



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 22, 2011

6:30 p.m.

A. Call to order:

President Williams called the meeting to order at 6:31 pm at the district office.

B. Roll call:

Board Members Present: Laukka, VanLaanen, Williams, VanDeKreeke, Halron
Board Members Excused: None
Others Present: Brian Hanes, Keith Lucius, Brian Nelsen, Jill Rhude, Brad Taylor, Matt Anderson, Dave Steavpack, Kurt Weyers, Pete Marto

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

The pledge was recited

E. Adoption of Agenda:

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

F. Citizens and/or delegations:

1. Public Forum – no issues presented

G. Consent Agenda:

Moved by VanLaanen seconded by Laukka to adopt Consent Agenda 1-3 as presented. Aye 5, Nay 0. Motion carried 5:0

Moved by VanLaanen seconded by Laukka to adopt Consent Agenda 4 as presented. Aye 4, Nay 0, Abstain 1 (Halron). Motion carried 4:0:1

1. Minutes of the regular meeting held on Monday, July 11, 2011
2. The schedule of checks written 07/01/11 to 08/15/11 (#147, 1116-1125, and 82199-82589)
3. Staffing:
 - a **Resignation of Ann Stuiber** from her full time Educational Associate-Special Ed Aide position at Parkview Middle School effective immediately. Process is currently underway to fill this vacancy.
 - b **Resignation notice of Tyler Thomas** from his part time Grade 8 Instructor position at Parkview Middle School effective at the end of the 2010-2011 school year. Per the AEA Master Agreement, Article XXVII, a resignation notice fee of \$400.00 is due. Resignation is contingent upon collection of that fee. Posting is underway to fill this vacancy.

- c **Resignation of Matt Hornick** from his full time Desktop Support Specialist position with the District effective August 26. Posting is currently underway to fill this vacancy.
- d **Resignation of Victoria LeFevre** from her full time ELL Instructor position at Pioneer Elementary School effective immediately. Per Article XXVII of the AEA Master Agreement, a resignation fee of \$800.00 is due and has been collected. Posting is currently underway to fill this vacancy.
- e **Resignation of Amy McNulty** from her full time Educational Associate-Library Aide position at Pioneer Elementary School effective immediately. Process is currently underway to fill this vacancy.
- f **Hire of Lisa Stomberg** to the .08 FTE, Limited Term Mathematics position at the High School for the 2011-2012 school year. Lisa is currently a 1.0 Math Instructor and this position will place her at a 1.08 FTE (.08 limited term) contract. 11-12 salary at Step 3 Lane A will be \$39,753.21 as an initial educator. This FTE is available due to internal transfers.
- g **New hire of Connie Kindler** to the 1.0 FTE Grade 8 Math position at Parkview Middle School effective with the 2011-2012 school year. Connie will be placed at Step 1 Lane A. 11-12 compensation will be \$36,670.00. This position is vacant due to the resignation of Tyler Thomas.
- h **New hire of Wesley Shemanski** to the .46 FTE Social Worker position at the elementaries for PreK-5 effective with the 2011-2012 school year. Wes Shemanski will be placed at Step 1 Lane F as an initial educator. 11-12 will be \$19,957.24. This position is vacant due to the transfer of staff to fill the full time position of retiring Grace Fleming.
- i **Hire of Ellen Rennes** to the .93 FTE Cook position at Parkview Middle School effective with the 2011-2012 school year. Ellen will be compensated \$13.95/hour. Ellen is currently a .54 FTE FSA and Cashier at Parkview. This position is vacant due to the retirement of Nancy Braun.
- j **Hire of Hank Schmitt** to the Energy Education Specialist position with the District effective July 20. This position will compensated \$15,000 for the 2011-2012 school year and will be prorated based upon Hank's starting date. This part time position is vacant due to the resignation of Ed Krcmar.
- k **Hire of Nancy Heyrman** to the Food Service Assistant/Cashier, .54 FTE at Parkview Middle School effective with the 2011-2012 school year. Nancy, who is currently a FSA-Dishwasher, will be compensated \$13.20 as the Food Service Assistant and \$13.66 as the Cashier. This position is vacant due to the transfer of Ellen Rennes.
- l **Hire of Andrew Wehlage** to the .20 FTE PEP Grant Director, Limited Term effective with the 2011-2012 school year. This is in addition to the .50 FTE PEP Grant Director position Andrew was approved for already. With this appointment, Andrew will be .70 PEP Grant Director, Limited Term/.14 Physical Education at Pioneer. Andrew will be placed at 3D as an initial educator = \$35,227.77. This position is grant funded.
- m **Hire of Megan Oberstadt** to the .16 FTE Spanish Instructor position at the High School effective with the 2011-2012 school year. Megan will be placed at Step 4 Lane F. Salary will be \$56,587.68. Megan is currently a full time Spanish instructor at the High School. This overload will bring her to a 1.16 FTE (.16 limited term) for the 2011-2012 school year.
- n **Hire of Santa Zastrow** to the Food Service Assistant-Dishwasher, .43 FTE position at the High School effective with the 2011-2012 school year. Santa, who is currently a FSA at Cormier, will be compensated \$12.51 as the Food Service Assistant. This position is vacant due to the transfer of Nancy Heyrman
- o **Hire of Bob Luebke** to the Food Service Assistant, .46 FTE at the High School effective with the 2011-2012 school year. Bob, who is currently a FSA at Valley

View, will be compensated \$13.20 as the Food Service Assistant. This position is vacant due to the retirement of Pat Mallien.

- p **Hire of Charlene Powers** to the Food Service Assistant/Cashier .43 FTE position at the High School effective with the 2011-2012 school year. Char is also an Educational Associate Aide at the High School. She will have a total FTE of .77. Char will be compensated \$12.03 as the FSA and \$12.47 as the Cashier. This position is vacant due to the resignation of Danielle Le Sage.

4. Co-curricular contracts:

- a. There are 101 co-curricular contracts being submitted to the board for approval.

H. Superintendent's Report:

- **NFL kickoff game on Sept 8th** – Hanes stated that due to the anticipated large crowds for the NFL Kickoff Game on September 8th the district will have an early release day. This day will be exchanged for the early release day scheduled for the 23rd. The 23rd will now become a full day of school eliminating the need to add another half day to the calendar.
- **Recognizing teacher learning** – Hanes stated that approximately 137 teachers participated in various learning opportunities throughout the summer. He thanked Tammy Lamereur for organizing MAPS testing, Lisa Kasten and Char Frank for their work on the Powerful Teaching Strategies course and all those that took part in learning opportunities throughout the summer.
- **Proposed once a month board meetings** – Hanes proposed piloting one board meeting a month (the second Monday) with the 4th Monday of the month held if needed.

Discussion:

- The need to respect the time of the person presenting.
- The need for board members to make at least one additional contact or commitment a month in the schools. This would keep them more connected.
- Removing the board member raise voted on at the Annual Meeting if only one meeting was held each month.
- Discussed what would be missed by eliminating one meeting (delay in check approval, HR changes and fewer student presentations).

It was decided to make this a board agenda item at the next meeting to formally adopt it and discuss board member compensation.

I. Discussion/Presentation Items:

- 1. **Parent Network, Jaguar Backers and AMPA recognition**– Steavpack recognized the three parent organizations at the high school. He stated that as a district, we encourage parents to get involved and stay involved with their children's lives by joining a parent group. He reviewed the three organizations and what they have done for students.
 - **AMPA** – 100% parent volunteer organization for students in K-12. They raised approximately \$10,000 for the music department during the 2010-11 school year.
 - **Jaguar Backers** – Parent volunteers of high school students. Raise money for co-curricular activities sponsored and supported by the high school. The Jaguars Backers provided \$45,000 toward programs in 2010-11 and \$247,000 total over the past six years.
 - **HS Parent Network** – Parent volunteers from the high school that plan, raise money and sponsor school events. Funds have gone toward the homecoming tailgate party, post prom events, and the senior breakfast.

Steavpack thanked these organizations and the parents involved for all they do for the district and students. He encouraged parents to get involved in the schools.

J. Action Items:

1. **Statutory Grievance Procedure** – Hanes stated that the district attorney recommend the Statutory Grievance Procedure presented is approved by the board. This is becoming a standard procedure throughout the state as a result of WI Act 10. The following issues were discussed:
 - Change the days from 10 calendar days to 5 working days to resolve grievances in a timely manner. The board recommended changing item 1 to calendar days and remove the words Monday – Friday.
 - The employee shares in the cost of a hearing officer. Lucius stated that Cesa 7 is looking to put a pool of hearing officers together by the end of September to share amongst the districts. There is a concern that the employee would have a say in who they have as a hearing officer if they were required to share in the cost. This could get expensive for the district.
 - Procedure can be updated any time. The board would like it put in the handbook that the any portion of the handbook could be change at any time.Moved by VanDeKreeke seconded by VanLaanen to waive the first reading of the Statutory Grievance Procedure. Aye 5, Nay 0. Motion carried 5:0

Moved by VanDeKreeke seconded by Halron to adopt the Statutory Grievance Procedure with discussed changes as presented. Aye 5, Nay 0. Motion carried 5:0

2. **Substitute Teacher Handbook** – Lucius stated that with the new rules at the state level, we are only able to negotiate teacher pay. The proposed handbook has been reviewed with the union. The above Statutory Grievance Procedure would be included in the handbook. The board inquired about the stipend reward after subbing for 100 days. This award incents the frequently used subs for coming in and choosing Ashwaubenon. Lucius stated one change to the contract is the ability to remove a sub from the pool if the district is not satisfied with them.

Moved by VanLaanen seconded by VanDeKreeke to adopt the Substitute Teacher Handbook with revised grievance procedure to match new procedure as presented. Aye 5, Nay 0. Motion carried 5:0

Moved by VanLaanen seconded by VanDeKreeke to adopt the Substitute Teacher pay freeze as presented. Aye 5, Nay 0. Motion carried 5:0

3. **4K Staffing Increase** – Lucius stated that the district has more 4K students than planned. It is being recommended we add an additional 4K class for the 2011-12 school year. This recommendation is based on the number of students that have registered. The class would be housed at Cormier. Lucius stated that student numbers are up overall from what was predicted.

Moved by Laukka seconded by Halron to adopt the 4K Staffing Increase as presented. Aye 5, Nay 0. Motion carried 5:0

K. Board & Superintendent Communications:

- Shared thank you note from Mary Jo Rod.
- Reminded everyone about the Welcome Back Meeting on August 29th
- Auto Show sponsored by Williams Autobody raised \$1,000 for the Ashwaubenon Education Foundation.
- WASB conference on the new laws and regulations affecting schools. The conference is on September 29-30, 2011.

L. Future Board Meetings & Topics:

- The next regularly scheduled Board meeting is Monday, September 12, 2011, at 6:30 pm.
- Future topic: Proposed one meeting a month

M. Adjournment

Moved by VanLaanen seconded by VanDeKreeke to adjourn the meeting at 7:20 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk