



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

Wednesday, March 20, 2019

6:30 pm

A. Call to order: Board President VanLaanen called the meeting to order at 6:33 pm

B. Roll call:

Board Members Present: VanLaanen, Vyskocil, Garrigan, VanDeKreeke

Board Members Excused: Trondson

School Choice Advisory Representative: Mike Mader

Others Present: Kurt Weyers, Keith Lucius, Jill Kieslich, Tammy Nicholson, Nick Senger, Pete Marto, Kris Hucek, Brian Carter, Dirk Ribbens, Maria Arena, Maria Andersen, Andrea Reichenberger

C. Declaration of quorum: Quorum present

D. Pledge of allegiance: The pledge was recited

E. Adoption of Agenda: Moved by Vyskocil, seconded by VanDeKreeke 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 will be held at the end of the meeting for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. (*Staff Compensation*)

G. Citizens and/or delegations:

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

2. **Student Presentations** - Cormier: Maria Andersen - APPL Program & Family Resource Center

- Maria Arena introduced APPL Program and Family Resource Center Coordinator Maria Andersen. Andersen has been part of the program as a parent and parent educator. She provided information to the board about APPL:
 - APPL is an early learning and community outreach program that has been in place since 1995.
 - Along with Andersen, the program employs 6 staff (parent educators and pre-school teachers). Current staff began as parents in the program.
 - The program holds classes three days a week from 9 am to 11 am and one evening class from 5:30 pm to 7:00 pm.
 - There are 62 families currently in the program and a waiting list of people waiting to get in.
 - Andersen stated the program recently received a \$12,695 donation from Shelby Preston. Ms. Preston is a former parent/parent educator that is a strong believer/supporter of the program. She moved out of the area and stills speaks positively about her experience as a parent and staff member of APPL.

- APPL parents Miranda and Sara shared their experiences in the program. They discussed the support both parents and children receive from the program, the resources that became available to the entire family, the staff going above and beyond what was expected and the ability to be part of a network of people.
- A board member shared their experience in the program 20 plus years ago and that some of the people they meet in this program are still friends today.

H. Consent Agenda: Moved by VanDeKreeke, seconded by Vyskocil to adopt the Consent Agenda as presented. Aye 5, Nay 0. Motion carried 5:0.

1. Minutes of the regular meeting held on Wednesday, February 13, 2019
2. Minutes of the executive meeting held on Wednesday, February 13, 2019
3. The schedule of checks written 02/05/2019 to 03/11/2019
4. Staffing: hirings, resignations, retirements, leave of absences
5. Co-curriculars: There were 2 co-curriculars approved
6. Budget Financial Reports for January

I. Superintendent's Report

- Special Recognition
 - **Ashwaubenon High School Boys Bowling Team:** The high school boys bowling team are conference and sectional champions. They competed in the state bowling tournament held at Ashwaubenon Lanes in March finishing in second place. Team members include...Brett Powers, Ben Griffore, Tanner Kirsch, Nicholas Percy, Bryan Schmit, Jerrad Dettmann, Wyndham Srenaski, Sean Lacey, Bray Damro, and Tyler Damro
 - **Ashwaubenon High School Boys Swim Team:** In February, the AHS boys swim team competed at the WIAA State swim meet: Placing for the Jaguars were: Joe Steffel, 6th place in the 200 IM, and 7th place in the 100 meter breaststroke, Spencer Klika, 10th place in the 50 free, and 7th place in the 100 free, Jackson Hodek, 13th in the 500 free, Nick Messamore, 14th in the 100 breast and finally 400 Freestyle Relay of Joe Steffel, Spencer Klika, Ryan VanDyck, and Cooper Herr placed 16th. Congratulation
 - **State Champion Cody Minor:** Nick Senger recognized AHS Wrestler and State Champion Cody Minor. Weyers spoke about the time and effort it takes to become a state champion in any sport. He recognized Minor to the hard work, dedication, and time spent in the weight room and on the mat paid off at the Kohl Center.
 - **Ashwaubenon Nordic Ski Team:** The Ashwaubenon Nordic Ski Team is a co-op team that has three of the five scoring team members from AHS. Weyers recognized their efforts as State Champions. Team members are: Dan Huhtala, Kevin Johnson, and Alex Lukens. This was a first time win for the boys' team. Top three skiers. Jackson Adler is an all American twice. Coach Putman spoke with great pride about his team and the coaching help they receive from Bernie Rocheleau and Brian Swanson. It is the team that makes us work.
 - **Jaguar Excellence Awards:** For the month of February, 79 staff members were recognized by their peers for the great work that they do every single day. Since we started this program in October, we have recognized over 291 staff members in the ASD.
 - **Jill Kieslich:** Our very own Jill Kieslich was recognized by the Wisconsin Society of Science Teachers as "Administrator of the Year" for her dedication, curriculum alignment, and forward thinking in the area of Science.
 - **Taste of Ashwaubenon:** Another very successful year at the Taste of Ashwaubenon. I would like to publicly thank the Taste of Ashwaubenon committee for their tremendous work and dedication to our school district. Thank you to Michelle Garrigan and Tammy Nicholson for their work on this event.
 - **Partners in Education Golden Apple Program:**
 - **Teachers of Distinction:** Two ASD Teachers have been recognized as Teachers of Distinction. Congratulations to Cormier 4k Teacher Carla Foote and AHS German Teacher Melanie Lasee.

- **Golden Apple Winner** - Four ASD Teachers have been recognized at 2019 Golden Apple Winners. The Valley View Literacy Team of Ann Brennenstuhl, Deb Patterson, Stacie Schabow, and Sheryl Stathas.
- All six of these staff members do tremendous work every single day with our students and fellow teachers. Their commitment to excellence and their passion for their students is evident in everything they do. All of them will be recognized at the Annual Golden Apple Awards on Wednesday, April 18, 2019 at the Radisson Convention Center.

J. Discussion/Presentation Items:

1. **District Goals Progress Update:** Dirk Ribbens began by sharing the Ashwaubenon High School Mission Statement: The Ashwaubenon High School Learning Community provides a safe and caring learning environment that inspires ALL students to reach their full potential. He spoke about the high school goals for reading, math and culture. He updated the board on the status of these goals and their action steps.

- **College and Career Readiness Goal:** Increase the % of 11th grade students who meet both reading and math college and career ready benchmarks from 30% to 33% (3 year average)
 - 9th grade did not meet goal (31%) – based on STAR testing
 - 10th grade did meet goal (33%) – based on STAR testing
- **Reading Goal:** Increase the % of 11th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Reading from 21% to 24% (At or above benchmark on ACT Aspire to 22 or higher on ACT)
 - ACT data is not yet available.
 - 9th graders in TSG met the goal (27%)
 - 10th graders in TSG met the goal (27%)

Reading Goal Action steps:

- List of student names in TSG shared and updated with all staff
- Testing and progress monitoring of low performing 11th graders, combined with reading and literacy strategies in E3 (Junior level literacy course) classes
- Literacy Lab
- English Academic Focus (AF) groups
- Reading goal as a focus for all departments
- ACT prep in ACP classes
- **Math Goal:** Increase the % of 11th grade students in the targeted subgroups who achieve or exceed grade level benchmark in Math from 14% to 17% (At or above benchmark on ACT Aspire to 22 or higher on ACT)
 - ACT data is not yet available.
 - 9th graders in TSG met the goal (23%)
 - 10th graders in TSG met the goal (27%)

Math Goal Action Steps:

- ACT Math testing for juniors
- Math intervention groups (tier III)
- Math Academic Focus (AF) groups
- Lunch resource option for students and teachers
- Math skills taught across curriculum
- **Culture Goal:** During the 2018-19 school year, the high school will implement 2 activities (one for students needs, and one for staff needs) for each of our four culture pillars.
AHS culture pillars:
 - Responsibility
 - Staff will be present before and after school in hallways in addition to being in hallways between classes
 - Creation of large AF group for students to earn privilege
 - Community
 - New format and timing of holiday get-together for staff

- Additional theme days for students
 - Respect
 - Staff conversations and discussion with students in AF to define, reinforce and elicit student-created examples of respect.
 - Renewed focus on reinforcing expectations and consistency around dress code, language and cell phones.
 - Pride
 - Staff Jag-wear on Fridays
 - PRIDE locker signs - celebrating students participating in ANY co-curricular activity or event
2. **Engineering and Design Costs for Air Conditioning Project:** Keith Lucius provided the board with an update on the air conditioning portion of the potential referendum. The district has been actively seeking costs on the referendum projects. The cost alone to design a plan for air conditioning at the high school, Valley View and Pioneer is \$33,000. Lucius felt that with such a high cost, he was not comfortable agreeing to this amount of money just in the design portion of this project. He requested the board's input on whether he should move forward with this project and remove it from the list of referendum projects.

Discussion:

- Some felt this is definitely a want and not a need and would not be in favor of spending the money.
- Some felt that this amount of money was equal to a person/position that could work with students.
- Are there any schools or areas that are used in the summer months or are we in shortage of space for summer? The high school is used in June and July. Right now we are not short of space but would be able to use it if we had it.
- The concern is the learning environment and the impact it has on student learning during the warmer months in the spring and fall before school is out.
- Expressed concern for the higher cost for just estimates. Lucius stated that the buildings would need to be retrofit for air conditioning.
- Could we survey the community and move forward after their feedback is received or get community feedback on just doing one building.
- A suggestion to do some of the high school only (the areas impacted by summer school). Lucius stated that the high school is the most expensive of the three buildings because of the size and system usage.
- Lucius stated we could present to the community in a public meeting an approximate cost and seek their feedback at that time. The board was in favor of not committing any money towards design costs and wait for community feedback before moving forward.

K. Action Items:

1. **Early College Credit Program and Start College Now Requests:** Dirk Ribbens presented 37 student requests for the Early College Credit and Start College Now Programs. Ribbens stated that as students register for next year's classes, they are able to apply to take classes elsewhere if the district does not offer the class or it is beyond the scope of what is offered. Ribbens added that the nursing course being requested is offered through a partnership with NWTC, Woodside Nursing Home and the school district. This partnership had turned out to be a benefit for all involved. Kieslich stated that many of the students that go through this course have found employment at Woodside. Ribbens reminded the board that not every class that is requested will be taken. The course offerings must line up with the student's schedule in order for it to work out. He also added that the courses being requested by these students are in careers they will be pursuing in the future.

Moved by VanDeKreeke, seconded by Garrigan to approve the 37 Early College Credit Program and Start College New requests as presented. Aye 4, Nay 0. Motion carried 4:0

2. **Literacy Update:** Jill Kieslich introduced Andrea Reichenberger to the board. Kieslich and Reichenberger presented an update to the literacy curriculum from its adoption in 2013 to current. The curriculum adopted in 2013 used the original units of study for reading and writing. Since that time, the units have been updated to better align to standards. The curriculum itself has not changed but rather added resources to help support classroom instruction (ex. professional development, classroom libraries and unit book studies). Reichenberger spoke about how some teacher have begun using the updated writing units and students are flourishing. They are starting to look at and update their reading units to reflect these new tools. She thanked the literacy team for the work they have put into the program. She spoke about the units and how powerful they are when they overlap each other. Reichenberger shared examples of books for different reading levels and what the 5K curriculum looks like.

Reichenberger ended by talking about the Homegrown Institute. This is a 4-day educational offering for teachers in August. The board asked what teachers will be attending. The educational offering is for K-8 teachers, special education teachers and EL teachers. Reichenberger stated that this is a new offering for middle school teachers; they have been asking for this information. The board confirmed that the money being requested is in the budget.

Moved by Vyskocil, seconded by VanDeKreeke to approve the Literacy Resources Updates of \$154,000 over a 3 year period as presented. Aye 4, Nay 0. Motion carried 4:0

L. Board & Superintendent Communications:

- Weyers shared with the board a card he received from the literacy team thanking the district and board for their support of the literacy team and the work they do.
- Wisconsin Blue Ribbon Commission–State legislators and educators took a look at school funding and issues around it. The League of Women Voters of Greater Green Bay is bringing the commission to the Green Bay area to present the results. The presentation is being held on Thursday, April 4, 2019, from 6:30 pm – 8:00 pm at the Brown County Central Library.

M. Future Board Meetings & Topics:

The next board meeting is scheduled for **Wednesday, April 10, 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 will be held at the end of the meeting for the purpose of considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility (*Staff Compensation*). Moved by VanDeKreeke seconded by Garrigan to adjourn to executive session at 7:55 pm. Aye 4, Nay 0. Motion carried 4:0. Roll Call: VanLaanen, Vyskocil, Garrigan, VanDeKreeke

O. Return to open session:

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

P. Action items following closed session:

3. **Staff Compensation:** The board discussed Brian Nelsen's retirement agreement. Moved by VanDeKreeke, seconded by Garrigan to approve the discussed retirement agreement of Brian Nelsen with payout of an additional 5 unused vacation days per year not to exceed a total of 20 days. Aye 4, Nay 0. Motion carried 4:0.

Q. Adjournment: Moved by Vyskocil seconded by VanDeKreeke to adjourn the meeting at 8:25 pm.
Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Jennifer Vyskocil".

Jennifer Vyskocil