

REGULAR MEETING MINUTES

CESA 10 Board of Control

Thursday, September 8, 2022

7:00 pm

725 W. Park Avenue, Chippewa Falls, WI

OR

Zoom Link: <https://us02web.zoom.us/j/87509944959>



Where service and leadership unite.

Important Notice: Upon request, reasonable auxiliary aids and services will be provided for individuals with disabilities. If accommodations are required, please provide 24-hour notice by calling 715.720.2023. The meeting can be accessed via Zoom conference. By phone, the number is 1-312-626-6799. Once prompted the meeting ID is: 875 0994 4959. By computer or Zoom app: the link is <https://us02web.zoom.us/j/87509944959>. If prompted the meeting ID is: 875 0994 4959.

► CALL TO ORDER

The meeting was called to order by Deanna Heiman at 7:00 p.m.

► ROLL CALL AND MILEAGE

<u> </u> P Nicole Breed	<u> </u> P Valorie Kulesa	<u> </u> P Mark Shain
<u> </u> P Lansing Carlson	<u> </u> A Charlie Milliren	<u> </u> P Eileen Sikora
<u> </u> P Deanna Heiman	<u> </u> P Cheryl Ploeckelman	<u> </u> P Rozanne Traczek
<u> </u> P Kristen Husby	<u> </u> P Jean Sandberg	

► FINANCIAL REPORTS

Motion by Rozanne Traczek and seconded by Val Kulesa to approve the treasurer's recommendation of issuing CESA checks numbered 72804 through 72861 and ACH checks numbered 9000006048 through 9000006305 for July, checks numbered 72862 through 72908 and ACH checks numbered 9000006423 through 9000006695 for August, and July and August, 2022 Reconciliation Statements.
Voice Vote Taken. Motion Carried.

► CONSENT AGENDA

A. Minutes of Board of Control Meeting – August 4, 2022

B. Minutes of Organizational Meeting – August 4, 2022

C. Employment:

New Hires:

C1. Laura Cutler – Speech/Language Pathologist – Special Education/Pupil Services – Start Date August 29, 2022

C2. Lydia Dittbrenner – Project SEARCH Sub Teacher – Special Education/Pupil Services – Start Date September 12, 2022

C3. Helina Salazar – Spanish Teacher (Remote) – Educational Technology – Start Date August 24, 2022

C4. Rachel Schumacher – Administrative Assistant – Educational Technology – Start Date September 12, 2022

C5. Deirdre Wells – Speech/Language Pathologist – Special Education/Pupil Services – Start Date September 6, 2022

Resignations:

C6. Saurabh Betawadkar – Lead Energy Advisor – Facilities Management – Last Day of Work August 19, 2022

C7. Michael Haynes – Agency Administrator – Last Day of Work September 30, 2022

C8. Bridget Sneen – Contracts and Procurement Coordinator – Facilities Management – Last Day of Work September 16, 2022

Transfers:

C9. Paul Dragseth – Facilities Management – transfer from Program Coordinator – Focus on Energy to Energy Advisor – Focus on Energy – Effective August 15, 2022

D. Out of State Travel: None

E. Contracts: None

Motion by Kris Husby and seconded by Eileen Sikora to approve the consent agenda. Voice Vote Taken. Motion Carried.

► **REPORTS AND DISCUSSION ITEMS**

1. Consider Board of Control Members to Attend the 2022 Association of Educational Service Agencies (AESAs) National Convention

The AESA Conference will be held in Atlanta, GA on November 30 – December 2, 2022. The members going are Deanna Heiman, Cheryl Ploeckelman, Eileen Sikora, Val Kulesa, and Nicole Breed.

► **ACTION ITEMS**

1. Consider Recommendation Regarding Employee Compensation System

The following recommendation was made to the Board regarding the CESA 10 employee compensation system:

- “Pause” the current system that enables wage increases to be incrementally higher for employee’s whose evaluation is higher than 7.0 for 2022-23.
- For staff whose evaluation score is 7.0 or higher, provide what we’ve previously referred to as the “default” increase for 2022-23. However, continue to incrementally decrease that amount for any employees whose score is less than 7.0.
- By January 2023, complete a thorough study comparing wages for all positions with similar positions in other CESAs, schools and in the private sector.
- Utilize the “savings” by not paying higher increases than the default to make adjustments where evidence suggests they are not competitive.
- By January 2023, research other ways to “reward” employees who go above and beyond and perform at exceptional levels and make a recommendation to implement that system for 2023-24.
- Facilities will remain on their previously Board approved system.

Motion by Mark Shain and seconded by Nicole Breed to approve the recommendation regarding employee compensation. Voice Vote Taken. Motion Carried.

2. Consider Recommendation from Board of Control Executive Committee Meeting on September 2, 2022

The Board discussed the recommendations from the Board of Control Executive Committee. These recommendations included appointing Charlie Schneider as Interim Agency Administrator and the process for conducting the search for the next agency administrator.

Motion by Rozanne Traczek and seconded by Eileen Sikora to approve the recommendation of the Board of Control Executive Committee as scripted. Voice Vote Taken. Motion Carried.

► **NOTICE OF CLOSED SESSION §19.85 (1)(c)**

Convene to closed session as per WI Statutes §19.85 (1)(c) considering employment, promotion, compensation, or performance evaluation data of any public employees over which the governmental body had jurisdiction or exercises responsibility. The Board may take action in closed session.

► **CONVENE IN CLOSED SESSION**

Motion by Val Kulesa and seconded by Eileen Sikora to convene to closed session, at 7:51 p.m., carried by a roll call vote:

Roll call is required to convene into closed session.

<u>Y</u>	Nicole Breed	<u>Y</u>	Val Kulesa	<u>Y</u>	Mark Shain
<u>Y</u>	Lanse Carlson	<u>A</u>	Charlie Milliren	<u>Y</u>	Eileen Sikora
<u>Y</u>	Deanna Heiman	<u>Y</u>	Cheryl Ploeckelman	<u>Y</u>	Rozanne Traczek
<u>Y</u>	Kris Husby	<u>Y</u>	Jean Sandberg		

► **ADJOURN CLOSED SESSION AND RECONVENE IN OPEN SESSION**

Motion by Cheryl Ploeckelman and seconded by Val Kulesa to adjourn closed session and reconvene to open session at 8:01 p.m. Voice Vote Taken. Motion Carried

► **OTHER ORGANIZATIONAL BUSINESS WHICH MIGHT LEGALLY COME BEFORE THE BOARD**

- The members wished Mike good luck in his new position and thanked him for his service to CESA 10.

► **ADJOURN**

Motion by Val Kulesa and seconded by Eileen Sikora to adjourn the meeting at 8:10 p.m. Voice vote taken. Motion carried.