



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, November 24, 2014

6:30 pm

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, Halron, VanLaanen, VanDeKreeke
Board Members Excused: all present
School Choice Advisory Representative: John Van Dyck
Others Present: Brian Hanes, Keith Lucius, Tammy Lampereur, Jill Kieslich, Brad Taylor, Dirk Ribbens, Bernie Rocheleau, Helen Marcks, Corey Hansen, Jennifer Johnson, Kurt Weyers, Jamie Averbeck, Brian Nelsen, Pete Marto,

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

The Bray Update was moved to the first discussion item to be presented. 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
2. Bright Lights – Ashwaubenon High School Musical – Sound of Music opened last week with three shows. This year’s cast is a very large and talented group of singers. There will be two more shows over the holiday weekend. Beth LeGreve performed a song from the musical for the board. Brian Nelsen recognized Bernie Rocheleau and Helen Marcks for their work with the musical and students.

G. Consent Agenda:

Item 3A2 – Resignation of Kim Demeny was pulled for further discussion. Moved by VanDeKreeke seconded by Halron to adopt the consent agenda items 1-2, 3A1, 3B and 4 as presented. Aye 5, Nay 0. Motion carried 5:0.

Discussion of Item 3A2: Williams explained that the resignation request for Kim Demeny is a mid-year request. An \$800 late resignation fee would be required by Kim. Brian Nelsen stated that Kim is leaving to oversee a not for profit organization that helps to find resources for families stricken by cancer. This organization was founded by Kim, her late husband and sister. Kim is leaving to devote her time to this organization. Nelsen stated she is leaving for all the right reasons. A long term sub for Kim’s position has been secured. Retired teacher Lee Hartzheim will be replacing Kim for the remainder of the year. Nelsen requested the board waive the \$800 fee.

Moved by Laukka, seconded by VanLaanen to accept the resignation of Kim Demeny and waive the \$800 late resignation fee. Aye 5, Nay 0. Motion carried 5:0.

1. Minutes of the regular meeting held on Thursday, October 23, 2014
2. The schedule of checks 10/15/14 to 11/17/14
3. Staffing:
 - a. **Administration/Teacher/Exempt:**
 1. Resignation of Kimberly Demeny from her .67 FTE Language Arts Instructor position at the High School effective January 23, 2015, the end of the first semester. Due to the late resignation, per the Employment Handbook for Professional Staff Members, a fee of \$800.00 in liquidated damages is due. Discussion is underway to determine the best way to staff this vacancy.
 2. New hire of Amanda Schroeder to the full time Technology Integration Coach position with the District. Start date has yet to be determined. Mandy will be placed at Step 9 Lane F. 14-15 salary for full year would be \$57,012.06. This of course will be pro-rated based upon actual date of hire. This position is vacant due to the transfer of Jamie Averbek to the Instructional Technology Coordinator position.
 - b. **Staffing - Other :**
 1. Retirement request of Gerald Tochterman from his full time Cleaning position at the High School, per the Early Retirement benefit of the Educational Support Staff Employee Handbook. This retirement is effective 12/31/14. Posting will take place to fill this vacancy. Jerry has been employed with the District for 36 years.
4. Co-curricular contracts: 46 co-curricular contracts were approved.

H. Superintendent's Report

- Special Recognition
 - **Staff** - Congratulations to Tammy Lampereur for being the first recipient of the "G" Award. This award honors administrators in the special education area that are early in their career and exemplify the core values of: heart is at the core of what we do, lead by example, be honest, think outside the box and always use a collaborative approach.
 - **Students** - Hanes recognized the following students for their accomplishments: One Act State qualifiers; Swim and Dive State qualifiers; FRCC Team 1 and 2 members for Soccer, Volleyball, Football, and Cross Country; and State Honors Band competitors.

I. Discussion/Presentation Items:

1. **PLTW** – Pilot Grades K-5: Kieslich stated that a few years ago, Project Lead The Way (PLTW) sought schools to pilot a K-5 PLTW program. Corey Hansen offered to help facilitate the pilot in Ashwaubenon. He has since become a trainer for PLTW. The district is looking to implement PLTW as a support to its STEM curriculum. Hansen discussed the pilot work being done at Valley View and Cormier.
 - PLTW is a problem based curriculum that uses the design process of asking, exploring, modeling, evaluating, and explaining.
 - Students are provided real world learning problems to work through.
 - A big emphasis is placed on not being afraid to fail. Failing is part of the succeeding and learning process. If you are not failing, you are not trying.
 - Teachers are trained extensively on the curriculum.
 - The online learning management system can be updated immediately.
 - The board asked the following:
 - What happens when the pilot is complete? Do we embed this into our curriculum? PLTW is not a standalone program. It is meant to be a support piece.
 - Is PLTW recommended just for science or is it multidisciplinary? It is multidisciplinary.
 - The notion of failing is an awesome concept. It is not always about the 4.0 GPA; it is about the entire learning process. Hansen stated that failure is a step in success when it is done in a safe environment.
2. **Policy Update:** Hanes presented policies 6800, 5517, 1662, 3362, 4362, and 5517.01 for a first read. Hanes stated that many of the updates being presented are due to changes in current law.

Discussion:

- The board inquired if the Office of Civil Rights (OCR) is an organization within Neola or on its own. Hanes stated the legal changes pertaining to the OCR in these policies are changes we have to abide by and operate under. Neola has updated these policies to reflect change in current law.
- The board suggested we take a good look at the bullying policy, its strength and how we are administering it. The building administrators spoke about the role of PBIS and bullying, Rachel's Challenge, and a program coming to the high school in the spring.
- Do we ever provide students with the opportunity to have input on policies? Students participate in a rights and responsibility meeting each fall. This gives them the opportunity for discussion. They also have input into the student handbook. An example of a change to the handbook was the use of cellphones. Principals attend student council meetings to answer questions and work with students on issues and concerns. Much of what is contained in a policy is what we as a district are legally bound to follow.

3. **Student Trip Approvals:** Hanes stated that we as a district have been inconsistent when it comes to approving student field trips. He presented a draft of policy 2340 – Student Trips for the board to review. The recommended update would provide consistency and direction to groups seeking to send students on any type of trip. Hanes recommended the board review and approve option 2.
- The board review the policy and discussed including both option 1 and 2 and changing the cost per individual student in option 1 from \$500 to \$1000. They also requested changing the language throughout the policy from “should” to “shall”.
 - The board inquired if there are clearly defined trip expectations and protocols for students, parents and chaperones. Nelsen stated that expectations and protocols are outlined during parent meetings. Expectations are also contained in the District's Code of Conduct.

The board asked for the policy to be brought back to the December meeting for a second read.

4. **Bray Update:** Since the last board viewed the aquatic center and auditorium plans, there have been a few changes. Eric from Bray presented the updates to the board. Williams stated the committee is very close to putting these two projects out for bid.

Discussion:

- In order to pass variance, the auditorium needed to be moved 22 feet to the south.
- Some of the building materials are being reviewed so the project comes in budget.
- The current high school conference room and student services offices will be moved to accommodate space needed for the new building. Relocating the current offices to another area of the high school will save on square footage and the overall cost of the new building. The board asked if referendum dollars could be used to relocate these offices. Referendum dollars can't be used on the existing school building. The school budget would need to cover these costs. The board expressed concern that we are already cutting the maintenance budget and now are adding more to it with this move. Lucius stated it would pay itself back in time.
- Precast concrete walls are being looked at for the pool building. They would be similar to what is used for the field house.
- The receiving area shown on the drawings would be used the building maintenance department.
- A glass wall would be installed between the two pools. Bleacher type seating in the pool areas is being reviewed for usage and space.
- Lane size was discussed. The board asked what the price difference was between a 7.6 ft. and 7.9 ft. lane. The cost difference is about \$27,000. The committee is leaning toward the 7.6 ft. lanes to help lower the \$400,000 they are currently over budget
- The spectator areas would be a concrete floor with aluminum bench seating. The capacity for the area would be just under 500 people.
- The board inquired if the sidewalks leading to the new areas are wheelchair accessible. With Woodside senior housing located across the street, there is a good chance residents would be

using the pool and auditorium. Lucius stated that the sidewalks are all wheelchair accessible. The district could work with the Village to have a more direct access to the new building.

- The board inquired about reducing and changing the locker room setup to help save money. Eric stated it is a waterfall effect when you reduce the square footage on the first floor you will also reduce the square footage on the second floor. He feels that using precast concrete for the walls will help the project come close to the budget.
- Both pools will be handicap accessible.
- Laukka stated she received a call from a community member regarding the recent naming of the field house. The person stated that the community paid for the field house and now it has been named after a business. Laukka stated that we need to really look at this community feedback when naming the new facilities. Williams states he did not think that there would be an option to purchase naming rights to the new buildings.
- The board inquired if there are plans for a messaging center for the auditorium. This is in a discussion stage. The concerns are the guidelines set by the Villages Sign Committee and the amount of light the messaging board may cast on neighboring homes.

J. Action Items:

1. **New Course Proposal – Intro to Theatre**: Nelsen explained the history of the course. It would be a blend of performance and technical theatre. He is requesting the approval to offer this class to grades 9-12 as an elective. Mr. Rocheleau did a great job of tying this course into our core standards and in supporting district goals and initiative. This course would replace the Advanced Video Production course.

Discussion:

- The course will to be offered in 2015-16.
- It would run over one semester and will be a full block course.
- What class do you anticipate to be the largest enroller in this course? Juniors at first followed by the younger grades.
- The course gives students the foundation for acting and drama as well as the history of theatre and technical end of the theatre.
- Is this going to be used as productive time for the musical? No it is not. There is much more to this class than the musical performance.
- This course should work with St. Norbert's theatre. The rigging lesson in the course would require travel to St. Norbert.

Moved by VanLaanen, seconded by Halron to approve the New Course Proposal for Intro to Theatre as presented. Aye 5, Nay 0. Motion carried 5:0

2. **Designation 2015 Election Clerk**: Hanes recommended the designation of Jennifer Bower as 2015 election clerk. Moved by VanDeKreeke, seconded by Laukka to approve the designation of Jennifer Bower as election clerk for 2015 as presented. Aye 5, Nay 0. Motion carried 5:0
3. **Policy Update – 2nd read**: Taylor presented policies 8330 and 7540.02 to the board for a second reading. No changes were recommended. Moved by Laukka, seconded by VanLaanen to approve the updates for Policies 8330 and 7540.02 as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

- The board was given information to participate in a WASB survey. The survey is to be taken online.
- Williams requested that Gary Ness, retiring PLO and DARE officer, be recognized at the December Board Meeting.
- The board was invited to attend the high school's holiday gathering on December 17th. Jerry Tochterman will be honored during this gathering in celebration of his retirement after 36 years in the district.

L. Future Board Meetings & Topics:

The next board meeting is on Monday, December 15, 2014, at 6:30 pm in the District Office.

M. Adjournment

Moved by VanLaanen, seconded by VanDeKreeke to adjourn the meeting at 8:25 pm. Aye 5, Nay 0. Motion carried 5:0

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Jay VanLaanen".

Jay VanLaanen, Clerk