



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, August 24, 2015 6:30 pm

- A. Call to order: President Williams called the meeting to order at 6:36 pm.
B. Roll call: Board Members Present: Williams, Laukka, VanDeKreeke, Halron
Board Members Excused: VanLaanen
School Choice Advisory Representative: excused John Van Dyck
Others Present: Brian Hanes, Jill Kieslich, Tammy Lampereur, Brad Taylor, Allison Swanson, Tom Schmitt
C. Declaration of quorum: Quorum present
D. Pledge of allegiance: The pledge was recited
E. Adoption of Agenda: Additional staffing items were added to item G3a and G3b. Moved by VanDeKreeke
seconded by Halron to adopt the agenda with the addition of three staffing items under G3a and b. Aye 4,
Nay 0. Motion carried 4:0.
F. Citizens and/or delegations:
1. Public Forum - no issues were presented.
G. Consent Agenda:
Moved by Laukka seconded by Halron to adopt the consent agenda items 1-4 as presented. Aye 4, Nay 0.
Motion carried 4:0.
1. Minutes of the regular meeting held on Monday, July 27, 2015.
2. The schedule of checks written 7/21/15 to 8/18/15.
3. Staffing:
a. Administration/Teacher/Exempt:
1. Hire of Allison Callahan to the full time Kindergarten Instructor position at Pioneer
Elementary School effective with the 2015-16 school year. Allison will be placed at Step 3
Lane A as an initial educator for \$39,743.19. Allison served as a full time instructor on a
limited term basis for the 2014-15 school year. She is now being awarded a regular
contract. This position is vacant due to the resignation of Kristine Horst.
2. Resignation of Kristine Horst from her full time Kindergarten Instructor position at
Pioneer School effective immediately. Krissy was on a leave of absence for the second half
of the 2014-15 school year. Per the employee handbook, this resignation is contingent upon
payment of a \$500.00 late resignation fee. The employee has satisfied this requirement.
Consideration is underway to fill this vacancy.
3. Resignation of Jay Olenski from his full time Technology Education Instructor positon at
the High School effective at the end of the 2014-2015 school year. This resignation is
contingent upon satisfaction of a \$500.00 resignation fee as per the Employment Handbook
for Professional Staff Members. Posting is currently underway to fill this vacancy.
4. Resignation of Jared Lemon from his full time Cross Categorical Instructor position at
Valley View Elementary School effective at the end of 2014-15 school year. This resignation

is contingent upon satisfaction of an \$800.00 resignation fee as per the Employment Handbook for Professional Staff Members. The employee has satisfied this requirement. Posting is currently underway to fill this vacancy.

5. **Hire of Kathy Pludeman** to the .20 FTE, Title I – Literacy, Limited Term position at Parkview Middle School effective with the 2015-2016 school year. Kathy is currently a .53 FTE Instructor in this area. This increase in FTE will bring her to a .73 FTE. Salary will be based upon Step 3 Lane E, as a professional educator, \$36,096.60. This increase in FTE is due to student needs.
6. **New hire of Jeremie Meyer** to the full time Technology Education Instructor position at the High School effective with the 2015-2016 school year. Jeremie will be placed at Step 12 Lane G as a professional educator. He will assume an additional .05 FTE at Parkview, limited term for the 2015-2016 school year, bringing him to a 1.05 FTE for the 2015-2016 school year. Salary = \$66,287.90. This position is vacant due to the resignation of Jay Olenski.
7. **New hire of Melissa Kirst** to the full time, GLOBE Instructor position, limited term at Pioneer Elementary School for the 2015-2016 school year. Melissa will be placed at Step 8 Lane J as a professional educator. 15-16 salary = \$64,450.60. This vacancy is due to an increase in enrollment for Grade 3 at Pioneer. An internal transfer filled that vacancy and created the GLOBE vacancy.
8. **New hire of Dawn Nitti** to the full time, Early Childhood Instructor position at Cormier School & Early Learning Center effective with the 2015-2016 school year. Dawn will be placed at Step 3 Lane A as a professional educator. 15-16 salary = \$41,834.93. This vacancy is due to the resignation of Jared Lemon as a Cross Categorical Instructor at Valley View. An internal transfer filled that vacancy and created the Early Childhood vacancy at Cormier.
9. **Hire of Bridget Johnson** to the .50 FTE, 4K Instructor position at Cormier School & Early Learning Center effective with the 2015-2016 school year. Bridget will be placed at Step 3 Lane A as a professional educator. 15-16 salary = \$20,917.47. Bridget is currently the District's Family Resource Center Coordinator and a .50 FTE 4K Aide. She will be resigning from her 4K Aide position. This vacancy is due to increase in enrollment.
10. **New hire of Renee Konop** to the .50 FTE Speech & Language Instructor position at Cormier School. Renee will be shared with the Howard Suamico School District at a .50 FTE as well, making her a full 1.0 FTE with benefits. Based on the DPI Cooperative agreement 66.0301, Ashwaubenon will be the fiscal agent for the contract. Renee will follow the Ashwaubenon salary model and benefits package and will receive salary and benefits as offered to a full time employee. Howard Suamico will reimburse Ashwaubenon 50% of those expenses. Renee will be placed as an initial educator at Step 3 Lane F at 1.0 FTE, \$48,783.00. This position is vacant due to the resignation of Leah Vertz.

b. **Staffing - Other**

1. **New hire of Kelly Baenen** to the .57 FTE Educational Associate - Library Aide position at Pioneer Elementary School effective with the 2015-2016 school year. This position is available due to the resignation of Lisa Pyres and Krystal Schneidewind.
2. **Resignation of Krystal Schneidewind** from her .57 FTE Educational Associate - Library Aide position at Pioneer Elementary School effective immediately.
3. **Resignation of Stanley Smith** from his full time Educational Associate – Special Education Aide position at Parkview Middle School effective at the end of the 2014-2015 school year. Posting is currently underway to fill this vacancy.
4. **Resignation of Melissa Ness** from her Noon Duty Supervisor position at Cormier School & Early Learning Center effective September 4, 2015. Posting is underway to fill this vacancy.
5. **Resignation of Julie Kofler** from her Noon Duty Supervisor position at Pioneer Elementary School effective at the end of the 2014-15 school year. Posting is underway to fill this vacancy.
6. **Resignation of Mary Weiss** from her Noon Duty Supervisor position at Valley View Elementary School effective at the end of the 2014-15 school year. Posting is underway to fill this vacancy.

7. **Resignation of Nancy Upstone** from her .50 FTE Educational Associate - 4K Aide position at Cormier School & Early Learning Center effective immediately. Posting is underway to fill this vacancy.
 8. **Resignation of Tracey Brown** from her Breakfast & Noon Duty Supervisor position at Pioneer Elementary School effective immediately. Posting is underway to fill this vacancy.
 9. **Resignation of Jennifer Young** from her Noon Duty Supervisor position at Parkview Middle School effective immediately. Posting is currently underway to fill this vacancy.
- c. **Co-curricular contracts:** There were 6 co-curriculars contracts approved.

H. Superintendent's Report

Building project: Brian Hanes and Allison Swanson provided an update on the referendum building projects.

- Bids were opened a week ago and will be presented to the Village Board for approval.
- The items were separated out so the Village has the ability to get started on part of the project while others are sent out for rebid.
- The group discussed the Village and School District portions of the bid overage. The Village will cover the \$521,000 balance.
- The projects have been decreased and cut as far as they can be. It is hard to keep up with the increase costs of the marketplace.
- It there still a contingency on these projects? Yes
- Where did we end up with the carpeting/tile/concrete? The lobby will be carpeted.
- Are both projects over budget or is one more than others? They have to be internally separated because they individually need to come under budget. Site cuts were bid out separately. Auditorium is on the higher side than the pool. We are limited to how we can ear mark dollars for particular projects.
- Tom Schmitt was asked if he felt the community was going to get a quality product. He stated the systems the community it getting will last. Swanson stated the nothing was cut that would make the facilities bad. It may be different then what we originally wanted but it does not make it wrong.
- On May 19th the Village made a motion to cover \$700,000 of over runs.
- What is the anticipated start date? If the board approves the bids, everything will go out tomorrow except fire protection.
- The board thanked everyone involved for the work they did to get these projects moving.

Huge thank you for the 50th celebration – Thank you to the retired firemen and village crew for resetting up the tents after the storm came through. Hanes thanked the Planning Committee, sponsors, 100 volunteers, and organizational groups. Benefactors of this event are the AHS Alumni association, AEF, and JagBackers.

I. Discussion Items:

1. **Annual Seclusion Restraint Report:** Lampereur stated that the seclusion restraint report must be presented to the board annually. She reviewed the number of incidents for the 2014-15 school year. The board asked about the process for secluding a student? Is there a special room? Yes. We try to stay in the room with them and use calming techniques and talk them through the calming strategies. We try to be very hands off on a student as much as possible. Staff working with students needs seclusion or restrained are trained how to deescalate behaviors like this.
2. **WASB Resolutions:** Williams stated he has been asked to serve on the WASB Legislative Committee Review Board. He asked if there was any topics that should be considered for resolution.
 - PCB funding is one of the major topics that Senator Crowles is working on for us.
 - Take into account things that help reduce energy costs like pool covers etc.
 - Accountability and assessments relative to charter and voucher schools. Use the exact assessment if public money is to follow a student. Accountability in all the schools (public and private) with determined requirements in place (i.e. special education).
 - Should the district review the driver training course particularly the driving portion?
 - Williams asked anyone to come to him if there is anything else. He stated that our voices can make a difference. The contamination loan is an example of this.

J. Action Items:

1. **Property Insurance:** Hanes recommended the board approve the withdrawal of the District's property insurance from the Local Government Property Insurance Fund (LGPIF). Due to a legislative change, the fund will be eliminated in the future. The district has bid the new coverage as part of the School Insurance and Risk Management Consortium (SIRMC). This new coverage will be more cost effective.

Moved by VanDeKreeke seconded by Laukka to withdrawal from the LGPIF as presented. Aye 4, Nay 0. Motion carried 4:0

2. **Lamers Contract Extension:** Hanes explained that Lamers is requesting an extension of their 6-year rolling contract to cover 2020-21. They are also proposing a lock to 2016-17 bussing rates with a 2.5% increase and a reduction in fuel costs by \$1. These changes will result in a pupil transportation cost increase of 2%. The board was concerned that we are shifting the cost of fuel to rates resulting in overall rates going up much quicker. The board was reminded that last year the district negotiated with Lamers on a smaller increase than they requested.

Moved by Laukka seconded by Halron to adopt the Lamers Contract Extension as presented. Aye 4, Nay 0. Motion carried 4:0

K. Board & Superintendent Communications:

- **Ashwaubenon Lions Football letter:** The letter is requesting the school district take over the Lions Football program due to the current director's retirement. The program does not have a person able to assume this role. ASD is one of few districts that has not absorbed this program into their districts. Williams is giving everyone a copy of the letters and would like administrator to review it before bringing it back to board. He is not sure how much of this program has been funded in the past or if the coaches were volunteers. Hanes is holding a meeting to discuss this topic.
- Any open enrollment parents interesting in serving on this board please contact the board or Jennifer Bower.

L. Future Board Meetings & Topics:

- The next board meeting is scheduled for **Monday, September 21, 2015, at 6:30 pm** in the District Office.

M. Adjournment

Moved by VanDeKreeke seconded by Halron to adjourn to the meeting at 7:34pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,



Jay VanLaanen, Clerk