



**Minutes for Regularly Scheduled Board Meeting**  
**To Be Held in the District Board Room**  
**1055 Griffiths Lane**  
**Ashwaubenon WI 54304**  
**(Phone: 920.492.2900)**

**Wednesday, February 13, 2019**

**6:30 pm**

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**A. Call to order:** Board President VanLaanen called the meeting to order at 6:28 pm

**B. Roll call:**

Board Members Present: VanLaanen, Vyskocil, Trondson, Garrigan,

Board Members Excused: VanDeKreeke

School Choice Advisory Representative: Mike Mader

Others Present: Kurt Weyers, Keith Lucius, Jill Kieslich, Tammy Nicholson, Scott Truskowski, Jamie Averbeck, Tom Schmitt, Jodie Schenk, Doug Pieschek, Andy Bake, Brian Carter, Kris Hucek, Maria Arena, Nick Senger, Pete Marto, Bernie Rocheleau, Helen Marcks, Dirk Ribbens, Brian Nelsen

**C. Declaration of quorum:** Quorum present

**D. Pledge of allegiance:** The pledge was recited

**E. Adoption of Agenda:** Moved by Trondson, seconded by Vyskocil to adopt the agenda as presented. Aye 4, Nay 0. Motion carried 4:0

**F. Announcement of Executive Session**

In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*Retirement; Staff Compensation*)

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

1. **Public Forum** –no issues presented

2. **Student Presentation** – Kris Hucek introduced Parkview teacher Jodie Schenk and the HEA Kids Pack. Schenk spoke about the newly formed HEA Kids Pack club. This club works with Happily Ever After Animal Sanctuary. Schenk explained that HEA was selected as their partnering organization because their goals most closely align with Parkview’s pillars (welcoming all, it’s never too late, and do no harm). Schenk shared the “Kids with Hearts” video the club created.

Schenk shared some of the activities the club has participated in (making animal treats, animal supply drive, marching the homecoming walk, making volunteer post cards for HEA volunteers, and participating in the upcoming “Share an Hour, Save a Life – Give Big Green Bay” fundraiser. Schenk stated that student will be bring this club to the high school next year to form an AHS Kids Pack club. Parent volunteer Nicole shared a story about how HEA Kids Pack has positively impacted her daughter Loralie. Student member Lauren shared her experiences in the club. Schenk ended by sharing the star fish story.

**H. Consent Agenda:** Moved by Vyskocil, seconded by Trondson to adopt the Consent Agenda as presented. Aye 4, Nay 0. Motion carried 4:0.

1. Minutes of the regular meeting held on Wednesday, January 9, 2019

2. Minutes of the executive meeting held on Wednesday, January 9, 2019
3. The schedule of checks written 01/03/19 to 02/04/19
4. Staffing: hirings, resignations, retirements, leave of absences
5. There were 4 co-curriculars approved
6. Budget Financial Reports for December

## I. Superintendent's Report

### • Staff/Student Recognition

- **Ashwaubenon School District's 6-12 Tech Education Team Recognized:** Ashwaubenon's Technology and Engineering program was selected as a 2019 Program Excellence Award winner from the International Technology and Engineering Educators Association. Staff members include Dave Stroud, Tom Barnhart, Jeremy Meyer, Phil Layden and Corey Hansen.
- **Ashwaubenon Golden Apple Teachers of Distinction:** Six Ashwaubenon teachers were recognized by Partners in Education as Golden Apple Teachers of Distinction. Those staff members are Carla Foote (Cormier), Melanie Lasee (AHS), and the Valley View Literacy Team (Ann Brennenstuhl, Deb Patterson, Stacie Schabow and Sheryl Stathas).
- **Communication during our recent weather related closings and delays:** Mandy Schroeder was recognized for her tremendous work around providing great communication to our staff, students, parents and families in regards to all of our recent delays and school closings.
- **Taste of Ashwaubenon:** TOA will occur on Wednesday, March 13th at Stadium View. As a result, the school board meeting for the month of March will be on Wednesday, March 20, 2019. TOA is the biggest fundraiser for the district's co-curricular programs.
- **98 State Education Convention - January 23rd - 25th:** On January 23rd -25th Weyers attended the 98 State Education Convention with Michelle Garrigan, Jennie Vyskocil and Tammy Nicholson. This year's conference theme was "Leading for Excellence and Equity". One big take-away from the conference was the focus on culture and the importance that culture plays for Leading with Excellence and Equity. This was very validating because culture is one of the main focuses here in Ashwaubenon.
- **Coffee with the Superintendent:** At the February meeting, we had eight community members attend with one of them being school board member Jennie Vyskocil. The group had wonderful conversations and great questions around open enrollment. The Coffee with the Superintendent will be on Friday, March 1st.
- **Jaguar Excellence Awards:** For the month of January, 62 staff members were recognized by the peers for the great work that they do every single day. Since we started this program in October, over 211 staff members have been recognized.
- **Ashwaubenon High School Civics Team:** The Ashwaubenon High School Civics Team qualified for the State Civics Competition. Congratulations to the four team members, Ashlee Vyskocil, Emily DeLaurelle, Randall Johnson, and Bennett Schuster.
- **Ashwaubenon High School Boys Bowling Team:** The high school boys bowling team were awarded conference and sectional champions. They qualified for the state tournament.
- **Ashwaubenon High School Wrestling Team:** Last Saturday, the Ashwaubenon Wrestling Team won the WIAA Regional Championships and as a result, they are competing in Team Sectionals. Team members will be competing in the individual portion of WIAA Sectional Championships. Wrestlers competing in the WIAA Sectional are: Regional Champions, Cody Minor, Noah Leisgang, Fernando Coronado, Marty Kiernan, and Connor Ramage. Placing second were Dawson Dembrowski and Nathan Moynihan. 3rd Place was Micky Kiernan and Jordan Vandehei.
- **Ashwaubenon High School Boys Swim Team:** The boys swim team captured the WIAA Sectional Team title. Qualifying for the WIAA State swim meet include: Individually, Joe Steffel in the 200 IM, 100 breaststroke, Spencer Klika in the 50 free, 100 free, Jackson Hodek in the 50 free, Ryan VanDyck in the 500 free, and Nick Messamore in the 100 breast. Two relay teams also qualified were the 200 Freestyle Relay of Spencer Klika, Joe Steffel, Nick Messamore and Dylan Landsinger, and the 400 Freestyle Relay of Joe Steffel, Spencer Klika, Ryan VanDyck, and Cooper Herr.

- **Ashwaubenon Dance Team:** Once again we have had another amazing season with our High School Dance Team. They won two state championships which are a direct result of dedication, teamwork, and most importantly high quality student-athletes and coaches Drew and Rodney. The team spoke about their experiences going into the competition, their teamwork and appreciation for their all they have accomplished. They thanked the community and school for the support they received coming back with two titles. Nelsen spoke about the commitment of this team. They are a good group of kids and parents that represent the district with a lot of class. Nelsen commended the teams as not only dancers and but as students.
- **Special Recognition of Helen Marcks and Bernie Rocheleau:** Weyers stated that one of the keys to our success here in ASD is the commitment from our staff. It is always exciting to recognize staff members who have gone above and beyond in their respective content area or co-curricular role. Helen Marcks and Bernie Rocheleau were recognized for their passion, commitment, energy, and simply love of the arts. These qualities were never more on display then they were at this year's production of *Mamma Mia*. The Ashwaubenon School District and Board of Education, recognized Rocheleau and Marcks for their work as musical co-directors. Rocheleau thanked the community for the facility. With the addition of the PAC, there was noticeable change in our students as they stepped on this new stage. This year, 3 out of 5 Mama Mia performances were sold out. We could not have accomplished this if it was not for the support of the community. Marcks stated that this year's cast rose to the occasion when they lost 16 seniors at the end of last year. She thanked the school and community for their overall support of the arts.

**J. Discussion/Presentation Items:**

1. **District Goals Progress Update:** Kurt Weyers stated that at the October board meeting the building principals presented their building goals. Administrators from Cormier, Valley View, Pioneer and Parkview provided an update on these goals. Weyers stated the district continues to share its vision message and focus on building culture at the district and building levels. During a recent district services survey, culture ranked high.

**Cormier - Maria Arena**

- Arena began by thanking Jodie Madison for her leadership at Cormier.
- Cormier staff are participating in a book study
- Jodie Madison has provided trauma team training (topic: brain ready learning)
- Culture Goal
  - Held the Biggest Bedtime Story event for students, families and staff
  - 4K students took a trip to the high school field house
  - Staff continue to use the SeeSaw tool to stay connected with parents
- Math/Literacy Goals
  - Held a data retreat in January
  - Use MAPS data to connect students with standards and help plan for future learning

**Pioneer - Pete Marto**

- Math Goal
  - College and career readiness saw an increase
  - Target Sub Groups in 4<sup>th</sup> grade saw a decrease (13%)
  - Target Sub Groups in 5<sup>th</sup> grade saw an increase (8%)
- Literacy Goal
  - College and career readiness saw no change
  - Target Sub Groups in 4<sup>th</sup> grade saw no change
  - Target Sub Groups in 5<sup>th</sup> grade saw an increase (17%)
- Social and Emotional Behavior Goal
  - Minor infractions increased (3%)
  - Major infractions decreased (2%)

- Working on relearning behaviors with the understanding that everyone makes mistakes. This involves re-teaching and learning a common language.
  - The board asked for examples of re-teaching: clearly communicating and knowing what is expected of students; simple reminders of what is expected, practicing what is expected, and reinforcing positive behaviors
- Culture Goal
  - Conducted a student culture survey in grades 3-5. The goal of the survey is to gather student perceptions on positivity and feeling of safety at Pioneer.

**Valley View – Andy Bake and Doug Pieschek**

- Math Goal
  - College and career readiness saw an increase (8%)
  - Target Sub Groups saw an increase (6%)
  - Action Steps:
    - Ensuring teachers are always connecting names to faces (being more personal/individual student minded)
    - Have more frequent monitoring of classroom assessments and making adjustments
    - Promoting excellence for all
    - Weekly review to see if interventions are working versus continuing on with interventions that may not be successful
- Literacy Goal
  - College and career readiness saw an increase (4%)
  - Target Sub Groups saw an increase (8%)
  - Action Steps:
    - Ensuring teachers are always connecting names to faces (being more personal/individual student minded)
    - Have more frequent monitoring of classroom assessments and making adjustments
    - Writing Units of Study curriculum that works on fidelity, coaching and team discussions.
    - Review interventions and are they working
- Social and Emotional Behavior Goal
  - Saw a decrease in school wide incidents of 157 (17%)
  - Saw a decrease in Target Sub Groups incidents of 29 (10%)
- Action Steps:
  - Students state they feel good about attending Valley View
  - School-wide classroom matrix (what should good behavior look like; communicate expectations to students)
  - Re-teaching of inappropriate behaviors
  - Engagement of students that are struggling or feeling disconnected
- Culture Goal
  - Continuation of Shadow League – student survey showed an increase of 10% in students that feel teachers “always” care about them and want to push them to do their best. 80% of students feel they belong at Valley View. Pieschek shared the story of how the last Shadow League Meeting was cancelled due to weather. He had students coming up to him asking when it is being rescheduled. They did not want to miss out on a monthly meeting.
  - The board asked if the teachers meet once a week to connect. Yes, weekly is the goal, but in reality they meet more often.

**Parkview - Kris Hucek and Brian Carter**

- 8<sup>th</sup> grade College and career readiness all – goal of 28%; winter screening results 34%
- 8<sup>th</sup> grade TSG Reading - goal of 26%; winter screening results 33%
- 8<sup>th</sup> grade TSG Math - goal of 25%; winter screening results 31%
- Literacy and Math – 6<sup>th</sup> and 8<sup>th</sup> grade student in TSG will move up one level on STAR assessment

- Literacy (55% of all students increased their STAR score; 9% of student increase by one level; 18% of students decreased by one level)
- Math (68% of all students increased their STAR score; 17% of student increase by one level; 9% of students decreased by one level)
- 75 students receive special education services in TSG. The goal is to move a student forward from below basic to basic, basic to proficient, and proficient to advance.
- The goal is for students to have a positive perception of school
- Action Steps:
  - Problem solve with staff (what can we do)
  - Discuss results with all leaders and special education teams
  - Problem solve with math and literacy coaches
  - Use data to determine and align students needing interventions
  - Review continuous school improvement plan and action steps
  - Keep the focus on PLCs
  - Continue looking at essential targets and must haves
- Culture goal:
  - In January 2019 a survey was given to the student body regarding school/teacher/student relationships. The data from this survey is to be broken down and shared monthly with staff.
  - “Culturized” book study with staff. Staff led discussions.
  - Buddy teachers identified – teacher supporting each other
  - Focus on 3 – focus on 3 student from the TSG; establish connections with the students and discuss students at weekly team meetings.
  - Student engagement group – recently started and meets monthly
  - Staff discussions – what have you noticed and what should we do to improve
  - Identify students without adult relationships at school and form these relationships

2. **Indoor Multi-purpose Facility:** Nick Senger presented the idea for an indoor multi-purpose facility. He stated that with the increase in space requests, need for indoor practice space due to weather issues and the nonstop use of our current facilities, he is proposing the idea to build an indoor multi-purpose facility.
- This facility could be added to a future referendum currently be considered.
  - The estimated cost would be between 6-8 million dollars.
  - It would be available to all students, Ashwaubenon youth organizations and village needs. It could be used for ACT testing, state testing, band practice, PE classes and co-curricular teams
  - The new fitness center plans will result in a smaller space. A new multi-purpose facility would provide more opportunities for families, co-curriculars and academic space.
  - The board inquired about how the cost was determined. The new Kimberly facility cost approximately 5.7 million dollars. Ashwaubenon’s facility would be smaller.
  - Would the space offer an open area? Yes and with high ceilings. Having this space would open current facilities to others to use or rent.
  - Do you envision it having a track space? It would be lined for track, football, soccer and have cages for baseball and softball.
  - Lucius stated one of his concerns is the potential for contamination issues on the potential sites. We would need to have an architect review it and see if the community will support it.
  - It was felt the facility could be an asset with the current limitations on space and sports taking place year round.
  - Lucius stated that this facility will only be possible through a referendum. He asked the board to consider if it should be included on the list.
  - The board stated that we need to seriously determine if this is a want or need and if it is something the community would support. It was felt that many of the community members do not have children and may not see the need.

- Nelsen stated that in the 90s the hot topic was fieldhouses and now it is indoor facilities. He is asked people to keep an open mind about this topic. Many parents tour our facilities when looking for a school for their child. Right or wrong, facility options do make a huge impression. This topic will continue to grow.
- The timing of adding this to the referendum is important. If the district decides to go to referendum in a year, it will likely not go again for many years.
- The board inquired if it would be open to any team. Yes examples of groups using it would be PE classes, community practices, dry land practices, marching band, academic/testing, etc.

#### K. Action Items:

1. **5-year Technology Plan:** Scott Truskowski and Jamie Averbeck presented the 5-year Technology Plan. The 2019-20 budget breakdown is as follows: Infrastructure - \$150,700, Internet - \$60,200, Hardware - \$206,100, and Services \$204,100 for total budget of \$621,100. Truskowski and Averbeck explained each of the four sections of the budget.

- **Infrastructure:** Data center UPS replacement; care switch replacement; PI, VV an PV wireless replacement
- **Internet:** New firewalls and content filter; mobile hotspots. They explained that mobile hotspots are provided to students that do not have wireless capabilities are home. The board asked about how many of these are handed out each year. Approximately 20 but this number fluctuates depending on the course offerings. Mobile hotspots are deactivated during the summer.
- **Hardware:** 30 PV Tech Ed laptop replacements; 30 HS Tech Ed laptop replacements; 280 1<sup>st</sup> and 2<sup>nd</sup> grade iPad replacements; 10 district failed camera replacements; and 5 district failed projector replacements (these are failing on a weekly basis and will be replaced with TVs).
- **Services/Support:** These are ongoing costs for licensing, warranties, maintenance and operating expenses.

Changes that will impact the budget include:

- E-rate Category 2 funding - the federal government subsidized a large part of the internet costs (50% of costs being reimbursed under this program). This is the last year for this program.
- State personal computing devices grant – this is a 5 school year grant of \$21,000 per year. This could help to subsidize costs for items like laptops and Chromebooks. The district has not been notified if it has received this grant.

As Lucius works to balance the budget, it could impact the technology plan. Potential cuts to the plan could include:

- Non-redundant internet connection
- Pushing the data center UPS replacement to future budgets
- Pushing the PV Tech Ed laptop replacements

Truskowski and Averbeck ended by sharing the extended plan figures through 2023-24.

Moved by Trondson, seconded by Garrigan to accept the 5 year Technology Plan as presented. Aye 4, Nay 0. Motion carried 4:0

2. **Resolution Authorizing the Redemption of the District's Taxable General Obligation Refunding Bonds, Dated June 26, 2013:** Lucius explained that the district is able to pay off the referendum approved bonds saving taxpayers over \$40,000 in interest over the next two years. Lucius has worked with bond attorney Quarles and Brady to develop the resolution and call documents. The bonds will be called effective April 1, 2019. VanLaanen stated that this is not the first time the district has called in bonds. Lucius stated that it makes smart financial sense. Lucius recommended the board approve the calling of bonds as presented.

Moved by Trondson, seconded by Vyskocil to approve the Resolution Authorizing the Redemption of the District's Taxable General Obligation Refunding Bonds, Dated June 26, 2013 presented. Aye 4, Nay 0. Motion carried 4:0

3. **Referendum Discussions/Update:** Lucius began by presenting a list of possible referendum projects. He stated that the board and district need to make a decision about whether or not we are going to move forward to referendum. He explained the estimate timeline between now and November 2019 if the district were to go to referendum. Lucius reviewed the list of projects to include with a preliminary estimated total of \$6,680,000. If the multi-use indoor facility were to be included in the referendum, this estimated total would increase. The board inquired how long it would take to pay this back. 15 to 20 years maximum. Like previous referendums, it would be extended out with the idea of paying it off early. Lucius stated he is confident that we can accomplish this referendum without increasing the mill rate. He stated that there is a cost to going to referendum this but it wouldn't increase what tax payers are currently paying. He stated the board needs to decide first if a referendum is something they want to do. He stated that if a survey shows the community does not support the projects or going to referendum, the board is not obligated to go to referendum. At this point, Lucius is seeking the board's approval to move forward with getting others involved (RFP, more accurate cost estimates, conceptual drawings, etc.). The board asked if there is a cost to this next step. Depending on what is considered on the list, there could be anywhere from \$50,000 to \$100,000 upfront costs. The list can be changed as costs and community feedback are received. Some members of the board were not in favor of keeping air conditioning on the list but decided to leave it on with the understanding it would be removed if the community did not support it. It was decided to add the indoor multi-purpose facility to the list.

Moved by Garrigan, seconded by Trondson to approve the hiring of a consultant to move forward on the referendum list and to include the indoor multi-purpose field on this referendum list as presented. Aye 4, Nay 0. Motion carried 4:0

**L. Board & Superintendent Communications:**

- Taste of Ashwaubenon is scheduled for March 13, 2019. Tickets are available online.

**M. Future Board Meetings & Topics:**

The next board meeting is scheduled for **Wednesday, March 20, 2019**, at 6:30 pm in the District Office.

**N. Adjournment to executive session:**

In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*Retirement; Staff Compensation*). Moved by Garrigan seconded by Vyskocil to adjourn to executive session at 8:40 pm. Aye 4, Nay 0. Motion carried 4:0. Roll Call: VanLaanen, Vyskocil, Trondson, Garrigan

**O. Return to open session:**

Moved by Vyskocil seconded by Trondson to adjourn to open session. Aye 4, Nay 0. Motion carried 4:0.

**P. Action following executive session:**

4. **Retirement Request:** Moved by Trondson, seconded by Garrigan to approve the retirement request of Doreen Elder on a prorated basis of 75% of benefits. Aye 4, Nay 0. Motion carried 4:0.

**Q. Adjournment:** Moved by Trondson seconded by Garrigan to adjourn the meeting at 9:36 pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,

  
Jennifer Vyskocil