

COOPERATIVE EDUCATIONAL SERVICE AGENCY #4t

The Board of Control met on Wednesday, December 10, 2025 at CESA 4, 923 East Garland Street, West Salem. Chair Catherine Griffin called the meeting to order at 6:35 p.m.

Board Members Present: Jim Bagniewski, Kevin Bauman, Larry Cyrus, Cindy George, Catherine Griffin, Lindsay O’Hair, Gerald Roethel and Ryan Stubrud.

Excused: Sara Cook and Julie Meyers

Absent: Micaela Conlon-Bue

Also present: Paul Fischer, and Michelle Kotek and Wayde Pollock via zoom.

PUBLIC INPUT

None

APPROVAL OF MEETING AGENDA

Ryan Stubrud moved to approve the agenda as distributed. Cindy George seconded the motion. Motion carried.

READING AND APPROVAL OF NOVEMBER 5, 2025 MEETING MINUTES

Kevin Bauman moved to approve the minutes of the November 5, 2025 meeting. Jim Bagniewski seconded the motion. Motion carried.

APPROVAL OF VOUCHERS AND FINANCIAL STATEMENT FOR NOVEMBER

Ryan Stubrud moved to approve the vouchers and financial statement for November. Jim Bagniewski seconded the motion. Motion carried.

NEW BUSINESS

APPROVAL OF RETIREMENT

Cindy George moved to approve the retirement request of Yvonne Padgett, HR/Payroll Assistant effective January 9, 2025. Yvonne has been with CESA for 13.5 years. Ryan Stubrud seconded the motion. Motion carried.

DISCUSSION AND APPROVAL OF BUDGETS FOR 2025-2026

Wayde reviewed the \$ 9.065 million dollar budget for 2025-26. Cindy George moved to approve the budget as presented. Jim Bagniewski seconded the motion. Motion carried.

DISCUSSION AND APPROVAL OF RECOMMENDED PRICING FOR 2026-2027

Paul reviewed the proposed day rate pricing and administrative pricing structure. Lindsay O’Hair moved to approve the pricing structure as presented. Larry Cyrus seconded the motion. Motion carried.

Discussion and Approval of vehicle replacement

Ryan Stubrud moved to trade-in nine of the 2022 Ford Escapes and purchase nine 2026 Nissan Rogues (\$27,732 each) for itinerant use. Larry Cyrus seconded the motion. Motion carried.

Discussion and Approval to move forward with getting 501 (c) 3 exemption status

Ryan Stubrud moved to approve CESA 4 to proceed with getting the 501 (c) 3 exemption status. Jim Bagniewski seconded the motion. Motion carried.

Review and Discussion of Agency Administrator Evaluation

The Board members reviewed last year's evaluation questions and gave him input on what they would like this year including having employees complete an evaluation instrument for the Administrator as well.

AGENCY ADMINISTRATOR'S REPORT TO THE BOARD – PAUL FISCHER

CESA 4 Activities and Regional News

1. I recently attended the AESA National Conference in Colorado Springs, CO. For the first time since being the CESA 4 Agency Administrator, we took three Directors along to the conference. These directors submitted proposals to present at the conference, and their proposals were accepted. Instructional Services Director Laura Veglahn and two Directors from CESA 12 did a presentation on CESA U, the professional development that is held each year in September. If you recall, CESA U brings all 12 CESA's together for 2 days of learning with the professional development focusing on our service agencies. Abby Fernan and Christy Tainter, Directors of Student Services presented as well. Their presentation focused on incorporating Social Emotional Learning, Personalized Learning, and Career Readiness into daily classroom lessons. They focused on how incorporating these things leads to stronger relationships between students and teachers, as well as increasing student engagement throughout the school day. Both sessions were well attended and they did an outstanding job of presenting!
2. On Friday of this week we have our monthly PAC meeting. For the first time ever, we will be bringing in local business partners. There will be a roundtable discussion that ranges from challenges that both schools and businesses are facing, businesses sharing their reality of their current workforce shortages, and hopefully a stronger relationship between our Superintendents and our business partners. We feel that this will be an extremely valuable conversation that will open the doors for schools and businesses to work together in solving a variety of issues that both school districts and businesses face.
3. The proposed resolutions for the 2026 State Education Convention should be released soon. You can look for them on the WASB website at www.wasb.org, or your Superintendent should receive them soon to share with you. We will once again review them at our January Board of Control meeting. As a reminder, Jim Bagniewski volunteered to serve as the CESA 4 delegate, but at this time, we do not have an alternate. If you are willing to be an alternate delegate, please let Michelle know.

4. This is just a reminder that if you have not responded to me regarding your attendance at the Board of Control Appreciation Breakfast on Wednesday, January 21, 2026 at the Hilton Hotel, please do so by Friday, January 9th. Early bird registration for the State Convention ends Monday, December 15, 2025, so be sure to sign up if you still need to do so.
5. Our 2nd boiler recently started to have issues that have needed to be addressed. Buchner has been in to service and troubleshoot to find the issues. The bottom line, the two new boilers that were approved to be installed require for the boilers to be offline for a period of two days. If the weather cooperates, our hope is to get them installed over the Christmas break. In the meantime, they are going to do their best to get one of the two boilers online and work as it should.

State News

1. A decision should be made soon in regards to the Executive Director position for WASDA. This vacancy comes as a result of Jon Bales retiring at the end of the school year. A final candidate has been selected, but as of this writing, contract negotiations are taking place for the individual being offered the position.
2. Gov. Tony Evers recently signed “Bradyn’s Law,” Assembly Bill 201, Wisconsin Act 48, creating a new crime of sexual extortion in Wisconsin. Gov. Evers signed the bill in honor of the late D.C. Everest Junior High School student Bradyn Bohn, whose tragic death by suicide inspired his family to advocate for passing “Bradyn’s Law” to help penalize sexual extortion perpetrators. There has been a significant increase in this type of extortion, and until now, the penalty for committing such a crime had very minimal consequences. As defined by the Federal Bureau of Investigation (FBI), “sextortion” is a term used to describe a crime in which an offender coerces a minor to create and send sexually explicit images or video and then uses that material to extort the victim by threatening to release it.

Kevin Bauman approved the Administrator’s Report as presented. Ryan Stubrud seconded the motion. Motion carried.

CRACKER BARREL

FUTURE AGENDA ITEMS

Closed Session for Administrator evaluation
Discussion on WASB Assembly Resolutions

ADJOURNMENT

Cindy George moved the meeting adjourn. Ryan Stubrud seconded the motion. Meeting adjourned at 8:30 p.m.

Next meeting: Wednesday, January 7, 2026 at 6:30 p.m. at CESA 4 in West Salem.

Respectfully submitted,
Michelle Kotek