



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)

Monday, April 10, 2017

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, Trondson, VanDeKreeke, Halron, Vyskocil
 - Board Members Excused: All present
 - School Choice Advisory Representative: James Andersen
 - Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kurt Weyers, Nick Senger, Brian Nelsen, Kris Hucek, Brian Carter, Jodie Madison, Jennifer Kahler, Dean Stadel, Drew Meinel
- C. Declaration of quorum:** Quorum present
- D. Pledge of allegiance:** The pledge was recited
- E. Swearing in of Board members (VanDeKreeke and Vyskocil):** Hanes gave the oath of office to returning board member Brian VanDeKreeke and new board member Jennifer Vyskocil.
- 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 consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility.
- G. Election of Offices/Board Appointments, Committee Responsibilities and Assignments:**
 - 1. Election of Offices**
 - President: Trondson nominated VanLaanen, seconded by VanDeKreeke. There were no other nominations. Aye 5, Nay 0. Motion carried 5:0 to elect VanLaanen as Board President.
 - Vice President: Trondson nominated VanDeKreeke, seconded by Halron. There were no other nominations. Aye 5, Nay 0. Motion carried 5:0 to elect VanDeKreeke as Board Vice President.
 - Clerk: Halron nominated Trondson, seconded by VanDeKreeke. There were no other nominations. Aye 5, Nay 0. Motion carried 5:0 to elect Trondson as Board Clerk.
 - Treasurer: VanDeKreeke nominated Vyskocil, seconded by Halron. There were no other nominations. Aye 5, Nay 0. Motion carried 5:0 to elect Vyskocil as Board Treasurer.
 - Member At Large: will be Halron.
 - 2. Board Appointments**
 - a. **AHS Graduation** - Sun., June 4, 2017, at 1:30 pm (Trondson and Vyskocil)
 - b. **8th Grade Graduation** - Tues., June 6, 2017, at 6:30 pm (Vyskocil)
 - c. **5th Grade Graduation**
 - 1. Valley View – Fri., June 2, 2017, at 1:30 pm (Vyskocil)
 - 2. Pioneer – Thurs., June 1, 2017, at 6:00 pm (Halron)
 - d. **WASB Convention** - January 17-19, 2018 (Vyskocil)
 - e. **CESA 7 Meeting** - Wed., May 10, 2017, at 6:00 pm (no appointment due to conflict with board meeting)

H. Establish Board Meeting Time and Place

1. **Annual Meeting/Budget Hearing:** July 10, 2017; 6:00 pm in the District Office; 1055 Griffiths Lane.
2. **Monthly Board Meeting: Second Wednesday of the month** (with exception to dates listed below); 6:30 pm; District Office - 1055 Griffiths Lane; Green Bay WI.
 - a. July 2017 meeting will be held on **Monday, July 10, 2017**, at 6:00 pm. Annual Meeting date is set at previous year's Annual Meeting.
 - b. October 2017 meeting will be held on **Wednesday, October 25, 2017**. The levy certification information will not be available by the second Wednesday of the month.

I. Citizens and/or delegations:

1. **Public Forum** – no issues presented
2. **Student Presentation:**
 - **From the office of Nick Senger:** Senger presented Dean Stadel from the AHS Art club and Drew Meinel from the AHS Dance Team.
 - **AHS Dance Team** – Coach Meinel stated that a year ago, the dance team requested Board permission to travel to Florida to participate in a national dance competition. The dance team reported to the board about their trip and competition. The team placed in a number of performances and were awarded national champions in pom routine. Meinel shared a video of their winning performance. Meinel spoke about the support demonstrated between the teams from Wisconsin. Each dancer presented their thoughts about the trip and competition. They thanked the board for the opportunity to attend.
 - The board asked the team how long they have been practicing their winning pom routine. They practice about 12 hours a week since the summer.
 - Tammy Lampereur shared the comments she received from another Wisconsin team participating in the competition. She shared the remarks that Coach Rodney and Coach Drew spend a lot of time positively building/encouraging their student up. They have built positive relationships with these girls. Where some coaches would yell or raise their voice, AHS coaches would be seen and heard providing positive and encouraging feedback to their team.
 - **AHS Art Club** – Art teacher Dean Stadel showcased the High School Art Club. He discussed the mission of the club and its work both at the high school and in the community. To participate in Art Club you do not have to be an art student. Currently the club has a membership of approximately 30 students.
 - Some of the projects the club has worked on include: community art activities at Woodside Manor, homecoming window decorations, painting of Village snow plow blades, library artwork, and club trips to: Art Institute in Chicago, Hamilton Wood Type Museum in Two Rivers, Kohler Design Center, Milwaukee Museum. The Hamilton Wood Type Museum was so impressed by the students, they would like them to return for another project.
 - The club recently completed a project at Pioneer Elementary. They painted a mural on the rock climbing wall in the gym.
 - The student art show is scheduled for May 17th. Additional information will be available in the near future.
 - **Alternative and Augmentative Communication:** Lampereur introduced Jodie Madison and Jennifer Kahler. Madison and Kahler spoke about the Alternative and Augmentative Communication program. This program is used with students who have limited or no verbal language abilities. The program is used to teach them how to communicate by supplementing verbal communication. The program progresses in complexity from using basic pictures to technology devices.
 - Low tech options – simple picture boards (meal times, games, daily routines), PECS system – picture exchange communication system.
 - High tech devices – recorded voices (ex. “help” button), multi-message devices, Proloquo2Go (iPad app that allows the student to generate a message that will speak for them). Having the iPads and this app have really provided our students more options. It can be individualized for

each student's needs, vocabulary and pictures can be uploaded, and female/male and age appropriate voices can be used. Owen, a Valley View student, demonstrated how he uses an iPad and Proloquo2Go to communicate.

- The program helps teachers to assess a student's knowledge and allows students to share the knowledge they have! It also helps to increase a student's self-esteem, class participation and interactions with others while reducing negative behaviors.

J. Consent Agenda:

Moved by VanDeKreeke seconded by Trondson to approve the consent agenda 1-4 as presented. Aye 5, Nay 0. Motion carried 5:0

1. Minutes of the regular meeting held on Monday, March 13, 2017
2. Minutes of the executive meeting held on Monday, March 13, 2017
3. The schedule of checks written 3/07/17 to 4/03/17
4. Staffing:
 - a. **Retirement request of Bradley Taylor** from his full time, Information & Systems Coordinator position with the District, effective December 31, 2017. Brad will qualify for Early Retirement benefits as afforded to him per the Exempt Employee Handbook of the Ashwaubenon School District. Brad is in his 27th year with the District.
 - b. **Retirement request of Eileen Taylor** from her full time, 4K Aide position at Cormier School & Early Learning Center effective at the end of the 2017-2018 school year. Eileen is 6 months short of qualifying for the Early Retirement provisions as afforded to her per the Ashwaubenon Educational Support Staff Employee Handbook and is therefore requesting an exception to the age requirement. This exception would allow her the Early Retirement benefits. Eileen will have completed 20 years with the District at the end of the 2017-2018 school year. Administration supports this exception because Brad is willing to stay in his position longer due to the complexity of his transition/replacement. There is no additional cost to the district.
 - c. **Retirement request of Ellen Rennes** from her part-time, .50 FTE, Food Service Assistant & Cashier position at the High School effective at the end of the 2016-2017 school year. Ellen qualifies for the Early Retirement provisions as afforded to her per the Ashwaubenon Educational Support Staff Employee Handbook. Ellen has been with the District for 21 years.

K. Superintendent's Report

- **Letter from Governor Walker** – Hanes shared a letter from Governor Walker addressing his budget proposal that invests money into K-12 education. Walker asks everyone to contact their area legislators and encourage them to endorse his budget proposal.
- **Tech Ed Department Update**– Hanes provided an update on what is happening in the Tech Ed and Beaux Mettler Center. A Haas CNC Lathe and vinyl cutter have been ordered and a portion of the wall was removed in preparation for the new welding lab. Thank you to NWTC and American Transmission Company for their donations of curriculum and equipment. Students are currently preparing for the Skills USA Competition and Formula Student USA Track Day.
- **AHS Science Department** – AP Science students Ben Marsh and Kyra Schamber scored in the top ten percent of students in NE Wisconsin on the ACS Olympiad Chemistry Test. They now qualify for the second round test to be given on April 23rd at Lawrence University.
- **Hall of Fame Induction**– Congratulations to Ken Golomski on his induction into the athletic coaches' hall of fame.
- **WASBO Facilities Certificate Program** - Roger Berth has completed the WASBO Facilities Certificate Program. Thank you Roger for the pride you demonstrate in all you do throughout the district.
- **DI Teams** - 26 district teams participated at the State Tournament. 4 teams are advancing to the Global Tournament. They will be actively fundraising to help fund the trip to Knoxville, TN. Hanes congratulated each of the 4 teams that are advancing.
- **Herb Kohl Foundation Award** – Congratulations to Kurt Weyers for being awarded the Herb Kohl Foundation Outstanding Leadership Award. He is one of 16 principals to be awarded the \$3,000 award.

L. Discussion/Presentation Items:

1. **Bylaws/Policies Update - first read:** Hanes presented the updated bylaws and policies for the board for a first read. He informed the board that a majority of the changes being recommended are legal updates that keep the district policies compliant with current law or keep them uniform.
 - The board discussed the clarity on policy 5780 – Student Parent Rights.
 - They inquired if it is current law that a student who reached the age of majority can restrict their parent from having access to their records. This is current law. Nelsen added that he gets very few requests from students to limit their information. Most of these can be handled through a face-to-face discussion with the student resulting in no limitation being requested.
 - Do we need parent signature to participate in field strips? If so, how do we handle a student that reached the age of majority? Nelsen stated that if this issue arises, they meet with the student and explain that a parent needs to be aware of where the student is when participating in a field trip.
 - The board felt the overall wording can be confusing and difficult to understand. Nelsen stated that when a situation regarding a student of majority arises, they have been able to work through it but meeting with the students and discussing it in person.

The updates will be returned to the board for a second read and approval in May.

M. Action Items:

1. **Human Growth & Development Curriculum:** Kieslich informed the board that per State statute, the school district was required to appoint a committee to advise the board on the design and implementation of the human growth and development committee. A 16 member committee was formed made up of parents, teachers, school administrators, students, healthcare professionals, clergy and community members.
 - Kieslich stated the purpose of the committee's work was to review standards in State Statute, recommendations, and current curriculum to determine if the district is meeting the expectation of the State Statute. It was determined that the district is exceeding State standards.
 - The committee also reviewed the current Ashwaubenon demographics, what other districts are offering, local and county data, Grade 7 and 9 YRBS data, and the use of technology in our student population and student education.
 - Kieslich shared some of the key pieces of information the committee discovered.
 - The committee is recommending the following:
 - Grade 5 – Begin communication with parents (site meetings).
 - Grade 7 – Required health course with human growth and development content continue with additional content.
 - Grade 9 – Human growth and development content needs to be presented again as a requirement. The YRBS indicates that students could use this additional information.
 - Program effectiveness need to be evaluated regarding changes. Specifics to be determined by district and school personnel.
 - Trondson was the board representative on the committee. He thanked the committee members for the time they put into this committee. He stated that there was a lot of documentation and difficult conversations. He thanked Kieslich for her leadership and keeping the committee moving forward. The student participants were great! Their insight into providing the information at the middle school level but revisiting it again in high school was very helpful. Trondson stated that knowledge is power. Having the knowledge and knowing the facts gives student the power to make good decisions. Kieslich thanked the school counselors and Tammy Lampereur for the work they did in conducting the Youth Risk Behavior Survey.
 - The board asked if there is anything that we can do to get communication going with parents. What can we do to keep students and parents communicating? Starting the curriculum in grades 5-6 is a great start as well as sharing all available resources with parents and students.
 - Trondson stated that the key to maintaining a good curriculum is re-evaluating it as we go and making changes as needed.

Moved by Trondson seconded by VanDeKreeke to approve the committee recommended Human Growth & Development Curriculum as presented. Aye 5, Nay 0. Motion carried 5:0

2. **Extended Contracts:** Lucius reminded the board that every year the board is presented with recommendation for extended contracts from Parkview and the high school. Lucius reviewed the specific areas requesting extended contracts and why these contracts are being recommended. Most of the days are paid extra days and a couple are exchange days. The total dollar amount being requested is \$10,870.25; this is similar to previous years.

Moved by VanDeKreeke seconded by Halron to approve the Extended Contracts as presented. Aye 5, Nay 0. Motion carried 5:0

3. **Non-renewals for Purposes of Layoffs:** Lucius stated that State law requires staff layoffs to be approved twice by the board. The recommendations below are the preliminary layoffs with final coming to the board in May. The teachers will receive their preliminary notice by April 30th with final notice given by May 15th. Any teacher not given the two layoff notices will receive a contract for the following school year with their current contract FTE. Lucius presented the following partial layoffs for board approval:

- Kevin VanGheem – AHS Science – full layoff from his 1.0 FTE position
- Chad VanLaanen – AHS At Risk – reduction of .13 FTE – from 1.0 FTE to .87 FTE (.66 FTE AHS and .21 PV)
- Kelly Lohrentz – Social worker – reduction of .30 FTE – related to Federal grant uncertainty

Discussion:

- Will VanLaanen's benefits be affected by this reduction? Yes, he will get 87% of benefits if his FTE stays at .87.
- Lucius stated these number are based on enrollment projections. If enrollment is higher than projected, we will be able to call people back.
- Will there be more insight into enrollment projects before the second approval in May? No, the enrollment numbers will continue to fluctuate until the start of school.
- Hanes shared the news that typically 80% of what a governor asks for in the proposed budget they get.
- Lucius stated that we do have non-personnel ways of balancing the budget. We will review this again in May. He strongly felt that at this time, additional names will not be added to the list of layoffs. He added that in reviewing the budget, the district will not need to touch class sizes this year.

Moved by Halron seconded by VanDeKreeke to approve the Non-renewals for Purposes of Layoffs as presented. Aye 5, Nay 0. Motion carried 5:0

N. Board & Superintendent Communications:

- Jaguar Backer Golf Outing is scheduled for June 16, 2017.
- Ashwaubenon Blast is scheduled for August 12, 2017.
- Recognition of Mike Aubinger – VanDeKreeke took a moment to recognize the passing of Mike Aubinger. He spoke about the energy and enthusiasm Mike had for the district and community. His presence will be missed.
- Recognition of the Taste of Ashwaubenon volunteers for the time and work they put into another successful year.

O. Future Board Meetings & Topics:

The next board meeting is scheduled for **Wednesday, May 10, 2017, at 6:30 pm** in the District Office.

P. 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 consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility.

Adjourned to closed session at 7:57 pm. Roll was call taken.

Q. Adjournment to open session: Moved by Halron seconded by Vyskocil to adjourn to open session. Aye 5, Nay 0. Motion carried 5:0.

R. Action following closed session:

1 Superintendent Contract: Motion to approve the addendum to the Superintendent's contract. Moved by VanDeKreeke, seconded by Halron. Aye 5, Nay 0. Motion carried 5:0.

2 Employee Recognition: Motion to award \$1,000 to Kurt Weyers and another \$1,000 in recognition of his Kohl's Leadership Award to be used as a gift in Ashwaubenon School District in his name. Moved by Trondson, seconded by Vyskocil. Aye 5, Nay 0. Motion carried 5:0.

S. Adjournment

Moved by Halron seconded by Vyskocil to adjourn the meeting at 8:25 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,

Paul Trondson