AGENDA

Board of Education, Stephenson Area Public Schools

Regular School Board Meeting November 23, 2026 6 p.m.

SAPS Learning Commons

1. **Call Regular Meeting of the Stephenson Public School Board of Education to order**

   Please stand for the Pledge of Allegiance.

   Welcome to the Stephenson Area Public School Board of Education Meeting. We have an agenda and rules for public participation posted on the front page of our website. If anyone present now wishes to make a comment, please sign in.

2. **Roll Call**

   Don Cugini _____, Matthew Ives _____, Lance Johnson _____, Scott Marcoe _____, Adam Olson _____, Natalie Winkler _____, Barb Zahorik _____

   Time _____

   Administration Present: (Renea will note based on observation)

3. **Approve (or Amend) Agenda**

   Are there any changes to the agenda? Hearing no changes, I would entertain a motion to approve the agenda as submitted (or amend with any changes).

   Motion:

   Moved by _____ and supported by _____ to approve the agenda as submitted (or amend with changes).

   Is there any further discussion?

   All those in favor say aye:

   All those opposed say nay:

4. **Public Comment**

   The Board of Education has set aside this time for Public Comment. State your name, address, and affiliation, if any. Please address your comments to the Board of Education and limit them to five minutes. (Anyone who has signed up will be recognized.)

   - Let the record show there was not public comment.
   - Thank you for your comments; we value your concerns and opinions.
   - Thank you; we will refer your concerns to the proper committee and get back to you.

5. **Approve Consent Agenda**

   The Board of Education shall use a consent agenda to keep routine matters within a reasonable time frame. The below listed items are being recommended this month for passage by consent. A member of the Board may request any item to be removed from the consent resolution and defer it for a specific action and more discussion. If there is no or further discussion, the consent agenda passes by consent.

   - *Minutes of October 26, 2026 School Board Meeting* (Attached in packet)
   - *Treasurer's Report*
     - SAPS Broad Base Category Report (Attached in packet)
     - SASPS Board Check Listing (Attached in packet)

6. **Presentation**

   A. Neloa Policy 41.1

7. **Superintendent Communications**

A. UpLift New Contact Mike Gilcrest
B. Approve Resignation from Terry Creamer
C. Approve hiring Stephanie Klein as part time sub custodian
D. LOA for Todd Warn
E. Employee FMLA extension as presented
F. Janis Mulzer Retirement
G. Moving December 28, 2026 School Board Meeting to December 21, 2026

8. Student Representative – Addison Kakuk and Emma Williams

9. Committee Reports

A. Personnel, Curriculum, Policy -
B. Building & Grounds/Tech Committee –
C. Finance Committee – Natalie
D. Athletics/Student Activities Committees-

10. Action Items

A. Approve the waiving of the two (2) reading requirement for board policies as is permitted under bylaws and policy #0131.1.
Motion: Moved by _____ and supported by_____ to approve the waiving of the two (2) reading requirement for board policies as is permitted under bylaws and policy #0131.1.
Is there any further discussion?
All those in favor say aye:
All those opposed say nay:

B. Approve the NEOLA 41.1 policy update as presented by the superintendent
Motion: Moved by _____ and supported by_____ to approve the NEOLA 41.1 policy update as presented by the superintendent.
Is there any further discussion?
All those in favor say aye:
All those opposed say nay:

C. Approve the resignation from Terry Creamer as Custodian
Motion: Moved by _____ and supported by_____ to approve the resignation from Terry Creamer as Custodian
Is there any further discussion?
All those in favor say aye:
All those opposed say nay:

D. Approve the hiring of Stephanie Klein as Sub Custodian
Motion: Moved by _____ and supported by_____ to approve the hiring of Stephanie Klein as Sub Custodian.
Is there any further discussion?
All those in favor say aye:
All those opposed say nay:

E. Approve the Letter of Agreement with the Stephenson Educators Association

Motion: Moved by _____ and supported by_____ to approve the Letter of Agreement with the Stephenson Educators Association as presented by the Superintendent

Is there any further discussion?

All those in favor say aye:

All those opposed say nay:

F. Approve Retirement for Janis Mulzer

Motion: Moved by _____ and supported by_____ to approve the retirement for Janis Mulzer.

Is there any further discussion?

All those in favor say aye:

All those opposed say nay:

G. Approve Closed session

Motion: Moved by _____ and supported by _____ for the purpose of discussing a personnel evaluation and job performance

Is there any further discussion?

Roll Call

Don Cugini _____, Matthew Ives _____, Lance Johnson _____, Scott Marcoe _____, Adam Olson _____, Natalie Winkler _____, Barb Zahorik _____

Time _____

All those in favor say aye:

All those opposed say nay:

H. Approve open session.

Motion: Moved by _____ and supported by _____ to approve to go back into open session.

Is there any further discussion?

All those in favor say aye:

All those opposed say nay:

I. Approve extending non-paid FMLA leave for Employee #296

Motion: Moved by _____ and supported by_____ to approve the extension of non-paid FMLA leave for up to 30 days if the employee needs extension until the next appointment for Employee #296.

Is there any further discussion?

All those in favor say aye:

All those opposed say nay:

11. Round Table

12. Adjournment

Motion: Moved by _____ and supported by _____ to adjourn the Board Meeting at _____ pm.

Is there any further discussion?

All those in favor say aye:

All those opposed say nay: