

**Monday, September 15, 2025  
Regular School Board Meeting  
Dodgeville High School Room F14  
6:30 P.M.**



**1. Opening Items (00:00)**

**Subject 1.1 Call Meeting to Order**

**Subject 1.2 Roll Call**

**Subject 1.3 Pledge of Allegiance**

**Subject 1.4 Notice of Meeting**

**Subject 1.5 Approval of the Agenda**

**2. Routine Action Items (00:01)**

**Subject 2.1 Approval of Minutes of Regular School Board Meeting on August 18, 2025.**

Recommended ActionMotion to approve the minutes of the Regular School Board Meeting on August 18, 2025.

[MinutesView Minutes for Aug 18, 2025 - Regular School Board Meeting](#)

**Subject 2.2 Approval of Voucher and Payroll Checks**

Recommended ActionMotion to approve August AP expenditures in the amount of \$991,211.78 & Payroll expenditures in the amount of \$434,316.58 for a grand total of \$1,425,528.36.

File Attachments:

- [Board Meeting Monthly Finance Totals](#)
- [Check List](#)

### 3. Public Comments/Acknowledgements (00:03)

#### Subject 3.1 Public Comment

#### Subject 3.2 Acknowledgements

Accepted a donation for \$900 from the estate of Pam Fingerson. Pam's teaching career spanned over twenty years beginning in Darlington and continuing to Dodgeville Elementary School. Our district was blessed to have Pam working with our students. She cared deeply about kids and her servants' heart left fingerprints on so many hearts. Pam was an example for all of us.

### 4. Information and Study (00:07)

#### Subject 4.1 Student Representative Report

Gabe Engel gave an update from the students perspective.

#### Subject 4.2 Committee Reports (00:14)

Committees gave an overview of the items they discussed during their meeting from earlier in the month.

Finance Committee follow up:

Associated Bank manages our Long Term Bond Principal and Interest within Fund 39. The payment is twice a year:

08/22/2025	8000000565	ASSOCIATED BANK GREEN BAY, N...	W - Wire Transf...	392,034.76	
02/21/2025	8000000404	ASSOCIATED BANK GREEN BAY, N...	W - Wire Transf...	1,572,785.26	02/28/2025
08/22/2024	8000000268	ASSOCIATED BANK GREEN BAY, N...	W - Wire Transf...	414,785.26	08/31/2024
02/13/2024	33994	ASSOCIATED BANK GREEN BAY, N...	R - Regular	1,288,625.00	02/29/2024

### **Subject 4.3 WASB Board Development Modules (00:28)**

Dialogue about online learning through WASB:  
Running Effective School Board Meetings, Part 6

### **Subject 4.4 Strategic Planning Updates**

Strategic Planning Committee Updates:

Facilities & Finance & Communication are both at the stage of narrowing their priorities so that we can create our SMART Goals

Focus on Learning is having their second meeting later this week and is digging deeper into their data before making priorities.

Well Being had to postpone their first meeting and will be meeting later this week.

Life Ready had a group meeting after the Board Meeting and is looking to finalize their priorities in the next two weeks.

All committees will be doing a share out on September 29th from 7 - 8:30 p.m.

Board & Administration will take these priorities and spend the month of October putting together the first draft SMART Goals (October 27th: 7 - 8:30 p.m.)

November Board meeting will be focused on refining and finalizing the SMART Goals.

December we would consider for action the approval of our strategic plan.

## **Subject 4.5 Recruitment & Retention of Staff**

As part of our ongoing work toward the Board's goal of Recruitment and Retention of Staff, we continue to engage staff in identifying priorities that matter most to them.

### **Priority 1 – Competitive Compensation & Benefits**

Staff have clearly expressed that remaining competitive with both hourly and salaried compensation packages is their top priority. To address this, a Committee has been working towards a total compensation package that is reviewing salary structures, benefits, and pathways for advancement to ensure Dodgeville remains an attractive and sustainable place to work.

### **Priority 2 – Time for Professional Growth**

The second highest priority is the need for more time to focus on continuing to develop proven instructional practices with collaborative time to collaborate with other professionals. In response, we have created dedicated committees to design a professional development framework that increases both the quality and the effectiveness of collaboration time across all buildings.

## **Subject 4.6 Operational Referendum Discussion (00:52)**

See the attached documents on year end numbers as well as fund balance explanation as it compares to a general savings account.

File Attachments:

- [Year End Financial Report](#)
- [Fund Balance and Cash Flow Management](#)

## **Subject 4.7 Annual Seclusion & Restraint Report (01:07)**

### Annual DPI Seclusion and Restraint Report

In compliance with Wisconsin Statutes regarding the use of seclusion and restraint in schools, the Dodgeville School District submits the following report:

#### Definitions

- Seclusion is defined as the involuntary confinement of a student, where the student is unable to leave the area.
- Restraint is defined as the involuntary immobilization of a student that restricts or reduces the ability of the student to freely move their torso, arms, legs, or head.

#### Staff Training

The District provides annual training (NVCII: Nonviolent Crisis Intervention through Crisis Prevention Institute) on seclusion and restraint for staff members who are most likely to be called upon to intervene with students in crisis. This includes special education staff, front office staff, and other designated employees. Training emphasizes:

- The use of de-escalation strategies as the primary response to challenging behaviors.
- Safe and appropriate physical intervention techniques that comply with Wisconsin law.

Training sessions are facilitated by Bryan Brom and Erin Spadafore, who are certified trainers in this area.

#### Legal Parameters

The use of physical intervention is only permitted when:

- There is a clear, present, and imminent risk of physical harm to the student or to others; and
- The intervention used is the least restrictive means feasible to prevent injury.

The District remains committed to ensuring that staff members prioritize de-escalation strategies and maintain student dignity, while also protecting the safety of all students and staff.

#### File Attachments:

- [25-26 S&R Report](#)

### **Subject 4.8 Determine Date for Annual Meeting (01:11)**

Past practice is to hold the annual meeting/budget hearing at 6:00 pm before the regular board meeting in October (10-20-25).

No annual meeting may be held after October 31st.

## **5. Action Items**

### **Subject 5.1 Resignations, Retirements and Hiring of District Personnel**

Recommend the following hires and welcome them to the district:

- Gina Reichling - Early Childhood Teacher
- Barbara Sullivan - Special Education Paraprofessional
- Mike Gordon - Maintenance
- Justin Emrick - Maintenance

Recommend the following coaching hires:

- Emma Nolden - JV2 Girls Volleyball
- Sophie Dougherty - Volunteer Asst Volleyball Coach
- Anthony Bucciarelli - Middle School Football Coach

Recommend the following Club Advisors/Musical/Theatre hires:

File Attachments:

- [Club Advisors](#)

### **Subject 5.2 Set Date for Annual Meeting**

October 20th 6:00 p.m.

### **Subject 5.3 Donations - Tabled**

## **6. Executive Session**

**Subject 6.1 Adjourn to Executive Session for discussion of personal information as per WI s.s. 19.85(1)(c) and (f) as described following: Consideration of financial, medical, social and personal information and consideration of employment, promotion, compensation, and performance evaluation related to a personal request made to the school board.**

### **Subject 6.2 Adjourn**

## **7. Closing Items**

### **Subject 7.1 Reminders & Announcements**

October Meetings:

- Wednesday, October 8th 5:15 pm Curricular/Co-Curricular & Policy
- Wednesday, October 15th 5:15 pm Buildings & Grounds & Finance
- Monday, October 20th 6:30 pm Regular School Board Meeting