



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 24, 2012 5:30 pm

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, VanLaanen, VandeKreeke, Halron
Board Members Excused: none
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Brian Nelsen, Brad Taylor, Tammy Lampereur, Dirk Ribbens, Kurt Weyers, Kris Hucek, Pete Mart, Mark Sheedy, Matt Anderson, Andy Bake, Maria Arena

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by VanLaanen 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 - The girls tennis team presented the school board with a thank you card for approving the creation of a 7th tennis court at Cornerstone.

G. Consent Agenda:

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

Moved by VanLaanen seconded by Halron to adopt the Consent Agenda item 2 as presented. Aye 4, Nay 0, Abstain 1 (Williams). Motion carried 4:0:1.

The board requested that when staffing issues like item 3a are brought to the board in the future that they become an action agenda item so they can be discussed.

- 1. Minutes of the regular meeting held on Monday, August 27, 2012
2. The schedule of checks written 08/20/12 to 09/24/12
3. Staffing:
a. Additional section of 4th Grade at Pioneer. The cost of an entry level full time teacher can range from \$45,000 to \$60,000 depending on what insurance they select. The class size in 4th grade at Pioneer was over 27 students per class. We received many concerned emails/phone calls/comments from parents regarding the class size. The addition section will bring class sizes to 20 and 21.

- b. **Hire of Nancy Upstone to the .34 FTE Educational Associate I-Aide position at the High School** effective with the 2012-2013 school year. Nancy will be compensated \$14.57/hour. She is also a .29 FTE Clerk at Cormier School. This position is vacant due to the transfer of Charlene Powers.
 - c. **Hire of Susan Le Sage to the Breakfast Supervisor position at Parkview Middle School** effective September 7, 2012. Sue will be compensated \$10.35 per hour. The resignation of Trace Depner was previously board approved to be Chenoa Webster. Ms. Webster however failed to show up for her assignment and this position has been offered to Sue, who is also the Cook at Parkview.
 - d. **Hire of Charlene Powers to the .50 FTE Educational Associate I-ELL Aide at the High School** effective with the 2012-2013 school year. Char will be transferring from her .34 FTE Aide position at the High School to this new position and will be compensated \$15.29/hour. This position is vacant due to the transfer of Eileen Flinchum to the new Clerk position at Cormier School.
 - e. **New hire of Linda Engebos to the Noon Duty Supervisor position at Parkview Middle School** effective with the beginning of the 2012-2013 school year. Linda will be compensated \$10.35/hour. This position is vacant due to the resignation of Tracy Depner.
 - f. **Resignation of Mark Perrigo from his Breakfast Supervisor position at Valley View** effective at the end of the 2011-12 school year. Posting is underway to fill this vacancy. Mark will continue in his role as a Noon Duty Supervisor at Valley View.
 - g. **Hire of Michelle De Grave to the Breakfast Supervisor position at Valley View Elementary School** effective September 5, 2012. Michelle will be compensated \$10.35/hour.
 - h. **Resignation of Kathy O'Brien from her .43 FTE Cashier position at Pioneer Elementary School** effective October 4, 2012. Posting is underway to fill this vacancy.
4. Co-curricular contracts:
- a. There are 2 co-curricular contracts being submitted to the board for approval.

H. Superintendent's Report:

- **Student Count Numbers:** Hanes stated that the 3rd Friday count will be available in a few weeks. Resident enrollment is 2377. This is up 48 from projected numbers. Open enrollment is 833. The project open enrollment was 824. This will bring about \$58,000 to the district. Lucius stated that an increase in enrollment will affect our budget next year.
- **Tony Evers "Every Child a Graduate" Video:** A video was shown that helps to explain the purpose of the state's new report card. This report card is an opportunity for schools to look at what and how we are doing things. It will out high expectations on everyone (class room teachers, administrators, students and parents).

I. Discussion/Presentation Items:

1. **PBIS in our schools** - Tammy Lampereur provided an overview of PBIS. PBIS is a proactive systems approach to establishing the behavioral supports and social culture for all student in school. It promotes the support and verbal rewarding of .positive behaviors and action in students.
 - Valley View kicked off its program last year. PI, CO and PV went through the training and will implement the program this year.
 - Half of the schools in Wisconsin are trained in or implementing PBIS.
 - All four buildings have established the expected behaviors for students in their buildings. Staff have created videos, handbooks, parent brochures, procedure kickoffs, and cool tools to teach students what is expected of them.
 - Teachers are trained on the types of referrals (major or minor). This allows them to all speak the same language and respond consistently (i.e. consequences and rewards will be the same no matter who the teacher is responding).
 - Teachers and Administrators collect data using the major and minor referral systems. The data collected is used to reteach and reward students on positive behavior and to make adjustments in building.
 - Pioneer and Valley View have representatives from each grade level on their teams.
 - Teachers are empowered to train staff.

- The program will look a little different in each building. The buildings customize it to what they need.
 - Cormier demonstrate to their students through videos, posters and actions. what is expected.
 - Valley View and Pioneer have Hero and Pride promises.

The board complemented the staff for the work they did on the videos and setting this program up. Williams stated that this is being talked about in the community and the items earned are very important to students. Pioneer students presented to the board certificates from the Promise program.

2. **Community Survey Results** - Brad Taylor stated that the community survey was taken last year. This year the feedback will be dissected and analyzed. Brad reviewed the survey results. He stated that this information will be dissected even further (by audience) and presented at a future meeting.
3. **Policy Updates** – Brian Hanes presented policies 6320 and 7530.01V2 for a first read.
 - Policy 7530.01V2 - The board asked that this policy is reviewed closely to make sure we are not limiting ourselves with WCD and are following our photo-video policy discussed and approved at a previous meeting.
 - Policy 6320 – The board asked that we consider utilizing local businesses and those that have been supportive of our schools. It was explained that we can't disqualify or chose a business based on prior or current support. It is felt that it may be a big advantage to buying local but we will always evaluate and get the best deal. Local businesses should also be motivated to give a competitive bid when bidding on work for the school district.

J. Action Items:

1. Policy updates – second read

- Policy 3140 – Brian Hanes addressed the board's previous question about why only certain positions are listed under the resignation section of this policy. He stated that all other positions are covered under a state statute.
- Policy 8330 – Page 4 - remove the last paragraph listed under E. Page 5 - selected Option A located under F. Page 7 – include the words “10 business” in paragraph three. Page 8 – include “10” in both areas requiring a number of days in paragraph 2.

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

2. **Reading Coordinator Position Revision:** Jill Kieslich recommended moving the Reading Coordinator position from a 9 month to a 12 month position. She explained the current reading positions at each school, their FTE and how they are funded. She stated that in the last 4 years we have had 3 different Reading Coordinators. This turnover results in a break down in continuity for this program. The district needs to focus a lot of time and energy in this area. Our goal is to use the upcoming Cardinal Stretch audit to figure out the best use of our staffing.
 - The board requested waiting for the audit before making the decision to expand this position to 12 months. Kieslich felt the audit will show this position is needed year round.
 - Sheedy stated that this person needs to be 12 months to have personal power to do the job. If this position is a colleague versus a coordinator they are often viewed as not having the power or influence to evaluate and make changes. As a coordinator in an exempt staff position they have the power to walk in and evaluate.
 - The current person in this role has the background to determine and isolate what is needed for the district. She has done an excellent job!
 - The board inquired about using this person in other subjects, the cost of training throughout the summer, removing this person for her current classroom assignments.
 - Kieslich stated we can't afford to not train over the summer.
 - This person would not be taken out of her classroom assignments this year. Kieslich felt this position should always have one class to maintain a good understanding.

- Sheedy stated that on the new report card, reading is on the top of the list. This shows its importance in the schools.
- Board was concerned this position is being recruited. This position is a valuable role to have and is always being recruited. If power is not given to this role, it will always be on the block.
- The current person in this role has truly pulled the disciplinary literacy piece together for all subjects and staff. Staff is starting to buy in to this and positive results are being shown.

Moved by VanLaanen seconded by VanDeKreeke to adopt the Reading Coordinator Position Revision as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

- On October 5th the Alumni Association will have their kickoff at the high school football game. They will have a tent for staff members, alumni and retirees as well as sponsor a 50/50 raffle. Jaguar Backers are donating water for the tent. The Alumni has over 800 members on Facebook.
- AEF Zumbathon will be held on October 13th at Pioneer.
- Thanks to Melissa Gerrior for the artwork in the board room.

L. Future Board Meetings & Topics:

1. The next board meeting is scheduled for Monday, October 22, 2012, at 6:30 pm.

Q. Adjournment

Moved by Jay VanLaanen seconded by Barb Halron to adjourn the meeting at 7:33 pm. Aye 5, Nay 0.
Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk