



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 23, 2013

6:30 p.m.

A. Call to order:

President Williams called the meeting to order at 6:33 pm at the district office.

B. Roll call:

Board Members Present: Williams, Laukka, VanDeKreeke, Halron, VanLaanen
Board Members Excused: all members present
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kris Hucek, Kurt Weyers, Andy Bake, Brian Nelsen, Maria Arena, Pete Marto, Matt Anderson, Susie Ness

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by Laukka seconded by Halron 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, August 26, 2013
2. The schedule of checks written 8/20/13 to 9/16/13
3. Staffing:
 - a. **Resignation of Lori Dobry-Desotelle** from her Noon Duty Supervisor position at Cormier School effective immediately. Posting is underway to fill this vacancy.
 - b. **New hire of Anna Stoehr** to the Noon Duty Supervisor position at Valley View Elementary School effective at the beginning of the 2013-2014 school year. Anna will be compensated \$10.35/hour. This position is vacant due to the resignation of Lori Dobry-Desotelle
 - c. **Child Rearing Leave Request of Leah Vertz** per Section III of the Employment Handbook of Professional Staff Members. This is an unpaid leave of absence from early January, 2014 through February 21, 2014. Leah will be absent from late November through early January due to the birth of her child. She does not qualify for FMLA and therefore is asking to extend her absence through the Child Rearing Leave provision of the handbook.
 - d. **Resignation of Kristin VanDen Heuvel** from her .29 FTE Food Service Assistant-Dishwasher position at Cormier effective August 29, 2013. Posting is currently underway to fill this vacancy.
 - e. **Resignation of Kristin VanDen Heuvel** from her Breakfast Supervisor position at Cormier School effective 9/6/13. Posting is currently underway to fill this vacancy.

- f. **New hire of Kristine Motto** to the .29 FTE Food Service Assistant-Dishwasher position at Cormier School & Early Learning Center effective September 9, 2013. Kristine will be compensated \$12.58/hour. This position is vacant due to the resignation of Kristen VanDen Heuvel.
 - g. **New hire of Evan Sullivan** to the full time Desktop Support Specialist position with the District effective September 16, 2013. Evan will be compensated \$16.50/hour for the 2013-2014 school year. This position is vacant due to the resignation of Gabby Nguyen.
 - h. **Resignation of Kathi Pophal** from her full time Educational Associate – ELL Aide position at Valley View effective September 27, 2013. Posting is currently underway to fill this vacancy.
 - i. **New hire of Laura Rowell** to the Breakfast Supervisor and Noon Duty Supervisor positions at Cormier School effective September 9, 2013. Laura will be compensated \$10.35/hour. These positions are vacant due to the resignation of Kristin VanDen Heuvel.
4. Co-curricular Contract
 - a. There are 76 co-curricular contracts being submitted to the board for approval

H. Superintendent's Report

- **Village/District Facilities Update:** The next Community Input meeting is Wednesday the 25th at 6:00pm. This meeting will address the community center. The public is being encouraged to attend to provide input and learn more about the school/village facility needs. The final input meeting will be held on October 2nd and will address the auditorium needs.
- **Board Advisory Representative Update:** Over 600 letters were sent out to open enrollment families. The board is still accepting applications for this position.
- **Alumni Group:** All alumni and friends of alumni are invited to the alumni social before the homecoming game on October 4th from 5:30 – 7:15 pm.
- **JAGfield activities:** VanDeKreeke recognized the 75 plus students that performed on the field at the last football game. He stated the field will be used for soccer for the first time this week.
- **Oktoberfest:** The Optimist Oktoberfest will be on October 9th.
- **Rachelle's Challenge:** On October 24th at 6:30 pm in the high school auditorium, the community is invited to attend a presentation called Rachelle's Challenge. This activity is designed to help transform the culture of our schools. The speaker will focus on addressing peer pressure (a culture of acceptance and encouragement).

I. Discussion/Presentation Items:

1. **Affordable Health Care Act:** Lucius explained to the board the "Cadillac Tax" and "Play or Pay" portion of the Affordable Health Care Act and how these two issues will affect the district.
 - The Cadillac Plan will be in effect in 2018. The district needs to begin to make changes to our plan now to prevent huge penalties in the future.
 - The Play or Pay provision goes into effect in January 2015. This provision limits the cost to employees for insurance to no more than 9.5% of their income. This provision could cause the district costs in penalties for part time and lower paid positions that receive insurance benefits. The district needs to review who is covered under our insurance and the options they have to avoid these penalties.
 - Employees could be eligible for insurance if they work an average of 30 hours a week during the district's designated monitoring period. The district's monitoring period is September 1st through the last full week in May. All breaks are included in this time frame. The district could run into problems in the area of substitute teachers. Lucius will be working closely with Nancy Pierce to monitor substitute hours.
 - It is not clear if the Cadillac provision will be adjusted for inflation in 2018.

Lucius asked the board to contact him with questions. He stated an executive session may be needed for further discussions. The insurance committee is currently reviewing its plan and options. They are working to have a plan in place by early spring.
2. **District Report Card:** Kieslich presented the School Report Card. She shared with the board the areas the district/schools need to work on and the areas to celebrate. Kieslich stated that the percentage is just a score and it is weighted differently based on student population. The report card is a starting

point for the district to use to make changes when moving forward. Kieslich addressed the issue of scoring of subgroups. She stated that these subgroups tend to fluctuate a lot making it hard to track and gauge progress. Kieslich stated the district needs to focus more on the individual child than on any specific subgroup. We need to move **every** child forward. The use of Wise Dash will make tracking this area easier.

The board asked it is a cost issue that students are not taking the ACT? Jill stated that according to our high school leaders, 70% of our student population take the ACT. We have sophomore and juniors taking it as well as seniors. The state only looks at seniors for report card purposes.

Kieslich ended with a Tony Evers quote and stated that the report card is one snap shot in time. All the other data that we look at as well as individual student progress is a better picture of how we are moving forward.

J. Action Items:

1. **Policy Update – second read:** Hanes presented the updated policies for a second read. The board had not additional changes. Moved by VanLaanen seconded by VanDeKreeke to adopt the updated policies as presented. Aye 5, Nay 0. Motion carried 5:0
2. **Spanish Trip:** Susie Ness presented the itinerary for the Spanish Trip to Peru. A group of parents are forming to begin fundraising. The trip will take place in June 2014 and last 14 days. Moved by VanDeKreeke seconded by Halron to adopt the Spanish Trip as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications

- Williams reminded everyone of the AHS Alumni gathering before the homecoming game.

L. Future Board Meetings & Topics:

The next board meeting is scheduled for Monday, October 28, 2013, at 6:30 pm in the District Office.

M. Adjournment

Moved by VanLaanen seconded by Halron to adjourn to the meeting at 7:31 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk