**MINUTES:** Meeting of the Monona Grove School District Board of Education, held Tuesday, November 11, 2025, at 6:30pm (Closed Session) at the Monona Grove District Office
**BOARD MEMBERS PRESENT:** Janice Stone, Stephanie Lehmann, Philip Haven, Elizabeth Cook, Rachelle Miller, Susan Manning, Eric Hartz
**ADMINISTRATORS & STAFF PRESENT:** Tanya Fredrich, Katy Byrnes Kaiser, Greg Benz, Angie Fassl, Rob Meyer, Jesse Starr, Emily Foster, Rebecca Fox-Blair, Bill Miller, Kori Blumer
**STUDENT REPRESENTATIVE:** Elsa Buethling

A. Call to Order – Elizabeth Cook called the meeting to order at 6:30pm.

B. Declaration of Public Notice – acknowledged

C. Consider convening into Closed Session per Wisconsin Statutes 19.85(1)(c) for consideration of the following:
   1. Superintendent Evaluation

      **Motion:** Janice Stone moved to convene into Closed Session at 6:30pm per Wisconsin Statutes 19.85(1)(c) for consideration of the following:

      1. Superintendent Evaluation

      Rachelle Miller seconded. Roll call vote: Rachelle Miller – aye, Philip Haven – aye, Susan Manning – aye, Janice Stone – aye, Eric Hartz -aye, Stephanie Lehmann – aye, Elizabeth Cook – aye. The motion carried 7-0.

D. Reconvene into Open Session
   **Motion:** Philip Haven moved to reconvene into Open Session at 7:14pm. Rachelle Miller seconded. Roll call vote: Stephanie Lehmann – aye, Susan Manning – aye, Janice Stone – aye, Philip Haven – aye, Rachelle Miller – aye, Eric Hartz -aye, Elizabeth Cook – aye. The motion carried 7-0.

E. Order of Business

F. Consent Agenda
   1. Meeting Minutes – October 14, 2025 Meeting, October 28, 2025 Special Meeting and the October 28, 2025 Work Session
   2. Staff Hirings
      - **James Karpinen** - 1.0 FTE Occupational Therapist, replacing Brad Urban, effective November 24, 2025
   3. Staff Contract Amendments
      - **Jessica Buchmeier** - French Teacher at GDS, moving from 1.0 FTE to 0.65 FTE effective 11/17/2025.
      - **Shana Link -** 6th grade Social Studies Teacher at GDS, moving to 1.0 FTE Teaching and Learning Coach effective TBD (need to fill 6th grade position first)
   4. Staff Resignations/Retirements
      Resignations
      - **Natalie Owen** - 0.6 FTE Teaching and Learning Coach at GDS, effective 11/13/25. Resignation received 10/13/25.
      - **Nate Verhage** - 1.0 FTE Business Education Teacher at GDS, effective 10/31/25. Resignation received 10/15/25.

- **Emily Nelson** - 1.0 FTE 1.0 FTE Special Education - Cross Categorical Teacher at MGHS, effective 11/18/25. Resignation received 11/4/25.

Retirements

- **Carol Nitschke** - 1.0 FTE Reading Specialist at Cottage Grove School, effective 6/12/26. Retirement received 10/30/25.

5. School Safety Drills
6. Revised Job Descriptions for Licensed Personnel

**Consent Agenda Item F.6. was moved to Action Item J.4. for additional discussion.**

**Motion:** Philip Haven moved approval of the consent agenda as amended. Rachelle Miller seconded. The motion carried unanimously.

G. Celebration of Excellence
   1. School Nutrition Community Dinner
      Kori Blumer, MGSD Dietician and student representatives from MGHS clubs shared a presentation about the October 15, 2025 Community Dinner.

H. Student Board Report
   Elsa Beuthling, the 2025-2026 Student Representative to the Board, shared a brief report with the Board.

I. Public Appearances
   - Sandy Homburg of Cottage Grove addressed the Board.

J. Action Items
   1. Education for Employment (E4E) / Work Based Learning Plan
      Motion: Philip Haven moved approval of the Education for Employment (E4E) / Work Based Learning Plan, as presented. Rachelle Miller seconded. The motion carried unanimously.

