



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 14, 2012

6:30 p.m.

A. Call to order:

President Williams called the meeting to order at 6:30 pm at the district office.

Board Members Present: Williams, Laukka, VanLaanen, VanDeKreeke, Halron
Board Members Excused: none
Others Present: Brian Hanes, Keith Lucius, Brian Nelsen, Jill Rhude, Brad Taylor, Matt Anderson, Kurt Weyers, Pete Marto, Dave Steavpack, Mark Sheedy, Lori Gehring, Kerry Janquart

B. Declaration of quorum:

Quorum Present

C. Pledge of allegiance:

The pledge was recited

D. Adoption of Agenda:

Moved by VanLaanen seconded by Halron to adopt the agenda as presented with an addition of one staffing item. Aye 5, Nay 0. Motion carried 5:0

E. 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.

F. Citizens and/or delegations:

- 1. Public Forum: none
- 2. Optimist Speech Presentation – Optimist speech contest winner Baily Conrardt presented his winning speech. Baily is a 6th grader at Parkview.

G. Consent Agenda:

Moved by VanLaanen 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 23, 2012
- 2. The schedule of checks written 4/17/12 to 5/08/12
- 3. Staffing:
 - a. **Hire of Sara Demerath to the 1.0 FTE Grade 4 instructor** position at Valley View Elementary effective with the 2012-2013 school year. Sara was placed at Step 1 Lane D for the 2011-2012 school year. Her annual salary was \$42,069.25. This was a limited term position due to the hiring process being completed after the August 1 deadline. We are now able to transfer this position to a regular position.
 - b. **Hire of Stephanie Kelly to the 1.0 FTE Early Childhood instructor** position at Cormier School & Early Learning Center effective with the 2012-2013 school year. Stephanie was placed at Step 2 Lane C for the 2011-2012 school year. The base salary for this step and lane as an initial educator is

\$39,242.04. This was a limited term position due to the hiring process being completed after the August 1 deadline. We are now able to transfer this position to a regular position.

H. Superintendent's Report:

- **2013 Business Official of the Year:** Hanes announced that Keith Lucius was named the 2013 School Business Official of the Year. He spoke about Keith and his accomplishments. Keith will receive a \$500 award and will award a \$1500 scholarship to an Ashwaubenon student.
- **Certificate of Achievement:** The Wisconsin State Assembly recognized the school district with a certificate of achievement for energy conservation and stewardship. This certificate is a result of the work done by Ed Krcmar and Hank Schmitt. Hanes thanked everyone for their daily efforts to keep energy use down.
- **Proposed Wisconsin Report Card:** Hanes shared a draft of the new report card. The district will receive a copy of the card in July and it will be released to the public in September. The report card is used to compare schools and student performance across the state. It will take the place of the AYP. The goal of the report is to do a better job of tracking student growth over time.

I. Discussion/Presentation Items:

1. **PEP Grant Update:** Jill Rhude and Kerry Janquart provided a PEP grant update. Andrew Wehlage presented through a recorded message. He explained the highlights of the grant and discussed the district goals.
 - Year one – was a big purchasing year with the upgrading of the fitness centers at the high school and Parkview. The focus was on activities that help students make better choices in life.
 - Year two – implementation of the non-negotiables in BYOC.
 - Year three – articulating the curriculum. Focusing on life after the grant (sustaining the plan, the School Health Advisory Council, and building community connections and communication)

Rhude explained that there is a shift in the curriculum:

- From being sports based to moving toward lifelong fitness
- Focus on the 4 pillars of a quality program (academic content, intentional fitness activities, motor skill development, safety awareness)
- Increasing assessment scores (physical fitness and cognitive test)

Results seen after the first year:

- 10% of students met the daily standard of both fruits and vegetables
- Fitness tests - overall the district rates well with muscular endurance and flexibility but needs to continue to work on muscle strength
- Better fit staff
- Building of community partnerships (Western Racquet)
- Increase in staff development
- The Physical Education team has really grown and become closer

The board asked who cares for the green house over the summer. The Physical Education teams cares for the green house.

2. **Facilities Needs Follow-up Discussion:** Hanes stated that the auditorium, pool, football and tennis groups presented their needs to the board. The following was determined:
 1. Establish a timeline of things that need to be completed
 2. Secure updated plans/costs for the auditorium and pool. It was decided that these need to be put together before seeking donations or naming rights.
 3. Designate a joint presentation group to raise funds.
 4. Work with the Village to coordinate things.

The board discussed the following:

- Merging some of the school and village projects together. This will attract the senior members of the community. The more people from the different groups we can incorporate for the referendum the better chance we have to pass the referendum.
- Gather as much support as possible by not pitting one group against another.
- Look at the most cost effective way to accomplish our goals (remodel or rebuild)

- Sit down with the Village to make sure everyone is on board.
 - Hire an architect to design a facility.
 - Seek volunteers to form a joint presentation group.
 - Show the community we are trying to raise as much of the funds possible.
 - When looking at the replacement of the multipurpose field, we need to look at the true costs (possibility of increased costs in maintaining it and the cost of eventual replacement).
 - Concerned that raising the money for the multipurpose field before going to referendum could be asking for money from the same group of people. A majority of these people are seniors. If we combine all these into one referendum we may have a better chance of getting the votes needed.
 - The referendum could be on the Spring Primary in 2013. This would give us time to educate the community.
 - The NFL has a program in place where they will match a designated amount of the funds toward the multipurpose field. However the school district needs to apply for this program, get on their list and have \$200,000 put aside for the matching. Lucius will put together a resolution to designate this money from the fund balance. He will contact DPI to see what the rules are for designating this money.
 - Williams will bring this topic to the Village board to discuss putting everything in one building. He will also discuss it being a Village referendum versus school referendum.
3. **Naming Rights and Advertising Policy:** Hanes presented the policy for review. He asked for the board's feedback regarding advertising where appropriate to help set off the cost of some of the projects being discussed.
- The board asked if the current policy allows for this. It was felt the policy does allow for the selling of space. Steavpack was asked if the district would have the ability to sell the space. The Multipurpose Committee has set up some tentative spots around the field and end zones. Additional work is needed in this area.
 - The board felt that the policy should remain the same. It was suggested that the district look at other schools and how they management advertising space.
 - The board will have final say over any advertising space sold.

J. Action Items:

1. **Lamers Contract:** The district currently has a 6 year rolling contract with Lamers Bus. They are asking for the contract to be extended through 2017-18. They have requested a 2.75% increase for 2013-14 and will reduce the fuel escalator clause by \$1.00. Lucius stated that the service the district receives from Lamers is outstanding. They have always helped to find the best cost savings for us. Lucius stated that this contract increase is fair. He recommended it for board approval.

Moved by VanLaanen seconded by VanDeKreeke to adopt the Lamers Contract plan as presented. Aye 5, Nay 0. Motion carried 5:0.

2. **Open enrollment approval:** Hanes stated that 385 open enrollment IN applications were received. It is being recommended that 360 are approved and 25 are denied. The applications recommended for denial are due to pending IEPs, prior or current expulsions, no comparable 4K, ineligibility due to age and/or special education space not available. 65 open enrollment OUT applications were submitted (57 students). 64 applications are recommended for approval and one for denial (IEP services costs).

Moved by Laukka seconded by Halron to adopt the Open Enrollment IN approvals and denials as presented. Aye 5, Nay 0. Motion carried 5:0. Moved by VanLaanen seconded by Halron to adopt the Open Enrollment OUT approvals and denials as presented. Aye 5, Nay 0. Motion carried 5:0.

3. **Layoffs:** Lucius recommend two partial layoffs for the 2012-13 school year. These are enrollment driven layoffs. Lucius recommended the layoff of .14 FTE (Andrew Wehlage) in physical education – district wide and .24 FTE (Cortney Biese) in social studies at the high school. The board asked if Lucius

anticipated these positions being called back. Lucius felt the .14 physical education would if open enrollment applicants attend as planned. He did not feel that the .24 social studies would be called back unless there was a resignation or retirement.

Moved by VanDeKreeke seconded by VanLaanen to adopt the Layoffs as presented. Aye 5, Nay 0. Motion carried 5:0.

4. **Concussion Management Plan:** Steavpack explained that the Concussion Management Plan is part of a new state law that goes into effect on May 14, 2012. This law requires a concussion management plan for all youth activities. The plan requires guidelines in place for students and staff. Steavpack stated that Prevea wrote the presented guidelines. Once the plan is approved and in place, the district will move forward and begin the required education of coaches.
- The board inquired what the biggest change is in the plan. The biggest change it that is required by the law. Steavpack stated that prior to this becoming a law, the district has been very proactive in this area.
 - Coaches are required to sign off stating they have gone through the concussion management plan. Parents and students sign off stating they are aware of the guidelines. All signatures are needed before the students participate in practice. All three groups are required to know the signs and symptoms of a concussion.
 - Students have an impact test prior to playing. If they are hurt at any time, they are required to see a family physician and be out of play for a minimum of 5 days.
 - Scott Conradt stated that this plan will also be in place at Parkview.

Moved by VanDeKreeke seconded by Halron to adopt the Concussion Management as presented. Aye 5, Nay 0. Motion carried 5:0.

5. **Preliminary Budget Approval:** Lucius provided an update on the preliminary budget. Current information includes:
- The hiring of 1 FTE at Cormier. We anticipate possibly added one more 5K teacher. These hires could affect specials.
 - 2.15% increase in health insurance.
 - No increase on dental.
 - The addition of playground supervision costs associated with changes to elementary hours.
 - The increase in bussing due to costs of fuel.
 - The increase in Energy Education fees.
 - Anticipation of 60% of open enrollment applications actually attending. Open enrollment is one reason why we haven't had to make major cuts.
 - Salary negotiations.

The board inquired about the need to update the current tennis courts. Lucius explained that if we receive the transfer of service payment request for a high needs student, we would have the ability to look at the tennis courts and the equity council program. The money we saved on utilities has already been designated to bringing other maintenance projects forward. We should know about the transfer of service money by July.

Barb Halron and Scott Conradt spoke about the condition of the courts and the lack of a seventh court. Having to send part of the team to Pioneer to play affects team moral. The condition of the Pioneer court is embarrassing. Williams stated that Pioneer needs a lot of work and has water issues. The cost of fixing the courts is about \$200,000.

Moved by Laukka seconded by VanLaanen to adopt the Preliminary Budget as presented. Aye 5, Nay 0. Motion carried 5:0.

6. **Teacher Handbook:** The board was presented the Teacher Handbook for second read and approval. Laukka requested the words “and effective” to be added after the word “qualified” on Page 5, section C1. Lucius explained that the board must decide between Option A or Option B under topic “Discipline, Non-renewal, Termination, Resignation and Probationary Status”. Williams added that the board received a petition from 176 teachers requesting the phrase “just cause” is kept in the handbook (Option A). The board discussed leaving this phrase in.

Discussion:

- DeBroux stated that eliminating the words “just cause” will have a chilling effect on staff. Teachers will be reluctant to advocate for students and quality teaching methods. Teachers see it as taking their voice away.
- Members of the board emphasized that they would not punish or release a staff member for expressing their opinion. Board members stated that there are other ways of demonstrating fairness besides using the words “just cause”.
- Hanes stated that in working in this district you get the sense of the quality administrators and staff and can’t imagine any of these people not celebrating an idea. Part of growth and development is taking instructional risks. You will find that the integrity and quality of people will be here in the end. He did caution staff not to compare us to other districts because we as a district are here truly for the students. He encouraged staff to be advocates.
- A member of the board felt that the professionalism of administration and staff has never been a question. As professionals, we need to approach things like professionals and talk about our ideas and concepts.
- The board stated that other schools have taken “just cause” out of their contracts. This district has touched less than many other schools. There are things that we can take out and have not. There is a concern that by taking this out we will lose the respect that we currently have between administration, the board and the teachers.

Moved by Laukka seconded by VanLaanen to adopt the Teacher Handbook as presented without the section “Discipline, Non-Renewal, Termination, Resignation and Probationary Status”. Aye 5, Nay 0. Motion carried 5:0.

Moved by Vanlaanen seconded by VanDeKreeke to adopt Option B as presented for the section entitled “Discipline, Non-Renewal, Termination, Resignation and Probationary Status”. Aye 4 (Halron, Laukka, VanLaanen, VanDeKreeke), Nay 1 (Williams). Motion carried 4:1.

K. Board & Superintendent Communications:

- Shared feedback from a parent about the elementary school start time and before school care.
- Pioneer graduation – May 31st 6:00 (Vandekreeke)
- Valley View graduation – June 1st 1:05 (Halron)
- Parkview – June 7th at 9:30 am (Halron or Laukka)

L. Future Board Meetings & Topics:

1. The next board meeting is scheduled for Monday, June 25, 2012, at 6:30 pm.

M. 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.

N. Executive session:

Moved by VanLaanen seconded by Laukka to adjourn the meeting at 8:48 pm. Aye 5, Nay 0. Motion carried 5:0.

O. Return to open session:

P. Adjournment

Moved by VanLaanen seconded by VanDeKreeke to adjourn the meeting at 9:55 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk