

School District of West Salem
Regular Board Meeting Minutes
September 8, 2025
Marie Heider Meeting Room – 7:00 p.m.

Due to Technical Difficulties Live streaming of this meeting was not available on our District's YouTube page.

Convene

The meeting was called to order at 7:02 p.m. by President Catherine Griffin. The meeting was noticed to the Coulee Courier, La Crosse Tribune, WLSU Radio 89 FM, WXOW TV-19, WKBT-TV, WKTY, Union State Bank, First Community Credit Union, Village of West Salem, posted at each school, district website, and district office on September 4, 2025.

Pledge of Allegiance to the American Flag

Zeke Hyer led everyone in the recitation of the Pledge of Allegiance and Lydia Jothan recited the District Mission Statement.

Roll Call

Present: Catherine Griffin, Erik Peterson, Trish Harman, Bob Minard, Bob Gollnik, and Ben Garbers. Also in attendance – Administration: Ryan Rieber, Alex Hubing, Justin Jehn, Ben Wopat, Alyssa Harlan, Heidi Horton, Crystal Becker and Shawn Handland; Student representatives: Lydia Jothan, Zeke Hyer. Recording secretary: Jennifer Larson. Excused: Caitlin Wilson.

Approval of Agenda

B. Minard moved, E. Peterson seconded to approve the agenda as presented. Motion carried unanimously.

Written and Oral Reports

District Strategic Initiative updates from the Superintendent's Collaborative Team and the Superintendent were reviewed.

CESA #4 Board of Control – C. Griffin reported on the Board of Control's agenda.

Business Operations Report – E. Peterson reported that the committee was presented a review of Design Development Budget from ISG at the meeting on September 8, 2025.

Construction Project Update by ISG – Kevin Bills and Ryan Welke from ISG and Mark Breidel and Weston Gumbert from Kraus Anderson presented the high school design update. They also presented the Design Development Budget and High School Bid Pack #2 foundation and footings.

Yearly HR Stat Update – Crystal Becker presented 2025 New Hire Data, retention of employees, hiring & retention strategies, recruitment plan, professional development and exit survey results.

Connection with the Community

Zeke Hyer, Student Representative, reported on:

The football team just beat Viroqua recently on Friday and will be playing at Westby this Friday. Senior Defensive End Landon Michlig and Junior Quarterback Drew McConkey are notable players that have been playing exceptionally well.

Volleyball is having a good start to their season with a 7-5 record with a home game against GET tomorrow. They had youth night this past Thursday and the young girls loved that the players threw mini volleyballs into the crowd.

The girl's tennis team is having a great season as they have notable team wins against Reedsburg and Mauston in the past week. This week they will play Viroqua tomorrow and then another quad match this weekend in West Salem.

The Spanish Club had their first meeting of the year today. This group is focused on promoting Spanish culture through fundraising events and group events.

The Student Council recently announced the homecoming theme for this year as "Through the Ages", notable dress up days are going back to 1776 with a Independence Day dress up and then obviously the school will end the week dressed in our orange and black.

Class presidents were voted on this past week. We are happy to announce another great year of student leadership! The freshman class president is Ellie Stenburg, and the sophomore class president is Aidric Schmidt. Then both the juniors and seniors choose to have co-presidents with Josiah Wolbrink and Alicia Zarecki leading the junior class. And then Lydia and I are your co-presidents for the senior class!

Lydia Jothen, Student Representative, reported on:

The high school robotics team is organizing, preparing and planning for their season. They are recruiting by the morning announcements, homecoming parade, trophy case, and bulletin board to get more people to join. Additionally, they are refining their robot from last year to use as a marketing tool to get more people interested. They are putting their new recruits mainly, freshman and sophomores, through a new First Technical Challenge team to get them used to the building process. They are spending their off-season time building new mechanisms to help teach oncoming members about more complicated skills like programming and are starting to buy more materials so that they will be easier to use once the build season comes around. Robotics also has 4 FIRST Lego League teams composed of 4th thru 8th graders that have been meeting at the West Salem Middle School on Tuesdays and Thursdays who will be working to compete at the West Salem Lego League FIRST Regional that will occur on Saturday, November 8th.

The band performed on their first Field show at Friday night's football game. The high schoolers AND middle schoolers took the field making over 300 performers. They played the school song along with the high school and middle school marching songs. Additionally, the band made an appearance at the volleyball game. We went from no pep band for 2 years to almost a 100-piece pep band! Yesterday, the band had their first parade of the season. They marched at Kellogg Watermelon days, and the freshman got their first marching experience.

DECA is beginning with their school involvement by organizing the Homecoming kickoff party. They are putting together the spike ball and volleyball tournament as well as selling the powderpuff shirts. They even made a trophy for this year's powderpuff winner. (Which will obviously be the seniors)

NHS members over the last few days have been helping with flags of honor. This is an event at the village park to honor the veterans in our community. If you were at the football game, I'm sure you heard or saw their firework show. NHS has trick or can and the haunted trail coming up soon.

Correspondence – Thank You card from Heidi Schiefelbein was read.

Public Comments – None.

Consent Agenda

E. Peterson moved, B. Garbers seconded to approve the following Consent Agenda items:

- a. Minutes of the Regular Board Meeting of August 25, 2025
- b. Invoices to be paid
- c. Co-curricular recommendations: ASL coach
- d. Donations

Motion carried unanimously.

Discussion/Action Items:

Summer Campus Improvements, Scott Johnson & Ryan Rieber. Ryan Rieber presented improvements that were made to the high school, middle school and elementary school over the summer.

B. Minard moved, B. Gollnik seconded to approve the high school Bid pack#2 for \$1,417,000 for foundations and footings. Motion carried unanimously.

E. Peterson moved, B. Gollnik seconded to approve the second reading of legal and recommended policy updates of UGG/EDGAR Special Update and Vol 34 No 2. Motion carried unanimously.

UGG/EDGAR Special Update

Po6110 – Revised Policy – GRANT FUNDS

Po6111 – Copy of INTERNAL CONTROLS

Po6112 – Copy of CASH MANAGEMENT OF GRANTS

Po6114 – Copy of SPENDING FEDERAL FUNDS

Po6325 – Copy of PROCUREMENT-FEDERAL GRANTS/FUNDS

Po7310 – Copy of DISPOSITION OF PERSONAL PROPERTY

Po7450 – Copy of PROPERTY INVENTORY

Legal/Recommended Vol 34 No 2

Po0100 – Revised Bylaw - Copy of DEFINITIONS

Po0144.5 – Revised Bylaw – Copy of BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT

Po0166.1 – Revised Bylaw – Copy of CONSENT AGENDA

Po1461 – Revised Bylaw – Copy of UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY

Po2522 – Revised Policy – Revised Policy – Copy of LIBRARY MEDIA CENTERS

Po3120.04 – Revised Policy – Copy of EMPLOYMENT OF SUBSTITUTES

Po3120.08 – Revised Policy – Copy of EMPLOYMENT OF PERSONNEL FOR CO-CURRICULAR ACTIVITIES

Po3431 - Revised Policy – Copy of EMPLOYEE LEAVES

Po3432 – Revised Policy – Copy of EMPLOYEE SICK LEAVE, EMPLOYEE PAID TIME OFF

Po4124 – Revised Policy – Copy of NOTICE OF REASONABLE ASSURANCE OF EMPLOYMENT
Po4140 – Revised Policy – Copy of TERMINATION AND RESIGNATION
Po4213 – Revised Policy – Copy of STUDENT SUPERVISION AND WELFARE
Po4431 – Revised Policy – EMPLOYEE LEAVES
Po4432 – Revised Policy – Copy of EMPLOYEE LEAVES
Po5112 – Revised Policy – Copy of ENTRANCE AGE
Po5310.01 – Replacement Policy – EMERGENCY NURSING SERVICES/PLAN
Po5411 – Revised Policy – Copy of THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS
Po5464 – Revised Policy – Copy of EARLY GRADUATION
Po5505 – Revised Policy – Copy of ACADEMIC HONESTY
Po5530 – Revised Policy – Copy of STUDENT USE OR POSSESSION OF INTOXICANTS, DRUGS, OR PARAPHERNALIA
Po7440.03- Revised Policy – Copy of SMALL UNMANNED AIRCRAFT SYSTEMS
Po7450 – Revised Policy – Copy of PROPERTY INVENTORY
Po7455 – Revised Policy – Copy of ACCOUNTING SYSTEM FOR CAPITAL ASSETS
Po7530.02 – Revised Policy – Copy of STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES
Po8420 – Revised Policy – Copy of SCHOOL SAFETY
Po8500 – Revised Policy – Copy of FOOD SERVICES
Po8510 – Revised Policy – Copy of WELLNESS
Po8531 – Revised Policy – Copy of FREE AND REDUCED -PRICE MEALS
Po8540 – Revised Policy – Copy of VENDING MACHINES
Po8550 – Revised Policy – Copy of COMPETITIVE FOOD SALES
Po9151 – Revised Policy – Copy of USE OF CAMERAS AND OTHER RECODING DEVICES IN LOCKER ROOMS
Po7540.08 – Revised Policy – Copy of ARTIFICIAL INTELLIGENCE
Po0142.5 – Revised Policy – Copy of VACANCIES

The list of to do items / information requests was reviewed. No action was taken.

Live Stream Ends at 8:30 p.m.

Student Representatives Z. Hyer and L. Jothen dismissed. C. Becker leaves the meeting.

Board Development

Advertising/Fundraising: Policy 9700.01 was reviewed and discussed.

Adjournment

B. Garbers moved, B. Minard seconded to adjourn at 9:11 p.m. Motion carried unanimously.

Respectfully submitted,

Trish Harman, Acting Clerk