



Agenda for Regularly Scheduled Board Meeting & Executive Session

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

Monday, July 27, 2009

6:30 p.m.

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A. Call to order:

President Williams called the meeting to order at 7:00 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 Nelson, Jill Rhude, Brad Taylor, Mike Beno, Kris Hucek, Maria Arena, Mark Sheedy, Michael Sheean, Kurt Weyers, Dave Steavpack, Dirk Ribbens, Pete Marto, Brad Taylor

C. Declaration of quorum:

Quorum present.

D. Pledge of allegiance:

The pledge was recited.

E. Adoption of Agenda:

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

F. Citizens and/or delegations:

- 1. Public Forum – Kathy O’Brien, Norbert Sell, Mike Mellen, and Jacob Marcks
- 2. Guest speakers– Mike Betar

G. Consent Agenda:

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

Williams stated there was one addition to item 6. See last item listed under 6.

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

Laukka stated that 8 Non-Core Program Leader positions were proposed during the February meeting. She questioned why the current list contains 9. She is not opposed to the 9th position but requested additional information as to the rational behind adding it as well as what the job description is. She requested information as to: 1. What is being done that currently isn’t being done; 2. How will this affect services to our students; 3. Were these positions treated the same as the non-core positions. Laukka asked that item 9 on the consent agenda is pulled from the agenda and tabled until the August meeting.

Moved to table until the August meeting by Aubinger, seconded by VanLaanen. Motion carried 5:0.

1. Minutes of the regular meeting held on Monday, June 15, 2009.
2. The schedule of checks written 06/10/09 – 07/22/09 (#74682 - #74716)
3. The schedule of checks written 06/10/09 – 07/22/09 (#74718 - #75161)
4. The schedule of checks written 06/10/09 – 07/22/09 (#74717)
5. The schedule of manual checks written 06/10/09 – 07/22/09
6. Staff appointment:
 - New hire of Cortney Biese to the 1.0 FTE Social Studies instructor position at the High School, effective with the 2009-10 school year. This position is vacant due to the resignation of Brent Brayko. Cortney will be placed as an Initial educator at Step 1 Lane A (08-09 salary = \$32867.15).
 - Hire of Kirsten Marto to the Grade 6, Math & CA position at Parkview Middle School effective with the 2009-2010 school year. Kirsten was a limited term instructor for the 2008-2009 school year. She will be placed at Step 2 Lane B (08-09 salary-\$37,364.76). This position is available due to the retirement of Dave Bruehl.
 - New hire of Kristen Scharenbroch to the Grade 6, 1.0 FTE instructor position at Parkview Middle School effective with the 2009-2010 school year. This is new FTE, due to enrollment. Kristen will be placed as an initial educator at Step 1 Lane F. (08-09 salary = 41,083.94)
 - Hire of Megan Oberstadt to the .17 FTE Spanish instructor position at the High School effective with the 2009-10 school year. This position is vacant due to the resignation of Kristin Dekker. Megan is currently a .83 FTE Spanish instructor at the High School. With this additional FTE, she will become a 1.0 instructor. Megan will be placed at Step 3 Lane A as an initial educator (08-09 salary = 34,839.18).
 - New hire of Rachel Brown to the .50 FTE Math Instructor position at the High School effective with the 2009-2010 school year. Rachel will be placed at Step 2 Lane A as an Initial educator. (08-09 salary = \$16,926.58). This position is available due to the Kim McDermott vacancy.
7. Staff resignations:
 - Resignation request of Kristen Dekker from her .17 FTE Spanish Instructor position at the High School effective at the end of the 2008-2009 school year. Kristen had been issued a .41 layoff for the 2009-2010 school year reducing her FTE to .17.
 - Resignation request of Margaret Brokaw from her .50 FTE EBD/CD Instructor position at the High School effective immediately. As per Article XXVII of the AEA Master Agreement, this resignation is contingent upon collection of a \$500.00 resignation fee.
 - Retirement of Paula Mulloy from her 1.0 FTE Educational Associate I-9 Month, Pretiner/Library Aide position at the High School effective with the end of the 2008-2009 school year, as per the special retirement agreement, agreed upon by the Board and AESP.
8. Staff Leaves:
 - Child rearing leave request of Sharon Reiderer as per Article VI, Section F of the AEA Master Agreement. Sharon is a .50 FTE, 4K Instructor. Her sick leave, due to the birth of a child, is expected to begin on September 29 and terminate on November 10. Immediately after her sick leave, Sharon is applying for this unpaid Child Rearing leave. This leave will begin November 11 and terminate on January 28, 2010. She will return to work on January 29th. (Please note, dates are an estimate and are contingent upon the actual date of birth of her child.)
 - Child rearing leave request of Leah Vertz from her .50 FTE Speech & Language position as per Article VI, Section F of the AEA Master Agreement. Leah is expecting a child on 9/25/09 and she does not qualify for FMLA. We are anticipating that Leah will be on sick leave for 6 weeks following the birth of her child. This unpaid Child Rearing request is for an additional 6 ½ weeks which would begin immediately after her 6 weeks of sick leave expires and will run through December 22, 2009.

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.

9. Co-curricular contracts:

- There are 16 co-curricular contracts being submitted for Board approval.

H. Superintendent's Report:

1. Summer School Success:

Dave Schmidt stated the district recently completed its summer school programs. The summer school program has provided children both enrichment and fundamentals courses. Dave thanked the summer school staff for all their time and energy they put into the program. He recognized Maria Arena for the work she has done with this program.

2. Professional Development Activities:

Dave stated that 175 of the 230 teaching staff took part in activities across the school district over the summer. Some of these activities include:

- The board approved the purchase of new science materials. Teachers are participating in the mandatory training on these new materials.
- Teachers are also participating in the new Words Their Way curriculum training. This new curriculum will help improve the spelling and writing of the students.
- Dave stated that the outcomes in special education are not where they should be. A team of teachers and principals have been looking at ways to improve these outcomes. One way is to limit the amount of time a special education student is pulled out of the classroom. This may require a special education teacher to come into the regular classroom and work with the student on the regular curriculum. Dave stated this would require training for all participants.

Aubinger asked if the teachers are accepting of this plan to bring an additional teacher into the classroom and reduce the amount of time a student is pulled out. Dave stated he is aware that not all teachers will embrace this plan. It is change for both teachers. He stated there will be a 6-9 month learning curve for all. He stated this will be a regular and expected practice across all schools. He added that in speaking with staff there is a feeling that this will not be a huge overall change. Instead, it will affect small pockets of people. Kurt Weyers added that when people see a need for a change they are more accepting of this change. Last summer's Data Retreat showed staff this type of change is needed.

Aubinger inquired about whether or not this same type of plan will be applied to the gift and talented students. Dave stated it is for any area that there is a significant amount of student pull out.

Laukka asked if research shows that this type of teaching is proven to be best practice. Kirk Weyers explained that the action learning team found school districts with similar demographics as Ashwaubenon to be practicing in this new way. When the team visited these schools they found more students typically pulled out, participating in regular classrooms. This set the tone for the direction they wanted to go. The training staff received over the summer focuses on this plan. The group was welcome to attend the Co-teaching Training taking place at Cesa 7 on Tuesday, July 28th.

- Data retreat – Administrators, Principals and selected staff will be participating in at Data Retreat at Cesa 7 on July 29-31st. Dave welcomed everyone to participate. The retreat will look at what we are doing well and where we need to improve. CISP will be involved in the Data Retreat.

3. WKCE Results and District and School Continuous Improvement Plans:
Dave stated the WKCE results will be shared at the August 24th meeting. Each principal will provide a review of the outcomes of their school improvement goals as well as any changes coming in the new school year.

I. Discussion/Presentation Items:

1. Presentation by Energy Education, Inc.

Keith stated the school district is continually looking at resources for reducing energy costs. Mike Betar from Energy Education gave an overview about who Energy Education is and what they can do to help reduce the district's energy costs. Keith stated this presentation is to provide the group information and a give them a chance to ask Mike questions.

- Energy Education recognized Ashwaubenon School District for what they have already done in energy conservation. He stated the district is already doing 35-40% of what is needed to reduce energy costs.
- Mike presented the projected savings the district would experience over the next 10 years with Energy Education's assistance. He stated there is an expected saving of 15-20%.
- Energy Education guarantees that if the district doesn't save what they invest, Energy Education pays the difference.
- Energy Education role in this partnership is to focus on the behavioral aspects of energy conservation. Capital investments are separate from what Energy Education does.
- The school district would do their own usage consumption data based on bills.
- An energy education specialist would be employed and paid by the school district. They would be interviewed by a team of people that would include Mike from Energy Education. They to the check systems and make sure things are shut down when they should be. Energy Education recommends this person is a current or retired employee. Energy Education specialists work directly with this person. This person would create the energy ethics and culture changes in the district. They provide leadership in the district on energy consciousness.

Dave Schmidt spoke about his experience with Energy Education at his previous position. He stated that the district's energy education specialist is an accountability point. Dave stated that his previous district saved a lot of money with Energy Education. The savings they experienced help the district from making other reductions.

Williams pointed out the attachment on the screen are different then what the board was reviewing. Mike stated he felt the numbers on the screen were correct. Keith will obtain the correct data from Mike and provide it to the board at the next meeting.

Aubinger asked for clarification on the district's energy education specialist responsibilities. What would they be checking? Mike stated they would be performing the checks and follow-ups through other people. Every building would be required to report monthly on their energy consumption and savings. Mike stated the objective is to build understanding on how we can take the savings in energy and direct it into other areas of the school.

Laukka asked about the time needed to train teaching staff. She stated there is less and less time allotted for training. Mike stated initially the person training would need about 5 minutes in front of staff. The key to educating people is to use all forms of communication and work one-on-one with the operations staff. He stated the operations staff are the key positions in this process.

Williams asked if the savings noted per year is additional savings per year. Mike stated it was. He added that the district keeps 18% from the first year and builds from there. To maintain Energy

Education's support, they are paid a flat monthly rate for the first 4 years. This rate does not change.

Williams asked that if after the first 4 years the district releases Energy Education and then sees a spike in energy costs can they contact Energy Education at no cost. Mike stated yes but added that the biggest impact seen is in year one and five.

Laukka asked if Mike would have any supervisory responsibility or authority over the districts energy education specialist. Mike stated he would not.

Williams sought Keith's recommendation about hiring the person for the energy education specialist position. Would he recommend hiring a new or current employee? Keith recommended a new person at approximately 15 hours a week. Williams felt it may be difficult to find a person to work all hours of the day and weekends at 15 hours a week. He inquired about the possibility of partnering with another district. Mike stated this position works best if the person is a retiree or a current employee working on a stipend. Aubinger felt filling this position would not be an issue.

Crowley asked Keith and Dave if there is a downside to this program. The only downsides to be aware of are if the energy education specialist position does not work out or if the relationship between the specialist and operations employees is not strong. The operations and grounds staff need to be accepting of this role.

Williams recommended bring this topics back to the August 24th meeting.

2. Ticket Booth Construction/AHS Football Complex

Williams opened the discussion by stating the board was approached over a year ago by the Optimist Club, Youth Football and Jaguar Backers about the relocation of the east entrance ticket booth.

The above organizations were asked to prepare the cost of relocation, funding sources, and plans for relocating the booth/entrance. Dave Steavpack presented the final plans for the new entrance/booth. Relocating the booth will alleviate some of the stress for this area as well as provide a more accessible handicap/elderly entrance by eliminating the steep grade. The funding for this project will come from the Optimist Club, Jaguar Backers Booster Club, and Youth Football.

Laukka expressed her concern over the entrance into the booth. The only entrance is through a flip counter top causing items for sale to be moved with every entry/exit from the booth. She inquired about creating a door entrance. Mike Mellen stated the booth is a very small structure. Creating a door would take away shelving used for product display and storage

Aubinger inquired if Mike Beno had an opportunity to review the plans and if the electrical needs have been addressed. Mike has reviewed the plans and the electrical needs of the structure currently exist.

Crowley asked if the relocation would be complete for the first football game. Dave stated it would.

Mellen also noted that the current gate would be used for a service gate for concessions as well as a gate to exit the field.

Dave thanks the Optimist Club, Jab Backers and Ashwaubenon Youth Football for providing the funding for this project.

J. Action Items:

1. None

K. Board & Superintendent Communications:

L. Future Board Meetings & Topics:

- The next regularly scheduled Board meeting is Monday, August 24, 2009, at 6:30 p.m. in the district office.

M. Adjournment:

Moved by Williams, seconded by Laukka and Aubinger to adjourn the meeting. Aye 5; Nay 0. Motion carried 5:0

RESPECTFULLY SUBMITTED,



Jay Van Laanen, Clerk