



Minutes for Regularly Scheduled Board Meeting

**To Be Held in the District Board Room
1055 Griffiths Lane
Ashwaubenon WI 54304
(Phone: 920.492.2900)**

Monday, August 24, 2009

6:30 p.m.

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A. Call to order:

President Williams called the meeting to order at 6:30 pm at the district office.

B. Roll call:

Board Members Present: Crowley, Laukka, VanLaanen, Williams, Aubinger
Board Members Excused: None
Others Present: Dave Schmidt, Keith Lucius, Brian Nelsen, Jill Rhude, Brad Taylor, Maria Arena, Pete Marto, Kurt Weyers, Jennifer Kozak, Kris Hucek, Michael Sheean, Mark Sheedy

C. Declaration of quorum:

Quorum present.

D. Pledge of allegiance:

The pledge was recited.

E. Adoption of Agenda:

Moved by Williams, seconded by Crowley to adopt the agenda as written. Aye 5, Nay 0. Motion carried 5:0.

F. Announcement of Executive Session:

In accordance with W.S. 19.85(1) (c) an executive session will be held at the end of the meeting for the purpose of discussing employee compensation, employment issues, employee evaluations, and employee negotiations.

G. Citizens and/or delegations:

1. Public Forum – None in attendance
2. Bright Lights – Mark Sheedy presented on the new transition program (LINK) for 8th and 9th grade students. The LINK program came out of last year’s Action Learning Teams. It will be implemented in the 2009-10 school year. This program is designed to help students in the transition from middle school to high school. A team from both Parkview and the High School was formed to look at what can be done to make this transition better. A second group was formed with just high school personnel to look at what is needed by students entering 9th grade. These students will participate in social and academic activities on the first day and throughout the year. They will be assigned a mentor from the upper grades. Sheedy stated that over 80 mentors have been selected and trained for this program. The students will meet with their mentor on the first day and on four Wednesdays throughout the school year. The students can turn to the mentor with any questions or issues they are having. Each student is also provided two adults they can go to. Sheedy stated that this program will have a positive impact on the

school culture, make the freshman feel welcome and provide leadership opportunities for the upper classmen.

Williams asked how this first day orientation (late arrival for upper classmen) affects the block scheduling for the upper classmen. Sheedy stated that it only affects the first day and no other time. He emphasized that very little classroom time is missed (3-4 minutes at most).

Sheedy stated he will keep the board updated at future board meetings on the progress of the LINK program.

H. Consent Agenda:

Moved by VanLaanen, seconded by Aubinger to approve items 1,2,3,5,6,7,8,9,10 of the consent agenda as follows. Aye 5, Nay 0. Motion carried 5:0.

Moved by VanLaanen, seconded by Crowley and Laukka to approve item 4. Aye 4, Nay 0, Abstain 1 (Aubinger). Motion carried 4:0:1.

1. Minutes of the regular meeting held Monday, July 27, 2009.
2. The schedule of checks written 07/23/09 – 08/17/09 (#75162 - #75311)
3. The schedule of checks written 07/23/09 – 08/17/09 (#75313 - #75412)
4. The schedule of checks written 07/23/09 – 08/17/09 (#75312)
5. The schedule of manual checks written 07/23/09 – 08/17/09
6. The schedule of High School Athletic check written 07/23/09 – 08/17/09 (#12270)
7. Staff appointment
 - a. Hire of Kathy Maccaux to the Food Service Assistant-Dishwasher position at Pioneer Elementary School effective with the 2009-2010 school year. Kathy is currently in this same position at Cormier. She will be placed at \$11.36 per hour. (08-09 salary). This position is vacant due to the resignation of Kim Leitzke.
 - b. New hire of Nathanael Sousek to the full time Desktop Support Specialist position with the District, effective 8/3/09. This is a new position. Nate will be compensated \$16.00 per hour.
 - c. Hire of Teresa Schroepfer to the .17 FTE Music-Choral position at the High School effective with the 2009-2010 school year. This .17 FTE, combined with Teresa's current 1.0 FTE will make her a 1.17 FTE (.17 limited term). This position was filled by Teresa last year as well. Teresa will be placed at Step 15 Lane J (08-09 salary = 75,694.78)
 - d. Hire of Sandra DeBruin to the .20 FTE FACE position at Parkview Middle School effective with the 2009-2010 school year. Sandra was recently hired as a 1.0 FTE FACE instructor at Parkview. This additional FTE is a reallocation of FTE due to student choice of electives at Parkview. Sandra will therefore be placed at a 1.20 FTE (.20 limited term) at Step 3 Lane B (08-09 salary = 46,083.20)
 - e. Hire of Lisa Stomberg to the .26 FTE Math position at the High School effective with the 2009-2010 school year. Lisa is currently a .66 FTE Math Instructor. This additional .26 FTE, which is available due to the vacancy of Kim McDermott, will place Lisa at a .92 FTE. She will be placed at Step 2 Lane A, as an Initial Educator. (08-09 salary = \$31,144.91)
 - f. New hire of Jennifer Bower to the Secretary to the Superintendent and Board of Education, full time position with the District effective July 13, 2009. This position is vacant due to the retirement of Linda Noel. Jennifer will be compensated \$21.07/hour.
8. Staff Resignations:
 - a. Resignation of Trina Kerscher from her 1.0 FTE Educational Associate I-9 Month, ELL Aide position at Pioneer and the High School, effective immediately.
9. Staff Leaves:

- a. Child-Rearing leave request of Lynn Dehnel as per Article VI-Leaves of Absence, Section F of the AEA Master Agreement. Lynn is scheduled for a FMLA from September 14 ~ December 10. This unpaid Child-Rearing leave would begin immediately after her FMLA and run through January 22, the end of the second term at the High School. Lynn is a 1.0 FTE Science Instructor at the High School.

There may be additional appointments for the Board to consider. All staff appointments are subject to the successful completion of background checks as required by the District.

10. Co-curricular contracts: There are 28 co-curricular contracts being submitted for Board approval.

I. Superintendent's Report:

1. All District Meeting - August 26, 2009

Dave invited the board members to attend the All District Meeting on August 26, 2009.

Breakfast is at 7:30 am followed by the meeting in the high school auditorium at 8:30 am. Ron Dunlap will speak about diversity (race and poverty in the classroom).

2. District Staffing

Dave updated the board on the current staffing for the district. For the most part, all staffing is in place. He stated the district is looking to hire a Literacy Coach. This will be presented later in the agenda. There is one special education position available due to a recent resignation. The district is currently monitoring one hot spot due to class size. Dave stated that these items will be addressed as needed.

J. Discussion/Presentation Items:

1. Continuous School Improvement Plan

- a. 2008-2009 outcomes tied to data

Dave Schmidt stated that the Board of Education is familiar with the district's Continuous Improvement Plans. Based on data studied, this year's goals will focus on Reading, Math and Community Engagement. He stated that the district's time, money and resources will focus on these three goals. Dave stated that over time, we should see improvement in student Reading and Math levels.

Jill Rhude spoke about the district's WKCE outcomes and the data from 08-09. She stated that when reviewing data, we look at scores in the proficient and advanced levels. This allows us to look at the trends overtime and the gaps in our curriculum. The State uses the data to see if students are achieving and making progress. Rhude stated that the district met and in some cases exceeded our percentages. Rhude stated that we as a district need to look at the WKCE data and aim higher than the State expectations. We need to reach 90% or better. She stated that our challenge is to take the data and go one step further.

Rhude reviewed the areas that data showed improvement is needed. These areas include: Reading Comprehension (predicting, what would you do); Basic Operations in Math (addition and subtraction); and Mathematical Process (thinking about math and explaining it).

Schmidt stated in that back in February, the board had questions about creating goals. He stated that the 2010-11 goals will be reviewed in November.

Rhude ended by stating we should be proud of our teachers and students and the work they have done. She restated that we can't as a district be content with good. We need to aim higher. She welcomed the board to call anytime with questions.

Aubinger inquired about these measures and asked what the expectations are. Rhude explained that the scope and sequence are at the State standards. When looking at the data, they will be more specific at the school level versus the district level.

b. District and School CSIPs

Maria Arena, Kurt Weyers, Pete Marto, Jennifer Kozak, Kris Hucek, Michael Sheean and Mark Sheedy discussed the results of their individual school 08-09 goals. They presented the goals they set for their schools for 09-10.

Williams stated that at the time the 4K program was instituted, there was not an expectation for reading. He asked if this is still the case and if parents and children are ready. Maria stated the reading goals for this level are set and that parents and children are ready.

Laukka asked Kurt, Pete and Jennifer that if student scores show areas needing focus at the second semester will things be changed to reflect this. Pete and Kurt stated that both the test and the individual student are reviewed. They stated they also look for gaps that all students are exhibiting. Jill stated an example of this was at the data retreat when 5th grade teachers felt an urgency to focus on building a language that is consistent with the language used in the testing.

Aubinger asked how we are making sure we are not sliding back in areas we are doing well in. Kurt, Pete and Jennifer stated that nothing is being eliminated from the curriculum but rather things are being added to it.

Williams expressed his concern about testing to the test (focusing on the language differences). Jill expressed that we need to use words in the style they are being tested so they know what is being asked. We want children to do their best with the knowledge they have and not get tripped up on the wording. Aubinger stated that if we are teaching the right thing, teaching to the test is not necessarily wrong. Dave added that WKCE may not be the best diagnostic tool for measuring schools but at this time it is publicized and needs to be addressed.

Laukka inquired about the information Jill presented on the 9th and 10th grade skills in vocabulary, grammar and writing. She asked if these are weaker areas, should they be addressed earlier on in lower grade levels. Kris stated that the Action Learning Teams are addressing these issues. She also stated that the State is currently rewriting the language arts curriculum.

Williams inquired if the proficient level of developing basic skills is part of WKCE. Kris stated that students are tested in the beginning and then again later on in the year.

Aubinger asked how Parkview arrived at the goals for reducing the amount of Ds and Es. Kris stated they will be looking at the individual student academic plan versus their grade. They want to see the student progress in the plan. With progression will come an improvement in grade.

Crowley states he is pleased to see the goals for Parkview of 100% regardless of whether a student has a disability or not.

Mark Sheedy reviewed the average grade for each grade level. Aubinger stated he can understand the percentage of Ds and Fs at the freshman level is due to students making adjustments but he is concerned about the 25% Ds and Fs at the Junior level. Mark stated

that this type of data is very typical for high schools. Some of the factors for the 25% is due to the push to take upper level courses and turning over block classes. Aubinger felt that there is a need to improve these numbers if we want to continue to attract open enrollment students looking for more.

Mark addressed the Gateway Courses and working to increase the number of students that take these college readiness courses. Mark stated that so far students have responded positively to these courses and that it is up to the teachers to keep them interested. Laukka inquired if we are losing a Chemistry teacher. Mark stated this was true. Laukka mentioned that students are aware of what courses are easier than others and that there needs to be a focus on helping students through tougher courses. It was felt that if students do not take these gateway courses, their ACT and SAT scores will reflect this.

K. Action Items:

1. Energy Education contract

Keith stated that the board heard the Energy Education presentation at the July board meeting. He stated an updated cost sheet was included with the agenda. Keith stated that the cost for adding the energy coordinator position would be approximately \$15,000. He asked the Board of Education to move forward with adopting this program.

Williams was concerned about the overall costs. Keith stated that at first he had the same concerns but after meeting with Energy Education he realized there is cost savings in changing our after hour energy use as well as changing current behaviors and habits. Keith reminded the board that if we do not reach the goals set for us, Energy Education covers the cost. Keith stated that if we stay on top of it, it will be an ongoing savings.

Williams asked if the WPS rate changes will be factored into this. Keith stated that there is a benefit if our usage goes down even if the price increases.

Moved by Aubinger, seconded by VanLaanen to approve the adoption of the Energy Education Program and Energy Coordinator position as presented. Aye 5, nay 0. Motion carried 5:0.

2. Program Leaders

Dave reminded the board that this topic was pulled off the July consent agenda to be reviewed as an action item at this meeting. The question at that time was regarding the process used to determine the need for the Program Leader in Special Education. Since this meeting, the team has gone back and posted the position and interviewed the candidates. It was determined that the person presented in July is still the best candidate for the position. Dave stated that we are trying to improve our scores in special education. The person in this role will help us cross between special education and regular education. There has never been this cross in the past.

Laukka asked how this position differs from the coordinator position. Brian stated that this person is needed to fill the gap. Brian stated that back in January and February there was not a need for this role. Since evaluating the program, it became apparent that there is a gap between regular and special education. Originally, we had 2 full-time teachers and now we are down to one for grades K-12. The responsibilities of this Program Leader extended beyond what can get done in a regular school day. They will work with the regular teacher with curriculum adoption, common assessments and classroom interventions. Jill stated that currently there is a true disconnect curriculum wise. This needs to be addressed immediately. It would take over 100 hours of additional work outside of school for the current person to do this. Laukka asked if a sub would be needed for this position. Dave stated that we are focusing on keeping teachers in the classroom.

Aubinger stated that he supported keeping both positions at the time a reduction in staff was discussed. At that time, administrator stated two positions were not needed. He feels this story conflicts with two years ago. Brian stated that the additional responsibilities given could not be assumed in the normal work day. Outside work would be requires so therefore, they feel a stipend is necessary.

Dave believes there is enough program support now, that this position would take on additional responsibilities on top of this. Brain stated that there needs to be program leadership to partner with the regular education staff as we move to co-teaching. The first 5 bullets in job description are the added responsibilities.

Laukka inquired if there are additional costs to these positions such as subs and mileage reimbursement. Dave stated this was not a co-curriculum position but rather a stipend position to help fill gaps in our curriculum. Brian stated that there is not an anticipated cost for subs and that there are no subs for special education. It was stated that by contract we have to pay people mileage. Aubinger stated that whatever the master agreement states for mileage is what the district will pay.

Moved by Aubinger, seconded by Crowley to approve the Program Leader Positions as presented. Aye 5, nay 0. Motion carried 5:0.

3. Meal Prices

Besty Farah presented the proposed across the board \$0.10 increase for breakfast and lunch. It was felt a price increase was needed to offset the increase in cost for food and transportation. She stated that our food program is non-profit so we just try to break even each year. She also stated that our free and reduced population has increased yearly. The state reimburses us \$1.46 for every breakfast served. For reduced meals, the family pays \$0.30 and the State pays the balance. They reimburse \$2.57 for lunch meals. For reduced meals, the family pays \$0.40 and the State pays the balance. Betsy stated that there has been a 63% growth in the breakfast program over the past 3 years. She added that they have sustained both programs on the same amount of hours.

Aubinger asked if the meals cost more at the high school level. Betsy stated that the high school tends to use the ala cart meals more than free and reduced meals.

The board asked if there is any way the overall taste of the meals could be improved. It was felt that there needs to be a happy medium between meeting standards and quality taste. Betsy reminded the board that the State will not reimburse the district for any food that has a fat content greater than 30%.

Meal prices are in line with other schools. A majority of the costs are in labor and insurance. Laukka pointed out that there was not a loss last year. Keith stated that the current fund balance is there to cover the cost of equipment breakage. Betsy added that it takes one piece of equipment to need replacement to consume the entire fund balance. They added that fuel surcharges are anticipated to go up on deliveries. Keith stated we do not want to take money out of core education funds to cover these costs. He stated the goal is to keep food service self-funded.

Williams felt the increase was not needed because a profit was shown last year. Aubinger felt is was necessary to cover possible fuel and food costs and avoid using core education funds. Crowley felt breaking even every year did not prepare for potential problems in the future.

Moved by Aubinger, seconded by VanLaanen to approve the meals price increase. Aye 3 (Aubinger, Crowley and VanLaanen), nay 2 (Williams and Laukka). Motion carried 3:2.

4. New Literacy Coach at Valley View

Jill stated the district is seeking a new Literacy Coach at Valley View. This is position is a co-teaching model working side by side with teacher to support best practices within the classroom. Our current model pulls the student out of the classroom. Title one stimulus dollars will fund this position.

Jill stated it will impact students by having them work with a teacher who will help them to move to the next level. The students will get the best practice instruction. If it is affective, it will cause us to look at how we are addressing our reading overall.

Laukka felt it made sense to use stimulus dollars to fund this position. She asked why these particular grades were chosen. Research shows that these are critical grade levels.

Williams asked why Pioneer was not asking for a Literacy Coach. The stimulus funds require us to using the funds in low or reduced areas like Valley View. Jill stated that this program can have a profound impact on the entire literacy program school wide.

Moved by Crowley, seconded by Aubinger to approve the position of Literacy Coach at Valley View as presented. Aye 5, nay 0. Motion carried 5:0.

L. Board & Superintendent Communications:

1. Aubinger invited everyone to attend the meeting scheduled for Thursday, August 27th at 5:30 pm at the Village Hall Board Room. The meeting will discuss the reconstruction of Oneida Street.
2. Kurt and Brad attended a meeting to discuss a sidewalk on the side of Valley View. The sidewalk will be constructed using safe school grant money.

M. Future Board Meetings & Topics:

- The next regularly scheduled Board meeting is Monday, September 14, 2009

N. Adjournment:

Moved by Williams, seconded by Aubinger and VanLaanen to adjourn the meeting at 8:40 p.m. Aye 5 nay 0. Motion carried 5:0.

If special accommodations are necessary for you to participate in this meeting, please contact Brian Nelsen, Director of Pupil Services, at 492-2905, ext. 1010 at least 24 hours prior to the meeting.