



**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, September 22, 2014** **6:30 pm**  
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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: Williams, Laukka, VanDeKreeke, Halron, VanLaanen  
Board Members Excused: All members present  
School Choice Advisory Representative: John Van Dyck  
Others Present: Brian Hanes, Keith Lucius, Tammy Lampereur, Jill Kieslich, Brad Taylor, Maria Arena, Kris Hucek, Heather White, Brian Carter, Kurt Weyers, Kari Estel, Jan Pavlik, Michele Schmidt

**C. Declaration of quorum:**

Quorum Present

**D. Pledge of allegiance:**

The pledge was recited

**E. Adoption of Agenda:**

Moved by Halron 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

**G. Consent Agenda:**

Moved by VanLaanen seconded by Laukka to pull item G4g for separate motion and to adopt the remaining consent agenda items 1-5 as presented. Aye 5, Nay 0. Motion carried 5:0.

The board recommended approving the original request of Kristine Horst that was presented on the board agenda (i.e. this leave would run through the end of the 2014-2015 school year). This recommendation is being made to following the wording of the handbook that requests leaves coincide with the end of a grading term. The request for the end of the 2015 calendar year does not coincide with a grading term.

Moved by Laukka seconded by VanDeKreeke to approve the original request of the leave running through the end of the 2014-15 school year. As per the handbook, the leave will coincide with the end of a grading term. If additional time is needed at the end this leave, an additional request will be brought to the school board. Aye 5, Nay 0. Motion carried 5:0

- 1. Minutes of the regular meeting held on Monday, August 25, 2014
- 2. Minutes from special board meeting on Thursday, August 14, 2014
- 3. The schedule of checks 8/21/14 to 9/16/14
- 4. Staffing:

- a. **Resignation of Lisa Curtis** from her Breakfast Supervisor position at Pioneer Elementary and her Noon Duty Supervisor position at Cormier School & Early Learning Center effective immediately. Posting is underway to fill this vacancy.
  - b. **New hire of Melissa Albers** to the Breakfast Supervisor position at Pioneer Elementary School effective with the beginning of the 2014-2015 school year. Melissa will be compensated \$10.35/hour. This position is vacant due to the resignation of Lisa Curtis.
  - c. **Resignation of Daniel Newel** from his full time Science Instructor position at the High School effective at the end of the 2013-2014 school year. This resignation is contingent upon payment of an \$800.00 resignation fee and remittance of that fee has been satisfied. Posting for this vacancy occurred and a candidate has been offered the position.
  - d. **Resignation of Dawn Nitti** from her full time Educational Associate-Special Education Aide position at Valley View Elementary School effective at the end of the 2013-2014 school year. Posting is currently underway to fill this vacancy.
  - e. **New hire of Linda Luneau** to the full time Educational Associate – 9 Month, Special Education Aide position at Valley View Elementary School effective with the beginning of the 2014-2015 school year. Linda will be placed at the entry level of the Educational Associate pay scale and will earn \$14.65/hour. This position is vacant due to the resignation of Dawn Nitti.
  - f. **Resignation of Richard O'Kimosh** from his Noon Duty Supervisor position at Pioneer Elementary effective immediately. Posting is underway to fill this vacancy.
  - g. **Request of a Child Rearing Leave of Kristine Horst** from her full time 4K Instructor position at Cormier School & Early Learning Center. This leave would commence following Kristine's Sick Leave, due to the birth of a child, as awarded to her by the Employment Handbook for Professional Staff Members, has completed. This leave would run through the end of the 2014-2015 school year. This leave falls under the guidelines as afforded per Topic III, Child Rearing Leave of the Employment Handbook for Professional Staff Members. This is an unpaid leave of absence.
  - h. **Hire of Kellie Bushmaker** to the .71 Educational Associate – Social Work Assistant position at Valley View Elementary School effective with the 2014-2015 school year. Kellie will be compensated at the entry level of the Educational Associate pay scale. Hourly rate will be \$14.65. This is a new position created to assist the District's School Social Workers and Native American Coordinator with daily tasks which include maintaining files, process mailings, assist with home visits and coordinate with various community services.
  - i. **New hire of Brian Carter** to the full time Assistant Principal position at Parkview Middle School effective 9/2/14. Brian will receive a prorated salary of \$71,062.85 based upon his hire date of 9/2/14. (annual salary = \$85,000). This position is vacant due to the resignation of Michael Shean.
  - j. **New hire of Kristine Gardiner** to the Noon Duty Supervisor position at Valley View Elementary School effective at the beginning of the 2014-2015 school year. Kristine will be compensated \$10.35/hour. This position is vacant due to the resignation of Ben Mach.
  - k. **New hire of Michelle Haapala** to the Noon Duty Supervisor position at Valley View Elementary School effective at the beginning of the 2014-2015 school year. Michelle will be compensated \$10.35/hour. This position is vacant due to the resignation of Regina Contee.
  - l. **New hire of Lori Krause** to the Noon Duty Supervisor position at Valley View Elementary School effective at the beginning of the 2014-2015 school year. Lori will be compensated \$10.35/hour. This position is vacant due to the termination of Anna Stoehr.
  - m. **New hire of Melissa Ness** to the Noon Duty Supervisor position at Cormier School & Early Learning Center effective at the beginning of the 2014-2015 school year. Melissa will be compensated \$10.35/hour. This position is vacant due to the resignation of Lisa Curtis.
5. Co-curricular contracts:
- a. There are 4 co-curricular contracts being submitted to the board for approval.

## H. Superintendent's Report

- **Congratulations to Andrea Pasqualucci** on her selection of State Teacher of the Year. Andrea was recognized by State Supt Tony Evers.

- **Keeping the focus:** Jill Kieslich will present about our focus to address achievement gaps in math and literacy. We have a lot to be proud of but, also have work to do!
- **Homecoming** is the week of October 6th.
- **Thank You!** As you know, this year the HS Band will be marching in the St. Pat's Day Parade. The **Weyers Family Foundation** has donated \$5000 to sponsor deserving band students the opportunity to participate in this trip. Big thanks for the foundation's generosity and support!
- **Building project** is on schedule with further design/furnishing decisions being discussed. Bids will go out in Dec/Jan with construction starting in Spring. The facilities fundraising committee led by Ken Bukowski and Lissa Marth are planning a kick-off meeting at the end of October.

#### I. Discussion/Presentation Items:

1. **District Report Card:** Jill Kieslich presented the District data she highlighted the areas of strength and discussed areas the District needs to focus on improving. She discussed the long and short range goals to improve student achievement for all students.
  - The district overall went from meets expectation in 2012-13 to exceeds expectations in 2013-14. Kieslich stated we can still challenge ourselves to do better.
  - Priority areas of focus for both math and reading include: Student achievement, student growth, closing the gap and staying on track for postsecondary readiness.
  - The district received "0" deductions in the area of student engagement indicators (i.e. test participation, absenteeism, and dropout rate).
  - The district will begin to dig deeper into the data to review student achievement for reading and math by subgroups, student growth in the fall of 2012 and 2013 for reading and math by subgroups, and closing the gaps in reading and math by subgroup.
  - Review how attendance in these subgroups could be influencing the proficient and advance levels.
  - A majority of the subgroups are making progress but not at the same or higher rate as the State
  - The board asked if the growth needs to be at an accelerated rate to close the gap. Yes it does.
  - Amy Dillenberg received a grant for a parent group. This will help place additional focus in literacy with parents on the elementary and middle school level.
  - APPL program is offering another night class.
  - The board stated that some programs cost money. Without funding to help support these, where do we draw the line? What if we do not meet these levels? Kieslich stated that currently there are no consequences for not meeting these levels. However, there are discussions taking place about tying results to funding.

Kieslich stated that we are continuing to see gains but we need to do better. We need to address reading achievement and decrease the gaps with subgroups in reading and math. She shared the long and short term plan for literacy.

#### J. Action Items:

1. **4K Curriculum Revision:** Jill Kieslich and Maria Arena presented on the changes to the 4K curriculum. Arena provided a history of the 4K curriculum since its adoption in 2007. She explained that with the changes to the common core and increase in rigor, we are changing our expectation at the 4K level. This will provide an even smoother transition for students from 4K to 5K. The curriculum has been enhanced from what we started with in 2007. Last year the group incorporated the common core, implemented an "I can" statement, and created reading and writing units of study. As a result, progress reports and rubrics were changed. Arena explained that the 4K program is a very planned, organized, and intentional play. Arena provided examples of the changes. The board asked if the program is becoming too academic too young. Arena explained that we do everything we can so this does not happen. Moran added that the program is set up to be very intentional play.

Jill highlighted the work that is being done and recognized the 4K curriculum team for the work they have done in revising the curriculum (Heather White, Jane Pavlik, Carrie Estel, April Moran, Michele Schmidt).

Moved by VanLaanen, seconded by Laukka to approve the 4K Curriculum Revisions as presented. Aye 5, Nay 0. Motion carried 5:0

2. **Policy Revisions – second read:** Hanes discussed Policy 5113.01 Course Options. He stated that he anticipated many changes to this mandate. What is being presented to the board for approval is the current law in place. He stated that even though the intent of the law is good, the funding portion is not well thought out. There is not a way that schools have the financial means to handle the Course Options program.

**Board Discussion:**

- The board inquired if we have any students currently participating in this program. It is so new, that we do not have any participants.
- Hanes added that colleges are feeling blindsided by this program.
- The board is stated it is not comfortable with approving a policy for unfunded mandates. It is felt that if the state is going to pass something like this, they need to help fund it.
- Is it possible to not approve this policy? Hanes stated we can turn down the policy but it will not stop the program.
- It was felt that by the board adopting the policy, we are unintentionally showing support for this program.
- Kieslich stated that DPI is already talking and feels that when they come back into session there will be huge changes to this program. They did not anticipate the financial implications this would have on schools.

The board requested that Policy 5113.01 is pulled from the motion and set aside until more information is available. The funding portion of this program needs to be worked out.

Moved by VanLaanen, seconded by Halron to approve the presented Policy Revisions with the exception of Policy 5113.01 as presented. Aye 5, Nay 0. Motion carried 5:0

3. **Lamers Bus Contract:** Lucius stated he met with Lamers and renegotiated a 2.0% increase. This is 0.5% less than their original request. The board confirmed that this is a multi-year rolling contract. Lucius stated it is a 6 year rolling contract. This type of contract allows them to obtain bus financing contracts keeping their equipment safe and up-to-date.

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

**K. Board & Superintendent Communications:**

- Williams stated that besides a few issues that were handled well, the start of the school year has gone well.
- Halron invited everyone to participate in the October 25<sup>th</sup> Walktober event at Ashwaubomay Park. The event is a fundraiser by the Beaux Mettler Foundation. A portion of the money raised will go to the Beaux Mettler Innovation Center.

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

The next board meeting is scheduled for **Thursday, October 23, 2014, at 6:30 pm** in the District Office.

**M. Adjournment**

Moved by Laukka, seconded by VanLaanen to adjourn the meeting at 8:03 pm. Aye5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk