



Minutes for the Regular School Board Meeting

Village Hall Board Room
2155 Holmgren Way
Monday, December 9, 2013

(Regular School Board Meeting followed Joint Board Meeting)

A. Call to order (during joint board meeting):

President Williams called the Regular School Board Meeting to order at 7:22 pm at the Village Hall.

B. Roll call:

Members Present: Mark Williams, Ginny Laukka, Brian VanDeKreeke, Barb Halron
Members Excused: Jay VanLaanen
School Choice Advisory Representative Present: John Van Dyck
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Brian Nelsen, Dirk Ribbens, Kurt Weyers, Andy Bake, Pete Marto, Maria Arena, Matt Anderson

C. Declaration of quorum:

Quorum Present

D. Adoption of Agenda:

Moved by Ginny Laukka seconded by Brian VanDeKreeke to adopt the School Board agenda as presented. Aye 4, Nay 0. Motion carried 4:0

E. Pledge of allegiance:

The pledge was recited at beginning of Joint Meeting

F. Consent Agenda:

Moved by Ginny Laukka seconded by Brian VanDeKreeke to adopt the consent agenda as presented. Aye 4, Nay 0. Motion carried 4:0

- 1. Minutes of the regular meeting held on Monday, November 25, 2013
2. The schedule of checks written 11/19/13 to 12/02/13
3. Co-curricular contracts
- There are 8 co-curricular contracts being submitted to the board for approval

G. Superintendent's Report:

- Thank you to everyone involved in the commercial project. This is another good example of a cooperation between the community and school district.
• Congratulations and thank you to the dance team for the successful dance competition they hosted.

H. Discussion Items:

- 1. State Requirements for 3 credits of Math and Science: Kieslich updated the Board on some of the activities happening at the state level with Math and Science credits. The changes will affect our current freshman class. DPI will come out with a resolution for the School Board to review. Kieslich is hoping to have this information for the January Board Meeting.

Board discussion:

- Will we have enough classes to fill these requirements? We are asking our guidance counselors to look at this data. There may be a little bit of a squeeze but we should be in a good position. Our current numbers are high enough that it will not be a huge impact.

- Will our computer science and career tech ed courses count toward the math and science courses? We can work with DPI to have our courses approved as appropriate courses toward these credits.
- How will these changes affect our non-electives? We may see a slight decline.
- Will the third credit be dictated? No we will still have flexibility.
- We need to encourage students to take chemistry early on to help put them on the right track. The Explore assessment will continue to move us in this direction.

Kieslich stated she should have more information in January.

2. **Community Building Projects:** Hanes asked the Board if they had any questions or comments about the survey or joint meeting discussion:

- We need to create a plan for the ongoing expenses to maintain these facilities. Keith is working with Bray to get a handle. He anticipated presenting his recommendations at the January Board Meeting.
- One option would be to open the Ashwaubenon Swim Club to people outside the district. This would be the premier facility in the area and would draw swimmers and money. Some felt that we need to make sure our community and student needs are met first before opening Swim Club up to students that do not attend school in Ashwaubenon. The Board inquired if we have students that are open enrolled so they can be part of Swim Club.
- We need to think about the authority/decision making we give up by running the referendum through the Village. Lucius stated that currently we have a shared person between the Village and School District that does the scheduling.
- Hanes explained the “pink paper” agreement between the Kohler School District and the Kohler Park and Rec Department. Under this agreement, the school district has first shot at the facilities for scheduling their activities. This agreement has been in place and working well for years.
- We need to look into the area of naming rights and who has control over them.
- Has anyone looked into the cost of having a salt water pool (no chemicals needed)? Williams stated the Steering Committee has not discussed this at their meetings.
- Bray is working on the facility locations and design elements. The Board inquired who would make the decisions on location (Village or Steering Committee).
- We don’t want to jeopardize the entire pool question by adding a warm water pool. However, we need to think in the future and not be short sighted about this option. It was felt that if we do not include this now and wait 10-20 years out, it will never happen. Many residents pay a monthly fee to use other facilities outside of the community.
- If we do not relocate the district office to the current pool location, what would we do with this space? Fitness and storage space have both been discussed. If it was renovated for the district office, the current locker rooms would be lost.
- Could the current pool area be converted to a warm water pool and workout facility? It would cost more to renovate than to build new. We also would be duplicating services. We are looking at ways to reduce expenses and moving the DO to the AHS would help.

Williams was thanked by the Board for all the work he has done toward these projects.

I. Action Items:

1. **Teacher Layoff Language:** The layoff language was presented for a second time to the Board. The discussion included:

- The Board did receive the packet of information from AEA. It is not the Board’s intent to penalize or get rid of senior educators. Senior educators are needed to provide leadership to our staff.
- Our staff will see by our actions that we are not going to do things just because we can. We have demonstrated this when we changed the language to “just cause”; nothing has happened as a result of this change in language. The district and Board want the best teachers in front of our students. Determining layoffs is one of the most difficult decisions administrators make. There is not a secret underlying criteria for making these decisions; we just need to look at multiple criteria.
- The Board has read and reread the criteria and feels it is making a good decision for everyone involved. It is in the best interest of the children.

- Dean DeBroux stated that with the “just cause” language change the teachers now have a fear of retaliation. The change in the layoff language will now compound that fear. It is felt that if a teacher disagrees with their supervisor it will come back in the future to hurt them. He stated that if a senior teacher is being laid off, it will end their career. This is why seniority was originally negotiated into the contract.
- The staff was reminded that seniority is not being taken out of the language. With the proposed language, there will be multiple criteria looked at by a team of people. It would take a team of people to “hold a grudge” or “retaliate” on one person and this will not happen.
- DeBroux stated that the language will stifle a teacher’s ability to confront or push back on issues that administration will try to enforce. He stated that teachers need to have the ability to push back.
- It is felt that changing this language will not have as negative of an effect as the teachers think. Seniority is only one of the criteria that will be reviewed. He reminded the staff that nobody wants to determine layoffs and staffing. Staffing makes up 90% of our budget and layoffs are one of the hardest parts of our jobs.
- The district really tries to hire the best people we can and pay them under a hard budget situation. There is a difference between laying a person off and a non-renewal. Principals are hired to be supervisors and evaluators. Good principals collaborate and share; we have those people. It is the role of the superintendent to work with a principal if they are not performing well.
- If we are told that our team size can only be so big, we have to put the needs of our student’s first. If we use only seniority when making these decisions, we are not doing this.
- Our senior teachers are our leaders. We all think very seriously when we are making these decisions and the effects they have on the lives of many. Teachers seems to be fearful of the new evaluation tool. As administrators, we need to better communicate this new tool with our teachers.

The Board thanked the attendees for coming to the meeting and sharing their opinions.

Moved by VanDeKreeke seconded by Laukka to adopt the Teacher Layoff Language as presented. Aye 4, Nay 0. Motion carried 4:0

2. **Parkview Carryover Budget:** We had a coding error in the Parkview Carryover Budget presented at the November meeting. Staff costs for building leadership activities were posted to the local control location instead of the leadership location. Lucius presented for Board approval an additional Parkview Carryover Budget of \$8,883. The Board asked what the total carryover would be for Parkview. Lucius stated with the additional \$8,883, Parkview’s carryover would be a little over \$9,000 (\$9,826.72).

Moved by Ginny Laukka seconded by Barb Halron to adopt the additional \$8,883 of budget carryover for Parkview as presented. Aye 4, Nay 0. Motion carried 4:0

J. Board & Superintendent Communications:

- Hanes shared a letter from a former parent that was sent in with the community survey.
- Taste of Ashwaubenon is scheduled for Wednesday, March 12th at the Stadium View.
- Thank you to the district staff for all the gifts they donated to the Giving Tree

K. Future Board Meetings & Topics:

1. The next Board Meeting is scheduled for Monday, January 27, 2014, at 6:30 pm in the District Office

L. Adjournment

Moved by Brian VanDeKreeke seconded by Ginny Laukka to adjourn to the meeting at 8:19 pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,
Jay VanLaanen, Clerk

