



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, July 11, 2011

6:30 p.m.

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A. Call to order:

President Williams called the meeting to order at 6:31 pm at the district office.

B. Roll call:

Board Members Present: Laukka, VanLaanen, Williams, VanDeKreeke, Halron
Board Members Excused: None
Others Present: Brian Hanes, Keith Lucius, Brian Nelsen, Jill Rhude, Brad Taylor, Andy Bake, Kurt Weyers, Matt Anderson, Pete Marto, Kris Hucek

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: Williams welcomed to the district the new superintendent Brian Hanes..

G. Consent Agenda:

Moved by VanLaanen seconded by Laukka to adopt Consent Agenda items 1-3 and 5-7as presented. Aye 5, Nay 0. Motion carried 5:0

Moved by VanLaanen seconded by Laukka to adopt Consent Agenda item 4 as presented. Aye 4, Nay 0, Abstain 1 (Williams). Motion carried 4:0:1

1. Minutes of the regular meeting held on Monday, June 20, 2011
2. Minutes of the executive session held on Monday, June 20, 2011
3. The schedule of checks written 06-10-11 to 06-30-11 (#146, 1110-1115, 81899-82140)
4. The schedule of checks written 06-10-11 to 06-30-11 (#82141)
5. The schedule of checks written 06-10-11 to 06-30-11 (#82142-#82198)
6. Staffing:
 - a. **Resignation of Bruce Vizelka** from his full time Head Custodian position at Cormier School & Early Learning Center effective June 27, 2011. Posting is currently underway to fill this vacancy.
 - b. **Resignation of Matthew Kiel** from his full time Technology Education/Careers Instructor position at Parkview Middle School as of the end of the 2010-2011 school year. Posting is currently underway to fill this vacancy. This resignation is contingent upon receipt of a \$400.00 late resignation fee as per Article XXVII of the AEA Master Agreement.

- c. **New hire of Dan Albrent** to the .50 FTE Science position at Ashwaubenon High School, effective with the beginning of the 2011-2012 school year. Dan will be placed at Step 1 Lane A as an initial educator. The 11-12 salary will be \$17,418.25. This position is vacant due to the retirement of Hank Schmitt and internal transfers.
 - d. **New hire of Cassandra Burns** to the 1.0 FTE Mathematics position at Ashwaubenon High School, effective with the beginning of the 2011-2012 school year. Cassandra will be placed at Step 1 Lane A as an initial educator. The 11-12 salary will be \$34,836.50. This position is vacant due to the retirement of Debbie Hendricks.
 - e. **Hire of Amy Briski** to the Grade 1, Limited Term, 1.0 FTE Instructor position at Valley View Elementary School, effective with the 2011-2012 school year. Amy is currently a 1.0 FTE Limited Term Grade 1 Instructor at Valley View Elementary School for the 2010-2011 school year. She will be placed at Step 1 Lane A as an initial educator. Compensation will be \$34,836.50. This position is vacant due to the addition of a 4K classroom at Cormier. Limited term status is due to leave of absence of Kristen Braatz.
 - f. **New hire of Michael Ceman** to the Grade 7 Social Studies (.60)/Grade 8 Careers (.40), 1.0 FTE position at Parkview Middle School effective with the 2011-2012 school year. Michael will be placed at Step 5 Lane E for the 2011-2012 school year. Compensation will be \$48,020.64. This position is vacant due to the resignation of Matt Kiel and Michael Raether.
 - g. **New hire of Steven Mellberg** to the 1.0 FTE Grade 6-English/Language Arts position at Parkview Middle School effective with the 2011-2012 school year. Steve will be placed at Step 1 Lane A as an Initial Educator. He will be compensated \$34,836.50. This position is vacant due to internal transfers.
 - h. **New hire of Bryanna Moody** to a .93 FTE instructor position at Parkview Middle School consisting of a .50 in Grade 8-Careers and a .43 in Music-Instrumental. Bryanna will be placed at Step 1 Lane A as an initial educator. 11-12 compensation will be \$32,397.95. The Careers vacancy is due to the resignation of Matt Kiel and the Music-Instrumental vacancy is due to the retirement of Greg Sauve.
 - i. **Hire of Philip Layden** to the .16 FTE, Technology Education Instructor position, Limited Term at Parkview Middle School for the 2011-2012 school year. Phil is currently a 1.0 FTE Technology Education Instructor at Parkview Middle School and with this additional assignment he will be compensated as a 1.16 instructor at Step 5 Lane E. 11-12 salary will be \$55,703.94. This position is vacant due to the resignation of Matt Kiel and increased enrollment.
7. Co-curricular contracts: There are 25 co-curricular contracts being submitted for Board approval

H. Superintendent's Report:

Brian Hanes thanked the board of education, staff, community and administration for the Meet and Greet opportunity. He stated he is honored to be here.

I. Discussion/Presentation Items:

1. **172 Pedestrian Bridge:** Hanes reminded the board that the proposed pedestrian bridge is planned to go from Pioneer School to North Road. The Village would fund about \$800,000 of the project with some grants available. The Village may survey the community to find out if they support the bridge. The board discussed the use of the bridge by students, the impact on enrollment in the two elementary schools, the need for bike lanes and sidewalks on North Road, the primary use of the bridge, and the value the bridge adds to the district (a need versus a want). Taylor stated that the bridge has been a topic at previous Bike and Ped Committee meetings and will be on a future agenda. Kurt Weyers and Brad Taylor are on this committee.

It was felt that more data needs to be gathered about who will use the bridge. The Village has 8-9 months to gather this data before making a decision. Williams asked Taylor to inquire if the Bike and Ped Committee would like representation on the committee from the school district.

J. Action Items:

1. **Policies –Second Reading:** Hanes reviewed the changes requested at the June 20th meeting. The board asked if employees are required to take a physical. Employees are not required to take a physical. The physical requirements of a position are built into its job descriptions. Hanes stated he reviewed the policies to make sure necessary guidelines exist.

Moved by VanLaanen seconded by VanDeKreeke to adopt the updated Policies with noted changes as presented. Aye 5, Nay 0. Motion carried 5:0

2. **AESP Staff Handbook:** Lucius stated that the grievance procedures in the handbook need to reflect the current law and have an independent third party option in the grievance process before it is taken to the board. School districts may depend on each other to be this third party if needed. CESA is also discussing providing this service in the future. Davis and Kuelthau have reviewed and added needed changes to the handbook. Lucius recommended that the handbook be approved with the noted changes and with the understanding it is an ongoing book that can be changed through the board during an open session.

Moved by VanLaanen seconded by Halron to adopt the AESP Staff Handbook as presented. Aye 5, Nay 0. Motion carried 5:0

3. **AESP Contract Settlement:** Lucius stated that under the new state laws the unions are able to negotiate pay increases. The board discussed offering a \$0.24 an hour increase versus a 1.5% across the board increase. The AESP had a ratification vote on 1.5% across the board. The board decided to stay with the 1.5% that was voted on. New hires starting after July 1, 2011, will receive base pay only with no increase.

Moved by VanLaanen seconded by VanDeKreeke to adopt the AESP Contract Settlement of a 1.5% base pay increase for employees hired on or before June 30, 2011. Employees hired July 1, 2011, and after will be at base pay with no increase. Aye 5, Nay 0. Motion carried 5:0

4. **Annual Meeting Agenda & Budget Hearing Agenda Approval**

Moved by Laukka seconded by VanLaanen to adopt the Annual Meeting Agenda and Budget Hearing Agenda as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

L. Future Board Meetings & Topics:

1. The annual meeting, budget hearing and regular meeting are scheduled for Monday, July 25, 2011, at 6:00 pm.

M. Adjournment

Moved by VanLaanen seconded by VanDeKreeke to adjourn the meeting at 7:20 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk