



Agenda for Regularly Scheduled Board Meeting

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

Monday, November 8, 2010

6:30 p.m.

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A. Call to order:

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

B. Roll call:

Board Members Present: Laukka, VanLaanen, Williams, Halron, Aubinger

Board Members Excused: None

Others Present: David Schmidt, Jill Rhude, Keith Lucius, Brian Nelsen, Pete Marto, Brad Taylor, Maria Arena, Kris Hucek, Kurt Weyers, Matt Anderson, Mark Sheedy, Deb Herzog, Jim Pahl, Andrew Wehlage, and Kerry Janquart

C. Declaration of quorum:

Quorum Present

D. Pledge of allegiance:

Pledge recited

E. Adoption of Agenda:

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

F. 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 discussing employee compensation, employment issues, employee evaluations, and employee negotiations.

G. Citizens and/or delegations:

1. Public Forum – Any citizen and/or delegations:
2. Student Presentations – Dave Blecha, Lauren Lubinski and Pioneer Elementary School students provided a brief presentation of their upcoming North Pole Musical. Blecha stated that the mission of the musical experience is to have every student leave feeling good. The students spoke about the process they went through to become part of the musical. They performed one scene from the musical.

H. Consent Agenda:

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

1. Minutes of the regular meeting held on Monday, October 25, 2010.
2. Minutes of the executive session held on Monday, October 25, 2010
3. The schedule of checks written 10-20-10 to 11-01-10 (#79665 – 79816).
4. The schedule of manual checks written 10-20-10 to 11-01-10 (#138, #1045 - #-1050).
5. The schedule of high school checks written 10-20-10 to 10-31-10 (#12867 - #12871).

6. Staffing:
 - a. **David Schmidt Resignation as of June 30, 2011:** The superintendent has determined that he will resign from Ashwaubenon as of June 30, 2011. The decision to leave Ashwaubenon in June 2011 is a difficult one to make, as the momentum of school improvement is moving in a very positive direction to support student learning and opportunities. There is still much work to be done in the next 8 months and beyond to continue planning and supporting changes that will better support our mission. Our Ashwaubenon schools have all the ingredients to continue to grow into an even greater place for students to prepare themselves for a shrinking, complex world. The superintendent was hired in August 2008 to be a one year interim in Ashwaubenon. The past three years have been filled with productive and enjoyable work.
7. Co-curricular contracts: There are 7 co-curricular contracts being submitted for Board approval.

Williams thanked Schmidt for continuing on and helping the district through the next phase. Schmidt stated that he declared his resignation early so the district can begin the early steps of looking for a new superintendent.

I. Superintendent's Report:

- **Parent Teacher Conferences** – Schmidt stated that conferences are beginning to take place at the schools. The only difference this year is that parents registered for their conference time online. This has cut back on the school workload. Both parents and teachers seem happy with this new process.
- **WKCE testing** – The schools are in the middle of WKCE testing throughout the next week. WKCE testing results helps the district compare itself to other districts in Wisconsin.
- **H1N1 Update** - One year ago the district was closed due to student and staff illness. According to our school nurse, we have not seen signs of a repeat for this year. We have not seen an increase in illness after homecoming like we did last year.
- **AshWell** – The staff wellness project called Ashwell will be kicking off within the next two weeks.

J. Discussion/Presentation Items:

1. **Common Core Updates:** Jill Rhude, Deb Herzog and Jim Pahl provided an update on the common core assessments. They stated that they are working with CESA 7 and the DPI to review and roll out common core assessments. The district is in the middle of reviewing the English Language Arts area. When reviewing and revising ELA, the following is done:
 - Old versus new standards are reviewed.
 - Each year will build off the previous year to help eliminate gaps in learning.
 - It will be determined how to embed the new core standards without causing gaps.
 - Cross curricular connection in 6-12 writing standards for science, social studies, and tech ed.
 - Students will be taught the same skills regardless of who their teacher is.
 - There will be more rigor in the curriculum. Staff will have to be more accountable for covering everything. There will be an increase in rigor and time to get curriculum matched to the common core.

Pahl stated the there will also be more rigor in the area of math. Students will be required to learn things sooner and at a faster rate. The curriculum is being reviewed for gaps and holes to get things aligned. He stated that grade 7 and 8 are aligned well. The high school is at about 75% aligned. The district is doing a lot of work in building content knowledge in our teachers. Pahl ended by stating we have four years to put everything in place.

Topics of discussion:

- Does this change the curriculum programming or it is the same context but at different levels? We are teaching things sooner in some areas, changing the orders and adding things. We are trying to work smarter, not harder.

- If we are now doing verbals in 8th grade versus in 11th grade, are 8th graders as smart as 11th graders? Are they ready? We are trying to prepare them for the grammar piece. As we move forward with this plan, they will be prepared from previous classes.
 - When will the child come to the point where it is too much too soon? If we teach deeply and build the foundation, our kids will rise to it.
 - There is a concern that in the past changes to the math programs, everything seems to crash and burn. Will we end up leaving children behind as we advance so quickly? There are many discussions around the table about this topic.
 - Schmidt stated we are retooling our curriculum so that we have consistency between teachers. Content will no longer be a choice for teachers. We have begun to address having the intended being the taught curriculum. WKCE will be gone and another test will be in its place based on the common core. In the future, there may even be an exit test for our students based on common core.
 - Pahl stated that 87% of the nation has bought into the standards.
 - Specific curriculum will help prepare students heading into the next level of the curriculum.
 - It was felt that these changes will help provide consistency between the two elementary schools. Schmidt stated that the curriculum will not be a choice. The beauty and art of teaching is that it has to be taught the same but it requires that the content being taught is the same.
 - Will there be more than one level of math going into 8th grade. It is projected to have more than one level to meet the needs of all students.
 - Jim Pahl and Deb Herzog were recognized for helping to articulate the message across the district.
2. **PEP Grant:** Jill Rhude stated that Andrew Wehlage, Kerry Janquart and the physical education department shot for the stars and applied for this grant. When it comes to this grant, Andrew will be the project director and Kerry will be the assistant and team leader for the department. Andrew and Kerry presented the details of the grant.
- The Physical Education area will have a complete overhaul in planning how the money will be spent. This will affect students, parents and the community.
 - Curriculum needs to be revised so we have it all in place before we begin the process of buying items.
 - The new 2010 standards for physical education will allow us to make updates. Materials will be purchased to support this revised curriculum.
 - The nutrition education portion will increase the health and wellness of students.
 - Staff development will include onsite training from Focus Fitness, curriculum changes, fitness protocols, certifications, site visits to previous winners, and attendance at conferences to explore best practices.
 - Partnerships will be establish or strengthen within the community: Western Racquet, Brown County YMCA after school programs, We Bike and Peter Fluke (bike safety program), Ashwaubenon Park and Recreation (update of pool equipment), Green Bay Tennis Center (classes and instruction), Brown County Health Department and UW Extension, Betsy Farah District Food Service Director to establish school gardens, and Mike Aubinger and the Village of Ashwaubenon to promote health and wellness in the community. We are not limited to this list for partnership.

They ended by stating that having the \$900,000 to implement what we want is very huge and exciting. They asked for support and offered their time to answer any questions. The main focus of this grant is to increase fitness, health and wellness in K-12. Rhude stated we are also reaching out to the community to bring health and wellness to the entire Ashwaubenon area. Overall, the kids are very excited and can't wait to begin!

The board recognized the group for their initiative in obtaining the grant. They asked if everything implemented would continue after the 3 year grant is over. This is one of the things being looked at. It is felt that if we built strong partnerships with these organizations, they will want to continue to work with us. Part of this is to recycle existing equipment to create accounts to maintain some of these items.

3. **Open Enrollment:** Schmidt stated that over the course of the last few years there has been a lot of discussion about open enrollment. Questions that frequently are asked are do we ever get to a point where we cap and how does it impact our budget and facilities.

Lucius stated that the district began open enrollment during the 1999-2000 school year. At that time we had 21 open enrollment students. Lucius compared open enrollment numbers to resident enrollment. He stated that resident enrollment has been declining while open enrollment has been increasing. At what point do we cap? If history is a good predictor of the future, we will continue to increase in open enrollment and decline in resident enrollment. The amount of space in district and the amount of residents has not changed. We do not have room for new housing and yet it may turn around.

Discussion topics:

- The board asked what would happen if the resident enrollment suddenly surged up. It was felt that we could find ourselves in a position where we are stuck. Lucius stated that in districts that have restricted open enrollment, they do so because their residents filled the space in their schools.
- Some members of the board felt that if we are not careful about filling our schools with open enrollment students we may one day have to deny open enrollment students currently attending here. Lucius stated the first step is to stop adding when we see the number of residents starting to increase. He emphasized that this would not happen all in one year. Schmidt stated we do need to look at capacity in schools. Our capacity is very high right now at the elementary and middle school. Space can also be created by going to a mobile solution with computers creating more room.
- The board asked when students stopped having to reapply for open enrollment at their next level. This decision was made about 4 years ago. It was felt that we were committed to providing an education for these students and having them reapply just created additional paperwork. The board asked who made the decision to change this.

Lucius went through the impact open enrollment has on the budget. He stated that the 644 open enrollment students this year will generate \$4,376,624 in revenue. If they were not here, it would save in 32.20 FTE in staff however, we would still have to make additional reductions of \$2,325,387.

- There is a concern that open enrollment is so huge we are keeping buildings open to house additional students. Lucius stated that if we close a building and sell it and later need to add on or purchase another, it will cost the district more money. If you do not sell it, you still have maintenance costs to deal with and costs in bringing it back up to capacity. If we were able to transfer it to another community use, it would financially help if it was needed back.
- It was felt that opportunities for students increase with more students enrolled. Higher enrollment provides more choice. Lucius stated that choice would decline as enrollment declined.
- A study done by a long range planning committee showed the best range for the high school is to be at an enrollment between 600 to 900 students. We are currently at 1000 with a capacity of 1400.

- How many other districts are competing for these students? Open enrollment competition has increased. With competition it will slow down the amount of students seeking open enrollment.
- Schmidt stated that there will be a marketing frenzy for open enrollment students. Are we going to jump into this game and spent money? We are the highest open enrollment school district. I would hate for viewers to look at this as a negative. It needs to be managed year to year.
- We need to determine a maximum open enrollment level that the district would close open enrollment at. Lucius discussed what capping would have done to us this year if applied in February.
- Lucius explained the confusion in tax levy impact with open enrollment students. He stated that tax payers are not paying a penny more in property taxes with open enrollment students. It is a transfer of state aid where we getting more to offset the cost of these student while their resident districts are getting less.
- A board member stated that there are more than teacher costs that go into educating open enrollment students. There are additional costs in heat, materials, and electricity. Schmidt stated that unless we close a building we would not save on heat and electricity.
- It was felt that we truly do not know the cost of open enrollment students and what the limit should be. A total costing needs to be done to make sure we know everything involved. Schmidt stated that we could put together a total costing if the board requested it.
- It was felt that it would take a drastic change in other districts for us to see a huge influx of students. (i.e. Notre Dame closing or Green Bay high schools merging). It was felt that open enrollment should not be frozen but that it needs to be watched.
- The board inquired about the discussion during the election discussions about eliminating the school of choice option. Lucius stated that it is more a discussion of capping it if it was drastically affecting the financial state of the resident district.
- What is the plan for advertising for open enrollment? A discussion needs to be had regarding how active we want to be in pursuing students. Taylor stated that one advertisement that runs 4-5 times costs about \$1,100 dollars compared to the costs of other districts campaign of about \$25,000.
- Are we marketing to Holy Family? It was felt that other students are going to Holy Family to speak to them. Sheedy stated that Holy Family has come to the high school to tour. The board inquired what the affect on open enrollment will be for these school now they there is a new superintendent for parochial schools. Lucius stated that they will work to keep their students like everyone else.

Lucius discussed the advantages and disadvantage of open enrollment and recommended the following:

- Continuing open enrollment to fill open seats in existing buildings.
- Program capacity will be reviewed before adding students that need additional support.
- Evaluate savings if a district building has another community use.

K. Action Items:

1. **Revision to Board of Education Policies:** The board discussed the updated policies presented to them for a first read. Schmidt pointed out policies 3430 and 4430 and the political nature of the wording of domestic partners and who qualifies. He stated that the updating of these policies are strictly a reflection of what is in the law and must be followed. The policies have nothing to do with health benefits but instead with the state and federal laws on family leave. The board discussed the wording in section A of policy 9700. They inquired if policy 5517 (Student Anti-harassment) is presented to students as a summary or in full. They felt that that the investigation procedure needed to be listed as 15 calendar days, presented as a summary versus entire policy and written to be more user friendly. Brad stated the school calendar

contained the policy in full. All policies presented will be brought back to the November 22nd board meeting for second read/approval.

L. Board & Superintendent Communications:

- A thank you was received from the Gregg Sauve family for condolences sent on the death of his father.
- An email was received from Rhonda Richman recognizing the student winner of the post card contest.

M. Future Board Meetings & Topics:

- The next regularly scheduled Board meeting is Monday, November 22, 2010 at 6:30 pm.

N. Adjournment to executive session:

Moved by VanLaanen, seconded by Aubinger to adjourn to the executive session at 8:16 pm. Aye 5, Nay 0. Motion carried 5:0.

O. 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 discussing employee compensation, employment issues, employee evaluations, and employee negotiations

P. Return to open session:

Q. Adjournment

Moved by Halron, seconded by Van Laanen to adjourn the meeting at 9:45 pm. Aye 5, Nay 0. Motion carried 5:0.

If special accommodations are necessary for you to participate in this meeting, please contact Brian Nelsen, Director of Pupil Services, at 492-2905, ext. 1010 at least 24 hours prior to the meeting.