

MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD OF THE OREGON SCHOOL DISTRICT HELD ON AUGUST 10, 2026

The regular meeting of the School Board of the Oregon School District was called to order by Board Vice President Dr. Mary Lokuta at 6:30 PM on August 10, 2026 in the OSD Innovation Center at Oregon High School in the Village of Oregon, Dane County, Wisconsin. Upon roll call, the following Board members were present: Dr. Caleb Bush, Ms. Heather Garrison, Mr. Nathan Hensal, Mr. Matt Ledbetter, Ms. Leslie Wright and Dr. Mary Lokuta. Board member(s) absent: Mr. Troy Pankratz. Administrators present: Dr. Shannon Anderson, Mr. Brian Johnson, Dr. Nick Reichhoff, Ms. Jina Jonen, Ms. Erika Mundinger, Ms. Tamara Sutor, Dr. Jon Tanner, Ms. Heidi Walter and Ms. Katie Heitz.

Proof in the form of a certificate by the Oregon Observer of communications and public notice given to the public and the Oregon Observer, and a certificate of posting as required by Wis. Stat. sec. 19.84 as to the holding of this meeting was presented by Dr. Lokuta.

Ms. Garrison moved and Mr. Hensal seconded the motion to approve the agenda as posted. The following members voted yes: Ms. Garrison, Mr. Hensal, Dr. Bush, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. Motion carried 6-0.

A. CONSENT CALENDAR:

Ms. Garrison moved and Ms. Wright seconded the motion to approve the following items on the Consent Calendar:

1. Approval of Minutes:

- a. July 13, 2026 Board Meeting Minutes
- b. July 13, 2026 Closed Session Minutes

2. Approve payments in the amount of \$2,297,482.71

3. Treasurer's Report: None

4. Staff Resignations/Retirements: None

5. Staffing Assignments:

- Maggie Dougherty - 1.0 FTE Phy Ed / Health Teacher at OHS;
- Jessica Daughery - 1.0 FTE English Teacher at OHS;
- Shane Collins - change in assignment from 1.0 FTE 5th Grade Teacher at RCI to 1.0 FTE Math Interventionist at RCI;
- Alex Uhlmann - change in assignment from 1.0 FTE Math Interventionist at RCI to 1.0 FTE 5th Grade Teacher at RCI;
- Sara Jicha - change in assignment from 1.0 FTE 4th Grade Teacher at BKE to 1.0 FTE 2nd Grade Teacher at BKE

6. Field Trip Requests: None

7. Acceptance of Donations:

- Todd Thompson donated an electronic drum set with an estimated value of \$300;
- Robert and Rita Pultz in the amount of \$100 for the Splash Pad;
- Friends of the Oregon School District in the amount of \$6,453 for AVID tutors and Be a Champion Mentor Funds;
- Anonymous in the amount of \$2000 for food service balances;
- Ice Age Trail Alliance in the amount of \$628 for the transportation costs for BKE 4th grade students to Indian Lake County Park;
- WI Society of American Foresters in the amount of \$131 for the PVE Green and Health Team

8. Approval of New Scholarships, if any: None

9. Approval of Safety Drill Reports, if any: None

Dr. Lokuta thanked those that have generously donated to the Oregon School District. In a roll call vote, the following members voted yes: Ms. Garrison, Ms. Wright, Dr. Bush, Mr. Hensal, Mr. Ledbetter and Dr. Lokuta. Motion carried 6-0.

B. INFORMATION ITEMS:

1. Superintendent's Report - Student Highlights: Dr. Anderson shared photos of recent student highlights. The Superintendent's Report can be found on the OSD website at www.OregonSD.org/board.
2. Public Comment: None
3. OEA Report: None
4. Student Report: None

C. ACTION ITEMS:

1. Education for Employment Plan: Ms. Garrison moved and Mr. Hensal seconded the motion to approve the Education for Employment Plan in accordance with PI 26.03 as presented by Dr. Tanner and Ms. D'Amelio. Discussion was held. In a roll call vote, the following members voted yes: Ms. Garrison, Mr. Hensal, Dr. Bush, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. Motion carried 6-0.
2. Policy 771 - Electronic Communications: The Policy Committee moved to approve Policy 771 - Electronic Communications. Discussion was held. In a roll call vote, the following members voted yes: Dr. Bush, Mr. Hensal, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. The following member(s) voted no: Ms. Garrison. Motion carried 5-1.
3. 2026-2027 Employee Handbook: The Policy Committee moved to approve the 2026-2027 Employee Handbook as presented by Ms. Jonen. Discussion was held. In a roll call vote, the following members voted yes: Dr. Bush, Ms. Garrison, Mr. Hensal, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. Motion carried 6-0.
4. Compensation for Hourly Staff 2026-27: Dr. Bush moved and Mr. Hensal seconded the motion to approve the 2.63% increase to the schedule for full year and school year hourly staff retroactive to July 1, 2026 for full-year staff (except for summer school) and August 23, 2026 for school year staff. Discussion was held.

In a roll call vote, the following members voted yes: Dr. Bush, Mr. Hensal, Ms. Garrison, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. Motion carried 6-0.

D. DISCUSSION ITEMS:

1. Committee Reports
 - a. Visioning Steering Committee - Mr. Hensal shared that the Visioning Committee met in July to discuss the Splash Pad and the Nature Center and will meet on Thursday, August 13th at 6:00 PM with to discuss long term planning for the District.
 - b. Policy Committee - Ms. Garrison shared that the Policy Committee met prior to the Board Meeting and discussed the online learning policy and will be meeting next on Monday, September 21st.
2. 2026 School Perceptions Survey Results: Dr. Anderson provided an update on the 2026 School Perceptions Survey Results - including highlights and areas for growth on the student, family and staff surveys.

E. INFORMATION ITEMS:

1. Visioning and Strategic Planning: None
2. Teaching & Learning - Update of PLC's: Dr. Tanner provided an update to the Board on how late-start PLCs were support, provided an overview of the effectiveness of late-start PLCs, desired next steps based on feedback received and answered questions from the Board.
3. Federal and State Legislative Update: None
4. Superintendent's Report - District Highlights: Dr Anderson shared many photos and updates from events happening throughout the district. The Superintendent's Report can be found on the OSD website at www.OregonSD.org/board.

F. CLOSING:

1. Future Agenda: Discussion was held.
2. Check Out: None

The Board recessed at 8:35 PM to move into the Innovation Center Small Conference Room for a work session.

G. WORK SESSION (Innovation Center Small Conference Room):

1. 2026 School Perceptions Survey Results: Administration presented the 2026 School Perceptions Survey Results and Board Members had the opportunity to ask questions.

Ms. Garrison moved and Mr. Ledbetter seconded the motion to move into closed session, as posted and announced by Dr. Lokuta pursuant to Wis. Stats. §19.85(1)(e), §19.85(1)(G) and §19.85(1)(c) In a roll call vote, the following members voted yes: Ms. Garrison, Mr. Ledbetter, Dr. Bush, Mr. Hensal, Ms. Wright and Dr. Lokuta. Motion carried 6-0. The Board was in closed session at 8:59 PM.

H. CLOSED SESSION (Innovation Center Small Conference Room):

1. Discussions regarding negotiating the SRO Agreement for the 2026-2027 school year pursuant to §19.85(1)(e): Discussion Held.
2. Discussion regarding negotiating the 2026-2027 Collective Bargaining Agreement with the Oregon Education Association pursuant to WIS Stats §19.85(1)(e) and Conferring with Legal Counsel about the Negotiations pursuant to §19.85(1)(g): Discussion Held.
3. Consideration of Performance Evaluation regarding District Administrator pursuant to Wisconsin Statutes §19.85(1)(c): Discussion Held.

I. ADJOURNMENT:

Ms. Garrison moved and Mr. Hensal seconded the motion to adjourn the meeting. In a roll call vote, the following members voted yes: Ms. Garrison, Mr. Hensal, Dr. Bush, Mr. Ledbetter, Ms. Wright and Dr. Lokuta. Motion carried 6-0. The meeting adjourned at 9:52 PM.

Leslie Wright, Clerk
Oregon School District