



**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 8, 2016**

**6:30 pm**

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**A. Call to order:** President VanLaanen called the meeting to order at 6:30 pm.

**B. Roll call:**

Board Members Present: VanLaanen, Williams, Trondson, VanDeKreeke

Board Members Excused: Halron

School Choice Advisory Representative: James Andersen

Others Present: Brian Hanes, Keith Lucius, Jill Kieslich, Tammy Lampereur, Brad Taylor, Nick Senger, Brian Nelsen, Kris Hucek, Kurt Weyers, Pete Marto

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

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

**E. Adoption of Agenda:** VanLaanen requested agenda item K3-Annual Seclusions and Restraints Report be moved to Discussion Item 1 and Discussion Items moved after Action Items. Moved by Williams seconded by VanDeKreeke to adopt the agenda with recommended changes as presented. Aye 4, Nay 0. Motion carried 4:0

**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 considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

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

1. **Public Forum** – no issues presented

2. **Bright Lights** –Lampereur introduced the Special Children’s Program and teachers April and Suzie Rogalski. April and Suzie spoke about the program and what it offers students:

- The program was started in 1979.
- It’s an 8 week program open to students with mild to severe disabilities ages of 8 to 21 yrs.
- Offers two sessions and provides transportation for students.
- The program follows a student’s IEP goals.
- The curriculum involves working with students on life, social and language skills. It involves both music and movement. Students are actively involved in the community setting.
- Three parents spoke to the board about their experiences in the program. All three parents emphasized the importance of the continuity and structure the program provides their children. The families expressed their gratitude for the gifts that April, Suzie and their team share with the children and District.

**Discussion**

- VanLaanen spoke about his daughters’ experiences working with the students in this program and the lasting memories they have. On behalf of the District, he thanked the program staff.
- What type of activities do the students participate in? Concert in the park, Bay Beach, mall trips, swimming, cherry picking, library, eating out, and supply shopping at Target

- How is transportation handled? Transportation is supplied by Lamers and paid mainly through sponsorships.
- Lampereur stated that the program is run by a parent board with some funding through the Village and District. Parents help to secure sponsorship in the community. This sponsorship helps to fund a large portion of the trips, arts, crafts and program backing.
- What is the cost per child for participating in the program? \$250 for the 8 week program.
- Hanes thanked the staff, Rex and Village for partnering with the District to make this program a success.
- The board inquired about seeking publicity to help provide additional recognition for the sponsors of this program.

**H. Consent Agenda:** Moved by Trondson seconded by VanDeKreeke to adopt the consent agenda items 1-3 as presented. Aye 4, Nay 0. Motion carried 4:0.

1. Minutes of the regular meeting held on Monday, July 25, 2016
2. The schedule of checks written 7/19/16 to 8/1/16
3. Staffing:

- **Teaching Staff**

1. **New hire of Carlie Petersen** to the full time Art Instructor position at Valley View Elementary School effective with the 2016-17 school year. Brenda will be placed at Step 4 Lane A as an initial educator. 16-17 salary will be \$41,601.55. This position is vacant due to the resignation of Polly Reynolds.

- **Support Staff**

1. **New hire of Brenda Pavek** to the halftime, Educational Associate – Clerk position at Cormier School effective with the 2016-2017 school year. Brenda will be compensated \$15.19/hour. This position is available due to internal transfer of staff due to resignation of Rose Kelly.
2. **Resignation of Abigail Jacobson** from her part time Educational Associate – Library Aide position at Valley View Elementary School effective at the end of the 2015-16 school year. Posting is underway to fill this vacancy.

