



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 25, 2013 **6:30 pm**

A. Call to order:

President Williams called the meeting to order at 6:34 pm at the district office.

B. Roll call:

Board Members Present: Williams, Laukka, VanDeKreeke, Halron, VanLaanen
Board Members Excused: no absences
Others Present: John Van Dyck, Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kris Hucek, Maria Arena, Kurt Weyers, Matt Anderson, Brian Nelsen, Pete Marto, Andy Bake, Erica Becker, Melissa Gerrior, Lori Gehring,

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:

- a. This is the first meeting that is being streamed live on the internet
- b. Introduced and welcomed the School Choice Advisory Representative – John Van Dyck

2. Student Presentation: Kris Hucek introduced Mrs. Gerrior, Mrs. Becker, Mrs. Gehring and the Greeting Card Marketing Team. The team explained that the startup costs of the greeting card project came from an AEF Grant. The team was involved with everything from production of the cards through the website design. The team created a series of cards by using only paper. They are hoping to sell about 2600 cards. The money raised through the sale of these cards will help to finance the student assistance fund.

G. Consent Agenda:

Moved by VanDeKreeke seconded by VanLaanen to adopt the consent agenda items 1-5 as presented. Aye 5, Nay 0. Motion carried 5:0

- 1. Minutes of the regular meeting held on Monday, October 28, 2013
- 2. Minutes of the special board meeting held on Monday, November 4, 2013
- 3. The schedule of checks written 10/19/13 to 11/18/13
- 4. Co-curricular contracts:
 - a. There are 43 co-curricular contracts being submitted to the board for approval.
- 5. Staffing:
 - a. **New hire of Brandon Radtke** to the .50 FTE Technology Education instructor position at Parkview Middle School effective January 20, 2014. Brandon will be placed as a Professional Educator at 3A. His salary for the 2013-14 school year will be \$20,159.01. This position is vacant due the resignation of Jay Deuster (.85 FTE) at the end of the 2012-13 school year. Other teachers have worked on overload picking up the vacant 1st semester classes.

H. Superintendent's Report:

- **School Board Convention:** The school board convention is being held from January 21–24, 2014.
- **Cross Country:** The cross country team finished their season by winning the Fox River Classic Conference West Division title in boys cross country. Three runners will advance to State.

- **Musical:** The AHS musical finished their performances this past weekend directed by Helen Marcks and Bernie Rocheleau. Hanes recognized Mr. Phinney for his continual leadership with set design. Over 50 students were involved in the musical!
- **Football:** The AHS football team finished their season with an undefeated conference schedule winning the FRCC title. Coach Mark Jonas as named Coach of the Year and 13 players received All-Conference recognition. Four players were named All-State honorable mention.
- **WI-AATG Treasurer:** Melanie Lasee was recently selected as treasurer of the WI-AATG.
- **Girls Swim/Dive:** The girl's swim team finished their season at the WIAA State meet. They also earned a conference title, the first one since 2000, finishing the season undefeated. Coach Jenny Steffel was named FRCC Coach of the Year. The team had ten girls advance to the WIAA State meet, where the team finished 5th.
 - Senior Allison Teske accepted a NCAA D1 scholarship offer to attend Akron University. This is the 3rd female swimmer in AHS history to receive a D1 scholarship.
- **Chip Shoppe:** Special thanks to our parents at Valley View as the fundraiser with Chip Shoppe resulted in a profit of over \$11,000.00.
- **Fall Fest:** Special thanks to our parents/staff at Pioneer for another successful Fall Fest, raising over \$12,000.
- **Boys Soccer:** Congrats to soccer player Jon Baron for being named 1st team All-Conference and receiving an honorable mention All-State honors for his play this year.
- **Student participation:** We had 345 student-athletes participate in Fall WIAA sports; this is 1/3 of the school population. In addition, the Jaguar Marching Band, directed by Marc Jimos and Scott Konop performed for each home football game.
- **Packers donation:** The Green Bay Packers organization made a \$3,000 grant donation toward the field project.
- **Facility Meeting:** There will be a joint meeting between the Village of Ashwaubenon and School District to go through the survey data. Over 1400 people responded to the survey. This is a 17% response rate.

I. Discussion/Presentation Items:

1. **Safe Routes to School Update:** Brad Taylor and Peter Flucke provided an update on the SRTS program. SRTS program has brought the following activities to the district this year:
 - Development of the Valley View bike pedestrian walkway
 - Walk to School Day in October
 - Grades 3, 4, and 5 pedestrian safety education through assemblies and PE classes
 - Development of partnerships with the school district, public safety, PE staff, Village Board, Bike and Pedestrian Advisory Committee and Live 54218

Future activities include:

- Meeting with the PTO and PcTO groups
- Community led safety initiatives
 - Yard signs
 - Pace car program
- VV and PI Bike Safety
- Spring Surveys – who is biking / walking to school
- Bike to school day in May

The board inquired if these activities will be part of the PE curriculum in the future? Flucke stated that DOT does have a curriculum available for use. Kieslich stated that the district is looking into this. She also stated that our PE classes are focusing on the promotion of lifelong wellness/fitness.

J. Action Items:

1. **Designation of a clerk for 2014 Election:** Hanes stated that the board must designate a person to take on the responsibilities of election clerk for the 2014 elections. It was recommended that Jennifer Bower be named the clerk for the 2014 elections. Moved by VanDeKreeke seconded by Laukka to name Jennifer Bower as the clerk for the 2014 Elections. Aye 5, Nay 0. Motion carried 5:0
2. **Teacher Lay-off Language:** Lucius stated that last year at layoff time the board requested that we look at other criteria besides seniority when determining teacher layoffs. The district attorney drew up

language based on the teachers' advisory group, administration, and board discussions. The goal is to have the best teachers in the classrooms.

Board and group discussion:

- The board asked if the language was eliminated from point number 3 that pertained to an employee having used their certification within a certain amount of time. Yes, this was replaced in the previous language. Administrators will look at this and see where everything fits. They are pleased with the flexibility provided in the current language.
- Lisa Sanderfoot spoke on behalf of AEA. She read a letter expressing their disappointment in not being a part of the language being presented as they have not seen a copy. She asked the board to please take their questions and concerns into consideration when making the decision about the language because it could drastically affect their careers.
- Administration feels that multiple things must be looked at when layoffs are necessary. Using only seniority is not in the best interest of the children.
- Sanderfoot stated that we would hope that the administration would use the evaluation process to improve teachers. If this systems is used properly this would not be used as a layoff item. She asked if the district is ready with the new model to use. She stated that teachers are uneasy about this new model.
- Administration stated that layoffs are not used as a way to get rid of bad teachers. If we have a teacher that is not performing well, we will use the processes in place to work with this teacher to improve.
- Layoffs are used if we have to make a reduction in staff. It is a plan to keep the best teachers in an event we have to reduce staff. Staff affected by a layoff will be welcomed back to open positions.
- Administration stated that staff were involved in the changes to the language. They however have not seen the language drafted by the lawyer. The lawyer drafted the language being presented based on the list the group provided. Lucius read through the language.
- The board asked if there is anything that would prevent them from delaying a decision until the next meeting to give the teachers a chance to review the language. The only delay would be in sending out teacher contracts. The language is needed in place in order to send out contracts.
- Mary Ann Froelich (Valley View Teacher) stated that if layoffs are not tied to Teachscape, performance is listed as a factor in the language.
- Sanderfoot stated the "keeping the best educators" is a gray area; how is "the best" determined.
- The board stated that by simply keeping our teachers based on seniority does not equate to the maximum effectiveness in the classroom.
- Administration and the board stated that multiple criteria will be used when determining layoffs (not just one). The items are not ranked in any particular order in the language.
- Administration stated that when everything else is equal, length of service does have a place.
- Sanderfoot stated that we are burning out teachers with all the state and government mandates. She stated that it takes 10 years to be an expert in this craft. She asked the board to proceed with caution when looking at the layoff language.
- The board stated that you can turn this into a positive and view it as a challenge to stay up on your craft. It can be viewed as a new vision for education and what is best for every student in this district. We need to continually look at what we can do to make ourselves better.
- Sherry Craig (Parkview Teacher) asked how a teacher will know if they are not performing up to the standard when there is not a proven method yet. She felt that a teacher needing improvement needs to be worked with.
- The board reminded the group that in the past we have been fortunate not to have to layoff a lot of teachers. The budget and enrollment drives layoffs.
- The board felt that that we have always been forthright with teachers and we need to continue to by providing them with a chance to review the language.
- Administration stated that the attorney took our intentions and the list we provided from the group and turned it into legal language. They felt the only reason to postpone the decision is if the intent was to change the language. The language being presented mirrors the previous

discussions this group has had. The question needing to be addressed is how we can make teachers feel secure in their jobs.

- The board stated that because the district respects and appreciates the relationship they have with their teachers, they will share the language with them and postpone their vote until the December meeting.

Moved by VanDeKreeke seconded by Laukka to table this decision until the next meeting to allow the teaching staff the opportunity to review the language. Aye 5, Nay 0. Motion carried 5:0

3. **Board Bylaw/Policy Update – first and second read:** Hanes presented the recommended changes to Bylaw 0168.1. These changes will allow the district to place all board minutes in the local newspaper versus mailing them to district home. Moved by VanLaanen seconded by Laukka to waive the first read of Bylaw 0168.1. Aye 5, Nay 0. Motion carried 5:0. Moved by VanLaanen seconded by Laukka to adopt the changes to Bylaw 0168.1 as presented. Aye 5, Nay 0. Motion carried 5:0
4. **Budget Carryover for Local Control Accounts:** Lucius stated that the only carryover budgets are the principal budgets. Allowing carryover in these budgets prevents a “use it or lose it” mentality at the end of the year. Allowing carryover gives principals the ability to plan larger projects that their local control budgets typically don’t allow. Usually carryover money is used for the purchase of equipment.
 - What happens if a principal goes over on their local control budget? It comes out of the following year’s budget.
 - The principals were reminded that any purchase over \$10,000 needs multiple bids and board approval.
 - Lucius and Arena will be looking at Cormier’s per student allocation amount.
 - Valley View’s carryover amount already has plans in place for spending it down.

Moved by Laukka seconded by VanLaanen to adopt the Budget Carryover for Local Control Accounts as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications: No information to share

L. Future Board Meetings & Topics:

1. There will be a Joint Village/School Board Meeting on December 9, 2013, at 6:00 pm at the Village Hall to discuss the community survey results.
2. The December Board Meeting is scheduled for Monday, December 9, 2013, at the Village Hall Conference Room A following the Joint Village/District Meeting.

M. Adjournment

Moved by Laukka seconded by Halron to adjourn to the meeting at 7:57 pm. Aye5, Nay 0. Motion carried 5:0.

Respectfully submitted,


Jay vanLaanen, Clerk