to approve policy 8220 with revisions as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.10 Consider Teacher Retirements

Motion by Esme Martinson, second by Elena Erickson, to approve letters of retirement from Dave Doering and Tammy Weber as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.11 Consider Support Staff Retirement

Motion by Kylie Vadnais, second by Elena Erickson, to approve letters of retirement from Linda Weber as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.12 Consider Letter of Resignation - Music Teacher

6.13 Consider Letter of Resignation - 6-12 Ojibwe Language Teacher

6.14 Consider Letters of Resignation - Paraprofessionals

Motion by Elena Erickson, second by Caitlin Penhollow, to approve 6.12 - 6.14, letters of resignation, as presented.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.15 School Violence Drill Evaluation

Motion by Sarah Williams, second by Kylie Vadnais, to approve school violence drill evaluation.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

6.16 Future Agenda Items

- Clarification needed if there needs to be a differentiation between action taken for teacher or support staff retirements.
- Workshop topic - Current capacity of the AD position and consider options if the district moves to expand the athletic offerings.

7. Executive Session

7.1 Adjourn to Executive Session in Accordance with Wisconsin Statute 19.85(1)(c) consider the employment, promotion, compensation, or performance-evaluation data of any employee.

Motion by Sarah Williams, second by Kylie Vadnais, to adjourn to executive session at 7:22 PM in accordance with Wisconsin Statute 19.85(1)(c) consider the employment, promotion, compensation, or performance-evaluation data of any employee.

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

7.2 Discuss Employee Performance

7.3 Reconvene in Open Session

8. Closing Items

8.1 Announcement of / Action on Items from Closed Session

No action taken.

8.2 Adjournment

Motion by Nicole Boyd, seconded by Sarah Williams, to adjourn meeting at 7:54 PM

Final Resolution: Motion Carried

Aye: Esme Martinson, Nicole Boyd, Sarah Williams, Elena Erickson, Caitlin Penhollow, Kylie Vadnais

Keeley Johnson
Recording School Board Secretary

Approve: _____
Esme Martinson
Board President

Approve: _____
Sarah Williams
Board Clerk