**I. Superintendent's Report**

- **Building Projects:** Hanes provided an update about the building projects. Everything is on schedule to be complete this fall.
- **Auditorium Manager:** The District and Village are continuing to meet to discuss the auditorium manager position. Hanes presented a draft of a job description.
  - This position would be funded out of Fund 80.
  - Salary would be in \$75,000 range depending on experience. The Village and District would split the salary 50/50. The Village would not be able to start contributing until January 2017.
  - The position would report to both Allison Swanson and Brian Hanes unless the boards feel differently.
  - It was felt a committee should be formed that would recommend facility usage.
  - The goal is to post the position in September, hire in October and start in November.
  - Seeking a verbal approval from the boards to continue to move forward.
  - The school board felt that it is key to the working relationship of this position to have one overall point person/boss. It was felt that this point person should be the school district. They also felt we needed to move fast in this search to have a person in place before the opening.
  - In reviewing the experience criteria contained in the job description draft, it was felt that 5 years experience may be too much and would require a higher salary than \$75,000. Hanes agrees that a person with 1-2 years experience should be recruited.
  - The Board inquired if it was necessary for members of the district to attend the Village Board meeting to show support for this position. Williams felt that the Village Board was in favor of the position and the January funding timeline is the only concern.

**J. Discussion/Presentation Items:**

1. **Annual Seclusions and Restraints Report:** Lampereur provided an overview of the 2015-16 Seclusion and Restraint Report. This report must be presented annually to the board. Lampereur compared the data from 13-14 to now. She explained the decrease in incidents is a result of new procedures that are now in place.

Discussion:

- What type of training is offered to staff? Staff received yearly crisis prevention and intervention training. Staff are taught to attempt to deescalate a situation versus restraining a student. Regular education staff are trained how to defuse difficult conversations with students and parents.
- Most situations involving seclusion or restraints involve younger students. This is due to the maturity level and difficulty younger children have with verbal communication skills. Weyers added that this is more frequent in the 1<sup>st</sup> and 2<sup>nd</sup> grade levels.
- How does the District compare with other districts when it comes to seclusion/restraints? This is very difficult to compare because each school district defines seclusion differently. The State is trying to come out with a better/consistent definition. This will make reporting more consistent.
- What does our District consider to be seclusion? Preventing a student from leaving a room.

**K. Action Items:**

1. **Lamers Extended Contract:** Lucius explained that Lamers has requested the District extend the 6 year rolling contract to cover 2021-22. This would mean a 2.5% rate increase and a reduction in the fuel cost chart by \$1. Lucius stated that Lamers is experiencing a huge increase in staffing costs. Lamers has always provided an excellent level of service and are always willing to work with the District. They do everything they can to take care of our students in all type of weather conditions.

Discussion:

- The board inquired what a fuel chart was. It is a clause in the contract that allows the cost of fuel to be adjusted when fuel prices change.
- The board agreed that the District has a good relationship with Lamers and they visit this topic annually.
- Lucius informed the board that districts in the western end of the state are experiencing bussing companies closing their doors with little notice provided.
- The board asked if we receive funding for bussing. We do receive some funding but nothing significant. Funding is based on the number of miles from schools. We receive about \$30,000 in aide.
- Lucius feels the increase being requested is justified. He stated that Lamers has worked with us in the past and took a freeze when the District was hurting. They have treated us fairly all along.

Moved by VanDeKreeke seconded by Trondson to approve the Lamers Extended Contract as presented. Aye 4, Nay 0. Motion carried 4:0.

2. **Dance Team Trip:** Senger stated that the dance team is seeking permission to travel to Florida to participate in a dance competition. This trip would involve students missing 5 days of school. Parents are aware that participants would be responsible for making up the work missed during these 5 days.

Discussion:

- Dance Coaches Rodney and Drew presented their reasons for participating in this trip.
- Input was sought from present and past students and parents.
- They stated they are asking for a few more days than previous trip. With the time constraints of the competition, a few extra days would allow for more flexibility in scheduling activities. It would allow the students to be less rushed and have time to enjoy the experience.
- The total cost of the trip is approximately \$22,000 (\$1,400 per dancer). If everything goes as planned, fundraising would cover the entire trip.

- Senger informed the board that with the exception of coaching stipends, the dance team does not get financial assistance from the activity budget. They are a self-funded group.
  - They would not add any additional fundraising to support this trip. All fundraising events remain the same as previous years.
  - How many performances would they have? Four team, 1 combination routine, and several solos, duets and small groups.
  - The District have any special testing on these dates? No.
  - When is spring break? A couple weeks after the trip.
  - When is the band trip? Not until June (summer break).
  - Nelsen stated that the dance competition sponsored each year by the team has become a premier event statewide. The success of this yearly event is due to a real partnership with dancers and parents.
  - Dancers understand that this is not a yearly trip (every three years).
  - Senger stated that grades are checked at term and dancers realize they will be held accountable like every other program/sport. Drew informed the board that last year's team received an academic award at Nationals. He stated that study time was built into the previous trip.
  - Parents were thanked for all the work they put into this program.
  - How long has Rodney and Drew been coaching this team? 7 years. Nelsen stated that the program has continued to grow thanks to the work of Rodney and Drew.
  - The only concern that the board has at this moment is the amount of school being missed and setting a precedent for other student trips. A recent band trip to New York missed a similar amount of days.
  - Hanes stated he would support a rotation (every 3 years) for this type of trip. As a district we do not want to financially burn out our parents nor have students not be able to compete because of the financial commitment.
  - The parents shared with the board that their children are not out selling products. They are working for the money through events like car washes, Sweet Street, soccer tournaments and hosting the yearly dance competition. They also added that working at these events is not mandatory. It is all done on a volunteer basis. The board added that all of this work does make a significant impact on the community.
  - Senger stated that they do everything they can to steer groups to spring break travel. Teams like softball are able to pickup games over spring break. Teams like dance are not always able to find competitions over breaks.
  - A parent spoke about the amount of practice time this group puts in. They practice 3-5 days a week from June through March.
  - Trondson stated that through his experience working on the Jaguar Backers he has seen this program in action. They are a hard working group from coaches down to the parents.
  - Following the board motion, Drew stated that as part of the board approval he is requesting permission to attend the trip as a coach. This would result in Drew needing a sub to cover his teaching hours at Parkview. Hanes and the board stated that they would work this out with Drew.
- Moved by VanDeKreeke seconded by Trondson to approve the Dance Team Trip as presented. Aye 4, Nay 0. Motion carried 4:0.

3. **Special Education Van:** Lampereur explained that she received bids to replace the last Special Education Van. The van is in need of replacement due to door issues. She is recommending the current full size van be replaced with a minivan. The purchase of a new van will be funded by the IDEA Grant. The old van will be sold versus used as a trade in. Lampereur is recommending board approval of a 2015 Kia Sedona for \$19,353.50.

Moved by Williams seconded by VanDeKreeke to approve the Special Education Van Purchase as presented. Aye 4, Nay 0. Motion carried 4:0.

**L. Board & Superintendent Communications:** Ashwaubenon Blast is 2:00 pm to 10:00 pm on Saturday, August 13, 2016.

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

- The next board meeting is scheduled for **Monday, September 12, 2016**, at 6:30 pm in the Village of Ashwaubenon Community Center.

**N. Adjournment to 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 considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Moved by Williams seconded by VanDeKreeke to adjourn to executive session at 7:43 pm. Aye 4, Nay 0. Motion carried 4:0.

**O. Return to open session:**

Moved by Williams seconded by Trondson to adjourn to open session. Aye 4, Nay 0. Motion carried 4:0.

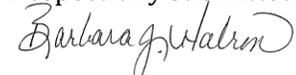
**P. Action following Executive Session:**

4. **Substitute Teacher Compensation for 2016-17:** Lucius presented an increase in substitute teacher compensation. The current daily rate is \$142. Moved by Williams seconded by VanDeKreeke to approve an increase in substitute teacher compensation to \$143 per day from \$142. Aye 4, Nay 0. Motion carried 4:0.

**Q. Adjournment**

Moved by VanDeKreeke seconded by Trondson to adjourn the meeting at 8:17 pm. Aye 4, Nay 0. Motion carried 4:0.

Respectfully submitted,



Barbara Halron