



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, June 12, 2019

6:30 p.m.

- A. Call to order:** President VanLaanen called the meeting to order at 6:31 pm
- B. Roll call:**
 - Board Members Present: VanLaanen, Vyskocil, Garrigan, VanDeKreeke, Trondson
 - Board Members Excused: all present
 - School Choice Advisory Representative Excused: Mike Mader
 - Others Present: Kurt Weyers, Keith Lucius, Tammy Nicholson, Andy Bake, Officer Everetts, Chief Dunning, Dirk Ribbens, Maria Arena, and Andrea Pasqualucci
- C. Declaration of quorum:** Quorum present
- D. Pledge of allegiance:** The pledge was recited
- E. Adoption of Agenda:** Moved by Trondson seconded by VanDeKreeke to adopt the agenda as presented. Aye 5, Nay 0. Motion carried 5:0
- F. Citizens and/or delegations:**
 - 1. **Public Forum** – No issues presented
- G. Consent Agenda:** Moved by VanDeKreeke seconded by Vyskocil to approve the consent agenda 1-5 as presented. Aye 5, Nay 0. Motion carried 5:0
 - 1. Minutes of the regular meeting held on Wednesday, May 8, 2019
 - 2. Minutes of the executive meeting held on Wednesday, May 8, 2019
 - 3. The schedule of checks written 04/30/19 to 06/03/19
 - 4. Staffing: hirings, resignations, retirements, leave of absences
 - 5. Boards financial reports for April
- H. Superintendent’s Report:**
 - 1. **Special Recognition**
 - **Jaguar Excellence Awards:** For the month of May, 78 staff members were recognized by their peers for the great work that they do every single day. Throughout the first year of these awards, 561 staff members were recognized.
 - **WIAA State Track and Field Meet:** Congratulations to our students that competed at the W.I.A.A. State Track and Field Championships. This was a great way to end their season.
 - Sage Wagner -2nd 1600m run, 18th 4x400 relay
 - Haley Ehmke - 11th 400m run, 18th 4x400 relay
 - Claudia Toonen - 18th 4x400 relay
 - Bri Lambrecht - 18th 4x400 relay
 - Luke Schroeder - 7th 300m hurdles
 - Randy Johnson - 11th 800m run

- Nick Johnson - 26th 800m run
- **Spring All-Conference Athletes**
 - **Track and Field**
 - First Team - girls
 - Sage Wagner - 800m
 - Haley Ehmke - 400m
 - Mia Dunning - Shot put, discus
 - Second Team - girls
 - Mabel Kirst - Shot put, discus
 - 1600m relay team - Sage Wagner, Haley Ehmke, Bri Lambrecht, Claudia Toonen
 - Second Team - boys
 - Randy Johnson - 800m
 - Luke Schroeder - 300m hurdles
 - Honorable Mention - girls
 - Haley Ehmke - 200m
 - Bri Lambrecht - 300m hurdles
 - Erica Conrad - 3200m
 - Honorable Mention - boys
 - Dan Huhtala - pole vault
 - Girls Field Athlete of the Year - Mia Dunning
 - **Tennis**
 - Second Team
 - Jacob Hansen
 - Honorable Mention
 - Sam Lokken
 - **Soccer**
 - Honorable Mention
 - Gianna Bachmeier
 - Gabby Langenhuizen
 - **Baseball**
 - Honorable Mention
 - Sam Nooyen
 - Riley Suidinski
 - Tanner Katers
 - **Softball**
 - First Team All-Conference
 - Zion Estano
 - Josie Hilbert
 - Kally VanLaanen
 - Anna Wendorf
 - Katelyn Cleveland
 - Chloe Brabant
 - Katelyn Cleveland - Player of the Year
 - Shannon VanLaanen - Coach of the Year
- **Closed out another successful school year:** Great work by our teachers, support staff, students, and administrators on another very successful school year in the Ashwaubenon School District. Last Friday, was our last day of school, with a very smooth ending to the school year.
- **Summer School:** Summer school started on June 12 and concludes on July 11th. It was a very seamless transition under the direction of Maria Arena, Katie Senger, Colleen Hansen and Andy Bake. A tremendous amount of work happens behind the scenes and these four leaders make it happen.

- **Wisconsin RtI Center and Wisconsin PBIS Network:** The Wisconsin RtI Center and the Wisconsin PBIS Network announced the state of Wisconsin's Recognized schools. Congratulations to Pioneer Elementary School for receiving the Bronze level of recognition for behavior, Parkview Middle School for Silver level of recognition for behavior, and Valley View Elementary school for the Silver level of recognition for behavior. This recognition is the direct result of tremendous work by our administrators, staff, and students.

I. Discussion/Presentation Items:

1. **Bylaw and Policy Update - first read:** Weyers presented the first of two packets of policies for first read. The board asked for clarification on specific policies:
 - **Policy 1400 – Job Descriptions:** Discussed the wording that is being recommended regarding the changes to job descriptions. The recommended wording states changes shall be “approved by the board”. Weyers explained that having board approval on a job description can cause a significant delay in posting jobs and ultimately a delay in hiring. It was decided to remove this statement. The board also requested to remove the references to job descriptions for specific positions like “professional and/or support staff”. Eliminating the reference to specific positions allows the policy to reference job descriptions for all positions.
 - **Policy 2270 – Religion in the Curriculum:** Discussed clarification of the policy title “Religion in the Curriculum”. It was explained to the board that the title is misleading and deals more with how topics that have a religious component can be handled in the classroom.
 - **Policy 5512 – Use of Tobacco and Nicotine by Students:** There is a concern that other issues can arise by allowing the use of non-tobacco nicotine products that are under prescribed by a licensed medical practitioner.
 - This policy is being revised for clarification that these type of products can only be used if they are prescribed by a licensed medical practitioner and administered according to policy 5330. Any use of these products without the documentation of a licensed medical practitioner and outside of policy 5330 would be considered a violation to district policy.
 - Some felt that the prescribed use of this product could help a student to stop the use of nicotine.
 - Discussed the illegal use of nicotine and tobacco for people under the age of 18, the amount of nicotine and tobacco marketing in businesses around the schools and the recent risk assessment data that shows an increase in the number of students that use vaping products.
 - The board asked if vaping is an issue in the district. Ribbens stated it is becoming a chronic issue in all districts. One of the main issues is the ease of hiding this type of device. Vaping devices are packaged in a way that they resembles other products (i.e. computer flash drives). During a recent presentation, Officer Everetts shared creative ways kids are disguising vaping products.
 - At parent teacher conferences, there has been a display set up of confiscated vaping products. This is done to help educate parents on what to look for.
 - Ribbens stated that there has not been an issue in the past with the use of non-tobacco nicotine. There is a concern by some members of the board that this could become an issue. Current policy addresses the use of these products without documentation from a licensed medical practitioner.
 - Weyers stated that this has been a topic at a number of his meetings. This has become an issue county wide and throughout the Cesa 7 region.
 - Policy recommendations for this policy were accepted for first read.
2. **Referendum Update:** Lucius provided the board an update on the feedback received from the May 21st community input session. The district was pleased with community turnout (approx. 50 people) and the feedback they provided. The next steps in the referendum process is to discuss the options presented for moving forward.

Discussion:

- Board members present at the session were surprised at the community support for air conditioning. They seem to feel that this topic was a no brainer. It was felt that students are educated in warmer weather during 30 or more days each school year. It is felt that educating student in these warm environments impacts their ability to adequately learn. The board pointed out that warm environments without air conditioning negatively impacts children affected by asthma and the moisture and mold levels in the buildings.
- Positive support was received for the safety and security projects.
- Some board members received input from staff on projects that they feel impact learning. Some felt that lighting should not be a referendum topic. They also felt that if the foundation at Pioneer is a safety concern we should not rely on the referendum to address this problem. Lucius explained that engineers have looked at the foundation and the district is not at risk. Repairing later does not increase the cost or the risk level. The project would need to be accomplished in the summer when students are not in session.
- Lucius stated the district by law is limited to 2 referendum questions per year. There are two types of questions (operational and capital). Possible operational items include: mental health support for students; operating costs for air conditioning; and operating budget relief to help reduce the need to cut budgets.
- The community suggested asking an operational question and a capital question. They also suggested the multi-use project be its own question. Some board members suggested one operational question and one question for the multi-purpose project.
- Possible ideas would be to have another community input session (Sept or Aug); begin to work on the operational questions, share the costs of the projects with the community and survey the community for their input on whether or not they support the projects/costs. Lucius stated the purpose of the survey would be to educate the community and to find out if they support the projects.
- The board suggested posting videos on line about the projects to help educate the public. Lucius stated they are working with Mandy to determine ways to share the information.
- The board asked how the operational referendum is used to determine what and how much we do. Lucius stated the survey will help in determining this information. Nicholson is working on the highest needs for the mental health portion. Weyers stated this will be used to define what everything will look like and formulate a plan.
- The board asked how mental health topics will be described. Weyers said they will be very transparent about what is being asked for. We have been fortunate to have a lot of valuable data and some things in place through the mental health grant. We can also use the information our students are telling us they need.
- The board stated their concern for how staff are handling the trauma they encounter on a daily basis. How do we provide the support staff need to keep them in this field? The trauma training staff have been participating in has been helping address some of these needs.
- Lucius reminded the board that if you we go to referendum to hire people, this not a 3 year problem that can be address by referendum. Staffing is an ongoing cost that needs a long term solution.
- A member of the board expressed the need to have a plan in place for the current district office space if it gets moved to the high school (i.e. plan for use or sell). Lucius stated that we may not have the answer right away as to the future of this space. Rather than letting the space just sit, why can't the plan for the space be included in the referendum? If there is not a defined plan for the space, it would be difficult to add to the referendum. Lucius stated that this topic will be one of the last items on the referendum list.
- The board asked if the final list will be brought back to the board. Yes it will.

J. Action Items:

1. **Adoption of Annual Meeting and Budget Hearing Agendas:** Lucius stated that the agendas for the Annual Meeting and Budget Hearing are similar to previous years. They must be presented and

approved by the board prior to publication. Moved by VanDeKreeke, seconded by Vyskocil to approve the adoption of the Annual Meeting and Budget Hearing Agendas as presented. Aye 5, Nay 0. Motion carried 5:0

2. **Lamers Bus Contract:** Lucius presented the contract extension for Lamers Bus. He stated Lamers is requesting a year extension of their six year rolling contract to include 2024-25 and a 2.5% bussing rate increase for 2020-21. Lucius stated Lamers' service has been outstanding, they work well with the district and have an impeccable safety record. He stated that a 2.5% increase is fair, and he supports this request. He recommended the board approve the one year extension of the contract to 2024-25 and the 2.5% rate increase for 2020-21.

Discussion:

- This contract extension comes to the board every year. Lamers has been very good about working with the district during tough times. They have been a great partner.
- Would the district could get a better rate if we agreed to a longer period of time? Lucius explained the pros and cons of agreeing to a longer contract.

Moved by Trondson, seconded by Vyskocil to approve the Lames Bus Contract as presented. Aye 5, Nay 0. Motion carried 5:0

3. **Facility Dog:** Nicholson and Officer Everetts presented the request to share in the cost of a facility dog with the Village. Nicholson stated this request has been presented to the Village Board and was approved. She spoke about Officer Everetts' work and positive connections he makes with students. Officer Everetts presented the program.

- Facility dogs are resources that can be used to help de-escalate emotional and behavioral situations without the use of restraints or seclusion.
- Through visits to both Menasha and Wausau schools districts, Nicholson and/or Everetts were able to witness firsthand how facility dogs can positively impact crisis situations with students. Menasha has had its program in place for 3 years and has seen an 85% reduction in the number of restraint situations. Students in crisis situations seem to de-escalate and open up when the dog is present.
- The use of facility dogs helps to break down the barriers between the PLO and the student.
- The value of the dog is \$60,000. CCI provide the insurance on the dog. CCI is based out of Ohio. If the program is approved, the annual estimated cost would be \$5,700 (split 50/50 between the Village and school district.
- Officer Everetts would attend a 2-week training session with the dog in Ohio.
- The process takes about 12 months from the time the paperwork is complete to the possession of the dog.
- Where does the dog reside? The dog would reside with Officer Everetts. It is not a police dog (used for drug and bomb detection) but is a therapy dog used for support.
- Is the dog involved in community work? During the summer the dog would be used with Everetts in investigative situations to help relax and calm people involved in the investigation. Everetts and Dunlap are assigned to juvenile cases in the summer. The facility dog would be used when needed in these cases.
- Can a student request the dog and how does this impact the workload of the PLO? Yes students can request the dog but as time goes by, we would be able to determine if the requests are for therapy reasons. The dog will help to free up time and resources that would be spent de-escalating situations.
- Having Officer Everetts working with a facility dog will help to create a positive image of PLOs.
- Students that are disconnected will often feel a connection with an animal. The use of an animal is a nonthreatening, nonjudgmental approach to connecting with students. The more approaches we have the better chance we have to connecting to these students.
- What breed of dogs are used as facility dogs? Yellow labs, golden retrievers or a mix of the two.

- Do other districts use CCI? Wausau PLO train their own animals. Nicholson stated that using a company like CCI takes the liability off the district because CCI fully insures the dog.
- Officer Everetts will have extra work but the data on the use of facility dogs speaks volumes to its success.
- Staff have inquired about the use of dogs in the past and will welcome this approach.
- The board confirmed that the district approximate cost per year of a facility dog is \$2,850. Nicholson and Everetts confirmed this amount and stated they are many creative methods they are looking into that could to cover this cost.

Moved by Trondson, seconded by VanDeKreeke to approve the shared expense of a facility dog as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

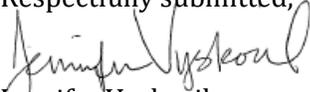
Trondson thanked the staff, volunteers and administrators for the work involved in all four graduation ceremonies. Ribbens thanks the board members that were able to attend these events.

L. Future Board Meetings & Topics:

- The Annual Meeting/Budget Hearing is scheduled for **Wednesday, July 10, 2019, at 6:00 pm** in the District Office.
- The next board meeting is scheduled for **Wednesday, July 10, 2019, following the Annual Meeting/Budget Hearing** in the District Office.

M. Adjournment:

Moved by Vyskocil seconded by Trondson to adjourn the meeting at 7:39 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,

 Jennifer Vyskocil