



**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, February 28, 2011**

**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:	Laukka, VanLaanen, Williams, Halron, Aubinger
Board Members Excused:	none
Others Present:	David Schmidt, Keith Lucius, Brian Nelsen, Brad Taylor, Kurt Weyers, Barb Dolan-Wallace, Kris Hucek, Maria Arena, Mark Sheedy, Matt Anderson, Dave Steavpack, Pete Marto, Andy Bake

**C. Declaration of quorum:**

Quorum Present

**D. Pledge of allegiance:**

The pledge was recited

**E. Adoption of Agenda:**

Moved by Laukka, seconded by VanLaanen to adopt the agenda as presented. Aye 4, Nay 0. Motion carried 4:0.

**F. Citizens and/or delegations:**

1. Public Forum – Any citizen and/or delegations: No issues presented
2. Bright Lights – Ms. Barbara Dolan-Wallace from Pioneer Elementary School introduced her students. The following is an update of events at Pioneer Elementary:
  - Book fair
  - Parent teacher conferences
  - 31 students participated in battle of books
  - Delta Kappa Gamma writing contest
  - Father Daughter dance
  - Student Board collected items for the food pantry, sister school, and school boutique
  - School store opened
  - 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> graders competed in a spelling bee
  - Music In Our Schools Month concert – March 2<sup>nd</sup>
  - Physical education – student are learning to bowl, pedometer tracking, and Jump Rope for Heart
  - Art – students are learning about Picasso, symmetry, bark paper, weaving techniques, the history of quilling, and participating in the Brown County Library Youth Art Month (Pioneer students will have work displayed at the library).
  - Around the World club – each month, students learn about different cultures
  - Head Start – student are learning about humpty dumpty, participating in field trips, and held a family fun night

- First grade – students are in flexible math groups, learning about dental care and Flat Stanley
- Second grade – students are learning about goods and services in our communities and how to tell time
- Third grade – students are learning about the digestive system in social studies
- Fourth grade – students are visiting Fallen Timbers and using the Einstein Kits
- Fifth grade – students are participating in Safety Patrol, learning about the importance of saying no to drugs, alcohol and peer pressure, working with geometry and long division, and learning about the American Revolution
- Pioneer students and staff acknowledged the career of Mr. Blecha and thanked him for all he has done.

Second grade students showed the board and administrators some of the iPod applications they are using in their classroom. The board thanked the students for engaging them in learning.

#### G. Consent Agenda:

Moved by VanLaanen, seconded by Aubinger to approve Consent Agenda as presented. Aye 5, Nay 0. Motion carried 5:0.

1. Minutes of the regular meeting held on Monday, February 14, 2011.
2. Minutes of the executive session board meeting held on Monday, February 14, 2011.
3. Minutes of the special session board meeting held on Wednesday, February 16, 2011.
4. The schedule of checks written 02-5-11 to 02-22-11 (#80689 – 80843).
5. The schedule of manual checks written 02-5-11 to 02-18-11 (#1077-1082).
6. The schedule of high school athletic checks written 02-5-11 to 02-18-11 (#12986 – 13004).
7. Staffing:
  - a. **Retirement request of Elizabeth Jayne** from her full time Technology Resource Instructor position at Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Lizz will be awarded all retirement benefits as afforded to her per Article XXII. Lizz has been employed by the District for 35 years.
  - b. **Retirement request of Thomas Neilitz** from his full time Grade 7 Instructor position at Parkview Middle School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Tom will be awarded all retirement benefits as afforded to him per Article XXII. Tom has been employed by the District for 20 years.
  - c. **Retirement request of Kathleen DeBroux** from her full time Speech & Language Instructor position at Valley View Elementary School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Kathy will be awarded all retirement benefits as afforded to her per Article XXII. Kathy has been employed by the District for 37 years.
  - d. **Retirement request of Henry Schmitt** from his full time Grade 7 Instructor position at Parkview Middle School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Hank will be awarded all retirement benefits as afforded to him per Article XXII. Hank has been employed by the District for 39 years.
  - e. **Retirement request of Katherine Berg** from her full time LD Instructor position at Valley View Elementary School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Katie will be awarded all retirement benefits as afforded to her per Article XXII. Katie has been employed by the District for 30 years.
  - f. **Retirement request of Debra Hendricks** from her full time Mathematics Instructor position at the Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Debbie will be awarded all retirement benefits as afforded to her per Article XXII. Debbie has been employed by the District for 28 years.

- g. **Retirement request of Susan McPhail** from her full time LD Instructor position at the Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Susan will be awarded all retirement benefits as afforded to her per Article XXII. Susan has been employed by the District for 30 years.
  - h. **Retirement request of George Pronold** from his full time EBD Instructor position at Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. George will be awarded all retirement benefits as afforded to him per Article XXII. George has been employed by the District for 19 years.
  - i. **Retirement request of Marlene Kane** from her full time Marketing/Business Education Instructor position at Ashwaubenon High School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Marlene will be awarded all retirement benefits as afforded to her per Article XXII. Marlene has been employed by the District for 27 years.
  - j. **Retirement request of Mary Jo Rod** from her full time speech & Language Instructor position at Cormier School & Early Learning Center per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Mary Jo will be awarded all retirement benefits as afforded to her per Article XXII. Mary Jo has been employed by the District for 30 years.
  - k. **Retirement request of Sharon Brecklin** from her full time Grade 5 Instructor position at Valley View Elementary School per Article XXII of the AEA Master Agreement. This retirement is effective at the end of the 2010-11 school year. Sharon will be awarded all retirement benefits as afforded to her per Article XXII. Sharon has been employed by the District for 23 years.
8. Co-curricular contracts: There is 1 co-curricular contract being submitted for Board approval.

#### H. Superintendent's Report:

- **Open Enrollment**: The district has been tracking open enrollment for the last few years. The open enrollment window closed last Friday. Last year, 304 students applied for open enrollment into the district with 60% actually attending in September. This year 292 students applied. If these trends stay the same, we should expect 175 new open enrollment students. Last year 36 students open enrolled out 14 of which attended the district they applied to. This year 50 students open enrolled out. We anticipate about 20 of these will attend school elsewhere.
- **Retirees/Layoffs**: Schmidt stated that the district has about 13 people retiring with over 340 years of combined experience. He stated that as our most senior people are retiring, the district sadly has also given layoff notices to 13 of its least senior people. Schmidt stated that these layoffs are not performance related but are instead budget related. Due to the current situation with the state, the district was forced to do layoffs early.
- **DI Tournament**: Schmidt stated that Saturday was the regional DI tournament. 10 teams will be advancing to the state. He stated that the district is very proud of the work these teams have done.

#### I. Discussion/Presentation Items:

1. **2011-12 Budget Update**: Keith Lucius provided an update on the 2011-12 budget. The information provided is based on what is currently known about the state budget. Lucius stated as information is learned from the state it will be shared with the group. He stated that the governor is trying to balance the budget by giving schools less and not raising property taxes. The preliminary budget will be accepted in June. The final budget will be accepted in July. Lucius reviewed the information that is currently known.
  - **Calendar Year Debt Payments** – debt payments are decreasing

- Revenue limit (\$26,340 for 2010-11) – reviewed the revenue limit under the current law
- Revenue Limit Per Member (\$10,170 for 2010-11) – this will move around with anticipation it will drop next year
- Tax Rate (\$9.06 2010-11; \$8.78 for 2009-10) – concern that this may need to be adjusted back up
- Aid Percent of Total Cost (44.9% in 2009-10 and 22.8% in 2010-11)

Lucius discussed changes to the budget based on what is happening at the state level:

- Proposed employee contribution of 50% to WRS resulting in an estimated annual savings to the district of \$750,000.
- Proposed increase to employee share of premiums for health insurance of at least 12.5% resulting in a \$350,000 savings to the district. The district is looking for ways to reduce the health insurance premiums.
- Salary limitation of base increase tied to CPI (wages will be capped on how much they can go up).
- Reduction in Revenue Limit per student – Lucius explained the impact of a \$100, \$300 and \$500 per student reduction and how it would reduce the revenue limit by \$260,000, \$780,000 and \$1,300,000.
- Open Enrollment – 292 students applied to attend the district in 2011-12 through open enrollment; we expect about 60% of these students to attend (175 students). Open enrollment students help to balance the budget. The district gets about \$10,000 per resident student and \$7,000 per open enrollment student.

Lucius ended by stating the purpose of this update is not to speculate on the budget but instead to outline all the variables involved.

2. **New Co-curricular Code** Mark Sheedy and Dave Steavpack went through the first read of the New Co-Curricular Code. Schmidt explained that co-curricular codes impact a lot of students. The current code has completely been rewritten and is being presented to the board like a policy as a first read. Sheedy explained that the initial change to the in season/out of season requirements was presented to the board last spring. This year's goal is to look at the overall reason of the code. He explained that Dave Steavpack worked with a committee to redo the policy/code. The new updates include not only sports but all co-curricular activities. It is reflective to what other schools are doing throughout the state.

Steavpack explained the process for updating the policy/code and the major changes to it.

- Committee was established in September. They discussed the code as well as in and out of conference school codes.
- Code of conduct was reviewed by club advisors and head coaches.
- Administration review the code.
- Significant changes to code include:
  - New focus on athletes and all other co-curricular activities (clubs, etc). This is an addition of about 400 students.
  - 24/7 365 day policy (no in season or of out season policy).
  - The consequences of hosting and/or attending alcoholic parties are addressed.
  - New code is in line with all other districts.
  - Brown County drug and alcohol enforcement approved the code.
  - The code is more detailed and specific regarding the different types of offenses. It eliminated the grey areas.
  - The committee discussed the topic of consequences for quite some time. This area is now more comprehensive in its language. When an incident takes place, research is gathered before a decision is made regarding the appropriate consequences to be administered.
- If a student is dual participating (co-curricular activity and sport), they will see consequences for both.

- Consequence can cover more than one season.

Discussion:

- The board asked if all incoming freshman should sign the code/policy to avoid the grey areas of not knowing what is permitted. Steavpack stated that both parent and student both have to sign the policy/code.
- Are students required to attend meetings regarding the code? Yes they are and they are required to sign off on the handbook containing the code.
- It was felt that a huge part of enforcing the code is through communicating it with students.
- Steavpack stated the most frequently used part of the code is not involving the abuse of alcohol and drugs, it is on academic eligibility.
- Steavpack discussed the process when the code is violated. It was felt that the district is too patient and gives too many changes. It was felt that if it is to be successful, it must be enforced and treated equally amongst all activities.
- Removing the in/out of season sections removed much of the discrepancies in the code. Sheedy stated that there is much misconception that the school knows everything that goes on with students in the community. The police are not at liberty to tell the schools of incidence involving students so the school is not always aware.
- It was felt that the best outlet for students is to be involved in activities. Most of the time students want to be given that one chance to change before it is completely taken away.
- With the addition of co-curricular activities to the code, it is felt that the peer pressure to stay in line and keep to code will increase.
- There is a concern that the GPA requirement is too confusing and should be clarified. It was felt that if you are not an active player (benched a lot) it will not affect your playing time. Also if a student is allowed to practice, they are still getting something out of it. Steavpack stated that regardless of a student's role on a team or in an activity, they will be held accountable.
- There was a suggestion that the punishment for the code violation should be held to the student's primary sport. There is a concern that a student may join a sport they typically would not just to serve their time and still be able to play the other sport. It was felt that they may not put everything into this new activity (quit before the end of the season, not show up for practice, etc.). Steavpack stated that student may join a sport while fulfilling a code violation but are required to complete the entire season and participate in all the practices.
- Can one of the requirements of a code violation include community service hours working as a mentor in another school? This would require them to speak about their choices and the consequences of those choices.
- With there being no in/out of season violation, do students still have to write letters? No but they are encouraged to write letters to their coaches.
- Can coaches make the penalties harder on the student? No the coaches can't enforce a harder penalty. There needs to be respect shown to the student.
- Has this code been extended to Parkview? No it is a high school code of conduct. If wanted, it can be looked at.
- It was explained that actions like dog searches and breath tests during prom are to promote drug free schools. It is hoped this education will make an impact.
- It was suggested that on the fourth offensive it should be spelled out that the consequences are in place for the student's entire high school career.

The board was reminded that the code/policy will be back at the next board meeting.

**J. Action Items:**

1. **Revised Technology Acceptable Use Policy:** The board was reminded that the revised policy was introduced and discussed at the last meeting and all recommended changes were made. The board inquired about a separate policy for staff regarding technology usage.

Moved by VanLaanen, seconded by Aubinger to approve the Revised Technology Acceptable Use Policy as presented. Aye 5, Nay 0. Motion carried 5:0.

**K. Board & Superintendent Communications:**

- Reminder of Taste of Ashwaubenon is on Wednesday, March 2<sup>nd</sup> from 6:00 pm to 10:30 pm

**L. Future Board Meetings & Topics:**

- The next regularly scheduled Board meeting is Monday, March 28, 2011, at 6:30 pm.
- The March 14<sup>th</sup> Board Meeting has been cancelled.

**M. Adjournment**

Moved by VanLaanen, seconded by Aubinger to adjourn at 8:00 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk