



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, August 26, 2013

6:30 p.m.

A. Call to order:

President Williams called the meeting to order at 6:32 pm at the district office.

B. Roll call:

Board Members Present: Williams, Laukka, VanDeKreeke, Halron, VanLaanen
Board Members Excused: none absent
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Matt Anderson, Maria Arena, Kurt Weyers, Brian Nelsen, Dirk Ribbens, Heather White, Stacie Schabow and Deb Patterson

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by VanLaanen seconded by Laukka 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

G. Consent Agenda:

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

1. Minutes of the regular meeting held on Monday, July 22, 2013
2. Minutes of the executive session held on Monday, July 22, 2013
3. The schedule of checks written 7/16/13 to 8/20/13
4. Staffing:
 - a. **Resignation of Belinda Olson** from her part time, Educational Associate-Library Aide position at Cormier School, effective at the end of the 2012-2013 school year. Work is currently underway to fill this vacancy.
 - b. **Resignation of Amber Noon** from her part-time, .90 FTE Spanish Instructor position at Pioneer Elementary School, effective at the end of the 2012-2013 school year. Posting is currently underway to fill this vacancy. Per the Employment Handbook for Professional Staff Members, a \$500 late resignation fee has been imposed as liquidated damages.
 - c. **New hire of Kathleen La Prise-Brusky** to the .67 FTE FACE Instructor position at the High School effective with the 2013-2014 school year. Kathy will be placed at Step 7 Lane B. 2013-2014 salary has yet to be determined. (2012-2013 salary is \$29,137.97)
 - d. **Resignation of Andrew Wehlage** from his part time, .61 FTE Physical Education Instructor position at Pioneer Elementary School & Parkview Middle School effective at the end of the 2012-2013 school year. Posting is currently underway to fill this vacancy. This resignation is contingent upon satisfaction of a \$500.00 late resignation fee.

- e. **Resignation of Shelia Dettmann** from her Noon Duty Supervisor position at Valley View Elementary School effective immediately. Posting is currently underway to fill this vacancy.
 - f. **New hire of Patricia Christensen** to the .85 FTE Music Instructor position at Cormier and Valley View Schools. This position is effective with the 2013-2014 school year. Patty will be placed as a Professional educator at Step 10 Lane F. The 2013-2014 salary schedule has yet to be determined. (2012-2013 salary = \$47,889.54) This position is available due to Kim Carlson's vacancy.
 - g. **New hire of Mary Miller** to the .70 FTE Keyboarding & Computer Applications Instructor position at Parkview Middle School effective with the 2013-2014 school year. Mary will be placed as a Professional educator at Step 1 Lane I. The 2013-2014 salary schedule has yet to be determined. (2012-2013 salary = \$36,612.33) This is a new position.
 - h. **Hire of Lori Jonet** to the Noon Duty Supervisor position at Pioneer Elementary School effective with the 2013-2014 school year. Lori will be compensated \$10.35/hour (12-13 salary). This position is vacant due to the recall of Andrew Wehlage to a teaching position.
 - i. **Resignation of Jay Deuster** from his .83 FTE Technology Education/Careers position at Parkview Middle School effective at the end of the 2012-2013 school year. Posting is currently underway to fill this vacancy. This resignation is contingent upon satisfaction of a \$800.00 late resignation fee, per the Employment Handbook for Professional Staff Members.
 - j. **New hire of George Skolasinski** to the Noon Duty Supervisor position at Valley View Elementary School effective with the 2013-2014 school year. George will be compensated \$10.35/hour (12-13 salary). This position is available due to the resignation of Sheila Dettmann.
 - k. **New hire of Lora Doherty** to the Noon Duty Supervisor position at Valley View Elementary School effective with the 2013-2014 school year. Lora will be compensated \$10.35/hour (12-13 salary). This position is available due to a change in Charlene Power's Support Staff position, making her unable to perform her Noon Duty Supervisor duties.
 - l. **New hire of Stacy Basten** to the Food Service Assistant, .43 FTE position at Valley View Elementary School effective with the 2013-2014 school year. Stacy will be compensated \$12.58/hour. This position is available due to the resignation of Christina Mallery.
 - m. **Hire of Lisa Curtis** to the Breakfast Supervisor position at Pioneer Elementary School effective with the 2013-2014 school year. Lisa, who is also a Noon Duty Supervisor at Valley View, will be compensated \$10.35/hour (12-13 salary). This position is available due to the resignation of Christina Mallery.
 - n. **Hire of Sheila Dettmann** to the Educational Associate I-9 Month Clerk position, .50 FTE at Cormier School effective with the 2013-2014 school year. Sheila, who is also the .43 FTE Clerk at Valley View, will be compensated \$14.87/hour. This position is vacant due to staff transfers initiated by the retirement of Nancy Kawula.
 - o. **Hire of Kathy Rolling** to the Educational Associate I-9 Month Library Aide position, .64 FTE at Cormier School effective with the 2013-2014 school year. Kathy, who was previously employed in Food Service, will be compensated \$14.33/hour. This position is vacant due to the resignation of Belinda Olson.
 - p. **Hire of Jamie Lasee** to the Spanish Instructor position, .90 FTE at Pioneer Elementary School effective with the 2013-2014 school year. Jamie will be placed at Step 1, Lane A as an initial educator. (12-13 salary = \$32,111.27) This position is vacant due to the resignation of Amber Nonn.
 - q. **Hire of Kristin VanDen Heuvel** to the .29 FTE Food Service Assistant-Dishwasher position at Cormier School effective with the 2013-2014 school year. Kristin who was employed by the District as a Breakfast and Noon Duty Supervisor, will be compensated \$12.58/hour. This position is vacant due to the transfer of Kathy Rolling.
 - r. **New hire of Andrew Meinel** to the .61 FTE Physical Education Instructor position at Pioneer Elementary and Parkview Middle Schools. Drew will be placed at Step 1 Lane A as an initial educator. (12-13 salary = \$21,764.31). This position is available due to the resignation of Andrew Wehlage.
5. Co-curricular Contracts:
 - a. There are 6 co-curricular contracts being submitted to the board for approval

H. Superintendent's Report

- **School Supply Donations** – The district received a donation of school supplies from Energis as well as a number of anonymous donations. Hanes thanked those who donated for helping the district meet our students' school supply needs.
- **Dedication of Goelz Field** – Hanes thanked the core committee members for their work and dedication to this project. The field was dedicated on Thursday. He thanked Dave Steavpack for the time he put into the dedication events.
- **SRTS Project** - Brad Taylor was recognized for his work on the SRTS project. The ribbon cutting ceremony was held at Valley View.
- **High Expectations** - Hanes stated that it is an exciting time of year. He is challenging everyone to have high expectations of students, staff and parents and encouraged everyone to stay engaged and involved in our schools.
- **Summer Staff Development** - Thank you to Jill and her staff for the work and dedication they put into summer staff development. 779 people took part in the summer learning opportunities!

I. Discussion/Presentation Items:

1. **Policy Update – first read:** The board reviewed the first read of the presented policies. The following changes were discussed:
 - 2131.01 – questioned why the specific title “certified reading specialist” was needed in a policy when other policies are not that specific. Kieslich stated we are required to have a “certified” reading specialist in the district.
 - 2270 – no changes
 - 3362 – omit Q and R on page 6
 - 4362 – omit Q and R on page 6
 - 5517 – page 8 title needs to be changed from “Racial/Color Harassment” to “Age Harassment”. “Race and/or color” in the first sentence of this paragraph needs to be changed to “age”.
 - 5111.01 – no changes
 - 5730 – no changes
 - 8330 – no changes. Brad Taylor was recognized for the work he did on this policy.
 - 8390 – no changes. Questioned why this policy is being presented and if we accept every suggested policy we receive from Neola.
 - 9130 – no changes
 - 9150 – no changes
 - 9160 – no changes
2. **Village/District Community Facilities Survey Update:** Williams, Hanes, Lucius and Taylor have been meeting with the Village about facilities' needs. Williams explained how the JAGfield moved forward producing positive results. He provided an overview of the future projects the committee is working on. He discussed the pro and cons of running a referendum through the Village versus the School District. He provided examples of locations and floor plans for the community center, pool and auditorium. The committee will be holding informational meetings in September and October to discuss these projects and education the community on the needs of the District and Village. A survey will be sent out in October to Village residents to get their feedback.

Discussion:

- Invite the local businesses and hotels to the sessions for their input. The focus needs to be on the residents for voting and opinion purposes.
- Will the pool be available to the community or just the school? It would be intended for all. Williams stated that there needs to be a lot of give and take in this process. The committee needs to focus on what the community is able to support.
- Will there be an informational brochure available. The survey will be informational and resourceful on each project. .

- How are the questions on the survey being asked (would you support this, what would you need to support this). The questions are divided into separate categories.

Everyone was encouraged to think about what the new facilities could provide the community that our current facilities are not able to provide. We need to design a facility that meets the needs of the both community and school district in the most cost effective way.

3. **Cardinal Stritch Literacy Audit:** Kieslich explained that the district brought in Cardinal Stritch to review our literacy program. Cardinal Stritch is very focused on and current about what is happening in the area of literacy. During this audit, they were asked to look at:
 - Teachers using best practice
 - Is staffing adequate to meet needs
 - District data
 - Overall curriculum

The auditor visited every building and met with teachers, principals and district administrators. She sent an electronic survey to all staff. In March, the auditor met with Heather White to go through the data. In May she released her finding to the district. This information has been shared with the staff. White reviewed with the board the auditor’s recommendations.

Discussion:

- How is the area of vocabulary made more relevant to students? Students will be taught in advance words they will be using or encountering in text. They will also be learning the Greek and Latin roots.
- How will we work to decrease the word gap in kindergarten? Students will encounter/hear the language throughout the day. We will be doing the daily 5 in PK and K.
- The audit did confirm that literacy staff are needed in each building. They are needed to model, coach and support good teaching and best practice instruction in the classroom..

J. Action Items:

1. **Lamers Bus Contract Extension:** The board approval of the Lamers Bus Contract Extension is an annual item. It is felt that the 2.5% rate increase for the 2014-15 school year is reasonable. Halron inquired about the need for GPS equipment on some buses. There is a concern that some drivers are not familiar with the locations of out-of-town co-curricular events. Hanes stated the district will contact Lamers and inquire about this equipment.

Moved by VanDeKreeke seconded by VanLaanen to adopt the Lamers Bus Contract Extension as presented. Aye 5, Nay 0. Motion carried 5:0

2. **School Choice Advisory Representative – Second read:** Williams stated that the information presented at the last meeting was sent to the attorney for review. The recommended changes made by the attorney include a change in name and no close session participation. Williams stated that this position is not required by that it will provide a different perspective to the board. The board felt interviews would be needed if more than one person applied. Teresa Schroepfer (2146 Dorothy Lane) stated that this person is not being elected by the tax payers and therefore felt they would not be responsible to the tax payers. She expressed concern that they would participate in decisions being made on behalf of the tax payers and paid to attend educational opportunities with tax payer money but not be held accountable to the taxpayers. Halron explained that this person would be accountable to the school board who in turn is accountable to the tax payers. The board decided to eliminate from the policy the bullet “will be reimbursed per the school board policy for cost of attending any workshop or school board convention”. The parent letters, policy and applications will be mailed out the week of September 2nd.

Moved by Halron seconded by VanLaanen to adopt the School Choice Advisory Representative as presented. Aye 5, Nay 0. Motion carried 5:0

3. **MOU – Off Duty Officers Carrying Weapons:** This is a second viewing of the Off Duty Officers Conceal and Carry MOU between the Village of Ashwaubenon and the Ashwaubenon School District. The Village made some revisions that state the MOU is for Village of Ashwaubenon officers only (not all officers). The district is able to change the MOU at any time by working with the Village. Off Duty weapons are weapons issued by the police department.

Moved by VanLaanen seconded by VanDeKreeke to adopt the MOU – Off Duty Officers Carrying Weapons as presented. Aye 5, Nay 0. Motion carried 5:0

4. **Teacher Compensation:** Hanes stated that the district is legally required to negotiate with the teachers' union on base pay only. After meeting with the union, a tentative agreement was reached on a 2.07% base increase. The members voted to ratify the tentative agreement in August. The district is recommending the board approve the 1.6% (2.07% base) increase in teacher wages for the 2013-14 school year.

Moved by VanLaanen seconded by VanDeKreeke to adopt the Teacher Compensation of 2.07% base increase for the 2013-14 school year as presented. Aye 5, Nay 0. Motion carried 5:0

5. **Resolution Authorizing Temporary Borrowing in an amount not to exceed \$4,800,000; Issuance of Tax and Revenue Anticipation Promissory Notes; and Participation in the PMA Levy and Aid Anticipation Notes Program:** Every year the board approves a resolution that assists the district with their cash flow needs. The needs are a result of the schedule of when payments are received by the district. Due to a low fund balance, the district will be utilizing the cash flow account this year more than in previous years. It was stated the PMA works with multiple school districts. This allows them to draw from larger industries when the bid goes out. Lucius has stated he is very confident of this situation.

Moved by VanLaanen seconded by Halron to adopt the Resolution Authorizing Temporary Borrowing in an amount not to exceed \$4,800,000; Issuance of Tax and Revenue Anticipation Promissory Notes; and Participation in the PMA Levy and Aid Anticipation Notes Program as presented. Aye 5, Nay 0. Motion carried 5:0

6. **2014 Choir Trip:** Teresa Schroepfer presented the itinerary for the choir trip to Phoenix Arizona over spring break. She explained that the trip is slightly higher than previous trips due to the cost of air travel. While in Phoenix, they will visit the university and meet with a former AHS graduate currently employed there. Schroepfer estimates between 60 and 100 students will participate in the trip.

Moved by VanLaanen seconded by Halron to adopt the Choir Trip to Phoenix as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

L. Future Board Meetings & Topics:

1. The next board meeting is scheduled for Monday, September 23, 2013, at 6:30 pm in the District Office.

M. Adjournment

Moved by Laukka seconded by VanLaanen to adjourn to the meeting at 8:08 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk