



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, June 22, 2015

6:30 p.m.

A. Call to order: President Williams called the meeting to order at 6:30 pm.

B. Roll call:

Board Members Present: Williams, Laukka, VanLaanen, VanDeKreeke, Halron

Board Members Excused: all present

School Choice Advisory Representative: John Van Dyck

Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kurt Weyers, Kris Hucek, Brian Nelsen, Pete Marto, Jennifer Sommers, Mike Aubinger

C. Declaration of quorum: Quorum present

D. Pledge of allegiance: The pledge was recited

E. Adoption of Agenda: One additional staffing item was added to item H.3. Moved by VanDeKreeke seconded by Halron to adopt the agenda with the addition of one staffing item under H.3. 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 considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

In accordance with W.S. 19.85(1)(f) an executive session will be held for the purpose of considering financial, medical, social or personal histories or disciplinary data of specific persons; i.e., holding a student expulsion hearing.

In accordance with W.S. 19.85(1) (g) an executive session will be held at the end of the meeting for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.

G. Citizens and/or delegations:

1. Public Forum – no issues presented
2. DI Globals Recognition – Brian Nelsen introduced Bob Luebke and his DI team. The team “Undefined” finished first out of 62 teams at DI Globals. He thanked all the members for coming and sharing their success with the board. DI members spoke about their experiences participating in Globals.

H. Consent Agenda:

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

1. Minutes of the regular meeting held on Monday, May 11, 2015
2. The schedule of checks written 5/5/15 to 6/15/15
3. Staffing:

a. Administration/Teacher/Exempt:

1. New hire of Crystal Sandman to the full time Language Arts Instructor position at the High School effective with the 2015-2016 school year. Crystal will be placed at Step 3 Lane A for

- the 15-16 school year. (salary = \$39,743.19). This position is vacant due to the resignation of Jenny Agamaite.
2. **New hire of Andrew Meinel** to the .90 FTE Physical Education Instructor position at Parkview Middle School effective with the 2015-2016 school year. Drew will be placed at Step 3 Lane A for the 15-16 school year as an initial educator. (salary = \$35,768.87). This position is vacant due to the retirement of Steve Witcraft.
 3. **New hire of Charnae LaLuzerne** to the full time Language Arts Instructor position at the High School effective with the 2015-2016 school year. Charnae will be placed at Step 3 Lane A for the 15-16 school year. (salary = \$39,743.19). This position is vacant due to the retirement of Nancy Bassindale.
 4. **Resignation of Heather White** from her full time District Literacy Coordinator position effective June 30, 2015. Posting is underway to fill this vacancy.
 5. **New hire of Heidi Beimer** to the full time Guidance Counselor position at the High School effective with the 2015-2016 school year. Heidi will be placed at Step 3 Lane F for the 15-16 school year as an initial educator. (salary = \$48,783.00). This position is vacant due to the retirement of Kim Schnick and various internal transfers.
 6. **Hire of Melissa Miller** to the 1.0 FTE Grade 3 Instructor position at Pioneer Elementary School effective with the 2015-2016 school year. Missy was placed at Step 7 Lane F as a professional educator for the 2014-2015 school year. (14-15 salary = \$54,852.00). Missy was employed as a limited term instructor with the District for the 14-15 school year. This hire will transfer her to a regular contracted instructor.
 7. **Hire of Andrea Ciha** to the 1.0 FTE Grade 3 Instructor position at Valley View Elementary School effective with the 2015-2016 school year. Andrea was placed at Step 8 Lane F as a professional educator for the 2014-2015 school year. (14-15 salary = \$55,932.03). Andrea was employed as a limited term instructor with the District for the 14-15 school year. This hire will transfer her to a regular contracted instructor.
 8. **Hire of Kevin VanGheem** to the .95 FTE Science Instructor position with the District effective with the 2015-2016 school year. Kevin was placed at Step 6 Lane F as an initial educator for the 2014-2015 school year. (14-15 salary = \$51,083.38). Kevin served as a full time limited term instructor for the 2014-2015 school year. This hire will transfer him to a regular contracted instructor position.
 9. **New hire of Rachel O'Brien** to the .20 FTE ELL Instructor position at Pioneer Elementary School effective with the 2015-2016 school year. Rachel will be placed at Step 5 Lane F. (\$10,709.11). This position is a newly created position due to student needs.
 10. **Resignation of Alex Baierl** from her full time School Psychologist position with the District effective at the end of the 2014-2015 school year. Posting is currently underway to fill this vacancy.
 11. **Resignation of Brandon Radtke** from his full time Technology Education/Careers position at Parkview Middle School effective at the end of the 2014-2015 school year. Administration is currently reviewing how to staff this vacancy.
 12. **New hire of Andrea Reichenberger** to the full time District Literacy Coordinator position with the District effective 7/1/15, the start of the 2015-16 school year. Andrea will be compensated \$74,000 for the 15-16 school year. This position is vacant due to the resignation of Heather White.
 13. **Resignation of Julie Branner** from her full time Grade 8, Science Instructor position at Parkview Middle School effective at the end of the 2014-15 school year. Posting will begin shortly to fill this vacancy.
- b. **Staffing - Other:** 3 Positions for approval
1. **Resignation of Melissa Albers** from her Breakfast Supervisor position at Pioneer Elementary School effective at the end of the 2014-2015 school year. Posting is currently underway to fill this vacancy.
 2. **Resignation of Mary Weiss** from her Breakfast Supervisor position at Valley View Elementary School effective at the end of the 2014-2015 school year. Posting is currently underway to fill this vacancy.

