



**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, March 10, 2014**

**Regular Board meeting begins at 6:30 pm**

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**A. Call to order:**

President Williams called the meeting to order at 6:46 pm at the district office.

**B. Roll call:**

Board Members Present: Williams, Laukka, VanDeKreeke, Halron, VanLaanen  
Board Members Excused: no absences  
School Choice Advisory Representative: John Van Dyck (excused)  
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Pete Marto, Kurt Weyers, Andy Bake, Kris Hucek, Dirk Ribbens, Dave Steavpack, Brian Nelsen, Maria Arena, Matt Anderson, Jody Smits

**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 5, Nay 0. Motion carried 5:0

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

1. **Public Forum:** No issues presented
2. **Student Presentation:** Maggie Tomashek, Jay Marcks, Brenda Conradt and Mary Amenson along with Pioneer students presented about student writing in grades 2, 4, and 5. Student reading and writing activities are focusing on nonfiction work. Currently, students are reading about the revolutionary war and learning about the different games children played. They are comparing and contrasting the games played at that time to the games played now. The students explained how they are using writing in school and shared their books with the board.
3. **AHS - Dance Team Recognition:** Brian Nelson introduced and recognized the district's state championship dance team. He stated that we are very proud of everything the team has accomplished this year. They are a tremendous group of athletes that have worked very hard. Nelsen recognized their parents for the work and support they provide to the team. He recognized Mr. Meinel and Mr. Anderson for their work as team coaches. Meinel and Anderson stated that every time the team performed in a competition, they placed. Ashwaubenon's Dance Team is one of the few teams that perform all four types of routines. Two of the team members made the division one all-state team. This was the third year that the district held the Ashwaubenon Dance Invite. The invite has 56 teams competing with over 1,000 total dancers. The invite is the main fundraising event for the dance program.

**G. Consent Agenda:**

Moved by VanDeKreeke seconded by Halron to adopt the consent agenda items 1-3 as presented. Aye 5, Nay 0. Motion carried 5:0

1. Minutes of the Regular Board Meeting held on Monday, February 24, 2014.
2. The schedule of checks written 2/18/14 to 3/3/14
3. Staffing:
  - a. **New hire of Jennifer Young** to the Noon Duty Supervisor position at Parkview Middle School effective February 10, 2014. Jennifer will be compensated \$10.35/hour. This position is available due to the transfer of Juli Dickman to Food Service.

**H. Superintendent's Report:**

- Staff/Student Recognition
  - Valley View Library Media Specialist Corey Hansen was recently published in the “Teaching Today” Wisconsin Newspaper. Valley View’s Coding & Gaming Club was featured in the article. Congratulations Corey.
  - Valley View staff led an RtI presentation at the KI Convention Center. Thank you to Kurt Weyers, Andy Bake, Alex Baierl, Sheryl Stathas, Andrea Pasqualucci, & Amy Kupsh!
  - District musical students recently participated in a solo & ensemble contest. Congratulations to the 13 vocal solos, 7 vocal large groups, 22 instrumental solos and 13 ensembles that qualified for state.
  - Valley View teacher Amy Kupsh was awarded a Golden Apple Award. Congratulations Amy!
  - District Social Worker Andrea Pasqualucci was named as one of Wisconsin’s Kohl Teacher Fellowship winners. Congratulations Andrea.
- Reminder to Vote on April 1<sup>st</sup>. Two more informational meetings are scheduled for March 11 and March 19 at 6:00 at AHS Auditorium.
- Taste of Ashwaubenon will be held on Wednesday, March 12<sup>th</sup> at the Stadium View.

**I. Discussion/Presentation Items:**

1. **Policy Updates (first read):** Hanes presented 4 policies to the board for first read. He stated that a large portion of the updates are a result of changes in state law. Williams asked why Title I teachers are specifically listed on policy 3120. Kieslich stated that to be a Title I teacher you are required by law to have a specific type of licensing. No additional changes were requested.

**J. Action Items:**

1. **Co-op Girls Hockey Agreement:** Dave Steavpack stated that the Girls’ Co-op Hockey Team won the state championship in WIAA girls’ hockey. Four Ashwaubenon girls participate on this team. Currently, the girls’ hockey team is self-funded. Green Bay East is the host school for the team. The co-op agreement is up for renewal with WIAA. Steavpack reviewed the contract and stated the team is requesting a total of \$14,000 in expenses be covered by the school districts in the co-op. This would mean Ashwaubenon would pay \$700 a student total \$2,800 (covers transportation, up to 3 officials, and coaching salaries). He reminded the board members that the boys’ co-op hockey agreement will be presented to the board in April. The district currently only pays coaching salaries for the boys’ co-op team.

**Discussion:**

- What do the girls currently pay to participate on the team? Approximately \$1,200 per player.
- What happens if the district agrees to keep the contract as is (not contributing due to current budget cuts)? Next season, the four players will have to pay approximately \$2,000 each.
- The total cost for the boys’ team is \$17,000 which is \$950 a student. The district would pay about \$10,000 for next year bringing the per player cost to \$485.
- The board felt that if we agreed to pay the coaching salaries for the boys’ team, we should be consistent and pay the coaching salaries for the girls’ team.
- What are the other districts in the co-op agreeing to pay? They are all paying for the transportation, officials and coaching salaries.
- Steavpack stated that the transportation for the girl’s team is higher because they are required to travel further in order to have other teams play.
- The board discussed the costs of adding the cost for officials and coaching salaries.
- The number of girls participating in hockey should increase. It is predicted that the girls playing from Ashwaubenon will consistently stay in the 3-5 range.
- The board strongly feels the need of consistency between the programs.

Moved by VanLaanen seconded by Halron to approve only the payment of our portion of the coaching salaries for the Green Bay Metro Girls’ Hockey Agreement. Aye 5, Nay 0. Motion carried 5:0

2. **Youth Options:** Nelsen presented 10 Youth Options requests for approval. The applications have been reviewed by Nelsen and high school counselors for eligibility. Nelsen recommended the board approve the Youth Options are presented. Moved by Laukka seconded by Halron to approve the Youth Options as presented. Aye 5, Nay 0. Motion carried 5:0

3. **Health Insurance Plan Changes** – Per the request of the board in the February meeting, the presented insurance changes were revised and changes reviewed at the March meeting. Lucius presented the revised insurance proposal.

Discussion

- The district is looking at cutting \$800,000 in budget items.
- The new Revised Proposal is being recommended by Mark Williams. Changes from February proposal include maintaining employee premium share at 12.5% and increasing the employee maximum out-of-pocket starting in 2015. A proposal was also added for 2018.
- Reviewed the salary and benefits percentage of the district's total compensation over the last few years (2009-10 - 21%; 2012-13 - 25% and 2013-14 - 23.5%)
- Current premiums: Family \$2,602; Single \$1,085.
- The district is going to attempt to change the renewal dates from July to January every year.
- Insurance plan will remain self-funded under this proposed plan.
- The Cadillac Tax is not about the quality of insurance that is being provided, it is about the cost.
- There would be \$20,000 more in cuts needed with the proposal presented in February. There would be \$20,000 less in cuts needed with the Revised Proposal being presented.
- Mark Williams stated that the district needs to start planning for the Cadillac Tax now. He feels that strictly reducing the employee premium share is not the way to do this and would only be moving the district backwards. He stated he is not comfortable putting out projections for 3 years because too much can change in that time.
- Keith Lucius stated that the board has the ability to make adjustments to the plan as we move forward. By approving the proposal through January 2018, staff members are able to plan for future increases. They would have a long term prospective.
- Dean DeBroux (1916 Creamery Rd.; DePere) stated that the proposal should be put out as a road map and not something that we lock into. He stated that the role of the insurance committee is to look at the changes we face and plan for them. He reminded the board of all the changes staff have experienced over the last three years (decrease in take home pay, raises have not kept up with inflation, added minutes to the day, added student contact calendar days, added professional development time, decreased drug co-pays, added office visit co-pays). Dean requested the board keep these changes in mind when making their decision.
- Gina Jones (2280 Cedar Spring Court; Green Bay) spoke on behalf of staff members that are fighting a chronic illness. She expressed her appreciation to the district for everything they did to help her work through her illness. She spoke about the current out-of-pocket costs and how they can be overwhelming and nickel and dime you to death. She asked that the board use compassion when making their discussion.
- Sean Butler (15025 Old CC; Maribel) stated he came to Ashwaubenon from the private sector. He loves what he is doing in Ashwaubenon but is concerned he may be required to return to the private sector because of the changes that are and will be affecting his income.
- Amy Messamore (1440 Wexford Lane; Green Bay) expressed her concern as a teacher and a parent. With the changes in income and benefits it will become harder and harder to recruit and keep good teachers in our schools. She spoke about how the past changes have affected her family.
- Devin Demerath (255 E. River Dr. Apt 8; DePere) spoke about the necessity of working multiple jobs in order to make ends meet. She spoke about relying on her parents to help her pay student loans so she can keep her apartment and not move back home. Devin read a letter from Barry Severson.
- Steve Witcraft (1497 Russell St; Green Bay) reviewed insurance comparisons he researched in private sector jobs throughout Wisconsin. He asked if the insurance committee ever reviews other companies when looking at insurance options. Lucius stated that this is put out for bid every year and nothing comes back even close to what we have.
- Amy Bunkleman (921 Pennings Ave; DePere) stated we are a district of choice for students. We should focus on also being the district of choice for quality teachers. Instead we are at risk of losing what we have to the private sector.

- Maggie Tomashek (1568 W. Paulson Rd; Green Bay) stated her goal has always been to teach in Ashwaubenon. When she went through orientation this past summer, Dr. Hanes stated that Ashwaubenon only hires the best teachers. She has chosen to send her children to Ashwaubenon. She stated she knows what it is like to work in a district that continuously cuts. Ashwaubenon has a reputation in the area that makes teachers want to work here.
- Mary Amenson (2539 Skyline Oaks; DePere) stated that she is very proud to be part of this district. She reminded the board that if they want to keep good teachers in the district, they need to listen to what staff is saying.
- Mark Williams stated that the district needs to make \$800,000 in cuts from the budget. He stated that the district needs to take a little from here and there in order to not affect all. He stated the board does not want to start laying off staff.
- Jay VanLaanen stated that every year we are faced with meeting a bottom line and that involves cutting. We try every year not to cut teachers. We as a board are forced to make these decisions when it comes to meeting the budget.
- Ginny Laukka thanked everyone for their input and stated the board does appreciate the feedback. She stated that compassion is used when making decisions. Ginny stated the bottom line is that cuts need to be made now through the proposed plan or in May through staff cuts.
- Keith Lucius stated that the plan being presented through January 2018 gives staff the option to be consumers and shop wisely while at the same time putting some money back in their pockets.
- Ginny Laukka asked if there are ways of easing the plan by using the flex plan and educating staff? Can we do more of what we already do? Lucius stated that the district is very proactive about getting people to use the flex plan. As far as educating staff, it is very hard to get people to attend informational meetings. They are held after work and many people have family commitments.
- Dean DeBroux asked the board to please contact their assembly people and voice their concerns about how these changes are affecting people.

Moved by Williams seconded by VanLaanen to approve the Revised Proposal plan through July 2015 (up to January 2016) as presented. Aye 5, Nay 0. Motion carried 5:0

4. **Policy Updates (second read):** Hanes presented 20 updated board policies for a second read.
  - Policy 9150 - The board discussed the need to be proactive when it comes to allowing registered sex offenders in our schools for specific reasons related to their children.
  - Policy 4213 – check the third option on page 1 “A support staff member shall not send students on any personal errands.”

Moved by VanLaanen seconded by Laukka to approve the Policy Updates as presented. Aye 5, Nay 0. Motion carried 5:0

**K. Board & Superintendent Communications:**

- Reminder of the referendum information meeting on March 11<sup>th</sup> in the high school auditorium

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

1. The next board meeting is scheduled for Monday, April 14, 2014, at 6:30 pm.

**M. Adjournment**

Moved by VanLaanen seconded by Halron to adjourn to the meeting at 8:35 pm. Aye5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk