



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, May 13, 2013

6:30 pm

A. Call to order:

President Williams called the meeting to order at 6:33 pm at the district office.

B. Roll call:

Board Members Present: Williams, Laukka, VanLaanen (arrived late), VanDeKreeke, Halron

Board Members Excused: none

Others Present: Brian Hanes, Brian Nelsen, Jill Kieslich, Brad Taylor, Kurt Weyers, Andy Bake, Maria Arena, Pete Marto, Mark Sheedy, Dirk Ribbens, Dave Steavpack, Matt Anderson, Tammy Lampereur, Tom Schmitt, Jody Smits, Kristin Turnbull, Corey Hansen, Jana VanDreel

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

Moved by VanDeKreeke seconded by Halron 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 discussing employee compensation, employment issues, employee evaluations, and employee negotiations.

G. Citizens and/or delegations:

- 1. Public Forum - No issues presented.
2. School Presentation: Jana VanDreel and students Kaitlyn, Nick, Austin and Stephanie presented about the Vision Café.
3. School Presentation: Corey Hansen, Kristin Turnbull and Valley View students Grace, Elle, Paige and Annika presented about "book trailers".

H. Consent Agenda:

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

- 1. Minutes of the regular meeting held on Monday, April 22, 2013
2. Minutes of the executive session held on Monday, April 22, 2013
3. Minutes of the executive session held on Thursday, May 2, 2013
4. The schedule of checks written 4/12/13 to 5/06/13
5. Staffing:

- a. **Resignation of Christina Mallery** from her .42 FTE Cashier position and her Breakfast Supervisor position, both at Pioneer Elementary School. This resignation is effective at the end of the 2012-13 school year. Posting is underway to fill both of these positions.
- b. **Child Rearing Leave request of Emma Slowinski** from her full time Language Arts Instructor position at the High School for the 2013-2014 school year. This is an unpaid leave of absence. As per Section III-Leave of Absence, Child Rearing Leave of the Employment Handbook for Professional Staff Members, instructors may request a leave of absence, without pay, in the event that a child is to be brought into the household.

I. Superintendent's Report

- **Fuel Up to Play 60** – Parkview was named one of six schools to win the Fuel Up to Play 60 Physical Activity Skit Challenge. 100 schools entered this challenge and 6 schools were awarded. Congratulations to Lois Ludwig, Eric Miller and the Fuel Up to Play 60 student committee.
- **Student Ambassador** - Congratulations to Hayden Kupsh for being named the State MVP Student Ambassador for Fuel Up to Play 60.
- **Village and District Facilities Group Update** – The committee is looking at different facility options. There has been dialog and discussion between the village and school around support and finance. Williams stated that the committee is spending a lot of time making sure everyone in the district and village is on board with this project.
- **AHS Rated 9th in Wisconsin** – The US News and World Report recognized AHS as one of the top ten high schools in Wisconsin. The criteria reviewed included high school math and reading scores and college readiness skills. Hanes recognized the staff for their team work and recognition of each other in achieving this award
- **Thank you Mr. Sheedy** – Thank you for being a leader at AHS for the last 15 years.

J. Discussion/Presentation Items:

1. **Code of Conduct:** Steavpack reviewed the Code of Conduct (COC) with the board. He stated the district's COC is in line with what other districts in the area use. It includes all student activities, clubs and program (not just sports). The COC holds both students and parents accountable for their actions.

Comments:

- Students seem to better understand the guidelines; the expectations are much clearer.
 - For having more students included in the COC, there are less violations. Steavpack credits students, coaches, advisors, and parents for addressing issues and making sure guidelines are followed.
 - Having other districts in the area with the same type of COC helps for enforcing and following the guidelines.
 - Is the COC difficult to enforce? Steavpack stated that is it not difficult to enforce. Each situation is looked into. Every case that comes through is unique. With the new COC, more students are now required to be accountable than in the past. He believes students are making better decisions because they now have more at risk.
 - Are the consequences pulling students back to where they need to be? Are we distancing them more from school? Steavpack stated that the number one priority is addressing the student and the decisions they make. He did not feel that consequences are too severe but rather they are fair. He added that students can appeal any decision. Appealing was not an option in the past.
 - Sheedy stated that there have been students that lost out on an entire season. This was rare prior to the new COC. These students did not give up; they returned for the next season. There does not seem to be any bitterness from students or parents. They have taken ownership of their actions.
 - Has anyone appealed? We have seen three appeals in the past two years.
 - The group discussed the three sport athletic recognition and tying it to the COC. If a 3 sport athlete has a COC violation, they are not eligible for the recognition.
2. **Taste of Ashwaubenon/Jaguar Backers:** Steavpack recognized the Jaguar Backers Booster Club for their work in the district. They are entirely a parent volunteer organization. He spoke about the various ways parents volunteer and how their work benefits the district. This organization has

become a model for other districts in the state. Steavpack provided a history of this organization and how they evolved over the years. The board thanked Steavpack and the Jaguar Backers for their efforts in supporting the district

3. **Safe Routes To School at Valley View Update:** Taylor provided an update on the SRTS project. He shared a timeline for the construction portion of the project. This information will be shared at a Village Board Meeting later in the month. The bid will go out on May 20th. The project will take 2-3 weeks to complete. Taylor shared a breakdown of the overall budget. Peter Fluke from WeBike shared an overview of the educational portion of SRTS. It was suggested that we think about naming the name the path around Valley View.
4. **Summer staff develop/staff development:** Kieslich reviewed the staff development offering for the summer. She highlighted specific offerings and invited the board to attend the book study or any of the technology offerings. These offerings will count as credits on the salary and stipend guide. The board asked if coaches could attend the My Big Campus 101 offering. Kieslich stated they are welcome to attend. Hanes recognized Kieslich and Anderson for their focus on our district sponsored activities and meeting the salary and stipend guide.

K. Action Items:

1. **Open Enrollment:** Hanes stated that the district received 276 open enrollment IN applications. He recommended 248 applications for approval and 28 applications for denial. 44 applications were received for open enrollment OUT. Hanes recommended 44 applications for approval and 0 applications for denial. The board inquired about the building location(s) of 5K for the 2013-14 school year. There will be one 5K class at Pioneer and 10 classes at Cormier. They inquired about how it is determined who goes to Pioneer. Parent recommendations and sibling placement will be part of the decision making. Moved by VanLaanen seconded by Halron to adopt the Open Enrollment Recommendations for IN and OUT applications as presented. Aye 5, Nay 0. Motion carried 5:0
2. **Health Insurance:** Hanes stated that the health insurance information was presented and discussed at the board workshop. He stated that the current insurance plan will experience a 12.51% increase. Additional options were presented to the board. The members recommended approved Option #1: *add/increase fees for emergency room (\$100), urgent care (\$50), and doctor's office (\$25) visits. This change is expected to the District approximately \$80,000 annually.* It was felt that in the future, insurance will continually come to the board as a topic for discussion. Moved by VanDeKreeke seconded by Laukka to adopt Health Insurance Plan Option 1 effective January 1, 2014, as presented. Aye 5, Nay 0. Motion carried 5:0
3. **Extended Contracts:** Sheedy stated he discussed with Jody Smits the 7 trade days and 3 paid days presented for extended contracts. He is recommending that the board approve the original contracts presented at the April meeting. He said the 21 days that the counselors would be out of the building for trade days is not worth the cost savings. He recommended keeping the extended contracts of 5 paid and 5 trade days as originally presented. This would keep the staff in the building working with students. Moved by VanLaanen seconded by Halron to adopt the Extended Contracts as originally presented on April 22nd. Aye 5, Nay 0. Motion carried 5:0
4. **Staff Layoffs:** Hanes stated that it is state law that we approve final staff layoffs by May 15th. The original list previously presented has been reduced to 9.1 FTEs. Hanes stated that he is optimistic that a majority of the people will be called back. The board inquired how the recall will be handled. Recall will be dependent on staffing needs and not in the order they appear on the list or by seniority. Moved by Laukka seconded by VanDeKreeke to adopt the Staff Layoffs as presented of 9.1 FTE. Aye 5, Nay 0. Motion carried 5:0
5. **Jag Field Project Bids:** Schmitt explained the lengthy process of putting out and obtaining bids. He introduced Rick Zahn and explained his role in the process. Schmitt explained that the bids were not favorable due to the contamination issues with the field. He stated that a lot of bidders backed out due to these issues. The contamination issues need to be addressed in the near future. Schmitt stated that the only option we have is to move the project forward and complete it on time. He felt moving forward with the turf project would be the best option since a majority of the costs would be funded. He recommended the following:

- The low bid from VEIT is accepted with the option to eliminate the electrical component from the base bid and use School District Fund Balance to support the completion of the project.

