



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, September 12, 2018

6:30 pm

A. Call to order: Board President VanLaanen called the meeting to order at 6:30 pm

B. Roll call:

Board Members Present: VanLaanen, VanDeKreeke, Vyskocil, Garrigan, Trondson
 Board Members Excused: everyone present
 School Choice Advisory Representative: Mike Mader
 Others Present: Kurt Weyers, Keith Lucius, Jill Kieslich, Tammy Nicholson, Brian Carter, Nick Senger, Brian Nelsen, Dirk Ribbens, Maria Arena, Kris Hucek, Sherry Craig, Amy Dvorak-Kupsh

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. 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.

G. Citizens and/or delegations:

1. Public Forum – no issues presented

H. Consent Agenda:

Is the salary presented for Steve Havlichek the district’s half? The annual salary presented is his entire annual salary. The district would be responsible for half this amount. Moved by Vyskocil, seconded by VanDeKreeke to approve Consent Agenda items 1-5 as presented. Aye 5, Nay 0. Motion carried 5:0

1. Minutes of the regular meeting held on Wednesday, August 8, 2018
2. The schedule of checks written 7/31/18 to 9/5/18
3. Staffing:
 - a. **Hire of Kellie Bushmaker** to the .45 FTE, Student Wellness Coordinator, limited term position. This is a position within the Teacher group. Kellie will be compensated at Step 6 Lane F as a Provisional Educator. (18-19 compensation \$24,668.21) Kellie is also currently a part time member of the Support Staff serving as an Educational Associate – Social Work Assistant. This is a new, grant-funded position, offered on a limited term basis for the 2018-19 school year.
 - b. **Resignation of Julie Stiles** from her full time Educational Associate – Special Education Aide position at Pioneer Elementary School effective at the end of the 2017-2018 school year. Posting is underway to fill this vacancy.

- c. **New hire of Christopher Gallegos** to the full time Educational Associate – Special Ed Aide position at Pioneer Elementary School effective at the beginning of the 2018-2019 school year. Chris will be compensated \$16.73/hour. This position is vacant due to the resignation of Julie Stiles.
 - d. **New hire of Steve Havlichek** to the full time, exempt, Technical Director position in the Performing Arts Center effective September 4, 2018. Steve will be compensated \$34,165.75, which is pro-rated based upon his date of hire. (\$41,000 annual salary). This is a new position whose primary function is to be the primary technical liaison for all events at the Center.
 - e. **Hire of Brenda Pavek** to the .29 FTE, Educational Associate – Clerk position at Cormier School & Early Learning Center effective at the beginning of the 2018-2019 school year. Brenda will be compensated \$17.10/hour. This position is vacant due to the resignation of Nancy Upstone. Brenda is currently an Educational Associate at Cormier and with her new position, it will bring her to a .79 FTE.
 - f. **Resignation of Tori Destree** from her half-time, Educational Associate – 4K Aide position at Cormier School & Early Learning Center, effective 9/7/18. Posting is underway to fill this vacancy.
 - G. **Resignation of Jacqueline Grant** from her full time Cross Categorical Instructor position at Parkview Middle School, effective 9/10/18. This resignation is contingent upon receipt of resignation fee.
5. There were 79 co-curriculars approved

I. Superintendent's Report:

- **Staff Welcome Back** – The Welcome Back Meeting was highly successful and a great hit. The student performances by the high school encore choir, jazz band and drumline was fantastic. Set the vision about the district's focus on culture along with its math and literacy goals.
- **Start of School Year** – The start of school went well. All the credit for this smooth start goes to our administrators and staff who did an outstanding job. Weyers spend time at each building throughout the first week of school. He also has the opportunity to connect with student and families while riding the 4K and 5K buses
- **Fall Activities** – Fall activities are up and running. Over 165 girls and 160 boys are participating in a fall sport. The start of school saw the start of musical cast and crew, DECA, SKILLS USA, Dance, Cheerleading, and clubs such as Art, Eco, Formula, Student Council, and Spanish. Nelsen spoke to the freshmen class about getting involved in co-curriculars.
- **District / Building Level goals** – District and building goals will be in October after buildings have had the opportunity to develop their internal culture goals and share their goals with teams.

There will be a mini-data retreat to look at relevant data from this fall's assessments. Data will be looked at through two different measures. One to compare the same cohort from year to year (4th grade to 5th grade), and the other to look at a three year average for all students to measure our effectiveness with curriculum fidelity as well as meeting the benchmarks for being college and career ready. The district goals include:

1. Math goal - Targeted sub group
 2. Literacy goal - Targeted sub group
 3. Culture goal - each building, building and grounds, food service, district office
 4. Part of setting our ASD culture is to share OUR story and purpose. One way we are currently doing this is through engaging our community around school district's Vision - getting stakeholders involved, engaging our parents, students and community. It has been powerful to see parents and community members reciting our school district's vision.
- **Safety Grants**
 1. Round 1 - \$99,870.00
 - a. Security Cameras at each building
 - b. TV monitors in each office / cameras placed on screen for entrances
 - c. Radios
 - d. Shatter-resistant film on windows in entrances

2. Round 2 - \$182,000.00 - submitted on August 30th - amount based on per pupil rate of \$55. Should hear in the beginning of October
 - a. Additional security cameras \$7,000.00
 - b. New access card reader system \$63,000.00
 - c. New PA system at Parkview Middle School \$14,000.00
 - d. Upgrade High School PA system \$6,000.00
 - e. Shatter-resistant film on windows for entrances \$19,000.00
 - f. New security door for Cormier's entrance - \$19,000.00
 - g. New windows at Parkview lower level - \$42,000.00
 - h. Trauma training for High School and Cormier staff members - \$11,000.00

J. Discussion/Presentation Items:

1. **Student Recognition Guidelines:** Nick Senger and Brian Nelsen presented the changes to the student recognition guidelines. Nelsen stated the administrative guidelines have been changed as requested. A copy is contained in the board packets. He inquired if the board had any questions on the guideline changes.
 - Have the banners been ordered? No they are still being proofed.
 - What is the timeline for the banners going up? We are working with Fast Signs. Once they are approved, the turnaround time for receiving the banners is approximately one month.
 - Will they look the same as the other banners? Yes they will.
 - Who is paying for the banners? The district.
 - What is the general timeline for hanging the banners? We are anticipating they will go up in the late fall (i.e. between sports seasons).
 - Some board members has spoken to a number of the students recognized on the banners, and they are excited and interested in coming back for the installation. Is there any type of presentation/ceremony being planned? At this point nothing has been planned. The high school administration has not been contacted by anyone interested in this type of event. Interested people should contact the high school administration.
 - Are there any proofs of the banners the board could see tonight? Senger stated they are all on his computer, and he did not have it with him at the meeting. He stated he could email them to the board later. Nelsen stated that in order to equitable to all students, the banner will be the same as the current ones with the exception of the organization they are tied to. If they are not tied to an organization, that space will be left blank.
2. **Policy/Bylaw Update - first read:** Kurt Weyers and Jennifer Bower recently met with Neola to review the latest updates to board policies and bylaws. There are a total of 59 policies being updated. The board will receive these policies for review and approval over three meetings. Weyers presented the first set of policies for a first read. The policies will return in October for a second read and final approval. Weyers stated a majority of the changes are small wording changes. Policies are being cleaned up to reflect the policies definitions list. Weyers opened the topic for discussion.
 - On policy 1460 the wording "all candidates for positions in which the employee will come in contact with children or prepared food" was removed. There is a concern that this should remain in the policy. It was explained that this policy is for administrators and the wording being removed does not pertain to their role.

K. Action Items:

1. **Update Middle School Health Curriculum and Supporting Materials:** Jill Kieslich stated that in April of 2017, the Human Growth and Development Committee shared their findings with the board and recommended the curriculum include the addition of the topics and consequences of human trafficking and sexting.

During the 17-18 school year, the curriculum was once again worked on by Sherry Craig (Parkview Health teacher) and Eric Miller (AHS Health teacher). Together they worked diligently to make sure the high school and middle school Health curriculums are congruent. Through this work, they updated the curriculum to include the topics of bullying and e-cigarettes. Both instructors brought a wealth of knowledge to the table. Through this process, it was determined that the middle school was in need of a new text book. Craig uses the text book as a resource along with many other supporting materials. Miller felt the high school text book and materials along with online resources and the information provided by the police liaison officers are adequate at this time. Kieslich commended the work of Craig and Miller. She stated they put in many hours to create a well thought out curriculum. Kieslich recommended the board approve the revised curriculum and materials for middle school and high school health.

Discussion:

- VanDeKreeke spoke about his experience in middle school health class. He clearly remembers the simulation of a coffee filter stained with nicotine from a cigarette. This demonstration made a huge impact on him and his views on smoking. He stated he was not sure if this type of demonstration is still used or if it can be used today. He inquired if anything similar is done with students? Craig stated that this particular demonstration is not used but similar ones are shared through video clips and visual aids like Mr. Gross Mouth. She stated the depending on the unit, she used different visuals and simulations to education and inform students. She stated that she has learned through end of the year course evaluations that student get the greatest impact from participating in hands on activities.
- Craig stated that the curriculum added a focus on e-cigarettes. She stated the use of cigarettes has dropped BUT the use of e-cigarettes has drastically increases. She stated juuling ads target children by offering things like fun flavors. They make it easy for students to have and hide e-cigarette devices through their small packaging. Kieslich stated the FDA just reported that the use of e-cigarettes is growing in epic proportions.
- Trondson inquired if cyber bullying is addressed in the bullying unit. Yes, cyber bullying (including the use of text and photos) is discussed. Student are taught ways to avoid cyber bullying. Before technology, student could leave bullying type situations behind when they left school and social setting involving this activity. Now they are connected 24/7. In the bullying unit, Students learn different ways to disconnect from these situations (i.e. turning off their devices at night and disconnecting from social media).
- Do we offer any support or education for parents? Parkview has offered sessions for parents about social media and vaping. These sessions have been for parents only to help keep them aware of what is happening with children and what to look for.
- Garrigan asked how much time is spent on the topic of depression and suicide. This topic is covered very thoroughly. Many resources are pulled in from social workers to student counselors. Students are provided various resources they are able to reach out for if needed. Every student seems to have a phone. There have been times that we have actually plugged the hotline number into a student's phone so they have immediate access to somebody to talk to.
- What is the cost for the text books and curriculum? \$4,688.63 for 7th grade books and online materials.

Moved by VanDeKreeke, seconded by Vyskocil to approve the updated 9th grade and Middle School Health Curriculum and Supporting Materials as presented. Aye 5, Nay 0. Motion carried 5:0

L. Board & Superintendent Communications:

- Vyskocil stated she attended the Staff Welcome Back Session. The presentation by Joe was both amazing and emotional. She stated is was a great way to kick off a new year. She thanked everyone who was involved in bringing Joe to the district.
- VanDeKreeke stated he recommended a friend's son tour the high school. He did and through this tour enrolled in AHS. VanDeKreeke stated that both the student and family are very happy with his experience so far. VanDeKreeke thanks the high school staff and administration.

- Hucek stated that the entire Parkview school did a practice ALICE drill on the second day of school. She thanks Brian Carter for work with Parkview staff and the evacuation site staff to make this drill a success. She praised the student for their part in the demonstration. The entire building was empty and at the evacuation site in 11 minutes.

M. Future Board Meetings & Topics:

- The next board meeting is scheduled for **Wednesday, October 24, 2018**, at 6:30 pm in the District Office; 1055 Griffiths Lane.; Ashwaubenon, WI.

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.

Moved by Vyskocil, seconded by Trondson to adjourn the meeting at 7:04 pm. Aye 5, Nay 0. Motion carried 5:0.

Roll call was taken: VanLaanen, VanDeKreeke, Vyskocil, Garrigan, Trondson


O. Return to open session: Moved by VanDeKreeke, seconded by Trondson to return to open session. Aye 5, Nay 0. Motion carried 5:0.

P. Action following executive session:

1. **Retirement Request:** Moved by VanDeKreeke, seconded by Trondson to grandfather Lori Roethlisberger into the teacher retirement program. Aye 5, Nay 0. Motion carried 5:0.
2. **Staff Recognition:** Moved by VanDeKreeke, seconded by Vyskocil to award Dan Albrent a \$1,000 stipend (net after taxes) for his tremendous work with the greenhouse and agriculture program. Aye 5, Nay 0. Motion carried 5:0.
3. **Future Staff Recognition:** Moved by Trondson, seconded by Garrigan that all future Herb Kohl and Golden Apple award recognition stipends be "net after tax". Aye 5, Nay 0. Motion carried 5:0.

Q. Adjournment: Moved by VanDeKreeke seconded by Vyskocil to adjourn the meeting at 7:51 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jennifer Vyskocil