3. **New hire of Krystal Schneidewind** to the part time, .57 FTE, Educational Associate, 9 Month – Library Aide position at Pioneer Elementary School effective with the 2015-2016 school year.

I. Action Items:

1. **Studer Group Presentation and Education Agreement:** Melissa Matarazzo and Ryan Hess spoke to the board on behalf of the Studer Group. They shared the mission and vision of the Studer Group and explained that their goal is to help organizations get to where they want to go. Leadership on all levels has a great deal of influence on student learning. The Studer Group works with the district to determine what is working and not working when it comes to achieving success (continuous improvement processes). They will discuss the 9 principals and 4 pillars of excellence and what these mean to board members, leaders, employees, students and families.

Discussion:

- In the past the board has been involved in setting goals and helping to determine where the district is going. Would the school board still be a part of this process? Yes, there will be focus groups that will include board members. The board's perspective and opinion is important as is the community and staff. We are open to whatever the process is but there are also occasions where district staff will propose goals.
- Getting others opinions through surveys is important but this has been conduct a lot in recent history.
- Are goals tied back into State standards? Annual results measured are important to link to State standards. It is key that there are some connections, however, there are some districts that want more than that information. Some adherence to State expectations is necessary but we also need to look at where students need to go and have goals in place for accomplishing this.
- Who will set the standards for the other goals? A group within the district.
- This is a broad product. What are we going to do with this? Do you start with an evaluation tool for leaders? Do we have the core that is needed for a strong team? Is that needed before we set goals? Baseline assessments will be needed and employees will be asked if they feel engaged in their workplace.
- How do we know what to choose if it is not known what we want? We can benchmark where we are and measure employee engagement. We can recommend some reliable measures but can't prioritize these measures for the organization.
- How do you reach those people we have been unable to reach through other surveys? When we work in surveys, we offer them in many forms. When meeting with focus groups, we meet in areas that engage stakeholders.
- The key part in any assessment is helping to translate the findings back to people in a way that show the district heard their priorities and explains what will be done with the results.
- Where the District with relationships between teachers, students, staff, board and community? Is this an area needing improvement? Through a Straight A Leadership Assessment we can see how the board, administrators, etc. are seen and felt in the district. The data collected is reviewed and is only as powerful as the discussions that takes place.
- Brian was asked what he envisions from Studer Group. The District would gather data and information first to determined key areas of focus. Hanes spoke about the amount of energy the District has placed on Educator Effectiveness. To prevent becoming a stagnant district, all areas need to be reviewed for streamlining and ways to get better (i.e. finances, food service, teachers and support staff). This is not a once size fits all approach like strategic planning. The focus is on the people in the trenches and growing everyone's leadership. He discussed the changing role of the principle and everything currently on their plates. This tool has an accountability that can be monitored at any rate desired.
- Kieslich added that it is a systems approach. An example is working on a culture that wrapped around student achievement. ALL employees felt a sense of ownership in this. The District needs the best teachers in front of our students and the best administrators in front of our teachers. They can help us make decisions as a system.

- Hess added that his role is to support the team of coaches. He explained that this is not a prescriptive package that is deployed into a district. Studer does not come into the district and make unnecessary changes. Our work is on leadership development. It's a well-rounded cultural development that engages employees to be the best they can be. Employees need to be actively engaged. That means providing them the support that they need.
- Is it wise to invest in July's training if our employees are not here? Studer does not recommend an employee feedback survey until October. The Straight A Leadership Assessment can be done now. It is good to kick it off in mid-summer but Studer would go with the superintendent's recommendations.
- It was felt that a lot of concepts were presented. It was suggested the group be cautious with the amount of data recommended for collection. What are the real objectives? It may not be something needed to be surveyed. The objective could be to maximize the great leadership we have and get everyone working together. Often times when survey data is reviewed, the focus is on what only one or two people say. The scope needs to be narrowed down or we will get lost in everything but what the real focus should be.

Moved by Laukka seconded by VanDeKreeke to adopt Studer Group Education Agreement for a one year contract of \$25,000 with 12% administrative costs (i.e. \$28,000 total) as presented. Aye 5, Nay 0. Motion carried 5:0

2. **2015-16 Annual Meeting Agenda and Budget Hearing Agenda:** Lucius presented the 2015-16 Annual Meeting Agenda and Budget Hearing Agenda for board approval. Moved by VanLaanen seconded by Laukka to adopt 2015-16 Annual Meeting Agenda and Budget Hearing Agenda as presented. Aye 5, Nay 0. Motion carried 5:0

J. Discussion Items:

1. **School of Choice Advisory Representative:** Williams stated he requested this topic be on the board agenda for discussion. He asked John Van Dyck to provide feedback about his experience as the School of Choice Advisory Representative. He asked Van Dyck if he felt this position was advantageous to the district and if we should continue to have a person in this role.

Van Dyck stated that it has been an honor to serve in this role over the last two years. He stated that the feedback he has received from others is that this position is not only interesting but it is very unique in the State. He added that he did not feel the needs of school of choice families were any different needs than other families. When he was seeking a school to open enroll into, his family chose Ashwaubenon because of its leadership and opportunities. He felt that the next person in this role should be engaged earlier on in the system (elementary level), and he encouraged the board to find another person do this. Van Dyck stated that the discussions presented are good for all students and the district.

Discussion:

- Some felt that if we are looking out for all students the board does not need to specialize in particular students.
- Van Dyck was thanked for his input and perspective that he brought to the table, particularly from the view of a school of choice family.
- It was felt that Van Dyck offered a wealth of knowledge during many of the discussions.
- Do we need a board representative for open enrollment families? Van Dyck has brought a lot of good insight, but that is a personal trait not an open enrollment representative trait.
- Hanes spoke about that the relationship between the Village and school system. He stated that Van Dyck has had some really strong insight because of his time on the county board. This reinforces our sense that we are doing the right job.
- Having a school of choice representative on the board shows people we have an interest in their families and opinions. We want to be inclusive of all families.

- Van Dyck stated to fill this position, the district needs to personally recruit people versus sending out a mailer to open enrollment families. One thought would be to present the idea at the individual school orientations and ask for volunteers.
 - The board asked the principals to encourage parents they know to apply.
2. **Grievance Policy Update – first read:** At the May board meeting, the board took action that would allow the superintendent to appoint an Independent Hearing Officer if needed. This action was added to the two grievance policies. The policies were presented to the board for a first read.

K. Board & Superintendent Communications:

Superintendent's report

- AEF was thanks for their continual efforts to fundraise and for the 10 grants they awarded representing all buildings.
- Congratulations to Coach Conrad and our HS boys tennis team on earning their first State appearance
- Congratulations to Mr. Ribbens on securing a \$16,000 Career and Technical Education grant.
- Ashwaubenon High School Announces Scholar/Athlete Awards
 - Ashwaubenon High School Athlete of the Year
 - Lindsey Strainis (hockey, softball)
 - Kyle Monroe (football, basketball, baseball)
 - James Morgan (football, basketball, track)
 - WIAA Scholar Athlete of the Year
 - Miranda Dreckschmidt (hockey, soccer)
 - Sam Wisneski (football, basketball, tennis)
 - Ashwaubenon High School/WIAA Sportsmanship Award
 - Emile Enke (softball, cross country)
 - Jonathan Gregory (soccer, track)
 - Army Reserve National Scholar/Athlete Award
 - Clare Cuene (soccer)
 - Dane Syed (football, baseball)
 - U.S. Marine Corps Distinguished Athlete Award
 - Eva Schaible (basketball, soccer)
 - Brad Tschoeke (tennis)
 - American Legion Award
 - Karsyn VanLaanen (softball, swimming)
 - Cam Kelly (football, basketball)
- State School of Recognition Announcement: Congratulations to PV & VV for being selected by the Wisconsin RtI Center as a school of merit for their implementation of Positive Behavior Interventions and Supports. VV was also recognized by the Wisconsin RtI Center as a School of Distinction-Reading for their work accomplished through the implementation of a culturally responsive multi-level system of support.
- Van Dyck thanked Brian Nelsen for a well ran graduation ceremony
- The group recognized success of the 2015 Jag Open held last week!

L. Future Board Meetings & Topics:

- The next board meeting is scheduled for **Monday, July 27, 2015**, following the Annual Meeting in the District Office.
- The Budget Hearing and Annual Meeting is scheduled for **Monday, July 27, 2015, at 6:00 pm** in the District Office.

M. Adjournment to 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 considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

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N. Executive session:

Moved by VanLaanen seconded by Laukka to adjourn to executive session at 8:10 pm. Aye 5, Nay 0. Motion carried 5:0

O. Return to open session:

Moved by VanLaanen seconded by VanDeKreeke to return to open session. Aye 5, Nay 0. Motion carried 5:0

P. Action items following executive session:

1. **Amendment of Expulsion:** The board listened to a request to amend the ending date of a 2014-15 expulsion decision. Moved by Laukka, seconded by VanLaanen to amend the expulsion ending date from June 30, 2016, to June 30, 2015. Aye 2, Nay 3. Motion failed 2:3.
2. **Reclassification of Registrar Position:** The board heard the recommendations of Administration to reclassify the current Registrar position at the high school. Currently the Registrar position is paid \$18.75 an hour (\$36,234.38 for 2014-15). The proposed rate for the position would change to \$21.52 an hour (\$41,587.40 if implemented for 2014-15). This request is being recommended due to the change in responsibilities for this position.

Moved by VanLaanen seconded by VanDeKreeke to reclassify the Registrar position at the high school and increase the pay to \$21.52 per hour. Aye 5, Nay. Motion carried 5:0.

Q. Adjournment

Moved by VanLaanen seconded by Laukka to adjourn to the meeting at 9:22 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk