DeForest Area School District
Board of Education Regular Meeting Minutes
Monday, June 8, 2026 – 6:00 pm.

1.	A. In accordance with Board Procedure, BP-5, this meeting will be live streamed and recorded, and can be viewed on the District YouTube channel.
2.	PUBLIC HEARING ON REQUEST FOR DPI WAIVER PURSUANT TO WIS.STAT. § 118.38 The Board conducted a Public Hearing that would request a waiver from the Department of Public Instruction, under Wis. Stat. § 118.38 that would allow the DeForest Area School District to waive the requirement to provide bilingual-bicultural programming (as established by WI Statute 115.95).
3.	Convene President Gail Lovick called the June 8, 2026 regular meeting of the DeForest Area School District's Board of Education to order at 6:07 p.m in the Boardroom of the District Office, 500 S. Cleveland Avenue, DeForest, WI 53532. Superintendent, Dr. Rebecca Toetz verified that the meeting was properly noticed. Board members present: Brian Coker, Sue Esser, Linda Leonhart, Gussie Lewis, Gail Lovick, and Stephanie Sarr. Absent were: Jan Berg, Jeff Hahn, and Megan Taylor. Also present were administrators Dr. Rebecca Toetz, Kathleen Davis-Phillips, Kate Dabetic, Chris Smith, Nate Jaeger, and Kathy Williams. The Pledge of Allegiance was recited. Linda Leonhart recited the DeForest Area School District's Mission, Vision, and Equity Statements.
4.	Approval of the Agenda A. Approve Agenda On a motion by Coker, seconded by Leonhart, and passed unanimously by voice vote, the agenda was approved.
5.	Possible Board action regarding bilingual-bicultural programming waiver A. Possible Board approval that would allow the DeForest Area School District to request from the Department of Public Instruction, under Wis. Stat. § 118.38 a waiver to the requirement to provide bilingual-bicultural programming, (as established by WI Statute 115.95) On a motion by Sarr, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve a resolution that would allow the DeForest Area School District to request from the Department of Public Instruction, under Wis. Stat.

	§ 118.38, a waiver to the requirement to provide bilingual-bicultural programming, (as established by WI Statute 115.95). The motion passed with a unanimous voice vote.
6.	Student Presentation A. FFA Land Lab Presentation - 2025-2026 Discussion: FFA students were present to provide an update on the District Land Lab. Also present were FFA Advisors and agri-science teachers, Gwen Boettcher, and Zeth Engel. The students shared that the total net income for 2025 was $29,473.98 with a 30% share to DASD of $8,842.19 and the total FFA Land Lab portion is $20,631.79. The DeForest chapter currently has 791 members, from Middle School and High School and was recognized as a National 3-Star Chapter in 2025. The chapter is recognized as being in the Top 130 in the National FFA.
7.	Board Business & possible Board action A. Report and possible approval of 2025-2026 District Budget proposed amendments Discussion: Director of Business & Auxiliary Services, Kathleen Davis-Phillips presented proposed District budget amendments for the 2025-2026 school year. She explained the revenue and expenditure changes, along with explanations for each. On a motion by Coker, seconded by Esser, the DeForest Area School District Board of Education approved the 2025-2026 District budget amendments, as presented. The motion passed with a unanimous voice vote. B. Presentation and possible approval of Board policy OE-3 Treatment of Community Stakeholders Monitoring Report Discussion: Kathy Williams, School/Community Relations Coordinator, presented the monitoring report for Board Policy OE-3, Treatment of Community Stakeholders Monitoring Report, as in compliance. On a motion by Coker, seconded by Sarr, the DeForest Area School District Board of Education voted to accept OE-3, Treatment of Community Stakeholders Board Policy Monitoring Report, as in compliance, as presented. The vote passed with a unanimous voice vote. On a motion by Coker, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve OE-3, Treatment of Community Stakeholders Board Policy Monitoring Report, as in compliance, as presented. The vote passed with a unanimous voice vote. C. Gather input for summary statement for OE-3 Treatment of Community Stakeholders Monitoring Report Discussion: The Board provided input to the Governance Officers for a potential summary statement for OE-3 Treatment of Community Stakeholders Monitoring Report. The summary statement will be approved at a future Board meeting.

D. Presentation and possible approval of Board policy OE-9 Communicating with the Public Monitoring Report

Discussion: Discussion: Kathy Williams, School/Community Relations Coordinator, presented the monitoring report for Board Policy OE-9, Communicating with the Public, as in compliance.

On a motion by Leonhart, seconded by Coker, the DeForest Area School District Board of Education voted to accept OE-9, Communicating with the Public Board Policy Monitoring Report, as in compliance, as presented. The vote passed with a unanimous voice vote.

On a motion by Esser, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve OE-9, Communicating with the Public Board Policy Monitoring Report, as in compliance, as presented. The vote passed with a unanimous voice vote.

E. Gather input for summary statement for OE-9 Communicating with the Public Monitoring Report

Discussion:The Board provided input to the Governance Officers for a potential summary statement for OE-9 Communicating with the Public Monitoring Report. The summary statement will be approved at a future Board meeting.

F. Consideration and possible approval of the 2026-2027 Collective Bargaining Agreement with the DeForest Area Education Association (DAEA)

Discussion: Director of Human Resources, Nate Jaeger presented the recommendation for the 2026-2027 Collective Bargaining Agreement with the DeForest Area Education Association (DAEA). The DASD Board of Education Negotiations Committee offer is a 0.0% increase to total base wages.

On a motion by Coker, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve the 2026-27 Collective Bargaining Agreement between the DeForest Area School District Board of Education and DeForest Area Education Association (DAEA) as presented.The motion passed by the following voice vote: Yes: Lovick, Sarr, Coker, Leonhart, and Lewis. Abstain: Esser. Absent: Hahn, Berg, and Taylor.

G. Consideration and possible approval of supplemental pay for DASD Certified Staff members for 2026-2027

Discussion: Director of Human Resources, Nate Jaeger presented the 2026-2027 supplemental pay recommendation. Administration recommends increasing each cell on the Teacher and Specialist Salary Frameworks by 2.63%. Also recommended was maintaining a commitment to progression through the salary frameworks for both auto-movement and the completion of professional development.

On a motion by Leonhart, seconded by Lewis, the DeForest Area School District Board of Education voted to approve the supplemental pay for DASD Certified Staff members for 2026-2027, as presented. The motion passed by the following voice vote: Yes: Lovick, Sarr, Coker, Leonhart, and Lewis. Abstain: Esser. Absent: Hahn, Berg, and Taylor.

H. Consideration and possible approval of compensation increases for Support Staff for 2026-2027

Discussion: Director of Human Resources, Nate Jaeger presented the 2026-2027 compensation recommendation for Support Staff for 2026-2027. The recommendation is to advance all eligible employees on the Support Staff Wage Schedule, and increase each cell on the support staff wage schedule by 2.63%.

On a motion by Esser, seconded by Coker, the DeForest Area School District Board of Education voted to approve compensation increases for Support Staff for 2026-2027, as presented. The motion passed by the following voice vote: Yes: Lewis, Lovick, Sarr, Coker, Leonhart, and Esser. Absent: Hahn, Berg, and Taylor.

I. Consideration and possible approval of compensation increase for District-Wide Hourly Support employees for 2026-2027

Discussion: Director of Human Resources, Nate Jaeger presented the 2026-2027 recommendation for compensation increases for District-Wide Salaried Supervisors, Specialists, Coordinators, and Deans. This group of employees does not have a defined wage schedule like the Support Staff group. Progression through the Support Staff Wage Schedule results in an additional increase of 1% for eligible employees. As a result, we are recommending an increase of 3.63% (rather than 2.63%) for each returning employee in this group to offer a similar increase to the support staff group, who have the benefit of a wage schedule.

On a motion by Coker, seconded by Esser, the DeForest Area School District Board of Education voted to approve compensation increases for Salaried Supervisors, Specialists, Coordinators, and Deans for 2026-2027, as presented. The motion passed by the following voice vote: Yes: Lewis, Lovick, Sarr, Coker, Leonhart, and Esser. Absent: Hahn, Berg, and Taylor.

J. Consideration and possible approval of compensation increases for District-Wide Salaried Supervisors, Specialists, Coordinators, and Deans for 2026-2027

Discussion: Director of Human Resources, Nate Jaeger presented the recommendation for compensation increases for District-Wide Salaried Supervisors, Specialists, Coordinators, and Deans for 2026-2027 as an increase of 2.63% for each returning supervisor, specialist, coordinator, and dean.

On a motion by Sarr, seconded by Lewis, the DeForest Area School District Board of Education voted to approve compensation increases for Salaried Supervisors, Specialists, Coordinators, and Deans for 2026-2027, as presented. The motion passed by the following voice vote: Yes: Lewis, Lovick, Sarr, Coker, Leonhart, and

	Esser. Absent: Hahn, Berg, and Taylor. K. Consideration and possible approval of compensation for Administrators for 2026-2027 Discussion: Director of Human Resources, Nate Jaeger presented the recommendation for compensation increases for District Administrators as an increase of 2.63% for all administrators returning to their position, including the Superintendent, in this employee category. On a motion by Coker, seconded by Leonhart, the DeForest Area School District Board of Education voted to approve compensation increases for Administrators for 2026-2027, as presented.The motion passed by the following voice vote: Yes: Lewis, Lovick, Sarr, Coker, Leonhart, and Esser. Absent: Hahn, Berg, and Taylor.
8.	Board Education A. Website accessibility requirements as it relates to online Board packets and public information on District website Discussion: Executive Assistant to the Superintendent and the Board of Education, Ann Stettbacher, along with Superintendent, Dr. Rebecca Toetz reported on new website accessibility requirements as it relates to online Board packets and public information on the District website. The U.S. Department of Justice (DOJ) requires that public school district websites and digital content comply with new ADA Title II accessibility standards (WCAG 2.1 Level AA). For the DeForest Area School District, the compliance deadline is April 26, 2028.The PDF format that is currently used for all Board packet documents is not a sustainable way to meet these new compliance standards. To ensure all public information is accessible to everyone, the district will move to formats that are compliant by default, primarily HTML-based content.This means the documents in the Board packet will be presented in a different, more structured, web-native format than the PDFs that are currently used. The current platform, BoardDocs, is transitioning to Diligent Community, making a transition to a new platform necessary. After evaluating several options, schoolboard.net has been identified as a strong candidate due to their exceptional customer service and a cost that is roughly half of the previous platform.
9.	Public Input - None.
10.	Board Consent Agenda A. Accept Minutes - May 11, 2026 B. Approval of revised Neola District Policies C. Approval of annual capital facility improvement and maintenance plan D. Approval of 2026-2027 Food Service fees Esser made a motion, Leonhart seconded to approve the Board Consent Agenda. The motion was approved by a unanimous voice vote.
11.	Superintendent Consent Agenda

	A. Personnel Recommendations *Certified Staff Recommendations for Board Approval* I. Separations: Abbey Meffert, Agriculture Education Teacher DAHS, resignation effective 6/9/2026 Cassidy Crevcoure, Physical Education Teacher YES, resignation effective 6/9/2026 II. Appointments: Danette Seboe, Principal DAHS, replacing Jon Rouse Jessica Abitz, Special Education/Life Skills Teacher DAMS, open position Laurence Cote, Special Education/Life Skills Teacher Harvest, replacing Damara Paepke III. Other: Rebecca Terry, Supervisor Food Services DO to Business Services Manager DO Brendon Plowe, Physical Education Teacher Harvest to Physical Education Teacher DAMS Amy Maier, 0.6 IEP Coordinator DO to 0.6 IEP Coordinator/0.4 EC:SE Teacher EPES Brittany Byrnes, Physical Education Teacher WES/YES to Physical Education Teacher YES, replacing Cassidy Crevcoure *Other Administrative Actions* I. Separations: Jessica Monteferrante, Food Service Production Coordinator, end of position 6/30/2026 Amy Anderson, Special Education Assistant DAHS, resignation effective 6/9/2026 Brandie Campbell, Food Service Assistant DAHS, resignation effective 6/9/2026 Elizabeth Heinze, Special Education Assistant DAMS, resignation effective 6/9/2026 Mollie Neely, Special Education Assistant DAMS, separation effective 6/9/2026 Marlene Lawton, Recess Monitor Harvest, resignation effective 6/9/2026 Jennifer Johnson, Recess Monitor EPES, resignation effective 5/29/2026 Chrissy Ault, Special Education Assistant WES, resignation effective 5/13/2026 Stacy Briggs, Food Service Assistant WES, resignation effective 6/9/2026 Abby Hollfelder, Recess WES, resignation effective 6/9/2026 Shefkije Amiti, Food Service Assistant YES, resignation effective 6/9/2026 II. Appointments: Kathyrn Harding, Dean of Students DAHS, replacing Nejdet Isufi Christina Mayr, Special Education Assistant DAMS, replacing Colleen Wilson Elizabeth Thomas, Recess/Crossing Guard WES, replacing Sue Anderson Cassidy Crevcoure, Dean of Students YES, new position III. Other: Bessi Tejada Funes, Custodian Float to Custodian Harvest, replacing Edward Manneh Erica Mason, Special Education Assistant EPES, leave of absence for first semester, 2026-27 school year Katie McKeown, Special Education Assistant WES to LMC Assistant WES, replacing Patricia Roesel B. Vouchers Payable/Treasurer's Report Paid: 212129-212238, 252602723-252602967, 202500504-202500716 Sarr made a motion, Coker seconded, to approve the Superintendent's Consent Agenda. The motion was approved by a unanimous voice vote.
12.	Press Verification

	No member of the press was present at this time.
13.	Board Debrief
14.	Adjourn The Board of Education adjourned at 8:26 pm on a motion by Esser, seconded by Lewis, and passed unanimously by voice vote.
	DASD BOE President Signature:
	Date: