



**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, December 13, 2010**

**6:30 p.m.**

\* \* \* \* \*

**A. Call to order:**

President Williams called the meeting to order at 6:30 pm at the district office.

**B. Roll call:**

Board Members Present: Laukka, VanLaanen, Williams, Halron, Aubinger

Board Members Excused: None

Others Present: David Schmidt, Keith Lucius, Jill Rhude, Brian Nelsen, Brad Taylor, Kurt Weyers, Mark Sheedy, Kris Hucek, Andrew Bake, Matt Anderson, Pete Marto, Maria Arena, Jean Miller

**C. Declaration of quorum:**

Quorum Present

**D. Pledge of allegiance:**

Pledge recited

**E. Adoption of Agenda:**

Moved by VanLaanen, seconded by Aubinger to adopt the agenda as presented. Aye 5, Nay 0.  
Motion carried 5:0.

**F. Citizens and/or delegations:**

1. Public Forum – Any citizen and/or delegations: no items presented
2. Student Presentation – Jean Miller and Valley View students Caitlin Morris and Matthew Hawkins presented about "What's New at Valley View".
  - Author Gordon Korman visited the High School. Valley View 5<sup>th</sup> grade students visited the high school to listen to Mr. Korman's presentation about writing.
  - School Spelling Bees are underway!
  - 5<sup>th</sup> grade classes are building pollution bottles.
  - 35 3-5<sup>th</sup> graders submitted entries to the Delta Kappa Gamma literacy contest.
  - 4-5<sup>th</sup> grade students are nominated for Math Olympiads. A trophy will be awarded to winners.
  - 4<sup>th</sup> graders attended a Laura Ingalls Wilder play.
  - Artist in residence Jesse Wilhelm will visit in February. There will be a poster contest to determine the content of the mural to be created with Jesse.
  - Valley View has new technology - netbooks, document camera, new white boards, projectors.
  - Toys for Tots – students sold stress balls at lunch raising \$800 for Toys for Tots. Students helped with the shopping on Dec. 10<sup>th</sup>.
  - World Culture Club participated in bell ringing and a carnival food drive.
  - Students participated in Discover Language Post Card contest.
  - Caps for Cancer Day –student raise \$300 and received a visit from Green Bay Gamblers.
  - Valley View has 11 DI teams. They had a paper drive that raised \$2,000.

- Students participated in the “North Pole” Musical.
- Battle Books – teams compete at recess time. Winners go to state competition.
- 33 students earned a hero green club award and will continue to work on a gold club award.
- Kid Reps – these students work with the school counselor to plan activities.
- Conflict Management – 55 students trained to help other students work through problems.
- FROG – flexible reading program.
- San Luis Center Partnership – Valley View adopted these residents.

**G. Consent Agenda:**

Moved by Aubinger, seconded by VanLaanen to adopt the consent agenda presented. Aye 5, Nay 0. Motion carried 5:0.

1. Minutes of the regular meeting held on Monday, November 22, 2010.
2. Minutes of the executive session held on Monday, November 22, 2010
3. The schedule of checks written 11-16-10 to 12-07-10 (#79836 – 80138).
4. The schedule of manual checks written 11-16-10 to 12-07-10 (#139, #1053 - -#1060).
5. The schedule of high school athletic checks written 11-16-10 to 12-06-10 (#11274 - #12736)
6. Staffing:
  - a. **Resignation of Rochele Reschke** from her Breakfast Supervisor position at Pioneer Elementary School effective December 22, 2010. This position is compensated at an hourly rate. Posting is currently underway to fill this vacancy.
  - b. **Resignation of Lori Larson** from her Noon Duty Supervisor position at Valley View effective December 22, 2010. This position is compensated at an hourly rate. Posting is currently underway to fill this vacancy.
7. Co-curricular contracts: There are 3 co-curricular contracts being submitted for Board approval.

**H. Superintendent’s Report:**

1. **No 2 hour delay** – Schmidt reported that on December 13<sup>th</sup> most of the districts around Ashwaubenon had a 2 hour delay due to the cold temperatures and road conditions resulting from previous day’s storm. Many of these districts notified their families of the delay on Sunday evening. Ashwaubenon did not experience a two hour delay. The decision to start school on time was made using the following criteria: Ashwaubenon has very few rural areas, the district has a 5 mile radius, Lucius drove throughout the district the morning of the 13<sup>th</sup> to assess road conditions, and current and predicted temperatures, winds and snow accumulation were reviewed. Schmidt stated it was determined after looking at all these criteria that school would begin as normal. The district received about 5 calls/emails from parents expressing their concern that school was not delayed. Schmidt thanks Lucius for driving throughout the district that morning to survey road conditions. He thanked the village and school custodians for the work they did in clearing roads and parking lots that morning and over the weekend. He thanked residence for providing their input into the decision not to delay. He ended by saying that that this is never an easy call to make.

A member of the board stated that even through the decision to stay open was the right decision, we must remember that 600 of our students are open enrolled and are not from Ashwaubenon proper. Schmidt stated that a majority of our open enrollment students reside close to our boundaries.

2. **Staffing Process and Timeline** – Lucius will be presenting a 5 year budget at January’s board meeting. Since 85% of our budget is staffing, this plan will help the district better focus on staffing needs. If we are unable to solidify our budget in a timely manner, hiring will end up taking place in June. The goal is to get out on the market for hiring needs as soon as possible. Lucius stated that we try to be equitable and efficient about how we distribute FTE throughout the district.

The board member asked how creditable a decision can be made with an unknown budget. It was stressed that we need to be very careful about hiring at this point. Lucius stated that he will be giving a number of different scenarios to help explain the budget. He stated that some positions are necessary while others we will be able to hold off on.

3. **Legislative Meeting** – Schmidt stated that we will have two new legislators in our area. He inquired if the board would like to hold an hour long meeting with these people to meet and present any questions that the board may have. It was felt that often the people in these roles are not familiar with how the rules affect school districts. It was felt that it may even be better if this meeting could be tied into the budget presentation. The 5 year projections would summarize for the legislators how the per student dollar amount affects the school district budget. It was felt that the issues to be discussed need to be selected by the board. Schmidt will work on scheduling a date.
4. **Good to Great book study** – Schmidt stated that reading this book will set a common language across the board. He suggested starting the book in January with 1 hour reviews before or after a regular scheduled board meeting. The meeting will be well facilitated and not go over an hour. It was decided to schedule the book reviews after regular board meetings starting in January.

#### **I. Discussion/Presentation Items:**

1. **Build Your Own Curriculum** – Rhude stated that this presentation will give the board a better idea about what Build Your Own Curriculum is about. The district staff identified a need to have a tool that would help record our curriculum and build off of it. This tool would help to clearly articulate our scope and sequence, be intuitive by nature, provide a tool for immediate access to make changes, allow for import of national, state and local standards, enable staff to work as a team to collaborate in grades, departments and levels, and to provide parent access to our curriculum. Rhude stated that last spring vendors presented their curriculum tools. Staff made the decision to go with Build Your Own Curriculum. Rhude demonstrated how parents access/view this tool. Parents are able to see the skills that will be learned in each unit. Teachers can upload materials, websites, podcasts, handouts, etc for parents to review.
  - The board asked about the percentage of materials that would be available for parents. Rhude explained that it is possible for all materials to be made available but that would be very cumbersome for users. She stated that only the pieces used by every teacher in a particulate grade will be uploaded. She stated that this is an information tool, not a place to go access things that are forgotten in school.
  - Will Pioneer and Valley have the same information? Yes, the teachers have collaborated on the content.
  - How is this different then a loose leaf notebook on the shelf? Ideally the teachers come back and review what has been instructed and what they learned from it. It also allows us to update and revise immediately. As we change the curriculum, parents can see this.
  - Who has access to this document; can anyone change it independently? Jill Rhude and Program Leaders have access to the site. They change the content with direct input from teachers.
  - Rhude stated that we are able to view curriculum from other districts that use this tool.
  - The board inquired about the cost of this tool. Rhude stated that we paid \$8,000 to start with program. There is a minimal maintenance fee per year that is charged. The district has already made updates on response to intervention and instruction. It provides ideas to help and support struggling learners.

Rhude asked the board to contract her and stop by to see how the program works.

2. **Weighted Grades** - Sheedy began by explaining how weighted grades fit in with the district's continuous improvement goals:

- A 98% college readiness goal for all students. This is a realistic goal. If a student is planning on going to college, they should be completing as many ACT core courses as possible and at least one AP course. These types of courses will help better prepare students pursuing a college education.
- Move more of our students across the curriculum – Provide courses with more rigor, relevance, and relationship. There would be a 20-30% shift to the next level.
- Less emphasis on GPA – There will be more emphasis on coursework completed and student strength of schedule.

Sheedy stated that we need to begin to do more to accomplish these goals. ALTs were created to help address this topic. He stated that weighted grades are not a topic that will ever have consensus in any building. He stated that the school is right in the middle of deciding what to do next. Sheedy reviewed the 3 tier options for weighted grades.

- Tier 1: AP or college credit (11 courses listed)
- Tier 2: AP or college credit, courses have an honors credit and a regular track, honors will be weighted; courses included in the advanced core recommendations for ACT preparation will be weighted (12 courses listed – 23 total)
- Tier 3: Tier 1 and 2 plus additional courses can be used to earn retroactive credit at the college level (courses listed 6 courses – 29 total)

It is felt that these options will help the district achieve its goals.

- The board asked how the courses will be weighed. That is the next discussion topic because there are a number of systems that can be used. Sheedy explained a few examples of how it could work. It will be defined throughout the rest of the year. It will be used on the incoming freshman in the fall. He stated that schools that have used weighted grades have been very successful.
- The board asked if any schools in the area are using this system. Sheedy stated the Bay Port is using weighted grades.
- The board commented about cases where students that have a GPA of 4.0, took the safe course path (no AP courses) and still had trouble getting through the ACT. A student's GPA does not always tell everything.
- With weighted grades, what will happen to the elective program at the high school? Sheedy stated that if a student took every option presented to them, it would total almost 18 credits. Nobody is able to do this. If a student stretched themselves, they will do well. Rhude added that the Plan and Explore testing will help students in planning so they are not rushed or stressed.
- Are we trading our GPA hugging for AP hugging? We can recommend a student take an AP course but it is not necessary.
- Why are not preparing children for college with the curriculum we have? Why are we stressing we need an AP course to qualify for college? What happens to a student that does not qualify for an AP course? This could be could all be frightening to students. Sheedy stated that about 20-30% of students will go on and do well without it an AP course. 20-30% of students will have the extra they need through AP courses to allow them to enter college and do well. Sheedy stated that about 75% of students apply and go onto a 4 year college. We as a district are encouraging students when scheduling courses to stretch themselves.
- Will they have less choice and will it hurt the electives? We are not encouraging more courses; we are encouraging more challenging courses. The key message is to challenge yourself (stretch) in the level you are at.
- The board expressed a concern that weighted grades will continue to put an emphasis on GPA. There is a desire for the district to look at Neenah and how they eliminated class rank. It is felt that we saying we are putting less emphasis on GPA when in reality we are not. Student grades are converted back to GPA when they go on to college. Sheedy stated that if we have kids taking a stronger schedule they will be better in the

end. They will have a better quality of course work preparedness, be better prepared in college and stronger course background.

- How does our GPAs compare to other schools? Ashwaubenon is dead on with all area schools when it comes to GPA.
- Sheedy stated that by stressing rigor and strength will help us accomplish the goals and entice students to move across that line. There needs to be an emphasis to students to challenge themselves.
- The board asked what is the purpose of the Tiers? Tiers are criteria. Students must receive a certain score on a placement test to get college credit. Tier 1 and 2 are leading students to the ACT.
- Sheedy explained that the process for college entrance has changed. Colleges look at courses the student took as well as their ACT score. It is felt that these courses affect the student's scores on the ACT. The scores on the ACT positions the student for getting into college and other things once they leave school. These courses better prepare them.
- Sheedy stated that we are moving into this slowly to get through the initial pain of this program.
- The board stated that there are many professions that do not require a college education yet we seem to be pushing our students toward college. Sheedy stated that tech schools are as big of a part of the 98% goal as a four year college. It is also felt that students that are not going on to college yet participate in courses that challenge them are better prepared.

3. **Superintendent Search** - Schmidt requested that the board schedule dates for determining superintendent attributes and first interviews. Community and staff input on attributes will be collected until December 23<sup>rd</sup>. The following is the schedule determined by the board:

January 17, 2011	6:00pm to 8:00 pm	Review candidate attributes and screen candidate pool
February 3, 2011	6:00 pm	First interviews. Each interview will last one hour.
February 10, 2011	6:00 pm	First interviews. Each interview will last one hour.
February 14, 2011	After board meeting	Review the candidates interviewed and determine second interviews.

The board asked if there would be an opportunity for people to meet and greet the final candidates. Schmidt asked the board to give this some thought and decide later on in the process.

**J. Action Items:**

1. **Revision to Board of Education Policies (second read)** – No further discussion took place on the second read of the board policies presented.

Moved by Aubinger, seconded by VanLaanen to approve the revision to Board of Education Policies as presented with all recommended changes. Aye 5, Nay 0. Motion carried 5:0.

2. **Audit Report** – Lucius explained that annually the district has an external review. He explained that this is an unqualified report (the best report to get). Lucius explained that the fund balance is \$8.6 million. A good portion of this is designated for self funded health insurance. We

designate it to make sure it is clear that this portion is set aside. The current debt is \$10 million which is down from \$14 million last year.

- The board mentioned that the management letter stated that they do not go over internal control. Can we have them go over this? Lucius stated that they did in the past 3-4 years and again in the fall to make sure that the procedures set 3-4 years ago are being followed.
- The board stated that in the past there have been a number of different companies used for this audit. Is there any value into looking at other companies for the next audit? The board wanted to make it clear that they are not unhappy with the current company but instead they felt that it is always good to have a new set of eyes looking over things. Lucius stated that we need an organization that has experience working with schools. In the past, other companies with this experience have quoted prices at least 50% higher than the current company. Lucius stated that Schenk & Associates has partners that specialize in schools. He also stated that the actual people doing the audits are different every time. Lucius stated he will put it out for bid for the next audit.
- The board stated that the reduction in debt is great! It was felt that taxpayers need to be made aware of this. Lucius is putting together a presentation for January addressing this. It was felt that this information should be placed on JagTV and the website.
- The board discussed the increase in the reserve fund and inquired if most of it is attributed to the TIF? Yes is it. Lucius stated that we over spent in a couple of areas because we had the negatively aided money. \$1 million of TIF went into the fund balance. Another \$200,000 went into last year to save the negative tertiary aid (boiler and health expenditures).
- It was explained that part of our fund balance is for our insurance. The board asked if we use this or it is a failsafe? Lucius explained that it protects us on our health insurance if it is higher than we expect. He stated that we are aided the same on this money.

Moved by Aubinger, seconded by Laukka to approve the Audit Report as presented. Aye 5, Nay 0. Motion carried 5:0.

3. **Clerk for Elections** - The board named Jennifer Bower as the person to be the clerk for elections. She will collect and process all paperwork involved in the election.

Moved by Aubinger, seconded by VanLaanen to approve the designated Jennifer Bower as the Clerk for Elections as presented. Aye 5, Nay 0. Motion carried 5:0.

#### **K. Board & Superintendent Communications:**

- Mike Aubinger stated he will be leaving his position on the school board in April. He will not be running for re-election. Mike stated he has enjoyed his time with and respects those he worked with. He stated that he can leave his position knowing the board respects the students involved.
- Ginny Laukka thanked the school district, Maria Arena, Amy Dillenberg, Grace Fleming and Andrea Pasqualucci for their work partnering up with the Giving Tree program. The program was able to help 278 children and 172 families. The district thanked Ginny for all the time she spent working with the district on this project.

#### **L. Future Board Meetings & Topics:**

- The next regularly scheduled Board meeting is Monday, January 10, 2010 at 6:30 pm.
- Future topic: WASB delegate assembly booklets review

#### **M. Adjournment**

Moved by VanLaanen, seconded by Laukka to adjourn the meeting at 8:26 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Jay VanLaanen', with a stylized flourish at the end.

Jay VanLaanen, Clerk