   2. 2026 Flexible Benefit Plan Contribution Limits
      Motion: Philip Haven moved approval of the 2026 Flexible Benefit Plan Contribution Limits, as presented. Rachelle Miller seconded. The motion carried unanimously.

   3. Policy Series for Second Reading - Policy & Legislative Engagement Committee
      Motion: Philip Haven moved approval of the Policy & Legislative Engagement Committee Policy Series for Second Reading, as presented. Rachelle Miller seconded. The motion carried unanimously.

   4. Revised Job Descriptions for Licensed Personnel
      Motion: Rachelle Miller moved approval of the Revised Job Descriptions for Licensed Personnel, as presented. Janice Stone seconded. After discussion, the motion carried unanimously.

K. Discussion Items
   1. Policy Series for 1st Reading - Policy & Legislative Engagement Committee
      The Policy & Legislative Engagement Committee recommended Policy Series go to the Board for First Reading at the October 14, 2025 Committee Meeting. The Board discussed po0167.3 will go to 2nd Reading at the December Board Meeting. Eric

**Hartz suggested the following amendments: speakers shall be allowed up to five (5)** minutes to address an issue or express an opinion and removal of the fifteen minute time designation for public appearances and will follow up with the Policy & Legislative Committee Chair to request those amendments.

2. Policy Series for 1st Reading - Finance & Operations Committee
   The Finance & Operations Committee recommended Policy Series go to the Board for First Reading at the October 23, 2025 Committee Meeting. The policies will go to 2nd Reading at the December Board Meeting.

3. Authorization of Relocation of Taylor Prairie Students/Staff to Cottage Grove School under a 4K–2 grade Consolidation Beginning in the 2026–2027 School Year, Including a Traffic Reduction Solution to Support this Transition.
   Dr. Fredrich and Kristin Sobocinski summarized the October 28, 2025 Board Work Session. The Board and administration discussed the 4K-2 Cottage Grove School configurations. This item will go to the Board for action at the December meeting.

4. Authorization to Engage a Licensed Real Estate Broker to Gather Information on the Fair Market Value and Potential Sale of Maywood School and to Bring Findings and Recommendations to the Board for Review.
   The Board and administration discussed the 4K-2 Cottage Grove School configurations. This item will go to the Board for possible action at the December meeting.

5. Authorization to Engage a Licensed Real Estate Broker to Gather Information on the Fair Market Value and Potential Nichols Property, and bring Findings and Recommendations to the Board for Review.
   The Board and administration discussed the 4K-2 Cottage Grove School configurations. This item will go to the Board for possible action at the December meeting.

6. Authorize Financial and Operational Planning Necessary to Evaluate Relocating District Office Staff and the MG21 Charter School to the Taylor Prairie Facility and to Bring Findings and Recommendations to the Board for Review.
   The Board and administration discussed the 4K-2 Cottage Grove School configurations. This item will go to the Board for possible action at the December meeting.

L. Informational Items – Discussion by Exception Only
   1. Notice of Election – Janice Stone shared information about the Spring Election.
   2. Personnel Committee – Elizabeth Cook shared a brief report.
   3. Policy Committee – Janice Stone shared a brief report.
   4. Teaching, Learning & Equity Committee – Rachelle Miller shared a brief report.
   5. Finance & Operations Committee –Philip Haven shared a brief report.
   6. Monona Grove Education Foundation – Susan Manning shared a brief report.

M. Superintendent Report
   Dr. Fredrich shared a brief report with the Board.

N. Future Meeting Dates

- Policy & Legislative Engagement Committee - November 18, 2025 at 8:00am - District Office
- Teaching, Learning & Equity Committee - November 18, 2025 at 4:00pm, virtually
- Finance & Operations Committee - November 20, 2025 at 4:00pm, virtually
- Personnel Committee - December 1, 2025 at 4:00pm at Granite Ridge School
- Board of Education - December 9, 2025 7:00pm (6:00pm if Closed Session is necessary), Cottage Grove - Village Hall

O. Adjournment
**Motion:** Phillip Haven moved to adjourn at 10:52pm. Rachelle Miller seconded. The motion carried unanimously.

Approved: Monona Grove Board of Education
December 16, 2025