

**ASHWAUBENON BOARD OF EDUCATION**  
**Minutes of the Special Meeting**  
**Held on Monday, August 18, 2008**

**A. CALL TO ORDER:**

President Williams called the meeting to order at 6:00 pm in the District Office Board Room, 1055 Griffiths Lane.

**B. ROLL CALL:**

Board Members Present: Aubinger, Williams, Crowley, Laukka, Van Laanen  
Others Present: Keith Lucius, Kurt Weyers, Jen Kozak, Brian Nelsen, Brad Taylor, Linda Noel,  
Brad Taylor, Dave Schmidt

**C. DECLARATION OF QUORUM:**

Quorum present.

**D. PLEDGE OF ALLEGIANCE:**

The pledge was recited.

**E. ANNOUNCEMENT OF EXECUTIVE SESSION:**

President Williams announced that in accordance with W.S. 19.85(1)(c) an executive session will be held at the beginning of this meeting for the purpose of discussing employee compensation, employment issues, and employee negotiations; and hiring a Superintendent of Schools for the Ashwaubenon School District.

**F. ADOPTION OF AGENDA:**

Moved by Crowley, seconded by Van Laanen to adopt the agenda as written. Aye 5, nay 0. Motion carried 5:0.

**G. ADJOURN TO EXECUTIVE SESSION:**

Moved by Crowley, seconded by Aubinger to adjourn to executive session at 6:01 p.m. Aye – Williams, Crowley, Aubinger, Van Laanen, Laukka. Nay – 0. Motion carried 5:0.

**H. EXEC UTIVE SESSION:**

In accordance with W.S. 19.85(1)(c) an executive session was held for the purpose of discussing employee compensation, employment issues, and employee negotiations; and hiring a Superintendent of Schools for the Ashwaubenon School District.

**I. RETURN TO OPEN SESSION:**

The Board reconvened in open session at 6:30 p.m.

**J. CITIZENS AND/OR DELEGATIONS:**

1. Public Forum:

**K. CONSENT AGENDA:**

Moved by Laukka, seconded by Van Laanen, to approve the minutes of the regular board meeting held on Monday, July 14, 2008. Aye 5, nay 0. Motion carried 5:0.

**I. ACTION ITEMS:**

**1. Human Resources – Administrative Appointment:**

Mark Williams welcomed David Schmidt who will be the new Superintendent of Schools for the Ashwaubenon School District for the next two years.

Moved by Aubinger, seconded by Van Laanen to appoint David Schmidt as the Superintendent of Schools for the Ashwaubenon School District. Aye 5, nay 0. Motion carried 5:0.

The Board thanked Keith Lucius for the excellent job he did filling as the Interim Superintendent of Schools for the past six weeks.

**2. Long-Range Planning Committee Report:**

Kari Blik and Karen Smith presented a status report on the long-range planning committee (LRP) on what they have done since they were created by the Board.

Some of the issues they studied have been:

- Benchmarks for enrollment in the District
- Realignment of schools in the district
- Closing buildings and/or facilities in the District
- Enrollment trends

Kari explained what the district studied as far as the realignment issue and looking it as a “positive” rather than a “negative” and what driving forces are behind this issue as far as moving forward:

- Equitability
- Best for kids
- Student achievement
- Equal Access
- Cost savings

Karen Smith reviewed the different configuration options studied by the committee. She explained the committee came to the realization that the best option for our District would be Pre-K – Grade 2, Grade 3-5, Grade 6-8, and Grade 9-12.

One of the recommendations from the committee would have Keith Lucius bring to the Board on an annual basis (usually in the Fall) enrollment updates/data and also facility/building capacity for the Board to consider in order to implement any changes that would be required as far as grade reconfiguration.

The committee felt that the 85% building capacity is the target area for the District which will be some of the triggers as to when to implement option 2 – grade reconfigurations.

Briefly they highlighted the recommendations of the committee as follows:

- Two year lead time for any change
- Committee limit to single issue
- Current committee members are a resource for newly formed committees
- Archive of data from LRP
- Continue to focus on only one topic in the future as needed

They also talked about looking for optimal open enrollment percentages, investigating charter schools, and also that Village be made aware of the fact that any decisions that they make that removes housing in the Village causes a loss of about 1.5 students per dwelling.

Mike Aubinger had a question on the Facility Capacity numbers. He asked if the committee decided that realignment is a better choice than the current option.

Karen said yes – and Kari said there are a number of these reasons contained in the report.

Keith explained the focus the committee is recommending for both enrollment trends.

Ginny Laukka explained that this is the recommendation that they could support as a committee and that their recommendation is to set up an annual review of enrollments and building capacities and that the current committee would be disbanded.

Mike Aubinger had a question about the issue of grade configuration.

Mark Williams – what is the committee looking for?

Ginny explained that the committee feels they have accomplished what they were originally given as tasks. That they can give their recommendation but it is really based on an enrollment issue on an annual basis along with building capacity issues.

Moved by Aubinger, seconded by Van Laanen to thank the long range planning committee for their efforts, to accept their report with gratitude, and to disband the committee because they have fulfilled their mission. Further, that every October the District examines the report in regard to their enrollment decisions as recommended by the committee. Aye 5, nay 0. Motion carried 5:0.

President Williams also thanked the committee members for their commitment to this committee and the time they spent serving the District.

### **3. Athletic Team Size Limits:**

Mark Williams said he talked to Keith Lucius and Dave Steavpack about this issue – no cut policy, sizes of some of the teams in the District, and wanted to have a discussion on this issue at the Board level.

Dave explained that the District does not have a written “no-cut” policy for co-curricular activities/sports, however, we do encourage freshmen to participate in athletics and all co-curricular programs. Even though we are in a declining enrollment situation we want to encourage students to participate in as many opportunities as possible. However, there are some WIAA regulations that may affect how many students may be on a team, or on the bench, and these fluctuate according to the sport. Sometimes a limit may be because of a safety issue, a facility issue (i.e., the size of the swimming pool), the comfort level of the coaching staff, coaches have indicate more than 40 students

are a lot to have in the swimming pool. He said the district encourages our students to be involved in our school community and the more they are involved the better they connect.

Ginny Laukka asked if there are any sports/activities that we have reached the limit and had to turn students away?

Dave – not yet, but it has come close and it also depends on the coaching staff. Also has not had an issue yet as far as uniform and equipment purchases as a result of some of the Jaguar Open and other fundraising activities.

Mark Sheedy talked about the communication piece between coaches and team members and their families as far as students who are on a team but may not be playing extensively.

Dave Steavpack talked about the connection piece with all students who participate in a co-curricular and/or athletic activity.

Mike Aubinger said this is also a great life lesson for students – some students are happy just to be on a team and don't have to do a lot of playing and there are a lot of benefits for them.

#### **4. Remedial Options for Credit Deficient Students:**

Mark Sheedy gave an overview of what they do for summer school course options at the High School;

- Credit recovery,
- Enrichment opportunity
- Skill remediation

He said the area of skill remediation is one area that they are looking at improving at the High School (Focus: provide credit recovery opportunities for juniors and seniors).

- NWTC remediation courses
- Integrated study courses
- Work experience program
  - Special Ed Work Experience Program
  - At-Risk Work Experience Program
  - Independent Work Experience Program
- Oneida Career Center Courses
- Area high school summer school program transfer credit (allow credits from another program/school districts offerings)
- AHS Nova-Net on-line courses

#### **Skill/Credit Remediation Options**

Focus: Provide skill remediation to students who have failed or struggled in required courses.

Current approach: Work within the school year to re-schedule the student in the appropriate course.

Block schedule provides the best opportunity for students in need of skill remediation.

By junior year students typically have matured to the point where they avail themselves to succeed in a credit recovery program.

Biggest summer school need? Skill remediation program for required courses for 9<sup>th</sup> and 10<sup>th</sup> grade level. Focus would be on development of the skill sets student is missing.

Challenges with offering a summer school program:

- Getting students to enroll
- Obtaining certified staff familiar with curriculum
- Cost associated with program
- Developing a skill set mastery versus seat time focus
- Developing courses which complement our curriculum

One of the goals at the high school this year is to look at the summer school program and see if there are any changes/improvements that can be implemented to help out with credit deficient students.

Mike Aubinger said his question is that we aren't necessarily communicating the process just explained to parents in a way they can understand, and they think that when they get that far behind right away they think they are done. But it would go better with parents and students if the process is explained more fully like this evening. Need to have a more consistent message with parents.

#### **5. 4K Update**

Keith explained that Maria Arena is here this evening to update the Board on this program. In addition, Enterprise Academy has withdrawn as a facility and what they are proposing to replace Enterprise as a collaborating partner.

Keith also reviewed some additional staffing positions that will be needed due to the change of having Just 4 Kids as one of the collaborating sites and also to accommodate an increase in 4K enrollment, and answered questions from the Board.

Mike Aubinger had a concern about the lack of time to do a more thorough background check on the Just 4 Kids site. Keith said the District will be providing both the teacher and aide at this site

Moved by Van Laanen, seconded by Laukka to select Just 4 Kids on North Road as a 4K community collaboration site for the 2008-09 school year due to the closing of Enterprise Academy and adding additional FTE as follows:

- An additional 0.50 FTE 4K teacher and a 0.50 4K teacher assistant due to the increased enrollment
- An additional 0.50 FTE 4K teacher assistant because of Enterprise Academy's withdrawal,
- With the understanding that at Just 4 Kids we will be providing the teacher

Aye 5, nay 0. Motion carried 5:0.

#### **6. CESA Contract Change**

Brian Nelsen explained the reasons for this change and what he is proposing.

Move by Aubinger, seconded by Laukka to increase the CESA Contract as requested. Aye 5, nay 0. Motion carried 5:0.

#### **7. Human Resources: Co-Curricular Contracts**

Moved by Crowley, seconded by Van Laanen to approve the co-curricular contracts as requested. Aye 5, nay 0. Motion carried 5:0.

#### **8. Human resources: Increase in Substitute Wages**

Keith Lucius explained this request.

Mark Williams had a question about the automatic 25 cents per hour automatic increase and felt it should not go on forever without the Board having a chance to look at the issue and vote on it.

Keith Lucius explained the reasoning behind this request and to keep things more equitable.

Moved by Aubinger, seconded by Crowley to approve the increase as requested and that the Board review the salaries every four years. Aye 5, nay 0. Motion carried 5:0.

#### **9. Human Resources: Leave of Absence Request**

Keith explained the request submitted by Sadie Brice.

Moved by Crowley, seconded by Aubinger to approve the child rearing leave requested by Sadie Brice. Aye 5, nay 0. Motion carried 5:0.

#### **10. Human Resources: Staff Resignation**

Moved by Van Laanen, seconded by Crowley to accept the resignation of Lisa Tilkens. Aye 5, nay 0. Motion carried 5:0.

#### **11. Human resources: Staff Appointments**

Moved by Van Laanen, seconded by Aubinger to approve the 15 staff appointments recommended as follows:

1. Lisa Stomberg to fill the 0.16 FTE Math Position at the High School effective with the 2008-09 school year. This is new FTE. Lisa has accepted a 0.50 Math position as well, and she will now become a 0.66 FTE Math Instructor at the High School at 1AI Initial = \$21,692.32.
2. Matt Wojtyla to fill the Breakfast Supervisor Position at Parkview effective with the 2008-09 school year. This is a new position and he will be compensated \$9.25/hour.
3. Beth Hibbard to fill the 0.20 FTE Speech & Language position at Cormier School that is available due to the resignation of Jessie Lenz and reshuffling within the department. Beth, who is currently a 0.50 FTE Speech & Language Instructor at Parkview, will become a 0.70 FTE Instructor and will be placed at Step 13 Lane H.
4. Sara Herscher to fill the 0.10 FTE Speech & Language position at Parkview. This position is available due to the resignation of Jessie Lenz and reshuffling within the department. Sara who is currently a 0.90 FTE Speech & Language Instructor at Parkview and the High School will become a 1.0 FTE. She will be placed at Step 13 Lane H.
5. Wendy Thome to fill the 0.43 FTE Food Service Assistant – Dishwasher position at the High School effective with the 2008-09 school year. This position is available due to the transfer of Peggy Mrozinski. Wendy is currently employed as a Food Service Assistant & Cashier at the High School and she will be compensated \$11.36/hour.
6. Nancy Heyrman to fill the Cashier/Food Service Assistant 0.29 FTE Position at the High School that is available due to the transfer of Wendy Thome. Nancy will be compensated \$11.32/hour for the Cashier Position and \$10.89/hour for the Food Service Assistant Position.
7. Misty Frisch to fill the Noon Duty Supervisor Position at Parkview Middle School effective with the 2008-09 school year. This is a new position and she will be compensated \$9.25/hour.
8. Lois Schenk to fill the Noon Duty Supervisor Position at Parkview Middle School effective with the 2008-09 school year. This is a new position and she will be compensated \$9.25/hour.
9. Marsha Farrell to fill the Noon Duty Supervisor Position at Parkview Middle School effective with the 2008-09 school year. This is a new position and she will be compensated \$9.25/hour.
10. Jennifer Kahler to fill the 1.0 FTE Speech & Language Position at Valley View effective with the 2008-09 school year. This position is available due to the resignation of Jessie Lenz and she will be placed at Step 1 Lane F (\$43,246.25).

11. Kristen Marto to fill the 1.0 FTE Grade 4 Limited Term position at Valley View effective with the 2008-09 school year. This position is available due to the leave of absence of Devin Demerath. Kirsten will be placed at Step 1 Lane B.
12. Margaret Brokaw to fill the 0.50 FTE EBD/CD Position at the High School effective with the 2009-09 school year. This position is available due to the transfer of Lisa Belisle (0.50 FTE) and Matt Wojtyla (0.50 FTE) and a reduction of a 0.50 in this area. Margaret will be placed at Step 4 Lane G (\$24,044.92).
13. Karen Wolf to fill the Educational Associate I – 4K Aide 1.0 FTE position at Cormier School effective with the 2008-09 school year. This is a new position and Karen (who is currently a 0.84 FTE Special Education Aide at Pioneer) will be compensated \$13.64/hour.
14. Eileen Taylor to fill the Educational Associate I – 4K Aide 1.0 FTE position at Cormier School effective with the 2008-09 school year. This is a new position and Eileen (who is currently a 1.0 FTE Special Education Aide at Parkview) will be compensated \$13.64/hour.
15. Thomas Barnhart to fill the 1.0 FTE Technology Education Instructor Position at the High School that is available due to the death of Rich Bessert. Tom will be placed at Step 5 Lane F (\$47,397.89).

Aye 5, nay 0. Motion carried 5:0.

**M. REPORTS & COMMUNICATIONS:**

Ginny Laukka attended TIF Review meeting and reported back to Keith Lucius

**K. FUTURE BOARD TOPICS:**

- WKCE Results (September)
- World Language Report (September)
- Mandarin Chinese World Language Option (September)
- 4K Update (October)
- ACT Results – ACT Prep Courses?

**L. COMMITTEE REPORTS:**

- Exempt – will be meeting next week.
- AEA – need to get committee started ASAP to get started on the next contract. Keith is in contact with the negotiations teams to get started on some of the issues of the contract.

**M. FUTURE MEETINGS:**

The next regularly scheduled board meeting will be held on Monday, September 15<sup>th</sup> and September 29<sup>th</sup> beginning at 6:30 p.m.

**N. ADJOURNMENT:**

Moved by Aubinger, seconded by Van Laanen to adjourn the meeting at 8:00 p.m. Aye 5, nay 0. Motion carried 5:0.

Respectfully submitted,



Jay Van Laanen, Clerk