Discussion:

- Hanes stated that we would have been faced with the contamination issue if we had just replaced the lighting and not address the field. The DNR would have been involved the moment we put a shovel in the ground.
- Hanes stated that the fund balance is designed for unforeseen and unanticipated projects like this.
- Of all the bidders involved, VEIT is the lowest bidder and has the most experience working with contaminated sites and synthetic fields
- Members of the Jag Field Committee stated that they have done a lot of fundraising so far and will continue to seek additional funding to support the increase in costs and tighten the \$200,000 gap. The goal is to close the gap and raise enough to cover the lights. They stated the NFL grant is still unknown at this time. They now have a deadline of August 15th putting an urgency in their fundraising.
- Recommend the board approve that contract as bid with the stipulation the bid would eliminate the electrical component. We would then look for ways or opportunities to feed the electrical/lighting back into the project as we move forward when and if able.
- What is the DNR timeline for removing the contaminated soil? We have to actively be pursuing a solution (moving forward). Schmitt confirmed with Alan Ness from the DNR that we can use the field for one more year but it does need to be removed.
- If the bid is approved, will it hold up the project if the electrical is left out? Schmitt stated it is 6 weeks from putting a bid out to having lighting. We will firm up a schedule within the next two weeks. We could put the bases in now and poles in later.
- Lighting is projected to cost about \$225,000.
- Will we lose aid if we borrow from the fund balance? It was felt we would not due to the hold harmless.
- The current lighting is a safety issue; we have to do something to take care of it. Felt we needed to address is now versus later knowing the DHS and DNR stand on contamination.
- If we approve the bids, does it change the dynamics of the NFL grant? It was felt that we are far enough in the process that it would not matter.
- A request was made that we look for ways to rectify the use of a fund balance for this issue especially when faced with layoffs.

Moved by VanDeKreeke seconded by VanLaanen to accept the lowest bid of \$860,613 from VEIT Contractors with the contingency that the contract will not be signed without the change order that eliminates the electrical portion. Aye 5, Nay 0. Motion carried 5:0.

6. **Salary and Stipend Guide:** The Salary and Stipend Guide was presented and discussed at the last board workshop. It is a system of promotion that ties teaching staff salary, professional development and a summative evaluation. It gives teachers the opportunity to improve their professional responsibility in the classroom. It was recommended the board approve the presented guide. This would allow teachers to be educated before the beginning of the year and put the guide into practice.

Discussion points:

- The concept seems good but not knowing the total ramifications of the budget is concerning. It seems the guide has the starting wage for teachers increasing. How does this increase impact of the district? It was stated that Lucius reviewed the guide and felt that this would be more cost effective versus the current way.
- The guide gives teachers the opportunity to continue to grow and be effective while allowing them to be recognized for their efforts.
- Dean DeBroux stated that his goal is for the Ashwaubenon School District to be a destination for students and staff. This guide would help promote the district. He is fully supportive of this plan.

- Dean was asked if other districts are using this type of guide. To his knowledge, no other districts have done it to this extent. This guide values graduate studying and graduate work.
 - Nelsen stated that the evaluation portion of the guide is essential in demonstrating teachers are doing good work in the classroom.
 - Kieslich stated new teachers are required to write a professional development plan. We are able to set the goals for the new teacher keeping them in sync with the district.
 - The board suggested the guide be a work in progress and be data driven. If we find better results with in-house education versus graduate credit we should be open to making adjustments to the guide. Kieslich stated we get a better discount for credits we develop.
 - Nelsen stated the guide can be adjusted by bringing it to the board just like we do the handbook.
- Moved by VanLaanen seconded by Halron to adopt the Salary and Stipend Guide as presented. Aye 5, Nay 0. Motion carried 5:0

L. Board & Superintendent Communications:

- Williams recognized Mark Sheedy for everything he has brought to the school district. Sheedy thanked the school board and staff for always being a beacon for students. He stated that is what makes ASD a special recipe! VanDeKreeke thanked Sheedy for making his “mark”.
- Halron updated the board on the annual CESA 7 meeting.
- VanDeKreeke recognized Amy Bunkleman and the senior class officers for the work they put into senior night.

M. Future Board Meetings & Topics:

1. The next board meeting is scheduled for Monday, June 24, 2013, at 6:30 pm.

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 discussing employee compensation, employment issues, employee evaluations, and employee negotiations.

Moved by VanLaanen seconded by VanDeKreeke to adjourn to the executive session at 8:56 pm. Aye 5, Nay 0. Motion carried 5:0.

O. Executive session:

P. Return to open session:

Q. Adjournment

Moved by VanDeKreeke seconded by VanLaanen to adjourn the meeting at 10:20pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk