



**Minutes for Regularly Scheduled Board Meeting**

**To Be Held in the District Board Room  
1055 Griffiths Lane  
Ashwaubenon WI 54304  
(Phone: 920.492.2900)**

**Tuesday, September 29, 2015**

**6:30 pm**

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**A. Call to order:** President Williams called the meeting to order at 6:31 pm

**B. Roll call:**

Board Members Present: Williams, Laukka, VanDeKreeke, Halron, VanLaanen  
Board Members Excused: all present  
School Choice Advisory Representative: John Van Dyck  
Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Kurt Weyers, Andy Bake, Rex Mehlberg, Kris Hucek, Brian Carter, Dirk Ribbens, Mike Aubinger, Pete Marto

**C. Declaration of quorum:** Quorum present

**D. Pledge of allegiance:** The pledge was recited

**E. Adoption of Agenda:** The board requested that item J5 be moved up on the agenda and presented before item I. Moved by VanLaanen seconded by VanDeKreeke to adopt the agenda with the requested change in order of item J5. Aye 5, Nay 0. Motion carried 5:0

**F. Citizens and/or delegations:**

1. Public Forum – no issues were presented
2. Bright Lights Presentation: Expect/respect presentation: High School sophomore Sydney Mertens spoke about the Expect/Respect program.
  - Support group for middle school girls with the option to continue to participate as freshmen. 12 week program at Parkview and an additional 13 weeks at the high school.
  - The participants are taught how to be responsible, caring and compassionate to everyone they encounter with hopes that it will cause a chain reaction.
  - The first year of the program was a learning/warmup year. The second year of the program the activities became more in depth and focused on healthy relationships and coping skills.
  - The fourth year involved working with the Rachel’s Challenge Program (positive chain reaction).
  - The students would like to start a club called “Friends of Rachel”. This support group would use lessons from expect/respect chain reaction program. AHS administration has been consulted and are on board with the program.
  - The board asked what needed from them to help make this program a success. Sydney felt just providing “no pressure” support would be the only thing needed at this time.
  - Ribbens stated that “Friends of Rachel” is in the initial process of becoming a club. The desire is to have the club follow what has been accomplished by the Expect Respect Group. We want to see students participate for the right reasons and be a part of something that they are comfortable with.

**G. Consent Agenda:**

- Moved by VanLaanen seconded by Laukka to adopt the consent agenda items 1-4 as presented. Aye 5, Nay 0. Motion carried 5:0.
1. Minutes of the regular meeting held on Monday, August 24, 2015.
  2. The schedule of checks written 8/19/15 to 9/21/15.
  3. Staffing:

a. **Administration/Teacher/Exempt:**

1. **New hire of Tricia Vertz** to the full time, Grade 2, Limited Term Instructor position at Valley View Elementary School effective with the 2015-2016 school year. Tricia will be placed at Step 4 Lane A as a professional educator. 15-16 salary = \$42,932.45. This is a new position due to an increase in enrollment.

b. **Staffing - Other - 12 additional staffing requests**

1. **New hire of Sandra Selner** to the Educational Associate I-Special Education Aide position at Cormier School & Early Learning Center effective with 9/1/15. Sandy will be compensated \$14.89/hour. This position is vacant due to the resignation of Nancy Upstone and internal transfers.
  2. **New hire of Mary Schroeder** to the Noon Duty Supervisor position at Parkview Middle School and the Breakfast Supervisor position at Pioneer Elementary School effective at the beginning of the 2015-2016 school year. Mary will be compensated \$10.35/hour. This position is vacant due to the resignation of Jennifer Young at Parkview and Melissa Albers at Pioneer.
  3. **New hire of David Goheen** to the Noon Duty Supervisor position at Valley View Elementary School effective with the 2015-2016 school year. Dave will be compensated \$10.35/hour. This position is vacant due to the resignation of Mary Weiss.
  4. **New hire of Aja Gray** to the Educational Associate I-Special Education Aide position at Parkview Middle School effective 9/1/15. Aja will be compensated \$14.89/hour. This position is vacant due to the resignation of Stanley Smith.
  5. **New hire of Tori Destree** to the Educational Associate I – 4K Aide, .50 FTE position at Cormier School & Early Learning Center effective 9/14/15. Tori will be compensated \$14.89/hour. This was a 4K Aide position that was previously funded by the Ashwaubenon Coop. It will now be funded by the school district.
  6. **New hire of Heather Dembroski** to the Educational Associate I – 4K Aide, .50 FTE position at Cormier School & Early Learning Center effective 9/1/15. Heather will be compensated \$14.89/hour. This is a new position created due to enrollment.
  7. **Hire of Joy Mandich** to the Morning Supervisor position at Valley View Elementary School effective at the beginning of the 2015-2016 school year. Joy will be compensated \$10.35/hour. She is also a Noon Duty Supervisor at Valley View. This position is vacant due to the resignation of Mary Weiss.
  8. **New hire of Deborah Last** to the Noon Duty Supervisor and Morning Supervisor positions at Pioneer Elementary School effective at the beginning of the 2015-2016 school year. Deb will be compensated \$10.35/hour. This position is vacant due to the resignation of Julie Kofler and Tracey Brown.
  9. **New hire of Jennifer Keeler** to the Noon Duty Supervisor position at Pioneer Elementary School effective with the 2015-2016 school year. Jen will be compensated \$10.35/hour. This position is vacant due to the resignation of Tracey Brown.
  10. **New hire of Kathy O'Brien** to the Coordinator of Community Volunteers position effective September, 2015. Kathy will be compensated \$15.00/hour for an average of 20 hours/week. This position is vacant due to the resignation Deborah Bodager.
  11. **New hire of Maria Andersen** to the Parent Educator position in the APPL program at Pioneer Elementary School effective 9/10/15. Maria will be compensated \$18.10/hour. This position is vacant due to the resignation of prior staff.
  12. **Resignation of Rose Kelley** from her full time Administrative Associate-Building Secretary position at Cormier School & Early Learning Center effective 10/9/15. Discussion is being held on how to fill this vacancy.
4. **Co-curricular contracts:** 16 co-curriculars were approved.

## H. Superintendent's Report

- **Special recognition:** Hanes recognized Kris Hucek, Brian Carter and the PV Action Leadership team for the work in designing a Learning Guidelines brochure that outlines student expectations, grading and assessment info!
- **Commended Student in the National Merit Scholarship:** Hanes congratulated Breen Lyles for being named a Commended Student in the National Merit Scholarship Program. Breen placed in the top 5% of more than 1.5 million students!
- **AJ Foyt Indy car on site:** Our tech ed students continue to have some excellent hands on experiences. On October 20th the AHS motorsports lab will have an actual AJ Foyt Indy car on site for our Formula High students to see and learn about. Thank you to Mr. Meyer
- **Homecoming Reminders:** We invite the public to celebrate the conclusion of our homecoming week this Friday - Pep Assembly at 1:15, Parade 5:00 and game against Manitowoc evening.
- **Octoberfest:** The Optimist Octoberfest will be held on October 14th at Stadium View. Doors open at 5:30. They continue to raise thousands of dollars for our youth and community.

## I. Discussion Items:

1. **Ashwaubenon App:** Brad Taylor introduced the new Ashwaubenon Mobile App. Taylor worked with School Messenger to design the app. The app will be rolled out to staff followed by parents. The app pulls information from the district website eliminating double entry of information. He demonstrated the app to the board. It is available immediately for use.
2. **Referendum Project Update:** Mark Williams provided an update on the referendum projects going on throughout the district.
  - Groundbreaking of the auditorium and pool will take place on October 1<sup>st</sup>. He invited both the Village and School Board Members to attend.
  - The Village approved change orders with Pool Works. Pool Works changed from a contractor to a sub-contractor resulting in a \$104,000 savings.
  - Fire protection bids came in lower than anticipated. This lowered the overage from \$500,000 to about \$407,000.
  - Donations have been coming in for portions of the projects. He thanked the people in the community to really stepping forward in many different capacities.
  - The School Board, Village Board, service funds, private donations and contingencies will cover a lot of the overages.
3. **Legislative Update:** Mark Williams participated in a Legislative Committee meeting over the weekend. The committee reviewed recommended WASB resolutions. Williams provided an update about what was covered in the meeting:
  - The committee received more resolutions than ever.
  - A recommended resolution needs to pass 3 out of 4 groups to become an actual resolution.
  - The committee started off with 31 recommended resolution and were able to narrow it down to 19.
  - Williams stated that through this process he discovered that there are many districts that do not receive aid and have over a 50% free and reduced lunch rate.
  - In November there will be another two day meeting followed by the delegate assembly in January.
  - When they are finalized, Williams will bring the resolutions to the board for review.
  - The board thanked Williams for participating on this committee.

## J. Action Items:

1. **District Continuous Improvement Plan:** Hanes presented the District Continuous Improvement Plan for board approval. He explained that the plan is an ongoing work in progress. Individual areas are now meeting with Melissa from Studer to define and set their goals. Over all, the district is setting the bar higher to move all students forward. The board discussed their concern about the ACT scores only moving one-tenth of a point. They felt the district should set the bar higher and strive for 22. They requested the 5<sup>th</sup> Target Measure read, "for 11<sup>th</sup> grade students, the mean Reading ACT score will be increased from 20.5 to 22; the mean Math ACT score will increase from 21.1 to 22 (ACT)".

Discussion:

- Student Success: Along with the goal of 100% of students increasing reading and math achievement in order to close the achievement gap of students in all subgroups, the district has a goal to move every child forward.
- The ACT does a great job of identifying the important points needed in instruction to do well on the ACT.
- Have we determined what level math students must be at to score a 22 on the ACT? They need to be at Math 3. We need to align our goals with what our students are taking. Math is an area the district really focuses on and is looking at ways to bring the curriculum to students in an order/way they can be successful.
- A concern was expressed that we are losing the foundation of math in order to push students into Math 3 to score a 22 on the ACT. It has been proven that students that take Math 3 do better in college.
- The board asked what the ACT score really means. What is the significance of moving one-tenth of a point? The board asked if they could have a representative from ACT attend a board meeting and explain more about this test and the scoring.
- What if we do not obtain the ACT goals? We will not be penalized for shooting high and not hitting the number. The point is to keep students moving forward.
- Concern that we are pushing 3 dimensional thinking on students that are not ready for 3 dimensional thinking. What message are we sending to a student that scores low? There is a concern that one score can convince a student they aren't college material.
- We need high standards but not every child will go to a four year college. We also need to help them in career research and help every child be successful.
- How is Studer stretching us? They have not stretched us but instead helped us narrow our focus.
- Administrators were asked if they felt like they were getting anything from this process. Until we try it over the next year, we will not know.
- Hanes stated that working with Studer will take time and we haven't even addressed the survey level portion on it. There are mandates that we have to do but there are also areas we need to put more focus on. They are helping us to focus.
- Concern that the goals of moving up .10 of a point are not high enough. Are they goals or objectives? What does it take to move the score from a 21 to a 22? When we refer to the 100% we need to think about what 100% means at the high school when it comes to ACT scores. The board is concern that if we don't change this goal to 22 we will remain stagnant.

Moved by VanLaanen seconded by VanDeKreeke to adopt the District Continuous Improvement Plan as presented with the exception to Math and Reading ACT mean scores. ACT mean score will be increased from 21.2 in Math and 20.6 in Reading to 22 for both. Aye 5, Nay 0. Motion carried 5:0

2. **Elementary Co-curricular:** Kurt Weyers, Pete Marto and Andy Bake presented their recommended changes to elementary level co-curriculars. The changes being recommended are to create a more equitable co-curricular pay schedule for co-curricular activities, provide a continuity in co-curriculars between elementary schools, change the structure of co-curricular to advisor/director and propose 4 new co-curriculars. The total dollar amount spent on co-curriculars at the elementary level will not change. It will be redistributed according to the proposed table. All changes would go into effect during the 2016-17 school year with the exception of the 4 new clubs which would go into effect during the 2015-16 school year (Love 2 Run, Gaming and Coding Club, Robotics Club, and Student Newspaper Club.)

Moved by Laukka seconded by VanLaanen to adopt the Elementary Co-curricular Plan as presented. Aye 5, Nay 0. Motion carried 5:0

3. **Curriculum Approval Requirement:** Kieslich stated that as part of the budget that was approved by the State in July, school districts must get yearly approval by the school board of the district curriculum

and standards and make this information available to parents. Parents will be informed of the standards used to guide the curriculum electronically and through the school newsletters. Kieslich also explained that there has been a name change initiated at the state level regarding the common core. It will no longer be referred to as "common core standards". The new name is Wisconsin Academic Standards. She reviewed all the standards the district uses for all content areas. She stated that the district looks at approved standards and national standards to ensure the curriculum is rigorous and relevant in helping students be college and career ready. Kieslich informed the board that the science curriculum was up for review this year but due to unknown changes at the state level, this has been put on hold.

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

4. **Sub Teacher Settlement:** Lucius stated that the substitute pay has been frozen for about 4 years. They currently make \$141 per day. Over the last 3 years the district has been experiencing a shortage of substitutes. The shortage is a result of less teachers available, less young teachers available in the pool and retirees no longer looking to sub. The district is proposing a \$1.00 a day increase to the daily rate from \$141 to \$142 per day. He stated that a dollar increase does make a huge difference in this area that is so close together and using the same sub pool. This area of the state tends to have higher substitute teaching pay rates than other areas of the state.

Moved by VanDeKreeke seconded by Halron to adopt the Sub Teacher Settlement of a \$1.00 a day increase in pay as presented. Aye 5, Nay 0. Motion carried 5:0

5. **Krcmar Field at Klipstine Park:** Williams stated that last week the Village Board met and approved a plan for moving forward for remediation of Klipstine Park. Part of the discussion included the future plans for Krcmar Field. The field is owned by both the Village and District. The Village presented the cost of the Remediation Project with and without the baseball field. Currently the cost of remediation is estimated at \$630,000 (\$315,000 each cost share for the Village and District). If a basic baseball field were to be constructed, the cost for that field would be \$345,000 (\$172,500 each cost share for the Village and District). The Village recommended moving forward with the baseball field if the District would agree to participate in a 50/50 cost shared (\$172,500 each).

Discussion:

- Is it necessary to rebuild this field? It is felt the field is necessary due to the sharing issues with adults that have come up in outlying locations.
- Swanson stated that if the both boards agree to split the costs, Rettler will move forward with the final design and the project will go out for bid.
- The group discussed the size, dimensions and layout of the outfield.
- The group inquired if the diamond could be turned to utilize the football field concessions and restrooms. Change in the direction will result in a change in the slope of the field. It would be the opposite of the typical grade of a baseball field. The football field restrooms and concession stand are at a higher elevation. We would need to look at how people would access these facilities.
- Does this money include everything that is currently there? No. There would not be any storage or concessions. At this point only the pads would be built with plans for buildings/structures at a later time.
- Are lights included in this amount? No lights are not included. It is felt that lights are not used enough to justify the cost of putting them in. Babe Ruth League games would be played elsewhere.
- What size games would this field accommodate? Students that are younger than varsity level. The dimensions are similar to other fields in the area. It would not fit WIAA regulations but the intent is not use it for those teams.

- Aubinger stated that the Village does not have a problem borrowing the money. He does ask that the District help pay the loan off by making yearly payments to the Village.
- How much does the Village need? They need the district to pay half of total being presented. The Village would like the District to commit to yearly payments.
- Lucius is not sure if the remediation money is enough to cover the costs we have already committed to. If we do put this into our budget, it is that much less we have for other projects. We may need to put off some of the building updates. The million dollars is all we can borrow without going to referendum. The Village borrowing is much better option. We need to decide if we want to commit money to this project which would ultimately delay other projects.
- Would the Cormier project be delayed? Lucius is committed to getting this project done due to safety issues. He stated that major projects will not be compromised.
- Is there any reason why AYB could not fund some of the things like concession stands or a storage unit? Yes, the plan is to help fund these things in order to finish out the project. The goal to get the basics complete, like pads, and work on the enhancements in years to come. It is necessary that we install the pads and irrigation systems now so no further digging is needed in the 18 inch cap later on.
- Bidding environment – we had one bidder come in on budget and everyone else came in a lot higher.
- Is there a realistic start/stop to what we are going to accomplish? There is a concern that we have a lot of things going on, everything has been higher than expected, and there is a lot of spending taking place outside of our building walls. It feels like a snowball effect. Can we have a short term stopping point? The DNR is really the driving force behind fixing these soil issues.
- What is our loss for putting off the field? We have to put the cap on and not change it. If we want to put something on it later, we would have to put a foundation in at a minimum of 4 feet. We would end up repeating the soil sampling and other things again. This is a basic field that can be added to later.
- Who is responsible for allowing alcohol at Corner Stone? It is not served, it is carried in.
- The Village is looking for the financial commitment from the school district now. Details will be worked out later when the real numbers come in.
- We do not know what that final number is going to be for remediation. Williams suggested maximizing the remediation money and having the Village fund the rest. It was also suggested that AYB help to fund the accommodations when they are able to provide more funding. This is a well-deserved project that has been a part of the community.
- The field would be built next spring and ready for use in the fall of 2017.
- Does the village need a set number from the school district tonight? Aubinger asked the district to fund 50/50. He felt the top number would be approximately \$345,000.
- Can we use current irrigation system? No, we need to be able to access the piping if it ever needs to be repaired.
- It was recommended we build the bare bones field in order to preserve it.
- Suggested selling bricks to help with funding.

Moved by VanDeKreeke seconded by Halron to adopt the 50/50 cost share with a School District portion cap of \$172,500. The School District will make yearly installments of their portion to the Village. Any School District portion over the \$175,200 cap will require School Board for approval. Aye 5, Nay 0. Motion carried 5:0

6. **Ashwaubenon School District Pool/Auditorium Lease:** Williams presented the land lease for the pool/auditorium sites. The lease has a term of 25 years and may be terminated sooner upon payment of the debt. The lease is required for bond purposes. There is no cost to the lease. The Village will maintain property and liability insurance on the building for the term of the lease. The School District will maintain its own liability insurance. The Village has review this lease and made one change to the language under Section 2 – Term of Lease. This language was updated and included in this board packet.

Moved by VanLaanen seconded by VanDeKreeke to adopt the Ashwaubenon School District Pool/Auditorium Lease as presented. Aye 5, Nay 0. Motion carried 5:0

7. **Shared Services Agreement:** Williams presented the update to the current Shared Services Agreement between the Village of Ashwaubenon and School District. The responsibilities for each group are clearly spelled out. This agreement was updated to reflect the addition of the pool and auditorium currently being constructed. Both organizations expressed that the agreement is designed to always be in the best interested of the tax payers and not in the individual groups involved. Primary issues addressed in the agreement include:
- school district will maintain the pool and auditorium
  - village will continue to mow grass and plow parking lots for the school district
  - village and school district will continue to cost share pool supervision and lifeguards
  - outline of the prioritization of scheduling for various facilities including the new pool and auditorium.

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

**K. Board & Superintendent Communications:**

- Numerous emails about Krcmar Field were received by board members. Williams reminded everyone that all emails are sent to school district email addresses.

**L. Future Board Meetings & Topics:**

- The next board meeting is scheduled for **Monday, October 26, 2015, at 6:30 pm** in the District Office.
- ACT presentation
- Fab Labs – what are these?
- Saturday, October 24th – Walktober Beaux Mettler 2 mile walk run. The Beaux Mettler Foundation made a donation of \$25,000 for the Innovation Center
- Aubinger requested presenting at a January or February school board meeting. He would like to discuss the changing of the branch library into the next generation of library (opportunities besides books).

**M. Adjournment**

Moved by VanLaanen seconded by Halron to adjourn to the meeting at 9:06 pm. Aye 5, Nay 0. Motion carried 5:0.

Respectfully submitted,



Jay VanLaanen, Clerk